

Facility Time Publication

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 trade union 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. There is a statutory entitlement to reasonable paid time off for undertaking union duties (but not activities).

The Palladian Academy Trust meets its statutory obligations to provide facility time to trade union representatives by pooling resources with other schools and academies within the local authorities in which our academies are located, to cover the time spent by trade union representatives across a number of different employers.

The Palladian Academy trust currently pays into facility time arrangements in Bath and North East Somerset Local Authority.

We will, therefore, publish facility time information as the total cost of our contribution to pooled facility time expressed as a percentage of our total pay bill for the relevant period.

The first publication is for the period 1 April 2019 - 31 March 2020, when the Palladian Academy Trust spent 0.06% of the total pay bill on facility time. This information will be included in our accounts return and published on the website.

A handwritten signature in blue ink that reads "T. Withers".

Tim Withers
CEO