

**Seaford Head School
Governors' Report
Year ended 31st August 2018**

Number of employees who were relevant union officials during the year

Full time equivalent employee number

Percentage of time spent on facility time

Percentage of time

0% - 1%
1% - 50%
54% - 99%
100%

Percentage of pay bill spent on facility time

Total cost of facility time

Total pay bill

Percentage of total pay bill spent on facility time

Paid trade union activities

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

a. OBJECTIVES AND ACTIVITIES

The representative is involved in training activities that should benefit the wider workforce.

b. OBJECTIVES, STRATEGIES AND ACTIVITIES

Through participating in training and attending meetings, the representative is able to contribute to whole

c. PUBLIC BENEFIT

In setting out our objectives and planning our activities the Governors have given careful consideration to the Charity Commission's general guidance on public benefit

Modern trade union representation can work constructively to foster more positive relationships in the w

Achievements and performance

a. KEY PERFORMANCE INDICATORS

KPIs for union input: (i) A reduction in the number of employment tribunals and industrial disputes (II) A r

Calculations

1

@ April'18

WTE staff

hours

Teachers	77.61	41,141.00
Support	50.33	
		<u>62,564.00</u>
15 hours in total for facility time		<u>103,705.00</u>

0.0144641 %

Number of Employees

1

0

0

0

46,642 salary of the TU representative for 7 m
195 teaching days p.a.
239.19 salary cost per day
3 facility time in days
5,045,537 costs for full year
total salary costs for 7 month period
i.e. 0.024 of 1% (approx two hundredths of one

717.58

2,943,230

0.02438053 %

100 %

staff CPD.

workplace

education in the amount of work related illness/ injuries

1,940.25 teaching hours per week for 39 weeks = 75,669.75
75,669.75 divided by 7/12 for the period 1st Sept'17 to 31st Mar'18
2,062.55 support staff hours per week x 52 weeks = 107,252.6
107,252.6 divided by 7/12 for the period 1st Sept'17 to 31st Mar'18
total for all staff hours worked from 1st Sept'17 to 31st Mar'18

months

percent)