

Submitted details

Reporting period

1 April 2021 to 31 March 2022

Organisation

Organisation Name

Our Lady of Lourdes Catholic Multi Academy Trust

Number of employees who work in England

Number of employees who were working in England on 31 March 2021

1,208

Number of employees who were working in England on 31 March 2022

1,207

Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022

294

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2021	10
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Number of apprentices who were working in England on 31 March 2022	21
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Number of new apprentices in England between 1 April 2021 to 31 March 2022 (includes both new hires and existing employees who started an apprenticeship)	14
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Full Time Equivalent

Full-time equivalents (optional)

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 2021 to 31 March 2022	4.76%
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Percentage of total headcount that were apprentices on 31 March 2022 **1.74%**

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021 **1.16%**

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?

- More briefing sessions with leaders - Information sessions with staff - Offer of upskilling of staff, more widely advertised - Collaborative working with finance/HR/schools to ensure apprenticeships are explored for recruitment purposes

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?

- Still remains limited applicants - Apprenticeship pay remains low - Cost of living crisis and general recruitment challenges

How are you planning to meet the target in future? What will you continue to do or do differently?

- More briefing sessions with leaders - More information sessions with school staff - Continue to build stronger working relationships with providers.

Do you have anything else you
want to tell us? (optional)
