

Apprenticeship Reporting Period

Start Date:

End Date

2022 Report**01-Apr-21****31-Mar-22**

Return Section 1 - Data Publication		Date	TGAT Figure	Notes
Figure 1a	The number of employees employed at the beginning of the reporting period in question.	31/03/2021	777	
Figure 1b	The number of employees employed at the end of the reporting period in question.	31/03/2022	852	From EPM Insight
Figure 1c	The number of new employees who started work with TGAT during reporting period	Between 1 April 2021 and 31 March 22	161	From EPM Insight
Figure 2a	Number of apprentices who were working in England at start of reporting period	31/03/2021	22	
Figure 2b	Number of apprentices who were working in England at end of reporting period	31/03/2022	25	
Figure 2c	The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period. • This includes employees who were already working for the body before beginning their apprenticeship, as well as new apprentice hires.	Between 1 April 2021 and 31 March 22	12	
Figures 3a	Your full-time equivalents (optional)	31/03/2022	737	From EPM Insight

What is the target?

Prescribed groups and public sector bodies with 250 or more staff in England have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021. Bodies in scope must have regard to the target

2021-22	2.8%
2020-21	1.8%
2019-20	1.6%
2018-19	1.1%

Return Section 2 - Factors that impacted your ability to meet the target

	Question	Response
1	What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	We have continued to work closely with our training provider to design a number of apprenticeship courses/routes that match in with different job roles across the Trust starting from Early career teachers to Executive Principal level and all support staff roles. We review these regularly and add in additional qualifications where we feel they will benefit our staff. For example, we are looking at coaching as a Trust priority and have encouraged staff to take on the Level 5 coaching qualification to complement this work. We have also worked on mapping the apprenticeship courses into a Leadership programme with clear career progression routes for all staff. We continue to provide staff with further academic opportunities by using the levy to fund Masters courses. This is through the University of Birmingham and we have our second cohort starting this year.
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?	The impact of Covid has halted some of the progress we would have liked to make in particular with encouraging more staff to take on additional CPD but this seems to be recovering well now. Staff are encouraged through their appraisal conversations to discuss how apprenticeship courses can benefit their CPD and learning.
3	How are you planning to meet the target in future? What will you continue to do or do differently?	Our Leadership pathways map out all of the appropriate apprenticeship courses to different job roles in the Trust and different career stages. This allows staff to see how the apprenticeship courses can support their career progression and CPD. Our apprenticeship partner also works very closely with the Trust Apprenticeship lead to ensure that there are regular communications to Trust staff on the apprenticeship.
4	Do you have anything else you want to tell us? (optional)	