

inspire⁺

Healthy, Happy, Active Young People

PROUD TO BE A CHARITY

PE, SPORT & EDUCATION APPRENTICESHIPS

EMPLOYER GUIDE

In partnership with:



Apprenticeships



Inspire
Education Group

TOGETHER, WE MAKE A BETTER FUTURE

inspire+ is a PE, Sport and Education **charity** established in 2011. Since becoming a training provider in 2017, inspire+ has evolved into one of the country's largest PE and School Sport apprenticeship providers. As a **charity**, our quality of delivery is everything to us, and we are proud to be chosen by over 150 employers across the East of England.

We place employers' relationships as a fundamental part of the successful delivery of our education programmes.

This guide will give you the information you'll need when employing an inspire+ apprentice and help you throughout this journey with us.



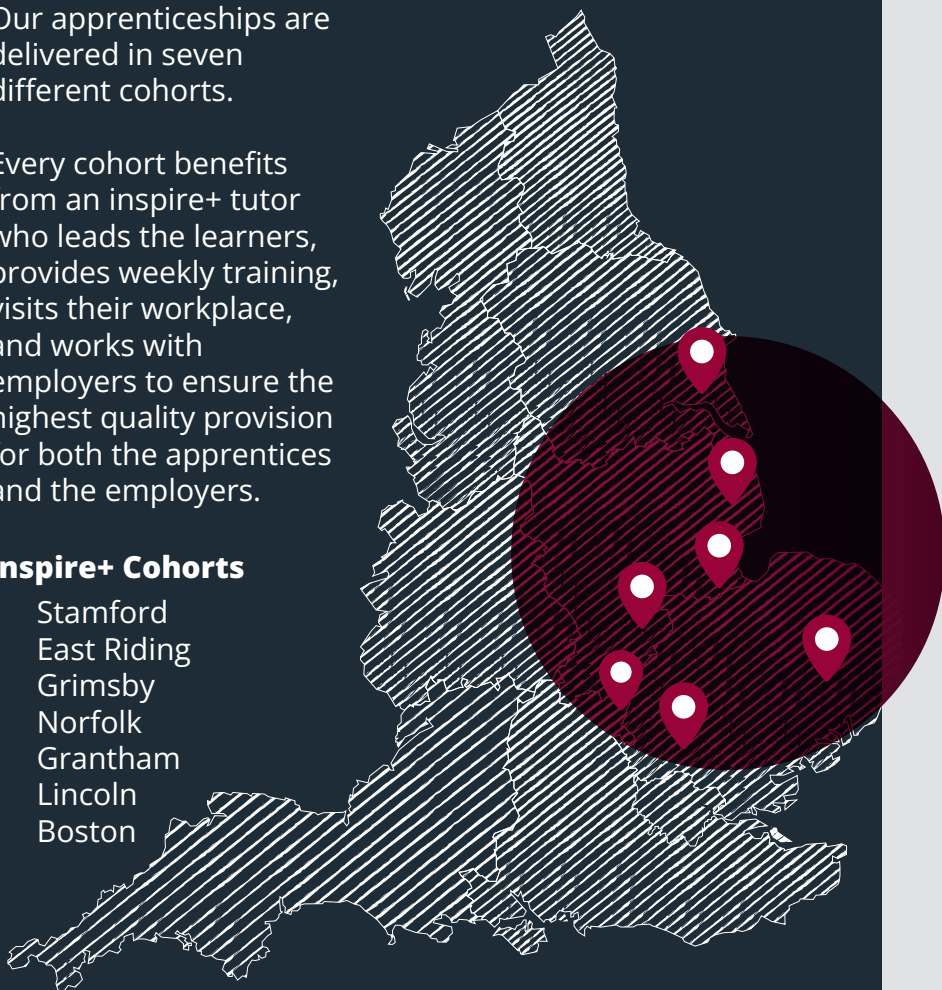
OUR CURRENT LOCATIONS

Our apprenticeships are delivered in seven different cohorts.

Every cohort benefits from an inspire+ tutor who leads the learners, provides weekly training, visits their workplace, and works with employers to ensure the highest quality provision for both the apprentices and the employers.

inspire+ Cohorts

- Stamford
- East Riding
- Grimsby
- Norfolk
- Grantham
- Lincoln
- Boston



IS YOUR AREA NOT LISTED?

The good news is that we are continuously expanding! If your area is not listed above, please contact us.

BENEFITS

Advantages of employing an apprentice.

Government Funded

Apprenticeships allow employers to have a more skilled workforce by using government funding. Use this funding to hire someone new or to unlock the potential of a staff member.

Tailored to you

Training someone means you can tailor your workforce to your organisation's needs.

74%

of employers said apprenticeships helped them improve the quality of their product or service.

(www.gov.co.uk)

New Talents

Offering apprenticeships is a way to find the brightest new talents for your organisation. When partnering with us, we'll promote your vacancy and help you to attract the best candidates.

“

Our apprentice is always eager to get involved in every opportunity, whether it be lunchtime club, after-school clubs or extracurricular activities outside the department. Her pure joy for the subject is reflected in her students' attitude to learning, where she can create a positive and supportive learning environment.

Sally, Apprentice Mentor at Acle Academy

FUNDING OPTIONS

The government apprenticeship levy is a tax paid by employers designed to help organisations offer more apprenticeships. It is stored in a fund which can be accessed to help pay for apprenticeship training costs.

APPRENTICESHIP LEVY

- The apprenticeship levy is applicable for those whose payroll is over £3 million.
- Its purpose is to finance apprenticeship training.
- Employers are charged at 0.5% of their total payroll as the apprenticeship levy allowance.
- It is collected monthly via PAYE.
- After 24 months any unused levy funds expire and return to the government.
- Employers who are not required to pay a levy may need to contribute 5% towards the cost of an apprenticeship course, while the government will provide the remaining 95% through a co-investment arrangement.
- The government also offers some incentives for organisations taking younger workers. Contact us to check the options available.

Apprenticeship Wage

From April 2023, apprentices of any age in their first year of apprenticeship are entitled to a minimum hourly rate of £5.28.

If they are 19 or over and have completed the first year of their apprenticeship, they are entitled to the National Minimum Wage according to their age.

For further information please contact a member of our team or visit:
www.gov.uk/guidance/pay-apprenticeship-levy AND www.gov.uk/national-minimum-wage-rates

The information provided in this booklet is correct as of April 2023.



OUR SUPPORT

We support employers throughout all apprenticeship stages. Our support is offered **FREE OF CHARGE** regardless of whether you successfully appoint someone.

Recruitment



We will provide everything you need to find the right candidate, including job specifications and descriptions, job advert and interview format templates.

In addition, we'll help you to advertise the vacancy, gather candidates and filter CVs. Finally, we'll then recommend the best candidates for your organisation.

But remember, this is teamwork, and you'll need to support us in this process to guarantee you will find the best apprentice for your organisation.

Training



Before starting work, the apprentices participate in our Induction Week, which provides them with the essential information to begin their employment activities.

From there on, they will receive weekly training delivered by our dedicated cohort tutors with a mix of practical and theory lessons.

During this training, they will learn about safeguarding, first aid in education, professionalism in schools, team-building activities and everything they need to know to become a valuable member of staff.



WHAT EMPLOYERS SAY ABOUT US...

We really wanted to promote PE and well-being throughout the school. So we employed a PE apprentice as we thought somebody young could be a great role model for the children and provide a positive experience for them while we could make good use of our sports premium.

Michelle Waddell, Headteacher at Marston Thorold's School in Grantham

Documentation



To make it easier for you, from the initial contract to the End of Point Assessment, we will help you to complete all the necessary paperwork.

Tutoring & Visits



Every learner will have an inspire+ tutor to guide them throughout their apprenticeship.

Our tutors will provide weekly training and, every term, visit their workplace to conduct observations and have progress reviews along with their mentor.

We could not be more delighted with our apprentice. Our apprentice is setting up Sensory Circuits for us. This is something which she has gone away and researched, planned and ready to action. The impact of this for our pupils with SEND will be brilliant and she is the right person to do this.

Lianne Cook, Headteacher at Branston Infant in Lincoln

OUR PROGRAMMES

PE Apprenticeship

Level 2 - Community Activator Coach

Apprenticeship

Duration: 13 months

Teaching Assistant (PE Focus) Apprenticeship

Level 3

Duration: 13-15 months

Active Wraparound Care Apprenticeship

Level 2 - Community Activator Coach

Apprenticeship

Duration: 13 months

Community Sport and Health Officer

Level 3

Duration: 12-18 months

School Sport Coach Apprenticeship

Level 4

Duration: 18 months



PE Apprenticeship

Level 2 - Community Activator Coach Apprenticeship

Duration: 13 months (inc. End Point Assessment)

PE apprentices support staff in delivering fun, inclusive, engaging physical activity. From breakfast and after-school clubs to one-to-one mentoring for higher ability pupils or those requiring Additional Learning Support, they support the organisation's promotion of PE, sport and well-being.

Training and Qualifications

- Our learners undertake off-the-job training once a week delivered by our dedicated cohort tutors with a mix of practical and theory lessons.
- Apprentices can gain various other qualifications tailored to learners' and employers' goals.



Deneil Thomas, Apprentice
West Grantham Primary Academy

I've realised that I can relate to some pupils and encourage them. Seeing a smile on their face when they come to the school is very rewarding. I feel I can make a difference.

Deneil's Journey

2 LEVEL 2

Level 2 - PE Apprenticeship

4 LEVEL 4

Level 4 - Sports Coach



Most applications for this programme come from current staff members of our schools/employers. But this is not a rule; you can hire an additional person as an apprentice if you wish.

Active Wraparound Care Apprenticeship

Level 2 - Community Activator Coach Apprenticeship

Duration: 13 months (inc. End Point Assessment)

These learners encourage better use of play in a wraparound care setting. They are trained to deliver their daily activities with a keen eye on improving physical activity and engaging in life-long enjoyment for sport and physical education.

Training and Qualifications

- Our learners undertake off-the-job training once a week delivered by our dedicated cohort tutors with a mix of practical and theory lessons.
- Apprentices can gain various other qualifications tailored to learners' and employers' goals.

“

Two of our very competent staff completed the course, and although they are experienced practitioners, they found it beneficial. They have developed their sports leadership skills and have been inspired with new games and activities to lead with our after-school club.

***Kate, Centre Manager
at Great Wood Farm in
Grantham***



Teaching Assistant (PE Focus) Apprenticeship

Level 3

Duration: 13-15 months (inc. End Point Assessment)

Teaching Assistant Apprentices work alongside teachers to support the delivery of lessons. This course trains apprentices to become teaching assistants while developing a focus on PE.

Training and Qualifications

- Our learners undertake off-the-job training once a week delivered by our dedicated cohort tutors with a mix of practical and theory lessons.
- Apprentices can gain various other qualifications tailored to learners' and employers' goals.

Community Sport and Health Officer Level 3

Duration: 12-18 months (inc. End Point Assessment)

The Community Sport and Health Officer (CSHO) role focusses mainly on initiating behaviour change in local society. The CSHO will help to organise and coordinate the delivery of activities and opportunities for local communities with the aim of becoming more physically active.

CSHO apprentices can work in community-based roles such as district councils, community interest organisations, sport clubs and organisations.

Training and Qualifications

- Apprentices can gain various other qualifications tailored to learners' and employers' goals.
- Our learners undertake off-the-job training once a week delivered by our dedicated cohort tutors with a mix of practical and theory lessons.



Declan Brown, Apprentice at
Scampton Primary School

Declan's Journey



School Sport Coach Apprenticeship

Level 4

Duration: 18 months (inc. End Point Assessment)

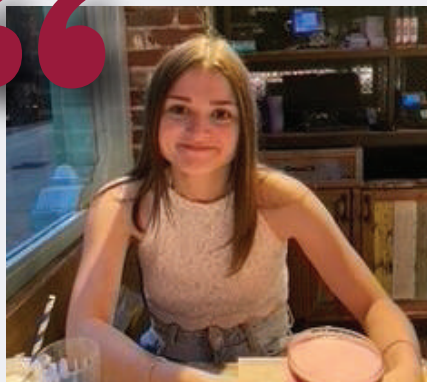
School Sport Coaches aim to provide meaningful and high-quality learning, development and performance experiences for children and young people.

They take an increasingly lead role in School Sport by enriching local competitions, increasing participation, raising educational standards and enhancing well-being and social change.

As a result, learners will develop skills, knowledge and behaviours that support the cognitive, social, emotional and physical growth of children and young people.

Training and Qualifications

- Our learners undertake off-the-job training once a week delivered by our dedicated cohort tutors with a mix of practical and theory lessons.
- Apprentices can gain various other qualifications tailored to learners' and employers' goals.
- Learners will also receive a free UK Coaching subscription which includes access to up to 1,000 articles, webinars and courses.



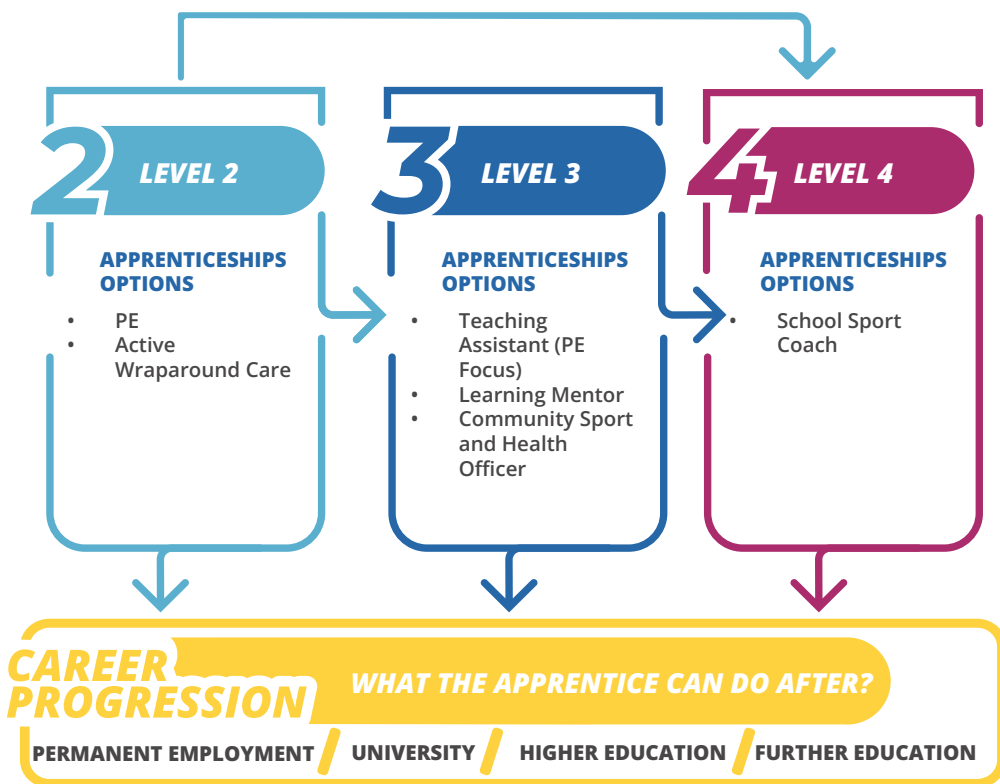
**Alabama Thompson, Apprentice
at The Parkside School**

I learnt a lot during my apprenticeship; I learnt about Special Education Needs and Disabilities and how to support children with SEND within an educational setting.



APPRENTICESHIP PROGRESSION

Your apprentice can continue in your organisation with inspire+ support in the following ways:





Healthy, Happy, Active Young People

REGISTER YOUR INTEREST

We will be happy to answer any questions you might have about our programmes.



01476 578137



educationteam@inspireplus.org.uk





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www.inspireplus.org.uk