



Northern Ambition Academies Trust

PUBLIC SECTOR APPRENTICESHIP TARGET

Submitted details

Reporting period **1 April 2019 to 31 March 2020**

Organisation

Organisation Name **Northern Ambition Academies Trust**

Number of employees who work in England

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

Number of employees who were working in England on 31 March 2020 **352**

Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020 **48**

Number of apprentices who work in England

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

Number of apprentices who were working in England on 31 March 2020 **6**

Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires and existing employees who started an apprenticeship) **2**

Full Time Equivalent

Full-time equivalents (optional)

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 **4.17%**

Percentage of total headcount that were apprentices on 31 March 2020 **1.70%**

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 **0.53%**

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?

The numbers have increased very slightly this year. The apprenticeships have been promoted more effectively across the Trust. Every role is reviewed prior to advertisement to assess whether it can be considered for an apprenticeship. We are also promoting the apprenticeship scheme to current staff where the roles would benefit from the offer of an apprenticeship for development and operational needs.

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 particular challenge is often the same within the Education sector in that over a third of the workforce are already qualified teachers. Our challenges remain the same as the previous year, in that there is still no HLTA apprenticeship offered. Towards the end of the year (Feb-Mar) the Covid pandemic started to impact how we operated and recruited. Our challenges are no different to the previous year in that our support roles tend to see a lower turnover of staff. With a large proportion of these colleagues being longer serving they have no interest in studying or pursuing further qualifications.

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

The Trust will continue to promote across all schools the benefits of completing an apprenticeship. We will continue to ensure all recruitment literature mentions apprenticeships and Continuing Professional Development. We will continue to review all new and current roles and the viability of introducing the apprenticeship offer. The largest area for change will be to promote our success stories of those who have successfully achieved completion of their apprenticeship over the last year. This will also include promoting the benefits this has brought personally and professionally to those individuals and the Trust.
