

## Facility Time Report 2025–26

### Harlow Fields School and College

Reporting period: 1 April 2025 to 31 March 2026

#### 1. Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent (FTE) employee number
2	2.0

#### 2. Percentage of time spent on facility time

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

One union official took 4 days of facility time for union training.

#### 3. Percentage of pay bill spent on facility time

Total cost of facility time	Total school pay bill	Percentage of the pay bill spent on facility time
£1,440	£3,800,000	0.038%

Calculation:  $(£1,440 \div £3,800,000) \times 100 = 0.038\%$

#### 4. Paid trade union activities

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

This report is published in line with the Trade Union (Facility Time Publication Requirements) Regulations 2017.