



Trade Union Facility Time

Purpose

The Trade Union (Facility Time Publication Requirements) Regulations 2017 implement the requirement introduced by the Trade Union Act 2016 for specified public sector employers (including Academies) to publish information annually on facility time. Facility time is the provision of paid or unpaid time off from an employee's normal role to undertake trade union duties and activities as a trade union representative.

Background

The reportable information for Quantock Education Trust is set out below and refers only to facility time linked to those trade union representatives who are part of QET's workforce (e.g. workplace representatives at the Trust's academies).

- Total number of staff who are union representatives across the trust
- Percentage of time that representative spend on union duties
- Total pay bill for the business including costs
- Amount paid to Local Authorities for access to union representative time
- Charges as a percentage of the total pay bill

This report covers the year from 1 April 2024 to 31 March 2025 and includes information relating to the 8 schools who were part of the Trust for this period.

Further details of the reporting requirements can be found here: [Trade union facility time in schools](#).

Relevant union officials

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

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	0
1%-50%	3
51%-99%	0
100%	0

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£20,000
Provide the total pay bill	£15,866,502
Provide the percentage of the total pay on facility time calculated as: (total cost of facility time ÷ total pay bill) × 100	0.13%

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 ÷ total paid facility time hours) × 100	Nil
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Haygrove School

Haygrove School has one union representative in school for Unison. In the academic year 2024-25, one representative met with the CEO and HR director on three occasions. This representative also spent approximately 3 hours on admin and has held 3 meetings with union members. Hours for the academic year for this representative total 3 hours.

Sexey's School

Sexey's School has a NEU representative. The representative met with the CEO & HR Director on three occasions. This representative spent 5 hours on facilities time. In addition to this he spent approximately 25 hours on unpaid union activities.