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Submitted details

Reporting period	1 April 2021 to 31 March 2022
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Organisation

Organisation Name	Four Cs MAT formerly Arthur Mellows Village College
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Number of employees who work in England

Number of employees who were working in England on 31 March 2021	538
Number of employees who were working in England on 31 March 2022	571
Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	104

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2021	6
Number of apprentices who were working in England on 31 March 2022	5
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)	5

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	4.81%
Percentage of total headcount that were apprentices on 31 March 2022	0.88%
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	0.93%

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?	Schools in the multi academy trust continue to look to employ apprentices in suitable posts and to provide additional training for existing staff.
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?	The member of staff completing a level 7 apprenticeship had to cancel the apprenticeship. This year's apprentices have continued to provide the benefits for the company where they can be employed.
How are you planning to meet the target in future? What will you continue to do or do differently?	All schools in multi academy trust to continue to consider opportunities for all apprenticeships within the school environment. A new local teacher apprenticeship scheme will allow the trust to employ new trainee teachers in 22/23.
Do you have anything else you want to tell us? (optional)	
