



# Apprenticeship Levy Report

## May 2024

For the St Ralph Sherwin Catholic Multi Academy Trust

The number of employees the organisation has working in England as at 31.3.24	1145
The number of those taken on during the reporting period 1 <sup>st</sup> April 2023 – 31 <sup>st</sup> March 2024	199
The number of employees currently doing apprenticeships in England as at 31 <sup>st</sup> March 2024	11
The number that started an apprenticeship in England during that reporting period	5

### What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

- Speaking to schools regarding the use of apprentices across our schools and central functions.
- Shared information with schools on apprenticeship providers.
- Continued to create and build relationships with apprenticeship providers.
  - Members of the HR team becoming more familiar with the apprenticeship service

### 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?

- Continuing funding constraints on recruitment as the levy does not cover salary costs
- Recruitment market means that candidates have more choice over their future employment

These challenges are the same as those faced last year.

### How are you planning to meet the target in future? What will you continue to do or do differently?

- Continue to promote use of Apprenticeships as an opportunity for CPD for existing staff.
- Create apprenticeship opportunities for trainee teachers, TA's, and central team functions.
- Expand the pool of apprenticeship providers that our schools and central team functions can access to see how they meet their staff needs.



# St Ralph Sherwin

Catholic Multi Academy Trust

We will continue to do the work we are currently undertaking as we are seeing a positive impact on the use of the levy.