



Northern Ambition Academies Trust

PUBLIC SECTOR APPRENTICESHIP TARGET

Submitted details

Reporting period **1 April 2020 to 31 March 2021**

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 2020 **352**

Number of employees who were working in England on 31 March 2021 **354**

Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021 **37**

Number of apprentices who work in England

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

Number of apprentices who were working in England on 31 March 2021 **3**

Number of new apprentices in England between 1 April 2020 to 31 March 2021 (includes both new hires and existing employees who started an apprenticeship) **1**

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 2020 to 31 March 2021 **2.70%**

Percentage of total headcount that were apprentices on 31 March 2021 **0.85%**

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2020 to 31 March 2021 as a proportion of total headcount on 31 March 2020 **0.28%**

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?

Although the numbers have decreased this year we have been able to review more roles to be offered as apprenticeships (this will be reflected in Mar 21 -Apr 22 reporting). We are ensuring that the promotion of apprenticeships is highlighted across all schools within the Trust and roles where appropriate/suitable are offered as an apprenticeship when advertised.

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?

This year's particular challenge has been the pandemic and recruiting not being as necessary over the period that is being reported. Within the Education sector over a third of our workforce are already qualified teachers. Our support roles from April 2021 have seen a slight increase in turnover and apprenticeship figures will definitely reflect this on the following year's reporting.

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 are engaging with marketing professionals for our recruitment and social media literature which will promote the Apprenticeship benefits along with CPD and success stories of apprentices across the Trust. We have been able to review our offer on our most recent support vacancies and are investigating further the Teaching apprentices in the hope we can increase this area going forward.
