

REPORT ON THE TRADE UNION FACILITY TIME SCHEME 2015/16 FINANCIAL YEAR

Purpose of the Report

1. To inform the Schools Forum on the expenditure of the Trade Union Facility Time scheme for 2015/16 financial year.

Information and Advice

2. By law, trade union representatives are entitled to reasonable paid time off from their regular job to enable them to perform their union duties and undertake relevant training.
3. The current funding arrangement for trade union facility time in maintained schools is that this budget is de-delegated and held by the Local Authority on behalf of maintained schools. This is a schools forum decision. Funding for academies is delegated to individual academies. Academies can then chose to 'buy back' in the scheme. The DfE is due to review its own guidance in May 2016*.
4. A small working group of local authority and trade union officers met in 2015 to review current arrangements in Nottinghamshire. The group found that these arrangements provide a cost effective way for local authority and academy schools to enable their employees to access accredited trade union support and representation at hearings and appeals. It also supports local authority and academy leadership teams to manage other employment disputes and school based consultation requirements by covering the cost of local trade unions representatives to attend school based meetings, including where new or revised policies are being considered at multi-academy or single academy level.
5. To support transparency it was agreed that from 2016/17, all trade union representatives whose school is in receipt of trade union facilities funding would be required to record brief details how this time, hence funding had been used to the benefit of good employee relations in Nottinghamshire schools. *[Template attached as Appendix B]*
6. The budget retained by Nottinghamshire in 2015/16 was based on a per pupil charge of £1.51 for Primary and £1.64 for Secondary, giving a planned budget of £158,081, with Nottinghamshire retaining £85,157 for maintained schools. Academies can choose whether to pay back in to the scheme. *[See attached draft letter to Academies, Appendix A]*

7. The work of the project group outlined in paragraph 4 above raised the profile of these arrangements and 22 Academies chose to pay back into the scheme in 2015/16, totalling £21,497. In 2014/15 there were 9 academies buying into the scheme. The academies for 2015/16 were:

The Dukeries Academy, East Leake Academy, The Holgate Academy, Mansfield Primary Academy, The National CofE Academy, Quarrydale Academy, The Redhill Academy, Retford Oaks Academy, Tuxford Academy, Tuxford Primary, The Kimberley School, Magnus CofE Academy, Harworth CofE Academy, St Mary's CofE Primary School, St John's CofE Primary (Worksop), The South Wolds Academy & Sixth Form, The Elizabethan Academy, The West Bridgford School, Outward Academy Valley, Kirkby College, Hall Park Academy, Outward Academy Portland.

There was also a carry forward from 2014/15 of £150,459.39

8. Expenditure for the scheme in 2015/16 is as follows

Trade Union	Activity	Costs
NASUWT	Contribution to staff time: Kimberly School, J Glynn 2 days per week The Elizabethan Academy, V Lindley, 1 day per week Dukeries, A Hind, 1.5 days per week Travel expenses	£34,385 £788
	Total	£35,173
NUT	Contribution to staff time: Kirkby College, L Conway, 4 days per week Park Hall Academy, R Illingworth, 1 day per week	£37,015
NAHT	Contribution to staff time: Wadsworth Fields Primary, S Bates, HT contribution Lovers Lane, S Holland, HT contribution Brookhill Leys Primary, J Sainbury, HT contribution Albany Infant, H Webster, HT contribution Lowes Wong, M Follen, HT contribution	£15,594
Unison	Contribution to staff time: Selston High Sch, L Maddison, 2 days per week Springbank, L Foreman, 1 day per week (from Jan 16) Leen Mills Primary, H Allister, 4 days per week	£40,408
	TOTAL EXPENDITURE	£128,190

9. The remaining budget of £128,923 is carried forward (on approval of the schools forum) into 2016/17. The LA has retained £83,802 for maintained schools in 2016/17. Per pupil amounts for 2016/17 for Academies wishing to pay back into the scheme are £1.51 (Primary) and £1.64 (Secondary).

RECOMMENDATION/S

That:

- 1) The Schools Forum note the contents of the report.
- 2) A briefing is provided to Schools Forum, pending any revisions to the guidance by the DfE
- 3) An annual report on the use of Trade Union Facilities funding, including how this time, hence funding, has been used to the benefit of good employee relations in Nottinghamshire schools, is provided to Schools Forum

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