

## PUBLIC SECTOR APPRENTICESHIP TARGET REPORT

### Data Capture 31 March 2020

#### 1. Background

1.1 Public sector bodies in England with 250 or more staff have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period 1 April 2017 to 31 March 2021. Bodies in scope must have regard to the target meaning that, in making workforce planning decisions, they should actively consider apprenticeships either for new recruits or as part of career development for existing staff. The target is for new apprenticeship starts, which includes both existing staff that start an apprenticeship and new recruits and measures these as a percentage of the total headcount of public sector bodies at the beginning of the reporting period. The target is an average over four years, split into individual reporting periods covering each financial year (1 April to 31 March). Most public sector bodies were required to report for the first time for the financial year 2017-18, but Academies were delayed by a year which means that our report for 2018-19 was the first report submitted and we are now able to view comparative academy trust data for that year. This will be our second report which must be published on the government's web site by 30 September 2020 for the time period April 2019 to March 2020.

1.2 Self-reported national figures show that 1.7 per cent of workers in public sector bodies started an apprenticeship between 1 April 2018 and 31 March 2019. This equates to 56,980 new apprenticeship starts in the period. The table below provides a summary of the aggregate information provided by public sector bodies for the previous two years.

Table 1. Summary of the aggregate information provided by public sector bodies.

Sub-sector and financial year	Number of bodies included in aggregates 2017-2018	Number of bodies included in aggregates 2018-2019	Public sector target (percentage of employees starting an apprenticeship) 2017-2018		Public sector target (percentage of employees starting an apprenticeship) 2018-19	
			Average percentage (since 1 April 2017)	Percentage within reporting year	Average percentage (since 1 April 2017)	Percentage within reporting year
<b>2018-19</b>						
Armed Forces	3	3		9.1%	<b>8.3%</b>	7.5%
Civil Service	1	1		1.3%	<b>1.5%</b>	1.6%
Fire Authority	22	24		0.7%	<b>1.4%</b>	2.1%
Local Gov.	264	301		0.9%	<b>1.2%</b>	1.4%
NHS	213	245		1.2%	<b>1.4%</b>	1.7%
Other	40	76		1.3%	<b>1.4%</b>	1.4%
Police	31	39		0.2%	<b>0.4%</b>	0.5%
Schools	271				<b>0.9%</b>	0.9%
<b>Total</b>	<b>845</b>	<b>689</b>		<b>1.4%</b>	<b>1.6%</b>	<b>1.7%</b>



There was a wide variation in the percentage of apprentices across the different public sector departments. The only sector to exceed the public sector target in both periods was the armed forces. Several other sectors have increased the level of apprenticeships over the two years, in the Fire Authorities this was directly linked to the provision of a new apprenticeship standard for the sector.

**The Diocese of Coventry Multi Academy Trust data is set out in the table below and will be the data we publish.**

Table 2.

	<b>1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020</b>	<b>1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019</b>
<b>Figure A:</b> Number of Employees who began employment at The Diocese of Coventry Multi Academy Trust (the Trust) between 1 <sup>st</sup> April – 31 <sup>st</sup> March.	107	143
<b>Figure B:</b> Number of Apprentices who began employment at the Trust between 1 <sup>st</sup> April – 31 <sup>st</sup> March.	7	4
<b>Figure C:</b> Number of employees on 31 March.	756	763
<b>Figure D:</b> Number of apprentices on 31 March.	15	11
<b>Figure E:</b> Apprentices who began employment between 1 <sup>st</sup> April – 31 <sup>st</sup> March as a percentage of all new starters.	6.54%	2.8%
<b>Figure F:</b> Apprentices within the Trust as a percentage of all employees on 31 <sup>st</sup> March.	1.98%	1.44%
<b>Figure G:</b> Number of Apprentices employed on 31 <sup>st</sup> March.	11	9
<b>Figure H:</b> Number of employees on 31 <sup>st</sup> March.	763	714
<b>Figure I:</b> Apprentices employed between 1 <sup>st</sup> April – 31 <sup>st</sup> March as a percentage of the total headcount on 31 <sup>st</sup> March.	0.93%	0.56%

The Diocese of Coventry Multi Academy Trust has regard to the Public Sector Apprenticeship Target by continuing to focus on support staff apprenticeship in particular a focus on supporting teaching and learning in the classroom and Administration.

This focus will continue to grow in future years alongside areas such as Administration and IT.

There has been an increase of 0.37% over the last year in the effort to achieve the sector targets. It is recognized that more needs to be undertaken to achieve and indeed exceed the target for coming years.

We look forward to further standards and frameworks becoming available particularly in relation to SENCO qualifications.