



Apprenticeship Target 1 April 2019 to 31 March 2020

An apprenticeship target has been set for all public bodies with more than 250 employees to employ on average at least 2.3% of their staff over the period of 1 April 2017 to 31 March 2021. An 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.

Windsor Academy Trust (WAT) is committed to achieving this target and this document provides a summary of the information submitted to the Department for Education.

The number of employees employed by WAT on 1 April 2019	835
The number of apprentices that began apprenticeship agreements between the reporting period (expressed as a percentage)	9 (1.08%)
The number of employees employed by WAT on 31 March 2020	834
The number of apprentices that work for WAT on 31 March 2020 (expressed as a percentage)	9 (1.08%)
The number of apprentices who worked for WAT on 31 March 2019	10
Headcount of WAT on 31 March 2019 (expressed as a percentage)	835 (1.08%)

Challenges faced in efforts to meet the target

WAT employs a large number of part-time workers whose FTE make it difficult to meet the apprenticeship target and, due to the number of hours they work, are not eligible for apprenticeships. 342 employees out of 834 employees (as at 31 March 2020) work less than 30 hours per week.

In addition, the exemptions due to prior learning mean that the training opportunities via Apprenticeship Levy funding are significantly limited for our teaching staff, which is 49% of our workforce (as at 31 March 2020).

Actions taken to progress towards meeting the public sector target (2.3%)

WAT is actively considering apprenticeships either for new recruits or as part of professional development for existing staff. During the recruitment process for vacancies, consideration is given to whether the role could be undertaken as an apprenticeship with related training. Additionally, discussions have taken place with national and local higher education / apprenticeship providers with regard to higher level apprenticeships for existing employees, linked to accreditation against recognised qualifications.

Since 31 March 2020, 11 apprenticeships are planned to commence in the autumn term. WAT will continue to proactively to support the use of Apprenticeships as a means of offering employment, work based learning and career opportunities to a diverse range of new recruits and existing employees as part of our Apprenticeship Strategy.