

Trade Union Facility Time Data

Introduction

The Trade Union (Facility Time Publication Requirements) Regulations 2017 place a legislative requirement on relevant public sector employers (including The Prospect Trust) to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation.

Facility time is the provision of paid 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 no such entitlement to paid time off for undertaking activities.

Publication Requirements

The regulations require the following information to be formally published, for the period 1 April 2024 – 31 March 2025:

- Number of employees who were relevant union officials;
- The percentage of time spent on facility time for each relevant union official;
- The percentage of the overall pay bill spent on facility time; and
- The number of hours spent by relevant union officials on paid trade union activities as a percentage of total paid facility time hours.

Table 1: Relevant Union Officials

Total number of employees within Prospect Trust Academies who were relevant union officials during the relevant period.

Number of employees who were relevant union officials during the relevant period	Full time equivalent employee number
7	7

Table 2: Percentage of time spent on facility time

Percentage of time	Number of employees
0%	0
1 – 50%	7
51% - 99%	0
100%	0

Table 3: Percentage of pay bill spent on facility time

Total cost of facility time	£15,417,61
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.05%

Table 4: Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	0%
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Paul Edwards

Chief Operating Officer

For and on behalf of The Prospect Trust