



Northern Region

Facility Time: 10 Reasons to Buy In

Where local authorities have established some central arrangement to which schools with delegated funding can contribute, it is important that all schools participate, and our experience is that they do. Not only does this represent a collegiate approach, but it also ensures equity of support and service.

This is achieved through:

1. Economy of scale It is more cost effective for the release time of trained Union officers to be shared centrally ensuring no individual school is disproportionately affected
2. Right to release Representatives of recognised trade unions are **entitled** to paid time off to carry out aspects of their role in representing members – contributing to the pool fulfils this duty
3. Simplicity Other arrangements are difficult to administer, burdensome and ultimately more expensive and are not therefore in the interests of our schools or children
4. Efficiency With adequate pooled resources issues can be dealt with in a timely manner, and with the involvement of the most experienced and appropriate local officer
5. Consultation Where new policies or conditions of service are implemented, through consultation, pooled time off ensures that such documents have received an appropriate level of scrutiny
6. Confidence The ability to implement properly scrutinised documents ensures a level of confidence that the policies are robust and fair, and suitable should any issue later arise
7. Shared risk By pooling resources, no single school should suffer adversely by carrying costs arising from the unexpected
8. Training Your trade union representatives accrue considerable expertise and training, and this can be a timely and costly process – by pooling our resources we can all benefit from this level of expertise
9. Specialisms Many Union officers have areas of specialist knowledge, essential in supporting schools and members in addressing issues of concern – these skills can also be shared through the use of pooled resources
10. Harmony Pooled resources provide the greatest opportunity to maintain and strengthen the positive, constructive and supportive relationship that exists between staff and their employers

With all that there is to gain, is it any wonder that schools are so willing to contribute to pooled resources that support all of our schools in accessing the highest quality trade union support?