



Apprenticeship Target 1 April 2020 to 31 March 2021

Windsor Academy Trust (WAT) aims to unlock and the academic and personal potential of all our students/pupils across the WAT family. To make this possible, we aim to attract excellent people to work in our schools, support their development and help them build a career with us. High quality professional learning is fundamental to our vision for excellence. WAT actively considers apprenticeships for both new and existing staff to further their career progression.

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 2020	834
The number of apprentices that began apprenticeship agreements between the reporting period (expressed as a percentage)	12 (1.4%)
The number of employees employed by WAT on 31 March 2021	837
The number of apprentices that work for WAT on 31 March 2021 (expressed as a percentage)	19 (2.3%)
The number of apprentices who worked for WAT on 31 March 2020	9
Headcount of WAT on 31 March 2020 (expressed as a percentage)	835 (1.4%)

WAT has made positive progress and achieved the apprenticeship target set for all public bodies with more than 250 employees. Since March 2020, we employ on average 2.3% apprentices, increased from 1.08% from the previous period.

WAT continues to promote apprenticeships as a way for both new and existing staff to obtain the skills they need to do their job and to offer suitable development opportunities for progression. As an organisation, we seek to establish a motivated, skilled and qualified workforce to deliver excellence for the children we serve.

Challenges encountered in meeting the target include:

- Limited available budget for additional salaries
- Limited number of on-site mentors to support learners in their roles, particularly in the primary phase
- Accommodating the 20% 'off the job' time per apprentice in regards to working hours
- 40% of our workforce is contracted to work less than 30 hours per week.
- Apprenticeship opportunities for our teaching staff (49% of our workforce) are limited due to prior learning exemptions
- Impact of COVID and the national lockdowns that took place during the reporting period

WAT continues to actively consider apprenticeships either for new recruits or as part of professional development for existing staff by:

- Discussing apprenticeship training options during performance management review meetings
- Building career pathways including an apprentice level entry position where able within the staffing structure
- Further developing partnerships with apprenticeship providers