



## Your employer account

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## Submitted details

Reporting period

1 April 2020 to 31 March 2021

Organisation

Organisation Name

COMMUNITY SCHOOLS ALLIANCE TRUST

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## Number of employees who work in England

Number of employees who were working in England on 31 March 2020	291
Number of employees who were working in England on 31 March 2021	245
Number of new employees who started working for you in England between 1 April 2020 to 31 March 2021	45

## Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2020	2
Number of apprentices who were working in England on 31 March 2021	1
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)	1

## 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 2020 to 31 March 2021	2.22%
Percentage of total headcount that were apprentices on 31 March 2021	0.41%
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	0.34%

## 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?	We have publicised the availability of apprenticeships to staff direct and have worked with outside organisations such as the Oxfordshire Teaching School Alliance (OTSA) to encourage staff to take advantage of them.
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?	While apprenticeships are largely funded by the Apprenticeship Levy, they require a high level of time commitment from staff. With the time out during the working day, particularly with teaching staff, having an knock on effect on classes and requiring teaching cover at a cost to the school.
How are you planning to meet the target in future? What will you	We will continue to make staff aware of the opportunities an apprenticeship and will work with outside agencies to

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continue to do or do differently? uptake.

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

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