

London Borough of Barnet  
2 Bristol Avenue,  
Colindale,  
London, NW9 4EW  
5 December 2022  
Our ref: 8577076

Thank you for your request received on 31 October 2022, for the following information:

**I am writing to request information about what policies your organisation has in place and measures it takes, in relation to the following**

- \* Does your organisation have a formal policy in-place for ensuring your directly employed staff are not in, in-work poverty?**
- \* Does your organisation employ temporary staff?**
- \* If so, what proportion of the workforce are temporary staff?**
- \* Does your organisation have a formal policy or policies in-place to minimize the proportion of the workforce that is made up of temporary staff?**
- \* Does your organisation pay at least the London Living Wage to all its staff ie those both directly employed and temporary?**
- \* Which of the following measures, if any, does your organisation have in-place for all its permanent full-time staff?**
- \* Which of the following measures, if any, does your organisation have in-place for all its permanent part-time staff?**
- \* Which of the following measures, if any, does your organisation have in-place for all its temporary staff?**
  - o Help with travel costs**
  - o Debt support/ advice**
  - o Support for mental health**
  - o Support for physical health**
  - o Subsidized training courses**
  - o Cycle to work schemes**
  - o Trade Union recognition**
  - o Formal procedures for consulting staff about organisational decisions**
  - o Maternity pay above statutory levels**
  - o Paternity leave pay**
  - o Pension contributions for staff above the statutory minimum**
  - o Staff discount scheme**
  - o Savings scheme**
  - o Wages advance facility**
  - o Private medical insurance**
- \* Does your organisation procure, from private suppliers, goods and/ or services required for its internal functioning?**
- \* Does your organisation have procurement policies in-place which ensure that those working for entities supplying goods and/ or services to it, are not in, in-work poverty?**
- \* Does your organisation have procurement policies in-place which require the entities supplying goods and/ or services to it, to pay those workers employed**

by those suppliers and delivering such goods and/ or services, (at least) the London Living Wage?

**\* Does your organisation have procurement policies in-place which require the entities supplying goods and/ or services to it, to ensure the workers employed by those suppliers and delivering those goods and/ or services, are employed on permanent full-time contracts?**

**\* Does your organisation require (in contractual terms and conditions) the entities supplying goods and/ or services to it, limit the proportion of workers they have delivering such goods and/ or services that are on temporary contracts?**

**\* Does your organisation have arrangements in place for procuring services for the public, that your institution is under a duty to provide, from private suppliers?**

**\* Does your organisation have procurement policies in-place which aim to ensure that those people working for entities supplying services to the public on a contracted-out basis on your institutions behalf, are not in, in-work poverty?**

**\* Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, to pay the workers that they have delivering such services, at least the London Living Wage?**

**\* Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, to ensure they employ all those workers that are delivering such services, on permanent full-time contracts?**

**\* Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, limit the proportion of workers they have delivering such services that are on temporary contracts?**

We have processed this request under the Freedom of Information Act 2000.

## **Response**

The council holds the information requested and the answers to your questions are below.

***I am writing to request information about what policies your organisation has in place and measures it takes, in relation to the following***

***\* Does your organisation have a formal policy in-place for ensuring your directly employed staff are not in, in-work poverty?***

No

***\* Does your organisation employ temporary staff?***

Yes

***\* If so, what proportion of the workforce are temporary staff?***

About 11% are agency staff.

***\* Does your organisation have a formal policy or policies in-place to minimize the proportion of the workforce that is made up of temporary staff?***

No

***\* Does your organisation pay at least the London Living Wage to all its staff ie those both directly employed and temporary?***

See Pay Policy via [AGENDA ITEM: \(moderngov.co.uk\)](https://www.moderngov.co.uk)

***\* Which of the following measures, if any, does your organisation have in-place for all its permanent full-time staff?***

All the below marked Yes.

***\* Which of the following measures, if any, does your organisation have in-place for all its permanent part-time staff?***

All the below marked Yes.

***\* Which of the following measures, if any, does your organisation have in-place for all its temporary staff?***

Only ones applicable under Agency Worker Regulations. Any directly employed fixed term worker has the same entitlement as permanent staff.

- o Help with travel costs*** - Yes, season ticket loan
- o Debt support/ advice*** - Yes
- o Support for mental health*** - Yes
- o Support for physical health*** - Yes
- o Subsidized training courses*** - Yes
- o Cycle to work schemes*** - Yes
- o Trade Union recognition*** - Yes
- o Formal procedures for consulting staff about organisational decisions*** - Yes
- o Maternity pay above statutory levels*** - Yes
- o Paternity leave pay*** - Yes
- o Pension contributions for staff above the statutory minimum*** - Yes
- o Staff discount scheme*** - Yes
- o Savings scheme*** - Yes
- o Wages advance facility*** - No
- o Private medical insurance*** - No

***\* Does your organisation procure, from private suppliers, goods and/ or services required for its internal functioning?***

Yes

***\* Does your organisation have procurement policies in-place which ensure that those working for entities supplying goods and/ or services to it, are not in, in-work poverty?***

London Borough of Barnet has to procure in accordance with the Public Contract Regulations 2015 which does not differentiate between type of supplier private or public. As appropriate we can seek clarity on employment terms of a supplier, however it is not for London Borough of Barnet to determine a supplier's employment T&Cs or operating model as to whether staff are permanent/ temporary, it is whether the workforce are able to service the contract requirement which does not determine a specific operating model.

London Borough of Barnet has a social value policy and sustainability strategy, and appropriate tenders will have regard to clarifying in-work poverty.

***\* Does your organisation have procurement policies in-place which require the entities supplying goods and/ or services to it, to pay those workers employed by those suppliers and delivering such goods and/ or services, (at least) the London Living Wage?***

London Borough of Barnet has to procure in accordance with the Public Contract Regulations 2015 which does not differentiate between type of supplier private or public. As appropriate we can seek clarity on employment terms of a supplier, however it is not for London Borough of Barnet to determine a supplier's employment T&Cs or operating model as to whether staff are permanent/ temporary, it is whether the workforce are able to service the contract requirement which does not determine a specific operating model.

London Borough of Barnet tenders have regard to the London Living Wage as appropriate.

***\* Does your organisation have procurement policies in-place which require the entities supplying goods and/ or services to it, to ensure the workers employed by those suppliers and delivering those goods and/ or services, are employed on permanent full-time contracts?***

London Borough of Barnet has to procure in accordance with the Public Contract Regulations 2015 which does not differentiate between type of supplier private or public. As appropriate we can seek clarity on employment terms of a supplier, however it is not for London Borough of Barnet to determine a supplier's employment T&Cs or operating model as to whether staff are permanent/ temporary, it is whether the workforce are able to service the contract requirement which does not determine a specific operating model.

London Borough of Barnet tenders have regard to clarifying employment terms and conditions as appropriate.

***\* Does your organisation require (in contractual terms and conditions) the entities supplying goods and/ or services to it, limit the proportion of workers they have delivering such goods and/ or services that are on temporary contracts?***

London Borough of Barnet has to procure in accordance with the Public Contract Regulations 2015 which does not differentiate between type of supplier private or public. As appropriate we can seek clarity on employment terms of a supplier, however it is not for London Borough of Barnet to determine a supplier's employment T&Cs or operating model as to whether staff are permanent/ temporary, it is whether the workforce are able to service the contract requirement which does not determine a specific operating model.

***\* Does your organisation have arrangements in place for procuring services for the public, that your institution is under a duty to provide, from private suppliers?***

London Borough of Barnet has to procure in accordance with the Public Contract Regulations 2015 which does not differentiate between type of supplier private or public. As appropriate we can seek clarity on employment terms of a supplier, however it is not for London Borough of Barnet to determine a supplier's employment T&Cs or operating model as to whether staff are permanent/ temporary, it is whether the workforce are able to service the contract requirement which does not determine a specific operating model.

***\* Does your organisation have procurement policies in-place which aim to ensure that those people working for entities supplying services to the public on a contracted-out basis on your institutions behalf, are not in, in-work poverty?***

London Borough of Barnet has to procure in accordance with the Public Contract Regulations 2015 which does not differentiate between type of supplier private or public. As appropriate we can seek clarity on employment terms of a supplier, however it is not for London Borough of Barnet to determine a supplier's employment T&Cs or operating model as to whether staff are permanent/ temporary, it is whether the workforce are able to service the contract requirement which does not determine a specific operating model.

London Borough of Barnet has a social value policy and sustainability strategy, and tenders will have regard to clarifying in-work poverty where appropriate.

***\* Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, to pay the workers that they have delivering such services, at least the London Living Wage?***

Yes, London Borough of Barnet tenders have regard to delivery of the London Living Wage as appropriate.

***\* Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, to ensure they employ all those workers that are delivering such services, on permanent full-time contracts?***

London Borough of Barnet tenders have regard to clarifying employment terms and conditions as appropriate.

***\* Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, limit the proportion of workers they have delivering such services that are on temporary contracts?***

London Borough of Barnet tenders have regard to clarifying employment terms and conditions as appropriate.

## **Further information**

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

## **Advice and Assistance: Direct Marketing**

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link [www.ico.org.uk](http://www.ico.org.uk)

**For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.**

## **Your rights**

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: [foi@barnet.gov.uk](mailto:foi@barnet.gov.uk). Or by post to Records & Information Management Service, Assurance Group, London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website [www.ico.org.uk](http://www.ico.org.uk)). There is no charge for making an appeal.