

## Public sector apprenticeship target:

Under the Public Sector Apprenticeship Target Regulations (2017) and having regard to the Department for Education's 'Meeting the Public Sector Apprenticeship Target' (September 2020), schools, academies and trusts with 250 or more employees have a target to employ an average of at least 2.3 percent of their staff as new apprentices over the period of 1 April 2022 to 31 March 2023.

Employers are required to provide information to help the government, public and wider stakeholders understand the progress they are making towards meeting this target.

This information demonstrates that the Trust has actively considered apprenticeships either for new positions or as part of career development for existing staff.

You will find our reports outlining how we are working to meet our target below:

### Report 1 April 2022- 31 March 2023

Description	Totals
<b>Number of employees who work in England</b>	
Number of employees who were working in England on 31 March 2022	654
Number of employees who were working in England on 31 March 2023	714
Number of new employees who started working for us in England between 1 April 2022 to 31 March 2023	138
<b>Number of employees who work in England</b>	
Number of apprentices who were working in England on 31 March 2022	9
Number of apprentices who were working in England on 31 March 2023	17
Number of new apprentices who started working for us in England between 1 April 2022 to 31 March 2023	17
<b>Full Time Equivalent</b>	
<b>Reporting percentages</b>	
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2022 to 31 March 2023	2.60%

### Mitigating factors

#### Actions taken:

We continue to champion the use of apprentices as an important part of our recruitment strategy. We have consolidated good relationships with a range of

providers local to our schools and we liaise regularly regarding our up-and-coming staffing requirements. Our focus this year is to expand the types of roles that can be filled by apprentices, including looking at the apprentice route into teaching.

Challenges:

1. Inconsistent quality of candidates.
2. Poor local supply of apprentices in North Yorkshire (coastal).

Future planning:

1. Deploying apprentice levy-funded training and qualifications to existing staff.