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Public Sector Apprenticeship Target Report 2022

OAK Multi Academy Trust is a partnership of schools in Leicestershire and Leicester city, including an infant school, a junior school, two primary schools and one secondary school.

As the Trust employs more than 250 people, we are required, by the Apprenticeship (Miscellaneous Provisions) Regulations 2017 and Public Sector Apprenticeship Targets (Amendment) Regulations 2021 to publish an apprenticeship target report annually. Public sector bodies have a target to employ an average of at least 2.3% of their employees as new apprentice starts and bodies in scope must have regard to the target.

This report covers the reporting period from 1 April 2021 to 31 March 2022.

Section 1 – Data Publication

Figure	Description	Total
A	The number of employees whose employment by the body began in the reporting period 1 April 2021 to 31 March 2022	83
B	The number of apprentices employed by the body whose apprenticeship agreements began in the period	2
C	The number of employees employed that the body has at the end of the period:	468
D	The number of apprentices who work for the body at the end of the period:	8
E	Figure B expressed as a percentage of figure A	2.41%
F	Figure D expressed as a percentage of figure C	1.71%
G	The number of apprentices who worked for the body immediately before the period	8

Section 2 – Apprenticeship Activity Return

Figure	Description	Total
H	Headcount on 31 March 2021	478
I	Figure B expressed as a percentage of figure H	0.42%

The actions we have taken to meet the target for this period:

- ~ Schools in the Trust are encouraged to consider whether an apprentice could fulfil the role(s) to which they are looking to recruit.
- ~ Working with training providers to support new apprentices.

What challenges we have faced this year in our efforts to meet the target:

- ~ The capacity for on-site mentors to support learners in their roles.
- ~ The inability to recruit apprentices, particularly to Teaching Assistant roles.

How we are planning to meet the target in future:

- ~ Schools in the Trust will continue to be encouraged to consider whether an apprentice could fulfil the role(s) to which they are looking to recruit.
- ~ The Trust continues to be committed to working on opportunities to train our staff with continuous development opportunities to retain and develop our Trust as a whole and to support succession planning.
- ~ The Trust will continue to work with current training providers and to widen its group of training providers in order to source appropriate training for any specialist areas required.
- ~ The Trust continues to work towards the Public Sector Apprenticeship Target and is keen to develop its employees and provide them with learning opportunities by:
 - o Discussing apprenticeship training options to staff members during performance management review meetings
 - o Considering the use of apprenticeship training opportunities rather than other, potentially costly, external training provision
 - o Seeking good partnerships with apprenticeship providers
 - o Promoting and discussing apprenticeship opportunities.

Nicola Wall
HR Manager