

Submitted details

Reporting period

1 April 2020 to 31 March 2021

Organisation

Organisation Name

WIMBORNE ACADEMY TRUST

Number of employees who work in England

Number of employees who were working in England on 31 March 2020

763

Number of employees who were working in England on 31 March 2021

765

Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021

95

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2020

2

Number of apprentices who were working in England on 31 March 2021

3

Number of new apprentices in England between 1 April 2020 to 31 March 2021 (includes both new hires and existing employees who started an apprenticeship) **1**

Full Time Equivalent

Full-time equivalents (optional)

Reporting percentages

We have computed the percentages that will be reported from the figures you have given.

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2020 to 31 March 2021 **1.05%**

Percentage of total headcount that were apprentices on 31 March 2021 **0.39%**

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2020 to 31 March 2021 as a proportion of total headcount on 31 March 2020 **0.13%**

Factors that impacted your ability to meet the target

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

We have continued to look for appropriate apprenticeships for teachers, senior leaders, teaching staff and school back office staff. We expect a considerable increase in apprenticeships in 2021/22

What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?

The challenges remain high and have been exacerbated by COVID. There has continued to be a lack of appropriate apprenticeships for teachers and teaching assistants who make up a large proportion of our staff. We were discussing a teaching assistant apprenticeship route with a local college but this has been postponed due to COVID.

How are you planning to meet the target in future? What will you continue to do or do differently?

We have started working with an education specialist apprenticeship provider and building apprenticeships in as a core part of our professional development offer. We have had 13 apprenticeship starts in September 2021.
