

Community First Academy Trust

Trade Union Facility Time

The Trust is committed to national and local collective bargaining, and works with the recognised trade unions which represent its employees. Trade Unions play an important role in the modern workplace and there are considerable benefits to both employers and employees when organisations and unions work well together. The purpose of this document is to promote transparency and allow for public scrutiny of facility time. They create scope for sensible savings by improving public accountability, which will ensure taxpayers' money is only spent on justifiable and accountable trade union work that represents value for money.

For trusts support staff the trust recognises Unison, GMB and the ATL division of the NEU.

For trust teachers the trust recognises NASUWT, NEU, ASCL, and NAHT.

Information is a snapshot as of 1st September 2018 to 31st August 2019

Total Representative Count (ie total number (actual) of staff who are union reps)	FTE Representative Count (ie total number (full time equivalent) of staff who are union reps)	Total Representatives majority duty count (ie total number (actual) who devote at least 50% of their time to union duties)	FTE Representatives majority duty counter (ie total number (full time equivalent) who devote at least 50% of their time to union duties)	Total estimate spending amount	Relative estimate spending (calculated as the total estimate spending divided by the total pay bill multiplied by 100%)
Union	0*	0*	0*	-	-
GMB	0*	0*	0*	-	-
ATL division of the NEU	0*	0*	0*	-	-
NASUWT	0*	0*	0*	-	-
NUT division of the NEU	0*	0*	0*	-	-
ASCL	0*	0*	0*	-	-
NAHT	0*	0*	0*	-	-
				£2,362.00	>0.5%

The trust has chosen to buy back into the Wigan Local Authority Trade Union Facility Time budget at a cost of £2,362.00 as of 1st September 2018 to 31st August 2019. This is less than 0.05% of the trusts overall pay bill. As an academy trust we are directly accountable to directors, members and trustees as well as to the Education Funding Agency, and need to be able to show tangible results for all areas of spending. Where the employer (i.e. the academy trust) recognises trade unions, union representatives working in the academy or free school are entitled to reasonable time off. The £2,362.00 reflect value for money as it keeps costs down from employing our own representatives from each of the recognised trade unions and reduce disruption in our schools from allowing staff 'reasonable time off' to preform trade union duties and also allows our trust and its employees to benefit from union representation from each of the recognised trade unions whose salary is funded from the LA's facility time budget.