

Introduction

As a relevant public sector employer with over 250 staff in England, The Lighthouse Schools Partnership (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 between 1st April 2017 and 31st March 2022.

The target for new apprenticeships includes both newly employed apprentices and any existing staff that have begun an apprenticeship. Reports on progress towards this target must be provided annually to the Department for Education. The deadline for the report to be completed is 30th September each year.

Due regard, in the context of the Regulations, means that in making workforce planning decisions, public bodies must demonstrate that they have actively considered apprenticeships, either for new recruits or as part of career development for existing staff.

All public sector bodies covered by these Regulations, where the target has not been met, are required to explain how they have sought to pay regard to the target and any factors which have hindered efforts to meet the target.

A full Apprenticeship Activity Return for the period 1st April 2021 to 31st March 2022 has been uploaded to the National Apprentice Service portal / Department for Education. The first year for annual publication for the Lighthouse Schools Partnership was for the period 1st April 2018 to 31st March 2019.

This document provides a summary of the information submitted at the Data Publication Section of the return and has been compiled in conjunction with the guidance document entitled “Meeting the Public Sector Apprenticeship Target – Statutory guidance for bodies in scope of the Public Sector Apprenticeship Target.”

Public Sector Apprenticeship Report

Statutory Return September 2022

Data Publication for the period 1 April 2021 - 31 March 2022

Number of employees who work in England

Number of employees who were working in England on 31 March 2021	1,341
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Number of employees who were working in England on 31 March 2022	1,319
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Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	229
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Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2021	5
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Number of apprentices who were working in England on 31 March 2022	10
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Number of new apprentices in England between 1 April 2021 to 31 March 2022 (includes both new hires and existing employees who started an apprenticeship)	7
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Reporting Percentages

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2021 to 31 March 2022	3.06%
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Percentage of total headcount that were apprentices on 31 March 2022	0.76%
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Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021	0.52%
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Public Sector Apprenticeship Report

Statutory Return September 2022

How are we doing towards meeting the public sector apprenticeship target?

Reporting Percentages	1 April 2018 to 31 March 2019	1 April 2019 to 31 March 2020	1 April 2020 to 31 March 2021
The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April to 31 March.	0.00%	1.79%	0.00%
The percentage of total headcount of employees that were apprentices on 31 March.	0.41%	0.60%	0.37%
The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April to 31 March as a proportion of total headcount on 31 March.	0.00%	0.25%	0.00%

The Coronavirus Pandemic had a huge impact on our ability to increase the numbers of apprentices within our schools. However, our numbers are now increasing.

How are we planning to meet the target in future? What will we continue to do or do differently?

We will continue raise the profile of the Levy and Apprentices by inviting local training providers to our wider operation team training days where all school business managers attend, wherever possible. We continue to raise awareness across the trust in our weekly bulletin and updating them on government incentives relating to apprentices. We will continue to share success stories and promote the value of internal apprentices. We will be promoting the apprenticeship scheme to new employees to attract good quality candidates.