

# Submitted details

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Reporting period	1 April 2021 to 31 March 2022
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## Organisation

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Organisation Name	EBOR ACADEMYTRUST
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## Number of employees who work in England

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Number of employees who were working in England on 31 March 2021	1,146
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Number of employees who were working in England on 31 March 2022	1,108
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Number of new employees who started working for you in England between 1 April 2021 to 31 March 2022	146
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## Number of apprentices who work in England

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Number of apprentices who were working in England on 31 March 2021	20
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Number of apprentices who were working in England on 31 March 2022	37
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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)	18
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## Reporting percentages

We have computed the percentages that **will** be reported from the figures you have given.

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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	12.33%
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Percentage of total headcount that were apprentices on 31 March 2022	3.34%
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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	1.57%
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## Factors that impacted your ability to meet the target

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What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

**Ebor has continued to market and recruit apprentices across two programmes from within our own organisation as well as from other organisations. Our programmes will be online from September which will increase our potential in a wider audience.**

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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 ongoing pandemic Covid-19 still impacts training, staffing across schools has been an issue. Training has continued face to face, sometimes with learners attending virtually whilst isolating.**

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

**We will continue to market our programmes and build on our new online offer.**

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

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