

PUBLIC SECTOR APPRENTICESHIP TARGET REPORT

Reporting Period: 1 April 2018 to 31 March 2019

The Department for Education has set a target for public sector bodies with 250 or more staff in England to employ an average of at least 2.3% of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021. A new apprentice includes both existing employees starting an apprenticeship, as well as new apprentice hires.

Multi Academy Trust's came into scope of the target and reporting requirement from 31 March 2018 so are not required to provide an annual return for the reporting period of 1 April 2017 to 31 March 2018. As such, the first reporting period is 1 April 2018 to 31 March 2019.

The annual return consists of two parts:

- The **Data Publication** includes several figures which will enable the Government, the public, and wider stakeholders to understand the headcount and the number of apprentices each organisation employs, and then use that information to assess the progress made towards meeting the target.
- The **Apprenticeship Activity Return** includes both information on an organisation's progress against the target and information to assess actions taken towards, and challenges faced in, meeting the targets. The return includes quantitative and qualitative elements.

RETURN SECTION 1 – DATA PUBLICATION

For schools that joined Transform Trust during the reporting period, the numbers below are based on the staff start dates with the School and not the Trust.

Figure A	The number of employees whose employment began between 1 April 2018 – 31 March 2019	115
Figure B	The number of apprentices who began to work between 1 April 2018 – 31 March 2019	4
Figure C	The number of employees employed at 31 March 2019	899
Figure D	The number of apprentices who work at 31 March 2019	15
Figure E	Figure B as a percentage of Figure A	3.48%
Figure F	Figure D as a percentage of Figure C	1.67%

As this is the first reporting period, the following must also be provided:

Figure G	The number of apprentices who work at 31 March 2018	11
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Return Section 2 requires the following figures, which helps identify progress towards meeting the target:

Figure H	Headcount as at 31 March 2018	829
Figure I	Figure B as a percentage of Figure H	0.48%



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RETURN SECTION 2 – APPRENTICESHIP ACTIVITY RETURN

Quantitative

Figure H	Headcount as at 31 March 2018	829
Figure I	Figure B as a percentage of Figure H	0.48%

In the reporting period, apprentices made up 1.67% of the overall workforce.

Qualitative

New apprentices made up 3.48% of the new starters in the required reporting period. The figures show the increasing numbers of apprenticeships being offered across the Trust over the reporting period dates (31st March 2018-31st March 2019). This will continue to be a focus moving forwards acknowledging the stated public body aim to attain 2.3% of all staff (currently 1.67%).

This sits amongst a comprehensive programme of continuous professional development available to Trust staff, and an established route to recruitment of new teachers through current Initial Teacher Training programmes. Most schools will now consider as first choice an apprenticeship as an option when looking to recruit to entry level positions.