

Annual Apprenticeship Return

Reporting period

1 April 2019 to 31 March 2020

Organisation

Organisation Name

BATLEY MULTI ACADEMY TRUST

Number of employees who work in England

Number of employees who were working in England on
31 March 2019

367

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

489

Number of new employees who started working for you
in England between 1 April 2019 to 31 March 2020

186

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2019	3
Number of apprentices who were working in England on 31 March 2020	7
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)	6

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 2019 to 31 March 2020	3.23%
--	--------------

Percentage of total headcount that were apprentices on 31 March 2020	1.43%
--	--------------

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	1.63%
---	--------------

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?

Actively sought information about courses available linked to the demand in schools and vacancies. Where vacancies have arisen we have considered if the role was suitable for an apprentice. Where we have been able to accommodate requests we have employed apprentices. This year we have explored other apprenticeship providers including Qdos and Exceed. In March 2020 we were less active compared to previous months due to the challenges faced with regards to school closures and prioritising recruiting to key roles including teaching vacancies.

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 have been related to what apprenticeship opportunities we can offer in the context of education, the areas of need and the suitability of the available courses on offer. This has been the same as last year. The positions that we are able to offer are often term time only and candidates are often seeking full year opportunities. We have faced challenges in attracting candidates to the positions that we are

able to offer within an educational setting, therefore resulting in a low number of applications. Towards the end of this period we faced additional challenges in recruitment due to the impact of Covid-19 and school closures.

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

We will continue to be proactive in our recruitment processes and we have been investigating opportunities around teaching apprenticeships with a view to recruit at least one Teaching Apprentice- Level 6. We are looking to explore more non-teaching apprenticeships that are more niche and may attract a wider field of candidates.
