

Apprenticeship Reporting

Reporting period 1 April 2019 to 31 March 2020

Number of employees who were working in England on 31 March 2019	227
Number of employees who were working in England on 31 March 2020	223
Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020	90
Number of apprentices who were working in England on 31 March 2019	4
Number of apprentices who were working in England on 31 March 2020	9
Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires and existing employees who started an apprenticeship)	9
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 to 31 March 2020	10%
Percentage of total headcount that were apprentices on 31 March 2020	4.04%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019	3.96%

Factors that have impacted our ability to meet the target

The Trust is invested in developing all employees and taking advantage of the Apprenticeship Levy. This year the Trust has invested in middle leaders to provide them with leadership specific training.

There has been a significant uptake from the previous year as there have been more opportunities available through the levy route. There have been limited challenges this year.

The Trust will continue to invest in the development of current staff and recruit new employees as apprentices where appropriate.