

Hartismere Family of Schools

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PUBLIC SECTOR APPRENTICESHIP TARGET REPORTING 1 April 2019 to 31 March 2020

Hartismere Family of Schools Trust as an employer with 250 or more staff in England are required to submit an annual report to the Department for Education, setting out progress against the Public Sector Apprenticeships target.

Figure A: The number of employees whose employment in England by the body began in the reporting period	44
Figure B: The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also begin in the period	3
Figure C: The number of employees employed in England that the body has at the end of that period	268
Figure D: The number of apprentices who work for the body at the end of that period	3
Figure E: Figure B expressed as a percentage of figure A	6.82%
Figure F: Figure D expressed as a percentage of figure C	1.12%
Figure G: The number of apprentices who worked for the body immediately before the period	3
Figure H: Headcount on the day before the first day of the period	250
Figure I: Figure B expressed as a percentage of figure H	1.2%

The Trust has due regard for the apprenticeship target and when making workforce planning decisions actively considers apprenticeships, both for new recruits and for existing staff.

The target has been more than met in the period for the number of apprentices who began work for the body with a percentage of 6.9%. However, this was not without challenges which included:

- Budget constraints – a lack of resources to pay for apprenticeship salary costs
- Knowledge of apprenticeship scheme – schools unsure of how the scheme works
- 20% off the job training – this has been a barrier for schools who are reluctant for a member of staff to take time away from the classroom supporting vulnerable students.

The Trust will continue to actively consider and promote apprenticeships going forward in order to meet the apprenticeship target.

The Trust anticipates that it will continue to meet future apprenticeship targets. It is worth noting however that the public sector target does not reflect capacity as many of the staff employed are part-time which inflates headcount figures.