

Apprenticeship Reporting 2018 - 2019

Reporting period 1 April 2018 to 31 March 2019

Organisation

Organisation Name AQUINAS CHURCH OF ENGLAND EDUCATION TRUST LIMITED

Number of employees who work in England

Number of employees who were working in England on 31 March 2018	648
Number of employees who were working in England on 31 March 2019	818
Number of new employees who started working for you in England between 1 April 2018 to 31 March 2019	170

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2018	0
Number of apprentices who were working in England on 31 March 2019	4
Number of new apprentices in England between 1 April 2018 to 31 March 2019 (includes both new hires and existing employees who started an apprenticeship)	4
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2018 to 31 March 2019	2.35%
Percentage of total headcount that were apprentices on 31 March 2019	0.49%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2019 as a proportion of total headcount on 31 March 2018	0.62%

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?	All Headteachers within our academies are encouraged and have received training in employing apprentices. Unfortunately, budget constraints have meant that we have not been able to employ many new apprentices; ironically with the additional burden of the apprenticeship levy it has been difficult justifying the cost of apprentices within already tight budgets.
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?	Budget constraints have been the biggest challenge. However, training providers have identified the budget issues for schools and are sourcing apprenticeships for the current workforce including level 7 masters courses for senior leaders/teachers, level 5 team leader programmes for associate staff, Levels 3, 5 and 7 CIPD, Accounting and Business courses, level 2 and 3 Property Maintenance Courses for premises staff etc. and the portfolio is increasing. Another challenge is providing appropriate support and training for apprentices, which is difficult in some of our smaller academies with a small workforce.
How are you planning to meet the target in future? What will you continue to do or do differently?	In view of the new and increasing number of apprenticeships becoming available and appropriate to the school workforce, we envisage using these resources to meet our target, providing apprenticeships for the current workforce as well as for new apprentices.
Do you have anything else you want to tell us? (optional)	The majority of our previous trainees have been school direct salaried trainee teachers who do not fall under the "apprenticeship" standard and therefore unfortunately are not included in these statistics.