

**Request for information under the Freedom of Information Act- 2023.328  
Released – 9 February 2023**

Thank you for your email received 27 January 2023 requesting information regarding zero hours contracts.

Please find detailed below a summary of your request, together with our response.

**Summary of your original request:**

**1. What is your policy on zero hours contracts?**

We have a temporary staffing bank office, with a pool of workers that supplement our substantive workforce to cover any last minute gaps or covering of vacancies. They are provided with a Staffbank agreement for bank workers and Framework guidelines for Agency workers.

The information provided in this response relates to staff on the temporary staffing bank office.

**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?**

Gender	Headcount
Female	1586
Male	262
<b>Grand Total</b>	<b>1848</b>

Age Band	Headcount
<=20 Years	23
21-25	111
26-30	128
31-35	153
36-40	176
41-45	215
46-50	170
51-55	207
56-60	259
61-65	243
66-70	108
>=71 Years	55
<b>Grand Total</b>	<b>1848</b>

Chair John Goulston Chief Executive Mairead McCormick

Trust HQ The Oast, Unit D, Hermitage Court, Hermitage Lane, Barming, near Maidstone, Kent ME16 9NT

<b>Ethnicity</b>	<b>Headcount</b>
A White - British	1112
B White - Irish	24
C White - Any other White background	61
E Mixed - White & Black African/Any other mixed background	30
H Asian or Asian British - Indian	54
J Asian or Asian British - Pakistani	10
L Asian or Asian British - Any other Asian background	9
M Black or Black British - Caribbean	15
N Black or Black British - African	90
PD Black British/Black Nigerian	8
S Any Other Ethnic Group/Filipino	22
Unspecified/Not Stated	413
<b>Grand Total</b>	<b>1848</b>

**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.**

223 different agency workers have been used in the last 6 months.

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

We do not directly employ any worker via an agency and we do not have any supplier listed that has a zero hours contract.

**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?**

<b>Gender</b>	<b>Headcount</b>
Female	6209
Male	928
<b>Grand Total</b>	<b>7137</b>

<b>Age Band</b>	<b>Headcount</b>
<=20 Years	44
21-25	333
53	563
31-35	776
36-40	798
41-45	907

46-50	896
51-55	948
56-60	974
61-65	634
66-70	190
>=71 Years	74
<b>Grand Total</b>	<b>7137</b>

<b>Ethnicity</b>	<b>Headcount</b>
A White - British	5186
B White - Irish	78
C White - Any other White background	279
E Mixed - White & Black African/Any other mixed background	112
H Asian or Asian British - Indian	227
J Asian or Asian British - Pakistani	27
K Asian or Asian British - Bangladeshi	22
L Asian or Asian British - Any other Asian background	60
M Black or Black British - Caribbean	53
N Black or Black British - African	308
P Black or Black British - Any other Black background	67
R Chinese	30
S Any Other Ethnic Group	49
Unspecified/Not Stated	639
<b>Grand Total</b>	<b>7137</b>

***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.***