

# Growth and Infrastructure Overview and Scrutiny Committee



Date of meeting:	11 December 2024
Title of Report:	<b>Plymouth Economic Intelligence and Insight</b>
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Karime Hassan, Interim Strategic Director for Growth
Author:	Anna Peachey
Contact Email:	<a href="mailto:Anna.Peachey@plymouth.gov.uk">Anna.Peachey@plymouth.gov.uk</a>
Your Reference:	Scrutiny Committee
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

To provide an update to members of the scrutiny panel on Plymouth's Inclusive growth data and trends. Members are asked to note the report.

## Recommendations and Reasons

To provide an update on Inclusive growth trends for Plymouth, including key economic metrics linked to Inclusive growth. Members are asked to note the report.

## Alternative options considered and rejected.

1. No Alternative options considered and rejected; this is a paper for noting

## Relevance to the Corporate Plan and/or the Plymouth Plan

Inclusive Growth focuses on fostering economic development that benefits all residents, especially those in underserved or marginalized communities. It aims to create a balanced and sustainable economy where everyone has access to economic opportunities, affordable housing, quality education, healthcare, and secure jobs. Inclusive Growth will directly contribute to the corporative plan objective to drive: Green Investment, Jobs, Skills, and better education.

## Implications for the Medium-Term Financial Plan and Resource Implications:

Inclusive growth requires a balance of public investment and strategic planning to ensure sustainable economic and social benefits for all. By monitoring data, it will support the Council to make informed financial and strategic decisions.

## Financial Risks

None

## Carbon Footprint (Environmental) Implications:

Whilst expanding infrastructure, housing, and services to promote inclusivity can initially raise emissions. Strategic planning, such as environmental impact studies, can help to ensure that growth does not lead to unintended carbon increases.

This report has no negative carbon footprint impacts.

### Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

The data provided includes data on equality and information on gender pay gap.

### Appendices

\*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Plymouth Inclusive Economy Intelligence Insight							

### Background papers:

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

### Sign off:

Fin	N/A	Leg	N/A	Mon Off	NA	HR	N/A	Asset s	N/A	Strat Proc	N/A
Originating Senior Leadership Team member: Karime Hassan											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 29/11/2024											
Cabinet Member approval:											
Date approved: 22/11/2024											

# Plymouth Inclusive Economy Intelligence Insight

Update – December 2024



## Contents

1. Introduction .....	3
2. What are we trying to achieve? .....	3
3. Understanding Deprivation .....	4
4. National Policy Developments .....	6
5. Women in Plymouth's Economy.....	7
6. Disability and Sickness in Plymouth's Economy.....	11

## 1. Introduction

This paper sets out the detailed economic intelligence around the Indices of Multiple Deprivation that Economic Development is particularly concerned with, and a spotlight on data about women in Plymouth's economy.

Inclusive Growth is one of the 4 pillars of the Economic Strategy 2024 – alongside High Value Jobs, Sustainable Growth and Civic Pride and Regeneration.

The Aim of the Strategy is:

**Delivering increased prosperity through sustainable and inclusive growth**

## 2. What are we trying to achieve?

The Economic Strategy presents 16 Aspirations for 2034. They are presented here in a proposed order of priority for inclusive growth.

1. Lift 3000 people out of living in most deprived decile in England
2. Get 5000 people into work (from those economically inactive)
3. Attract or upskill 20,000 people with RQT level 4+ qualifications
4. Help 5000 People achieve their first qualification
5. 1000 new businesses
6. 8000 new jobs
7. Increase the value and number of business investments in Partnerships with arts organisations, museums and libraries, and local communities.
8. Become a net zero carbon city by 2030
9. 5000 new homes
10. 50 vacant buildings back into use
11. £1bn more gross value added
12. Gross value added per job increased from £44,930 to £55,000

### 3. Understanding Deprivation

The Strategy presents the economic intelligence to target our focus on 3 groups

- 28 Lower-super Output areas in the most deprived 10% in England. Home to 46,075 residents (17.6% of the population)
- People with caring responsibilities (baseline of 6700 looking after family and home who are economically inactive in 2023, approximately 90% of whom are women)
- People with Work Limiting Health Challenges (baseline of 15,900 long term sick who are economically inactive in 2023)

Deprivation is measured for each Lower Super Output Area every 5 years using the indices of multiple deprivation. There are 7 domains which are weighted.

Income (22.5%)

Employment (22.5%)

Education (13.5%)

Health (13.5%)

Crime (9.3%)

Barriers to Housing and Services (9.3%)

Living Environment (9.3%)

The Inclusive Economy team is particularly interested in the first two and as a local authority, we have colleagues that we collaborate with on the others, as well as external partners.

The Income Deprivation Domain measures the proportion of the population in an area experiencing deprivation relating to low income. The definition of low income used includes both those people that are out-of-work, and those that are in work but who have low earnings (and who satisfy the respective means tests). This is measured through benefits take up. Sub-domains monitor under 15 year olds and over 60's.

The Employment Deprivation Domain measures the proportion of the working age population in an area involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities. This is also measured through benefits take up – non-overlapping criteria)

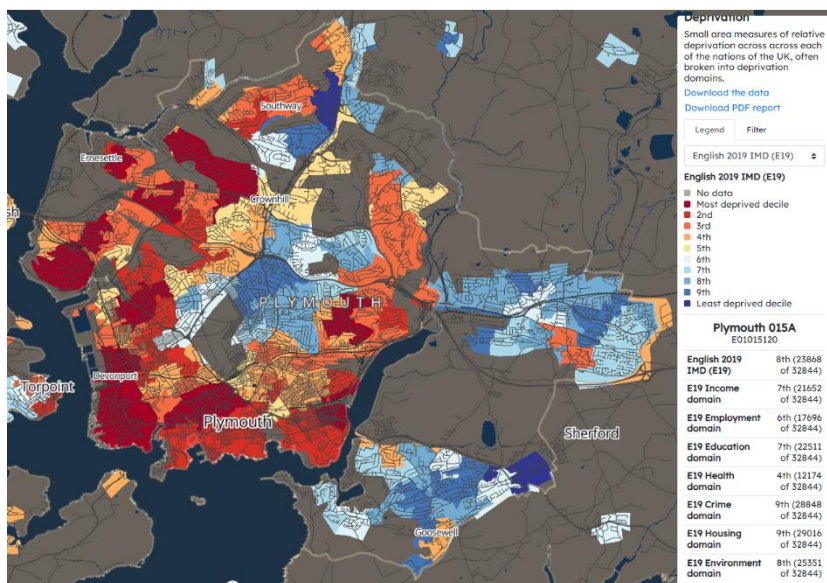


Figure 1. Map of the Indices of Deprivation for Plymouth 2019.

<https://mapmaker.cdrc.ac.uk>

Figure 2. Domain Scores for the 28 Plymouth Neighbourhoods in the most deprived 10% in England

Lower Super Output Area	Plymouth Neighbourhood	Score	Income	Employment	Education, Skills and Training	Health Deprivation and Disability	Crime	Barriers to Housing and Services	Living Environment
Plymouth 029C	Stonehouse	163	1	1	1	1	2	6	5
Plymouth 029B	Stonehouse	321	1	1	1	1	1	6	5
Plymouth 029A	Stonehouse	1384	1	1	2	1	1	6	2
Plymouth 026C	Devonport, Mount Wise & Morice Town	448	1	1	1	1	2	6	6
Plymouth 026A	Devonport, Mount Wise & Morice Town	1196	1	1	2	1	2	6	3
Plymouth 026D	Devonport, Mount Wise & Morice Town	2529	1	1	1	2	1	5	5
Plymouth 026B	Devonport, Mount Wise & Morice Town	2657	2	1	1	1	1	5	5
Plymouth 026E	Devonport, Mount Wise & Morice Town	2847	1	1	1	1	6	5	4
Plymouth 014E	Keyham	1049	1	1	1	1	2	3	9
Plymouth 014B	Keyham	2142	1	1	1	1	3	6	2
Plymouth 013C	North Prospect	1070	1	1	1	1	4	6	3
Plymouth 013D	North Prospect	1590	1	1	1	2	2	4	3
Plymouth 027C	City Centre, Barbican & Sutton Harbour	1229	1	1	1	1	1	6	4
Plymouth 009F	St Budeaux	1379	1	1	1	1	3	7	6
Plymouth 009D	St Budeaux	2943	2	1	2	1	3	7	1
Plymouth 009E	St Budeaux	3208	1	1	1	2	2	4	9

Plymouth 006C	King's Tamerton & West Park	1955	1	1	1	1	3	5	8
Plymouth 006B	King's Tamerton & West Park	2656	2	1	1	1	2	6	6
Plymouth 003C	Tamerton Foliot	2063	1	1	1	1	2	4	8
Plymouth 003A	Tamerton Foliot	3025	2	1	2	1	1	4	5
Plymouth 003B	Tamerton Foliot	3064	2	1	1	1	2	2	6
Plymouth 004C	Ernesettle	2077	1	1	2	1	2	6	7
Plymouth 007A	Honicknowle & Manadon	2190	2	1	2	1	1	6	8
Plymouth 007D	Honicknowle & Manadon	2712	2	1	1	1	1	4	6
Plymouth 028C	Cattedown & Prince Rock	2315	1	1	3	1	1	6	1
Plymouth 021C	Efford, Laira & Crabtree	2491	1	1	2	1	3	7	5
Plymouth 012C	Higher Compton & Eggbuckland	3145	1	1	1	1	3	7	5
Plymouth 020B	Ford & Blockhouse Park	3211	2	1	5	2	1	6	1

#### 4. National Policy Developments

##### **Employment Rights Bill 2024**

The Employment Rights Bill 2024, published on October 10, represents a historic shift in protections for workers and employees.

It introduces enhanced family rights, building on current provisions for **maternity and paternity leave**. Key changes include:

**Maternity Protections:** Pregnant women, those on maternity leave, and those returning to work within six months will gain stronger protections against dismissal, except in specific cases.

**Day-One Rights:** Employees will gain immediate eligibility for paternity leave, unpaid parental leave, and paid bereavement leave, extending current entitlements to cover the death of close relatives.

**Unfair Dismissal Claims:** Employees who take family leave will have stronger rights to claim unfair dismissal post-leave.

These measures aim to provide broader and more immediate support for working families.

In addition, the Bill looks to strengthen **flexible working rights for employees**. Planned reforms include:

Employers will now be required to approve flexible working requests unless it is unreasonable to do so. Refusals must be based on specified grounds, such as additional costs or customer service impacts, and must include written explanations.

This creates a presumption in favour of granting flexible working requests where feasible.

An **Equality Action Plan** is also set to be introduced, the plan requires employers with over 250 employees (excluding public authorities) to publish plans addressing gender inequality. These plans aim to tackle gender pay gaps and support female employees, including those experiencing menopause, promoting inclusivity and diversity in the workforce.

### **Paternity Leave and Pay: Westminster Debate – October 2024**

Called by Shaun Davies MP to debate paternity leave and pay, calling for urgent reform to paternity leave policies.

The debate highlighted the inadequacies of the current system (Currently: For fathers, 2 weeks of statutory paternity leave, paid at £184.03/week or 90% of average weekly earnings, whichever is lower). At present, only one in three fathers claim statutory paternity pay.

It was noted that the UK has the worst paternity pay policy in Europe and the government have been urged to collaborate with businesses to modernise the system.

The proposed reforms aim to; support co-parenting, close the gender pay gap, improve father's mental health and enable mothers to stay in the work force.

### **Case Study – Inspiring Dads** [Inspiring Dads](#)

A company that looks to provide evidence and research to support Working Dads.

**Parental Leave Database** -Using data from over 270 UK organisations identifying organisations going beyond statutory duties to help solve gender inequalities.

Of the 270+ UK organisations:

123 offered Equal Parental Leave

171 offer 6 weeks full pay for Dads (ringfenced, not hidden within Shared Parental Leave)

E.g: **Balfour Beatty**, provides 28 weeks of fullpay maternity/adoption leave, four weeks of full-pay paternity/partners leave, and up to 28 weeks of paid shared parental time to all employees, regardless of when they start.

## 5. Women in Plymouth's Economy

Knowing that income, employment and skills are particularly important to lifting neighbourhoods out of deprivation, there are some clear demographic targets around women and people with disabilities and health conditions. The following section demonstrates areas of difference between men and women's economic activity.

Women have lower incomes for several reasons and these reasons are the same across the UK if not globally however, the proportion of people affected and the scale of the impact in Plymouth tends to be higher:

- The work that they do tends to be lower paid – such as health and education
- Caring responsibilities often force women to leave careers or accept lower-paying roles
- Pay discrimination is still an issue and particularly impacts intersectional communities such as black and disabled women.
- 56,000 women a year are made redundant during or soon after a pregnancy.

### Overall Employment Rate

Plymouth's employment rate for 2023/24 stands at 73%, this below the England average of 75.7% and regional average for the South West of 78.9%. Plymouth is the lowest in the region.

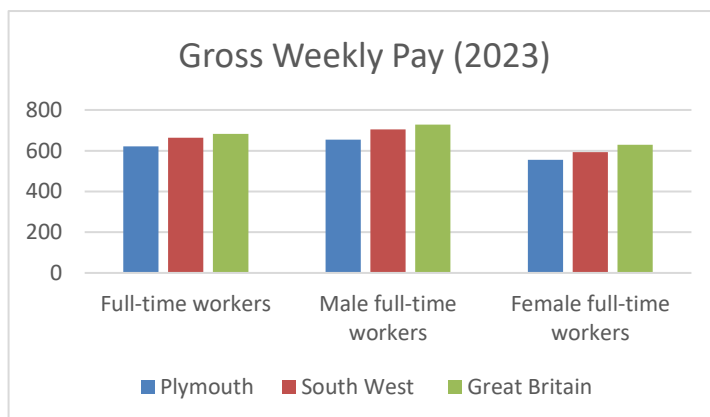
Plymouth's economic activity (those with or currently looking for jobs) varies between female and male populations. For those aged 16 or over, 78.8% of males and 74.2% of females are currently registered as economically active. Females in Plymouth are less likely to be economically active than the regional average of 77.5% respectively.

### Self Employment

Female self employment has tended to be several percentage points lower than the regional figure which in turn is several percentage points lower than the national figure. In Plymouth, it has fluctuated considerably since the pandemic. Currently 3.7% of working-age females are self-employed in Plymouth, this is considerably lower than the average for the South West of 9% and nationally 6.6%.

### Income and Wage disparities

Figure 4 Gross Weekly Pay

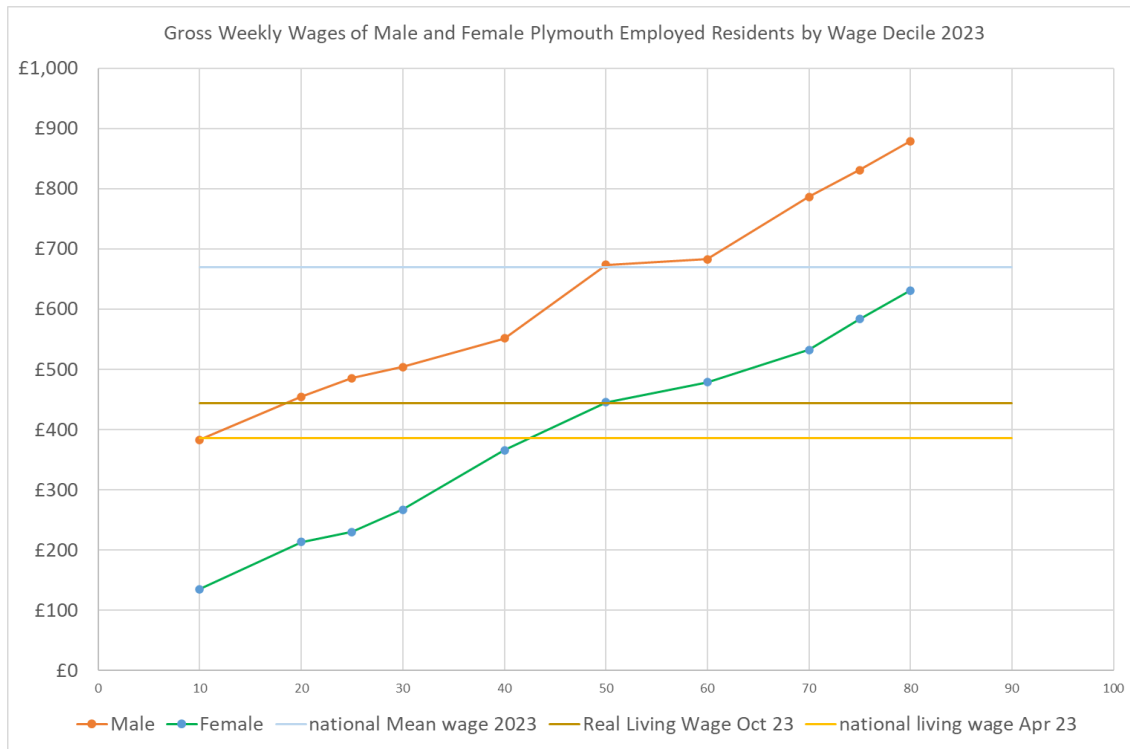


Plymouth's average weekly wage for residents currently stands at £620.5; this is significantly lower than the GB average of £682.60 and the regional average for the South West of £663.70. Full-time male workers earn £653.60 a week on average compared to £555.90 for female workers.

In 2023, weekly pay of the 20% lowest paid workers increased by 4% or less. By contrast, if you were in the top 20% of earners, your pay increased by at least 18.12%.



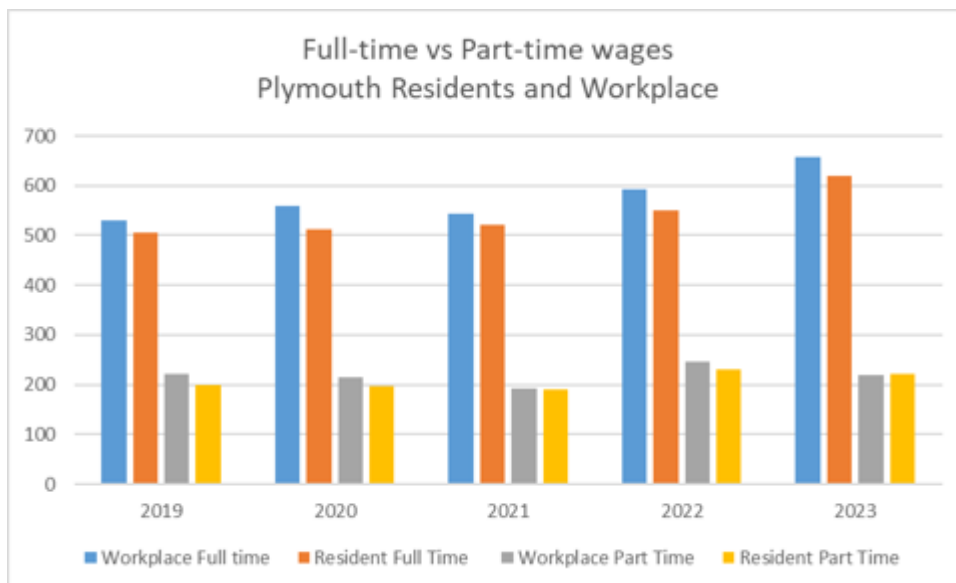
Figure 5. Gross weekly wages by gender



Comparing weekly wages of employed men and women, with benchmarks such as the national mean wage, Real Living Wage and National Living Wage demonstrates that half of employed women in the city do not earn enough to cover their basic living expenses without external support.

Over the last 5 years, Plymouth has seen significant growth in full-time wages both for residents and workers. Part-time wages have not seen significant levels of growth over the same period though.

Figure 6. Full time and part time weekly wages – residents and all workers



Gender Pay Gap

The median hourly pay (excluding overtime) is £16.08 for men and £13.10 for women. This is a gender pay gap of 18.53% compared to 13.1% nationally.

There is considerable difference in female employment rates and pay gap as published in gender pay gap reporting of Plymouth-based employers. The table shows our biggest sectors of manufacturing and health and education, each with 8 large employers based in Plymouth.

Figure 7. Gender Pay Gap Information

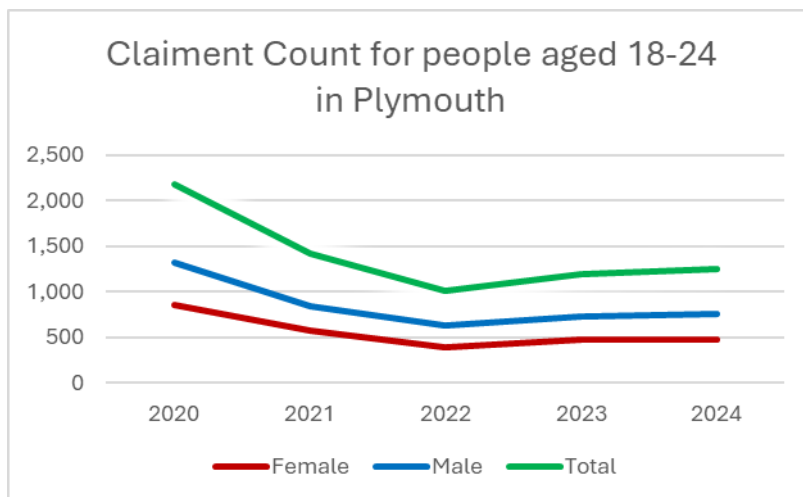
	<b>Female Employment rate</b>	<b>Pay gap</b>
<b>Manufacturers (8)</b>	Average 22% Range 9-35%	Average £6.8 Range -£27 to £19.9
<b>Human Health and Social Work and Education (8)</b>	Average 74% Range 62-89%	Average £10.46 Range -£0.30 to £22.6
30 Plymouth employers above 250 employees	47%	£6.90

Unemployment rate

Unemployment in Plymouth is currently low, at just 3.5% in September. There are consistently fewer 25-50 year old unemployed females than males. Under 25 and over 50, the numbers of males and females are more equal and make up 80% of the total.

Youth Unemployment

Figure 8. Claimant Count



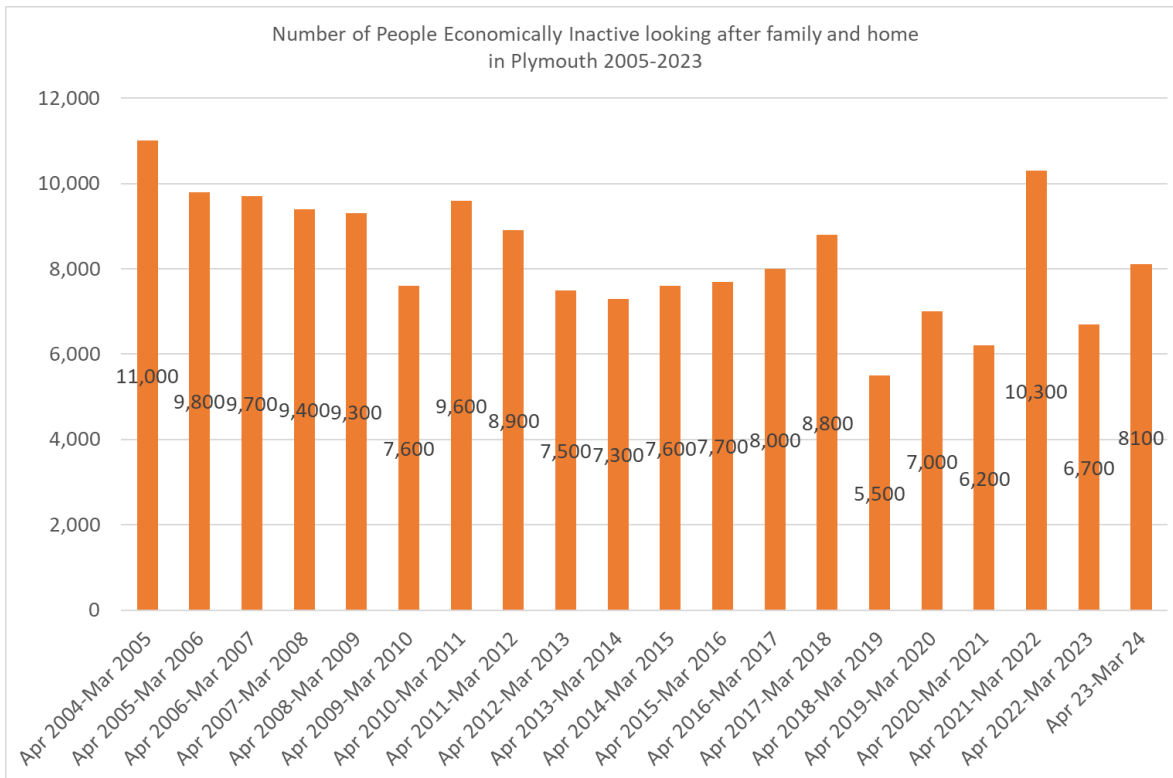
The graph shows the claimant count figures for people aged 18-24 in Plymouth. The graph shows that the numerical number of unemployed females has remained lower than the number of unemployed males for the past 5 years.

The total claimant count decreased from over 2,000 in 2020 to around 1,200 in 2024; showing a decrease in total claimant count numbers of 43%.

Economic Inactivity- Looking after Family and Home

The number of people in Plymouth who are economically inactive due to looking after family and home fluctuates considerably with the changing economy. It tends to be a lower proportion of the working age population compared to Great Britain (3.90% compared to 4.17% respectively in 2023). Census data suggests that this is particularly high in Barne Barton and Devonport (6.6% and 6.9% respectively)

Figure 9. Economically Inactive, looking after family and home



**Education Attainment**

33.4% of Plymouth residents aged 16-64 have qualifications at RQF level 4 and above.; this is lower than both the national average of Great Britain at 47.3% and the South West regional average of 43.8%.

The proportion of residents who hold no qualifications in Plymouth is also higher than the national and regional averages, with Plymouth seeing rates of 9.4%, the South West 5.1% and Great Britain 6.5%. Census data suggests that Ernesettle, North Prospect, Efford and Barne Barton are particularly high (25.6%, 23.6%, 22.9%, 22.8% respectively)

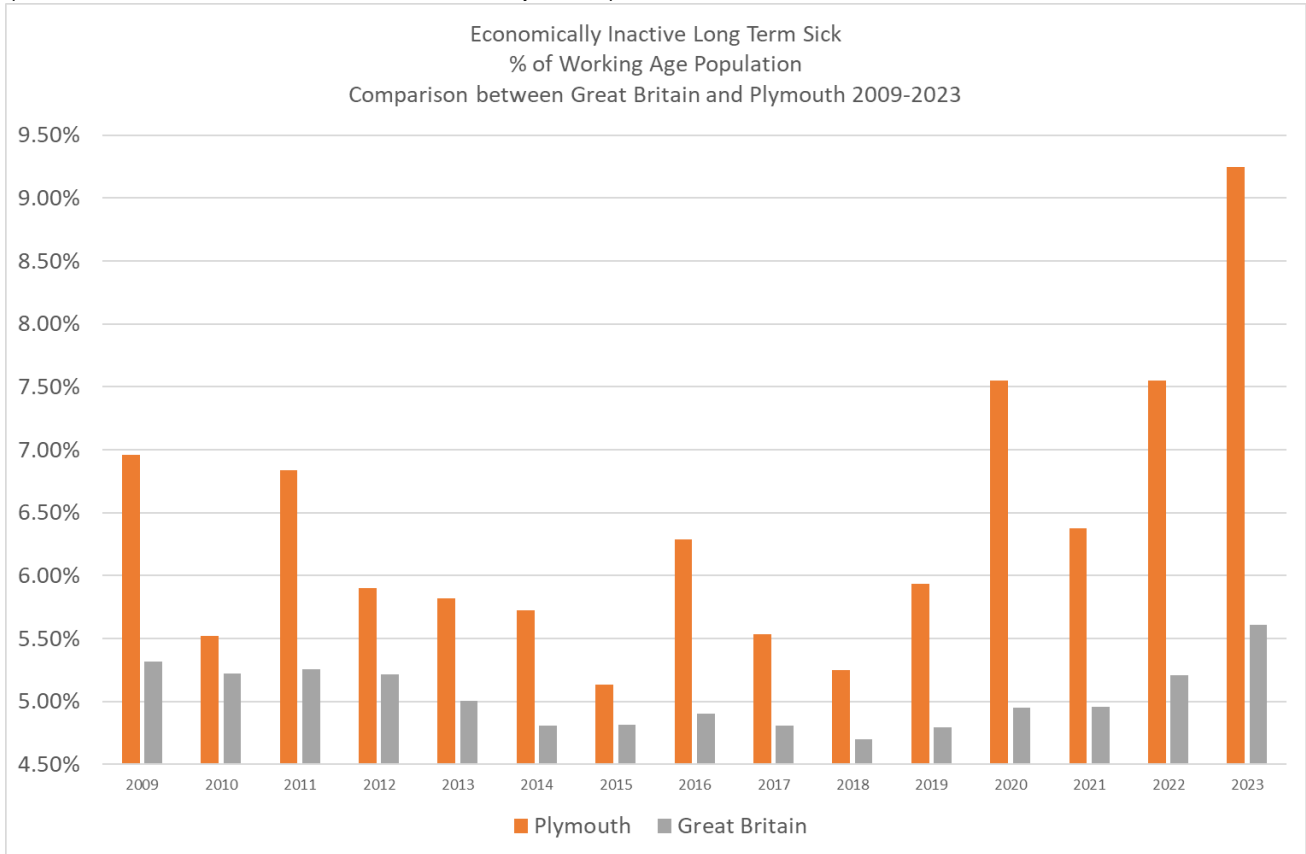
**6. Disability and Sickness in Plymouth’s Economy**

There is less information available for people who are disabled or who have long terms health conditions.

**Economic Inactivity- Long term sickness**

A notable difference between Plymouth and Great Britain is the proportion of the working age population who are economically inactive due to long terms sickness. In 2023 this was 9.24% for Plymouth compared to 5.61% for Great Britain. Census data suggests that this is particularly high in Devonport, Stonehouse and Ernesettle (9.4%, 8.9%, 8.7%)

Figure 10. Economically Inactive, long term sick (note vertical axis starts at 4.5% to aid comparison)



Employment Rate gaps for those with health conditions

B08a - Gap in the employment rate between those with a physical or mental long term health condition (aged 16 to 64) and the overall employment rate is 14.7% in Plymouth compared to 10.7% for England. Plymouth has the biggest gap in the Region.

The percentage of the population with a long term physical or mental health condition who are in employment is in Plymouth 58.8% compared to for England 65.3%. Plymouth is the lowest in the Region.

The gap in employment rate for those of working age who are in contact with secondary mental health services and on the Care Plan approach, is 69.7% for Plymouth compared to 66.1% in England. 7% are in employment compared to 9% nationally.

Sickness Absence

The percentage of working days lost to sickness absence (in the previous week) is low in Plymouth – 0.8 compared to 1.1 nationally. Only Wiltshire had a lower sickness rate in the Region (0.7).

Similarly, only 1.4% of employees had at least one day off in the previous week compared to 2.0% for England

**7. Understanding Lived Experience**

Our 30 Voices videos introduce individuals from a range of protected characteristics narrating their experiences of working in Plymouth.

[30Voices](#)

They are particularly accessible through our Instagram account.

<https://www.instagram.com/plymouthcharter/reel/CvZM7xkgbs0/>