

Trade Union Facility Time Report

1st April 2023 to 31st March 2024



The Trade Union (Facility Time Publication Requirements) Regulations 2017 require The Elliot Foundation Academies Trust to publish specific details of the time and cost of trade union facility time within the organisation over a 12 month period. Below is a summary of this information for the reporting year 1st April 2023 to 31st March 2024:

Table 1: Relevant union officials

Number of employees who were relevant union officials during the relevant period	
Headcount	Full Time Equivalent (FTE)
5	4.2

Table 2: Percentage of time spent on facility time

How many 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 working time (%)	Headcount number of employees
0	4
1-50	1
51-99	0
100	0

Table 3: Percentage of pay bill spent on facility time

Percentage of the Trust's total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period	
Total cost of facility time (£)	£12,704.67
Total pay bill (£)	£71,676,855.00
Percentage of the total pay bill spent on facility time*	0.02%

* calculated as: $(\text{total cost of facility time} \div \text{total pay bill}) \times 100$ (to 2dp). This includes monies paid towards shared central facility time usually collated by a Local Authority

Table 4: Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours (%)**
0

** calculated as: $(\text{total hours spent on paid trade union activities by relevant union officials during the relevant period} \div \text{total paid facility time hours}) \times 100$ (to 2dp)

Notes:

1. *The regulations only apply to employers that have at least one TU representative and which have more than 49 full time equivalent (FTE) employees during any seven months of a 12 month relevant period.*
2. *A Trade Union representative is a relevant union official, meaning:*
 - *a trade union official within the meaning of section 119 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA)*
 - *a learning representative of a trade union, within the meaning of section 168A(11) TULRCA*
 - *a safety representative appointed under regulations made under section 2(4) of the Health and Safety at Work etc Act 1974*
3. *Facility Time is the provision of paid or unpaid time off from an employee's normal role to undertake TU duties and activities as a TU representative. There is a statutory entitlement to reasonable paid time off for undertaking union duties. There is no such entitlement to paid time off for undertaking activities.*
4. *The "Relevant period" is a period of 12 months beginning with 1 April*
5. *"Total Pay Bill" is Is the total amount of (the total gross amount spent on wages) + (total pension contributions) + (total national insurance contributions) during the relevant period*
6. *Trade Union Duties are duties where there is a statutory right to reasonable paid time off during working hours to undertake recognised duties and to complete training relevant to their TU role. This arises under:*
 - *section 168, section 168A of the 1992 Act (TULR(C)A)*
 - *section 10(6) of the Employment Relations Act 1999;*
 - *regulations made under section 2(4) of the Health and Safety at Work etc. Act 1974*
7. *Trade Union Activities means time taken off under section 170 (1) (b) of the 1992 Act TULR(C)A section 170. There is no statutory entitlement to paid time off to undertake TU activities. However TU representatives are entitled to be granted reasonable unpaid time off to participate in TU activities*
8. *Paid Trade Union Activities means time taken off for TU activities under section 170 (1) (b) of the 1992 Act in respect of which a TU representative receives wages from the relevant public sector employer. There is no statutory entitlement to paid time off to undertake activities*
9. *Total Paid Facility Time means the tTotal number of hours spent on facility time by TU representatives during a relevant period. This does not include hours attributable to time taken off under section 170(1)(b) of the 1992 Act in respect of which a TU representative does not receive wages.*