

Apprenticeship Data Publication

Reporting Period: 1 April 2019 to 31 March 2020

The public sector apprenticeship target was introduced in 2017. Public sector bodies with 250 or more staff in England have a target to employ an average of at least 2.3% of their staff as new apprentice starts annually over the period 1 April 2017 to 31 March 2021.

The trust is mindful of its responsibility to meet the apprenticeship target. We continue to review staffing areas and specific needs within our schools which would benefit from an apprenticeship scheme. The main areas of need in this period were:

- Development and retention of high quality Senior Leaders;
- Recruitment and retention of high quality teachers and educational support staff;
- Premises management.

To support these areas we started four new apprenticeships in the reporting period:

- Two Senior Leader Master's Degree Apprenticeships, Level 7;
- 1 Teaching Assistant, Level 3;
- 1 Facilities Services Operative, Level 2.

Recruiting new employees as apprentices continues to be a challenge as there appears to be a shortage of people willing to take on these roles, eg Site Assistant, although we did successfully recruit into this role during the period. We have worked closely with apprenticeship training providers and ensured we have advertised widely for these roles.

The trust strapline 'shaping futures' is applicable to all stakeholders. We are embracing the apprenticeship scheme and it is our intention to provide meaningful professional development and career opportunities for existing staff and school leavers in the local area. We consider the possibility of recruiting apprentices when we employ additional staff and we have increased our existing employees' understanding of apprenticeship opportunities which may be available to them. This includes Teacher Middle Leaders, in order to improve retention of high quality staff and one middle leader is to begin new apprenticeships in autumn 2020. We are continuing to make existing staff aware of apprenticeship opportunities available, including Teaching Assistants and our HR Manager.

Our existing Level 2 Site Apprentice is due to complete his apprenticeship in October 2020 and we will then enrol him on to the Level 3 apprenticeship to continue his career development. We are also in the process of recruiting a second school leaver as a Level 2 Site Apprentice to increase capacity across this team, based on the success of the existing Site Apprentice.

Data Publication

Figure A: The number of employees whose employment in England by the body began in the reporting period:

121

Figure B: The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period. (This includes employees who were already working for the body before beginning their apprenticeship, as well as new apprentice hires):

4

Figure C: the number of employees employed in England that the body has at the end of that period:

304

Figure D: the number of apprentices who work for the body at the end of that period:

8

Public bodies are also required to provide two percentages in order to give context to the other figures. These percentages do not reflect the progress a public body has made towards the target:

Figure E: Figure B expressed as a percentage of figure A:

3.31%

Figure F: Figure D expressed as a percentage of figure C:

2.63%

In addition, the Apprenticeship Activity Return (Return Section 2) requires public bodies to send the following figures, which will help identify their progress towards meeting the target, to the Department for Education. Public bodies could also consider providing these figures in the Data Publication:

Figure H: Headcount on the day before the first day of each reporting period in the target period:

219

Figure I: Figure B expressed as a percentage of figure H:

1.83%