



## PUBLIC SECTOR APPRENTICESHIP TARGET

### Submitted details

Reporting period **1 April 2018 to 31 March 2019**

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### Organisation

Organisation Name **Northern Ambition Academies Trust**

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### Number of employees who work in England

Number of employees who were working in England on 31 March 2018 **318**

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Number of employees who were working in England on 31 March 2019 **380**

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Number of new employees who started working for you in England between 1 April 2018 to 31 March 2019 **62**

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### Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2018 **0**

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Number of apprentices who were working in England on 31 March 2019 **4**

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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) **4**

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### Full Time Equivalent

Full-time equivalents (optional)

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## **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 2018 to 31 March 2019 **6.45%**

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Percentage of total headcount that were apprentices on 31 March 2019 **1.05%**

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Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2019 as a proportion of total headcount on 31 March 2018 **1.26%**

## **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 actions taken in the previous year?

We have ensured that every role is reviewed prior to advertisement to assess whether it can be considered for an apprenticeship. The HR Manager has re-briefed the Trust Executive Team on apprenticeships and the benefits of these in the workplace. This has then encouraged further promotion amongst schools across the whole Trust

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 that have been faced is that across our workforce, of which over 35% are already qualified teachers there is no real interest in completing an apprenticeship. One of the challenges experienced this year is that we would have liked to offer a HLTA apprenticeship. There are no providers who currently offer anything suitable at this level. This in turn has restricted the amount of roles we could offer as an apprenticeship for current employees. Also support roles tend to see a lower turnover with longer serving colleagues who do not wish to pursue any further qualification.

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

We are continuing to review all roles before advertising any vacancies. Where we are introducing new roles across the Trust we are firstly considering the viability of this being introduced as an apprenticeship offer. In our latest recruitment for this academic year we have been able to offer 3 new roles as apprenticeships. We will continue to explore relevant apprenticeship training to see if there are more suitable fits with providers particularly for our HLTAAs. The Trust will also promote through the Headteachers and Business Managers the opportunity for further training through the apprenticeship schemes. The levy will be discussed at Operational Team Meetings and Monthly HR Meetings so this is on the forefront of agendas. Finally we will review our recruitment literature to ensure that new and existing staff understand that Continual Professional Development will also include the opportunity to complete an apprenticeship.