



PROSPER TOGETHER MULTI ACADEMY TRUST

TRADE UNION FACILITIES TIME REPORT

DATE
JULY 2025

PREPARED BY
S Timmins

REVIEW DATE
JULY 2026

1. Introduction

Facility time publication legislation requires public sector employers with more than 49 full-time equivalent employees to publish information every year about their usage and spend on time taken by trade union officials representing their members or other union activities, whether this is release time internally or by contributing to pooled arrangement.

Facility time is the provision of paid or unpaid 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 not activities).

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. The regulations require relevant public sector employers to publish specified information related to facility time taken by trade union officials.

The deadline for publishing the information is 31 July each year, in respect of the period 1 April to 31 March immediately prior to that date.

Prosper Together Multi Academy Trust (the Trust) recognises that there are positive benefits for employers, employees and for union members in encouraging the efficient performance of union representatives' work, for example in aiding the resolution of problems and conflicts at work.

1. Number of employees who are Trade Union Representatives

The total number of Trust employees who were relevant union officials during the relevant period was **2 employees (1.45 full-time equivalent employee number)**.

2. Time spent on facilities time/trade union duties

The number of hours spent on paid facility time (release time internally) was **0 hours**.

This number of hours spent on fulfilling trade union duties was **0 hours**

The number of hours spent on paid trade union activities was **0 hours**.

3. Cost of time off for Trade Union duties and facility time

The Trust currently pays into Solihull MBC Facility Time arrangements to cover the time spent by trade union representatives across a number of different employers in the local authority. The total cost of paying into those facility time arrangements for 2024-25 was **£6,979**.

The total cost of release time internally for 2024-25 was **£0**. Therefore, the total cost of facility time for 2024-25 was **£6,979**.

This cost represents **0.06%** of the total pay bill for that period which was spent on facility time.

4. Declaration

The information collated in the report has been drawn from the Trust's employee records and is an accurate reflection of the position relating to trade union facility time in our academies.