

Broxbourne Skills and Labour Market Analysis

2020



The Broxbourne Strategic Partnership for Skills (BSPS) is a partnership of local private and public community-based agencies with a focus on skills, learning and employment for residents of Broxbourne. The aims of the group are to increase employment opportunities, raise skills levels and address skills gaps in Broxbourne. The group have commissioned this document to give an in-depth analysis of the baseline in Broxbourne, to better understand the skills challenges and identify clear areas for improvement. The findings will be used to influence investment, enable strategic decisions and to target delivery of support and assistance where it is needed most.

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Local Enterprise Partnership

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Ambition
Broxbourne
A space to breathe... a place to grow



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Population

Overall Population Estimates

Broxbourne has an estimated population of around **97,300** people as per the 2019 ONS population estimates. Approximately **48.3%** of residents are male and **51.6%** female.

The overall population of Broxbourne has risen by **1%** since 2015. In comparison, Hertfordshire overall has seen an increase of **2%** and neighboring districts East Hertfordshire and Welwyn Hatfield have seen their resident population increase by **4%** over the same period.

Broxbourne Population Estimates by Year					
Year	2015	2016	2017	2018	2019
No. of residents	96,300	96,900	96,800	96,900	97,300

Population Estimates by Year			
Area	2015	2019	% Variance
Hertfordshire	1,165,300	1,189,500	2%
East Hertfordshire	144,500	149,700	4%
Enfield	328,700	333,800	2%
Epping Forest	129,300	131,700	2%
Harlow	85,300	87,100	2%
Welwyn Hatfield	117,800	123,000	4%

Population Estimates by Ward

The ward within Broxbourne with the largest resident population is Wormley and Turnford ward, with an estimated **11,790** residents in 2019, which is an increase of **2%** since 2015. The ward with the greatest increase in residents since 2015 is the Waltham Cross ward, with an estimated growth of **4%** in residents in 2019 compared to 2015, a significant increase in comparison to the district of Broxbourne overall.

Broxbourne Population Estimates by Year by Ward						
Year	2015	2016	2017	2018	2019	% Variance
Broxbourne and Hoddesdon South Ward	9,260	9,330	9,310	9,330	9,230	-0.3%
Cheshunt North Ward	9,260	9,320	9,290	9,210	9,280	0.2%
Cheshunt South and Theobalds Ward	9,540	9,650	9,560	9,550	9,540	0.0%
Flamstead End Ward	8,610	8,630	8,730	8,670	8,660	0.6%
Goffs Oak Ward	9,110	9,120	9,140	9,150	9,170	0.7%
Hoddesdon North Ward	9,630	9,610	9,640	9,540	9,530	-1%
Hoddesdon Town and Rye Park Ward	9,520	9,590	9,460	9,560	9,690	2%
Rosedale and Bury Green Ward	9,310	9,420	9,260	9,380	9,480	2%
Waltham Cross Ward	10,530	10,480	10,600	10,740	10,910	4%
Wormley and Turnford Ward	11,550	11,740	11,770	11,750	11,790	2%

Working Age Population

The percentage of residents living in Broxbourne that are of the working age (16-64) is **61.7%** as of 2019. Neighboring district Welwyn Hatfield has a strong working age population with an estimated **65.7%** of residents aged between 16-64. Overall within Hertfordshire, **62.2%** of residents are aged 16-64.

Broxbourne Working Age Population Estimates by Year (%)					
Year	2015	2016	2017	2018	2019
% of Residents Aged 16-64	62.4	62.2	62.0	61.8	61.7

Working Age Population Estimates by Year by Area (%)					
Area	2015	2016	2017	2018	2019
Hertfordshire	63.1	62.9	62.7	62.4	62.2
East Hertfordshire	63.0	62.9	62.5	62.3	62.1
Enfield	64.4	64.5	64.2	64.0	63.8
Epping Forest	61.9	61.9	61.6	61.5	61.3
Harlow	63.1	62.9	62.5	62.2	61.9
Welwyn Hatfield	65.7	66.1	66.2	66.0	65.7

Working Age Population by Ward

The ward within Broxbourne with the highest percentage of residents that are of the standard working age (16-64) as per the 2019 population estimates is Waltham Cross, with **65.4%** of residents aged between 16-64. This has increased gradually since 2015 despite the overall percentage of working age residents in Broxbourne as a total declining over the same period.

Broxbourne Working Age Population Estimates by Year by Ward (%)					
Year	2015	2016	2017	2018	2019
Broxbourne and Hoddesdon South Ward	59.1	59.2	58.7	58.3	58.0
Cheshunt North Ward	61.8	62.0	62.0	62.1	61.9
Cheshunt South and Theobalds Ward	61.5	61.7	61.8	61.8	61.9
Flamstead End Ward	62.6	62.3	61.7	60.8	59.9
Goffs Oak Ward	64.4	64.1	63.9	63.5	63.3
Hoddesdon North Ward	59.9	59.4	59.2	59.3	59.2
Hoddesdon Town and Rye Park Ward	63.6	63.6	63.5	63.6	63.0
Rosedale and Bury Green Ward	61.2	60.5	60.1	60.2	60.6
Waltham Cross Ward	65.1	65.1	65.1	65.4	65.4
Wormley and Turnford Ward	63.8	63.4	63.1	62.8	62.5

Young People (16-17) Population Estimates

The percentage of residents residing in Broxbourne that are aged 16-17 is **2.3%**, in line with the Hertfordshire average. This has declined slightly since 2015 but with an aging population this is expected. A similar decline in the percentage share of 16-17 year old residents has been seen in all areas within the immediate vicinity of Broxbourne.

Welwyn Hatfield has the smallest percentage mix of 16-17 year old's within it's resident population (**2%**) when comparing Broxbourne against it's immediate neighbours.

Broxbourne 16-17 Year Old Population Estimates by Year (%)					
Year	2015	2016	2017	2018	2019
% of Residents Aged 16-17	2.5	2.4	2.4	2.3	2.3

16-17 Year Old Population Estimates by Year by Area (%)					
Area	2015	2016	2017	2018	2019
Hertfordshire	2.4	2.4	2.4	2.3	2.3
East Hertfordshire	2.6	2.7	2.6	2.4	2.4
Enfield	2.5	2.5	2.5	2.4	2.4
Harlow	2.4	2.3	2.2	2.2	2.2
Epping Forest	2.3	2.3	2.2	2.1	2.1
Welwyn Hatfield	2.2	2.1	2.1	2.1	2.0

Young People (16-17) Population Estimates by Ward

The ward within Broxbourne with the highest percentage of residents that are aged 16 or 17 years old is the Rosedale and Bury Green ward, with **2.9%** of residents falling into this age bracket.

Flamstead End has the smallest percentage of residents in Broxbourne that are aged between 16-17, with just **2.0%** in this age band.

Broxbourne 16-17 Year Old Population Estimates by Year by Ward (%)					
Year	2015	2016	2017	2018	2019
Broxbourne and Hoddesdon South Ward	2.4	2.5	2.5	2.3	2.1
Cheshunt North Ward	2.7	2.5	2.4	2.5	2.4
Cheshunt South and Theobalds Ward	2.2	2.4	2.1	1.8	2.1
Flamstead End Ward	2.4	2.5	2.4	2.2	2.0
Goffs Oak Ward	3.2	3.0	2.9	2.5	2.3
Hoddesdon North Ward	2.6	2.4	2.5	2.6	2.4
Hoddesdon Town and Rye Park Ward	2.3	2.5	2.4	2.4	2.4
Rosedale and Bury Green Ward	2.6	2.4	2.4	2.6	2.9
Waltham Cross Ward	2.3	2.1	2.2	2.3	2.3
Wormley and Turnford Ward	2.4	2.1	1.9	2.0	2.1

Employment Status

Economic Activity

The ONS Annual Population Survey (2019) found that **79.5%** of residents in Broxbourne are economically active, compared with **82.0%** in Hertfordshire overall.

The survey also found that of the **20.3%** of residents that are economically inactive in Broxbourne, **74.9%** of these do not want a job.

Neighboring district Enfield has a low percentage of economically active residents (**71.3%**) as well as East Hertfordshire (**77.1%**).

Broxbourne Residents that are Economically Active by Year (%)					
Year	2015	2016	2017	2018	2019
% of Residents that are Economically Active	78.5	78.2	78.7	80.0	79.5

Residents that are Economically Active by Year by Area (%)					
Area	2015	2016	2017	2018	2019
Hertfordshire	83.1	81.9	81.9	81.3	82.0
East Hertfordshire	87.3	81.4	80.1	79.8	77.1
Enfield	75.6	74.7	73.5	73.3	71.3
Epping Forest	77.1	78.0	81.3	84.0	82.5
Harlow	80.8	85.4	78.5	80.9	76.5
Welwyn Hatfield	75.3	83.4	84.7	81.4	84.6

The economically inactive population includes those that are in the below categories:

- Student
- Looking after family
- Temporary sick
- Long-term sick
- Discouraged
- Retired
- Other

Between January and December 2019, 20.5% of Broxbourne residents were economically inactive. This figure is high in comparison to Hertfordshire residents as a total (18.0%) and neighboring districts Epping Forest (17.5%) and Welwyn Hatfield (15.4%).

Enfield has a particularly high economically inactive population in comparison to Broxbourne and other surrounding areas, with 28.7% of residents falling into the above economically inactive categories.

Broxbourne's economically inactive population has decreased since 2015, with just over 20% of the population in this group in 2019 compared with 21.5% in 2015.

Broxbourne Residents that are Economically Inactive by Year (%)					
Year	2015	2016	2017	2018	2019
% of Residents that are Economically Inactive	21.5	21.8	21.3	20.0	20.5

Residents that are Economically Inactive by Year by Area (%)					
Area	2015	2016	2017	2018	2019
Hertfordshire	16.9	18.1	18.1	18.7	18.0
East Hertfordshire	12.7	18.6	19.9	20.2	22.9
Enfield	24.4	25.3	26.5	26.7	28.7
Epping Forest	22.9	22.0	18.7	16.0	17.5
Harlow	19.2	14.6	21.5	19.1	23.5
Welwyn Hatfield	24.7	16.6	15.3	18.6	15.4

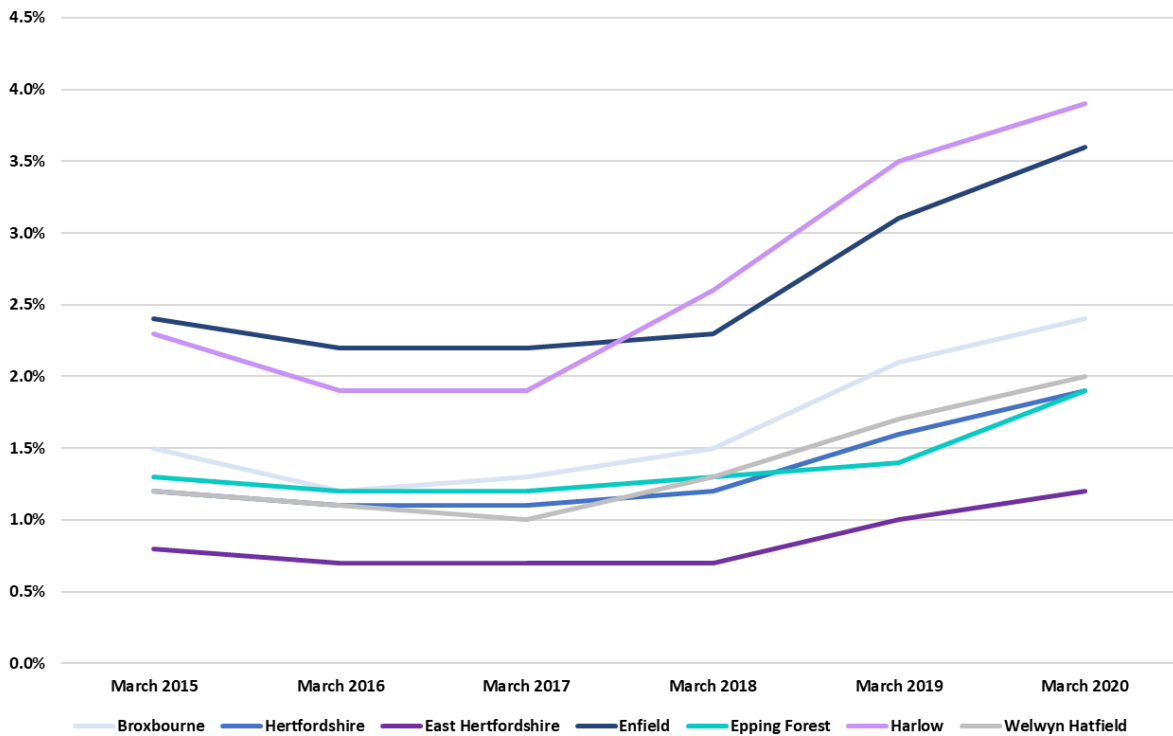
Out of Work Benefits

Claimant Counts (Pre Covid-19)

As of March 2020, the percentage of working age residents in Broxbourne that claim out of work benefits is **2.4%**, which is less than the national average of **3.1%** but much higher than the total figure for Hertfordshire, which is **1.9%**.

Neighboring local authorities Enfield and Harlow had a high number of claimants in comparison to Broxbourne and other surrounding areas (pre Covid-19), with **3.6%** of residents claiming out of work benefits in Enfield and **3.9%** in Harlow.

Percentage of Residents Claiming Out of Work Benefits by Area



Claimant Counts (Pre Covid-19) By Age

As of March 2020, Broxbourne had a slightly higher percentage split of claimants aged 50+ claiming out of work benefits compared with the total county figures within Hertfordshire, and slightly less 16-24 year old claimants.

The percentage mix of young claimants (aged 16-24) has decreased in Broxbourne from **18.4%** of total claimants being aged 16-24 in March 2017 to **14.6%** as of March 2020.

Out of Work Claimants by Year by Area Aged 16-24 (as % of Total Claimants)							
Year (March)	Broxbourne	Hertfordshire	East Herts	Enfield	Epping Forest	Harlow	Welwyn Hatfield
2017	18.4	18.6	17.7	17.1	17.7	15.4	20.6
2018	18.0	16.7	13.1	17.0	17.2	16.7	18.8
2019	17.8	16.1	14.4	16.8	13.7	15.1	16.7
2020	14.6	16.5	15.0	16.7	15.4	16.9	18.6

Out of Work Claimants by Year by Area Aged 25-49 (as % of Total Claimants)							
Year (March)	Broxbourne	Hertfordshire	East Herts	Enfield	Epping Forest	Harlow	Welwyn Hatfield
2017	55.3	52.6	53.1	55.1	53.5	52.2	51.2
2018	52.5	52.3	56.2	55.0	51.7	53.4	52.1
2019	53.8	53.9	55.8	54.6	52.2	56.8	56.9
2020	57.1	56.6	58.0	57.6	54.6	59.8	58.4

Out of Work Claimants by Year by Area Aged 50+ (as % of Total Claimants)							
Year (March)	Broxbourne	Hertfordshire	East Herts	Enfield	Epping Forest	Harlow	Welwyn Hatfield
2017	26.3	28.8	29.2	27.8	28.8	32.3	28.2
2018	29.5	31.1	30.8	28.0	31.0	30.2	29.1
2019	28.5	30.0	29.8	28.6	34.1	28.1	26.3
2020	28.2	26.9	27.0	25.7	30.1	23.4	23.0

Claimant Counts (Pre Covid-19) By Ward

As of March 2020, Waltham Cross had the highest percentage of working age residents claiming out of work benefits within Broxbourne, with **4%** of residents compared with the district total figure of **2.4%**. In recent years, Waltham Cross has seen the percentage of working age residents claiming out of work benefits almost double, from **2.2%** in 2017 to **4%** in 2020.

The ward within Broxbourne with the lowest percentage of claimants is Broxbourne and Hoddesdon South, with just **1.1%** of working age residents claiming benefits as of March 2020.

Broxbourne Out of Work Claimants by Year by Ward (as % of Working Age Population)				
Year (March)	2017	2018	2019	2020
Broxbourne and Hoddesdon South Ward	0.6	0.7	0.9	1.1
Cheshunt North Ward	1.6	1.6	2.2	2.4
Cheshunt South and Theobalds Ward	1.4	1.8	2.8	2.5
Flamstead End Ward	1.1	1.4	1.7	1.9
Goffs Oak Ward	0.6	0.8	1.1	1.5
Hoddesdon North Ward	0.9	1.0	1.2	1.5
Hoddesdon Town and Rye Park Ward	1.0	1.2	1.5	2.2
Rosedale and Bury Green Ward	1.7	2.1	3.0	3.3
Waltham Cross Ward	2.2	2.3	3.9	4.0
Wormley and Turnford Ward	1.4	1.9	2.3	2.9

Deprivation

Broxbourne and Surrounding Areas Deprivation

The English indices of deprivation measure relative deprivation in small areas in England called lower-layer super output areas. Scores are given by area for 7 domains of deprivation. These scores can be totalled by local authority district to give an average score for the area and therefore districts can be ranked in order of most deprived to least deprived. With there being 317 districts, a rank of 1 would equal the most deprived area and 317 is the least deprived local authority district in the UK overall.

The 7 domains of deprivation are defined as the following:

- **Income:** Measures the proportion of the population experiencing deprivation relating to low income
- **Employment:** Measures the proportion of the working age population in an area involuntarily excluded from the labour market
- **Education:** Measures the lack of attainment and skills in the local population
- **Health:** Measures the risk of premature death and the impairment of quality of life through poor physical or mental health
- **Crime:** Measures the risk of personal and material victimisation at local level
- **Barriers to Housing & Services:** Measures the physical and financial accessibility of housing and local services
- **Living Environment:** Measures the quality of both the indoor and outdoor local environment

Broxbourne ranks **164** overall by total deprivation score in the UK out of 317 local authority districts. In comparison to neighboring districts, Broxbourne does rank higher than East Herts (**307**), Epping Forest (**205**) and Welwyn Hatfield (**221**). Neighbouring local authority Enfield is overall ranked the 74th most deprived district in the UK. By component, the highest Broxbourne ranks by most deprived is by Barriers to Living, with a rank of **22** in the UK.

Index of Multiple Deprivation (2019) Overall Score		
Local Authority	IMD Average Score	Rank of Average
Broxbourne	17.989	164
East Herts	8.188	307
Enfield	25.781	74
Epping Forest	15.068	205
Harlow	21.413	124
Welwyn Hatfield	14.215	221

Rank of Index of Multiple Deprivation Score (2019) by Component by Area							
Local Authority	Income	Employment	Education	Crime	Health	Barriers	Living
Broxbourne	161	189	107	116	256	22	224
East Herts	289	298	295	218	312	185	283
Enfield	41	104	145	89	222	5	65
Epping Forest	209	230	151	70	264	125	188
Harlow	102	121	85	82	97	53	317
Welwyn Hatfield	215	243	211	162	204	57	266

Geodemographics

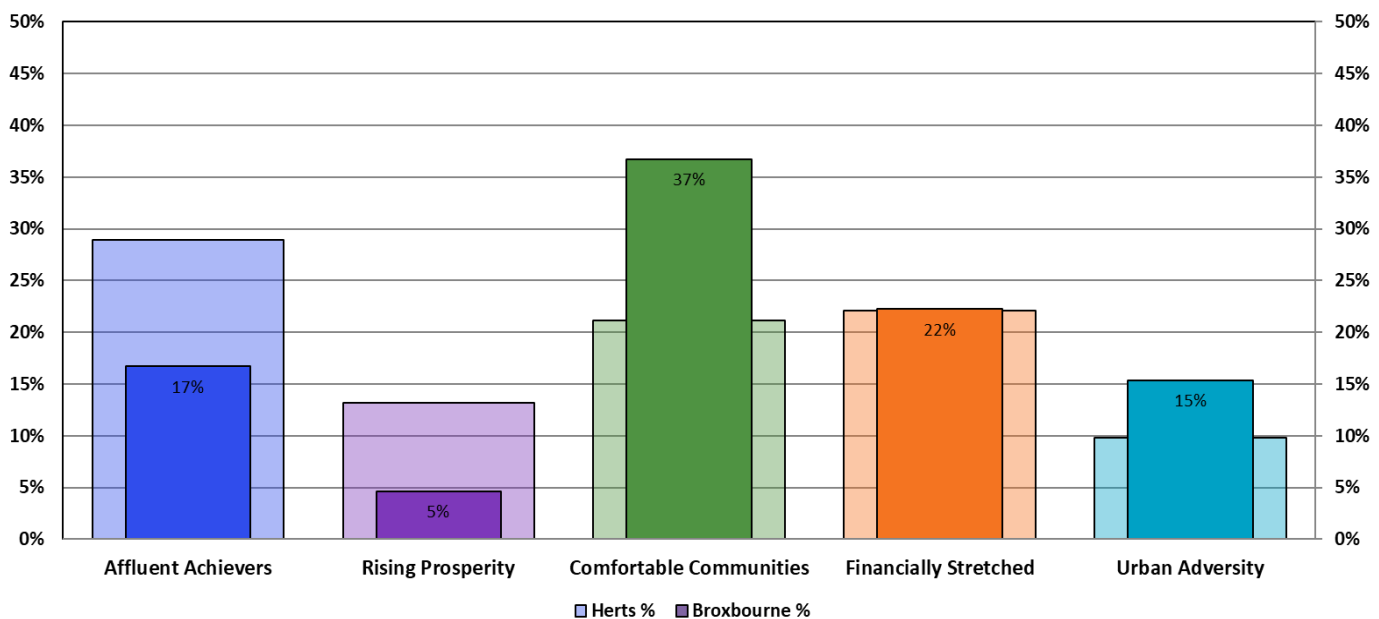
Broxbourne Household Acorn Profile

Household Acorn classifies each household in the country into one of 5 Categories: Affluent Achievers, Rising Prosperity, Comfortable Communities, Financially Stretched, Urban Adversity. By analysing significant social factors and population behaviour, it provides precise information and an in-depth understanding of the different types of household in each street in every part of the United Kingdom.

The data shows that the dominant category in Broxbourne is Comfortable Communities, with 37% of the population falling into this category (compared with 21% in Hertfordshire). The least dominant groups are Rising Prosperity, Urban Adversity and Affluent Achievers.

Affluent Achievers	<ul style="list-style-type: none"> • Middle aged or older • Predominantly empty nesters & wealthy retired • Large houses, usually detached, 4+ bedrooms
Rising Prosperity	<ul style="list-style-type: none"> • Generally younger, well educated • Mainly singles or couples, yet to start a family • Financially confident
Comfortable Communities	<ul style="list-style-type: none"> • 'Middle of the road Britain', suburbs or countryside • All life stages, mostly stable families • Typically home owners, semi detached or detached
Financially Stretched	<ul style="list-style-type: none"> • Incomes well below average, typically admin or manual jobs • Less likely to engage with financial services • Less likely to have technology
Urban Adversity	<ul style="list-style-type: none"> • Some of the most deprived areas, incomes well below average • Purpose built flats, low rise estates • Low level of education

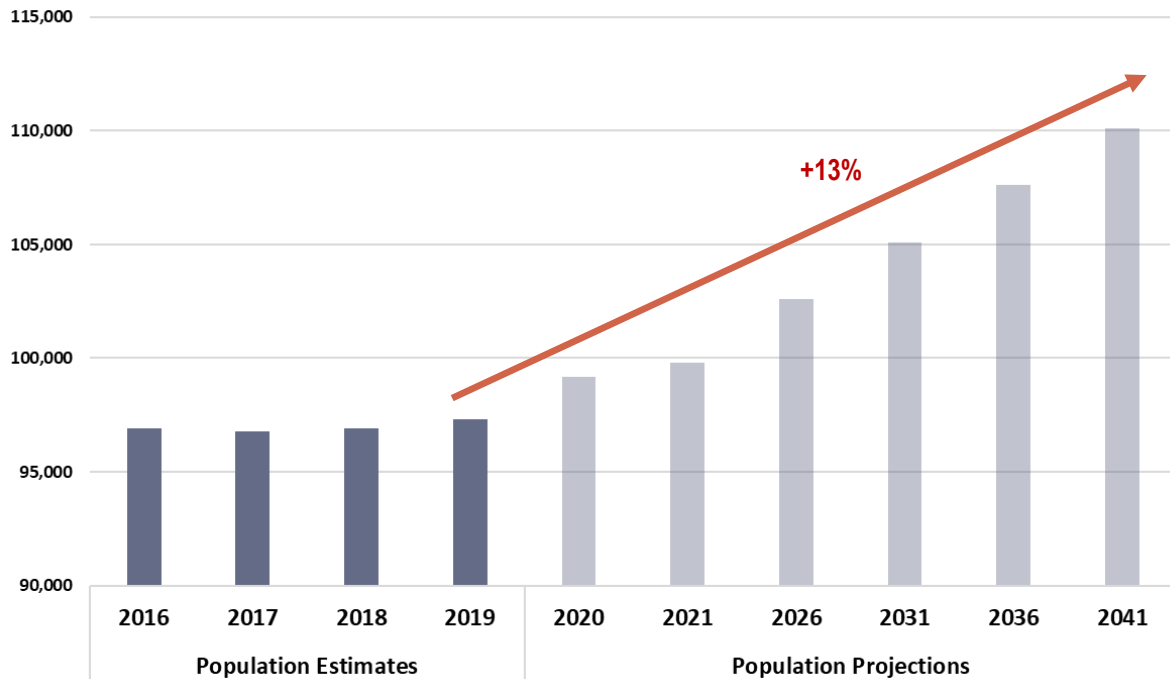
Household Acorn Categories (%) by Area



Population Projections

Broxbourne and Surrounding Areas Population Projections

The current population of Broxbourne is expected to increase by **13%** by 2041. The total resident population in Hertfordshire is expected to increase by **15%**. The neighboring district of Welwyn Hatfield is set to see a rise of **20%** in it's population by 2041.



Population Projections by Year by Area					
Area	2019	2026	2036	2041	% Variance 2019-2041
Broxbourne	97,300	102,600	107,600	110,100	13%
Hertfordshire	1,189,500	1,267,200	1,334,000	1,364,100	15%
East Hertfordshire	149,800	159,500	169,500	173,700	16%
Enfield	333,800	361,600	382,600	392,400	18%
Epping Forest	131,700	140,400	149,700	154,100	17%
Harlow	87,100	91,600	96,100	98,400	13%
Welwyn Hatfield	123,000	133,900	143,900	147,700	20%

Working Age Population Projections

Broxbourne is predicted an increase of approx. **4,000** residents aged between 16-64 by 2041, an increase of **6.4%** from 2019 working age residents. In comparison,

Hertfordshire is expected to see a **7.6%** increase in working age residents across the county, Enfield is expected to see a **13%** increase. Broxbourne’s neighboring Welwyn Hatfield is expected to see a large rise of **14.2%** in it’s working age population by 2041.

Area	Working Age Estimates (2019)	Working Age Projections	Variance (%)	% of Total Residents	% of Total Residents
Broxbourne	59,990	63,812	6.4	61.7	58.0
Hertfordshire	739,900	796,000	7.6	62.2	58.4
East Hertfordshire	93,000	98,200	5.6	65.6	56.5
Enfield	213,100	240,700	13.0	63.8	61.3
Epping Forest	80,700	89,000	10.0	61.3	57.8
Harlow	53,900	58,400	8.3	61.9	59.4
Welwyn Hatfield	80,800	92,200	14.2	65.7	62.4

16-17 Year Old Population Projections

The 16-17 year old population in Broxbourne is predicted to increase by **16.7%** by 2041. This is lower than Hertfordshire’s 16-17 year old population projected increase and all of Broxbourne’s neighboring districts. The largest percentage increase in residents aged 16-17 years old is expected to be in Welwyn Hatfield (**34.4%**).

Area	16-17 Year Olds (2019)	16-17 Year Olds (2041)	Variance (%)	% of Total Residents	% of Total Residents
Broxbourne	2,239	2,614	16.7	2.3	2.4
Hertfordshire	27,145	33,668	24.0	2.3	2.5
East Hertfordshire	3,594	4,396	22.3	2.4	2.5
Enfield	8,172	10,031	22.7	2.4	2.6
Epping Forest	2,725	3,505	28.6	2.1	2.3
Harlow	1,876	2,484	32.4	2.2	2.5
Welwyn Hatfield	2,515	3,379	34.4	2.0	2.3

65+ Year Old Population Projections

With life expectancy increasing, the number of older residents is generally increasing year on year. The ONS population prediction model (2016) forecasts a rise of approx. 8,500 residents aged 65+ in Broxbourne by 2041, which is a **49%** increase on the 2019 65+ population estimates in the district. Broxbourne will have gone from having an estimated **17.8%** of residents aged 65+ in 2019 to **23.5%** in 2041.

Area	65+ Residents (2019)	65+ Residents (2041)	Variance (%)	% of Total Residents	% of Total Residents
Broxbourne	17,365	25,889	32.9	17.8	23.5
Hertfordshire	204,227	314,806	35.1	17.2	23.1
East Hertfordshire	27,155	44,338	38.8	18.1	25.5
Enfield	44,564	73,663	39.5	13.4	18.8
Epping Forest	25,939	37,809	31.4	19.7	24.5
Harlow	13,401	19,887	48.4	15.4	20.0
Welwyn Hatfield	19,125	29,729	35.7	15.5	20.1

Education and Training

Overall Qualification Levels

Broxbourne has the poorest educated workforce in Hertfordshire, with **14.6%** of residents aged 16-64 having no formal qualifications, compared with **6.5%** of residents across the county in Hertfordshire, **3.7%** of working age residents in East Hertfordshire, **4.7%** in Enfield, **9.2%** in Epping Forest and **5.5%** in Welwyn Hatfield

Only **30.4%** of working aged residents in Broxbourne have obtained qualifications that are NVQ level 4 or above, significantly lower than neighboring districts.

Qualifications by Area (% of Age 16-64)	NVQ4+	NVQ3+	NVQ+	NVQ+	Other	No qualifications
Broxbourne	30.4	44.9	69.4	75.9	9.5	14.6
Hertfordshire	44.2	60.6	80.4	88.7	4.7	6.5
East Hertfordshire	45.7	60.1	79.5	90.3	6.0	3.7
Enfield	40.0	57.3	72.9	82.2	13.1	4.7
Epping Forest	41.0	59.0	74.6	84.7	-	9.2
Harlow	35.9	54.0	67.2	77.7	9.1	13.2
Welwyn Hatfield	40.3	58.2	81.9	90.7	3.8	5.5

Key Stage 4 (GCSE)

An attainment 8 score is the average measure of a student's progress across their 8 best performing subjects, which fall into three 'Attainment 8 buckets'; if these 8 best subjects do not fall into the three designated buckets for 'English and Maths' 'English Baccalaureate or 'Other' subjects, the score does not get counted. A student's Attainment 8 score is calculated by adding up their points for their eight subjects and dividing by 10 to get their attainment 8 score. Student's don't have to take eight subjects, but they'll score zero for any unfilled slots.

Broxbourne has the third lowest average attainment 8 score within the county of Hertfordshire, with the average score being **47.5**. This is significantly lower than the Hertfordshire wide average of **51.1**. Broxbourne pupils did perform better at Key Stage 4 in comparison to neighboring districts Epping Forest and Enfield, who had lower average attainment 8 scores in 2018/19.

Attainment 8 Scores by Area (2018/19)			
School Location	No of Schools	No of Pupils at end of KS4	Average Attainment 8 Score
Broxbourne	8	1,105	47.5
Hertfordshire	96	12,874	51.1
East Hertfordshire	14	2,011	52.7
Enfield	25	3,606	46.5
Epping Forest	7	1,031	46.3
Harlow	6	875	41.2
Welwyn Hatfield	8	899	48.7

Key Stage 5 (A Level)

Broxbourne key stage 5 students had the lowest average point scores in 2018/19 across Hertfordshire, with the APS being **30.82**, significantly lower than the Hertfordshire average of **34.45**.

85.7% of key stage 5 pupils in 2018/19 attending schools or colleges in Broxbourne achieved at least two substantial level 3 qualifications, low in comparison to Hertfordshire's districts but higher than neighboring districts Enfield (**84.3%**) and Epping Forest (**82.6%**).

School Location	No of Pupils at end of KS5 2018/19	APS Per Entry	Percentage of Students Achieving At Least 2 Substantial Level 3 Qualifications
Broxbourne	567	30.82	85.7
Hertfordshire	7,912	34.45	90.5
East Herts	1,569	34.75	91.6
Enfield	1,747	31.07	84.3
Epping Forest	488	30.63	82.6
Harlow	228	25.63	67.5
Welwyn Hatfield	393	33.40	93.1

School Location	Percentage of students achieving at least 2 A Levels	Percentage of students achieving 3 A*-A grades or better at A Level	Percentage of students achieving grades AAB or better at A Level	Percentage of students achieving AAB or better at A Level, of which at least two are in facilitating subjects
Broxbourne	77.6	9.2	15.4	13.3
Hertfordshire	85.4	14.1	23.3	18.1
East Herts	85.6	12.7	20.9	16.3
Enfield	75.6	9.6	17.1	14.5
Epping Forest	82.9	8.6	13.2	9.7
Harlow	62.9	0.0	4.4	0.0
Welwyn Hatfield	84.4	8.1	15.2	11.3

Special Education Provision

Broxbourne School Pupil's Special Educational Needs

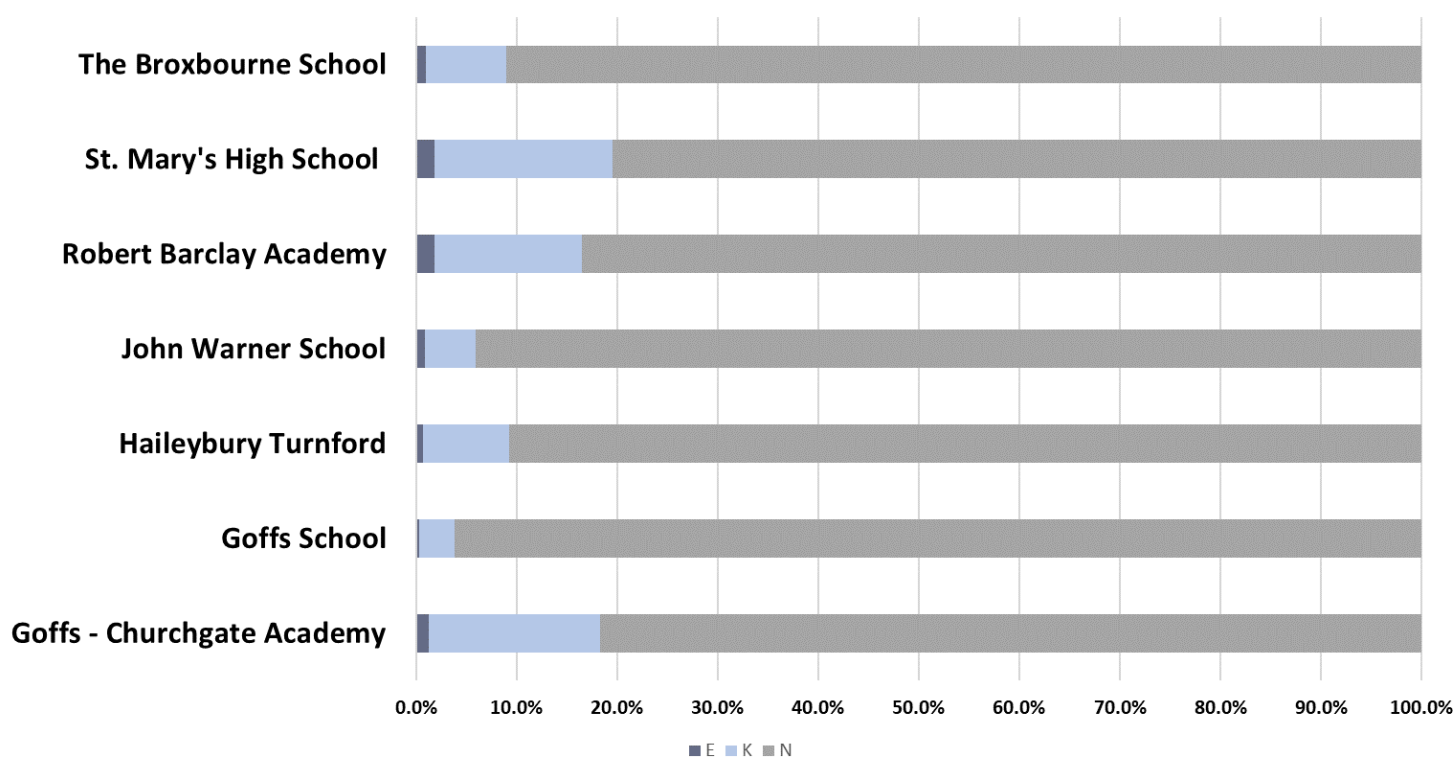
Special educational provision is provision that is different from or additional to that normally available to pupils or students of the same age, which is designed to help children and young people with SEN or disabilities to access the National Curriculum at school or to study at college.

Within the school census, SEN provision marked 'K' refers to those that have SEN support and 'E' refers to those with a full Education and Health Care Plan. 'N' refers to those with no SEN support.

The 2018/19 spring school census shows that the school within Broxbourne with the largest percentage of children with Education and Health Care Plans is the Robert Barclay Academy, with 1.9% falling into the 'E' SEN category. This was closely followed by St. Mary's High School, with 1.8% of pupils having an EHCP.

The school within Broxbourne with the lowest percentage of children with an EHCP in the academic year of 2018/19 was Goff's School, with just 0.4% of pupils having this type of additional academic support.

Percentage of Pupils by SEN Provision by School (2018/19)



Free School Meals

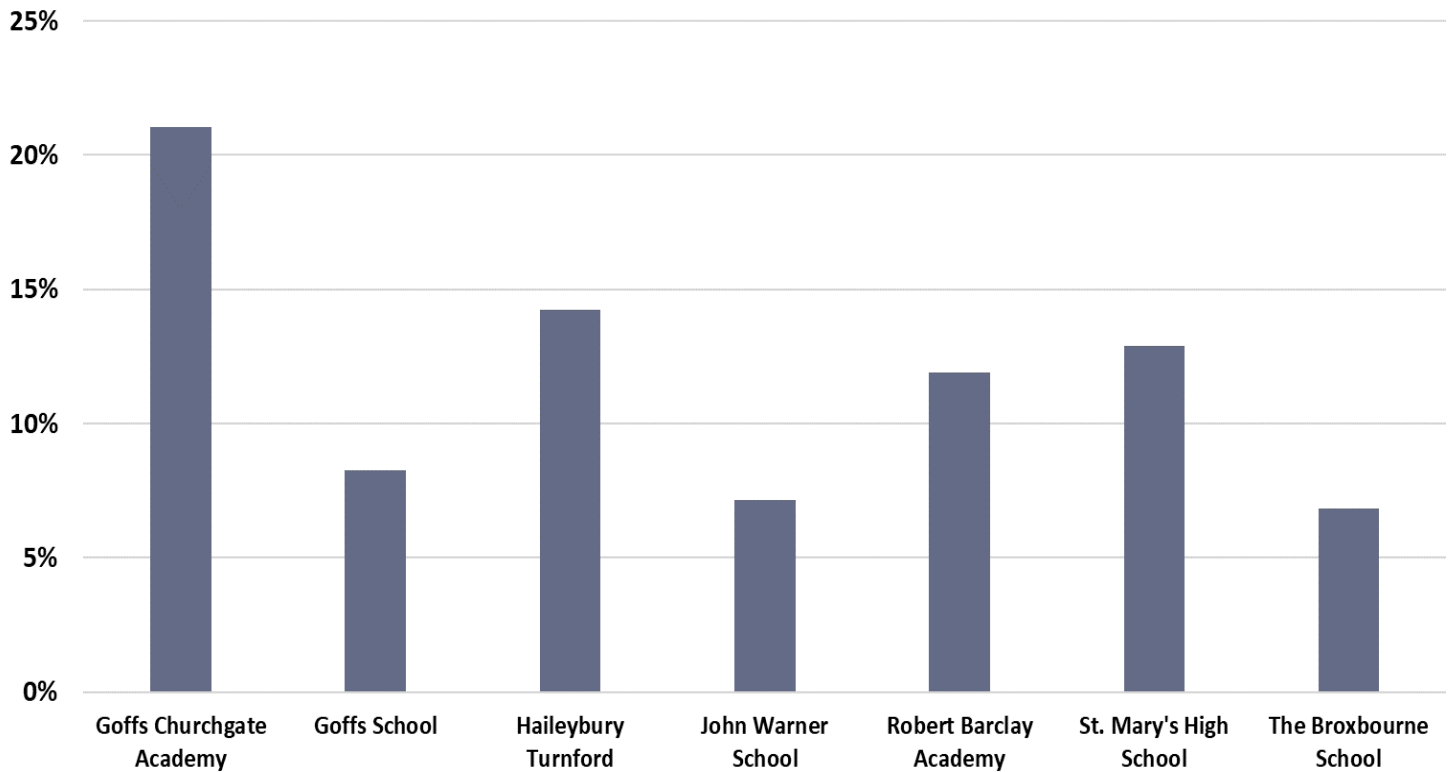
Broxbourne School Pupil's Free School Meal Eligibility

School children are eligible for free school meals if their parents are on low income, universal credit or other qualifying criteria.

According to the 2018/19 school census, the school within Broxbourne with the largest percentage of pupils receiving free school meals is Goff's Churchgate Academy, with just over a fifth of pupils (21.0%) eligible. This is considerably large in comparison to other schools in the district, with the second highest percentage of children eligible for free school meals being at Haileybury Turnford (14.2%).

The school with the lowest percentage of pupils receiving free school meals (2018/19) in Broxbourne is The Broxbourne School, with just 6.8% of pupils eligible for the scheme.

Percentage of Pupils eligible for Free School Meals (2018/19)



Apprenticeships

Apprenticeship Cohort in Broxbourne and County of Hertfordshire

According to data from the Education & Skills Funding Agency, the number of residents in Broxbourne that started an apprenticeship in 2018/19 was 603. This was the 6th highest number of starts by district in the county in 2018/19. Neighboring district East Hertfordshire had 728 apprenticeship starts in 2018/19 and Welwyn Hatfield had 625.

64.5% of Broxbourne residents that started an apprenticeship in 2018/19 began an advanced or higher qualification. This is the lowest percentage of starts on advanced or higher apprenticeships in the county.

The number of 16-18 year old apprenticeship starts declined in Broxbourne in 2018/19 compared with the previous year. There were 168 apprenticeship starts in Broxbourne in the academic year of 2018/19, 14% less than the previous year. Overall in Hertfordshire the number of 16-18-year old's that started an apprenticeship declined by 9% over the same period.

Area	Number of Starts
Dacorum	819
North Hertfordshire	736
East Hertfordshire	728
Stevenage	660
Welwyn Hatfield	625
Broxbourne	603
St. Albans	547
Watford	546
Hertsmere	490
Three Rivers	458
Hertfordshire County	6,212

The decline in 16-18 year old starts on apprenticeships in Broxbourne in 2018/19 was on advanced level apprenticeships, with 36% less starts than the previous year. Intermediate and higher level apprenticeships in Broxbourne saw an increase in starts in 2018/19.

Area	2017/18 Starts			2018/19 Starts		
	16-18	19-24	25+	16-18	19-24	25+
Broxbourne	195	190	248	168	178	257
Hertfordshire	1,630	1,846	2,459	1,490	1,915	2,807
East Herts	226	244	301	188	239	301
Welwyn Hatfield	157	181	251	156	173	296

Apprenticeship Sectors

The most popular sector subject area for Broxbourne residents starting apprenticeships in 2018/19 was Administration (**12%**), closely followed by Health and Social Care (**11%**) and Business Management (**11%**). Although this remains the top choice of subject for Broxbourne residents, Administration starts have declined by **30%** since 2017/18, where **17%** of apprenticeship starts chose an Administration related career path. Health and Social care starts in the district have risen by **15%** since 2017/18 but have declined significantly on the previous academic year of 2016/17 (**-49%**).

Overall in Hertfordshire in 2018/19 the most popular apprenticeship subject areas were Business Management and Health and Social Care, with both subject areas seeing **13%** of total starts embarking on these apprenticeships. Administration closely followed with **10%** of starts enrolling onto an administration apprenticeship in 2018/19.

Apprenticeship Starts—Top 5 Subject Areas 2018/19(Broxbourne Residents)

- Administration (12%)
- Health and Social Care (11%)
- Business Management (11%)
- Engineering (8%)
- Child Development and Wellbeing (8%)

Subject Area (Top 10 Subjects 2018/19—Broxbourne)	% Change in starts v 2017/18
Administration	-30%
Health and Social Care	15%
Business Management	-10%
Engineering	12%
Child Development and Wellbeing	24%
Accounting and Finance	32%
Service Enterprises	-12%
Transportation Operations and Maintenance	36%
ICT Practitioners	-19%
Building and Construction	9%

Pupil Destinations

Post Key Stage 4

The percentage of pupils that went on to either further education or entered employment in 2017/18 post key stage 4 was 95% in Broxbourne, slightly lower than the Hertfordshire wide average of 96%. Neighboring district East Hertfordshire saw 98% of KS4 pupils from 2016/17 enter either education or employment in 2017/18.

Within those that went on to sustain education or employment post key stage 4 in 2017/18 in Broxbourne, 90% of pupils went into further education, 4% went on to sustain an apprenticeship and only 2% went directly into employment.

The percentage of those within Broxbourne that did not sustain a destination post KS4 in 2017/18 was one of the highest in the county, with 4% of pupils either being recorded as NEET or claiming out of work benefits.

Area	Total No of Pupils at end of KS4 (2016/17)	Sustained Education or Employment (2017/18)
Hertfordshire	12,741	96%
Broxbourne	1,085	95%
East Hertfordshire	1,937	98%
Enfield	3,487	95%
Epping Forest	9,67	95%
Harlow	913	91%
Welwyn Hatfield	877	95%

Area	Sustained education or employment	Sustained education destination	Sustained apprenticeship	Sustained employment destination	Destination not sustained
Hertfordshire	96%	90%	3%	3%	3%
Broxbourne	95%	90%	4%	2%	4%
East Herts	98%	93%	3%	2%	1%
Enfield	95%	93%	1%	1%	4%
Epping Forest	95%	89%	1%	3%	5%
Harlow	94%	88%	4%	3%	5%
Welwyn Hatfield	95%	88%	3%	3%	5%

Employment

Broxbourne Jobs & Employment

According to the ONS figures posted in 2018, there are **41,000** jobs in Broxbourne with a density of **0.68**, lower than the total Hertfordshire figure of **1.02**. Employee jobs make up **34,000** of total jobs in Broxbourne, with **68%** being full time positions.

The largest industry in Broxbourne by employee jobs is Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, accounting for **26.5%** of all employee jobs in the district. In comparison, this sector accounts for just **16%** of employee jobs in Hertfordshire overall.

Construction is a key industry within Broxbourne, with **8.8%** of employee jobs in the district being in this sector. In comparison, construction jobs in Hertfordshire make up **6.2%** of all employee jobs in the county.

The Information and Communication sector has a small industry share in Broxbourne (**2.1%**) compared to the Hertfordshire wide figure (**4.9%**).

Largest Industries:

- (G) Wholesale & Retail Trade: 9,000 (26.5%)
- (N) Administrative & Support Service Activities: 4,000 (11.8%)
- (F) Construction: 3,000 (8.8%)
- (M) Professional, Scientific and Technical Activities: 3,000 (8.8%)
- (P) Education: 3,000 (8.8%)
- (C) Manufacturing: 2,500 (7.4%)
- (H) Transportation and Storage: 2,000 (5.9%)
- (Q) Human Health & Social Work Activities: 2,000 (5.9%)
- (I) Accommodation and Food Service Activities: 1,750 (5.1%)

Smallest Industries:

- (L) Real Estate Activities: 800 (2.4%)
- (R) Arts, Entertainment and Recreation: 800 (2.4%)
- (J) Information and Communication: 700 (2.1%)
- (K) Financial and Insurance Activities: 500 (1.5%)
- (O) Public Administration and Defence: 500 (1.5%)
- (S) Other Service Activities: 400 (1.2%)
- (E) Water Supply: 300 (0.9%)
- (D) Electricity, Gas, Steam & Air Con Supply: 30 (0.1%)
- (B) Mining & Quarrying: 0 (0%)

Employee Earnings

Broxbourne Employee Earnings (Resident and Workplace Based)

According to the Office for National Statistics Annual Survey of Hours and Earnings, Broxbourne is the district with the second lowest workplace earnings within the county of Hertfordshire as of 2019 (**£30,497**). (*full time workers)

Workplace earnings in Broxbourne have risen significantly since 2010, with a **25%** increase in wages for employees based in Broxbourne compared with the county wide average workplace wage increase of **17%**.

Resident based earnings in Broxbourne have risen by **16%** since 2010 to a median annual salary of **£33,249**. On average the resident-based earnings for full time workers across Hertfordshire have risen by **14%** to **£35,447**.



Area	Workplace Earnings			Resident Based Earnings		
	2010	2019	% Variance	2010	2019	% Variance
Broxbourne	£24,424	£30,497	25%	£28,730	£33,249	16%
Hertfordshire	£27,943	£32,737	17%	£31,164	£35,447	14%
East Herts	£26,471	£32,410	22%	£34,653	£39,353	14%
Enfield	£26,967	£28,258	5%	£29,385	£32,903	12%
Epping Forest	£25,875	£32,900	27%	£30,431	£37,554	23%
Harlow	£27,991	£31,090	11%	£25,382	£27,704	9%
Welwyn Hatfield	£29,528	£35,512	20%	£30,629	£32,770	7%

Job Vacancies

Broxbourne Job Postings

According to economic modelling company EMSI, there were **9,411** unique job vacancies posted online based in Broxbourne in 2019. The average salary of these postings was **£26,600**, which is lower than the current average workplace earnings in the area.

EMSI's data shows that the company that posted the highest number of job vacancies in Broxbourne in 2019 was Tesco PLC, primarily for warehouse and driving roles. The average vacancy posting duration for Tesco roles in Broxbourne was **29 days**, which is lower than the average for all roles posted in the district in 2019 (**31 days**).

The company with the second largest number of vacancies posted in 2019 in Broxbourne (excluding staffing companies) was Broxbourne Borough Council. This was primarily for administrative occupations and the hard skills required included numeracy, auditing, selling techniques, business to business and economic development.

Professional occupations accounted for **20%** of job vacancies posted in 2019 in Broxbourne, closely followed by associate professional and technical occupations (**19%**) and administrative and secretarial occupations (**15%**). Sales and customer service occupations only accounted for **5%** of total vacancies posted.



Overall, the most requested hard skills for vacancies in Broxbourne in 2019 by percentage of vacancies they were mentioned in were Warehousing (**7%**), Key Performance Indicators (**4%**), Accounting (**4%**), Auditing (**3%**), Pharmaceuticals (**2%**), Selling Techniques (**2%**), Forecasting (**2%**), Numeracy (**2%**), Reconciliation (**2%**), Budgeting (**2%**).

	Standard Occupation Classification	Unique Postings Jan-Dec 2019	% Mix
1	Managers, Directors and Senior Officials	720	8%
2	Professional Occupations	1910	20%
3	Associate Professional and Technical Occupations	1757	19%
4	Administrative and Secretarial Occupations	1411	15%
5	Skilled Trades Occupations	758	8%
6	Caring, Leisure and Other Service Occupations	647	7%
7	Sales and Customer Service Occupations	506	5%
8	Process, Plant and Machine Operatives	712	8%
9	Elementary Occupations	990	11%
	Total	9411	100%

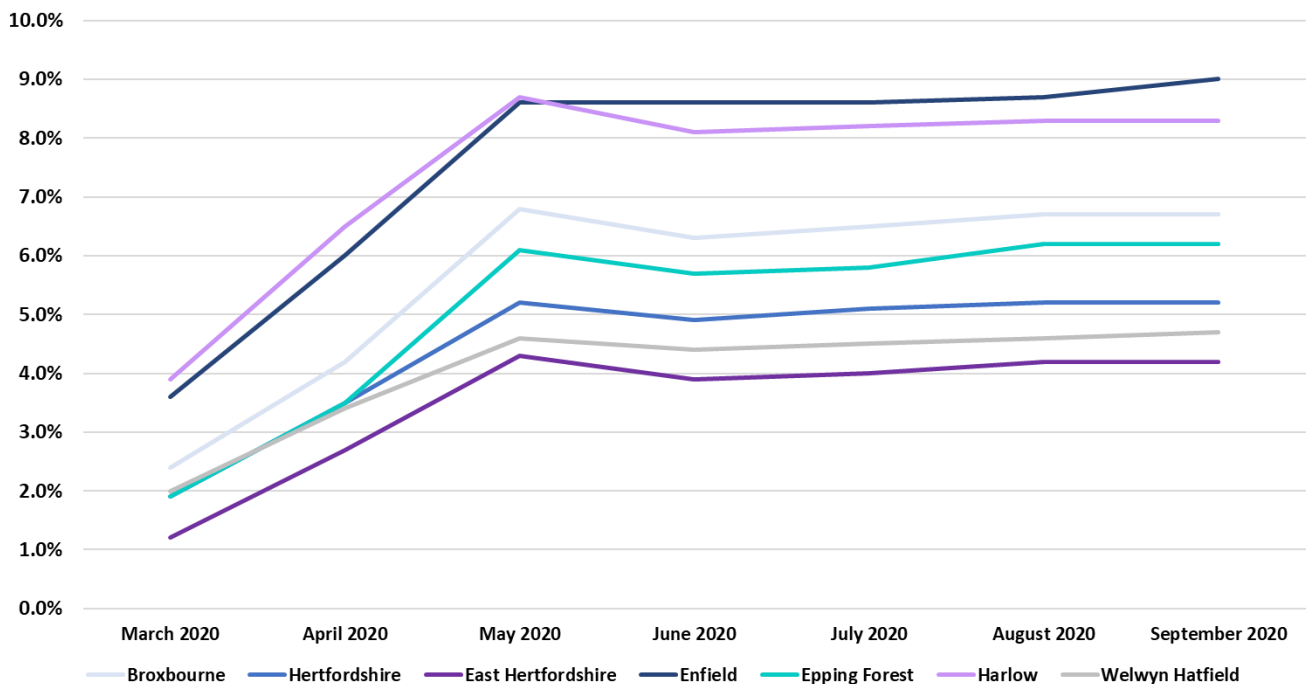
Covid-19

Claimant Counts (Covid-19 Impact)

The impact of Covid-19 on working age residents being out of work and forced to claim out of work benefits can be seen clearly in Broxbourne and surrounding areas. Within Broxbourne, the percentage of working age residents claiming out of work benefits has risen from 2.4% in March 2020 to 6.7% in September 2020.

Enfield has the largest percentage of working age residents claiming out of work benefits as a result of the Covid-19 impact on job losses in the surrounding areas of Broxbourne, with 9% of residents aged 16-64 claiming benefits as of September 2020.

Percentage of Residents Claiming Out of Work Benefits by Area (Post March 2020)



Claimant Counts by Age (Covid-19 Impact)

The global coronavirus pandemic has had a clear impact on young people being forced to claim out of work benefits in Broxbourne and surrounding areas. Within Broxbourne, the percentage of total claimants being age 16-24 has risen from 14.6% in March 2020 to 19% in September 2020.

Subsequently the percentage of claimants aged 50+ in Broxbourne has decreased between March and September 2020, suggesting that the younger population have been worst hit by job losses in the area.

Out of Work Claimants by Month by Area Aged 16-24 (as % of Total Claimants)							
Month	Broxbourne	Hertfordshire	East Herts	Enfield	Epping	Harlow	Welwyn
March	14.6%	16.5%	15.0%	16.7%	15.4%	16.9%	18.6%
April	15.1%	15.8%	14.5%	15.4%	13.7%	16.4%	17.6%
May	17.1%	17.7%	17.7%	16.6%	17.1%	17.9%	19.8%
June	18.7%	19.1%	19.0%	17.3%	19.0%	18.8%	21.3%
July	18.7%	19.4%	19.6%	17.7%	19.7%	19.0%	21.6%
August	17.6%	18.9%	19.4%	16.9%	18.9%	17.9%	21.0%
Sept	19.0%	19.2%	19.5%	17.3%	19.3%	18.2%	21.0%

Out of Work Claimants by Month by Area Aged 25-49 (as % of Total Claimants)							
Month	Broxbourne	Hertfordshire	East Herts	Enfield	Epping	Harlow	Welwyn
March	57.1%	56.6%	57.7%	57.6%	54.6%	59.8%	58.4%
April	59.3%	59.6%	61.8%	60.9%	58.3%	61.1%	60.0%
May	59.4%	58.5%	58.4%	60.5%	56.1%	60.4%	58.5%
June	57.6%	57.3%	57.7%	59.7%	55.1%	59.4%	56.5%
July	57.8%	57.0%	56.8%	58.7%	54.8%	59.4%	56.5%
August	58.8%	57.3%	56.4%	59.6%	55.0%	59.6%	57.1%
Sept	57.5%	57.0%	56.7%	59.6%	55.1%	59.4%	57.0%

Out of Work Claimants by Month by Area Aged 50+ (as % of Total Claimants)							
Month	Broxbourne	Hertfordshire	East Herts	Enfield	Epping	Harlow	Welwyn
March	28.2%	26.9%	26.9%	25.7%	30.1%	23.4%	23.0%
April	25.7%	24.6%	23.5%	23.7%	28.0%	22.5%	22.2%
May	23.4%	23.8%	23.9%	22.9%	26.9%	21.8%	21.8%
June	23.7%	23.6%	23.3%	23.0%	26.0%	21.8%	22.3%
July	23.4%	23.7%	23.6%	23.5%	25.5%	21.4%	21.9%
August	23.6%	23.8%	24.0%	23.5%	26.0%	22.5%	21.9%
Sept	23.5%	23.8%	23.7%	23.1%	25.6%	22.3%	22.0%

Claimant Counts by Ward (Covid-19 Impact)

The impact of Covid-19 can be seen in all wards within Broxbourne with the percentage of working age residents claiming out of work benefits rising significantly since March 2020. Waltham Cross now has 9.6% of working age residents claiming out of work benefits, the highest within Broxbourne and much higher than the average across the district in September (**6.7%**). Broxbourne and Hoddesdon South Ward remains the area within Broxbourne with the smallest percentage mix of working age residents claiming out of work benefits (**4.0%**).

Broxbourne Out of Work Claimants by Year by Ward (as % of Working Age Population)							
Month (2020)	March	April	May	June	July	Aug	Sept
Broxbourne and Hoddesdon	1.1	2.8	4.3	3.7	3.9	4.1	4.0
Cheshunt North Ward	2.4	4.3	6.6	6.5	6.6	6.8	6.6
Cheshunt South and	2.5	4.2	7.4	6.4	6.8	7.5	6.9
Flamstead End Ward	1.9	3.6	6.4	5.7	6.3	6.7	6.3
Goffs Oak Ward	1.5	3.0	4.8	4.6	4.5	5.0	5.0
Hoddesdon North Ward	1.5	2.9	5.0	4.4	4.7	5.2	5.0
Hoddesdon Town and Rye Park	2.2	4.3	7.0	6.4	6.7	7.0	6.9
Rosedale and Bury Green Ward	3.3	5.4	8.4	7.9	8.0	8.4	8.1
Waltham Cross Ward	4.0	6.3	9.3	8.8	9.0	9.4	9.6
Wormley and Turnford Ward	2.9	4.8	7.6	7.4	7.9	8.1	7.7

Job Vacancies (Covid-19 Impact)

According to job postings data from economic modelling company EMSI, the number of vacancies being posted in Broxbourne dropped with the Covid-19 pandemic influencing employment. In comparison to the East of England region and Hertfordshire, the percentage decrease in vacancies posted in Broxbourne was less aggressive. Data shows that **32%** less vacancies were posted within Hertfordshire in July 2020 but Broxbourne has only seen a decrease of **11%** over the same period.

Variance in Job Postings by Month (2020 vs 2019)			
Month	Broxbourne	East of England	Hertfordshire
January	11%	21%	8%
February	4%	19%	13%
March	-3%	9%	3%
April	-5%	-13%	-11%
May	-28%	-30%	-32%
June	-17%	-30%	-37%
July	-11%	-27%	-32%

Coronavirus Job Retention Scheme

The Coronavirus Job Retention Scheme was a temporary initiative launched during the Covid-19 Pandemic by the UK government. The scheme allows employers to access financial support to pay part of their employee's wages, enabling them to retain employees who they may otherwise have been forced to make redundant.

Data released by HM Revenue & Customs shows that up to 31st May 2020, there were 137,800 employments furloughed in Hertfordshire as a result of the Covid-19 pandemic. Of these employments that were furloughed in Hertfordshire, the most were in Dacorum (14%). Broxbourne had a 10% share of total employments furloughed in the county.

Area	Total Number of Employments Furloughed	% Mix
Broxbourne	13,100	10%
Dacorum	19,200	14%
East Herts	18,100	13%
Hertsmere	13,100	10%
North Herts	13,700	10%
St Albans	14,400	10%
Stevenage	9,800	7%
Three Rivers	10,700	8%
Watford	12,900	9%
Welwyn Hatfield	12,800	9%
Total	137,800	100%