

Public sector apprenticeship target report **2020-21**

Schools with 250 or more employees have a target to employ an average of at least 2.3 percent of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021, and are required to provide information to help the government; public and wider stakeholders understand the progress they are making towards meeting this target. This information should demonstrate that a school has actively considered apprenticeships either for new positions or, as part of career development for existing staff.

Figure	Description	Total
A	Number of employees that began work between 1 April 2020 and 31 March 2021	41
B	Number of apprentices that began work and whose apprenticeship agreement began between 1 April 2020 and 31 March 2021	5
C	Number of employees employed by the school in England at the end of the reporting period (31 March 2021)	824
D	Number of apprentices that work for the school at the end of the reporting period (31 March 2021)	5
E	Number of apprentices that began work and whose apprenticeship agreement began between 1 April 2020 and 31 March 2021 as a proportion of the number of employees that began work between 1 April 2020 and 31 March 2021	12%
F	Percentage of total headcount that were apprentices on 31 March 2021	1%
G	Number of apprentices employed immediately before the reporting period (31 March 2020)	11
H	Headcount on the day before the first day of the reporting period (31 March 2020)	822
I	Number of apprentices that began work and whose apprenticeship agreement began between 1 April 2020 to 31 March 2021 as a proportion of the total headcount on 31 March 2020	1%

The Constellation Trust is a Multi-Academy Trust. Our Trust includes seven primaries, two large secondary schools and an alternative provision school working together to provide the best learning opportunities for the pupils within our network of schools. Each school serves its own community and has its own unique identity. Together we benefit from working in partnership, share good practice and have a joint central service support team.

When recruiting to the Trust we look to appoint the highest calibre candidates and develop our existing staff to enable them to gain promotion within the organisation. Traditionally, this has been most effective with our teaching and learning teams. In this year, the Trust has looked to extend these opportunities further by offering our non-teaching staff further career development. We have supported this by utilising continuous development opportunities focussing on line management skills and, furthering practice utilising the apprenticeship levy and the qualifications supporting their paths.

The Trust is committed to continuing to work on opportunities to train our staff from entry level with continuous development opportunities to retain them and develop our Trust as a whole.

Actions taken to meet the target and comparison with previous year

As an educational organisation, we recognise the benefit of offering young adults opportunities to train and learn within our organisation and to extend employment opportunities to this demographic. We have actively encouraged our schools to consider employing Teaching Assistants through either our own teaching school or by using local providers/agencies to help staff and support our schools to provide opportunities to our young people.

We continue to expand our use of the apprenticeship scheme, with a large focus of our teaching school being the recruitment and placement of apprentices both into our Trust and into other companies in the local area. The number of apprentices employed has grown and we aim to ensure this continues to maintain and surpass the target levels. Whilst this year shows a drop in the number of apprentices, I am pleased to confirm that this is as a result of them being taken on as permanent employees, either at the end of their course or during as a result of their excellent performance and progress.

To meet its future target, the Trust is working towards redesigning the performance management process for support staff to afford them greater access to opportunities in their chosen career path. At present, we have opportunities available in a number of key areas such as classroom support, business administration and IT. We hope to extend this provision to teaching apprenticeships to enable recruitment at entry level as a complimentary pathway to our other trainee teacher opportunities.



The Constellation Trust
296 Anlaby Park Road South
Kingston upon Hull, East Yorkshire, HU4 7JB
T: (01482) 975505
E: info@theconstellationtrust.org.uk
W: theconstellationtrust.org.uk

Challenges

COVID 19 has clearly had a significant impact on the recruitment of apprentices, training of the current apprentices and offering apprenticeships through our teaching school due to lockdown of schools and furlough of staff at support providers and agencies. This has created greater challenge in comparison to other years.

In addition to this, given the nature of our company, we have to ensure that the apprentices that are recruited are suitable for working within the educational environment, where they may need to access sensitive, confidential information relating to members of the local community. In some cases, the appointment of an apprentice has not been appropriate due to their lack of suitability.

The continued pressures on our school budgets and rising pay costs have prevented us from employing more apprentices due to the lack of affordability. In addition, the demographic of our staff has meant there have been very few vacancies that has led to opportunities to appoint an apprentice.

Future Plans

We will continue to appoint apprentices where appropriate and look to offer apprenticeship courses through our own teaching school to help boost numbers of apprentices receiving experience and qualifications, leading to full time employment. Going forward, apprentices will be considered for all suitable roles and we will continue to work with both our teaching school and outside partners to recruit and support them within our organisation.