

DfE Apprenticeship Report 1 April 2019 – 31 March 2020

Number of employees who work in England

Number of employees who were working in England on 31 March 2019	508
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Number of employees who were working in England on 31 March 2020	473
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Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020	64
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Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2019

7

Number of apprentices who were working in England on 31 March 2020

3

Number of new apprentices in England between 1 April 2018 to 31 March 2019 (includes both new hires and existing employees who started an apprenticeship)

1

Reporting percentages

We have computed the percentages that will be reported from the figures you have given.

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 2020	1.56%
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Percentage of total headcount that were apprentices on 31 March 2020	0.63%
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Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019	0.20%
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Factors that impacted your ability to meet the target

What actions have you taken this year to meet the target?
How do these compare to the

We have reviewed potential providers and schemes and selected the ones appropriate to the Trust's setting and operational needs. The Trust invited staff to the opportunity to access these identified schemes to develop

actions taken in the previous year?

their skills and support the Trust's operational needs. The actions are the same to the previous year.

What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?

The challenges the Trust has faced in implementing the apprenticeship scheme is: - staff appetite to commit to an apprenticeship; - loss of operational hours in supporting staff in apprenticeships ; - some of the apprenticeship offers reviewed did not provide good value for money, in particular when compared to the cost of (post graduate) university degrees; - CV-19 pandemic. The challenges are similar to the previous year.

How are you planning to meet the target in future? What will you continue to do or do differently?

The Trust will continue to provide identified apprenticeships to staff. The Trust is aiming to identify additional providers to increase the apprenticeship offer to staff.
