



# Equality and Diversity

Evidence Base: equality and diversity in South East Midlands

2023

**SEMLEP**

South East Midlands  
Local Enterprise Partnership

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability.

Equality recognises that historically, certain groups of people with particular characteristics (e.g. ethnicity, disability, sex and sexuality) have experienced discrimination.



## ▲ Definition of equality

- 2010 Equality Act - key obligation is the Public Sector Equality Duty (PSED).
- Proactive strategic duty on public bodies and others carrying out public functions.
- As set out in section 149(1) of the Equality Act 2010:  
“A public authority must, in the exercise of its functions, have due regard to the need to
  - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

## ▲ Equalities legislation recap

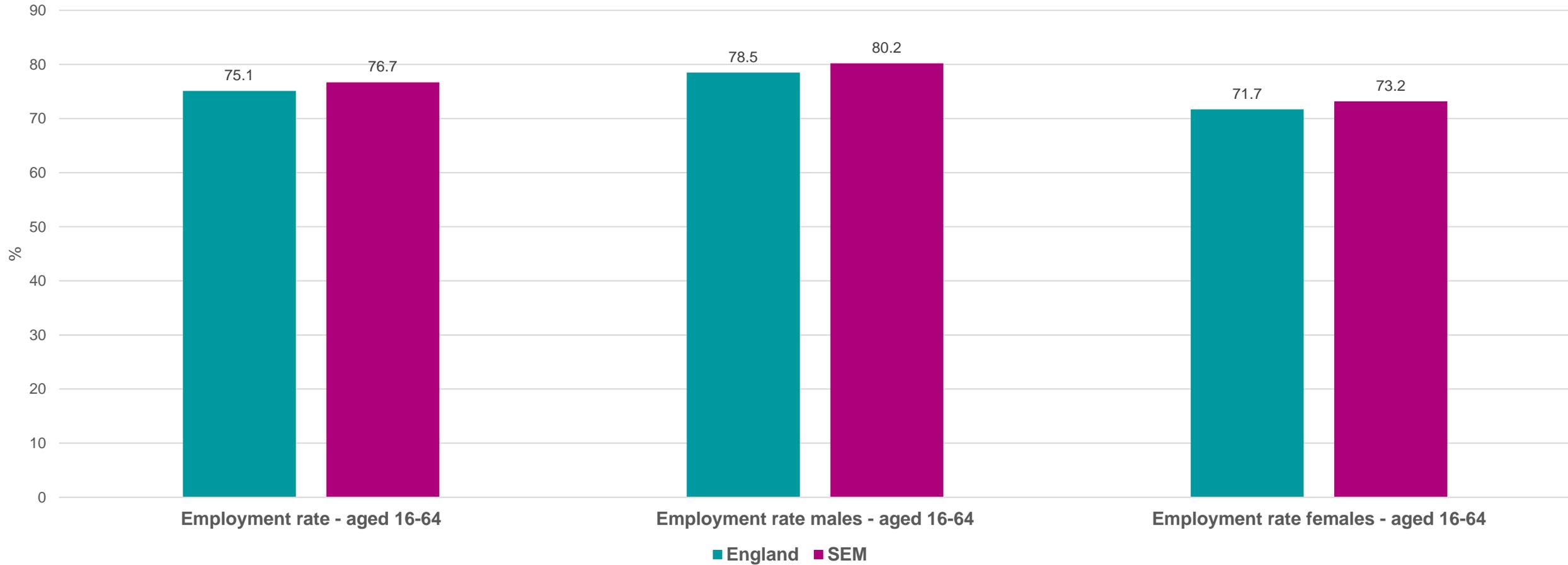
- The region has a high concentration of individuals from an ethnic minority group relative to the national average, and is particularly highly concentrated in Luton, at some two thirds of the local population using Census 2021 data.
  - Concentrations of minority ethnic groups are also relatively high in Milton Keynes and Bedford, but low in North Northamptonshire and Central Bedfordshire
  - The area also has an above average concentration of Black and Black British African individuals, particularly in MK and Pakistani and Bangladeshi population, relate to England as a whole.
  - The region also has an above national average proportion of individuals who do not have English as their main language, and people with Romanian or Polish as their main language.
- There is evidence that the non-UK born population has grown significantly over the past decade, partly driven by migration, up from 15.1% of the local population in 2011 to 20.7% (1 in 5) in 2021. This will make providing these groups with equal access to programmes more important.
- Earnings for local full time workers are below national averages. The gender pay-gap, however, is marginally higher than the national gap, with median male FTE weekly earnings some 21% above that for females, compared to 19% nationally.
- While employment rates for Black and Black British females in 2021 are above national rates, and are close to the overall working age employment rate for the region, employment rates for Pakistani / Bangladeshi females in the SEM are slightly below the equivalent national rate, as well as being below the overall employment rate.

## ▲ Key conclusions (I)

- Employment rates for the disabled outperform national rates locally, but remain far below employment rates for the non-disabled. Expanding existing good practice could be an approach to increasing these employment rates.
- The employment rate in the SEM was 1.6 percentage points above the national rate in 2021, and is reflected across most age groups. However, the employment rate among those aged 25-34 was slightly below the equivalent national rate, by 2 percentage points.
- The 50 to 64 group is steadily growing as a percentage of the population, but with particularly low concentrations in MK and Luton. This is consistent with analysis from the SEM Local Industrial Strategy of a gradually accelerating aging of the local population, despite the current old age dependency ratio being below average currently.
- While only 16% of households in the SEM experienced deprivation in 2 or more dimensions (Education, Employment, Health and Housing), compared to 18% nationally, there remain some pockets where multiple deprivation is more common, such as Luton (22% households) and North Northamptonshire (17% households).
- More detailed information on population demographics and age is presented here at local authority, as there is some local variation in diversity across the SEM.
- Growth Hub market penetration (SME enquiries as a proportion of the local business population) in 22/23 to date has been strongest in Northamptonshire, but relatively weaker in Luton.
- Further information on diversity in the talent pipeline for priority sectors in the SEMLEP Skills Plan is also presented here.

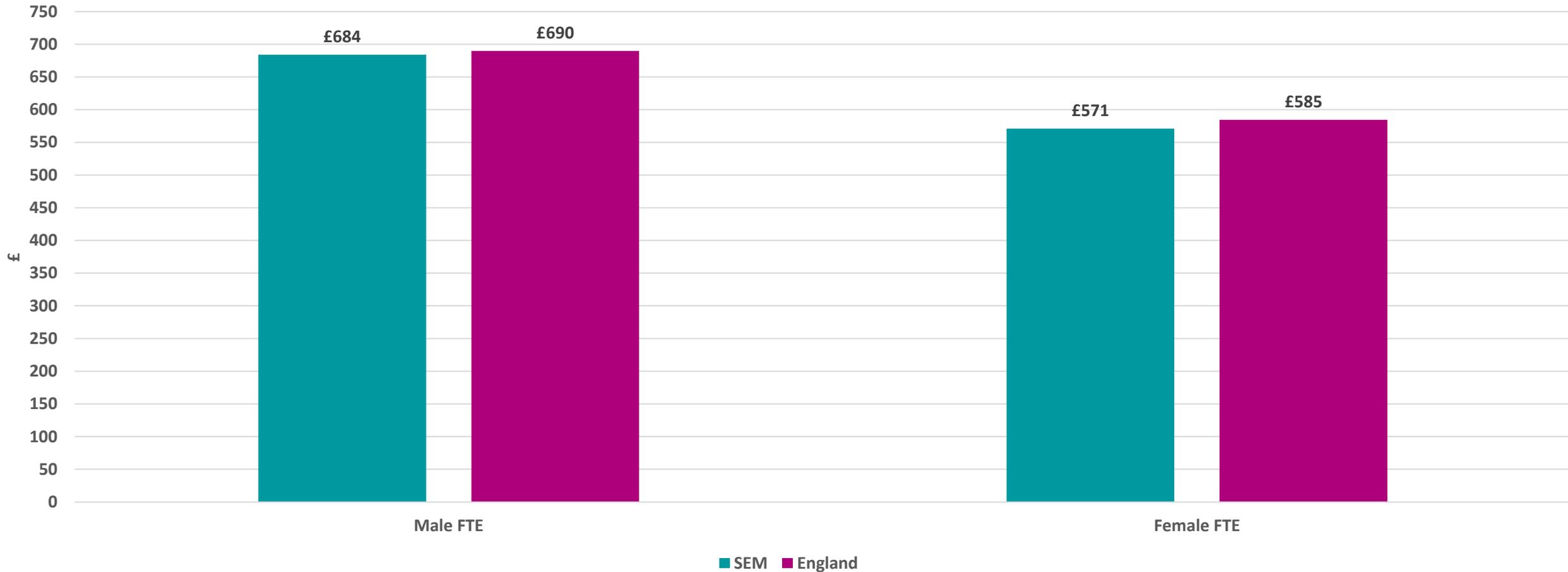
## ▲ Key conclusions (II)

Employment Rate by sex (2021, aged 16-64)



# Equalities Evidence: sex

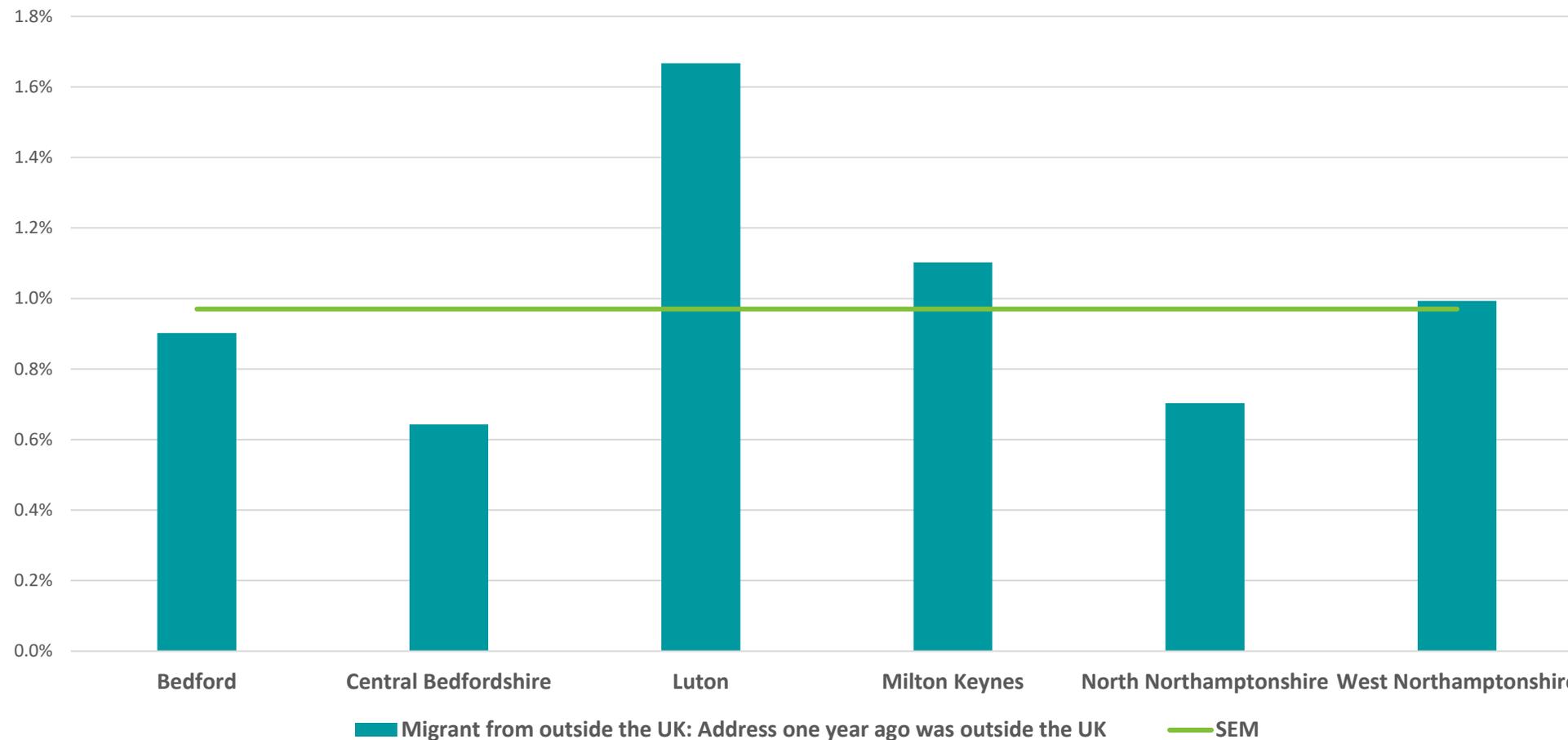
FTE Gross Weekly Earnings (2022, current price, workplace based)



# Equalities Evidence: Gross Weekly Earnings

Source: Annual Survey of Hours and Earnings (ONS, 2022)

Proportion of 2021 population with a non-UK address a year before 2021 Census, SEM

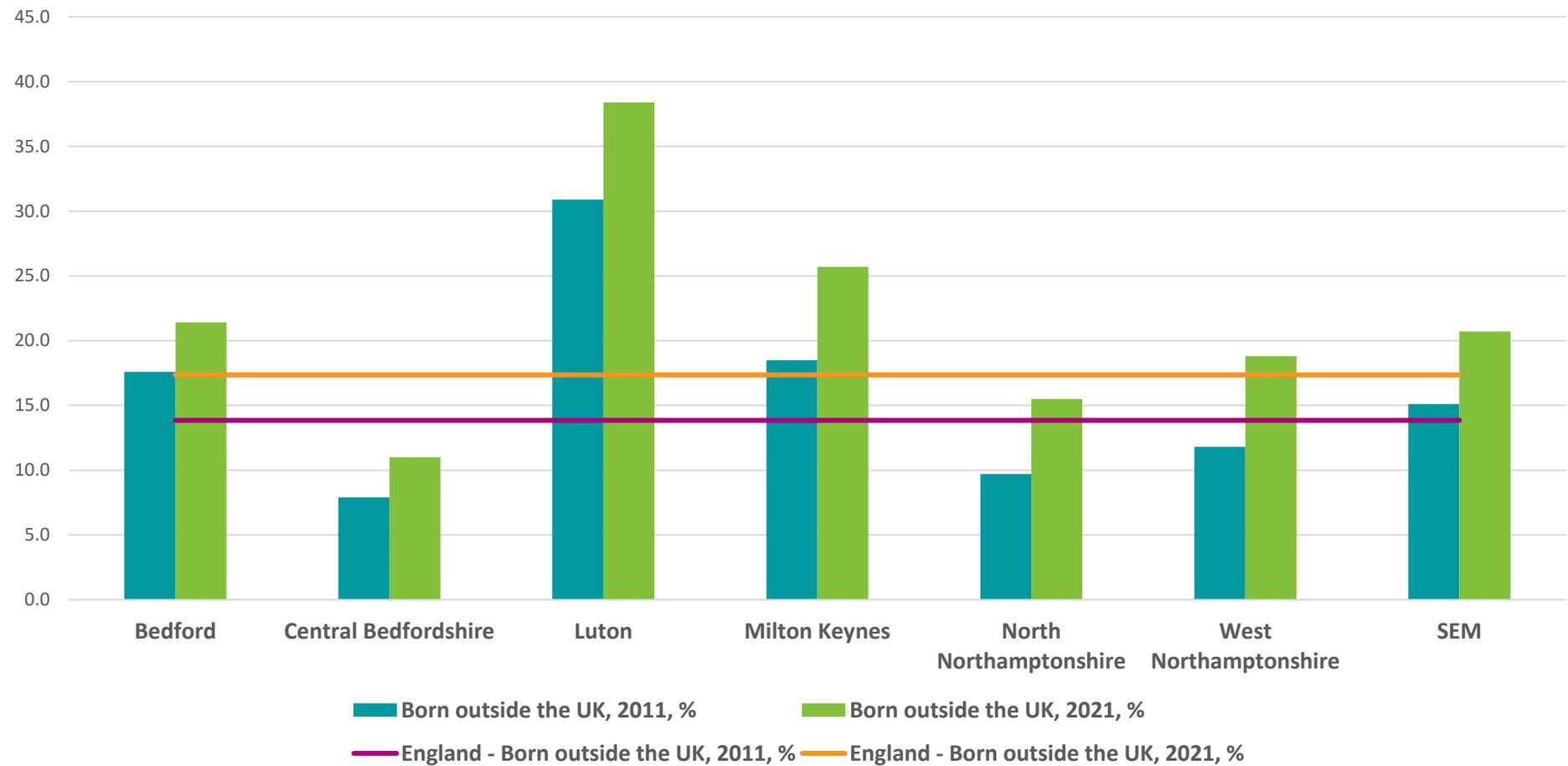


- High levels of migration from outside the UK into Luton and Milton Keynes in 2021.
- Lower levels of migration in North Northamptonshire and Central Bedfordshire.
- No significant difference between SEM average rate and the rate in England.
- Note that this migration comprises a very small proportion of the current population.

# ▲ Census 2021: Migration indicator (year to 2021)

Source: 2021 Census (ONS, 2022)

Proportion of population born outside of the UK, SEM, 2011 and 2021 Census

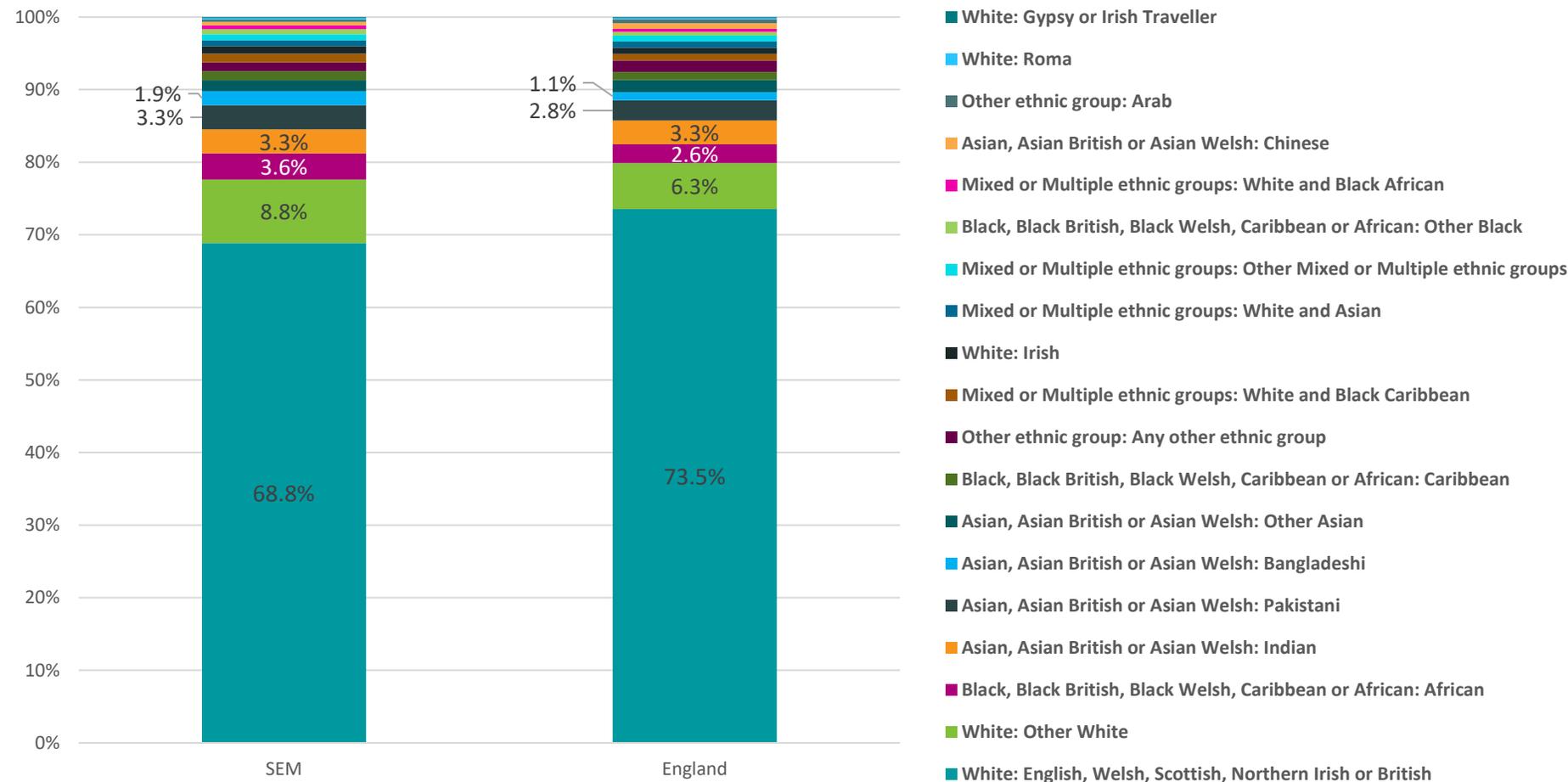


- SEM maintains an above average proportion of the population born outside the UK, up 5.6 percentage points compared to 3.5 nationally.
- Levels are particularly high in Luton, MK and Bedford.
- In West Northamptonshire, while the proportion of residents non-UK born was below the national average, in 2021 it rose above the UK rate, up 7 percentage points.
- Some one in 5 residents in the region are non-UK born.

# ▲ **Census 2021: non-UK born population**

Source: 2011 and 2021 Census (ONS, 2022)

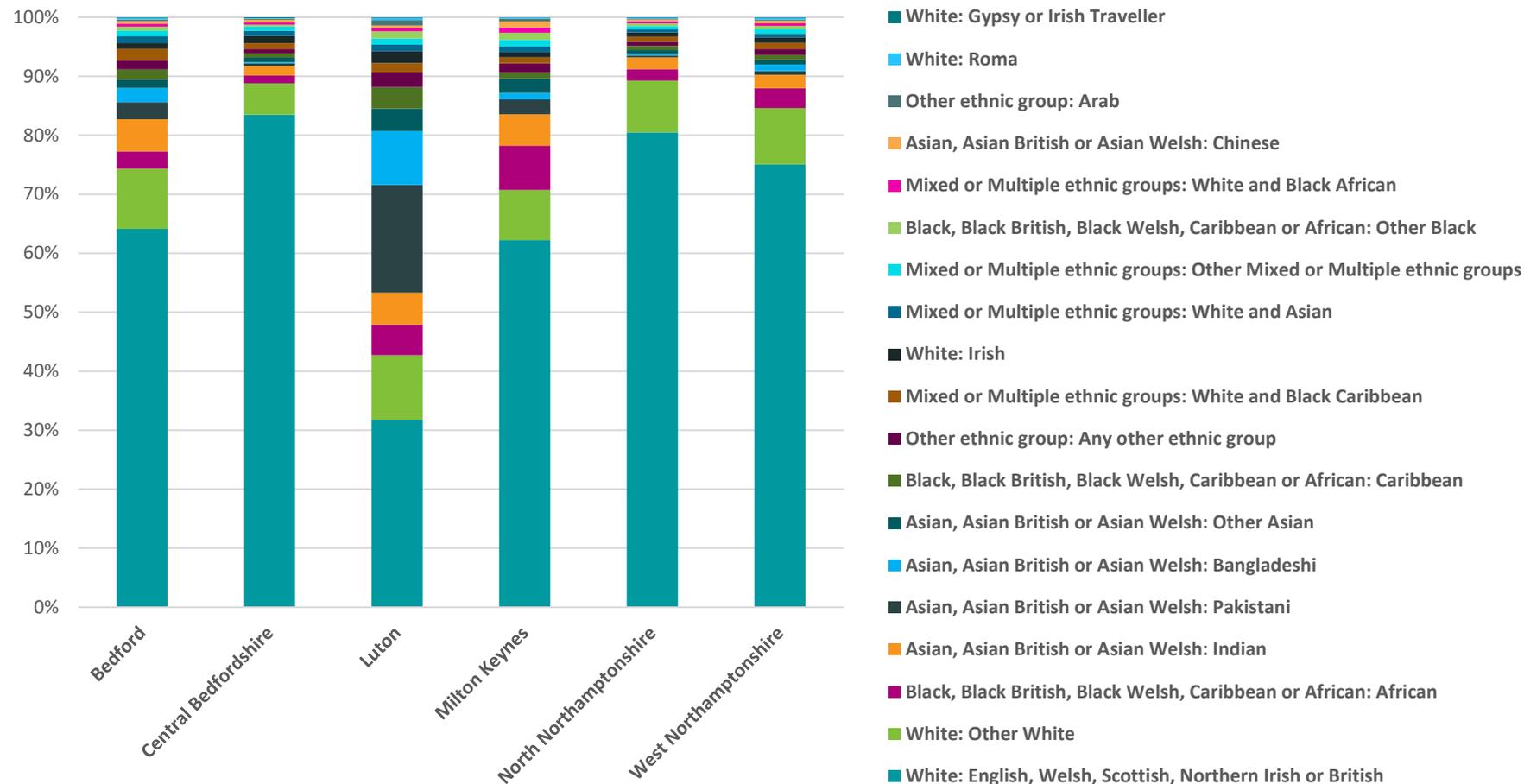
Census 2021 population by ethnic group, SEM and England



- In 2021, the SEM had an above national average concentration of individuals from the Other White and Black British ethnic groups, but has a lower concentration of White British individuals.
- The SEM also has a high concentration of individuals from the Bangladeshi ethnic group, 1.9% of the local population against 1.1% nationally, as well as Pakistani, 3.3% against 2.8%.

# Census 2021: Ethnicity (I)

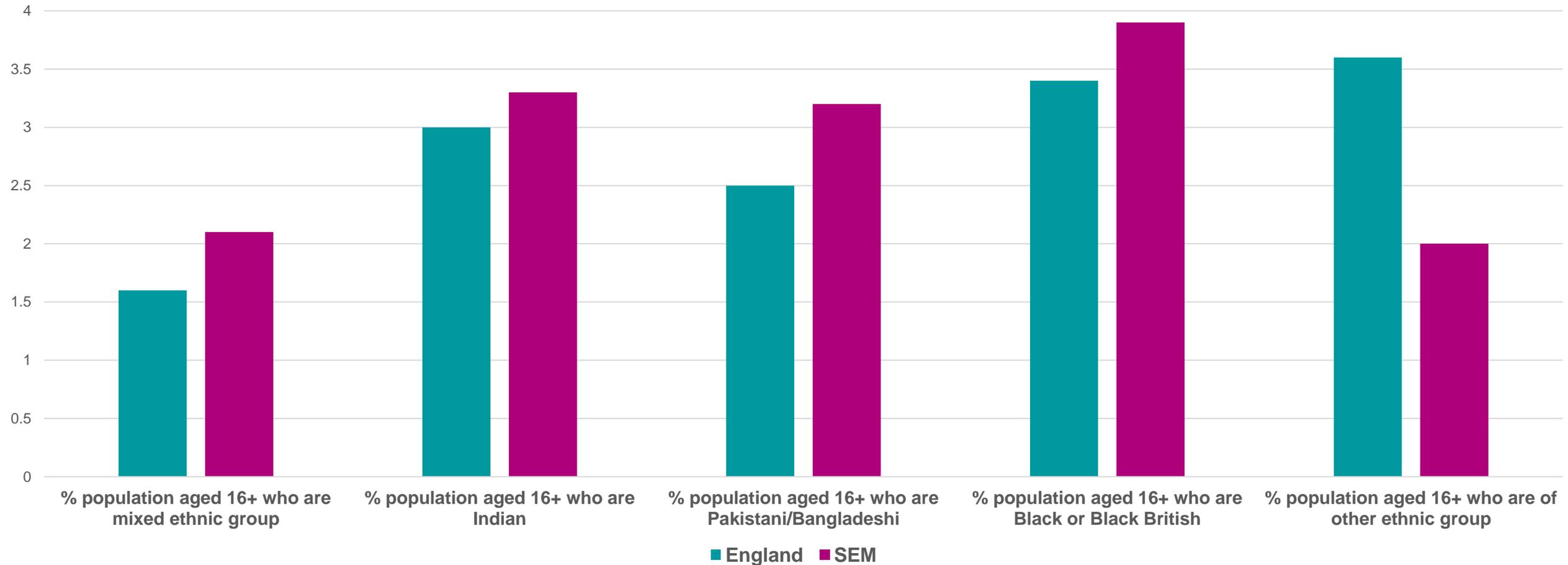
## Census 2021 population by ethnic group, SEM local authorities



- Luton continued to be a highly diverse area, with about a third of individuals from the white British ethnicity, and 18.3% from the Pakistani ethnic group, and 9.2% from the Bangladeshi group.
- Central Bedfordshire (83.5%) and North Northamptonshire (80.5%) both had the highest proportion of White British individuals in their respective populations.
- Milton Keynes had the highest concentration of individuals in the Black British African ethnic group at 7.5% of its population, above the regional proportion of 3.6%.
- Bedford and North and West Northamptonshire also have high proportions of their population in the other white ethnicity, compared to the regional average.

# ▲ Census 2021: Ethnicity (II)

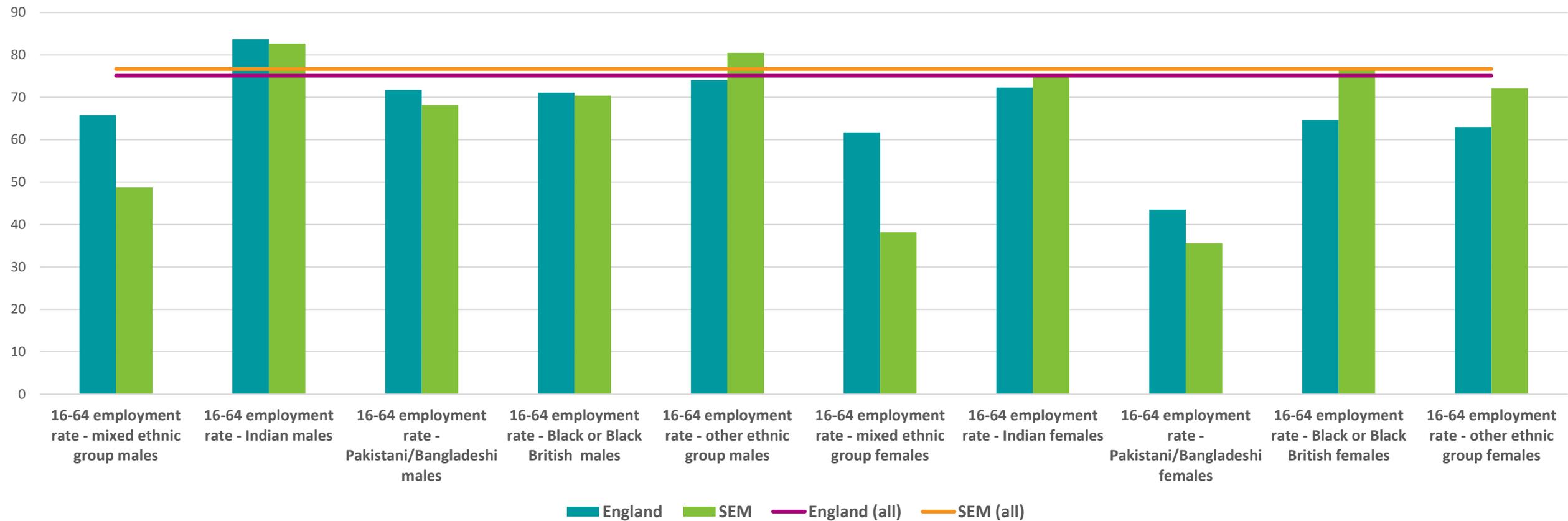
Ethnic Minorities as a percentage of the population (age 16+, 2022)



# Equalities Evidence: Ethnic Minorities

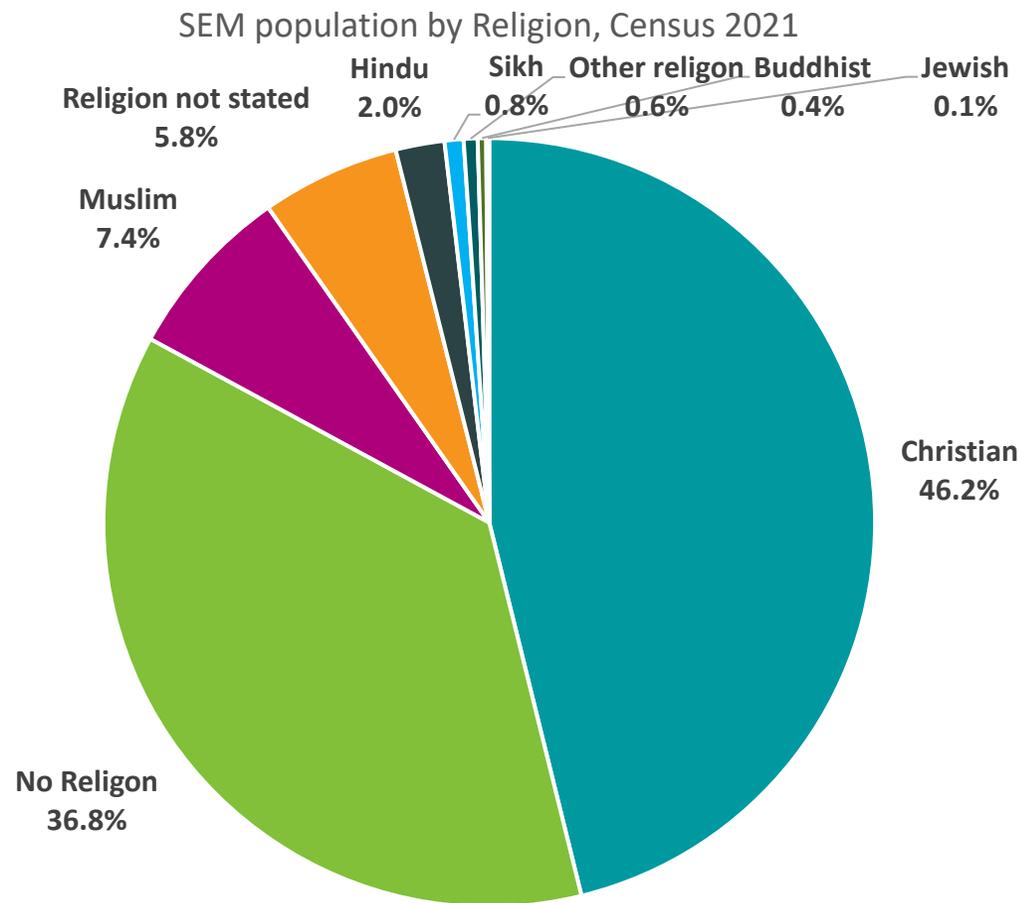
Source: Annual Population Survey (ONS, 2022)

Employment rate by ethnic group and gender, compared with the total population rate (2021, age 16-64)



# Equalities Evidence: Ethnic Minority Employment Rates

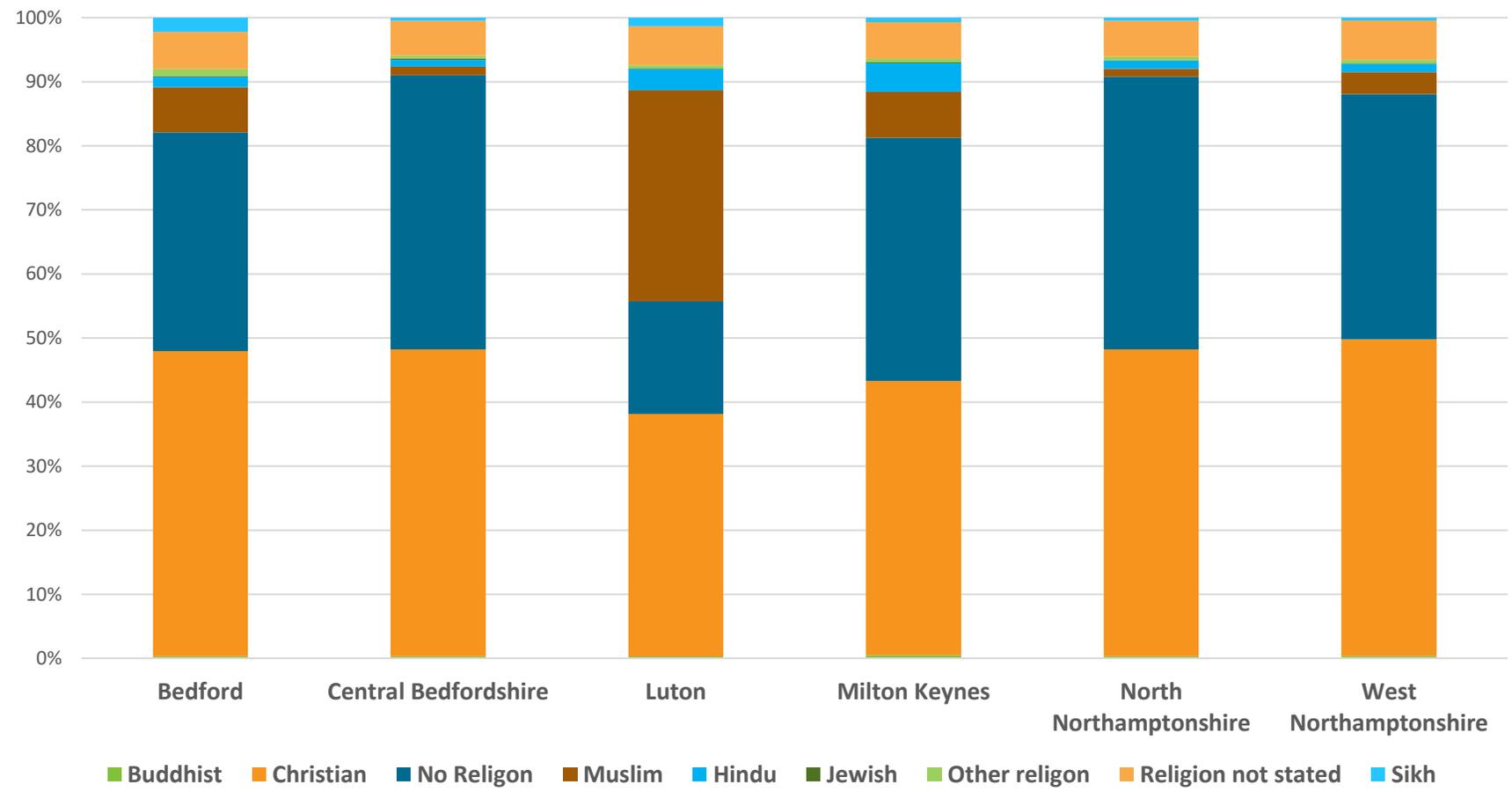
Source: Annual Population Survey (ONS, 2022)



- Christianity is the most common religion in the SEM region, followed by no religion.
- In England and Wales, the proportion of the population identifying as Christian fell below 50% for the first time on record (was 59.3% in the 2011 census, now at 46.2%)
- No real significant difference against national proportions, other than the SEM having a marginally higher concentration of Muslims. (6.5% share nationally compared to 7.4% locally)
- Note, however, 6% did not report their religion.
- The 'No Religion' and 'Other Religion' categories can be disaggregated into subcategories, if required.

## ▲ Census 2021: Religion (I)

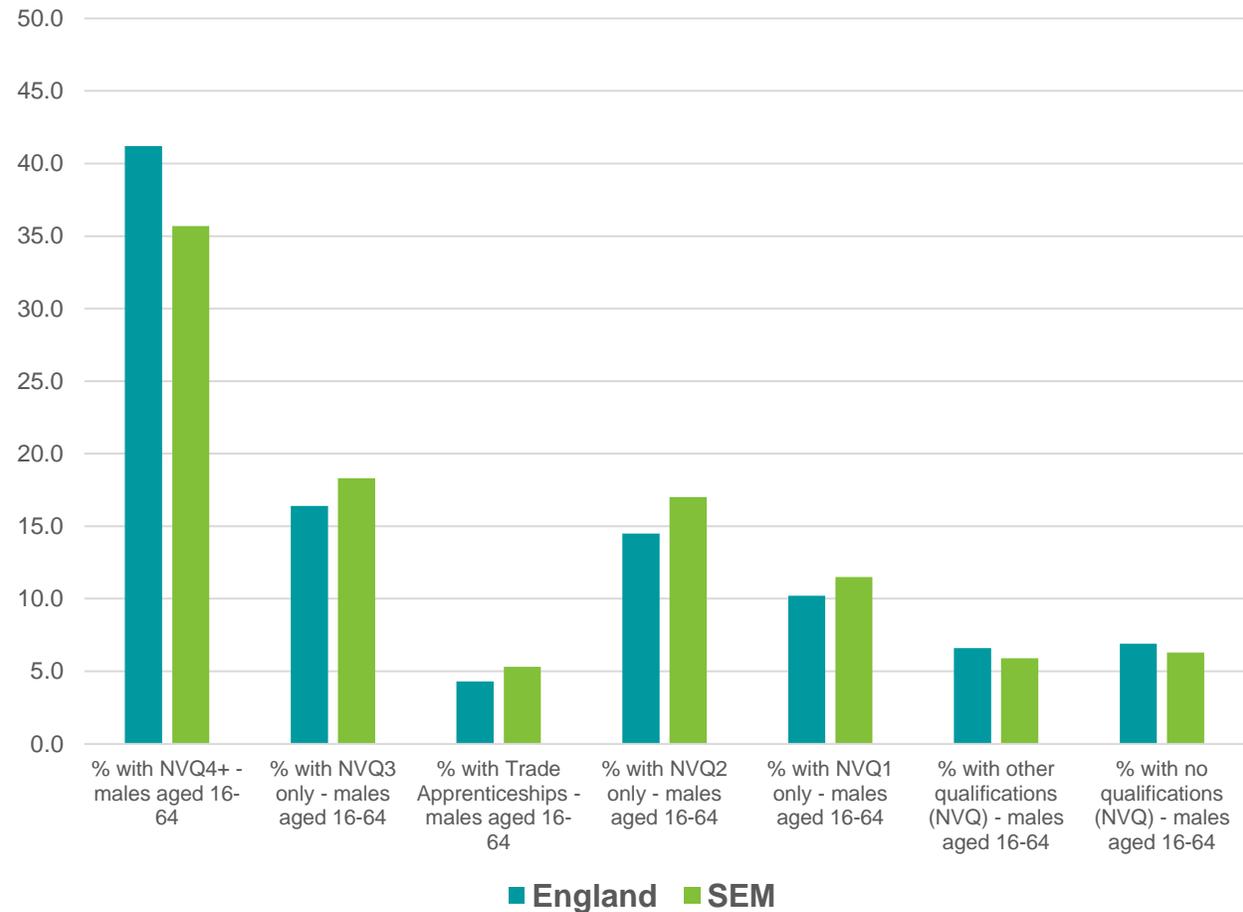
SEM population by Religion and Local Authority, Census 2021



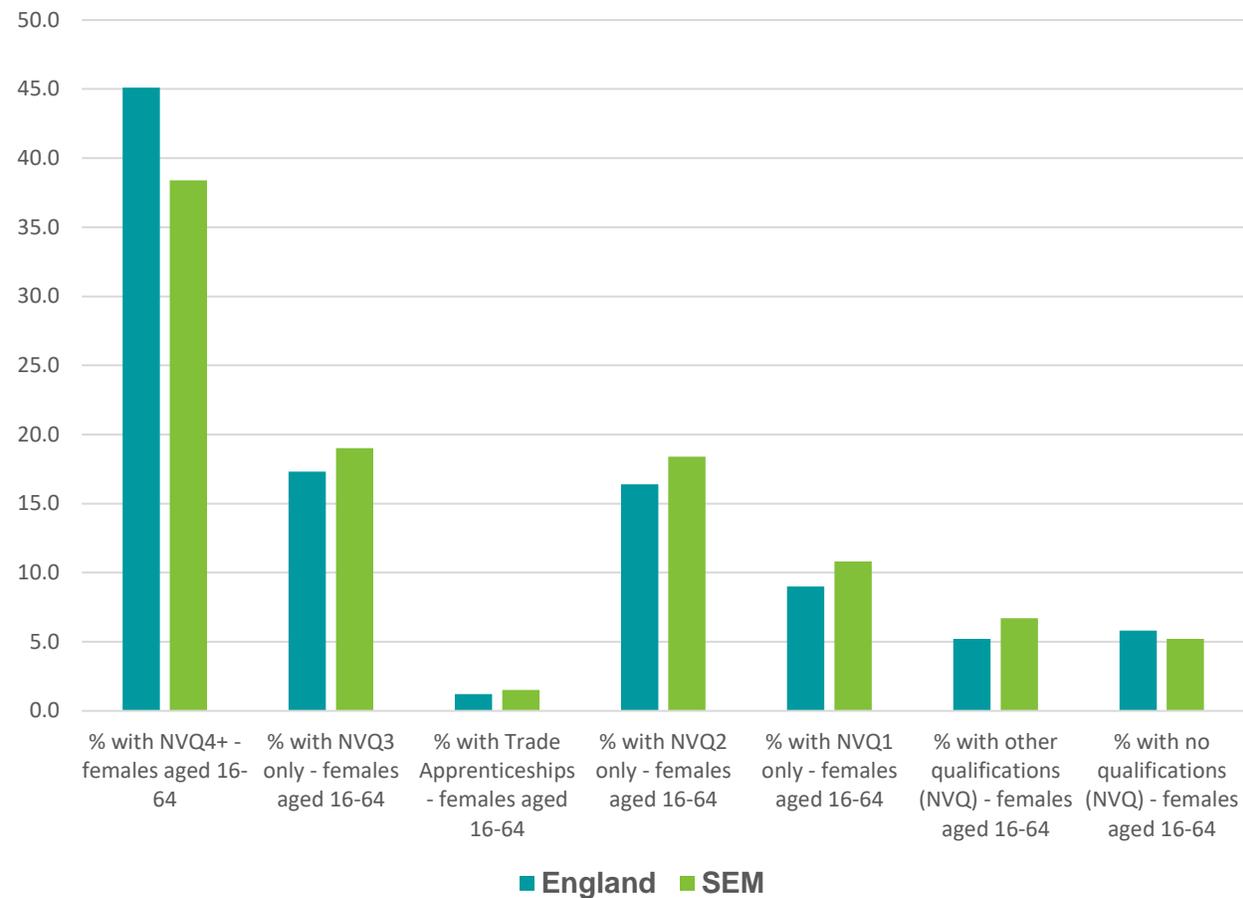
- By LA, West Northamptonshire has the highest proportion of its population who identified as Christian (49%) while Luton had the lowest (38%).
- Luton has a high Muslim population, with 1 in 3 residents identifying as Muslim, well above the SEM value of 7%.
- Central Bedfordshire and North Northamptonshire also have a high proportion of their population reporting no religion, at 43% each, above the SEM value of 37%.
- Milton Keynes also had a high proportion of its population identifying as Hindu, compared to the region as a whole, at 4.5% compared to 2% for the SEM.

# Census 2021: Religion (II)

Working age males with NVQ (2021)



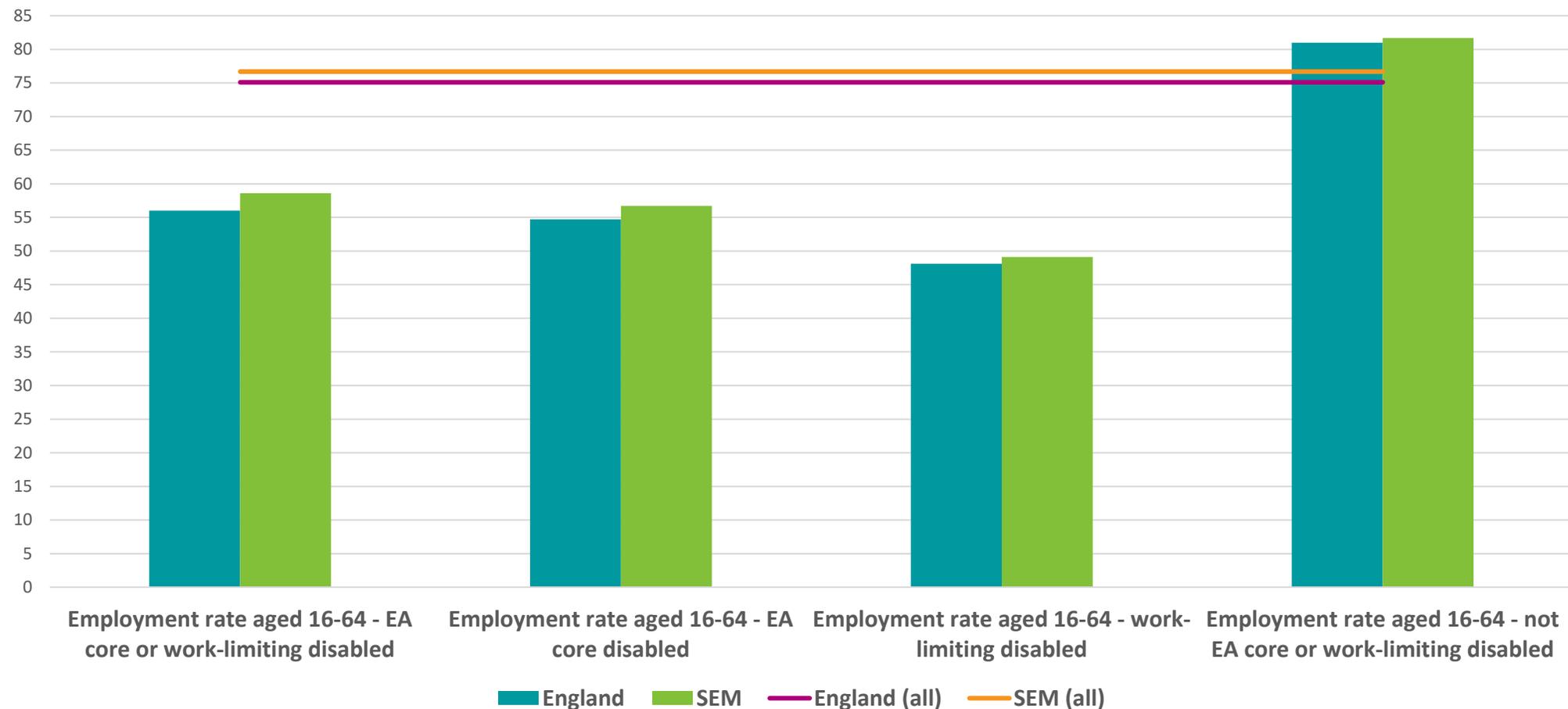
Working age females with NVQ (2021)



# Equalities Evidence: Qualifications

Source: Annual Population Survey (ONS, 2022)

Employment Rate for 16-64 year olds by category of disability, 2021



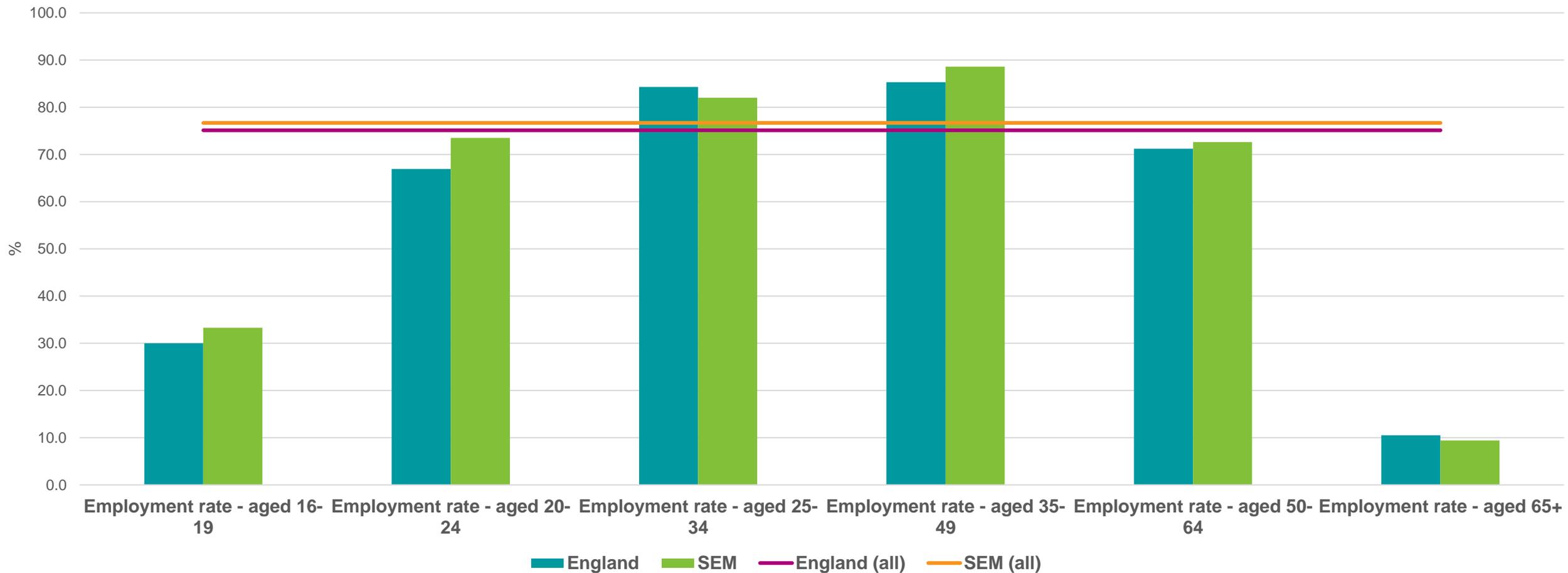
## Disability definitions

**EA Core disabled** includes those who have a long-term disability which substantially limits their day-to-day activities.

**Work-limiting disabled** includes those who have a long-term disability which affects the kind or amount of work they might do.

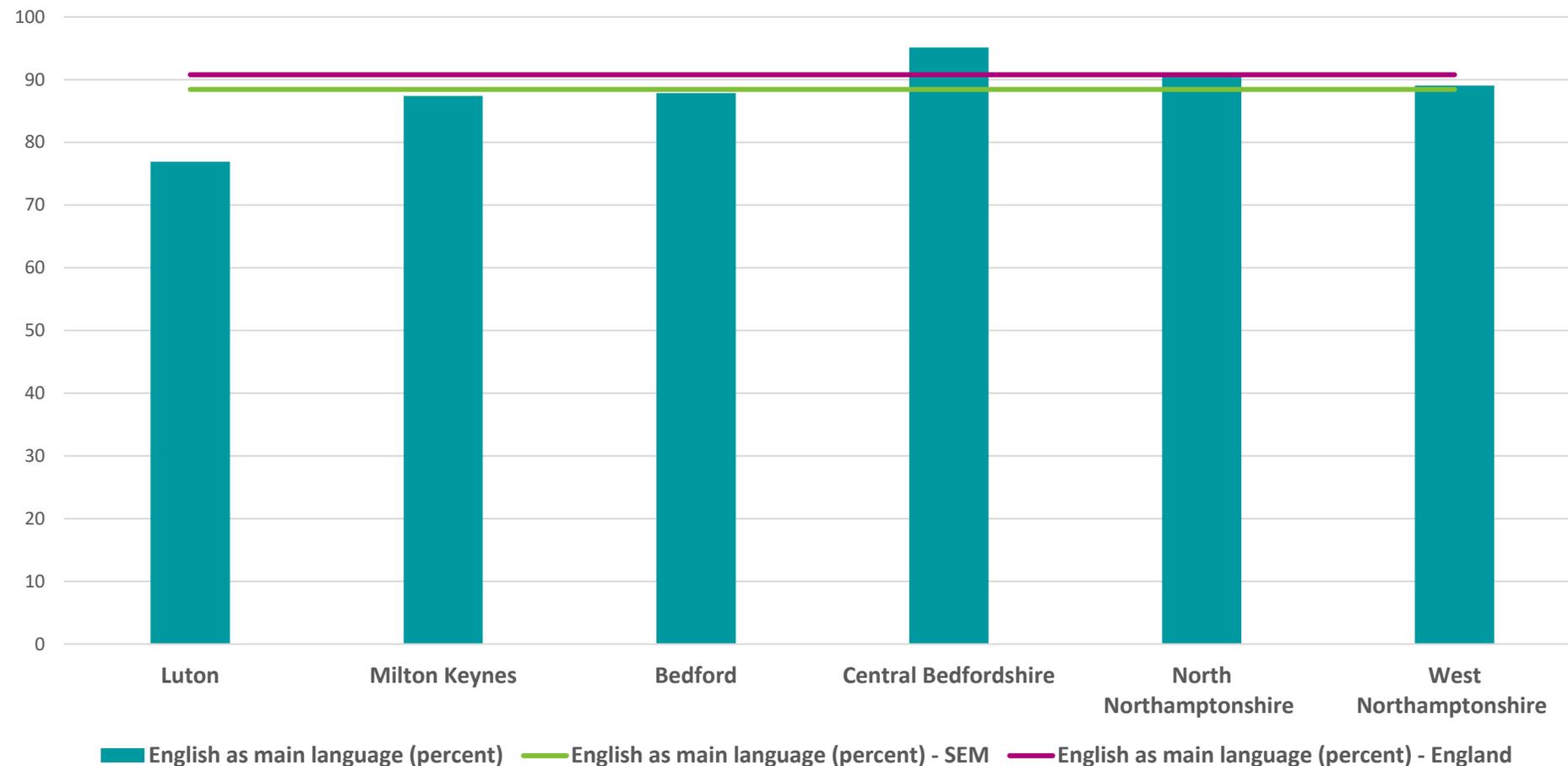
# Equalities Evidence: Disability

Employment Rate by Age Band, 2021



# Equalities Evidence: Age

Proportion of population with English as their main language



- In the SEM, individuals were slightly less likely than the national average to have English as their main language (88.5% spoke English as their main language, compared to 90.8% nationally).
- English was the most common as a main language in Central Bedfordshire at 95.2% of the population, but lowest in Luton at 76.9%.
- Nationally, there was a decrease in the proportion of residents speaking English as their main language compared to the 2011 Census, down from 92.3% to 90.8% in 2021.

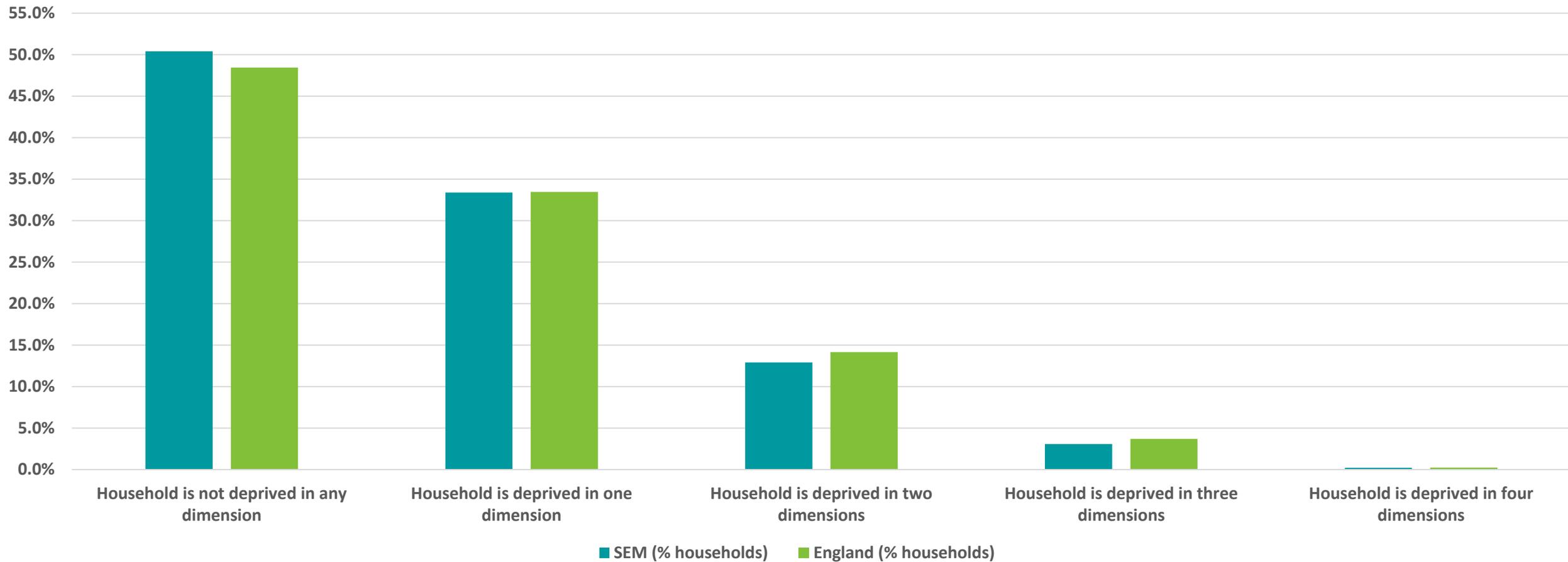
# Equalities Evidence: Language (I)

SEM		England	
Top 5 most common languages (excluding English)	% population with it as main language	Top 5 most common languages (excluding English)	% population with it as main language
Other European language (EU): Romanian	2.3%	Other European language (EU): Polish	1.0%
Other European language (EU): Polish	2.1%	Other European language (EU): Romanian	0.8%
South Asian language: Urdu	0.7%	South Asian language: Panjabi	0.5%
South Asian language: Bengali (with Sylheti and Chatgaya)	0.6%	South Asian language: Urdu	0.5%
South Asian language: Panjabi	0.4%	Portuguese	0.4%

- These top 5 languages only account for 6% of the SEM, as there is some significant variety in languages spoken.
- Romanian and Polish speakers are particularly common in the region compared to the national average. Urdu and Bengali speakers are also common.
- Excludes 'does not apply' responses, where an individual does not have a main language or can't speak.

## Equalities Evidence: Language (II)

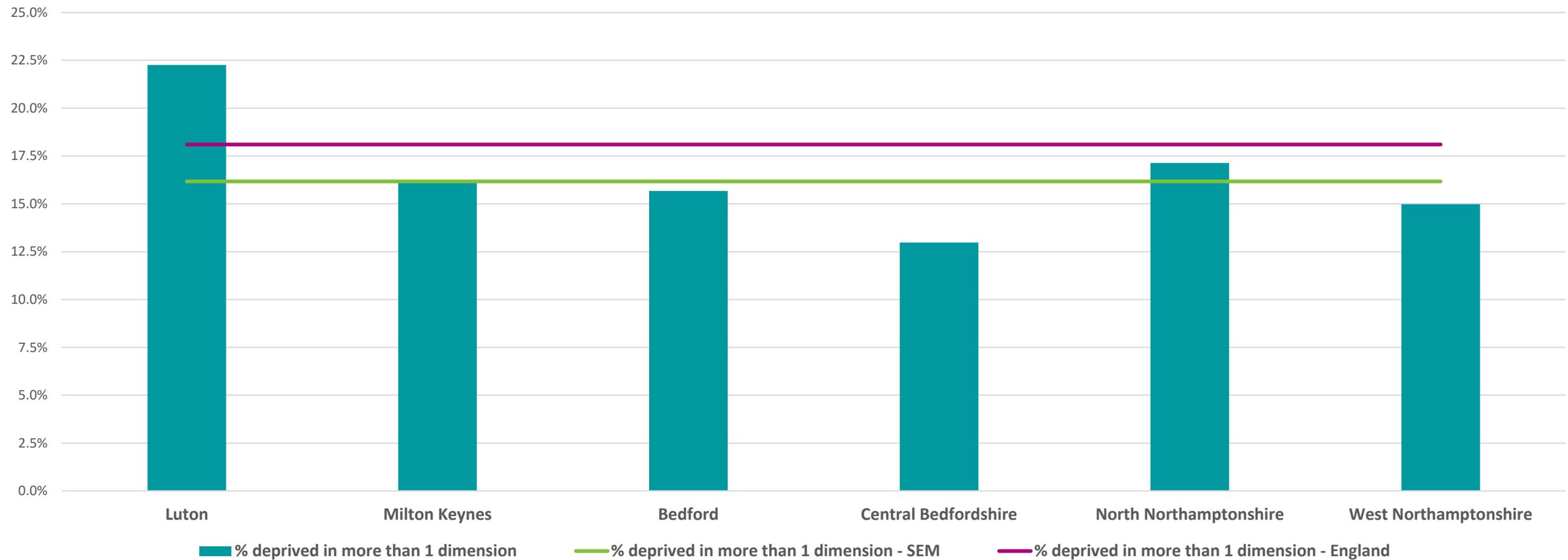
Proportion of households within each deprivation category, 2021 Census, SEM and England



# Proportion of households by number of deprivation dimensions

Source: 2021 Census (ONS, 2022)

Proportion of households deprived in multiple dimension of deprivation, 2021 Census

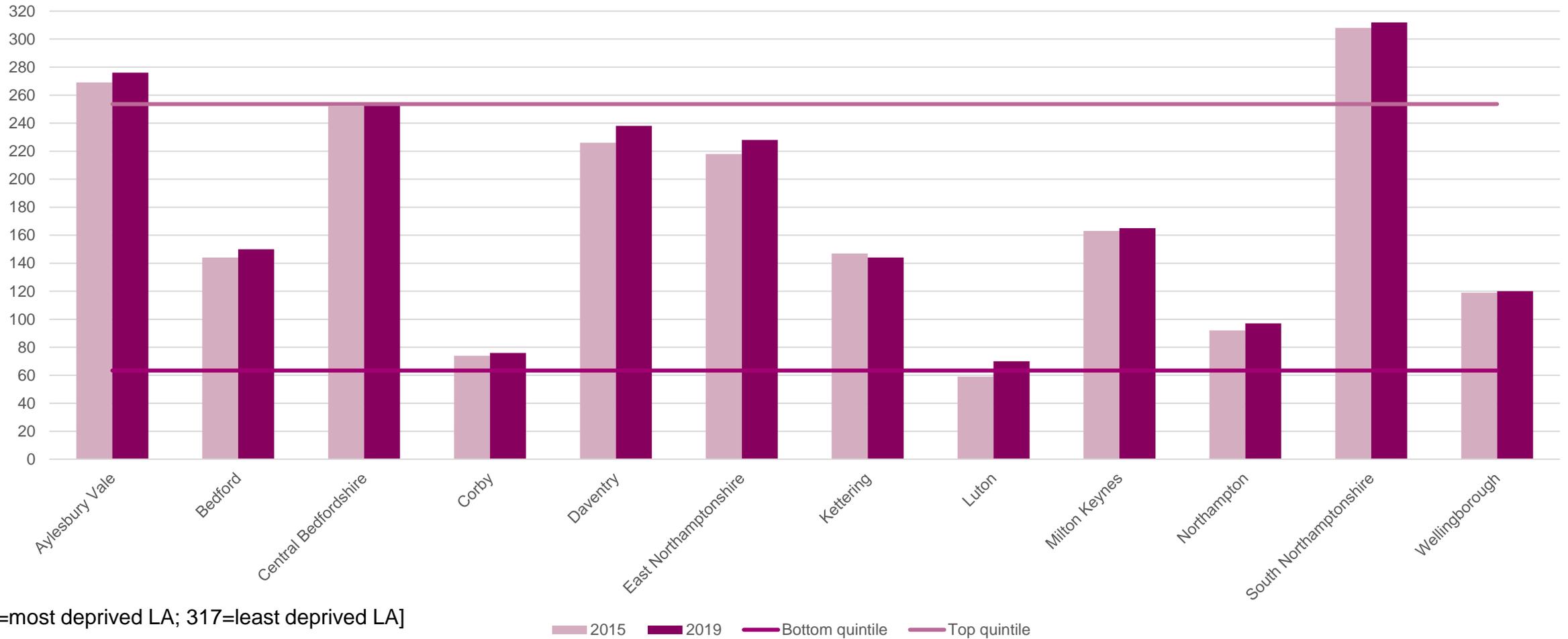


# Proportion of households experiencing multiple dimensions of deprivation

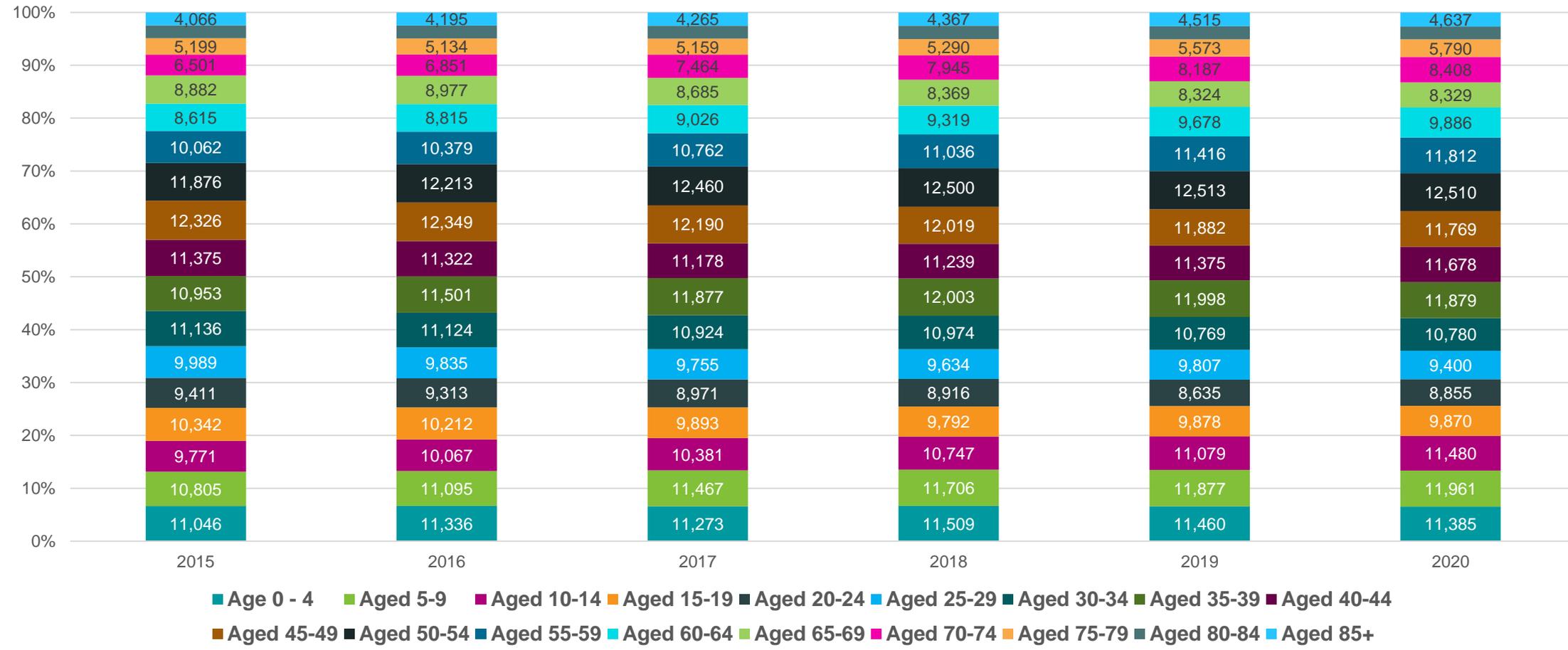
Source: 2021 Census (ONS, 2022)

# Pockets of relative deprivation – before the Northamptonshire districts were combined into the two unitary authorities.

IMD Rank of average score of LAs in the SEM area, compared with national top and bottom quintiles, 2015 & 2019



Bedford population by 5-year age bands, 2016-2020, mid-year estimates



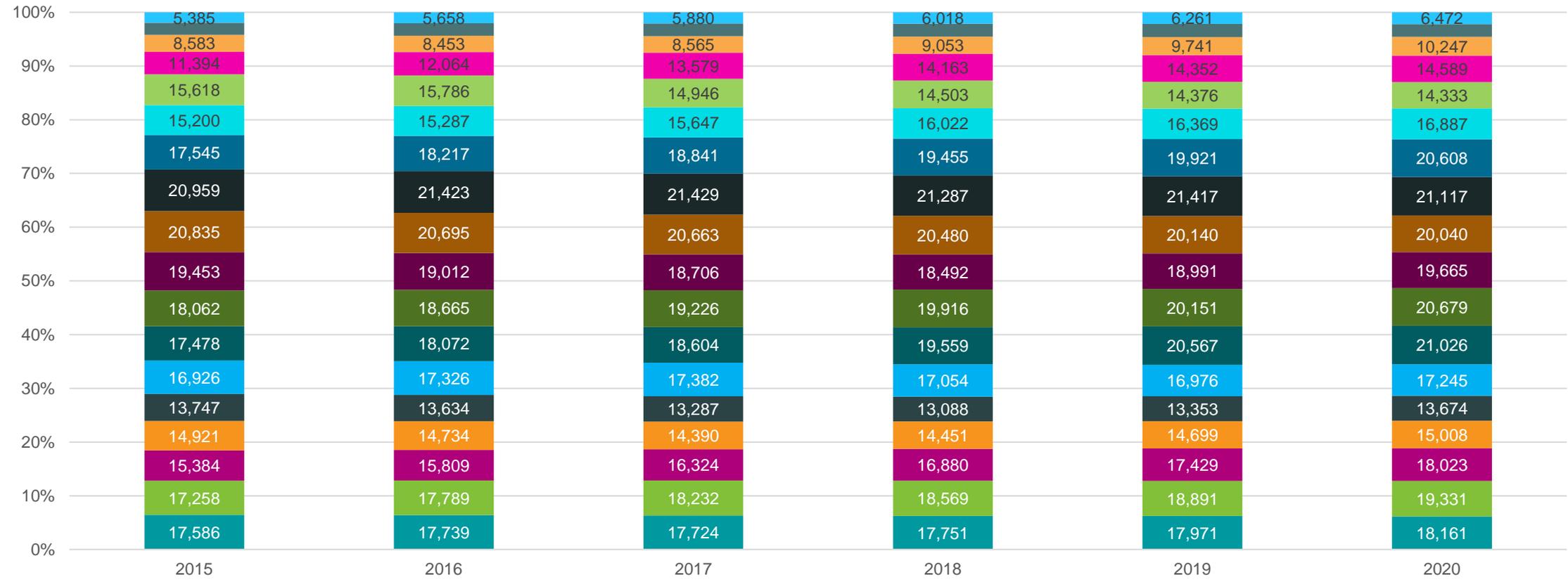
**Top 3 largest 5 year age bands by population in 2020:**  
 1) 50-54  
 2) 35-39  
 3) 5-9

**Top 3 fastest growing age bands in Bedford, 2015-2020:**  
 1) 70-74  
 2) 10-14  
 3) 55-59



Source: ONS mid-year population estimates (2021)

Central Bedfordshire population by 5-year age bands, 2016-2020, mid-year estimates



■ Age 0 - 4  
 ■ Aged 5-9  
 ■ Aged 10-14  
 ■ Aged 15-19  
 ■ Aged 20-24  
 ■ Aged 25-29  
 ■ Aged 30-34  
 ■ Aged 35-39  
 ■ Aged 40-44  
■ Aged 45-49  
 ■ Aged 50-54  
 ■ Aged 55-59  
 ■ Aged 60-64  
 ■ Aged 65-69  
 ■ Aged 70-74  
 ■ Aged 75-79  
 ■ Aged 80-84  
 ■ Aged 85+

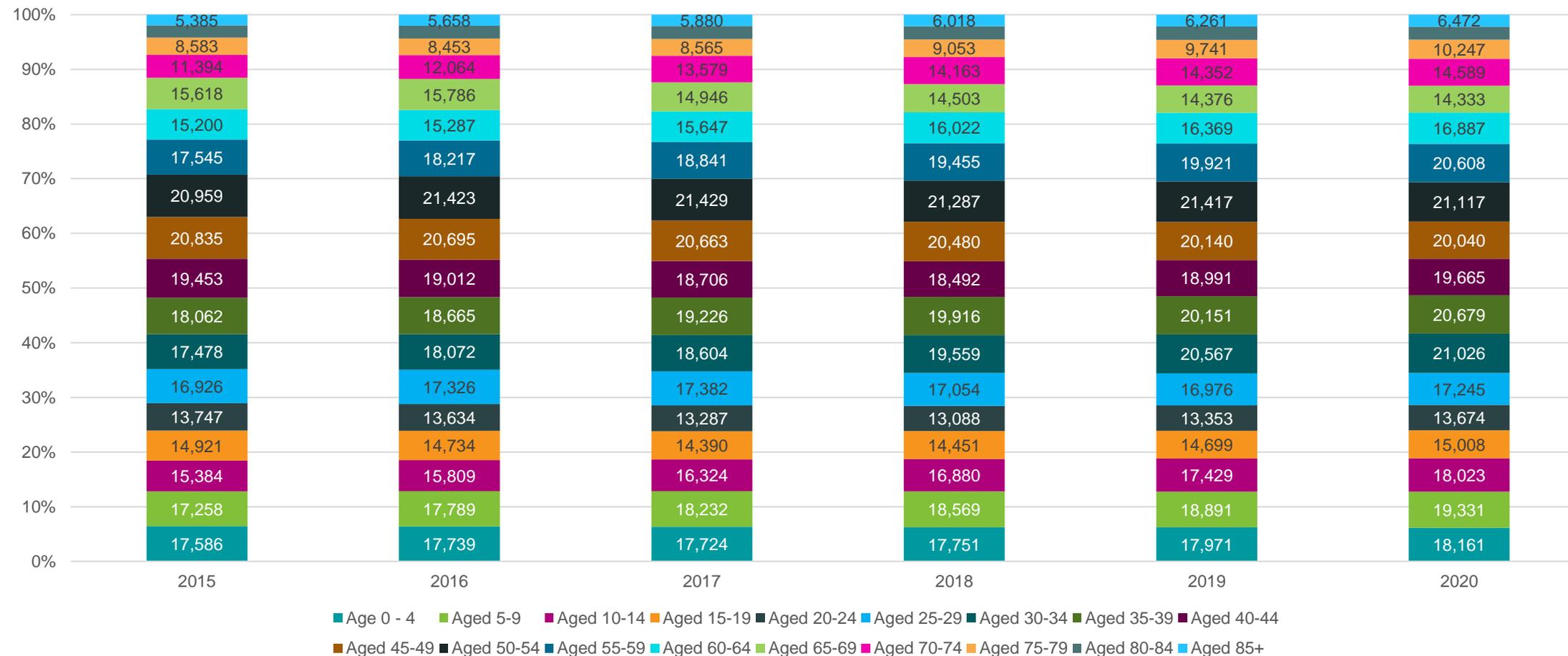
**Top 3 largest 5 year age bands by population in 2020:**  
 1) 50-54  
 2) 30-34  
 3) 35-39

**Top 3 fastest growing age bands, 2015-2020:**  
 1) 70-74  
 2) 30-34  
 3) 85+

# Central Bedfordshire

Source: ONS mid-year population estimates (2021)

Luton population by 5-year age bands, 2016-2020, mid-year estimates



**Top 3 largest 5 year age bands by population in 2020:**

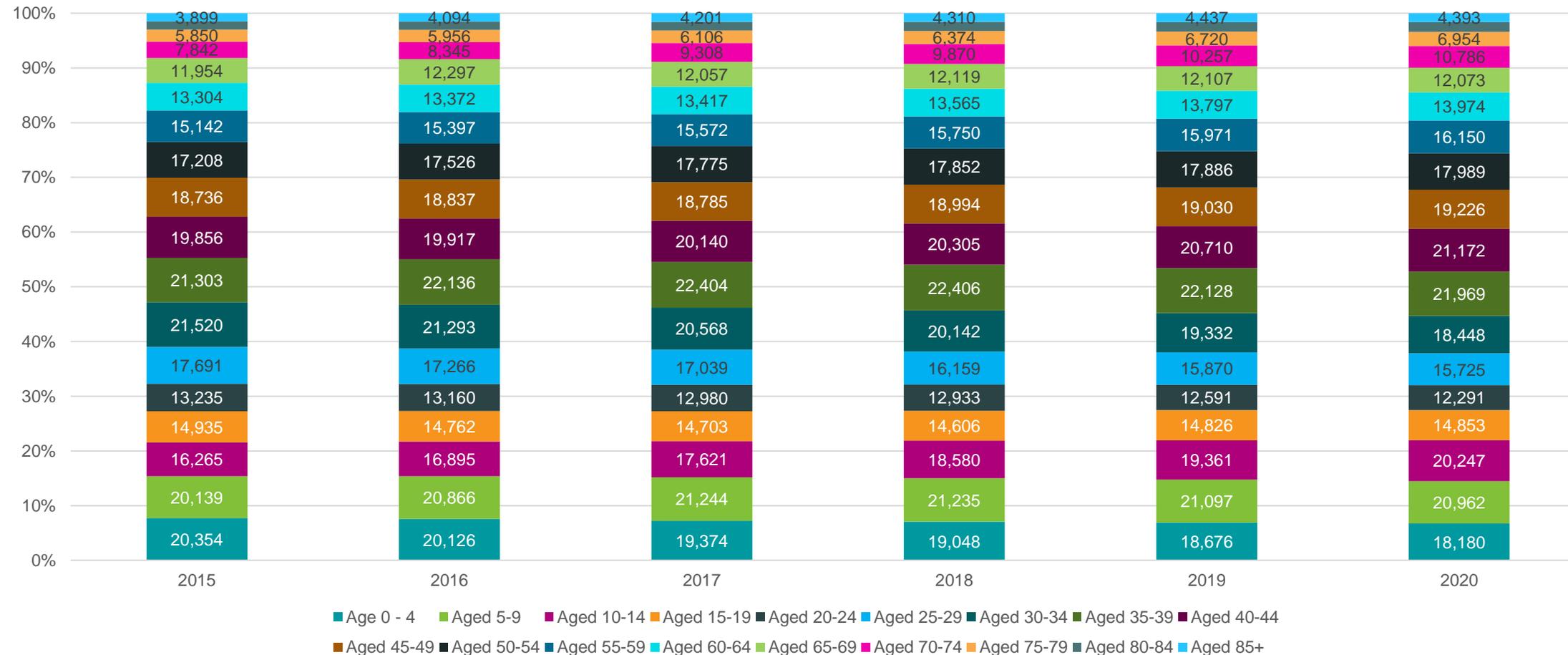
- 1) 30-34
- 2) 35-39
- 3) 5-9

**Top 3 fastest growing age bands, 2015-2020:**

- 1) 85+
- 2) 55-59
- 3) 35-39



Milton Keynes population by 5-year age bands, 2016-2020, mid-year estimates

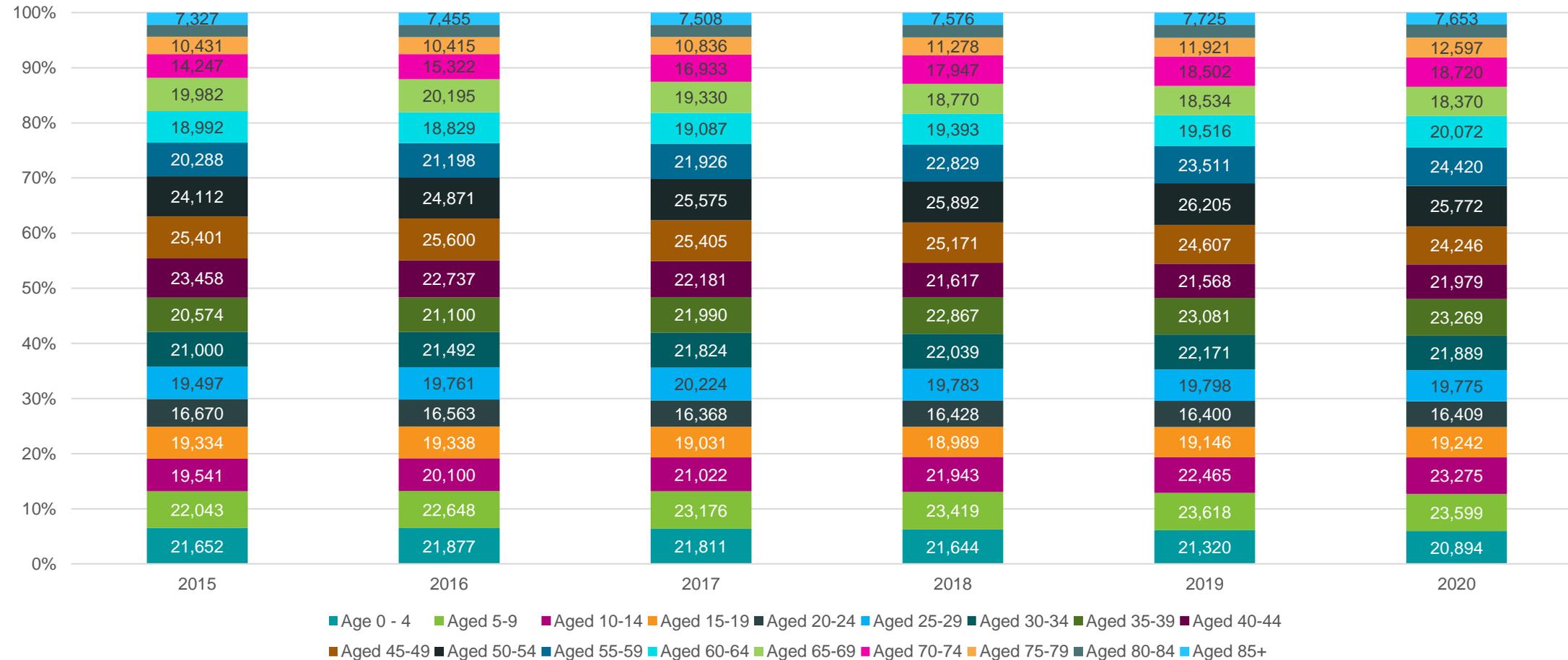


**Top 3 largest 5 year age bands by population in 2020:**  
 1) 35-39  
 2) 40-44  
 3) 5-9

**Top 3 fastest growing age bands, 2015-2020:**  
 1) 70-74  
 2) 10-14  
 3) 80-84



North Northamptonshire population by 5-year age bands, 2016-2020, mid-year estimates

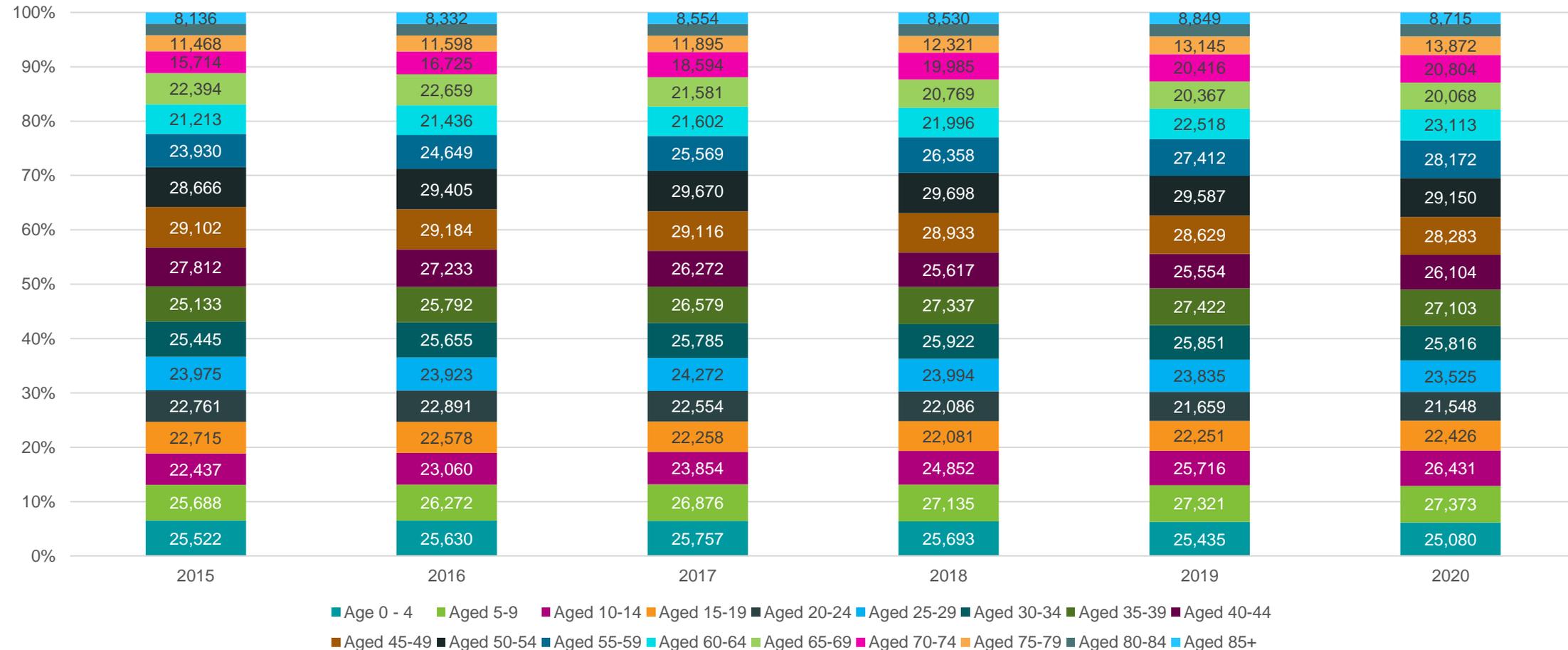


**Top 3 largest 5 year age bands by population in 2020:**  
 1) 50-54  
 2) 55-59  
 3) 45-49

**Top 3 fastest growing age bands, 2015-2020:**  
 1) 70-74  
 2) 75-79  
 3) 55-59

# North Northamptonshire

West Northamptonshire population by 5-year age bands, 2016-2020, mid-year estimates



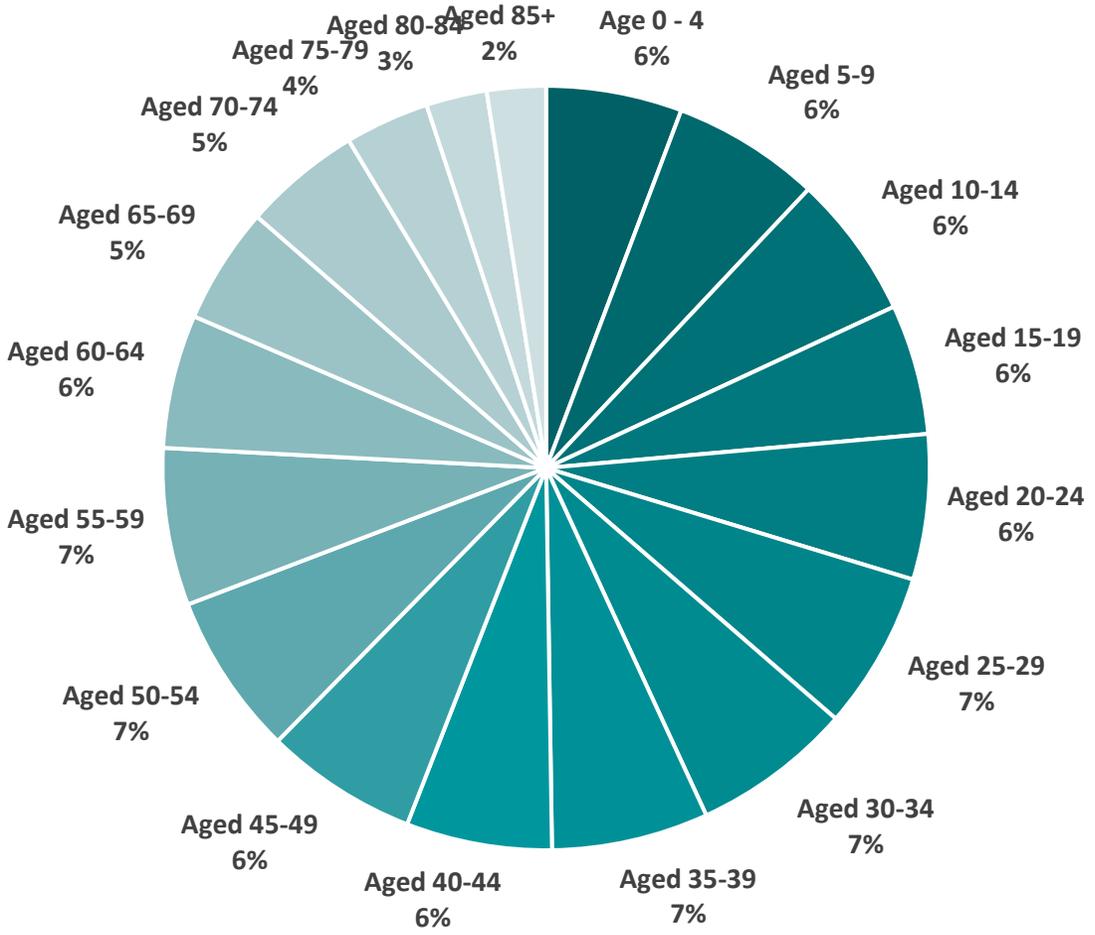
**Top 3 largest 5 year age bands by population in 2020:**  
 1) 50-54  
 2) 45-49  
 3) 55-59

**Top 3 fastest growing age bands, 2015-2020:**  
 1) 70-74  
 2) 75-79  
 3) 10-14

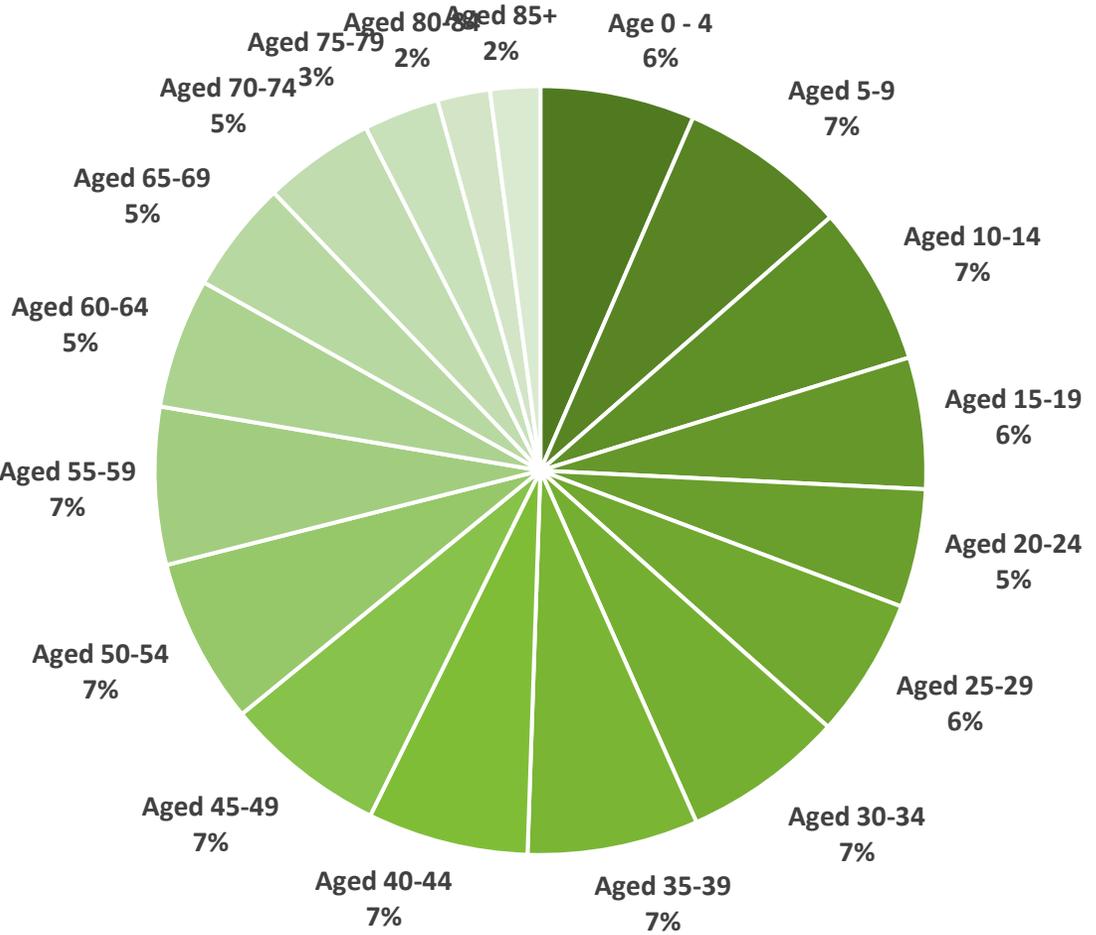
# West Northamptonshire

Source: ONS mid-year population estimates (2021)

England population by 5 year age bands, 2020



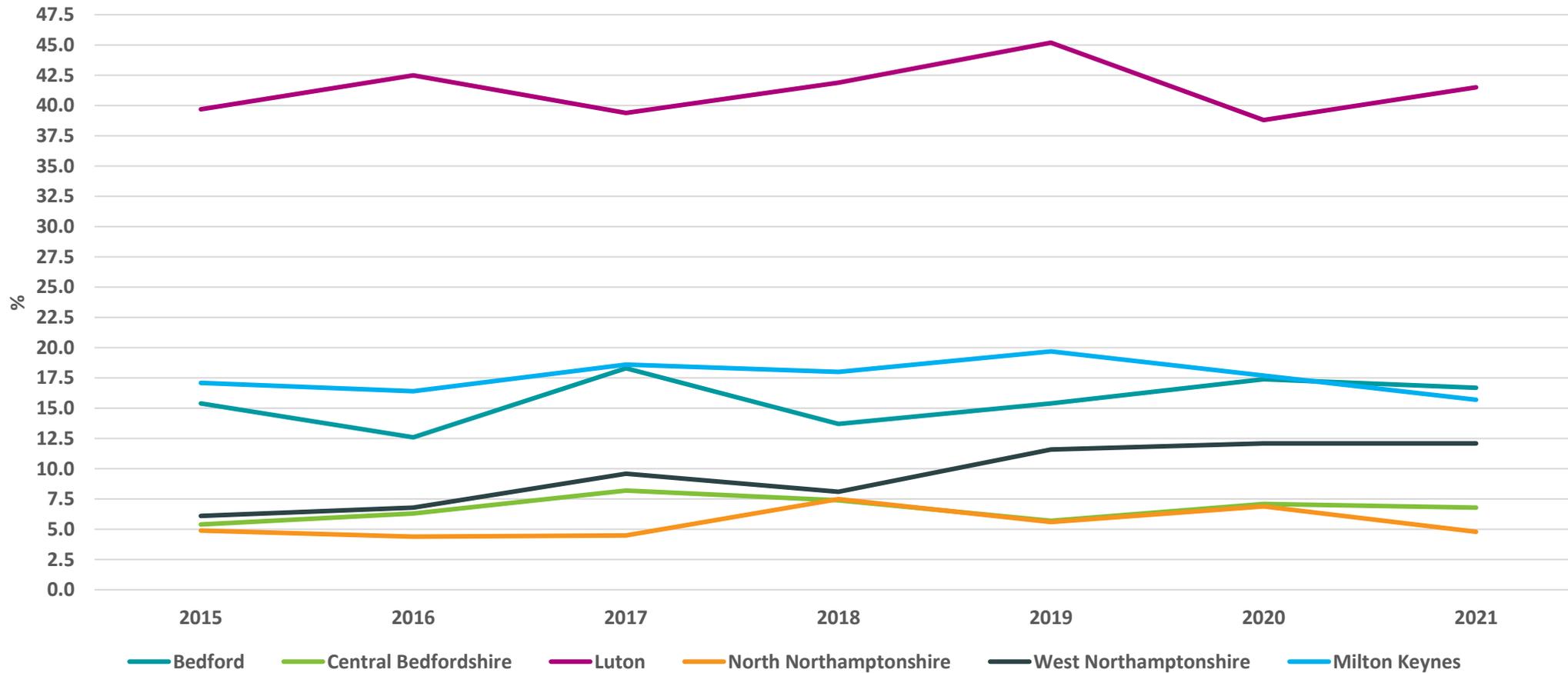
SEM population by 5 year age bands, 2020



# England and SEM comparison, 2020

Source: ONS mid-year population estimates (2021)

Percentage of the local population from an ethnic minority group, aged 16+



- Luton has the highest proportion of people from ethnic minority groups (42% of 16+).
- Milton Keynes and Bedford also have higher proportions of ethnic minority groups than the England average.
- These proportions have remained broadly stable since 2015 in all areas apart from West Northamptonshire which has seen an increase in the proportion of people from ethnic minority backgrounds.

## ▲ Total minority ethnic groups as a percentage of the population, aged 16+



## ▲ Growing People – ED&I Analysis

# Focus – Business Operations and Management

	Business Administrative and Secretarial Occupations	Business Operations and Management	Financial	Legal	Sales and Customer Service Occupations
<b>Employment Trend</b>	▼	▲	▶	▲	▶
<b>Full-Time/Part-Time Employment (%)</b>	55/45	81/19	73/27	79/21	81/19
<b>Female/Male Participation (%)</b>	83/17	50/50	57/43	58/42	46/54
<b>Ethnic minority participation</b>	Under representation from Black or Black British, Other Ethnic and Pakistani/Bangladeshis ethnic groups	No data	Under representation from Black or Black British, Other Ethnic and Pakistani/Bangladeshis ethnic groups	No data	No data
<b>Overall Job Postings (Vacancies) Trend</b>	▲	▲	▲	▲	▲
<b>Occupations - Job Postings (Vacancies)</b>					
<b>Within top 25</b>	Office/Administrative Assistant	Project Manager	Bookkeeper/Accounting Clerk, Accountant	Lawyers	Customer Service Representative, Account Manager/Representative
<b>Within top 50</b>		Marketing Manager, Buyer/Purchasing Agent and Human Resources/Labour Relations Specialist	Financial Manager		Sales Manager, Sales Representative, Retail Store Manager/Supervisor
<b>Within top 100</b>	Senior Administrator, Receptionist, Database Administrator	Procurement Manager, Business/Management Analyst, Recruiter and General Manager	Payroll Specialist, Credit Analyst/Authoriser, Auditor and Financial Analyst		Sales Assistant, Customer Service Manager
<b>Increasing in Demand</b>	Senior Administrators, Database Administrators	Business/Management Analyst, Market Research Analyst, Business Intelligence Analyst, Contract Administrator/Manager, Business Continuity Planner/Analyst, Chief Information Officer/Director of Information Technology, Recruiter, Human Resources/Labour Relations Specialist, Human Resources Assistant, Marketing Manager, Marketing Representative, Marketing Coordinator/Assistant, Public Relations Specialist, Buyer/Purchasing Agent, Procurement Manager, Purchasing Assistant	Bookkeeper/Accounting Clerk, Accountant, Financial Manager, Credit Analyst/Authoriser, Financial Analyst, Auditor, Payroll Specialist, Personal Financial Advisors	Lawyer, Legal Secretary, Licensed Conveyancer	Account Manager/Representative, Sales Manager, Sales Representative, Retail Store Manager/Supervisor, Customer Service Manager, Telemarketer, Parts Specialist/Salesperson

# Focus – Logistics

	Logistics Specific	Non Logistics Specific
Employment Trend	▲	
Full-Time/Part-Time Employment (%)	88/12	
Female/Male Participation (%)	24/76	
Ethic minority participation	Under representation from the Black or Black British ethnic group	
Overall Job Postings (Vacancies) Trend	▶	
<b>Occupations - Job Postings (Vacancies)</b>		
Within top 25	Labourer/Material Handler, Delivery Driver, HGV LGV Class 1 Driver, Warehouse/Inventory Associate, HGV/LGV Class 2 Driver	Office/Administrative Assistant, Customer Service Representative, Project Manager, Account Manager/Representative, Sales Manager, Maintenance Technician, Bookkeeper/Accounting Clerk, Accountant, Computer Support Specialist, Software Developer/Engineer
Within top 50	Forklift / Pallet Jack Operator	Buyer/Purchasing Agent, Automotive Service Technician/Mechanic, Mechanical Engineer, Sales Representative, Data/Data Mining Analyst, Human Resources Labour Relations Specialist, Financial Manager, Marketing Manager, Electrician/Electrical Engineer, Computer Systems Engineer/Architect, IT Project Manager
Within top 100	Storage/Distribution Manager, Logistics/Supply Chain Analyst, Scheduler/Operations Coordinator, Packager	Operations Manager, Procurement Manager, Recruiter, Engineering Manager, Quality Inspector/Technician, Financial Analyst, Senior Administrator, Business/Management Analyst, General Manager, Payroll Specialist, Systems Analyst, Customer Service Manager
Increasing in Demand	Delivery Drivers, HGV/LGV Class 2 Driver, Warehouse/Inventory Associate	Buyer/Purchasing Agent, Maintenance Technician, Bookkeeper/Accounting Clerk, Mechanical Engineer

# Focus – Education

	Education
Employment Trend	▲
Full-Time/Part-Time Employment (%)	46/54
Female/Male Participation (%)	73/27
Ethnic minority participation	Black/Black British and other ethnic groups have higher than average participation, with all other ethnicities matching the SEMLEP overall average
Overall Job Postings (Vacancies) Trend	▲
Occupations - Job Postings (Vacancies)	
Within top 25	Primary School Teacher, Teaching Assistant, Tutor
Within top 50	Secondary School Teacher, University Lecturer
Within top 100	Maths Teacher, Science Teacher, Supply Teacher
Increasing in Demand	Primary School Teacher, Teaching Assistant, University Lecturer, Secondary School Teacher

# Focus – Health and Care

	Health and Care
<b>Employment Trend</b>	▲
<b>Full-Time/Part-Time Employment (%)</b>	53/47
<b>Female/Male Participation (%)</b>	79/21
<b>Ethic minority participation</b>	All ethnic groups have higher than average participation, the 'other' ethnic group matching the SEMLEP overall average
<b>Overall Job Postings (Vacancies) Trend</b>	▲
<b>Occupations - Job Postings (Vacancies)</b>	
<b>Within top 25</b>	Registered General Nurse, Caregiver/Personal Care Aide, Care Assistant, Physician
<b>Within top 50</b>	Nursing Assistant/Healthcare Assistant, Healthcare Manager,
<b>Within top 100</b>	Nurse Practitioner, Nursing Home/Home Health Administrator, Psychologist, Occupational Therapist, Health Technician/Technologist, Pharmacist, Assistant Care Worker
<b>Increasing in Demand</b>	Nurses, Caregiver/Personal Care Aide, Care Assistant, Clerical Workers, Assistants for Additional Clinical Services, Healthcare Assistant, Healthcare Care Support Worker, Community Nurses, Nurse Practitioner, Physiotherapist, Occupational Therapist, EMT/Paramedic, Psychologist, Pharmacist, Healthcare Manager, Physician/Medical practitioners

# Focus – Engineering and Manufacturing

<b>Engineering and Manufacturing</b>	
<b>Employment Trend</b>	▲
<b>Full-Time/Part-Time Employment (%)</b>	91/9
<b>Female/Male Participation (%)</b>	24/76
<b>Ethic minority participation</b>	Under representation from Black or Black British and Pakistani/Bangladeshis ethnic groups
<b>Overall Job Postings (Vacancies) Trend</b>	▲
<b>Occupations - Job Postings (Vacancies)</b>	
<b>Within top 25</b>	Production Worker, Maintenance Technician
<b>Within top 50</b>	Mechanical Engineer, Electrical Engineer
<b>Within top 100</b>	Operations Manager, Manufacturing Machine Operator, Engineering Manager, Quality Inspector/Technician, Production Plant Manager, CNC Operator, Validation Engineer, Production Supervisor, Industrial Engineer, Electronics Engineer, Welder/Solderer
<b>Increasing in Demand</b>	Electrical/Electronic Engineering Technician, Maintenance Technician, Mechanical Engineer, Test Technician, CNC Operator, Electrical Engineer, Maintenance/Service Supervisor, Manufacturing Machine Operator, Operations Manager, Welder

# Focus – Digital

	<b>Digital</b>
<b>Employment Trend</b>	▲
<b>Full-Time/Part-Time Employment (%)</b>	79/21
<b>Female/Male Participation (%)</b>	35/65
<b>Ethic minority participation</b>	Under representation from Black or Black British and Pakistani/Bangladeshis ethnic groups
<b>Overall Job Postings (Vacancies) Trend</b>	▲
<b>Occupations - Job Postings (Vacancies)</b>	
<b>Within top 25</b>	Software Developer/Engineer, Computer Support Specialist
<b>Within top 50</b>	Web Developer, Computer Systems Engineer/Architect, Data/Data Mining Analyst, IT Project Manager
<b>Within top 100</b>	Information Security Engineer Analyst, Software QA Engineer/Tester, Computer Programmer
<b>Increasing in Demand</b>	Software Developer, Computer Support Specialist, Data/Data Mining Analyst, Information Security Engineer Analyst, Network/Systems Administrator, Software QA Engineer/Tester, Systems Analyst

# Focus – Construction

	<b>Construction</b>
<b>Employment Trend</b>	▲
<b>Full-Time/Part-Time Employment (%)</b>	77/23
<b>Female/Male Participation (%)</b>	14/86
<b>Ethic minority participation</b>	Under representation from Black or Black British, Pakistani/Bangladeshi, Indian and Other ethnic groups
<b>Overall Job Postings (Vacancies) Trend</b>	▲
<b>Occupations - Job Postings (Vacancies)</b>	
<b>Within top 25</b>	Labourer
<b>Within top 50</b>	Construction Helper/Worker, Electrician, Civil Engineer
<b>Within top 100</b>	Quantity surveyors, Construction Manager, Carpenter, Land Surveyors, Painter
<b>Increasing in Demand</b>	Architects, Construction trade supervisors, Construction project managers, Scaffolders, Painters and decorators, Roofers, Glaziers, Wood trades and interior fit out, Plumbing and HVAC trades, Bricklayers, Building envelope specialists, Steel erectors/structural fabrication, Civil Engineers, Surveyors, Plasterers and dry liners, Plant operatives, Labourers

# Claimant Count – October 2022

	Bedford	Central Bedfordshire	Luton	North Northamptonshire	West Northamptonshire	Milton Keynes	SEMLEP	England
Total Number - October 2022	4365	4040	7455	6505	8240	6410	37015	1303055
Vs March 2020	855	1290	2940	845	2350	1915	10195	239550
Vs previous Month	60	30	-60	-160	-70	130	-70	645
Vs previous Month (%)	1%	1%	-1%	-2%	-1%	2%	0%	0%
<b>Ratio: October 2022 vs January 2020</b>								
Total	1.2	1.6	1.7	1.2	1.5	1.5	1.5	1.3
16-24	1.1	1.5	1.7	1.2	1.4	1.5	1.4	1.2
25-49	1.4	1.7	1.8	1.3	1.6	1.6	1.6	1.3
50+	1.1	1.5	1.5	1.1	1.3	1.4	1.3	1.2
Male	1.3	1.5	1.8	1.2	1.5	1.6	1.5	1.3
Female	1.3	1.7	1.7	1.2	1.5	1.5	1.4	1.3
Male 16-24	1.1	1.4	1.7	1.2	1.5	1.5	1.4	1.2
Male 25-49	1.5	1.6	1.9	1.3	1.6	1.6	1.6	1.3
Male 50+	1.0	1.4	1.5	1.1	1.3	1.5	1.3	1.2
Female 16-24	1.1	1.5	1.6	1.3	1.3	1.4	1.3	1.2
Female 25-49	1.4	1.8	1.8	1.2	1.6	1.6	1.5	1.4
Female 50+	1.1	1.7	1.5	1.1	1.3	1.3	1.3	1.2

**Source:** Claimant Count, ONS, November 2022

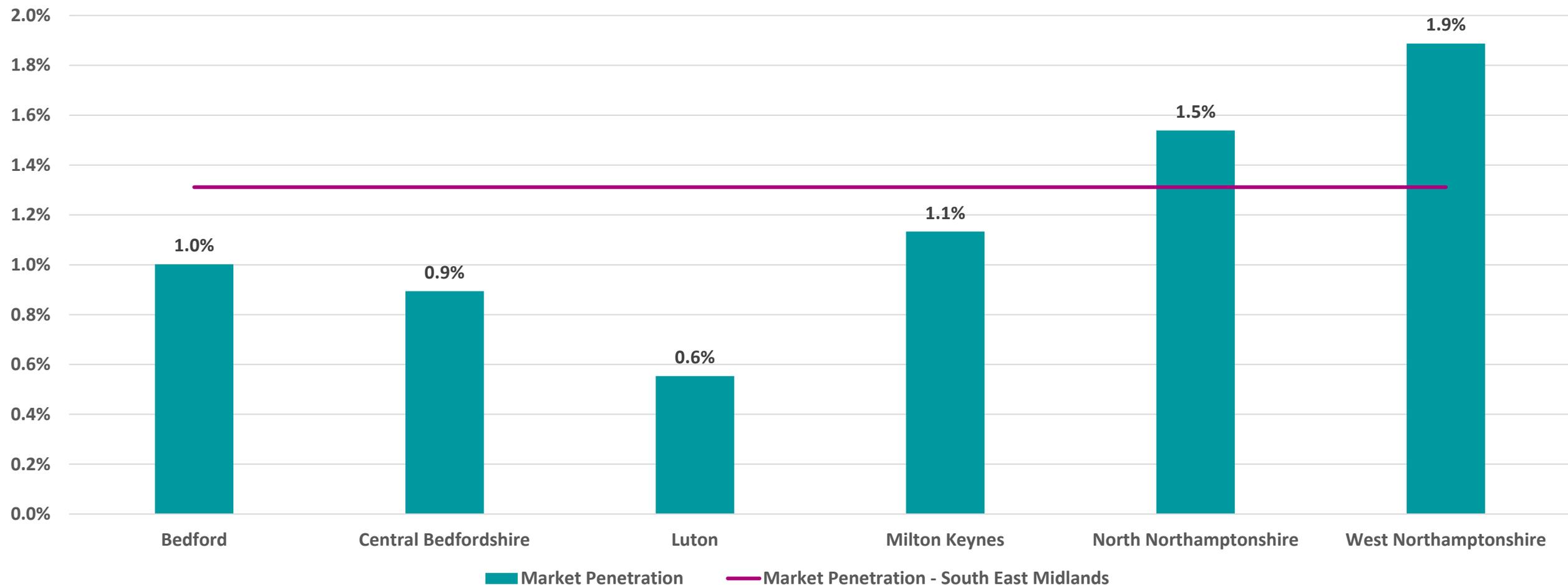
- Evidence of under representation of certain ethnic minority groups starting courses in key focus areas, particularly Black or Black British individuals who are under represented in all focus areas except for health and social care.
- There is an over representation of minority ethnic groups in the Health and Social Care training courses.
- Some evidence of under representation of males on HSC and Education training courses
- Some evidence of under representation of females in construction, engineering and logistics courses. There is also a slight under representation of females on digital courses, at about 35%.
- Strong evidence of a high growth in males aged 16-24 and 25-49 claiming some form of unemployment benefit compared to the national average, since January 2020, particularly in Luton, West Northamptonshire and Milton Keynes.

## ▲ Growing People - Summary



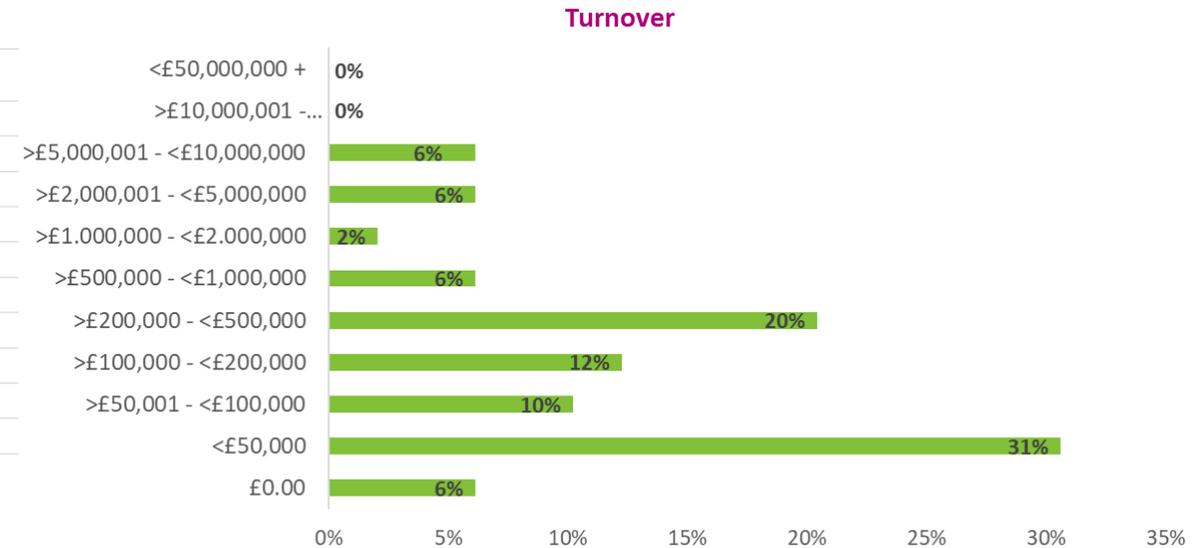
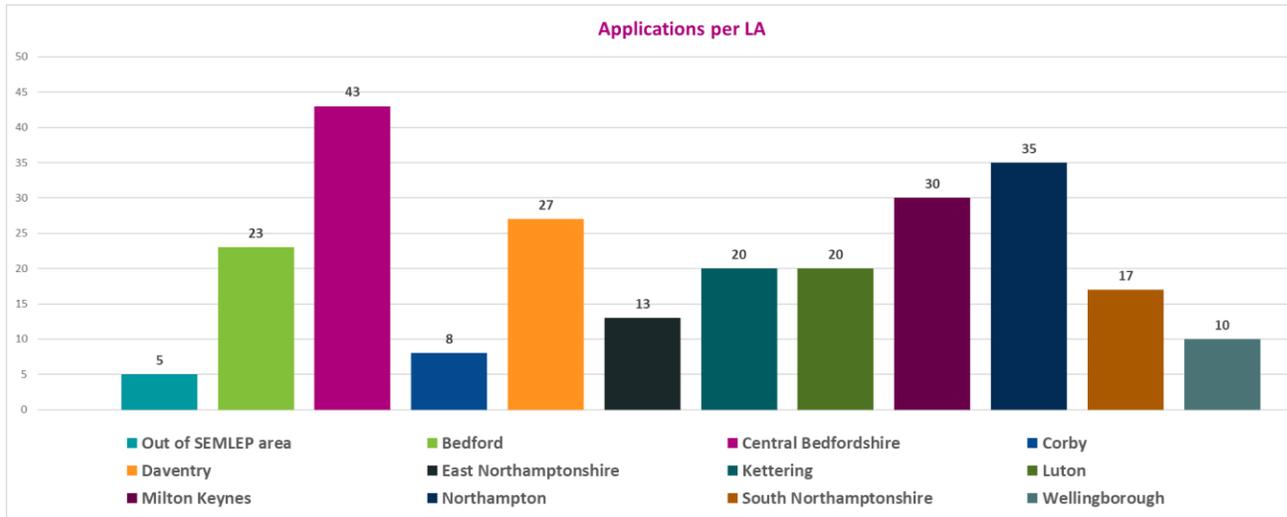
# ▲ Growing Business – ED&I Analysis

Growth Hub support market penetration by local authority, 2022/23 (to January 2023)



**In the 2022/23 financial year, growth hub market penetration has been relatively stronger in Northamptonshire, but weaker in Luton**

# Revenue grants of between £1000 - £3000 to aid COVID19 recovery – including minor equipment, consultancy and IT/digital improvements



250 applications received with additional 100+ on waiting list.  
 Approximately 220 grants to allocate with a total funding pot of £658,000

**However, the Kickstart grant scheme had good response rate from Central Bedfordshire**

LGF Funding by Local Authority Area - Spend per Head			
Area	LGF Received	Population (2019)	Spend per Head
Central Bedfordshire	£95,138,042	288,648	£329.60
West Northamptonshire	£18,960,000	405,050	£216.48
Bedford	£28,769,745	173,292	£166.02
North Northamptonshire	£36,234,000	348,228	£59.31
Milton Keynes	£17,753,014	269,457	£65.88
Luton	£9,216,000	213,052	£43.26
<b>SEMLEP Total</b>	<b>£259,216,295</b>	<b>1,697,727</b>	<b>£152.68</b>

*Source: SEMLEP LGF Q3 2021, ONS Population Estimates 2019. Where possible, projects have been allocated to a local authority area based on postcode data reported. Some projects excluded where geographical breakdown is not available.*

**NB:** Each round of LGF was allocated according to a detailed assessment process using various prioritisation criteria. The lower spend per head in Luton could be attributed to a lower-than-average rate of applicants compared to other areas in SEMLEP. After Round 1 (which saw 5 applications from projects based in Luton), just 4 applications were received across Round 2, Round 3, the 2018 Bidding Round and 2019 Bidding Round from projects in Luton. In the 2019 Bidding Round, Luton did not submit any projects for appraisal.

**Evaluation of our local growth fund also suggests certain areas were more able to access funding than others.**

Source: [SEMLEP LGF Evaluation Report](#)

- Historically low relative market penetration rates in Central Bedfordshire, Daventry and Kettering, in terms of clients supported.
- However, engagement rates in Milton Keynes and East Northamptonshire have been relatively high.
- Some evidence of good engagement with businesses in Central Bedfordshire in terms of Kickstart grant applications.



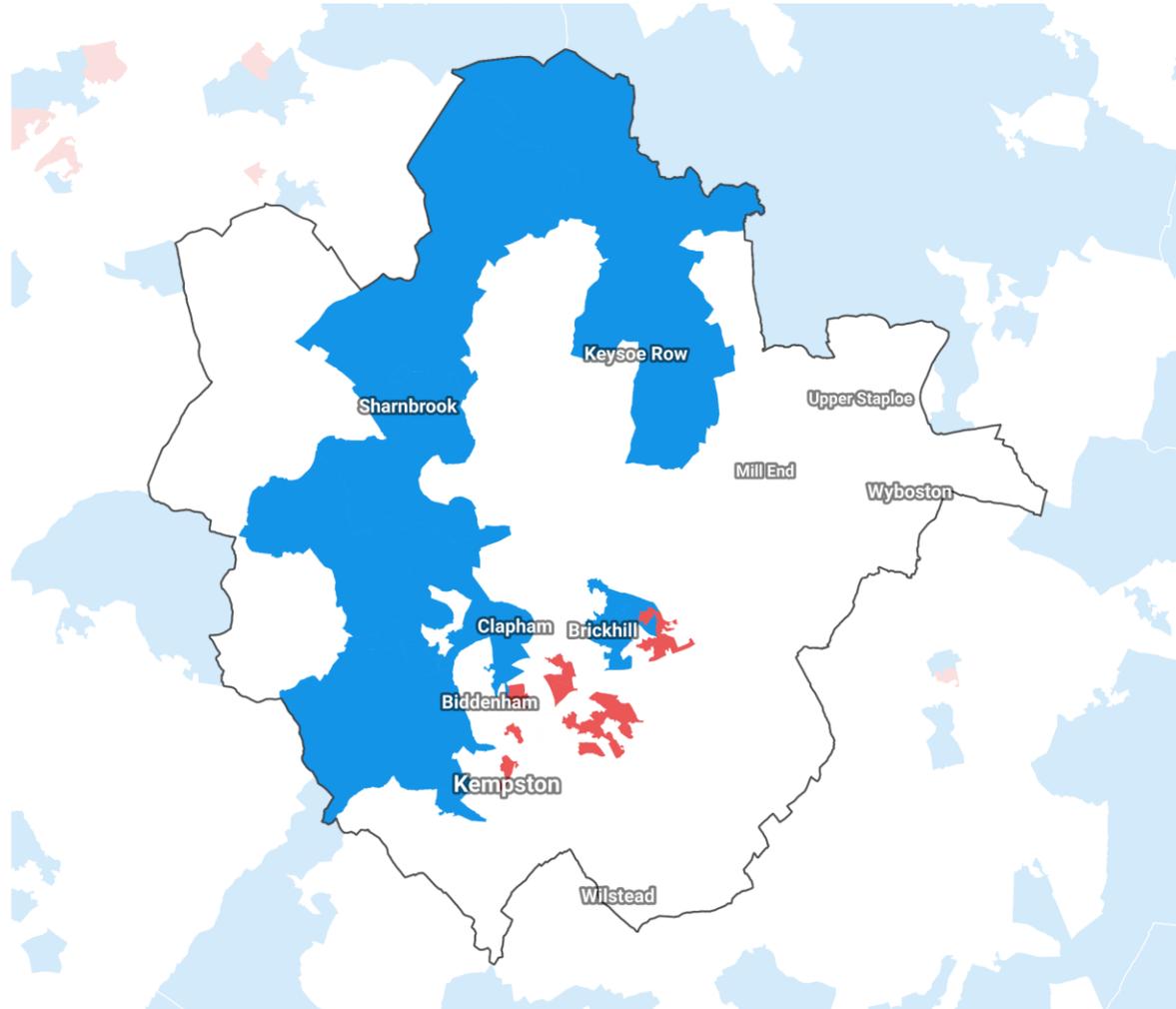
## ▲ Growing Business - Summary



# Appendix: Local Authority summaries (English Atlas of Inequality)

# BEDFORD

LOCAL AUTHORITY



■ Areas among 20% least deprived in England ■ Areas among 20% most deprived in England

## Gini coefficient

# 0.35

This is the Gini coefficient for Bedford. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

# 19:17

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

## Spatial concentration

# 0.36

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

Analysis by Elvis Nyanzu and Alasdair Rae, University of Sheffield.

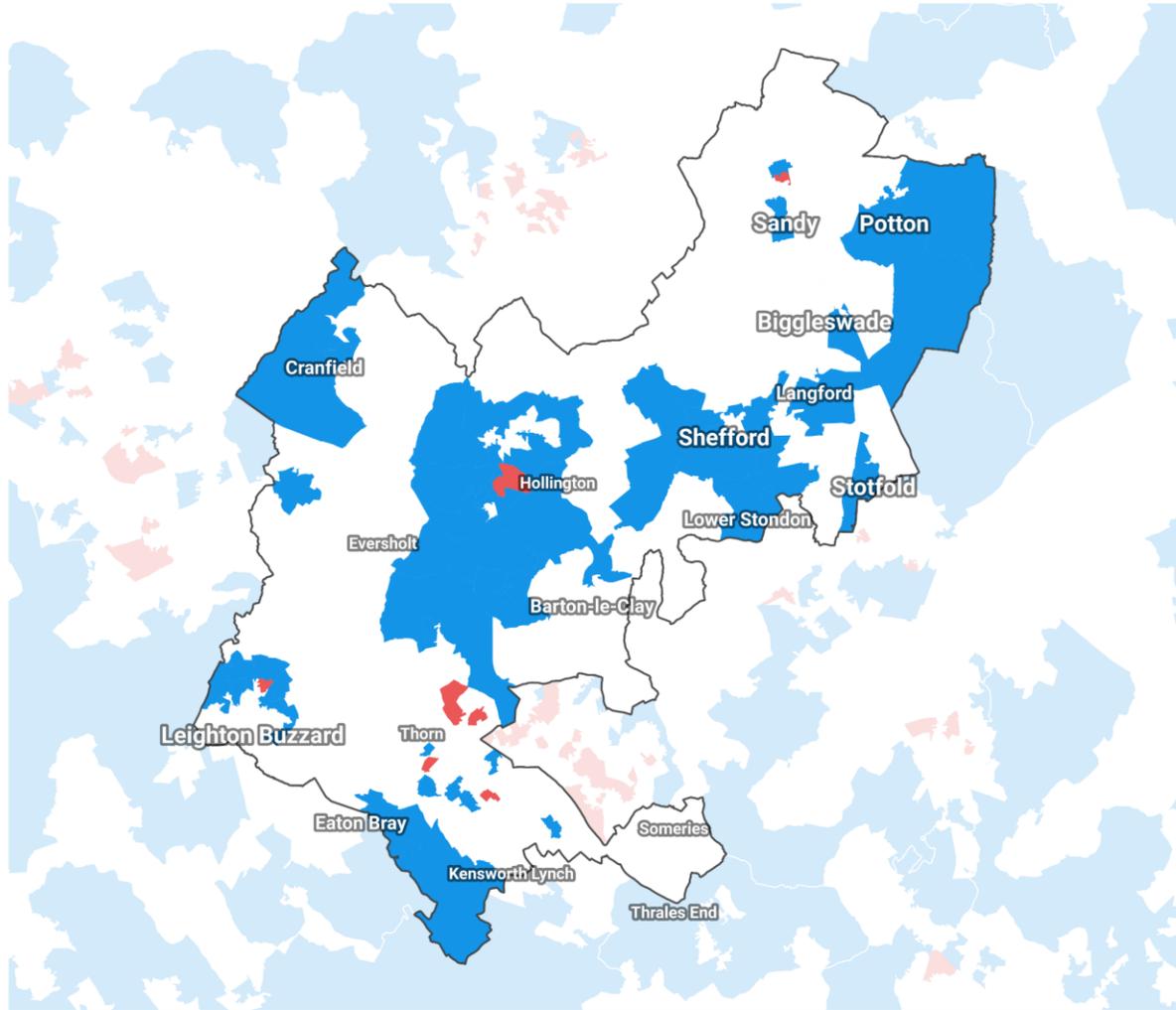
This work was funded by the Nuffield Foundation - [www.nuffieldfoundation.org](http://www.nuffieldfoundation.org)



Source: [An English Atlas of Inequality](#)  
(Nyanzu & Rae, 2019)

# CENTRAL BEDFORDSHIRE

LOCAL AUTHORITY



■ Areas among 20% least deprived in England ■ Areas among 20% most deprived in England

## Gini coefficient

# 0.34

This is the Gini coefficient for Central Bedfordshire. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

# 61:8

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

## Spatial concentration

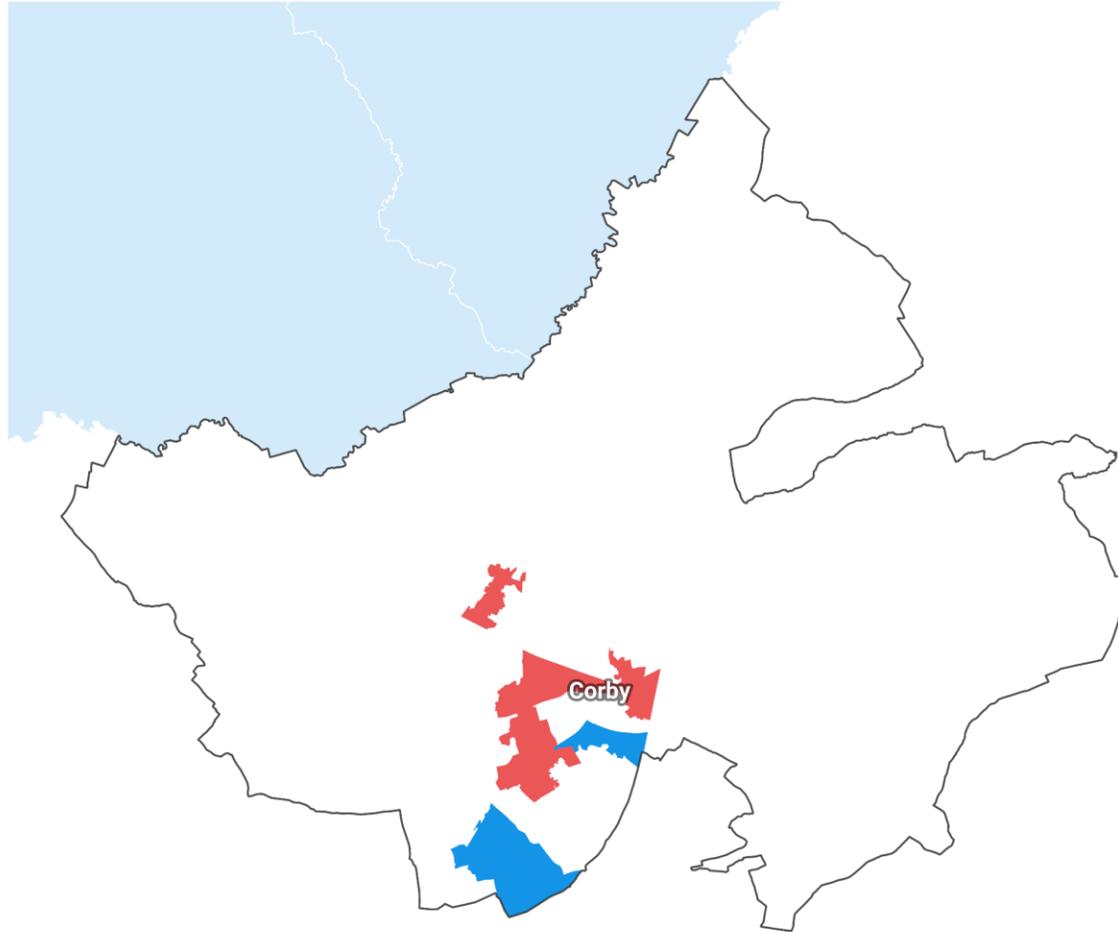
# 0.23

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

Source: [An English Atlas of Inequality](#)  
(Nyanzu & Rae, 2019)

# CORBY

LOCAL AUTHORITY



 Areas among 20% least deprived in England  Areas among 20% most deprived in England

Analysis by Elvis Nyanzu and Alasdair Rae, University of Sheffield.

This work was funded by the Nuffield Foundation - [www.nuffieldfoundation.org](http://www.nuffieldfoundation.org).

## Gini coefficient

# 0.29

This is the Gini coefficient for Corby. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

# 2:7

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

## Spatial concentration

# 0.26

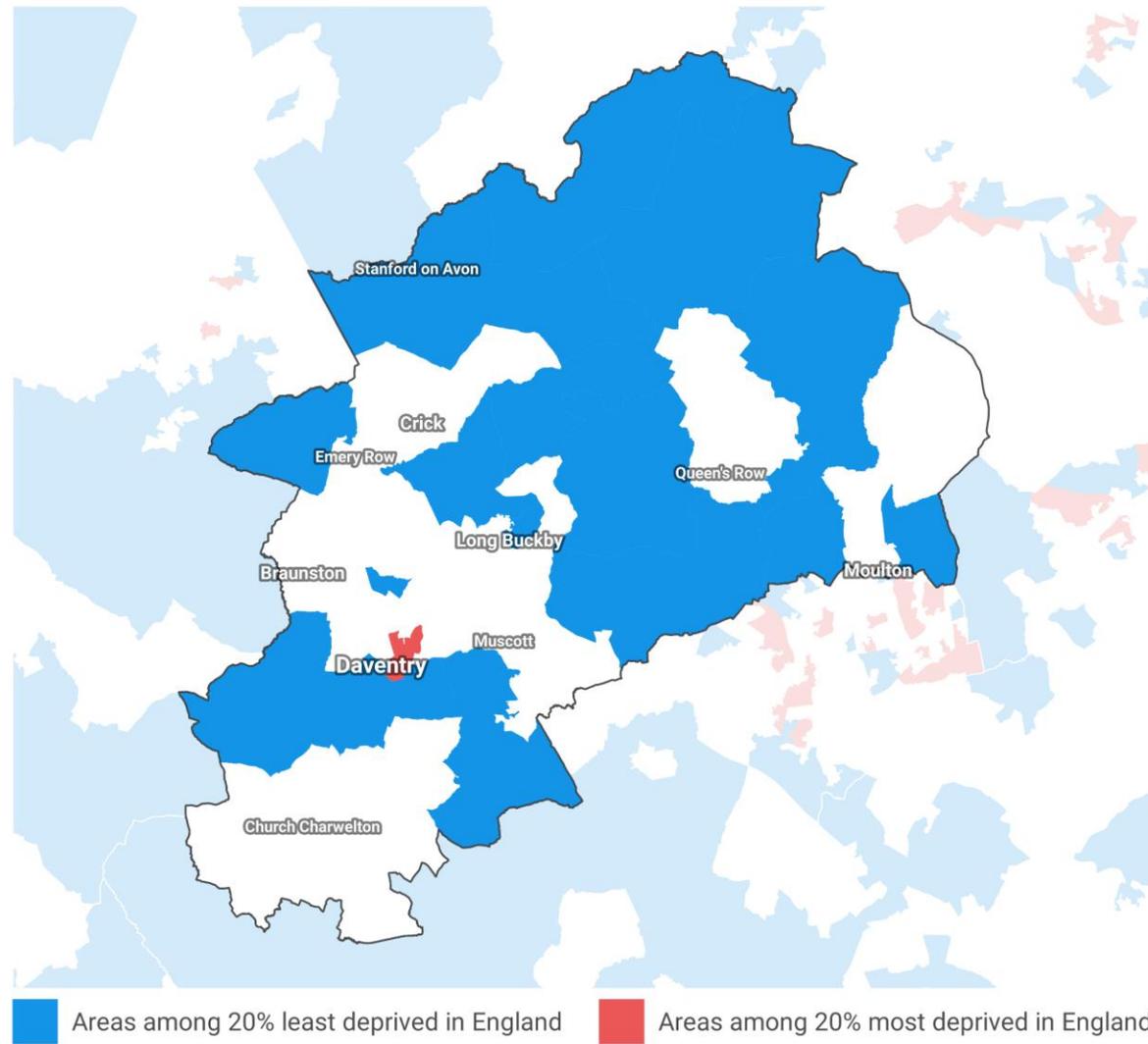
This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.



Source: [An English Atlas of Inequality](#)  
(Nyanzu & Rae, 2019)

# DAVENTRY

LOCAL AUTHORITY



## Gini coefficient

**0.35**

This is the Gini coefficient for Daventry. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

**17:1**

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

## Spatial concentration

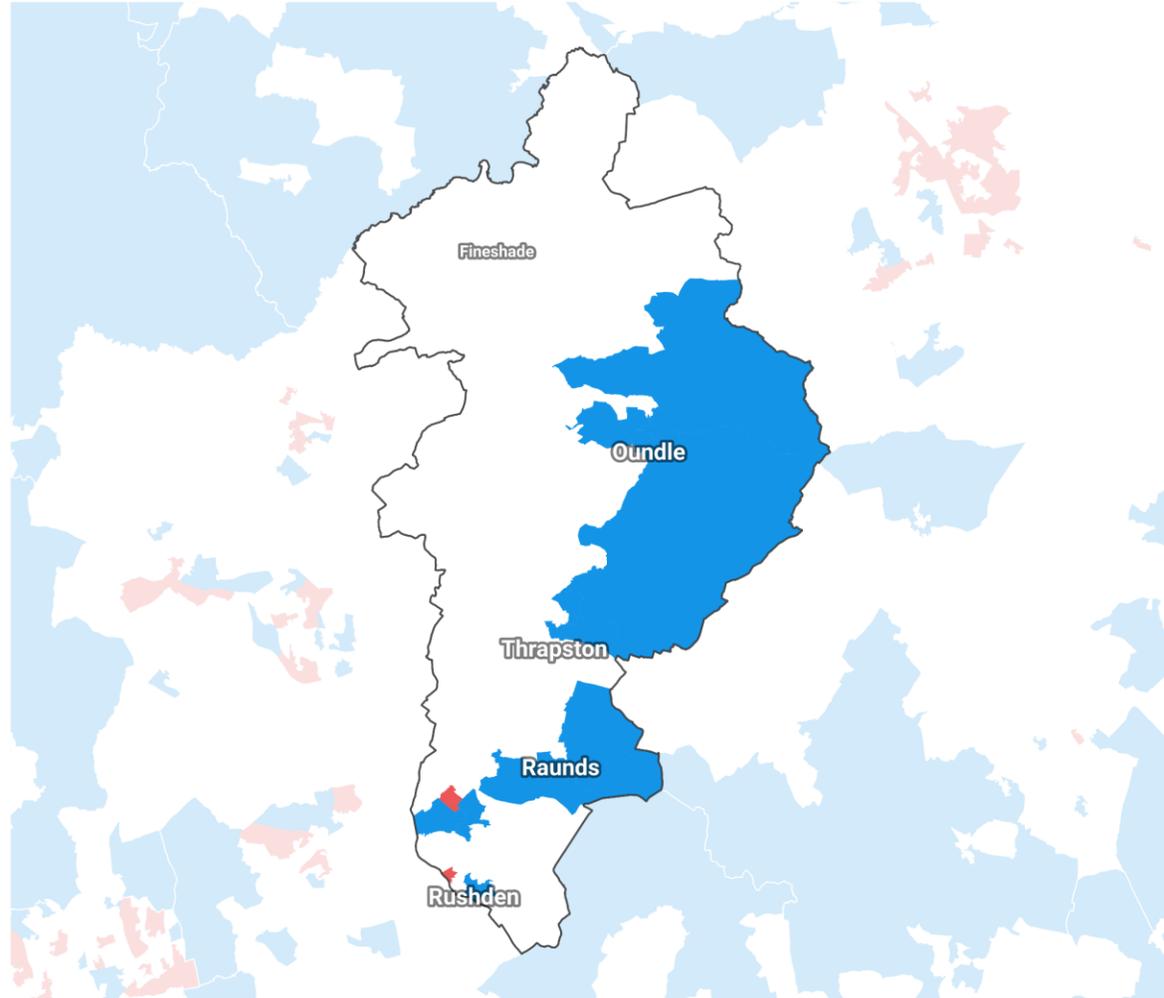
**0.10**

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

Source: [An English Atlas of Inequality](#)  
(Nyanzu & Rae, 2019)

# EAST NORTHAMPTONSHIRE

LOCAL AUTHORITY



■ Areas among 20% least deprived in England ■ Areas among 20% most deprived in England

## Gini coefficient

**0.34**

This is the Gini coefficient for East Northamptonshire. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

**14:2**

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

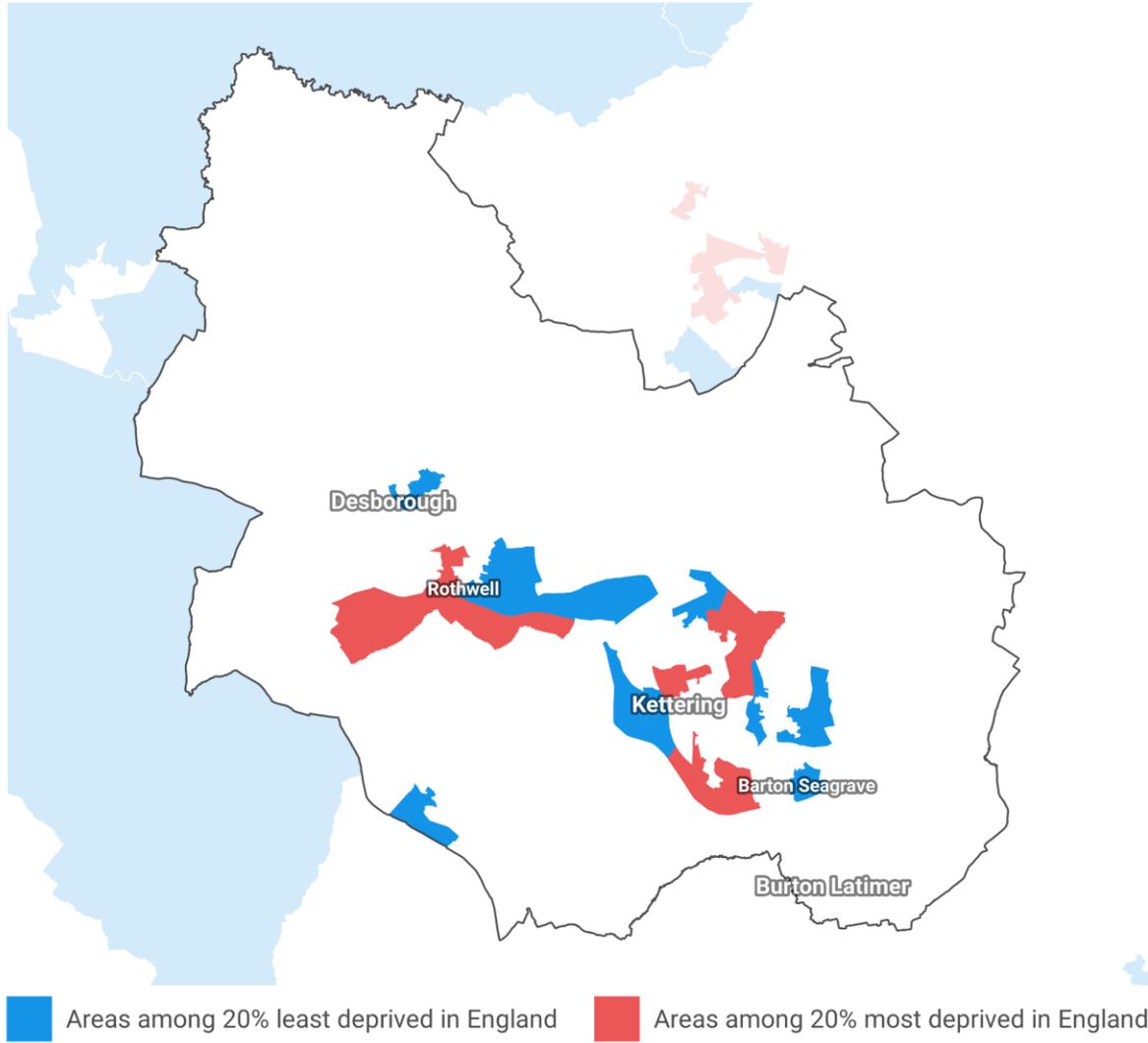
## Spatial concentration

**0.15**

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

# KETTERING

LOCAL AUTHORITY



## Gini coefficient

**0.32**

This is the Gini coefficient for Kettering. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

**10:7**

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

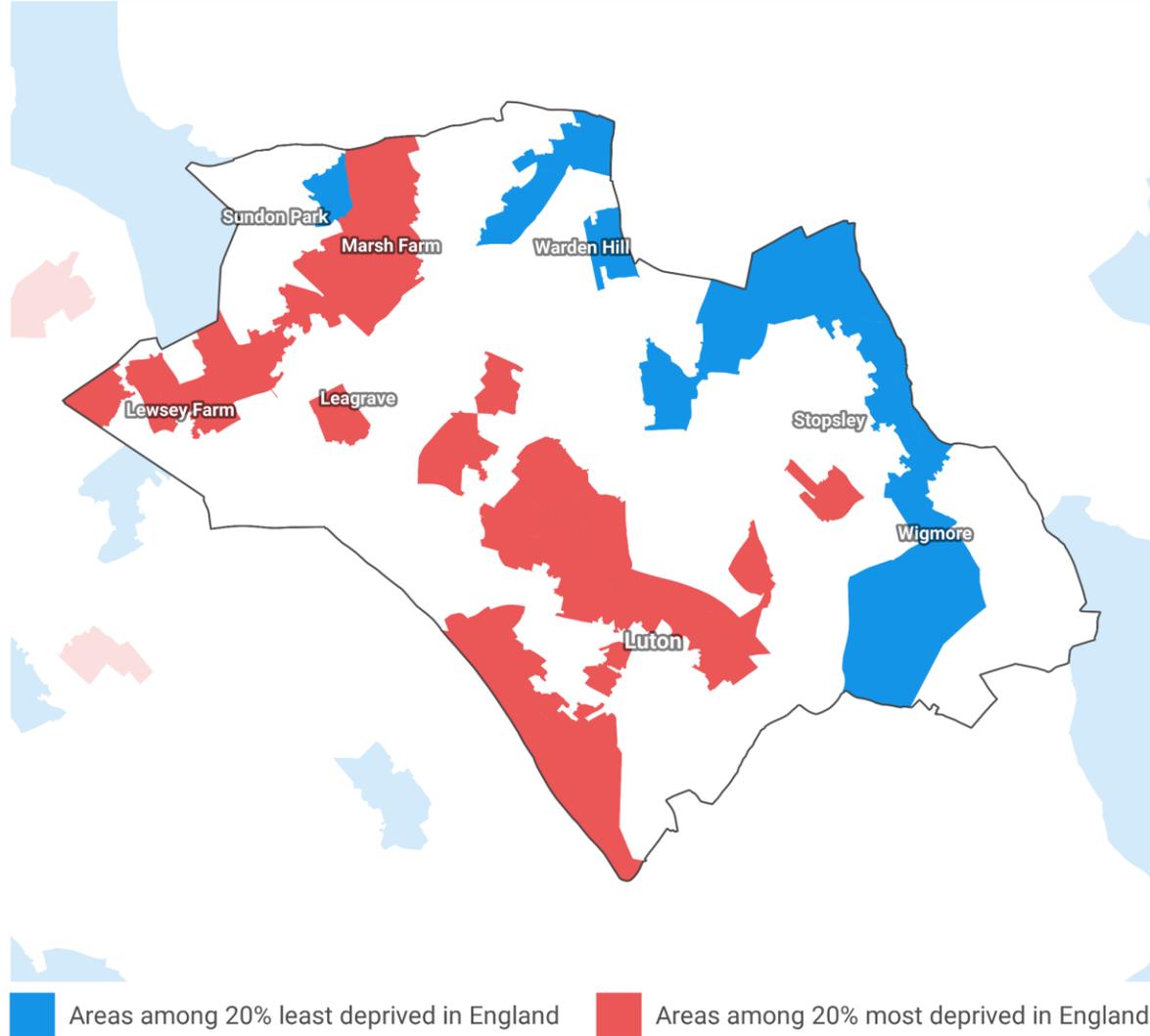
## Spatial concentration

**0.29**

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

# LUTON

LOCAL AUTHORITY



## Gini coefficient

**0.33**

This is the Gini coefficient for Luton. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

**10:34**

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

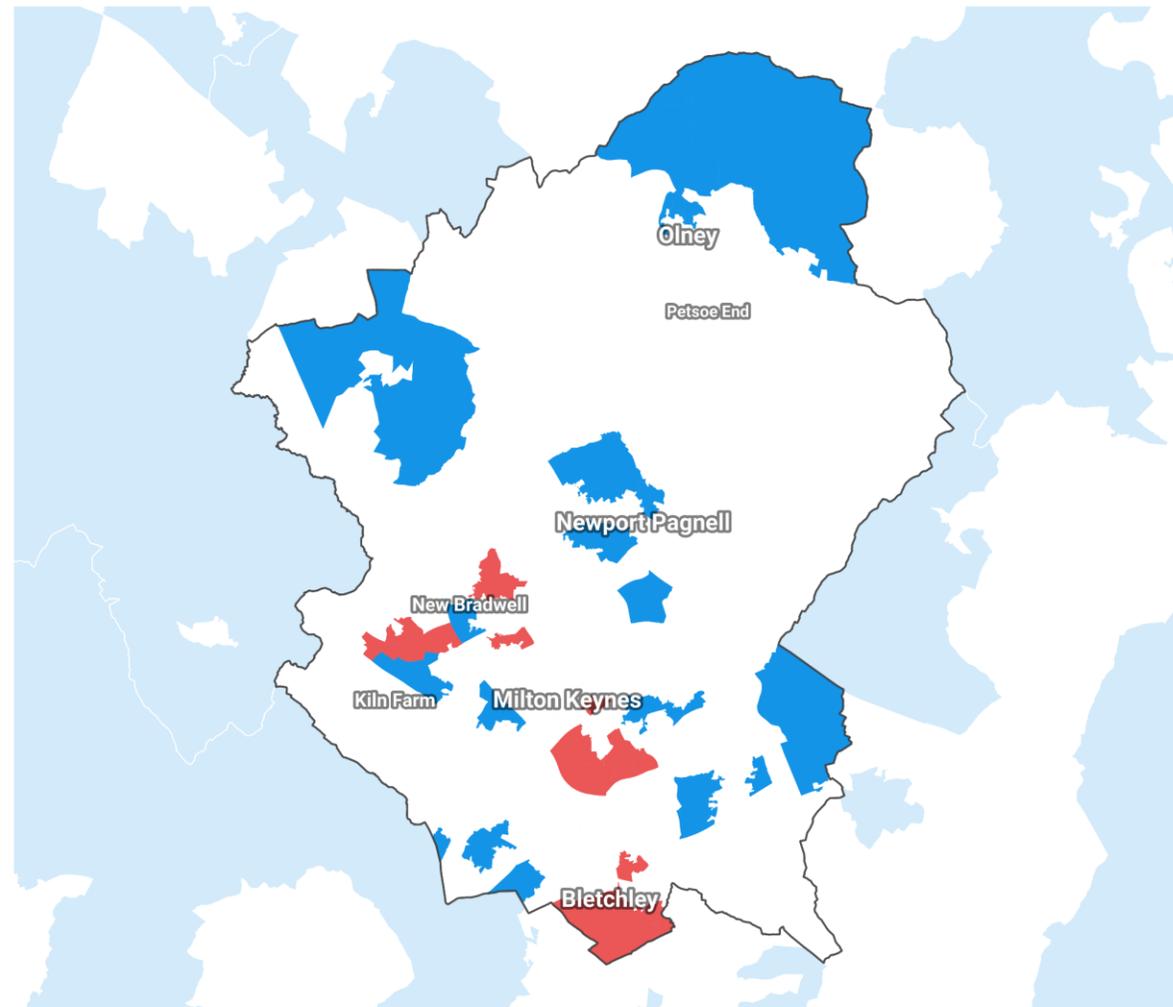
## Spatial concentration

**0.41**

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

# MILTON KEYNES

LOCAL AUTHORITY



■ Areas among 20% least deprived in England ■ Areas among 20% most deprived in England

## Gini coefficient

# 0.34

This is the Gini coefficient for Milton Keynes. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

# 20:17

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

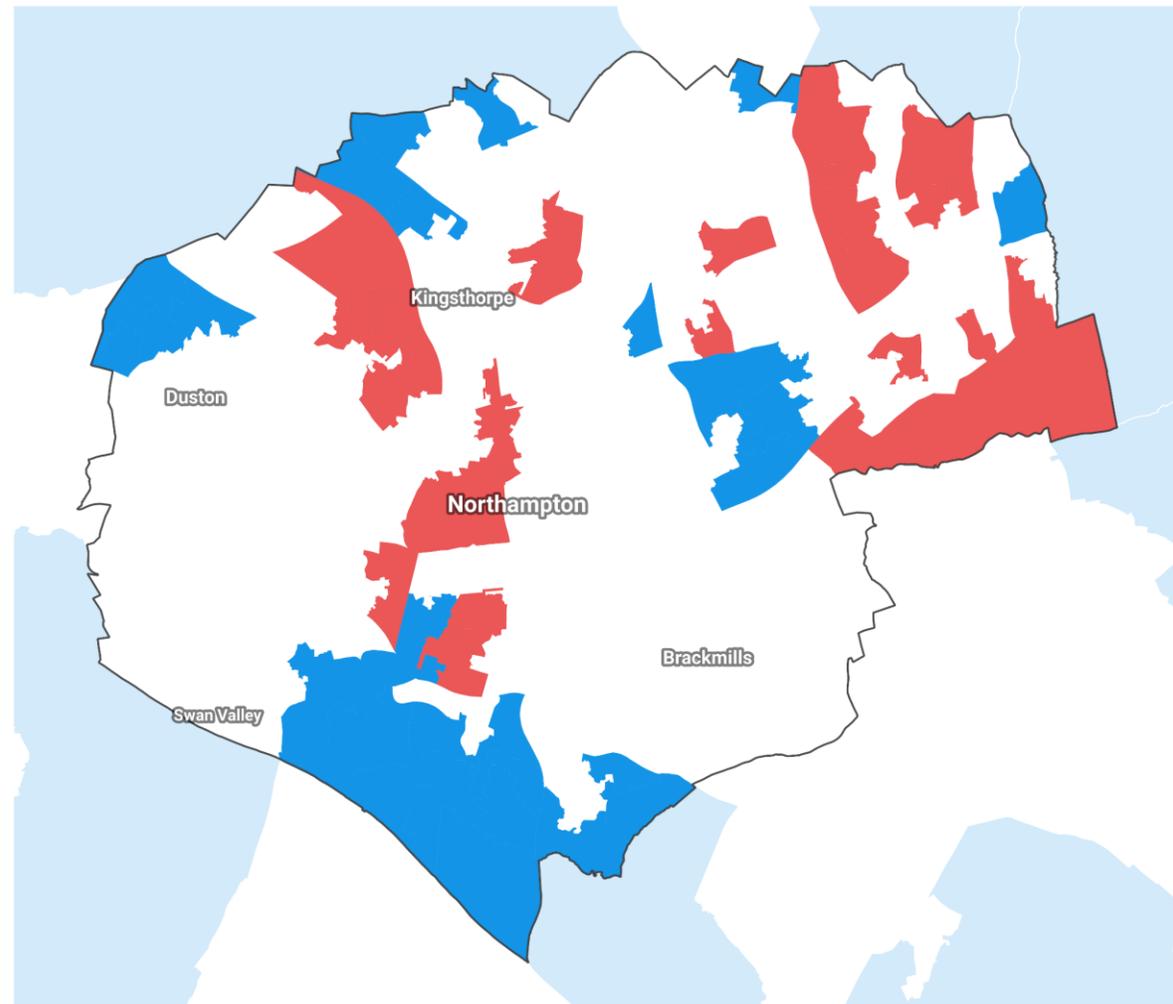
## Spatial concentration

# 0.47

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

# NORTHAMPTON

LOCAL AUTHORITY



■ Areas among 20% least deprived in England ■ Areas among 20% most deprived in England

## Gini coefficient

**0.33**

This is the Gini coefficient for Northampton. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

**26:22**

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

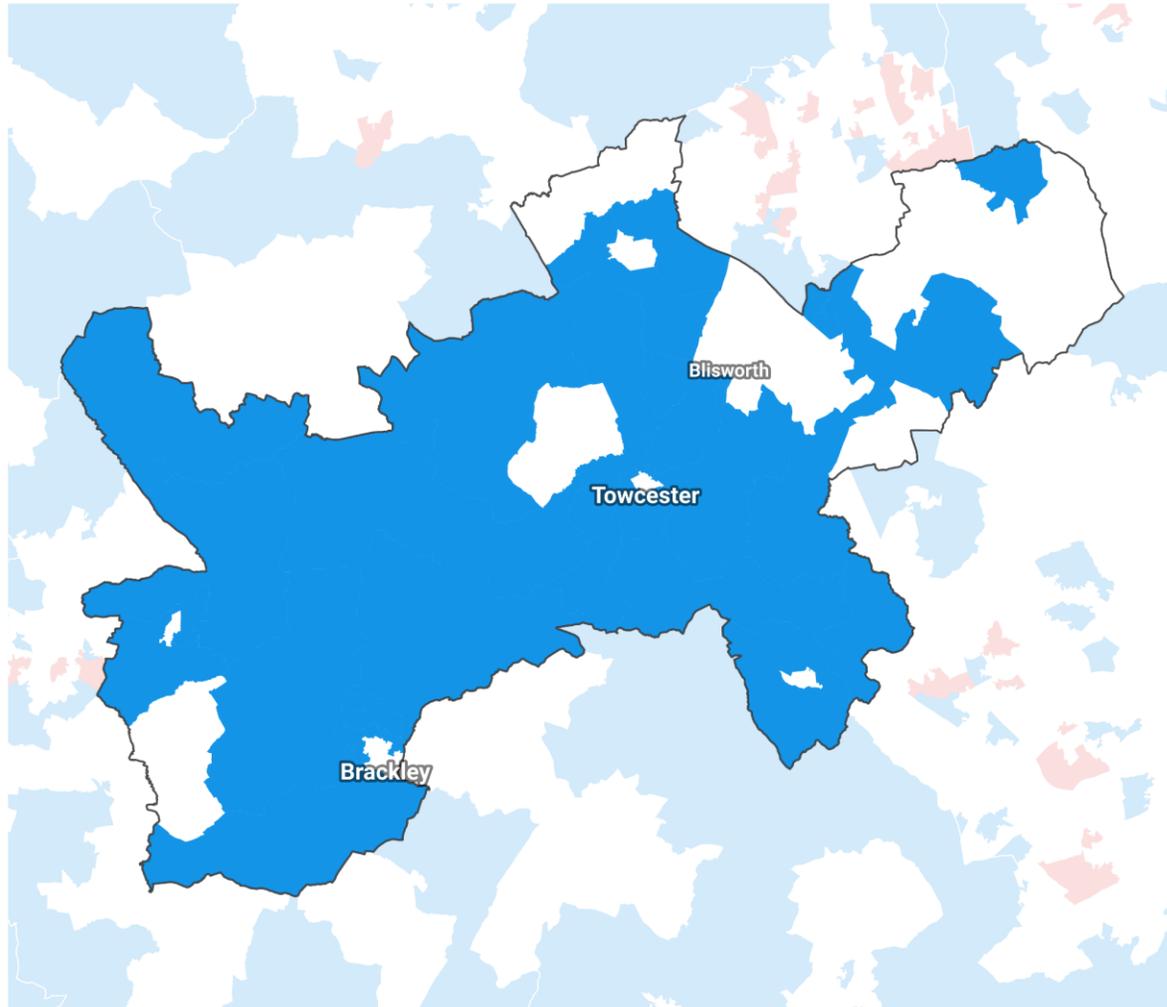
## Spatial concentration

**0.29**

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

# SOUTH NORTHAMPTONSHIRE

LOCAL AUTHORITY



 Areas among 20% least deprived in England  Areas among 20% most deprived in England

## Gini coefficient

**0.35**

This is the Gini coefficient for South Northamptonshire. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

**33:0**

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

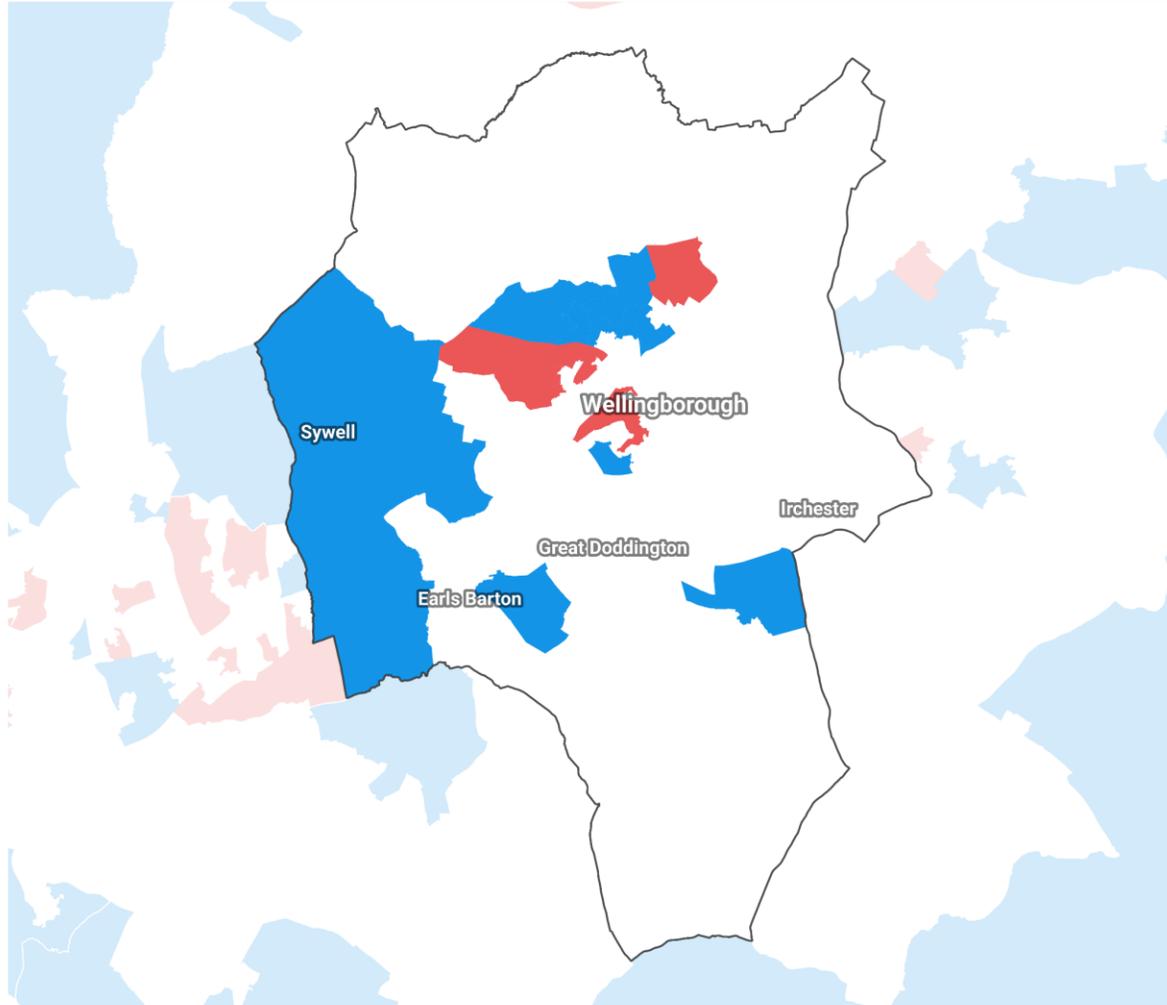
## Spatial concentration

**-0.04**

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.

# WELLINGBOROUGH

LOCAL AUTHORITY



■ Areas among 20% least deprived in England ■ Areas among 20% most deprived in England

## Gini coefficient

# 0.32

This is the Gini coefficient for Wellingborough. It is a measure of household income inequality within the area. The Gini coefficient ranges from **0 (perfect equality)** to **1 (perfect inequality)** so that a higher figure indicates a higher level of inequality.

## Economic imbalance

# 10:7

This is the **20:20 Index**. It is the ratio of small areas (LSOAs) within the Local Authority that are among the 20% least (blue) or 20% most (red) deprived nationally, based on the Income Domain of the 2019 English Indices of Deprivation. It is used here as an indicator of local economic imbalance.

## Spatial concentration

# 0.18

This value (Moran's *I*) tells us how similar or different nearby areas are. Values closer to 1 indicate similar areas are clustered together. In general, values over 0.4 generally indicate that similar areas are significantly clustered.