



**Trade Union Facility Time Publication Report**

**Academy Trust:** White Woods Primary Academy Trust

**Relevant Period:** April 1, 2025 to March 31, 2026

**Total Full-Time Equivalent (FTE) Workforce:** 346.6

**1. Relevant Union Officials**

Category	Value	Notes
<b>Total number of employees</b> who were relevant union officials	<b>1</b>	
<b>Total full-time equivalent (FTE)</b> employee number for the above relevant union officials	<b>1.0</b>	(representative is 1.0 FTE)

**2. Percentage of Working Hours Spent on Facility Time**

This table shows the number of employees who spent a given percentage of their working hours on paid trade union facility time.

Percentage of Working Hours Spent on Facility Time	Number of Representatives
<b>0% of working hours</b>	<b>1</b>
<b>1% to 50% of working hours</b>	<b>0</b>
<b>51% to 99% of working hours</b>	<b>0</b>
<b>100% of working hours</b>	<b>0</b>

**Note:** No paid time was taken for trade union duties, activities, or training during the reporting period.



### 3. Total Pay Bill and Facility Time Costs

Description	Amount (£)
<b>Total Pay Bill</b> for the relevant period (1.4.25 - 31.3.26)	<b>£16,491,701.25</b>
<b>Total Cost of Facility Time</b> (Cost of paid hours taken)	<b>£0.00</b>
<b>Percentage of pay spent on facility time</b>	$(£0.00 \div £16,491,701.25) \times 100$
<b>Calculated Percentage Value</b>	<b>0.00%</b>
<b>SLA Premium Paid to Local Authority</b> (Related Service Cost)	<b>£16260.00</b>

### 4. Paid Trade Union Activities

Description	Value
<b>Hours spent on paid facility time</b> (Total paid hours for duties and training)	<b>0</b>
<b>Hours spent on paid trade union activities</b>	<b>0</b>
<b>Percentage of total paid facility time hours spent on paid TU activities</b>	<b>0%</b>

### Accompanying Statutory Statement

**Trade Union (Facility Time Publication Requirements) Regulations 2017 Reporting Period: 1 April 2025 to 31 March 2026**

#### 1. Introduction and Context

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require public sector employers, including **White Woods Primary Academy Trust**, to publish data on the amount and cost of paid time off taken by employees who are Trade Union Representatives to carry out their duties and activities (known as 'facility time').



**White Woods Primary Academy Trust** recognises the valuable role that trade unions and their representatives play in supporting employees, promoting positive industrial relations, and ensuring effective consultation and negotiation within the Trust.

## 2. Key Observations on the 2025/2026 Data

The statutory report shows that:

- The Trust employed **1** relevant union officials, both on a **1.0 FTE** basis.
- The **Total Cost of Facility Time (Paid Time Off)** for the period was **£0.00**. This reflects that neither of the Trust's employed representatives required or took any paid time off from their normal duties for trade union duties or activities during the reporting period.
- The **Percentage of Pay Bill Spent on Facility Time** was therefore **0.00%**.

## 3. Payment for External Representation (SLA Premium)

- The report includes an item for the **SLA Premium Paid to Local Authority of £16260.00**.
- This figure represents the Trust's contribution to a **Local Authority Facility Time Pooling Arrangement**. This arrangement ensures that regional trade union officials, who are employed by the Local Authority (or another pooled body) and not directly by the Trust, can support our staff.
- This funding covers the costs associated with external union officers providing support, for example, attending formal hearings, collective consultations, and negotiations, on behalf of our employees across the Trust's schools.
- This payment is a statutory arrangement for many Academy Trusts and is reported separately as it is not a direct cost of paid time off taken by the Trust's own employees.

## 4. Declaration

**White Woods Primary Academy Trust** confirms that the information published in this Trade Union Facility Time Report is accurate and has been compiled in accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017.

