

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 2021 to 31 March 2022.

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 2021 - 31 March 2022

Description	Totals
Number of employees who work in England	
Number of employees who were working in England on 31 March 2021	663
Number of employees who were working in England on 31 March 2022	654
Number of new employees who started working for us in England between 1 April 2021 to 31 March 2022	101
Number of employees who work in England	
Number of apprentices who were working in England on 31 March 2021	6
Number of apprentices who were working in England on 31 March 2022	9
Number of new apprentices who started working for us in England between 1 April 2021 to 31 March 2022	7
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 2021 to 31 March 2022	6.93%
Percentage of total headcount that were apprentices on 31 March 2022	1.38%
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	1.07%

Mitigating factors

Actions taken:

We have continued to develop our recruitment strategy with regards to apprenticeships. We have developed a good relationship with a range of providers across the city who we liaise with regularly regarding our up and coming staffing requirements. Our action this year is to build back up from the impact of COVID on recruitment in the sector.

Challenges:

Emerging out from the COVID pandemic has resulted in challenges in terms of reduced staff turnover and lower numbers of suitable apprentices coming through the local system for the vacancies that existed. In addition, demand for apprentices has increased so supply has reduced.

Future planning:

We implemented a more proactive strategy this year to ensure that we getting more benefit from the apprenticeship levy:

1. Expansion of the range of apprentices that we are now looking to recruit.
2. Developing closer and better relationship with local apprentice agencies
3. Promoting more apprenticeship levy training and qualifications.