

# The Four Stones Multi Academy Trust (MAT)

## Public sector apprenticeship target

### 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021

|   | 1 <sup>st</sup> April 2020 to 31 <sup>st</sup><br>March 2021 | 1 <sup>st</sup> April 2019 to 31 <sup>st</sup><br>March 2020 |
|---|--|--|
| A. The number of employees whose employment in England by the body began in the reporting period in question.                             | 25   | 22   |
| B. The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period. | 2  | 4  |
| C. The number of employees employed in England that the body has at the end of that period.   | 447  | 331  |
| D. The number of apprentices who work for the body at the end of that period.   | 2  | 5  |
| E. Figure B expressed as a percentage of Figure A.  | 8.0%   | 18.2%  |
| F. Figure D expressed as a percentage of Figure C.  | 0.45%  | 1.5%   |
| G. The number of apprentices who worked for the body immediately before the period.   | 4  | 8  |
| H. Headcount on the day before the first day of the reporting period.   | 331  | 339  |
| I. Figure B expressed as a percentage of Figure H.  | 0.60%  | 1.18%  |

**Action that the body has taken to meet their apprenticeship target (i.e. how it has ‘had regard’):**

The Covid-19 pandemic slowed down the recruitment of apprentices in 2020/21 but this is currently being addressed across the MAT and opportunities for 2021/22 have arisen which will allow for more recruitment of apprentices. The MAT works with local colleges to support the students looking for apprenticeships. Going forward we are looking to recruit up to an additional 4 apprentices across the MAT. The Chief Operating Officer (COO) is liaising with other MATs to see how they are using their apprenticeship levy in relation to existing staff members as well as new apprentices.

**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:**

In January 2021 a new school joined the MAT. Between 1<sup>st</sup> January 2021 and 31<sup>st</sup> March 2021 they had no apprentices and therefore this slightly manipulates the figures as a percentage. We are working with the headteacher of the new school to bring in apprentices where appropriate. We have also had issues in recruiting suitable apprentices or having apprentices start and the role not

being what they expected it to be etc. As mentioned above a plan is in place to increase apprentice numbers and will be implemented in 2021/22.

**Information about action the body proposes to take to meet their future apprenticeship targets.**

Where appropriate, by recruiting additional apprentices from local colleges

**If the body considers that a future target is not likely to be met, an explanation of why that is so.**

The MAT continues to endeavour to reach the apprenticeship target and consider it realistic that this will be met by 2022.

**What is the target?**

The Department of Education has set a target for public sector bodies with more than 250 employees in England to employ on average at least 2.3% of their staff as new apprentices from 2017 to 2021. A new apprentice can include both existing employees who start an apprenticeship as well as newly employed apprentices. The target will be assessed as an average over the timeframe.