



## Record of Trade Union Officials' Facility Time 2018-2019

This guidance and report contains information about the Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 1 April 2017. These regulations were laid following the enactment of the Trade Union Act 2016.

### What is facility time?

Facility time is when an employee takes time off from their normal role to carry out duties and activities as a trade union representative. The employee must be the authorised representative to report facility time on behalf of their organisation. There is a statutory entitlement to reasonable paid time off for undertaking union **duties**, but there is no such entitlement for undertaking **activities**, however reasonable unpaid time off can be granted for activities. (TU duties and activities are defined [here](#))

### Requirements

Employers with over 49 full time members of staff and in a public authority (such as NHS, Local Authorities, police staff, Government Departments), including maintained schools and other educational institutions have a legal requirement to publish their data in the following ways:

- publish the information in the form indicated in schedule 2 of the regulations
- place this information on their website
- include this information in their annual report (if they publish one) which covers the relevant period
- place the information on a website maintained by or on behalf of the government before 30 September of the same year.

### Unity Employees' Trade Union Facility Time Statement:

This statement is the statement issued in our latest set of accounts (Final Accounts 2018-2019):

Unity Schools Partnership subscribe to the Trade Union Facility service provided by the JCNC (Joint Consultative and Negotiating Committee). This is a service provided by lay officers from the Union who are teachers and can therefore provide relevant, appropriate and robust support to staff.

For the year 2018-2019, there is one official Union representative, based at a school within the Trust. It is estimated that they spend 70% of their time during term time on Union related matters. Costs amounting to £38,600 per annum have been recovered from the Local Authority.