

TRADE UNION FACILITIES FINANCIAL YEAR 2020/21

Purpose of the Report

1. To report on the expenditure for year ending 1.4.19 - 31.3.2020 and allocation of Trade Union Facilities funds for financial year 1.4.20 – 31.3.21.

Information and Advice

2. The Nottinghamshire scheme, which meets the requirements of the DfE Guidance: Trade Union Facility Time in Schools (Ref DFE-00007-2014), ensures that all schools who contribute to the scheme can progress employee relations matters appropriately by providing access to locally elected accredited trade union representatives. These colleagues provide support and representation to school-based employees (their members) at hearings, appeals, consultation meetings and other employee matters. Schools (both maintained and academy) who do not contribute must make their own arrangements for trade union consultation and representation and liaise with Regional Trade Union Representatives. The current trade union facilities arrangements are as follows:
3. Financial Year 20/21

B/Fwd from 19-20	£119,655.96
Maintained Schools Income 2020/21	£64,621.00
Special Schools income 2020/21	£937.56
Academy Income 2020/21	£50,960.78
Budget Available 2020/2021	£236,175.30
Expenditure 20/21	
Planned Total Expenditure	£128,140
C/Fwd to 2021/2022	£108,035.30

4. Owing to the recent covid 19 pandemic, there are a number of academy schools who have not yet confirmed their intention to join the scheme for the current year 2020/2021.
5. The allocation of funding to Nottinghamshire schools employing accredited trade union representatives who were supported through the scheme for the financial year ending 31.3.20 is summarised in **Appendix A**
6. All trade unions were asked to provide their current membership information to use as a basis for the distribution of the budget for 2020/2021. However, this has been interrupted by Covid 19 and therefore the planned allocation of £128,140 for 2020/2021 has been made on the historic % formula as detailed below:

Trade Union	% Allocation	£ Allocation
NEU	34.4	44080.16
NASUWT	28.9	37032.46
NAHT	7.5	9610.50
ASCL	4.1	5253.74
Unison	22.4	28703.36
GMB	2.7	3459.78
Total	100	128,140

It is proposed that more work be undertaken on a distribution formula in order to consider future options based on current membership numbers. Further discussions with the relevant trade unions need to take place.

7. In order to allocate the above funding for 2020/21, the attached letter **Appendix B** was sent to the named secretaries of the recognised trade unions on 24 June 2020 (sample letter sent to GMB attached) with a request each union name their representatives, allocation of funding based on FTE and their schools by 20 July 2020.
8. All maintained schools, including maintained special school are members of the scheme in 2020/21 generating a total income of £66,796.89 (£66,796.89 plus £1141.92 Maintained Special). There are 71 academy schools buying into the scheme generating an income of £51,025 for the current financial year 2020/2021 so far.
9. The team continue to keep the administrative procedures under review to reduce bureaucracy. It is important to note that trade union representatives funded by the scheme may only undertake trade union work in Nottinghamshire schools who have paid their contribution into the scheme. A detailed list of schools has been circulated to the trade union secretaries and updates will be provided throughout the year in case of any changes. Maintained school income is automatically transferred into the budget and all academy and special schools have now been billed. A budget reconciliation check will be undertaken in the autumn term to ensure all income is accounted for.

10. As reported in 2019 the Trade union Facilities Agreement has been reviewed and agreed with the recognised trade union and the document is attached for information as **Appendix C.**

RECOMMENDATION/S

That the Schools Forum:

- 1) Note the financial contents of the report

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