

Report to Hartlepool Schools' Forum 18 November 2022
From Rachel Clark, Head of Human Resources

Agenda Item 8 - Trade Union Facility Time (Termly Update)

1. Purpose of Report

- 1.1 The purpose of the report is to update Schools' Forum on the activity and spending for trade union facility time under the new Service Level Agreement (SLA) arrangement.

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 funding trade union facility time and utilising representatives across all schools in Hartlepool has been established and accepted by the Schools' Forum. 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.
- 2.3 With effect from budget year 2022/23, Schools' Forum agreed to cease the funding of de-delegated services and move instead to buyback / SLA arrangements. This agreement included the Trade Union Facility Time service.
- 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 It has been agreed that the current price per pupil will remain at £1.25 for the 2022/23 financial year (1st April) under the new SLA arrangement.
- 2.6 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 Update

- 3.1 During 2022/23 to date, there has been no facility time request made on the budget and no timesheets submitted by the host school for the NASUWT representative. Discussions are currently ongoing in relation to a new NEU representative.
- 3.2 There are two schools who have not signed up to the SLA in 2022/23. Employees in these schools should not be supported by local trade union representatives from the NEU or NASUWT and should contact the Trade Union Regional Office.

3.3 The reserve balance relating to Trade Union Facility Time had an opening balance of £14,809 at 1 April 2022. At the end of financial year 2022/23, any unspent SLA funding will be taken to reserves.

4. **Recommendation**

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