

Public sector apprenticeship target:

Under the Public Sector Apprenticeship Target Regulations (2017) and having regard to the Department for Education's 'Meeting the Public Sector Apprenticeship Target' (September 2020), schools, academies and trusts with 250 or more employees have a target to employ an average of at least 2.3 percent of their staff as new apprentices over the period of 1 April 2017 to 31 March 2021.

Employers are required to provide information to help the government, public and wider stakeholders understand the progress they are making towards meeting this target.

This information demonstrates that the Trust has actively considered apprenticeships either for new positions or as part of career development for existing staff.

You will find our reports outlining how we are working to meet our target below:

Report 1 April 2020- 31 March 2021

Description	Totals
Number of employees who work in England	
Number of employees who were working in England on 31 March 2020	705
Number of employees who were working in England on 31 March 2021	663
Number of new employees who started working for us in England between 1 April 2020 to 31 March 2021	131
Number of employees who work in England	
Number of apprentices who were working in England on 31 March 2020	4
Number of apprentices who were working in England on 31 March 2021	6
Number of new apprentices who started working for us in England between 1 April 2020 to 31 March 2021	4
Full Time Equivalents	
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 2019 to 31 March 2021	3.05%
Percentage of total headcount that were apprentices on 31 March 2021	0.90%
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	0.57%

Mitigating factors

Actions taken:

Office management and administration support in all schools consider apprentices as part of succession planning and recruitment strategy

Centralised finance service also includes apprentices as a key part of the recruitment strategy.

New areas of apprentice provisions this year is Teaching Assistant provision

We actively tried to recruit site staff apprentices but could not find a suitable local training provider to support this recruitment strategy. We are continuing to liaise with local partners.

Challenges:

COVID- 19 presented obvious challenges as per last year, there were lockdowns and significant reduction of face to face recruitment. Similarly lack of local provision for specialist training for site/facility/groundsman apprentices. Declining primary admissions across the city has had an impact on recruitment requirements for support staff.

Future plans:

Continuation of apprentice support staff strategy for new recruitment and succession. Continue to work with local providers to secure a training supplier for apprentice site staff. Expand use for apprentice scheme for TA roles.