



Subject Heading:

Trade Union Facility Time

Report Author:

**David Allen – Strategic Finance
Manager**

Eligibility to vote:

All members

SUMMARY

In Havering, the costs of trade union facility time are met through the de-delegation of budget from maintained primary and secondary schools and invoiced charges to academies, special schools and the pupil referral service. For 2015-16 the charges are £4 per pupil and a working group of the School Funding Forum has met to review the current arrangements.

RECOMMENDATIONS

That the Schools Funding Forum considers whether to review the charges to schools for 2016-17 as follows:

Note: The following charges and FTE are based on all schools participating

- (i) reduce to £3.50 per pupil and therefore the total FTE that is funded from 2.39 for teaching unions to 2.07 and from 0.63 for support staff unions to 0.54
- (ii) reduce to £3.00 per pupil and therefore the total FTE that is funded from 2.39 for teaching unions to 1.76 and from 0.63 for support staff unions to 0.47
- (iii) maintain the charges at £4 per pupil

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 from £5.70 to £4 and the total FTE of facility time was reduced.

- The Trade Union Facility Time Working Group met again on 13th October 2015 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. This was unlikely to reduce given pressures on school budgets and the support required arising from increasing levels of sickness, differing policies from academies (as separate employers) and schools not adopting LA model policies.

A survey of decisions made by Schools Forums in other LAs showed that in general, costs per pupil and the budgets held for facility time were being reduced further.

A survey of 12 Havering secondary schools showed that approximately 45 hours of direct support was provided over a year. It was recognised, however, that this did not include the support provided by trade unions on collective bargaining and responding to the concerns of individual trade union members which prevented escalation.

The Working Group felt that there was a lack of accountability of the time spent by trade union representatives as no records of their activity and support was available. It was agreed that a simple recording of time across some broad categories would be introduced, respecting the need for confidentiality.

It was noted that some schools had either refused to participate in the pooled arrangements or failed to pay invoices. This would be taken up by head teachers on the Working Group and by the LA.

- Although it was recognised that relationships were good and there was a need to retain an arrangement whereby issues arising in schools could be dealt with within reasonable timescales, the Working Group asked for reductions in FTE to be modelled based on a reduction to £3.50 and £3 per pupil. These are shown in the table below.

Union	£4 FTE	£3.50 FTE	Change £3.50	£3.00 FTE	Change £3
NASUWT	0.63	0.55	-0.08	0.47	-0.16
NUT	1.13	0.97	-0.16	0.83	-0.30
ATL	0.36	0.31	-0.05	0.26	-0.10
VOICE	0.13	0.11	-0.02	0.1	-0.03
NAHT	0.09	0.08	-0.01	0.06	-0.03
ASCL	0.05	0.05	-0.00	0.04	-0.01
Total	2.39	2.07	-0.32	1.76	-0.63
GMB	0.13	0.11	-0.02	0.1	-0.03
Unison	0.50	0.43	-0.07	0.37	-0.13
TOTAL	3.02	2.61	-0.41	2.23	-0.79