

Trade Union Facility Publication, August 2025

The Trade Union Act 2016 introduced a requirement for public sector employers to publish certain information annually in respect of facility time. Employers in scope are required to publish the information relating to the 12-month “relevant period” from 1st April to 31st March each year.

Below is the required information for 1st April 2024 to 31st March 2025. Abingdon and Witney College recognise both UCU and UNISON. The information and figures below reflect the agreed hours for UCU and UNISON. The College will continue to work with the unions on tracking actual hours spent on union activity.

Table 1 – Relevant union officials

What was the total number of your employees who were relevant union officials during the relevant period?

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full-time equivalent employee number</i>
3	2.8

Table 2 – Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent on a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time?

<i>Percentage of time</i>	<i>Number of employees</i>
0%	0
1-50%	3
51-99%	0
100%	0

Table 3 – Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

Total cost of facility time	£9,884.15
Total pay bill	£23,624,203.90
Percentage of total pay bill spent on facility time, calculated as (total cost of facility time / total pay bill) x 100	0.04%

Table 4 – Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant trade union officials during the relevant period on paid trade union activities.

<p>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:</p> <p>(total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100</p>	<p>$(0 / 364) \times 100 = 0\%$</p>
---	--