Leverhulme
Church of England and Community Trust

Facility Time Publication

2024 / 2025

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 publication of facility time data helps promote transparency and public scrutiny of this information.

The following details are for the period 1 April 2024 to 31 March 2025.

Relevant union officials

The total number of employees who 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
4	3.75

Percentage of time spent on facility time

Facility time includes:

- Time off for the purpose of carrying out trade union duties as a union representative, union learning representative or union health and safety representative, as well as time off for the purpose of undergoing training relevant to the carrying out of trade union duties.
- Time off for accompanying another of the employer's workers to grievance or disciplinary hearings.
- Time off for taking part in trade union activities when acting as a union representative.

Percentage of time	Number of employees
0%	4
1% to 50%	0
51% to 99%	0
100%	0

In addition to the above, the Trust also pays into pooled trade union arrangements through the relevant local authority.

Percentage of pay bill spent on facility time

The percentage our total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period, as well as additional pooled arrangement costs.

Total cost of facility time on paying employees who were relevant union officials during the relevant period	£1,327.98
Total cost of additional bought trade union facility time through the relevant local authority pooled arrangements	£12,772.80
Total trade union cost to the Trust	£14,100.76
Total pay bill	£18,191,182
Percentage of the total pay bill spent on facility time	0.08%

Paid trade union activities

The percentage of total paid facility time hours spent by employees who were relevant union officials during the relevant period on paid trade union activities.

Time spent on paid trade union activities as a percentage of total paid facility time hours	100%