

John Taylor Multi Academy Trust



Public sector apprenticeship target

The public sector apprenticeship target was introduced by government in April 2017 in accordance with The Public Sector Apprenticeship Targets Regulations 2017.

The regulations set a target for any public sector employer in England with at least 250 employees to employ an average of 2.3% of their staff as new apprentice starts between April 2017 and 31 March 2021.

The target is for new apprenticeship starts which includes both newly employed apprentices and any existing employees that have begun an apprenticeship. All public sector bodies in scope must submit a report annually to the government on their progress in meeting the target.

The Government considers the duty to “have regard” to the target to mean that in making workforce planning decisions, public bodies should actively consider apprenticeships, either for new recruits or as part of career development for existing staff.

Progress towards meeting the public sector apprenticeship target

The percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 and 31 March 2020 was **0.81%**

The percentage of total headcount of employees that were apprentices on 31 March 2020 was **0.25%**

The 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 was **0.17%**.

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

As with last year, we worked closely with Trust schools to raise awareness of the potential benefits of apprenticeships, both for new and existing employees. We continued to investigate further opportunities for existing staff to embark on levy funded courses where possible.

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?

Two new schools joined the Trust during the reporting period (one on 1 February 2020) therefore increasing the total headcount and reducing the proportion of staff to apprentices. This will continue to be a challenge for a growing Trust. Since the reporting period, there have been further challenges associated with the current Covid 19 pandemic both for existing and new apprentices. We continue to work within government guidelines.

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

We continue to advertise apprenticeship opportunities and have successfully appointed one further apprentice who started on 1 August 2020.

We will continue to work closely with local learning providers within current guidance in order to identify opportunities for both new and existing employees.

We will promote Higher Degree level apprenticeships where available locally.