

Trade Union Facility Time Report 1 April 2024 to 31 March 2025

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 and UNISON.

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

Union representation at a local level is arranged partly from each academy, where it is able to do so, 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. In accordance with government guidance, the details include expenditure on pooled trade union facilities. However, as per the guidance, the details reported do not include information about representatives paid for through the pooled arrangements where these are not employees of the Trust.

Reportable information for 1 April 2024 to 31 March 2025	
Employees in the organisation	Within the banding 50 to 1,500 employees
Number of trade union representatives	Headcount: 16 FTE: 14.84
Percentage of working hours spent on facility time by the different representatives	Less than 1% of working time: 8 reps 1 to 50% of working time: 8 reps 51 to 99% of working time: 0 100% of working time: 0
Total pay bill and facility time costs (note: as per revised government guidance in 2023, this is the first report on facility time for the Trust where the cost associated with pooled facility arrangements is included)	Total pay bill: £53,352,000 Total cost of facility time: £9,089.46 Percentage of pay spent on facility time: 0.02%
Hours spent on paid facility time	164.5
Hours spent on paid trade union activities	121.5
Percentage of total paid facility time hours spent on paid TU activities	73.86%