

# Trade Union Facilities Time 2020-2021

There is an annual statutory requirement for the Trust to report on specific Trade Union (TU) activity before 31<sup>st</sup> July each year. This includes the number of trade union officials, percentage of time spent on facility time, percentage of pay bill spent on facility time and paid trade union activities.

The reporting is based on data during a 'relevant period', which is 12 months commencing 1<sup>st</sup> April. This report is for the relevant period 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021.

The information shown below collates and reports on information provided by Academies across the Trust, categorised under the required reporting titles.

## 1. TU Officials

Academy/Department	Number of Officials	FTE of officials
Pound Hill Infant Academy	0	0
Desmond Anderson Primary Academy	0	0
Blackthorns Community Primary Academy	0	0
Lindfield Primary Academy	3	3
The Burgess Hill Academy	0	0
Holmbush Primary Academy	0	0
Dudley Infant Academy	0	0
The Baird Primary Academy	0	0
The Hastings Academy	1	1
Churchwood Primary Academy	0	0
Hollington Primary Academy	0	0
Robsack Wood Primary Academy	0	0
Silverdale Primary Academy	1	0.68
The St Leonards Academy	3	3
West St Leonards Primary Academy	2	2
Professional Services	0	0
<b>TOTAL</b>	<b>10</b>	<b>9.68</b>

NB. 1 representative from The St Leonards Academy left as of August 2020. 1 representative from West St Leonards Primary Academy commenced in December 2020. 1 representative at Lindfield Primary Academy left but was replaced with an alternative.

## 2. Percentage of time spent on facility time

Facility time includes TU duties and TU activities.

TU duties are those in which there is a statutory right to reasonable paid time off during working hours, and includes:

- Negotiations relating to collective bargaining
- Employee representation where permitted by statutory or policy provisions
- Receipt of information and consultation relating to redundancies
- Negotiations relating to TUPE
- Training to perform the above duties

TU activities are additional activities for which there is no statutory entitlement to paid time off, although TU representatives are entitled to reasonable unpaid time off. This includes:

- Activities of the union
- Activities in which the employee is acting as a representative of the union

The percentage on facilities time for 2020/2021 is shown in the following table.

<b>Percentage of time spent on facility time</b>	<b>Number of officials</b>
0%	9
1 – 50%	1
51 – 99%	0
100%	0

NB. 1 workplace representative spent 0.78% of time performing paid union activities although this is reported as 0%. 1 representative spent 1.3% of time performing paid union activities. No other representatives performed any activities in the relevant period.

### **3. Percentage of pay bill spent on facility time**

This is the total percentage of the Trust's pay bill that was spent on paying TU officials for the facility time mentioned above. In 2020-21, this was 0.002% (rounded down to 0% by the GOV.uk system for reporting purposes).

The amount of paid time amounted to £802.41

### **4. Paid TU activities**

All reported facilities time was paid. The trust is not aware of any unpaid duties or activities.