



Trade Union Facility Time: 1st April 2021 – 31st March 2022

In accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017, as an educational establishment, Inspiring Futures through Learning notes that:

- “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.” Source:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/713318/Public_Sector_Facility_Time_publications_requirements_guidance.pdf
- Whilst representation of our employees within Trade unions is welcomed, no employees have taken facility time during the year stated in line with the definition above.
- Therefore, the Facility Time Publication Requirements return made before 31st July 2022 showed:

Table 1: Relevant Union Officials

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

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full-time equivalent employee number</i>
3	3

Table 2: 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?

<i>Percentage of time</i>	<i>Number of Employees</i>
0%	3
1-50%	0
51-99%	0
100%	0

Table 3: 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.

	<i>Figures</i>
Provide the total cost of facility time	£0
Provide the total pay bill (inclusive of NI and Pension contributions)	£25,174285
Provide the percentage of the total pay bill spent on facility time, calculated as:	0%

$(\text{total cost of facility time} \div \text{total pay bill}) \times 100$	
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Table 4: 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?

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period \div total paid facility time hours) \times 100	0%
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During the reporting period 1st April 2021 – 31st March 2022 IFtL had 3 colleagues who acting as school based Trade Union champions and undertaking Trade Union duties and liaison. These champions work closely with the schools and their colleagues in their duties and show professionalism and passion throughout. Their role is important to our organisation and is fluid in its delivery as per the needs of the role, colleagues and schools. The Trust will actively collate additional information regarding time spent and continue to acknowledge and value Trade Union membership and representation.