

Trade Union (Facility Time Publication Requirements) Regulations 2017 Report for 1 April 2018 to 31 March 2019

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force in April 2017, which put in place provisions in the Trade Union Act 2016 requiring relevant public sector employers to publish specified information related to facility time provided to trade union officials.

Beckfoot Trust is required to publish the following information relating to employees who were trade union officials. We have included tables to illustrate the information required.

Facilities for Trade Union Representatives and Members

Beckfoot Trust agrees to provide appropriate facilities to Trade Union Representatives and members in order to enable them to discharge trade union duties and undertake trade union activity and to facilitate the objectives of effective communication and consultation with employees and their representatives set out in the Trust agreement.

Relevant Union Officials

What was the total number of your employees who were relevant union officials during the relevant period?

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
11	10.28

Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

Percentage of time	Number of Employees
0%	2.28
1-50%	8
51-99%	0
100%	0

Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

Total cost of facility time	£1,798 (plus £34,833 additional facility time funding)
Total pay bill	£33,647,741
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.005% (0.11%)

Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities.

<p>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:</p> <p>(total hours spent on paid trade union activities by relevant union officials during relevant period ÷ total paid facility time hours) x 100</p>	<p>The Trust does not currently distinguish between time spent separately on trade union activities and trade union duties and is therefore unable to report on this figure.</p>
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Additional facilities time funding arrangements

In addition, Beckfoot Trust continue to buy into the trade union facilities time arrangements with both the recognised Teacher Trade Unions – NEU, NASUWT, ASCL and NAHT, and the Trade Unions representing support and other professional school staff – UNISON, GMB and UNITE.

In 2018/2019 the cost of this provision was £34,833. We feel the benefits this provision provides our schools are:

- They provide an effective way of meeting responsibilities under the Trade Union and Labour Relations Act and the Health and Safety at Work Act to release and to give access to union representatives.
- They ensure the availability of locally-based, experienced union representatives to advise and support individual members of staff through the whole variety of procedures and situations that commonly arise in our schools.
- They ensure the availability of representatives to take part in Trust and school-based discussions on issues where the Trust has a legal duty to consult, such as staffing reductions, staffing restructures and changes to terms and conditions of employment.
- Experienced representatives give good quality advice to employees on the whole range of work-related issues, from pension's provision to maternity leave to availability of professional development.

This statement confirms that the published information is accurate at the time of publishing and is signed by David Horn, CEO Beckfoot Trust



David Horn
16/07/2019