

1. Total number of apprentices employed by you? - **40**

2a. List of job description(s) / job role(s) being carried out by apprentices

PCSOs, Cyber PCSOs, I.T Support

2b. The total number of apprentice(s) appointed in each role (listed in the answer to 2a)

PCSOs - 37 to date of a total of 80 by November 2017, Cyber PCSO - 1, I.T - 2

3. What is the apprentice rate of pay (per hour)? If there are different rates of pay (per hour) for different groups of apprentices, please supply a breakdown

The hourly rate for the PCSOs including apprentices is £11.75 per hour. The hourly rate for the IT apprentices is £8.02

4. Are apprentices on the same terms and conditions as your permanent employees? - **No**

5. Traineeships are unpaid positions offered by employers to those aged 16-24 who are considered 'not ready' to take up an apprenticeship or job. Such positions last between 16 weeks and 6 months. Does your organisation offer traineeships? Yes / No.

Not currently.

6. What is the apprenticeship completion rate in your organisation?

Our current group of apprentices are new in post therefore this information is not yet available.

7. Do apprentices have a guarantee of a job at the end of the scheme? - **No**

8. In order to meet the organisation's target for new apprenticeship starts, what proportion of new starts have come from: (a) Recruitment of new apprentices from external sources (including training providers); (b) Transfer of existing staff to the apprentice programme; (c) Other.

This is still in the planning stage, therefore finale figures are unavailable.

9. In order to meet the organisation's target for new apprenticeship starts, have you reduced recruitment of staff who are not apprentices? - **Yes**

10. In order to meet the organisation's target for new apprenticeship starts, have you opted not to replace non-apprentice staff when they have left? - **No**