

## Facility Time Reporting

Facility time publication legislation requires public sector employers with more than 49 full-time equivalent employees to publish information every year about their usage and spend on trade union 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. There is a statutory entitlement to reasonable paid time off for undertaking union duties (but not activities).

Outwood Grange Academies Trust meets its statutory obligations to provide facility time to trade union representatives by pooling resources with other schools and academies within the various local authorities in which OGAT's academies are located, to cover the time spent by trade union representatives across a number of different employers.

OGAT currently pay into facility time arrangements in the following local authorities:

- Barnsley
- Derbyshire
- Doncaster
- Middlesbrough
- North Lincolnshire
- Nottinghamshire
- North Yorkshire
- Redcar and Cleveland
- Sheffield
- Stockton-on-Tees
- Wakefield
- St Helen's
- Wigan

We will therefore publish facility time information as the total cost of our contribution to pooled facility time expressed as a percentage of our total pay bill for the relevant period.

This publication is for the period 1 April 2022 - 31 March 2023, when the Trust spent 0.06% of the total pay bill on facility time.

As well as paying into pooled facility time arrangements, the Trust also has four employees who have been provided with time (i.e. full days) to undertake trade union duties. This time is recharged and paid for by the relevant Trade Union.

## Relevant Union Officials:

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
34	30.6

## Percentage of time spent on facility time:

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0%	28
1% - 50%	2
51% - 99%	0
100%	4

## Percentage of pay bill spent on facility time:

Total cost of facility time (paid into LA pots): £86,836.82  
Total pay bill: £145,470,144

## Paid trade union activities:

The annual number of hours spent on paid facility time is 2,150. The number of hours spent on paid trade union activities is nil. The percentage of total paid facility time hours spent on paid trade union activities was 0.00%.