

Public Sector Apprenticeship Target

Reporting Period:

1st April 2019 -

31st March 2020



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The Department of Education has set a target for public sector bodies with more than 250 employees in England to employ on average at least 2.3% of their staff as new apprentices from 2017 to 2021. A new employee can include both existing employees who start an apprenticeship as well as newly employed apprentices. The target will be assessed as an average over the timeframe.

The period 1st April to 31 March 2020 is the 2nd year the Trust has been required to report on its apprenticeship targets. The information summarised below has been uploaded via the apprenticeship portal.

This document provides a summary of the information submitted at the Data Publication Section of the return and has been compiled in conjunction with the guidance document entitled “Meeting the Public Sector Apprenticeship Target: Statutory guidance for bodies in scope of the Public Sector Apprenticeship Target”.	
A. The number of employees whose employment in England by the body began in the reporting period in question.	512
B. The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period.	4
C. The number of new employees employed in England that the body has at the end of that period.	94
D. The number of apprentices who work for the body at the end of that period.	1
E. Percentage of apprenticeship starts (both as new hires and existing employees who started an apprenticeship) as a portion of employment in the reporting period.	1.06%
F. Percentage of total headcount that were apprentices on 31 March 2020	0.18%
G. Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a portion of total headcount on 31 March 2019	0.20%

In the period 1st April 2019 to 31st March 2020, new apprentices made up 1.06% of the overall workforce numbers within the Enfield Learning Trust (ELT). This is 1.24% less than the target of 2.3%. ELT considers employing apprentices when making staffing decisions.

However, like many other schools and academies, staffing budgets are particularly tight, and recruitment of apprentices may not be financially viable in the current funding climate. This year we had no teacher apprentices but have instead recruited under the School Direct Teacher programme. Past apprentices have remained at the school and progressed to higher roles. This means there may not necessarily be a vacancy in the same role to fill with a new apprentice.

We will continue to work towards the national target within the constraints of our budgets and the staffing needs of the Trust to best meet the teaching and learning requirements of the pupils in our school.