



Diocese of Salisbury
Academy Trust

'Beyond expectations for all of God's children'

Apprenticeship Guide 2026

How to use apprenticeship funding for effective and impactful learning and development.





LMP EDUCATION
TRAINING PROVIDER



Diocese of Salisbury
Academy Trust

Why apprenticeships are important to the Diocese of Salisbury Academy Trust (DSAT)

As a Trust we place great value in our staff, at all levels of our organisation. We often say that our children are our most treasured possession, and our staff are our most valuable resource. We want to develop a diverse and skilled workforce. We have an in-depth programme of Collaborative Professional Learning that provides opportunities for growth for teachers, support staff and governors.

Part of our commitment is to provide appropriate opportunities for new people to come into our team that enables them to train on the job, as well as giving opportunities for our existing staff to access appropriate training and development. To that end, our use of the apprenticeship levy is vital. We work with our apprenticeship partners, which includes LMP Education, to provide apprenticeships for those interested in working directly with supporting children in class, and also administrative and other support roles, either in schools or in our DSAT Services team.

There are also apprenticeships that enable our existing staff to develop new skills to progress in their roles. We encourage our schools to see where apprenticeships could meet their staffing needs and we are keen to recruit ambitious and enthusiastic people into these roles. Please contact HR@dsat.org.uk if you wish to discuss apprenticeships with us further.

Mark Lacey
Chief Executive





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What are apprenticeships?

Apprenticeships are qualifications that allow people to earn while they learn and gain the skills they need to build a rewarding career. Apprenticeships are available to individuals aged 16 and above who seek to learn through practical experience while working. They are often pursued by people looking to formalise their experience or who are looking to build their career. Apprenticeships are a flexible way to train staff in a recognised qualification and provide an excellent way for schools to either bring in fresh talent or enhance the knowledge and skills of their current staff.

There are various apprenticeships available, including qualifications for Teaching Assistants, Safeguarding Officers, school leaders, school Business Managers, and finance staff.



Who is eligible?

As a multi-academy Trust, the apprenticeship levy acts as a valuable pot of money for developing staff across all its schools to support the upskilling of existing staff, training new staff, developing leaders, and supporting staff retention and progression.

LMP Education uses a blended delivery model, combining remote, online and work-based teaching and learning. Their delivery model is built to suit the needs of the apprentice and employer. Other providers are available, nationally and locally.

Apprenticeships are a great way to upskill existing staff and aid their continued professional development, or to support recruitment to new or existing roles.

If you would like further information, please contact HR@dsat.org.uk.



COURSE LISTING

Please check LMP website for the most up-to-date course listing and information. Where appropriate, other providers have been signposted.



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Early Years and Childcare	Level	Duration	Funding Value
Early Years Practitioner	Level 2	17 months	£4,000
Early Years Educator	Level 3	19 months	£7,000
Early Years Lead Practitioner	Level 5	26 months	£9,000

Teaching & Education	Level	Duration	Funding Value
Safeguarding Support Officer	Level 3	21 months	£7,000
School Administrator	Level 3	16 months	£5,000
Teaching Assistant	Level 3	16 months	£7,000
Teaching Assistant SEND Pathway	Level 3	16 months	£7,000
Teaching Assistant Sports Pathway	Level 3	17 months	£7,000
School Business Professional	Level 4	19 months	£6,000
Specialist Teaching Assistant	Level 5	18 months	£12,000
Specialist Teaching Assistant with HLTA Qualification	Level 5+	18 months	£12,000
Higher Level Teaching Assistant (commercial programme)	Level 4	9 months	£495 cost
SEND HLTA (commercial programme)	Level 4	9 months	£495 cost
Post Graduate Teacher Apprenticeship (OTT SCITT; Best Practice Network)	Level 6	12 months	£9,000
National Professional Qualification (Best Practice Network)	Varied	18 months	Fully funded

Finance, Business, Leadership & Management	Level	Duration	Funding Value
Accounts or Finance Assistant aat	Level 2	17 months	£7,000
Assistant Accountant aat	Level 3	18 months	£12,000
Professional Accounting Technician aat	Level 4	24 months	£8,000
Team Leader CMI	Level 3	18 months	£5,000
Operations Manager CMI	Level 5	20 months	£9,000
Coaching Professional ilm	Level 5	9 months	£5,000
Business Operations Administrator	Level 3	16 months	£5,000
Team Leader	Level 3	18 months	£5,000
Operations Manager	Level 5	20 months	£9,000

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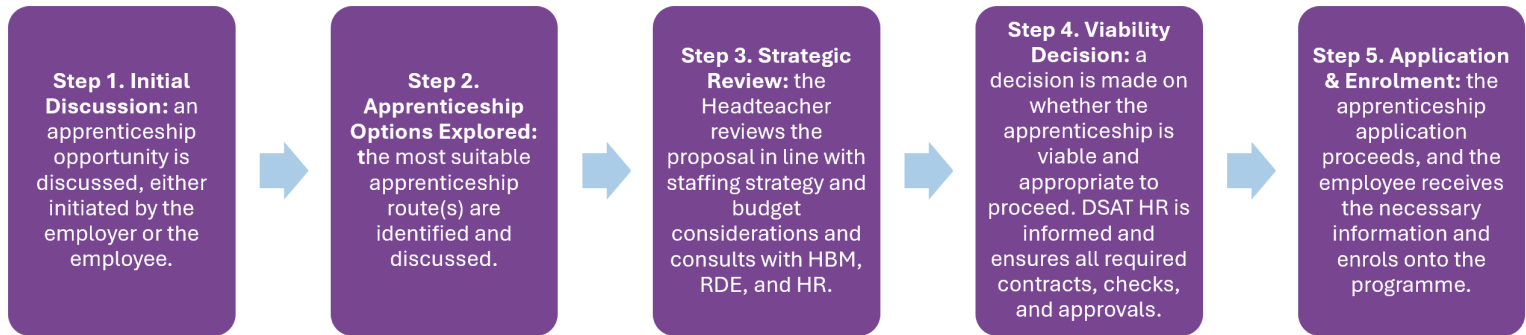
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How can I take on a new apprentice?

Schools may advertise for an apprentice where there is an identified need, and applicants can apply accordingly. Vacancies will be advertised through DSAT, the Find an Apprenticeship website, and the appointed apprenticeship training provider (e.g. LMP Education), with whom we will work collaboratively.



If an individual approaches the school directly, careful consideration is required. Where an apprenticeship is offered, a new post and contract of employment must be created, budgeted for, and formally approved. It is also important to recognise that this opportunity may be of interest to existing employees within the organisation and should be considered fairly.

In these circumstances, the same approval process outlined above must be followed; however, DSAT HR (hr@dsat.org.uk) should be contacted at an earlier stage (Step 2 of the process).



How is training delivered?



LMP Education delivers apprenticeship training in compliance with the DfE's funding rules and Ofsted's Education Inspection Framework guidelines.

It is important to note that these rules state that the apprentice spends at least 20% of their time on off-the-job training. "Off-the-job" training must be directly relevant to the apprenticeship. For example, it can include the teaching of theory, practical training, shadowing, mentoring, industry visits, learning support, and time spent writing assessments/assignments.

Through a blended teaching plan, LMP Education works with you to create an individual learning timetable for each apprentice to ensure they meet the 20% "off-the-job" training requirement and the ability to develop the required knowledge, skills and behaviours.

LMP Education will also discuss curriculum intent and sequencing to ensure the relevance of the learning meets the needs of the employer.





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Testimonials

“ The team at LMP has made the recruitment process easy, screening suitable candidates ready for us to interview.

The candidates selected have all been appropriate for the role and often already have experience in education or evidence of positive working relationships.

The LMP Teaching Assistant programme is well-designed and manageable for the apprentices to complete while working on the job. It is really relevant to their role, and the learning can be applied directly in the classroom.

The team at LMP are responsive and readily contactable via email. They very much work in partnership with leaders to ensure the school's needs are met and offer a range of courses for staff to access. We have been able to progress one of our experienced TAs through a Higher-Level Teaching Assistant course through LMP Education, which offers an ideal career pathway for our staff.

Emily Mullord
Executive Headteacher



“ From the start LMP has been extremely supportive and accommodating. There has been good communication with all aspects of the Teaching Assistant programme.

The course content is interesting and informative and I have been able to put what I have learnt into practice in the setting I am in.

My confidence has increased, alongside my understanding. I have learnt so much in my assignments such as legislation, safety precautions etc.

Emily Miles
Teaching Assistant Apprentice



Our impact

86%

of Employers agree or strongly agree that apprentices have made a positive impact on their organisation

91%

of learners said that they felt supported during their apprenticeship

100%

of learners said they feel or know how to stay safe

94%

of learners agree that their apprenticeship is developing them in the workplace

89%

of employers agree their apprentice is developing the needed skills to support their business

90%

of learners said they are enjoying their apprenticeship

***SOURCE - LMP Employer and Apprentice Survey October 2022**





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Accreditations

Investors in People Gold Award

Winning the Investors in People Gold Award was an incredibly proud achievement for The LMP Group. Investors in People commented LMPs values are completely embedded in the business practice and are at the heart of everything we do.

The Directors of Investors in People couldn't be prouder of the social impact we have as an organisation and the drive to create opportunities for as many people as possible to inspire their ambition and widen their horizons – for both our learners and employees.



Rate My Apprenticeship Award

This year LMP Education were delighted to be a finalist in the Rate My Apprenticeship 'Best Training Providers in the UK 2023/24' awards.

This award is for training providers who go above and beyond on their delivery on apprenticeship qualifications and is based solely on reviews on the Rate My Apprenticeship website.



★ RATEMYAPPRENTICESHIP
**BEST 50
TRAINING
PROVIDERS**
2023 - 2024



LMP EDUCATION
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Accreditations

OFSTED

Being rated Ofsted good is something LMP Education are incredibly proud of and shows recognition of everything we do right as an organisation.

In Ofsted's report they quoted this: "The majority of apprentices receive good support to move into employment. They either remain with their employer when they achieve their qualification or receive effective support to find new employment."



LEADERS IN SAFEGUARDING

Safeguarding is a huge part of The LMP Group so being awarded the Leaders in Safeguarding Gold Award in June 2023 was a massive achievement, showing how effective and robust our safeguarding arrangements are.

It is awarded to organisations in recognition of their provision, practice and commitment to keep children, young people and vulnerable adults safe.



Accreditations

BEST COMPANIES & MAT PARTNERS

The LMP Group received a 2 Star Outstanding in the Best Companies Awards 2022 and were a finalist in the Education Investor Awards 2023. LMP Education is an official partner of the Multi-Academy Trust Association, and the National Association of Multi-Academy Trusts.



How to get in Touch

If you have any questions or need support in relation to this Apprenticeship Guide, please contact HR@dsat.org.uk