

Apprenticeship Data Publication

Reporting Period: 1 April 2021 to 31 March 2022

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 2022.

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

Four apprentices began their apprenticeships during this period.

- 1 Senior Leader – level 7
- 2 Departmental Manager – level 5
- 1 Assessor Coach – level 4

Moving forward, we have started five existing members of staff who are intending to begin new apprenticeships in 2022-23 on a range of courses from Level 4 to Level 7. We are also looking to recruit another Site Assistant on a level two apprenticeship from September 2022.

Our existing Level 2 Site Apprentice is due to complete his apprenticeship shortly, with just his end-point assessment to be arranged. He will then be given the opportunity to enrol on the Level 3 apprenticeship to continue his career development in September 2022.

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 Senior and Middle Leaders, in order to improve retention of high quality staff.

Data Publication

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

56 (2021 – 48)

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

4 (2021 – 1)

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

288 (2021 – 275)

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

6 (2021 – 5)

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:

7.14% (2021 - 2.08%)

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

2.08% (2021 - 1.82%)

Figure G: The number of apprentices who worked for the body immediately before that period:

5 (2021 – 8)

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:

275 (2021 – 304)

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

1.45% (2021 - 0.33%)