

DE-DELEGATED/EDUCATION FUNCTIONS OUTTURN 2021-22	
Impact report	
Title of the Budget	Union Facilities Time
Lead Officer:	Andy Timmins
2021-22 Funding:	£202,000
A brief outline on how the funding was used, and the service impact to maintained schools. (E.g. KPI's, service statistics, etc.)	
<p>Facilities Funding was distributed between the unions represented on the Joint Union Partnership in line with the 2016 agreement on facilities time</p> <p>Facilities funding enables the local authority to negotiate directly with trades unions on behalf of all contributing, maintained schools. This means individual schools do not have to spend time being involved in a similar process on their own. As a result, this saves both, significant time and money, allowing more to be achieved in the long run.</p> <p>In conjunction with Sandwell HR a clear programme of policy review has been established for the forthcoming year (this takes account of issues raised by schools). As made clear above, this allows for a LA-wide policy to be negotiated via Joint Union Panel (JUP) and avoids individual schools having to follow the same time-consuming and costly process.</p> <p>JUP continues to play a key role in reviewing and updating a range of key policies and guidance documentation. In the recent past this has included:</p> <ul style="list-style-type: none"> • Disciplinary • Management of Absence • Grievance • Redundancy • Model Pay Policy • Appraisal • Leave of Absence <p>Facilities funding enables local union representation to work with the LA on a number of other matters for all maintained schools. Policies that have been reviewed over time include:</p> <ul style="list-style-type: none"> • A single Managing Allegations policy in conjunction with LADO • School Complaints Procedure • Social Media guidance for schools • A policy for supporting employees from malicious behaviour • A Workload Charter (in conjunction with JEG) • Place planning and school expansions • Maintaining an overview of the way the Apprenticeship Levy is being used • School Amalgamations 	

- Academy conversion
- Physical Intervention/Restraint policy
- Redundancies
- Drugs, Alcohol and Substance misuse policy

Facilities funding also allows unions to meet regularly with LA Health and Safety representatives via the Central Safety Committee to both monitor a range of things and create additional support packages. This has included work on an updated Educational visits policy, development of a new Stress policy and guidance, work on zero tolerance and the monitoring of incidents and absence statistics.

Facilities funding also ensures local casework can involve a local rep, who, unlike regional reps, will usually be available at short notice and have good local knowledge. This frequently enables issues to be resolved more quickly and effectively.

The number of meetings that union officials attend is significant with twice termly JUP meetings, 3 Health and Safety Committee Meetings per year as well as a significant number of side panel committees. This is in addition to the numerous meetings, phone calls and the preparation needed to cover individual casework.

Throughout the current pandemic unions have met remotely with the Local Authority Officers on a regular basis, initially this was daily but then reduced to take place twice a week. This continues to provide an important forum to discuss immediate concerns in a timely manner, allowing for quick resolution of issues.