



Public Sector Apprenticeship Target 2021-22

Legislation

This guidance refers to 'The Public Sector Apprenticeship Targets Regulations 2017' which were made under powers conferred by the Apprenticeships, Skills, Children and Learning Act 2009.

This guidance has been updated to reflect amendments made to these Regulations by the Apprenticeships (Miscellaneous Provisions) Regulations 2017, which come into force on 31 March 2018.

Who does the guidance affect?

This guidance is for:

- All public bodies in scope of the target; with a few exceptions, all public bodies with 250 or more staff in England as of 31 March in each of 2017, 2018, 2019 and 2020 are within scope.
- This includes schools, local authorities, central government and arms-length bodies, NHS organisations, the armed forces, and emergency services, together with anyone else who may be in scope of the target.

Main points

- Public sector bodies in scope of the target should appropriately demonstrate in their returns that they have had regard to the target.
- Public sector bodies should provide their returns in line with the reporting arrangements described in this guidance.

Having regard to the target

Prescribed groups and public sector bodies with 250 or more staff in England have a target to employ an average of at least 2.3% of their staff as new apprentice starts over the period of 1 April 2017 to 31 March 2021. 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 Activity Return to explain how they have had regard to the target. This may include describing actions they have taken to challenge obstacles preventing them from meeting the target, for example:

- a relevant framework or standard is not currently available but the organisation has been involved in developing new standards and has plans for individuals to start on these;
- an organisation has a large number of part time workers whose Full Time Equivalent (FTE) makes it difficult to meet the numbers of apprentices needed and/or due to the number of hours they work are not eligible for apprenticeships. However the employer is taking steps to employ apprenticeships within those roles which are eligible for them. They are also permitted to report FTE alongside headcount in their Data Publication return (see page 7).

The Government would also encourage public bodies that are looking to establish further apprenticeship standards to engage with the Institute for Apprenticeships to establish these.

How has St. George's worked to achieve the target?

St. George's currently has 150 members of staff so the target of a minimum of 2.3% would translate to 3.5 apprentices.

St. George's School has regard to the target but has not yet achieved to meet it.

1 April 20 - 31 March 21								
A Number of employees 1 Apr	B Number of apprentices 1 Apr	C Number of employees 30 Mar	D Number of apprentices 30 Mar	E Figure B expressed as a % of A	F Figure D expressed as a % of C	G Number of apprentices who have worked for the body immediately before this period	H Headcount on Mar 31st	I Figure B expressed as a % of H
153	1	145	1	0.006%	0.006%	1	153	0.006%
1 April 21 - 31 March 22								
145	1			0.006%				

- We had one apprentice (ICT technician). On completion we employed this member of staff to a permanent contract.
- We have been exploring teacher apprenticeships for TAs with degrees and appropriate qualifications who wish to progress their career to QTS but have yet to find a provider for special schools.
- The head teacher sits on the Headteacher Executive Board for the Isle of Wight who are actively exploring opportunities with Coventry University.
- We have approached our LA Apprenticeship lead (Georgina.jones@iow.gov.uk) but she was unable to find support staff apprentices. We will endeavour to keep exploring.
- We do not have any vacancies in grounds, caretaking or admin staff.
- We pay apprentices the going rate for the role they are training to do in school.
- Due to budgetary constraints, we implemented a recruitment freeze in an attempt to avoid a deficit budget.