

Horizon Academy Trust

Public sector apprenticeship target

1 April 2018 to 31 March 2019

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 apprentice 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 1 April 2018 to 31 March 2019 is the first 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".

	Total
A. The number of employees whose employment in England by the body began in the reporting period in question.	38
B. The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period.	2
C. The number of employees employed in England that the body has at the end of that period.	346
D. The number of apprentices who work for the body at the end of that period.	2
E. Figure B expressed as a percentage of Figure A.	5.26%
F. Figure D expressed as a percentage of Figure C.	0.58%
G. The number of apprentices who worked for the body immediately before the period.	2
H. Headcount on the day before the first day of the reporting period.	351
I. Figure B expressed as a percentage of Figure H.	0.57%

In the period 1 April 2018 to 31 March 2019, new apprentices made up 0.58% of the overall workforce numbers within Horizon Academy Trust. This is 1.72% less than the target of 2.3%. The MAT 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 whilst the funding climate is volatile. We are looking to utilise our levy funds to develop existing staff by exploring the growing number of courses available through the scheme.

We will continue to work towards the national target within the constraints of our budgets.