

Meeting the Public Sector Apprenticeship Target

All public bodies who have 250 staff or more in England must report.

Apprenticeship reporting period:- 1 April 2018 to 31 March 2019



<u>Number of Employees:-</u>	
Number of employees who were working for Venn Academy Trust on 31 March 2018	305
Number of employees who were working for Venn Academy Trust on 31 March 2019	331
Number of employees whose employment with Venn Academy Trust began during the reporting period	88
Number of apprentices who began to work for Venn Academy Trust in the reporting period and whose apprenticeship agreements also began in the reporting period	7
Number of apprentices who worked for Venn Academy Trust at the end of the reporting period	11
Number of apprentices who worked for Venn Academy Trust immediately before that period	5
<u>Reporting Percentages:-</u>	
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2018 to 31 March 2019	7.95%
Percentage of the total head count that were apprentices on 31 March 2019	3.32%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2019 as a proportion of the total headcount on 31 March 2018	2.30%

Action that the body has taken to meet their apprenticeship target (i.e. how it has 'had regard') to the following ;

- If their target has not been met then specific further evidence may be required. This may include an explanation of why the target was not met, actions the body has taken to overcome the challenges it has faced and/or mitigating factors which demonstrate the body's commitment to apprenticeships;*
- Information about action the body proposes to take to meet their future apprenticeship targets; and*
- If the body considers that a future target is not likely to be met, an explanation of why that is so.*

Venn have considered apprentices for a lot of support staff roles when vacancies occur in admin and classroom support. Capacity in schools is an issue due the demands to always improve and having the resources to train an apprentice is always difficult to find. To date we have not engaged any teacher apprentices, however we are exploring this avenue to encourage people into the teaching profession.