



**General Purposes Committee**  
17<sup>th</sup> November 2022

**Report from Corporate Director  
of Governance**

**Zero Hours Justice Campaign**

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open.
<b>No. of Appendices:</b>	None
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Martin Williams Head of Human Resources 020 8937 3209 <a href="mailto:Martin.Williams@brent.gov.uk">Martin.Williams@brent.gov.uk</a>

**1.0 Purpose of the Report**

- 1.1 To provide the Committee with information on the Zero Hours Justice Campaign following Council's decision to support it.

**2.0 Recommendations**

- 2.1 The Committee, if satisfied, is recommended to support the Council's application to become a Silver Member of the campaign.

**3.0 Detail**

- 3.1 At a meeting of Council on 11<sup>th</sup> July 2022 Councillors accepted a motion that the Council become a supporter of the Zero Hours campaign. Subsequent to that decision, a meeting took place between Councillors, Officers and a representative of the Zero Hours Justice organisation to explore how the Council might become a member.
- 3.2 The campaign was founded and funded by philanthropist, Julian Richer, the founder of Richer Sounds and several social justice campaigns and the Good

Business Charter and has been endorsed by the TUC.

- It provides free help and support for Zero Hours workers who cannot access advice anywhere else.
- There is a helpline to provide free help and support.
- The campaign has an Accreditation Scheme to recognise employers who either do not use Zero Hours Contracts at all, or, if they do, implement them in a more ethical and responsible way.

3.3 There are three levels of accreditation: Gold, Silver and a Fairer Hours Employer. The criteria is set out below:

- **Gold - No Zero Hours Gold Employer**
  - Do not and will not employ anyone directly on a zero hours contract
  - Do not and will not employ anyone indirectly on a zero hours contract via any third party contractor or agency. This applies to third parties that provide workers (for example temporary staff, cleaners etc.)
- **Silver - No Zero Hours Silver Employer**
  - Do not and will not employ anyone directly on a zero hours contract
  - Commit to actively encourage any third-party contractors, providers or agencies to phase out the use of zero hours contracts in any services they provide (for example cleaners provided through a contractor or agency etc.)
- **Fairer Hours Employer**
  - Schedule shifts for zero hours workers with at least two weeks' notice;
  - Pay workers in full for shifts cancelled at less than two weeks' notice;
  - Give workers the right to request a fixed hours contract at any time;
  - Review actual hours worked annually and initiate a supportive conversation with every worker with a view to providing a contract at or close to the hours actually worked as soon as you are able.
  - This mirrors the "Fairer Hours" standards of the Good Business Charter, accepted and endorsed by both the TUC and the CBI.

3.4 The Council meets the criteria to be a Silver Employer and during informal discussions with Councilors, the representative of Zero Hours Justice confirmed that to be the case. They also reassured Councilors that where the Council required specialist workers at short notice and without a clear end date that would be within the spirit of the accreditation.

## 4 Conclusion

4.1 The Council prides itself as a good employer and evidence from the recent staff survey underpins that position. Applying for accreditation with Zero Hours Justice would reinforce that position to those outside the Council.

## 5.0 Financial Implications

5.1 There are no financial implications to accepting the recommendations in this report.

## 6.0 Legal Implications

6.1 There are no legal implications to accepting the recommendations in this report.

## **7.0 Equality Implications**

7.1 The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have “due regard” to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a “protected characteristic” and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

7.2 Having due regard involves the need to enquire into whether and how a proposed decision disproportionately affects people with a protected characteristic and the need to consider taking steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it. This includes removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic.

7.3 There are currently no equality implications for the proposed policy and process change.

## **8.0 Human Resources Implications (if appropriate)**

8.1 The HR implications are covered in the body of this report.

## **9.0 Consultation with Ward Members and Stakeholders**

9.1 None

**Report sign off:**

**Debra Norman**

Corporate Director Governance