

EMET Facility Time Reporting July 2024



Under the Trade Union (Facility Time Publication Requirements) Regulations 2017, schools and Academy Trusts with more than 49 full time equivalent employees have a legal requirement to publish details of the amount of time taken off work each year by staff who are 'relevant union officials'. For the current year, the 'relevant period' covered 1st April 2023 to 31st March 2024.

Facility time in this context includes:

- Paid time off for the purpose of carrying out trade union duties as a union representative, union learning representative or union health and safety representative
- Paid time off for the purpose of undergoing training relevant to the carrying out of trade union duties
- Paid time off for accompanying another of the employer's workers to grievance or disciplinary hearings
- Paid and unpaid time off for taking part in trade union activities when acting as a union representative

The four essential reporting elements are:

Relevant union officials

| Number of employees who were relevant union officials during the reporting period | Full-time equivalent |
|-----------------------------------------------------------------------------------|----------------------|
| 11 | 10 |

Percentage of time spent on facility time

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0% | 3 |
| 1% - 50% | 8 |
| 51% - 99% | 0 |
| 100% | 0 |

Percentage of pay bill spent on facility time

| | |
|-----------------------------------------------------------|----------------|
| Total cost of facility time | £4,142.69 |
| Total pay bill | £70,148,679.99 |
| Percentage of the total pay bill spent on facilities time | 0.01% |

Paid trade union activities

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| Time spent on paid trade union activities (not trade union duties) as a percentage of total paid facility time hours | 0 |
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Melanie Power (HR Business Partner)