



Broxbourne

Skills and Labour Market

Analysis

2022

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



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.

Hertfordshire
Local Enterprise Partnership

PERFECTLY PLACED FOR BUSINESS



Community Alliance

BROXBOURNE & EAST HERTS

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



BB
LIVING

STEP SKILLS
PREPARE FOR SUCCESS IN HERTS



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Labour Supply



Population Estimates

The latest census found Broxbourne has a population of approx. **99,000** people. The census also found **48.4%** of residents are male and **51.6%** female.

Broxbourne Population Estimates by Year							
Year	2015	2016	2017	2018	2019	2020	2021 (census)
No. of Residents	96,300	96,900	96,800	96,900	97,300	97,600	99,000

Source: ONS Mid Year Estimates/2021 Census

Population Estimates by Year				
Area	2015	2020	2021 (census)	% Variance (2015-2021)
Hertfordshire	1,165,300	1,195,700	1,198,800	3%
Broxbourne	96,300	97,600	99,000	3%
East Hertfordshire	144,500	151,800	150,100	4%
Enfield	328,700	333,600	330,000	0.4%
Epping Forest	129,300	132,200	135,000	4%
Harlow	85,300	87,300	93,300	9%
Welwyn Hatfield	117,800	123,900	119,900	2%

Source: ONS Mid Year Estimates/2021 Census

The population in Broxbourne has risen by **3%** from the 2015 estimates to the latest census release. This is in line with the percentage increase in Hertfordshire overall. Harlow has seen a large increase in residents over the same period, with a **9%** increase in residents from the 2015 estimated figures to the latest census figure of **93,300** people.

Population Estimates by Ward

The ward within Broxbourne with the largest resident population is Wormley and Turnford ward, with an estimated **11,840** residents in 2020, which is an increase of **3%** since 2015. The ward with the greatest increase in residents since 2015 is the Waltham Cross ward, with an estimated growth of **6%** in residents in 2020 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	2020	% Variance 2015-2020
Broxbourne and Hoddesdon South	9,260	9,330	9,310	9,330	9,230	9,220	-0.4%
Cheshunt North	9,260	9,320	9,290	9,210	9,280	9,300	0.4%
Cheshunt South and Theobalds	9,540	9,650	9,560	9,550	9,540	9,500	-0.4%
Flamstead End	8,610	8,630	8,730	8,670	8,660	8,680	0.8%
Goffs Oak	9,110	9,120	9,140	9,150	9,170	9,040	-0.8%
Hoddesdon North	9,630	9,610	9,640	9,540	9,530	9,480	-2%
Hoddesdon Town and Rye Park	9,520	9,590	9,460	9,560	9,690	9,830	3%
Rosedale and Bury Green	9,310	9,420	9,260	9,380	9,480	9,570	3%
Waltham Cross	10,530	10,480	10,600	10,740	10,910	11,140	6%
Wormley and Turnford	11,550	11,740	11,770	11,750	11,790	11,840	3%

Source: ONS Mid Year Estimates

Working Age Population

The percentage of residents living in Broxbourne that are of the working age (16-64) is **61.7%** as of 2020. Neighboring district Welwyn Hatfield has a strong working age population with an estimated **65.6%** of residents aged between 16-64.

Overall within Hertfordshire, **62.1%** of residents are aged 16-64.

Broxbourne Working Age Population Estimates by Year (%)						
Year	2015	2016	2017	2018	2019	2020
% of Residents Aged 16-64	62.4	62.2	62.0	61.8	61.7	61.7

Source: ONS Mid Year Estimates

Working Age Population Estimates by Year by Area (%)						
Area	2015	2016	2017	2018	2019	2020
Hertfordshire	63.1	62.9	62.7	62.4	62.2	62.1
East Hertfordshire	63.0	62.9	62.5	62.3	62.1	62.1
Enfield	64.4	64.5	64.2	64.0	63.8	63.8
Epping Forest	61.9	61.9	61.6	61.5	61.3	61.2
Harlow	63.1	62.9	62.5	62.2	61.9	61.7
Welwyn Hatfield	65.7	66.1	66.2	66.0	65.7	65.6

Source: ONS Mid Year Estimates

Traditionally the working age population has been defined as those aged 16-64, reflecting the age of school leavers and the state pension age of 65. In recent years this has begun to change, with many pupils staying in education or training until 18 years old and the state pension age increased to 66 or 67 years old. With an aging population as life expectancy grows, the working age as a % of total residents is lower, despite an increase in the 16-64 population.

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 2020 population estimates is Waltham Cross, with **65.7%** 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	2020
Broxbourne and Hoddesdon South	59.1	59.2	58.7	58.3	58.0	57.6
Cheshunt North	61.8	62.0	62.0	62.1	61.9	62.1
Cheshunt South and Theobalds	61.5	61.7	61.8	61.8	61.9	62.1
Flamstead End	62.6	62.3	61.7	60.8	59.9	59.7
Goffs Oak	64.4	64.1	63.9	63.5	63.3	63.1
Hoddesdon North	59.9	59.4	59.2	59.3	59.2	59.1
Hoddesdon Town and Rye Park	63.6	63.6	63.5	63.6	63.0	63.3
Rosedale and Bury Green	61.2	60.5	60.1	60.2	60.6	60.5
Waltham Cross	65.1	65.1	65.1	65.4	65.4	65.7
Wormley and Turnford	63.8	63.4	63.1	62.8	62.5	62.4

Source: ONS Ward Level Population Estimates

Young People (16-17 Year Old) Population

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 ageing population this is expected. Enfield has a larger percentage of residents aged 16-17 (**2.5%**) along with East Hertfordshire (**2.4%**) in comparison to Broxbourne. Harlow, Epping Forest and Welwyn Hatfield have a smaller estimated population of 16-17 year old residents than Broxbourne.

Broxbourne 16-17 Year Old Population Estimates by Year (%)						
Year	2015	2016	2017	2018	2019	2020
% of Residents Aged 16-17	2.5	2.4	2.4	2.3	2.3	2.3

Source: ONS Mid Year Estimates

16-17 Year Old Population Estimates by Year by Area (%)						
Area	2015	2016	2017	2018	2019	2020
Hertfordshire	2.4	2.4	2.4	2.3	2.3	2.3
East Hertfordshire	2.6	2.7	2.6	2.4	2.4	2.4
Enfield	2.5	2.5	2.5	2.4	2.4	2.5
Harlow	2.4	2.3	2.2	2.2	2.2	2.2
Epping Forest	2.3	2.3	2.2	2.1	2.1	2.1
Welwyn Hatfield	2.2	2.1	2.1	2.1	2.0	2.1

Source: ONS Mid Year Estimates

Young People (16-17 Year Old) Population 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 **2.6%** of residents falling into this age bracket, down from 2.9% in 2019. This is greater than the Broxbourne average of 16-17 year old residents (2.3%).

Broxbourne 16-17 Year Old Population Estimates by Year by Ward (%)

Year	2015	2016	2017	2018	2019	2020
Broxbourne and Hoddesdon South	2.4	2.5	2.5	2.3	2.1	2.1
Cheshunt North	2.7	2.5	2.4	2.5	2.4	2.4
Cheshunt South and Theobalds	2.2	2.4	2.1	1.8	2.1	2.1
Flamstead End	2.4	2.5	2.4	2.2	2.0	2.1
Goffs Oak	3.2	3.0	2.9	2.5	2.3	2.4
Hoddesdon North	2.6	2.4	2.5	2.6	2.4	2.5
Hoddesdon Town and Rye Park	2.3	2.5	2.4	2.4	2.4	2.3
Rosedale and Bury Green	2.6	2.4	2.4	2.6	2.9	2.6
Waltham Cross	2.3	2.1	2.2	2.3	2.3	2.2
Wormley and Turnford	2.4	2.1	1.9	2.0	2.1	2.1

Source: ONS Ward Level Population Estimates

Employment Status

Economic Activity—Economically Active

The ONS Annual Population Survey (2021) found that **88.2%** of residents aged 16-64 in Broxbourne are economically active, compared with **82.9%** in Hertfordshire overall.

The economically active population of Broxbourne has risen significantly since the 2019 survey (**79.5%**), an increase of **10.9%**.

In comparison to neighboring districts, Broxbourne now has the largest percentage of working age residents that are economically active.

Broxbourne Residents that are Economically Active by Year (%)							
Year	2015	2016	2017	2018	2019	2020	2021
% of Residents that are Economically Active	78.5	78.2	78.7	80.0	79.5	82.5	88.2

Source: ONS Annual Population Survey

Residents that are Economically Active by Year by Area (%)							
Area	2015	2016	2017	2018	2019	2020	2021
Hertfordshire	83.1	81.9	81.9	81.3	82.0	81.7	82.9
East Hertfordshire	87.3	81.4	80.1	79.8	77.1	79.3	83.1
Enfield	75.6	74.7	73.5	73.3	71.3	72.5	73.9
Epping Forest	77.1	78.0	81.3	84.0	82.5	78.1	83.9
Harlow	80.8	85.4	78.5	80.9	76.5	78.0	77.9
Welwyn Hatfield	75.3	83.4	84.7	81.4	84.6	83.9	85.4

Source: ONS Annual Population Survey

Notes: Data includes Jan-Dec 2021

Economic Activity—Economically Inactive

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

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

With the economically active population increasing in recent years in Broxbourne, the economically inactive population has decreased. According to the 2021 ONS Annual Population Survey, just **11.8%** of residents in Broxbourne aged 16-64 are economically inactive. This is significantly lower than the Hertfordshire average of **17.1%** in 2021 and also a significant decrease in the county since 2019 (**20.5%**).

Broxbourne's economically inactive population is significantly lower than that of the district's surrounding areas for the first time in recent years.

Broxbourne Residents that are Economically Inactive by Year (%)							
Year	2015	2016	2017	2018	2019	2020	2021
% of Residents that are Economically Inactive	21.5	21.8	21.3	20.0	20.5	17.5	11.8

Source: ONS Annual Population Survey

Residents that are Economically Inactive by Year by Area (%)							
Area	2015	2016	2017	2018	2019	2020	2021
Hertfordshire	16.9	18.1	18.1	18.7	18.0	18.3	17.1
East Hertfordshire	12.7	18.6	19.9	20.2	22.9	20.7	16.9
Enfield	24.4	25.3	26.5	26.7	28.7	27.5	26.1
Epping Forest	22.9	22.0	18.7	16.0	17.5	21.9	16.1
Harlow	19.2	14.6	21.5	19.1	23.5	22.0	22.1
Welwyn Hatfield	24.7	16.6	15.3	18.6	15.4	16.1	14.6

Source: ONS Annual Population Survey

Notes: Data includes Jan-Dec 2021

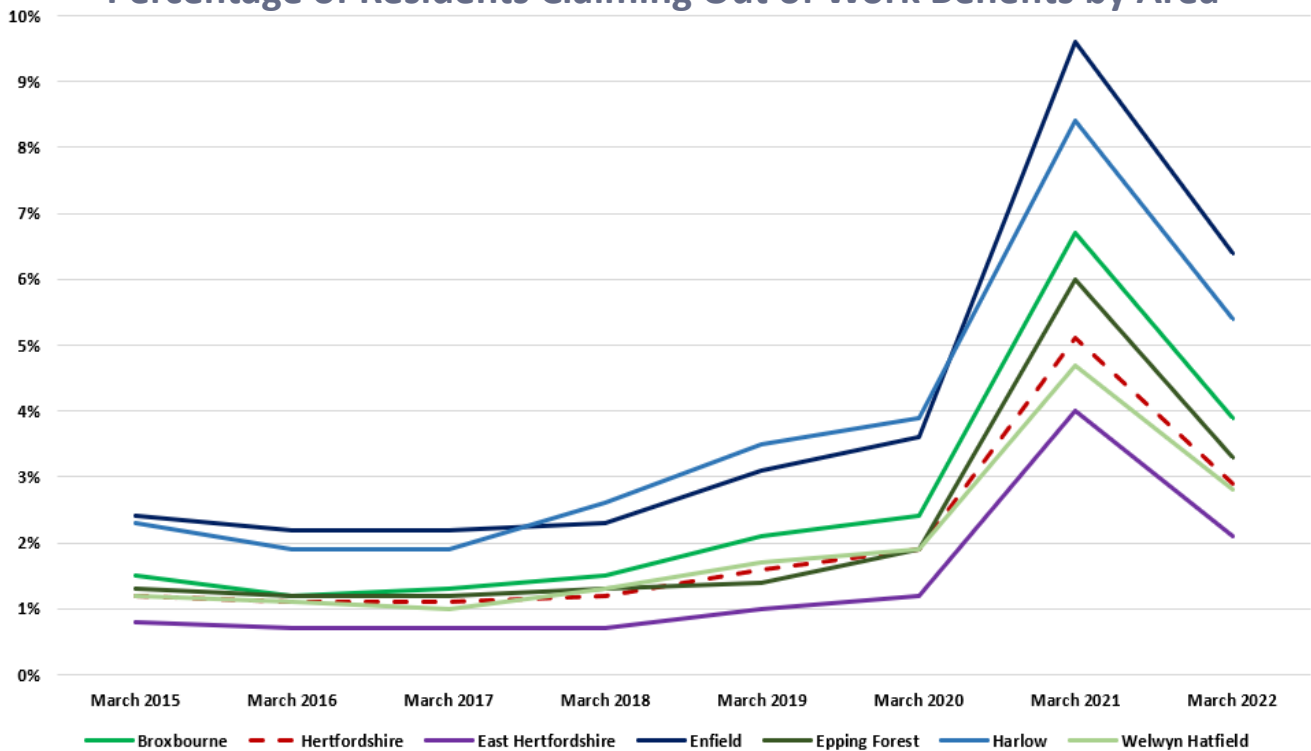
Out of Work Benefits

The percentage of residents claiming out of work benefits in Broxbourne as of March 2022 is **3.9%**. This is higher than the Hertfordshire average of **2.9%** although significantly lower than Enfield (**6.4%**) and Harlow (**5.4%**).

The number of claimants has declined since the peak of the Covid-19 pandemic, although figures are still greater than pre-pandemic levels. In March 2019 just **2.1%** of Broxbourne's working age population were claiming out of work benefits.

Out of Work Benefit Claimants by Year							
Year (March)	Broxbourne	Hertfordshire	East Herts	Enfield	Epping Forest	Harlow	Welwyn Hatfield
2017	1.3%	1.1%	0.7%	2.2%	1.2%	1.9%	1.0%
2018	1.5%	1.2%	0.7%	2.3%	1.3%	2.6%	1.3%
2019	2.1%	1.6%	1.0%	3.1%	1.4%	3.5%	1.7%
2020	2.4%	1.9%	1.2%	3.6%	1.9%	3.9%	1.9%
2021	6.7%	5.1%	4.0%	9.6%	6.0%	8.4%	4.7%
2022	3.9%	2.9%	2.1%	6.4%	3.3%	5.4%	2.8%

Percentage of Residents Claiming Out of Work Benefits by Area



Source: ONS Claimant Count

Out of Work Benefits by Age

As a result of the Covid-19 pandemic, the percentage of out of work benefit claimants in Broxbourne being aged 16-24 rose. In March 2021 **17.5%** of out of work benefit claimants in the district were aged between 16-24, although this figure has now decreased down to just **12.9%** as of March 2022, much lower than the Hertfordshire average of **14.8%**.

Over half of the out of work benefit claimants in Broxbourne are aged between 25-49 (**62.9%**) and **24.5%** are aged over 50.

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
2019	17.9%	16.1%	14.3%	16.8%	13.8%	15.1%	16.7%
2020	14.6%	16.5%	15.0%	16.7%	15.4%	16.9%	18.6%
2021	17.5%	18.7%	19.4%	16.9%	19.2%	18.4%	20.4%
2022	12.9%	14.8%	14.2%	13.6%	14.4%	13.7%	16.2%

Source: ONS Claimant Count

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
2019	54.0%	53.9%	55.5%	54.7%	52.4%	56.8%	56.7%
2020	57.1%	56.6%	57.7%	57.6%	54.6%	59.8%	58.4%
2021	58.4%	56.7%	56.5%	59.1%	54.3%	58.9%	56.8%
2022	62.9%	60.4%	61.4%	61.3%	58.8%	62.8%	61.4%

Source: ONS Claimant Count

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
2019	28.6%	30.0%	29.7%	28.6%	34.2%	28.1%	26.2%
2020	28.2%	26.9%	26.9%	25.7%	30.1%	23.4%	23.0%
2021	24.2%	24.5%	24.1%	24.0%	26.4%	22.9%	22.7%
2022	24.5%	24.8%	24.6%	25.1%	26.9%	23.5%	22.4%

Source: ONS Claimant Count

Out of Work Benefits by Ward

Waltham Cross ward has the largest percentage of working age residents claiming out of work benefits in Broxbourne at **5.8%** as of March 2022. This is much greater than the Broxbourne district average of **3.9%**.

The wards within Broxbourne with the lowest percentage of out of work benefit claimants are Broxbourne and Hoddesdon South and Goffs Oak, with **2.1%** of residents aged 16-64 claiming in these areas.

Broxbourne Out of Work Claimants by Year by Ward (% of 16-64 year olds claiming out of work benefits)						
Year (March)	2017	2018	2019	2020	2021	2022
Broxbourne and Hoddesdon South	0.6	0.7	0.9	1.1	3.8	2.1
Cheshunt North	1.6	1.6	2.2	2.4	7.2	4.4
Cheshunt South and Theobalds	1.4	1.8	2.8	2.5	7.0	4.3
Flamstead End	1.1	1.4	1.7	1.9	6.0	3.2
Goffs Oak	0.6	0.8	1.1	1.5	4.5	2.1
Hoddesdon North	0.9	1.0	1.2	1.5	5.7	2.9
Hoddesdon Town and Rye Park	1.0	1.2	1.5	2.2	6.9	3.7
Rosedale and Bury Green	1.7	2.1	3.0	3.3	7.2	4.4
Waltham Cross	2.2	2.3	3.9	4.0	9.5	5.8
Wormley and Turnford	1.4	1.9	2.3	2.9	8.2	4.8

Source: ONS Claimant Count

Deprivation

The English indices of deprivation measure relative deprivation in small areas in England called lower-layer super output areas. The components making up the total deprivation score are: income, employment, education, health, crime, barriers to housing and living environment. 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.

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 Housing and Services, with a rank of **22** in the UK.

Index of Multiple Deprivation (2019) Overall Score		
Local Authority	IMD Average Score	Rank of Average Score
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

Source: Ministry of Housing, Communities & Local Government

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

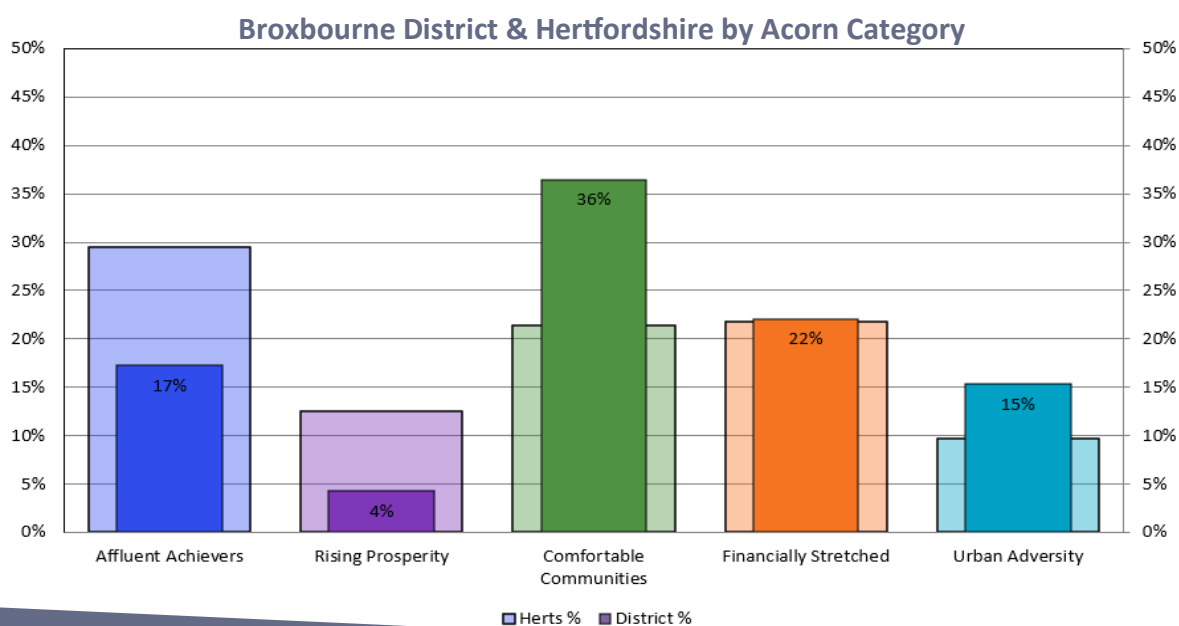
Source: Ministry of Housing, Communities & Local Government

Geodemographics

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.

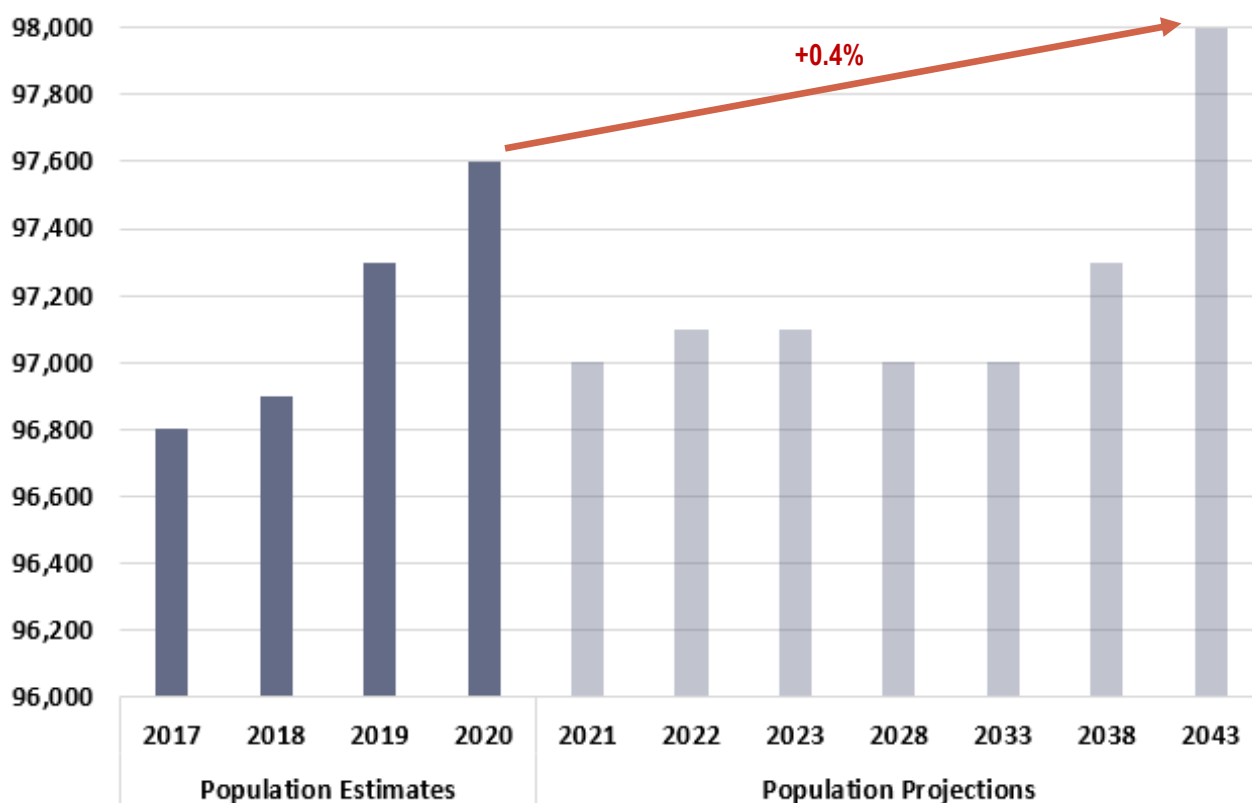
The data shows that the dominant category in Broxbourne is Comfortable Communities, with **36%** of the population falling into this category (compared with **21%** in Hertfordshire). The least dominant groups are Rising Prosperity, Urban Adversity and Affluent Achievers.

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



Population Projections

The latest ONS population projections (2018) forecast the population of Broxbourne to rise to **98,000** residents by 2043. The district has already exceeded the projected figures for 2038 so it is extremely likely that the actual projections will be much greater than the forecasted figures.



Population Projections by Year by Area					
Area	2020	2028	2038	2043	% Variance 2020-2041
Broxbourne	97,600	97,000	97,300	98,000	0.4%
Hertfordshire	1,195,700	1,213,900	1,230,800	1,243,400	4.0%
East Hertfordshire	151,800	155,600	160,400	162,900	7.3%
Enfield	333,600	338,000	342,000	345,700	3.6%
Epping Forest	132,200	136,200	140,200	142,300	7.6%
Harlow	87,300	89,600	91,700	93,000	6.5%
Welwyn Hatfield	123,900	129,500	133,300	134,600	8.6%

Source: ONS Population Projections (2018 Based)

Working Age Projections

According to the 2018 ONS population projections, the working age population in Broxbourne is set to decrease by 2043. The ONS estimates that the working age population in Broxbourne is currently 60,187 people (**61.7%** of total residents) and in 2043 forecast this to be just 57,735 (**58.9%**) of residents. Total population figures in the district have already exceeded this figure so it is likely that these forecasted figures will increase with the next data release.

Area	Working Age Estimates (2020)	Working Age Projections (2043)	Variance (%)	% of Total Residents (2020)	% of Total Residents (2043)
Broxbourne	60,187	57,735	-4%	61.7%	58.9%
Hertfordshire	743,114	730,342	-2%	62.1%	58.7%
East Hertfordshire	94,174	92,241	-2%	62.0%	56.6%
Enfield	212,830	208,543	-2%	63.8%	60.3%
Epping Forest	80,919	81,686	1%	61.2%	57.4%
Harlow	53,914	55,688	3%	61.8%	59.9%
Welwyn Hatfield	81,319	85,356	5%	65.6%	63.4%

Source: ONS

Traditionally the working age population has been defined as those aged 16-64, reflecting the age of school leavers and the state pension age of 65. In recent years this has begun to change, with many pupils staying in education or training until 18 years old and the state pension age increased to 66 or 67 years old. With an aging population as life expectancy grows, the working age as a % of total residents is lower, despite an increase in the 16-64 population.

16-17 Year Old Projections

The ONS 2018-based population projections forecasts that the 16-17 year old resident population in Broxbourne is set to decrease by **0.9%** by 2043, meaning that in 2043 just **2.2%** of residents in Broxbourne will be aged 16-17. Within Hertfordshire overall, the ONS 2018-based projections forecast a **3.8%** rise in 16-17 year old residents by 2043.

Area	16-17 Year Olds(2020)	16-17 Year Olds (2043)	Variance (%)	% of Total Residents (2020)	% of Total Residents (2043)
Broxbourne	2,203	2,183	-0.9%	2.3%	2.2%
Hertfordshire	27,971	29,026	3.8%	2.3%	2.3%
East Hertfordshire	3,689	3,932	6.6%	2.4%	2.4%
Enfield	8,466	8,144	-3.8%	2.5%	2.4%
Epping Forest	2,836	3,050	7.5%	2.1%	2.1%
Harlow	1,919	2,235	16.5%	2.2%	2.4%
Welwyn Hatfield	2,541	2,865	12.8%	2.1%	2.1%

Source: ONS

65+ Projections

With life expectancy increasing, the number of older residents is generally increasing year on year. The ONS population prediction model (2018) forecasts a rise of approx. 5000 residents aged 65+ in Broxbourne by 2043, which is a **28.9%** increase on the 2020 65+ population estimates in the district. Broxbourne will have gone from having an estimated **17.8%** of residents aged 65+ in 2019 to **22.8%** in 2043.

Area	65+ Residents (2020)	65+ Residents (2043)	Variance (%)	% of Total Residents (2020)	% of Total Residents (2043)
Broxbourne	17,363	22,383	28.9%	17.8%	22.8%
Hertfordshire	205,909	287,923	39.8%	17.2%	23.2%
East Hertfordshire	27,679	42,057	51.9%	18.2%	25.8%
Enfield	44,837	71,046	58.5%	13.4%	20.6%
Epping Forest	25,922	36,293	40.0%	19.6%	25.5%
Harlow	13,416	17,696	31.9%	15.4%	19.0%
Welwyn Hatfield	19,139	26,426	38.1%	15.4%	19.6%

Source: ONS

Education & Training

Broxbourne has a fairly poorly educated workforce, with just **29.4%** of residents aged 16-64 holding a qualification at NVQ Level 4 or above. This is significantly lower than the Hertfordshire average of **48.8%** and much lower than surrounding areas East Hertfordshire (**49.8%**), Enfield (**49.2%**), Epping Forest (**43.4%**) and Welwyn Hatfield (**46.1%**), although greater than Harlow (**23.9%**). **6.3%** of total residents in Broxbourne that are of the working age hold no formal qualifications, greater than the Hertfordshire average (**4.4%**) and surrounding areas. This figure has decreased significantly since 2019 however, where the annual population survey reported **14.6%** Broxbourne's working age population held no qualifications.

Qualifications by Area (% of Age 16-64) 2021	NVQ4+	NVQ3+	NVQ2+	NVQ1+	Other	No qualifications
Broxbourne	29.4	49.0	70.7	84.2	9.5	6.3
Hertfordshire	48.8	63.7	80.9	90.2	5.4	4.4
East Hertfordshire	49.8	65.2	81.7	93.5	2.0	4.5
Enfield	49.2	67.9	80.1	87.5	7.9	4.5
Epping Forest	43.4	56.8	75.4	87.9	7.9	4.2
Harlow	23.9	38.4	59.9	81.0	14.2	4.8
Welwyn Hatfield	46.1	60.4	74.3	88.4	8.0	3.6

Source: ONS Annual Population Survey Jan-Dec 2021

Notes: Where there is no data (-), the sample size is too small for a reliable estimate

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 second lowest average attainment 8 score within the county of Hertfordshire in the academic year of 2020/21 at **50.8**, just behind Stevenage (**49.6**). This is significantly lower than the Hertfordshire wide average of **54.8**. When comparing to surrounding areas, Broxbourne KS4 pupils performed lower than almost all surrounding areas apart from Harlow (**46.0**).

Attainment 8 Scores by Area (2020/21)

School Location	No of Schools	No of Pupils at end of KS4	Average Attainment 8 Score
Broxbourne	8	1,146	50.8
Hertfordshire	96	13,487	54.8
East Hertfordshire	14	2,035	56.5
Enfield	25	3,783	51.1
Epping Forest	8	1,113	51.6
Harlow	7	1,008	46.0
Welwyn Hatfield	8	992	51.8

Source: Department for Education Attainment 8 by School Location

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

Source: Department for Education A Level and Other 16-18 Results 2018/19 by School or College Location. Notes: Substantial level 3 qualifications are defined as qualifications that are at least the size of an A Level (180 guided learning hours per year). Covers students at the end of advanced level study who were entered for at least one academic qualification equal in size to at least half (0.5) an A level or an extended project (size 0.3), or Applied General or Tech Level qualification during their 16-18 study.

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

Source: Department for Education A Level and Other 16-18 Results 2018/19 (revised) by School or College Location. Notes: Facilitating subjects are Biology, Chemistry, Physics, Maths, Further Maths, Geography, History, English Literature, Modern and Classic Languages.

Special Education Provision

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.

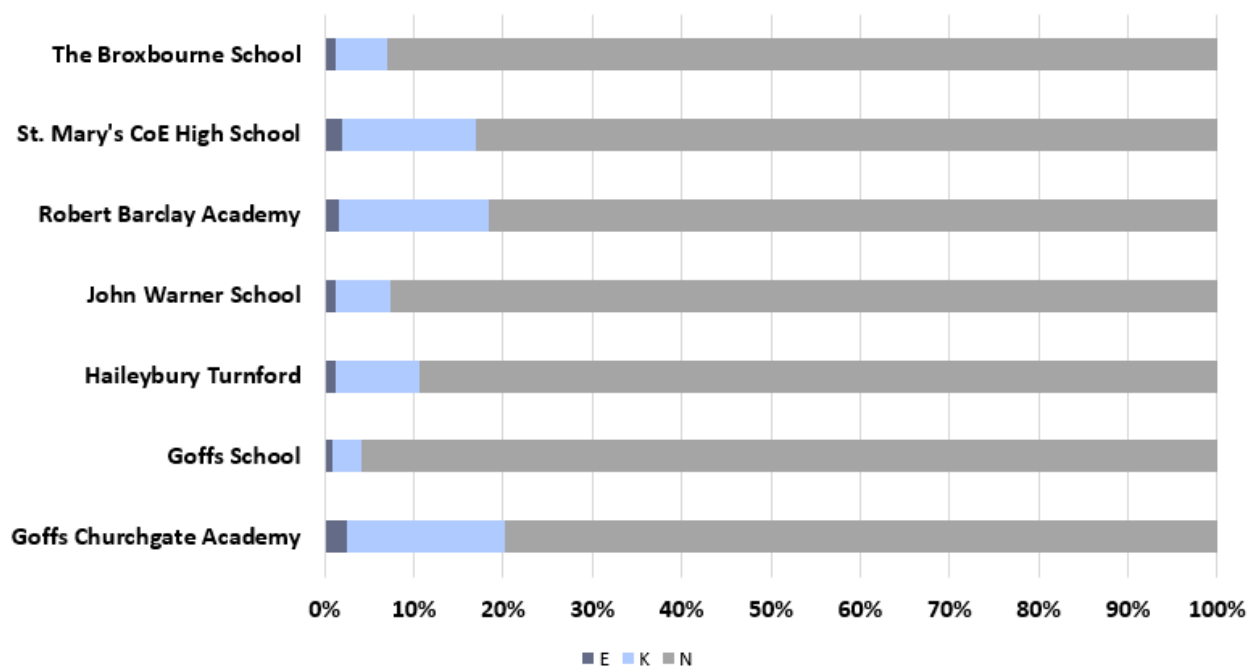
Pupils by SEN Provision (2020/21)			
School Name	E	K	N
The Broxbourne School	1.1%	5.9%	92.9%
St. Mary's CoE High School	2.0%	14.9%	83.1%
Robert Barclay Academy	1.6%	16.8%	81.7%
John Warner School	1.3%	6.0%	92.7%
Haileybury Turnford	1.3%	9.2%	89.5%
Goffs School	0.9%	3.3%	95.9%
Goffs Churchgate Academy	2.6%	17.7%	79.8%

Source: Hertfordshire School Census (Spring 2021)

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 school within Broxbourne with the largest percentage of pupils with SEN Support (K) is Goffs Churchgate Academy (**17.7%**) followed by Robert Barclay Academy (**16.8%**). The school with the largest percentage of pupils with an Education and Health Care Plan (E) in 2020/21 is Goffs Churchgate Academy (**2.6%**), followed by St. Mary's Church of England High School (**2.0%**).

Percentage of Pupils by SEN Provision by School (2020/21)



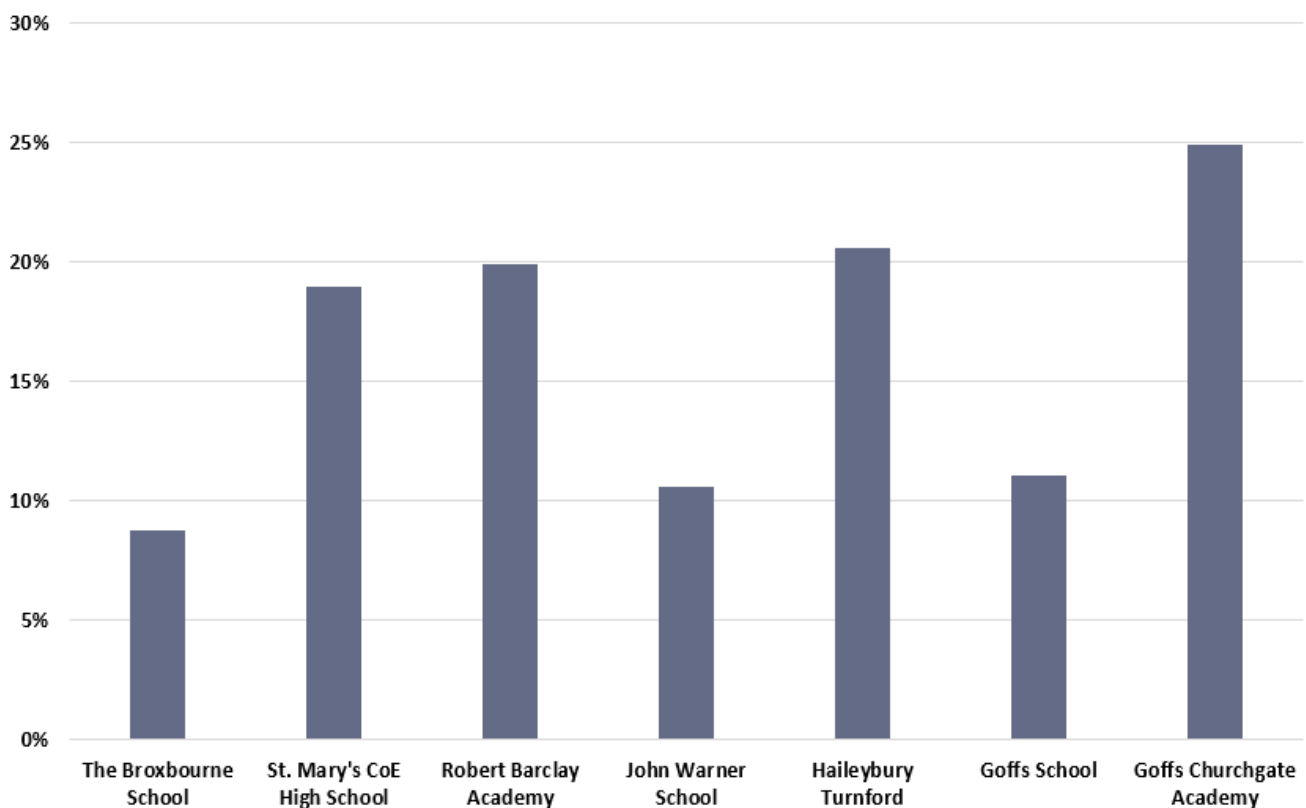
Source: Hertfordshire School Census (Spring 2021)

Free School Meals

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

According to the 2020/21 school census, the school within Broxbourne with the largest percentage of pupils receiving free school meals is Goff's Churchgate Academy, with a quarter of pupils (**25.0%**) eligible. The school with the second highest percentage of pupil's eligible for free school meals in 2020/21 within Broxbourne was Haileybury Turnford (**21%**), followed by Robert Barclay Academy (**20%**). The Broxbourne School had only **9%** of pupils eligible for free school meals in 2020/21, significantly lower than the other schools in the district.

Percentage of Pupils eligible for Free School Meals (2020/21)



Source: Hertfordshire School Census (Spring 2021)

Apprenticeships

The number of apprenticeship starts increased in Broxbourne in 2020/21 from the previous year. **542** people started an apprenticeship in Broxbourne in 2020/21 compared with **520** the previous academic year. The district within Hertfordshire with the largest number of apprenticeship starts in 2020/21 was East Hertfordshire (**745**), followed by Dacorum (**674**). The lowest was Hertsmere (**423**) and Three Rivers (**424**).

Area	Number of Starts 2019/20	Number of Starts 2020/21
Broxbourne	520	542
Dacorum	709	674
East Hertfordshire	668	745
Hertsmere	422	423
North Hertfordshire	598	583
St Albans	510	531
Stevenage	472	508
Three Rivers	389	424
Watford	393	504
Welwyn Hatfield	480	501
Hertfordshire County	5,161	5,345

Source: Education & Skills Funding Agency Data Cube 2020/21 Final

Area	2019/20 Starts			2020/21 Starts		
	16-18	19-24	25+	16-18	19-24	25+
Broxbourne	143	169	208	149	159	234
Hertfordshire	1,139	1,646	2,376	874	1,664	2,897
East Herts	160	215	293	109	250	386
Welwyn Hatfield	122	133	225	84	142	275

Source: Education & Skills Funding Agency Data Cube 2020/21 Final

The number of apprenticeship starts aged 25+ increased from 2019/20 to 2020/21 by **13%** although overall in Hertfordshire the percentage increase in starts aged 25+ was **22%**, in East Hertfordshire **32%** and Welwyn Hatfield **22%**.

The number of starts aged 16-18 years old increased slightly in Broxbourne in 2020/21 compared with 2019/20 (**4%**). In comparison, Hertfordshire's number of 16-18 year old starts decreased by **23%** overall, East Hertfordshire decreased by **32%** and Welwyn Hatfield decreased by **31%**.

The number of 19-24 year old apprenticeship starts decreased by **6%** in Broxbourne in 2020/21 compared with the previous year.

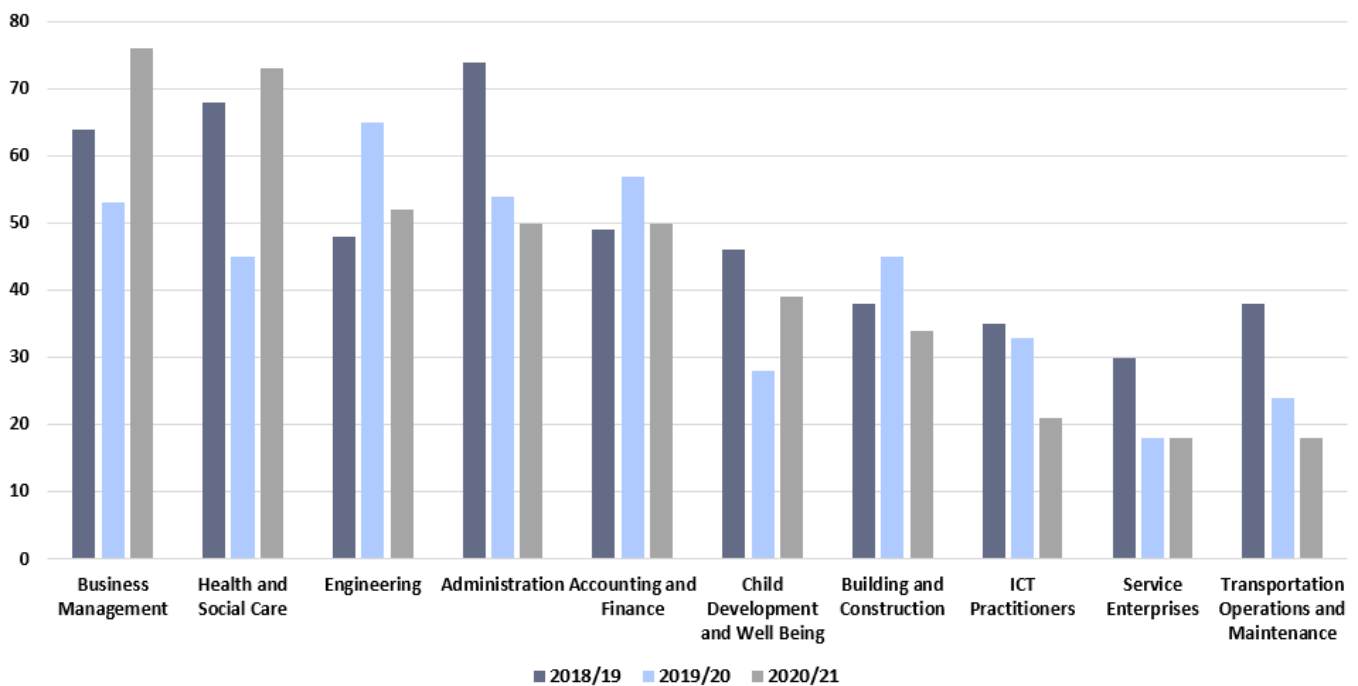
Apprenticeships: Sectors

Business Management was the most popular apprenticeship subject in Broxbourne in 2020/21, with 76 starts. This is a 43% increase on the number of starts the previous academic year. Health and Social care apprenticeships were also a popular choice in Broxbourne in 2020/21, with 73 starts, 63% more than the previous year.

Engineering apprenticeships saw a decline in the number of starts in Broxbourne in 2020/21 compared with the previous year, down 20%.

The number of starts on apprenticeships in the Administration subject sector has decreased in the last few years within Broxbourne. Since 2018/19 starts have decreased by 32%. This sector subject area was previously one of the most popular for apprentices in Broxbourne.

Broxbourne Apprenticeship Starts by Subject Area (Top 10 Subjects)



Source: Education & Skills Funding Agency Data Cube 2020/21 Final

Destination Data

Post Key Stage 4

The percentage of pupils that went on to either further education or entered employment in 2019/20 post key stage 4 was **95%** in Broxbourne, slightly lower than the Hertfordshire wide average of **96%**. Neighboring district East Hertfordshire saw **97%** of KS4 pupils enter either education or employment in 2019/20.

Within those that went on to sustain education or employment post key stage 4 in 2019/20 in Broxbourne, **89%** of pupils went into further education, **3%** went on to sustain an apprenticeship and only **3%** went directly into employment.

The percentage of those within Broxbourne that did not sustain a destination post KS4 in 2019/20 was **4%**, double the Hertfordshire average of **2%**.

Key Stage 4 Destinations (2019/20)					
Area	Sustained education or employment	Sustained education destination	Sustained apprenticeship	Sustained employment destination	Destination not sustained
Hertfordshire	96%	92%	2%	2%	2%
Broxbourne	95%	89%	3%	3%	4%
East Herts	97%	93%	3%	2%	2%
Enfield	93%	91%	1%	2%	5%
Epping Forest	95%	90%	3%	2%	4%
Harlow	95%	90%	3%	3%	4%
Welwyn Hatfield	96%	90%	4%	3%	3%

Source: Department for Education

Labour Demand



Jobs & Employment

According to the ONS figures posted in 2020, there are **44,000** jobs in Broxbourne with a density of **0.73**, lower than the total Hertfordshire figure of **0.98**. Employee jobs make up **36,000** of total jobs in Broxbourne, with **69.4%** 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 **22.2%** of all employee jobs in the district. In comparison, this sector accounts for just **16.1%** of employee jobs in Hertfordshire overall.

Construction is a key industry within Broxbourne, with **12.5%** of employee jobs in the district being in this sector. In comparison, construction jobs in Hertfordshire make up **7.0%** of all employee jobs in the county.

The Information and Communication sector has a small industry share in Broxbourne (**2.2%**) compared to the Hertfordshire wide figure (**5.4%**).

Largest Industries:

- (G) Wholesale & Retail Trade: 8,000 (22.2%)
- (N) Administrative & Support Service Activities: 6,000 (16.7%)
- (F) Construction: 4,500 (12.5%)
- (M) Professional, Scientific and Technical Activities: 2,500 (6.9%)
- (P) Education: 2,500 (6.9%)
- (C) Manufacturing: 2,250 (6.5%)
- (H) Transportation and Storage: 2,250 (6.2%)
- (Q) Human Health & Social Work Activities: 2,250 (6.2%)
- (I) Accommodation and Food Service Activities: 2,000 (5.6%)

Smallest Industries:

- (L) Real Estate Activities: 800 (2.2%)
- (J) Information and Communication: 800 (2.2%)
- (R) Arts, Entertainment and Recreation: 600 (1.7%)
- (K) Financial and Insurance Activities: 500 (1.5%)
- (S) Other Service Activities: 450 (1.2%)
- (O) Public Administration and Defence: 400 (1.1%)
- (E) Water Supply: 300 (0.8%)
- (D) Electricity, Gas, Steam & Air Con Supply: 30 (0.1%)
- (B) Mining & Quarrying: 0 (0%)

Source: ONS Business Register and Employment Survey

Earnings

Workplace earnings in Broxbourne have risen significantly since 2010, with a **43%** increase in wages for employees based in Broxbourne compared with the county wide average workplace wage increase of **21%**. This now brings the average annual gross earnings in Broxbourne (workplace-based) to £34,907, above the Hertfordshire average of £33,902 and higher than surrounding districts.

Resident based earnings in Broxbourne have also risen, with a **20%** increase since 2010 to a current median annual salary of £34,615. On average the resident based earnings for full time workers across Hertfordshire have risen by **16%** to £36,045.

Area	Workplace Earnings			Resident Based Earnings		
	2010	2021	% Variance	2010	2021	% Variance
Broxbourne	£24,424	£34,907	43%	£28,730	£34,615	20%
Hertfordshire	£27,943	£33,902	21%	£31,164	£36,045	16%
East Herts	£26,471	£33,965	28%	£34,653	£38,763	12%
Enfield	£26,967	£30,826	14%	£29,385	£35,586	21%
Epping Forest	£25,875	£32,252	25%	£30,431	£36,691	21%
Harlow	£27,991	£28,109	0.4%	£25,382	£29,234	15%
Welwyn Hatfield	£29,528	£33,947	14%	£30,629	£31,635	3%

Source: ONS Annual Survey of Hours and Earnings
Notes: Full time workers

Job Vacancies

According to economic modelling company EMSI, there were **13,022** unique job vacancies posted online based in Broxbourne in 2021. The average salary of these postings was **£27,500**, 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 2021 was the NHS, mainly for nurses, occupational therapists and medical practitioners.

The company with the second largest number of vacancies posted in 2019 in Broxbourne (excluding staffing companies) was Broxbourne Borough Council.

	Standard Occupation Classification	Unique Postings Jan-Dec 2021	% Mix
1	Managers, Directors and Senior Officials	1133	9%
2	Professional Occupations	2905	22%
3	Associate Professional and Technical Occupations	2144	16%
4	Administrative and Secretarial Occupations	1476	11%
5	Skilled Trades Occupations	1194	9%
6	Caring, Leisure and Other Service Occupations	1232	9%
7	Sales and Customer Service Occupations	1354	10%
8	Process, Plant and Machine Operatives	1217	9%
9	Elementary Occupations	1589	12%
	Total	13,022	

Source: EMSI

Professional occupations accounted for **22%** of job vacancies posted in 2021 in Broxbourne, followed by associate professional and technical occupations (**16%**) and administrative and secretarial occupations (**11%**). Sales and customer service occupations only accounted for **10%** of total vacancies posted.



Overall, the most requested specialized skills for vacancies in Broxbourne in 2021 by percentage of vacancies they were mentioned in were Warehousing (**9%**), Finance (**6%**), Key Performance Indicators (**5%**), Invoicing (**4%**), Marketing (**4%**), Accounting (**4%**), Auditing (**3%**), Selling Techniques (**2%**), Numeracy (**2%**).