



Star

Public Sector Apprenticeship Target Report Reporting Period: 1 April 2019 to 31 March 2020

Star Academies is a mixed Multi-Academy Trust that runs a diverse network of primary and secondary schools. We are a values-based organisation, committed to enhancing social mobility. All our efforts are geared towards raising the aspirations of children and young people in areas of social and economic deprivation to improve their life chances and help them succeed at the highest levels of education, employment and the professions.

Star Academies is one of the country's leading education providers, and our schools promote excellence in everything they do. In every school, the entire staff team – working in partnership with parents and the local community – is committed to nurturing today's young people and inspiring tomorrow's leaders.

Our schools work together as Star Partnerships in five cluster areas – Lancashire, Greater Manchester, West Yorkshire, the Midlands and London. Schools within the Partnerships collaborate to share expertise and maximise opportunities and experiences for our pupils.

Star Academies employs the very best staff and invests heavily in their continuing professional development. Staff benefit from an extensive range of nationally accredited training provided by Star Institute.

Return Section 1 - Data Publication

The Data Publication includes several figures which will enable the Government, the public, and wider stakeholders to understand each body's headcount and the number of apprentices they employ, and then use that information to assess the progress a body has made towards meeting the target.

For academies that joined the Trust during the reporting period, the numbers below are based on the staff start dates with the academy and not the Trust.

Figure A:	The number of employees whose employment in England by the body began in the reporting period in question.	661
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>	20
Figure C:	the number of employees employed in England that the body has at the end of that period.	2,091
Figure D:	the number of apprentices who work for the body at the end of that period. Public bodies are also required to provide two percentages in order to give context to the other figures. These percentages do not reflect the progress a public body has made towards the target:	22
Figure E:	Figure B expressed as a percentage of figure A.	3.03
Figure F:	Figure D expressed as a percentage of figure C.	1.05



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Return Section 2 – Apprenticeship Activity Return

In addition, the Apprenticeship Activity Return (Return Section 2) requires public bodies to send the following figures, which will help identify their progress towards meeting the target, to the Department for Education. Public bodies could also consider providing these figures in the Data Publication:

Figure H:	Headcount on the day before the first day of each reporting period in the target period; and	2,087
Figure I:	Figure B expressed as a percentage of figure H	0.96

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

During the reporting period Star recruited just over 3% of new employees on apprentice contracts. This increased the percentage of apprentices of total employees from 0.48% to 1.05%.

Star Academies appointed a main apprenticeship training provider in May 2019. As a result the number of apprentices has increased. This will continue to expand and form the basis of the Trust's development plans over the coming years.

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?

Whilst we have maintained all apprentices on programme during Covid19 it has impacted on the recruitment of apprentices. As we emerge from lockdown we envisage recruitment to resume.

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

In partnership with our training provider we are offering briefing sessions and workshops for employees and School Leadership Teams. We will continue to work with our training provider in the marketing and communications of our apprenticeship programme. We will also be developing apprenticeship progression pathways and continue to embed apprenticeships into our recruitment and professional development frameworks.

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