

Apprenticeship Reporting Period

Start Date:

End Date

2021 Report**01-Apr-20****31-Mar-21****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.	31/03/2020	826	
Figure 1b	The number of employees employed at the end of the reporting period in question.	31/03/2021	777	
Figure 1c	The number of new employees who started work with TGAT during reporting period	Between 1 April 2020 and 31 March 21	106	38 support, 68 teaching
Figure 2a	Number of apprentices who were working in England at start of reporting period	31/03/2020	15	
Figure 2b	Number of apprentices who were working in England at end of reporting period	31/03/2021	22	
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 2020 and 31 March 21	15	
Figures 3a	Your full-time equivalents (optional)	31/03/2021	689	

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

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 worked 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 have also worked on mapping the apprenticeship courses into a Leadership programme with clear career progression routes for all staff. This is due to be launched in September 2021. This year we also launched our Masters level route through the apprenticeship levy with the University of Birmingham and this has been a successful additional route for staff which we hope we can continue next 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?	Covid has halted some of the progress we would have liked to make in particular with encouraging more staff to take on additional CPD. However, we have now mapped all of the appropriate apprenticeship courses into our Leadership pathways which will allow staff to use this as part of their appraisal discussions.
3	How are you planning to meet the target in future? What will you continue to do or do differently?	We will launch our Leadership pathways work which maps out all of the appropriate apprenticeship courses to different job roles in the Trust and different career stages. This will allow staff to see how the apprenticeship courses can support their career progression and CPD.
4	Do you have anything else you want to tell us? (optional)	