

Freedom of Information Request **20 118**

Our Reference: FOI 20 118 / AA / LB / KM
Name:
Date: 7 August 2020
Address:

Dear

Further to your Freedom of Information Request, please find the Trust's response below:

I write to request information about your policy and practice on zero hours contracts and other associated statistics under the Freedom of Information Act 2000.

1. What is your policy on zero hours contracts?
Humber Teaching NHS Foundation Trust ("the Trust") offer zero hours contracts for bank staff. Bank staff are able to book and work shifts as they are available across the Trust.
2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?
As at July 2020, the Trust have 369 staff employed as Bank Staff. These are summarised below.

Kindly note, In order to adhere to best practice in maintaining confidentiality, the Trust does not publish numbers lower than 5 as this could lead to the identity being revealed. Exemption – Section 40(2) of the Freedom of Information Act is applied. To disclose the information requested would be in breach of the Data Protection Act (2018).

Age Range	No. of Staff
<=20 Years	7
21-25	43
26-30	41
31-35	33
36-40	32
41-45	39
46-50	32
51-55	33
56-60	53
61-65	28
66-70	19

Ethnicity	No. of Staff
A White - British	202
B White - Irish	Less than 5
C White - Any other White background	Less than 5
CF White Greek	Less than 5
CP White Polish	Less than 5
CY White Other European	Less than 5
E Mixed - White & Black African	Less than 5
G Mixed - Any other mixed background	Less than 5
H Asian or Asian British - Indian	Less than 5
J Asian or Asian British - Pakistani	Less than 5
L Asian or Asian British - Any other Asian background	Less than 5



>=71 Years	9	N Black or Black British - African	21
Grand Total	369	P Black or Black British - Any other Black background	Less than 5
		PC Black Nigerian	Less than 5
		PD Black British	Less than 5
		S Any Other Ethnic Group	Less than 5
		SE Other Specified	Less than 5
		Unspecified	110
		Z Not Stated	13
		Grand Total	369

Gender	No. of Staff
Female	278
Male	91
Grand Total	369

3. 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.

The Trust does not employ any staff via agencies. Agency staff are employed via the agency and therefore are not Trust staff. We are therefore unable to answer this question.

As an NHS organisation that is a multi-specialty provider of mental health, primary care and community services, agency staff may be required when our internal bank provision is unable to fulfil the staffing requirement of a service. The agencies used by the Trust will vary according to the Staff Group required.

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

As at July 2020, the Trust employs 38 staff whose contracted hours is 10 hours or less per week.

5. How many workers/employees in total do you currently employ? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?

As at July 2020, the Trust employs 3327 staff. These are summarised below.

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Age Range	No. of Staff
<=20 Years	23
21-25	216
26-30	292
31-35	357
36-40	345
41-45	354
46-50	479
51-55	499
56-60	430
61-65	242
66-70	63

Ethnicity	No. of Staff
A White - British	2658
B White - Irish	20
C White - Any other White background	28
C3 White Unspecified	5
CA White English	6
CF White Greek	Less than 5
CP White Polish	Less than 5
CQ White ex-USSR	Less than 5
CW White Other Ex-Yugoslav	Less than 5
CY White Other European	Less than 5
D Mixed - White & Black Caribbean	7



>=71 Years	27	E Mixed - White & Black African	9
Grand Total	3327	F Mixed - White & Asian	7
		G Mixed - Any other mixed background	10
		GC Mixed - Black & White	Less than 5
		GD Mixed - Chinese & White	Less than 5
		H Asian or Asian British - Indian	17
		J Asian or Asian British - Pakistani	7
		K Asian or Asian British - Bangladeshi	Less than 5
		L Asian or Asian British - Any other Asian background	12
		LA Asian Mixed	Less than 5
		M Black or Black British - Caribbean	6
		N Black or Black British - African	58
		P Black or Black British - Any other Black background	5
		PC Black Nigerian	Less than 5
		PD Black British	Less than 5
		R Chinese	Less than 5
		S Any Other Ethnic Group	8
		SC Filipino	Less than 5
		SE Other Specified	Less than 5
		Unspecified	353
		Z Not Stated	87
		Grand Total	3327

Gender	No. of Staff
Female	2602
Male	725
Grand Total	3327

For clarification:

- By zero hours contract, I mean a contract where no work is guaranteed and the employee/worker has the right to turn down work
- 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.

I look forward to hearing from you.

Kind regards,

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<https://www.humber.nhs.uk/about-our-trust/freedom-of-information-enquiry-form.htm>



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