

17 February 2023



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Dear [REDACTED]

Re: Freedom of Information request ref CA205

Thank you for your request for information received on 27 January 2023. The response is given below:

Request

For clarification:

- By zero hours contract, I refer to the definition provided by section 27A of the Employment Rights Act 1996: "a contract for employment or other worker's contract under which
 - the undertaking to or perform work or services is an undertaking to do so conditionally on the employer making work available or services available to the worker, and
 - there is no certainty that any such work or services will be made available to the worker."
- 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, which can be topped up by more hours if available.

Question 1

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

Answer 1

We do not use zero hours contracts or use contracts or have arrangements meeting the above legal definition of zero hours contracts.

Question 2

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:
 - White - English/Welsh/Scottish/Northern Irish/British Irish
 - White - Gypsy or Irish Traveller
 - White - any other background
 - Asian or Asian British - Indian

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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

Answer 2

We have no employees on zero hours contracts

Question 3

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

Answer 3

We have no employees on zero hours contracts

Question 4

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?

Answer 4

We do not have a zero hour's policy.

Question 5

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.

Answer 5

We have no workers/employees currently indirectly employed on zero hours contracts via agencies, contractors or sub-contractors.

Question 6

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

Answer 6

We have no workers/employees currently directly employed on minimum hours contracts or via agencies, contractors or sub-contractors.

Question 7

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.

Answer 7

We currently employ 94 people. See breakdown of gender in Table 1 and breakdown of age in Table 2. We don't capture data based on declared ethnicity as requested. I have provided Table 3 which is the data we do collect.

Table 1

GENDER	
Male	39
Female	55

Table 2

AGE	
under 25	5
Age 25 – 54	74
55 and over	15

Table 3

Declared Ethnicity	Count	Percentage
White - British/English/Scottish/Welsh	75	79.79%
Black or Black British - African	2	2.13%
White - any other white background	7	7.45%
Black or Black British - Caribbean	3	3.19%
Asian or Asian British - Indian	4	4.26%
Asian or Asian British – Pakistani	1	1.06%
Asian or Asian British – Persian	0	0.00%
White - Irish	0	0.00%
Other ethnic group	1	1.06%
Not provided	1	1.06%
TOTAL	94	100.00%



I hope this information is helpful but if you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review, you should write to us via our contact us email address: democratic.services@cambridgeshirepeterborough-ca.gov.uk or write a letter to Complaints, Cambridgeshire and Peterborough Combined Authority, 2nd Floor, Pathfinder House, St Mary's Street, Huntingdon, Cambs PE29 3TN within 40 days of the date of this e-mail.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, or via their website: <https://ico.org.uk/>

Generally, the ICO will not undertake a review or make a decision on a request until the internal review process has been completed.

Yours sincerely



Sue Hall
Acting Data Protection Officer



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