

AQUINAS CHURCH OF ENGLAND EDUCATION TRUST

Reporting period	1 April 2019 to 31 March 2020
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Number of employees who work in England

Number of employees who were working in England on 31 March 2019	818
Number of employees who were working in England on 31 March 2020	789
Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020	98
Number of apprentices who were working in England on 31 March 2019	4
Number of apprentices who were working in England on 31 March 2020	10
Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires and existing employees who started an apprenticeship)	6

Full time equivalent

Full-time equivalents (optional)	547
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Reporting percentages

We have computed the percentages that will be reported from the figures you have given.

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 to 31 March 2020	6.12%
Percentage of total headcount that were apprentices on 31 March 2020	1.27%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019	0.73%

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 keen to employ apprentices and review all vacancies as they arise. The current workforce is encouraged to develop through the apprenticeship programme with staff opting into level 3, 5 and 7 courses including team leader programmes, CIPD, and property maintenance.
What challenges have you faced this year in your efforts to meet the target? How do these	Budget constraints continue to be the biggest challenge. Nevertheless, some training providers have identified the budget issues for

<p>compare to the challenges experienced in the previous year?</p>	<p>schools and have sourced apprenticeships for the current workforce, enabling continual professional development. However, providing appropriate support and training for those staff is difficult in some of our smaller academies with a small workforce. This situation is comparable to previous years.</p>
<p>How are you planning to meet the target in future? What will you continue to do or do differently?</p>	<p>In view of the new and increasing number of apprenticeships becoming available and appropriate to the school workforce, we will continue to use these resources to meet our target; providing training for the current workforce as well as for new appointments. We are looking to increase the level 7 apprenticeships for our teaching workforce.</p>