



Apprenticeship Target 1 April 2021-31 March 2022

Windsor Academy Trust (WAT) aims to unlock 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 was set for all public bodies with more than 250 employees to employ on average at least 2.3% of their staff as new apprenticeship starts over the period of 1 April 2017 to 31 March 2021. The target was assessed as an average over the timeframe. From 1 April 2022, there is no longer a public sector target although bodies previously required to comply with the Regulations, are being asked to continue to gather and report on new apprenticeship starts.

An apprentice can include both existing employees who start an apprenticeship as well as newly employed apprentices.

Windsor Academy Trust (WAT) is committed to achieving this target whilst it is a requirement and will continue to gather and report on new apprenticeship starts as from 1 April 2022. This document provides a summary of the information submitted to the Department for Education.

A) The number of employees employed by WAT whose employment began in the reporting period	120
B) The number of apprentices employed by WAT whose apprenticeships began in this period	5
C) The number of employees employed by WAT on 31 March 2022	801
D) The number of apprentices that work for WAT on 31 March 2022	18
E) % of apprentices employed by WAT during the reporting period (B expressed as a percentage of A)	4.17%
F) % of apprentices employed by WAT on 31 March 2022 (D expressed as a % of C)	2.25%
G) The number of apprentices who worked for WAT immediately before the period.	19
H) Head count on 31 March 2021	837
I) B expressed as a % of H	0.6%

For the reporting period 1 April 2021 to 31 March 2022, we have appointed 5 apprenticeship starts which equates to 0.6% which is below target. To achieve 2.3% this would equate to 20 new apprenticeship starts in the reporting 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 for new recruits
- 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
- Just under 40% of our workforce is contracted to work less than 30 hours per week and apprentices need to work a minimum of 30 hours a week.
- Apprenticeship opportunities for our teaching staff (46% of our workforce) are limited due to role requirement exemptions

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
- An online apprenticeship handbook has been created and shared with our schools to better inform staff at all levels of what apprenticeship opportunities are available as well as how to apply and other relevant apprenticeship information.
- The Head of Professional Learning and Talent is delivering an information session to WAT school CPL Leads and other WAT Senior Leaders informing about key information on apprenticeships and those apprenticeships available for our school staff during the Autumn term.
- Further promotion for the Leadership in Education Masters Programme (PGDip/MA Degree Apprenticeship programme in education leadership) in the form of an information session for potential applicants is taking place during the autumn term.
- Further developing partnerships with apprenticeship providers
- Identify opportunities to appoint apprenticeships to areas with hard to fill roles/skills shortages
- Continue to further develop talent pipelines aligned to our career pathways