

Public Sector Apprenticeship Report

In accordance with The Public Sector Apprenticeship Target Regulations 2017, West Norfolk Academies Trust is regarded as a 'relevant employer' due to having over 250 employees and is therefore required to publish figures relating to its Apprenticeships.

The Regulations require relevant employers to publish the following figures:

- The number of employees whose employment by the body began in the reporting period.
- The number of apprentices who began to work for the body in that period and whose apprenticeship agreements began in that period.
- The number of employees employed by the body at the end of that period.
- The number of apprentices that work at the body at the end of the period.
- Number of apprentices employed within the period as a % of the new appointments within the period.
- The number of apprentices at the end of the period as a % of the total number of employees at the end of the reporting period.
- The total number of apprentices employed by the body immediately before the reporting period.
- Headcount on the day before the reporting period.
- Number of apprentices commencing employment within the reporting period as a % of the Headcount immediately prior to the reporting period.

The Regulations require data to be produced on an annual basis, using information between 1st April and 31st March. The following figures are taken from 1st April 2024 – 31st March 2025.

1. Number of Employees commencing work at West Norfolk Academies Trust within the reporting period.

120 Employees commenced employment at West Norfolk Academies Trust
01/04/2024 – 31/03/2025.

2. Number of Apprentices Commencing work at West Norfolk Academies Trust within the reporting period.

5* Apprenticeships commenced employment at West Norfolk Academies Trust 01/04/2024 – 31/03/2025.

**this figure includes employees already working for the body before beginning their apprenticeship, as well as new apprenticeship hires.*

3. Number of employees employed at the end of the reporting period.

West Norfolk Academies Trust employed 930 employees at 31/03/2025.

4. Apprentices employed at the end of the reporting period.

West Norfolk Academies Trust employed 11 Apprentices at 31/03/2025.

5. The number of apprentices employed within the period as a % of new appointments within the period.

4.16%

6. Number of apprentices at the end of the period as a % of the total number of employees at the end of the period.

1.18%

7. Total number of apprentices employed immediately prior to the reporting period.

17 apprentices were employed at West Norfolk Academies Trust 31/03/2024.

8. Headcount on the day before the reporting period.

There were 1000 members of staff employed at West Norfolk Academies Trust 31/03/2024.

9. Number of apprentices commencing employment within period as a % of the headcount immediately prior to the reporting period.

0.5%

Supporting Narrative

West Norfolk Academies Trust has taken a very pro-active approach to recruiting apprentices. Where new posts have become available apprenticeships are considered where possible. The Trust has also used the apprenticeship programme as a valuable tool to upskill existing employees.

Although the Trust is some way off the Government target of at least 2.3% of its employees being on an apprenticeship programme, it should be noted that this is for the following reason:

45% of West Norfolk academies Trust staff are employed as qualified Teachers. The Trust will always endeavour where possible to ensure qualified teachers are in its classrooms allowing the best possible outcomes to be achieved by its students.

The Trust has a very positive approach towards training teachers and one of its Secondary schools is a “Lead School” in the DFE’s Schools Direct training programme. Training teachers including through apprenticeships is always a priority, however this will always be an extremely small % of our teaching staff to ensure that we are delivering a high quality, predominantly “qualified” teaching provision within our Trust schools.

As 45% of its employees are already qualified teachers, this section of staffing would be unlikely to benefit from most apprenticeships. This reduces significantly the ability for West Norfolk academies Trust to achieve the Government target of 2.3% of all employees being on apprenticeship programmes.

If we look at the % of apprentices against non-teaching staff the figure then rises, further confirmation that the Trust has been very proactive in its approach to apprenticeships.

Unfortunately due to budget constraints the Trust has been forced to reduce headcount where possible and this has impacted our ability to offer apprenticeships.

It should also be noted that of the 120 new appointments within the period many of these were mentors employed to assist with catch up programs designed to address gaps in student knowledge. Apprenticeships would therefore not necessarily have been appropriate appointments in these circumstances.