



CEO: Elaine Cooper

APPRENTICESHIP REPORTING 2024-25

Reporting Period - 1st April 2024 to 31st March 2025

- Headcount on 1st April 2024 – 335
- Headcount on 31st March 2025 – 526
- Number of employees employed in period – 289 (includes 236 employees from BFLT)

Summary Update – Apprenticeship

Total No. of Apprenticeships as at 01/04/24	3
Total No. of Apprenticeships as at 31/03/25	7 (<i>working towards completion</i>)

Teacher Apprenticeship – Level 6	7
Community, Health and Wellbeing – Level 3	1 (<i>working towards completion</i>)
Early Years educator – Level 3	2

New Apprenticeship started during the period	4
Total Number of Apprenticeships in the period	10 (<i>working towards completion</i>)

Reporting Percentages

Percentage of Total Head count that were Apprenticeships on 1 st April 2024 as a proportion of employment starts between 1 st April 2024 and 31 st March 2025	1.19%
Percentage of Total Head count that were Apprenticeships on 31 st March 2025	1.33%

Action taken to meet the apprenticeship target.	Apprenticeship opportunities are advertised internally. Headteachers make staff aware via posters within the schools, staff e-mails and at staff meetings. We are encouraging support staff to consider apprenticeships.
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<p>Action taken to overcome challenges in meeting target.</p>	<p>There are a large number of employees within The Trust who are already qualified teachers. This reduces the opportunity to use the levy for these employees.</p> <p>Many of our employees are on term time contracts and have families so taking on extra studies can be a challenge for them.</p>
<p>Future plans to support The Trust in meeting the target in the future.</p>	<p>The Trust is committed to ensuring the apprenticeship scheme is a success.</p> <ol style="list-style-type: none"> 1. We have increased advertisement for Teacher Apprenticeships around the schools for both internal and external candidates. 2. We are talking to employees who have shown an interest in starting an apprenticeship and supporting them where we can. 3. We are attending seminars regarding Apprenticeships to gain a better understanding on what schemes are available. 4. We are offering a wider range of apprenticeships to our staff.