FOI 1970

Date 24/02/2023

Dear Requester,

Thank you for your Freedom of Information request. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

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

The Trust does not directly employ staff on zero-hours contracts; the responses below relate to those registered to work on the Trust’s bank.

1. **How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figures according to:**
2. **sex: Male, Female, Other, Prefer not to say**

|  |  |  |
| --- | --- | --- |
| **Sex** |  | **Number** |
|  |  |  |
| Male |  | 630 |
|  |  |  |
| Female |  | 1,815 |
|  |  |  |
| Other |  | 0 |
|  |  |  |
| Prefer not to say |  | 0 |

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

|  |  |  |
| --- | --- | --- |
| **Age** |  | **Number** |
|  |  |  |
| <= 20 |  | 101 |
|  |  |  |
| 21 - 25 |  | 314 |
|  |  |  |
| 26 - 30 |  | 387 |
|  |  |  |
| 31 - 35 |  | 347 |
|  |  |  |
| 36 - 40 |  | 293 |
|  |  |  |
| 41 - 45 |  | 254 |
|  |  |  |
| 46 - 50 |  | 169 |
|  |  |  |
| 51 - 55 |  | 155 |
|  |  |  |
| 56 – 60 |  | 152 |
|  |  |  |
| 61 - 65 |  | 125 |
|  |  |  |
| 66 + |  | 148 |

1. **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**

|  |  |  |
| --- | --- | --- |
| 1. **Ethnic Group**
 |  | **Number** |
|  |  |  |
| White British |  | 778 |
|  |  |  |
| White Irish |  | 26 |
|  |  |  |
| White Gypsy or Irish Traveller |  | -- |
|  |  |  |
| Any other White Background |  | 140 |
|  |  |  |
| Mixed – White & Black Caribbean |  | 16 |
|  |  |  |
| Mixed – White & Black African |  | 12 |
|  |  |  |
| Mixed – White & Asian |  | 16 |
|  |  |  |
| Any other Mixed Background |  | 23 |
|  |  |  |
| Asian/Asian British – Indian |  | 262 |
|  |  |  |
| Asian/Asian British – Pakistani |  | 167 |
|  |  |  |
| Asian/Asian British – Bangladeshi |  | 61 |
|  |  |  |
| Any other Asian Background |  | 106 |
|  |  |  |
| Black/Black British – Caribbean |  | 80 |
|  |  |  |
| Black/Black British – African |  | 262 |
|  |  |  |
| Any other Black Background |  | 35 |
|  |  |  |
| Other – Filipino |  | 7 |
|  |  |  |
| Other - Arab |  | --- |
|  |  |  |
| Any Other Ethnic Group |  | 66 |
|  |  |  |
| Not Stated |  | 388 |

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

0 – 48 hours

1. **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?**

No

1. **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.**

None.

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

None.

1. **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?**

10,799

|  |  |  |
| --- | --- | --- |
| 1. **Sex**
 |  | **Number** |
|  |  |  |
| Male |  | 2462 |
|  |  |  |
| Female |  | 8337 |
|  |  |  |
| Other |  | 0 |
|  |  |  |
| Prefer not to say |  | 0 |

|  |  |  |
| --- | --- | --- |
| 1. **Age**
 |  | **Number** |
|  |  |  |
| <= 20 |  | 182 |
|  |  |  |
| 21 - 25 |  | 973 |
|  |  |  |
| 26 - 30 |  | 1,484 |
|  |  |  |
| 31 - 35 |  | 1,623 |
|  |  |  |
| 36 - 40 |  | 1,293 |
|  |  |  |
| 41 - 45 |  | 1,244 |
|  |  |  |
| 46 - 50 |  | 1,115 |
|  |  |  |
| 51 - 55 |  | 975 |
|  |  |  |
| 56 – 60 |  | 987 |
|  |  |  |
| 61 - 65 |  | 599 |
|  |  |  |
| 66 + |  | 324 |

|  |  |  |
| --- | --- | --- |
| 1. **Ethnic Group**
 |  | **Number** |
|  |  |  |
| White British |  | 4,220 |
|  |  |  |
| White Irish |  | 105 |
|  |  |  |
| White Gypsy or Irish Traveller |  | --- |
|  |  |  |
| Any other White Background |  | 710 |
|  |  |  |
| Mixed – White & Black Caribbean |  | 77 |
|  |  |  |
| Mixed – White & Black African |  | 43 |
|  |  |  |
| Mixed – White & Asian |  | 72 |
|  |  |  |
| Any other Mixed Background |  | 80 |
|  |  |  |
| Asian/Asian British – Indian |  | 1,628 |
|  |  |  |
| Asian/Asian British – Pakistani |  | 579 |
|  |  |  |
| Asian/Asian British – Bangladeshi |  | 249 |
|  |  |  |
| Any other Asian Background |  | 573 |
|  |  |  |
| Black/Black British – Caribbean |  | 323 |
|  |  |  |
| Black/Black British – African |  | 851 |
|  |  |  |
| Any other Black Background |  | 98 |
|  |  |  |
| Other – Filipino |  | 90 |
|  |  |  |
| Other - Arab |  | --- |
|  |  |  |
| Any Other Ethnic Group |  | 388 |
|  |  |  |
| Not Stated |  | 713 |

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 Yours sincerely,

 *FOI Officer*

 Bedfordshire Hospitals NHS Foundation Trust