

Title: Zero Hours Contracts

Reference Number: RDF1251-23

Date of Response: 20/02/23

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

I write to request information about your use of zero hours contracts in the tax year 2022/2023 under the Freedom of Information Act 2000.

For clarification:

- *By zero hours contract, I refer to the definition provided by section 27A of the Employment Rights Act 1996: "a contract for employment or other worker's contract under which
 - the undertaking to or perform work or services is an undertaking to do so conditionally on the employer making work available or services available to the worker, and
 - there is no certainty that any such work or services will be made available to the worker."*
- *By minimum hours contract, I mean a contract where the employer guarantees a small number of hours work, say 1 to 10 hours a week, which can be topped up by more hours if available.*

1. *What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?*

Answer: Not applicable. The Trust does not have any employees employed on zero hours contracts of employment.

2. *How many workers/employees do you currently directly employ on zero hours contracts?*

Answer: The Trust does not have any employees employed on zero hours contracts of employment.

3. *What is the breakdown of these figures according to:*

- Sex: Male, Female, Other, Prefer not to say*
- Age: 16-17, 18-20, 21-22, 23-24, 25-34, 35-44, 45-54, 55-64, 65+*
- Race:*
 - White - English/Welsh/Scottish/Northern Irish/British Irish*
 - White - Gypsy or Irish Traveller*
 - White - any other background*
 - Asian or Asian British - Indian*
 - Asian or Asian British - Pakistani*
 - Asian or Asian British - Bangladeshi*
 - Asian or Asian British - Chinese*
 - Asian or Asian British - Any other background*
 - Black or Black British - Caribbean*
 - Black or Black British - African*

Black or Black British - Any other background
Mixed - White and Black Caribbean
Mixed - White and Black African
Mixed - White and Asian
Mixed - Any other mixed background
Other ethnic group
Prefer not to say
Answer: Not applicable.

4. *What is the minimum, maximum and average number of hours per week carried out by zero hours staff?*

Answer:
Northern Services: Not applicable.

5. *Do you have a policy to offer zero hours shifts with notice, pay for zero hours shifts cancelled at short notice and to offer a fixed hours contracts to zero hours staff based on actual hours worked?*

Answer: The Trust does not have a policy regarding the use of zero hour contracts of employment.

6. *How many workers/employees do you currently indirectly employ on zero hours contracts via agencies, contractors or sub-contractors? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.*

Answer: Nil.

7. *How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?*

Answer: Nil.

8. *How many workers/employees in total do you currently employ?*

Answer: 13,315.

9. *What is the breakdown of these figure according to same breakdown as Question 3? - please note this question concerns your entire workforce, not just zero hours staff.*

i. *Sex: Male, Female, Other, Prefer not to say*

Answer: Male: 2,940. Female: 10,375.

ii. *Age: 16-17, 18-20, 21-22, 23-24, 25-34, 35-44, 45-54, 55-64, 65+*

Answer: Please see table below.

Total Workforce - Ages	
16-17	9
18-20	135
21-22	211
23-24	402
25-34	3,320
35-44	3,217
45-54	3,187
55-64	2,495
65+	339

iii. Race:

Answer: Please see table below.

Total Workforce - Race	
<i>A White - British</i>	9,532
<i>B White - Irish</i>	92
<i>C White - Any other White background</i>	1,363
<i>D Mixed - White & Black Caribbean</i>	12
<i>E Mixed - White & Black African</i>	16
<i>F Mixed - White & Asian</i>	46
<i>G Mixed - Any other mixed background</i>	54
<i>H Asian or Asian British - Indian</i>	304
<i>J Asian or Asian British - Pakistani</i>	33
<i>K Asian or Asian British - Bangladeshi</i>	13
<i>L Asian or Asian British - Any other Asian background</i>	324
<i>M Black or Black British - Caribbean</i>	9
<i>N Black or Black British - African</i>	124
<i>P Black or Black British - Any other Black background</i>	50
<i>R Chinese</i>	44
<i>S Any Other Ethnic Group</i>	266
<i>Z Not Stated</i>	1,033