

Reference Number: FOI202223/425
From: Other
Date: 27 January 2023
Subject: Use of zero hour employment contracts

Q1 What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?

A1 Bank Worker Engagement

Q2 How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figures according to:
(a) sex: Male, Female, Other, Prefer not to say
(b) age: 16-17, 18-20, 21-22, 23-24, 25-34, 35-44, 45-54, 55-64, 65+
(c) race:

A2

Male	49	a.
Female	130	

b.

c.

16-20	15
21-25	23
26-30	29
31-35	27
36-40	21
41-45	16
46-50	10
51-55	12
56-60	12
61-65	Eight
66-70	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
71+	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.

White - British	130
White – Any other White background	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Mixed – White & Black African	Information exempted under Section 40: Personal data. Providing this

	information would likely identify individuals involved.
Mixed – Any other mixed background	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Asian or Asian British - Indian	Six
Asian or Asian British – Pakistani	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Asian or Asian British – Any other Asian background	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Black or Black British – African	Six
Black or Black British – Any other Black background	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Any other Ethnic group	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Not stated	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
NULL	21

Q3 What is the minimum, maximum and average number of hours per week carried out by zero hours staff?

A3

Fewest hours worked in a week by Bank workers	482.58
Most hours worked in a week by Bank workers	3,671.45
Ave hours worked in a week by Bank workers	2770.3644

Q4 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?

A4 Yes – does not include a fixed hours contracts to zero hours staff, but based on actual hours worked

Q5 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.

A5 We engage with agency workers we do not employ them. We currently have 15 Agency workers engaged in long term engagements

Q6 How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?

A6 As per A5

Q7 How many workers/employees in total do you currently employ? What is the breakdown of these figure according to same breakdown as Question 2? - please note this question concerns your entire workforce, not just zero hours staff.

A7 a.

Female	1417
Male	524

b.

16-20	28
21-25	130
26-30	232
31-35	276
36-40	266
41-45	215
46-50	205
51-55	210
56-60	205
61-65	130
66-70	28
70+	16

c.

White - British	1453
White - Irish	29
White – Any other White background	66
Mixed – White & Black Caribbean	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Mixed – White & Black African	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Mixed – White & Asian	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Mixed – Any other mixed background	10
Asian or Asian British - Indian	215

Asian or Asian British – Pakistani	13
Asian or Asian British - Bangladeshi	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Asian or Asian British – Any other Asian background	22
Black or Black British - Caribbean	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.
Black or Black British – African	20
NULL	37
Black or Black British – Any other Black background	14
Chinese	Nine
Any other Ethnic group	23
Not stated	13