

## Berneslai Homes - Freedom of Information 2025-2026: HR

742	09/05/2025	<p>1. How many assaults were reported against your council's housing staff in 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, and in the first quarter of 2025?</p> <p>2. For each of these years, how many of these assaults were verbal?</p> <p>3. For each of these years, how many of these assaults were physical?</p> <p>4. For each of these years, how many of these assaults were sexual?</p> <p>5. For each of these years, how many of these assaults involved abuse related to a protected characteristic/hate speech?</p>					
		Year	Total number of assaults	Number of verbal assaults	Number of physical assaults	Number of sexual assaults	Number of assaults involving a protected characteristic
		<b>2016</b>	39	37	2	0	Unrecorded
		<b>2017</b>	40	39	1	0	Unrecorded
		<b>2018</b>	43	42	1	0	Unrecorded
		<b>2019</b>	28	28	0	0	Unrecorded
		<b>2020</b>	38	38	0	0	Unrecorded
		<b>2021</b>	14	14	0	0	Unrecorded
		<b>2022</b>	16	15	1	0	Unrecorded
		<b>2023</b>	28	26	2	0	Unrecorded
		<b>2024</b>	18	18	0	0	0
		<b>2025 (January to March)</b>	14	13	1	0	0

768	17/07/2025	<p>Please could you provide the following details regarding your organisation's finance function:</p> <p><b>Structure of the Finance Team:</b></p> <ul style="list-style-type: none"> <li>• <b>A current organisational chart or breakdown of the finance team, including job titles and reporting lines.</b></li> <li>• <b>Total number of staff employed within the finance department (permanent, fixed-term, and interim).</b></li> <li>• <b>Grades or salary bands for finance roles (if available).</b></li> </ul> <p>Please find attached an organisational chart depicting structure of our finance team (detailing all positions within the finance team, and relating grades), and document detailing Berneslai Homes Pay Structure.</p> <p><b>Recruitment Activity:</b></p> <p><b>Details of any finance-related vacancies you have recruited to in the last 12 months, including job titles and contract type (permanent, fixed-term, or interim).</b></p> <p><b>Whether these vacancies were filled through:</b></p> <ul style="list-style-type: none"> <li>• <b>Direct advertisement</b></li> <li>• <b>Internal promotion</b></li> <li>• <b>Recruitment agency support (and if so, whether a preferred supplier list is in place).</b></li> </ul> <p>In the last 12 months Berneslai Homes have recruited a Finance Manager on an interim basis, this recruitment was engaged through recruitment agency support (a preferred supplier).</p> <p><b>Any planned or upcoming recruitment within the finance team over the next 6 months?</b></p>
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In the next 6 months Berneslai Homes anticipate recruiting:

- 1x Finance Manager
- 1x Finance Business Partner
- 1x Finance Assistant

784 21/08/2025

**1. Has the KPI incentive bonus (as outlined in Berneslai Homes' employee contracts) been paid to staff since 1st March 2020?**

Yes a bonus has been paid to craft operatives\* since March 2020 based upon the KPI bonus scheme.  
\*skilled trades within the Property Services Repairs Team

**2. If not, what payments were made in its place (e.g., "attendance allowance" or other substitutes), and under whose authority was this change implemented?**

N/A

**3. Please provide the total annual amount allocated to KPI bonuses for each year from 2019 to 2024.**

Financial Year	KPI scheme Budget Cost (£)
2019 – 2020	£459,330
2020 – 2021	£454,840
2021 – 2022	£431,270
2022 – 2023	£435,600
2023 – 2024	£453,601
2024 – 2025	£432,451

**4. Please provide the total amount actually paid out to staff under this KPI scheme for the same years.**

Financial Year	Total paid to staff* under KPI scheme (£)
2019 – 2020	£311,176.99
2020 – 2021	£269,839.31
2021 – 2022	£308,759.04
2022 – 2023	£309,403.06
2023 – 2024	£316,775.99

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2024 – 2025	£296,490.59
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\*Craft operatives

**5. Please confirm whether Berneslai Homes sought legal advice before altering or suspending contractual KPI bonus payments, and if so, please provide the date and source of this advice.**

Craft operative contracts state that they will be part of an incentive scheme. The KPI bonus scheme is locally agreed with Trade Union partners so there is no specific contractual bonus entitlements.

An agreement was made with trade unions to continue to pay KPI bonuses on an agreed average until the Dynamic Resource Scheduler was proving the predicted efficiencies.

785 21/08/2025

**Please confirm the total number of Berneslai Homes staff who have qualified for KPI bonuses in each year from 1st April 2020 to the present date.**

Month	Number of employees paid the KPI bonus (financial years)					
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
April	151	179	183	175	179	176
May	151	180	183	185	177	175
June	155	181	183	185	177	173
July	159	180	182	188	177	172
Aug	177	178	181	186	177	N/A
Sept	180	178	179	186	176	N/A
Oct	181	178	180	184	175	N/A
Nov	178	179	179	183	175	N/A
Dec	176	179	179	181	175	N/A
Jan	174	181	180	180	177	N/A
Feb	178	180	177	179	175	N/A
March	180	177	176	179	175	N/A

Please be advised the provided data is what we hold as of the time of your request.

**Please also confirm the number of staff who would have qualified but who have since left employment during this period (i.e., former employees still contractually entitled for any part of the period).**

Financial Year	Total number of staff* qualified for the scheme who left employment
2020 – 2021	12
2021 – 2022	29
2022 – 2023	12
2023 – 2024	21

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2024 – 2025	22
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\*Craft operatives

Please be advised the KPI Bonus scheme is calculated and paid monthly, therefore leavers would receive their full entitlement in their final salary.

**Please provide the total annual amount allocated for KPI bonuses for each of these years.**

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2024 – 2025	£432,451

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**If KPI bonuses have not been paid in full, please provide the total potential liability outstanding (i.e., the amount that would have been payable if all eligible staff received their contractual bonus entitlements).**

Craft operative contracts state that they will be part of an incentive scheme. The KPI bonus scheme is locally agreed with Trade Union partners so there is no specific contractual bonus entitlements.

<b>784</b>	<b>19/09/2025</b>	<p><b>1. Has the KPI incentive bonus (as outlined in Berneslai Homes’ employee contracts) been paid to staff since 1st March 2020?</b></p> <p>Yes a bonus has been paid to craft operatives* since March 2020 based upon the KPI bonus scheme.</p> <p>*skilled trades within the Property Services Repairs Team</p> <p><b>2. If not, what payments were made in its place (e.g., “attendance allowance” or other substitutes), and under whose authority was this change implemented?</b></p> <p>N/A</p>
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**834 08/10/2025 "Staff Guidance on Flags and Symbols"**

Exemption: **Section 14(1)**

**849 17/10/2025 "Hospitality and entertainment"**

**A) Entertainment / Functions / Hospitality (Berneslai Homes)**

**Annual totals for spend coded to entertainment, hospitality, functions, award/recognition events, stakeholder/tenant receptions, corporate events, etc.**

We have interpreted the request to cover events such as away days, room hire, gift cards for tenants and staff as part of awards and recognition, staff conferences, Pride of Barnsley donations, and other buffets associated with events. This also includes some hotel and travel costs where these can be directly linked to an event. However, it does not include all public transport costs, as these would be too difficult to attribute to individual events. Training costs and external conferences are excluded.

**B) Tea / Coffee / Biscuits / Staff Refreshments**

**Annual totals for tea, coffee, milk, sugar, biscuits, and general staff/meeting refreshments.**

We have included costs for tea, coffee, milk, biscuits, meeting refreshments, rental charges, and drinks machine supplies. Expenses for water coolers have not been included. Additionally, some buffet costs for meetings are captured under Section A, as these are considered part of a function or event.

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*This is for the period: 2019/20 to 2024/25, and 2025/26 year-to-date.*

		2020 £	2021 £	2022 £	2023 £	2024 £	2025 £	2026 £
<b>A</b>	<b>BH Total</b>	30,986	12,268	16,891	27,633	24,873	18,785	3,494
<b>B</b>	<b>BH Total</b>	9,004	1,830	5,193	6,613	9,132	9,173	3,018

Please note: The information provided is based on transactions identified to the best of the finance team's knowledge and our interpretation of the FOI request. While every effort has been made to ensure accuracy, the data may not be exhaustive. The figures were compiled from multiple general ledger codes and required manual review of transactions. Consequently, if this exercise were undertaken by another member of the Finance team, the totals could vary due to differences in interpretation. Please also note that figures for 2021 and 2022 are lower as the number of events and awards was reduced during the COVID-19 period.

867	17/11/2025	<b><u>"Fuel card, telematics, and reconciliation information"</u></b>
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Exemption: **Section 14(1)**

868	17/11/2025	<b><u>"Driver authorisation, vehicle use permissions, and commuting arrangements"</u></b>
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Exemption: **Section 14(1)**

872	17/11/2025	<b><u>"Telematics and Fuel Card - policies, breaches, logs"</u></b>
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Exemption: **Section 14(1)**

895	15/01/2026	<b><u>"Trade Qualifications, Multi Skilled Working and Standby Arrangements"</u></b>
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Exemption: **Section 14(1)**