



**Public Sector Apprenticeship Target Report  
31 March 2020 to 31 March 2021**

**Number of employees who work in England**

• Number of employees who were working in England on 31 March 2020	834
• Number of employees who were working in England on 31 March 2021	1,206
• Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021	467

**Number of apprentices who work in England**

• Number of apprentices who were working in England on 31 March 2020	11
• Number of apprentices who were working in England on 31 March 2021	20
• Number of new apprentices in England between 1 April 2020 to 31 March 2021 (includes both new hires and existing employees who started an apprenticeship)	9

**Full Time Equivalent**

Full-time equivalents (optional)	823
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**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 2020 to 31 March 2021	1.93%
• Percentage of total headcount that were apprentices on 31 March 2021	1.66%
• Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2020 to 31 March 2021 as a proportion of total headcount on 31 March 2020	1.08%

## **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?**

We actively encourage schools to consider apprenticeships when undertaking recruitment. This may not always be appropriate dependent on the needs of the school. Performance management policies are in place across our schools. CPD is encompassed into this as appropriate and apprenticeships are actively encouraged. This continues from previous years. We have seen an increase in non-classroom apprenticeships this year.

### **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?**

Two apprentices have paused their programmes due to Maternity leave and a temporary increase in workload. Both will resume in the next reporting period. One apprentice left the Trust and requested that their funding be cancelled so as to register it through their new employer. Given we have increased apprentice numbers these have not adversely affected our overall statistics.

### **How are you planning to meet the target in future? What will you continue to do or do differently?**

We are looking to expand our internal technical support service and in doing so will recruit Advanced IT Apprentices over the next reporting period. They will support our existing, highly skilled technicians and benefit from their expertise and experience. We have budgeted for these apprentice roles to progress into permanent employees once they have successfully completed their programmes. We will continue to develop SBMs through the SBM Apprenticeship and are encouraging our developing admin staff to follow this pathway as appropriate. One of our existing, experienced SBMs will be embarking on a degree apprenticeship in the next reporting period. As the Trust grows we will encourage wider skill sets to support central, back office functions. Classroom support apprenticeships will continue to be encouraged.

### **Do you have anything else you want to tell us? (optional)**

On 1st April 2020, 1 new school transferred into the Trust with 178 employees. On 1st Sept 2020, 3 new schools transferred into the Trust with a total of 201 employees. Total staff from schools transferring in has been 379. This number is reflected within the total new employees into the trust for the reporting period.