



**Information Governance Team**

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22 February 2023

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)**

**Request ID: FOI481673883**

Thank you for your request for information relating to Zero Hours Contracts.

You have requested the following information:

**I write to request information about your use of zero hours contracts in the tax year 2022/2023 under the Freedom of Information Act 2000.**

**We are aware that we sent you a similar request for the data on zero hours contract in 2020/2021. We are now interested to know whether this data has changed and some of the questions are different.**

**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.**

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

**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**

**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**

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

**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?**

**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.**

In response to Questions 1 to 5, we confirm that Coventry City Council has no zero-hours contracts in place with any of our employees within the tax year 2022/2023, therefore the responses are all not applicable.

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

We confirm we do not employ any of our staff on minimum hours contracts.

We currently have a total of 68 staff at the Council who were employed via agencies.

**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.**

In response to your request, we confirm the information you requested falls under the exemption(s) in Section 21 of the Freedom of Information Act 2000, which relates to 'information reasonably

accessible to the applicant by other means.’

The exemption applies as the information is published and publicly available to view by accessing the Council website, please use the following link:

<https://www.coventry.gov.uk/downloads/file/39158/coventry-city-council-workforce-profile-headline-figures-2021-2022>

The supply of information in response to a FOI request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [icocasework@ico.org.uk](mailto:icocasework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours faithfully

**Information Governance**