

**Public Sector Apprenticeship Target Report**

**31 March 2021 to 31 March 2022**

**Number of employees who work in England**

* Number of employees who were working in England on 31 March 2021 1,206
* Number of employees who were working in England on 31 March 2022 1,217
* Number of new employees who started working for you in England

between 1 April 2021 to 31 March 2022 177

**Number of apprentices who work in England**

* Number of apprentices who were working in England on 31 March 2021 20
* Number of apprentices who were working in England on 31 March 2022 28
* Number of new apprentices in England between 1 April 2021 to

31 March 2022

(includes both new hires and existing employees who started an apprenticeship) 17

**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 2021 to 31 March 2022 9.6%

* Percentage of total headcount that were apprentices on 31 March 2022 2.3%
* Percentage of apprenticeship starts (both new hires and existing employees

who started an apprenticeship) between 1 April 2021 to 31 March 2022

as a proportion of total headcount on 31 March 2021 1.41%

**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 - Apprenticeships are actively encouraged. This continues from previous years. We have appointed a Recruitment and Marketing manager who sign posts schools to Apprenticeship opportunities as appropriate. This was new for Sept 2021. She herself is just completing a Level 5 Apprenticeship (CIPD)

**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?**

no new challenges - the usual mobility but our number has never the less increased.

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

We will continue as already stated to promote the Apprenticeship route for new and existing employees. Our commitment to the SBM pathways continues with 2 degree apprenticeships started in 2021/22.