



# The Wythenshawe Catholic Academy Trust

Journeying together with Jesus Christ, we learn to love and love to learn.

## THE WYTHENSHAW CATHOLIC ACADEMY TRUST PUBLIC SECTOR APPRENTICESHIP TARGET REPORT 1 APRIL 2020 – 31 MARCH 2021

### **Background**

Public sector bodies who employ 250 or more staff in England have a target to employ an average of 2.3% of their workforce as new apprentices. This requirement is set out in 'The Public Sector Apprenticeship Targets Regulations 2017' which were made under the powers conferred by the Apprenticeship, Skills, Children and Learning Act 2003.

Public sector bodies should 'have regard' for this target when making workforce planning decisions and therefore should actively consider apprenticeships as a means to recruit new staff or to provide career development to existing staff.

The Wythenshawe Catholic Academy Trust is a Multi-Academy Trust which comprises of Saint Paul's Catholic High School, St Anthony's Catholic Primary School, Ss John Fisher & Thomas More Catholic Primary School and St Elizabeth's Catholic Primary. In April 2020 The Wythenshawe Catholic Academy Trust employed 256 staff and therefore meet the criteria to report.

### **Reporting**

Public sector bodies should provide their returns in line with the reporting arrangements described in 'Meeting the Public Sector Apprenticeship Target – Statutory guidance for bodies in scope of the Public Sector Apprenticeship Target'

There is a requirement to provide an annual return in two parts:

1. Data Publication
2. Apprenticeship Activity Return

The Government is not prescriptive about where the information should be published but it must be easily accessible to the public, for example on the public sector bodies internal and external facing website. The information should also be sent to the DFE. Public sector bodies do not have to publish the Apprenticeship Activity Return but this section must be sent to the DFE.



## **Return Section 1 – Data Publication**

The Data Publication should include figures which will enable a variety of Stakeholders including the Government to understand The Wythenshawe Catholic Academy Trust's headcount and the number of apprenticeships they employ. This data can then be used to assess the Trust's progress towards meeting the Public Sector Apprenticeship target.

The information required is as follows:

<b>Information required</b>	<b>Number</b>	<b>Figure</b>
The number of employees whose employment in England by the body began in the reporting period in question (01/04/2020 to 31/03/2021)	76	Figure A
The number of apprenticeships who began to work for the body in that period and whose apprenticeship agreements also began in that period (01/04/2020 to 31/03/2021)	1	Figure B
The number of employees employed in England that the body has at the end of that period (31/03/2021)	313	Figure C
The number of apprentices who work for the body at the end of that period (31/03/2021)	1	Figure D
Figure B expressed as a percentage of Figure A	1.32%	Figure E
Figure D expressed as a percentage of Figure C	0.32%	Figure F
The number of apprentices who worked for the body immediately before that period	0	Figure G
Headcount on the day before the first day of each reporting period in the target period (31/03/2020)	268	Figure H
Figure B expressed as a percentage of figure H	0.37%	Figure I

## **Return Section 2 – Apprenticeship Activity Return**

The Apprenticeship Activity Return should include both qualitative and quantitative data to be able to provide information on The Wythenshawe Catholic Academy Trust's progress against the target and information to assess actions taken towards and the challenges faced, meeting the target.

### **Quantitative Information:**

Headcount on the day before the first day of the reporting period = 268 (Figure H above)

Apprentices expressed as a percentage of the headcount on the day prior to the start of the reporting period =  $1/268 \times 100 = 0.37\%$

### **Qualitative Information:**

During the period The Wythenshawe Catholic Academy Trust has considered apprenticeships when any recruitment has taken place. This has not often been appropriate due to the rapid expansion of one of our Schools and the need to recruit

experienced and already qualified Teachers. The majority of the Trust's recruitment has been for qualified Teachers.

The Trust has actively sought to increase and inform staff currently employed to access apprenticeships to enhance their career development. We have recruited a HR Manager to support the Trust's Strategic HR Officer who has been specifically targeted with developing our internal Apprenticeship offering.

We have formed partnerships and close working relationships with a number of apprenticeship training providers and are making the details of the apprenticeships to all staff via the Trust's 'shared staff area'. For the period from 01/04/21 we have already seen an increase in the number of current staff undertaking apprenticeships.

We have faced some challenges encouraging current employees to undertake apprenticeships. Apprenticeship courses are available for employees to enhance their career developmental however sometimes it can be quicker and more appropriate for employees to complete non-levy funded courses e.g. to gain NPQML qualifications.

### **Future Action**

The Wythenshawe Catholic Academy Trust is committed to 'Continuing Professional Development' and will therefore continue to provide and expand on the apprenticeships available to current staff.

Apprenticeships will always be considered for roles that become available and where it is deemed appropriate to recruit an apprentice.