



Public sector apprenticeship target report
The Lighthouse Schools Partnership
Statutory return September 2020

The government have set a target for public sector bodies, 2.3% of their current workforce (based on headcount) are to be apprentices. This target runs from 1 April 2017 to 31 March 2021.

The government have requested public sector bodies to publish their number of apprenticeships annually and report this data to the Department for Education. The first year for annual publication for The Lighthouse Schools Partnership Trust was for the period 01 April 2018 to 31 March 2019. The second period was from 01 April 2019 to 31 March 2020.

The second reporting period deadline is the 30 September 2020. Our response must be recorded on the Education and Skills Funding Agency, Digital Apprenticeship Service System and published via our website for public access.

There are 6 questions to be answered and published, they are as follows:

Question	Answer
Number of employees who were working in England on 31 March 2019 (Figure H)	1,185
Number of employees who were working in England on 31 March 2020 (Figure C)	1,169
Number of new employees who started working for you in England between 1 April 2019 and 31 March 2020 (Figure A)	168
Number of apprentices who were working in England on 31 March 2019 (Figure G)	4
Number of apprentices who were working in England on 31 March 2020 (Figure D)	7
Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires and existing employees who started an apprenticeship) (Figure B)	3

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 2019 and 31 March 2020 (Figure E)	1.79%
Percentage of total headcount that were apprentices on 31 March 2020 (Figure F)	0.60%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 and 31 March 2020 as a proportion of total headcount on 31 March 2019 (Figure H)	0.25%

Factors that impacted our ability to meet the target

1. What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

While the percentages of new apprenticeship have improved since last report, we are still creating relationships with new apprenticeship providers locally. We have promoted internal apprenticeships and we will continue to do this. Compared to last year, we have raised the profile of the value of apprenticeships externally and internally and we will continue to raise awareness. We have created apprentice job descriptions for a variety of roles and job evaluated these to ensure we are an attractive employer who recognises the contribution of apprentices.

2. What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?

This year the Covid-19 issue has been a huge factor which has impacted on our ability to increase the numbers of our apprentices. However, despite this setback we have progressed some apprenticeships, following the lockdown, which will be reported in next year's report.

Being a large MAT with 24 schools currently has proved challenging when a school joins the Trust and they have an apprentice to switch that account onto the Trust's Levy. There is a level of confusion regarding apprentices and how the scheme works and how this can offer benefits.

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

We are planning to 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 are going to share success stories and promote the value of internal apprentices.

4. If the Trust expects that a future target is not likely to be met, why do we believe that is?

We are continually looking at ways we can increase the number of apprentices across the trust. Should there be further Covid-19 restrictions it will impact on the apprenticeships. We see potential in being able to improve our apprentice numbers and will aim to effectively utilise our apprenticeship levy.