

Apprenticeship Report
March 2021 – March 2022

Reporting period	1 April 2021 to 31 March 2022
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Organisation

Organisation Name	ACTIVATE LEARNING EDUCATION TRUST
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Number of employees who work in England

Number of employees who were working in England on 31 March 2021	380
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Number of employees who were working in England on 31 March 2022	402
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Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	78
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Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2021	18
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Number of apprentices who were working in England on 31 March 2022	20
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Number of new apprentices in England between 1 April 2021 to 31 March 2022 (includes both new hires and existing employees who started an apprenticeship)	2
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Full Time Equivalent

Full-time equivalents (optional)	
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Reporting percentages

We have computed the percentages that will be reported from the figures you have given.

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2021 to 31 March 2022	2.56%
Percentage of total headcount that were apprentices on 31 March 2022	4.98%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021	0.53%

Factors that impacted your ability to meet the target

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	We actively encourage current members of staff to participate in continual professional development and where possible through the apprenticeship route. The pandemic had hindered progress in the last 12 months but this is expected to return to numbers similar to the previous year in the next reporting period. As staff leave the organisation we are identifying if we could employ an apprentice.
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 pandemic and coming out of the pandemic have been the biggest challenges as we were unable to prioritise time to push on this target. We expect this to be back to the percentage of new starts from the previous year in the next reporting period.
How are you planning to meet the target in future? What will you continue to do or do differently?	We will be looking at all Business Support new recruits and consider an apprentice for each role. We will look to develop or Teaching and Learning Support staff through apprenticeships. Finally we are exploring route to qualified teacher status through the apprenticeship route.
Do you have anything else you want to tell us? (optional)	
