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Our ref: 4275927

24 October 2020

Dear Sir / Madam

Freedom of Information request

We hereby make a request for information pursuant to section 1 of the Freedom of Information Act 2000. Specifically, we request that you please confirm whether you hold the information listed below, and if so, that you please communicate to us the information listed below:

1. The total number of: (a) private hire drivers and (b) couriers, included in the National Minimum Wage Low Pay Commission Report 2019 ("the Report"); including a breakdown of the results by reference to the drivers'/couriers': (c) ethnicity, (d) gender and (e) primary and secondary (where applicable) nationality.
2. The total number of: (a) private hire drivers and (b) couriers, reported or categorised in the Report as self-employed (independent contractors); including a breakdown of the results by reference to the /drivers'/couriers': (c) ethnicity, (d) gender and (e) primary and secondary (where applicable) nationality.
3. The total number of: (a) private hire drivers and (b) couriers, reported in the Report or categorised as employees and workers within the meaning of section 54(1) and section 54(3)(a) of the National Minimum Wage Act 1998, and section 230(1) and section 230(3)(a) of the Employment Rights Act 1996 (limb 'a' workers); including a breakdown of the results by reference to the drivers'/couriers': (c) ethnicity, (d) gender and (e) primary and secondary (where applicable) nationality.

4. The total number of: (a) private hire drivers and (b) couriers, reported in the Report or categorised as workers within the meaning of section 54(3)(b) of the National Minimum Wage Act 1998, and section 230(3)(b) of the Employment Rights Act 1996 (limb 'b' workers); including a breakdown of the results by reference to the drivers'/couriers': (c) ethnicity, (d) gender and (e) primary and secondary (where applicable) nationality.
5. Details of processes, safeguards, practices or customs used assess, determine and objectively verify the accuracy of data obtained for use in the Report to identify and/or conclude whether the employment status of any reported: (a) private hire driver and (b) courier, is misclassified.
6. Details of all arrangements, procedures, policies or customs applicable in the production of the Report where a: (a) private hire driver and (b) courier, engaged in a contractual relationship with a private hire operator/courier organisation and treated as self-employed, filed a legal claim against the respective private hire operator/courier organisation alleging misclassification of their employment status. Particularly where the respective private hire operator/courier organisation is similarly or equally engaged with a fleet of private hire drivers/couriers who may not have filed a legal claim against the respective private hire operator/courier organisation alleging misclassification of employment status.
7. Details of all arrangements, procedures, policies or customs used to identify and/or determine whether any actual or potential contraventions of the Equality Act 2010 (including direct or indirect discrimination) have or may be perpetrated by a private hire operator/courier organisation against its private hire driver(s)/courier(s), particularly such contraventions arising as a result of misclassification of the employment status of the driver(s)/courier(s).
8. For each reporting year between 2014 to 2020 ("the period"), the total number of: (a) private hire drivers and (b) couriers, identified for the purposes of the respective National Minimum Wage Low Pay Commission Report for the period, as having brought a legal claim against a private hire operator/courier organisation alleging misclassification of their employment status, where the legal claim: (c) was determined in favour of the private hire driver/courier and/or (d) is subject to appeal proceedings; including a breakdown of the results by reference of the private hire drivers'/couriers': (e) ethnicity, (f) gender and (g) primary and secondary (where applicable) nationality.

Yours faithfully,



Shareb Affiliates