

Carmel Education Trust

Apprenticeship Levy Report

Reporting period

1 April 2018 to 31 March 2019

Organisation

Organisation Name

CARMEL EDUCATION TRUST

Number of employees who work in England

Number of employees who were working in England on
31 March 2018

526

Number of employees who were working in England on
31 March 2019

675

Number of new employees who started working for you
in England between 1 April 2018 to 31 March 2019

133

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2018	6
Number of apprentices who were working in England on 31 March 2019	11
Number of new apprentices in England between 1 April 2018 to 31 March 2019 (includes both new hires and existing employees who started an apprenticeship)	7

Full Time Equivalent

Full-time equivalents (optional)

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 2018 to 31 March 2019	5.26%
--	--------------

Percentage of total headcount that were apprentices on 31 March 2019	1.63%
--	--------------

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2019 as a proportion of total headcount on 31 March 2018	1.33%
---	--------------

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?

As per the previous year we have continued to consider wherever possible the appointment of an apprentice and in addition, wherever the training needs of our organisation align with an available apprenticeship programme we actively encourage staff to participate.

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 most significant challenge facing our organisation in its ability to meet the target is the funding of the apprentice's salary. In common with many organisations, within and out with the education sector, we are facing high employment costs which are restrictive to our overall staffing and training model. We regularly review both staffing and training to ensure we are maximising our resources across our organisation. As a Multi Academy Trust we are committed to education for all.

How are you planning to meet the target in future? What will

We will continue to use our best endeavours as described previously. Promotion of apprenticeship routes within our organisation will

you continue to do or do differently?

continue and we will ensure the apprenticeship option is considered at every opportunity.

Do you have anything else you want to tell us? (optional)

Our organisation has grown significantly in the reporting period growing from a Multi Academy Trust of 7 schools to 10. We have had a number of success stories across our organisation with colleagues beginning their careers as apprentices and continuing to professionally develop with us through the different apprenticeship levels. We have a broad range of colleagues accessing apprenticeship programmes ranging from Admin & Business Level 2 to Senior Leadership Roles at Masters Level. The Teaching Assistant Apprenticeship is the most common Apprenticeship in our organisation.
