

NORTH LINCOLNSHIRE COUNCIL

**REGENERATION & DEVOLUTION
AND
CHILDREN'S SERVICES
CABINET MEMBERS**

TEACHING ASSISTANT APPRENTICESHIPS – SCHOOLS DEVELOPMENT

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To approve the establishment of six new apprentice teaching assistant posts to support our ambition to 'grow our own'.

2. BACKGROUND INFORMATION

- 2.1 Over the last five years, the council has delivered a highly successful apprenticeship programme. The programme has created opportunities for young people to 'earn while they learn', providing an alternative to University.
- 2.2 There is the opportunity to directly promote apprenticeships in schools by the creation of a number of apprentice teaching assistant posts. There is a good track record within North Lincolnshire of teaching assistants progressing within schools and this initiative would provide an entry into a career with the opportunity for advancement.

3. OPTIONS FOR CONSIDERATION

- 3.1 The option for consideration is to create six new Apprenticeship opportunities within local schools using funding from the Apprenticeship Programme and Schools.

4. ANALYSIS OF OPTIONS

- 4.1 The need to 'grow our own' has never been more important. The proposal provides an opportunity to create additional capacity within schools and the individuals to achieve this.
- 4.2 It is proposed that recruitment commences in June 2015 with a view to commencing employment in early September 2015. The successful candidates will have the opportunity to use the council's induction programme and access our internal annual training programme.
- 4.3 Each apprentice will be given a 'pathway to success' to ensure that they succeed.

4.4 The following conditions will apply to the six jobs in question.

- Level 2/3 Teaching Assistant Apprenticeship
- 37 hours a week
- Based in school in term time and attached to an out of school facility during school holidays.
- Funded 50-50 through the school and the local authority
- Mentoring will be provided through the school as the employer; access should be made to relevant professional development.

5. **RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

5.1 Financial

The cost to the council in supporting this initiative amounts to £20,404. Budgets allocated to support the delivery of the council's apprenticeship programme will meet this cost.

5.2 There are no other resource implications to consider.

6. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT**

6.1 Officers have previously prepared an Integrated Impact assessment for the apprenticeship programme. No significant issues were highlighted.

7. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

7.1 Schools and relevant officers in the Human Resources and Education divisions were consulted and are supportive of the proposals.

7.2 Officers are not aware of any conflicts of interest relating to this matter.

8. **RECOMMENDATIONS**

8.1 That the Cabinet Members approve the proposal to create six new apprenticeship opportunities within our schools using funding from the Council's Apprenticeship Programme and Schools.

**DIRECTOR OF PLACES
DIRECTOR OF PEOPLE**

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Background Papers used in the preparation of this report: None