

Trade Union Facilities

Purpose of the Report

1. To report on the allocation expenditure for financial year 2021-22, the forecast allocation of Trade Union Facilities funds for financial year 2022-23 and the de-delegation rate for 2023-24.

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, TUPE transfers and the whole range of employee relations matters. Those academy schools who choose not to contribute must make their own arrangements for trade union consultation and representation and liaise with the respective Regional Trade Union Representatives. The current trade union facilities arrangements are as follows:
3. Financial Year 2021-22 actual and 2022-23 forecast.

	2021-22	2022-23
Brought fwd	£155,282	217,618
Income		
- Maintained schools (de delegated)	59,409	58,372
- SS Maintained	917	991
- SS Academy	181	175
- Academy	51,264	33,715
- Other Income	7,254	-
Total income	119,025	93,253
Expenditure	56,689	128,140
Carry Forward	217,618	182,731

4. This year 2022/23 there are 42 academy schools across the county from 12 academy trusts buying into the scheme.
5. The allocation of £128,140 for 2022/23 has been made on the same historic % formula as in 2021-22 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 currently not possible for all trade unions to provide accurate figures in Nottinghamshire Schools on current membership numbers therefore it is proposed to continue with the current historic formula set out above.

6. In order to allocate the above funding for 2022/23, the attached letter **Appendix A** was sent to the named secretaries of the recognised trade unions in August 22 (sample letter sent to NEU attached) with a request each union name their representatives, allocation of funding based on FTE and their schools by 30 September 2022.
7. All maintained schools, including maintained special schools are members of the scheme in 2022/23 generating a total income of £59,362.60 (Maintained £58,372.28 plus £990.60 Maintained Special). There are 42 academy schools buying into the scheme generating additional income of £33,889 so that the total new money available for the current financial year 2022/23 is £93,252.47.
8. The council continues to keep the administrative procedures under review to reduce bureaucracy and currently there is no cost to the fund for the administration costs. It is important to note that trade union representatives funded by the scheme fully understand that they 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 are provided throughout the year in case of any changes. Maintained school income is automatically de delegated and transferred into the budget and all participating academy and special schools have now been billed. A budget reconciliation check will be undertaken at the end of the autumn term to ensure all income is accounted for.
9. As reported previously, the Trade union Facilities Agreement is agreed with the recognised trade union and the document is attached for information as **Appendix B**.
10. The current rates paid per pupil are £1.56 primary and £1.69 secondary. In view of the carry forward balance, we are proposing for financial year 2023-24 to reduce the per pupil rate to £0.47 for primary and £0.51 for secondary (70% reduction). As part of a wider de-delegation assessment the council will carry out a full costing exercise and changes to the scheme to reassess the rates payable for 2024 – 25. We will continue to work with the trade unions to encourage and support them to maximize their use of the allocation to them during the current financial year.

RECOMMENDATION/S

That the Schools Forum:

- 1) Note the financial contents of the report
- 2) Note the proposed reduction to the de-delegation rate and recommend that item 3f Schools National Funding consultation is amended to reflect this.

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Enclosures

Appendix A – Sample letter to TU's

Appendix B – Trade Union Facilities Scheme