

# The Pathway Academy Trust



## Apprenticeship Target Reporting 2019-20

Reporting period 1 April 2019 to 31 March 2020

### Organisation

Organisation Name THE PATHWAY ACADEMY TRUST

### Number of employees who work in England

Number of employees who were working in England on 31 March 2019 258

Number of employees who were working in England on 31 March 2020 300

Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020 42

### Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2019 0

Number of apprentices who were working in England on 31 March 2020 2

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) 2

### 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 4.76%

Percentage of total headcount that were apprentices on 31 March 2020 0.67%

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 0.78%

### 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? **This is our first year where the Trust is in scope and we consider an apprenticeship route for each appointment required before advertising.**

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? **This is our first year in scope. The greatest challenge for appointing apprenticeships is the minimum number of hours required. School positions are mostly part time with very few needing to be over 30 hours a week.**

How are you planning to meet the target in future? What will you continue to do or do differently? **The Trust will re-emphasise to schools the value of apprenticeship opportunities for new and existing staff.**