



## The White Hills Park Trust:

### Public Sector Apprenticeship Target Report: April 21 – March 22

The White Hills Park Academy Trust employs more than 250 staff, and in line with the requirements of “The Public Sector Apprenticeship Targets Regulations 2017” (“the regulations”) presents its report on Public Sector Apprenticeship Targets for the period 1 April 2021 to 31 March 2022.

Public sector bodies with 250 or more staff in England have a target to employ at least 2.3% of their staff as new apprentice starts over the period 1 April 2021 to 31 March 22. Bodies in scope must have regard to the target.

The Government considers the duty to “have regard” to the target to mean that, in making workforce planning decisions, public bodies should actively consider apprenticeships, either for new recruits or as part of career development for existing staff. Apprentices are only considered as “new apprentices” who will count towards the target in the year in which they begin their apprenticeship.

Public bodies should use the Apprenticeship Target Report to explain how they have had regard to the target and what actions are currently or will be put in place to increase the use of apprenticeships within the organisation.

The regulations stipulate that certain data and calculations are to be reported. The data relating to The White Hills Park Trust for the period 1 April 21 to 31 March 22 is as below:

Figure A	The number of employees whose employment began in the period 1 April 2021 - 31 March 2022	45
Figure B	The number of apprentices who began to work for the body in the period and whose apprenticeships 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>	2
Figure C	The number of employees employed in England that the body has at the end of the period (31/3/2022)	403
Figure D	The number of apprentices who work for the body at the end of the period (31/3/2022)	3
Figure E	Figure B expressed as a percentage of figure A	4.4%
Figure F	Figure D expressed as a percentage of figure C	0.74%
Figure G	The number of apprentices who worked for the body immediately before the period (31/3/2021)	2
Figure H	Headcount on 31 March 2021	280
Figure I	Figure B expressed as a percentage of figure H	0.71%

### Factors impacting on the ability of the Trust to meet the targets, and actions and priorities going forward



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<p>What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?</p>	<p>Consideration is made at the start of any recruitment process as to whether an apprenticeship route would be appropriate for the role. The use of apprenticeship qualifications has also become an important part of the Trust strategy for the ongoing career development of staff at all levels including senior leadership. Positive proactive working relationships with local providers continue to support recruitment and the promotion of the apprenticeship route.</p>
<p>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?</p>	<p>Recruitment to support staff roles in particular has been challenging during the reporting period and it has been important to emphasise the value of training and skills development and the opportunity this could present for a longer term, more highly paid role within our schools and central teams. A key challenge remains the fact that approximately 50% of the workforce are teaching staff, for whom use of the levy is typically more restricted.</p>
<p>How are you planning to meet the target in future? What will you continue to do or do differently?</p>	<p>We continue to promote the apprenticeship route at all stages of recruitment, especially as we increase our central team capacity and upskill existing team members to support Trust growth.</p>