

Local Labour Market (Area) Assessment and Analysis for Bromsgrove District Council

Supporting the Development of Floor Targets for Making
Equality and Diversity Improvements

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1. Introduction

Bromsgrove District Council commissioned The Centre for Local Policy Studies, Edge Hill University to carry out and develop a labour market assessment, for Bromsgrove within the context of the Equality Standard for Local Government.

It is intended therefore, that this assessment should support progress against the Equality Standard for Local Government targets for improving equality performance.

The report sets out a detailed analysis of local economic performance within Bromsgrove in order to support the development of floor targets to support the council's equality and diversity objectives. It is also intended that the analysis will support the council in developing an Improvement Plan for worklessness and wider economic indicators for the district.

The Assessment is structured as follows:

1. A contextual analysis is provided to show comparative data for Bromsgrove, the county area and for neighbouring districts. The categories used in this analysis are:
 - Demographic data
 - Enterprise – type and level
 - Skill levels
 - Workforce make-up
 - Levels of deprivation and indicators of deprivation other than employment
 - Employment deprivation
 - Educational attainment of school leavers at GCSE and A level

2. Economic indicators to inform the wider analysis has been based on the following data. Data has been brought together from a range of sources and details of this are provided in the summary attached at the appendices:
 - Workforce 'live-in' area
 - Connection to economic development
 - Main employment sources within BDC Area and outside of BDC boundary
 - Relationship to county council – e.g. educational attainments
 - Employment Deprivation
 - Enterprise
 - Employment trends and projections

- Demographic change
3. Finally, a more detailed analysis within Bromsgrove is made using ward based data to make comparisons.

2. The Equality Standard for Local Government

The Equality Standard for Local Government ('the standard') sets out a framework for

- Mainstreaming equality
- Helping authorities to meet their legal obligations under equality law, policy practice and Codes of Practice
- Integrate equality policies and objectives with the best value, corporate assessment and public sector audit requirements
- Over time, provide a framework for improving performance

The standard works over five levels and 4 'cross cutting' themes:

levels

- Level 1: Commitment to a comprehensive equality policy
- Level 2: Assessment & Consultation
- Level 3: Setting objectives and targets
- Level 4: Systematic monitoring of achievement
- Level 5: Substantial progress and achieving and reviewing outcomes

themes

- Leadership & Corporate Commitment
- Consultation, Community Involvement & Engagement & Scrutiny
- Service Delivery & Customer Care
- Employment and Training

The standard covers policy-making, service delivery and employment.

The Guidance states that :

'local authorities should use the Equality Standard to ensure that they address equality issues strategically and systematically'

Therefore there a number of requirements that are built into the standard framework for engaging with and understanding the needs of the local community and stakeholders from an equalities perspective.

For employment, the standard states:

‘...an authority as a minimum will need to see how its workforce (and the way jobs are allocated within it) compares with the profile of the local labour market area. It will also have to pay attention to issues of workforce profiles, job segregation and equal pay’.

At level one of the equality standard, the requirement is that an authority has made a firm commitment to an employment equality assessment of the local labour market area, workforce profiling and an equal pay review

At level two of the standard an authority must be engaged in an employment equality assessment of the local labour market area.

By level three of the standard, an authority has to show that it is able to and has set equality objectives for employment, workforce profiles, pay and service delivery based on impact and needs requirement assessments.

3. Statistical and evidential sources

This report describes and provides an analysis of the labour market for the Bromsgrove local authority area. A range of national, regional and local statistical sources are used, together with other supporting evidence where relevant or where this ‘adds-value’ to the overall context.

There is a wealth of availability of statistical data and analytical information at a national and regional level and in most cases at a local level. However, from a local level and below data becomes less reliable, often due to small sample sizes and different time frames within which the data is collected. The data samples used in this report are variable not only in relation to geographic availability, but become even more problematic when split across the equality strands of race, gender, disability, religion and belief, sexual orientation and age. This is particularly the case at a sub-regional or county level. Therefore in some cases national and regional data sources are used to supplement gaps in data. In addition, where relevant recommendations have been put forward for further research and forthcoming data or publications or that will support an ongoing development of the assessment.

In addition some data sources rely on projections, rather than actual quantitative research, and again this makes analysis of smaller areas problematic, particularly where there is a reliance on Census data.

4. Regional Context -The West Midlands

The West Midlands region is made up of the five counties of Herefordshire, Worcestershire, Shropshire, Staffordshire and Warwickshire. It has seven Metropolitan Borough's of Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton, as well as Telford & Wrekin and Stoke-on-Trent.

Bromsgrove lies within in the north of the county of Worcestershire and is positioned to the south west of region, close to the major city of Birmingham.

Figures obtained from the Office of National Statistics, shows the West Midlands region with :

- a total population of 5.4 million (9% of UK total)
- a population density that is highest for Birmingham at 1.1million
- member's of the Black and Minority Ethnic groups currently making up 10% of the total West Midlands population

Within the West Midlands there are significant differences in demography, where the rural counties tend to be under-represented in the younger age groups and over-represented in older age groups. These demographics place different demands on the areas education, health and social care services.

Whilst Birmingham and parts of the Black Country are densely populated, other areas such as Shropshire and Herefordshire are among the least populated. Both over and under density of population poses different challenges for community cohesion and building sustainable and cohesive communities.

Forecasts suggest that over the next 20 years, the West Midlands as a whole is set to experience fairly modest population growth¹. However, significant out-migration, particularly by young people, is predicted to be off-set by international in-migration which is expected to maintain the overall level of the population². This again has implications for education and health services, as well as changing labour markets for the region as a whole. However, Bromsgrove is one of the areas that has increased it's population, due mainly to inward migration from other areas within the region³. This supports the trend that migration into rural areas continues to increase. Between 1999 and 2004, Herefordshire, Warwick and Wychavon as well as Bromsgrove all experienced increased inward migration. Staffordshire, Worcestershire and Warwickshire, all border onto major

¹ ONS labour force statistics

² MKSM STEEP analysis report

³ Migration report – Worcs. County Council 1999-2004

urban conurbations and all increased populations through inward migration from surrounding areas.

Regional Deprivation

According to the 2004 Indices of Multiple Deprivation, over 26% of the West Midlands Super Output Areas (SOAs) are in the lowest quintiles. Of the 3,482 SOAs in the West Midlands 474 feature in the 10% of the most deprived in England – equating to 13.6% of the total number in the West Midlands, mainly located in major Urban areas⁴. The region has a disproportionate share of England's most deprived SOAs – this equates to approximately 710,000 people in the West Midlands region, living in the most deprived SOAs.

IMD 2004: % shares of deprivation by Region

Region	No. of SOAs	SOAs as % of England Total	No.of SOAs in 10% most deprived	Share of National 10% most deprived
East	3550	10.9%	73	2.2%
East Midlands	2732	8.4%	220	6.8%
London	4765	14.7%	462	14.2%
North East	1656	5.1%	355	10.9%
North West	4459	13.7%	920	28.3%
South East	5319	16.4%	77	2.4%
South West	3226	9.9%	95	2.9%
West Midlands	3842	10.7%	474	14.6%
Yorks.& Humber.	3293	10.1%	572	17.6%
England	32482	-	3248	-

19 Local Authority Districts in the West Midlands contain SOAs which feature in the national 10% most deprived areas, of which almost half are in Birmingham. Sandwell, Wolverhampton, Walsall, Stoke-on-Trent and Coventry also have significant number of their SOAs in the 10% most deprived. The Worcestershire region features as one of the areas with smaller pockets of deprivation in the Towns and rural areas.

⁴ Indices of Multiple Deprivation 2004 – an overview of the West Midlands data

27 out of 30 Primary Care Trusts (PCT's) in the West Midlands have SOAs that feature in the 10% most deprived in England. Some of the worst affected are located in some of the more rural areas of the region. One of these is located in the Bromsgrove and Redditch areas.

IMD 2004: SOAs with most health-related deprivation by District

Districts	No. Of SOAs in England's 10% most deprived	Total Number of SOAs in District/Region	Percentage of District's/Region's SOAs in England's 10% most
Stoke-on-Trent	69	160	43.1%
Birmingham	136	641	21.2%
Coventry	36	197	18.3%
Wolverhampton	27	158	17.1%
Newcastle-under-Lyme	8	81	9.9%
Walsall	14	169	8.3%
Sandwell	14	187	7.5%
Nuneaton and Bedworth	4	82	4.9%
Cannock Chase	2	60	3.3%
Telford and Wrekin	3	108	2.8%
Redditch	1	55	1.8%
Staffordshire Moorlands	1	59	1.7%
Worcester	1	61	1.6%
Dudley	2	202	1.0%
Solihull	1	133	0.8%
REGION	319	3482	9.2%

In terms of employment, just over 13% of England's most deprived SOAs are in the West Midlands. High levels of economic inactivity has a negative impact on the region as a whole and typically tends to be concentrated in Urban areas.

Income deprivation accounts for over 14% of SOAs in the West Midlands, with Birmingham accounting for just under half of these. However, there are smaller, but just as significant pockets of income deprivation in more rural areas of the region, notably in Worcester and Tamworth.

IMD 2004 – SOAs with most income related deprivation by District (West Midlands)

Districts	No. Of SOAs in England's 10% most deprived	Total Number of SOAs in District/Region	Percentage of District's/Region's SOAs in England's 10% most
Birmingham	231	641	37.9%
Stoke-on-Trent	34	160	30.0%
Sandwell	38	187	23.5%
Wolverhampton	43	158	21.5%
Coventry	31	197	17.3%
Walsall	32	169	17.2%
Solihull	11	133	7.5%
Dudley	15	202	5.9%
Telford & the Wrekin	11	108	4.6%
East Staffordshire	3	70	4.3%
Worcester	2	61	3.3%
Wyre Forest	2	65	3.1%
Herefordshire	2	116	2.5%
Newcastle-under-Lyme	2	81	2.5%
Nuneaton & Bedworth	3	82	2.4%
Tamworth	5	50	2.0%
Rugby	1	58	1.8%
Cannock Chase	1	60	1.7%
Stafford	1	80	1.7%
REGION	468	3482	13.4%

In terms of education and skills deprivation, nearly 18% of England's most deprived SOAs are located in the West Midlands. Only two other regions score higher, which are Yorkshire and Humber (21.6%) and the North West (20.1%). 579 SOAs in the West Midlands feature in the 10% most deprived SOAs in England –placing the West Midlands share of the national 10% most deprived at just under 18% (17.8%).

IMD 2004– SOAs with most education and skills-related deprivation by District

Districts	No. Of SOAs in England's 10% most deprived	Total Number of SOAs in District/Region	Percentage of District's/Region's SOAs in England's 10% most
Sandwell	78	187	41.7%
Stoke in Trent	55	160	34.4%
Walsall	55	169	32.5%
Wolverhampton	45	158	28.5%
Birmingham	155	641	24.2%
Cannock Chase	11	60	18.3%
Solihull	24	133	18.0%
Worcester	11	61	18.0%
Telford / Wrekin	19	108	17.6%
Nuneaton / Bedworth	14	82	17.1%
Redditch	9	55	16.4%
Tamworth	7	50	14.0%
Dudley	28	202	13.9%
Wyre Forest	9	65	13.8%
Coventry	27	197	13.7%
Newcastle-under-Lyme	11	81	13.6%
North Warwickshire	3	38	7.9%
East Staffordshire	5	70	7.1%
Shrewsbury & Atcham	4	61	6.6%
Staffordshire Moorlands	2	59	3.4%
Wychavon	2	78	2.6%
Malvern Hills	1	45	2.2%
Herefordshire	2	116	1.7%
Rugby	1	58	1.7%
Warwick	1	84	1.2%
REGION	579	3482	16.6%

The issues for the region in terms of employment, skills and training are significant. Recently available research⁵ shows that the region has the highest proportion of unqualified people of working age amongst the English regions. West Midlands firms employ the highest percentage of people with no qualifications than any other region, and the West Midlands as a region faces difficulty with retaining university graduates.

⁵ ONS labour force statistics/MKSM STEEP analysis/Worcestershire County Council economic analysis stats.

IMD 2004 – SOAs with most education and skills-related deprivation by LSC

Learning and Skills Councils	No. Of SOAs in England's 10% most deprived	Total Number of SOAs in District/Region	Percentage of District's/Region's SOAs in England's 10% most
Black Country	206	716	28.8%
Birmingham and Solihull	179	774	23.1%
Staffordshire	91	480	19.0%
Shropshire	23	169	13.6%
Coventry & Warwickshire	46	459	10.0%
Hereford & Worcestershire	34	420	8.1%

The focus of social enterprise in the region has been one of supporting those that are socially disadvantaged to gain employment opportunities or start up businesses. In addition, manufacturing which currently forms a major part of the West Midlands economy is set to decline with a predicted loss of almost 50,000 jobs.

Although still heavily reliant on manufacturing, the West Midlands has seen an increasing growth in the Service Industries. Birmingham also has the largest number of firms from the financial sector based there, outside of London. This has meant that the region is increasingly becoming reliant on skills that are in short supply⁶, notably:

- distribution, retail, hotel and catering industries – skill shortages
- transport and communications – recruitment and retention issues
- management and leadership – above average national average deficiencies

The West Midlands Economic Development Strategy recognises that the single greatest factor influencing productivity in the West Midlands region is the poor skills profile⁷. The Strategy aims to support the region's economic well being by addressing regeneration and social inclusion as key factors to improved economic success. The Strategy identifies that by increasing the regions employment rates from 72.7%, to nearer the national average of 74.1% would significantly reduce the current gap in regions per capita output, which currently stands at 92% of the national average.

⁶ MKSM STEEP analysis

⁷ West Midlands Economic Strategy – Consultation Draft May 2007

Bromsgrove District Council has an important role to play, both in meeting the region's challenges presented, and in order to take full advantage of its position and location within the West Midlands Region.

5. Bromsgrove – Overview

According to the latest estimates, Bromsgrove has a population of 91,500, which shows an increase of 4,400, from the earlier census data records of 90,700.

Bromsgrove is a mix of urban and rural landscapes, and benefits from good access to the motorway and railway networks.

The population had increased by 0.8% according to 2004 data, and is predicted to increase by a further 1% by the year 2010.

Predominantly, the highest concentration of employment in Bromsgrove is within the public administration, health, and education sectors. Close proximity to Birmingham, means that many residents commute to Birmingham. The highest concentrations of population are located in Bromsgrove Town and Wythall Town.

Economically, Bromsgrove compares favourably to its neighbouring districts, and according to the national Index of Multiple Deprivation, is one of the least deprived Districts, nationally. The District was affected by high profile economic set-backs, such as the closure of the Longbridge car plant which, until recently, led to higher unemployment. Unemployment levels for the Bromsgrove District are now one of the lowest for the region.

DEMOGRAPHY

The most up-to date data available from the Annual Population Survey (2005) shows that the resident population of Bromsgrove is 91,500. Females account for just over half of the resident population at 46,400.(51%) and Males number 44,100 (49%).

Total Population 2006

	Bromsgrove (number)	West Midlands (number)	Great Britain (number)
All People	91,600*	5,366,700	58,845,700
Males	45,100	2,639,700	28,840,600
Females	46,400	2,727,200	30,005,200

Source: NOMIS midyear* resident population estimates (2006)

In terms of working age population, Bromsgrove shows a slightly lower profile compared to the West Midlands and Great Britain, particularly for women.

Working Age Population - 2006

	Bromsgrove (number)	Bromsgrove (%)	West Midlands (%)	Great Britain (%)
All People	54,800	59.9	61.2	62.2
Males	29,000	64.3	65.1	66.1
Females	25,900	55.7	57.3	58.6

Source: NOMIS midyear population estimates (2006)

Working age includes Males aged 16-64 and Females aged 16-59

The age profile for Bromsgrove shows a higher proportion of older residents.

Age Range	Number (000's)	%
All	91.5	
Under 1	0.9	1%
1- 4	3.7	4%
5-9	5.4	6%
10-14	6.0	7%
15-19	5.8	6%
20-24	4.0	4%
25-29	4.0	4%
30-34	5.4	6%
35-39	7.1	8%
40-44	7.4	8%
45-49	6.6	7%
50-54	6.3	7%
55-59	6.8	7%
60-64	5.7	6%
65-69	4.7	5%
70-74	4.0	4%
75-79	3.2	3%
80-84	2.4	3%
85+	1.3	<2%
90+	0.7	<1%
Bromsgrove Total	91,500	

Source: ONS – 2005 mid yr estimates

The age profile for Bromsgrove supports an ageing population, with:

those aged 40 and under	= 46%
those aged 20 and under	= 24%
those aged 40+	= 52%
those aged over 60	= 21%
those aged over 75	= just under 9%

Population estimates show that the overall Ethnic Minority Population (EMP) for Bromsgrove is around 7%. Population trends show that the EMP has increased steadily in Bromsgrove. The largest rises in EMP between 2001 and 2004, are within the Indian, Pakistani and Black Caribbean groups. All other groups have shown no overall increases.

Resident Population Estimates by Ethnic Group (All Persons)
June 2004

	Bromsgrove (thousands)	West Midlands (thousands)
All Persons; All Ethnic Groups	90.7	5,334.0
All Persons; White: British	84.8	4,506.8
All Persons; White: Irish	0.9	68.6
All Persons; White: Other White	1.2	80.9
All Persons; Mixed: White and Black Caribbean	0.4	42.9
All Persons; Mixed: White and Black African	0.1	5.2
All Persons; Mixed: White and Asian	0.3	21.8
All Persons; Mixed: Other Mixed	0.2	14.3
All Persons; Asian or Asian British: Indian	0.9	189.5
All Persons; Asian or Asian British: Pakistani	0.6	169.3
All Persons; Asian or Asian British: Bangladeshi	0.1	35.7
All Persons; Asian or Asian British: Other Asian	0.2	26.7
All Persons; Black or Black British: Caribbean	0.5	84.0
All Persons; Black or Black British: African	0.1	27.8
All Persons; Black or Black British: Other Black	0.1	10.5
All Persons; Chinese or Other Ethnic Group: Chinese	0.2	27.2
All Persons; Chinese or Other Ethnic Group: Other Ethnic Group	0.2	22.7

Source: NOMIS – Experimental Statistics 2004

Resident Population Trends between 2001 – 2004 : Selected Ethnic Minority Groups

Asian or Asian British: Indian (Persons)

		Bromsgrove	West Midlands	England
June 2004 ^{1 2}	Count (thousands)	0.9	189.5	1,167.7
June 2003 ^{3 2}	Count (thousands)	0.8	185.8	1,115.5
June 2002 ^{3 2}	Count (thousands)	0.7	182.9	1,077.1
June 2001 ^{3 2}	Count (thousands)	0.5	180.2	1,045.6

Asian or Asian British: Bangladeshi (Persons)

		Bromsgrove	West Midlands	England
June 2004 ^{1 2}	Count (thousands)	0.1	35.7	314.9
June 2003 ^{3 2}	Count (thousands)	0.1	34.5	304.1
June 2002 ^{3 2}	Count (thousands)	0.1	33.2	292.4
June 2001 ^{3 2}	Count (thousands)	0.0	31.7	281.5

Asian or Asian British: Pakistani (Persons)

		Bromsgrove	West Midlands	England
June 2004 ^{1 2}	Count (thousands)	0.6	169.3	803.0
June 2003 ^{3 2}	Count (thousands)	0.5	164.3	770.1
June 2002 ^{3 2}	Count (thousands)	0.3	160.1	742.7
June 2001 ^{3 2}	Count (thousands)	0.1	156.4	720.0

Black or Black British: Caribbean (Persons)

		Bromsgrove	West Midlands	England
June 2004 ^{1 2}	Count (thousands)	0.5	84.0	585.2
June 2003 ^{3 2}	Count (thousands)	0.4	83.8	581.0
June 2002 ^{3 2}	Count (thousands)	0.3	83.3	574.8
June 2001 ^{3 2}	Count (thousands)	0.2	82.9	569.8

Black or Black British: African (Persons)

		Bromsgrove	West Midlands	England
June 2004 ^{1 2}	Count (thousands)	0.1	27.8	624.0
June 2003 ^{3 2}	Count (thousands)	0.1	23.3	584.2
June 2002 ^{3 2}	Count (thousands)	0.1	17.7	534.1
June 2001 ^{3 2}	Count (thousands)	0.0	12.5	491.1

Chinese or Other Ethnic Group: Chinese (Persons)

		Bromsgrove	West Midlands	England
June 2004 ^{1 2}	Count (thousands)	0.2	27.2	312.4
June 2003 ^{3 2}	Count (thousands)	0.2	24.6	287.9
June 2002 ^{3 2}	Count (thousands)	0.2	21.2	258.6
June 2001 ^{3 2}	Count (thousands)	0.2	16.5	227.0

White: Irish (Persons)

		Bromsgrove	West Midlands	England
June 2004 ^{1 2}	Count (thousands)	0.9	68.6	601.4
June 2003 ^{3 2}	Count (thousands)	0.9	70.2	610.8
June 2002 ^{3 2}	Count (thousands)	0.9	71.6	619.6
June 2001 ^{3 2}	Count (thousands)	0.9	73.1	628.8

Source: NOMIS/Experimental Trend Data Sets (2004)

2001 census data shows that overwhelmingly residents of Bromsgrove described themselves as Christian (80%) which is higher than the West Midlands as a whole and for Great Britain . The second highest category is 'no religion' (11.82%). Other religions make up a very small percentage of the overall

resident population – 1.25% in total. It is likely that there has been an increase in the categories of religion other than Christianity, in line with the increases in population, particularly in Ethnic Minority communities as shown by the more recent population projections.

Religion (Resident Population) – April 2001 Census Data

	Bromsgrove (Numbers)	Bromsgrove (%)	W . Midlands (%)	Great Britain (%)
All Persons	87,837*			
Christian	70,345	80.09	72.58	71.74
Buddhist	102	0.12	0.19	0.28
Hindu	185	0.21	1.08	1.11
Jewish	91	0.10	0.09	0.52
Muslim	258	0.29	4.10	3.10
Sikh	287	0.33	1.97	0.67
Other	178	0.20	0.21	0.29
No Religion	10,382	11.82	12.30	14.59
Not Stated	6,009	6.85	7.48	7.69
*2001 Census data				

EMPLOYMENT

The percentage of people in Bromsgrove who are economically⁸ active is significantly higher than for the West Midlands as a whole and for Great Britain. For males, the percentage in Bromsgrove that are self-employed is also relatively higher.

When employment by occupation is considered, the largest group are those employed in managerial and senior official occupations. The percentage of people in Bromsgrove employed in 'managers and senior officials' and 'professional occupations' is much higher than the corresponding figures for the West Midlands and Great Britain as a whole. In terms of occupation, Bromsgrove's working age population has a higher proportion of Managerial and Professional occupations (23.9% and 16.7%) than the regional or national averages.

The economic activity ranges are significantly higher for Bromsgrove than the West Midlands region and for Great Britain as a whole. The economic activity for women is particularly significant as data shows that it is significantly higher than all other regional and National categories. The West Midlands activity rates are

⁸ Economically active includes those that are working and those that are available for work

closer to the National averages. The available data for inactivity results also indicates that in general, Bromsgrove's inactive labour force is well below regional and National averages.

Economically Active Population 2006

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
All Peoples	51,400	91.7	77.3	78.6
In Employment	50,500	89.9	72.9	74.3
Employees	41,600	74.6	64.0	64.6
Self Employed	8,000	13.7	8.4	9.3
Estimated u/e	1,700	3.4	5.5	5.3
Males				
Econ. Active	25,900	91.9	82.7	83.4
In Employment	25,600	90.8	77.8	78.5
Employees	19,900	70.2	65.0	64.9
Self Employed	5,100	18.5	12.2	9.3
Unemployed	Not available	n/a	5.8	5.3
Females				
Econ. Active	25,500	91.4	71.5	73.5
In Employment	24,900	89.0	67.7	69.8
Employees	21,700	79.5	62.9	64.3
Self Employed	2,900	#	4.4	5.1
Unemployed	Not available	n/a	5.5	4.8

NOMIS January 2006- December 2006 (NOMIS)

sample size too small to be reliable

Economically Inactive Population 2006

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands	Great Britain
All People				
Econ. Inactive	4,400	8.3	22.7	21.4
Looking for Work	#	#	5.0	5.4
Not looking for Work	3,900	7.3	17.7	16.0
Males				
Econ. Inactive	#	#	17.3	16.6
Looking for Work	#	#	3.9	4.4
Not looking for Work	#	#	13.3	12.2
Females				
Econ. Inactive	#	#	28.5	26.5
Looking for Work	#	#	6.5	6.5
Not looking for Work	#	#	22.3	20.0

Source: NOMIS January 2006 – December 2006 (# - disclosive or sample size too small to be reliable)

Employment by Occupation (July 2005 to June 2006, working age population)

OCCUPATION	BROMSGROVE (%)	WEST MIDLANDS (%)	GREAT BRITAIN (%)
Managers & Senior Officials	23.9	13.7	15
Professional Occupations	16.7	11.8	12.8
Associate Professional & Technical	9.1	12.8	14.3
Administrative & Secretarial	11.5	12.4	12.3
Skilled Trades Occupations	6.9	12.3	11
Personal Service Occupations	6.4	7.7	7.9
Sales & Customer Service Occupations	5.5	7.4	7.6
Process Plant & Machine Operatives	8.9	9.3	7.4
Elementary Occupations	11.1	12.2	11.3

Source: ONS annual business inquiry employee analysis, 2005
 Numbers and % are for those of working age.
 % is a proportion of total working age population

The table below shows employment for Bromsgrove by industry, showing that by far the biggest employers are public administration, education and health sectors.

SECTOR	All people	Percentage working in this sector
Manufacturing	7800	17%
Construction	4700	10%
Distribution, hotels & restaurants	8200	17%
Transport & communication	2000	4%
Banking, finance & insurance etc	7900	17%
Public admin, education & health	14200	30%
Other services	2100	4%
TOTAL	46900	100%

Source: Annual Population Survey July 2005 to June 2006

EARNINGS

Average earnings for someone living in Bromsgrove are significantly higher than for the West Midlands as a whole and for Great Britain. On average, earnings for Bromsgrove are 17% higher than for the West Midlands, and 11% above the earnings for Great Britain as a whole.

Full Time Weekly/Hourly Earnings by Residence

	Bromsgrove	W. Midlands	Great Britain
F/TGross Weekly Pay (Male Workers)	£551.60	£459.50	£490.50
F/TGross Weekly Pay (Female Workers)	£434.30	£360.00	£387.60
Hourly rates (Male Workers)	£13.34	£11.12	£11.91
Hourly rates (Female Workers)	£12.09	£9.61	£10.28

Source: NOMIS (2006) – median earnings

However, the earnings levels of those that are working in Bromsgrove tell a different story. Male workers, working in Bromsgrove earn, on average, significantly lower earnings than male workers in the West Midlands or Great Britain.

Female workers on the other hand, continue to earn more than the West Midlands regional average, although dropping down in comparison to Great Britain. However, closer examination of the trend data shows that overall both male and female workers have seen a drop in average earnings over the last 3 years. However, whilst the earnings of male workers have started to recover, the same cannot be said of the earnings levels for female workers. Although remaining higher than the West Midlands and Great Britain, between 2003 and 2006, female average earnings have fallen by 12% for women resident in Bromsgrove. These trends are examined in more detail in the section on Gender.

Full Time Weekly/Hourly Earnings by Workplace (2006)

	Bromsgrove	W. Midlands	Great Britain
F/TGross Weekly Pay (Male Workers)	£401.90	£454.40	£489.4
F/TGross Weekly Pay (Female Workers)	£367.90	£358.30	£387.10
Hourly rates (Male Workers)	£10.06	£11.00	£11.88
Hourly rates (Female Workers)	£9.64	£9.57	£10.26

Source: NOMIS (2006) –median rates

Trend Data – Male Workers (Gross Weekly Pay)

	Bromsgrove (£)	W. Midlands (£)	Great Britain (£)
Year			
2002	479.6	407.6	432.0
2003	509.4	417.0	448.0
2004	575.1	431.4	460.7
2005	519.3	444.0	474.5
2006	551.6	459.5	490.5

Source: ONS annual survey of hours and earnings - resident analysis

Trend Data – Female Workers (Gross Weekly Pay)

	Bromsgrove (£)	W. Midlands (£)	Great Britain (£)
Year			
2002	351.7	301.4	331.4
2003	378.8	311.5	344.6
2004	495.7	329.2	356.9
2005	479.8	345.0	372.2
2006	434.3	360.0	387.6

Source: ONS annual survey of hours and earnings - resident analysis

EDUCATIONAL ATTAINMENT

Bromsgrove shows much higher levels of educational attainment than for the Region and for Great Britain.

The proportion of 19 year olds achieving a NVQ level 2 qualification has increased by over seven percentage points since 2005 to just over 72% in 2006.

Qualifications/Educational Attainment 2005

QUALIFICATION LEVEL	BROMSGROVE (NUMBERS)	BROMSGROVE (%)	WEST MIDLANDS (%)	GREAT BRITAIN (%)
NVQ4 and above	16,800	32	23	26.5
NVQ3 and above	24,900	47	39.9	44.4
NVQ2 and above	34,700	65.5	59.6	62.9
NVQ1 and above	43,600	82.5	74.1	77.2
Other qualifications	#	#	8.0	8.4
No qualifications	6,700	12.8	17.7	14.3

Source: NOMIS Jan 2005 – Dec 2005 (# numbers too small)

Qualifications/Educational Attainment 2006

QUALIFICATION LEVEL	BROMSGROVE (NUMBERS)	BROMSGROVE (%)	WEST MIDLANDS (%)	GREAT BRITAIN (%)
NVQ4 and above	19,000	35.8	23.9	27.4
NVQ3 and above	29,200	54.9	41.1	45.3
NVQ2 and above	38,600	72.7	60.5	63.8
NVQ1 and above	46,100	86.9	74.8	77.7
Other Qualifications	#	#	7.7	8.5
No Qualifications	4,900	9.3	17.5	13.8

Source: NOMIS Jan 2006 – Dec 2006 (# numbers too small)

Recent data shows that trend continuing across all educational achievement levels. The data shows that in comparison to other areas Bromsgrove scores are well within the higher achieving districts. Bromsgrove as a district has a higher average score rate, than the county rate and than the West Midlands region. The scores are also above the average for England as a whole for both key stage 2 and key stage 4. There has also been an increase in the number of full time entrants to Higher Education from Bromsgrove. Although there is a drop in the number of part-time entrants, the numbers are too small to draw any firm conclusions.

Key Stage 2 % of pupils achieving Level 4 or above

	English	Maths
Ward/District	%	%
Alvechurch Ward	94	87
Beacon Ward	72	48
Catshill Ward	77	75
Furlongs Ward	97	84
Hagley Ward	95	91
Hillside Ward	91	82
Hollywood and Majors Green Ward	72	78
Slideslow Ward	83	74
St Johns Ward	86	73
Uffdown Ward	95	95
Waseley Ward	93	87
Wythall South Ward	91	77
Bromsgrove District	86	78

(DfES/Department for Children and Families 2006)

Pupils at the end of Key stage 4

	% achieving 5+ A* - C	% achieving 5+ A*-G	% achieving any passes
	2006	2006	2006
Hereford	61.8	93.1	98.3
Bromsgrove	61.4	92	98.3
Malvern Hills	62.2	93.2	97.9
Redditch	50.7	87.5	96.4
Worcester	55.1	89.3	96.6
Wychavon	63.7	95	98.8
Wyre Forest	51.8	88.2	97.2
Worcestershire	57.6	91.1	97.6
West Midlands	56.4	90.5	97.4
England	59.2	90.5	97.8

(DfES/Department for Children and Families 2006)

No. of Higher Education Entrants aged 18 -20 : (By Constituency and Districts)

	Full Time Entrants			Part Time Entrants		
	1999-2000	2005 - 2006	Difference	1999-2000	2005 - 2006	Difference
CONSTITUENCY						
Bromsgrove	435	520	85	15	5	-10
Mid Worcs.	390	500	95	15	5	-10
Redditch	320	300	-20	5	5	0
West Worcs.	470	535	65	5	10	5
Wyre Forest	345	390	45	5	10	5
DISTRICTS						
Bromsgrove	435	520	85	15	5	-10
Worcester	315	380	65	5	15	10
Malvern Hills	400	440	40	5	10	5
Redditch	300	290	-10	5	5	0
Wychavon	520	625	105	15	5	-10
Wyre Forest	360	405	45			
REGIONAL/NATIONAL						
Worcestershire LA	2,325	2,670	345	50	50	0
West Midlands	21,015	24,540	3,525	910	710	200
England	198,970	235,160	36,190	6,345	7,085	740

Department for Children School & Families : Higher Education Institutions (2006 summary)

CLAIMING BENEFITS

The data for Job-Seekers Allowance (JSA) shows that overall Bromsgrove has lower take-up of JSA across all categories. The largest groups of claimants are men, and those in the 25-49 age group. The latest figures show a higher proportion of those claiming for up to six months, than is the case for the region and for the average UK count (at August 2007). When broken down by ethnicity, the available data shows that 3.2% of the non-White groups claim JSA. This shows that in proportion to their overall numbers in Bromsgrove, a much higher percentage of people from Minority Ethnic communities are receiving JSA. This figure could be potentially even higher, if the ethnic backgrounds of those that did not disclose this information was known.

Total Job Seekers Allowance Claimants – June 2007

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
All People	989	1.8	3.1	2.3
Males	723	2.5	4.3	3.2
Females	266	1.0	1.8	1.4

Source: ONS claimant count with rates and proportions
Note: % is a proportion of resident working age people

Total Job Seekers Allowance Claimants – August 2007

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
By Age				
18-24	290	29.4	30.9	30.9
25-49	480	48.9	52.5	52.2
Aged 50+	195	20.1	15.8	15.9

Source: ONS claimant count by age all JSA claimants

Total Job Seekers Allowance Claimants – August 2007

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
By Duration				
Up to 6 months	690	70.5	60.90	66.4
Over 6 and up to 12 months	150	15.4	18.8	17.4
Over 12 months	140	14.2	20.3	16.1

Source: ONS claimant count by duration all JSA claimants

Job Seekers Allowance – by ethnicity (April 06-March 07)

By Ethnicity		Bromsgrove	West Mids.	England
White	No.	1,030	74,075	567,425
Mixed	No.	15	2,250	13,170
Black or Black British	No.	20	7,955	58,260
Asian or Asian British	No.	5	12,725	53,080
Chinese or Other	No.	5	2,770	22,525
Unknown	No.	10	1,880	11,440
Not disclosed	No.	45	8,145	64,565

Source: ONS - National Statistics

Key Benefits Claimed – November 2006

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
Total Claimants	4,750	8.7	16.0	14.6
Job Seekers Allowance	820	1.5	3.3	2.5
Incapacity Benefits	2,300	4.2	7.3	7.3
Lone Parents	440	0.8	2.3	2.1
Carers	440	0.8	1.2	1.0
Other – Income Related	160	0.3	0.5	0.4
Disabled	450	0.8	1.0	0.9
Bereaved	140	0.3	0.3	0.3
Source: DWP benefit claimants – working age client group (% is a proportion of resident working age population)				

In terms of the types of benefits claimed, by far the highest category is Incapacity Benefit, although overall, Bromsgrove's benefit take-up is much lower than the regional or National averages.

Sexual Orientation

The availability of data to determine sexual orientation in employment is difficult. It is particularly difficult to gain such information at a local level. The reasons for this are largely self-explanatory, the main one being that people from the Gay, Lesbian, Bisexual and Transgender communities continue to face discrimination and prejudice in our society.

Research carried out by Stonewall estimates that between 5% and 7% of the UK population is either Gay, Lesbian or Bisexual.

There is a need to carry out independent research at a local to analyse the labour market in relation to sexual orientation.

6. Bromsgrove Labour Market Assessment and Analysis

This section of the report provides a more detailed summary analysis of the Bromsgrove Labour Market and key economic indicators that impact on the local labour market. Comparisons are made, where data is available at a ward level and with 'near neighbours' as well as the county, and region. In relation to the six equality strands, where possible, is presented; or gaps in data have been highlighted and recommendations have been put forward for utilizing alternative sources or carrying out additional local level research and analysis for the development of floor targets in specific areas.

Employment

The economic activity ranges are significantly higher for Bromsgrove than the West Midlands region and for Great Britain as a whole. The economic activity for women is particularly significant as data shows that it is significantly higher than all other regional and National categories. The West Midlands activity rates are closer to the National averages. The available data for inactivity results also indicates that overall, Bromsgrove's inactive labour force is well below regional and National averages.

Economically Active Population 2006

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
All Peoples	51,400	91.7	77.3	78.6
In Employment	50,500	89.9	72.9	74.3
Employees	41,600	74.6	64.0	64.6
Self Employed	8,000	13.7	8.4	9.3
Estimated u/e	1,700	3.4	5.5	5.3
Males				
Econ. Active	25,900	91.9	82.7	83.4
In Employment	25,600	90.8	77.8	78.5
Employees	19,900	70.2	65.0	64.9
Self Employed	5,100	18.5	12.2	9.3
Unemployed	Not available	n/a	5.8	5.3
Females				
Econ. Active	25,500	91.4	71.5	73.5
In Employment	24,900	89.0	67.7	69.8
Employees	21,700	79.5	62.9	64.3
Self Employed	2,900	#	4.4	5.1
Unemployed	Not available	n/a	5.5	4.8

January 2006- December 2006 (NOMIS)

sample size too small to be reliable

Economically Inactive Population 2006

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands	Great Britain
All People				
Econ. Inactive	4,400	8.3	22.7	21.4
Looking for Work	#	#	5.0	5.4
Not looking for Work	3,900	7.3	17.7	16.0
Males				
Econ. Inactive	#	#	17.3	16.6
Looking for Work	#	#	3.9	4.4
Not looking for Work	#	#	13.3	12.2
Females				
Econ. Inactive	#	#	28.5	26.5
Looking for Work	#	#	6.5	6.5
Not looking for Work	#	#	22.3	20.0

Source: NOMIS January 2006 – December 2006 (# - disclosive or sample size too small to be reliable)

The employment by occupation figures show that Bromsgrove has a higher share of Managers and Senior officials and those employed in Professional Occupations than for the West Midlands region or that shown for Great Britain.

Employment by Occupation for those of working age (July 2005 to June 2006)

OCCUPATION	BROMSGROVE (%)	WEST MIDLANDS (%)	GREAT BRITAIN (%)
Managers & Senior Officials	23.9	13.7	15
Professional Occupations	16.7	11.8	12.8
Associate Professional & Technical	9.1	12.8	14.3
Administrative & Secretarial	11.5	12.4	12.3
Skilled Trades Occupations	6.9	12.3	11
Personal Service Occupations	6.4	7.7	7.9
Sales & Customer Service Occupations	5.5	7.4	7.6
Process Plant & Machine Operatives	8.9	9.3	7.4
Elementary Occupations	11.1	12.2	11.3

Source: ONS business inquiry employee analysis 2005. % is proportion of total working age

The table below shows employment for Bromsgrove by industry, showing that by far the biggest employers are public administration, education and health sectors.

SECTOR	All people	Percentage working in this sector
Manufacturing	7800	17%
Construction	4700	10%
Distribution, hotels & restaurants	8200	17%
Transport & communication	2000	4%
Banking, finance & insurance etc	7900	17%
Public admin, education & health	14200	30%
Other services	2100	4%
TOTAL	46900	100%

Source: Annual Population Survey July 2005 to June 2006

Female Employment

There is a variety of different data sources that provide an indication of female employment. However, the available data sets can only give an indication. The 2001 census data shows that female workers in Bromsgrove are spread across a range of occupational industries.

Females aged 16-74	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
	20,092			
By Industry				
Agriculture, hunting and forestry	184	0.92	0.82	0.79
Fishing	0	0.0	0.0 (no.small)	0.01
Mining & quarrying	5	0.02	0.05	0.07
Manufacturing	1,894	9.43	11.57	8.74
Electricity and gas	116	0.58	0.63	0.43
Construction	393	1.96	1.61	1.51
Wholesale retail trade, vehicle repair	2,943	14.65	18.33	17.77
Hotel and catering	1,096	5.45	6.20	5.95
Transport, storage and communication	645	3.21	3.79	4.34
Real estate, renting and business activities	2,420	12.04	10.67	12.46
Public administration and defence	983	4.89	5.16	5.56

Employment by Ethnic Group

The employment status by ethnicity, in Bromsgrove, is very different to regional and national figures, according to the 2004 Annual Population Survey, as shown below. However, in most cases numbers are too small to draw any firm conclusions. Further local analysis would be required to gauge a more accurate indication of employment by Ethnic group in Bromsgrove.

Annual Population Survey - Employment Status by Ethnicity (Count)	Bromsgrove	West Midlands	England
	Non-Metropolitan District	Regional	Countrywide
Employed; White	43000	2229700	21610500
Employed; Mixed	0	11800	151200
Employed; Indian	0	76000	511100
Employed; Pakistani and Bangladeshi	0	34600	280400
Employed; Black or Black British	600	46900	481200
Employed; Other Ethnic	0	29600	476400
Employed Full-Time; White	30300	1654400	15997200
Employed Full-Time; Mixed	0	7800	111800
Employed Full-Time; Indian	0	59200	400800
Employed Full-Time; Pakistani and Bangladeshi	0	26000	203800
Employed Full-Time; Black or Black British	600	36000	365100
Employed Full-Time; Other Ethnic	0	22400	360800
Employed Part-Time; White	12700	573900	5597600
Employed Part-Time; Mixed	0	4000	39100
Employed Part-Time; Indian	0	16800	109000
Employed Part-Time; Pakistani and Bangladeshi	0	8600	76400
Employed Part-Time; Black or Black British	0	10900	115700
Employed Part-Time; Other Ethnic	0	7200	115100

Source: Annual Population Survey - Employment Status by Ethnicity, January 2004

⁹Migrant Workers

Migrant workers are an increasing source of labour for the UK, and employers cite skills shortages and recruitment difficulties as the main reasons for employing migrant labour¹⁰. A migrant worker can be described as someone that

⁹ The term 'migrant workers' is used to describe an overseas national who has the legal right to work in the UK

¹⁰ Chartered Institute of Personnel & Development report 2005

has come to the UK for the specific purpose of finding employment and working, and is not a UK or Republic of Ireland National¹¹.

Direct data sources that give an accurate picture of the extent of migrant workers and labour force in Bromsgrove are unavailable. However, a number of different sources and studies have been used to provide an indication of the migrant population in the region, and its possible impacts on the area of Bromsgrove. The most common sources of data to assess migrant worker impact are The Department for Work and Pensions, National Insurance Number allocations, and the Worker Registration Schemes operated by the Home Office. Another potential source is to locally measure the requests for language support or requests or take-up of interpretation services.

We recognise that there are limitations with a research study of this kind, and a very detailed study of the migrant population of Bromsgrove would require additional field work that would be beyond the scope of this research.

Overall, the inclusion of this chapter, is designed to provide an indication of the direction of travel for establishing some floor targets that would be useful from the point of view of assessing current and future labour force issues for Bromsgrove District Council to consider.

A detailed and recently published regional research study for the West Midlands, has been available since November 2007¹². The results of this research and its likely impacts on the West Midlands is set out below.

Recent studies have shown that there has been a net increase of migrant labour flow into the UK. ONS statistics record that in 2004 more EU citizens entered and remained in the UK than left. Figures for 2005 shows that there has been a significant increase in the number of migrants from the EU, particularly since the accession of East European States in 2004. Figures suggest that migration from other areas of the world have remained relatively steady or declined. Again, the way in which the data is currently collected is problematic. National Insurance Number allocations have been used as the basis of describing those migrants that are working in the UK – this excludes a range of other workers that may also be working in the local economy.

Overseas nationals that wish to work or apply for benefits or Tax Credits must apply for and be allocated a National Insurance Number. The Department for Work and Pensions (DWP) publishes data annually on the number of allocations of NI Numbers (NINOs).

¹¹ See Labour Force Survey definitions

¹² Advantage West Midlands/Regional Development Agency have commissioned research to determine the extent and impact of migrant workers in the West Midlands region. A publication of the findings is expected in September 2007.

Overseas Nationals entering the UK and allocated a NINo: Top Ten Countries for each Year of Registration

	2002/03		2003/04		2004/05
India	25,000	India	31,300	Poland	62,600
Australia	18,900	South Africa	18,400	India	32,700
South Africa	18,600	Australia	17,100	Pakistan	20,300
Pakistan	16,800	Pakistan	16,800	South Africa	19,300
France	13,800	Portugal	14,000	Australia	16,600
Philippines	11,800	China Peoples Rep	13,300	Lithuania	15,600
Spain	11,700	France	13,100	France	13,300
Zimbabwe	10,300	Spain	11,900	China Peoples Rep	12,600
Iraq	10,100	Poland	11,200	Portugal	12,200
Portugal	9,800	Philippines	10,700	Slovakia	10,500
TOTALS	146,800		157,800		215,700

Source: ONS/DWP 'National Insurance Number Allocations to Overseas Nationals entering the UK – 2005

Figures for 2005/6 and 2006/07 provided by the Department for Work and Pensions (DWP) show that the numbers of migrant workers from EU countries are continuing to increase.

Table 1

ORIGINS	2002/03	2003/04	2004/05
EU	35,300	50,200	114,200
NON-EU	92,600	90,500	84,900
AUSTRALIA	18,900	17,100	16,600

Table 2

2005/6	Thousands
Europe – EU Accession States	276.7
Europe – Non EU Accs. States	97.6
Europe – Non EU	15.5
Asia and Middle East	134.2
Australasia and Oceania	32.5
Americas	31.4
Africa	73.9
Other/Unknown	0.6
All	662.4

Table 3

2006/7	Thousands
Europe – EU Accession States	321.2
Europe – Non EU Accs. States	103.7
Europe – Non EU	16.3
Asia and Middle East	145.4
Australasia and Oceania	33.2
Americas	31.8
Africa	61.4
Other/Unknown	0.5
All	713.5

Sources for T1, T2 & T3 - DWP National Data :100% extract from National Insurance Recording System, May 2007

Other data sources include the Workers Registration Scheme. All members of the new European Member States are required to register with the Home Office under the scheme¹³.

Migrant workers in the West Midlands

There has been a steady rise in the number of migrant workers allocated a NINO registration in the West Midlands region. In the year 2006/07 NINO registrations were recorded as 48,000 – this represents 6.7% of the UK total (713,000)¹⁴. Birmingham accounts for 30% of all migrant workers granted work permits in the period 2002-2006

Data from the Labour Force Survey (LFS) indicates that there were around 122,000 non-UK nationals were recorded as working in the West Midlands in 2006. Of these, 54,000 had entered the UK from 2002 onwards.

Many of the larger concentrations of migrant workers are in the main or larger urban centres - such as Birmingham and Coventry. Many, rural areas have seen also seen a marked increases in the number of migrants working in the local labour markets.

Since EU enlargement there has been a considerable shift in the patterns of migrant workers and migrant labour sources in the UK. Data shows that the national changes are also reflected in the West Midlands Labour Market.

¹³ Cyprus and Malta are exempt.

¹⁴ Estimated over the financial years 2002/2003 and 2006/2007

NINo. registrations in the West Midlands by geographical region 2002/03 -2006/2007

Geographical Region	2002/3	2002/3 % of total	2006/7	2006/7 % of total	Change 2002/3 – 2006/7	%change 2002/3 – 2006/7
Accession 8	400	1.7	25050	53.3	24650	6162.5
Bulgaria/Romania	240	1.0	260	0.6	20	8.3
EU 15	2910	12.4	4090	8.7	1180	40.5
Ireland	280	1.2	330	0.7	50	17.9
New Commonwealth	10560	45.1	11520	24.5	970	9.2
Old Commonwealth	700	3.1	710	1.5	10	1.4
Other European*	670	2.9	490	1.0	-180	-26.9
Rest of the World	7630	32.6	4570	9.7	-3060	-40.1
All regions	25390	100	48030	100	22640	89.2

* European nations outside the EU, including former USSR states
Source: Department for Work and Pensions

The above table shows that for the West Midlands, entry into the labour market from the most recent European Members states, the Accession 8 (A8) has increased significantly, overtaking all other geographical world regions.

The table below charts the trends for the top twenty countries for migrant labour in the UK.

Top 20 countries –NINO registrations in the West Midlands

	2002/03	%		2004/05	%		2006/07	%
Country			Country			Country		
India	2640	11.3	Poland	4180	14.9	Poland	18630	38.8
Pakistan	2550	10.9	India	2890	10.3	India	4130	8.6
Iraq	1900	8.1	Pakistan	2410	8.6	Pakistan	3020	6.3
Zimbabwe	1130	4.8	China	1030	3.7	Slovak Rep.	2820	5.9
Afghanistan	1040	4.4	South Africa	850	3.0	Latvia	1080	2.2
Philippines	970	4.1	Slovak Rep.	810	2.9	Lithuania	1070	2.2
Jamaica	900	3.8	Netherlands	680	2.4	China	960	2.0
China	860	3.7	Bangladesh	660	2.3	France	850	1.8
South Africa	810	3.5	Portugal	660	2.3	Bangladesh	700	1.7
Bangladesh	660	2.8	Zimbabwe	640	2.3	Germany	750	1.6
France	550	2.4	Iraq	620	2.2	Czech Rep.	730	1.5
Somalia	550	2.4	Jamaica	600	2.1	Netherlands	690	1.4
Portugal	450	1.9	Lithuania	590	2.1	Nigeria	640	1.3
Australia	410	1.8	France	590	2.1	Hungary	630	1.3
Netherlands	390	1.7	Philippines	590	2.1	Philippines	590	1.2
Germany	380	1.6	Ghana	540	1.9	South Africa	580	1.2
Iran	380	1.6	Latvia	470	1.7	Portugal	480	1.0
Malaysia	330	1.4	Germany	470	1.7	Australia	420	0.9
Spain	310	1.3	Somalia	450	1.6	Zimbabwe	400	0.8
Rep. of Ireland	280	1.2	Czech Republic	420	1.5	Iraq	360	0.7
ALL	23400	100	ALL	28100	100	ALL	48030	100

Source: DWP and Migrant Study -2007¹⁵ data

¹⁵ The Economic Impact of Migrant Workers in the West Midlands, West Midlands Observatory

Top 3 overseas nationals registering for NINo. by selected West Midlands local authority 2006/07-west Midlands

Local Authority	All	1 st Largest	No.	%	2 nd Largest	No.	%	3 rd Largest	No.	%
Birmingham	14550	Poland	4310	29.6	Pakistan	1820	12.5	India	1280	8.8
Bromsgrove	210	Poland	60	28.6	India	20	9.5	Australia	10	4.8
Hereford	2120	Poland	1220	57.5	Lithuania	180	8.5	Slovak Rep.	180	8.5
Malvern Hills	290	Poland	130	44.8	Slovak Rep.	20	6.9	Australia	10	3.4
Redditch	880	Poland	500	56.8	Slovak Rep.	130	14.8	Pakistan	60	6.8
Worcester	1020	Poland	580	56.9	Portugal	70	6.9	Slovak Rep.	40	3.9
Wychavon	1030	Poland	600	58.3	Slovak Rep.	90	8.7	Lithuania	70	6.8
Wyre Forest	400	Poland	190	47.5	Hungary	40	10.0	Slovak Rep.	40	10.0
West Midlands	48030	Poland	18630	38.8	India	4130	8.6	Pakistan	3020	6.3

Source: NINo. Registration data (Department for Work and Pensions)

Employment by Age

The following tables gives information on the age of Bromsgrove's workplace population; where the workplace population is defined as people aged 16-74 who are in employment and whose usual place of work is in Bromsgrove.

WORKPLACE POPULATION- BROMSGROVE		
AGE	COUNT	PERCENTAGE
All people	33,175	100%
Less than 20 yrs old	2,031	6%
20 to 29 yrs old	5,872	18%
30 to 39 yrs old	8,050	24%
40 to 49 yrs old	7,808	24%
50 – 59 yrs old	7,246	22%
More than 50 yrs old	2,168	7%

Source: National Statistics (2001)

Updated age estimates for 2004, show that there are significant differences in the age profiles of different ethnic groups. Asian and Chinese/Other groups have a much higher proportion of young people aged under 15, than for all other groups (27.8% and 25% respectively). The White groups have a higher proportion of over 65's. If data shows a continuation of these trends there are likely to be implications for Bromsgrove in terms of 'local' workforce and the availability of jobs within Bromsgrove for local employees, and the outwards and inwards migration of working populations. There are significantly older populations (65+) showing within the White and Black groups (21.4% and 14.2%)

POPULATION - BROMSGROVE by Age and Ethnic Group		
Age/Group	Count (thousands)	Percentage
All Asian/Asian British	1.8	100%
0-15 yrs	0.5	27.8%
16-59/64 yrs	1.2	66.6%
65 and over	0.1	5.6%
All Black/Black British	0.7	100%
0-15 yrs	0.1	14.2%
16-59/64 yrs	0.5	71.4%
65 and over	0.1	14.2%
All Mixed	0.9	100%
0-15 yrs	0.5	55.5%
16-59/64 yrs	0.4	44.4%
65 and over	0.0	0%
All Chinese/Other	0.4	100%
0-15 yrs	0.1	25%
16-59/64 yrs	0.3	75%
65 and over	0.0	0%
All White	87	100%
0-15 yrs	16.2	18.6%
16-59/64 yrs	52.1	59.8%
65 and over	18.7	21.4%

Source: National Statistics – 2004 estimates

Disability and Employment

The most recent available data from the Labour Force Survey is used to provide an overview of the common themes affecting the employment of disabled people and the impact of this on the local economy.

Figures from the Spring 2005 LFS shows that, nationally:

- 19% of people (or 6.9 million) are disabled
- 7 million people of working age reported a disability
- Only half of working age disabled people are in employment
- About 45% of disabled people are in the 'economically inactive' category – of which 28% say that they would like to work

Proportion of Non-Disabled and Disabled in the labour market

	Non-Disabled	Disabled
In employment	23,871,969	3,450,982
ILO unemployed	1,257,765	332,437
Economically inactive	4,580,572	3,158,516
Economically inactive who 'would like to work'	1,118,308	906,424
Total	29,710,306	6,941,935

ONS-Labour Force Survey, Spring 2005 (Working Age Population)

Disabled people with mental health problems have the lowest levels of employment (13.3%), followed by people with learning disabilities (26%).

% in employment with impairment

Main impairment	% in employment
Diabetes	67
Difficulty in hearing	59
Skin conditions, allergies	63.3
Chest/breathing problems	62.8
Heart, blood pressure/circulation problems	58.7
Difficulty in seeing	48.5
Stomach, liver, kidney or digestive problems	59.7
Other health problems or disabilities	53.5
Arms or hands	52
Back or neck	48.7
Legs or feet	45.4
Epilepsy	43.6
Speech impediment	19.2
Progressive illness not included elsewhere	42.1
Learning difficulties	25.7
Depression, bad nerves or anxiety	25.8
Mental illness, phobias, panics or other nervous disorders	13.3

ONS-Labour Force Survey, Spring 2005 (Working Age Population)

Bromsgrove has a higher proportion of Disabled people than the West Midlands and England, and data shows that this has increased at a faster rate in Bromsgrove, 10%, compared to 6% for West Midlands and England.

Benefits Data – Disabled Persons 2002-2007

Period	Bromsgrove %	West Midlands %	England %
February 2007	10	6	6
November 2006	10	6	6
August 2006	9	6	6
May 2006	9	6	6
February 2006	9	6	6
November 2005	9	6	6
August 2005	8	6	6
May 2005	8	6	6
February 2005	8	6	6
November 2004	8	6	6
August 2004	8	6	6
May 2004	8	6	5
February 2004	8	6	5
November 2003	7	5	5
August 2003	7	5	5
May 2003	7	5	5
February 2003	7	5	5
November 2002	7	5	5
August 2002	6	5	5
May 2002	6	5	5

Source: ONS- Neighbourhood Statistics Time Series Data

Disability Living Allowance claimants –Bromsgrove August 2006

Benefit	Aged 16-24	Aged 25-49	Aged 50-59	Aged 60-69	Aged 70+
Disability living allowance	6%	21%	19%	26%	14%

Incapacity Benefit Claimants – Bromsgrove February 2007

Benefit	Aged 16-24	Aged 25-49	Aged 50-59	Aged 60+
Incapacity Benefit	7%	42%	36%	15%

Almost two thirds of Disability Living Allowance claimants are aged over 50, 59%. Those aged 25-49 are the highest claimers of Incapacity Benefits.

7. Earnings

In the Midlands, the West Midlands show lower average earnings than the East Midlands region.

Median Gross Weekly Pay – full time workers for English regions and highest/lowest (£) (April 2006)

£'s					
English Regions		Unitary Authorities and Districts			
Region	Pay	Highest		Lowest	
Northeast	399.0	Castle Morp	424.00	Berwick-upon Tweed	310.10
Northwest	420.8	Copeland	529.30	Rossendale	327.00
Yorks. & Humber	412.4	North Lincolnshire	450.90	Ryedale	322.70
East Mids.	421.6	Derby	490.10	East Lindsay	322.70
West Mids.	415.5	Solihull	467.90	Bridgenorth	318.90
East	443.9	Three Rivers	628.20	North Norfolk	343.10
London	572.4	City of London	799.20	Bexley	447.20
South East	470.1	Spelthorne	600.00	Arun	324.20
South West	417.0	Sth Gloucs.	476.30	Torridge	297.70
United Kingdom					
£447.1					

Source: National Statistics - Annual Survey of Hours and Earnings (ASHE)

The data shows that Bromsgrove's earnings, although overall compare well within the region and Nationally, a closer look at the data shows some variations.

Earnings by workplace are lower in Bromsgrove than for the Worcestershire region and the West Midlands. However, data for earnings by residence are higher than these averages, placing Bromsgrove at the top of the average earnings league in terms of average earnings, compared to county, district and regional averages. This would indicate that Bromsgrove is an area of lower paid employment, and that the higher earners are commuting to work outside of Bromsgrove.

Average earnings by workplace 2005

Area	Median Earnings (£)		
	Hourly (excluding overtime)	Gross - weekly	Gross – annual
Bromsgrove	£9.24	£379.02	£19,768
Worcestershire	£9.57	£385.00	£20,536
West Midlands	£10.09	£402.5	£21,506
England & Wales	£10.88	£434.3	£23,156

Source : National Statistics Annual Survey of Hours and Earnings (ASHE) 2005

Average earnings by residence 2005

Area	Median Earnings (£)		
	Hourly (excluding overtime)	Gross - weekly	Gross – annual
Bromsgrove	£12.55	£490.9	£25,925
Worcestershire	£10.36	£421.1	£22,539
West Midlands	£10.17	£405.3	£21,646
England & Wales	£10.91	£435.4	£23,200

Source : National Statistics Annual Survey of Hours and Earnings (ASHE) 2005

Average earnings by residence 2005 county and district comparisons

Area	Median Earnings (£)		
	Hourly (excluding overtime)	Gross - weekly	Gross – annual
Bromsgrove	£12.55	£490.9	£25,925
Malvern Hills	£12.19	£481.2	£25,193
Redditch	£10.19	£401.7	£21,482
Worcester City	£10.44	£414.8	£23,014
Wychavon	£9.88	£408.3	£21,996
Wyre Forest	£9.02	£374.4	£19,773
Worcestershire	£10.36	£421.1	£22,539
West Midlands	£10.17	£405.3	£21,646

Source : National Statistics Annual Survey of Hours and Earnings (ASHE) 2005

Average earnings by workplace 2005 county and district comparisons

Area	Median Earnings (£)		
	Hourly (excluding overtime)	Gross - weekly	Gross - annual
Bromsgrove	£9.24	£379.4	£19,768
Malvern Hills	£10.10	£407.8	£20,908
Redditch	£9.80	£386.4	£19,926
Worcester City	£10.38	£408.9	£21,595
Wychavon	£8.62	£372.8	£20,575
Wyre Forest	£8.65	£352.1	£20,250
Worcestershire	£9.57	£385.0	£20,536
West Midlands	£10.09	£402.5	£21,506

Source : National Statistics Annual Survey of Hours and Earnings (ASHE) 2005

Male workers, working in Bromsgrove earn, on average, significantly lower earnings than male workers in the West Midlands or Great Britain. Female workers on the hand, continue to earn more than the West Midlands regional average, although dropping down in comparison to Great Britain. However, closer examination of the trend data shows that the overall both male and female workers have seen a drop in average earning's over the last 3 years. However, Whilst the earnings of male workers have started to recover, the same cannot be said of the earning levels for female workers. Although remaining higher than the West Midlands and Great Britain, between 2003 and 2006, female average earnings have fallen by 12% for women resident in Bromsgrove. These trends are examined in more detail in the section on Gender.

Full time weekly earnings by residence 2006

	Median Earnings (£)		
	Bromsgrove	West Midlands	Great Britain
F/T gross weekly pay (Male Workers)	£551.50	£459.50	£490.50
F/TGross Weekly Pay (Female Workers)	£434.30	£360.00	£387.60
Hourly rates (Male Workers)	£13.34	£11.12	£11.91
Hourly rates (Female Workers)	£12.09	£9.61	£10.28

Source: NOMIS (2006) – median earnings

Trend Data – Male Workers (Gross Weekly Pay)

Year	Bromsgrove (£)	W. Midlands (£)	Great Britain (£)
2002	479.6	407.6	432.0
2003	509.4	417.0	448.0
2004	575.1	431.4	460.7
2005	519.3	444.0	474.5
2006	551.6	459.5	490.5

Source: ONS annual survey of hours and earnings - resident analysis

Trend Data – Female Workers (Gross Weekly Pay)

	Bromsgrove (£)	W. Midlands (£)	Great Britain (£)
Year			
2002	351.7	301.4	331.4
2003	378.8	311.5	344.6
2004	495.7	329.2	356.9
2005	479.8	345.0	372.2
2006	434.3	360.0	387.6
Source: ONS annual survey of hours and earnings - resident analysis			

8. Enterprise

VAT based enterprises in Bromsgrove make up over 2% of the West Midlands regional share. The data shows a steady growth in the number of VAT registered enterprises in Bromsgrove from 2005 – 2007.

March 2007

VAT Based Enterprise Units	Number	%
Bromsgrove	3,260	100
Urban Areas	1,715	52.6
Rural Areas	1,545	47.6

Source : National Statistics

By VAT Based enterprise units March 2007

Industry	Total No. in Bromsgrove	% of Bromsgrove	% share of West Mids	Total No. In West Mids.
All	3,260	100	2.3	139,390
Agriculture	185	5.6	0.13	
Production	260	7.9	0.18	
construction	460	14.1	0.33	
Motor Trades	145	4.44	0.10	
Wholesale	200	6.13	0.14	
Retail	300	9.2	0.21	
Hotel & Catering	150	4.60	0.10	
Transport	75	2.30	0.05	
Post & Telecommunications	45	1.38	0.032	
Finance	20	0.61	0.014	
Property & Business Services	1,100	33.7	0.79	
Education	25	0.76	0.017	
Health	30	0.92	0.021	
Public Admin. & Other	250	7.66	0.179	

Source: National Statistics

VAT Based Industries Urban/Rural – Trends 2005-2007

	March 2007		March 2006		March 2005	
	Number	%	Number	%	Number	%
VAT Based Enterprise Units						
Bromsgrove	3,260	100	3,110	100	2,995	100
Urban Areas	1,715	52.6	1,650	53.05	1,625	54.25
Rural Areas	1,545	47.6	1,460	46.9	1,375	45.9

Source: National Statistics

VAT registrations by local authority district

District	Registrations	De-registrations	Stock at start of year	Net Change
	No.	No.	No.	No.
Bromsgrove	310	300	3360	10
Malvern Hills	310	290	3450	20
Redditch	205	215	2215	-10
Worcester	230	250	2350	-20
Wychavon	470	445	5285	25
Wyre Forest	255	270	2945	-15
Total	1780	1770	19605	10

Source: NOMIS 2006

VAT registration by industry

Industry	Registrations		De-registrations		Stock at start of year		Net Change
	No.	%	No.	%	No.	%	No.
Agriculture; fishing	40	2.3	90	5.1	1630	8.3	-50
Mining; energy/water	5	0.3	0	0	10	0.05	5
Manufacturing	95	5.3	460	2.6	1980	10.1	-65
Construction	240	13.5	200	11.3	2265	11.6	40
Wholesale & Retail	335	18.8	310	17.5	4070	20.8	25
Hotel; Restaurant	190	10.7	145	8.5	1170	6	45
Transport; Communication	65	3.6	75	6.2	760	3.9	-10
Finance	10	0.6	15	0.9	175	0.9	-5
Real Estate	670	37.6	615	34.8	5735	29.3	55
Public admin/other	105	5.9	125	7.1	1510	7.7	-20
Education; Health	25	1.4	35	2	300	1.5	-10
Total	1780	100	1770	100	19065	100	10

Source: NOMIS 2006

9. Levels of deprivation and indicators of deprivation other than employment

In terms of overall deprivation, the IMD data shows that Bromsgrove is the lowest ranking and the least deprived district in Worcestershire. Bromsgrove has no SOAs in the top 10% of the IMD, or in the top 20% for England. However there are pockets of deprivation within the District and the Local Authority domains. Sidemoor, and particularly the northern part of Sidemoor shows as the most deprived SOA in the District. Crime and barriers to affordable housing and housing services are the two largest contributors to deprivation in Bromsgrove.

Bromsgrove (deprivation domain)	% SOA's in top 10% nationally	% SOA's in top 20% nationally
IMD 2004	0	0
Crime	3.5	8.8
Housing	1.8	5.3

IMD- 2004

Data from recorded crime statistics showed that three wards accounted for 37% of recorded drugs related crimes, St. Johns (15.3%), Charford (12%), and Tardebigge (10.4%). Altogether five wards accounted for almost half of reported crime in Bromsgrove (46.3%)

Ward	% Recorded Crime
St Johns	11.7%
Alvechurch	10.1%
Charford	8.7%
Waseley	8.6%
Slideshow	7.2%
Total	46.3%

source: NOMIS - National Statistics

High levels of deprivation relating to barriers to housing and services are shown in the SOA encompassing the villages of Rowney Green and Holt End.

The most recent available data from the Labour Force Survey is used to provide an overview of the common themes affecting the employment of people and the impact of this on the local economy.

Bromsgrove shows a slightly higher take-up of Incapacity/Severe Disablement Allowances than average take-up of these benefits in the West Midlands, and for England.

Incapacity Benefit/Severe Disablement Allowance – November 2006

Receiving Benefits	Bromsgrove (Numbers)	Bromsgrove (%)	W . Midlands (%)	England (%)
Total Persons	2,345			
Incapacity Benefit	2,050			
Severe Disab. Allowance	295			
Claimants aged 16-24	160	7	6	6
Claimants aged 25-49	1,000	43	46	47
Claimants aged 50-59	820	35	34	33
Claimants aged 60+	365	16	13	13

Source: National Statistics (ONS -Neighbourhood Statistics) -Note: figures are rounded to base 5

Incapacity Benefit/Severe Disablement Allowance – November 2006- BY GENDER

Receiving Benefits	Bromsgrove (Numbers)	Bromsgrove (%)	W . Midlands (%)	England (%)
Total Persons	2,345			
Male	1,330	57	58	58
Female	1,015	43	42	42

Source: National Statistics (ONS -Neighbourhood Statistics) -Note: figures are rounded to base 5

In line with regional and national trends, more men than women are in receipt of these benefits.

Incapacity Benefit/Severe Disablement Allowance – November 2006- BY DURATION

Receiving Benefits	Bromsgrove (Numbers)	Bromsgrove (%)
Total Persons	2,345	
Less than 6 months	230	9.8
6 months – 1 year	135	5.7
1-2 years	210	8.9
2-5 years	460	19.6
5 years and over	1,310	55.8

Source: National Statistics (ONS -Neighbourhood Statistics)- Note: figures are rounded to base 5

Over three-quarters (75.4%) receive Incapacity Benefit/Severe Disablement Allowance for more than 2 years, with just half of all recipients getting these benefits for 5 years or more.

Income Support Claimants - Period: August 2006

		Bromsgrove	West Midlands	England
Total (Persons)	Count	1,330	195,640	1,789,930
Claimants Aged 16-24	Count	210	28,420	244,860
Claimants Aged 16-24	%	16	15	14
Claimants Aged 25-49	Count	840	126,330	1,180,520
Claimants Aged 25-49	%	63	65	66
Claimants Aged 50-59	Count	280	40,860	364,360
Claimants Aged 50-59	%	21	21	20
Claimants Aged 60+	Count	0	20	170
Claimants Aged 60 +	%	0	0	0
Males	Count	480	68,890	635,110
Males	%	36	35	35
Females	Count	850	126,750	1,154,820
Females	%	64	65	65
Claim Duration Less Than 6 Months	Count	180	22,810	210,560
Claim Duration 6 Months-1 Year	Count	120	15,680	145,480
Claim Duration 1-2 Years	Count	170	23,860	215,200
Claim Duration 2-5 Years	Count	280	46,610	424,680
Claim Duration 5 Years +	Count	570	86,670	793,990
Single	Count	1,150	166,750	1,560,470
Single	%	86	85	87
Couple	Count	170	28,880	229,170
Working Age Statistical Group; Incapacity Benefits	Count	760	104,740	980,580
Working Age Statistical Group; Incapacity Benefits	%	57	54	55
Working Age Statistical Group; Lone Parent	Count	460	75,430	677,080
Working Age Statistical Group; Lone Parent	%	35	39	38
Working Age Statistical Group; Carers and Others	Count	110	15,470	132,260
Working Age Statistical Group; Carers and Others	%	8	8	7

Notes : rounded to base of 5 to protect small counts. Source National Statistics

Housing Benefit/Council Tax Benefit Claimants – August 2005

	Bromsgrove Nos.	%	West Midlands Nos.	%	England Nos.	%
All claimants of Housing Benefit/Council Tax	4,560	100%	518,265	100%	4,540,015	100%
Male claimants	1,850	40.5	207,380	40.0	1,795,990	39.5
Female Claimants	2,690	58.9	280,250	54.0	2,591,140	57.0
Gender unknown	15	0.32	30,630	5.9	152,885	3.36
Claimants Age 16-59	1,685	36.9	251,595	48.5	2,352,195	51.8
Claimants Age 60 +	2,875	63.0	266,670	51.4	2,187,825	48.1
Single claimants	3,360	73.6	386,985	74.6	3,499,530	77.0
Couple claims	1,200	26.3	131,275	25.3	1,040,485	22.9

Source: National Statistics

JOB SEEKERS ALLOWANCE

The latest data for Job-Seekers Allowance (JSA) shows that overall Bromsgrove has lower take-up of JSA. The largest groups of claimants are men, and those in the 25-49 age group. The latest figures show a higher proportion of those claiming for up to six months, than is the case for the region and for the average UK count (at June 2007). When broken down by ethnicity, the available data shows that 3.2% of the non-White groups claim JSA. This shows that in proportion to their overall numbers, a much higher percentage of people from Minority Ethnic communities are receiving JSA. This figure could be potentially even higher, if the ethnic backgrounds of those that did not disclose this information was known.

Total Job Seekers Allowance Claimants – June 2007

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
All People	983	1.8	3.1	2.3
Males	729	2.5	4.4	3.2
Females	254	1.0	1.7	1.3

Source: ONS claimant count with rates and proportions

Note: % is a proportion of resident working age people

Total Job Seekers Allowance Claimants – June 2007

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
By Age				
18-24	270	27.4	29.8	29.4
25-49	485	49.4	53.3	53.0
Aged 50+	210	21.3	16.0	16.4
Source: ONS claimant count by age Note: % is a proportion of all JSA claimants				

Total Job Seekers Allowance Claimants – June 2007

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
By Duration				
Up to 6 months	665	68.3	58.7	64.5
Over 6 and up to 12 months	160	16.3	20.1	18.5
Over 12 months	150	15.5	21.1	17.0
Source: ONS data – claimant count (% is a proportion of all JSA claimants)				

Job Seekers Allowance – by ethnicity (April 06-March 07)

By Ethnicity		Bromsgrove	West Mids.	England
White	No.	1,030	74,075	567,425
Mixed	No.	15	2,250	13,170
Black or Black British	No.	20	7,955	58,260
Asian or Asian British	No.	5	12,725	53,080
Chinese or Other	No.	5	2,770	22,525
Unknown	No.	10	1,880	11,440
Not disclosed	No.	45	8,145	64,565

Source: National Statistics

Key Benefits Claimed – November 2006

	Bromsgrove (Numbers)	Bromsgrove (%)	W. Midlands (%)	Great Britain (%)
	4,750	8.7	16.0	14.6
Job Seekers Allowance	820	1.5	3.3	2.5
Incapacity Benefits	2,300	4.2	7.3	7.3
Lone Parents	440	0.8	2.3	2.1
Carers	440	0.8	1.2	1.0
Other – Income Related	160	0.3	0.5	0.4
Disabled	450	0.8	1.0	0.9
Bereaved	140	0.3	0.3	0.3

Source: DWP benefit claimants – working age client group
(% is a proportion of resident working age population)

Job Seeker Allowance Claimants, By Ward – August 2007

Ward	%Male claimants	%Female Claimants	Total Ward %
Alvechurch	1.0	0.7	0.9
Beacon	1.2	1.0	1.1
Catshill	1.9	1.1	1.5
Charford	4.9	1.5	3.2
Drakes Cross and Walkers Heath	2.3	0.5	1.4
Furlongs	1.0	0.4	0.7
Hagley	1.5	0.3	1.0
Hillside	1.3	0.4	0.8
Hollywood and Majors Green Ward	1.5	0.8	1.1
Linthurst	0.4	#	0.4
Marlbrook	1.1	0.4	0.7
Norton	1.3	0.6	1.0
Sidemoor	2.7	1.4	2.1
Slideslow	1.0	1.4	1.2
St Johns	2.2	1.4	1.8
Stoke Heath	0.7	0.8	0.7
Stoke Prior	2.6	0.7	1.7
Tardebigge	0.8	0.8	0.8
Uffdown	2.0	1.0	1.5
Waseley	2.5	1.3	1.9
Whitford	1.5	1.1	1.3
Woodvale	1.1	0.5	0.8
Wythall South Ward	0.9	#	0.6

% show no. of JSA claimants as a proportion of resident working age population

Source DWP 2007

Life expectancy

West Midlands – life expectancy at birth and at age 65/selected regions

Region	Males		Females	
	Life expectancy at Birth (years)	Life Expectancy at age 65 (additional years)	Life expectancy at Birth (years)	Life Expectancy at age 65 (additional years)
Birmingham	75.2	16.3	80.5	19.6
Bromsgrove	78.6	17.4	81.3	19.6
Malvern Hills	75.5	17.9	82.0	20.2
Redditch	76.8	16.7	80.3	21.1
Rugby	77.4	17.3	80.8	19.6
Sandwell	74.4	15.8	79.7	18.7
Worcester	77.7	17.8	81.5	19.7
Wychavon	78.8	18.0	83.2	20.9
Wyre Forest	77.7	17.5	81.6	20.0
West Midlands Region	76.6	16.8	81.1	19.7

Source: Health Statistics Quarterly – Winter 2007 (ONS)

Housing

Those aged over 60, single claimants and women are the highest categories of council tax claimants. This would correspond to Bromsgrove's ageing demographic profile and as well as national and regional ageing populations.

Bromsgrove has much higher proportions of housing stock in the higher council bands F, G, H and I than the average for the West Midlands and England as a whole. On the other hand the availability of housing stock in the lower council tax bands A, B is much less. The Middle range council tax bands C, D and E are again proportionally much higher than regional or national averages. Therefore, although it would appear that Bromsgrove is able to offer a range of mixed housing provision, there is potentially a lack of affordable housing to cater for the needs of the most vulnerable groups. It has already been shown that the income of those living and working in Bromsgrove is lower, than for those that are living in Bromsgrove but working elsewhere.

Overall 3 areas are shown to have much higher than average house prices, Bromsgrove, Malvern Hills and Wychavon. For Bromsgrove this reflects the proportion of housing in the higher council tax bands.

Housing Benefit/Council Tax Benefit Claimants Period: Aug05

	No.	Bromsgrove	West Midlands	England
All Claimants of Housing Benefit/Council Tax Benefit	Count	4,560	518,265	4,540,015
Male	Count	1,850	207,380	1,795,990
Female	Count	2,690	280,250	2,591,140
Gender Not Specified	Count	15	30,630	152,885
Aged 16-59	Count	1,685	251,595	2,352,195
Aged 60 and Over	Count	2,875	266,670	2,187,825
Single claimants	Count	3,360	386,985	3,499,530
Couples	Count	1,200	131,275	1,040,485

Source: DWP

Dwelling Stock by Council Tax Band Period: Mar06

		Bromsgrove	West Midlands	England
Dwelling Stock by Council Tax Band; Total	Count	38,226	2,299,484	22,082,364
Dwelling Stock by Council Tax Band; Band A	Count	3,172	731,450	5,584,166
Dwelling Stock by Council Tax Band; Band A (Dwellings)	%	8.30	31.81	25.29
Dwelling Stock by Council Tax Band; Band B	Count	6,830	573,742	4,261,483
Dwelling Stock by Council Tax Band; Band B	%	17.87	24.95	19.30
Dwelling Stock by Council Tax Band; Band C	Count	8,313	439,958	4,771,726
Dwelling Stock by Council Tax Band; Band C	%	21.75	19.13	21.61
Dwelling Stock by Council Tax Band; Band D	Count	7,354	251,714	3,353,702
Dwelling Stock by Council Tax Band; Band D	%	19.24	10.95	15.19
Dwelling Stock by Council Tax Band; Band E	Count	6,418	158,601	2,092,847
Dwelling Stock by Council Tax Band; Band E	%	16.79	6.90	9.48
Dwelling Stock by Council Tax Band; Band F	Count	3,289	86,075	1,106,315
Dwelling Stock by Council Tax Band; Band F	%	8.60	3.74	5.01
Dwelling Stock by Council Tax Band; Band G	Count	2,548	52,785	788,626
Dwelling Stock by Council Tax Band; Band G	%	6.67	2.30	3.57
Dwelling Stock by Council Tax Band; Band H	Count	302	5,156	123,492
Dwelling Stock by Council Tax Band; Band H	%	0.79	0.22	0.56
Dwelling Stock by Council Tax Band; Band I	Count	0	3	7
Dwelling Stock by Council Tax Band; Band I	%	0.00	0.00	0.00

Source: Land Registry 2006

House Prices: Bromsgrove and Regional

Authority Area	House/Dwelling Type				Overall average price
	Detached	Semi-detached	Terraced	Flat/Maisonette	
Bromsgrove	£294,973	£200,758	£166,127	£119,791	£210,734
Malvern Hills	£316,599	£201,296	£163,680	£147,868	£237,014
Redditch	£250,017	£155,726	£121,313	£100,433	£157,007
Worcester City	£251,552	£169,944	£148,813	£126,980	£174,636
Wychavon	£312,442	£197,737	£150,626	£143,629	£223,336
Wyre Forest	£256,678	£151,610	£131,053	£115,883	£167,227
Worcestershire	£282,795	£177,028	£143,756	£124,562	£190,916

Source: Land Registry 2006

11. Skill and Qualifications

EDUCATIONAL ATTAINMENT OF SCHOOL LEAVERS UP-TO A LEVEL

For a number of years now the trends have shown an increase in the achievement levels of schools at GCSE and A levels in English schools.

Revised data for 2006 shows that in maintained schools 57.5% of pupils achieved 5 or more GCSE or equivalent at grades A* to C, and that over 90% of pupils achieved 5 or more GCSE or equivalent at grades A*-G.

The population of Bromsgrove with qualifications of NVQ4 and above are higher than for the West Midlands as a whole and Great Britain, as shown below:

Qualifications (Jan 2005 to Dec 2005)

QUALIFICATION LEVEL	BROMSGROVE (NUMBERS)	BROMSGROVE (%)	WEST MIDLANDS (%)	GREAT BRITAIN (%)
NVQ4 and above	16,800	32	23	26.5
NVQ3 and above	24,900	47	39.9	44.4
NVQ2 and above	34,700	65.5	59.6	62.9
NVQ1 and above	43,600	82.5	74.1	77.2
Other qualifications	Unknown	Unknown	8.0	8.4
No qualifications	6,700	12.8	17.7	14.3

Source: NOMIS (ONS) Annual Population Survey

Qualifications (Jan 2006 to Dec 2006)

QUALIFICATION LEVEL	BROMSGROVE (NUMBERS)	BROMSGROVE (%)	WEST MIDLANDS (%)	GREAT BRITAIN (%)
NVQ4 and above	19,000	35.8	23.9	27.4
NVQ3 and above	29,200	54.9	41.1	45.3
NVQ2 and above	38,600	72.7	60.5	63.8
NVQ1 and above	46,100	86.9	74.8	77.7
Other qualifications			7.7	8.5
No qualifications	4,900	9.3	17.5	13.8

Source: NOMIS (ONS) Annual Population Survey

Key Stage 2 % of pupils achieving Level 4 or above (2006) (DfES)

	English	Maths
Alvechurch Ward	94	87
Beacon Ward	72	48
Catshill Ward	77	75
Furlongs Ward	97	84
Hagley Ward	95	91
Hillside Ward	91	82
Hollywood and Majors Green Ward	72	78
Slideslow Ward	83	74
St Johns Ward	86	73
Uffdown Ward	95	95
Waseley Ward	93	87
Wythall South Ward	91	77
Bromsgrove District	86	78
Malvern Hills District	87	82
Redditch District	77	70
Worcester District	77	76
Wychavon District	80	74
Wyre Forest District	78	73
Worcestershire Local Authority	81	75
West Midlands Region	78	74
England	79	76

GCSE Results 2006 (DfES)

	% with 5+ A* - C	% with 5+ A* - G	% with any passes
Bromsgrove District	61.4	92	98.3
Malvern Hills District	62.2	93.2	97.9
Redditch District	50.7	87.5	96.4
Worcester District	55.1	89.3	96.6
Wychavon District	63.7	95	98.8
Wyre Forest District	51.8	88.2	97.2
Worcestershire Local Authority	57.6	91.1	97.6
West Midlands Region	56.4	90.5	97.4
England	59.2	90.5	97.8

A Level Average Points Score 2006 (DfES)

Worcester Local Authority	278.5
West Midlands Region	270.7
England	289.5

	% achieving 5+ A*- C	% achieving 5+ A*- G	% achieving any passes
	2006	2006	2006
Hereford	61.8	93.1	98.3
Bromsgrove	61.4	92	98.3
Malvern Hills	62.2	93.2	97.9
Redditch	50.7	87.5	96.4
Worcester	55.1	89.3	96.6
Wychavon	63.7	95	98.8
Wyre Forest	51.8	88.2	97.2
Worcestershire	57.6	91.1	97.6
West Midlands	56.4	90.5	97.4
England	59.2	90.5	97.8

Pupils at the end of Key stage 4 -DfES 2006

Numbers of Full Time Entrants (18 – 20) to Higher Education 2005/ 06, by Ward and Area (DfES)

	Number
Alvechurch Ward	30
Beacon Ward	20
Catshill Ward	30
Charford Ward	15
Drakes Cross and Walkers Heath Ward	35
Furlongs Ward	40
Hagley Ward	35
Hillside Ward	40
Hollywood and Majors Green Ward	25
Linthurst Ward	20
Marlbrook Ward	20
Norton Ward	35
Sidemoor Ward	5
Slideslow Ward	25
St Johns Ward	20
Stoke Heath Ward	15
Stoke Prior Ward	10
Tardebigge Ward	15
Uffdown Ward	10
Waseley Ward	20
Whitford Ward	25
Woodvale Ward	5
Wythall South Ward	20
Bromsgrove District (TOTAL)	520
Malvern Hills District	440
Redditch	290
Worcester District	380
Wychavon District	625
Wyre Forest District	405
Worcestershire Local Authority	2670
West Midlands Region	24540
England	235160

No. of Higher Education Entrants aged 18 -20 : (By Constituency and Districts)

	Full Time Entrants			Part Time Entrants		
	1999-2000	2005 - 2006	Difference	1999-2000	2005 - 2006	Difference
CONSTITUENCY						
Bromsgrove	435	520	85	15	5	-10
Mid Worcs.	390	500	95	15	5	-10
Redditch	320	300	-20	5	5	0
West Worcs.	470	535	65	5	10	5
Wyre Forest	345	390	45	5	10	5
DISTRICTS						
Bromsgrove	435	520	85	15	5	-10
Worcester	315	380	65	5	15	10
Malvern Hills	400	440	40	5	10	5
Redditch	300	290	-10	5	5	0
Wychavon	520	625	105	15	5	-10
Wyre Forest	360	405	45			
REGIONAL/NATIONAL						
Worcestershire LA	2,325	2,670	345	50	50	0
West Midlands	21,015	24,540	3,525	910	710	200
England	198,970	235,160	36,190	6,345	7,085	740

Department for Children School & Families : Higher Education Institutions (2006 summary)

**National Curriculum Assessments at Key Stage 2 by Ethnic Group
Period: September 2005 – August 2006**

		Bromsgrove	West Midlands	England
All Pupils Eligible for KS2 Assessment (Persons) ^{1 2}	Count	1,047	64,505	594,341
All Pupils Achieving Level 4+; in English (Persons) ^{1 2}	%	88	79	79
All Pupils Achieving Level 4+; in Mathematics (Persons) ^{1 2}	%	80	74	76
All Pupils Achieving Level 4+; in Science (Persons) ^{1 2}	%	92	86	87
Pupils of White Origin Eligible for KS2 Assessment (Persons) ^{1 2}	Count	972	50,836	474,854
Pupils of White Origin Achieving Level 4+; in English (Persons) ^{1 2}	%	88	80	80
Pupils of White Origin Achieving Level 4+; in Mathematics (Persons) ^{1 2}	%	80	76	76
Pupils of White Origin Achieving Level 4+; in Science (Persons) ^{1 2}	%	92	88	88
Pupils of Mixed Origin Eligible for KS2 Assessment (Persons) ^{1 2}	Count	27	2,357	18,081
Pupils of Mixed Origin Achieving Level 4+; in English (Persons) ^{1 2}	%	x	79	81
Pupils of Mixed Origin Achieving Level 4+; in Mathematics (Persons) ^{1 2}	%	81	73	76
Pupils of Mixed Origin Achieving Level 4+; in Science (Persons) ^{1 2}	%	x	86	87
Pupils of Asian Origin Eligible for KS2 Assessment (Persons) ^{1 2}	Count	14	7,824	41,622
Pupils of Asian Origin Achieving Level 4+; in English (Persons) ^{1 2}	%	100	75	76
Pupils of Asian Origin Achieving Level 4+; in Mathematics (Persons) ^{1 2}	%	x	70	72
Pupils of Asian Origin Achieving Level 4+; in Science (Persons) ^{1 2}	%	x	79	80
Pupils of Black Origin Eligible for KS2 Assessment (Persons) ^{1 2}	Count	7	2,198	24,491
Pupils of Black Origin Achieving Level 4+; in English (Persons) ^{1 2}	%	x	70	72
Pupils of Black Origin Achieving Level 4+; in Mathematics (Persons) ^{1 2}	%	x	62	63
Pupils of Black Origin Achieving Level 4+; in Science (Persons) ^{1 2}	%	100	79	77
Pupils of Chinese Origin Eligible for KS2 Assessment (Persons) ^{1 2}	Count	3	167	2,019
Pupils of Chinese Origin Achieving Level 4+; in English (Persons) ^{1 2}	%	100	86	86
Pupils of Chinese Origin Achieving Level 4+; in Mathematics (Persons) ^{1 2}	%	100	92	92
Pupils of Chinese Origin Achieving Level 4+; in Science (Persons) ^{1 2}	%	100	89	91
Pupils of Other Ethnic Origin Eligible for KS2 Assessment (Persons) ^{1 2}	Count	4	439	5,594
Pupils of Other Ethnic Origin Achieving Level 4+; in English (Persons) ^{1 2}	%	x	64	69
Pupils of Other Ethnic Origin Achieving Level 4+; in Mathematics (Persons) ^{1 2}	%	x	67	70
Pupils of Other Ethnic Origin Achieving Level 4+; in Science (Persons) ^{1 2}	%	x	76	76

Source: ONS National Statistics X = nos. too small/no data

Distribution of Ethnic Minority pupils aged 5-16 across Government Office Regions – Jan. 2006

Region	Primary School (%)	Secondary School (%)
North East	1.4	1.3
North West	9.1	7.9
Yorkshire and Humber	7.9	7.6
East Midlands	5.9	6.4
West Midlands	12.9	13.2
East of England	7.2	7.9
Inner London	19.3	17.2
Outer London	23.2	25.1
South East	9.8	10.2
South West	3.3	3.2
Total	100	100

Source: Department for Educational and Skills, Maintained Primary and Secondary Schools across England (Reported January 2006)

After London the highest proportion of EM school children in England are in the West Midlands Region.

12. Ward Level Data

There are 23 Wards in Bromsgrove District. This section provides a picture of each of the Wards in relation to key demographic, economic and other data. Currently the availability of data at a smaller local level is based on the 2001 census data.

Demography by Ward (2001 Census Data)

ALVECHURCH

Category (origin)	Alvechurch		Bromsgrove	
	numbers	%	numbers	%
All People	6,260		87,837	
All White		98.43		97.85
White British		96.41		95.75
White Irish		0.94		1.01
White Other		1.09		1.09
Asian or Asian British - all		0.37		0.74
Asian – Indian		0.32		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.05		0.08
Black or Black British- all		0.21		0.34
Black – Caribbean		0.11		0.25
Black - African		0.5		0.06
Black - Other		0.5		0.03
Chinese or other Ethnic Group		0.21		0.11

BEACON

Category (origin)	Beacon		Bromsgrove	
	numbers	%	numbers	%
All People	2,146		87,837	
All White		98.65		97.85
White British		95.62		95.75
White Irish		1.96		1.01
White Other		0.98		1.09
Asian or Asian British - all		0.37		0.74
Asian – Indian		0.37		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.56		0.34
Black – Caribbean		0.33		0.25
Black - African		0.23		0.06
Black - Other		0.0		0.03
Chinese or other Ethnic Group		0.14		0.11

CATSHILL

Category (origin)	Catshill		Bromsgrove	
	numbers	%	numbers	%
All People	4,426		87,837	
All White		97.90		97.85
White British		96.66		95.75
White Irish		0.63		1.01
White Other		0.61		1.09
Asian or Asian British - all		0.47		0.74
Asian – Indian		0.38		0.56
Asian - Pakistani		0.09		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.32		0.34
Black – Caribbean		0.25		0.25
Black - African		0.0		0.06
Black - Other		0.07		0.03
Chinese or other Ethnic Group		0.25		0.11

CHARFORD

Category (origin)	Charford		Bromsgrove	
	numbers	%	numbers	%
All People	5,173		87,837	
All White		98.53		97.85
White British		96.48		95.75
White Irish		0.87		1.01
White Other		1.18		1.09
Asian or Asian British - all		0.62		0.74
Asian – Indian		0.31		0.56
Asian - Pakistani		0.25		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.6		0.08
Black or Black British- all		0.14		0.34
Black – Caribbean		0.14		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese or other Ethnic Group		0.06		0.11

DRAKES CROSS

Category (origin)	Drakes Cross/Walkers Heath		Bromsgrove	
	numbers	%	numbers	%
All People	4,835		87,837	
All White		96.94		97.85
White British		94.06		95.75
White Irish		1.90		1.01
White Other		0.97		1.09
Asian or Asian British - all		1.22		0.74
Asian – Indian		1.05		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.17		0.08
Black or Black British- all		0.70		0.34
Black – Caribbean		0.64		0.25
Black - African		0.06		0.06
Black - Other		0.0		0.03
Chinese or other Ethnic Group		0.08		0.11

FURLONGS

Category (origin)	Furlongs		Bromsgrove	
	numbers	%	numbers	%
All People	4,123		87,837	
All White		98.64		97.85
White British		96.94		95.75
White Irish		0.44		1.01
White Other		1.26		1.09
Asian or Asian British - all		0.73		0.74
Asian – Indian		0.58		0.56
Asian - Pakistani		0.15		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.17		0.34
Black – Caribbean		0.07		0.25
Black - African		0.0		0.06
Black - Other		0.10		0.03
Chinese		0.0		0.11

HAGLEY

Category (origin)	Hagley		Bromsgrove	
	numbers	%	numbers	%
All People	4,286		87,837	
All White		97.99		97.85
White British		95.87		95.75
White Irish		0.79		1.01
White Other		1.33		1.09
Asian or Asian British - all		0.89		0.74
Asian – Indian		0.75		0.56
Asian - Pakistani		0.7		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.7		0.08
Black or Black British- all		0.35		0.34
Black – Caribbean		0.09		0.25
Black - African		0.26		0.06
Black - Other		0.0		0.03
Chinese		0.19		0.11

HILLSIDE

Category (origin)	Hillside		Bromsgrove	
	numbers	%	numbers	%
All People	4,652		87,837	
All White		96.86		97.85
White British		93.92		95.75
White Irish		0.88		1.01
White Other		2.06		1.09
Asian or Asian British - all		0.86		0.74
Asian – Indian		0.64		0.56
Asian - Pakistani		0.06		0.09
Asian – Bangladeshi		0.06		0.01
Asian - Other		0.09		0.08
Black or Black British- all		0.34		0.34
Black – Caribbean		0.21		0.25
Black - African		0.13		0.06
Black - Other		0.0		0.03
Chinese		0.47		0.11

HOLLY AND MAJORS GREEN

Category (origin)	Holly/Majors Green		Bromsgrove	
	numbers	%	numbers	%
All People	4,275		87,837	
All White		97.82		97.85
White British		95.18		95.75
White Irish		2.04		1.01
White Other		0.61		1.09
Asian or Asian British - all		1.36		0.74
Asian – Indian		0.94		0.56
Asian - Pakistani		0.26		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.16		0.08
Black or Black British- all		0.26		0.34
Black – Caribbean		0.26		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.0		0.11

LINTHURST

Category (origin)	Linthurst		Bromsgrove	
	numbers	%	numbers	%
All People	2,353		87,837	
All White		95.96		97.85
White British		92.99		95.75
White Irish		1.44		1.01
White Other		1.53		1.09
Asian or Asian British - all		1.49		0.74
Asian – Indian		1.19		0.56
Asian - Pakistani		0.13		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.17		0.08
Black or Black British- all		0.55		0.34
Black – Caribbean		0.21		0.25
Black - African		0.21		0.06
Black - Other		0.13		0.03
Chinese		0.55		0.11

MARLBROOK

Category (origin)	Marlbrook		Bromsgrove	
	numbers	%	numbers	%
All People	4,221		87,837	
All White		98.44		97.85
White British		96.56		95.75
White Irish		1.04		1.01
White Other		0.83		1.09
Asian or Asian British - all		0.54		0.74
Asian – Indian		0.36		0.56
Asian - Pakistani		0.07		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.12		0.08
Black or Black British- all		0.14		0.34
Black – Caribbean		0.07		0.25
Black - African		0.07		0.06
Black - Other		0.0		0.03
Chinese		0.07		0.11

NORTON

Category (origin)	Norton		Bromsgrove	
	numbers	%	numbers	%
All People	4,526		87,837	
All White		96.84		97.85
White British		94.92		95.75
White Irish		0.93		1.01
White Other		0.99		1.09
Asian or Asian British - all		1.13		0.74
Asian – Indian		0.82		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.07		0.01
Asian - Other		0.24		0.08
Black or Black British- all		0.40		0.34
Black – Caribbean		0.40		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.50		0.11

SIDEMOOR

Category (origin)	Sidemoor		Bromsgrove	
	numbers	%	numbers	%
All People	4,974		87,837	
All White		98.41		97.85
White British		96.30		95.75
White Irish		0.92		1.01
White Other		1.19		1.09
Asian or Asian British - all		0.68		0.74
Asian – Indian		0.42		0.56
Asian - Pakistani		0.06		0.09
Asian – Bangladeshi		0.06		0.01
Asian - Other		0.14		0.08
Black or Black British- all		0.20		0.34
Black – Caribbean		0.08		0.25
Black - African		0.06		0.06
Black - Other		0.06		0.03
Chinese		0.10		0.11

SLIDESLOW

Category (origin)	Slideslow		Bromsgrove	
	numbers	%	numbers	%
All People	3,469		87,837	
All White		97.92		97.85
White British		95.14		95.75
White Irish		0.58		1.01
White Other		1.21		1.09
Asian or Asian British - all		0.43		0.74
Asian – Indian		0.43		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.26		0.34
Black – Caribbean		0.17		0.25
Black - African		0.0		0.06
Black - Other		0.09		0.03
Chinese		0.61		0.11

ST JOHNS

Category (origin)	St. Johns		Bromsgrove	
	numbers	%	numbers	%
All People	4,475		87,837	
All White		98.61		97.85
White British		96.60		95.75
White Irish		0.76		1.01
White Other		1.25		1.09
Asian or Asian British - all		0.18		0.74
Asian – Indian		0.18		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.34		0.34
Black – Caribbean		0.27		0.25
Black - African		0.07		0.06
Black - Other		0.0		0.03
Chinese		0.13		0.11

STOKE HEATH

Category (origin)	Stoke Heath		Bromsgrove	
	numbers	%	numbers	%
All People	2,550		87,837	
All White		97.02		97.85
White British		95.18		95.75
White Irish		0.55		1.01
White Other		1.33		1.09
Asian or Asian British - all		0.5		0.74
Asian – Indian		0.38		0.56
Asian - Pakistani		0.12		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.47		0.34
Black – Caribbean		0.47		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.47		0.11

STOKE PRIOR

Category (origin)	Stoke Prior		Bromsgrove	
	numbers	%	numbers	%
All People	2,009		87,837	
All White		99.05		97.85
White British		97.41		95.75
White Irish		0.55		1.01
White Other		1.10		1.09
Asian or Asian British - all		0.20		0.74
Asian – Indian		0.20		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.15		0.34
Black – Caribbean		0.15		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.0		0.11

TARDBIGGE

Category (origin)	Tardbigge		Bromsgrove	
	numbers	%	numbers	%
All People	3,040		87,837	
All White		94.57		97.85
White British		92.30		95.75
White Irish		1.12		1.01
White Other		1.15		1.09
Asian or Asian British - all		1.91		0.74
Asian – Indian		1.12		0.56
Asian - Pakistani		0.79		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		1.55		0.34
Black – Caribbean		1.18		0.25
Black - African		0.13		0.06
Black - Other		0.23		0.03
Chinese		0.13		0.11

UFFDOWN

Category (origin)	Uffdown		Bromsgrove	
	numbers	%	numbers	%
All People	2,280		87,837	
All White		97.46		97.85
White British		95.13		95.75
White Irish		1.01		1.01
White Other		1.32		1.09
Asian or Asian British - all		1.27		0.74
Asian – Indian		1.27		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.22		0.34
Black – Caribbean		0.22		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.0		0.11

WASELEY

Category (origin)	Waseley		Bromsgrove	
	numbers	%	numbers	%
All People	4,455		87,837	
All White		98.18		97.85
White British		96.32		95.75
White Irish		1.21		1.01
White Other		0.65		1.09
Asian or Asian British - all		0.34		0.74
Asian – Indian		0.34		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.40		0.34
Black – Caribbean		0.40		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.09		0.11

WHITFORD

Category (origin)	Whitford		Bromsgrove	
	numbers	%	numbers	%
All People	5,017		87,837	
All White		98.41		97.85
White British		96.89		95.75
White Irish		0.74		1.01
White Other		0.78		1.09
Asian or Asian British - all		0.22		0.74
Asian – Indian		0.16		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.06		0.08
Black or Black British- all		0.24		0.34
Black – Caribbean		0.18		0.25
Black - African		0.06		0.06
Black - Other		0.0		0.03
Chinese		0.10		0.11

WOODVALE

Category (origin)	Woodvale		Bromsgrove	
	numbers	%	numbers	%
All People	2,046		87,837	
All White		99.02		97.85
White British		97.21		95.75
White Irish		0.73		1.01
White Other		1.08		1.09
Asian or Asian British - all		0.68		0.74
Asian – Indian		0.68		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.0		0.34
Black – Caribbean		0.0		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.0		0.11

WYTHALL SOUTH

Category (origin)	Wythall South		Bromsgrove	
	numbers	%	numbers	%
All People	2,257		87,837	
All White		97.56		97.85
White British		95.39		95.75
White Irish		1.42		1.01
White Other		0.75		1.09
Asian or Asian British - all		0.97		0.74
Asian – Indian		0.97		0.56
Asian - Pakistani		0.0		0.09
Asian – Bangladeshi		0.0		0.01
Asian - Other		0.0		0.08
Black or Black British- all		0.0		0.34
Black – Caribbean		0.0		0.25
Black - African		0.0		0.06
Black - Other		0.0		0.03
Chinese		0.53		0.11

Available data from the 2001 Census shows that, overall the population of Bromsgrove is predominantly made up of people from White ethnic group categories. Ward comparisons show that the highest proportions of people from minority ethnic groups, of 4% or more are shown in the Wards of Beacon, Hillside, Hollywood & Majors Green, Linthurst and Tardebigge. Tardebigge is the only ward showing a higher proportion of people from Black and Asian groups, than other Minority groups. However, it is likely that these numbers have changed and research should be carried out to determine the levels of Minority Ethnic groups at a local ward level.

2001 Census data – % Minority Ethnic groups by Ward

Ward	% White Irish and White other	%Black and Asian*	Total BME
Alvechurch	2.03	0.79	2.82
Beacon	2.94	1.07	4.01
Catshill	1.24	1.04	2.28
Charford	2.05	0.82	2.87
Drakes Cross and Walkers Heath	2.87	2.0	4.87
Furlongs	1.7	0.09	1.79
Hagley	2.12	1.43	3.55
Hillside	2.94	1.67	4.61
Hollywood and Majors Green	2.65	1.62	4.27
Linthurst	2.97	2.59	5.56
Marlbrook	1.87	0.85	2.72
Norton	1.92	2.03	3.95
Sidemoor	2.11	0.98	3.09
Slideslow	1.79	1.3	3.09
St Johns	2.01	0.65	2.66
Stoke Heath	1.88	1.44	3.32
Stoke Prior	1.65	0.35	2.0
Tardebigge	2.27	3.59	5.86
Uffdown	2.33	1.49	3.82
Waseley	1.86	0.83	2.69
Whitford	1.52	0.56	2.08
Woodvale	1.81	0	1.81
Wythall South Ward	2.17	0.53	2.7
Average	2.12	1.20	3.32

(includes Chinese)

Benefit Take up by Ward –

% of Job Seeker Allowance Claimants, By Age and by Ward – October 2007

Ward	Age 18-24	Age 25-49	Age 50+
%			
Alvechurch	18.2%	57.6%	24.2%
Beacon	30.0%	50.0%	20.0%
Catshill	25.0%	47.5%	27.5%
Charford	24.2%	57.9%	17.9%
Drakes Cross and Walkers Heath	24.3%	62.2%	13.5%
Furlongs	30.8%	38.5%	30.8%
Hagley	42.1%	26.3%	31.6%
Hillside	29.2%	62.5%	8.3%
Hollywood and Majors Green Ward	33.3%	37.5%	25.0%
Linthurst	57.1%	28.6%	14.3%
Marlbrook	29.2%	45.8%	25.0%
Norton	33.3%	47.6%	19.0%
Sidemoor	26.0%	44.0%	26.0%
Slideslow	19.0%	47.6%	33.3%
St Johns	19.5%	56.1%	24.4%
Stoke Heath	33.3%	66.7%	0.0%
Stoke Prior	36.4%	40.9%	22.7%
Tardebigge	5.9%	41.2%	27.7%
Uffdown	25.0%	25.0%	50.0%
Waseley	40.4%	40.4%	19.1%
Whitford	35.3%	49.0%	15.7%
Woodvale	30.0%	40.0%	30.0%
Wythall South	20.0%	70.0%	10.0%

% show no. of JSA claimants as a proportion of resident working age population
Source NOMIS (DWP) 2007

Wards show significant variations by age of claimants. Three wards Hagley, Linthurst and Waseley show that over 40% of JSA claimants are under 25 years of age. Linthurst shows that almost 60% of those claiming JSA are aged under 25. Other Wards show much higher levels of claimants from the 25-49 age groups, with Wythall South showing 70% of claimants in this age group. Uffdown ward has the highest level of claimants for JSA aged over 50+ (50%).

Summary and Conclusions

Note: Further research and data analysis.

There is a range of available data for the West Midlands and for the Worcester regions. Much research has been carried by the individual local authorities and by agencies in the area, such as Advantage West Midlands, Learning and Skills Council, and the West Midlands Observatory. Together with national sources these generally enable a good picture to be built up of the key issues and priorities for Bromsgrove District Council, and these are presented in this report.

However, there are a number of significant gaps, which could impact on a number of areas. For example, the reliance on data from the 2001 Census, and for example, the Household Survey (2004) is much more problematic when applied to smaller districts and at Ward levels. This has been particularly so for a number of areas, including Ethnic Minority groups, migration and changes in demography. In some cases the numbers are too small and do not feature in larger scale research. It is important therefore to supplement general data with more localized information in order to gauge the level of target setting and management of resources required to meet local needs.

There are a number of solutions suggested to overcome this:

- At a regional level, Bromsgrove District Council may wish to engage in collaborative and/or partnership working with other authorities and organisations that collect and collate regional data, engage in research and surveys, and gauge where data that is specific to Bromsgrove/Bromsgrove Wards can be included.
- In some cases, work will already be ongoing within the authority that will 'add value' to existing national or regional data, for example, consultations, customer surveys, citizens panels. The authority should ensure that these are 'equality proofed' shared and analysed across the authority.
- The authority can carry out targeted research and data collection to determine and meet local needs

In terms of the equality strands, the priority areas for consideration would be the profile of Ethnic minority groups within Bromsgrove. Information also needs to be updated against all six equality strands – and again it suggested that this is achieved through targeted research or consultation either within exiting resources already allocated to research within the District Council, or in collaboration with other partners.

Summary of findings

1. General

Bromsgrove is well placed within the West Midlands to take advantage of what the region as a whole has to offer in terms of economic prosperity and well being. However, there are also a number of negatives at a regional level that impact on this. The region is one that has significant deprivation and disadvantage, declining industrial base and low skills base. Nineteen Local Authority Districts in the West Midlands contain SOAs which feature in the national 10% most deprived areas, of which almost half are in Birmingham.

However, Bromsgrove has remained stable in economic terms, and has managed to overcome some important recent industrial issues, such as the closure of major manufacturing and distribution of motor vehicles. In Bromsgrove the development of the Bromsgrove Technology Park together with other regional developments such as the Malvern Hill Science Park and the new University of Worcester campus provides Bromsgrove with a range of business and educational opportunities.

The proximity of Bromsgrove to Birmingham together with good access to public transport means better opportunities for attracting and meeting local labour demands. However, the lower rates of pay and lack of employment variety in Bromsgrove currently suggests that Bromsgrove is an attractive place in which to live, but that higher skill job opportunities are possibly lacking. Bromsgrove District council is one of the largest employers in Bromsgrove.

In terms of demography, Bromsgrove has generally tended to have a higher proportion of older residents. Population projections shows a growth in the Ethnic Minority Population, which currently is shown to be around 7%. The highest growth projections are for the Asian/Asian British categories, particularly Pakistani and Indian. The projections also show a slight decline in the African Caribbean categories (-1%). Bromsgrove has a higher proportion of disabled people than the West Midlands or UK averages, and the disabled population in Bromsgrove is also growing at a faster rate than for the rest of the West Midlands as a whole.

2. Employment and Economic activity

- Economic activity rates in Bromsgrove are significantly higher than the West Midlands or National rates
- Women have the highest economic activity rates within the region and the West Midlands
- Economic inactivity is significantly below National inactivity rates
- There are higher proportions of people employed in managerial and senior and professional occupations than the West Midlands and National averages

- However, the average rates of pay for someone living **and** working in Bromsgrove are lower
- However, there are lower employment rates shown in areas of skilled trades than the West Midlands and Nationally
- The lack of data for Ethnic Minority and Migrant Labour may hide the true activity rates and employment rates for communities living and working in Bromsgrove from a Minority ethnic and migrant background
- Self employment rates are better in Bromsgrove than the West Midlands and Great Britain averages

2. Deprivation

- Over one-quarter of West Midlands SOAs are in the lowest quintiles of the IMD 2004. And, 474 SOAs in the West Midlands Region are in the 10% most deprived
- Bromsgrove has the lowest ranking overall, however, data from recorded crime statistics showed that three wards accounted for 37% of recorded drugs related crimes, St. Johns (15.3%), Charford (12%), and Tardebigge (10.4%). Altogether five wards accounted for almost half of reported crime in Bromsgrove (46.3%)
- Housing in Bromsgrove is much more expensive, and a higher proportion of housing stock is in the higher rated council tax bands

3. Benefits

- Those aged over 60, women and single claimants are the groups with the highest rates of Housing Benefit take-up
- Overall, Bromsgrove has a lower take up of Job Seekers Allowance (JSA) than for the West Midlands, however, men in the age groups 25-49 have the highest take up in Bromsgrove; and Bromsgrove has a higher proportion of people claiming JSA for six months or longer than both the regional and UK averages
- Two-thirds of those claiming Disability Living Allowance (DLA) are aged over 50. Highest Incapacity Benefit claimants are from the age group 25-49.

4. Education and Skills

- Bromsgrove shows good educational attainment of Key Skills across all Ethnic groups

- The proportion of 19 year olds achieving a NVQ level 2 qualification has increased by over seven percentage points since 2005 to just over 72% in 2006.

DRAFT

Sources of Statistical Information

1. 2001 Census Data (UK National Data Base/Office for National Statistics)
2. UK Office for National Statistics –Local Authority Areas
3. Annual Population Surveys
4. Annual Labour Market Report (ONS)
5. Office for National Statistics - NOMIS – (Area Based/Experimental)
6. Labour Force Survey
7. IMD- 2004
8. Advantage West Midlands – Migrant Workers in the West Midlands (a study, 2007)
9. Learning and Skills Council
10. West Midlands Regional Development Agency
11. Department for Work and Pensions
12. Department for Education and Skills (2006) Maintained Primary and Secondary Schools across England (Reported January 2006)
13. Department for Children & Families (2007)
14. Annual Survey of Hours and Earnings (ASHE 2005)
15. DWP/National Insurance Registrations, Overseas Nationals (NINO)
16. Home Office- Approved Worker Registration Schemes
17. National Immigration Services
18. Health Statistics Quarterly- Winter 2007
19. ONS Claimant Count
20. Worcestershire County Council, Annual County Survey
21. Land Registry 2006
22. West Midlands Economic Strategy (draft 2007)

Glossary and terms used

Census - a count of all people and households, carried out every 10 years on a particular day set aside for this purpose. In England and Wales the Census is planned and carried out by the Office for National Statistics. It is the only survey which provides a detailed picture of the entire population, and is unique because it covers everyone at the same time and asks the same core questions everywhere.

Indices of Multiple Deprivation (IMD) - The Indices of Multiple Deprivation are collected by the Department of Communities & Local Government and are used as a means to measure levels of relative deprivation across England. This overall index is made up of seven 'domains of deprivation' which can also be measured separately. (also see Deprivation and Super Output Areas below)

Deprivation - There are seven domains of deprivation (Income, Employment, Health and Disability, Education, skills and Training, Barriers to Housing and Services, Crime and the Living Environment). This information allows all Super Output Areas to be ranked according how deprived they are relative to each other. Two separate indices measure income deprivation affecting children; and income deprivation affecting older people.

Super Output Areas (SOA) - Data presented for a small geographic area, is called a Super Output Area (or SOA). This typically represents an area of some 1,500 homes

Social Enterprise - has an explicit social and/or environmental aims such as job creation, training or the provision of local services. Their ethical values may include a commitment to building skills in local communities. Their profits are principally reinvested to achieve their social objectives.

Economically active - The Economically Active Population is the amount of people in employment in a certain area. The economically active population is expressed as a percentage of the total population.

Ethnic Minority Population/Black and Minority Ethnic Population - the terms are largely based on the census categories. In the context of this report the definition is used to describe those residents from a non-White and in some cases White Minority groups.

ONS/NOMIS - ONS is the official source for data on the UK population and labour market. NOMIS provides detailed data on the labour market from official sources.

Job Seekers Allowance - Government benefit for people who are available for and actively looking for (seeking) work.

Incapacity Benefit - a weekly benefit payment for people under state pension age who can't work because of a disability or illness.

Disability Living Allowance - a tax-free benefit for children and adults who need help with personal care or have walking difficulties because they are physically or mentally disabled.

Severe Disablement Allowance - This benefit is paid to someone who has not been able to work for at least 28 weeks in a row because of ill health or disability, and has not paid enough National Insurance contributions to claim Incapacity benefit. Severe Disablement Allowance is now no longer payable to new claimants since 2001. However, those already claiming the benefits can continue do to so.

Migrant workers - The term 'migrant workers' is used to describe an overseas national who has the legal right to work in the UK

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