University of Brighton

Academies Trust

REPORT

Trade Union Facilities Time 2023-2024

There is an annual statutory requirement for the Trust to report on specific Trade Union (TU) activity before 31st 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 1st April. This report is for the relevant period 1st April 2023 to 31st March 2024.

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

1. Trade Union 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	2	1.28
The Burgess Hill Academy	1	1
Holmbush Primary Academy	0	0
Dudley Infant Academy	0	0
The Baird Primary Academy	0	0
The Hastings Academy	3	3
Churchwood Primary Academy	0	0
Hollington Primary Academy	0	0
Robsack Wood Primary Academy	1	0.86
Silverdale Primary Academy	0	0
The St Leonards Academy	6	5.78
West St Leonards Primary Academy	1	1
Professional Services	0	0
TOTAL	**14**	**12.92**

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 2023/2024 is shown in the following table.

Percentage of time spent on facility time	**Number of officials**
0%	10
1 – 50%	4
51 – 99%	0
100%	0

NB. 2 workplace representatives spent 1% of time or over (1.54% and 1.15%) performing paid union activities and 5 representatives spent less than 1% (0.68%, 0.38%, 0.77%, 0.44% and 0.43%) of time performing paid union activities although this is reported as 0%. 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 2023-24, this was 0.01% (rounded down to 0% by the GOV.uk system for reporting purposes).

The amount of paid time amounted to £4,700.84.

4. Paid TU activities

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