

**St George's Academy**  
**Public Sector Apprenticeship Target**

The public-sector apprenticeships target was introduced by the Government in April 2017. This set a target for any public-sector employer in England with at least 250 employees to employ an average of 2.3% of their staff headcount as new apprentice starts between 1 April 2017 and March 2021. St George's Academy came into scope of the regulations with effect from 1 March 2018.

The Academy must 'have regard' to the target, which includes both newly employed apprentices and any existing employees that have begun an apprenticeship.

The calculations and narrative below provide information on our progress against this Public Sector Apprenticeships target and covers the period 1 April 2020 to 31 March 2021.

**Target for St Georges Academy**

21 new apprentice starts over the period 1 April 2018 to 31 March 2021.  
This equates to an average of 7 new apprentice starts in each of the three reporting years.

**Previous apprentice starts were as follows:**

	Headcount	FTE
Number of new apprentices between 1/4/18 to 31/3/19	2	2
Number of new apprentices between 1/4/19 to 31/3/20	5	4.74

**Reporting Period - 1 April 2020 to 31 March 2021**

Fig	Data description	Headcount	FTE
A	No. of employees whose employment began between 1/4/20 and 31/3/21	22	17.92
B	No. of apprentices that started over this period	2	2
C	No. of employees as at 31/3/21	281	237.83
D	No. of apprentices as at 31/3/21	6	5.74
E	figure B expressed as a % of A	9.09%	11.16%
F	figure D expressed as a % of C	2.14%	2.41%
G	No. of apprentices as at 31/3/20	6	5.48
H	headcount on 31/3/20	290	243.99
I	figure B expressed as a % of H	0.69%	0.84%

**Factors that have impacted our ability to meet the target**

Recruitment of apprenticeship roles over the period 1 April 2020 to 31 March 2021 was unfortunately impacted by the COVID-19 pandemic. The temporary closure of schools and significantly reduced face-to-face teaching and learning over this time meant opportunities to recruit and support new apprentice posts were limited.

As previously reported, it has also been clarified that a significant proportion of our support staff roles do not meet the minimum 30 hours a week required for an apprenticeship. This remains particularly true of our SEN team where opportunities to support internal apprenticeships are therefore generally limited to any new full time vacancies that may arise.

Whilst the roles we have established have proved successful, attracting applicants continues to be a challenging process. This is largely the result of two key factors:

- The rural location of Lincolnshire and need for any new recruits to travel to attend any college days associated with the apprentice qualification.
- The challenges advertising apprentice roles in areas not routinely associated with education. This has particularly been the case in respect of our ICT and Business Administration roles, where competition from other employers/sectors is high and often includes longer-term career progression opportunities.

### **How has the target featured in our recruitment and skills training planning and what were the results?**

We continue to actively consider new apprenticeships when making all workforce-planning decisions. This includes both new recruits and more recently opportunities for career development for existing staff.

A review of all support staff roles has supported appointments across a number of our central support functions. This has included Estates, ICT, Finance and Central Administration.

Following the successful introduction of an apprentice Learning Support Assistant (LSA) role, the apprentice LSA is now our main source of recruitment within our SEN Department. The position has supported an extended career path within the Academy, with options for staff members to pursue a career as a Higher Level Learning Support Assistant and/or to consider progression to the Academy's shared SCITT programme and route into qualified teaching. Further appointments within this role commenced with effect from September 2021 and it is anticipated that more appointments will be made on an ongoing basis.

The review and consideration of further apprentice opportunities continues to feature as part of ongoing workforce planning across all areas of the school.

Whilst work has again been impacted by the COVID-19 pandemic, the target has also been considered in terms of skills training planning. The majority of new apprentice posts have to date been introduced as level 2 roles. On successful completion, staff members have subsequently gone on to complete further level 3 training.

### **What are we going to do to make sure we meet the target in the future?**

We are taking a number of steps to support achievement of the revised apprentice target for 2021. As indicated above this includes the ongoing review of all vacancies as they arise.

The requirement for 20% off the job training has proven to be a challenge in relation to some of our classroom based roles. We are therefore working with our training providers to consider innovative ways to meet this requirement and with the intention that this will open up more opportunities.

Work will continue to take place to explore opportunities to upskill our existing workforce with a focus on some of the higher-level apprentice routes. In considering the career development opportunities for staff as a tool to aide retention, it is envisaged this work will include opportunities to support staff in developing new skills in customer service, finance, business administration and leadership and management.