

# Apprenticeship Levy report

Reporting period

1 April 2023 – 31 March 2024

## Background

The Apprenticeship Levy was introduced by the Department for Education. All employers with an annual pay bill of more than £3 million pay 0.5% of their monthly payroll into the levy. This equates to around £16,000.00 per month for Diverse Academies Trust.

There is no longer an apprenticeship target set in legislation for public sector employers, however it is still important that as a public sector body we continue to gather and report relevant apprenticeship data.

Public sector bodies continue to be encouraged to increase their commitment to apprenticeships and should actively consider apprenticeships, either for new recruits or as part of career development for existing staff.

To drive focus and promote the identification and sharing of good practice, the Department for Education want to ensure there is transparency in employer's performance and will therefore continue to publish data annually on new apprenticeship starts, total numbers of apprentices and organisation headcounts.

## Reporting to the Department for Education

Diverse Academies Trust are required to submit an Apprenticeship Levy Report on an annual basis. The report submitted for 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024 is detailed below:

Reporting period	1 April 2023 to 31 March 2024
<b>Organisation</b>	
Is your organisation a local authority	No
Organisation Name	DIVERSE ACADEMIES TRUST
Total number of employees	More than 250
<b>Number of employees who work in England</b>	
Number of employees who were working in England on 31 March 2023	1,470
Number of employees who were working in England on 31 March 2024	1,426
Number of new employees who started working for you in England between 1 April 2023 to 31 March 2024	289
<b>Number of apprentices who work in England</b>	
Number of apprentices who were working in England on 31 March 2023	51
Number of apprentices who were working in England on 31 March 2024	42
Number of new apprentices who started working for you in England between 1 April 2023 to 31 March 2024	7
<b>Reporting Percentage</b>	
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) between 1 April 2023 to 31 March 2024 as a proportion of total headcount on 31 March 2023	0.48%

## Analysis

The following table shows a comparison of data:

	1 April 2022 and 31 March 2023	1 April 2023 and 31 March 2024
Number of new apprentices <i>(including both new hires and existing employees who started an apprenticeship)</i>	51	42
New apprentices who started working	5	7
Percentage of apprenticeship starts as a proportion of total headcount	0.37%	0.48%
Percentage of apprenticeship starts as a proportion of new employment starts	4.46%	2.42%

The percentage of apprenticeship starts as a proportion of total headcount has increased since the last reporting period, and the percentage of apprenticeship starts as a proportion of employment starts has gone down since the last reporting period.

As with previous years we have continued to work with training providers to source appropriate training. However, it should be noted that the necessity for apprentices to spend 20% of their working time 'off the job' has also made it difficult to be able to place apprenticeships.

We have developed an Apprentice Talent Pool to capture interest from external perspective candidates interested in an apprenticeship which will be used at local apprenticeship events and on the careers page of our website, keeping these potential candidates warm and updated with our news and opportunities.

## Next Steps

1. There are a few apprenticeships that are quite overdue for completion. These need to be reviewed to understand if they will be completed or not and removed where appropriate.
2. Longer term we need to ensure we have a clear strategy for the recruitment of new apprentices where new apprentice roles are built into workforce plans for both academy and business function teams.
3. We are starting to develop a career framework for staff, and we need to factor in how apprenticeships can be used to develop current staff skills and knowledge.

4. We need to explore if the new degree apprenticeship for teaching in maths is an area where we want to be involved in the pilot. We need to consider that any staff who follow this route will require to be released for 2 days a week over the 4 years of their apprenticeship.
5. Changes to rules mean that we can now transfer up to 50% of our funds to support apprenticeships in smaller businesses within the community. We need to consider this as part of our over strategy in terms of if we want to do this, and the process we would use.