



Homes  
England

Date: 17 May 2023

Our Ref: RFI4317

Tel: 0300 1234 500

Email: [infogov@homesengland.gov.uk](mailto:infogov@homesengland.gov.uk)

██████████  
By Email Only

Information Governance Team  
Homes England  
Windsor House – 6<sup>th</sup> Floor  
50 Victoria Street  
London  
SW1H 0TL

Dear ██████████

**RE: Request for Information – RFI4317**

Thank you for your request for information which was processed in accordance with the Freedom of Information Act 2000 (FOIA).

You requested the following information:

1. *How many colleagues were employed on;*
  - a. *31 Mar 19*
  - b. *31 Mar 22*
  - c. *31 Mar 23*
2. *How many colleagues were on a ARA related to job roles, exclude ARAs with established general functions such as First Aiders, Fire Wardens, Mental Health First Aiders etc.*
  - a. *As at the 31 Mar 19*
    - i. *How many were Female*
    - ii. *How many were Male*
  - b. *As at the 31 Mar 22*
    - i. *How many were Female*
    - ii. *How many were Male*
  - c. *As at the 31 Mar 23*
    - i. *How many were Female*
    - ii. *How many were Male*
3. *How many colleagues were on Market Supplement;*
  - a. *As at the 31 Mar 19*
    - i. *How many were Female*
    - ii. *How many were Male*
  - b. *As at the 31 Mar 22*
    - i. *How many were Female*

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- ii. *How many were Male*
- c. *As at the 31 Mar 23*
- i. *How many were Female*
- ii. *How many were Male*
- 4. *How many colleagues were on Market Supplement & an ARA related to their job role;*  
*See Q2 for definition of ARA.*
- a. *As at the 31 Mar 19*
- i. *How many were Female*
- ii. *How many were Male*
- b. *As at the 31 Mar 22*
- i. *How many were Female*
- ii. *How many were Male*
- c. *As at the 31 Mar 23*
- i. *How many were Female*
- ii. *How many were Male*
- 5. *As at the 31 Mar 23 how many colleagues are on a Fix Term contract?*
- i. *How many were Female*
- ii. *How many were Male*
- a. *How many of these colleagues were on ARAs related to job roles?*  
*See Q2 for definition of ARAs*
- i. *How many were Female*
- ii. *How many were Male*
- b. *How many of these Colleagues were on Market Supplements*
- i. *How many were Female*
- ii. *How many were Male*
- c. *How many of these colleagues were on ARAs & market Supplements*  
*See A2 for definition of ARAs*
- i. *How many were Female*
- ii. *How many were Mail*
- 6. *As at the 31 Mar 23 how many posts were vacant.*
- a. *What is this break down for this, how many were Permanent, how many were Fix Term etc.*

## Response

We can confirm that we do hold the requested information. However, we rely on Section 40(2) of the FOIA to withhold some of the information from disclosure.

### Section 40 – Personal information

We are withholding some information from disclosure on the grounds that it constitutes third party personal data and therefore engages section 40(2) of the FOIA. Some of the requested information contains information about less than 10 individuals. Although it is not possible to identify the individuals directly from



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this information, we consider that the individuals are indirectly identifiable, as this information could be paired with other available information that would enable their identification. This would breach one or more of the data protection principles.

Section 40 is an absolute exemption which means that we do not need to consider the public interest in disclosure. Once it is established that the information is personal data of a third party and release would breach one or more of the data protection principles, then the exemption is engaged.

The full text in the legislation can be found on the following link:

<https://www.legislation.gov.uk/ukpga/2000/36/section/40>

## Advice and Assistance

We have a duty to provide advice and assistance in accordance with Section 16 of the FOIA. To comply with this duty we are able to confirm that where there are less than 10 individuals in the data set, we have recorded the figure as <10.

We will address each question in turn.

### 1. How many colleagues were employed on; a.31 Mar 19, b.31 Mar 22, c. 31 Mar 23

Date	Number of employees
31 March 2019	921
31 March 2022	1321
31 March 2023	1310

### 2. How many colleagues were on a ARA related to job roles, exclude ARAs with established general functions such as First Aiders, Fire Wardens, Mental Health First Aiders etc: As at the 31 Mar 19 i. How many were Female ii. How many were Male b. As at the 31 Mar 22 i. How many were Female ii. How many were Male c. As at the 31 Mar 23 i. How many were Female ii. How many were Male

Date	Number of employees	
	Female	Male
31 March 2019	32	35
31 March 2022	69	51
31 March 2023	90	60



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3. How many colleagues were on Market Supplement; a. As at the 31 Mar 19 i. How many were Female ii. How many were Male b. As at the 31 Mar 22 i. How many were Female ii. How many were Male c. As at the 31 Mar 23 i. How many were Female ii. How many were Male

Date	Number of employees	
	Female	Male
31 March 2019	<10	13
31 March 2022	<10	15
31 March 2023	<10	15

4. How many colleagues were on Market Supplement & an ARA related to their job role; a. As at the 31 Mar 19 i. How many were Female ii. How many were Male b. As at the 31 Mar 22 i. How many were Female ii. How many were Male c. As at the 31 Mar 23 i. How many were Female ii. How many were Male

Date	Number of employees	
	Female	Male
31 March 2019	<10	0
31 March 2022	<10	0
31 March 2023	0	0

5. As at the 31 Mar 23 how many colleagues are on a Fix Term contract? i. How many were Female ii. How many were Male

Date	Number of employees	
	Female	Male
31 March 2019	26	41
31 March 2022	52	50
31 March 2023	47	42

5a. How many of these colleagues were on ARAs related to job roles? i. How many were Female ii. How many were Male

Date	Number of employees	
	Female	Male
31 March 2019	0	0
31 March 2022	<10	0
31 March 2023	0	<10



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5b. How many of these Colleagues were on Market Supplements i. How many were Female ii. How many were Male

Date	Number of employees	
	Female	Male
31 March 2019	0	<10
31 March 2022	0	<10
31 March 2023	<10	<10

5c. How many of these colleagues were on ARAs & market Supplements i. How many were Female ii. How many were Male

Date	Number of employees	
	Female	Male
31 March 2019	0	0
31 March 2022	0	0
31 March 2023	0	0

6. As at the 31 Mar 23 how many posts were vacant. a. What is this break down for this, how many were Permanent, how many were Fix Term etc.

Date	Number of vacant posts	
	Permanent	Fixed Term
31 March 2023	332	157

## Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled, you may request an internal review. You can request an internal review by writing to Homes England via the details below, quoting the reference number at the top of this letter.

Email: [infogov@homesengland.gov.uk](mailto:infogov@homesengland.gov.uk)

The Information Governance Team  
Homes England – 6<sup>th</sup> Floor  
Windsor House  
50 Victoria Street  
London  
SW1H 0TL



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Your request for review must be made in writing, explain why you wish to appeal, and be received within 40 working days of the date of this response. Failure to meet this criteria may lead to your request being refused.

Upon receipt, your request for review will be passed to an independent party not involved in your original request. We aim to issue a response within 20 working days.

You may also complain to the Information Commissioner's Office (ICO) however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link:

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,

**The Information Governance Team**  
For Homes England