**Report to Hartlepool Schools’ Forum 14 July 2020**

**From Rachel Clark, Head of Human Resources**

# Agenda Item 11 - Trade Union Facility Time

1. **Purpose of Report**

1.1 The purpose of the report is to update Schools’ Forum on the current status of the de-delegated fund for trade union facility time.

**2. Background**

2.1 Trade union representatives, and members of an independent trade union which is recognised by the employer, have a statutory right to time off when taking part in trade union activities.

2.2 The benefits of de-delegation of trade union facility time and utilising representatives across all schools in Hartlepool has been established and accepted by the Schools’ Forum.

2.2 The Schools’ Forum annually agree if they will de-delegate funding for this budget, or in the case of academies enable them to contribute to this budget . This fund enables schools to recover the cost of supply staff for the release of a trade union representative who undertakes duties on behalf of a recognised trade union across schools and academies in Hartlepool. This is different to local trade union shop stewards / local school representatives who are nominated or elected from their work colleagues in a particular school.

2.3 In September 2017, Schools’ Forum agreed to pay a daily rate of £200 to reimburse schools who host teaching Trade Union Representatives who provide services across schools and academies in Hartlepool.

2.4 In 2019/20 the funding was reduced from £2.45 per pupil to £1.25 per pupil for all primary and secondary schools including academies, bringing it well below the mean average spend per pupil across the North East Local Authorities.

2.5 In June 2019, Schools’ Forum agreed to fund the sharing of non-teaching trade union facility time and contribute to the Local Authority costs on an annual basis. In 2019/20 this was £3,075 for the year.

**3. LA managed Trade Union Facility Time Costs Update**

3.1 During 2019/20 there was no facility time arrangement for teaching trade union representatives representing their members across Hartlepool Schools so there were no claims made on the fund. The cost of non-teaching trade union facility time was agreed at £3,075 for the year.

3.3 There continues to be no facility time arrangement for teaching trade union representatives representing their members across Hartlepool Schools so there have been no claims made on the fund so far for the 2020/21 year.

3.2 Although there are currently no teaching trade union representatives working across Hartlepool Schools, this position could change at any point in time.

3.3 The Local Authority can confirm a break in payments for 2020/21 as the remaining reserve was not spent in 2019/20.

3.4 The opening reserve as at 1 April 2020 was £54k. At their meeting on 11 October 2019, Schools’ Forum agreed to fund the Designated Education Officer for Early Years from this reserve in 2020/21 at a cost of £19k. This leaves a reserve balance of £35k.

3.5 Trade Unions have agreed a recording mechanism for time spent in schools which will be formalised as part of the review of the Trade Union Recognition and Facility Time Agreement. The current estimate for non-teaching Trade Unions in 2020/21 equates to a contribution from schools of £3,000. If the nil spend continues for teaching trade unions in 2020/21, the expected reserve balance at 31st March 2021 is £32k.

**4. Recommendation**

 Schools’ Forum are asked to note the contents of the report.