

**Wiltshire Council**

**Schools Forum**

**28 June 2018**

## **Funding Factors – Trade Union Facilities Time**

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### **Purpose of Report**

1. Further to the report taken to Schools Forum on 5 October 2017, this is an update on the projected expenditure against the Facility budget for 2018/19 and budget required for 2019/20.

### **Background**

2. The facility time agreement defines the rights to time-off and facilities for the Trade Unions and Professional Association Officials in the course of their union duties within the Local Authority area of Wiltshire Council to school and academy based staff. The principles in the agreement are based primarily on the Trade Union and Labour Relations (Consolidation) Act 1992, The Employment Act 2002 and the ACAS Code of Practice on Time Off for Trade Union Duties and Activities.
3. The LA has formal recognition agreements with our recognised teachers' Trade Unions and Professional Associations and support staff unions to enable schools and academies to claim backfill costs where accredited representatives undertake facilities duties, e.g. negotiation, consultation and support for their members such as Redundancy /Restructures/ Disciplinary, Grievance and Capability Hearings.

4. The list of recognised unions is:

<b>Recognised trade union (school / academy teacher &amp; support staff)</b>
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UNISON Unite GMB NEU (former NUT) NEU (former ATL) ASCL NASUWT NAHT
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5. The current funding level for facilities was increased to £60,000 for the 2018/19 year, due to the commitments against this budget. The budget of £60,000 had been sufficient to cover claims from the Teaching Unions and it was unknown as to whether claims would be submitted from the Support Staff Unions.
6. Following confirmation from the GMB Union that they will be seeking funding to cover backfill costs for their member of staff where they are undertaking trade union facility duties.

### **Facility funding for 2018/19 and 2019/20**

7. The teaching unions have requested that it is brought to the attention of the school funding working group that this budget may be insufficient to cover the draw against it for 2018/19 and that a further increase may be necessary.
8. There is a projected overspend to the facilities budget for 2018/19 and the schools funding working group are to consider a further increase to this budget for the financial year 2019/20 and any parameters to attach to this budget.

### **Proposal**

9. To note the potential overspend against the 2018/19 budget.
10. To review the budget for the facility fund budget for 2019/20 in the Autumn when agreeing the 2019/20 school budgets, along with any parameters around apportionment of the budget.

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