



## PUBLIC SECTOR APPRENTICESHIP TARGET REPORT

### Data Capture 31<sup>st</sup> March 2021

#### 1. Background

1.1 All public bodies in England with more than 250 employees are required to report on the apprenticeship target. This target is to employ at least 2.3% of the workforce as new apprenticeship starts for the period 1 April 2017 to 31 March 2021. It is assessed as an annual average over this 4 year period, and progress is reported annually.

As a public sector body in scope of this target, we must 'have regard' to the target and submit a report annually to Government, by 30 September, on progress in meeting the target.

The Government considers the duty to "have regard" to the target to mean that in making workforce planning decisions, we should actively consider apprenticeships, either for new recruits or as part of career development for existing employees.

In addition to the data return, we're also required to publish some information about our progress made towards meeting the target.

Most public sector bodies were required to report for the first time for the financial year 2017-2018, but Academies were delayed by a year. 2019 – 2020 was the first report submitted by the Diocese of Coventry Multi Academy Trust. This will therefore be the Trusts second report, covering the time period April 2020 to March 2021.

1.2 Self-reported national figures show that 1.7% per cent of workers in public sector bodies started an apprenticeship between 1 April 2018 and 31 March 2019. This equates to 56,980 new apprenticeship starts in the period. The figures for April 19 to March 20 are not available on Gov.uk at time of writing this report.

**The Diocese of Coventry Multi Academy Trust data is set out in the table below and will be the data we publish.**

Table 1.

	<b>1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2021</b>	<b>1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020</b>	<b>1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019</b>
<b>Figure A:</b> Number of Employees who began employment at The Diocese of Coventry Multi Academy Trust (the Trust)	137	107	143
<b>Figure B:</b> Number of Apprentices who began employment at the Trust .	9	7	4
<b>Figure C:</b> Number of employees on 31 March.	872	756	763
<b>Figure D:</b> Number of apprentices on 31 March	15	15	11

<b>Figure E:</b> Apprentices who began employment between 1 <sup>st</sup> April – 31 <sup>st</sup> March annually as a percentage of all new starters. Figure B as a % of Figure A	6.57%	6.54%	2.8%
<b>Figure F:</b> Apprentices within the Trust as a percentage of all employees on 31 <sup>st</sup> March annually. Figure D as a % of figure C	1.72%	1.98%	1.44%
<b>Figure G:</b> Number of Apprentices employed on 31 <sup>st</sup> March annually.	15	11	9
<b>Figure H:</b> Number of employees on 31 <sup>st</sup> March previous year. Figure C previous year	756	763	714
<b>Figure I:</b> Apprentices employed between 1 <sup>st</sup> April – 31 <sup>st</sup> March annually as a percentage of the total headcount on 31 <sup>st</sup> March. Figure B as a % of Figure H	1.19%	0.93%	0.56%

During the reporting period the Trust has continued to make progress with its apprenticeship strategy and continues to support the national target to achieve a 2.3% apprenticeship workforce.

With COVID-19 pandemic, we are pleased to be able to report that no apprenticeship roles were ended or furloughed. The Trust continued to support and encourage apprentice opportunities. We will continue to work with training providers to ensure continuation of qualifications through these challenging times.

There has been an increase of 0.26% over the last year in the effort to achieve the sector targets with a focus on support staff, in particular a focus on supporting teaching and learning in the classroom and Administration. It is however recognized that more needs to be undertaken to achieve and indeed exceed the target for coming years.

In an effort to achieve the target the trust has utilized the levy further through career development for existing staff. During this reporting period the Trust has partnered with additional training providers offering a wider variety of courses. In addition, annual appraisal forms have been revised with a focus on upskilling staff to allow managers to map courses with individuals as part of CPD to develop staff. Furthermore, we have worked with training providers to introduce an Expression of Interest Form for employees to complete who may be interested in completing a course.

While the Diocese of Coventry Multi Academy Trust has had regard to the target through new recruits and through career development for existing staff, regrettably the national target of 2.3% has not been met. It is however important to consider that teaching staff make up a high percentage of the workforce at the Diocese of Coventry Multi Academy Trust, while the majority of courses provided by apprenticeship providers for the education sector are for admin roles and education support staff. We look forward to further courses becoming available particularly in relation to Teaching and Sendco qualifications.

During this reporting period, the Trust will define a future 5-year apprenticeship plan to introduce and embed more apprenticeships into the Trust in line with government's target of 2.3% apprentices as the workforce. As a Trust we propose to meet this target via the aims and actions detailed in the table below.

Aim	Actions
Develop a fair, consistent and equitable approach to our apprenticeship offering and to the allocation and utilisation of the levy.	Guiding principles for Apprenticeships agreed and implemented. With regular review.
Provide clear and transparent career development routes for all roles.	Internally promoting and raising awareness of career development routes and apprenticeships in the organization. Appropriately training Headteachers and line managers to be able to utilize mapping at annual appraisals to upskill staff using the levy.
Review and revise workforce models.	New roles (such as Apprentice Teaching Assistant) have successfully been introduced to meet the target and the workforce need. More work is required regarding other opportunities.
Achieve government targets and make effective use of the levy.	Since implementation of the national apprenticeship target, the Trust continues to steadily improve figures year on year. We wish to continue to improve figures to meet the target of 2.3% set nationally and to make full use of the levy. Where academies are not taking advantage of the full levy we will look to use this in other academies where we are able to do so.
Improve staff survey outcomes in relation to access to training and development opportunities.	Staff survey outcomes from 2020 in relation to having access to training and development opportunities were 50%, + 8% higher than the national average.