Further to your Information request FOI66043 please find your questions and our responses below:

1. Does the council have a policy to pay all staff at least the Living Wage of £7.65 per hour? If not, is such a policy in line to be introduced? RBWM – no policy and no plans to introduce one.

2. If the answer to 1) is ‘yes’, does this policy extend to companies contracted by the council to provide services?

3. If the answer to 1) is ‘yes’, does this policy extend to casual and temporary staff?

4. What percentage of overall council staff (FTE and headcount if possible) are female? RBWM – see attached

5. What percentage of overall council staff (FTE and headcount if possible) are from an ethnic minority? Please break this down by specific ethnicity if possible RBWM – see attached

6. Are adult social care staff who conduct home visits (to service users) routinely paid for travel time to and from those locations? RBWM - yes

7. How many council staff (headcount and FTE) are currently paid the National Minimum Wage? If possible, please provide the figure broken down by (first) directorate, (second) gender, and (third) ethnicity/BME status RBWM – no staff are paid the national minimum wage of £6.31 per hour.

8. To the council’s knowledge, how many council staff (headcount and FTE) are currently paid below the Living Wage of £7.65 per hour? If possible, please provide the figure broken down by (first) directorate, (second) gender, and (third) ethnicity/BME status RBWM – see attached

Please note that the £7.65 Living Wage, paid 40 hours a week and 52 weeks a year, would equate to an annual salary of £15,912.

This request includes school staff directly employed by the council, but not school staff employed by schools. RBWM - noted

This request refers to staff who work for the council directly under any arrangement – permanent, short-term, casual/”zero hours” – and not to staff working for companies contracted by the council to provide services
(except question 2). “BME status” means whether someone is recorded as being from an ethnic minority (a yes-no binary, as opposed to providing data for specific ethnicities). RBWM – in relation to question 7, please note the number of staff (677) includes 345 casual workers currently on the payroll. The nature of casual workers is that they are recruited and then may or may not work during the year. They carry no FTE value.

For questions seven and eight, the triple-breakdown of data depends on how the information is recorded by the council, but the preference is for the data to be first broken down by directorate, then broken down by gender within each directorate, and then broken down by recorded ethnicity (or simple BME status) within each gender within each directorate. It is accepted that depending on how the data is recorded, councils may only be able to provide the data separately – broken down by directorate across the council, broken down by gender across the whole council (not within each directorate), and broken down by ethnicity across the whole council. RBWM – see attached.

If you are unhappy with the information we have provided in response to your request please write to:

Information Management Team Manager
Royal Borough of Windsor & Maidenhead
Town Hall, St Ives Road
Maidenhead
SL6 1RF

or send an e-mail to martin.tubbs@rbwm.gov.uk

We are proud to be one of the leading authorities in England for consistently responding to information requests within the 20 working days set down by statute. Information about our performance and summaries of requests received can be found on our website:

http://www.rbwm.gov.uk/web/foi_information_requests.htm

We are keen to hear about your experience with the Information Management Team here at the Royal Borough of Windsor & Maidenhead and look forward to receiving any comments you have about the way your information request was processed.

Please send any feedback to the Information Management Team Manager either by e-mail martin.tubbs@rbwm.gov.uk or in writing to the address above.
Yours sincerely

David Davies
Information Management Officer
Legal Department
Corporate Directorate
Royal Borough of Windsor & Maidenhead
Town Hall, St.Ives Road
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