



**Holy  
Family  
Catholic** Multi  
Academy  
Trust

### **Meeting the Public Sector Apprenticeship Target – Reporting**

In line with statutory guidance the Holy Family Catholic Multi Academy (HFCMAT) Trust falls under the scope of the Public Sector Apprenticeship Target.

As such the HFCMAT has a target to employ an average of 2.3% of new staff as apprentices over the period 1 April 2017 to 31 March 21.

The information below indicates its performance and progress against this target.

<b>Number of employees who work in England</b>	
Number of employees who were working in England on 31 March 2020	472
Number of employees who were working in England on 31 March 2021	458
Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021	65

<b>Number of apprentices who work in England</b>	
Number of apprentices who were working in England on 31 March 2020	0
Number of apprentices who were working in England on 31 March 2021	0
Number of new apprentices in England between 1 April 2020 to 31 March 2021 (includes both new hires and existing employees who started an apprenticeship)	0

<b>Relevant Percentages</b>	
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2020 to 31 March 2021	0%
Percentage of total headcount that were apprentices on 31 March 2021	0%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2020 to 31 March 2021 as a proportion of total headcount on 31 March 2020	0%

### **Factors that impacted on the ability to meet the target**

The HFCMAT has historically employed apprentices via an agent. Due to the nature of the reporting these are excluded from the figures. The plan is to move apprentices to direct employment.

COVID-19 has significantly been a challenge. Schools has had periods of closure with staff working from home. This did not provide an environment that was conducive with taking on new apprentices.

### **How we are planning to meet the target in the future**

As and when recruitment is taking place roles will be reviewed to see if an apprentice is an option.

In addition, apprentices will be appointed directly so they appear in the statistics.