



*Creative
Education
Trust*

Trade Union (Facility Time Publication Requirements) Regulations 2017

1. Introduction

- 1.1 The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. These regulations place a legislative requirement on relevant public sector employers to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within their organisation.
- 1.2 Facility Time is the provision of paid or unpaid time off from an employee's normal role to undertake TU duties and activities as a TU representative. There is a statutory entitlement to reasonable paid time off for undertaking union duties.
- 1.3 The facility time (FT) data that relevant organisations are required to collate and publish under the 2017 regulations are:
 - Number of employees who were relevant union officials during the relevant period
 - How many employees who were relevant union officials during the relevant period spent a)0%, b)1-50%, c) 51-99% or d)100% of their working hours on facility time
 - Percentage of the total pay bill spent on facility time
 - Time spent on paid trade union activities as a percentage of total paid facility time hours



Facilities Time Report

1 April 2024 – 31 March 2025

Table 1

Relevant Union Officials

What was the total number of your employees 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
8	7.61

Table 2

Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent a) 0% b) 1%-50% c) 51%-99% or d) 100% of their working hours on facilities time

Percentage of time	Number of employees
0%	3
1-50%	5
51-99%	0
100%	0

Table 3

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£22,894.26
Provide the total pay bill	£76,991,668.50
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.030%



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 trade union officials during the relevant period ÷ total paid facility time hours x 100)	0.00%
--	-------