

Central Region Schools Trust Public Sector Apprenticeship Target 1st April 2021 to 31st March 2022

	1 st April 2021 to 31 st March 2022
A. Number of employees on 31st March 2021.	614
B. Number of employees on 31st March 2022	868
C. Number of employees who started work between 1st April 2021 and 31st March 2022.	339
D. Number of apprentices on 31st March 2021.	6
E. Number of apprentices on 31st March 2022	6
F. Number of new apprentices between 1st April 2021 and 31st March 2022.	4
G. Percentage of apprenticeship starts as a proportion of employment starts between 1st April 2021 and 31st March 2022.	1.18%
H. Percentage of total headcount that were apprentices on 31st March 2022.	0.69%
I. Percentage of apprenticeship starts a between 1st April 2021 and 31st March 2022 as a proportion of total headcount on 31st March 2021.	0.65%

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

We encourage our member schools to support the recruitment of apprentices into new roles, particularly where vacancies arise in roles that are business oriented. We are partnering up with a provider of teaching and learning support apprenticeships this year to further enhance our internal CPD opportunities to existing staff.

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?

Two new school joined the Trust within the period, which has distorted the new starter figures reported. Recruitment into apprenticeship roles has seen low application rates.

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

We will be reviewing our recruitment strategy within our People Plan which also includes retention of existing staff utilising the levy for CPD.