



**Apprenticeship Reporting period 1 April 2018 to 31 March 2019**

**Number of employees who work in England**

Number of employees who were working in England on 31 March 2018	570
Number of employees who were working in England on 31 March 2019	683
Number of new employees who started working for we in England between 1 April 2018 to 31 March 2019	159
Number of apprentices who were working in England on 31 March 2018	5
Number of apprentices who were working in England on 31 March 2019	9
Number of new apprentices in England between 1 April 2018 to 31 March 2019 (includes both new hires and existing employees who started an apprenticeship)	3

**Reporting percentages**

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2018 to 31 March 2019	1.89%
Percentage of total headcount that were apprentices on 31 March 2019	1.32%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2019 as a proportion of total headcount on 31 March 2018	0.53%

## **Factors that impacted our ability to meet the target**

- What actions have we taken this year to meet the target? How do these compare to the challenges experienced in the previous year?

We have encouraged all our schools to consider a variety of Apprenticeship frameworks for their non-teaching staff. These include School Business Managers, two of which are new staff, Teaching Assistants, ICT Technicians and other general admin staff. Some schools have also employed young apprentices in their offices and IT staff.

- What challenges have we faced this year in our efforts to meet the target? How do these compare to the challenges experienced in the previous year?

The school budgets make it challenging to recruit new apprentices, however we promote whenever possible and suitable, development for our existing staff.

- How are we planning to meet the target in future? What will we continue to do or do differently?

We will continue to promote the qualifications and monitor our Digital Account. Three of our most recent apprenticeships are particularly expensive. We are also conscious that some of our initial levy pot will be recouped very soon.