

## Report on Facilities Time for Schools Forum

### 1. What is “reasonable” paid time assigned to the execution of Trade Union duties and training?

There are 3336 teachers in the teachers’ Unions in Brent. The current Trade Union Facilities Agreement is funded according to an allocation of 3.52 full-time equivalent teachers. Using directed time as a reasonable basis for time available, this gives a Brent total of ,

$$(1265 \text{ hours} \times 3.52) = 4452.8 \text{ hours of paid Trade Unions officers' time.}$$

For 3336 teachers this equates to 1.33 hours per teacher ( $4452.8 \div 3336$ ).

When dealing with casework, it can easily take over one hour to arrange and conduct one meeting with a member, and become acquainted with the facts of the case, research any other information required, and then arrange any further meetings. A case may then require further meetings, in which HR and/or management are involved.

Of course, not all 3336 teachers will need their Union in any given year, but this figure of 1.33 hours per member per annum does not take into account the other work routinely done by Trades Union officers. These will include meetings such as Schools Forum, Teachers Panel, Overview and Scrutiny, Policy Committees, school visits to meet membership groups and Members reps, attending Officer training sessions, Health and Safety meetings and training, Divisional meetings, as well as consultations with head teachers, governing bodies and HR officers. Nor does it take into account the time required in travelling to such meetings, and reading and preparing documents.

As an example, one Brent Teacher officer generated the following workload for September-October 2013:-

- 15 schools visited, and meetings held
- 25 individual members contacted/meetings held, for casework
- 2 Alternative Education Re-structuring meetings attended
- 1 SEN sub-group meeting
- 1 New Brent Teachers Induction meeting
- 1 Schools Policy Review group meeting
- 2 Teachers Panel meetings
- 1 School Reps training session
- 2 consultation meetings with Councillors Butt and Pavey
- 2 Schools Forum
- 3 (days) NUT Divisional Secretaries meetings

No officer of any teacher Union is released from a school full time in Brent. In fact, it would be impossible to cope with the regular workload generated in Brent schools, without the unpaid time given by various retired teachers, fulfilling roles as Trades Union officers.

### 2. Benchmarking Data.

This is some information gathered from other Divisions within the London area, for work done by Trades Union officers. It might help to see what appears to be the situation on Facilities time, in other London Boroughs.

<b>London Borough</b>	<b>No.of Union Members</b>	<b>Facilities Time (full time equivalents)</b>	<b>Brent Equivalent (see notes below)</b>
Brent	3336	3.52	3.52
Barking and Dagenham	1472	1.80	3.80
Bexley	1288	0.85	2.20
Camden	1678	1.50	3.00
Ealing	2120	1.50	2.4
Hackney	1724	2.30	4.45
Hammersmith and Fulham	1008	1.0	3.3
Haringey	2146	2.0	3.1
Lambeth	1609	1.4	2.9
Newham	2643	2.0	2.5
Southwark	1923	1.7	2.9
Waltham Forest	2051	2.0	3.2
Westminster	1012	1.0	3.2
Average			3.11

Notes;

- Brent equivalent is derived by calculating the proportion of fte, should the stated Borough have the same number of members as Brent.
- Data (where available) from 2012.
- In London, only Bexley and Waltham Forest have delegated funding.

In recognition of the financial difficulties facing schools, and Education services, the teacher Unions suggest that, as a gesture of goodwill and good faith, a cut in the facilities time of 10%, bringing the Brent fte from 3.52 to 3.16 would be acceptable. This would bring Brent closer to what would seem to be a London- wide average.

In return, and in order to try to manage the increased workload resulting from this consideration, officers of the Trades Unions trust that Head teachers/HR officers/Governors will continue to work with us, to enhance harmonious industrial relations.

### **3. What do we do about Academies, Nurseries and PRUs?**

These institutions cannot de-delegate their Trades Union funding, but can continue to receive an element for it in their funding. The easiest, and cheapest, way for them to sustain their Trades Union responsibilities, would be to “buy in” to the Brent funding pot that has been created by the other (included) institutions de-delegating their funding. This fund is not managed by the Trades Unions, but by the Brent Local Authority.

Where institutions decide not to “buy in” the service, and involvement of Trades Union involvement, at a Divisional (or higher) level, would be charged for, and schools would be invoiced accordingly. In two Divisions where this happens, the rate is charged at consultancy rates, and consequently, is a much more expensive option.