

## Schools Funding Forum 2<sup>nd</sup> March 2017      ITEM 6

**Subject Heading:**

**Trade Union Facility Time**

**Report Author:**

**David Allen – Strategic Finance  
Manager**

**Eligibility to vote:**

**School and academy representatives**

### **SUMMARY**

In Havering, a pool of experienced trade union representatives is retained centrally the costs of which are met through the de-delegation of budgets from maintained primary and secondary schools and invoiced charges to academies, special schools and the AP Academy. For 2016-17 the charges are £3.50 per pupil and a working group of the School Funding Forum has been established keep the arrangements under review.

### **RECOMMENDATIONS**

That the Schools Funding Forum considers whether to review the charges to schools for 2017-18.

### **REPORT DETAIL**

1. In January 2014 the DFE issued advice to employers on the entitlement of school trade union representatives to reasonable paid time off to undertake trade union activities. A Trade Union Facility Time Working Group was set up to report to the Schools Funding Forum. Following the recommendation of the Working Group, the cost to schools and academies of buying into pooled arrangements was reduced initially from £5.70 to £4 per pupil and then again to £3.50. As a consequence, the total FTE of facility time has been reduced.
2. The Trade Union Facility Time Working Group met again on 31<sup>st</sup> January 2017 to review the current arrangements. It was recognised that there were good working relationships between schools and trade unions in Havering and that the workloads of the branch secretaries was high. A method of recording how the facility time was allocated was being developed.
3. Options on the cost to schools of retaining the central pool of trade union support will be discussed further at the meeting.