



Trade Union Facility Time Report 1 April 2020 to 31 March 2021

Background

Aspirations recognises that it is to the mutual benefit of the Trust and its staff for employees to be represented by recognised trade unions. Accordingly the Trust has established a Recognition Agreement signed by representatives of: ASCL; GMB; NAHT; NASUWT; NEU; UNISON.

The Recognition Agreement establishes protocols for senior executives of the Trust to meet regularly with officials of the unions at a National Joint Committee.

Union representation at a local level is arranged partly from each academy subscribing to a pooled trade union facility arrangement (generally overseen by the local authority in which the academy is based) and partly from the unions being able to designate local representatives who are part of the academy's workforce.

The Trade Union (Facility Time Publication Requirements) Regulations 2017 implement the requirement introduced by the Trade Union Act 2016 for specified public sector employers (including Academies) to publish information annually on facility time. Facility time is the provision of paid or unpaid time off from an employee's normal role to undertake trade union duties and activities as a trade union representative.

The reportable information for Aspirations is set out below. This does not include details in relation to facility time that is part of the pooled arrangements referred to above. Any such facility time is the responsibility of the employer of the representatives who are part of the pooled arrangement to publish (generally this would be the relevant local authority). Therefore the information below refers only to facility time linked to those trade union representatives who are part of Aspirations' workforce (e.g. workplace representatives at the Trust's academies).

Reportable information for 1 April 2020 to 31 March 2021	
Employees in the organisation	Within the banding 50 to 1,500 employees
Number of trade union representatives	Headcount: 17 FTE: 15.2
Percentage of working hours spent on facility time by the different representatives	Less than 1% of working time: 16 reps 1 to 50% of working time: 1 rep 51 to 99% of working time: 0 100% of working time: 0
Total pay bill and facility time costs	Total pay bill: £41,967,338 Total cost of facility time: £3,770 Percentage of pay spent on facility time: 0.01%
Hours spent on paid facility time	92
Hours spent on paid trade union activities	75
Percentage of total paid facility time hours spent on paid TU activities	81.52%

John Reece
Director of HR & Compliance

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