

County Durham

Local Needs Analysis

Produced by Social Value Portal for Durham County Council | April, 2025



Overview & Approach

The following Local Needs Analysis provides insight into the local priorities of County Durham based on statistical indicators, presented in comparison to regional and national comparators. These priorities are aligned to the policies and resources available within the County Durham Council, and it is recommended that they are interpreted alongside the signposted [Durham Insights](#) data.

This alignment has been used to collate a series of recommended TOM System™ Measures that County Durham Council may consider to incorporate into their Core Measure Set. The recommended Measures have been selected in consideration of their relevancy in responding to specific indicators which are performing worse than both the regional and national comparators. This list does not include Measures which are performing poorly in comparison to only one of these wider geographical domains. Therefore, it is recommended that the scoreboards and Durham Insights are also referenced to target additional priority areas.

The recommended TOM System Measures were selected based on data available in February, 2025. As this report is live, the data depicted in the scoreboards may change, however, the recommended Measures will not automatically update. Therefore, it is encouraged that viewers crosscheck the listed priorities with the data in the scoreboards and on Durham Insights.

Caveat: In accordance with government best practices, most statistical data cited in this report is identified within a 95% confidence interval to acknowledge and capture the imprecision caused by the random variation that is inevitable when attempting to draw conclusions about a true population value from a sample of a population. This means that while the data provides a close representation of reality, there may be a range of up to 5% uncertainty. Furthermore, for ease of comparison and consistency in presentation of data across numerous official sources, the midpoint of each confidence interval has been reported throughout this report for each indicator, rather than the full confidence interval. As such, caution should be exercised when comparing County Durham indicators to regional and national averages, especially when values are similar. The figures presented here should not be regarded as final or exhaustive. Additional Measures and priorities may emerge through further analysis, research, or consideration of the project's specific context.

The following Policy documents have been referenced in this report:

[Social Value in Procurement \(2023-25\)](#)

[Inclusive Economic Strategy \(2022-35\)](#)

[Joint Health and Wellbeing Strategy \(2023-28\)](#)

[Climate Emergency Response Plan \(2024-27\)](#)

[Safe Durham Partnership Strategy \(2024-29\)](#)



Work



Relevant priority Outcomes:

Creating local employment opportunities

Providing skills and experience for good work

Creating equal employment opportunities

Developing life and business skills

Pioneering approaches to increasing local skills and employment

Work:
TOM System™ Scoreboard

The following table collates the performance of County Durham in comparison to regional and national averages across various Social Value TOM System™ Measures. Organisations should endeavour to address as many of the listed indicators as possible, however, indicators which are performing poorly compared to either the regional or national average are shown in **darker blue**. This list should not be considered final or completely comprehensive, and additional measures and priorities should be considered depending the context of the project, as well as both the capacity and values of your organisation.

Outcome: Creating local employment opportunities



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT1 No. local people employed	% unemployment rate	3.9%	4.4%	3.8%
	Job density	0.64	0.74	0.88
	% of economically inactive	26%	25.8%	21.2%
	% of claimant count	3.4%	4.1%	4.3%
NT4 NEETs (16-17) employed	% prevalence of NEETs	5.3%	5.2%	5.2%
NT5 Ex-offenders recruited	% of offenders who reoffend	27.9%	28.1%	25%
NT92 Proportion of employees who are women	% of economically inactive - males	20.7%	23.4%	17.6%
	% of economically inactive - females	31.3%	28.1%	24.8%
	% of unemployment rate - males	5.6%	5.1%	3.9%
	% of unemployment rate - females	2%	3.6%	3.7%

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#), features a specific aim and objective to create more jobs for local people.
- (2) Under the ‘More better jobs in an inclusive green economy’ ambition, and throughout the overall report, [the Inclusive Economic Strategy \(2022-35\)](#), is seeking to increase the prevalence of jobs, particularly in growth and major sectors.

Council Resources

[Employability Durham](#)

[DurhamEnable](#)

[DurhamLearn](#)

Work:
TOM System™ Scoreboard

The following table collates the performance of County Durham in comparison to regional and national averages across various Social Value TOM System™ Measures. Organisations should endeavour to address as many of the listed indicators as possible, however, indicators which are performing poorly compared to either the regional or national average are shown in **darker blue**. This list should not be considered final or completely comprehensive, and additional measures and priorities should be considered depending the context of the project, as well as both the capacity and values of your organisation.

Outcome: Creating equal employment opportunities



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT3 Long-term unemployed people recruited	% of economically inactive/looking after home - males	16.2%	9.2%	6.7%
	% of economically inactive/looking after home - females	28%	25%	27.7%
NT6 Disabled individuals recruited	% unemployment of EA core/work-limiting disabled	8.6%	8.8%	6.3%
NT92 Proportion of employees who are women	% of economically inactive - males	20.7%	23.4%	17.6%
	% of economically inactive - females	31.3%	28.1%	24.8%
	% of unemployment rate - males	5.6%	5.1%	3.9%
	% of unemployment rate - females	2%	3.6%	3.7%
NT94 Recruitment programmes for women in place	% of economically inactive/want a job - males	15.5%	19.7%	20%
	% of economically inactive/want a job - females	22.2%	22.6%	17.5%
NT93 Ethnic minority employees	% ethnic minority unemployment	N/A%	9%	6.6%
NT78 Women in leadership	% of female managers, directors and senior officials	5.9%	6.6%	8.7%
NT79 Ethnic minorities in leadership	% of ethnic minority managers, directors and senior	N/A%	6.4%	8.5%

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#), features a specific aim and objective to focus on equality, diversity, and inclusion.
- (2) Under the ambition for 'More and better jobs in an inclusive, green economy', [the Inclusive Economic Strategy \(2022-35\)](#), seeks to ensure that employment opportunities are inclusive, so that the benefits of growth are shared amongst people and places.

Council Resources

[DurhamEnable](#)

[DurhamLearn](#)

Work:
TOM System™ Scoreboard

The following table collates the performance of County Durham in comparison to regional and national averages across various Social Value TOM System™ Measures. Organisations should endeavour to address as many of the listed indicators as possible, however, indicators which are performing poorly compared to either the regional or national average are shown in **darker blue**. This list should not be considered final or completely comprehensive, and additional measures and priorities should be considered depending the context of the project, as well as both the capacity and values of your organisation.

Outcome: Providing skills and experience for good work



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT8 Support for students	% of no GCSE attainment	8.2%	8.5%	6.5%
NT9 Training for new employees	% of no NVQ attainment	7.8%	8.2%	6.4%
NT10 Employment of new apprentices	% of economically active with trade apprenticeships	4.4%	4.2%	2.9%
	% with no qualifications	20.9%	20.3%	18.1%

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#), features a specific aim and objective to support meaningful training and upskilling.
- (2) [The Inclusive Economic Strategy \(2022-35\)](#) the ‘People’ component of the ‘Five Ps’ initiatives supports people into education, training, and jobs to excel in business and their careers. Additionally, the Strategy seeks to provide residents with a better understanding of training and career pathways so that they can gain the skills that local and regional businesses need.
- (3) [The Climate Emergency Response Plan \(2024-27\)](#), outlines a plan to facilitate a green economy by providing green skills development opportunities. This stemmed from resident sentiments that they currently lack the necessary skills and training to work in a greener economy. This is supported by the implementation of educational programs at various levels.

Council Resources

[Employability Durham](#)

[DurhamLearn](#)

[DurhamWorks](#)

Work:
TOM System™ Scoreboard

The following table collates the performance of County Durham in comparison to regional and national averages across various Social Value TOM System™ Measures. Organisations should endeavour to address as many of the listed indicators as possible, however, indicators which are performing poorly compared to either the regional or national average are shown in **darker blue**. This list should not be considered final or completely comprehensive, and additional measures and priorities should be considered depending the context of the project, as well as both the capacity and values of your organisation.

Outcome: Developing skills and experience for future work



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT8 Support for students	% of no GCSE attainment	8.2%	8.5%	6.5%
NT100 Employment taster days (project related, sector or industry)	% of Key Stage 2 meeting reading standards	73%	74%	73%
	% of Key Stage 2 meeting maths standards	72%	74%	73%
NT50 Initiatives to promote local skills and employment	% of primary free school meals	25.4%	24.6%	19.6%
	% of secondary free school meals	21.6%	22.8%	18.5%
	% of SEN free school meals	41.4%	40.6%	35.7%
NT98 Expert curriculum support for universities and colleges	% of level 4 as highest qualification	26.7%	28.6%	33.9%
	% of level 3 as highest qualification	19.9%	18.6%	16.9%
	% with degree or equivalent obtained	25%	28.1%	36.9%
NT99 Students or resident visits	% of students accessing SEN support	15.4%	14.6%	13.6%

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#), features a specific aim and objective to support meaningful training and upskilling.
- (2) [The Inclusive Economic Strategy \(2022-35\)](#), the ‘People’ component of the ‘Five Ps’ initiative is to support people into education, training, and jobs to excel in business and their careers. Additionally, the Strategy seeks to provide residents with a better understanding of training and career pathways so that they can gain the skills that local and regional businesses need.
- (3) [The Climate Emergency Response Plan \(2024-27\)](#), used feedback from the Durham Youth Council to determine that the local authority experiences gaps in climate education, and awareness of ‘green’ career opportunities.

Council Resources

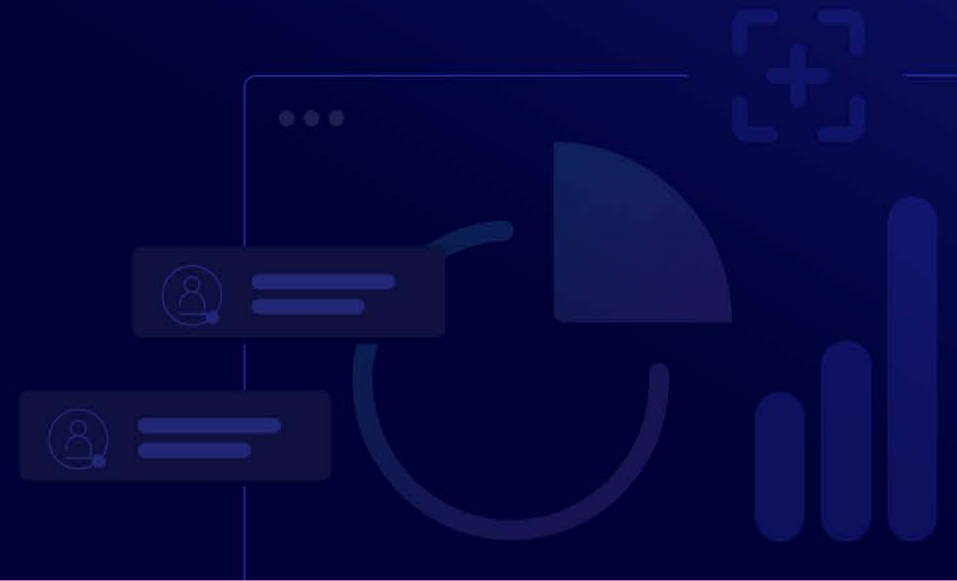
[Employability Durham](#)

[Durham Learn](#)

[DurhamWorks](#)



Economy



Relevant priority Outcomes:

Building diverse and sustainable supply chains

Promoting wellbeing and diversity in the workplace

Promoting ethical procurement

Pioneering approaches to promoting responsible business practices

Promoting a diverse and resilient business community

Promoting fair work

Eradicating bad work in the supply chain

Outcome: Promoting a diverse and resilient business community



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT18 Spend with local companies in the supply chain	% agriculture, forestry & fishing	2.1%	1.2%	1.2%
	% information & communication	1.3%	1.2%	1.2%
	% financial & insurance	0.7%	1.2%	1.2%
	% property	2.1%	2.3%	2.1%
	% professional, scientific & technical	4.2%	5.8%	9.7%
	% business administration & support services	5.3%	6.9%	8.8%
	% public administration & defence	8.5%	7%	4.2%
	% education	11.6%	9.3%	8.3%
	% health	13.8%	16.2%	13.3%
	% arts, entertainment, recreation & other	4.8%	4.7%	4.6%
	% mining, quarrying & utilities	1.6%	1.4%	1.1%
	% manufacturing	12.7%	9.9%	7.3%
	% construction	6.3%	5.1%	4.8%
	% motor trades	1.2%	1.2%	0.5%
	% wholesale	2.1%	1.9%	3.8%
	% retail	8.5%	8.8%	8.2%
	% transport & storage (inc. postal)	6.3%	5.6%	5.1%
	% accommodation & food services	7.4%	7.7%	7.8%

Economy:
TOM System™ Scoreboard

The following table collates the performance of County Durham in comparison to regional and national averages across various Social Value TOM System™ Measures. Organisations should endeavour to address as many of the listed indicators as possible, however, indicators which are performing poorly compared to either the regional or national average are shown in **darker purple**. This list should not be considered final or completely comprehensive, and additional measures and priorities should be considered depending the context of the project, as well as both the capacity and values of your organisation.

Outcome: Building diverse and sustainable supply chains



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT19 Spend with local SMEs in the supply chain	% of micro enterprises	88.3%	87.4%	89.2%
	% of small enterprises	9.7%	10.3%	8.7%

Policy Alignment

- (1) Under the ambition ‘Productivity’, [the Inclusive Economic Strategy \(2022-35\)](#) seeks to support business innovation, growth, and higher levels of infrastructure. The ambition of ‘Promotion’ also seeks to promote the County, assets, and opportunities to businesses, visitors, developers, and residents. The Strategy also highlights the need to encourage the growth of start-ups and small businesses, with one suggested action being the transformation of unused retail units into temporary workspaces.
- (2) [The Climate Emergency Response Plan \(2024-27\)](#) stipulates a need to expand digital accessibility which will be vital to ensuring start-ups and small businesses have the resources and capacity to grow.

Council Resources

[North East Ambition](#)

[Future Business Magnates](#)

[Business Services](#)

Outcome: Developing skills and experience for future work



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT39 staff mental health	% of employed adults accessing mental health services	15%	10%	6%
NT55 Support for common mental health issues	% with self-reported high anxiety	22%	23%	23.3%
	% with self-reported low life satisfaction	3.5%	5.8%	5.6%
NT20 wellbeing access for staff	% of employed adults with long-term health condition	52.6%	57.1%	65.3%

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#) features the objective to prioritise health and wellbeing.

Council Resources

Economy:
TOM System™ Scoreboard

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Outcome: Promoting Fair Work



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT42/107 Real Living Wage employers and Accredited Living Wage employers contracted in supply chain	Median weekly income - resident	£613	£614	£683
	Median weekly income - worker	£600	£608	£684
	% earning below Real Living Wage Foundation rates	17.5%	15.3%	12.5%
NT106 Contributions promoting gender equity	Gross weekly pay - male workers	£633	£638	£730
	Gross weekly pay - female workers	£538	£564	£626

Policy Alignment

(1) [The Inclusive Economic Strategy \(2022-35\)](#) states a need to facilitate better jobs which ensure residents can access work that pays fairly. There is an additional need for jobs to be inclusive, to ensure that the benefits of growth are shared fairly amongst people and places.

Council Resources

[North East Ambition](#)

[Future Business Magnates](#)



Community



Relevant priority Outcomes:

Building resilient communities

Building community wellbeing

Pioneering approaches to building resilient communities

Community:
TOM System™ Scoreboard

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Outcome: Building community wellbeing



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT26 Support for community health or wellbeing interventions	Mortality rate from preventable causes per 100,000	195.3	204.5	153
	% of obese or overweight adults	77.7%	70.2%	64%
	% of physically inactive adults	28.4%	26.7%	22.6%
	Alcohol-related admissions per 100,000	600.2	701.9	474.6
	% of smoking prevalence	11.7%	11%	11.6%
	Mental health admissions of under 18 per 100,000	135.6	98.8	80.8
	% of adults who feel lonely	19.4%	22.7%	22.3%
NT25 Support for initiatives to tackle homelessness	Households in temporary accommodation per 1,000	0.3	0.6	4.2
	Children in care per 10,000	99	110	70
NT63 Support for rough sleepers	Rough sleepers per 100,000	2.1	3.3	6.8

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#) features the objectives to ‘prioritise health and wellbeing’, ‘help communities, groups and charities’, and ‘focus on equality, diversity and inclusion’.
- (2) [The Joint Local Health and Wellbeing Strategy \(2023-28\)](#) is a robust and all-encompassing strategy, featuring themes of whole-life care, tackling health inequalities, and improving accessibility to support. The key focus areas listed include smoking, alcohol, obesity in children, and mental health. The Wellbeing Principle 1 of ‘People and Places’ suggests a person-centred approach to empowering communities and building upon assets, whilst the Wellbeing Principle 2 of ‘Supporting Systems’ suggests the need for a collaborative approach to delivering targeted healthcare.
- (3) [The Climate Emergency Response Plan \(2024-27\)](#) seeks to improve the natural environment to encourage flow on health and wellbeing effects. Additionally, it is also seeking to improve food stability to ensure that healthy food is accessible and sustainable to all.

Council Resources

- [Durham Community Action](#)
- [Point North Community Foundation](#)
- [Children and Young People Service](#)
- [The Durham Together Partnership](#)

Community:
TOM System™ Scoreboard

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Outcome: Building resilient communities



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT24 Support for community initiatives to reduce crime	Violence offences per 1,000	39.9	41.5	34.4
	Sexual offences per 1,000	3.4	3.6	3
	First time offenders per 100,000	155.6	173.4	165.7
	All crime rate per 1,000	92.7	102.9	80.8

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#) features the objective to help communities.
- (2) [The Safe Durham Partnership Strategy \(2024-29\)](#) establishes a comprehensive approach to ensuring local safety and cohesion. The three priorities include 'anti-social behaviour, hate crime, sexual violence, and other violent crime. The Strategy seeks to empower locals to understand their rights and have confidence in the system, whilst also seeking ways to support crime prevention.

Council Resources

[Children and Young People Service](#)



Planet



Relevant priority Outcomes:

Restoring our climate and improving air quality through energy

Restoring our climate and improving air quality through offsetting

Protecting and restoring biodiversity and ecosystems

Transitioning to a regenerative economy

Pioneering approaches to safeguarding the planet

Restoring our climate and improving air quality through transport

Promoting environmentally sustainable procurement

Stewardship of water and marine resources

Managing waste sustainably

Planet:
TOM System™ Scoreboard

The following table collates the performance of County Durham in comparison to regional and national averages across various Social Value TOM System™ Measures. Organisations should endeavour to address as many of the listed indicators as possible, however, indicators which are performing poorly compared to either the regional or national average are shown in **darker green**. This list should not be considered final or completely comprehensive, and additional measures and priorities should be considered depending the context of the project, as well as both the capacity and values of your organisation.

Outcome: Restoring our climate and improving air quality through decarbonisation



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT31/ NT31a Scope 1,2&3 CO2e	CO2 tonnes per person	4	4.4	4.3

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#), seeks to reduce the impact on the environment.
- (2) [The Inclusive Economic Strategy \(2022-35\)](#) is aiming towards net zero carbon by 2045, this also includes equipping businesses with the tools to transition to net zero.
- (3) [The Climate Emergency Response Plan \(2024-27\)](#) is aiming for the Council to reach net zero emissions by 2030, as well as to cut exposure to the most harmful air pollutants to human health by 35% by 2040. The Plan calls for greater uptake of renewable energy sources, provision of ultra-low carbon transport, and offsetting residual carbon emissions through the natural environment. The Plan's principles also seek to ensure that the transition is sustainable and inclusive for everyone, but also that the green economy is a pivotal consideration in local infrastructure and development.

Council Resources

[Climate County Durham](#)

Outcome: Managing waste sustainably



[Click to view relevant Durham Insights](#)

NT Reference	Indicator	County Durham	North East	England
NT72 Hard-to-recycle waste diverted from landfill/incineration	Residual household waste	565.2kg	596.3kg	508.8kg
	% of household waste sent for reuse/recycling/composting	37.1%	31.2%	41.7%
	% of municipal waste sent to landfill	9.6%	11.5%	7.3%

Policy Alignment

- (1) [Social Value in Procurement \(2023-25\)](#), seeks to reduce the impact on the environment.
- (2) [The Climate Emergency Response Plan \(2024-27\)](#) is encouraging a circular economy to ensure almost all waste is reused or recycled, with only a minimum amount sent for disposal.

Council Resources

[Climate County Durham](#)

The following table collates the performance of County Durham in comparison to regional and national averages across various Social Value TOM System™ Measures. Organisations should endeavour to address as many of the listed indicators as possible, however, indicators which are performing poorly compared to either the regional or national average are shown in **darker green**. This list should not be considered final or completely comprehensive, and additional measures and priorities should be considered depending the context of the project, as well as both the capacity and values of your organisation.

Outcome: Restoring our climate and improving air quality through transport



[Click to view relevant Durham Insights](#)

NT Reference	Indicator
NT32/33 Reductions in car miles from a green transport programme / miles using Zero Emission Vehicles	Average time to reach 8 key services by car
	Average time to reach 8 key services by bike
	Average time to reach 8 key services by public transport
	Average time to reach 8 key services by walking

County Durham
11.5
19.9
19.1
38.4

Policy Alignment

(1) [The Climate Emergency Response Plan \(2024-27\)](#), states that all of County Durham’s transport will be ultra-low carbon and everyone will have access to safe and reliable public transport, while cycling and walking by choice whenever possible. Principle 2 of the Plan also seeks to ensure sustainability and climate change are key considerations in transport infrastructure development.

Council Resources

[Climate County Durham](#)

Outcome: Restoring our climate and improving air quality through energy



[Click to view relevant Durham Insights](#)

NT Reference	Indicator
NT82 Energy efficiency measures	Total renewable electricity generation sites

County Durham
Increasing

Policy Alignment

(1) [The Climate Emergency Response Plan \(2024-27\)](#), states that all the energy used in the County will be generated from renewable sources, including the way energy efficient buildings are heated.

Council Resources

[Climate County Durham](#)

Recommended TOMs



Recommended TOMs for County Durham

The following list has been curated to reflect Measures with indicators that are performing worse than both the North East and England comparators. It does not recognise indicators that are only performing worse than one of these geographical levels. It is recommended that whilst these Measures are prioritised, the scoreboards should be referenced to also target other areas of potential concern. This list excludes Measures with incomparable datasets (i.e. indicators with raw figures rather than percentages). **The recommendations are based on data collected in February, 2025.**

Work

(Employment) NT references with indicators performing worse than <u>both</u> the regional and national average										
NT1	NT4	NT5	NT92	NT3	NT6	NT92	NT94	NT93	NT78	NT79
✓			✓				✓		✓	
There is a high percentage of economically inactive males looking after home, and a low prevalence of economically inactive males who want a job. County Durham also includes a high percentage of economically inactive females, in addition to a poor percentage of females in leadership roles. NT 93 and 79 have also been signposted because whilst there is no data available for County Durham, it is evident that the relevant datasets feature a regional average which is higher than the England average.										
(Education) NT references with indicators performing worse than <u>both</u> the regional and national average										
NT8	NT9	NT10	NT100	NT50	NT98	NT99				
		✓	✓	✓	✓	✓				
In regards to adult learning, a large percentage of County Durham's residents do not have any qualifications, and there is a lower prevalence of Level 4 and degree or equivalent qualifications. For more foundational levels, there is a poor level of Key Stage 2 meeting maths standards, a high percentage of primary school and SEN school pupils eligible for and claiming free school meals, and a greater prevalence of students accessing SEN support.										

Economy

NT references with indicators performing worse than <u>both</u> the regional and national average					
NT19	NT39	NT55	NT20	NT42/107	NT106
	✓		✓	✓	✓
County Durham features a high percentage of adults accessing mental health services, contrastingly, there is a poor prevalence of residents with long-term health conditions in employment. Accessibility to income is evidently a priority, as the median weekly income for both residents, workers, and broken down by gender are all performing poorly. Additionally, there is a high percentage of residents earning below Real Living Wage Foundation rates.					

Community

NT references with indicators performing worse than <u>both</u> the regional and national average			
NT26	NT25	NT63	NT24
✓			
Health is a priority area for County Durham, as the percentage of overweight/obese adults, physically inactive adults, smoking prevalence, and mental health admissions of under 18s are all performing poorly to regional and national comparators.			

Planet

NT references with indicators performing worse than <u>both</u> the regional and national average			
NT31/31a	NT72	NT32/33	NT116
✓	✓	✓	✓
Whilst Planet indicators for County Durham are performing well, it is recommended that as many Planet NT references are utilised as possible.			

Appendix



Appendix: Source Guidance

Outcome: Creating local employment opportunities

Unemployment rate - aged 16+	ONS Annual Population Survey	The Annual Population Survey (APS) defines unemployment as people without a job who have been actively seeking work within the last four weeks and are available to start work within the next two weeks. A lower unemployment rate suggests that economic participation is high, therefore, recruitment practices may require more concentrated efforts. However, the unemployment rate should always be caveatted by indicators examining economic inactivity, as the unemployment rate may not capture all people who are out of work. A higher unemployment rate suggests that employment-related initiatives would be well received in a community, or that upskilling employees to improve employment prospects would be beneficial.
Unemployment rate - male & female	ONS Annual Population Survey	Understanding the unemployment rate by gender better contextualises discussions around gender in workplace practices. Significant disparities suggest that more inclusive hiring practices for individuals in the disadvantaged gender category would be beneficial to the local community. A higher economic participation of males compared to females is quite common, therefore, significant discrepancies should be approached with flexible working arrangements that are shown to remove employment barriers for women, particularly mothers or women returning to work after long periods of unemployment.
Job density	ONS Claimant Count	The ONS defines job density as the total number of filled jobs in an area divided by the resident population of working age in that area. A job density below 1 indicates that there are less jobs than working age residents. This can often indicate outcommuting, barriers to employment or a skills mismatch when interpreted alongside other employment indicators such as inactivity or qualification levels. This figure should be considered in context of local employment profiles, as it indicates a ratio of residents to jobs and does not indicate if jobs are actually being filled by local residents.
Economically inactive - aged 16-64	ONS Annual Population Survey	The Annual Population Survey (APS) defines economic inactivity as the percentage of people who are not in employment and have not been seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks. These individuals typically fall into the categories of students, people looking after family and home, long-term sick and disabled, temporarily sick and disabled, retired people and discouraged workers. They are not counted in the unemployment rate. A higher percentage of economically inactive may suggest a need for more incentivising and flexible working arrangements.
Population who are claimants - aged 16+	ONS Claimant Count	Percentage of claimants refers to the percentage of individuals claiming employment-related benefits. This figure combines the number of people claiming Jobseeker's Allowance (JSA) plus National Insurance credits, along with the number of people receiving Universal Credit primarily for the reason of being unemployed. Long-term, stable and inclusive employment opportunities support the reduction of this figure, which ultimately alleviates pressure from local services and supports individuals to live more independently.
Offenders who re-offend - all ages	Ministry of Justice	The percentage of offenders who reoffend is included in this dataset as it is statistically validated that ex-offenders with long-term, stable employment opportunities are less likely to reoffend. This supports a reduction of crime in the community, promotes a stronger and more cohesive community, and alleviates the financial burden of offenders on the social and justice systems.

Outcome: Creating equal employment opportunities

Economically inactive looking after family/home	ONS Annual Population Survey	Economically inactive due to looking after family or home contextualises the demographic of the local workforce and the common family structures. A higher rate looking after family or home may suggest a need for more flexible working arrangements for parents. It is common for a discrepancy to occur between males and females, however, organisations should try to ensure that paternal leave entitlements are available and appropriate for all genders.
Unemployment rate EA core or work-limiting disabled - aged 16-64	ONS Annual Population Survey	'EA core' refers to individuals who are classified as 'disabled' under the Equality Act. This indicator highlights the local level of difficulty for people from disadvantaged backgrounds to access employment. A higher EA core or work-limiting disabled unemployment rate, particularly in context of a relatively lower general local unemployment rate, suggests suggests a need for more inclusive hiring practices, and organisations should consider what reasonable adjustments they can accommodate to improve accessibility to employment within their organisation.
Unemployment rate of ethnic minorities	ONS Annual Population Survey	The ethnic minority unemployment rate assesses the accessibility to employment for people from all ethnic groups except the White British group, and is best interpreted in conjunction with the 'population by ethnicity' graph. Areas experiencing higher rates of this form of unemployment suggest a need for more inclusive hiring practices, and organisations should always endeavour to provide robust EDI training for all staff regardless of the indicator findings.
Percentage employed as managers, directors and senior officials - aged 16+	ONS Annual Population Survey	The percentage employed as managers, directors and senior officials depicts the percentage of the local population employed in more senior roles. This dataset can be impacted by external factors, such as job density, prevalence of enterprises in the local area, and accessibility to education. This indicator has been specifically included to determine the disparity between males and females for advancing into senior roles. Note, this indicator represents the types of roles held by residents, these roles may not necessarily be within the local authority area. Organisations should respond to this dataset by ensuring leadership roles are evenly distributed between males and females, and that growth opportunities for existing employees are provided.

Appendix: Source Guidance

Outcome: Providing skills and experience for good work

Percentage with no qualifications (GCSE) - aged 16-64	ONS Annual Population Survey	The General Certificate of Secondary Education (GCSE) is a qualification achieved at Secondary education or local Further Education (FE) college for pupils aged 14-16 years old, which enables them to proceed to A-level or equivalent. This indicator is depicting the percentage of the population classified as not having a qualification who also have not attained their GCSE. Organisations should respond by providing opportunities to NEETs, collaborating with local schools to provide employment pathways, and support the upskilling of their existing workforce.
Percentage with no qualifications (NVQ) - aged 16-64	ONS Annual Population Survey	An NVQ is a work-based qualification achieved through assessments and training that recognises the skills and knowledge a person needs for a job. An NVQ level can be equated with another qualification, e.g NVQ level 3 is equivalent to 2 or more A-Levels. This indicator is depicting the percentage of the population classified as not having a qualification who also have not attained an NVQ. Organisations should respond by providing opportunities to NEETs, collaborating with local schools to provide employment pathways, and support the upskilling of their existing workforce.
Economically active with Trade Apprenticeships - aged 16-64	ONS Annual Population Survey	The percentage of those economically active with trade apprenticeships refers to those in the local area who are working under an apprenticeship scheme at point of collection. A higher figure suggests a higher number of people in a trade apprenticeship scheme. Trade apprenticeships are particularly valuable for youth, school leavers, and individuals from disadvantaged backgrounds as those without qualifications have an opportunity to work towards a recognised qualification whilst still maintaining an income.
Percentage without any qualifications	ONS Census 2021	The percentage without any qualifications signposts a lack of educational opportunity or uptake within a local area. A higher percentage without any qualifications should be interpreted as a need for more upskilling opportunities, apprenticeship schemes, or education-based initiatives. Workforces with higher education attainment maintain a higher level of competitiveness in the job market.

Outcome: Providing skills and experience for future work

Percentage of Key Stage 2 children reaching standards - aged 10-11	Fingertips	The percentage of children who reach the expected standard refers to reading, mathematics, punctuation and spelling achievement in the national curriculum tests at the end of their time in primary school (typically aged 10-11). Foundation-level education is integral to improving education and employment outcomes later on. Therefore, organisations should consider what resources or experiences they could provide at a foundation-level to improve these figures.
Percentage of Key Stage 1 meeting standards - aged 6-7	Fingertips	Key Stage 1 refers to children aged 6-7, and expected standard is a level of average achievement that children should be achieving or exceeding. Foundation-level education is integral to improving education and employment outcomes later on in life. Therefore, organisations should consider what resources or experiences they could provide at a foundation-level to improve these figures.
Percentage of school pupils eligible for and claiming free school meals	Department for Education	The percentage of free school meals (FSM) by education level refers to the number of state-funded school pupils known to be eligible for and claiming free school meals, shown as a percentage of the number of pupils on school rolls. Entitlement to free school meals is determined by the receipt of income-related benefits. Foundation-level education and healthy eating are integral to improving education and employment outcomes later on in life. A higher percentage of FSM claimed should be analysed alongside income datasets and deprivation indicators, and initiatives around supporting curriculum development, and providing resources or employment opportunities should be considered.
Highest level of qualification: Entry level & 1, 2, 3 & 4	ONS Census 2021	The UK has various qualification levels, starting from entry-level and then increasing from Level 1 to 8. This report only contains up to Level 4. Organisations should always seek to support staff upskilling as well as the upskilling of the future local workforce. Further guidance on what qualifications equate each level can be found here: https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels
Percentage with a degree or equivalent qualification	ONS Annual Population Survey	The percentage of people with a degree or equivalent identifies the percentage of the local population who are accessing and successfully completing higher levels of education. A higher percentage may suggest a highly skilled workforce, whilst a lower percentage may indicate high barriers to entry, a lower-skilled workforce, or brain drain. Organisations should use this graph to inform collaboration with local universities, particularly for providing content support, work experience, or employment pathways.
Percentage of pupils receiving Special Educational Needs support	Department for Education	Special Educational Needs (SEN) refers to support that is additional to, or different from, the support generally made for other children of the same age in schools. It is provided to pupils who are identified as having a learning difficulty or a disability that requires extra or different help to that normally provided as part of the school's usual curriculum offer. A higher percentage of pupils receiving SEN support may suggest a strain on local education resourcing, highlighting the importance of improving well-being in the community, and also a need for more inclusive employment opportunities for people living with EA core or work-limiting disabilities in the local area.

Appendix: Source Guidance

Outcome: Promoting a diverse and resilient business community

Business Register and Employment Register	NOMIS Business Register and Employment Survey	The Business Register and Employment Survey (BRES) publishes employee and employment estimates at detailed geographical and industrial levels. This graph depicts the percentage employed within each industry in the local area, for example, 10% 'Construction' identifies 10% of the local population works in the construction industry (People-centric). This graph should be used to understand what the predominant local skills are based on industry type.
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Outcome: Building diverse and sustainable supply chains

Percentage of enterprises by size	Inter Departmental Business Register (IDBR)	The percentage and total number of enterprises by employment size showcase show the percentage and business count of local businesses based on their size. They better contextualise the number and percentage of SMEs operating in the local area. Organisations should use this information to support in developing a local business network which provides mentorship opportunities for entrepreneurs and SMEs looking to grow their business.
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Outcome: Developing skills and experience for future work

Proportion of Adults in Contact with Secondary Mental Health Services in Employment	Fingertips	This measure shows the percentage of adults receiving secondary mental health services in paid employment at the time of their most recent assessment, formal review, or other multi disciplinary care planning meeting. Organisations should encourage individuals struggling with mental health issues to access secondary services, whilst also providing the appropriate working environment to accommodate those with mental health issues. More inclusive hiring practices, EDI training and workplace wellbeing initiatives would be beneficial to making local employment more accessible and stable.
Self-reported wellbeing: people with a high anxiety score - aged 16+	ONS Annual Personal well-being estimates	Self-reported wellbeing: high anxiety is based on survey respondents rating their anxiety from the day before as a 6-10 (on a 10-point scale). Anxiety can present many employment challenges, particularly in maintaining a positive wellbeing. Poorer findings suggest that organisations should consider what wellbeing and wellness initiatives they can offer in the local workforce to improve the employment conditions for staff struggling with anxiety. It also may provide direction for local VCSE sector organisations which could be consulted with or supported to deliver Social Value ambitions.
Self-reported wellbeing: people with a low life satisfaction score - aged 16+	ONS Annual Personal well-being estimates	Self-reported wellbeing: low life satisfaction is based on survey respondents rating their anxiety from the day before as a 0-6 (on a 10-point scale). Low life satisfaction can have negative implications on employment performance. Poorer findings suggest that organisations should consider what wellbeing and wellness initiatives they can offer in the local workforce to improve the employment conditions for staff struggling with anxiety. It also may provide direction for local VCSE sector organisations which could be consulted with or supported to deliver Social Value ambitions.
Population with Physical or Mental Long-Term Health Condition in Employment	Fingertips	This graph refers to the percentage of respondents in the Annual Population Survey who have a physical or mental long term health condition who are classified as employed. A higher percentage suggests that organisations should be aware that there is likely a higher percentage of the workforce experiencing physical or mental long-term health conditions who may benefit from flexible working arrangements or wellbeing initiatives. A lower percentage may suggest that there are employment barriers for people living with physical or mental long term health conditions, and more inclusive hiring practices, EDI training and workplace wellbeing initiatives would be beneficial to making local employment more accessible and stable.

Outcome: Promoting fair work

Median weely pay: full-time workers (workplace)	Annual Survey of Hours and Earnings	The median weekly pay: workplace refers to the average weekly income of people who work in the local area, this includes individuals who may not necessarily live in the area. A large discrepancy between workplace and residents could suggest that either individuals are commuting into the local area for higher wages, or braindrain of skilled workers to other areas with higher pay or a greater job density may be occurring.
Median weely pay: full-time workers (residents)	Annual Survey of Hours and Earnings	The median weekly pay: residents refers to the average weekly income of people who live in the local area, this includes individuals who may not necessarily work in the area. A large discrepancy between workplace and residents could suggest that either individuals are commuting into the local area for higher wages, or skilled residents are commuting out of the local authority area to other areas for various factors, such as higher pay.
Residents Earning Below Living Wage Foundation Rates	ONS	The Living Wage Foundation is a campaigning organisation in the United Kingdom which aims to persuade employers to pay a living wage. The Living Wage Foundation uses a public consultation method called the Minimum Income Standard (MIS) to identify what people need to be able to afford as a minimum. This information is then used to calculate what someone needs to earn as a full-time salary, which is converted to an hourly rate. A higher percentage of individuals earning less than the Living Wage Foundation rates suggests unsustainable income levels and may have flow on effects for poor education, health, crime, and homelessness. Organisations should seek to pay a liveable wage and gain accreditation as a responsible employer.

Appendix: Source Guidance

Outcome: Building community wellbeing

Mortality rate from preventable causes - aged <75	Office for Health Improvement and Disparities	Mortality from causes considered preventable calculates the age-standardised mortality rate from causes considered preventable, per 100,000 population, in those aged under 75 years. Poor performance indicates that health is likely a key priority from the area, and organisations should prioritise wellbeing initiatives for both their internal workforce and local community.
Percentage of overweight or obese adults - aged 18+	Office for Health Improvement and Disparities	Based on the Active Lives Adult Survey, Sport England, the percentage of adults classified as overweight or obese refers to those with a BMI greater than or equal to 25kg/m. Obesity has a ripple effect on overall health and can place unnecessary pressure upon local medical services. Organisations should seek to ensure that their workforce maintain a fit and healthy lifestyle to prolong life expectancy and wellbeing, subsequently improving employment performance.
Percentage of physically inactive adults - aged 19+	Office for Health Improvement and Disparities	Physically inactive adults captures the number of survey respondents aged 19 and over, doing less than 30-minute moderate intensity equivalent (MIE) of physical activity per week. Physical inactivity can often occur due to demanding lifestyles and work commitments. Therefore, organisations should endeavour to foster a working environment where staff can prioritise their health, barriers to physical activity are decreased, and community-wide physical activity initiatives are supported.
Admission episodes for alcohol-related conditions - all ages	NHS Digital - Hospital Episode Statistics (HES) & ONS	Alcohol-related admission episodes refers to hospital admissions where the primary diagnosis is an alcohol-attributable code or a secondary diagnosis is an alcohol-attributable external cause code. Alcohol-related hospital admissions are a way of understanding the impact of alcohol and addiction on the health of a population. Whilst organisations should discourage their staff from unhealthy lifestyle habits, organisations may also be inspired to allocate funding or support to local community groups which support recovery.
Smoking Prevalence in adults - aged 18+	ONS Annual Population Survey	Smoking prevalence in adults is measured based on the Annual Population Survey (APS) where respondents selected that they currently smoke. Smoking prevalence is a way of understanding the impact of smoking and addiction on the health of a population. Whilst organisations should discourage their staff from unhealthy lifestyle habits, organisations may also be inspired to allocate funding or support to local community groups which support recovery.
Hospital admissions for mental health conditions - aged <18	Office for Health Improvement and Disparities	Hospital admissions for mental health conditions calculates the inpatient admission rate for mental health disorders per 100,000 population for individuals aged 0-17 years. The impact of mental health conditions on youth can lead to poorer educational attainment or employment outcomes. Organisations should interpret poor performance as a local need for better support networks, better local services, and more inclusive hiring practices.
Percentage of adults who feel lonely often / always or some of the time - aged 16+	Office for Health Improvement and Disparities	Adults who feel lonely often, always or some of the time is based on the Active Lives Adult survey (Sports England) respondents rating their level of social isolation. Isolated individuals have an elevated risk of poorer mental health, physical health, and self-confidence issues. They may also lack a stable or present support system. Organisations should address higher levels of social isolation by encouraging staff bonding exercises, providing mental health resources/support, and supporting local VCSE organisations or initiatives which aim to overcome social isolation.
Households in temporary accommodation	Ministry of Housing, Communities & Local Government	Temporary accommodation is housing offered by local authorities to those who are homeless. It could be a room in a shared private house, private accommodation, social housing, a hostel, hotel, B&B or refuge with support. Organisations should respond to poor performance by reviewing their employee level of income, providing employment opportunities to disadvantaged or long-term unemployed individuals when possible and appropriate, and by supporting local VCSE community groups which seek to reduce and prevent individuals from experiencing homelessness.
Children in care	Fingertips	A child in care, also known as a looked after child, is a child who is in the care of their local authority for more than 24 hours. At age 18, children in care become reclassified as 'care leavers' and often experience high barriers to education and employment entry. Organisations should respond to higher rates of children in care by collaborating with local schools to provide resources or employment pathways for students who are or have been categorised as a child in care.
Homelessness - rate of rough sleepers	Ministry of Housing, Communities & Local Government	Rough sleeping refers to the practice of sleeping without adequate shelter, typically on the streets of a town or city. Permanent displacement can have significant health and wellbeing implications, and also makes it significantly harder to find and maintain stable employment. Organisations should respond to the findings by supporting relevant VCSE community groups, ensuring staff are well paid, and targeting volunteering initiatives to rough-sleeping specific causes.

Appendix: Source Guidance

Outcome: Building resilient communities

Violent crime - violence offences	Home Office	Violence offences is determined by the OHID's Population Analysis Team using Home Office crime data and ONS population data. It refers to the number of violence against the person crimes per 1,000 population. This indicator helps to contextualise the types of crime occurring in the area. Organisations should respond by implementing appropriate safety measures for staff, supporting community events to promote cohesion, and providing stable employment opportunities to individuals at risk of committing crime (ie, long-term unemployed, ex-offenders, etc).
Violent crime - sexual offences	Home Office	Sexual offences is determined by the OHID's Population Analysis Team using Home Office crime data and ONS population data. It refers to the number of crimes of a sexual nature per 1,000 population. This indicator helps to contextualise the types of crime occurring in the area. Organisations should respond by implementing appropriate safety measures for staff, supporting community events to promote cohesion, and providing stable employment opportunities to individuals at risk of committing crime (ie, long-term unemployed, ex-offenders, etc). Organisations may also consider providing educational and awareness opportunities regarding the identification and prevention of sexual harassment.
First time offenders	Office for Health Improvement and Disparities	First time offenders measures the rate of first time offenders based on Police National Computer crime data. Poor performance may suggest that recent financial pressures, such as cost of living or employment accessibility, may be a contributing factor to an increase. Organisations should consider the provision of employment or training opportunities to ex-offenders or individuals at risk of re-offending to discourage the likelihood of re-offence, in addition to also considering the income sustainability of employees.
All crime rate	Home Office	The all crime rate collates data from all UK police forces to understand the rate of crime occurrence per 1,000 population. As crime statistics vary across the year, this data is shown over a 12-month period to better contextualise the findings. Organisations should respond to higher levels of crime rates by implementing appropriate safety measures for staff, supporting community events to promote cohesion, and providing stable employment opportunities to individuals at risk of committing crime (ie, long-term unemployed, ex-offenders, etc).

Outcome: Restoring our climate and improving air quality through decarbonisation

Total CO2 emissions per person (CO2e)	Department for Business, Energy and Industrial Strategy	CO2 stands for Carbon dioxide. Total CO2 emissions per person is the average amount of carbon dioxide emitted by a person in a local area. It is calculated by dividing the total emissions of a region or local authority by its population. Organisations should always prioritise the reduction of CO2 emissions through more sustainable means of operation, supporting their workforce to make more environmentally conscious decisions, and supporting the wider community to adjust 'business as usual' to more emission-friendly practices.
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Outcome: Managing waste sustainably

Residual household waste per household (kg per household)	Department for Environment, Food & Rural Affairs	Residual household waste refers to the number of kilograms of residual household waste collected per household. Residual waste is any collected household waste that is not sent for reuse, recycling or composting. Organisations should encourage their workforce to reduce household waste where possible and prioritise initiatives which encourage a circular economy.
Percentage of household waste sent for reuse, recycling or composting	Department for Environment, Food & Rural Affairs	The percentage of household waste sent by the local authority for reuse, recycling, composting or anaerobic digestion consists of types of waste which are to be treated as household waste for the purposes of Part II of the Environmental Protection Act 1990, by reason of the provisions of the Controlled Waste Regulations 1992. Organisations should actively encourage circular economy initiatives; this may look like donation of internal inventory or supporting community events.
Percentage of municipal waste sent to landfill	Department for Environment, Food & Rural Affairs	Municipal waste refers to waste collected by local authorities. This indicator includes residual waste sent directly to landfill and which was collected for other management routes (e.g. recycling, composting, reuse, Mechanical Biological Treatment) but subsequently sent to landfill. This dataset is poorly updated, but nonetheless stresses the importance of avoiding waste from landfill. Organisations should make long-term, whole life considerations when purchasing new inventory to avoid unnecessarily contributing to landfill waste.