

This Commitment Statement summarises the schedule, roles and responsibilities and funding that support the successful completion of this apprenticeship. This document also provides evidence of the eligibility of this apprenticeship for funding set out in the Apprenticeship Funding Rules which govern the delivery of each apprenticeship.

- The content of this document forms the basis of the regular reviews between all three signatory parties. The reviews, set out in section 1.4, will track progress against the knowledge, skills and behaviours gained during the apprenticeship, the recorded evidence of off the job learning by the apprentice, and agree the ongoing support and commitment required from by all three signatories
- Any material changes to the apprenticeship, particularly dates or employer contacts, must be agreed and recorded in an updated Commitment Statement. Employer and apprentice must hold an up to date signed copy of this document at all times. This will be distributed by the university to the parties listed in section 1.1 after any material changes are agreed.
- Employers must notify the University as soon as possible if any changes in line manager or mentor occur, or there are any other changes that affect other elements detailed in this document
- The main training components of this apprenticeship are contained at Section A. This Commitment Statement should be stored with the separate Apprenticeship Agreement document

## SECTION 1: Core Information

This Core Information section provides details of the parties responsible for ensuring the successful completion of the Apprenticeship. It contains key information about the Apprenticeship review processes and details about support and guidance for employer and apprentice.

1.1. Signatories			
	Apprentice	Employer (Line Manager/Mentor Signatory)	University
<b>Name</b>	Maisey Webb	Charles Webb	Steve Dewhurst
<b>Role Title</b>	Practitioner	Line Manager	Programme Leader
<b>Organisation</b>	Aptem Healthcare Employer Ltd	Aptem Healthcare Employer Ltd	Aptem University
<b>Phone</b>	07824776543	02246672737	07884277821
<b>Email</b>	stevedewhurst0+888@gmail.com	stevedewhurst0+151@gmail.com	steved@mwstechnology.com
<ul style="list-style-type: none"> <li>• I have read and understood the responsibilities set out in section 2 and section 3 and by signing this document, I can confirm that I will deliver these commitments for the lifetime of this apprenticeship, working in partnership with the other named signatories as part of this programme.</li> <li>• I also confirm that the information about the apprenticeship and apprentice included in this Commitment Statement is correct at the time of signature and any changes must be notified and may require an updated Commitment Statement</li> <li>• I understand that this apprenticeship may be funded through European Social Fund and that records may be used as part of a match programme or made available</li> </ul>			

for audit or other monitoring purposes			
<b>Signature</b>	<i>M. Webb</i>	<i>C. Webb</i>	<i>S. Dewhurst</i>
<b>Date</b>	27/07/2021	27/07/2021	27/07/2021

## 1.2 Other partners involved in the delivery of this apprenticeship

	End-point Assessment Organisation <sup>1</sup>	English & Maths Subcontractor	Other Delivery Subcontractor
<b>Organisation</b>	NOCN Group (EPA0014)	Aptem Employer Subcontractor	Aptem Employer Subcontractor
<b>Key Contact</b>	Thomas Webb	James Webb	James Webb
<b>Phone</b>	0300 1234 345	01827445663	01827445663
<b>Email</b>	twebb@nocn.org.uk	stevedewhurst0+359@gmail.com	stevedewhurst0+359@gmail.com

## 1.3. The Apprenticeship covered by this Commitment Statement

The details of the Apprenticeship set out here under each heading must be replicated in the employers' Apprenticeship Service account, the employer/apprentice Apprenticeship Agreement and in the university's Individualised Learner Record for this apprenticeship.

<b>The Apprenticeship Programme</b>		Nursing associate (NMC 2018) Apprenticeship Standard						<b>Reference</b>	ST304			
<b>Qualifications Achieved</b>		FDS Nursing Associate						<b>Level</b>	Level 5			
<b>Training Period Starts<sup>2</sup></b>	27/07/2021	<b>Training Period Ends<sup>3</sup></b>	27/07/2023			<b>Apprenticeship End Date<sup>4</sup></b>	27/10/2023	<b>Duration</b>	104.4 weeks			
<b>Contracted Paid Hours (weekly average without overtime)</b>	38.0	<b>Contract Type</b>		Employer Levy			<b>Off the Job Required Training Hours Calculation</b>	Weeks duration less 5.6 weeks per year leave multiplied by Contracted Paid Hours * 20%	<b>Off the Job Required Training Hours</b>	709		
		<b>Apprentice's Typical Working Hours Pattern</b>						<b>English &amp; maths hours</b>	None			
<b>Statutory Leave for the duration</b>	51 Days	<b>M</b>	<b>T</b>	<b>W</b>	<b>T</b>	<b>F</b>	<b>S</b>	<b>S</b>	<b>Hours Exempted</b>	None	<b>Total initial Off the Job Planned Learning Hours</b>	807 hours over the lifetime of this apprenticeship = 23 %
		7.5	7.5	7.5	8.0	7.5	No	No				

<sup>1</sup>Where the End Point Assessment Organisation is not known at the start of the apprenticeship, this column may be left blank but must be updated as soon as the EPAO has been appointed. The University must update and distribute the updated Commitment Statement to all signatories in section 1.1

<sup>2</sup>The date of the first training activity. This is also the start date of the 'practical period' This start date must be repeated as the start of the practical period on the Apprenticeship Agreement, the Individualised Learner Record and the Apprenticeship Service account, where one exists

<sup>3</sup>This is the 'Planned End Date on the ILR – the date by which the apprentice is agreed as ready for their EPA. This is also the end of the 'practical period' in the Apprenticeship

## Agreement

<sup>4</sup>This is the date when the EPA should have been completed. It is the last day of the End-point Assessment where the apprentice successfully passes their EPA.

<sup>5</sup>Evidence of contracted hours must be supplied by the employer

### 1.4. Apprenticeship Review Schedule and Attendees

Reviews between the university, employer and apprentice will take place throughout the apprenticeship to discuss progress, review impact, confirm success and identify any actions needed to ensure the success of the apprenticeship.

Review Schedule	Frequency	Attendees	Format <sup>6</sup>	Name Role	Contact phone number Contact Email
Apprentice/Academic Mentor Reviews	Termly	University	On Line	Academic Tutor	01234 567897
Tri-partite Reviews	Termly	University	On line	Academic Tutor	01234 567897
		Employer	Phone	Charles Webb	02246672737 stevedewhurst0+151@gmail.com

<sup>6</sup>The apprentice and their line manager must be provided with guidance on the Agenda and preparation required and dates must be included, where known, in Annex A Employers must attend every review.

### 1.5. Further Support and Guidance

Contacts	Support Available	Name	Contact phone number Contact Email
Personal Tutor or Academic Mentor	Tutorial	John	07853 7746632
Programme Director	Meeting	John	07853 7746632
Programme Administrators	By Phone	John	07853 7746632

## Section 2: Key University & Apprenticeship Policies

Key Processes and Policies	Process	First Point of Contact Name, Role, Email, Phone number	Reference Document or Policy Link
Attendance & Absence	<ul style="list-style-type: none"> <li>In the event that you are not able to attend university or join a planned face to face or online live session you must inform the university as soon as possible after first</li> </ul>	John Smith Student Support Advisor - jsmith@aptem.com	This Document

	<p>contacting your employer. If you are unable to attend any of the modules listed on your timetable you should contact XX role without delay, who will provide you with an alternative date for your attendance and/or will liaise with the Programme Director to determine an appropriate course of action for you.</p> <ul style="list-style-type: none"> <li>• Please be aware that alternative dates are subject to availability and are dependent on the programme timetable, so you may be required to undertake additional learning during your working day</li> <li>• You must also keep your log or journal, detailing the hours that you spend in the off the job learning elements within this apprenticeship up to date – noting absences and time spent on rescheduled learning.</li> </ul>	07336 377463	
<b>Recording Off the Job Learning</b>	<ul style="list-style-type: none"> <li>• It is the apprentice’s responsibility to maintain an accurate and up to date record of the time they spend in off the job learning through updating our management system xxxxx or maintaining and submitting a learning journal etc. You will receive training / a template / access to an online portal for this purpose as part of your induction. Your record of your off the job learning, alongside evidence of progress against the knowledge, skills and behaviours in the apprenticeship will be reviewed at every Tri-partite review. This record is evidence of the ongoing eligibility of this apprenticeship and must be maintained.</li> </ul>	John Smith Student Support Advisor - jsmith@aptem.com 07336 377463	This Document
<b>Data Protection</b>	<ul style="list-style-type: none"> <li>• The data that the University is required to provide, through your Individualised Learner Record is used by the Education &amp; Skills Funding Agency and the End Point Assessment Organisation who will need to share data to enable apprentice certificates to be printed. The ESFA will continue to share data with relevant organisations to enable them to fulfil their inspection and regulation functions.</li> <li>• You can view the ESFA Privacy Notice that explains how your data is used as part of the delivery of apprenticeships. This also explains and how the data protection legislation sits alongside this Commitment Statement. View the Privacy Notice by clicking the links opposite</li> <li>• Your personal information, including your results and information about your academic</li> </ul>	John Smith Student Support Advisor - jsmith@aptem.com 07336 377463	This Document

	<p>progress and conduct, will be shared between the University and your employer and with other regulatory or professional bodies necessary for the delivery of your apprenticeship and your wellbeing but only where the law allows this sharing to take place, in compliance with the Data Protection Legislation. You can view our Privacy Statement by clicking the links opposite:</p> <ul style="list-style-type: none"> <li>You should ensure that any changes to your personal information, including your name, address and contact details are notified to the University and your employer as soon as possible.</li> </ul>		
<b>Safeguarding &amp; PREVENT</b>	<ul style="list-style-type: none"> <li>You will be briefed about yours and the University's responsibilities and commitments under our Safeguarding and Prevent policy as part of your induction. If you have any concerns, you must contact XX role (see column right for details)</li> </ul>	John Smith Student Support Advisor - jsmith@aptem.com 07336 377463	This Document
<b>Equality &amp; Diversity</b>	<ul style="list-style-type: none"> <li>You will be briefed about yours and the University's responsibilities and commitments under our Equality and policy as part of your induction. If you have any concerns, you must contact XX role (see column right for details)</li> </ul>	John Smith Student Support Advisor - jsmith@aptem.com 07336 377463	This Document



- b) Confirm that they are not undertaking another apprenticeship or other Department for Education funded programme at the same time as the apprenticeship covered by this Commitment Statement and have not been asked to contribute to the cost of their training and assessment for their apprenticeship (including through a student loan)
- c) Confirm, by signing this agreement, that their employer has confirmed to them that all training and end point assessment set out in the learning plan at Annex A and as required to complete this apprenticeship, including time required to complete English and Maths learning where needed, will be undertaken during their paid working hours
- d) Work with their employer and academic mentor to ensure that the individual learning plan set out in Annex A is achieved within working time paid hours as set out in the Apprenticeship Funding Rules. This includes, where needed, working with their employer and the university to update the Individual Learning Plan in Annex A and identify additional learning activities needed to support their learning objectives or achieve the 20% learning minimum hours.
- e) This also means that the apprentice must immediately inform their employer and the University if they are absent for any element of their planned off the job learning (see section 2 above for the process), and ensure that this learning is rescheduled.
- f) Maintain an up to date and accurate record of off the job learning hours, submitted to the university when requested and shared as part of the Tri-partite reviews as set out in section 2. above
- g) Manage their own learning and, with support from their employer and academic mentor, work to meet the targets and timelines needed to complete the apprenticeship training by the planned end date,
- h) Undertake the end point assessment, and should this be needed, participate in any further training prior to resitting the end-point assessment
- i) Contribute to reviews with the employer and academic mentor to track progress and success in meeting apprenticeship milestones, and agree any changes needed to the learning plan to address performance or support enhanced learning opportunities
- j) Inform the University and their employer if personal circumstances change that will affect completion of the apprenticeship, accuracy of personal details held by the university or that will change the planned end date of the apprenticeship
- k) Proactively identify any issues or barriers to successful completion of this apprenticeship and raise these quickly with their employer and academic mentor, working with both to implement any action needed
- l) Raise any queries or complaints regarding the apprenticeship through the university process, and to the ESFA where needed as set out in section 2.
- m) Agree with the employer and University when learning is complete, and they are ready to undertake the End-point Assessment
- n) Participate in course feedback and apprenticeship evaluation to support the continuous improvement of the programme for current and future apprentices.
- o) Take opportunities that arise to support other current and future apprentices to benefit from their apprenticeship

### 3.2 By signing this document, the Employer and the apprentice's day to day manager agree to:

- a) Confirm, by signing this Commitment Statement, that their apprentice is paid at least the legal wage for their age and that their contract of employment extends to at least the apprentice's planned end point assessment completion date
- b) Confirm that their apprentice is not undertaking another apprenticeship or other Department for Education funded programme at the same time as the apprenticeship covered by this Commitment Statement, and that their apprentice has not been asked to contribute to the cost of their training and assessment for their apprenticeship (including through a student loan).
- c) Confirm, by signing this agreement, that all training and end point assessment set out in the learning plan at Annex A and as



required to complete this apprenticeship, including time required to complete English and Maths learning where needed, will be undertaken during the apprentice's paid working hours and that this has been communicated and confirmed to their apprentice

d) Provide a working environment that meets current health and safety and employment wages legislation to enable their apprentice to work and learn safely for the duration of the apprenticeship

e) Work with their apprentice and the university to deliver the individual learning plan set out in Annex A, providing the apprentice with access to the on-the-job knowledge, skills and experience, resources and opportunities needed to achieve this apprenticeship.

This includes, where needed, working with the apprentice and the university to update the Individual Learning Plan in Annex A and identify additional learning activities needed to support the apprentice's learning objectives or to achieve the 20% learning minimum.

f) Support the university to comply with funding rules and collate evidence to confirm ongoing apprentice and apprenticeship eligibility for funding

g) Ensure that the apprentice has time to complete the off the job learning elements which are required for their apprenticeship within the apprentice's paid working hours. This is a requirement for this apprenticeship to remain eligible for funding

h) This also means that the employer must check that the University is aware when their apprentice is absent for any element of their planned off the job learning (see 1.4 above for the process) and ensure that the apprentice is able to take the time within their paid hours after their return to complete the rescheduled off the job learning.

i) Support the apprentice to manage their own learning, and provide appropriate support and supervision in their typical working day to meet the requirements of this apprenticeship

j) Enable the line manager and/or academic mentor to support and guide this apprentice to carry out their day-to-day role and to meet the targets and timelines needed to complete the apprenticeship by the planned end date

k) Attend and contribute to reviews with the apprentice and university, providing evidence and feedback on progress at work and success in meeting apprenticeship milestones, evidence of their off the job learning, and agree any changes needed to the learning plan supporting the apprentice to address performance or access enhanced learning opportunities

l) Ensure that the apprentice attends and participates in the learning planned for this apprenticeship, to meet the off the job learning requirements for this apprenticeship programme set out in Annex A and Section 1.3 are achieved within working time paid hours as set out in the Apprenticeship Funding Rules

m) Ensure that the apprentice maintains an up to date and accurate record of their off the job learning hours, submitted to the university when requested and shared as part of the Tri-partite reviews as set out in section 2. above . This evidence is a requirement for this apprenticeship to remain eligible for funding

n) Inform the University promptly if there are organisational or apprentice circumstance changes that will affect completion of the apprenticeship or change the planned end date

o) Make timely and accurate entries in the employer apprenticeship service account, or for non-levy employers, make timely contribution payments to ensure that provider payments are triggered

p) Proactively identify any issues or barriers to successful completion of this apprenticeship and raise these quickly with the university and apprentice, working to implement any action needed

q) Seek to resolve any queries or complaints regarding the apprenticeship through the university process, and to the ESFA where needed as set out in section 1.

r) Agree with the apprentice and University when learning is complete, and the apprentice is ready to undertake the End-point Assessment

- s) Ensure that the apprentice undertakes the end point assessment, and should this be needed, participates in any further training prior to resitting the end-point assessment,
- t) Participate in course feedback, impact assessment and evaluation to support the continuous improvement of the programme for apprentices and employers
- u) Take opportunities to promote and publicise the successful completion of this apprenticeship and the benefits of the apprenticeship programme

## 3.3 By signing this document, the University and any subcontractor<sup>7</sup> delivering any part of this apprenticeship agrees to:

- a) Confirm that all elements included in the apprenticeship training and assessment price and set out in the learning plan for this apprentice in annex A are eligible for funding as set out in the apprenticeship Funding Rules.
- b) Provide a learning environment that meets current health and safety legislation to enable the apprentice to learn safely for the duration of the apprenticeship
- c) Work with the apprentice and employer to comply with the apprenticeship funding rules, providing an evidence pack that confirms eligibility for funding
- d) Provide an induction programme, that explains the Individual Learning Plan set out at Annex A and key university and apprenticeship policies and offer support and guidance throughout the apprenticeship programme.
- e) Work with the employer and their apprentice to maintain a current and accurate Commitment Statement and Individual Learning Plan based on the needs of the apprentice.
- f) Work with the apprentice and their employer to deliver the individual learning plan set out in Annex A, providing the apprentice with access to the off the job knowledge, skills and experience, resources and opportunities needed to achieve this apprenticeship. This includes, where needed, working with the apprentice and the university to update the Individual Learning Plan in Annex A and identify additional learning activities needed to support the apprentice's learning objectives or achieve the 20% minimum.
- g) Support the apprentice to manage their own learning, by ensuring sufficient resources, support, access to materials in their typical working day to meet the off the job requirements of this apprenticeship, including undertaking the end point assessment. This also means that when the apprentice is absent during a planned off the job learning element (see 1.4 above for the process), the University must work with the employer and apprentice to reschedule this learning and ensure that the apprentice can complete the of the job learning set out in Annex A
- h) Enable the line manager and/or workplace mentor to support and guide this apprentice, to carry out their day-to-day role and to meet the targets and timelines needed to complete the apprenticeship by the planned end date by providing a summary of off the job and on-the-job learning needed, contained at Annex A
- i) Manage and oversee the delivery led by the subcontractors identified in section 1
- j) Lead reviews with the apprentice and employer, providing evidence and feedback on progress to track success in meeting apprenticeship milestones, and agree any changes needed to the learning plan to support the apprentice to address performance or access enhanced learning opportunities
- k) Track attendance and participation to meet the off the job learning requirements for this apprenticeship programme and inform the employer where the apprentice is absent from planned sessions
- l) Provide the apprentice with the means to maintain an up to date and accurate record of their off the job learning hours and ensure that this is reviewed at every Tri-partite review.
- m) As soon as the progress reviews and supporting evidence indicates that the training period may be completed ahead of schedule, or require additional time, the university will propose revisions to the learning plan and if agreed, update the Commitment Statement and reissue to all signatories.
- n) Where this results in completion in less than the initial agreed off the job learning hours ( or more ), the University will produce a statement summarising the volume changes, for agreement by employer and apprentice that this learning has been sufficient
- o) Use apprentice and employer data only for the purposes and in accordance with the University and ESFA Privacy Statements

- p) Inform the employer if there are changes that will affect completion of the apprenticeship or change the planned end date
- q) Make timely and accurate entries into the ILR to ensure that employer apprenticeship service accounts are accurate payments are triggered promptly
- r) Proactively identify any issues or barriers to successful completion of this apprenticeship arising from university, employer or apprentice and raise these quickly with the employer or apprentice, working to implement any action needed
- s) Seek to resolve any queries or complaints regarding the apprenticeship through the university process, supporting the apprentice or employer to escalate to the ESFA where needed as set out in section 1.
- t) Agree with the apprentice and University when learning is complete, and the apprentice is ready to undertake the End-point Assessment
- u) Provide certification required as part of the apprenticeship
- v) Where needed, provide a 'Record of Achievement' for part completion of an apprenticeship
- w) Enable employer and apprentice participation in course feedback, impact assessment and evaluation to support the continuous improvement of the programme for apprentices and employers and take action on this feedback
- x) Take opportunities to promote and publicise impact and success for employer, apprentice and the wider apprenticeship programme

<sup>7</sup>every subcontractor holding a contract for delivery of training as part of this apprenticeship is bound by this commitment

## 3.4 Additional Considerations

Additional Conditions Go Here

### ANNEX A: Individual Learning Plan

This Individual Learning Plan sets out the indicative schedule for each component and activity undertaken by the apprentice to develop competency during this apprenticeship. The ILP indicates where these are part of the off the job learning needed to meet individual objectives and 20 % minimum, and which organisation will be leading delivery of each component. Dates may change in line with each apprentice's progress in which case this document needs to be updated, signed by all parties and reissued by the university, so that the Commitment Statement remains an up to date plan and record of the apprenticeship content and journey. This section also includes the outcomes of the initial assessment and resulting exemptions, any gaps in knowledge skills or experience or prior learning agreed and confirms the plan for English & maths or additional learning support as part of this apprenticeship.

A.1. Employer Impact / Outcomes /Objectives (summary from employer discussions and TNA)	Measurement & Target
Unsupervised Patrol	Achieved by Week 46

A.2. Apprentice Impact / Outcomes /Objectives (summary from employer discussions and INA)	Measurement & Target
Independent Patrol Status	Signed off by Week 42

A.3. PRIOR LEARNING & EXEMPTIONS Initial Assessment Outcomes (Evidence of prior learning against the Standard from INA Rationale)	Impact / Action	Duration Time (hours, days or weeks reduced)	Off the Job Time (hours day or weeks reduced)

## Apprenticeship Individual Learning Plan & Schedule

Your Apprenticeship Individual Learning Plan sets out the individual elements and modules within your apprenticeship that have been designed to meet your learning objectives and meet the knowledge and skills gaps identified in your Initial Needs Assessment. As part of your apprenticeship, you and your employer agree to set aside time for you to participate in the off the job learning scheduled in sections A and B, away from your usual work tasks but during your normal working paid time. This off the job learning must make up at least 20 % of your working time. This off the job learning is complemented by the time you spend learning on the job, and both combine to provide you with the knowledge and skills, and the practice needed to demonstrate competency in your role preparing you for your End-point Assessment.

The number of hours off the job learning that have been scheduled for you are set out in section 1 and detailed in your learning plan in sections A and B. Your Individual Learning Plan below highlights when, and in which modules, this planned off the job learning will take place, and how many hours you might expect to spend on each element. This will enable you to plan for this time in advance and to track whether your time spent in off the job learning is on schedule. During your apprenticeship we may also need to agree additional off the job activity to support your learning, or to ensure that at least 20% of your working time is taken in learning and practice. This will be discussed and agreed with you and your employer as part of your regular Tripartite review meetings.

Your progress against the learning objectives in this Annex form the core of your regular Tri-partite meetings as set out in section 1.4. You must track and provide evidence that your off the job learning hours are being met and are on schedule, following the process set out in section 2. You must also raise any barriers to achieving this learning in your paid time as set out in this plan, or opportunities to further your learning.

## Section A – Occupational Knowledge Skills and Experience Learning Plan<sup>8</sup>

Component Activities - Module Title and Topic	Schedule <sup>9</sup>	Activities / Modes/ Milestones	Delivery Organisation	Total Hours	No. Off the Job Hours
Module 1 - Nursing Essentials	Lectures and Seminars over 6 weeks	Lectures and Seminars over 6 weeks	Aptem University	200	200
Module 2 - Remaining Modules	Lectures and Seminars	Lectures and Seminars	Aptem University	607	607
			Hours Totals	807	807

<sup>8</sup>It should be clear which elements of the commitment statement have been used towards the calculation of the 20% requirement and which have not. The total initial planned number of off-the-job training hours is included in section 1.3

<sup>9</sup>This should include key milestone dates when mandatory or other qualification achievements are planned

## Section B – Other Apprenticeship Plans

This section of the Commitment Statement summarises the additional elements of the apprenticeship delivery where these have been identified as part of your Individual Learning Plan.

### Section B.1 - End Point Assessment Plan

Activity	Estimated EPA Period	Lead Organisation	Funding Source
End Point Assessment	27/07/2023 - 27/10/2023	NOCN Group (EPA0014)	ESFA

### Section B.2 - English & Maths Plan

Module Title or Topic	Delivery Organisation	Estimated Start Date	Estimated End Date	Funding Source
Math	Aptem Employer Subcontractor	27/07/2021	26/09/2021	ESFA
English	Aptem Employer Subcontractor	27/01/2022	26/07/2022	ESFA

### Section B.3 – Additional Learning Support Plan

Need Identified	Action Plan	Delivery Organisation / link to formal plan and assessment documentation
Concerns over HE assignment structure due to extended period out of study.	Academic writing additional sessions agreed for 2 weeks prior to first assessment	Aptem University