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Reporting period 1 April 2019 to 31 March 2020

Organisation

Organisation Name THE NORTHUMBERLAND CHURCH OF ENGLAND ACADEMY

Number of employees who work in England

Number of employees who were working in England on 31 March 2019 483

Number of employees who were working in England on 31 March 2020 467

Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020 50

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2019 3

Number of apprentices who were working in England on 31 March 2020 6

Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires 4

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What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

Additional apprenticeship opportunities have been identified by examining all areas of the central services teams, which is the only element of the trust that can realistically attract apprentices. This is because a large proportion of staff (teachers and teaching assistants) do not routinely qualify via the apprenticeship route.

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?

The biggest challenge for us is to identify suitable roles within the trust which lend themselves to apprentices, as the vast majority of new staff are taken on into roles which do not (e.g. teachers). The availability of good quality candidates in the local area has also been an issue.

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

We will continue to seek out new ways of using the levy to upskill existing staff members and attract new joiners on apprenticeship schemes, although we are conscious there will be a saturation point given the size of the central teams and the nature of our other job roles.

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

The great majority of our staff gain their training and professional qualifications via non-apprenticeship routes and the size of the levy is therefore disproportionate given our ability to use it is restricted by the very nature of the organisation. This seems very unfair and is essentially a tax on an already underfunded sector. One possible way around this would be for us to use the unused levy to source appropriate CPD for all staff. As a very large local employer it would be good to have the flexibility to ensure that we can recruit and train local people without necessarily using the apprenticeship route.

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