

# Matt at Mayfield



## Who is Matt?

Matt is Director of Business Operations at Mayfield School in Portsmouth.

## About the school

Mayfield is a large school in Portsmouth with pupils aged 4-16. They have been running apprenticeships for almost 10 years. Over this period, they have had a range of different programmes including Business Administration, Finance, Network Technicians (IT) and Science Technicians.

Their largest programme is Teaching Assistants, particularly in the primary school sector. The new Digital Marketing apprenticeship involves running the school's social media and website. They are now looking at expanding to accommodate apprentice Teachers and Facility Managers.

## The recruitment process

What we normally do, instead of going straight to interview, is invite candidates in for a trial day so they can see the role they are applying for and go into it with their eyes open. So, they come in for a trial day and if this is successful, we have a formal interview after.

Because we are a school, we have to have very strict recruitment procedures in terms of safeguarding, so the process can take quite a while.

The opportunities apprenticeships offer should be used as a steppingstone. We want people who have given thought to why an apprenticeship would suit them and where it will lead them. Recruiters will want to know how it fits into a wider plan for the candidate and what their motivation is.

## Soft skills they look for

Teamwork, flexibility and experience of working with young people. They look for the 5 Rs: resilience, resourcefulness, respect, responsibility and reflective. These qualities are important to help the students develop similar attributes.

## Why they will continue to hire apprentices

The benefits of hiring apprentices include being able to recruit very talented people. The academic style of learning in a classroom does not appeal to everyone. Therefore, apprenticeships offer a more practical way of developing careers. Apprentices themselves are often more flexible to work with, eager to try new things and embrace opportunities.