

DARLINGTON SCHOOLS FORUM

6th March 2018

ITEM NO 8

UNION FACILITIES TIME

Purpose of Report

1. To ask Schools Forum to agree the revised policy for union facilities time

Background

2. School Forum has agreed since pre 2010/11 to allocate £10,000 from the Dedicated Schools Grant (DSG) to provide all schools with the opportunity to access funding for back fill arrangements if their school employed union representatives/officials.
3. This funding has been paid to claiming schools (in Darlington) where they have released staff during day for union facilities time.
4. As a number of years has passed since the original agreement by Schools Forum it is appropriate to refresh the criteria for accessing this funding.

Proposal

5. It is proposed that the criteria for accessing the union facilities time be as follows,
 - a. Claims can only be received from state funded educational establishments (read as "Schools" in this report) within Darlington.
 - b. Claims cannot be received or paid to any union or third party.
 - c. Claims received from Darlington Schools must be employing a recognised trade union representative, i.e. claims cannot be received from union members not holding a position within the union.
 - d. Claims will only be paid if the union representative has been given paid leave during their normal school working day for trade union facilities time and cover arrangements have been required as a result.
 - e. Any paid time given by the school for union facilities time that will be funded through the School Forum facilities budget will include,
 - i. To support a union member(s) employed in a Darlington School with a disciplinary matter.
 - ii. To support members employed in Darlington schools with terms and conditions of employment or physical working conditions.
 - iii. To support members employed in Darlington schools with the allocation of duties of employment between workers.
 - f. Claims will not be funded for union representatives time away from work for the following,
 - i. Union duties such as recruitment, canvassing etc.
 - ii. Non Darlington Schools issues
 - iii. Non schools issues

iv. Political purposes

6. Payments will be made only on the receipt of completed signed claim forms (attached at appendix 1).
7. Payments will be made based on the number of hours cover required at the back fill rate of the post. Funding will however be limited to the M6 (plus on cost) rate.
8. It is proposed that the above criteria (if agreed), is implemented in the current year with immediate effect.

Future Years

9. From April 2018 the DSG will be split into four blocks with the introduction of the National Funding Formula. Any funding for facilities time will be allocated to the new Central Schools Block historic commitments budget and hence will need agreement at School Forum.
10. It is likely that over the coming years that funding will decrease within the historic commitments funding line and hence future years allocations for facilities time are subject to possible future decreases in value.

Recommendations

11. That Forum agrees to the proposed criteria for accessing trade union facilities time.

Tony Murphy
Head of Education & Inclusion