

Background

Thrive CE Academy Trust recognises the benefits of staff being represented by recognised Professional Associations/Trade Unions.

The Trade Union (Facility Time Publication Requirements) Regulations 2017 implement the requirement introduced by the Trade Union Act 2016 for specified public sector employers (including Academies) to publish information annually on facility time. 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.

The reportable information for the Trust is set out below. In accordance with government guidance, the details include expenditure on pooled trade union facilities. However, as per the guidance, the details reported do not include information about representatives paid for through the pooled arrangements where these are not employees of the Trust.

Reportable information for 1 April 2023 to 31 March 2024	
Employees in the organisation	Within the banding 50 to 1,500 employees
Number of trade union representatives	Headcount: 0 FTE: 0
Percentage of working hours spent on facility time by the different representatives	Less than 1% of working time: 3 reps 1 to 50% of working time: 0 reps 51 to 99% of working time: 0 100% of working time: 0
Total pay bill and facility time costs	Total pay bill: £6,049,000 Total cost of facility time: £6,495 Percentage of pay spent on facility time: 0.11%
Hours spent on paid facility time	0
Hours spent on paid trade union activities	0
Percentage of total paid facility time hours spent on paid TU activities	0%

John Barrett
CEO