

Trade Union Facility Time Report 1st April 2024 to 31st March 2025

Under the Trade Union (Facility Time Publication Requirements) Regulations 2017, schools and Academy Trusts with more than 49 full time equivalent employees have a legal requirement to publish details of the amount of time taken off work each year by staff who are relevant union officials. For the current year, the relevant period covered is 1st April 2024 to 31st March 2025.

What is Facilities Time

Facility time is the period during which employees who are trade union representatives are permitted to carry out trade union duties or activities during their normal working hours, with the agreement of their employer. This time is paid by the organisation and is a statutory entitlement designed to support effective employee representation, consultation, and workplace relations.

Relevant union officials

| Number of employees who were relevant union officials during the relevant period | Full-time equivalent employee number |
|----------------------------------------------------------------------------------|--------------------------------------|
| 4 | 3.69 |

Percentage of time spent on facility time.

| Percentage of time | Number of employees |
|--------------------------------------------------------------|---------------------|
| 0% | 1 |
| 1% to 50% | 3 |
| 51% to 99% | 0 |
| 100% | 0 |
| Hours in total spent on paid facility time during the period | |
| 81.5 | |

Facility time in this context includes:

- Paid time off for the purpose of carrying out trade union duties as a union representative, union learning representative or union health and safety representative.
- Paid time off for the purpose of undergoing training relevant to the carrying out of trade union duties.
- Paid time off for accompanying another of the employer's workers to grievance or disciplinary hearings.
- Paid and unpaid time off for taking part in trade union activities when acting as a union representative.

| Percentage of pay bill spent on facility time | |
|-----------------------------------------------|--------------------------------------------|
| Total cost of facility time | £3167.03 |
| Total pay bill (of Trust) | £116,700,424.06 |
| | Total gross salary plus employers on costs |
| Percentage of pay bill spent on facility time | 0.003% |

| Paid trade union activities | |
|--------------------------------------------------------------------------------------------------------------------------------|-------|
| Time spent on paid trade union activities (as opposed to trade union duties) as a percentage of total paid facility time hours | 0.00% |

End.