

Trade Union Facility Time Publication Report

Academy Trust: White Woods Primary Academy Trust

Relevant Period: April 1, 2024 to March 31, 2025

Total Full-Time Equivalent (FTE) Workforce: 349.5

1. Relevant Union Officials

Category	Value	Notes
Total number of employees who were relevant union officials	2	
Total full-time equivalent (FTE) employee number for the above relevant union officials	2.0	(Both representatives are 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
0% of working hours	2
1% to 50% of working hours	0
51% to 99% of working hours	0
100% of working hours	0

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 (£)
Total Pay Bill for the relevant period (1.4.24 - 31.3.25)	£16,491,701.25
Total Cost of Facility Time (Cost of paid hours taken)	£0.00
Percentage of pay spent on facility time	$\frac{£16,491,701.25}{£0.00} \times 100$
Calculated Percentage Value	0.00%
SLA Premium Paid to Local Authority (Related Service Cost)	£13,359.00

4. Paid Trade Union Activities

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

Accompanying Statutory Statement

Trade Union (Facility Time Publication Requirements) Regulations 2017 Reporting Period: 1 April 2024 to 31 March 2025

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 2024/2025 Data

The statutory report shows that:

- The Trust employed **2** 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 £13,359.00**.
- 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.

