



The Futures Trust 2019 Apprenticeship Target Report

What is the Public Sector Apprenticeship Target?

As a relevant public sector employer with over 250 staff, The Futures Trust (the Trust) has a duty to have regard to the apprenticeship target set by the Government. The target is to employ an average of at least 2.3% of staff as new apprentice starts over the period from 1 April 2018 to 31 March 2021.

What is in this report?

In accordance with The Public Sector Apprenticeship Targets Regulations 2017 (as amended), this report publishes information regarding the Trust's progress towards the apprenticeship target during the first reporting period - 1 April 2018 to 31 March 2019. During this period, Barr's Hill School, Keresley Grange Primary School, Parkgate Primary School, President Kennedy School and Stoke Park School were the schools in our Trust. The Trust is required to publish Figures A to G set out in the table below. The Trust has also chosen to publish Figures H to M, and to explain what all of the figures mean in the context of a Charitable Trust which exists to provide exceptional education experiences for learners.

Table of Figures

A	The number of employees whose employment began in the reporting period - <i>1 April 2018 – 31 March 2019</i>	135
B	The number of apprentices who began to work for the Trust and whose apprenticeship agreements also began in the reporting period - <i>This includes employees who were already working for the Trust before beginning their apprenticeship, as well as new apprentice hires.</i>	1
C	The number of employees employed by the Trust at the end of the reporting period - <i>Employee headcount on 31 March 2019</i>	613
D	The number of apprentices employed by the Trust at the end of the reporting period - <i>Apprentice headcount on 31 March 2019</i>	3
E	Figure B expressed as a percentage of Figure A	0.74
F	Figure D expressed as a percentage of Figure C	0.48
G	The number of apprentices who worked for the Trust immediately prior to the reporting period	4
H	The Trust's employee headcount on 31 March 2018	642
I	Figure B expressed as a percentage of Figure H	0.15
J	The number of Full Time Equivalent employees whose employment began in the reporting period - <i>Rather than the number of new starters by headcount, this is how many full time new starters the headcount equated to</i>	109.22
K	Figure B expressed as a percentage of Figure J <i>Apprentices are counted as full time employees</i>	0.91
L	The number of Full Time Equivalent employees employed by the Trust at the end of the reporting period - <i>Rather than the number of employees by headcount (Figure C), this is how many full time employees the headcount equated to on 31 March 2019</i>	508.4
M	Figure D expressed as a percentage of Figure L <i>Apprentices are counted as full time employees</i>	0.59

What do the figures show?

During this reporting period 0.74% of new starters and 0.48% of employees based on headcount as at 31 March 2019 were new apprentice starts. A total of 14 apprenticeship starts would have been required to meet the 2.3% target (2.3% of 613). As two of the three apprentices in employment on 31 March 2019 commenced their apprenticeships prior to the current reporting period, they cannot count towards the target.

What action has the Trust taken towards meeting the apprenticeship target?

When vacancies have arisen and workforce planning has taken place, consideration has been given as to whether roles would be suitable for apprentices, and whether relevant apprenticeship standards or frameworks were available. Consideration has also been given to apprenticeships that could be undertaken by existing employees.

What is the apprenticeship levy?

The Trust is required by law to pay 0.5% of its annual pay bill, minus a £15,000 allowance, into its apprenticeship levy account. The money is to be used to pay apprenticeship providers for the delivery of standards and frameworks, and the Government provide a monthly funding top up of 10%. All funds expire 24 months after they enter the account if they are not spent.

What are the reasons as to why the Trust has not met the Target during the first reporting year?

There are a number of reasons as to why it is challenging for the Trust to meet the target and to spend the levy money that is required to pay. These include but are not limited to:

- **The nature of non-teaching roles in schools;** many of which are part time, require pre-attained skills and knowledge and do not lend themselves to the available apprenticeship standards and frameworks, or to the requirement that apprentices spend 20% of their time on off the job training.
- **Other pathways into teaching are more attractive;** both for trainee teachers and schools.
- **Limited budgets;** the Trust cannot use the apprenticeship levy to fund apprentice wages, or afford to create additional roles within its structures to accommodate apprenticeships. Employing apprentices also requires an investment of resources which are not readily available for this purpose; for example the time of existing colleagues.
- **The level of prior learning undertaken by the existing workforce;** When the Trust has identified potentially suitable frameworks for existing staff, for example science technician or business administration, assessments of prior learning have shown that the prior attainment of colleagues was above the level of these apprenticeships, meaning that the Trust was not allowed to fund the apprenticeships using levy money.

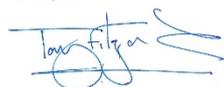
It should be noted that of the 508.4 full time equivalent employees in post on 31 March 2019, 276.7 were teachers. If the apprenticeship target was based on full time equivalent non-teaching posts, rather than the all employee headcount, the Trust's target would have been be five apprenticeship starts for the reporting period.

What are the plans to meet the target and to spend the levy money the Trust is required to pay?

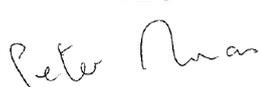
Due to the challenges outlined above and the manner in which the Government has determined the apprenticeship target should be calculated, it will be difficult for the Trust to meet the target set for the period ending March 2021. The Trust will continue to consider apprenticeships as an integral part of workforce planning, and to explore opportunities to be able to use levy money to fund apprenticeships for existing employees, as well as to invest in apprenticeships for new employees.

In doing so, the Trust will ensure that schools are aware of the relevant standards and frameworks that are available, and as part of the Trust's commitment to continuing professional development for all colleagues, will take steps to raise awareness of the apprenticeship opportunities which may be open to them.

Tony Fitzpatrick
Chair



Peter Thomas
CEO



Chantelle Bayliss
HR Director

