

Equalities Monitoring – Services Appendix E – Economic Development

Annual Report – 2014-15



Published: January 2016

Contents

1. Introduction	2
2. Employment Rate by Sex.....	2
3. Employment Rate by Race.....	3
4. Employment Rate by Disability.....	3
5. Education, training or employment	4
6. Earnings by Sex.....	3
7. Job Seekers Allowance	4
8. Economic Development in Bracknell Forest	5

1. Introduction

Economic deprivation directly connected to employment is one of the key aspects affecting people's lives and future prospects. It has been shown to have an impact on a variety of aspects in people's lives, including health and well being, education and housing. It is for these reasons that the Council monitors the data below.

The proportion of the resident working age population who are in employment in Bracknell Forest is very high. At the end of March 2015, 80.2% of the residents of working age in the Borough are in employment, compared with 77.6% in Berkshire and 74.1% nationally.

Bracknell Forest also ranks highly on having low unemployment rates amongst those of working age, as at the end of June 2015 only 0.8% were claiming job seekers allowance, compared with 1.0% in Berkshire and 1.8% nationally.

Again, the proportion of unemployed people in the Borough who are defined as being in Long Term Unemployment is very low. In June 2015 only 14.05% of people claiming job seekers allowance have done so for at least 12 months, compared with 18.8% in Thames Valley Berkshire Local Enterprise Partnership* (LEP) and 27.6% nationally.

* Thames Valley Berkshire Local Enterprise Partnership - this covers 6 unitary authorities: Bracknell Forest, Windsor & Maidenhead, Slough, Reading, Wokingham and West Berkshire.

(Source: Office for National Statistics)

2. Employment Rate by Sex

Employment and unemployment (Apr 2014-Mar 2015)

	Bracknell Forest	Bracknell Forest	South East	Great Britain
	(numbers)	(%)	(%)	(%)
All people				
Economically active [†]	64,800	83.1	80.0	77.4
In employment [†]	62,600	80.2	76.3	72.7
Employees [†]	54,500	70.1	64.5	62.2
Self employed [†]	7,700	9.8	11.4	10.1
Unemployed (model-based) [§]	2,400	3.7	4.6	6.0
Males				
Economically active [†]	34,200	88.3	85.0	83.0
In employment [†]	33,600	86.6	81.5	77.8
Employees [†]	28,700	74.4	66.1	63.7
Self employed [†]	4,700	12.0	15.0	13.7
Females				
Economically active [†]	30,600	78.1	75.1	72.0
In employment [†]	29,000	74.1	71.1	67.7
Employees [†]	25,800	65.9	62.9	60.8
Self employed [†]	3,000	7.7	7.8	6.5

(Source: NOMIS – Official Labour Market Statistics) Notes: numbers are for those aged 16-64

Comments

As the table above shows, Bracknell Forest is out-performing most of the South East and National statistics in terms of employment and unemployment; for all people, and specifically for both males and females. This is a very positive illustration that the borough is performing well and provides good opportunities for both men and women.

3. Employment Rate by Race

Race	Bracknell Forest %	Thames Valley Berkshire LEP %	Great Britain %
White	80.2	77.8	72.7
Black and Ethnic Minorities (BME)	70.6	69.2	61.7

Notes: numbers are for those aged 16-64
(Source: ONS – Annual Population Survey 2015)

Comments

Data from the Annual Population Survey 2015 illustrates that within Bracknell Forest, individuals from a BME background have a lower employment rate than the average for the entire population by nearly 10%. However, in Bracknell Forest the employment rate for BMEs is higher than both the Thames Valley Berkshire LEP and Great Britain averages.

4. Employment Rate by Disability

Bracknell Forest residents - Employment Rate for people aged 16-64 (Apr 2014 - Mar 2015)

	Bracknell Forest %	Thames Valley Berkshire LEP %	Great Britain %
% In employment with health conditions or illnesses lasting more than 12 months	78.8	74.1	63.6
% Unemployed with health conditions or illnesses lasting more than 12 months	1.9	4.0	5.5
% Employment rate - aged 16-64	80.2	77.8	72.7
% Unemployed - All persons aged 16 - 64	3.5	4.1	6.1

(Source: ONS, Annual Population Survey 2015)

Comments

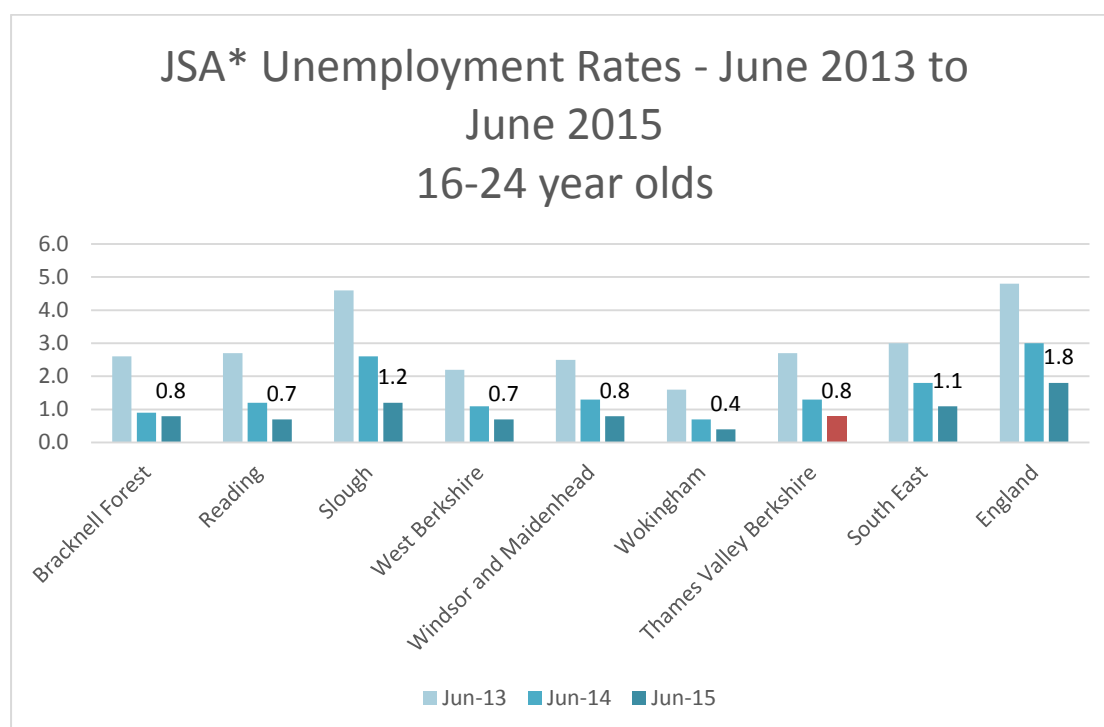
Bracknell Forest has higher levels of employment and lower levels of unemployment amongst people with long-term health conditions when compared with the national average and Thames Valley Berkshire LEP.

Breakthrough is a supported employment service offering a personalised approach to support people with a learning disability or autism to look for, access and retain employment. As a result of their work Bracknell Forest Council is on track to deliver above the target set for enabling people with learning disabilities to gain employment, whilst in a challenging climate. The target has been set at 15% and the estimated year-end outturn is 19.5%. For further information about their service go to <http://www.bracknell-forest.gov.uk/breakthroughsupportedemployment>

The 2014-15 performance for the number of people with mental health problems being helped to find or keep a job achieved the target of 13%, although analysis of the Bracknell Forest data reported by the Health & Social Care Information Centre has revealed some concerns over the accuracy of the data, These concerns are now being addressed through communication with the Health and Social Care Information Centre and enquiries are ongoing.

5. Education, training or employment

16 to 24 year olds who are claiming Job Seekers Allowance



* Jobseeker's Allowance

(Source: Department of Work & Pensions – extracted from Elevate data provided by Thames Valley Berkshire LEP 2015)

Comments

The data shows Bracknell Forest has significantly fewer 16-24 year olds out of employment, education or training compared to the South East and the national average. Bracknell Forest, alongside the other five Berkshire Unitary Authorities, champions a scheme called Elevate, a programme to facilitate a system change that aims to increase opportunities for young people between 16-24 and streamline their pathways into employment, education or training. While Berkshire has been scoring low on unemployment for a while, young residents that are out of education or unemployed often face multiple barriers and often need very targeted and specific interventions to get (back) into the labour market or full-time education. Elevate is working with local employment support organisations, agencies and council departments to streamline the available services and provide a one-stop shop for young people to find the support and information they need in order to get into a positive destination.

An IAG (Information, Advice and Guidance) Elevate Hub (soon located together with Breakthrough in Rectory Lane, Easthampstead; RG12 7BN) as well as the Elevate website (<http://bracknellforest.elevateme.org.uk/>) are currently the main offers under Elevate which works in partnership with the Chief Executive's, Children Young People & Learning and Adult Social Care Health & Housing departments of the council in addition to Adviza, National Career Service, Jobcentre Plus, Nacro, Learning to Work and Bracknell & Wokingham College.

Furthermore, based on the Council's work with young people, data show that the national NEET (Not in Employment Education or Training) figure for 16-24 year olds is 13.6%, a decrease of 1.6% on the previous year with a South East figure of 11.7%, which represents a decrease of 0.4%. Bracknell Forest performs exceptionally well against this indicator with data at the end of February 2015 showing the percentage of NEET young people to be 3.77% (cohort: 132). This is a decrease from 4.2% (144) on the equivalent figure for February 2014.

6. Earnings by sex

The tables below show the difference between the median earnings of men and women who either are residents or work in Bracknell Forest (**March 2014**).

Earnings by workplace (2014)			
	Bracknell Forest	South East	Great Britain
Gross weekly pay			
Full-time workers	679.3	541.4	520.2
Male full-time workers	737.8	589.9	560.6
Female full-time workers	577	475	462.5
Range between Male and Female	160.8	114.9	98.1
Hourly pay - excluding overtime			
Full-time workers	17.95	13.77	13.14
Male full-time workers	19.63	14.54	13.68
Female full-time workers	14.67	12.66	12.33
Range between Male and Female	4.96	1.88	1.35
Source: ONS annual survey of hours and earnings - workplace analysis			
Note:	Median earnings in pounds for employees working in the area.		

Earnings by residence (2014)			
	Bracknell Forest	South East	Great Britain
Gross weekly pay			
Full-time workers	579.1	567	520.8
Male full-time workers	652.4	620.6	561.5
Female full-time workers	523.6	493.7	463
Range between Male and Female	128.8	126.9	98.5
Hourly pay - excluding overtime			
Full-time workers	14.69	14.39	13.15
Male full-time workers	16.68	15.38	13.7
Female full-time workers	13.62	13.13	12.34
Range between Male and Female	3.06	2.25	1.36
Source: ONS annual survey of hours and earnings - resident analysis			
Note:	Median earnings in pounds for employees living in the area.		

Comments

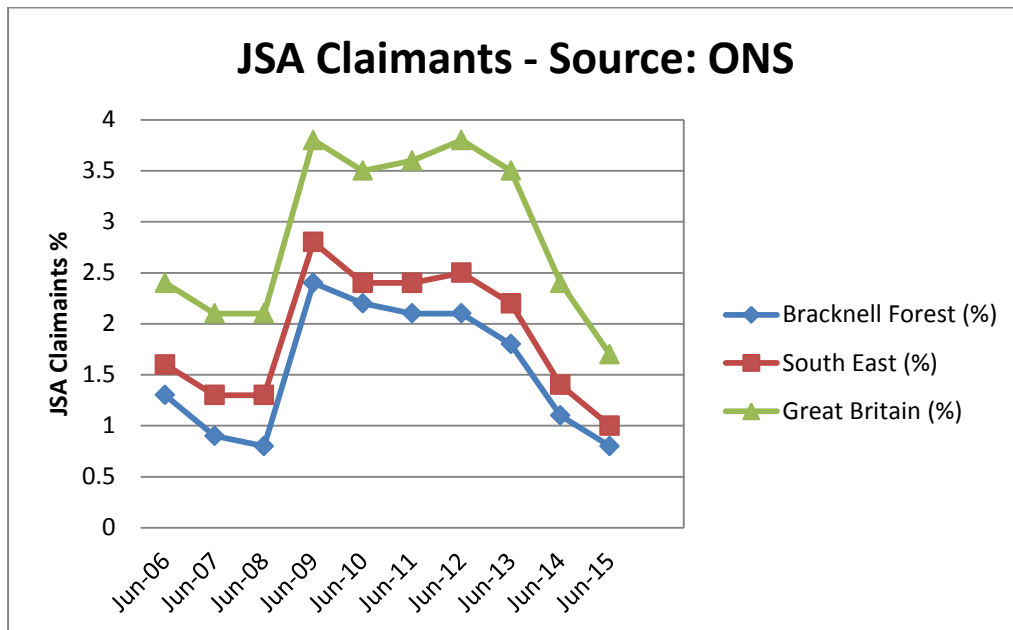
In both tables it is clear that compared to national and regional averages, Bracknell Forest residents and employees earn considerably more. However, as seen

nationally and regionally, males earn significantly more than females. Furthermore, the gap between the sexes is greater in Bracknell Forest; particularly when looking at workplace hourly pay.

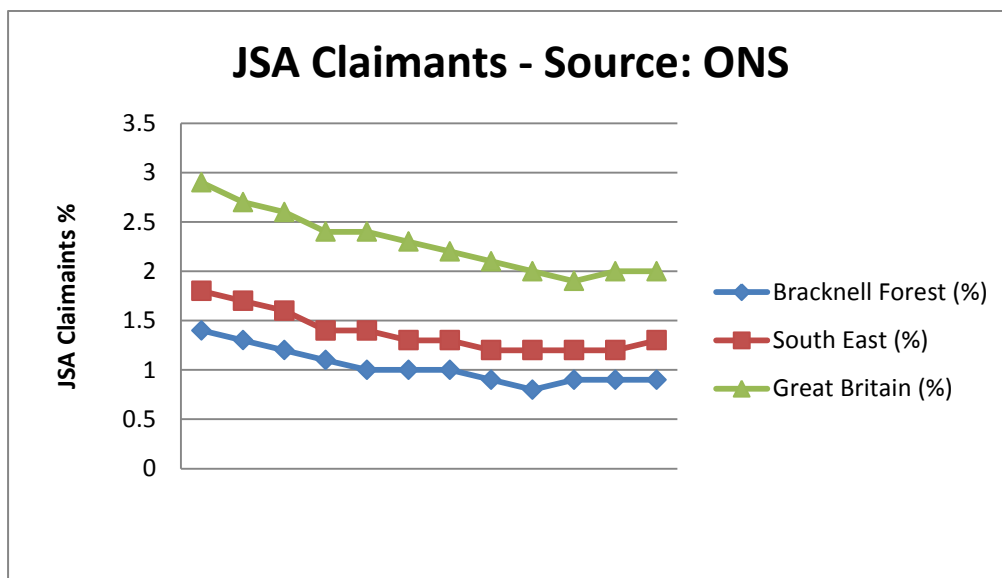
7. Jobseeker's Allowance

Jobseeker's Allowance (JSA) claimant count records the number of people claiming JSA and National Insurance credits at Jobcentre Plus local offices. People claiming JSA must declare that they are out of work, capable of work, available for and actively seeking work during the week in which the claim is made.

The percentage figures express the number of claimants resident in an area as a percentage of the working age population resident in that area. Working age is defined as 16-64 for males and 16-59 for females.



Source: NOMIS - Official Labour Market Statistics 2015



Source: NOMIS - Official Labour Market Statistics 2015

Comments

The percentage of working age people who claim Jobseeker's Allowance is relatively low, ranging between 1.4% and 0.8% of the working population during 2014-15. Trend data from the last 9 years show that Bracknell Forest mirrors what is happening both in the South East and nationally but that the Bracknell Forest figures consistently remain lower.

8. Economic Development in Bracknell Forest

Bracknell Forest is an economic success story, one of the most productive and dynamic economies in the country. Whilst outperforming much of the rest of the country, the borough has seen the lowest economic growth in Berkshire over the past ten years. This has led to increasing pressures on business created by the availability of skilled employees, transport infrastructure and business space and development land. The borough wishes to see greater success targeting and attracting new enterprises and generating locally-grown entrepreneurs and the forthcoming economic strategy will be addressing these areas.

The Council have set-up a number of projects and programmes to support economic prosperity in Bracknell Forest, which all draw from the current successes the borough has to offer:

The Business Contact Programme is an account management process, which engages specifically with the top 30 critically important businesses in Bracknell Forest. This engagement is between one of twelve Officer Business Champions, who are senior members of staff from the Council, and a senior member of staff from the business. This assigned Officer Business Champion becomes the businesses key contact with the Council and will meet once or twice a year (or when required) to discuss where the Council can help. Common areas of discussion include business rates, planning, corporate social responsibility, road infrastructure etc. Furthermore, the business contact programme aims to establish strong collaborative links with each business. This aim will enable businesses to inform Council policy, but also to gain access to the networks and links the Council already has. This can potentially be limitless and will greatly depend on the particular needs of each business.

The most important piece of work related to economic development in Bracknell Forest currently being drafted is the Economic Strategy; which sets five economic priorities: Retention, Investment, Generating Enterprise, Infrastructure and Skills. These will be the foundations of the strategy, to facilitate economic prosperity, and enable actions to be placed within this framework.

The report this year does not contain any recommendations since the findings did not support any.