

## Apprenticeship Public Sector Target Report 2018-19

United Learning is a multi-academy trust with schools in both the public and private sector, with the aim to provide an excellent education to children and young people across the country. We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out ‘the best in everyone’ – students, staff, parents and the wider community.

To make that possible, we aim to attract great people to work in our schools, support their development and help them build a career with us. High quality professional development is central to our vision for excellence. United Learning actively considers apprenticeships for both new and existing staff to further their career progression.

The public sector apprenticeship target requires public sector bodies with 250 or more staff in England to employ an average of at least 2.3% of their staff as new apprentice starts annually over the period of 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019. United Learning is required to publish data on behalf of United Learning Trust and show regard to the public sector apprenticeship target.

**Organisation Name:** United Learning Trust  
**Reporting period:** 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2019

Figure A	The number of employees whose employment in England by the body began in the reporting period in question.	<b>1778</b>
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. <i>(This includes employees who were already working for the body before beginning their apprenticeship, as well as new apprentice hires.)</i>	<b>40</b>
Figure C	The number of employees employed in England that the body has at the end of that period.	<b>6018</b>
Figure D	The number of apprentices who work for the body at the end of that period.	<b>48</b>
Figure E	Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2020 to 31 March 2021.	<b>2.25%</b>
Figure F	Percentage of total headcount that were apprentices on 31 March 2021.	<b>0.73%</b>

United Learning has put in place a process of reviewing available apprenticeships as they are released and actively match these to both recruitment vacancies and job roles in our schools to increase uptake of learning opportunities. We have engaged with forward thinking providers in ensuring that learning programmes are more bespoke to our sector, and we are supporting our staff in accessing these programmes to assist them in progression within their roll and beyond. Over and above the systems that we have already introduced and will continue to follow up on, we are requesting that each school appoints an Apprenticeship champion to work with staff in signposting relevant learning opportunities. We are undertaking a review of our overall CPD provision and learning pathways; apprenticeships will form part of this focus, to inform our future approach and planning.

*A full Apprenticeship Activity Return has been submitted to the Department for Education, in line with regulations.*

