

**Reference Number:** FOI/2020/202  
**From:** Other  
**Date:** 22 July 2020  
**Subject:** Zero Hours Contracts

**Q1** What is your policy on zero hours contracts?

**A1** Information not held – we do not have a policy on zero hour contracts

**Q2** 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  
c. age

**A2** People on Zero hour contracts are not employees therefore we do not directly employ anyone on a zero hours contract.

We have Bank workers we engage with. There are currently;

- Bank & Substantive Workers : 620
- Bank Only Workers : 146

a.

Gender	Bank & Substantive Workers	Bank Only Workers	Grand Total
Female	507	114	621
Male	113	32	145
Grand Total	620	146	766

b.

Ethnicity	Bank & Substantive Workers	Bank Only Workers	Grand Total
A White - British	490	110	600
B White - Irish	12	4	16
Blank	10	9	19
C White - Any other White background	17	4	21
D Mixed - White & Black Caribbean		1	1
E Mixed - White & Black African	1	2	3
F Mixed - White & Asian	2		2
G Mixed - Any other mixed background	1	1	2
H Asian or Asian British - Indian	64	7	71
J Asian or Asian British - Pakistani	2	2	4
L Asian or Asian British - Any other Asian background	3		3
M Black or Black British - Caribbean	1		1
N Black or Black British - African	4	2	6

c.

P Black or Black British - Any other Black background	2		2
R Chinese	3		3
S Any Other Ethnic Group	5	1	6
Z Not Stated	3	3	6
Grand Total	620	146	766

Age Profile	Bank & Substantive Workers	Bank Only Workers	Grand Total
16-20	3	10	13
21-25	54	35	89
26-30	122	15	137
31-35	100	23	123
36-40	69	11	80
41-45	66	14	80
46-50	69	11	80
51-55	59	6	65
56-60	49	6	55
61-65	22	10	32
66-70	5	5	10
71+	2		2
Grand Total	620	146	766

Q3 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.

A3 We don't employ people from Agencies we engage with them. We are currently engaged with 5 Agency workers on a regular basis.

Q4 How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?

A4 None

Q5 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?

A5 Substantive Staff (Primary Assignments) exc. Bank

Gender	Heads
Female	1318
Male	497
Grand Total	1815

Ethnicity	Heads
A White - British	1442
B White - Irish	35
Blank	73

C White - Any other White background	62
D Mixed - White & Black Caribbean	3
E Mixed - White & Black African	3
F Mixed - White & Asian	6
G Mixed - Any other mixed background	5
H Asian or Asian British - Indian	108
J Asian or Asian British - Pakistani	9
K Asian or Asian British - Bangladeshi	1
L Asian or Asian British - Any other Asian background	14
M Black or Black British - Caribbean	2
N Black or Black British - African	15
P Black or Black British - Any other Black background	2
PC Black Nigerian	1
R Chinese	10
S Any Other Ethnic Group	16
Z Not Stated	8
<b>Grand Total</b>	<b>1815</b>

<b>Age Profile</b>	<b>Heads</b>
16-20	9
21-25	138
26-30	223
31-35	239
36-40	215
41-45	214
46-50	223
51-55	223
56-60	187
61-65	102
66-70	29
71+	13
<b>Grand Total</b>	<b>1815</b>