A Profile of the Economy, Labour Market and Business Structure of Rutland

NTU

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NOTTINGHAM BUSINESS SCHOOL
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Contents

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Executive Summary

1. Official statistics for the UK overall suggest that the recent recession, starting in 2008, has been amongst the deepest on record. The extent of output lost (Gross Domestic Product) was comparable to that experienced in the Great Depression of the 1930s. Although recent evidence points to a strengthening recovery, the UK is still yet to return to the level of output achieved prior to the onset of recession. However, the UK labour market has been very resilient compared to previous recessions, with employment falling by less, and unemployment increasing by less, than would be expected given the extent of the contraction in GDP.

2. The labour market in the Rutland County Council area has been particularly resilient, with employment rates remaining significantly higher than the national average and unemployment rates both increasing by less and appearing to recover more strongly than average in recent months. On both the International Labour Organisation and the Claimant Count measures, unemployment in Rutland is now very close to the pre-recession level. There are significant local variations within Rutland, with Claimant Count unemployment higher in parts of Oakham and in the wards of Ryhall & Casterton and Lyddington, but in all cases these rates are significantly lower than average.

3. Based on a profile of qualifications (as a proxy measure for skill) Rutland has a relatively highly skilled resident population, with above average proportions qualified to a degree or with intermediate-level qualifications and a below average proportion with no qualifications. Rutland has a higher proportion of residents qualified to an equivalent of a first degree than all comparator areas used in this study (the national and East Midlands regional averages, the Greater Cambridge and Greater Peterborough LEP, Lincolnshire, Leicestershire and Northamptonshire).

4. Compared to the profile of skills supply, the occupational structure of employment (the kind of jobs individuals do and the level of skill required to do them) suggests a level of under-employment in Rutland. Although Rutland has a significantly higher proportion of residents than average working as 'Managers', it has slightly below average proportions working as Professionals or Associate Professionals. On a workplace-basis (individuals working within Rutland), this contrast is even clearer. There are significantly lower proportions of individuals working in Rutland in highly skilled occupations (compared to both the national average and the residence-based profile for Rutland), suggesting significant out-commuting of skilled workers. A relative over-representation of intermediate occupations on a workplace basis (compared to the residence-based profile), such as the Skilled Trades and Sales and Customer Service Occupations, also suggests that significant numbers of individuals with skills at this level could be in-commuters from neighbouring areas.

5. An analysis of earnings further confirms this picture. Median earnings based on individuals living in Rutland (£480 per week) are significantly higher than those for individuals working

in Rutland (£425 per week) – suggesting that significant proportions of more highly paid, highly skilled individuals work elsewhere.

6. The latest estimates of travel-to-work flows suggest that Rutland experiences net out-commuting, with a higher proportion of individuals resident in Rutland working elsewhere compared to a lower proportion of individuals working in Rutland who live in other areas. The main destinations for out-commuters from Rutland are Peterborough (7% of out-commuters), South Kesteven- including Stamford (5% of out-commuters), Leicester (also 5%) and Corby (4%). This data does not provide information on the skill levels or occupations of these commuters, so further research would be necessary to conclusively demonstrate that Rutland experiences a net out-commuting of skilled residents in particular.

7. Business birth rates in Rutland are significantly lower than average and have fallen significantly over time. Business death rates and the year-on-year change in the stock of active businesses show that the business population of Rutland was affected by the recession, but it wasn't affected in a markedly different way from the wider Greater Cambridge and Greater Peterborough LEP area or the UK. What is different about Rutland is the fact that, on the whole, a business is significantly more likely to survive than elsewhere.

8. Education is the most important employment sector for Rutland, and is significantly over-represented compared to the national average. Manufacturing, Accommodation and Food Services, Wholesale and Retail, and Public Administration are also all relatively more important sectors in terms of workplace-based employment in Rutland.

9. Within Manufacturing, Plastic products (including other polymers) and Non-metallic minerals (including cement) account for the largest shares of employment and are significantly over-represented compared to the national average. The manufacture of polymers is specifically identified as a strategic priority by the Greater Lincolnshire LEP. Electrical equipment is also significantly over-represented within Manufacturing employment within Rutland. Along with plastics, firms in this sub-sector are likely to be important parts of the supply chains of other Manufacturing firms across neighbouring LEPs (and prioritised by GCGP, LLEP, D2N2 and Greater Lincolnshire).

10. A relatively large proportion of firms in Rutland are very small, with a significantly higher than average share of the business population employing between 0 and 4 individuals. Firms in Rutland are also more likely to be older, and less likely to have a turnover in excess of £1 million per annum, although 135 VAT/PAYE enterprises in the County did have a turnover of £1 million or more in 2013.

11. Research on 'high growth' businesses (which attain rapid employment growth and contribute to a disproportionate share of national job generation) suggests that firms of any size, age, sector and location can become 'high growth' – but these firms have a number of factors in common, including high levels of innovation activity. Importantly, 'high growth' firms also share common needs, including a skilled workforce, good infrastructure (including broadband connectivity) and access to finance. Although it is not possible to pre-emptively

identify these firms before they become ‘high growth’, Local Authorities can target these enabling factors.

12. Education is a key input to the human capital available in a local area, and higher education levels are closely associated with higher rates of employment. A skilled workforce is also one of the key requirements for ‘high growth’ businesses. Rutland has a relatively high level of participation and attainment in education, with a significantly higher proportion of 16 and 17 year olds participating in some form of education or work-based learning compared to England overall. The two independent schools in Oakham and Uppingham account for a significant share of this (more than half of 16 to 17 year olds estimated to be resident in Rutland - although it must be noted that the number of boarders at both schools effectively increases the school age population resident in the County).

13. Publically available data does not enable exploration of post-16 learning choices by sector (in order to match delivery within and around Rutland and the choices of young people with the needs of local employers). The Skills Funding Agency (SFA) make this data available annually to Local Enterprise Partnerships within a ‘data cube’, which would allow Rutland and other neighbouring authorities to investigate the match between the capacity of providers and employer demand.

14. Attainment in Rutland was significantly above average for 16 year olds (at GCSE) for all schools and colleges, and above average on most measures for 18 year olds (at A-level). Although Oakham and Uppingham schools significantly exceeded the national average in attainment for both groups, it must be emphasised that ‘mainstream’ schools and colleges in the County also achieve above average attainment on most measures.

15. As well as contributing significantly to the number of young people in Rutland participating in education, Oakham and Uppingham Schools are also likely to have a significant direct impact on the economy of Rutland. The two schools account for almost a third of all employment in the Education sector and are among the relatively small number of organisations in Rutland with an annual turnover in excess of £5 million.

16. However, it is not possible to identify the wider net impact of the two schools to overall employment and output (Gross Value Added) in the County without undertaking further research, such as an economic impact assessment. This could include estimation of additional employment and output generated indirectly from the two schools, through their supply chains – some of which are likely to be local; the additional consumption on goods and services by those working at the schools, employees of suppliers, and students and their families; and the proportion of this activity that is likely to be genuinely additional, how much of the benefits may be ‘leaking’ outside Rutland and whether or not the impacts of the schools are displacing or substituting any other activity in the area.

17. According to the latest year for which local house prices are available (2011), median house prices in Rutland are significantly higher than the national average and all other neighbouring areas included in this study – including Cambridgeshire. House prices in

Rutland have also been consistently above the national average since 1996 (the beginning of the comparable time-series). Moreover, the ratio of house prices to earnings (the 'affordability ratio) in Rutland is also significantly higher than the national average, with median house prices nine times that of the median annual salary for residents in the County (compared to almost seven times in England overall). These issues are explored in detail in the Strategic Housing Market Assessment (SHMA) for the Peterborough sub-region, which covers parts of Rutland, South Holland, South Kesteven and Peterborough Local Authority areas.

18. Any further research, such as in response to questions raised as an outcome of the current consultation process for the SHMA, could include an assessment of demand measures, including demographic, economic and financial factors (e.g. household demand for finance as well as wider macro-prudential factors) alongside the assessment of supply currently covered by the draft SHMA.

19. Private rented accommodation is also significantly less affordable in Rutland. The average rent for all accommodation types is equivalent to one third of median monthly earnings, compared to a quarter in the East Midlands region.

20. According to analysis by the ONS on subjective measures of life satisfaction and happiness (from the 2012/13 Annual Population Survey/Labour Force Survey), the personal wellbeing of adult residents in Rutland is above average on three of the four measures – with the County having the 4th highest rating for residents' feelings of "life satisfaction" of all 83 English Unitary Authorities and Counties and the 2nd highest rating for life being "worthwhile".

21. Further research could be undertaken to explore why residents of Rutland had these positive views – including the influence of the environment, local leisure and cultural amenities, education, housing and connectivity. This evidence could be useful in identifying assets to build on to attract and retain businesses and investors and could inform an emerging growth plan for Rutland.

Key Statistics

Green font = local value outperforms LEP/regional and/or national average; orange font = underperforms the LEP/regional and/or national averages. **Black font**= local value is either in line with or there is no statistically significant[1] difference with LEP/regional and/or national averages.

Indicator	Value	Source
Employment rate (% 16-64), 12 months to September 2013	77.7%: Rutland 76.4%: GCGPEP[2] 71.1%: UK	ONS Crown Copyright, 2014. '*Annual Population Survey*', October 2012-September 2013.
Unemployment rate (% economically active 16+), 12 months to September 2013	3.3%: Rutland 5.5%: GCGPEP 7.7%: GB	ONS Crown Copyright, 2014. '*Model Based Estimates of Unemployment*', October 2012-September 2013.
Share of resident employment- **Managers & Senior Officials**	19.7%: Rutland 10.8%: GCGPEP 10.1%: UK	ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012.
Share of resident employment- **Professional Occupations**	18.4%: Rutland 22.8%: GCGPEP 19.4%: UK	ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012.
Employment in **lower tier occupations** (Process, Plant & Machine Operatives + Elementary Occupations)	**15.2%**: Rutland 16.9%: GCGPEP 17.1%: UK	ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012.
Residents **qualified to Level 4+** (first degree + or vocational equivalent)	39.4%: Rutland 37.9%: GCGPEP 34.2%: UK	ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012.
Residents **qualified to Level 3** (A Levels or vocational equivalent)	23.5%: Rutland 17.5%: GCGPEP 18.9%: UK	ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012.
Residents **qualified to Level 2** (5 GCSEs A*-C or vocational equivalent)	**20.2%:** Rutland 17.2%: GCGPEP 18.6%: UK	ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012.
Residents with **qualifications below Level 2 or with no qualifications**	17.4%: Rutland 27.2%: GCGPEP 28.3%: UK	ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012.
Workplace-based earnings (median gross weekly pay, full-time workers)	£424.8: Rutland £474.6: East Midlands £517.8: GB	ONS Crown Copyright, 2013. '*Annual Survey of Hours and Earnings*', 2013.
Residence-based earnings (median gross weekly pay, full-time workers)	£479.3: Rutland £483.4: East Midlands £518.1: GB	ONS Crown Copyright, 2013. '*Annual Survey of Hours and Earnings*', 2013.
Business Birth Rate (new businesses in 2012 as a % of end of year stock)	9.1%: Rutland 10.6%: East Midlands 11.4%: UK	ONS Crown Copyright, 2013. '*Business Demography 2012 – Enterprise Births, Deaths and Survivals.*'
Business Survival Rate (% businesses born in 2009 surviving 3 years)	62.9%: Rutland 60.6%: East Midlands 59.6%: UK	ONS Crown Copyright, 2013 '*Business Demography 2012 – Enterprise Births, Deaths and Survivals.*'
Employment in **High and Medium High Technology Industries** (% total employment)	**3.4%:** Rutland 4.9%: GCGPEP 3.1%: Great Britain	ONS Crown Copyright, 2013. '*Business Register and Employment Survey, 2012*'.
House price: earnings ratio (median house prices: median annual earnings)	9.8: Rutland 6.7: England	DCLG, 2014. '*Housing Market Live Tables – LA median house prices 2011.*'
House price: rent ratio (median monthly rent: median monthly earnings)	0.33: Rutland 0.29: England	Valuation Office Agency, Quarter 3 2013. '*Private Rental Market Statistics*' and ONS, ASHE.

[1] i.e. if based on a sample survey, difference falls within the Confidence Interval.
[2] Greater Cambridge Greater Peterborough Enterprise Partnership (GCGPEP).

1. Introduction

This report aims to provide Rutland County Council with socio-economic evidence to inform the development of a future Local Growth Strategy. It will identify local advantages and challenges compared to neighbouring areas. This will enable Rutland to position itself in discussions on European and local growth funding with the Greater Cambridge and Greater Peterborough Enterprise Partnership (GCGPEP) and with central Government departments and agencies.

To support these aims, Rutland CC has instructed Nottingham Business School to look at questions across 5 strategic themes:

- **What are the dynamics of the local labour market**, in terms of employment trends, commuting flows and the skill levels of residents compared to those required by local employers? Is Rutland a net exporter of skilled workers to other areas? Are there any mismatches between local skill supply and demand?
- **What is the nature of the local business population?** How has it been affected by recession? Which sectors are relatively over-represented, and do these complement the priority sectors of Greater Cambridge and Greater Peterborough or other neighbouring LEPs? What is the structure of the business base in terms of employment size, turnover and age of business and how does this compare to elsewhere?
- **What is the impact of education on the economy and labour market of Rutland?** The Rutland County Council area includes two large private schools, and also has relatively high participation and attainment rates for young people across a range of education providers. Does this aggregate picture mask any particular variations between providers? How important are Oakham and Uppingham schools in terms of employment and turnover?
- **How affordable are rented and owner-occupied properties compared to average earnings in Rutland?** Are there any issues related to the affordability of housing and the impact this has on quality of life? Linked to this, **what does the available data on quality of life and well-being tell us about Rutland as an attractive place to live, work or start a business?**

This report will build on analysis previously compiled by Rutland County Council as part of a draft Economic Development Strategy in February 2009[3] and Strategy for Growth in June 2011.[4] Further research was also conducted to support a successful bid for Department for Transport (DfT) Local Sustainable Transport funding in early 2012.[5]

The draft Economic Development Strategy identified the quality of Rutland's environment and associated wellbeing as key assets for the local economy, with the need to build on these assets to attract and retain small and medium sized businesses. The challenges identified in this analysis included the prevalence of low paid jobs within the local area, whilst many well-paid, highly skilled residents commute to work elsewhere. Investment priorities therefore centred on infrastructure for

[3] Rutland County Council, February 2009. *Economic Development Strategy*, Draft v1.2.
[4] Rutland County Council, June 2011. *Rutland – A Strategy for Growth.*
[5] Rutland County Council and the Economic Strategy Research Bureau (ESRB), Nottingham Business School, February 2012. *Travel4Rutland: Small project application, Tranche 2 Bid for the Local Sustainable Transport Fund.*

local businesses, including high quality workspace and high speed Broadband infrastructure across the county.

Since the Economic Development Strategy was drafted, there have been several important developments, particularly with regards to business infrastructure. The County Council has achieved significant success in high speed Broadband connectivity. 'Digital Rutland' (delivered in partnership with BT) was launched in spring 2012. At the beginning of 2014, 91% of the area covered by Digital Rutland had access to upgraded high-speed fibre broadband (9,085 premises), with work continuing in 2014 to upgrade infrastructure for premises in the remaining more remote rural areas.[6]

Also in 2012-2013, the County Council has been successful in securing funding to deliver four Worklink employment bus services linking Oakham and Uppingham with Stamford, Melton Mowbray and Corby and the premises of several significant local employers (Lands' End and RPC Containers in Oakham and Line Cross and CS Ellis in South Luffenham). These services were funded along with a Shorelink tourism bus service, which links Rutland Water with Oakham and Uppingham, through the DfT Local Sustainable Transport Fund.

However, the area has also suffered significant challenges, especially in terms of the closure of two large public service employers. HMP Ashwell, a Category C Prison, closed in March 2011, resulting in the loss of the 212 staff. This coincided with the final stage of the phased closure of RAF Cottesmore. Rutland County Council estimated a combined negative impact of the two closures to be £60 million[7] per annum in GVA and 3,000 jobs.[8] These estimates were based on both the direct loss of employment, and thus reduced consumption of goods and services in the local area, and also the indirect impacts on local companies supplying or working with the prison and RAF base.

It was subsequently confirmed that Army personnel would be relocated to the Cottesmore site in significant numbers by the end of 2013 (1,150 troops, 450 of which would be bringing their families, leading to an estimated total of 1,900 individuals)[9], reducing the extent of the estimated impacts considerably. The Ashwell site – badly damaged in a riot in 2009 – was purchased from the Ministry of Justice by Rutland County Council to be redeveloped into Oakham Enterprise Park. The more badly damaged prison accommodation units were demolished through the summer of 2013 to be replaced with new, purpose-built units in response to tenant needs. Of the 19 reusable industrial/office buildings being marketed circa 30-40% occupancy is expected to be achieved by the end of 2013/start of 2014.[10] The redevelopment of the Ashwell site was supported by an interest-free loan from the Greater Cambridge and Greater Peterborough Enterprise Partnership (GCGPEP),

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[6] Rutland County Council, February 2014. *My Rutland: Digital Rutland Where and When?*, URL: http://www.rutland.gov.uk/digital_rutland/where_and_when.aspx [accessed on 4th March, 2014].

[7] £41 million per annum would be related to the closure of RAF Cottesmore alone, based on: SQW Consulting , on behalf of *emda* and Rutland County Council, April 2010. *Economic Impact of Closing RAF Cottesmore.*

[8] Rutland County Council, June 2011. *Rutland – A Strategy for Growth.*

[9] Rutland County Council and the Economic Strategy Research Bureau (ESRB), Nottingham Business School, February 2012. *Travel4Rutland: Small project application, Tranche 2 Bid for the Local Sustainable Transport Fund.*

[10] Rutland County Council, September 2013. *Places Scrutiny Panel: Oakham Enterprise Park Progress Update – Report of the Operational Director for Places*, Report No: 205/2013.

following a successful funding support proposal from Rutland CC demonstrating strategic fit with the LEP's growth objectives.[11]

Other opportunities and challenges were identified in the detailed Transport4Rutland bid to DfT. Much of this related to the economic geography and connectivity of Rutland, with key characteristics as follows:

- Rutland has a relatively dispersed settlement pattern, with the largest proportion of both the resident and business population located in Oakham (the main service centre for the County), with less than half the population in the second largest town, Uppingham. Together the two towns accounts for more than 16,000 residents, or 43% of the total resident population of Rutland (37,000 according to the 2012 Mid-year Estimate, ONS Crown Copyright);
- The next largest share of the population, at more than 25%, are resident in the 6 largest villages in the County, which each have a population greater than 1,000. A further 47 villages, ranging in size, have populations smaller than 1,000;
- The 'Secondary Centres' study undertaken by Lincoln University on behalf of *emda* in 2007 identified Oakham as an important employment and service hub for a wider local area, with relatively high firm densities (suggesting Oakham draws in workers from nearby communities);
- Stamford, just over the border in south Lincolnshire, is an important employment and service hub for Rutland, as are Melton Mowbray (6 miles northwest of Rutland in Leicestershire) and Corby (4 miles south, in Northamptonshire). Corby is within the North Northamptonshire Growth Area, and is thus expected to grow significantly over the next 20 years. Peterborough and Grantham are also both designated as growth areas and are expected to experience significant increases in housing and business premises;
- One consequence of Rutland's relatively dispersed population is high car dependency and correspondingly low public transport usage, which poses a serious barrier to residents who are out-of-work and may not have access to a car, including individuals with disabilities. An Access to Work survey undertaken by the 3 most local Jobcentre Plus offices in Stamford, Melton Mowbray and Corby, and cited as evidence in the Transport4Rutland bid, found that the majority (61%) of Jobseekers surveyed did not have access to their own transport, with around half of respondents suggesting that transport issues restricted their job search; and
- The Transport4Rutland bid identified the relatively high proportion of skilled residents commuting out of the County to work elsewhere, facilitated by Rutland's good inter-regional transport links. The A1 runs in a north-south direction through the north east of the County (connecting Newark, Grantham, Stamford, Peterborough and the A1 (M) to London); whilst the A47 runs east-west through the southern section of the County (connecting to Leicester and Peterborough), and; the Birmingham to Norwich rail line

[11] Ibid.

directly links Oakham to stations such as Nuneaton, Leicester, Peterborough, Cambridge, Ely, and Stansted Airport.[12]

The possible outcomes of these excellent transport links to employment centres outside Rutland (making the area attractive to commuters in highly skilled professional and managerial occupations) alongside less well developed links between settlements within Rutland (exacerbating barriers to employment for less highly skilled residents), will be investigated in the second section of this report.

Developments in the business population will be investigating in the third section, before returning to the impact of education in section four.

The final section will look at the affordability of housing (as an outcome of the high demand for property in Rutland given its good transport links, but also a potential barrier for young people and workers in less highly paid jobs) and the quality of life reported by residents in the County, another key asset for Rutland - than can be further enhanced to attract and retain businesses and skilled workers.

In all cases, the latest available official statistics will be used, with full tables presented in the Annex. Where key questions cannot be answered adequately with available data and research, the authors will highlight possibilities for potential future work – ensuring Rutland CC have a comprehensive view of both the data available at a relevant geographical level and any gaps or weaknesses in that data.

2. Employment, Skills and Commuting

During the recession that started in the second quarter of 2008, the output lost by the UK economy was similar to that experienced during the Great Depression of the 1930s. The ONS estimate that real GDP fell by 7.2% between the first quarter of 2008 and the second quarter of 2009, significantly exceeding the extent of contraction estimated for the recessions in the 1970s, 80s and early 1990s. Although the GDP estimate for the final quarter of 2013 was strong, with the economy growing by 0.7% on the previous quarter, output remains 1.3% below the pre-recession peak.[13]

Unfortunately, official estimates of economic output are not available for Rutland. Sub-national estimates of Gross Value Added (GVA) have recently been published for 2012, with the most detailed geography at the 'NUTS3' level, in which Rutland is combined with Leicestershire County Council (excluding Leicester City). Annual GVA per head estimates for this larger area, compared to neighbouring areas and the national and regional averages (the East Midlands and East of England), are shown in Chart 1. Over the period 2007 to 2012, GVA per head in Leicestershire CC and Rutland fell from 90.6% to 84.3% of the UK average (i.e. output fell more quickly in this area than in the UK overall). Chart 1 shows that in 2007, GVA per head in Leicester CC and Rutland was £18,249, compared to £21,223 in the UK. Between 2008 and 2009, GVA per head in Leicestershire CC and

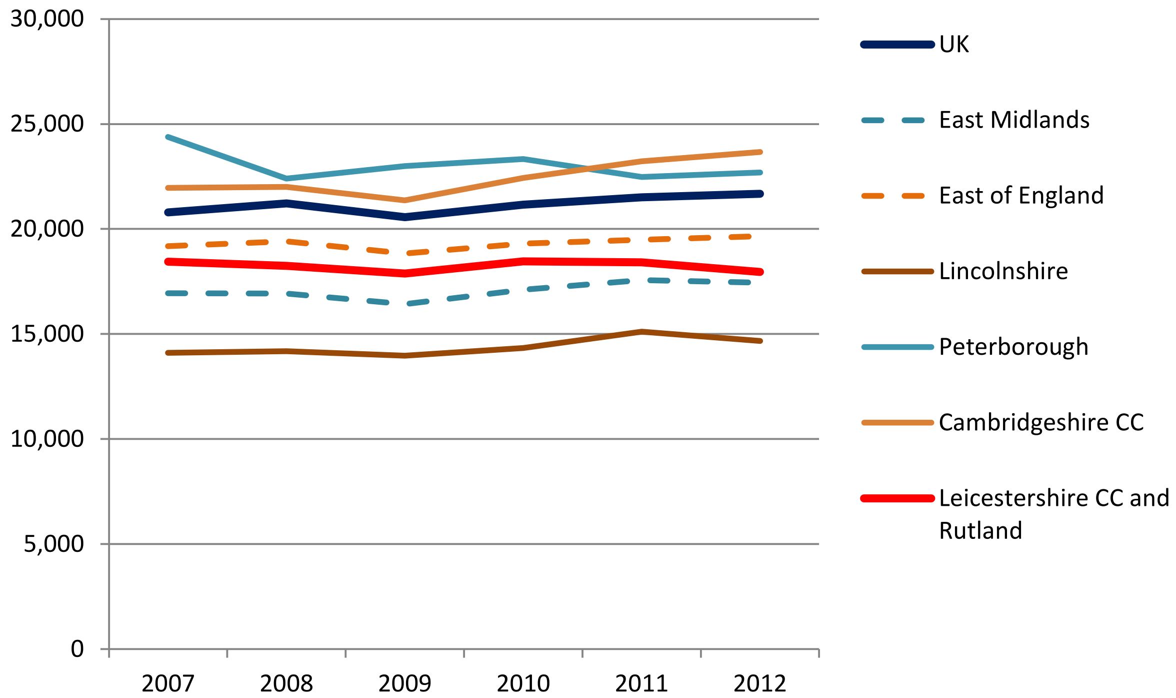
[12] Rutland County Council and the Economic Strategy Research Bureau (ESRB), Nottingham Business School, February 2012. *Travel4Rutland: Small project application, Tranche 2 Bid for the Local Sustainable Transport Fund.*

[13] ONS Crown Copyright, January 2014. *Gross Domestic Product Preliminary Estimate, Q4 2013*.

Rutland fell by 2%, less than the contraction in the UK over the same period. However, as the chart shows, despite recovering to £18,461 per head in 2010, output in Leicestershire CC and Rutland then fell in 2011 and 2012 (to £17,950 per head according to the latest estimate), whilst output per head in the UK and in the East of England region increased in each of these years. This suggests that recovery in the wider Leicestershire CC and Rutland NUTS3 area has not been as sustained or robust as elsewhere, although it continues to significantly outperform Lincolnshire (which also experienced falling output per head in 2011 and 2012).

It is not possible to identify the extent to which this relates to experiences within Rutland, as the area has far smaller resident and business populations compared to Leicestershire CC (in 2012, Leicestershire had a resident population of 656,700 compared to 37,000 in Rutland). However, Chart 1 does demonstrate that some areas around Rutland – namely Lincolnshire and Leicestershire – have suffered recent falls in output per head whilst local economies elsewhere in the UK, including Cambridgeshire, have been recovering more strongly.

Chart 1: Workplace based GVA per head at current basic prices (NUTS3), 2007-2012



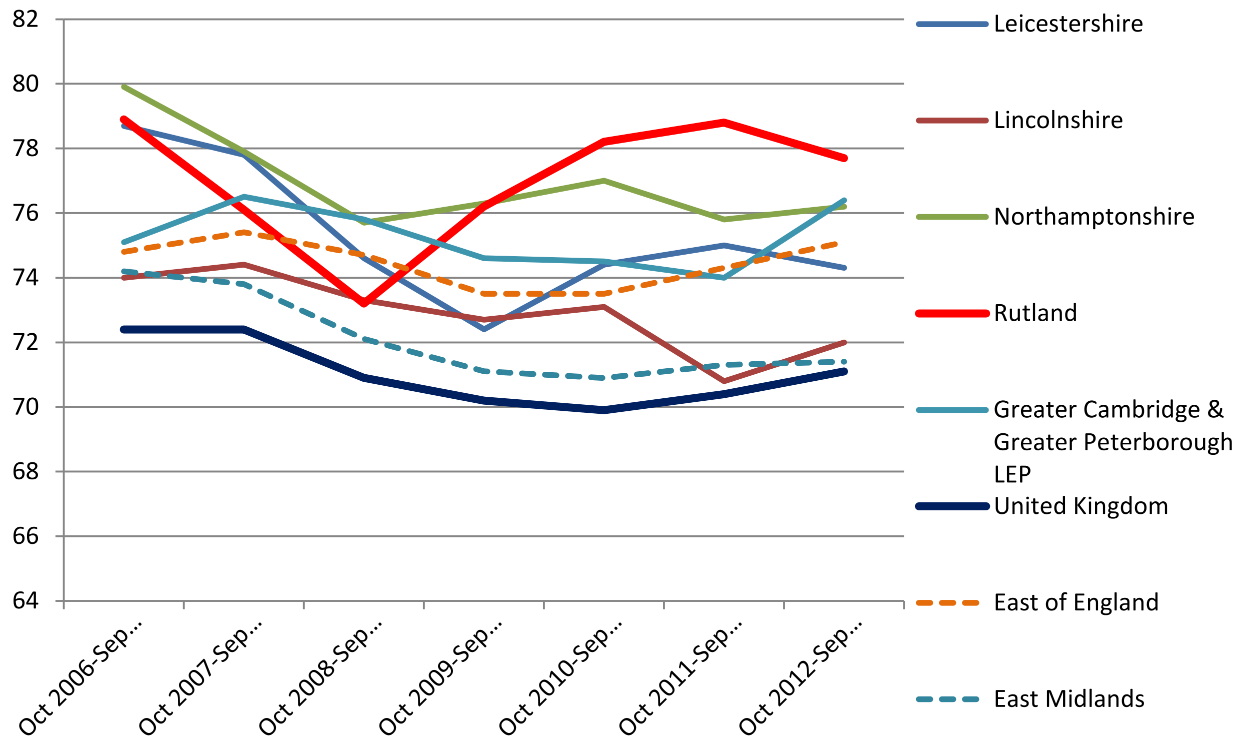
Source: ONS Crown Copyright, 2013. *Regional Gross Value Added - NUTS3, 1997-2012.*

The other key characteristic of the recent recession has been the relative strength of the UK labour market. Employment has not fallen by anywhere near the extent experienced in previous recessions, and unemployment rates have remained lower than expected. Chart 2 presents employment rates (employed residents as a % of total population aged 16-64) for Rutland compared to neighbouring areas and the national and regional averages.

The estimates for Rutland should be treated with caution, as they are based on a sample survey (the Labour Force Survey), which is relatively small for areas of Rutland's size. Therefore it is important not to place too much emphasis on changes observed between single years, as relatively large confidence intervals (+/- 4-5 percentage points in a given year) mean that such changes are unlikely to be statistically significant. However, the data is sufficiently robust to observe trends over the longer period illustrated in Chart 2 (2007-2013). This shows that the rate of employment in Rutland has consistently exceeded the UK average. Although it is likely to have fallen with the onset of recession in 2008, it has since recovered - exceeding the UK average by a highly statistically significant amount (with an estimated employment rate of 77.7% in the period October 2012-September 2013, compared to 71.1% in the UK). The estimated employment rate for Rutland also exceeds all other comparator areas included on the chart. The next highest employment rates are in the Greater Cambridge and Greater Peterborough LEP and Northamptonshire, at 76.4% and 76.2% respectively (although we cannot be fully confident that the genuine rate of employment in Rutland is significantly higher than these two areas, as the difference falls within the Confidence Interval).

We can be confident, however, that the labour market in Rutland has significantly outperformed both the UK and the East Midlands averages through most of the period 2007-2013.

Chart 2: Employment Rates (% of resident population, 16-64), 2007-2013

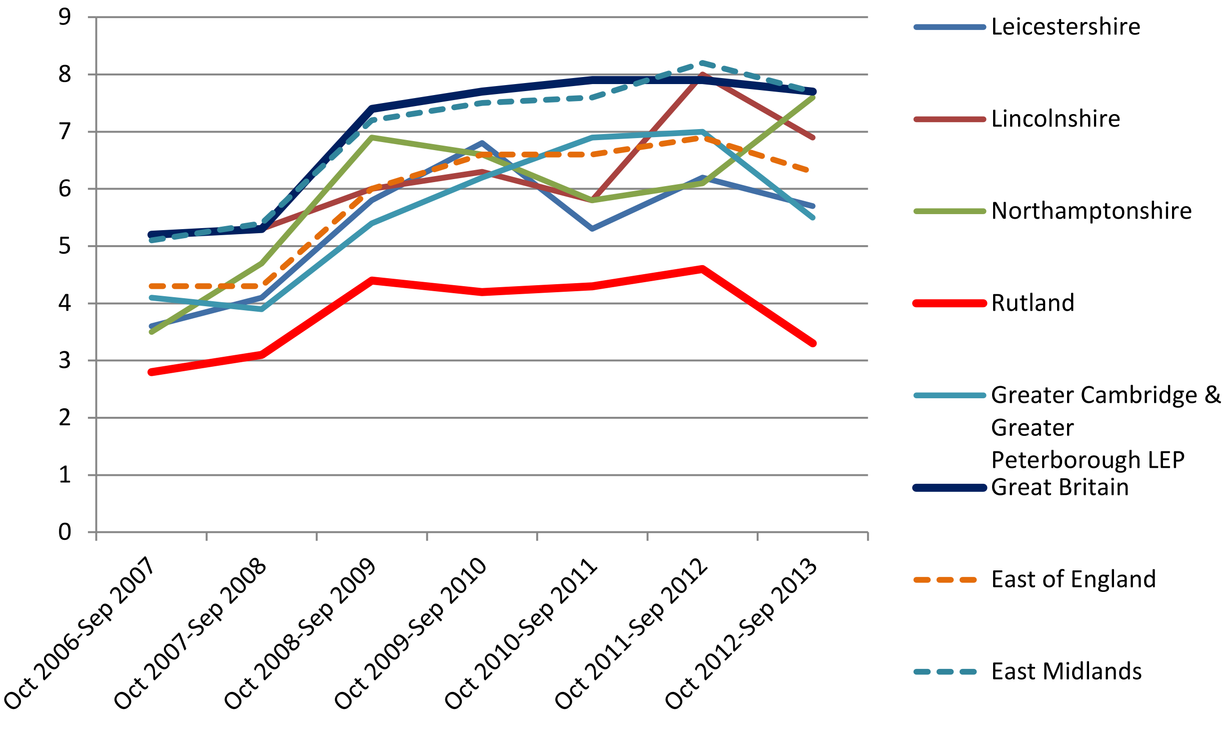


Source: ONS Crown Copyright, 2014. '*Annual Population Survey*', October 2006-September 2007 to October 2012-September 2013 [from NOMIS, accessed 25th February 2014].

Chart 3 illustrates trends in unemployment, using the ONS' 'model-based estimates', which are based on the Labour Force Survey but augmented with other data (including the Census and Jobseekers' Allowance claimant count) in order to improve their reliability at a local level. These data suggest that Rutland has significantly lower levels of unemployment compared to both the national average and neighbouring Local Authorities and LEP areas. Although unemployment in Rutland did increase significantly with the onset of recession, from 2.8% of the economically active adult population in October 2006-September 2007 to 4.4% in October 2008-September 2009, this remained well below the national average (5.2% and 7.4% in each corresponding period). Moreover, the unemployment rate in Rutland has since recovered to close to the pre-recession rate (3.3% on the latest estimate, for October 2012-September 2013) whilst it remains significantly higher in Great Britain overall and the East Midlands region (both 7.7%).

In absolute terms, this is equivalent to approximately 500 individuals resident in Rutland meeting the International Labour Organisation (ILO) criteria for unemployment (currently out of work, but actively seeking and able to start employment) at the start of the period (October 2006-September 2007); increasing to the highest level of 900 individuals in October 2011-September 2012; and falling to 600 individuals in the latest estimate (October 2012-September 2013).

Chart 3: Unemployment Rates, Model-Based (% of economically active resident population, 16+), 2007-2013



Source: ONS Crown Copyright, 2014. *Model Based Estimates of Unemployment*, October 2006-September 2007 to October 2012-September 2013 [from NOMIS, accessed 25th February 2014].

More timely unemployment data can be drawn from the Jobseekers' Allowance (JSA) claimant count. This is available monthly, and at a small area level (including Census Area Statistics (CAS) Wards and Lower Super Output Areas (LSOAs)). However, it is not a holistic measure of unemployment, as not all unemployed people claim JSA, or are eligible to do so - and changes to the eligibility criteria can distort the time-series.

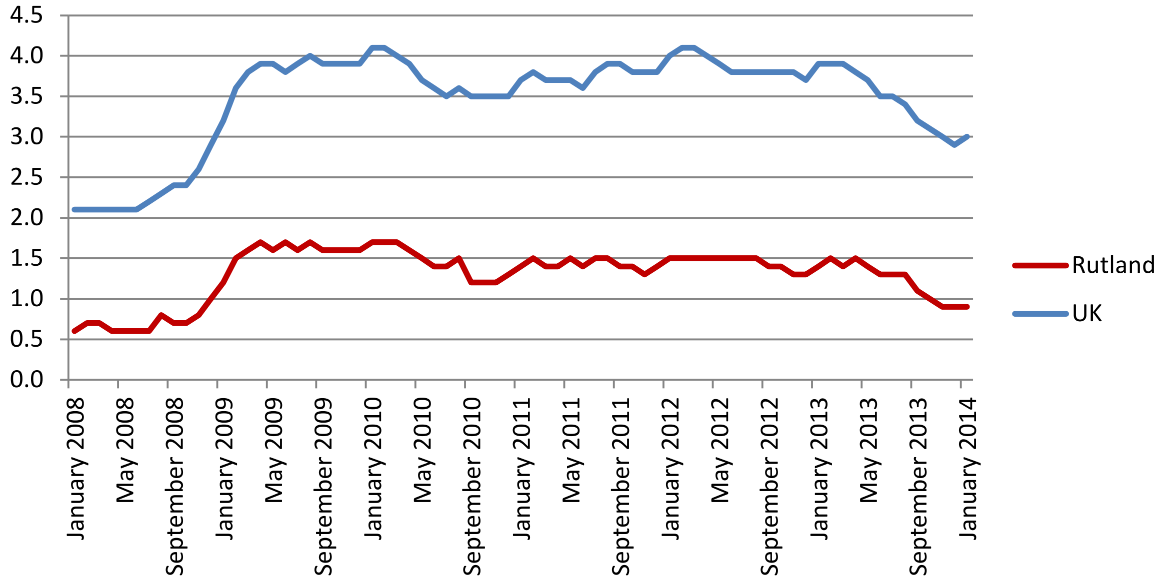
With these caveats in mind, Chart 4 shows JSA claimants as a proportion of the total resident adult population[14] in Rutland and the UK. The chart shows that:

- The number of claimants as a proportion of the total population in Rutland has consistently been well below the national average, at 0.6% at the start of the period (January 2008), and 0.9% according to the latest data (January 2013), compared to 2.1% and 3% respectively in the UK;
- Although claimant count unemployment did increase with the onset of recession in late 2008, to a high point of 1.7% (in April 2009), this was significantly lower than the increase experienced in the UK overall (which increased to 3.9% in April 2009 and then continued increasing to a high point of 4.1% in both January and February 2010); and
- The claimant count unemployment rate in Rutland has recovered to close to its pre-recession level according to the latest data, whilst it remains almost 1 percentage point higher in the UK. This suggests that the labour market in Rutland overall has been relatively resilient, and has recovered well compared to the UK.

In terms of absolute numbers, there were 139 JSA claimants in Rutland in January 2008, before increasing to 389 in April 2009. The number of claimants remained above 300 through all of 2009 and through most of 2010-2012, before falling steeply in late 2013 to the current level of 196 individuals.

[14] Note that the JSA claimant and the LFS-based unemployment rates cannot be directly compared. The former is calculated as a proportion of all working-age residents (number claiming JSA/total number of working age residents), whilst the latter is expressed as a proportion of the number of economically active residents estimated in the same LFS period (number unemployment/unemployed + employed).

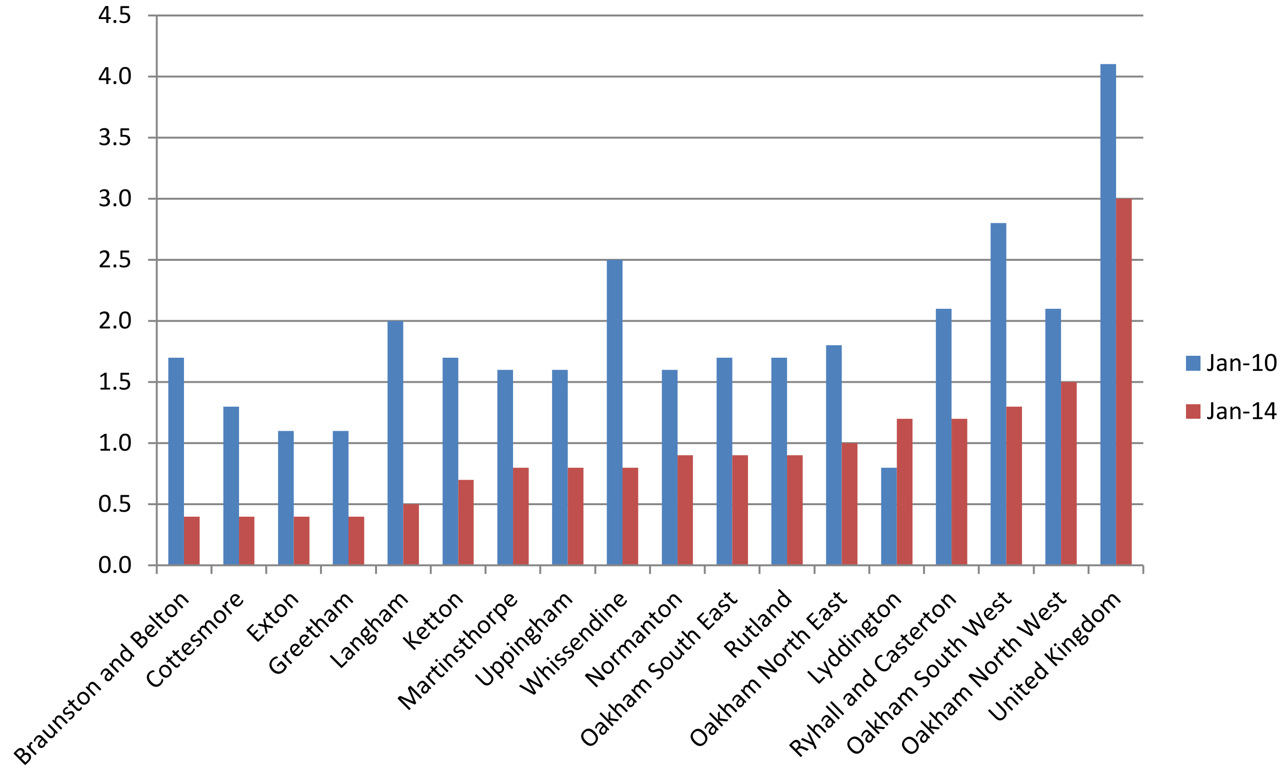
Chart 4: Jobseekers' Allowance Claimant Rate (% resident adults, 16-64)



Source: ONS Crown Copyright, 2014. *Claimant Count with Rates and Proportions*, January 2008-January 2014 [from NOMIS, 10th March 2014].

Chart 5 and Map 1 illustrate how the rate of claimant count unemployment varies within Rutland, using Census Area Statistics (CAS) wards – which were created after the 2001 Census to provide a consistent unit for small area analysis (with stable boundaries over time, in contrast to electoral wards). Chart 5 shows the claimant count unemployment rates in January 2014 are significantly lower than in January 2010 in almost all CAS wards in Rutland (with the exception of Lyddington ward, where there has been a slight increase). The chart also clearly shows that claimant count unemployment rates have been significantly lower than the national average in every CAS ward in Rutland, including in 2010 when unemployment rates were at their highest in many wards.

Chart 5: Jobseekers' Allowance Claimant Rates by CAS Wards (% resident adults, 16-64)



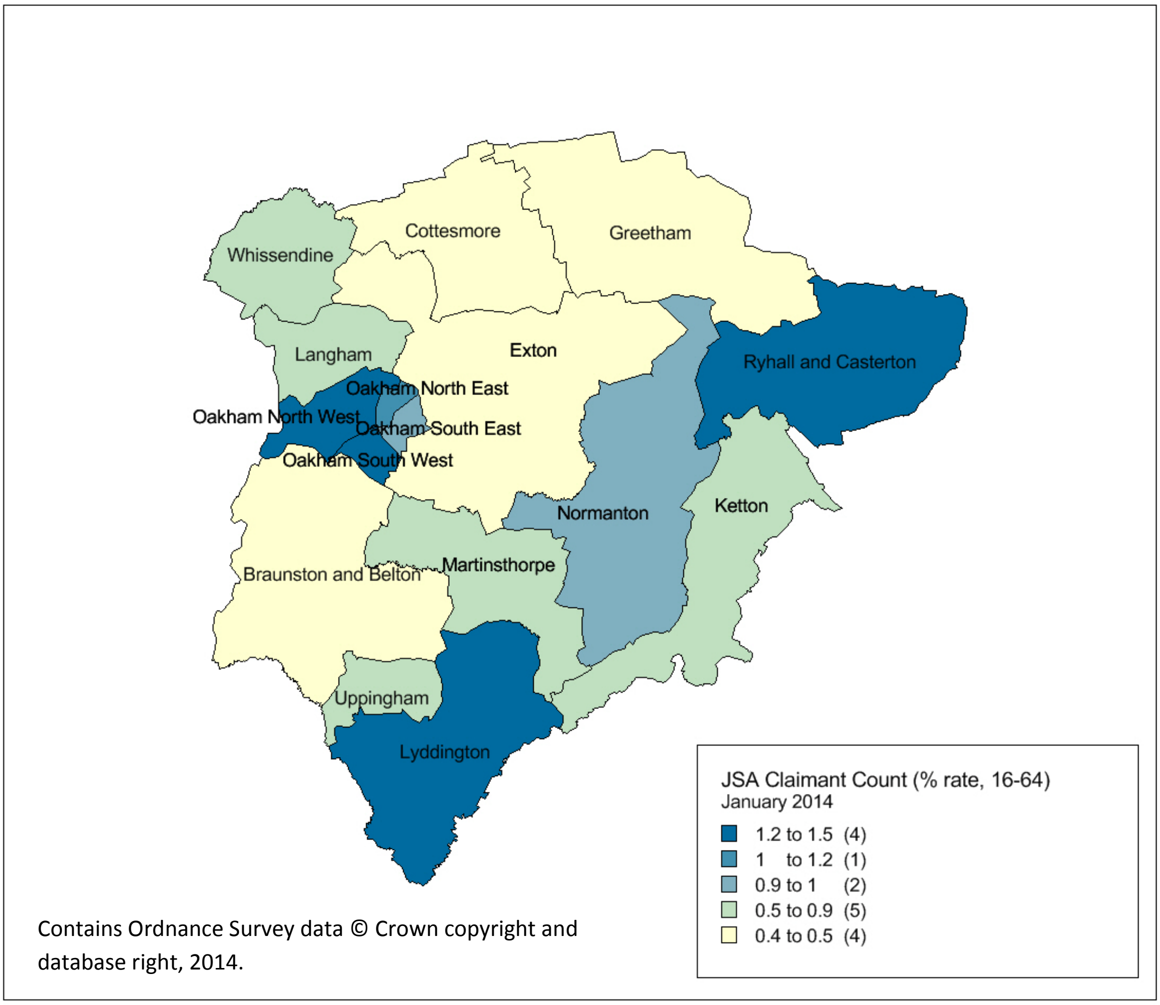
Source: ONS Crown Copyright, 2014*. Claimant Count with Rates and Proportions*, January 2010-January 2014 [from NOMIS, 11th March 2014].

Map 1 provides a clearer picture of how claimant count unemployment varies geographically within Rutland. Four CAS wards stand out as having higher rates of JSA claimants:

- Lyddington (1.2%);
- Ryhall & Casterton (1.2%); and
- Two Oakham wards, Oakham North West and Oakham South West (1.5% and 1.3% respectively).

However, it must be emphasised that all these claimant rates are well below the national average, and represent relatively small numbers of individuals in absolute terms. The largest number of claimants were resident in Oakham North West, with 28 individuals claiming JSA in January 2014.

Map 1: Jobseekers' Allowance Claimant Rate by CAS Wards (% resident adults, 16-64), January 2014



Source: ONS Crown Copyright, 2014*. Claimant Count with Rates and Proportions*, January 2014 [from NOMIS, 11th March 2014].

There has been a significant body of research, internationally, nationally and within the East Midlands[15], that points to a strong association between areas with higher levels of skills and lower unemployment rates. International data shows that employment rates and earnings increase with each level of qualification gained. Across OECD[16] member states, the difference in employment rates between individuals qualified to the equivalent of a degree and other school/college leavers is particularly significant. Based on the above analysis of employment and unemployment (ILO and

[15] Atherton, Andrew and Price, Liz, Gray, David and Bosworth, Gary, on behalf of the East Midlands Development Agency, 2010. '*The relationship between rurality, skills and productivity in the East Midlands: final report.'* Nottingham: emda.

[16] The Organisation of Economic Cooperation and Development, which includes developed countries across Europe, the United States and Canada, Australia, Japan and South East Asia.

JSA), one would therefore expect Rutland to perform comparatively well on various measures of skill.

This section will use accredited qualifications as a proxy measure. Although they are the most readily available measure, qualifications are only tangentially related to 'skill', so must be interpreted with care. Many skills valued by employers – such as communication and team working - are not necessarily reflected by qualifications. Robust data is available for the *level* of qualifications held, but very little is available on the course *subject*, preventing judgement on their applicability to available jobs. However, data on qualification levels have the advantages of comparability over time and between geographic areas (nationally and internationally). There are also positive associations between qualification levels, employment and productivity - although there is debate on whether gaining a qualification develops the skills that make individuals more employable and productive, or whether a level of qualification simply 'signals' an individual's innate capability. On balance, however, qualifications remain useful, if imperfect, measures of skill.[17]

Within the UK, qualifications are grouped in a hierarchical framework, known as the National Qualification Framework (NQF). The proportions of the labour force qualified to given NQF levels are presented as follows in this section:

- **Level 4 and above**: equivalent to a First or Higher Degree (e.g. a BA, BSc, MA, MSc), an NVQ Level 4 or 5, a recognised degree-level professional qualification, a HNC/HND or other higher-level vocational or management qualification etc. Skills associated with this level of qualification are broadly equivalent to the skills required for SOC occupational groups 1 and 2, Managers and Professionals;
- **Level 3:** equivalent to at least two A Level passes, four AS Levels, an Advanced GNVQ, or equivalent vocational qualification. Apprenticeships are allocated to their equivalent NQF/NVQ level and those Apprenticeships reported without a specific level are split evenly between Level 2 and Level 3 qualifications. Skills associated with this level of qualification are broadly equivalent to those required for SOCs 3, 4 and 5, Associate Professional and Technical Occupations, Administrative and Secretarial Occupations, and the Skilled Trades;
- **Level 2:** equivalent to at least five GCSEs at grades A*-C or equivalent vocational qualification, such as a NVQ Level 2. A Level 2 is described in Government policy as the "minimum level of qualification"[18] necessary for labour market entry and progression. This is the level of qualification expected of school leavers at 16; and
- **Below Level 2:** all other levels of qualification, such as a NVQ Level 1 or less than five GCSE passes, and no formal qualifications.

Note that the data analysed in this section relates to the calendar year January to December 2012. This is different than the time period used for the earlier analysis of employment and unemployment (the latest LFS release for the period October 2012 to September 2013). This is because

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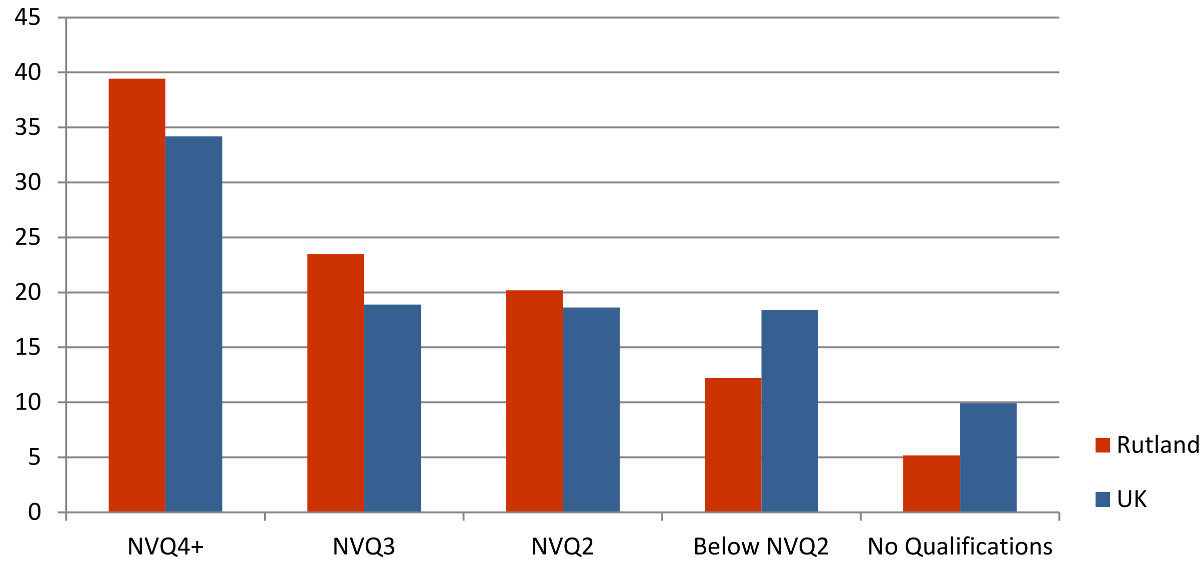
[17] For a review of these issues, see: Tamkin, P, Giles, G, Campbell, M, and Hillage, J, Institute for Employment Studies (IES) on behalf of the Sector Skills Development Agency (SSDA – now the UKCES), '*Skills Pay: The Contribution of Skills to Business Success*', September 2004.
[18] The Leitch Review of Skills, '*Prosperity for All in the Global Economy – World Class Skills: Final Report*', December 2006.

qualifications data are only available from the calendar year release of the Labour Force Survey, as the questions in the survey relating to these topics change through the year.

It is also important to note that the data presented in the chart and the accompanying table in the Annex will differ slightly from the published proportions for working age residents with an equivalent of an NQF 2 and 3, because separate data is published for 'Trade Apprenticeships' (including, but not exclusively, 'Modern Apprenticeships'). No NQF level equivalence is given for this, so it is standard practice to apportion 50% of the (relatively small number) of individuals with a Trade Apprenticeship to the Level 2 group and the remaining 50% to the Level 3 group.

For example, according to the January-December 2012 LFS, 4.6% of residents aged 16-64 in Rutland (equivalent to approximately 1,000 individuals) had 'Trade Apprenticeships' as their highest qualification. As this qualification lacks an NQF level, 50% of this group (2.3% of the total population or 500 individuals) are added to the 4,500 who have highest qualifications at Level 3 and the remaining 50% of this group are added to the 3,800 who have highest qualifications at Level 2. Analysis later in this report (Section 4, on education) will assess the educational attainment of young people resident in Rutland, as a potential future input to workforce skill levels.

Chart 6: Qualifications of Employed Residents (% residents aged 16-64), 2012



Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012 [from NOMIS, accessed 25th February 2014].

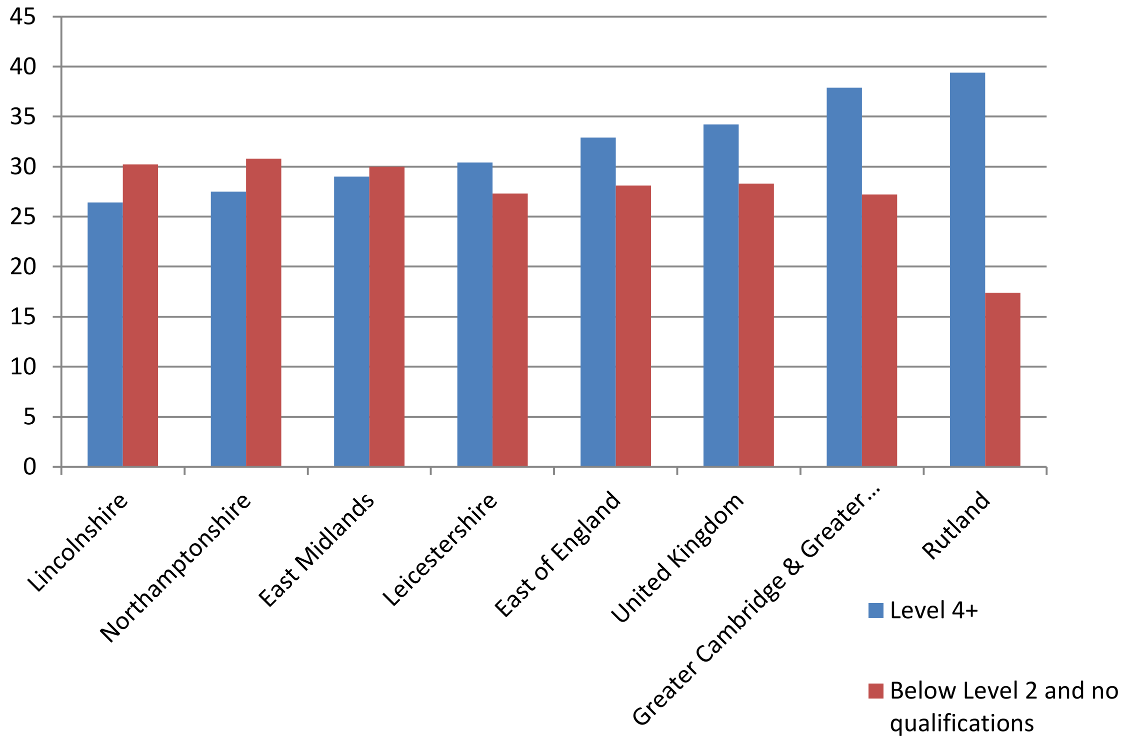
Taking these issues into account, Chart 6 indicates that Rutland has a relatively highly skilled resident population:

- The proportion of residents (aged 16 to 64) with an equivalent of a degree (NQF Level 4 or above) is significantly higher in Rutland than the UK average, at 39.4% compared to 34.2%;

- Rutland also has a higher proportion of working age residents qualified to intermediate levels than the national average, with 23.5% with highest qualifications at Level 3 (compared to 18.9% in the UK) and 20.2% with highest qualifications at Level 2 (compared to 18.6% in the UK); and
- Conversely, the proportions of residents in Rutland with lower levels of qualifications are significantly below average, with 12.2% qualified below a Level 2 (compared to 18.4% nationally) and only 5.2% of residents with no qualifications at all (compared to 9.9% nationally).

Chart 7 shows that the skills profile for Rutland also compares favourably to neighbouring areas. Amongst the areas illustrated on the chart (Lincolnshire, Leicestershire, Northamptonshire, and the Greater Cambridgeshire and Greater Peterborough LEP), Rutland has the highest proportion of residents qualified to a Level 4 and above (the next highest being the Greater Cambridge and Greater Peterborough LEP, at 37.9%); and the lowest proportion of residents with qualifications below a Level 2 or no qualifications (at 17.4% - a highly statistically significant difference with the next lowest proportion, also for the Greater Cambridge and Greater Peterborough LEP area, at 27.2%).

Chart 7: Residents with high and low levels of Qualification, Rutland and neighbouring areas (%aged 16-64), 2012



Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012 [from NOMIS, accessed 25th February 2014].

The key question posed by Rutland County Council, given this relatively highly skilled resident profile, is whether there is a corresponding demand for highly skilled jobs locally – or are many of these skilled residents commuting to work elsewhere? To answer this, this section will go on to look at the structure of employment by occupation - both for residents (some of whom may work elsewhere) and in workplaces within Rutland - before looking at commuting data, and then finally earnings estimates - comparing average pay on a residence and a workplace basis.

The kind of jobs individuals do within the workplace is described by 'occupations' - a concept that covers what a job entails and what level of skill is required to do it. The Standard Occupational Classification (SOC) used in National Statistics is a hierarchical model that categorises individuals' jobs by *skill specialisation* and *skill level*. Examples of the *skill level* element are as follows:

- SOC 1 and 2 jobs (Managers and Professionals) are associated with skills that are equivalent to a Level 4 qualification (a first degree etc.)[19]; whilst
- SOC 8 and 9 jobs (Process, plant and machine operatives and Elementary occupations) are associated with skills that are equivalent to Level 1 qualifications (the competence associated with compulsory, general education).

Employer demand for skills can be indicated by the relative proportion of people in occupations requiring different levels of skill. A local area, or sector, with a lower proportion of employment in occupations requiring higher levels of skill could reasonably be said to have a relatively low demand for skills.

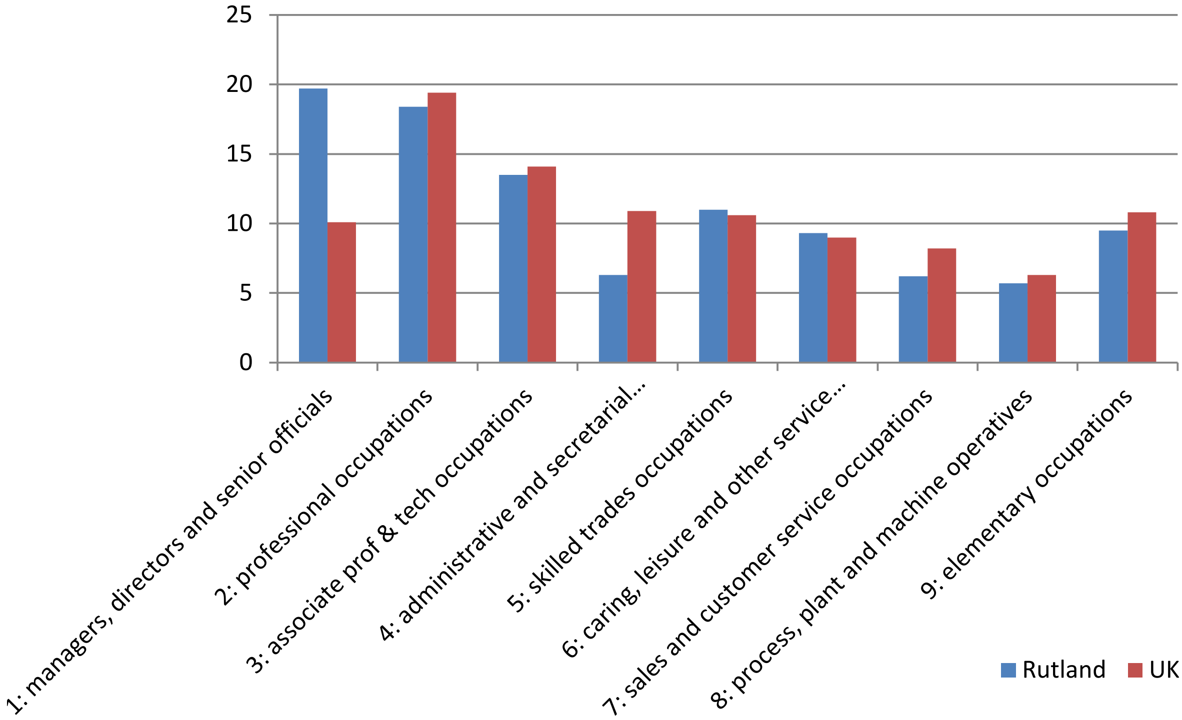
Chart 8 presents the employment of residents by broad occupational group (SOC Major), showing that:

- A significantly higher proportion of employed residents in Rutland were working as Managers and Senior Officials in 2012, at 19.7% compared to 10.1% in the UK. The proportion of residents working in such job roles may be indicative of a higher level of self-employment in the county, with a large share of these individuals being owner-managers of small firms. According to the latest LFS estimate, 17.3% of the working age population of Rutland were self-employed, compared to 8.4% in the East Midlands and 9.5% in the UK;
- The proportion of residents working as Professionals in Rutland was close to the UK average, at 18.4% compared to 19.4%, as was the proportion in Associate Professional and Technical Occupations, at 13.5% compared to 14.1% in the UK. This is despite the significantly higher than average proportions of residents in Rutland qualified to a Level 4 and a Level 3 respectively;
- Despite the higher than average proportion of resident adults qualified to a Level 2, a number of intermediate skilled occupations in Rutland were relatively underrepresented: a significantly smaller proportion of residents worked in Administrative and Secretarial Occupations (6.3% compared to 10.9% in the UK); and also in Sales Occupations (6.2% compared to 8.2% in the UK); and

[19] Note that individuals in such jobs do not necessarily hold *qualifications* at these levels, but would reasonably be expected to demonstrate *skills* at an equivalent level (whether or not they can be accredited). A good example is an owner-manager, who needs to use a high level of skill in a number of areas to undertake his/her job effectively, but may not have any formal qualifications. Despite this caveat, qualifications are often used as a proxy measure of skill in labour market statistics because they can be readily measured.

- Despite having significantly lower proportions of residents with low or no qualifications than the UK average, the proportion working in occupations associated with very limited levels of skill was close to the national average, with 5.7% working as Process, Plant and Machine Operatives compared to 6.3% in the UK, and 9.5% working in Elementary Occupations compared to 10.8% in the UK.

Chart 8: Employment by Occupation (SOC Major) (% employed adult residents), 2012



Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', January-December 2012 [from NOMIS, accessed 25th February 2014].

Therefore, on the basis of jobs occupied by residents of Rutland (which includes commuters who travel to workplaces outside the county), this data would suggest a degree of under-employment compared to the relatively highly skilled population. Despite having significantly higher than average proportions of residents with higher and higher-intermediate level skills, the proportions working in Professional, Associate Professional and intermediate skilled occupations were close to (or slightly lower than) the national average. The exception to this picture is the high proportion working as 'Managers and Senior Officials'. Some of these individuals will be working in larger firms and public sector organisations, including in workplaces in other Local Authority areas, whilst a large proportion are likely to be owner-managers of small firms – given the particularly high proportion of self-employment in Rutland.

Conversely, despite the significantly lower than average proportion of residents with low or no qualifications, the proportions working in low skilled occupations is only slightly lower than the national average.

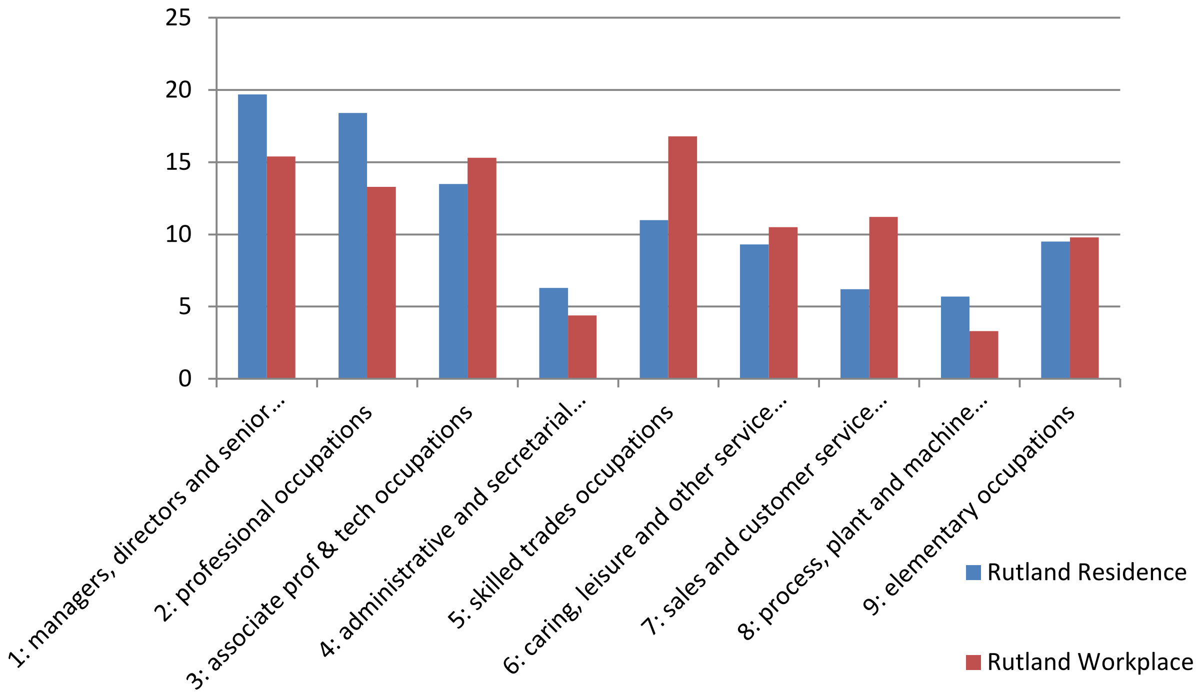
Chart 9 compares the occupational structure of employment in workplaces within Rutland, to get a better indication of the demand for skills from local employers. Although the Labour Force Survey is a household survey (respondents are interviewed in their homes, and the data is primarily based on place of residence)[20], data is available on place of work – enabling a 'workplace-based' comparison to the above residence-based analysis.

The chart shows a quite different structure of workplace-based employment. There are lower proportions employed in the two most highly skilled occupations compared to the occupational structure on a residence-basis, and significantly higher proportions employed in intermediate skilled occupations – suggesting employers in Rutland are more heavily reliant on in-commuters to fill intermediate-skilled roles.

Managers and Professionals account for 15.4% and 13.3% of workplace-based employment in Rutland, significantly lower than the residence-based shares (19.7% and 18.4%), which is likely to indicate out-commuting amongst the most highly skilled residents.

Conversely, the Skilled Trades (intermediate occupations that require specific 'manual' skills and vocational qualifications, closely associated with the Manufacturing and Construction sectors, such as electricians), account for 16.8% of those employed in workplaces within Rutland (compared to 11% of employed residents of the County).

Chart 9: Employment by Occupation (SOC Major) (% total <u>workplace</u>-based compared to residence-based employment), 2012



Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', residence- and workplace-based tables, January-December 2012 [from NOMIS, accessed 18th March, 2014].

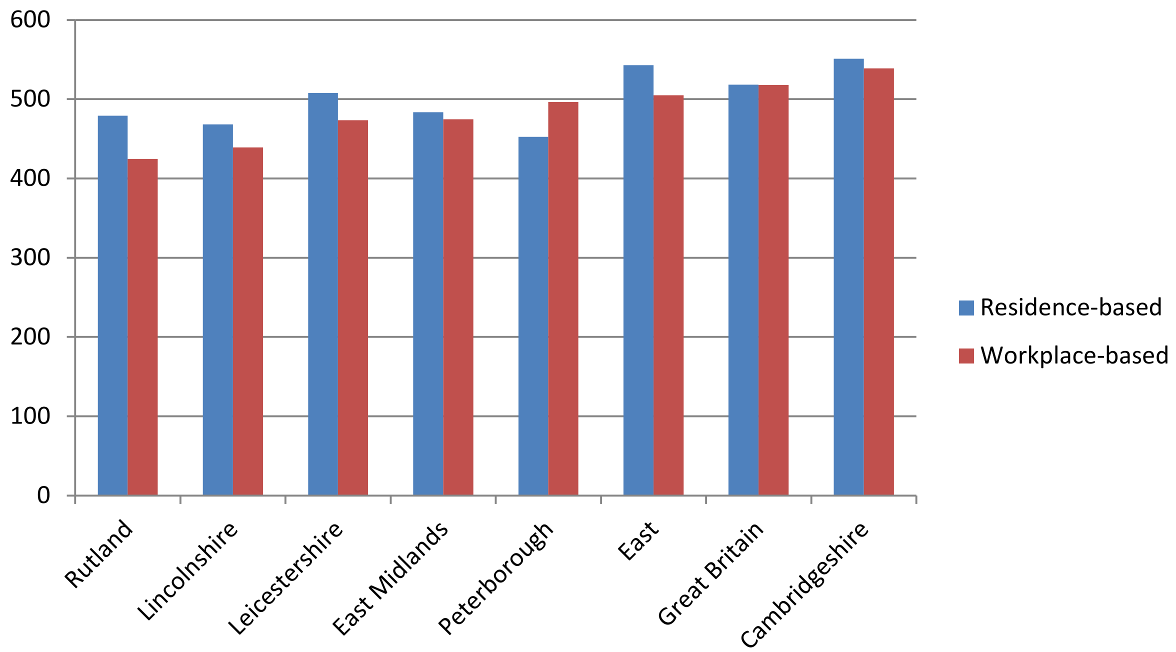
[20] As respondents are interviewed at their homes, the geographical classification of the workplace data may not be as accurate as that of the residence data – as it is subject to error on behalf of the respondent.

This analysis suggests that Rutland is likely to experience the out-commuting of skilled residents (or at least that there is an under-representation of workplace-based employment in Manager and Professional roles compared to the residence-based profile). It is therefore likely that earnings on a workplace-basis will be lower than on a residence-basis – on the assumption that individuals in more highly-skilled jobs are likely to be paid more.

The main source for earnings estimates is the Annual Survey of Hours and Earnings (ASHE). Estimates are available based on where individuals live (residence based) and where they work (workplace based).[21] Chart 10 shows median gross weekly pay for full-time workers in 2013 for Rutland on a residence- compared to a workplace-basis. This shows significantly higher earnings for residents of Rutland compared to the median for those working in the county – at £479 compared to £425 – i.e. those who are resident in Rutland (but could be working elsewhere) have significantly higher earnings than those who work in Rutland (but could be resident elsewhere), suggesting a net-outward commuting of skilled individuals.

When compared to other areas, the difference between residence and workplace earnings in Rutland is significantly larger than the East Midlands and neighbouring areas, and both the residence- and the workplace-based earnings in Rutland are significantly below the national average (£518). Of the comparator areas in this study, only Peterborough has higher workplace compared to residence-based earnings, suggesting that the area draws skilled staff in from elsewhere (potentially including from Rutland).

Chart 10: Median Gross Weekly Pay, Full-time workers (£), 2013



Source: ONS Crown Copyright, 2013. *'Annual Survey of Hours and Earnings, 2013'* [from NOMIS, 18th March, 2014].

[21] In presenting data from the ASHE, it is recommended that the median – the value at the centre of the distribution of responses – is cited rather than the mean – the arithmetically calculated average – as the median is not skewed by a small number of very high earners in an area.

Finally, analysis of commuting data from the Labour Force Survey/Annual Population Survey enables a view of how 'self-contained' Rutland is compared to elsewhere, or if it indeed experiences the level of out-commuting indicated by the above data. According to the latest commuting analysis illustrated in Table 1, in 2011 Rutland was more workplace-self-contained than residence-self-contained: 62.3% who work in Rutland also live in Rutland; whilst 60.5% of people who live in Rutland also work there (i.e. a larger share of residents are out-commuters *to* elsewhere and a smaller share of workers are in-commuters *from* elsewhere; suggesting net-outward commuting).

The table shows that the main destinations for out-commuters *from* Rutland are Peterborough, South Kesteven (the Local Authority District that includes Stamford), Leicester and Corby. The main origins for in-commuters *to* Rutland include South Kesteven, Charnwood (in Leicestershire, which includes the town of Loughborough), Peterborough and Corby.

Table 1: Commuter flows from and to Rutland, 2011

Place of residence	Workplace	% total outward commuters	Workplace	Place of residence	% total inward commuters
Rutland	**Rutland**	**60.5**	**Rutland**	**Rutland**	**62.3**
Rutland	Peterborough	7.2	Rutland	South Kesteven	8.8
Rutland	South Kesteven	5.3	Rutland	Charnwood	4.7
Rutland	Leicester	5.2	Rutland	Peterborough	4.6
Rutland	Corby	3.8	Rutland	Corby	4.2
Rutland	Huntingdonshire	1.5	Rutland	Melton	2.9
Rutland	Melton	1.3	Rutland	Oadby and Wigston	2.3
Rutland	North Kesteven	0.8	Rutland	North West Leicestershire	2.1
Rutland	Blaby	0.8	Rutland	South Ribble	2.0
Rutland	Harborough	0.8	Rutland	Harborough	1.8
Rutland	Charnwood	0.8	Rutland	Rushcliffe	1.7
Rutland	Northern Ireland	0.8	Rutland	Leicester	1.0
Rutland	Derby	0.8	Rutland	Coventry	1.0
Rutland	East Northamptonshire	0.7			

Source: ONS Crown Copyright, 2013. '*Annual Population Survey commuter flows, local authorities in Great Britain, 2010 and 2011*'.

However, from this data we are not able to say anything about the skill level or occupation of out- and in-commuters, we can only infer from the earlier analysis of occupations and earnings. In order to investigate this more conclusively, there are three options for future research:

1. Detailed analysis of the origin-destination tables from the 2011 Census, which are yet to be published (only mode of travel-to-work is currently available from the 2011 Census). It is not known whether commuter flows by occupation will be included in this analysis. If this was not published as a standard table, it would be possible to request this as special analysis from the ONS;
2. The ONS also produce special tables from the Labour Force Survey/Annual Population Survey micro-data – so it may be possible to access analysis similar to that shown in Table 1 above disaggregated by occupation, although sample size is likely to be a challenge given Rutland's relatively small population; or

3. If either of the above analyses of secondary data did not provide the necessary intelligence, primary research could be considered. This could take the form of short interviews with a sample of commuters at Oakham train station, undertaken in weekday mornings to collect data on destination, job-type and skill-level (a resource efficient strategy - as capturing all commuters, including car users - would require a household survey).

Section 2: Key Points

- Although employment rates in Rutland did fall following the onset of recession in 2008, they remained significantly higher than the national average and have since recovered to close to the pre-recession rate.
- Unemployment rates are significantly lower than the national average on both the ILO and Jobseekers' Allowance claimant measures and have recently fallen close to pre-recession rates in both cases. There is variation in unemployment within Rutland, with higher JSA claimant rates in Oakham, Ryhall and Casterton, and Lyddington. However, all wards have significantly lower claimant unemployment when compared to the national average.
- Residents of Rutland are significantly more likely than average to have higher- or intermediate-level skills. Rutland has higher proportions of residents qualified to a degree, and lower proportions with low or no qualifications, compared to all comparator areas used in this study.
- There is a significantly higher than average proportion of residents in Rutland working as Managers – although this is likely to be affected by the above average level of self-employment in Rutland, with many of these individuals being owner-managers of small firms.
- With the exception of Managers however, residents are not significantly more likely to be working in high or intermediate-skill occupations (e.g. Professionals or Associate Professionals) compared to the national average, despite the relatively high skill profile.
- On a workplace- compared to a residence-basis, individuals working in Rutland are significantly less likely to be in high-skill occupations (including Managers) – indicating the likely out-commuting of highly skilled residents. The occupational profile on a workplace-basis suggests in-commuting of intermediate-skilled occupations such as the Skilled Trades and Sales and customer service occupations.
- This picture is further demonstrated by earnings data, where earnings on a residence-basis significantly exceed earnings paid to individuals working within Rutland – suggesting likely out-commuting of more highly paid residents.
- Commuting data suggests that Rutland is a net exporter of workers, with higher proportions of individuals resident in Rutland but working elsewhere. Peterborough, Leicester, South Kesteven and Corby were the most important destinations for out-commuters from Rutland in 2011.
- Further research would be required to conclusively demonstrate that out-commuters from Rutland are mainly highly skilled, and that in-commuters are more likely to undertake intermediate-skilled roles - although the available data summarised above strongly suggests that this is the case.

3. The Business Population

The British Chambers of Commerce Quarterly Economic Survey (QES) for the last quarter of 2013 points to a continued improvement in business conditions nationally, with increased proportions of firms in manufacturing and the services planning to increase employment, invest in equipment and training, and stating that their domestic sales had increased (although manufacturing export orders were flat at the end of 2013).[22] The Bank of England's Agents' Report for March 2014 confirmed this increasingly positive picture, noting that output in construction had also grown, driven by the strengthening recovery in the housing market. The BoE Agents also reported improvements in credit conditions, with demand for credit increasing amongst larger firms whilst banks have been actively seeking to increase the extent and range of loans to business customers. However, although larger firms report increasingly ease in accessing finance, this remains challenging for smaller firms – especially in some sectors (construction, retail and hospitality).[23]

Insight on business conditions in Rutland can be drawn from the *Business Demography* dataset published by the ONS. This provides information on changes in the total business stock, the balance between business births and deaths, and the survival rates of new business start-ups.

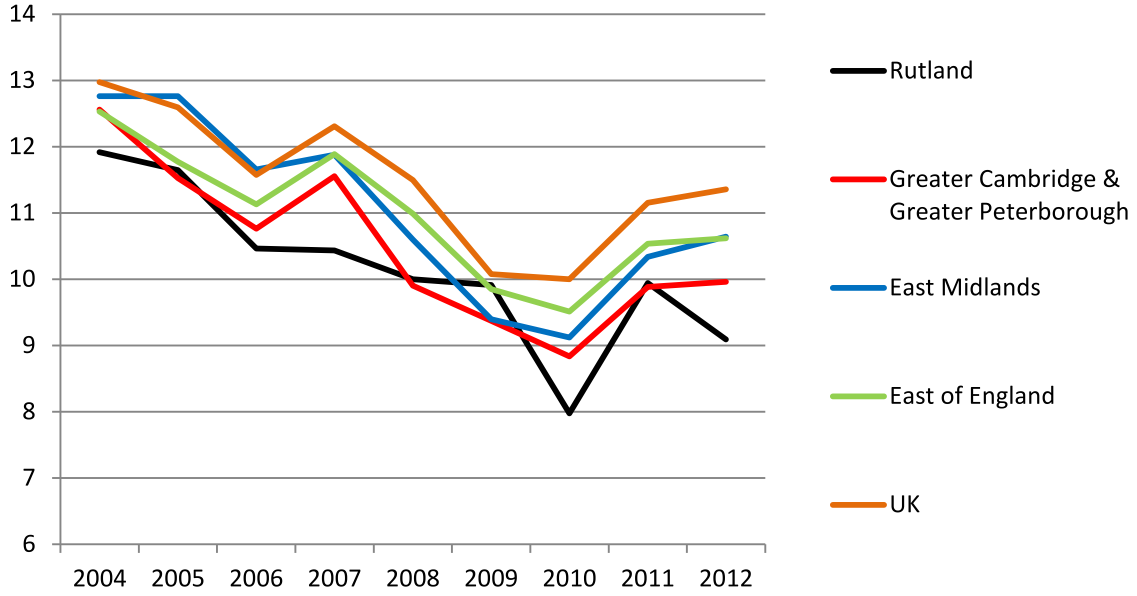
The latest data suggests that in the UK overall, despite the Great Recession and its aftermath, the count of active businesses has increased in each year between 2004 and 2012 (with the exception of a small decline in 2011) so that in 2012 the count of active businesses was 9.9% higher than in 2004. One explanation for the consistent increase in the count of businesses throughout the period of recession is that it is driven by necessity entrepreneurship - that is people felt that this was the best way to make a living given the deterioration in the labour market.

In Rutland the story is somewhat different. Table a7 in the Annex shows that there were 1,705 active businesses in Rutland in 2012, down slightly from a peak of around 1,760 in 2009. The active business stock has fluctuated between these levels for the 2004-2012 period. In the wider Greater Cambridge and Peterborough LEP area, the active business stock also peaked in 2009. However, unlike in Rutland, the active business stock has increased by 6.3% between 2004 and 2012.

The count of the active business stock is determined by the number of new businesses (business births) and businesses that close (business deaths). These are illustrated in Charts 11 and 12.

[22] British Chambers of Commerce, 2014. '*Quarterly Economic Survey – 4th Quarter 2013: Summary*'.
[23] Bank of England, 2014. '*Agents' Summary of Business Conditions, March 2014*'.

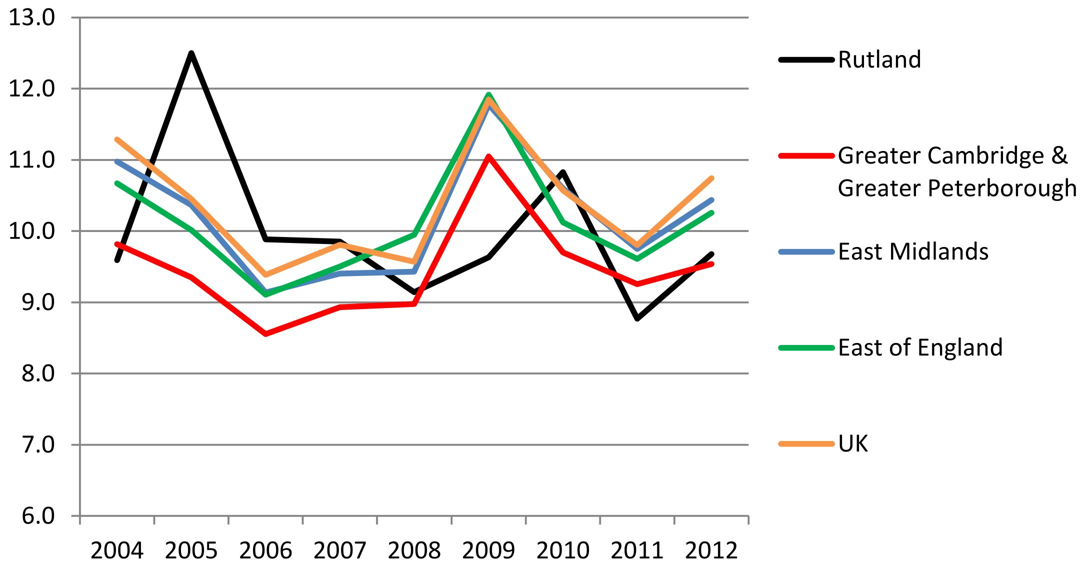
Chart 11: Business Birth Rate 2004-2012 (%)



Source: ONS Crown Copyright, November 2013. *Business Demography 2012.*

Chart 11 shows how the business birth rate fell sharply after the UK entered recession in 2008. The UK business birth rate fell from a peak of 13.0% in 2004 to a low of 10.0% in 2010 before recovering somewhat to 11.4% in 2012. Rutland has followed a similar pattern, though the Rutland business birth rate has been below the UK rate throughout the 2004-2012 period. In 2012 the business birth rate in Rutland had recovered to 9.1% from its low point of 8.0% in 2010. Although a little more volatile, the business birth rate in Rutland has been similar to that in the wider Greater Cambridge and Greater Peterborough LEP area between 2004 and 2012.

Chart 12: Business Death Rate 2004-2012 (%)



Source: ONS Crown Copyright, November 2013. *Business Demography 2012.*

In 2012 the business death rate in the UK as a whole was 10.7%, slightly above the figure of 9.7% for Rutland and 9.5% for the Greater Cambridge and Greater Peterborough LEP. These death rates are similar to those for 2004. However the chart shows the impact of the recession through a significant spike in business death rates in 2009-2010. In the UK and the Greater Cambridge and Greater Peterborough LEP area business death rates peaked in 2009, while for Rutland the peak came a year later. In both Rutland and the wider Greater Cambridge and Greater Peterborough LEP area the peak was slightly lower than that experienced by the UK (around 11% compared to around 12%).

Data on business survival rates exists for business that were born in 2007, 2009 and 2011 allowing for an assessment of 5, 3 and 1 year survival rates:

- For businesses that were born in Rutland in 2007, 50% were still active five years later. This is higher than both the UK (44.6%) and the Greater Cambridge and Greater Peterborough LEP area (46.6%);
- Two thousand and ten was arguably a more difficult year to start a business than 2007 and this is reflected in the data. The three year business survival rate for new businesses in Rutland was 66.7% for businesses born in 2007 but 62.9% for businesses born in 2010. The three year survival rate for businesses born in Rutland in 2010 is again much higher than that for the Greater Cambridge and Greater Peterborough LEP area and the UK; and
- The 1 year business survival rate for businesses born in Rutland in 2011 was 97.1% (similar to the one year survival rate for businesses born in 2007 and 2009). Again, this is higher than the Greater Cambridge and Greater Peterborough LEP area and the UK.

On the basis of this data it is clear that the business population of Rutland was affected by the recession, but it wasn’t affected in a markedly different way from the wider Greater Cambridge and Greater Peterborough LEP area or the UK. What is different about Rutland is the fact that, on the whole, a business is more likely to survive than elsewhere.

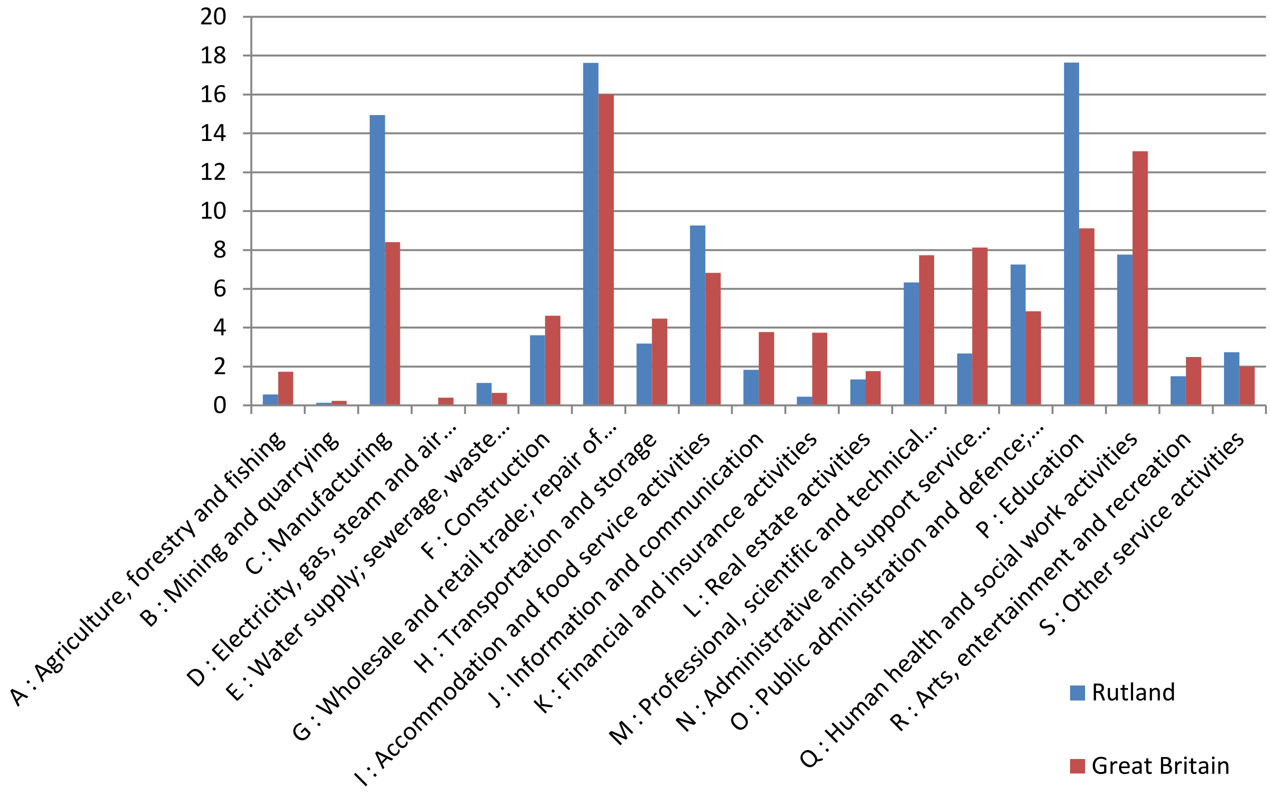
So far the analysis has focussed on the total business stock. Data from the Business Register and Employment Survey (BRES) allows for an assessment of the industrial structure of the business stock by Standard Industrial Classification (SIC). Although the BRES is the main source of local employment by sector available in the UK, it must be remembered that it is still a sample survey – and is therefore subject to sampling error and, in some cases, the miscategorisation of business activity by sector. Moreover, because the BRES enables analysis at a small local level (Local Authority District and Unitary Authority) there is a risk that businesses responding to the survey could be identified. Nottingham Business School have access to this potentially disclosive data via a Chancellor of the Exchequer’s Notice, and have presented all analysis from the BRES in terms of proportions of total employment – and do not disclose absolute numbers.

Chart 13 shows employment within business units in Rutland in broad SIC groups (2007 Sections) as a proportion of total workplace-based employment.[24] This shows that several broad sectors are significantly over-represented compared to the national average, as follows:

[24] Note that these estimates exclude farm-based agriculture, which is measured separately by the DEFRA Farm Census.

- Education is the largest employment sector in the County and is very significantly over-represented compared to the national average, accounting for 18% of workplace-based employment in Rutland and 9% in Great Britain. The contribution of Oakham and Uppingham Schools to this will be assessed in Section 4 of this report;
- Wholesale and retail accounts for the second largest share of employment in Rutland, and the largest share in Great Britain overall, at 18% compared to 16%;
- Manufacturing is significantly over-represented, accounting for 15% of employment in workplaces within Rutland compared to 8% in Great Britain overall. Manufacturing is the third largest employment sector in the County;
- Accommodation and food services, which primarily covers hotels, restaurants, cafes, etc., is also over-represented compared to the national average, accounting for 9% of workplace-based employment in Rutland and 7% in Great Britain;

Chart 13: Workplace-based Employment by Sector (SIC 2007 Sections) (% of total workplace-based employment), 2012



Source: ONS Crown Copyright, 2013. '*Business Register and Employment Survey, 2012*'. From NOMIS [accessed 12th March, 2014] and analysed under Chancellor's Notice Ref: NTC/BRES12-P0220.

- Public administration, much of which is likely to be associated with Rutland County Council itself, also accounts for a significant proportion of employment, at 7% compared to 5% in Great Britain; and
- Interestingly, given the ageing population in Rutland and therefore greater health and social care needs, employment in Human health and social work activities is significantly under-represented in workplaces in the County, at 8% compared to 13% in Great Britain. This may

be because of the small size of the main healthcare providers in Rutland, including Rutland Memorial Hospital in Oakham (which only has a Minor Injuries Unit), and likely reliance on larger facilities in neighbouring areas, such as Stamford Hospital – although there are a number of sizeable care homes in and around Oakham (including Rutland Care Village, which has accommodation for 82 residents).

The Standard Industrial Classification allows for detailed analysis of important sub-sectors within Manufacturing, presented in Chart 14. This shows that four production sub-sectors are particularly highly represented in Rutland – which are the Manufacture of: Electrical equipment; Non-metallic mineral products; Rubber and plastic products; and Wearing apparel.[25]

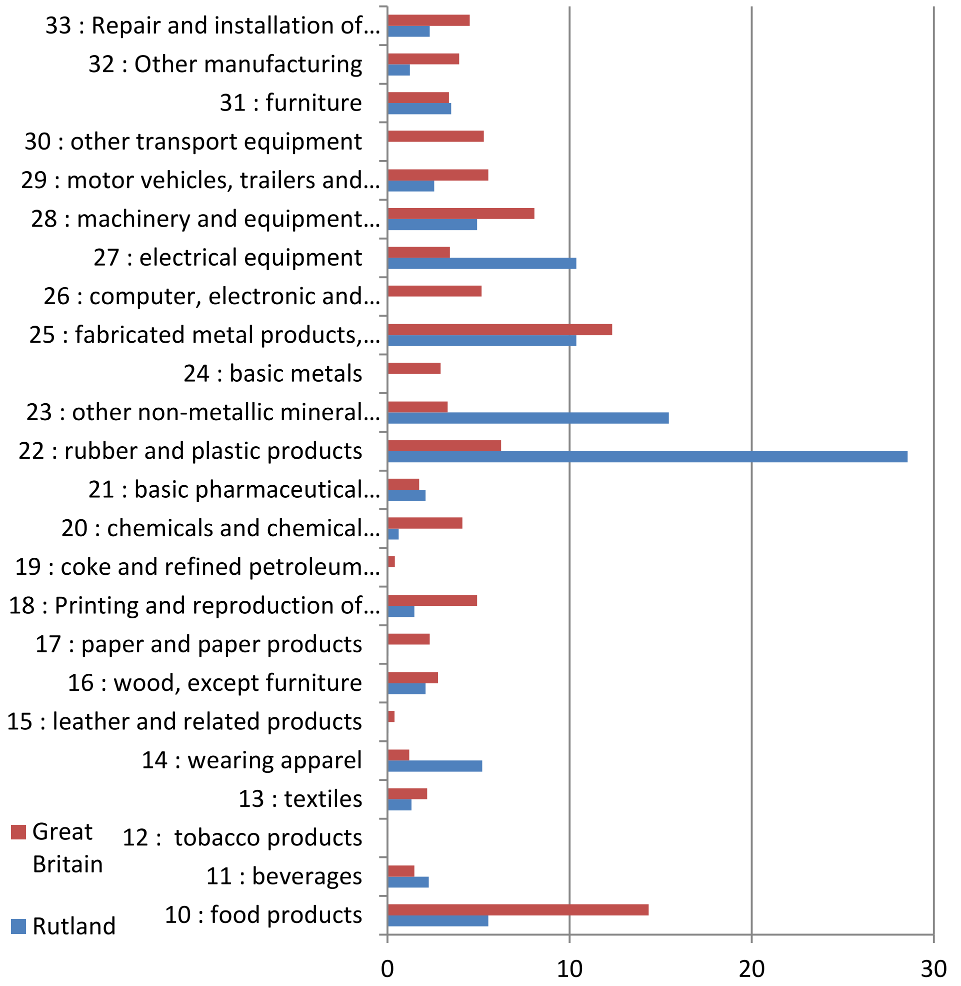
Rubber and plastic products (SIC 22) is particularly highly represented, accounting for by far the largest proportion of workplace-based employment in Manufacturing in the County, at 29% compared to only 6% in Great Britain overall (SIC 10, Food products, is the largest Manufacturing sub-sector nationally). From an analysis of the FAME database (copyright Bureau Van Dijk, accessed under license by Nottingham Trent University), two companies are likely to account for a large share of this employment: Linecross Group in South Luffenham, employing 193 people in the production of plastic thermoforming and polyurethane components and tooling, and; Rutland Plastics Limited in Oakham, who employ 103 individuals in the manufacture of plastic mouldings. A major plastics manufacturer that is not picked up by the FAME database, as it has its headquarters in Northamptonshire, is RPC Containers Ltd. According to information held by Rutland County Council, RPC Containers employs over 260 full-time, permanent staff at its Oakham site. RPC is an international producer and supplier of rigid plastic packaging products – and is part of the supply chain of a wide range of industry sectors, including food and drink processing, catering, cosmetics, healthcare and pharmaceuticals.

Other non-metallic mineral products (SIC 23), which includes the production of cement, accounts for the next largest share of Manufacturing employment in Rutland, at 15% compared to 3% in Great Britain. This is likely to include employment at the Ketton cement works (owned and operated by Hanson Cement, part of Heidelberg Cement) a site which is estimated to provide approximately 10% of the UK's cement.

Electrical equipment and Fabricated metal products account for the two next most important Manufacturing sub-sectors in Rutland, with Electrical equipment (SIC 27) over-represented compared to the national average, accounting for 10% of total Manufacturing employment in Rutland and 3% in Great Britain. Wearing apparel (SIC 14) is also over-represented compared to the national average, accounting for 5% compared to 1% of Manufacturing employment in Rutland and Great Britain respectively. This may include Lands' End Europe ltd (with 511 employees) and Bradshaw Taylor ltd (80 employees), both in Oakham, although both sites in Rutland are engaged in the wholesale, retail and distribution of wearing apparel – and not its production (therefore this may represent a case of miscategorisation in the BRES of some workplace-based employment by SIC).

[25] Note: intelligence from Rutland County Council suggests that the estimate of above average employment in the Manufacturing of Wearing apparel is likely to be a result of miscategorisation of employment in the BRES, with major local employers – Lands' End and Bradshaw Taylor – engaged in wholesale, retail and distribution, rather than in the manufacturing of wearing apparel.

Chart 14: Workplace-based employment by Manufacturing Sub-Sector (2-digit SIC as a % of total employment in SIC 2007 section C: Manufacturing), 2012



Source: ONS Crown Copyright, 2013. '*Business Register and Employment Survey, 2012*'. From NOMIS [accessed 25th March, 2014] and analysed under Chancellor's Notice Ref: NTC/BRES12-P0220.

From this data employment in sub-sectors that meet the criteria of 'high and medium-high technology industries'[26] can be calculated. In 2012, 3.4% of total workplace-based employment in Rutland was in 'high and medium-high technology industries', above the national average of 3.1% but below the average for the Greater Cambridge and Greater Peterborough LEP (4.9%) and the East Midlands regional average (4.2%).

Table 2 shows currently confirmed priority sectors in neighbouring and Local Enterprise Partnerships, drawn from extant strategies and action plans.[27] This demonstrates that the concentration of activity in plastics manufacturing in Rutland is complementary to a number of LEPs' Manufacturing-related priority sectors (i.e. Manufacturing, engineering and process in GCGP, High Technology Manufacturing in LLEP and Manufacturing – explicitly including polymers – in Greater Lincolnshire). The important Electrical equipment sub-sector in Rutland is likely to include a variety of firms in the supply chains of manufacturers in a number of neighbouring LEPs - which could be investigated with further research.

The visitor economy is also flagged by all four LEPs in the table (and represented in several important sectors in Rutland, e.g. Accommodation and food services) whilst Construction is an important sector in D2N2, with Rutland's nationally significant concentration of concrete production an important element of the supply-chain.

[26] An international definition, reported by BIS in the UK and Eurostat across Europe, that groups Manufacturing sub-sectors according to the level of innovative activity – including proportion of output invested in Research & Development.

[27] Note that these priority sectors are likely to change as LEPs finalise and update subsequent iterations of Growth Strategies, and as Government responds to their EU Structural Investment Strategies. For example, D2N2 Officer's Group are considering adding additional two sectors (digital and creative industries and transport & logistics) whilst other LEPs have identified very broad areas of prioritisation (e.g. 'knowledge-based businesses' in LLEP).

Table 2: Neighbouring LEP Priority Sectors/Industrial Specialisms

GCGP[28]	D2N2[29]	Leicester & Leicestershire[30]	Greater Lincolnshire[31]
ICT and telecommunication			
Biotech and life sciences	Medical/bioscience		
Low carbon environmental goods and services	Low carbon environmental goods and services	Environmental/Low Carbon Technologies	Low carbon initiatives (renewables and off-shore wind)
Manufacturing, engineering and process	Transport Equipment Manufacturing (automotive, aerospace and rail)	High Technology Manufacturing	Manufacturing (incl' advanced precision engineering – mechanical and electrical & petrochemicals and polymers)
Agriculture, food and drink	Food and drink manufacturing	Food and Drink Manufacturing	Agri-food
Logistics		Distribution and Logistics	Ports and logistics
Water and Energy			
Creative industries		Creative Design, Media and the Performing Arts	
Visitor economy	Visitor economy	Tourism and Hospitality	Visitor economy
	Construction		
		Business and Financial Services	
		Space and Aerospace	
		Knowledge-based businesses	
			Care

Finally, it is important to understand the nature of the business population in Rutland by firm size, turnover and age. Data on this is available from the Interdepartmental Business Register (IDBR), analysis of which is published at a Local Authority level annually, with the latest data relating to 2013.

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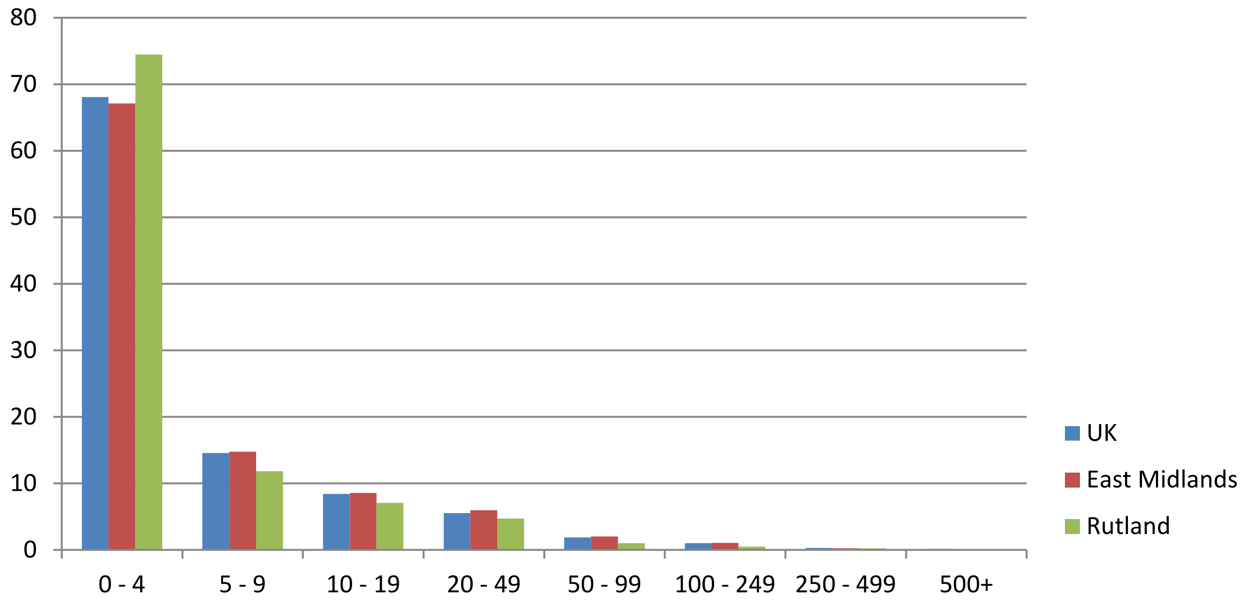
[28] Greater Cambridge Greater Peterborough LEP, August 2012. '*Growth Prospectus: Economic Position Statement'*.
[29] Nottingham Business School, on behalf of the D2N2 LEP, December 2011. '*D2N2 Strategic Priorities and Areas of Economic Focus'*.
[30] Leicester and Leicestershire Enterprise Partnership, 2012. '*Economic Growth Plan, 2012-2020'*.
[31] Greater Lincolnshire Economic Partnership, December 2013. '*Strategic Economic Plan: Version 2.1; Draft for Government'*.

Chart 15 shows the structure of the business population in Rutland by employment size-band, demonstrating that Rutland has a significantly larger share of micro-businesses compared to either the national or the East Midlands regional averages – with 74.5% of its 1,900 'local units' and/or 'enterprises'[32] employing 0-4 individuals, compared to 68.1% in the UK.

Rutland has a significantly smaller proportion of local units/enterprises employing 5-9, 10-19 and 20-49 individuals, but has the same proportion employing 250-499 individuals as the national and regional averages (0.3% of all local units/enterprises, equivalent to 5 separate business sites within Rutland – 2 of which will be Oakham and Uppingham schools, see Section 4).

Chart 15: Businesses (Local Units and/or VAT/PAYE based Enterprises) by employment size-band (% all local units/enterprises), 2013

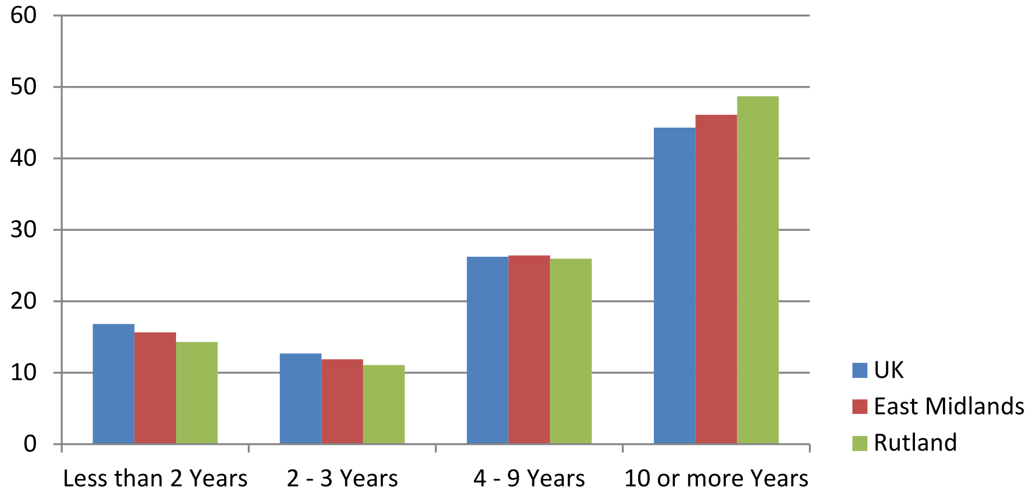


Source: ONS Crown Copyright, 2013. '*UK Business: Activity, Size and Location – 2013*.'

Chart 16 illustrates the profile of businesses by age (in this case specifically 'enterprises' as age since inception cannot be applied to local units). Unsurprisingly, given the lower business birth rates and higher survival rates, the chart shows that businesses in Rutland are older than average – with a significantly proportion trading for ten years or more, at 48.7% of enterprises compared to 44.3% in the UK. Conversely, significantly fewer businesses in Rutland in 2013 had been trading for less than 2 years, at 14.3% compared to 16.8% in the UK.

[32] IDBR analysis is published for 'enterprises' and 'local units'. 'Local units' represent specific sites (e.g. a factory, office, workshop, warehouse or depot) which may be part of a wider 'enterprise'. Where an enterprise has several local units, the location of the enterprise is generally the main operating site or the head office. Therefore the number of local units and/or enterprises in Rutland, 1,900 in 2013, exceeds the 'business stock' of 1,705 described earlier, and shown in table a7 – as the latter will exclude employment sites where the head office is not in Rutland, whilst the former includes both businesses head-quartered in Rutland and 'local units' of companies based elsewhere.

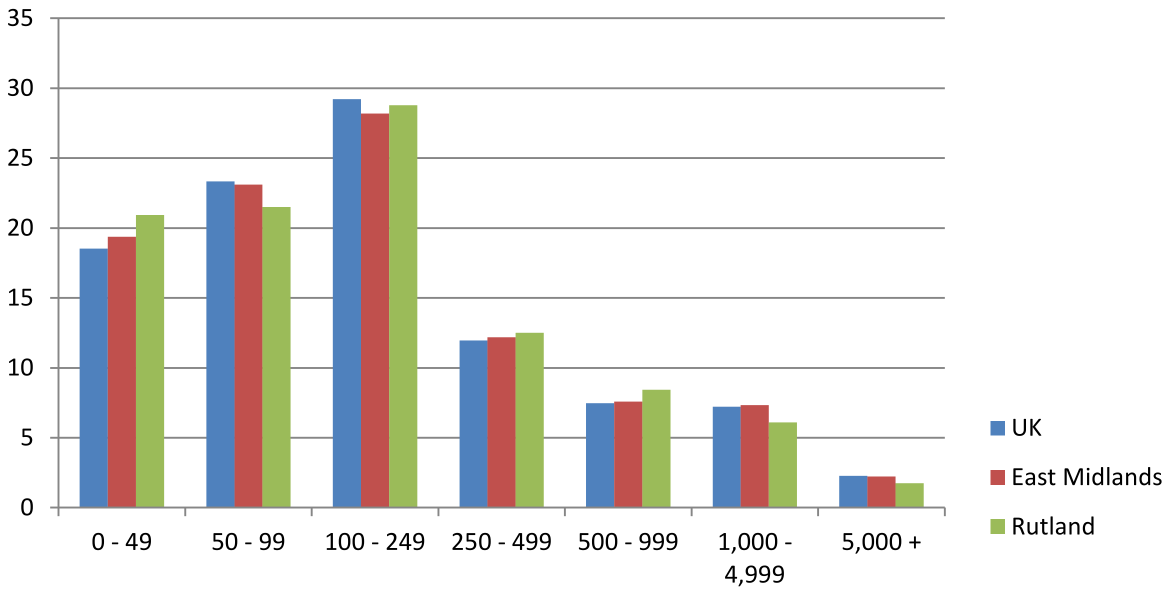
Chart 16: Business age (% of total enterprises), 2013



Source: ONS Crown Copyright, 2013. '*UK Business: Activity, Size and Location – 2013*.'

Finally, Chart 17 presents the distribution of businesses in Rutland by turnover size-band (again, this data relates specifically to 'enterprises' as turnover estimates are not available for 'local units'). The County has a higher proportion of enterprises with very small turnover (£0-49,000 in 2013), at 20.9% compared to 18.5% in the UK, but has a slightly above average proportion of firms in the mid-range turnover size-bands (£250,000-999,000) at 20.9% compared to 19.4% in the UK. Rutland has a lower than average proportion of enterprises with a turnover in excess of £1 million, at 7.8% of the total number of enterprises, compared to 9.5% in both the East Midlands and the UK. This is equivalent to 135 firms based in the Rutland area with a turnover over £1 million in 2013 (30 of which had a turnover over £5 million).

Chart 17: Business turnover (% of enterprises by turnover size-band in £ thousand), 2013



Source: ONS Crown Copyright, 2013. '*UK Business: Activity, Size and Location – 2013*.'

If businesses in Rutland are more likely to be very small, in terms of both employment and turnover, but more likely to be trading for a longer period of time, what are the prospects for them becoming ‘high growth’ compared to elsewhere? Research by NESTA suggests that neither the age nor the size of a business is important in determining whether or not it will attain ‘high growth’ (defined as an average employment growth of 20% per annum over a 3 year period). Such companies are hard to identify before they attain high growth, as they can be found across all sectors of the economy, can be recent start-ups or established companies, can be large or small employers, and can be located in urban or rural areas.

Research suggests that although firms that are experiencing such growth only account for 7% of the business stock in the UK overall and across most local areas, they were responsible for around 50% of all new jobs generated between 2002 and 2008.[33] The one characteristic these firms share is that they are innovative, and have the following common needs:

- Access to finance for growth;
- A skilled workforce;
- Infrastructure that enables the flow of ideas (i.e. physical and electronic communications infrastructure – including fast broadband connectivity); and
- A demand for innovative products and processes, stimulated through supply-chain and public sector procurement activities.

Therefore, although it may not be possible to identify ‘high growth’ firms pre-emptively, or even whether the profile of a local business population (by sector, age and size) is likely to indicate a greater propensity, it is possible to identify local enabling factors which can increase the likelihood of firms attaining high growth. Skills will be further investigated in Sections 4.

Section 3: Key Points

- Although the business birth rate in Rutland has fallen since the onset of recession, and has remained below the national average throughout the period 2004-2012, survival rates for new businesses are significantly higher than average.
- The Education sector accounts for the largest share of workplace-based employment in Rutland. Other important sectors include Manufacturing, Wholesale and Retail, Accommodation and hospitality, and Public Administration.
- Within Manufacturing, the production of plastic products accounts for the largest share of employment and is significantly over-represented compared to the national average. Non-mineral products (e.g. concrete) and Electrical equipment are also significantly over-represented. These sectors complement a number of priorities in neighbouring LEPs, including elements of advanced manufacturing and construction.
- Businesses in Rutland are more likely to be very small, and less likely to have a turnover greater than £1 million, although 135 firms in Rutland did have a turnover in excess of this in 2013. Businesses in the County are also more likely to be older than ten years.

[33] NESTA, ‘*Vital Growth: The importance of high growth businesses to the recovery*’, March 2011.

- Research on 'high growth' businesses indicates that all kinds of firms can meet this criteria, regardless of size, age, sector and location. However, high growth firms do have common requirements, including a skilled workforce, high quality infrastructure (including high speed broadband) and access to finance.

4. Education - Impact, Participation and Attainment

So far, analysis in this report has suggested that education is associated with higher employment rates, that Rutland has a comparatively highly educated resident adult population, and that a skilled workforce is an important enabling factor for high growth businesses. Analysis of the industrial structure of employment in Section 3 also indicated the direct importance of education as an employer in Rutland, as it is significantly over-represented compared to the national average. This section will assess the performance of education providers in the area and the engagement of young people in education and training, looking at participation and attainment rates – as inputs to the human capital of the potential future workforce in Rutland. Throughout this section, observations will be made on the likely impact of the two large independent schools, Oakham and Uppingham, on this overall picture.

According to the Department for Education (DfE), Rutland has 19 primary schools (including the 2 independent schools) and 7 secondary schools and colleges (2 of which are special schools and a further 2 of which are the independent schools). Five of these secondary schools also provide education for 16-18 year olds, Oakham and Uppingham independent schools, Casterton Business and Enterprise College, and the two schools designated as special education providers, The Shires at Stretton and Wilds Lodge School.

In terms of the participation of 16 and 17 year olds, the latest data published by the DfE suggest that, out of an estimated population of 1,360[34] resident 16 and 17 year olds in Rutland at the end of the 2012 academic year, 92% were in education or work-based learning, compared to 88% in England and 85% in the East Midlands.

Chart 18 shows how the participation of 16 and 17 year olds is distributed across the different types of education and training providers, compared to the national and regional averages.[35] This shows two key differences. First of all, Rutland has a higher than average proportion participating in 'traditional' school or college-based full-time education, at 89% compared to 79% in England, and, conversely, lower proportions in work-based learning or part-time education (although young people on these learning routes represent a small minority across England). Secondly, the data shows the importance of the two independent schools to post-16 education in Rutland, with 54% of 16 to 17 year olds resident in Rutland studying at these institutions (equivalent to 740 individuals),

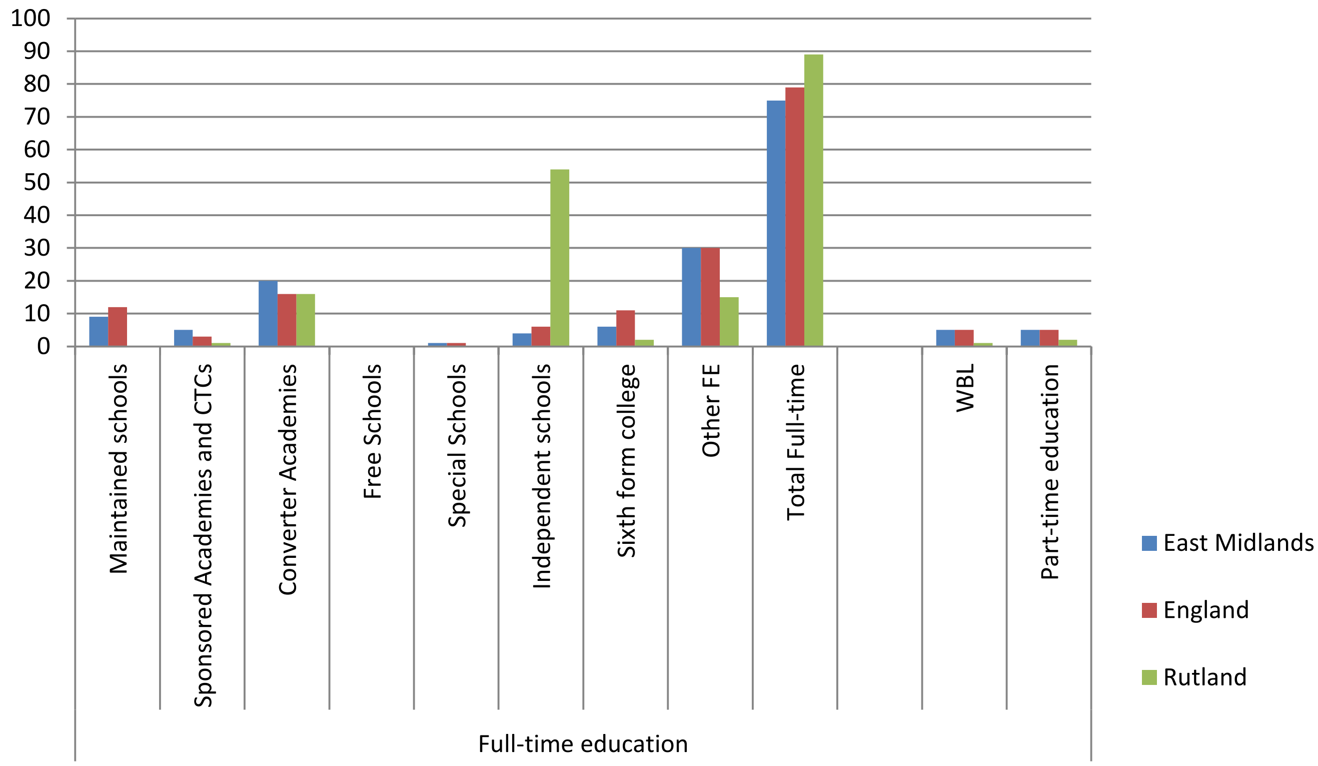
[34] This population estimate is drawn from the ONS Mid-year Population Estimate (MYE) for 2012, adjusted by the DfE on the basis of academic age.

[35] Department for Education, March 2014. '*Participation in Education and Work-based Learning of 16 & 17 year olds in England, end 2012 (sub-national data)*'.

which is far higher than the national and East Midlands regional averages, at only 6% and 4% respectively. Of course, with both Uppingham and Oakham Schools providing boarding accommodation for pupils from all over the country, the picture is skewed somewhat – as many of these individuals come from households not normally resident in the Rutland County Council area (and thus they contribute to a significant increase in the school-age population resident in Rutland during term-time). This profile of participation compared to neighbouring areas is provided in Table a15 in the Annex.

However, publically available data does not enable exploration of post-16 learning choices by sector (in order to match delivery within and around Rutland and the choices of young people with the needs of local employers). The Skills Funding Agency (SFA) make this data available annually to Local Enterprise Partnerships within a 'data cube', which would allow Rutland and other neighbouring authorities to investigate the extent of match between the capacity of providers and employer demand.[36]

Chart 18: Participation in education and work-based learning (WBL) of 16 and 17 year olds (as a % of resident 16-17 year olds), end of 2012 academic year



Department for Education, March 2014. '*Participation in Education and Work-based Learning of 16 & 17 year olds in England, end 2012 (sub-national data)*'.

[36] For an idea of what is possible to identify from this data, please see work undertaken in the D2N2 area on behalf of the Nottingham City and County Employment and Skills Board: Lawton, C., July 2013. '*Profiling the Distribution of Learning in the D2N2 area in 2011*'.

Along with overall participation, attainment at schools in Rutland is also higher than average (see tables a16 and a17 in the Annex for more detail on individual schools from the DfE performance tables).

For 16 year olds in the 2013 academic year, the percentage of pupils achieving at least five GCSE's (or equivalent) at grades A* to C, including English and Maths, was 67.2% in Rutland – much higher than the average for England (59.2%). As Table a16 shows, this is significantly affected by the high attainment in the independent schools in Oakham (90% of 167 pupils) and Uppingham (98% of 139 pupils). However, all the 'mainstream' schools and colleges in the County also achieved attainment rates that were significantly higher than the average (e.g. 69% for Catmose College, 67% for Casterton Business and Enterprise College, and 66% for Uppingham Community College).

Table a17 in the annex shows attainment for 18 year olds at A-level, where the difference between Rutland and the national average is less obvious. Overall, 70.5% of 18 year olds in schools and colleges in Rutland achieved at least three A-levels at grades A* to E in 2013, which is below the national average of 80.5%. However, Oakham and Uppingham Schools both achieved much higher than average proportions, at 93% and 99% respectively. For pupils achieving at least 2 A-Levels at grades A* to E, Rutland is above the average (93.2% compared to 92.9%), with all three institutions that provide A-levels in Rutland (Casterton, Oakham and Uppingham) achieving higher than average proportions of students with this level of attainment (93%, 99% and 99% respectively).

The data above shows the significant impact of the two independent schools on both overall post-16 students numbers and overall attainment in Rutland – although it must be added that the other, mainstream institutions also achieve above average attainment levels on most measures. Data from FAME demonstrates the significance of the independent school sector on employment and turnover in Rutland. At the end of the 2013 academic year, Uppingham School was recorded as having 370 employees and a turnover of £27 million, whilst Oakham had a 2013 workforce of 402 and a turnover of £24 million.[37] This means that the two independent schools together account for more than 30% of total employment in the Education sector (SIC class P) – the sector that accounts for the largest number of workplace-based jobs in the County. It also means that these schools are two of the 30 organisations to have a turnover in excess of £5 million in the County.

However, it is not possible to identify the net impact of the two schools to overall employment and output (Gross Value Added) in the County without undertaking further research, such as an economic impact assessment.[38] This could include estimation of additional employment and output generated indirectly from the two schools, through their supply chains – some of which are likely to be local; the additional consumption on goods and services by those working at the schools, employees of suppliers, and students and their families; and the proportion of this activity that is likely to be genuinely additional, how much of the benefits may be 'leaking' outside Rutland and whether or not the impacts of the schools are displacing or substituting any other activity in the area.

[37] Bureau Van Dijk, 2014. '*Financial Analysis Made Easy (FAME)*', database accessed under license by Nottingham Trent University, 27th March, 2014.

[38] For an indication of what this could entail, please see the Economic Impact Assessment undertaken by SQW Consulting, on behalf of Rutland County Council and emda, 2010. '*The Economic Impact of Closing RAF Cottesmore*.'

Section 4: Key Points

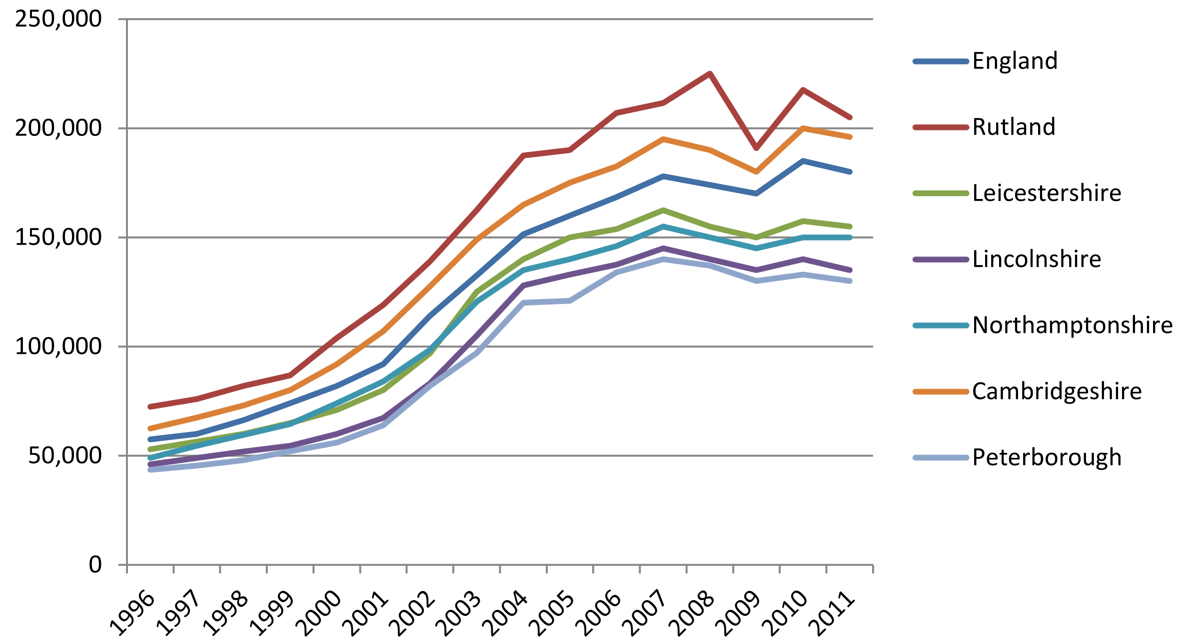
- The proportion of young people (16 and 17 year olds) participating in education and work-based learning in Rutland is significantly higher than the national or East Midlands regional averages.
- The two independent schools accounted for over half of 16 and 17 year old residents of Rutland in 2012. Only 6% of 16 and 17 year olds in England overall studied at Independent Schools in the same period, demonstrating the relative impact of these institutions to education in the County.
- Attainment in Rutland was significantly above average for 16 year olds, with all schools and colleges achieving above average proportions of students attaining at least five GCSEs at grades A* to C. Attainment for 18 year olds at A-Level was closer to the average - but for both 16 and 18 year olds, attainment at Oakham and Uppingham significantly exceeded the average. However, it must be emphasised that attainment is also well above average on most measures for the 'mainstream' schools and colleges within Rutland.
- As well as contributing to the significantly above average attainment in Rutland, Oakham and Uppingham also have a significant economic impact, accounting for almost a third of all employment in the important Education sector in the County and are among the relatively small number of organisations with an annual turnover in excess of £5 million.
- Additional research to answer outstanding questions could include: analysis of the SFA 'Data Cube', which provides detailed management data on post-16 learner choices by sector and qualification level/type, enabling the assessment of 'match' between provider capacity, learner choice and employer demand. For a wider, and more accurate view of the contribution of Oakham and Uppingham Schools to the economy of Rutland, an Economic Impact Assessment could be considered - which would seek to capture indirect impacts (from local companies in the schools' supply chains), additional consumption on local goods and services associated with the schools, and the proportion of these impacts that may 'leak' outside Rutland, or may displace or substitute other activity in the County.

5. Housing, Affordability and Quality of Life

With the data analysed in this report so far indicating some very strong attributes for Rutland as somewhere to live – in terms of high employment, good inter-regional connectivity, and high education participation and attainment – the final section of this report will look at some of the outcomes of this in terms of the affordability of housing and quality of life. This will draw from the housing statistics published by the Department for Communities and Local Government (DCLG) and the recent innovations by the ONS to explore personal views of wellbeing and quality of life[39], in response to the priority placed on this agenda by the Prime Minister.

Chart 19 shows median[40] prices by Local Authority[41] from 1996, based on Land Registry property transaction data. Note that this is not adjusted by general prices inflation, so should not be used to ascertain the rate of House Price Inflation (HPI) over the period. However, the chart does clearly show that in every year since 1996, median house prices in Rutland were significantly higher than the average for England (£72,500 compared to £57,500 respectively in 1996, and £205,000 compared to £180,000 in 2011). The chart also shows that median house prices in Rutland have also been consistently higher than all other comparator Local Authority areas used in this study, including Cambridgeshire (the next highest, at £196,000 in 2011), Leicestershire and Northamptonshire. This data is available in the Annex, in table a18.

Chart 19: Median House Prices (£ current, basic prices), 1996-2011



Source: Department for Communities and Local Government, housing market statistics live tables, 2014. '*Table 586 Housing market: median house prices based on Land Registry data, by district, from 1996.'*

[39] ONS Crown Copyright, October 2013. *'Personal Wellbeing across the UK, 2012/13'*.

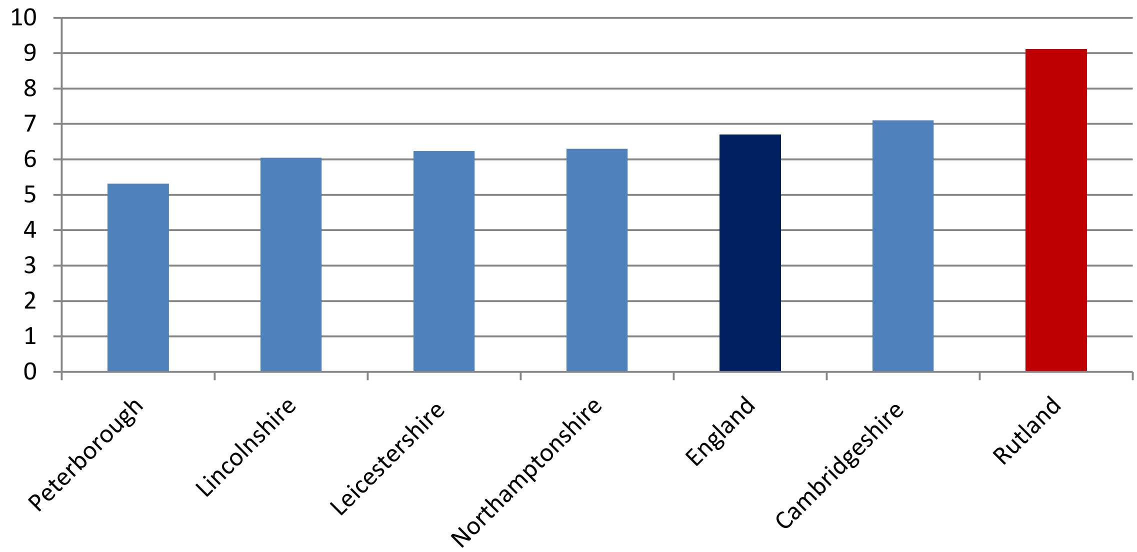
[40] As in the case of earnings estimates from the ASHE (see section 2), the median is the recommended average to use when comparing house prices as it is not skewed by small numbers of very high value properties. The property price is determined by ranking all property prices in ascending order – the median is value at the centre of this ranked distribution. The mean is the arithmetically calculated central point in the distribution (the sum of all values divided by the total number of values), and can thus be skewed by very high or low outliers.

[41] Data for the former Government Office Regions are no longer provided in DCLG statistics from 1st November 2012.

Chart 20 compares the latest available median house price at a Local Authority level (2011) with the corresponding estimate of median annual earnings, as a ratio to express relative affordability. This shows that the outcome of the significantly above average house prices in Rutland alongside below average residence-based earnings (albeit significantly higher than the workplace-based equivalent, see Section 2), is a significantly higher than average house price: earnings ratio. In 2011, median house prices in Rutland were estimated to be 9.1 times the size of median annual earnings, compared to a ratio of 6.7 in England and 7.1 in Cambridgeshire (the next highest). Northamptonshire, Leicestershire, Lincolnshire and Peterborough all have house price: earnings ratios that are below the average for England. This data is available in the Annex, in table a19.

The determinants of house prices and affordability are complex, and relate to the interplay between supply – including the size and characteristics of the existing stock housing, new build rates; and the demand side – both in terms of demographic drivers (births, deaths, migration and household formation) but also cultural, financial and economic factors affecting the demand for, and availability of, mortgage products. In order to explore the affordability issue within Rutland, additional research would be required. This more detailed analysis can be largely drawn from the Strategic Housing Market Assessment (SHMA) for the Peterborough Sub-region, which is currently out for consultation, along with insight drawn from consultation responses.[42]

Chart 20: Ratio of Median House Prices to Median Earnings, 2011



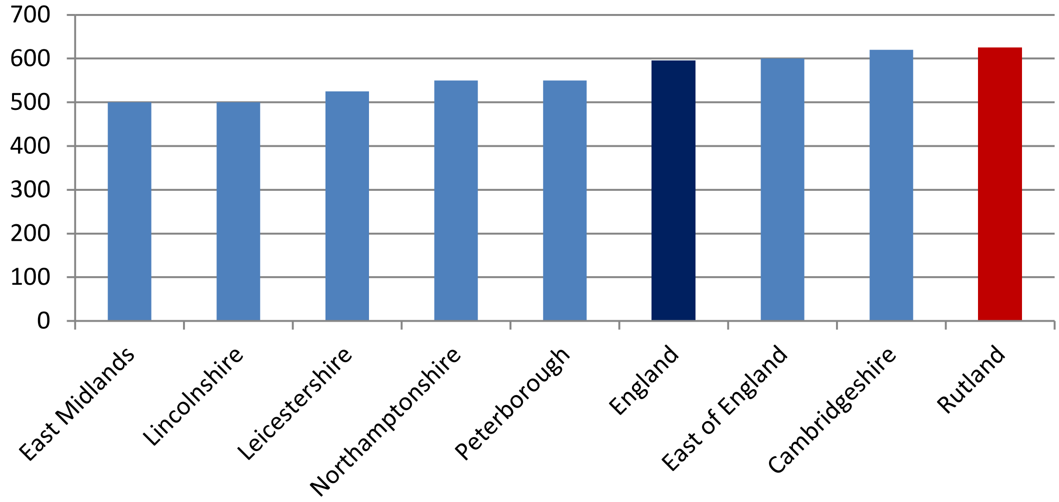
Source: Department for Communities and Local Government, housing market statistics live tables, 2014. '*Table 577 Ratio of median house price to median earnings by district, from 1997.*'

Clearly, a key element in considering the affordability of local accommodation is private rental prices – of particular relevance to younger people and those in lower-income groups, where higher rents can have a significant impact on expenditure, quality of life and also housing benefit requirements.

[42] GL Hearn Ltd, on behalf of Peterborough City Council, Rutland County Council, South Holland District Council and South Kesteven District Council, March 2014. '*Draft Report Peterborough Sub-Regional Strategic Housing Market Assessment*': URL: http://www.southkesteven.gov.uk/index.aspx?articleid=3046

This data is published separately, by the Valuation Office, for a range of different property types, from single room rentals, studio apartments, to one, two, three and four+ bedroom houses. Chart 21 shows the latest median monthly rental for all types of private rented property in Rutland and neighbouring comparator areas, and Chart 22 expresses this as a ratio alongside median monthly earnings (residence-based, from the Annual survey of Hours and Earnings).

Chart 21: Median monthly rents (£) for all categories of private-rented property, Quarter 3, 2013

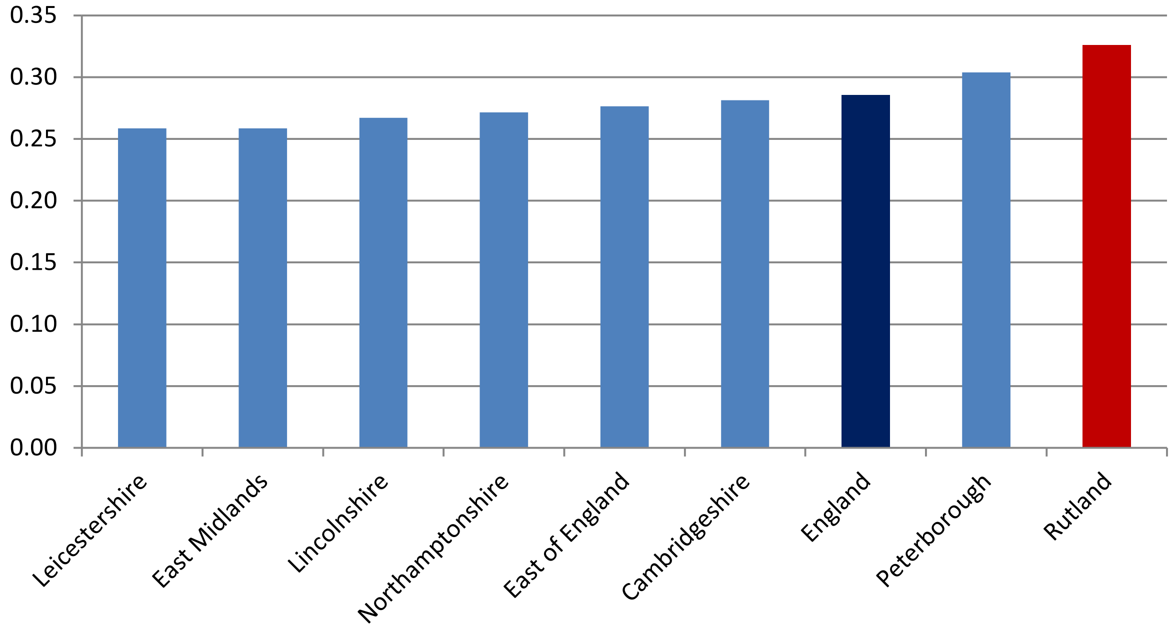


Source: Valuation Office Agency, December 2013. '*Private Rental Market Statistics*', Table 2.7 Quarter 3 2013, all categories of property.

As shown in Chart 21, Rutland has a higher median monthly rent for private-rented accommodation (all property types) compared to the national average and all other local areas used in this study, at £625 compared to £595 in England in the 3rd quarter of 2013. Table a20 in the Annex shows this in more detail, including the average rents in the upper and lower quartiles (the top and bottom 25% of the distribution). This shows that upper quartile rents are also relatively high – at £795 – which is £270 higher than lower quartile rents, a larger gap than Leicestershire, Lincolnshire and Northamptonshire (but below England overall and Cambridgeshire, which are skewed by very high rents in London and Cambridge respectively).

When compared to median monthly earnings (Chart 22), rents in Rutland account for by far the highest proportion – at a ratio of 0.33 (therefore median rents in Rutland account for a third of median monthly earnings), compared to 0.29 in England and 0.26 in the East Midlands.

Chart 22: Ratio of median monthly rents to median earnings, Quarter 3, 2013



Source: Valuation Office Agency, December 2013. '*Private Rental Market Statistics*', Table 2.7 Quarter 3 2013, all categories of property; and, ONS Crown Copyright, 2013. '*Annual Survey of Hours and Earnings, 2013*'. Residence-based analysis [from NOMIS, accessed 28th March, 2014].

Although Rutland appears to experience significant affordability issues – both for prospective owner-occupiers and for people wishing to rent in the County, the area performs extremely well in terms of residents' responses to questions on their life satisfaction, happiness and levels of anxiety. According to the ONS wellbeing analysis for 2012/13 (based on questions added to the Annual Population Survey/Labour Force Survey between April 2012 and March 2013), out of all the 83 County Councils and Unitary Authorities in England, Rutland was ranked 4th highest on how residents rated their life satisfaction, and 2nd highest on residents rated how far they felt their life was 'worthwhile'.

Compared to the national and East Midlands average, working age residents (16+) in Rutland responded as follows:

- When asked "how satisfied" they felt with their life, where '0' meant "not at all" and 10 meant "completely', the mean response for residents in Rutland was 7.69 compared to 7.45 in the UK and 7.48 in the East Midlands;
- When asked how far they felt their life was "worthwhile", on the same scale, residents in Rutland gave a mean response of 7.93 compared to 7.69 in the UK and 7.74 in the East Midlands;
- When asked how "happy" they felt the day before the survey, again on the same scale, residents in Rutland gave a mean response of 7.48 compared to 7.29 in the UK and 7.35 in the East Midlands; and
- Finally, when asked how "anxious" they felt the day before the survey, with responses on the same scale as before (so in this case, a smaller number indicates lower levels of anxiety)

residents in Rutland gave the mean response of 3.02, very slightly below the national average of 3.03 in the UK but above the average for the East Midlands of 2.96.

Therefore, a final area of potential further research could be to explore the characteristics of Rutland and the impact this has on the very high levels of life satisfaction – which is likely to be due to a mixture of environment, amenities, housing quality, schools and connectivity. This information could be of key importance in identifying the factors that may encourage businesses to locate and remain within the area.

Section 5: Key Points

- According to the latest year for which local house prices are available (2011), median house prices in Rutland are significantly higher than the national average and all other comparator areas included in this study – including Cambridgeshire. Median house prices in Rutland have also been consistently above the national average since 1996 (the beginning of the comparable time-series).
- Based on median annual earnings, the ratio of house prices to earnings in Rutland are also significantly higher than the national average, with median house prices nine times that of the median salary for residents in the County (compared to almost seven times in England overall).
- Further insight on affordability can be drawn from the draft Strategic Housing Market Assessment for the Peterborough sub-region, which is currently out for consultation.
- Median private rents are also significantly above average in Rutland. The average rent for all accommodation types is equivalent to one third of median monthly earnings in the County, compared to a quarter in the East Midlands region. There is also quite a significant difference between high and low rents, with rents in the highest quarter above those of all other neighbouring comparator areas except for Cambridgeshire.
- However, according to recent research on subjective measures of life satisfaction and happiness, the personal wellbeing of adult residents in Rutland is above average on three of the four measures – with the County having the 4^{th} highest rating for residents' feelings of "life satisfaction" of all 83 English Unitary Authorities and Counties and the 2^{nd} highest rating for life being "worthwhile".
- Further research could be undertaken to explore why residents of Rutland had these positive views – including the influence of the environment, amenities, education, housing and connectivity. This evidence could be useful in identifying assets to build on to attract and retain businesses and investors and inform a future Growth Plan for Rutland.

Annex: Data Tables

Table a1: Employment Rate, 16-64 (%)

	Oct 2006-Sep 2007	Oct 2007-Sep 2008	Oct 2008-Sep 2009	Oct 2009-Sep 2010	Oct 2010-Sep 2011	Oct 2011-Sep 2012	Oct 2012-Sep 2013
Leicestershire	78.7	77.8	74.6	72.4	74.4	75.0	74.3
Lincolnshire	74.0	74.4	73.3	72.7	73.1	70.8	72.0
Northamptonshire	79.9	77.9	75.7	76.3	77.0	75.8	76.2
Rutland	**78.9**	**76.1**	**73.2**	**76.2**	**78.2**	**78.8**	**77.7**
Greater Cambridge & Greater Peterborough LEP	75.1	76.5	75.8	74.6	74.5	74.0	76.4
United Kingdom	72.4	72.4	70.9	70.2	69.9	70.4	71.1
East of England	74.8	75.4	74.7	73.5	73.5	74.3	75.1
East Midlands	74.2	73.8	72.1	71.1	70.9	71.3	71.4

Source: ONS Crown Copyright, 2014. '*Annual Population Survey*', October 2006-September 2007 to October 2012-September 2013 [from NOMIS, accessed 25th February 2014].

Table a2: Unemployment Rate, 16+ (%) - ONS model-based estimates of unemployment

	Oct 2006-Sep 2007	Oct 2007-Sep 2008	Oct 2008-Sep 2009	Oct 2009-Sep 2010	Oct 2010-Sep 2011	Oct 2011-Sep 2012	Oct 2012-Sep 2013
Leicestershire	3.6	4.1	5.8	6.8	5.3	6.2	5.7
Lincolnshire	5.2	5.3	6.0	6.3	5.8	8.0	6.9
Northamptonshire	3.5	4.7	6.9	6.6	5.8	6.1	7.6
Rutland	**2.8**	**3.1**	**4.4**	**4.2**	**4.3**	**4.6**	**3.3**
Greater Cambridge & Greater Peterborough LEP	4.1	3.9	5.4	6.2	6.9	7.0	5.5
Great Britain	5.2	5.3	7.4	7.7	7.9	7.9	7.7
East of England	4.3	4.3	6.0	6.6	6.6	6.9	6.3
East Midlands	5.1	5.4	7.2	7.5	7.6	8.2	7.7

Source: ONS Crown Copyright, 2014. '*Model Based Estimates of Unemployment*, October 2006-September 2007 to October 2012-September 2013 [from NOMIS, accessed 25th February 2014].

Table a3: Qualifications (% working age residents with highest level of qualification at NQF Level 4+ and with qualifications below Level 2/no qualifications), 2012

	Level 4+	Below Level 2 and no qualifications
Lincolnshire	26.4	30.2
Northamptonshire	27.5	30.8
East Midlands	29.0	30.0
Leicestershire	30.4	27.3
East of England	32.9	28.1
United Kingdom	34.2	28.3
Greater Cambridge & Greater Peterborough LEP	37.9	27.2
Rutland	**39.4**	**17.4**

Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', residence -based tables, January-December 2012 [from NOMIS, accessed 18th March, 2014].

Table a4: Occupations – Residence Based (% in employment by SOC Major groups), 2012

	Rutland	UK
1: managers, directors and senior officials	19.7	10.1
2: professional occupations	18.4	19.4
3: associate prof & tech occupations	13.5	14.1
4: administrative and secretarial occupations	6.3	10.9
5: skilled trades occupations	11.0	10.6
6: caring, leisure and other service occupations	9.3	9.0
7: sales and customer service occupations	6.2	8.2
8: process, plant and machine operatives	5.7	6.3
9: elementary occupations	9.5	10.8

Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', residence -based tables, January-December 2012 [from NOMIS, accessed 18th March, 2014].

Table a5: Occupations – Workplace Based vs Residence Based (% in employment by SOC Major groups), 2012

	Rutland Residence	Rutland Workplace
1: managers, directors and senior officials	19.7	15.4
2: professional occupations	18.4	13.3
3: associate prof & tech occupations	13.5	15.3
4: administrative and secretarial occupations	6.3	4.4
5: skilled trades occupations	11.0	16.8
6: caring, leisure and other service occupations	9.3	10.5
7: sales and customer service occupations	6.2	11.2
8: process, plant and machine operatives	5.7	3.3
9: elementary occupations	9.5	9.8

Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', workplace-based tables, January-December 2012 [from NOMIS, accessed 18th March, 2014].

Table a6: Earnings, Median weekly pay for full-time workers 2013

	Residence-based (£)	Workplace-based (£)
Rutland	**479.3**	**424.8**
Lincolnshire	468.1	439.3
Leicestershire	507.8	473.4
East Midlands	483.4	474.6
Peterborough	452.5	496.4
East	542.7	505.0
Great Britain	518.1	517.8
Cambridgeshire	551.1	539.0

Source: ONS Crown Copyright, 2013. '*Annual Population Survey*', residence- and workplace-based tables, January-December 2012 [from NOMIS, accessed 18th March, 2014].

Table a7: Business Stock 2004-2012

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Rutland	**1,720**	**1,760**	**1,720**	**1,725**	**1,750**	**1,765**	**1,755**	**1,710**	**1,705**
Greater Cambridge & Greater Peterborough LEP	50,880	51,755	52,480	54,255	54,820	54,990	54,275	53,980	54,105
East Midlands	147,345	149,980	151,960	156,650	158,365	158,120	157,030	155,270	156,190
East of England	220,265	222,500	225,140	232,185	236,355	238,930	237,400	236,605	238,540
UK	2,158,555	2,182,750	2,207,290	2,280,215	2,325,770	2,341,900	2,351,425	2,342,595	2,372,960

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a8: Business Births 2004-2012

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Rutland	**205**	**205**	**180**	**180**	**175**	**175**	**140**	**170**	**155**
Greater Cambridge & Greater Peterborough	6,390	5,965	5,650	6,270	5,430	5,155	4,795	5,335	5,390
East Midlands	18,805	19,140	17,715	18,610	16,785	14,860	14,325	16,055	16,625
East of England	27,600	26,195	25,055	27,600	25,975	23,535	22,580	24,930	25,335
UK	280,080	274,855	255,530	280,730	267,445	236,030	235,145	261,370	269,565

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a9: Business Birth Rate 2004-2012 (%)

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Rutland	**11.9**	**11.6**	**10.5**	**10.4**	**10.0**	**9.9**	**8.0**	**9.9**	**9.1**
Greater Cambridge & Greater Peterborough	12.6	11.5	10.8	11.6	9.9	9.4	8.8	9.9	10.0
East Midlands	12.8	12.8	11.7	11.9	10.6	9.4	9.1	10.3	10.6
East of England	12.5	11.8	11.1	11.9	11.0	9.9	9.5	10.5	10.6
UK	13.0	12.6	11.6	12.3	11.5	10.1	10.0	11.2	11.4

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a10: Business Deaths 2004-2012

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Rutland	**165**	**220**	**170**	**170**	**160**	**170**	**190**	**150**	**165**
Greater Cambridge & Greater Peterborough	4,995	4,840	4,490	4,845	4,920	6,075	5,265	4,995	5,160
East Midlands	16,175	15,545	13,885	14,730	14,935	18,620	16,645	15,135	16,305
East of England	23,500	22,280	20,500	22,065	23,515	28,475	24,030	22,735	24,465
UK	243,615	228,155	207,125	223,600	222,560	277,435	248,595	229,610	254,885

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a11: Business Death Rate 2004-2012 (%)

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Rutland	**9.6**	**12.5**	**9.9**	**9.9**	**9.1**	**9.6**	**10.8**	**8.8**	**9.7**
Greater Cambridge & Greater Peterborough	9.8	9.4	8.6	8.9	9.0	11.0	9.7	9.3	9.5
East Midlands	11.0	10.4	9.1	9.4	9.4	11.8	10.6	9.7	10.4
East of England	10.7	10.0	9.1	9.5	9.9	11.9	10.1	9.6	10.3
UK	11.3	10.5	9.4	9.8	9.6	11.8	10.6	9.8	10.7

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a12: 5 Year Business Survival Rate- businesses born in 2007 (%)

	Births	1 Year Survival	1 Year per cent	2 Year Survival	2 Year per cent	3 Year Survival	3 Year per cent	4 Year Survival	4 Year per cent	5 Year Survival	5 Year per cent
Rutland	**180**	**175**	**97.2**	**150**	**83.3**	**120**	**66.7**	**100**	**55.6**	**90**	**50.0**
Greater Cambridge & Greater Peterborough	5,560	5,315	95.6	4,610	82.9	3,575	64.3	2,985	53.7	2,590	46.6
East Midlands	18,610	17,855	95.9	15,245	81.9	11,990	64.4	9,840	52.9	8,440	45.4
East of England	27,600	26,415	95.7	22,525	81.6	17,600	63.8	14,645	53.1	12,610	45.7
UK	280,730	267,850	95.4	227,790	81.1	176,910	63.0	145,985	52.0	125,205	44.6

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a13: 3 Year Business Survival Rate- businesses born in 2009 (%)

	Births	1 Year Survival	1 Year per cent	2 Year Survival	2 Year per cent	3 Year Survival	3 Year per cent
Rutland	**175**	**170**	**97.1**	**135**	**77.1**	**110**	**62.9**
Greater Cambridge & Greater Peterborough	5,155	4,770	92.5	3,955	76.7	3,235	62.8
East Midlands	14,860	13,685	92.1	11,150	75.0	9,010	60.6
East of England	23,535	21,780	92.5	18,025	76.6	14,650	62.2
UK	236,030	214,410	90.8	174,165	73.8	140,695	59.6

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a14: 1 Year Business Survival rate- businesses born in 2011 (%)

	Births	1 Year Survival	1 Year per cent
Rutland	**170**	**165**	**97.1**
Greater Cambridge & Greater Peterborough	5,335	5,050	94.7
East Midlands	16,055	14,975	93.3
East of England	24,930	23,415	93.9
UK	261,370	243,340	93.1

Source: Business Demography 2012, Office for National Statistics, November 2013

Table a15: Participation in Education and Work-based Learning (WBL) of 16 and 17 year olds, end of academic year 2012.

	% of 16 & 17 year olds											
	Full-time education											Total
Name	Maintained schools	Sponsored Academies and CTCs	Converter Academies	Free Schools	Special Schools[1]	Independent schools[2]	Sixth form college	Other FE[3]	Total	WBL	Part-time education	Education and WBL
East Midlands	9	5	20	0	1	4	6	30	75	5	5	85
Lincolnshire	5	9	26	0	1	3	2	30	77	5	5	86
Leicestershire	10	0	29	0	1	7	5	26	78	5	4	87
Northamptonshire	10	9	21	0	1	5	0	30	76	4	8	87
Peterborough	12	19	11	0	1	1	0	34	78	3	6	87
East of England	10	3	22	0	1	6	9	29	80	4	4	88
England	12	3	16	0	1	6	11	30	79	5	5	88
Rutland	**0**	**1**	**16**	**0**	**0**	**54**	**2**	**15**	**89**	**1**	**2**	**92**
Cambridgeshire	3	1	20	0	1	13	23	25	86	4	4	93

Department for Education, March 2014. '*Participation in Education and Work-based Learning of 16 & 17 year olds in England, end 2012 (sub-national data)*'.

[1] Includes all pupils in maintained and non-maintained special schools, and pupil referral units.

[2] Includes all pupils in independent schools - assumed to live in the same LA as the school.

[3] Includes all learners in General FE, tertiary and specialist colleges (e.g. agriculture colleges) and FE provision funded by the YPLA delivered in HEIs.

Table a16: Performance of Schools/Colleges with 16 year old students, 2013

	Type	% of pupils making expected progress		% achieving 5+ A*-C GCSEs (or equivalent) including English and maths GCSEs				% achieving the English Baccalaureate	% achieving grades A*-C in English and maths GCSEs
		English	Maths	2010	2011	2012	2013		
England - all schools		NA	NA	53.5%	59.0%	59.4%	59.2%	23.0%	59.9%
England - state funded schools only		70.4%	70.7%	55.1%	58.2%	58.8%	60.6%	22.8%	61.3%
Rutland		**69.1%**	**81.8%**	**61.4%**	**60.8%**	**55.5%**	**67.2%**	**29.8%**	**68.3%**
School/College name									
Casterton Business & Enterprise College	Academy - Converter Mainstream	68%	82%	59%	59%	47%	67%	28%	70%
Catmose College	Academy - Converter Mainstream	76%	81%	63%	64%	59%	69%	24%	69%
Oakham School	Other Independent School	NP	NP	0%	97%	97%	90%	49%	90%
Uppingham Community College	Academy - Converter Mainstream	64%	83%	62%	60%	60%	66%	36%	67%
Uppingham School	Other Independent School	NP	NP	0%	98%	99%	98%	53%	99%

Source: Department for Education, 2014. *'School Performance Tables, 2013 Academic Year'.*

Table a17: Performance of Schools/Colleges with 18 year old students, 2013

					% of A level students achieving				
2013 results	School/College Type	Average point score per A level entry	Average point score per A level entry expressed as a grade	Average point score per A level student (full-time equivalent)	at least 3 A levels at A*-E	at least 2 A levels at A*-E	at least 1 A level at A*-E	A levels at grades AAB or higher (in at least 2 facilitating subjects)	A levels at grades AAB or higher (in 3 facilitating subjects)
England - all schools and colleges		215.6	C+	796.5	80.5%	92.9%	99.7%	15.3%	9.6%
England - state funded schools and colleges		211.3	C	782.3	79.0%	92.3%	99.6%	12.1%	7.5%
Rutland		**200.7**	**C-**	**643.3**	**70.5%**	**93.2%**	**100.0%**	**6.8%**	**NA**
School/College name									
Casterton Business & Enterprise College	Academy - Converter Mainstream	200.7	C-	643.3	70%	93%	100%	7%	NA
Oakham School	Other Independent School	248	B+	868.3	93%	99%	100%	39%	20%
Uppingham School	Other Independent School	250.1	B+	921.8	99%	99%	100%	42%	21%

Source: Department for Education, 2014. *'School Performance Tables, 2013 Academic Year'.*

Table a18: Median House Prices (£ current, basic prices), 1996-2011

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
England	57,500	60,000	66,250	74,000	82,000	92,000	114,000	132,500	151,500	159,950	168,500	178,000	174,000	170,000	185,000	180,000
Rutland	**72,500**	**76,000**	**82,000**	**86,750**	**103,975**	**119,000**	**139,000**	**162,500**	**187,500**	**189,995**	**207,000**	**211,500**	**225,000**	**190,875**	**217,500**	**205,000**
Leicestershire	53,000	56,500	59,950	65,000	70,950	79,995	96,950	125,000	140,000	149,950	153,825	162,500	155,000	149,973	157,500	155,000
Lincolnshire	46,000	49,000	51,950	54,500	59,950	67,375	83,158	105,000	127,950	133,000	137,500	145,000	140,000	134,950	140,000	135,000
Northamptonshire	49,000	54,500	59,500	64,500	74,000	84,000	98,500	120,500	134,995	140,000	146,000	155,000	149,995	145,000	150,000	149,973
Cambridgeshire	62,500	67,500	73,000	80,000	92,000	107,000	127,500	149,000	164,950	175,000	182,500	195,000	190,000	179,950	200,000	196,000
Peterborough	43,500	45,500	47,995	52,000	56,000	64,000	82,000	97,000	120,000	121,000	134,000	140,000	137,000	130,000	133,000	130,000

Source: Department for Communities and Local Government, housing market statistics live tables, 2014. '*Table 586 Housing market: median house prices based on Land Registry data, by district, from 1996.*'

Table a19: Ratio of Median House Prices to Median Earnings, 2011[1]

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
England	3.54	3.67	3.86	4.21	4.47	5.07	5.83	6.58	6.81	6.97	7.23	6.93	6.27	7.01	6.69
East Midlands	3.14	3.25	3.28	3.48	3.73	4.18	4.95	6.05	6.15	6.13	6.45	6.03	5.46	5.65	5.65
Rutland	**5.37**	**5.52**	**5.88**	**5.80**	**6.56**	**7.31**	**8.01**	**8.74**	**9.35**	**9.83**	**9.63**	**9.80**	**6.62**	**9.62**	**9.12**
Leicestershire	3.33	3.47	3.71	3.86	4.12	4.59	5.82	6.41	6.82	6.69	7.11	6.50	5.99	6.38	6.24
Lincolnshire	3.28	3.31	3.29	3.59	3.79	4.35	5.33	6.73	6.96	6.81	7.08	6.67	5.95	6.10	6.05
Northamptonshire	3.23	3.49	3.40	3.91	4.28	4.69	5.62	6.40	6.54	6.68	6.80	6.53	5.93	6.25	6.30
East of England	3.56	3.84	3.99	4.49	4.75	5.61	6.58	7.23	7.48	7.48	7.87	7.76	6.80	7.49	7.25
Peterborough	2.82	2.68	2.89	3.14	3.25	3.87	4.55	5.59	5.72	5.89	5.99	5.93	5.24	4.92	5.31
Cambridgeshire	3.79	3.94	4.20	4.66	4.94	5.72	6.28	6.61	7.23	7.20	7.62	7.57	6.50	7.36	7.11

Source: Department for Communities and Local Government, housing market statistics live tables, 2014. '*Table 577 Ratio of median house price to median earnings by district, from 1997.*'

[1] From the 1st of November 2012 DCLG no longer publishes this data at regional level.

Table a20: Median monthly rents (all private-rented properties) and ratio to median earnings, Quarter 3, 2013

	All categories of private rented accommodation						
Area	**Count of rents**	**Average £**	**Lower quartile £**	**Median £**	**Upper quartile £**	**Median Monthly Earnings £**	**Rent: Earnings**
England	467,500	728	455	595	800	2082.8	0.29
East Midlands	48,501	530	425	500	595	1933.6	0.26
Rutland	**289**	**730**	**525**	**625**	**795**	**1917.2**	**0.33**
Leicestershire	4,667	554	450	525	625	2031.2	0.26
Lincolnshire	10,944	521	425	500	595	1872.4	0.27
Northamptonshire	11,578	579	475	550	650	2026.8	0.27
East of England	47,438	676	500	600	775	2170.8	0.28
Peterborough	3,854	572	475	550	625	1810	0.30
Cambridgeshire	4,810	703	500	620	825	2204.4	0.28

Source: Valuation Office Agency, December 2013. '*Private Rental Market Statistics*', Table 2.7 Quarter 3 2013, all categories of property; and, ONS Crown Copyright, 2013. '*Annual Survey of Hours and Earnings, 2013*'. Residence-based analysis [from NOMIS, accessed 28th March, 2014]. Note that the monthly earnings have been approximated by Nottingham Business School based on the published weekly estimates – in order to compare to the monthly rents. Rent: earnings ratios are not published as official statistics in the same way as house price: earnings ratios.