

## Apprenticeship Target Report 2019-20

United Learning is a multi-academy trust with schools in both the public and private sector, with the aim to provide an excellent education to children and young people across the country. We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out ‘the best in everyone’ – students, staff, parents and the wider community.

To make that possible, we aim to attract great people to work in our schools, support their development and help them build a career with us. High quality professional development is central to our vision for excellence. United Learning actively considers apprenticeships for both new and existing staff to further their career progression.

The public sector apprenticeship target requires public sector bodies with 250 or more staff in England to employ an average of at least 2.3% of their staff as new apprentice starts annually over the period of 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2021. United Learning is required to publish data and show regard to the public sector apprenticeship target.

**Organisation Name:** United Learning Trust  
**Reporting period:** 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020

Figure A	The number of employees whose employment in England by the body began in the reporting period in question.	1,912
Figure B	The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period. <i>(This includes employees who were already working for the body before beginning their apprenticeship, as well as new apprentice hires.)</i>	72
Figure C	The number of employees employed in England that the body has at the end of that period.	5,934
Figure D	The number of apprentices who work for the body at the end of that period.	79
Figure E	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.	3.77%
Figure F	Percentage of total headcount that were apprentices on 31 March 2020.	1.33%

United Learning continues to promote apprenticeships as a way for both new and existing staff to obtain the skills they need to do their job and to offer suitable development opportunities for progression, with the aim to increase uptake. As an organisation, we seek to establish a motivated, skilled, and qualified workforce to run our schools. We have seen an increase in the number of courses accessed for relevant staff where possible and will continue to work closely with our schools and HR Business Partners to identify suitable opportunities for apprenticeships for recruitment and training need.

A full Apprenticeship Activity Return has been submitted to the Department for Education, in line with regulations.

