

Academies Trust

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Trade Union Facility Time

Report for the period April 2023 to March 2024

Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017, require us to publish certain information regarding facility time on an annual basis.

This report covers the year from April 2024 to March 2024, and includes information relating to the academies who were part of the Trust for all or part of this period.

Further details of the reporting requirements can be found [here](#).

Table 1 – relevant union officials

Number of employees who were relevant union officials during the relevant period	34
Full time equivalent employee number	24.66

Table 2 – percentage of time spent on facility time

0%	9
1 - 50%	20
51 - 99%	2
100%	3

The three colleagues who spent 100% of their time on trade union duties were seconded for all of their contractual hours to local officer roles outside of their academy. The full costs of this release were reimbursed to the Trust.

One other colleague was seconded to a local officer role full time from October 2023, and another colleague for one day + one hour per week for the full year (with costs reimbursed to the Trust) as well as carrying out some more ad hoc facility time work.

Three colleagues who did less than one day's work across the year (6.5 hours) were included in the 0% (i.e. less than 1%) bracket.

The remaining colleagues did occasional trade union work, with between 6.25 hours and 127.5 hours across the year being reported.

Table 3 – percentage of pay bill spent on facility time

total cost of facility time	£83,831
total pay bill	£115,216,000
% of pay bill spent on facility time	0.07%

The cost of facility time takes into account:

- paid time spent by relevant union officials (in-school) on trade union work (duties & activities), calculated using salary rate plus average “on costs” for employer pension and NI contributions (35% for teachers, 30% for support staff)
- money paid by academies into local authority shared facility arrangements during the year.

It does not include the cost of salaries for colleagues seconded to local branch roles, as these costs are fully reimbursed to the Trust.

Table 4 – paid trade union activities

Time spent on paid activities, as % of all paid TU work	1.82%
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This reflects the proportion of all paid time spent on trade union work which has been spent on activities where there is no statutory entitlement to paid time off, such as attending meetings / conferences related to internal union affairs - as reported by our academies.

There is an assumption that all of the time spent by colleagues seconded to local officer roles is spent on “duties”.

Prepared by: Juliet Caunt, Chief People Officer
26/07/23