

## EMET Facility Time Reporting - July 2025

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 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.

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
10	9.44

### Percentage of time spent on facility time

Percentage of time	Number of employees
0%	6
1% - 50%	4
51% - 99%	0
100%	0

### Percentage of pay bill spent on facility time

Total cost of facility time	£3,745.62
Total pay bill	£77,220,556.58
Percentage of the total pay bill spent on facilities time	0.00%

### Paid trade union activities

Time spent on paid trade union activities (not trade union duties) as a percentage of total paid facility time hours	0
--	---