

Freedom of Information request completed by Rushcliffe Borough Council

2 October 2023

For – Marilyn Bailey, Unison

**1. What apprenticeship qualifications and levels does your council offer to externally recruited apprentices and existing employees within your council or local authority maintained schools?**

We currently have apprentices and existing employers on the following apprenticeship courses –

- Level 3 Business Admin
- Level 4 Construction Design and Build Technician
- Level 7 CIPHA qualification
- Apprenticeship BSc (Hons) Environmental Health Practitioner

In the last year we have had employees complete the following apprenticeships –

- Level 3 Advanced Apprentice diploma in Event Management.
- Level 3 Infrastructure Technician I
- Level 3 Assistant Accountant

**2. For September 2021 – July 2022:**

**a. What was the annual rate of pay for an: externally recruited apprentice working in the council, or a local authority maintained school?**

This covers 2 pay periods so I have split the rates out

Sept 2021 – March 22

Age 16 - 18 yr old - 1st yr only	9375.00
Age 16 - 18 yr old - 2nd yr onwards	9375.00
Age 19 - 24 yr old - 1st yr only	11661.00
Age 19 - 20 yr old - 2nd yr onwards	12786.00
Age 21 - 24 yr old - 2nd yr onwards	16257.00
Age 25 yr+ - 1st yr only	11661.00
Age 25 yr+ - 2nd yr onwards	17286.00

April 22 – July 22

Age 16 - 18 yr old - 1st yr only	9539
Age 16 - 18 yr old - 2nd yr onwards	9539
Age 19 - 24 yr old - 1st yr only	11865
Age 19 - 20 yr old - 2nd yr onwards	13177.02
Age 21 - 24 yr old - 2nd yr onwards	17710.84

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Age 25 yr+ - 1st yr only	11865
Age 25 yr+ - 2nd yr onwards	18328.25

b. Did existing employees while doing an apprenticeship in the council or a local authority maintained school remain on the same pay as for their substantive post?

I. Yes

c. What was the total number of apprentices that started as an:

1) Externally recruited apprentice to do an apprenticeship scheme in:

I. the council. – 0

II. a local authority maintained school. – N/a

2) Existing employees that started an apprenticeship as part of their career progression in:

I. the council - 1

II. a local authority maintained school.- N/a

d. What was the total number of apprenticeship starts broken down by age range:

I. 18-24

II. 25-34 - 1

III. 35-44

IV. 45-54

V. 55-64

e. What was the total number of apprenticeship starts broken down by race, disability, gender identity and sexual orientation?

1 Female, no disability, British, heterosexual

f. Of the total number of starts, what number of apprentices completed, left and continued their apprenticeship scheme?

1 existing employee completed course and continued in employment

g. What number of externally recruited apprentices got a permanent job at the end of their apprenticeship?

No externally recruited in this period

### 3. For September 2022 – July 2023:

a. What was the annual rate of pay for an: externally recruited apprentice working in the council, or a local authority maintained school?

As above this covers 2 separate pay periods –

Sept 22 – March 22

Age 16 - 18 yr old - 1st yr only	9539
Age 16 - 18 yr old - 2nd yr onwards	9539
Age 19 - 24 yr old - 1st yr only	11865
Age 19 - 20 yr old - 2nd yr onwards	13177.02
Age 21 - 24 yr old - 2nd yr onwards	17710.84
Age 25 yr+ - 1st yr only	11865
Age 25 yr+ - 2nd yr onwards	18328.25

From April 2023 we changed to –

16-17 year old	£10,188.00
18-20 year old	£14,451.00
21-22 year old	£19,641.00
23 and Over	£20,103.00

b. Did existing employees while doing an apprenticeship in the council or a local authority maintained school remain on the same pay as for their substantive post?

I. Yes

c. What was the total number of apprentices that started as an:

1) Externally recruited apprentice to do an apprenticeship scheme in:

I. the council - 1

II. a local authority maintained school – n/a

2) Existing employees that started an apprenticeship as part of their career progression in:

I. the council – 3

II. a local authority maintained school.- n/a

d. What was the total number of apprenticeship starts broken down by age range:

I. 18-24 - 1

II. 25-34 - 2

III. 35-44 - 1

IV. 45-54

V. 55-64

e. What was the total number of apprenticeship starts broken down by race, disability, gender identity and sexual orientation?

Race - 4 British

Disability - 4 non

Gender - 2 male, 2 female

Sexual orientation - 4 heterosexual

f. Of the total number of starts, what number of apprentices completed, left and continued their apprenticeship scheme?

All completed or ongoing and in post

g. What number of externally recruited apprentices got a permanent job at the end of their apprenticeship?

Still ongoing in apprenticeship role

4. Does your council's official pay scale points include an apprenticeship pay band?

I. Yes

5. On what terms and conditions do you employ all apprentices? For example: National Joint Council (Green book), Scottish Joint Council, or other (please specify).

We are on Local terms which apply to all staff, originally based on Green book, with local pay agreements in place

Completed by –

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