



## Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 01 April 2017, have placed a requirement on the Trust to publish certain information regarding facility time on an annual basis.

This report covers the year from April 2018 to March 2019, and includes information relating to the 18 academies who were part of the Trust for all or part of this period.

Further details of the reporting requirements can be found here:

<https://www.gov.uk/government/publications/trade-union-facility-time-publication-requirements>

### Table 1 – relevant union officials

Number of employees who were relevant union officials during the relevant period	19
Full time equivalent employee number	17.39

### Table 2 – percentage of time spent on facility time

0%	10
1 - 50%	6
51 - 99%	0
100%	3

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

The remaining 16 colleagues did occasional trade union work, with those spending less than one day across the year being classed as 0%.



## Table 3 – percentage of pay bill spent on facility time

total cost of facility time	£35,864
total pay bill	£46,862,407
% of pay bill spent on facility time	0.08%

The cost of facility time takes into account:

- paid time spent by relevant union officials (in-school) on trade union work
- money paid by academies in to local authority shared facility arrangements during the year

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

## Table 4 – paid trade union activities

Time on paid activities, as % of all paid TU work	0.31%
--	-------

This reflects the proportion 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 related to internal union affairs.