**Report to Hartlepool Schools’ Forum 9 July 2021**

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

# Agenda Item 6 - Trade Union Facility Time (Termly Update)

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.

2.3 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 by their work colleagues in a particular school.

2.4 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. This remains unchanged.

2.5 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.

2.6 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.

2.7 Trade Unions have agreed a recording mechanism for time spent in schools which has been formalised following a review with Joint Trade Unions of the Trade Union Recognition and Facility Time Agreement.

**3. LA managed Trade Union Facility Time Costs Update 2020/21**

3.1 During 2020/21 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. Based on the time recording system, a charge of £3,075 for the cost of non-teaching trade union facility time was processed in 2020/21..

3.2 The reserve balance relating to Trade Union Facility Time had an opening balance of £37,638 at 1 April 2020. After funding the cost of non-teaching trade union facility time, along with the share of the Designated Education Officer for 2020/21, the reserve has a closing balance of £17,344.

3.3 Schools’ Forum agreed to earmark the remaining reserve balance to fund the Hartlepool share of the Designated Education Officer in 2021/22.

**4. LA managed Trade Union Facility Time Costs Outlook 2021/22**

4.1 Forum will recall the election of a NASUWT representative based at Dyke House where agreement for 1.5 days per TTO/annum was approved from 1 June 2021. At £200 per day over the remaining 2021/22 financial year,the cost is expected to be £9,900.

4.2 The expected cost of non-teaching trade union facility time is expected to be £3,100.

4.3 Income from schools to fund the Trade Union Facility Time de-delegated service in 2021/22 is expected to be £16,650. Taking into account the estimated call on the fund of £9,900 for the Dyke House representative and £3,100 for non-teaching trade union facility time, a surplus of £3,650 is expected to be taken to reserves at 31 March 2022.

**4. Recommendation**

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