



**Apprenticeship Reporting period**

**1 April 2019 to 31 March 2020**

Number of employees who were working in England on 31 March 2019	<b>683</b>
Number of employees who were working in England on 31 March 2020	<b>834</b>
Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020	<b>235</b>
<b>Number of apprentices who work in England</b>	
Number of apprentices who were working in England on 31 March 2019	<b>9</b>
Number of apprentices who were working in England on 31 March 2020	<b>11</b>
Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires and existing employees who started an apprenticeship)	<b>11</b>

## Reporting percentages

We have computed the percentages that will be reported from the figures you have given.

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 to 31 March 2020 **4.68%**

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Percentage of total headcount that were apprentices on 31 March 2020 **1.32%**

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Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019 **1.61%**

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## Factors that impacted your ability to meet the target

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?	<b>We have proactively promoted the School Business Management programme as part of succession planning and meeting the aspirations of aspiring staff. Schools have considered recruiting Apprentices in Business Admin and ICT posts as well as promoting Teaching &amp; Learning Apprenticeships through performance management</b>
What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?	<b>One Apprenticeship was started and the post holder moved placement. We believe this to be an underestimation of the demands in the setting. Often posts require an experienced member of staff as the needs of the sector cannot always accommodate apprentices.</b>
How are you planning to meet the target in future? What will you continue to do or do differently?	<b>We will continue to promote the programmes and freely allow our schools to recruit Apprentices. The SBM programmes are proving especially beneficial and provide high quality training. An ideal platform for future or new SBMs. We may consider a Trustwide ICT Apprentice as part of a team of technicians across the Trust.</b>

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