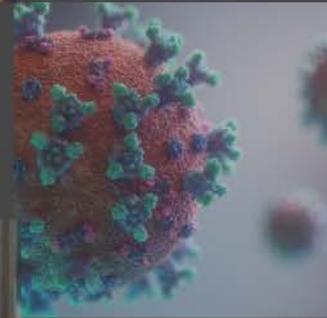


Labour Market & Skills Review

Section One: The Labour Market



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Executive Summary

This document presents a comprehensive review of the employment and skills landscape across Gloucestershire. It analyses the latest data on labour market change, skills supply and business demand in the Gloucestershire area along with comparisons with national trends, where possible, to set findings in context.

This evidence base has been prepared to serve a number of inter-related key purposes:

- To support the implementation of the GFirst LEP Gloucestershire draft Local Industrial Strategy (LIS) by expanding on the LIS evidence base [The Gloucestershire Five Foundations of Productivity Evidence Report](#) and going into further detail about some aspects of the Gloucestershire employment and skills 'landscape'.
- To enable the Gloucestershire Skills Advisory Panel (GSAP) to make evidence-based decisions as it undertakes its role in developing the skills strategy for the County and in influencing, steering and co-ordinating work towards the skills priorities in Gloucestershire. This includes the preparation of the Gloucestershire skills strategy, employment and skills action plan and annual Local Skills Report. It also includes making recommendations to the GFirst LEP Board, to Gloucestershire County Council and to the Gloucestershire Economic Growth Joint Committee (GEGJC) to enable skills capital and revenue funding to be bid for and allocated in Gloucestershire, based on and targeted to deal with local employment and skills needs and priorities. GSAP will also work closely with skills training providers to ensure they are fully aware of and work towards achieving local employment and skills priorities.
- Provide other interested stakeholders with up-to-date information that they can use to better understand the local employment and skills 'landscape' and, if appropriate, use the information to help them prepare external bids, etc.

Our employment and skills evidence base will remain a 'live' document so that it accurately reflects the rapidly changing local and national employment and skills 'landscape'. With this in mind, it will be reviewed and updated annually and updates will be included when key data sets are released/made available (e.g. Education and Skills Funding Agency (ESFA) data cube releases, census updates, etc.).

I would like to thank John Mayell at Gloucestershire County Council and Jute Blackmon at GFirst LEP for their excellent work in gathering, collating, interpreting and presenting the data and information in the employment and skills evidence base.

Pete Carr

Director of Employment & Skills, GFirst LEP – March 2021

Population – Overview:

- The population of Gloucestershire was estimated to be around 637,070 in 2019, representing a rise of approximately 3,512 people since 2018. This is the equivalent to a growth of 0.6% in population from 2018 to 2019, which was higher than the rate of growth for England and Wales which stood at 0.5%. The district of Gloucester has the largest population in the county and the Forest of Dean has the smallest. From 2018 to 2019, Tewkesbury had the fastest rate of growth in the county (2.6%) whilst Cheltenham had the lowest rate with a decline of -0.7%.¹
- From 2018 to 2019, population growth in Gloucestershire was fastest in the 65+ age group, which increased by 1.9%; this was the same rate as in the South West and faster than the rates for this age group in England and Wales (1.7%). The rate of growth in the children and young people (0-19) population in Gloucestershire (0.2%) was slightly higher than the rates for the South West (0.0%) and lower than England and Wales (0.3%) whilst the growth in the working age (20-64) population of 0.2% was slightly higher than the South West (0.0%) and lower than England and Wales (0.3%).²

Future population:

- Assuming current population trends continue, the Office for National Statistics (ONS) projections suggest that the population in Gloucestershire will rise by 50,291 between 2018 and 2028; rising from 633,558 to 683,849. This increase of 7.9% of the 2018 population is equivalent to an average annual increase of 0.8% per annum. Between 2028 and 2043, the population is projected to rise to 738,482 - an increase of 8.0% of the 2028 population.³
- Over the full 25 year period of the ONS projections, the Gloucestershire population is projected to increase by 16.6% to 738,482 people, with an annual average growth rate of 0.6%. These projections are substantially higher than those for England (10.3%).⁴

At district level:

- Gloucester had the highest number of 0-19 year olds (31,762) and Cotswold the lowest number (18,275).⁵
- Gloucester and Cheltenham had the highest number of 20-64 years olds (75,542 and 67,234 people respectively) and Forest of Dean and Cotswold the lowest (46,933 and 48,356 people respectively).⁶
- Stroud has the highest number of people aged 65 and over with 27,112 people and Tewkesbury the lowest with 20,979 people.⁷

¹ [Gloucestershire County Council: Current Population of Gloucestershire \(Mid-2019\) – An Overview](#)

² [Gloucestershire County Council: Current Population of Gloucestershire \(Mid-2019\) – An Overview](#)

³ [Gloucestershire County Council: Population Projections for Gloucestershire 2018-2043 – An Overview](#)

⁴ [Gloucestershire County Council: Population Projections for Gloucestershire 2018-2043 – An Overview](#)

⁵ [Gloucestershire County Council: Current Population of Gloucestershire \(Mid-2019\) – An Overview](#)

⁶ [Gloucestershire County Council: Current Population of Gloucestershire \(Mid-2019\) – An Overview](#)

⁷ [Gloucestershire County Council: Current Population of Gloucestershire \(Mid-2019\) – An Overview](#)

District	Population change (%2018-19)	Net internal migration rate (% 2018 to 2019)	Net international migration rate (% 2018 to 2019)	Natural change rate (% 2018 to 2019)	Rank of pop change (of 379UK districts)
Tewkesbury	2.6	2.4	0.1	0.1	5
Cotswold	0.9	1.1	-0.1	-0.2	74
Stroud	0.8	0.9	0.1	-0.1	97
Forest of Dean	0.3	0.4	0.1	-0.2	267
Gloucester	-0.1	-0.5	0.1	0.3	344
Cheltenham	-0.7	-0.4	-0.3	0.0	374

Source of data tables: Gloucestershire County Council: Current Population of Gloucestershire (Mid-2019) – An Overview

Tewkesbury Borough is estimated to have grown the fastest over the past year with 2.6% increase in population 2018-2019. Tewkesbury has the 5th highest percentage growth amongst districts of the UK. Only City of London, Camden, South Derbyshire and Dartford exceed it. The increases in the population in the two London Boroughs are largely driven by international migration whereas in Tewkesbury, South Derbyshire and Dartford it is largely driven by internal migration.⁸

The Cotswold District is ranked 74th of 379 districts and again growth is driven largely by internal migration as the natural change (births minus deaths) is negative.⁹

Stroud District and The Forest of Dean rank 97th and 267th. Gloucester and Cheltenham have negative growth and are ranked 344th and 374th respectively. Both these districts have negative internal migration rates.¹⁰

Internal migration is defined as residential moves between local authorities and regions in England and Wales, as well as moves to or from the rest of the UK (Scotland and Northern Ireland). It excludes moves within a single local authority, as well as international moves into or out of the UK.¹¹

Age Band	Number of people 2018	Gloucestershire %	South West %	England and Wales %
0-19	142,506	22.4	21.9	23.5
20-64	357,054	56.0	55.8	57.9
65 and over	137,510	21.6	22.3	18.5

Age Band	Number of people 2018	Gloucestershire %	South West %	England and Wales %
90+	6,665	1.0	1.2	0.9

	Population 2019	Population 2018	Change 2018 to 2019	% Change 2018 to 2019
Gloucestershire	637,070	633,558	3,512	0.6%
Cheltenham	116,306	117,090	-784	-0.7%
Cotswold	89,862	89,022	840	0.9%
Forest of Dean	86,791	86,543	248	0.3%
Gloucester	129,128	129,285	-157	-0.1%
Stroud	119,964	119,019	945	0.8%
Tewkesbury	95,019	92,599	2,420	2.6%
South West	5,624,696	5,599,735	24,961	0.4%
England	56,286,961	55,977,178	309,783	0.6%
England and Wales	59,439,840	59,115,809	324,031	0.5%
Great Britain	64,903,140	64,553,909	349,231	0.5%
United Kingdom	66,796,807	66,435,550	361,257	0.5%

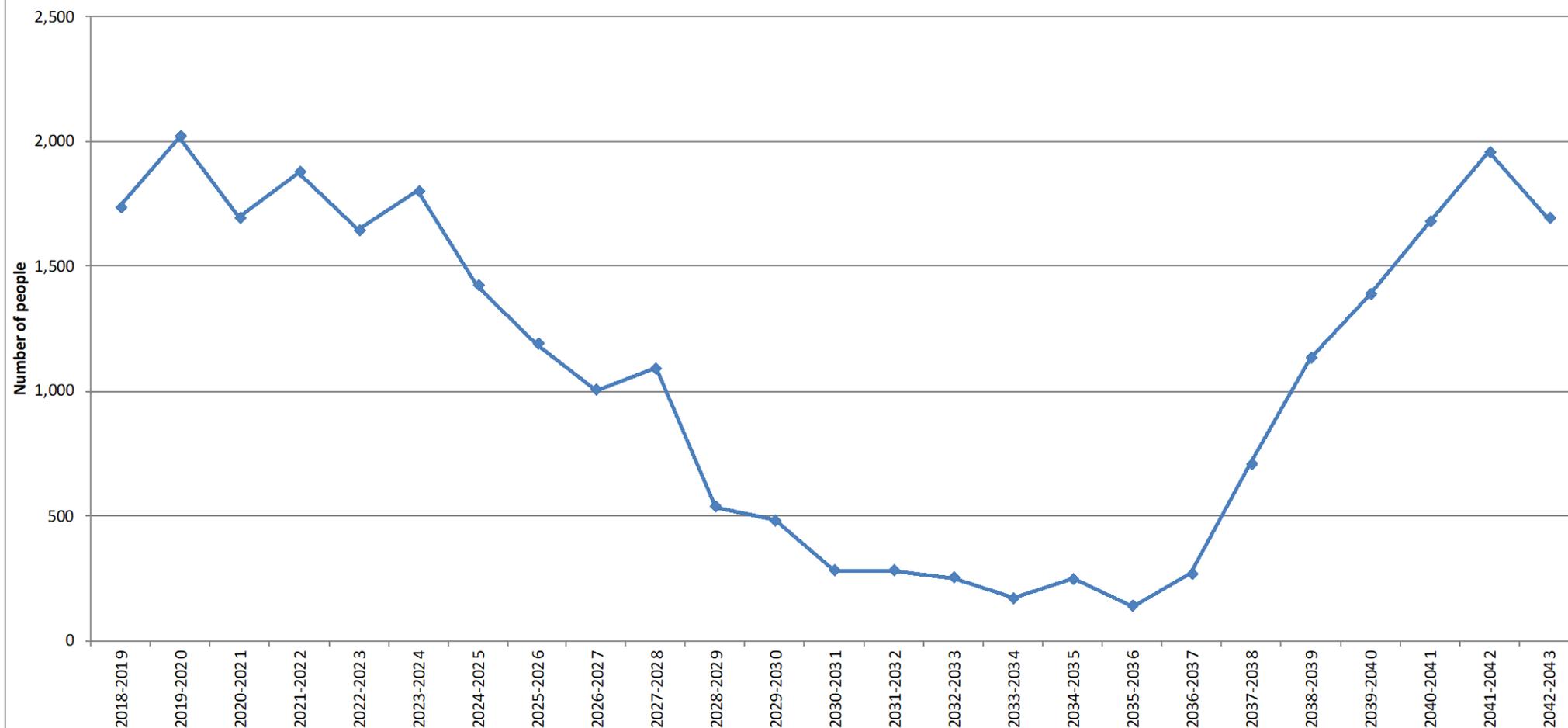
⁸ Gloucestershire County Council: Current Population of Gloucestershire (Mid-2019) – An Overview

⁹ Gloucestershire County Council: Current Population of Gloucestershire (Mid-2019) – An Overview

¹⁰ Gloucestershire County Council: Current Population of Gloucestershire (Mid-2019) – An Overview

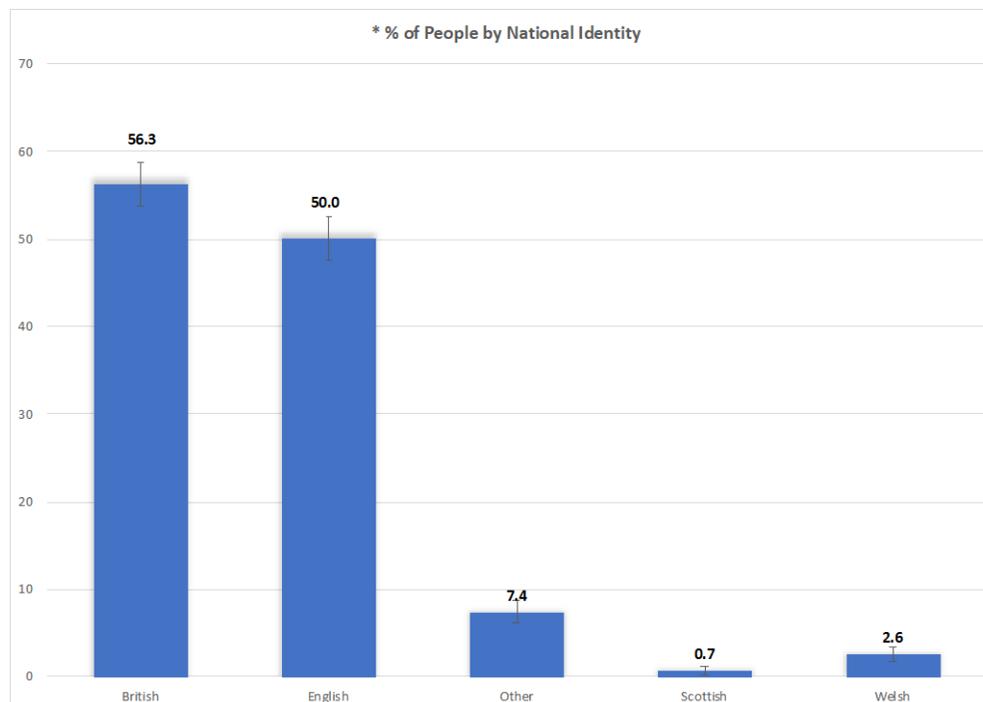
¹¹ ONS Internal Migration

Annual net change Gloucestershire 16-64 population 2018-2043

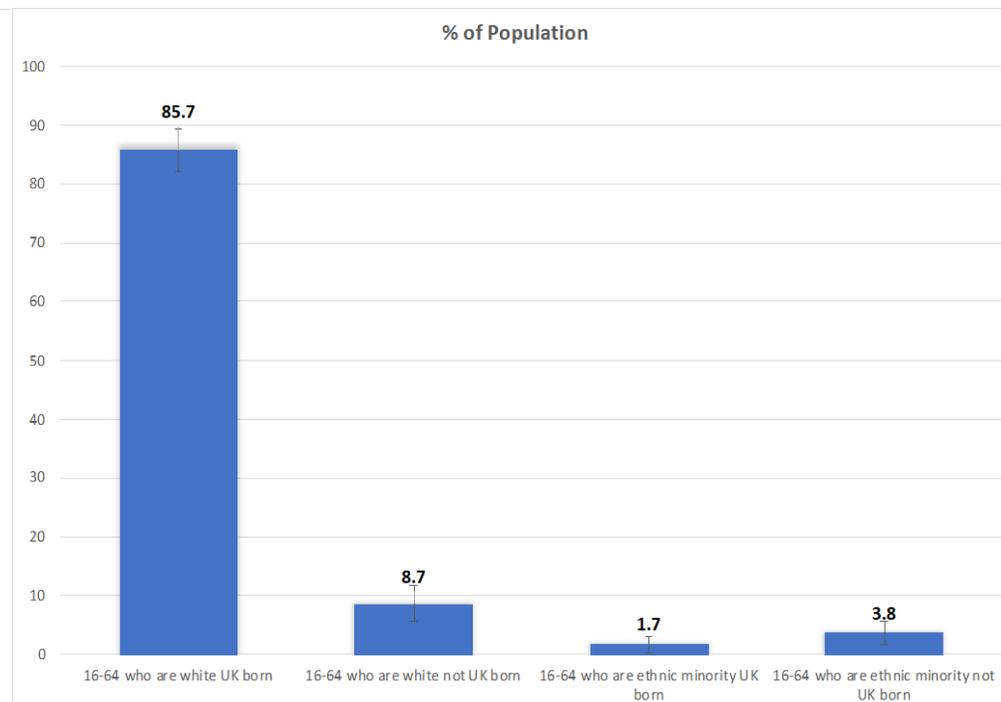


The above graph looks at the annual forecast change in Gloucestershire’s working age population and shows that between 2023 and 2034 the county is projected to see a declining working age population. Projections looking beyond 2036 suggest at this point Gloucestershire’s working age population will return to a period of overall growth.¹²

¹² [Gloucestershire County Council: Projected Population Figures \(2018-2043\)](#)



*Estimate and confidence interval not available for Irish as the group sample size is zero or disclosive (0-2)



Ethnicity data from the Annual Population Survey¹³ reveals that Gloucestershire has a predominantly White population, although there are some differences between urban and rural areas. The two graphs above show that Gloucestershire is predominantly made up of British and English residents by national identity, and within the 16-64 year old working age population, 85.7% are white UK born.¹⁴

¹³ Error bars indicate the level of confidence for each value on a graph. Longer/wider intervals mean more uncertainty. When two intervals do not overlap it is reasonably certain that the two groups are truly different. - The Annual Population Survey used is only a sample survey, providing estimates of population characteristics rather than exact measures. In principle, many random samples could be drawn, and each would give different results, since each sample would be made up of different people who would give different answers to the questions asked.

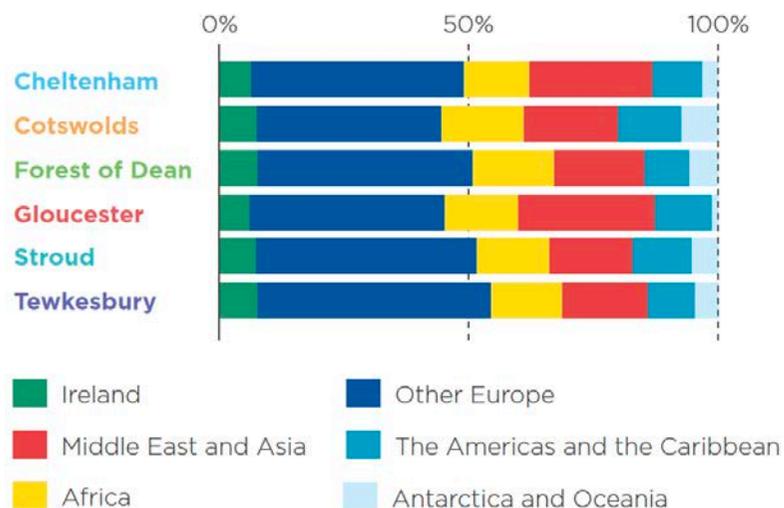
¹⁴ [ONS Annual Population Survey: July 2019 - June 2020](#)

Proportion of White population by district, 2011



The 2011 Census shows that the areas with the highest proportions of ethnic minorities are the two urban districts. This is not particularly notable and follows the trend of much of the rest of the country. However, there is a difference between the two largest urban centres in Gloucestershire, with Gloucester having an 89% White population and Cheltenham a 94% White population. Comparatively, the rural districts each have around a 98% White population, with the Forest of Dean just being highest. This highlights the rural/urban divide in the county, although demonstrates that, like much of the rest of the country, Gloucestershire is not a particularly ethnically diverse area.¹⁵

Non-British country of birth by district, 2011

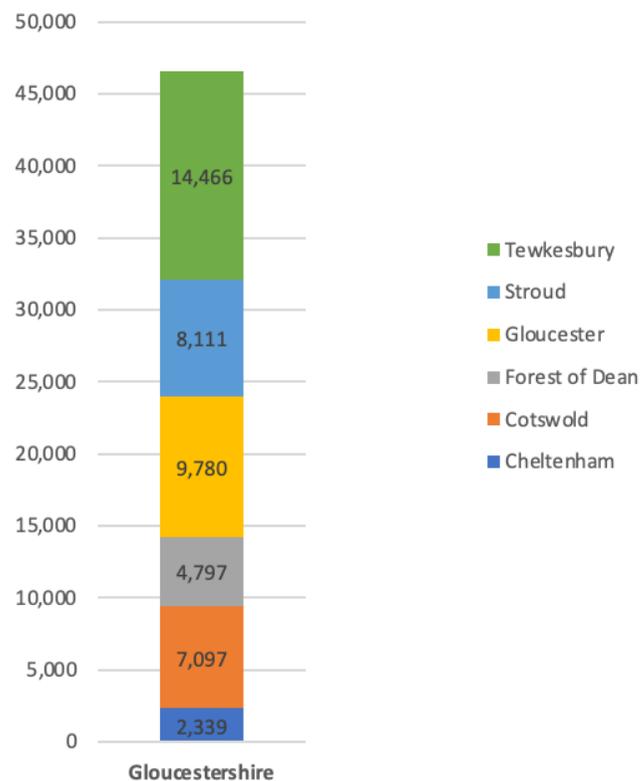


The 2011 Census also reveals that in all districts, around half of all immigration from outside the UK was from Ireland and the rest of Europe. Looking beyond this, a significant proportion, particularly in Cheltenham and Gloucester, of people immigrated from the Middle East and Asia, around a quarter of the total in both cases. In contrast, the more rural districts seem to have higher immigration from the Americas and the Caribbean. Finally, the proportion of people moving from Africa to each of the districts is roughly consistent, with each at around 15% of the total. There is also a limited amount of immigration from Oceania, with this fairly evenly spread across the more rural districts.¹⁶

¹⁵ [The Gloucestershire Five Foundations of Productivity Evidence Report](#)

¹⁶ [The Gloucestershire Five Foundations of Productivity Evidence Report](#)

District contribution to Gloucestershire population change 2009 - 2019



The population of Gloucestershire was approximately 637,070 in 2019, representing a rise of 46,590 people since 2009, an average increase of 4,659 people per annum. This is equivalent to a growth of 7.9% in population from 2009 to 2019, which is higher than the rate of growth in the South West (7.6%) and England and Wales (7.6%).¹⁷

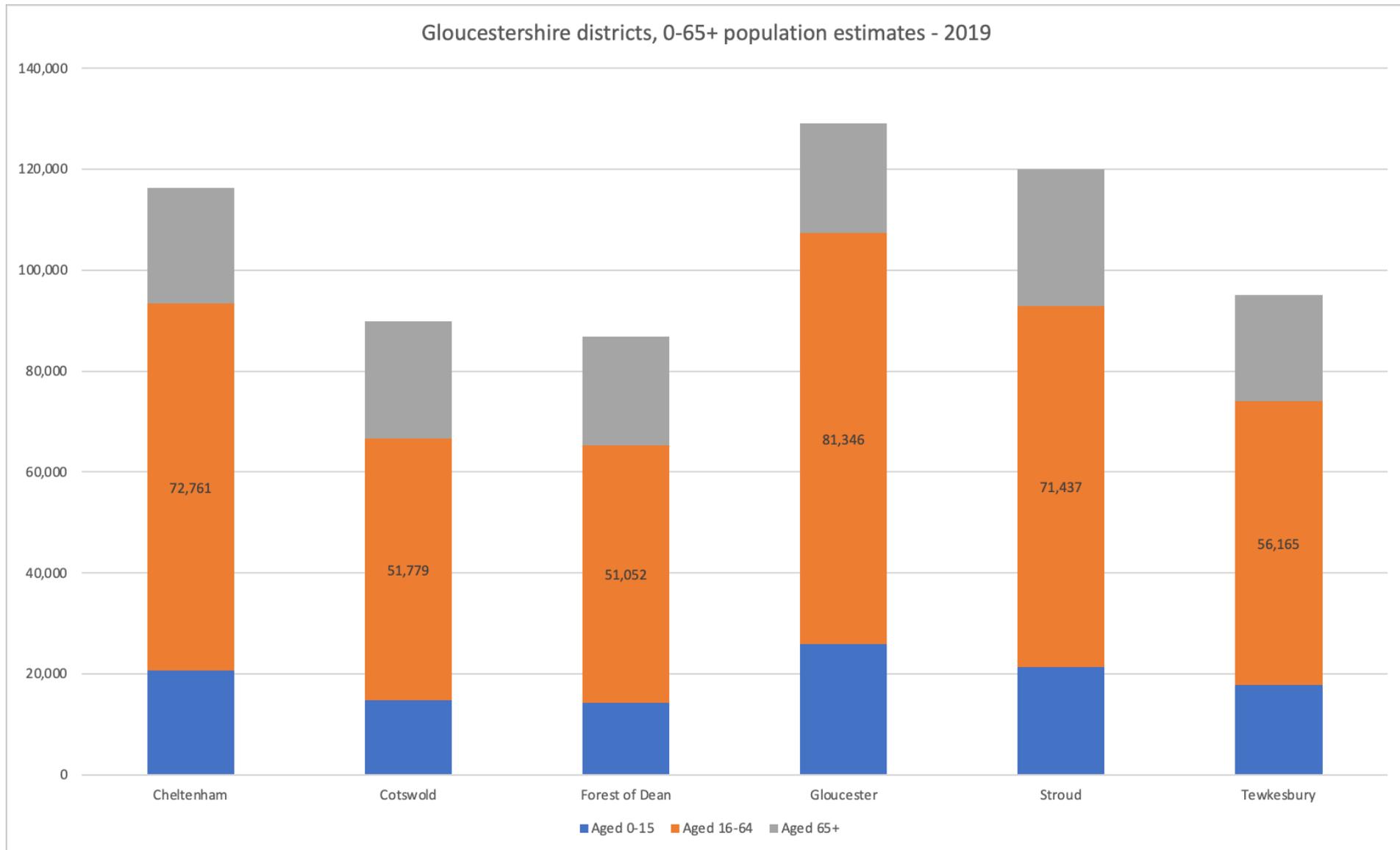
Population Change in Gloucestershire and the districts, 2009 to 2019

The table below shows Tewkesbury was the fastest growing district in Gloucestershire in the period 2009 to 2019, with its population increasing by 18.0%. Cotswold district was the second fastest growing district with population growth of 8.6%. Cheltenham was the slowest growing district in the county with population growth of 1.8%.¹⁸

	Population 2009	Population 2019	Change 2009 to 2019	% change 2009 to 2019
Gloucestershire	590,480	637,070	46,590	7.9%
Cheltenham	113,967	116,306	2,339	2.1%
Cotswold	82,765	89,862	7,097	8.6%
Forest of Dean	81,994	86,791	4,797	5.9%
Gloucester	119,348	129,128	9,780	8.2%
Stroud	111,853	119,964	8,111	7.3%
Tewkesbury	80,553	95,019	14,466	18.0%
South West	5,226,821	5,624,696	397,875	7.6%
England	52,196,381	56,286,961	4,090,580	7.8%
England and Wales	55,235,253	59,439,840	4,204,587	7.6%
Great Britain	60,467,153	64,903,140	4,453,987	7.3%
United Kingdom	62,260,486	66,796,807	4,536,321	7.3%

¹⁷ [Gloucestershire County Council: Current Population of Gloucestershire \(Mid-2019\) – An Overview](#)

¹⁸ [Gloucestershire County Council: Population Change in Gloucestershire \(2009 to 2019\) – An Overview](#)



Source: GCC Inform mid-2019 estimates

The above shows the scale in absolute terms of the 0-65+ population in each of the six districts, noting the population comparison for each. The value shown on each of the bars represents that of the working age population (16-64).

Changes in Age Structure

The table below shows the rate of growth in population in Gloucestershire (7.9%) is higher than that of England and Wales. However, Gloucestershire's population growth is largely as a result of the growth in the 65+ age group (27.6%) compared with 23.1% in England and Wales. Gloucestershire has a slower increase in the number of children and young people aged 0-19 (3.8% in Gloucestershire compared with 4.9% in England and Wales) and a slower increase in the number of working age people aged 20-64 (3.4% in Gloucestershire compared with 4.5% in England and Wales). Patterns in Gloucestershire more closely mirror that of the SW region albeit 0-19 growth is lower and over 19 growth is higher than regional.¹⁹

Age Group	Gloucestershire			% change 2009 to 2019		
	Population	Population	Change	Gloucestershire	South West	England and Wales
	2009	2019	2009 to 2019			
All persons	590,480	637,070	46,590	7.9%	7.6%	7.6%
0-19	137,274	142,506	5,232	3.8%	3.9%	4.9%
20-64	345,437	357,054	11,617	3.4%	3.3%	4.5%
65 and over	107,769	137,510	29,741	27.6%	25.0%	23.1%

Population change by age (%), 2018 to 2019

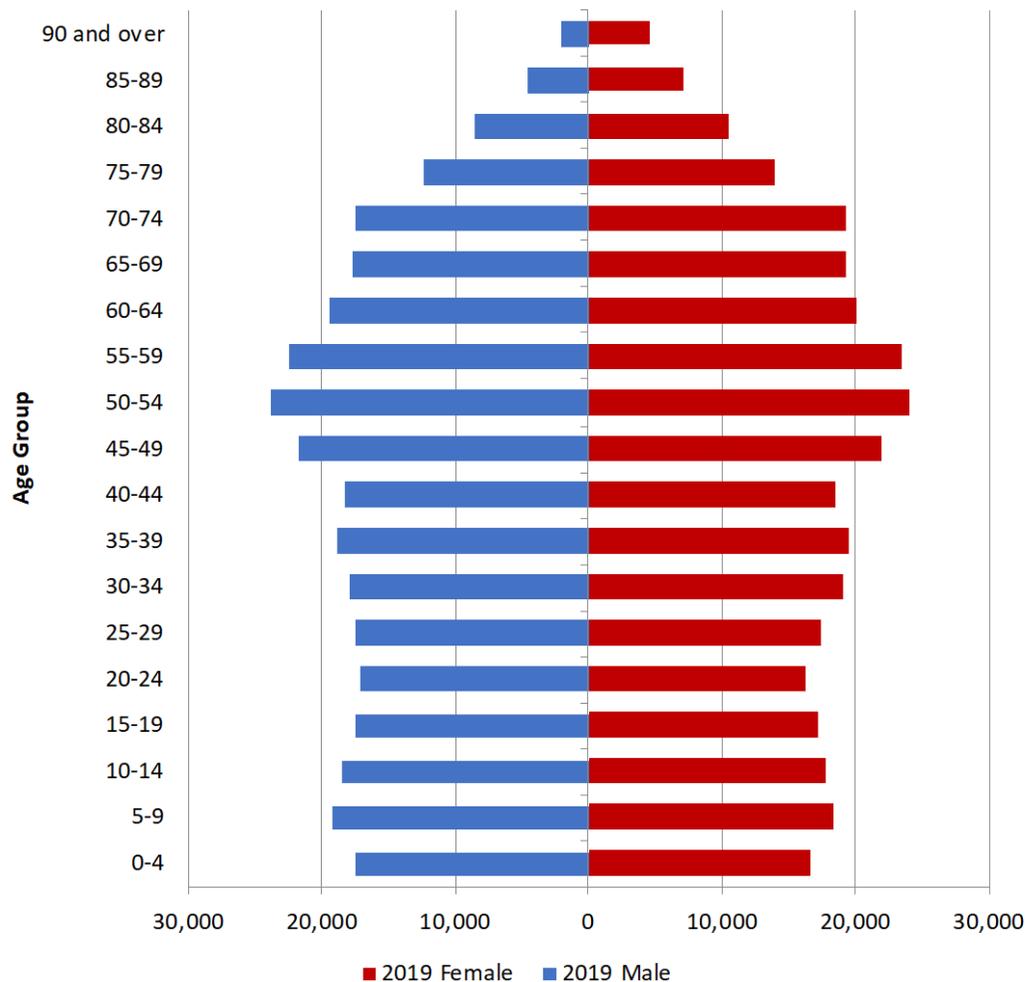
The table below shows that from 2018 to 2019, population growth in Gloucestershire was fastest in the 65+ age group, which increased by 1.9%; this was the same rate as in the South West and faster than the rates for this age group in England and Wales (1.7%). The rate of growth in the children and young people (0-19) population in Gloucestershire (0.2%) was slightly higher than the rates for the South West (0.0%) and lower than England and Wales (0.3%) whilst the growth in the working age (20-64) population of 0.2% was slightly higher than the South West (0.0%) and lower than England and Wales (0.3%).²⁰

Age Band	Gloucestershire %	South West %	England and Wales %
0-19	0.2%	0.0%	0.3%
20-64	0.2%	0.0%	0.3%
65 and over	1.9%	1.9%	1.7%

¹⁹ [Gloucestershire County Council: Population Change in Gloucestershire \(2009 to 2019\) – An Overview](#)

²⁰ [Gloucestershire County Council: Current Population of Gloucestershire \(Mid-2019\) – An Overview](#)

Gloucestershire - population estimates

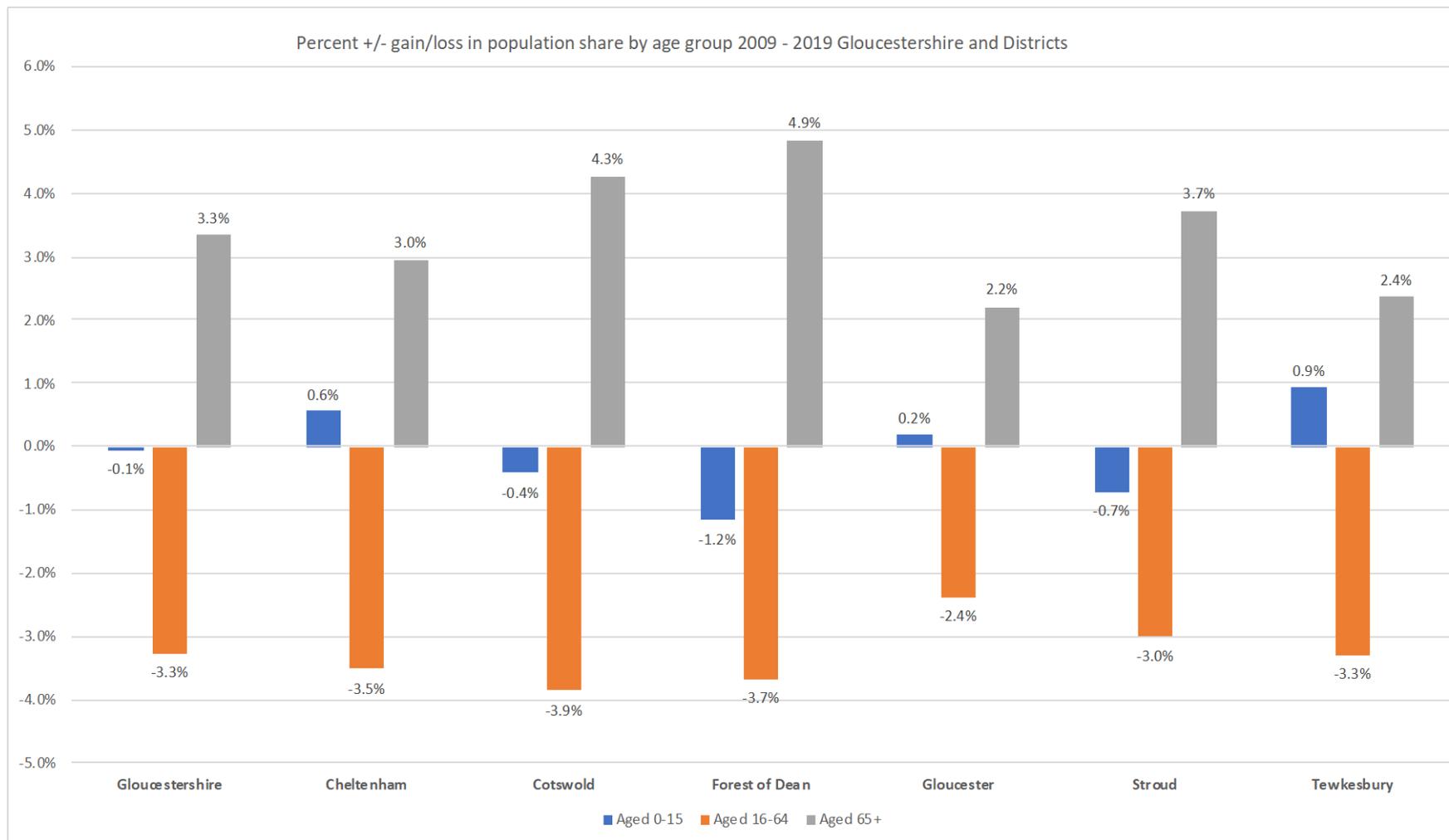


The graph on the left shows the breakdown of people by age and gender in Gloucestershire, and a clear spike in population can be seen within the 50-54 age band for both male and female. The size of this population, and the fact that it has been fairly static in size as the people have increased in age, suggests that Gloucestershire may face the issue of declining worker availability in the next 15 years as this group approaches retirement age.²¹

A slight trough can also be seen in the number of people from the age of 18 to 25. This group is the most economically mobile, and at the lower end are likely to attend university in significant numbers. The recently published GFirst Local Industrial Strategy states that Gloucestershire is not attracting young people aged 20–34, particularly compared to neighbouring areas like the West of England and Oxfordshire. And that there is also a slight disparity between the higher proportion of young people that live in urban districts and the lower proportion who live in rural districts.²²

²¹ [ONS: Gloucestershire population estimates by five year age groups and gender, mid-2019](#)

²² [The Gloucestershire Five Foundations of Productivity Evidence Report](#)



The above highlights the changing composition of population in terms of the balance of the three broad age groupings.²³

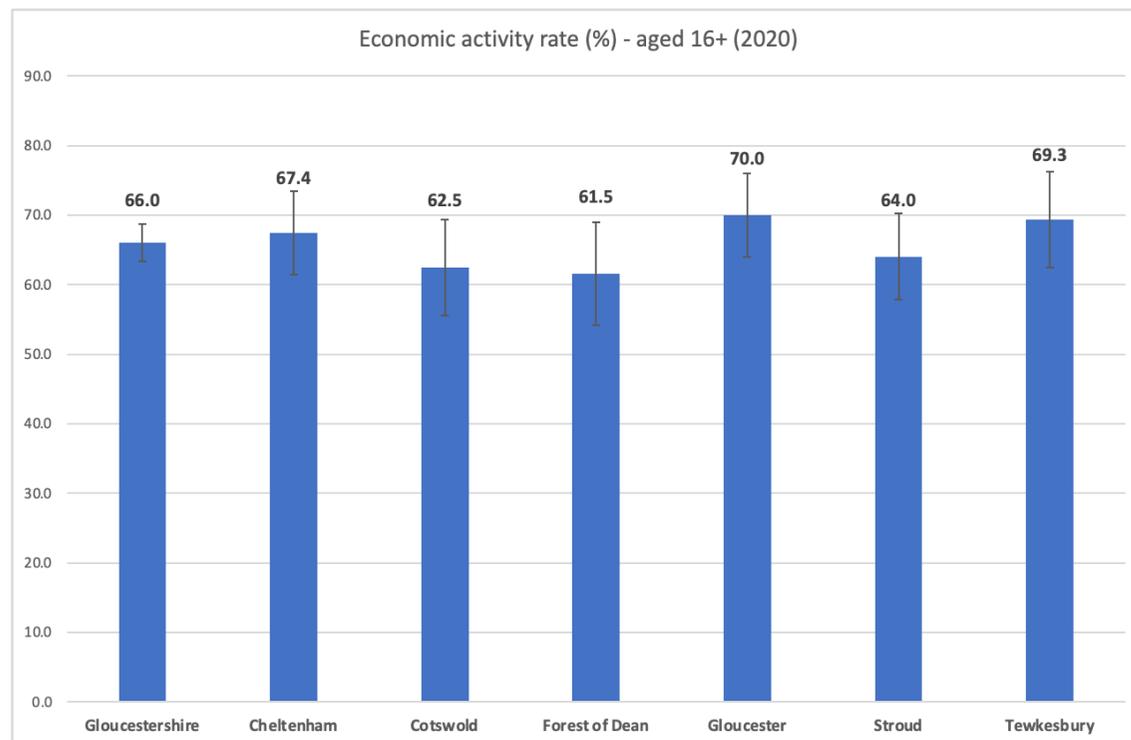
Those aged 0–15 have maintained their share of the total population at 18%; losing a margin of the total share in three districts and gaining a margin of the total share in three others. The share of those aged 16–64 has declined by 3.3% across Gloucestershire, and by as much as 3.9% in the Cotswolds and 3.7% in the Forest of Dean. Meanwhile, the share of those aged 65+ has grown in all six districts and by an average of 3.3% across Gloucestershire.

²³ [ONS: Gloucestershire population estimates by five year age groups and gender, mid-2019](#)

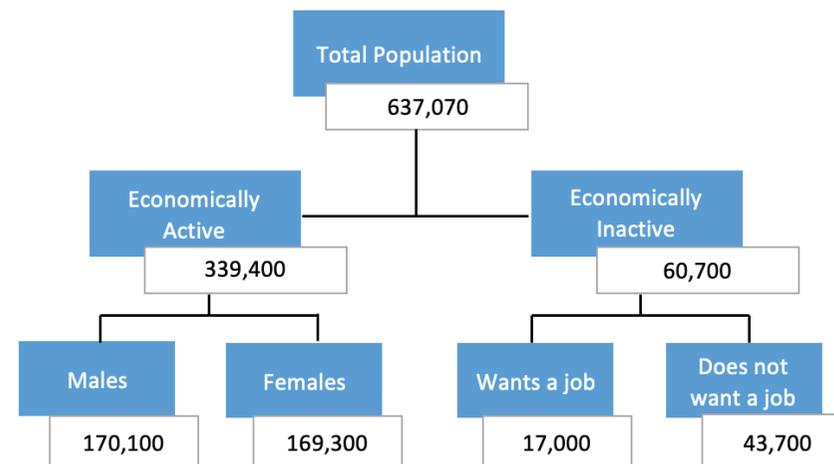
Economic activity

A high economic activity rate indicates a healthy labour market where a large proportion of residents aged 16-64 year are available or potentially available to work.

The below compares the economic activity rate for Gloucestershire overall for people aged 16+ alongside each of the six districts. It can be seen that Gloucester has the highest rate of those economically active at 70% and the Forest of Dean has the lowest rate at 61.5%. This compares to the South West rate of 62.9% and England at 64.2% for the same period.²⁴



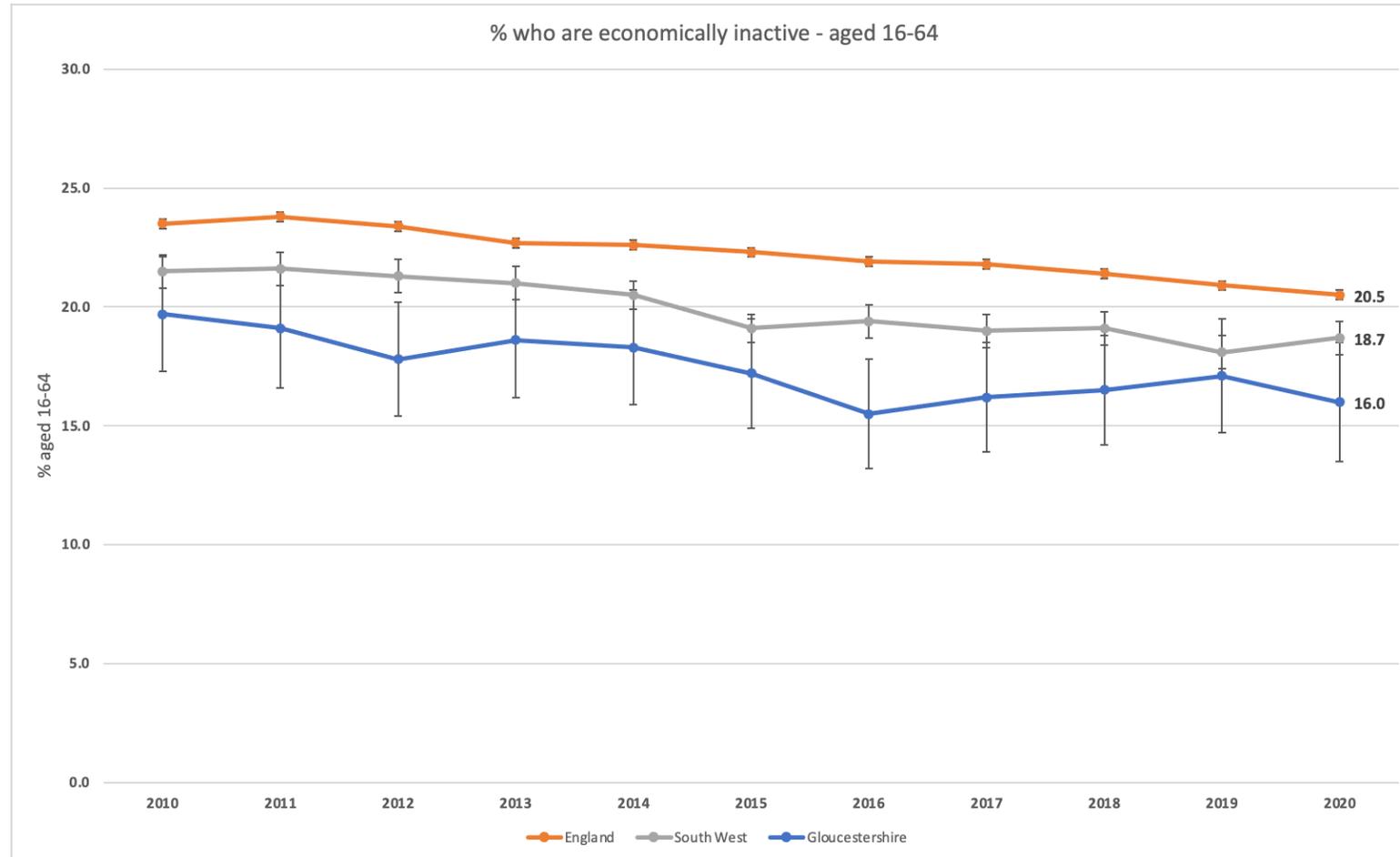
See previous footnote for information on error bars



²⁴ [Source: ONS Annual Population Survey July 2019 – June 2020](#)

During the period July 2019 to June 2020, Gloucestershire had an economic activity rate of 84%, which is above the South West and England figure of 81.3% and 79.5% respectively. This can be seen in the graph below that shows the percentage of those who are economically inactive for the 16-64 age group from 2010 to 2020.²⁵

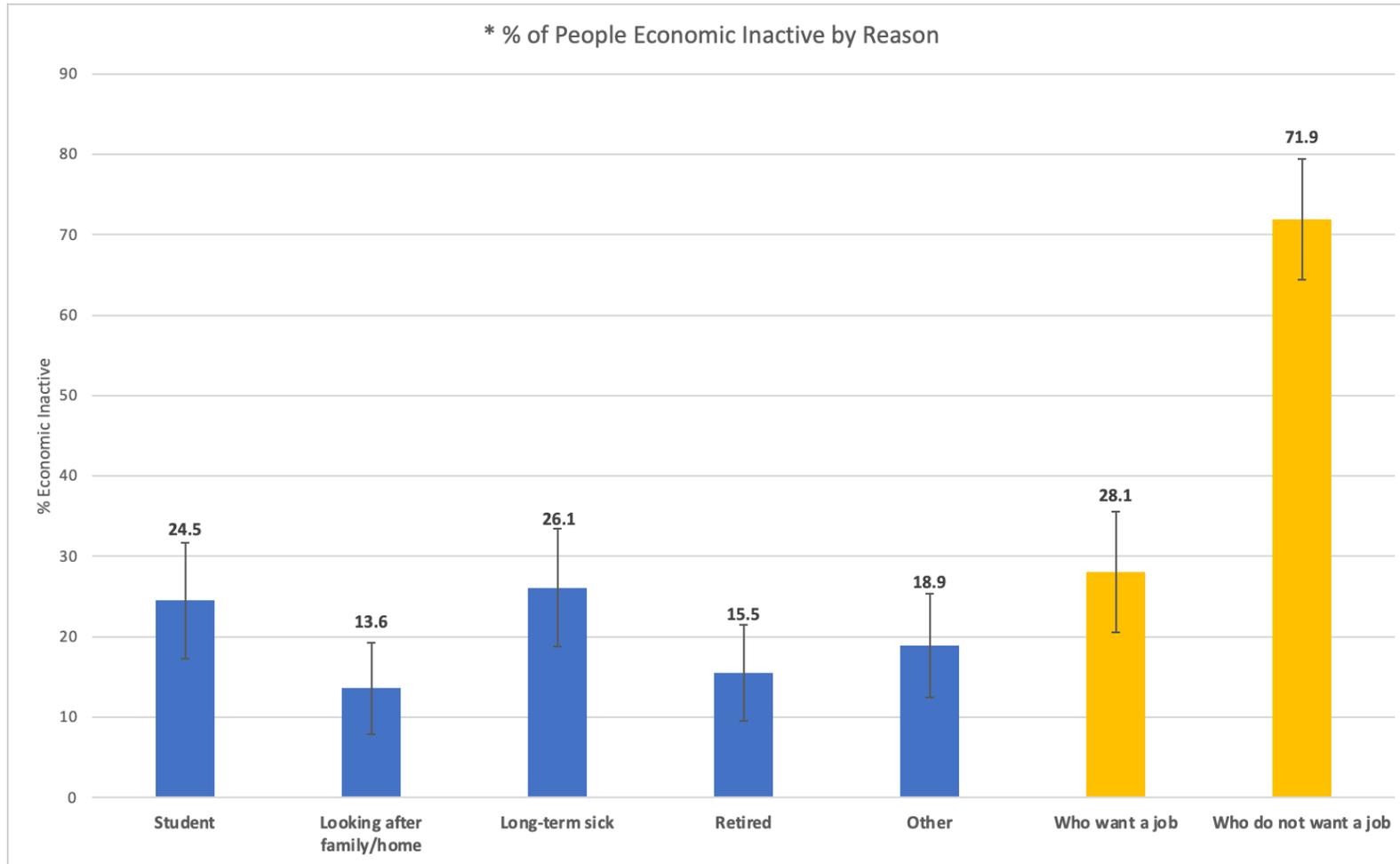
It can be seen that economic inactivity has declined in Gloucestershire since 2010, when it stood at 73,400 people or 19.7%. In 2010 the rate stood at 3.8% below the rate in England and by 2016 this gap had widened to 6.4% below the rate of inactivity in England. A person is defined as being economically active if they are either employed or are unemployed but want to supply their labour to produce goods and services.



²⁵ [Source: ONS Annual Population Survey July 2009 – June 2020](#)

Data from the Annual Population Survey shows that approximately 71.9% who are economically inactive do not want a job, whereas 28.1% who are do not want a job. Of those who are economically inactive, 26.1% are so due to long term sickness, 24.5% are students, 15.5% retired, 13.6% looking after family/home and 18.9% are so due to other reasons.²⁶

As previously noted, the Annual Population Survey is only a sample survey, providing estimates of population characteristics rather than exact measures.

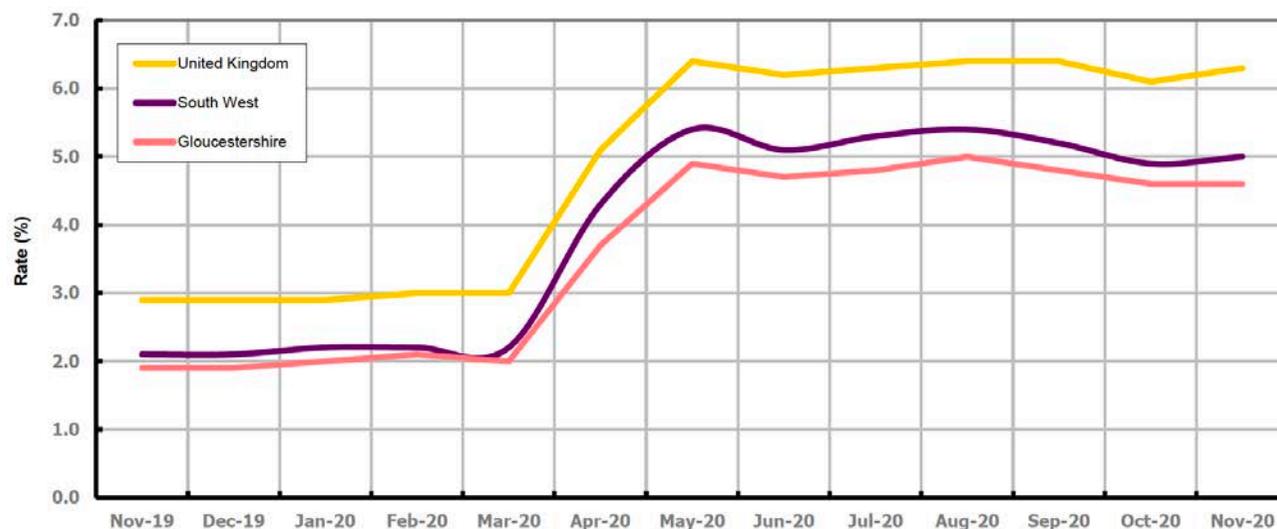


**Estimate and confidence interval not available for the groups: 'Temporary sick' or 'Discouraged' as the group sample size is zero or disclosive (0-2)*

²⁶ [Source: ONS Annual Population Survey July 2009 – June 2020](#)

Claimant Rate

Claimant Rate for Gloucestershire, the South West and UK over the past year



The graph on the left shows the claimant rate for Gloucestershire at 4.6% in November 2020. The Gloucestershire rate has been lower than the South West average since December 2015, with the exception of April and May 2016 when it was the same. On average, it has been approximately 1.3% lower than the UK average since the same month of the previous year.²⁷

Analysis of UK, South West and Gloucestershire Claimant Counts

Area	Claimant Count in November 2020	% change on October 2020	Consecutive months increasing
UK	2,631,280	2.6%	0
South West	169,135	2.7%	0
Gloucestershire	17,860	1.9%	0

The table above shows that in November 2020, the number of claimants in Gloucestershire was 1.9% lower than the number in October 2020

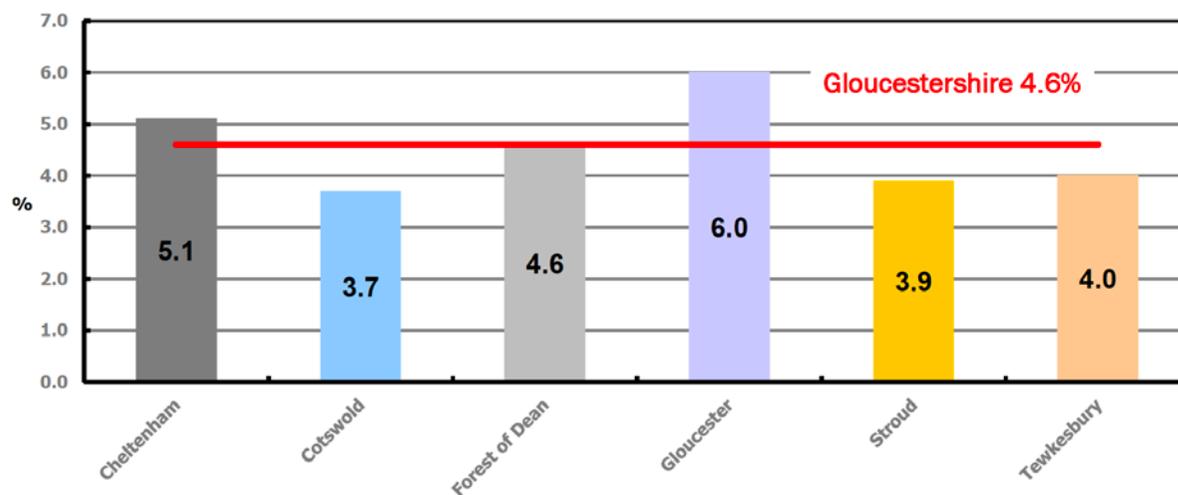
²⁷ [Gloucestershire County Council: Unemployment Bulletin, issue 148 November 2020](#)

The Claimant Count is a measure of the number of people who are unemployed and claiming benefits. This measure is a narrow measure because it only counts those residents who are out of work and qualify for benefits meaning that it can underestimate the true extent of unemployment, however, it does have many benefits as it is more up to date and can be broken down to smaller geographies that allows us to gain a better understanding of the local economy. From 1996 until the recent introduction of Universal Credit, this was based on the number of people claiming Jobseeker’s Allowance. However, since its introduction some unemployment benefit claimants will be claiming Universal Credit instead. To reflect this change, the Claimant Count has been expanded to include people claiming Jobseeker’s Allowance plus those who claim Universal Credit and who are searching for work.²⁸

Gloucestershire is in the process of transitioning to full Universal Credit. This means a broader span of claimants will be required to look for work than previously under Jobseekers Allowance. As more people are brought within the coverage of Universal Credit, the Claimant Count is set to rise noticeably over time. This will happen irrespective of how the economy performs and is a feature of the design of Universal Credit which brings additional groups of people into ‘Searching for Work’ conditionality (and therefore the Claimant Count), to help encourage and support these claimants into work.

- The claimant rate in Gloucestershire was 4.6% in November 2020. The South West rate increased to 5.0% and the UK rate increased to 6.3%. Gloucestershire’s rate was 0.4% lower than the South West average of 5.0%, and 1.7% lower than the UK average of 6.3%.
- The claimant count in Gloucestershire in November 2020 increased by 325 people. The amount of people claiming in November 2020 was 1.9% higher than the number in October 2020. This compares to a 2.7% increase in the South West and a 2.6% increase in the UK.

Claimant Rates at District Level:



²⁸ [Gloucestershire County Council: Unemployment Bulletin, issue 148 November 2020](#)

CHELTENHAM BOROUGH	
Claimant count:	3,735
Claimant count change on previous month:	2.0%
Claimant rate:	5.1%
Highest claiming ward	Oakley (8.2%)

GLOUCESTER CITY	
Claimant count:	4,860
Claimant count change on previous month:	0.4%
Claimant rate:	6.0%
Highest claiming wards	Barton and Tredworth (11.1%)

COTSWOLD DISTRICT	
Claimant count:	1,895
Claimant count change on previous month:	0.0%
Claimant rate:	3.7%
Highest claiming ward	Watermoor (6.9%)

STROUD DISTRICT	
Claimant count:	2,795
Claimant count change on previous month:	4.5%
Claimant rate:	3.9%
Highest claiming wards	Central (7.3%)

FOREST OF DEAN	
Claimant count:	2,350
Claimant count change on previous month:	1.1%
Claimant rate:	4.6%
Highest claiming ward	Lydney East (7.8%)

TEWKESBURY BOROUGH	
Claimant count:	2,225
Claimant count change on previous month:	4.0%
Claimant rate:	4.0%
Highest claiming ward	Brockworth East (5.9%)

At a glance unemployment information grouped by district. Includes:

Claimant count:

Total number of people claiming Job Seekers Allowance and Universal Credit who are not in work in November 2020

Claimant count change on previous month:

How much larger/smaller November's claimant count is compared to October expressed as a %

Claimant rate:

The % of working age population claiming Job Seekers Allowance and Universal Credit who are not in work in November 2020

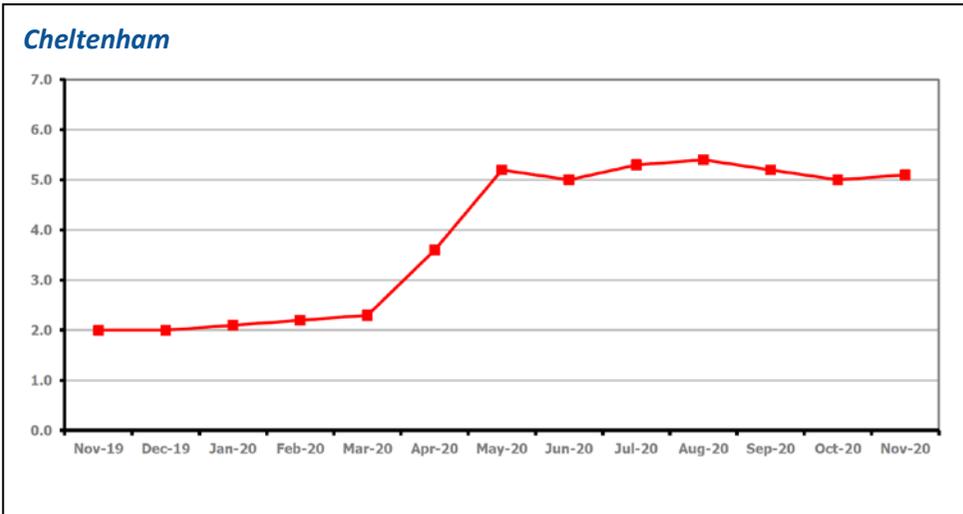
Highest claiming ward:

The ward with the highest claim count in that district and the rate

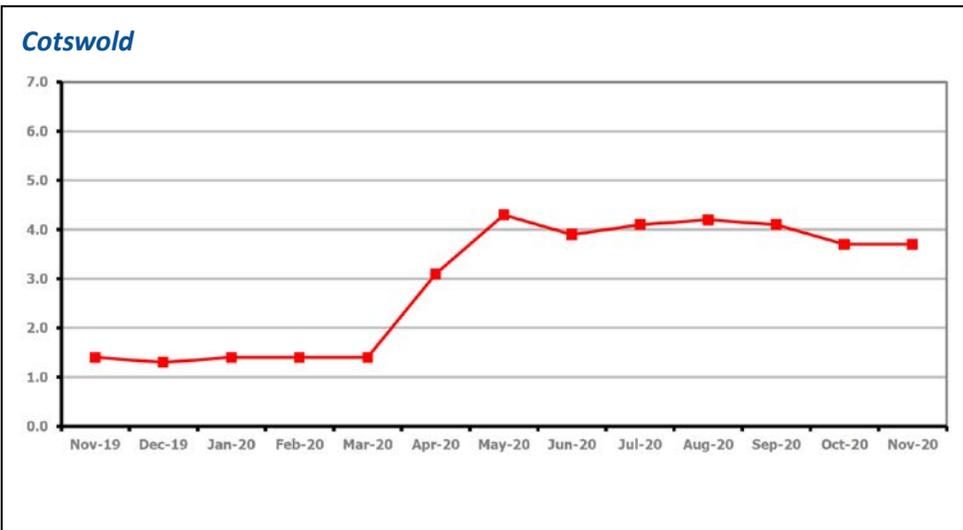
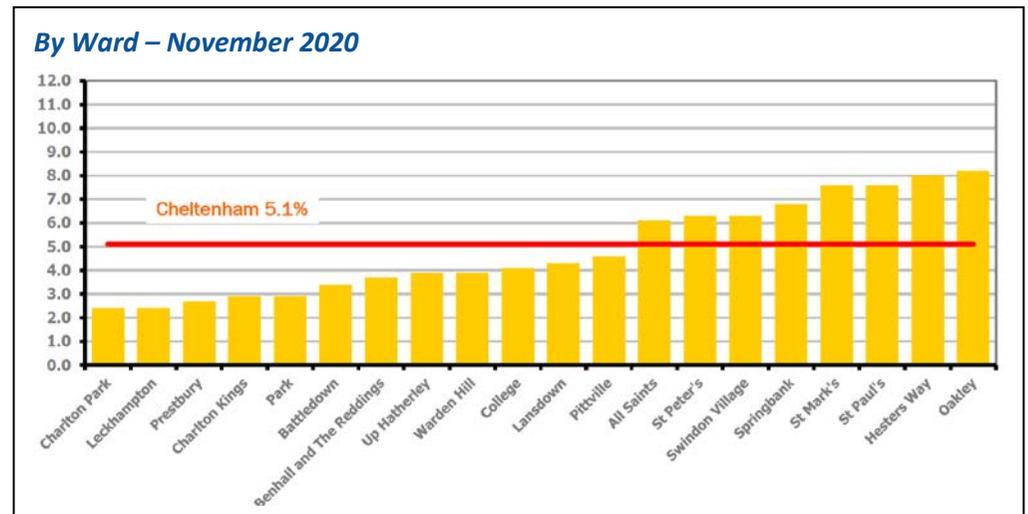
The following four pages go into more detail and look at the claimant rate at ward level within each of the six Gloucestershire districts.²⁹

²⁹ [Gloucestershire County Council: Unemployment Bulletin, issue 148 November 2020](#)

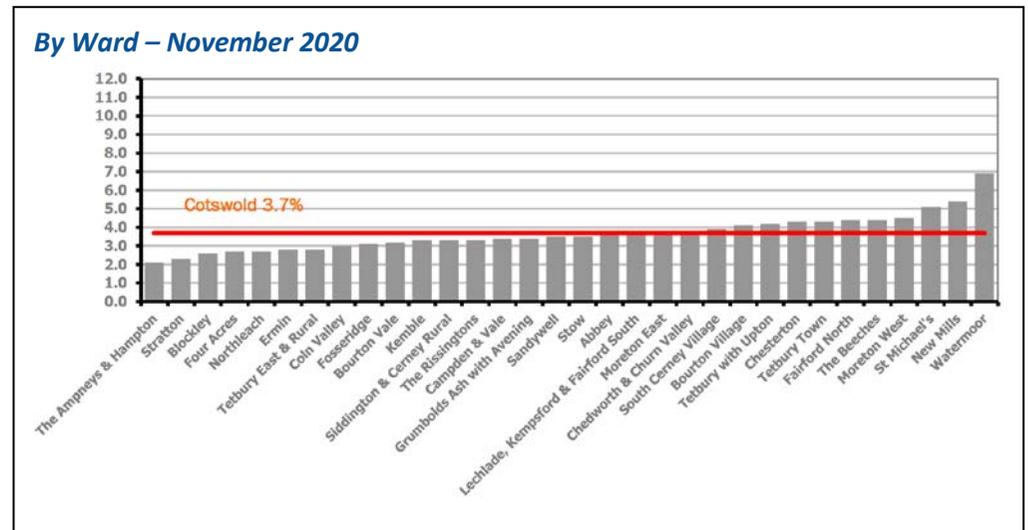
Claimant Rate - Local Authority District and Ward Analysis: the following looks at each of the six districts and a comparison of their constituent wards.

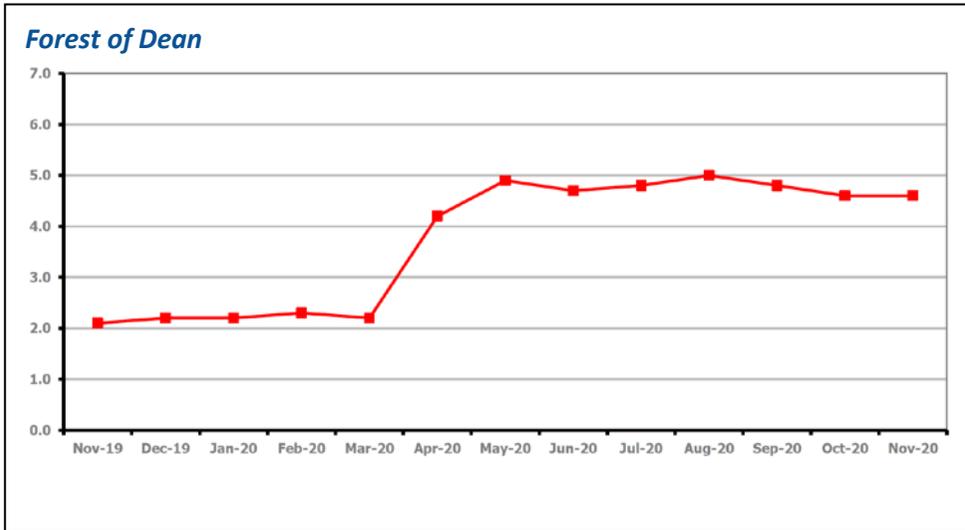


The claimant rate in **Cheltenham** increased to 5.1% in November 2020

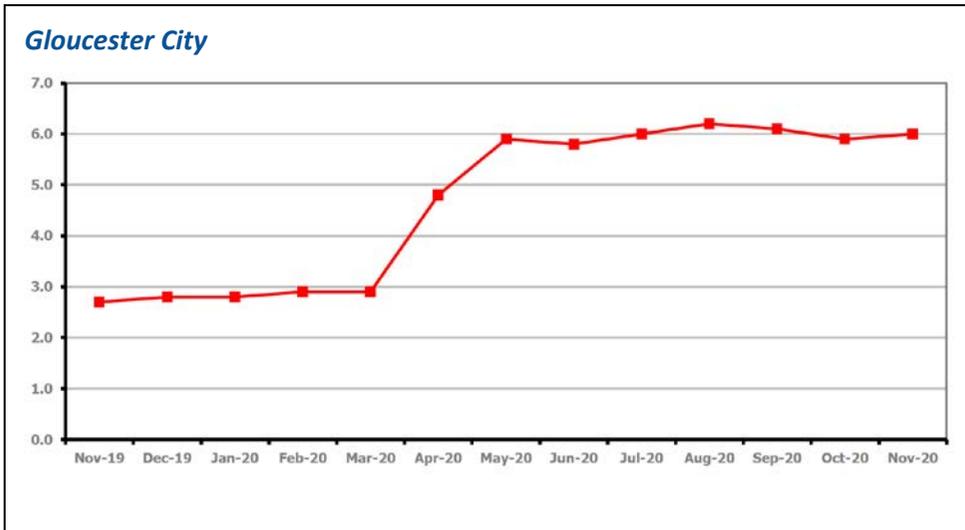
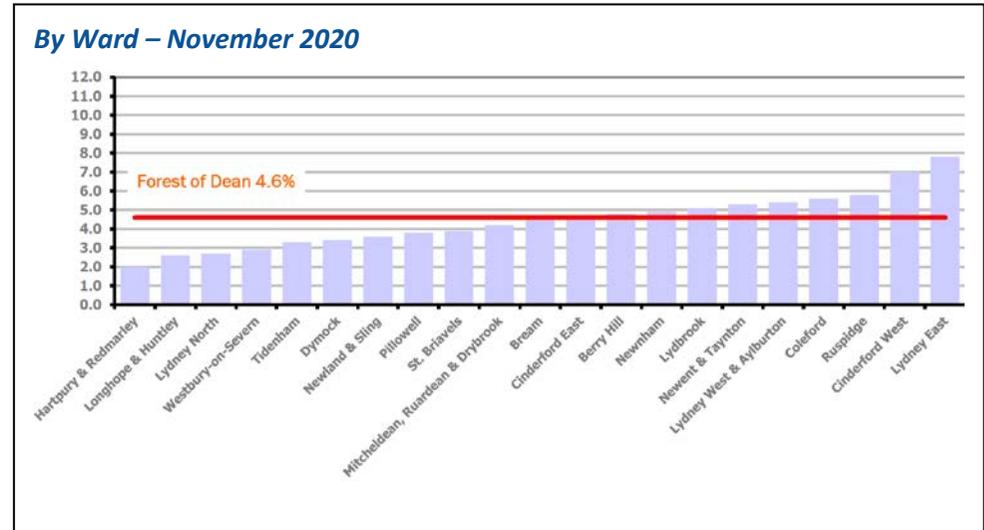


The claimant rate in **Cotswold District** remained at 3.7% in November 2020.

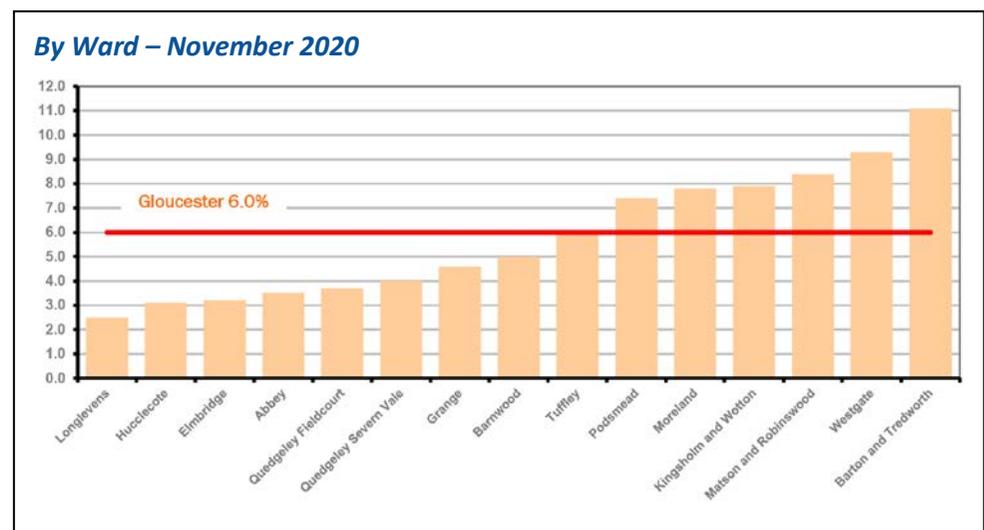


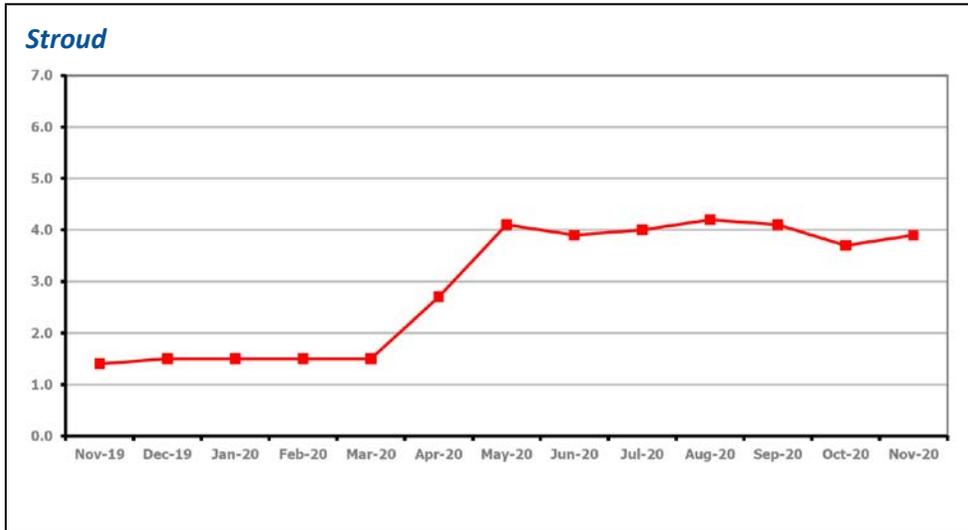


The claimant rate in the **Forest of Dean** remained at 4.6% in November 2020.

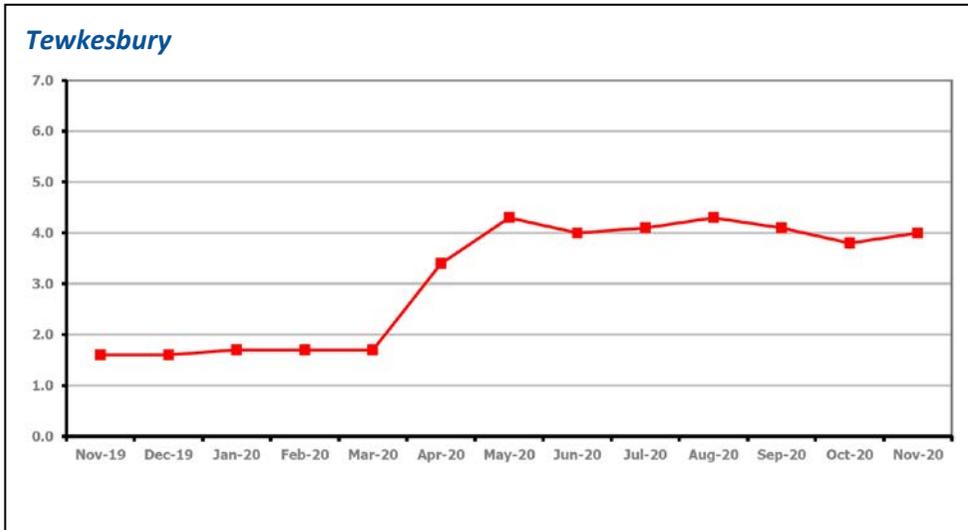
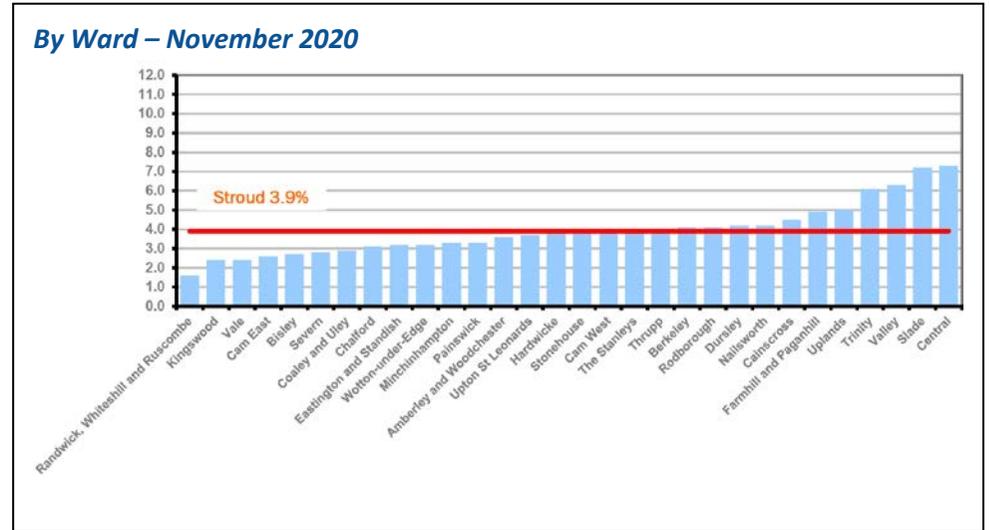


The claimant rate for **Gloucester City** increased to 6.0% in November 2020.

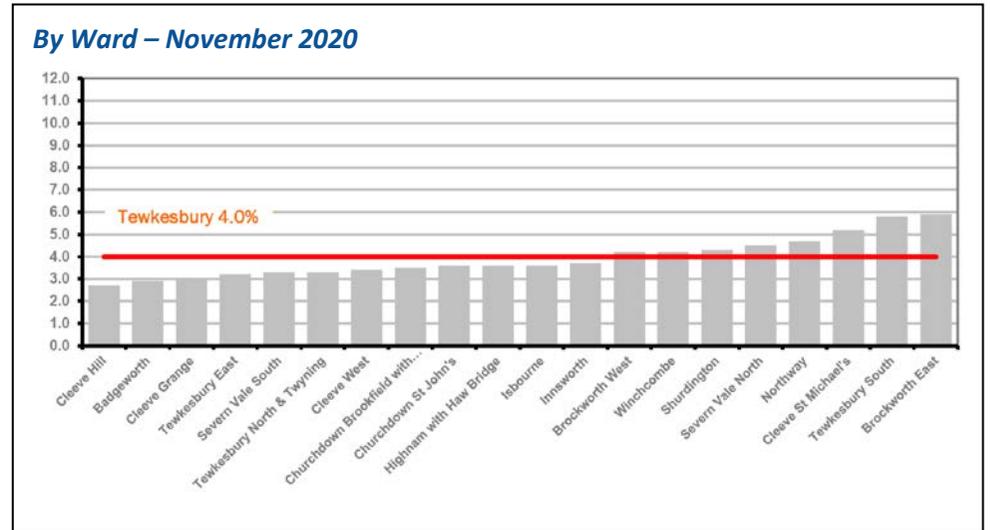




The claimant rate for **Stroud** increased to 3.9% in November 2020.



The claimant rate for **Tewkesbury Borough** increased to 4.0% in November 2020.



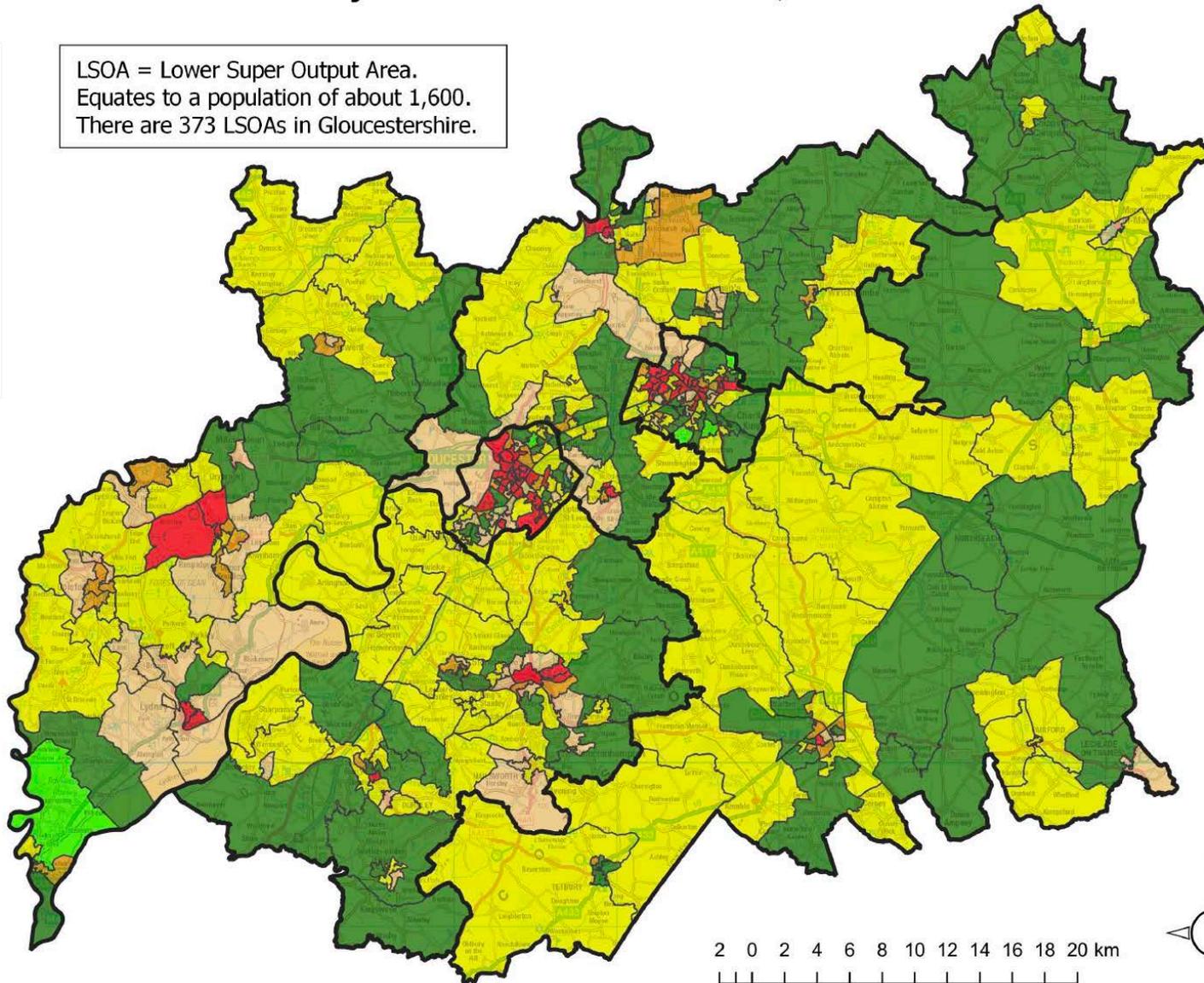
Claimant Count Rate by LSOA in Gloucestershire, November 2020



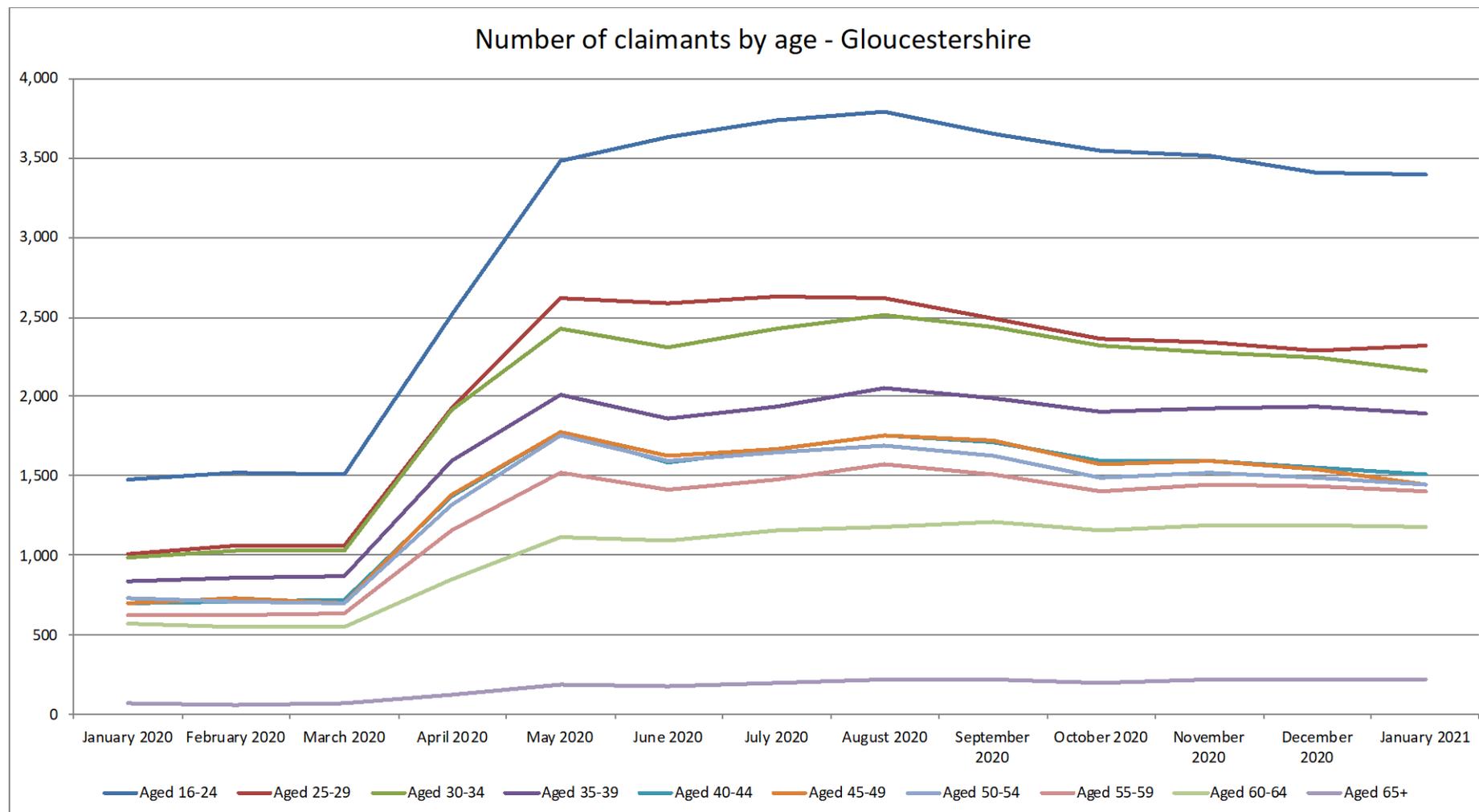
Rate

- up to 0.84%
- 0.85 - 1.69%
- 1.70 - 2.54%
- 2.55 - 3.39%
- 3.40 - 4.23%
- 4.24 - 13.00%

LSOA = Lower Super Output Area.
Equates to a population of about 1,600.
There are 373 LSOAs in Gloucestershire.



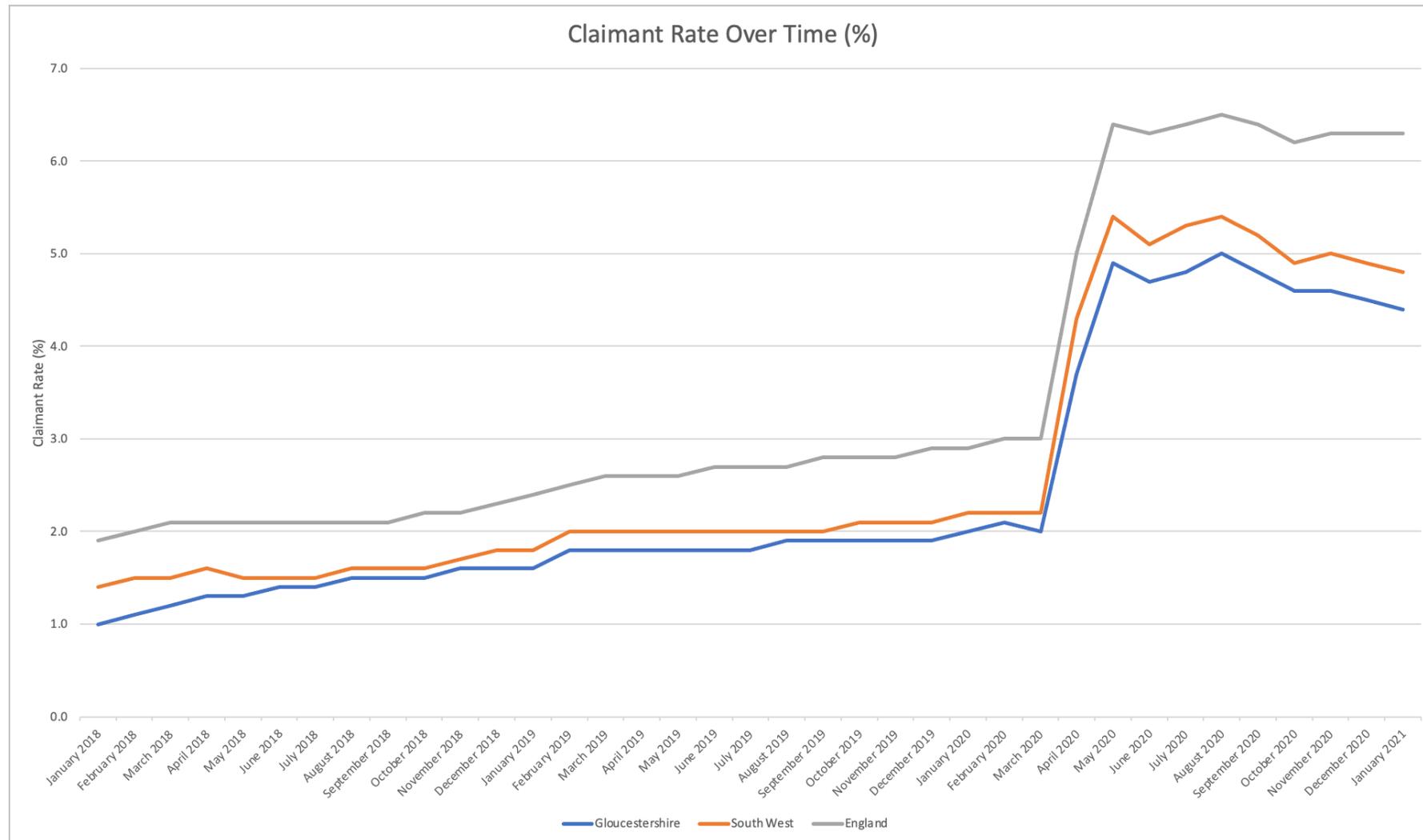
Number of claimants by age in Gloucestershire – January 2020 to January 2021



The graph above looks at the Claimant Count numbers for the twelve-month period from January 2020 to January 2021, broken down by age groups.³⁰ There is a clear upward trend across all age groups from March 2020, which is at the same time as the start of the Covid-19 pandemic and national lockdown. The largest increase appears to be the 16-24 age group, but also the 25-29 and 20-34 age groups seeing large increases with the 65+ age group seeing the smallest increase.

³⁰ Source: ONS Claimant Count numbers: January 2020 – January 2021

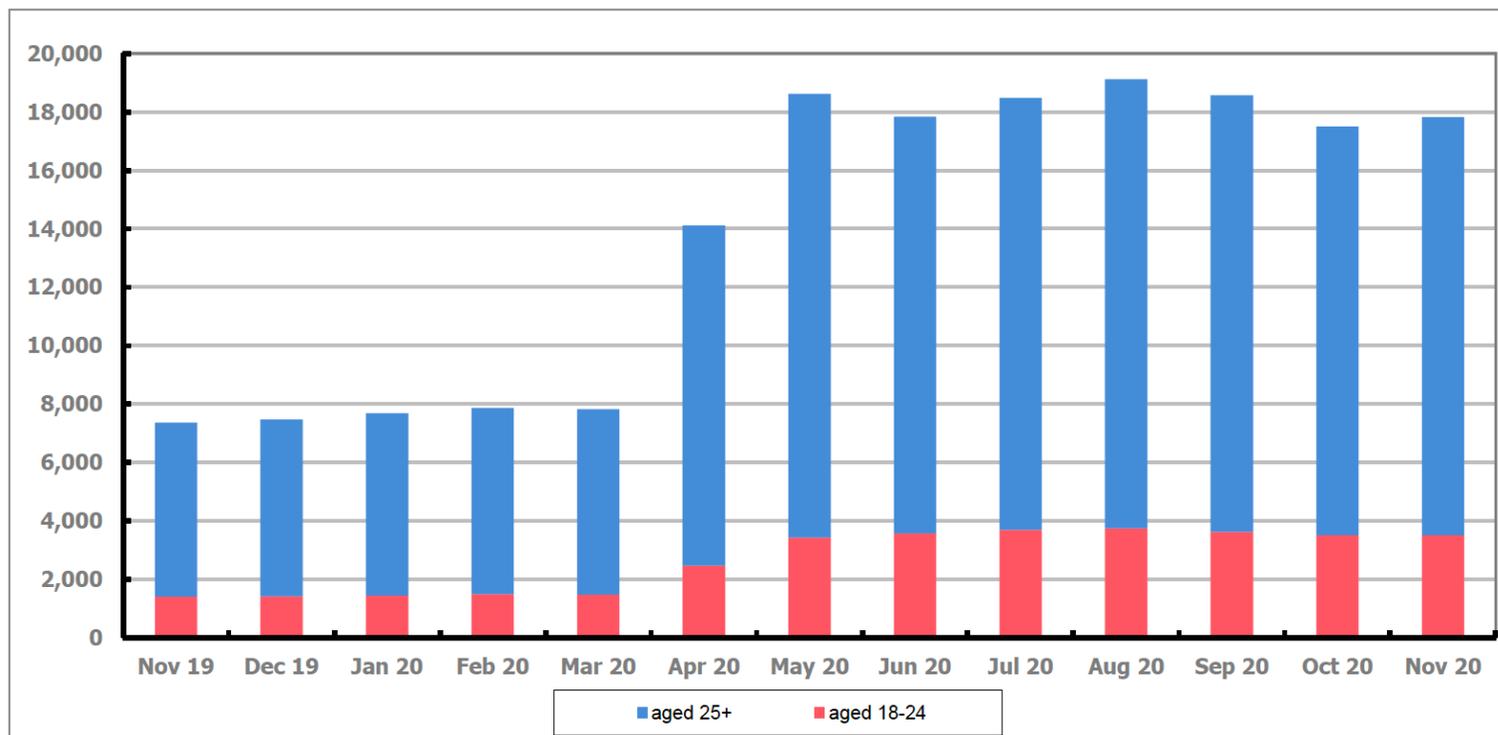
Claimant Rate over time



The graph above shows how the Gloucestershire Claimant rate (as a proportion of residents aged 16-64) has remained below that of the South west and England over the past three years. ³¹As previously stated, the Claimant Count is set to rise notably over time as more people will be brought within the coverage of Universal Credit.

³¹ [Source: ONS Claimant Count numbers: January 2018 – January 2021](#)

Youth Unemployment



The graph on the left shows that In November 2020, 3,510 people aged 18-24 were claiming Job Seekers Allowance and Universal Credit who were not in work in Gloucestershire, this represents 19.7% of total working age claimants.³²

Recruitment of Young People:

Over one in four employers in the LEP area (29 per cent) recruited at least one education leaver in the two to three years preceding the survey, in line with the England wide figure (27 per cent). Specifically:³³

- Nine per cent had recruited a 16 year-old school leaver (similar to the England average of eight per cent);
- 10 per cent had recruited a 17-18 year old school leaver (similar to the England average of 11 per cent);
- 14 per cent had recruited a 17-18 year old college leaver (similar to the England-wide figure of 12 per cent);
- 13 per cent had recruited someone from a university or HEI (similar to the England-wide figure of 14%).²⁵

³² [Gloucestershire County Council: Unemployment Bulletin, issue 148 November 2020](#)

³³ [LMI Summary UKCES Working Futures 2012-2022](#)

NEETs (16-18 Year Olds)

“NEETs” are 16-18 year olds who are not in education, employment or training, and include young people actively seeking education, employment or training as well as those young people who are either not yet ready or who are unable to access these opportunities because of their personal circumstances.

Young people who face periods of inactivity and unemployment also find themselves further disadvantaged in later life as they struggle to make up the difference from their early social and economic experiences. In addition to the social and economic disadvantage, youth unemployment also has a scarring impact on the mental health and wellbeing of those affected. Compounding these challenges is the difficulty in identifying those young people who become long-term NEET or who are hidden NEETS as they miss out on accessing the support they need the most.

At the end of November 2020 there were 519 young people in the 16-18 age cohort not in education, employment or training in Gloucestershire and this figure translates into an adjusted (*) 16-18 NEET population of 3.07%. The total number of NEET young people decreased by 17 in November 2020 compared to October 2020, four districts saw a decrease in their NEET figure and two saw an increase.³⁴

November 2020 NEET data

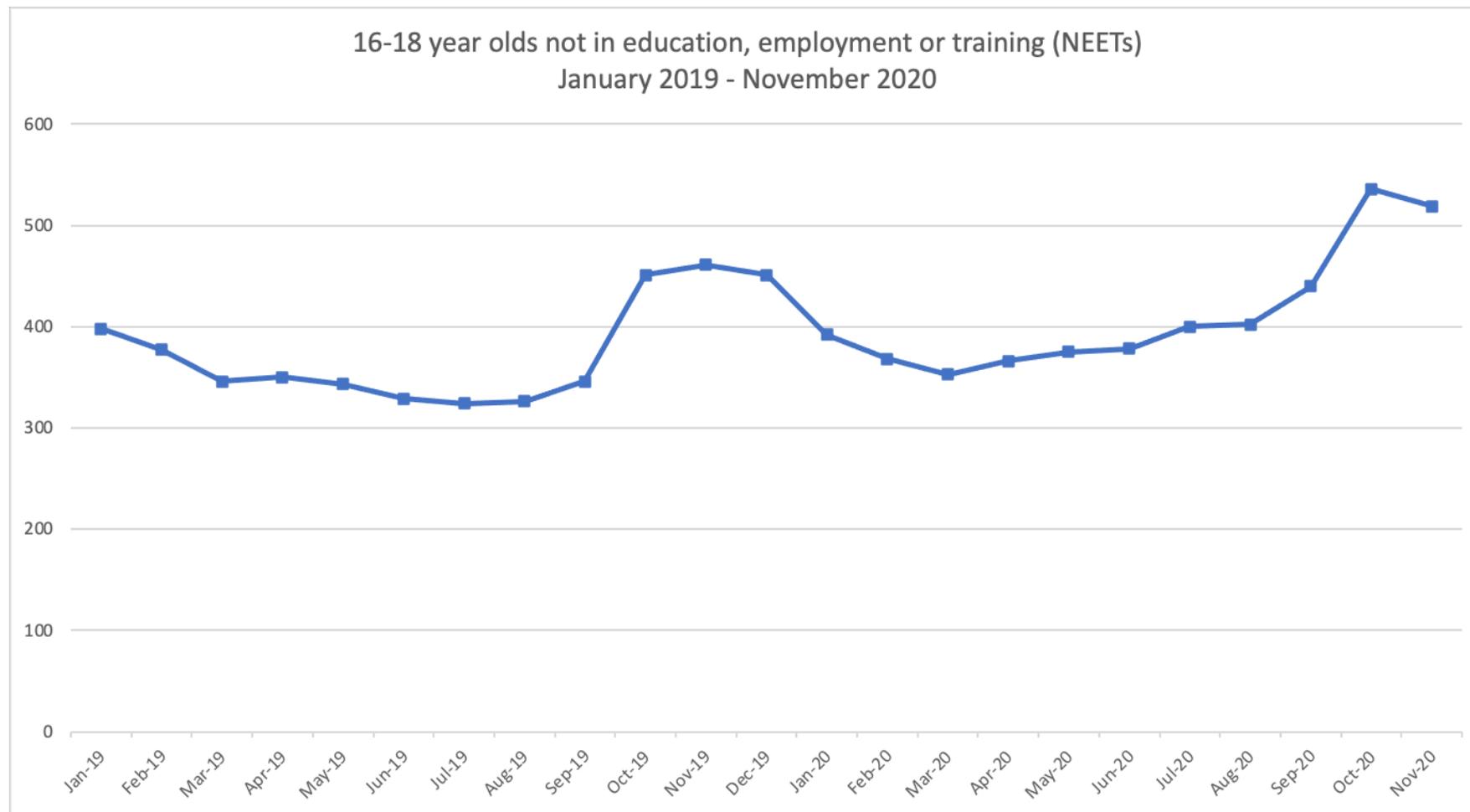
	Cheltenham	Cotswold	Forest	Gloucester	Stroud	Tewkesbury	Total
Total NEET	76	53	75	176	70	69	519
Cohort	2989	2360	2290	4069	3541	2620	17869
% NEET	2.54	2.25	3.28	4.33	1.98	2.63	3.07*

(*) Adjustment includes a proportion of young people aged 16-18 whose outcomes are not known to Gloucestershire Youth Support Team.

Gloucestershire Youth Support Team is required to report performance with the 16-18 age range against nationally defined criteria for counting the NEET group. The NEET group includes young people actively seeking education, employment or training as well as those young people who are either not yet ready or who are unable to access these opportunities because of their personal circumstances. The figures quoted below include young people in both of these categories.³⁵

³⁴ [Gloucestershire County Council: Unemployment Bulletin, issue 148 November 2020](#)

³⁵ [Gloucestershire County Council: Unemployment Bulletin, issue 148 November 2020](#)



Above displays the number of young people aged 16-18 who are not in education, employment or training (NEETs) between January 2019 and November 2020. ³⁶There is a steady increase in numbers from March 2020 to October 2020, before it drops slightly in November 2020. This could partly be due to the pandemic and the reduction in jobs being advertised at this time, but also young people would have been leaving school or college to find work during the summer.

An earlier increase can be seen in August 2019 before it starts to drop back slightly a few months later in November 2019; again, this could be school and college leavers unable to find a job immediately after leaving education.

³⁶ [Gloucestershire County Council: Unemployment Bulletin](#)

Modelled Prevalence and Projections of Learning Disability³⁷

Learning Disability is a type of disability. A person with a learning disability finds it harder than others to learn, understand new or complex information and communicate. The key components of learning disability are a reduced intellectual ability that affects someone for their whole life and may vary from one person to another in severity.

People with severe or moderate learning disability are more likely to have social care need than those with mild conditions. Modelling suggests that in Gloucestershire, one in five adults who have a learning disability have a moderate or severe form of the condition, with the majority being under the age of 65.

Current models estimate that in 2020, nearly 12,000 adults in Gloucestershire have a learning disability, with those aged between 18 and 64 accounting for 75.4% (8,990 people) of the total. However, the rate of increase between 2020 and 2030 is predicted to be most steep in the older age groups as life expectancy improves, rising by 47.2% for those aged 85 and over and 34.7% for those aged 75-84. Current projections suggest that by 2030 there will be 9,020 people aged 18-64 and 3,690 people aged 65 and over who have a learning disability condition in Gloucestershire.

People aged 18 and over predicted to have a learning disability in Gloucestershire				
	2020	2025	2030	% change 2020-2030
Aged 18-24	1,250	1,240	1,380	10.4%
Aged 25-34	1,790	1,750	1,670	-6.7%
Aged 35-44	1,840	1,950	1,980	7.6%
Aged 45-54	2,110	1,920	1,900	-10.0%
Aged 55-64	2,000	2,160	2,090	4.5%
Total Aged 18-64	8,990	9,020	9,020	0.3%
Aged 65-74	1,630	1,660	1,880	15.3%
Aged 75-84	950	1,180	1,280	34.7%
Aged 85 and over	360	420	530	47.2%
Total Aged 65+	2,940	3,260	3,690	25.5%
Total Aged 18 and over	11,930	12,280	12,710	6.5%

(Source: PANSI and POPPI Version 13 - 2016-based projections. Numbers rounded)

³⁷ [Gloucestershire County Council: Adults with Learning Disabilities in Gloucestershire Prevalence of Needs](#)

Current Benefit Claims for a Learning Disability Condition³⁸

- As of May 2019, a total of 3,163 people aged 16 or over in Gloucestershire were claiming a benefit for a learning disability condition. This represents a decrease of 2-3% on the previous three years.
- The latest benefit claim number was comparable with *POPPI and PANSI estimated prevalence of adults with a moderate or severe learning disability in Gloucestershire (2,420 people in 2020) which excluded the 16 and 17 year-olds.

Benefit claims for people aged 16+ with learning difficulties in Gloucestershire						
	May 2014	May 2015	May 2016	May 2017	May 2018	May 2019
DLA (Learning Disability) Aged 16+	2,806	2,871	2,730	2,042	1,596	1,163
DLA (Severely Mentally Impaired) Aged 16+	118	127	125	87	76	60
AA (Learning Disability) Aged 65+	19	23	19	17	12	11
AA (Severely Mentally Impaired) Aged 65+	-	-	-	-	-	-
PIP (Learning Disability) Aged 16+	12	44	207	763	1,105	1,350
PIP (Autistic Spectrum Disorders) Aged 16+	10	46	156	365	475	579
Total	2,965	3,111	3,237	3,274	3,264	3,163
DLA: Disability Living Allowance; AA: Attendance Allowance; PIP (Personal Independence Payment). Figures include both care and mobility components for DLA and PIP and all award rates for AA (For details see Notes)						
Source: Stat-Xplore, Department for Work and Pension						

*Projecting Older People Population (POPPI)

*Projecting Adult Needs and Service Information (PANSI)

³⁸ [Gloucestershire County Council: Adults with Learning Disabilities in Gloucestershire Prevalence of Needs](#)

Care and Support Need³⁹

- Out of a total of 3,163 people aged 16 and over receiving benefits for a learning disability in Gloucestershire (see previous slide), 98% (3,107 people) were assessed as having a care or support need.
- Of these, 66.9% (i.e. 2,080 people) were receiving the high or enhanced rate of the benefit, suggesting that for the majority of claimants, there were considerable, long-term personal care and support need. The proportion awarded high or enhanced rate was also increasing fast: the percentage was 25.4% in 2014.

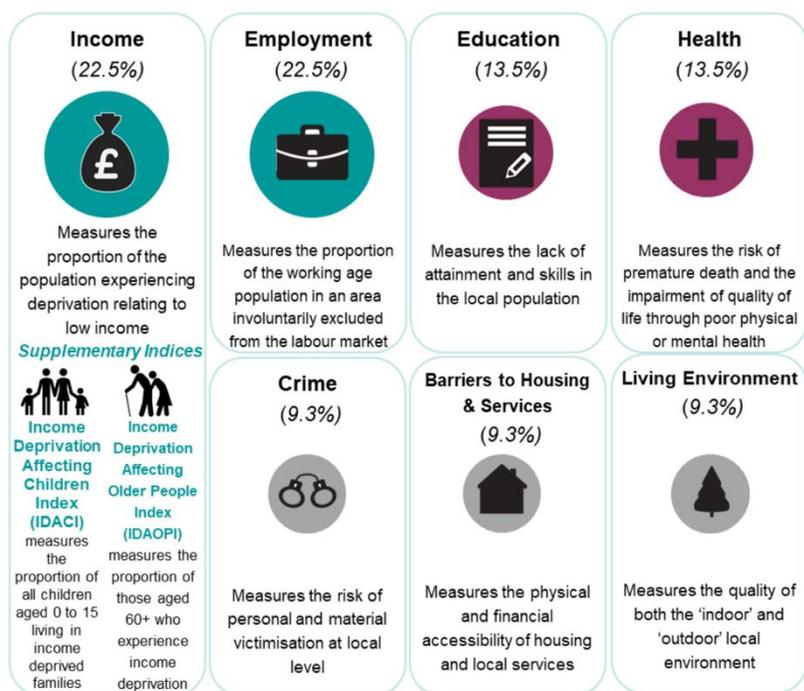
People aged 16+ with learning difficulties awarded care or daily living components of disability benefits in Gloucestershire							
		May 2014	May 2015	May 2016	May 2017	May 2018	May 2019
Total people aged 16+ awarded care or daily living components		2,903	3,055	3,174	3,227	3,224	3,107
Number receiving high or enhanced rate:							
DLA (Learning Disability) Aged 16+	High	589	621	611	452	364	270
DLA (Severely Mentally Impaired) Aged 16+	High	116	122	125	86	78	60
AA (Learning Disability) Aged 65+	High	10	10	8	7	5	5
PIP (Learning Disability) Aged 16+	Enhanced	12	40	178	718	1,045	1,280
PIP (Autistic Spectrum Disorders) Aged 16+	Enhanced	10	33	112	294	379	465
Total number receiving high or enhanced rate		737	826	1,034	1,557	1,871	2,080
% receiving high or enhanced rate		25.4%	27.0%	32.6%	48.2%	58.0%	66.9%
DLA: Disability Living Allowance; AA: Attendance Allowance; PIP (Personal Independence Payment). Figures include both care and mobility components for DLA and PIP and all award rates for AA (For details see Notes)							
Source: Stat-Xplore, Department for Work and Pension							

³⁹ [Gloucestershire County Council: Adults with Learning Disabilities in Gloucestershire Prevalence of Needs](#)

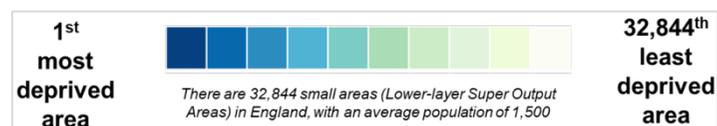
Deprivation

In general, Gloucestershire is not a very deprived county. An average IMD rank for each of the six districts in Gloucestershire shows that even the most deprived districts (Gloucester City, and Forest of Dean) fall in the middle quintile (middle 20%) for deprivation out of 317 English authorities. Tewkesbury, Cotswold, and Stroud districts are in the least deprived quintile, with Cheltenham in the second least deprived quintile.⁴⁰

There are 7 domains of deprivation, which combine to create the Index of Multiple Deprivation (IMD2019):⁴¹



The indices rank each small area in England from most deprived to least deprived:



In relation to the other authorities in England, Cheltenham and Cotswold have a lower deprived ranking than in 2015 but Forest of Dean has experienced a higher ranking of deprivation in 2019. The rankings of the remaining three authorities of Gloucestershire have remained relatively the same.⁴²

District	IMD Rank ⁴ (out of 317 authorities, 1 most deprived)	Quintile (Q1 most deprived)
Cheltenham	237	Q4
Cotswold	272	Q5
Forest of Dean	143	Q3
Gloucester	138	Q3
Stroud	279	Q5
Tewkesbury	261	Q5

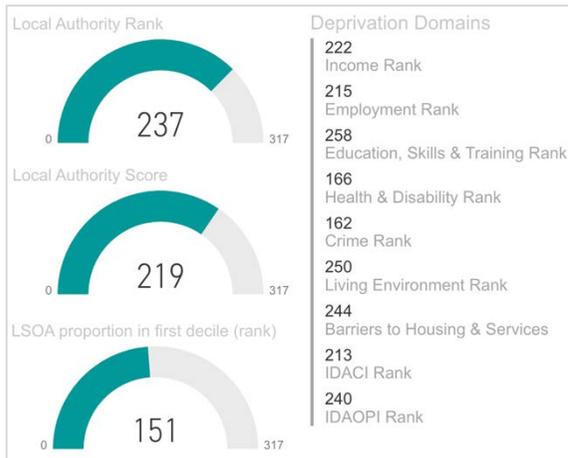
⁴⁰ Gloucestershire County Council: Indices of Deprivation 2019, Gloucestershire

⁴¹ The Indices of Deprivation 2019 - Gov.uk

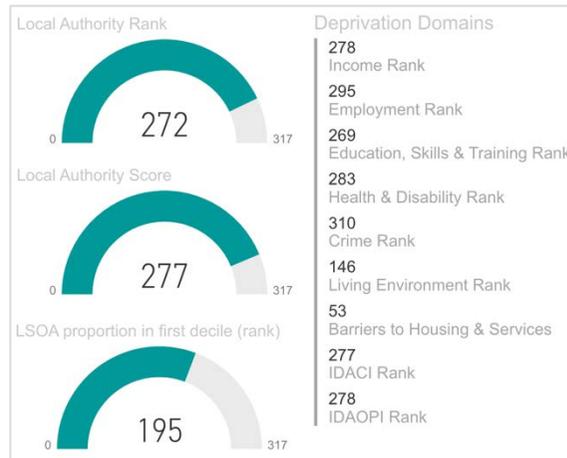
⁴² Gloucestershire County Council: Indices of Deprivation 2019, Gloucestershire

The following are taken from the Ministry of Housing, Communities & Local Government interactive tool, and the Deprivation Domains box displays where each local authority ranks on each of the seven domains and supplementary indices.⁴³

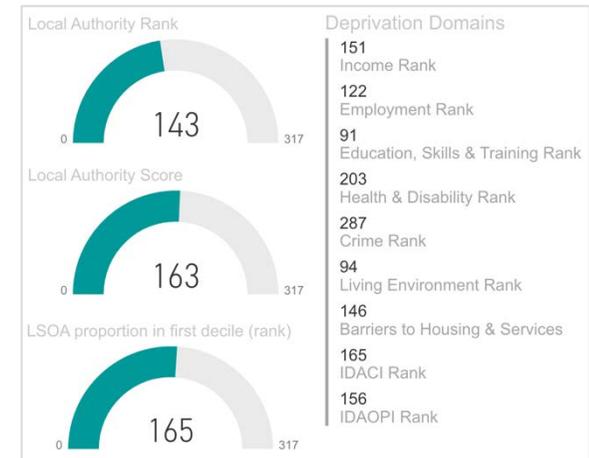
Cheltenham



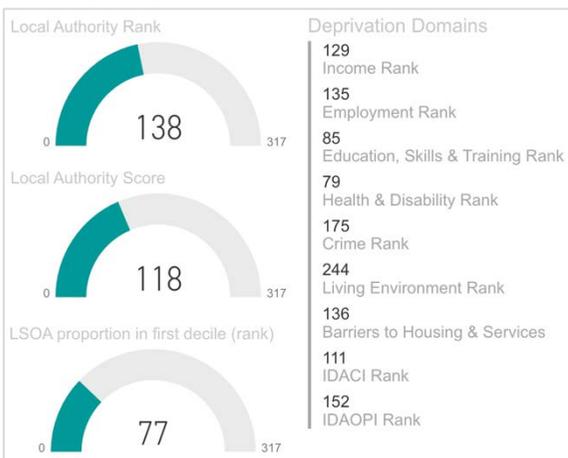
Cotswold



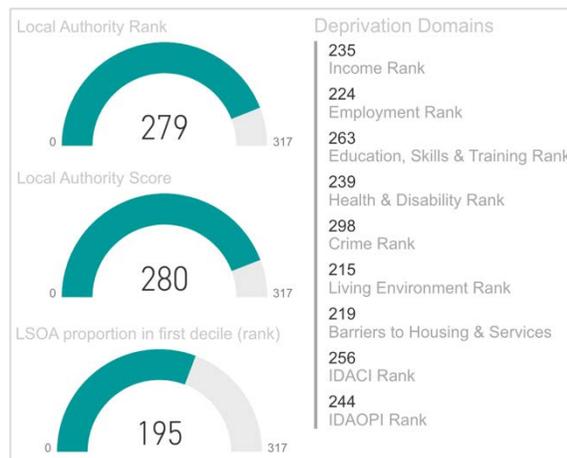
Forest of Dean



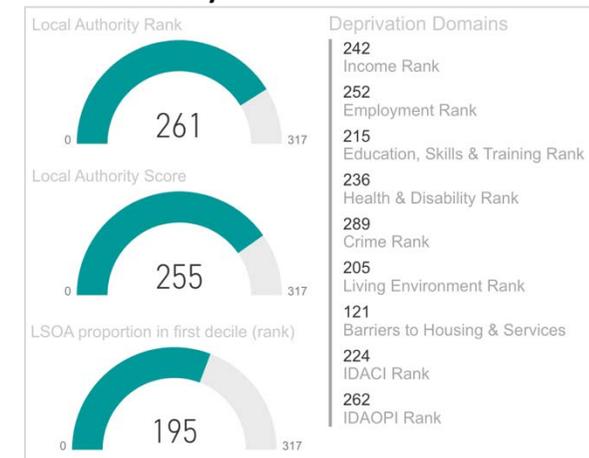
Gloucester



Stroud



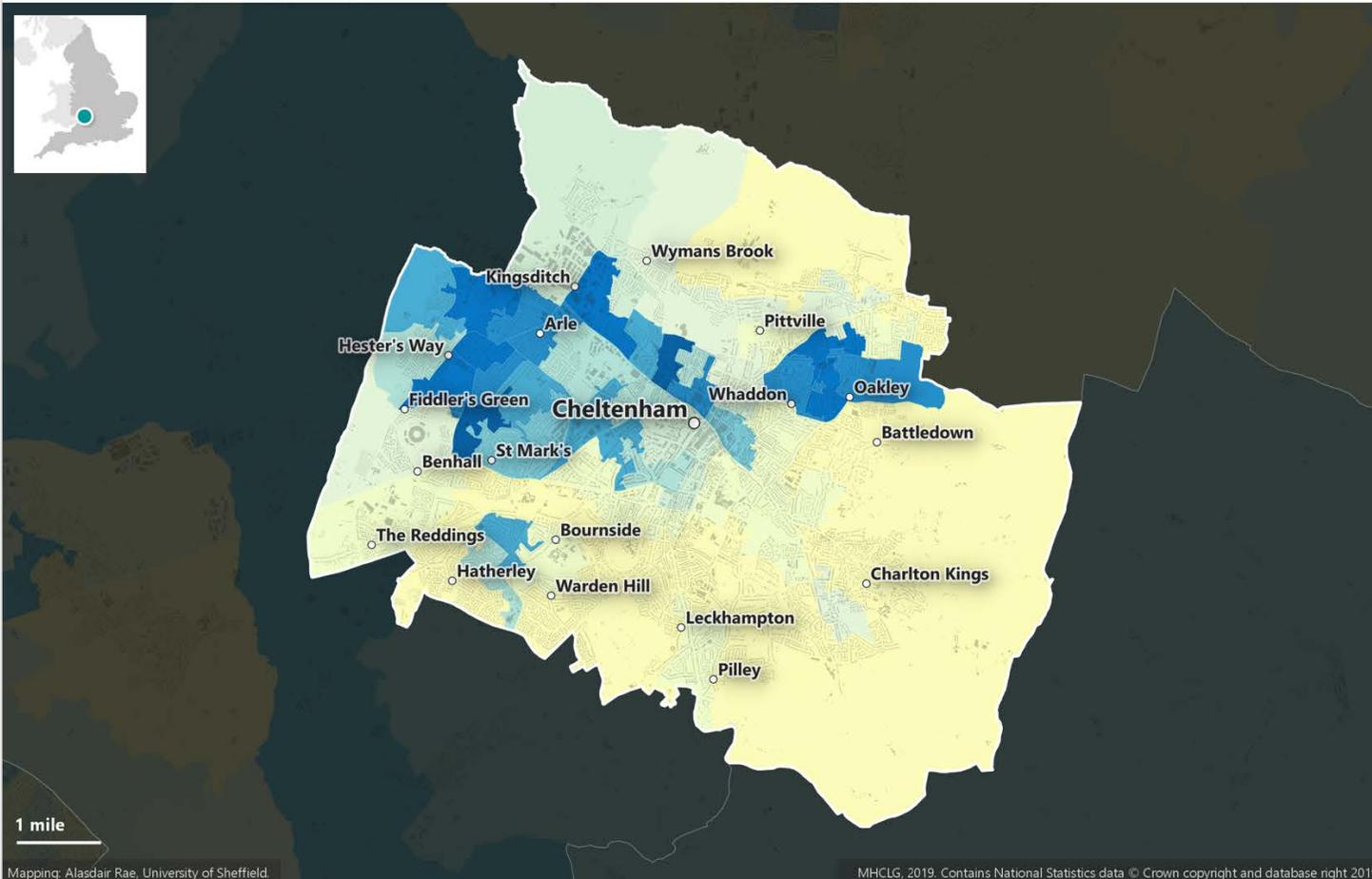
Tewkesbury



⁴³ [Ministry of Housing, Communities & Local Government - IoD Interactive Dashboard](#)

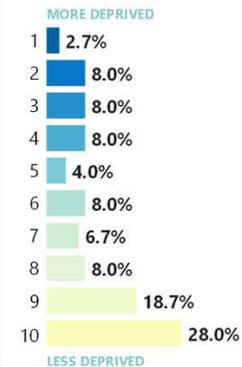
English Indices of Deprivation 2019

CHELTENHAM



Local deprivation profile

% of LSOAs in each national deprivation decile



What this map shows

This is a map of Indices of Deprivation 2019 data for **Cheltenham**. The colours on the map indicate the deprivation decile of each Lower Layer Super Output Area (LSOA) for England as a whole, and the coloured bars above indicate the proportion of LSOAs in each national deprivation decile. The most deprived areas (decile 1) are shown in blue. It is important to keep in mind that the Indices of Deprivation relate to small areas and do not tell us how deprived, or wealthy, individual people are. LSOAs have an average population of just under 1,700 (as of 2017).



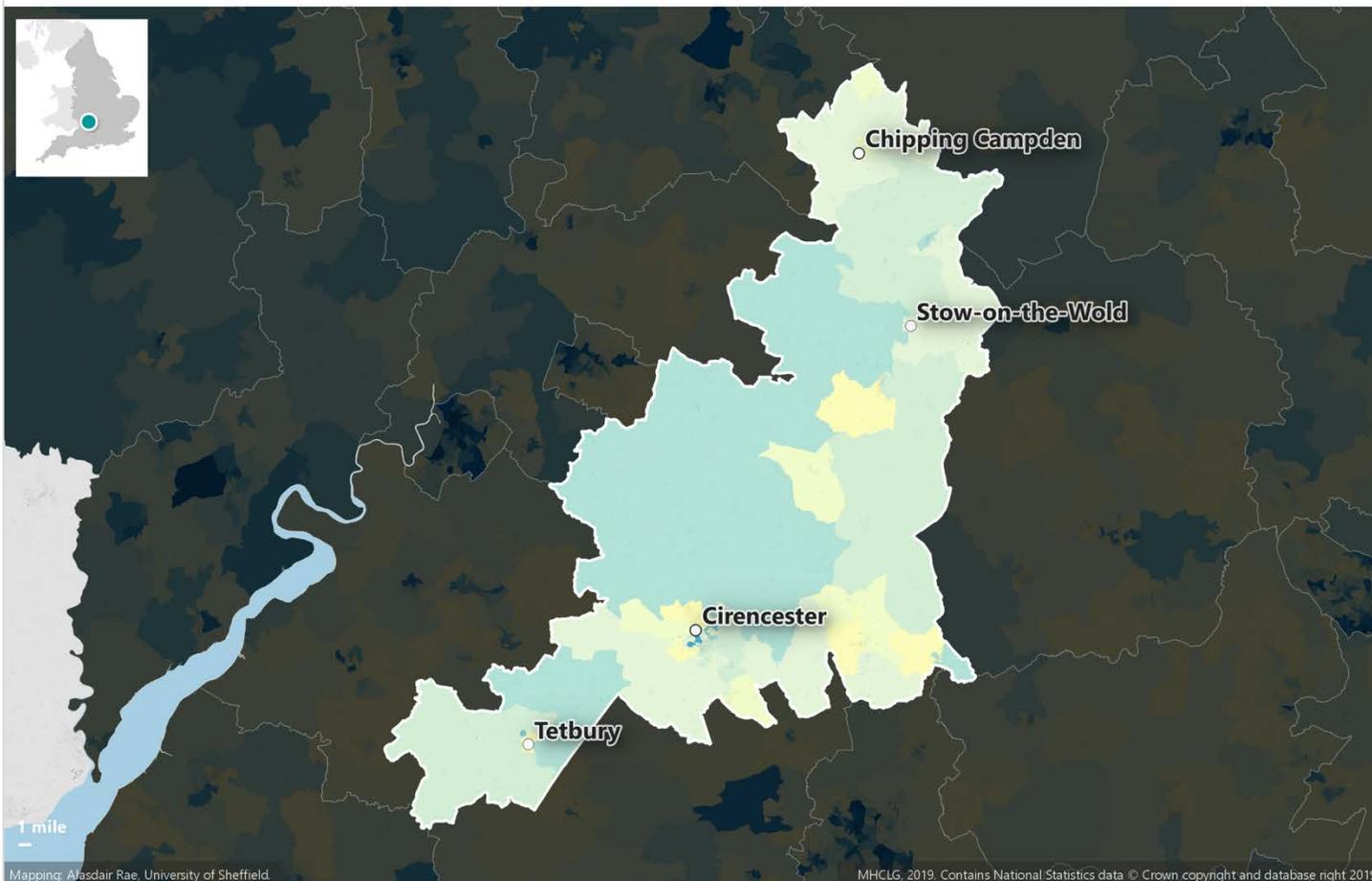
Mapping: Alasdair Rae, University of Sheffield.

MHCLG, 2019. Contains National Statistics data © Crown copyright and database right 2019.

English Indices of Deprivation 2019

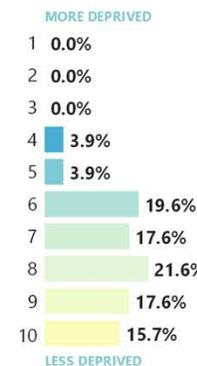


COTSWOLD



Local deprivation profile

% of LSOAs in each national deprivation decile



What this map shows

This is a map of Indices of Deprivation 2019 data for **Cotswold**. The colours on the map indicate the deprivation decile of each Lower Layer Super Output Area (LSOA) for England as a whole, and the coloured bars above indicate the proportion of LSOAs in each national deprivation decile. The most deprived areas (decile 1) are shown in blue. It is important to keep in mind that the Indices of Deprivation relate to small areas and do not tell us how deprived, or wealthy, individual people are. LSOAs have an average population of just under 1,700 (as of 2017).

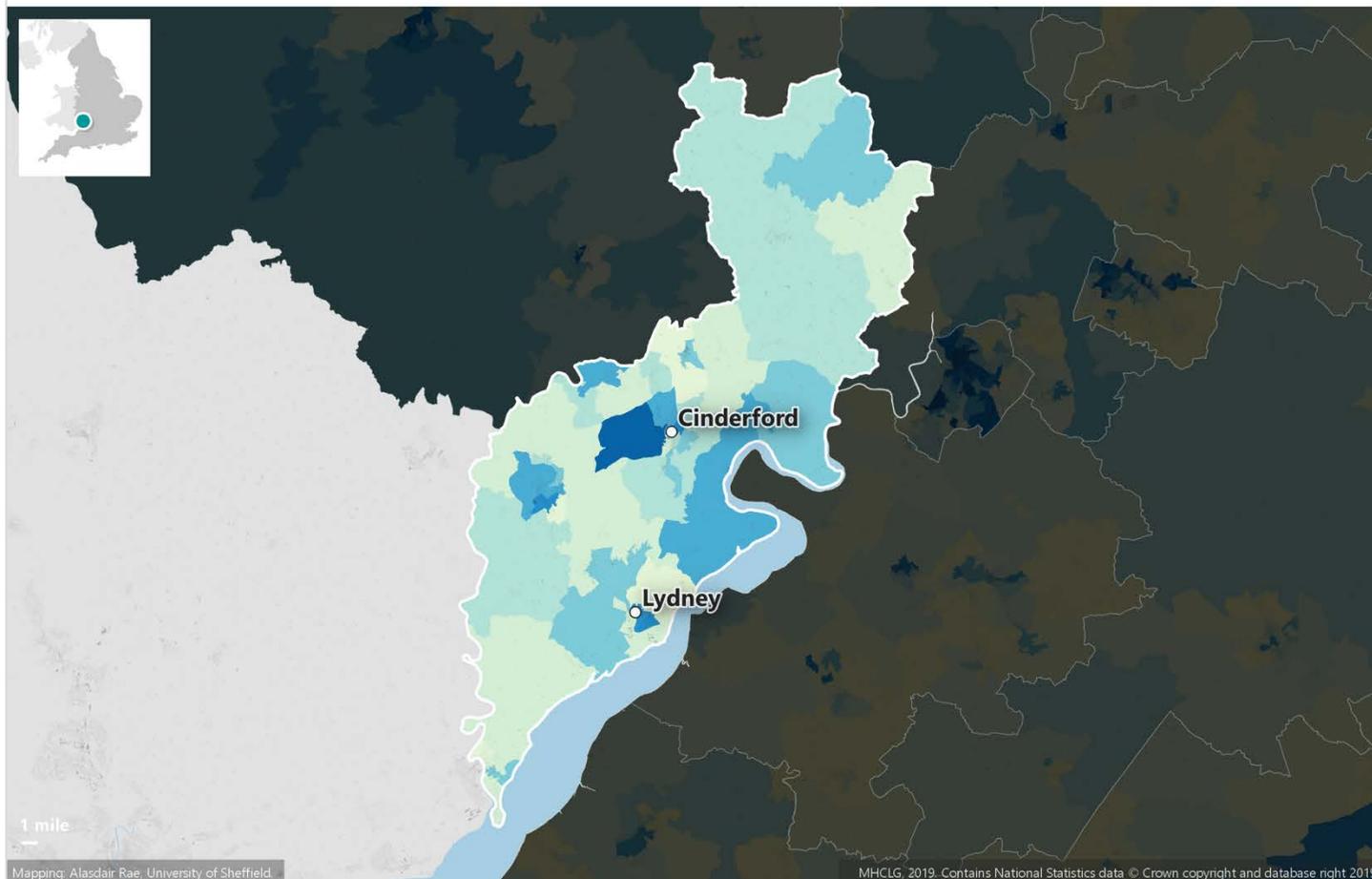


English Indices of Deprivation 2019

FOREST OF DEAN

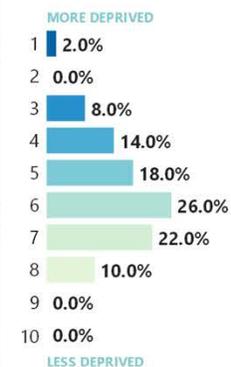


Ministry of Housing,
Communities &
Local Government



Local deprivation profile

% of LSOAs in each national deprivation decile



What this map shows

This is a map of Indices of Deprivation 2019 data for **Forest of Dean**. The colours on the map indicate the deprivation decile of each Lower Layer Super Output Area (LSOA) for England as a whole, and the coloured bars above indicate the proportion of LSOAs in each national deprivation decile. The most deprived areas (decile 1) are shown in blue. It is important to keep in mind that the Indices of Deprivation relate to small areas and do not tell us how deprived, or wealthy, individual people are. LSOAs have an average population of just under 1,700 (as of 2017).

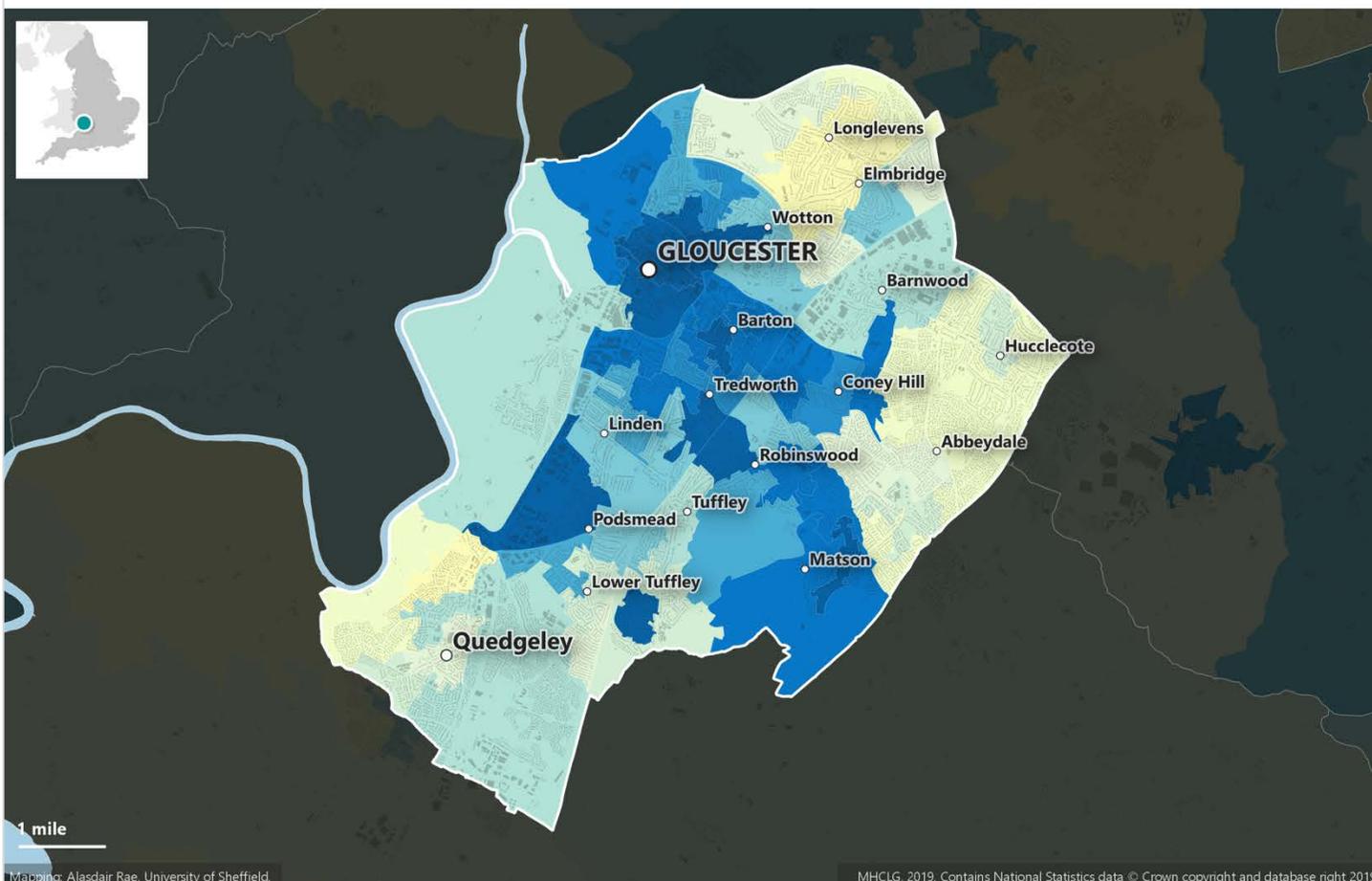


English Indices of Deprivation 2019

GLOUCESTER

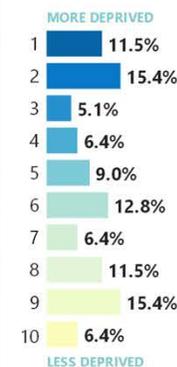


Ministry of Housing,
Communities &
Local Government



Local deprivation profile

% of LSOAs in each national deprivation decile



What this map shows

This is a map of Indices of Deprivation 2019 data for **Gloucester**. The colours on the map indicate the deprivation decile of each Lower Layer Super Output Area (LSOA) for England as a whole, and the coloured bars above indicate the proportion of LSOAs in each national deprivation decile. The most deprived areas (decile 1) are shown in blue. It is important to keep in mind that the Indices of Deprivation relate to small areas and do not tell us how deprived, or wealthy, individual people are. LSOAs have an average population of just under 1,700 (as of 2017).



Mapping: Alasdair Rae, University of Sheffield.

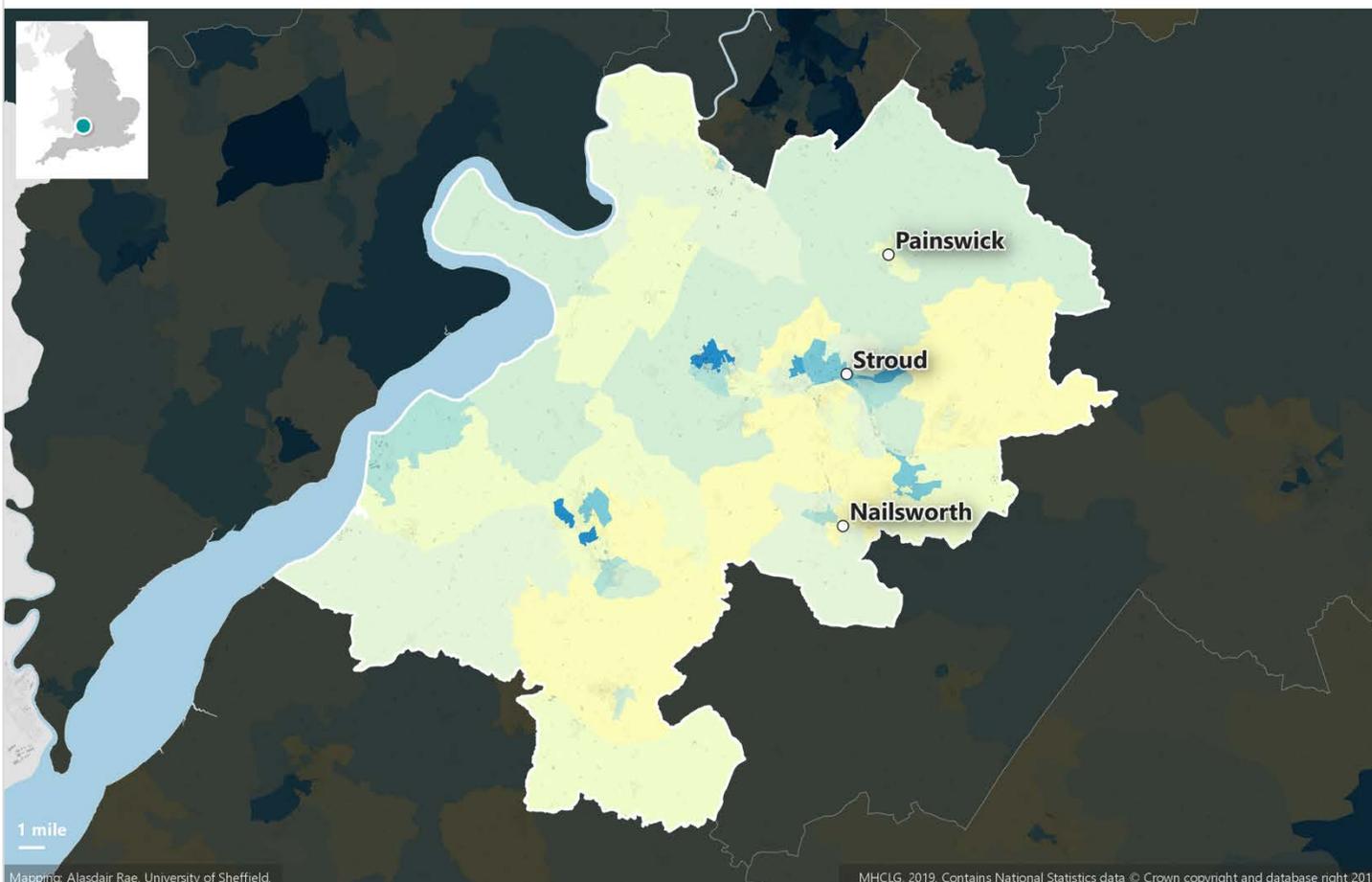
MHCLG, 2019. Contains National Statistics data © Crown copyright and database right 2019.

English Indices of Deprivation 2019



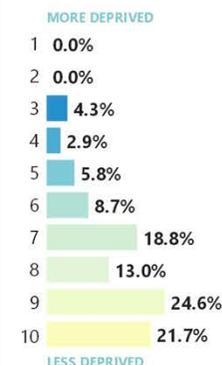
Ministry of Housing,
Communities &
Local Government

STROUD



Local deprivation profile

% of LSOAs in each national deprivation decile



What this map shows

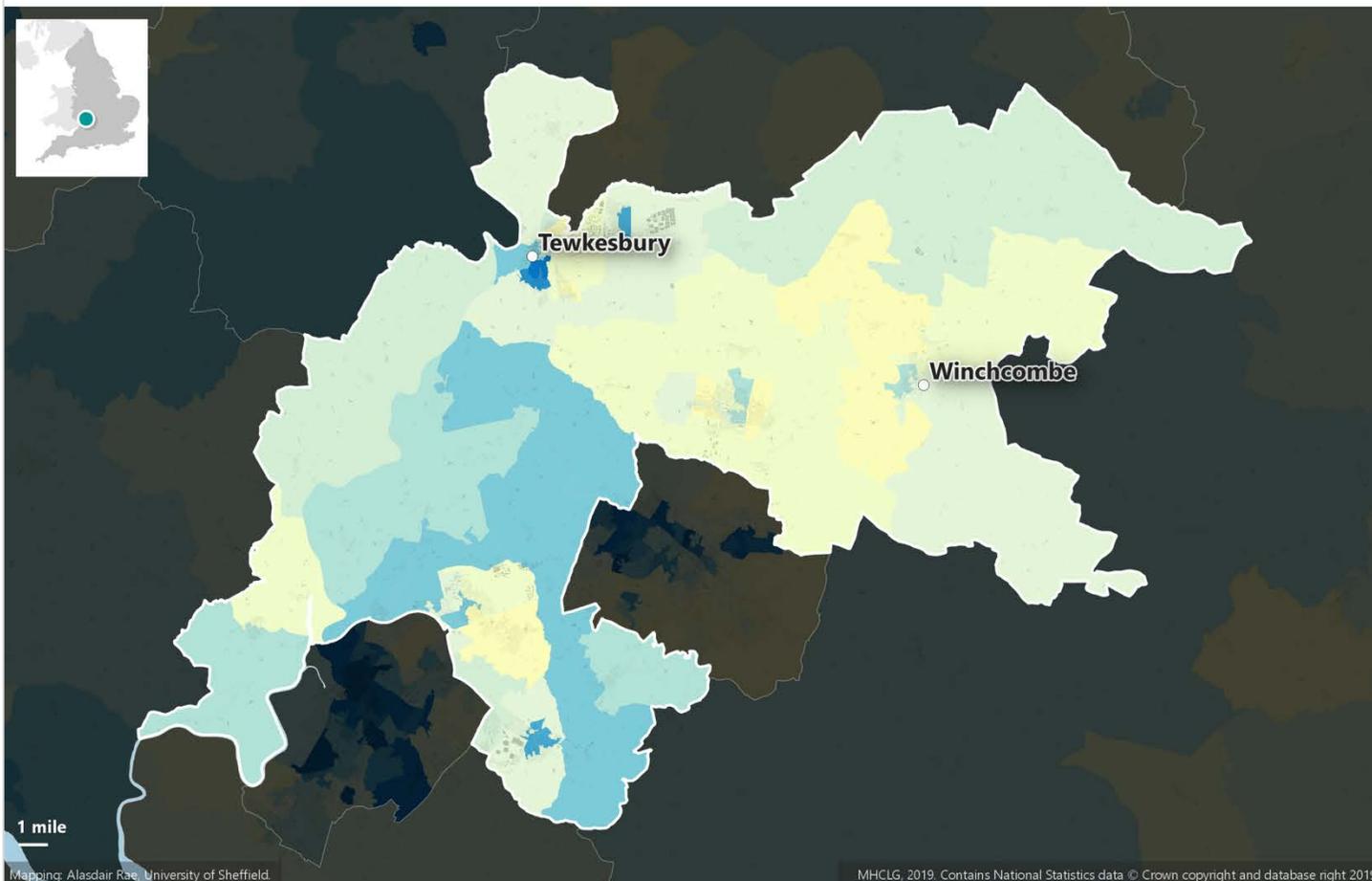
This is a map of Indices of Deprivation 2019 data for **Stroud**. The colours on the map indicate the deprivation decile of each Lower Layer Super Output Area (LSOA) for England as a whole, and the coloured bars above indicate the proportion of LSOAs in each national deprivation decile. The most deprived areas (decile 1) are shown in blue. It is important to keep in mind that the Indices of Deprivation relate to small areas and do not tell us how deprived, or wealthy, individual people are. LSOAs have an average population of just under 1,700 (as of 2017).



English Indices of Deprivation 2019

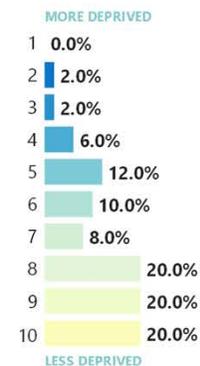


TEWKESBURY



Local deprivation profile

% of LSOAs in each national deprivation decile

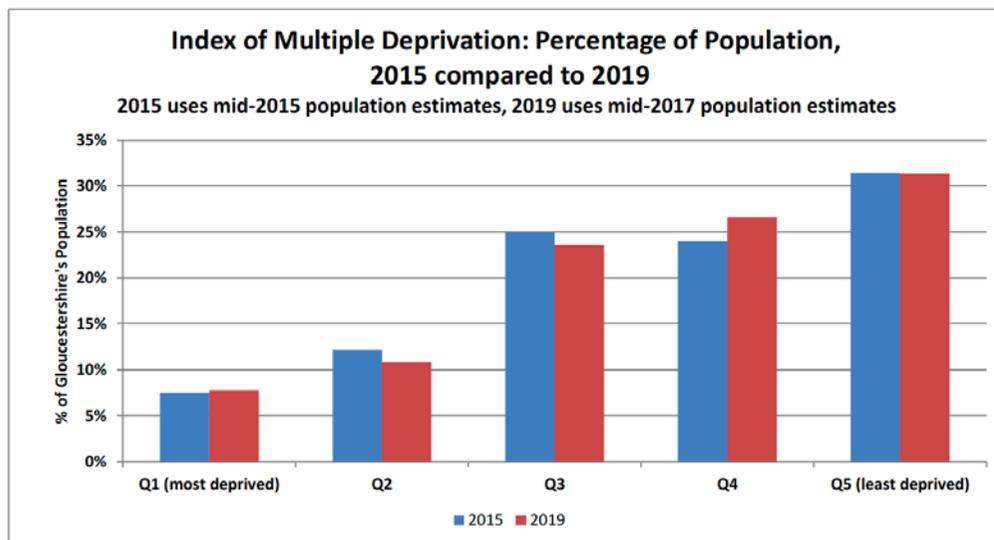


What this map shows

This is a map of Indices of Deprivation 2019 data for **Tewkesbury**. The colours on the map indicate the deprivation decile of each Lower Layer Super Output Area (LSOA) for England as a whole, and the coloured bars above indicate the proportion of LSOAs in each national deprivation decile. The most deprived areas (decile 1) are shown in blue. It is important to keep in mind that the Indices of Deprivation relate to small areas and do not tell us how deprived, or wealthy, individual people are. LSOAs have an average population of just under 1,700 (as of 2017).



Overall Index of Multiple Deprivation 2019 – percentage population change IMD 2015 to IMD 2019. ⁴⁴



There has been very little change in the proportion of people living in the most and least deprived quintiles between the 2015 and 2019 IMD releases. There was slightly more change in quintiles 2, 3 and 4 however, none of these proportions increased or decreased by more than a fifth between the two periods.

LSOA	District	National Rank (1 most deprived)
Podsmead 1	Gloucester	621
Matson and Robinswood 1	Gloucester	735
Westgate 1	Gloucester	1,183
Kingsholm and Wotton 3	Gloucester	1,456
Westgate 5	Gloucester	1,579
St Mark's 1	Cheltenham	2,178
Moreland 4	Gloucester	2,221
St Paul's 2	Cheltenham	2,368
Cinderford West 1 *	Forest of Dean	2,729
Tuffley 4 *	Gloucester	2,801
Matson and Robinswood 5	Gloucester	2,948
Barton and Tredworth 4	Gloucester	3,126

Overall Index of Multiple Deprivation

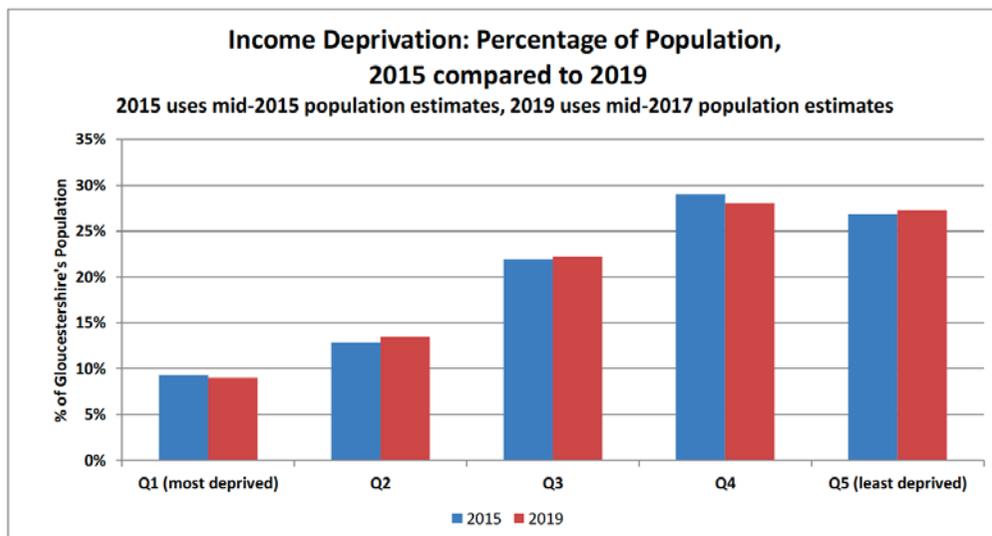
There are 12 areas of Gloucestershire in the most deprived 10% nationally for the overall IMD, a decrease from 13 areas in 2015. These 12 areas account for 19,415 people (3.1% of the county population).

The table on the left shows the overall Index of Multiple Deprivation 2019 - The 12 areas of Gloucestershire in the most deprived 10% nationally (* did not appear in 2015 IMD).

⁴⁴ [Gloucestershire County Council: Indices of Deprivation 2019, Gloucestershire](#)

Income Deprivation

Income Deprivation 2019 – percentage population change IMD 2015 to IMD 2019.⁴⁵



There has been very little change in the distribution of the population between the 2015 and 2019 IMD releases, with no quintiles experiencing more than a 5% increase/decrease between the two periods.

LSOA	District	National Rank (1 most deprived)
Matson and Robinswood 1	Gloucester	766
Podsmead 1	Gloucester	983
Cinderford West 1 *	Forest of Dean	2,084
St Paul's 2	Cheltenham	2,170
Barton and Tredworth 4	Gloucester	2,486
Moreland 4	Cheltenham	2,496
Tuffley 4	Gloucester	2,589
Westgate 1	Gloucester	2,808
St Mark's 1	Cheltenham	2,929
Matson and Robinswood 5	Gloucester	3,051
Hesters Way 3	Cheltenham	3,281

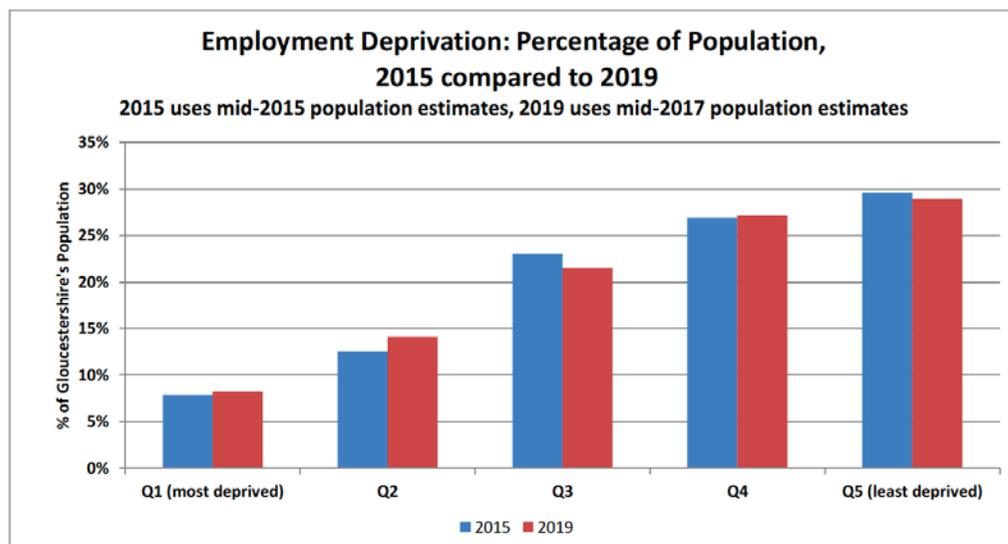
The table on the left shows Income Deprivation 2019 - The 11 areas of Gloucestershire in the most deprived 10% nationally (* did not appear in 2015 IMD).

There are 11 areas of Gloucestershire in the most 10% deprived nationally for Income Deprivation, the same number of areas as 2015. These 11 areas account for 17,516 people (2.8% of the county population).

⁴⁵ [Gloucestershire County Council: Indices of Deprivation 2019, Gloucestershire](#)

Employment Deprivation

Employment Deprivation 2019 – percentage population change IMD 2015 to IMD 2019.⁴⁶



There has been a slight shift in the distribution of the population between the 2015 and 2019 IMD releases. The greatest change was in quintiles 2 and 3, however none of these proportions increased or decreased by more than a fifth between the two periods.

LSOA	District	National Rank (1 most deprived)
Podsmead 1	Gloucester	343
Matson and Robinswood 1	Gloucester	873
Westgate 1	Gloucester	993
Kingsholm and Wotton 3	Gloucester	1,000
St Mark's 1	Cheltenham	1,112
Westgate 5	Gloucester	1,641
Cinderford West 1 *	Forest of Dean	2,071
Tuffley 4	Gloucester	2,578
Hesters Way 1	Cheltenham	2,601
Moreland 4 *	Gloucester	2,720
Coney Hill 2 *	Gloucester	3,225

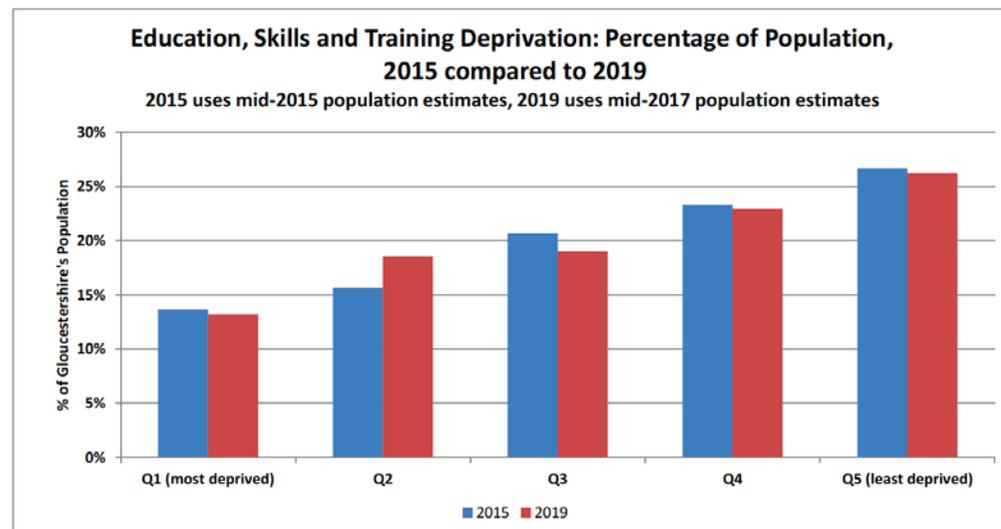
The table on the left shows Employment Deprivation 2019 - The 11 areas of Gloucestershire in the most deprived 10% nationally (* did not appear in 2015 IMD).

There are 11 areas of Gloucestershire in the most deprived 10% nationally for Employment Deprivation, an increase from 9 areas in 2015. These 11 areas account for 17,525 people (2.8% of the county population).

⁴⁶ [Gloucestershire County Council: Indices of Deprivation 2019, Gloucestershire](#)

Education, Skills and Training Deprivation

Education, Skills & Training Deprivation 2019 – percentage population change IMD 2015 to IMD 2019.⁴⁷



There has been a slight shift in the distribution of the population between the 2015 and 2019 IMD releases. The only large proportion change between the two years is in Quintile 2, where the proportion of the population in the most deprived quintile has increased by almost a fifth between 2015 and 2019; an absolute increase of 2.9% of the county's population.

The table above right shows Education, Skills and Training Deprivation 2019 - The 23 areas of Gloucestershire in the most deprived 10% nationally (* did not appear in 2015 IMD).

There are 23 areas of Gloucestershire in the most deprived 10% nationally for Education, Skills and Training Deprivation, the same number as 2015. These 23 areas account for 36,118 people (5.8% of the county population).

LSOA	District	National Rank (1 most deprived)
Podsmead 1	Gloucester	112
Matson And Robinswood 1	Gloucester	240
Tuffley 4	Gloucester	618
Moreland 4	Gloucester	654
Tewkesbury South 3	Tewkesbury	830
Matson And Robinswood 5	Gloucester	832
Oakley 3	Cheltenham	954
Cinderford West 1	Forest of Dean	1,287
Matson And Robinswood 6	Gloucester	1,335
Coney Hill 1	Gloucester	1,482
Coleford 4	Forest of Dean	1,547
St Paul's 2	Cheltenham	1,636
Hesters Way 3	Cheltenham	1,886
Oakley 2	Cheltenham	1,963
Lydney East 1	Forest of Dean	2,089
Coney Hill 3 *	Gloucester	2,260
Tewkesbury South 2	Tewkesbury	2,592
Northway 1 *	Tewkesbury	2,643
Oakley 1	Cheltenham	2,723
Dursley 4	Stroud	2,789
St Mark's 1	Cheltenham	2,982
St Peter's 3 *	Cheltenham	3,003
Westgate 4 *	Gloucester	3,178

⁴⁷ [Gloucestershire County Council: Indices of Deprivation 2019, Gloucestershire](#)



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