



Tudor Grange Academies Trust

Apprenticeship Reporting

1st April 2018 – 31st March 2019

Figure A	The number of employees whose employment in England by the body began in the reporting period in question.	154
Figure B	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.	7
Figure C	The number of employees employed in England that the body has at the end of that period	765
Figure D	The number of apprentices who work for the body at the end of that period.	8
Figure E	Figure B expressed as a percentage of figure A.	4.5%
Figure F	Figure D expressed as a percentage of figure C.	1.0%
Figure G	The number of apprentices who worked for the body immediately before that period.	7
Figure H	Headcount on the day before the first day of each reporting period in the target period.	660
Figure I	Figure B expressed as a percentage of figure H	1.1%

1. Action that the body has taken to meet their apprenticeship target (i.e. how it has 'had regard')

External Company, Train Together to facilitate and assist with training and courses. Contact there has met with all head teachers to raise awareness of the programme and CPD opportunities available to all staff. A trust vision on Apprenticeship Levy utilisation has been presented to all head teachers, this includes an agreed vision to have a number of routes available for both teaching and support staff through the levy fund.

Train Together has worked with the trust to provide training opportunities and routes based on job descriptions. These routes are now part of routine line management conversations where staff can express an interest in additional CPD. All head teachers are reminded of the apprenticeship opportunities before key performance management cycles.

The trust is exploring partnership with Birmingham University to provide masters qualifications using the levy fund from 2021.

2. If their target has not been met then specific further evidence may be required. This may include an explanation of why the target was not met, actions the body has taken to overcome the challenges it has faced and/or mitigating factors which demonstrate the body's commitment to apprenticeships

There have been some challenges in increasing the number of new recruit apprentices through external advertising. Insufficient candidates applied for apprentice play worker roles at 2 of our primary schools.

We have had success in internal recruitment to apprenticeship positions, particularly offering opportunities to our post 16 leavers. Several such members of staff have successfully completed their apprenticeship and have been taken on to a full time, permanent role.

3. Information about action the body proposes to take to meet their future apprenticeship targets

External Company, Train Together to facilitate and assist with training and courses. Contact there has met with all head teachers to raise awareness of the programme and CPD opportunities available to all staff. A trust vision on Apprenticeship Levy utilisation has been presented to all head teachers in which there is an agreed vision to have a number of routes available for both teaching and support staff through the levy fund.

Train Together has worked with the trust to provide training opportunities and routes based on job descriptions. These routes are now part of routine line management conversations where staff can express an interest in additional CPD. All head teachers are reminded of the apprenticeship opportunities before key performance management cycles.

The trust is exploring partnership with Birmingham University to provide masters qualifications using the levy fund from 2021.

4. If the body considers that a future target is not likely to be met, an explanation of why that is so

The trust continues to endeavour to reach the apprenticeship target and consider it realistic that this will be met by 2021. We continue to work with Train Together to help us develop the range of routes available to existing staff and newly recruited apprentices.