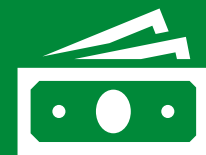


Education and employment



Education and employment: Key focus areas

Employment

In 2021/22, Wiltshire's employment rate rebounded well for both genders after dipping for a few years. 82.5% of economically active people were employed in 2021/22. This was more than the South West and England who saw small increases from 2020/21.



Gaps in employment - along with the South West, Wiltshire has a large gap in employment of the those with a learning disability, although Wiltshire's gap in employment rate was larger in 2020/21, 74.6% compared to 72.4% for the region.

Resident and workplace pay - For Wiltshire residents, the (median) full time annual resident earnings was £30,399 in 2021, above that of the South West. With part time earnings for residents also above the regional and national average.



However, the average earnings paid by workplaces in Wiltshire for both full time and part time workers is below the average resident pay. This suggests that residents are working in higher-paid jobs located out of county, while jobs in Wiltshire pay less.



With the cost of living crisis squeezing finances, those who live and work within Wiltshire may be more adversely affected and closer to being in in-work poverty than residents who are able to work outside of the county.

Economic inactivity



Gender and long-term sickness - Wiltshire has a greater proportion of females (30.2%) who were economically inactive because of long-term sickness than males (24.6%). This is a contrast with both the South West and England, where a higher proportion of males were economically inactive because of long-term sickness than females.

Age groups - The smallest economically inactive rate is for those aged 25-49, the main working ages. Comparatively, Wiltshire has a smaller economically inactive rate at each age range compared to the South West, and England.



Not in education, employment or training (NEET) Ages 16-17

NEET alone - Wiltshire's NEET rate (1.9%) has regularly been below its comparators with South West having a NEET proportion of 2.3%.

NEET and unknown - over the last 4 years, Wiltshire has reduced its NEET and unknown (person's status is not known to the LA) rate (7%) to comparable levels from being close to double (11.3%) that of the South West.

Education

Rising numbers of children eligible for free school meals (FSM) and gap in achievement.



In Wiltshire, the gap between those who are eligible and those taking FSM was 3.5% (14.4% to 10.9%) in 2020/21, lower than the South West 4.8%, and England 5.5%. This is a growing proportion, which has risen from 1.5% in Wiltshire in 2017/18 and followed a national trend.

Furthermore, when considering children who are eligible for FSM, Wiltshire achieves much lower than other areas across a range of age periods and tests.

Between 2015/16 and 2020/21, the amount of special educational needs (SEN) pupils has grown by over 2,000 young people across Wiltshire.

Percentage increase between 2015/16 and 2020/21

	Total pupils	SEN Support	ECHP
Wiltshire	4.5%	11.4%	53.3%
England	4.1%	9.2%	37.5%

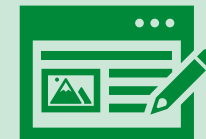
Pupil absences are comparable with the rest of England, and peak at Year 11.



Absence for year 11 students in Wiltshire stood at 6.8% in 2020/21. With Year 11 being an important year in terms of GCSEs, the increased rate of absence is concerning and could link to other pressures faced by that cohort.

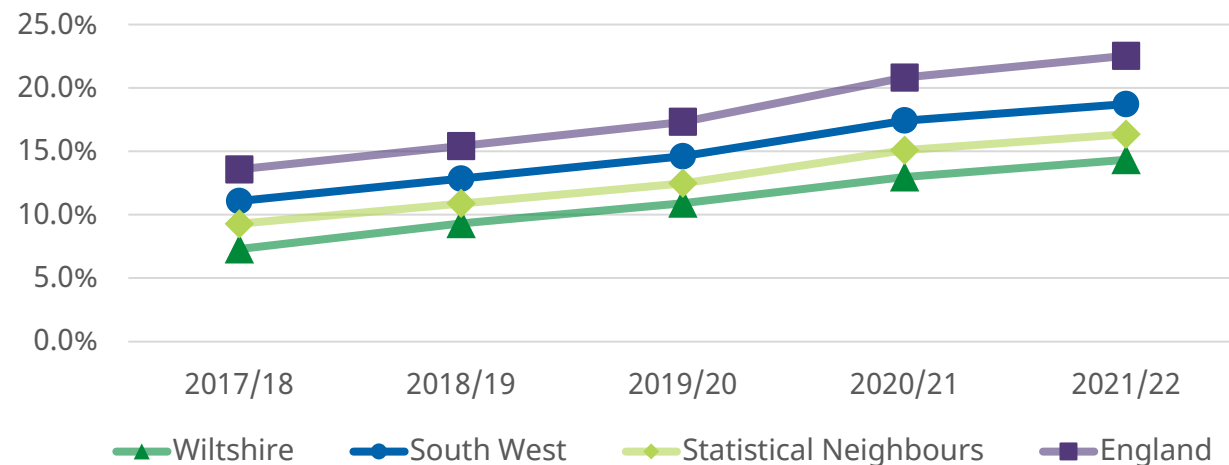
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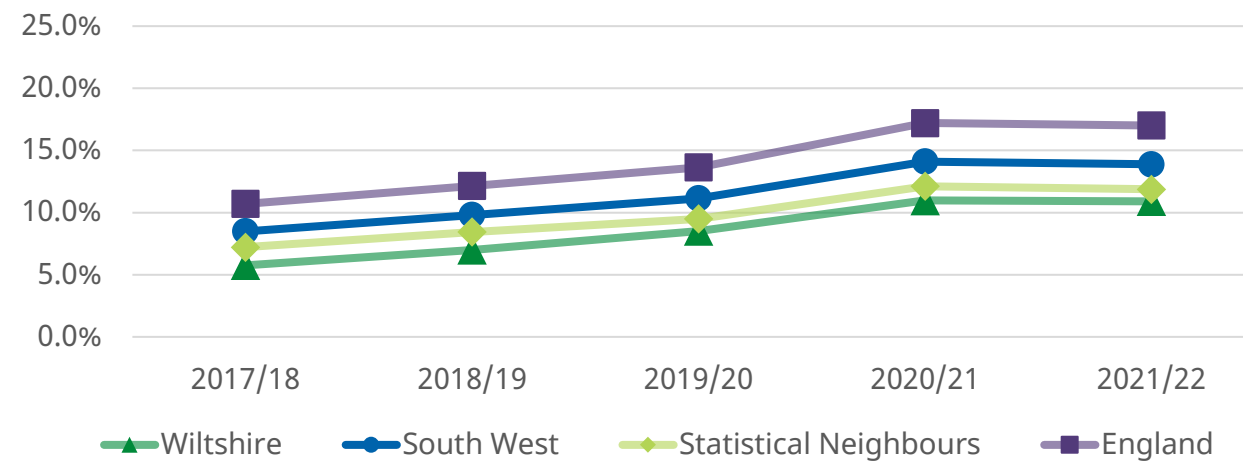


Education and employment: Free school meal uptake

Eligible for free school meals: Percentage of total pupils
Geographical comparison 2017/18-2021/22



Pupils having free school meals: Percentage of total pupils
Geographical comparison 2017/18-2021/22



Eating well is fundamental for children and young people in terms of their physical health, learning and development. Healthy, free school meals can help to reduce inequalities so all children can learn and thrive, irrespective of background or circumstance.

Children and young people in state schools in England are eligible for free school meals (FSM) if their parents are in receipt of one of a selection of benefits. A full list of these is available on the [GOV.UK website](https://www.gov.uk). Additionally, all children in reception (early years foundation stage) and key stage 1 are entitled to a free school meal regardless of household income. In Wiltshire as in other areas, the proportion of pupils eligible for FSM has risen steeply over the years, from 7.3% in 2017/18 to 14.4% in 2021/22.

Wiltshire free school meals in 2020/21

Eligible for FSM

14.4%

Taking a FSM

10.9%

3.5% of pupils who are eligible for free school meals are not taking them

The proportion of pupils in Wiltshire actually taking FSM has also risen from 5.8% in 2017/18 to 10.9% in 2020/21.

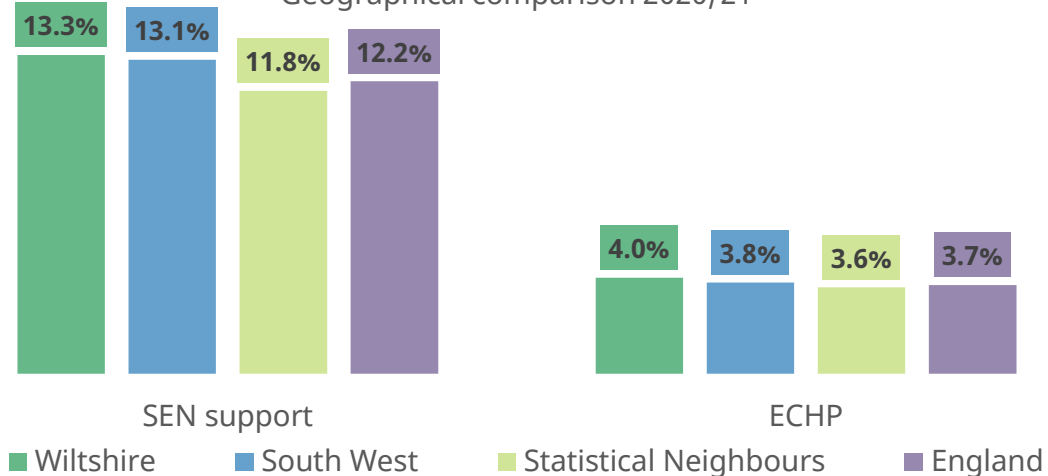
Compared to England, the South West and its statistical neighbours, Wiltshire has lower proportions of pupils both eligible for free school meals and those actively having them. This is true across all year groups, with the majority of entitlement within primary education.

For Wiltshire, the gap between those who are eligible for, and those taking, FSM was 3.5% in 2020/21. This was lower than the South West (4.8%), statistical neighbours (4.5%) and England (5.5%). Potentially worrying however, is the fact that this is a growing proportion, which in Wiltshire has risen from 1.5% in 2017/18.

Education and employment: Special educational needs (SEN)

SEN provision: Proportions of SEN students of entire student cohort by type of provision

Geographical comparison 2020/21

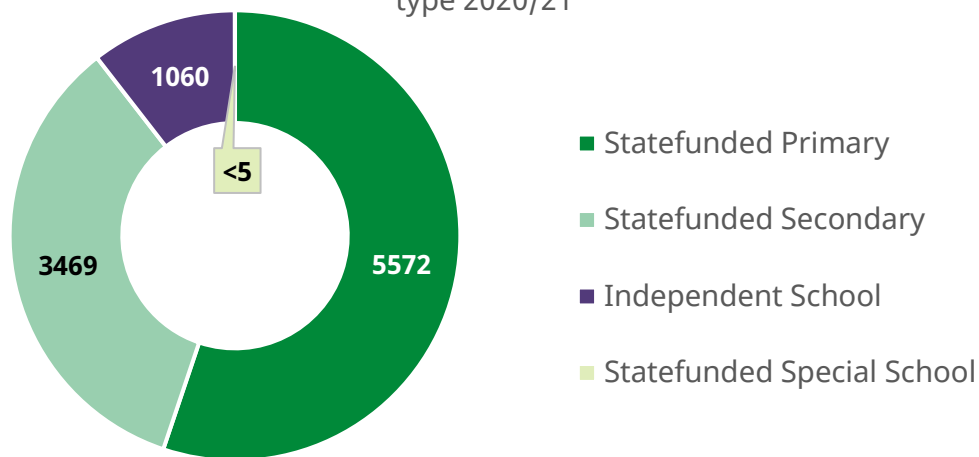


Special educational needs (SEN) describes children or young people who have learning difficulties or disabilities which make it harder for them to learn. SEN pupils are categorised into two levels of provision. The first is SEN support which is given in school. The second is an education, health and care plan (ECHP) which is for children and young people aged up to 25 with more complex needs.

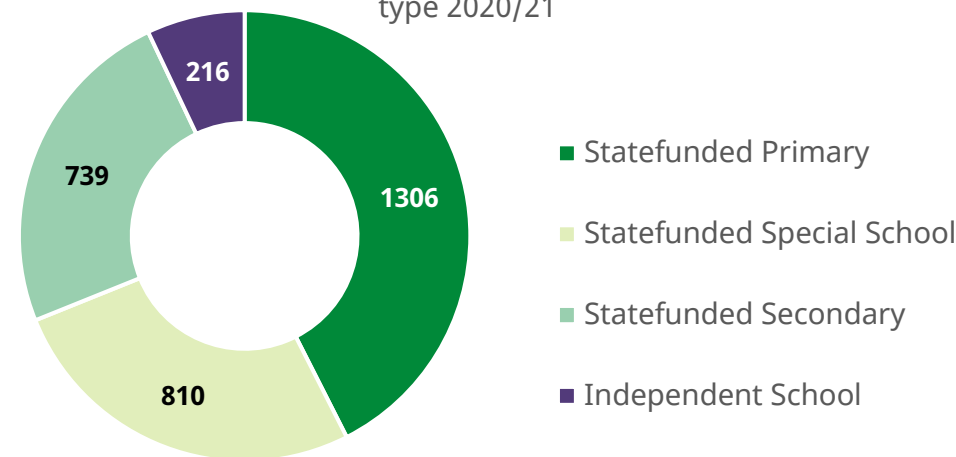
In 2020/21, Wiltshire continued to have a higher proportion of young people who needed SEN support (13.3%) compared with those requiring an ECHP (4%). Although both categories are broadly in line with comparators, they have steadily risen over the last 6 years, with an additional 2,000 young people across Wiltshire requiring support through SEN and EHCP routes since 2015/16.

Currently, the largest proportions of both provisions of SEN are in primary education. If the increase in the number of SEN pupils continues, this could impact the levels of support and services required across the county.

Wiltshire SEN support pupils: Pupil count by educational institution type 2020/21



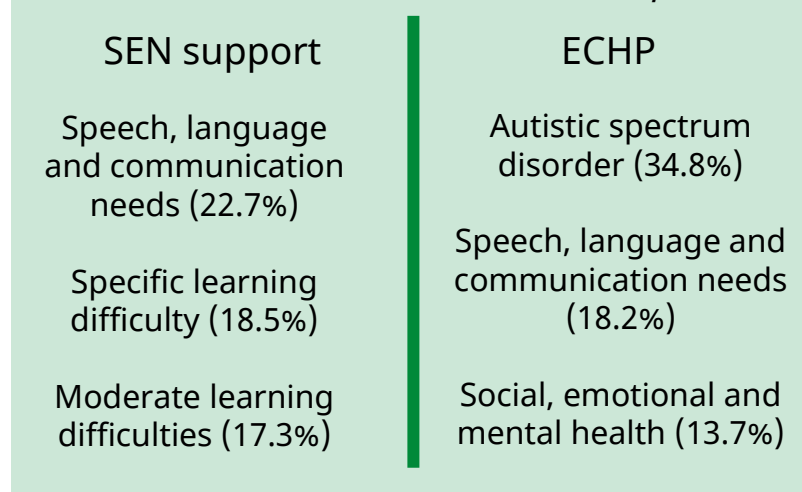
Wiltshire SEN ECHP pupils: Pupil count by educational institution type 2020/21



Education and employment: Special educational needs breakdown

SEN support primary need	Primary school	Secondary school	Total
Autistic spectrum disorder	3.5%	5.0%	8.5%
Hearing impairment	0.8%	0.6%	1.4%
Moderate learning difficulty	10.6%	6.7%	17.3%
Multi-sensory impairment	0.2%	0.1%	0.3%
Other difficulty/disability	2.7%	2.9%	5.6%
Physical disability	1.1%	0.8%	1.9%
Profound & multiple learning difficulty	0.0%	0.0%	0.0%
SEN support but no specialist assessment of type of need	4.8%	1.6%	6.4%
Severe learning difficulty	0.1%	0.1%	0.2%
Social, emotional and mental health	10.5%	6.0%	16.5%
Specific learning difficulty	8.1%	10.4%	18.5%
Speech, language and communications needs	18.8%	3.9%	22.7%
Visual impairment	0.3%	0.3%	0.6%

The most common type of support need for Wiltshire SEN students in 2020/21

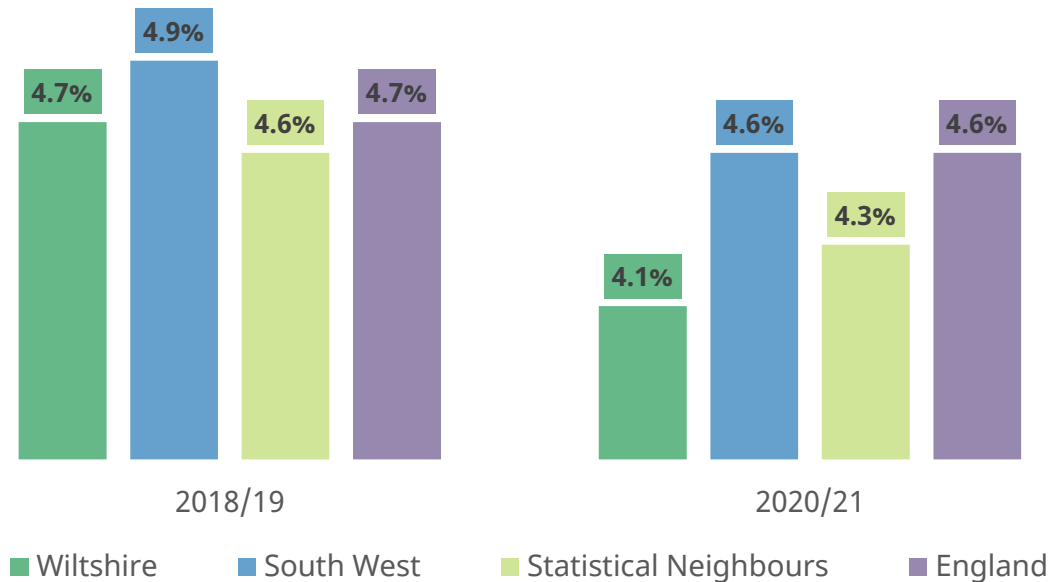


Education, health and care plan (ECHP) primary need	Primary school	Secondary school	Special school	Total
Autistic spectrum disorder	12.9%	7.4%	14.5%	34.8%
Hearing impairment	1.1%	0.5%	0.1%	1.7%
Moderate learning difficulty	4.1%	2.9%	1.8%	8.8%
Multi-sensory impairment	0.2%	0.4%	0.0%	0.5%
Other difficulty/disability	2.0%	1.5%	0.6%	4.1%
Physical disability	2.3%	1.0%	0.4%	3.7%
Profound & multiple learning difficulty	0.9%	0.1%	1.4%	2.3%
Severe learning difficulty	1.3%	0.2%	4.3%	5.8%
Social, emotional and mental health	6.1%	4.1%	3.5%	13.7%
Specific learning difficulty	2.0%	3.2%	0.2%	5.4%
Speech, language and communications needs	12.4%	4.1%	1.7%	18.2%
Visual impairment	0.4%	0.5%	0.1%	1.0%

Education and employment: Pupil absence

Pupil absence: Absent sessions as a proportion of total sessions for all school years

Geographical comparison 2018/19 and 2020/21



Proportions of pupil absence in the county were similar among males and females in 2020/21 (with absences in young males at 4.2% and in young females, 4.1%). This trend is mirrored in the South West, although absence rates are slightly higher (males 4.7%, females 4.5%).

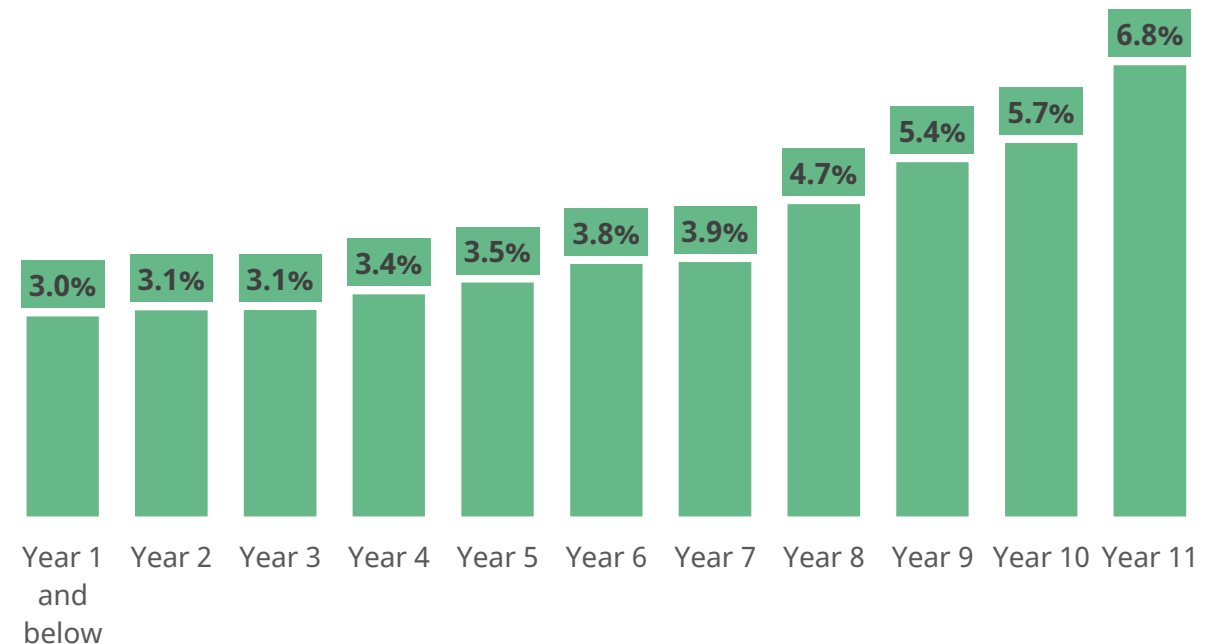
In Wiltshire, levels of pupil absence remain stable through primary school (years 1-6), and begin to increase in secondary school (years 7-11). Levels of absence peak in year 11, which is also seen nationally. Pupil absence for year 11 students in Wiltshire was 6.8% in 2020/21 with 5.5% of these recorded as authorised. This represents the largest amount of authorised absence of any year group. With Year 11 being an important year in terms of GCSEs, the increased rate of absence is concerning and could link to other pressures faced by that cohort.

In the academic year 2020/21, total pupil absence in Wiltshire stood at 4.1%, slightly below the proportions recorded in the South West, in England and amongst statistical neighbours.

The COVID-19 pandemic and associated lockdowns resulted in increased learning from home. As a result, Wiltshire reported a slight reduction in pupil absence in 2020/21 (4.1%) compared with 2018/19 (4.7%). The same is true both nationally and regionally.

Of total pupil absences in Wiltshire in 2020/21, 3.3% were authorised absences, whilst 0.8% were not. This is similar to proportions seen regionally in the same year.

Pupil absence: Absent sessions as a proportion of total sessions by school year group in Wiltshire 2020/21



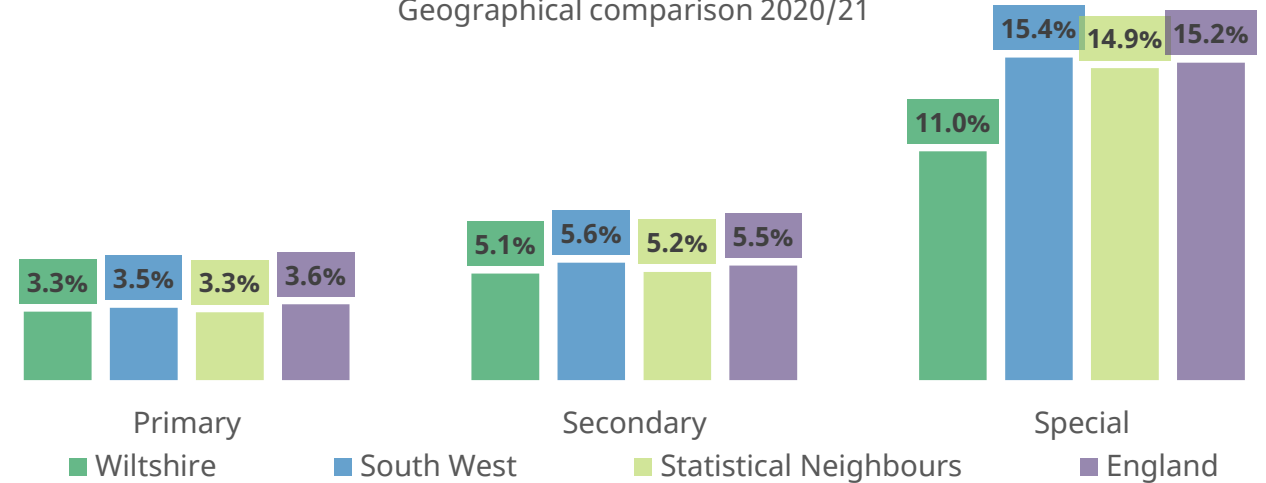
Education and employment: Pupil absence

Absence by SEN provision in 2020/21	Wiltshire	South West	Statistical Neighbours	England
SEN support	5.6%	6.7%	6.1%	6.5%
Statement or ECHP	12.1%	14.2%	12.7%	13.1%

Absence by SEN primary need in 2020/21	Wiltshire	South West	Statistical Neighbours	England
Autistic spectrum disorder	8.9%	11.0%	9.6%	9.7%
Hearing impairment	6.0%	6.0%	5.9%	6.5%
Moderate learning difficulty	5.9%	7.1%	6.8%	7.2%
Multi-sensory impairment	10.2%	8.5%	7.2%	8.2%
No specialist assessment	5.2%	5.6%	5.4%	5.8%
Other difficulty/disability	7.9%	8.1%	7.2%	7.6%
Physical disability	8.8%	10.5%	9.1%	10.0%
Profound and multiple learning difficulty	16.0%	18.7%	17.2%	17.5%
Severe learning difficulty	10.4%	13.6%	12.0%	12.7%
Social emotional and mental health	10.1%	11.1%	9.6%	10.6%
Specific learning difficulty	5.4%	6.2%	5.4%	6.1%
Speech language and communications needs	5.5%	6.4%	6.0%	6.0%
Unclassified	6.5%	7.3%	7.1%	7.5%
Visual impairment	7.1%	7.2%	6.5%	7.2%

Pupil absence: Absent sessions as a proportion of total sessions by educational institution type

Geographical comparison 2020/21

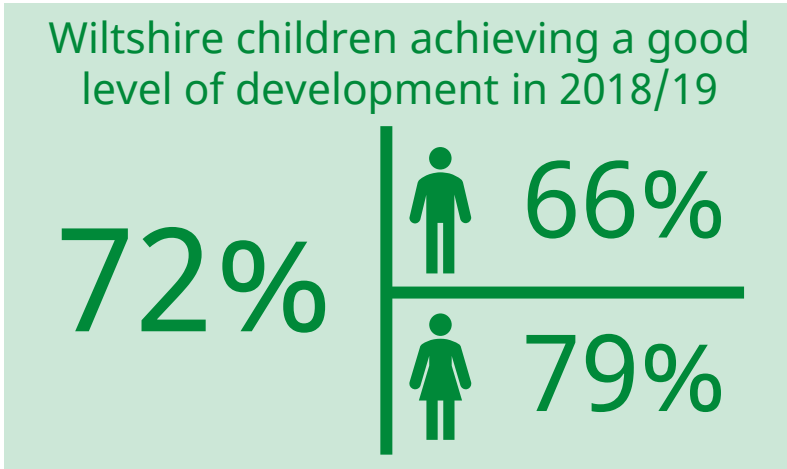


The highest levels of pupil absence were reported at special schools, with proportions more than double that of other education institutions, although Wiltshire itself reported substantially lower levels (11%) than the South West, England and statistical neighbours in 2020/21.

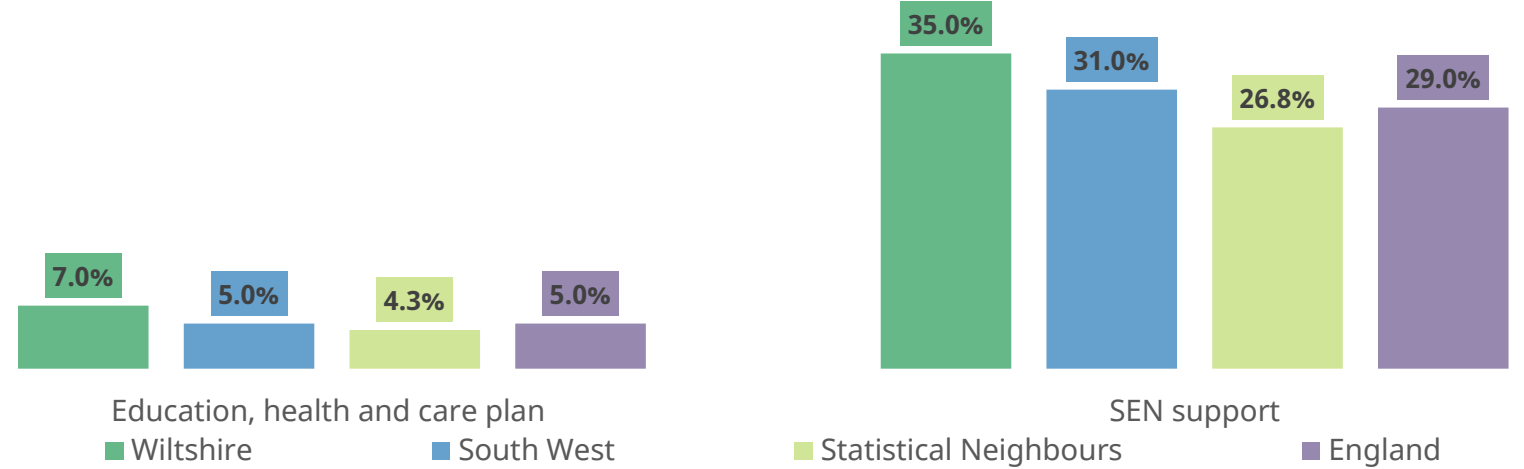
Similarly, those with special education needs also saw increased levels of absenteeism, especially among those with an education, health and care plan (EHCP), though Wiltshire's proportions were lower than statistical neighbours, the South West and England. School absence was particularly high for pupils whose primary needs were profound and had multiple learning difficulties (16%), severe learning difficulties (10.4%), multi-sensory impairment (10.2%) and social, emotional and mental health issues (10.1%).

Levels of pupil absence among those not eligible for free school meals was reported to be 3.5% in 2020/21. For students eligible for free school meals and perhaps more vulnerable however, absence was 8%. Whilst this is in line with the South West (8.6%), and our statistical neighbours (8.2%) this is a concerning inequality.

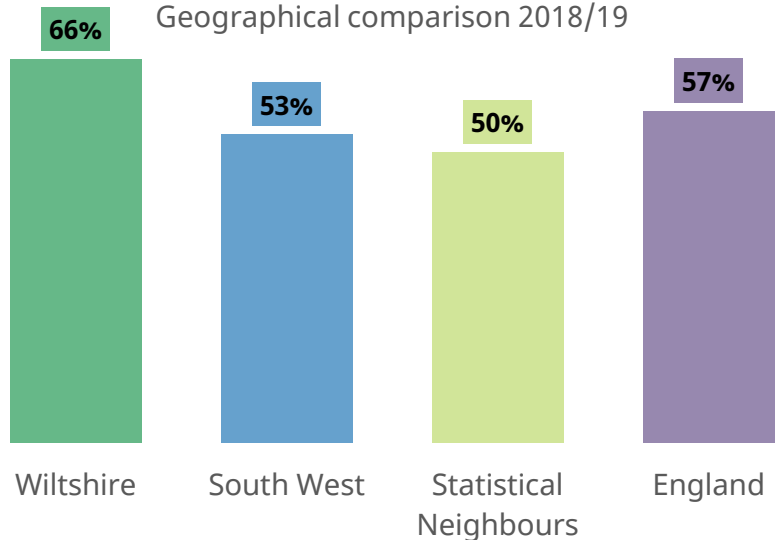
Education and employment: Early years foundation stage: Good level of development



Percentage of SEN students achieving a good level of development by SEN provision type: Geographical comparison 2018/19



Percentage of pupils eligible for free school meals achieving a good level of development: Geographical comparison 2018/19



In the final term of the school year in which a child reaches 5 an early years foundation stage (EYFS) profile is completed and they are assessed against early learning goals (ELG).

This profile helps to create a picture of a child's knowledge, understanding and abilities, their progress against expected levels and readiness for Year 1.

Children are defined as having reached a good level of development (GLD) at the end of the EYFS if they have achieved at least the expected level for the early learning goals in the prime areas of learning and the specific areas of mathematics and literacy.

The most recent published data from the EYFS profiles covered the academic year 2018/19. The 2020 and 2021 publications were cancelled due to the COVID-19 pandemic.

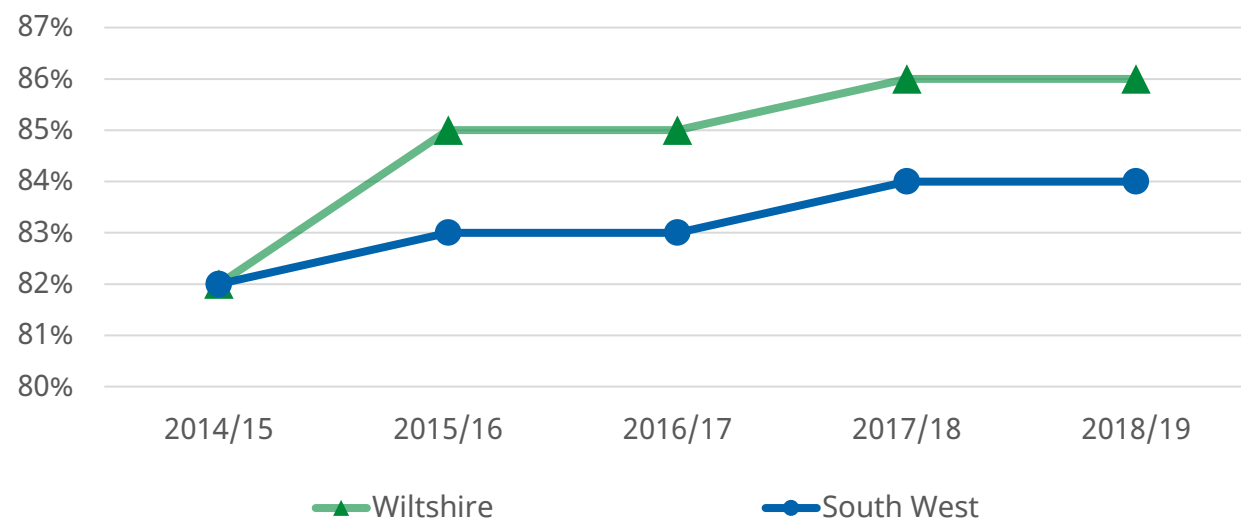
Compared to the South West (72%), England (72%) and our statistical neighbours (73%), Wiltshire has a similar proportion of children who achieved a good level of development in 2018/19 (72%). However, even at the start of their education there is a 13 percentage point difference between males and females (66% to 79%), similar to that seen across the region.

For pupils with SEN support, an EHCP, or receiving free school meals, Wiltshire has a significantly higher proportion of children achieving a good level of development than the South West as a whole.

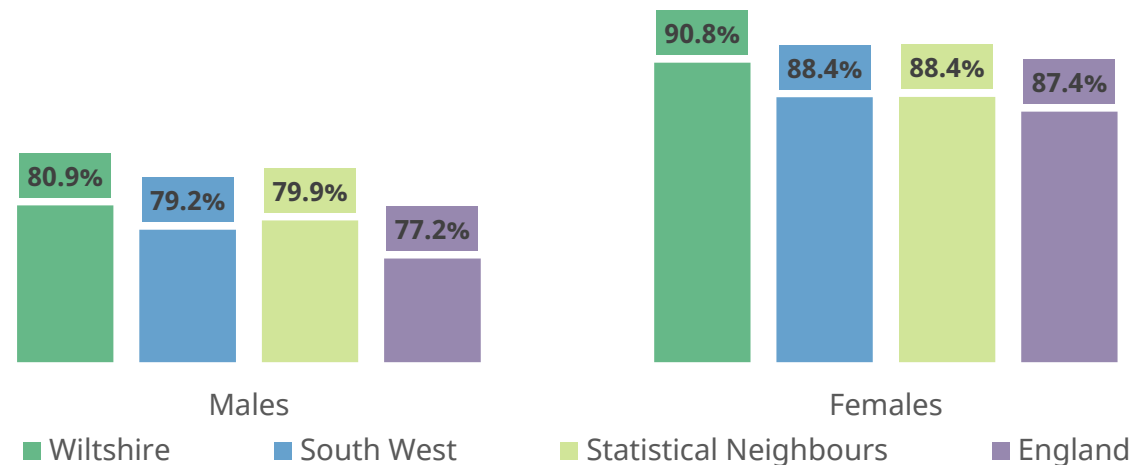


Education and employment: Early years foundation stage: Communication and language skills

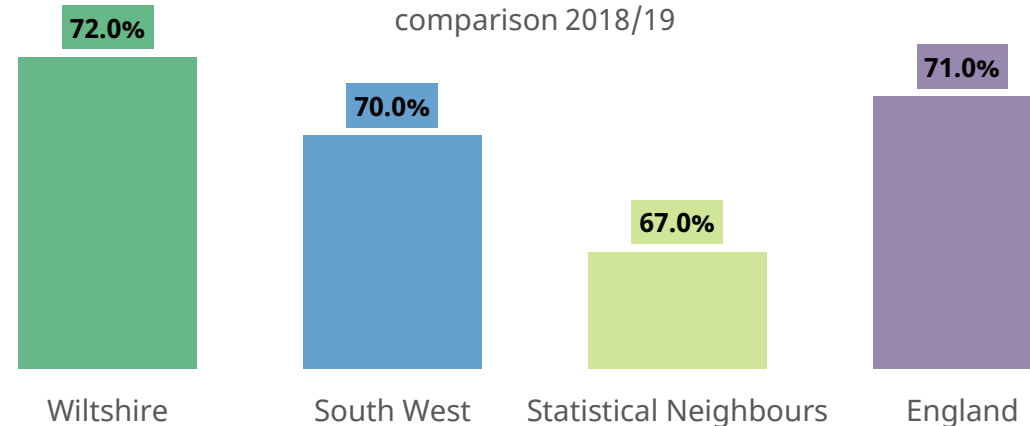
Pupils achieving expected level in communication and language skills:
Percentage of total cohort
Geographical comparison 2014/15 - 2018/19



Pupils achieving expected level in communication and language skills:
Percentage of total cohort by gender
Geographical comparison 2018/19



Percentage of pupils eligible for free school meals achieving expected level in communication and language skills: Geographical comparison 2018/19



As part of the Early Years Foundation Stage (EYFS) profile, one of the three prime areas that children are assessed in is communication and language.

Each prime area is divided into early learning goals. For communication and language these are: listening, attention and understanding and children are assessed to see if they are at the expected level before they start Year 1.

As with the good level of development (GLD) achievements, Wiltshire compares well to the South West and other comparators in terms of children being at the expected level in communication and language skills. For this measure, the gap between Wiltshire's males and females was also closer at 9.9% compared with the gap between genders achieving a good level of development in EYFS (13%) in 2018/19, as shown on the previous page.

Education and employment: Phonics readiness

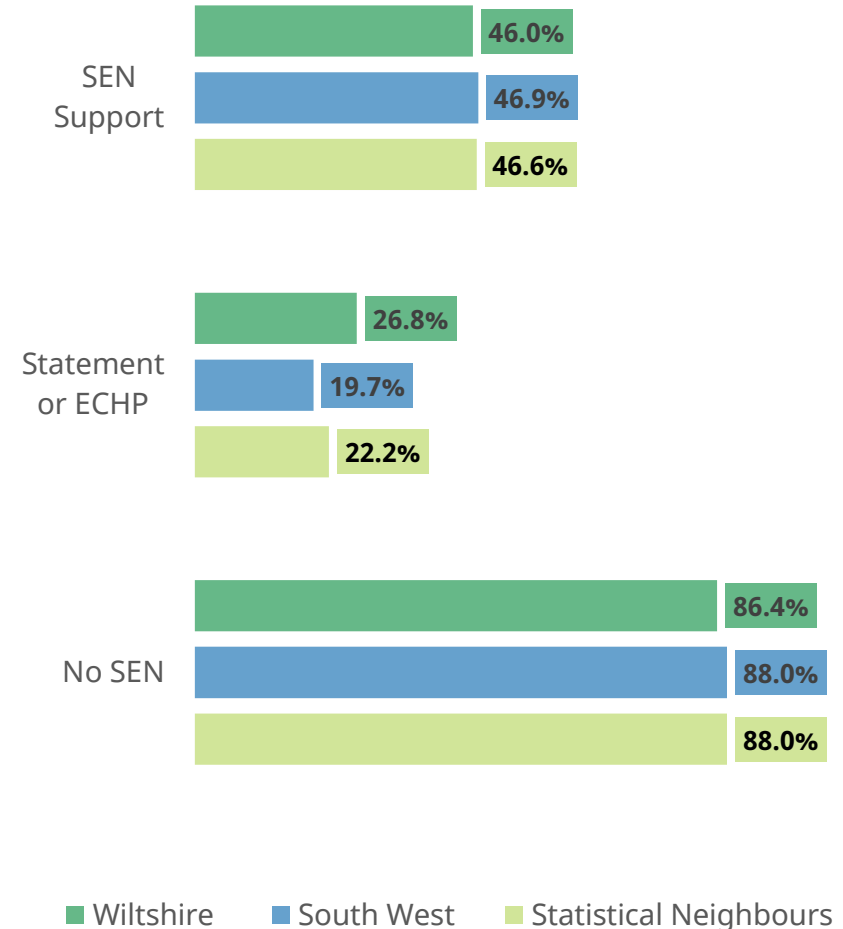
Expected level in phonics screening test in Wiltshire 2018/19



At the end of Year 1, all pupils are assessed on the statutory phonics screening test. This test checks that their phonics decoding abilities are at an expected level. The most recent data available for this metric is current as at 2018/19 as the 2020 and 2021 releases were cancelled due to the pandemic.

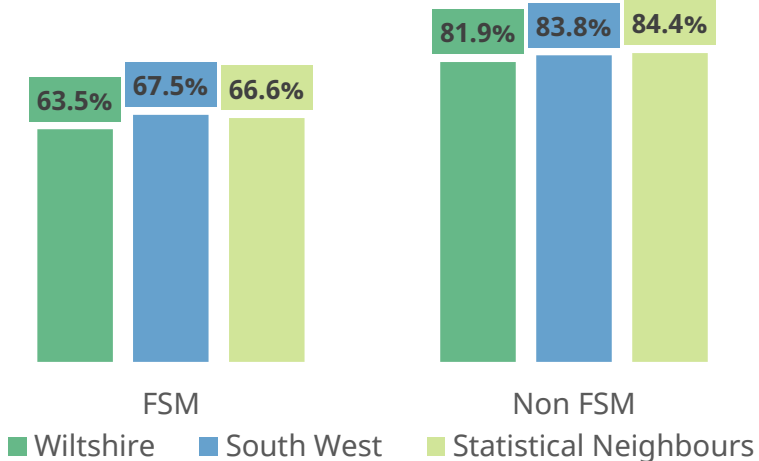
Wiltshire had a lower proportion of Year 1 pupils at the expected level (80%) than the South West (82%). This was particularly notable among boys (75.6% in Wiltshire, 78.4% in the South West). Wiltshire accordingly had a significantly larger gap between the genders (9.2%) than the South West (6.5%), statistical neighbours (5.5%) and England (6.9%).

Phonics readiness: Percentage of each cohort achieving the expected level by SEN category Geographical comparison 2018/19



Phonics readiness: Percentage of each cohort achieving expected level by eligibility for free school meals (FSM)

Geographical comparison 2018/19

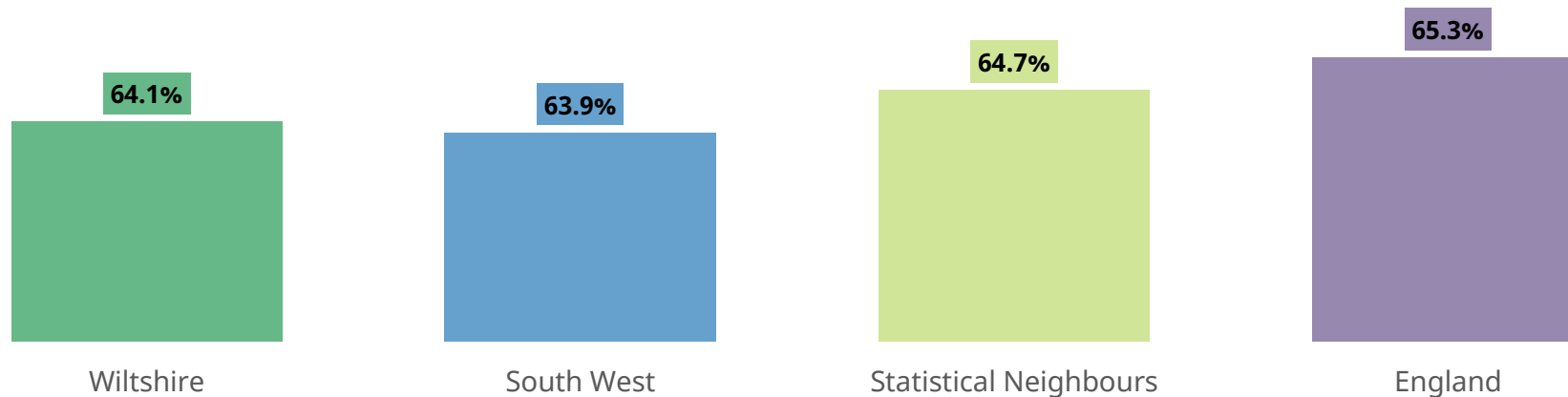


A higher proportion of children on an education, health and care plan (ECHP) in Wiltshire (26.8%) met the expected level in phonics than in the South West (19.7%) and amongst statistical neighbours (22.2%).

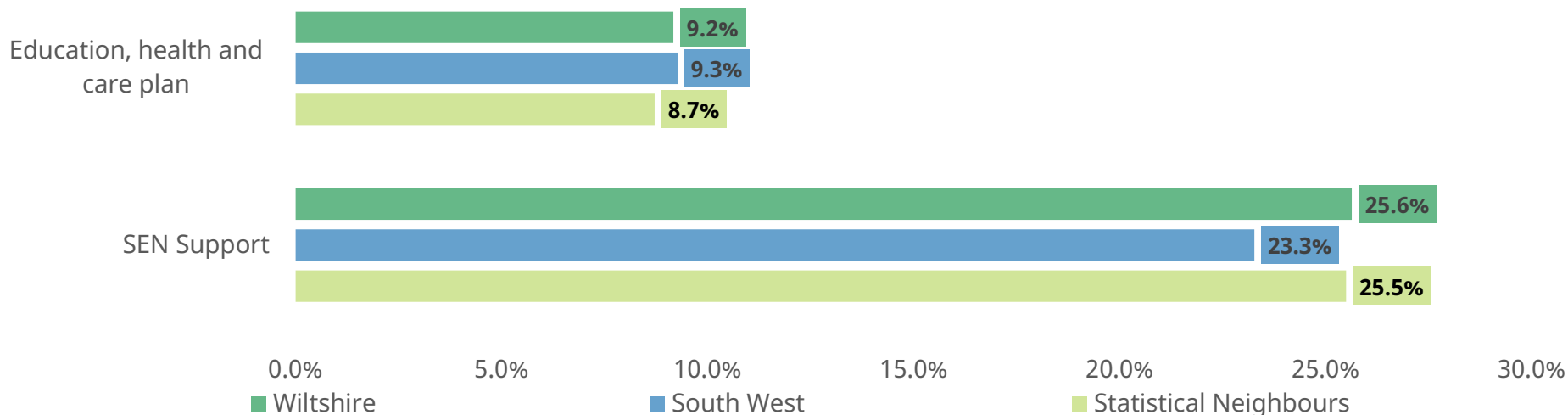
However, a lower proportion of pupils who are eligible for free school meals in Wiltshire met the expected level in phonics (63.5%) compared with other areas (67.5% in the South West and 66.6% amongst statistical neighbours). It should be noted that schools with children who are/have been eligible for free school meals within the last 6 years are allocated money from a pupil premium fund to support in the reduction of existing inequalities with their peers.

Education and employment: Key stage 2 attainment

Key stage 2 pupils meeting the expected standard in reading, writing and maths: Percentage of total cohort
Geographical comparison 2018/19



Key stage 2 pupils meeting the expected standard in reading, writing and maths: Percentage of SEN cohort by type: Geographical comparison 2018/19



At the end of key stage 2 (Year 6) pupils are tested on their reading, writing and maths (RWM).

Only data for 2018/19 in relation to key stage 2 attainment is shown here as 2018 changes to assessment frameworks prevent comparison with previous years. Further 2019/20 and 2020/21 data releases were cancelled due to the Covid-19 pandemic.

In 2018/19, 64.1% of pupils in year 6 in Wiltshire achieved the expected level in reading, writing and maths. This is higher than the South West (63.9%), comparable with statistical neighbours (64.7%) and lower than England (65.3%).

9.2% of Wiltshire pupils on an education, health and care plan (EHP) in 2018/19 achieved the expected standard for RWM which was similar to the South West (9.3%) and statistical neighbours (8.7%). 25.6% of Wiltshire pupils receiving SEN support achieved the expected standard for RWM in 2018/19, which matched its statistical neighbours (25.5%) and above the South West (23.3%).

Education and employment: Key stage 2 attainment

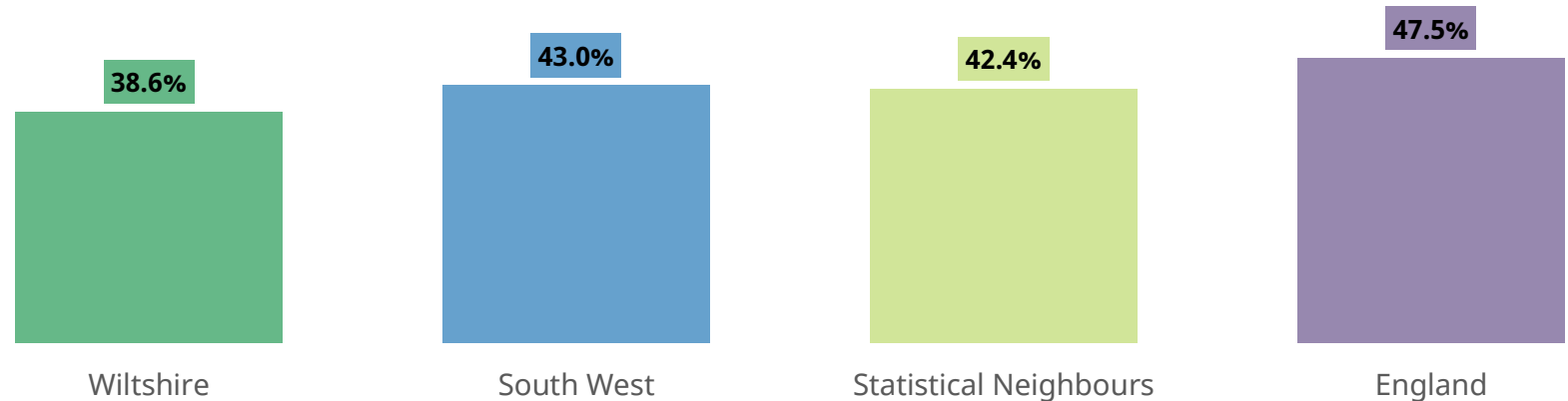
While 64.1% of pupils overall in Wiltshire achieved the expected standard in reading, writing and maths (see previous slide), however, like the phonics screening test in 2018/19, there is a significant gap in RWM attainment for those eligible for free school meals in Wiltshire with only 38.6% of pupils achieving this standard which is less than the South West (43%), statistical neighbours (42.4%) and England (47.5%). This .

Similarly, only 42% of pupils in the wider disadvantaged group met the expected standard. This group includes pupils who have been eligible for free school meals at any point over the past 6 years, pupils who have been looked after for at least one day in the last year, and pupils who have left care through a formal route such as adoption. A lower proportion of disadvantaged students in Wiltshire (42%) achieved expected levels of attainment than across all comparator areas.

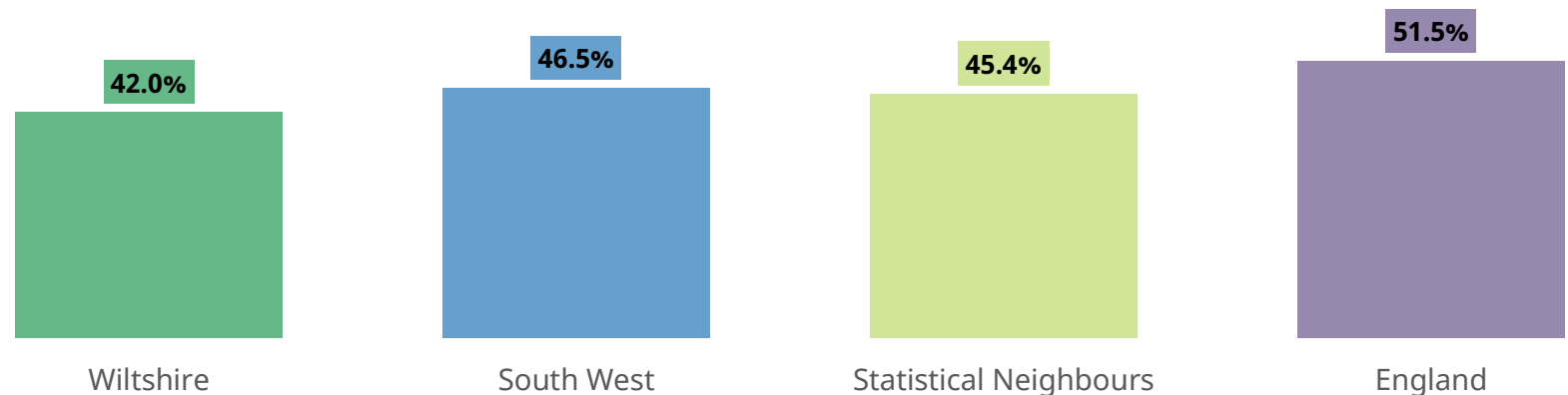
Since 2017, the proportion of disadvantaged pupils meeting the expected standard in reading, writing and maths (RWM) in Wiltshire has grown closer to that of the South West, but still remains below levels reported across all other comparator areas.

The [Pupil Premium Fund](#) is aimed at reducing the gap between disadvantaged pupils and their peers.

Percentage of pupils at key stage 2 eligible for free school meals meeting the expected standard in reading writing and maths: Geographical breakdown 2018/19

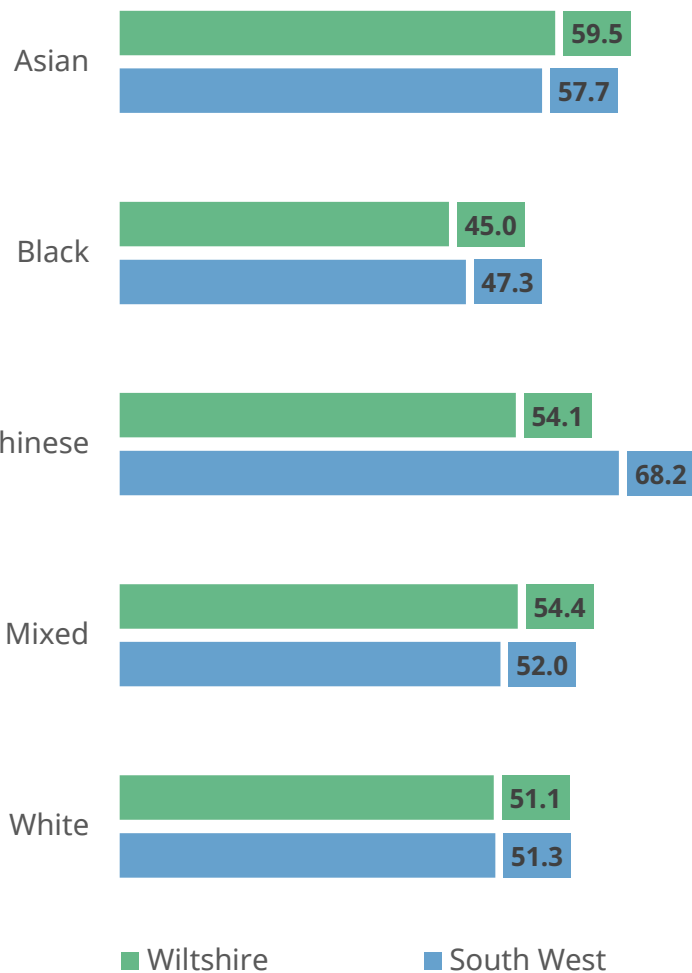


Percentage of disadvantaged pupils at key stage 2 meeting the expected standard in reading, writing and maths: Geographical comparison 2018/19



Education and employment: Attainment 8

Attainment 8 scores by major ethnic group
Geographical comparison
2020/21



Wiltshire attainment 8 score 2020/21



Attainment 8 is a measure of how well students are doing at key stage 4. It is a calculated score based on 8 GCSE-level qualifications out of a score of 90. A school's attainment 8 score is the average of all the scores of its eligible pupils.

Nationally, due to the pandemic, in 2020 and 2021 GCSE tests were given as teacher assessments and these saw a marked increase in scores compared with previous years.

Overall, Wiltshire's scores were similar to the regional and national averages for both genders, for special education needs (SEN) pupils, non disadvantaged and not eligible for free school meal (FSM) pupils (see table to the right).

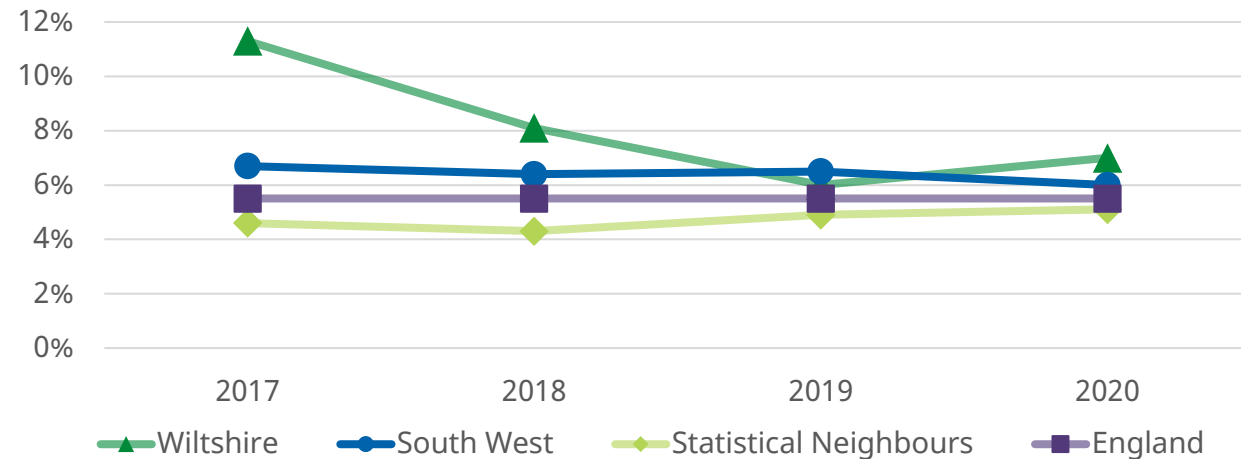
However, children who were deemed disadvantaged or eligible for free school meals had lower scores in Wiltshire than in the South West, England, and among our statistical neighbours.

Attainment 8 scores for those of white ethnicity were similar in Wiltshire to those in the South West, while among other ethnic groups there was more variation.

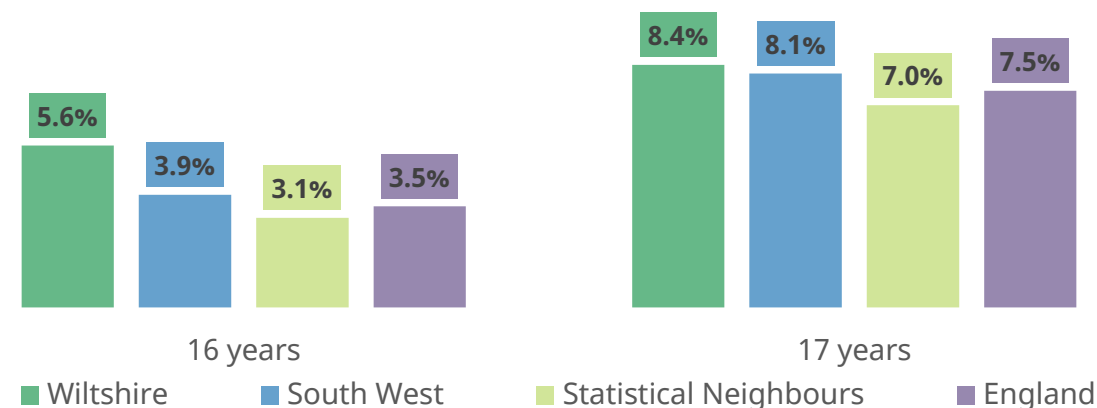
Attainment 8 scores for eligible pupils in 2020/21	Wiltshire	South West	Statistical Neighbours	England
FSM pupils	35.1	37.9	38.1	39.1
Not eligible for FSM pupils	53.3	53.8	53.7	53.6
Disadvantaged pupils	36.2	39.1	39.2	40.3
Non disadvantaged pupils	54.3	54.1	54.6	54.7
SEN pupils	31.2	32.0	32.5	31.1
Non SEN pupils	54.9	55.2	54.8	54.5

Education and employment: Not in education, employment or training (NEET)

Percentage of 16-17 year olds not in education, employment or training, or whose status is not known
Geographical comparison 2017-2020



Percentage of 16-17 year olds not in education, employment or training, or whose status is not known by age
Geographical comparison 2020



Since 2013, [legislation](#) has required that all 16 and 17 years olds be in education, training or employment. Any 16-17 year olds who are not in a form of education, employment or training are considered to be NEET, and local authorities are required to track and support these young people back into participation. Young people whose status is not known to the local authority are included within the broad “NEET and not known” figures, of which NEET is a subset (see table to the left showing just NEET figures).

Between 2017-2020, the proportion of 16-17 year olds in Wiltshire who are NEET or not known has fallen to a level close to that of our comparators, having previously been around double.

Young people who are known to be NEET in Wiltshire 2020

1.9%

Region	Percentage
South West	3.0%
Statistical Neighbours	2.6%
England	2.8%

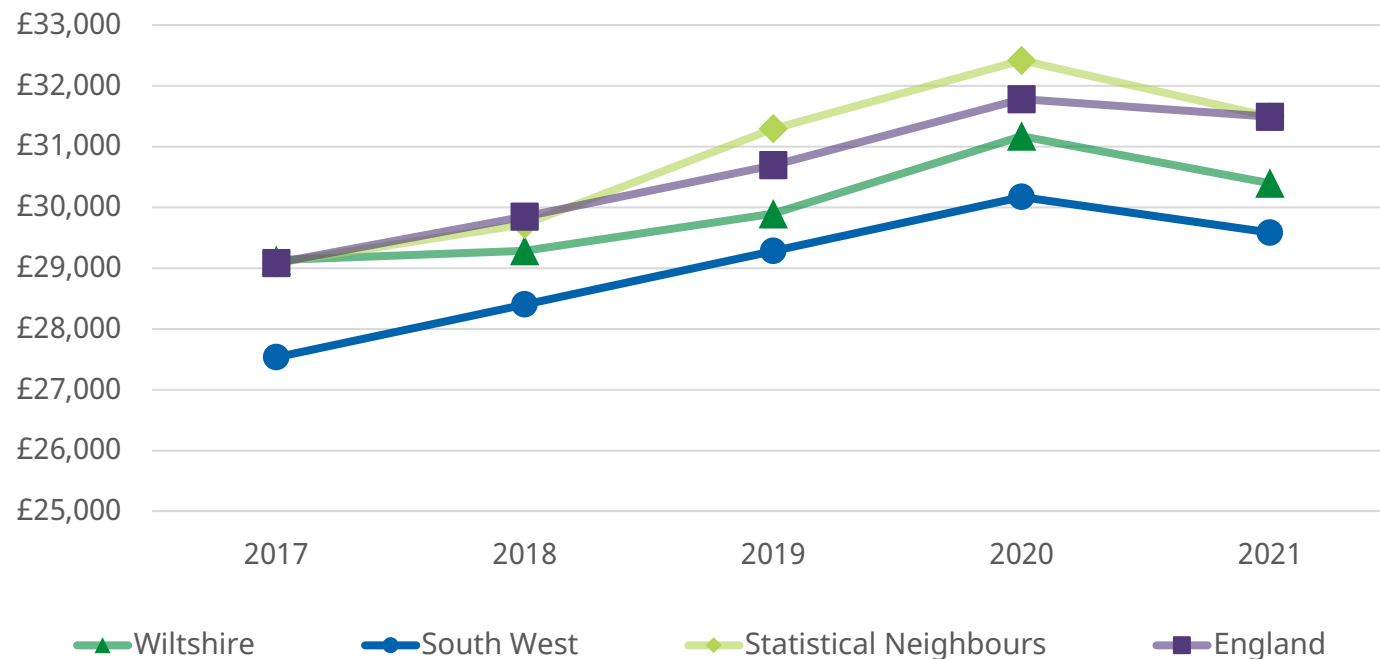
Wiltshire Council’s Education, Employment or Training (EET) Support Service was introduced in June 2020, to support young people who are NEET.

The role of an Education Employment Adviser helps the local authority to fulfil its statutory responsibilities to track and support young people back into participation.

This has meant a reduction in the number of young people whose status is not known in Wiltshire, and provides increased confidence that we are identifying and supporting young people when they need us most.

Education and employment: Wages

Resident gross median earnings for full time employees
Geographical comparison 2017-2021



Wiltshire resident gross earnings by gender for full time employees in 2021



The [Annual Survey of Hours and Earnings](#) (ASHE) estimates the earnings of full time and part time employees in different areas of the UK. Over the COVID-19 pandemic period, earnings estimates were affected by the impact of the Coronavirus job retention scheme (furlough) making interpretation difficult. Data collection disruption and lower response rates also mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution. The Office for National Statistics, which produces the survey, encourages users [to focus on long-term trends rather than year-on-year changes](#).

In Wiltshire, the median gross pay of full time employees was estimated to be £30,399 in 2021, which was more the South West (£29,585) but below England (£31,490). The full time gross median earnings for males in Wiltshire were £6,823 more than for females, compared with a difference of £5,923 in the South West and £5,463 in England.

Education and employment: Wages

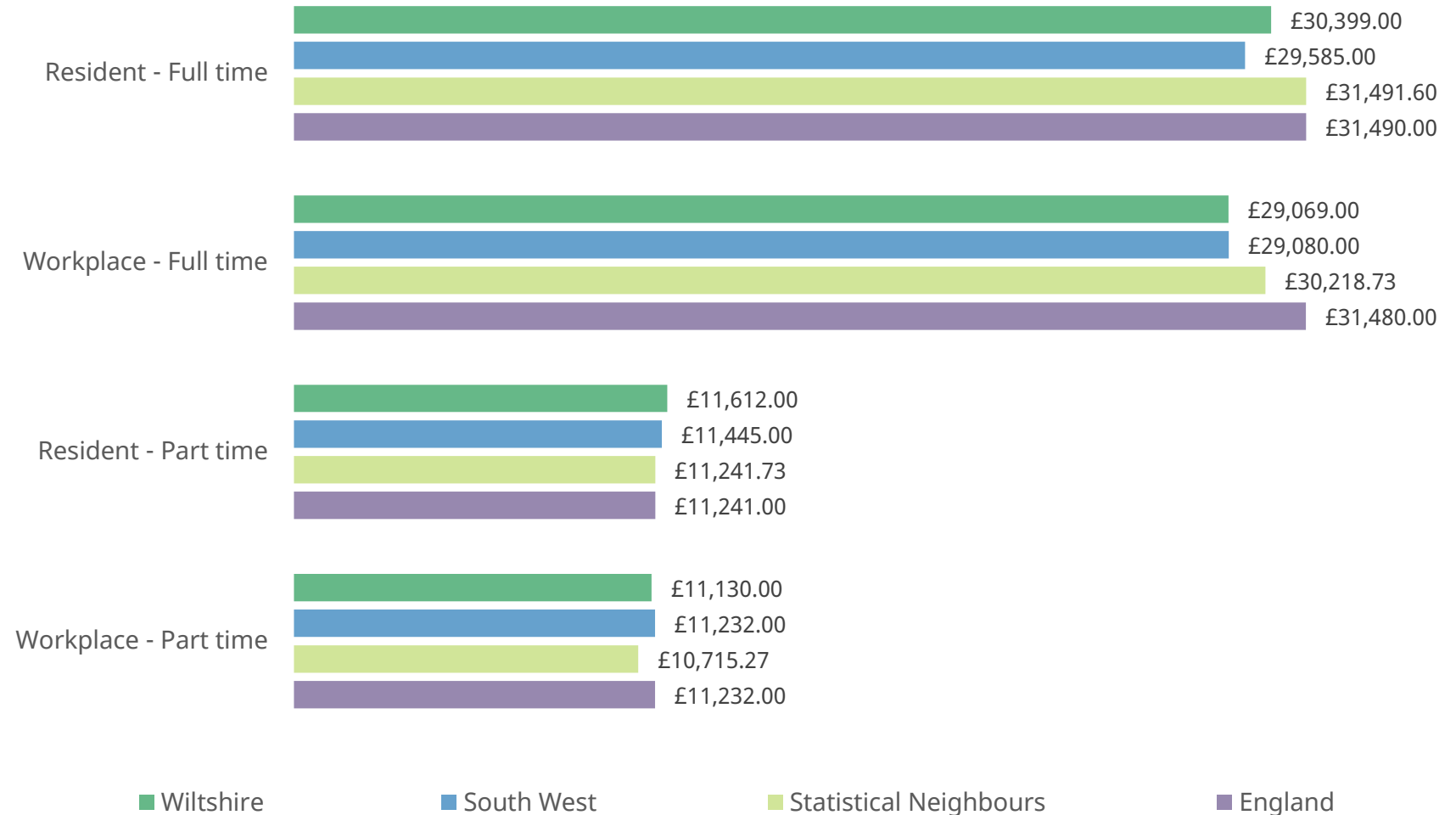
There were an estimated 64,000 part-time employees living in Wiltshire in 2021. This represents 31.5% of the resident workforce, broadly comparable with the South West (31%) yet higher than England (27%).

When looking at part-time salaries, these mostly match other areas. Median gross annual earnings for part-time employees living in Wiltshire equate to £11,612, with females typically earning slightly more (£11,613) than males (£11,277) in the county.

In 2020/21, the median gross annual full-time earnings by workplace in Wiltshire (£29,069) are less than the equivalent resident earnings (£30,399). This potentially implies that Wiltshire residents are working in higher paid jobs out of the county.

As described in the Population and deprivation section, the UK has experienced a cost of living crisis since late 2021. Levels of real disposable income have fallen whilst the costs of goods and services, particularly energy prices, have sharply risen. As a result, the numbers of individuals in the county (as well as regionally and nationally) experiencing in work poverty are likely to significantly increase, particularly for those on lower incomes such as those living and working in Wiltshire.

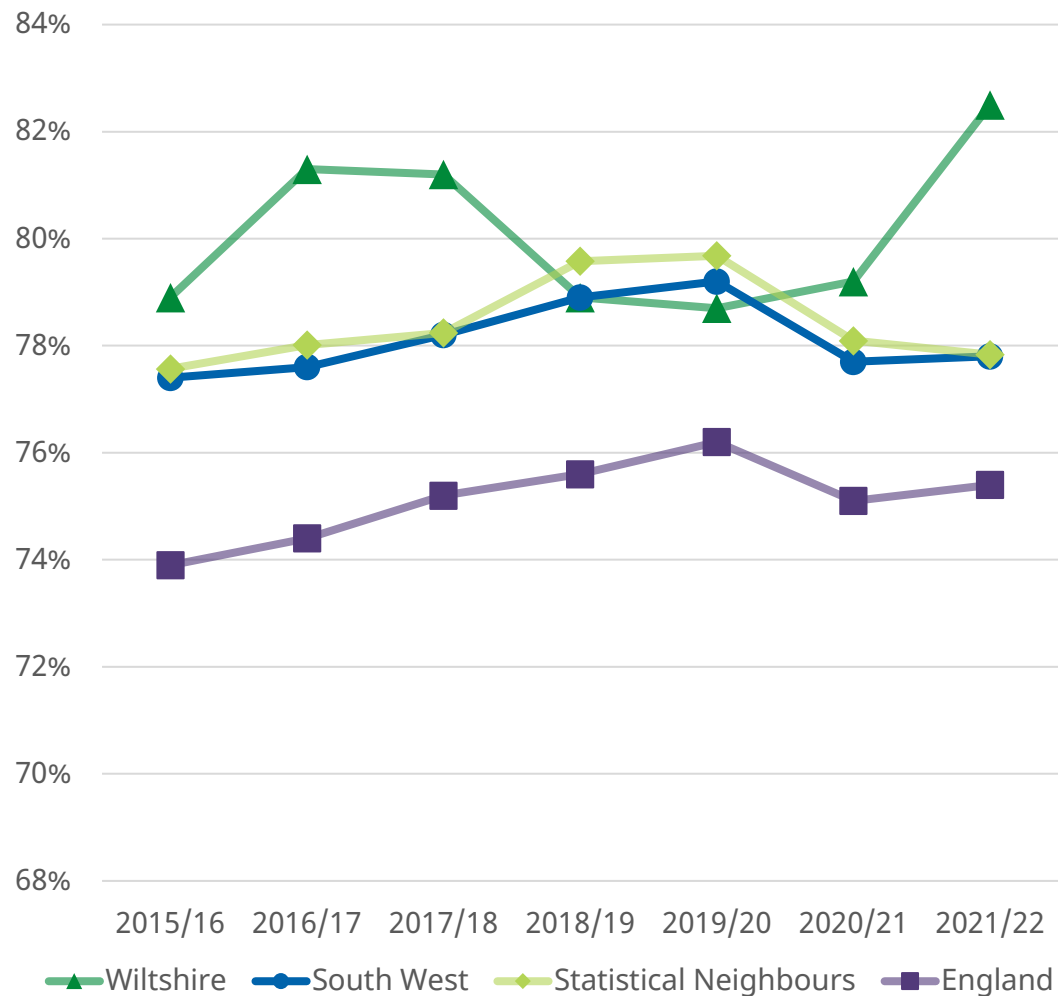
Median gross annual earnings by residency and workplace sub-categorised by full time and part time working status
Geographical comparison 2021



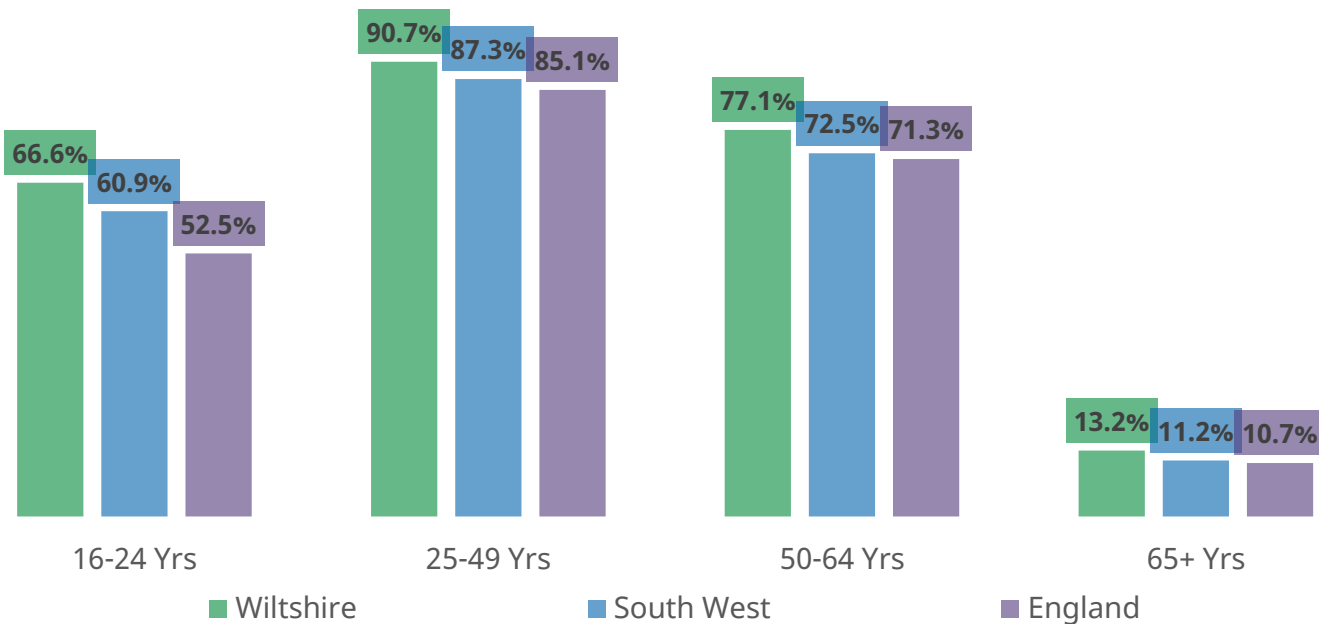
Education and employment: Employment rate

Percentage of economically active 16-64 year olds who are employed

Geographical comparison 2015/16-2021/22



Percentage of economically active persons who are employed by age band
Geographical comparison 2021/22



Levels of employment in Wiltshire rose quite notably in 2021/22 compared with the previous year following a period of fluctuation. In 2021/22, 82.5% of economically active 16-64 year olds in Wiltshire were employed. This is higher than levels in the South West and amongst statistical neighbours (both 77.8%) as well as in England (75.4%)

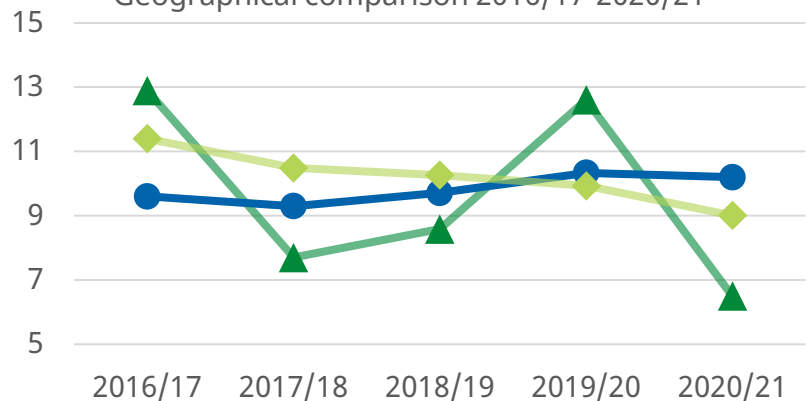
As seen in the above chart, across all age groups, Wiltshire has higher employment rates than the South West, England and its statistical neighbours.

Similarly, when looking at employment rate by gender in 2021/22, Wiltshire has higher rates for both males (86.1%) and females (79.1%) than the South West (males 80.5%, females 75.2%) and England (males 79.1%, females 71.8%).

Education and employment: Employment rate gap

Percentage point gap in the employment rate between those with a long-term health condition and the overall employment rate

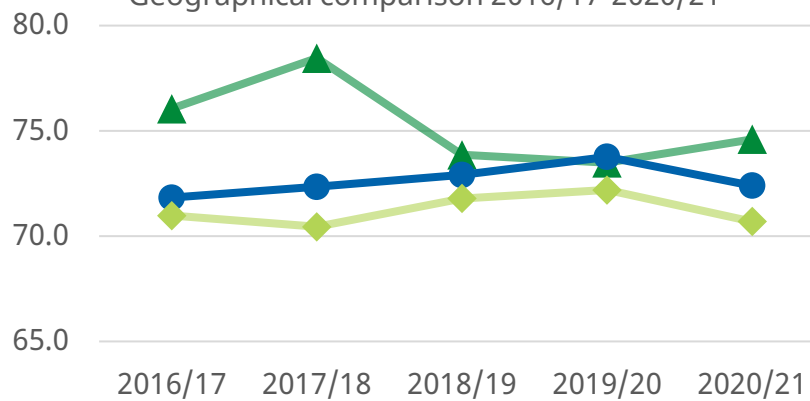
Geographical comparison 2016/17-2020/21



▲ Wiltshire ● South West ◆ Statistical Neighbours

Percentage point gap in the employment rate between those with a learning disability and the overall employment rate

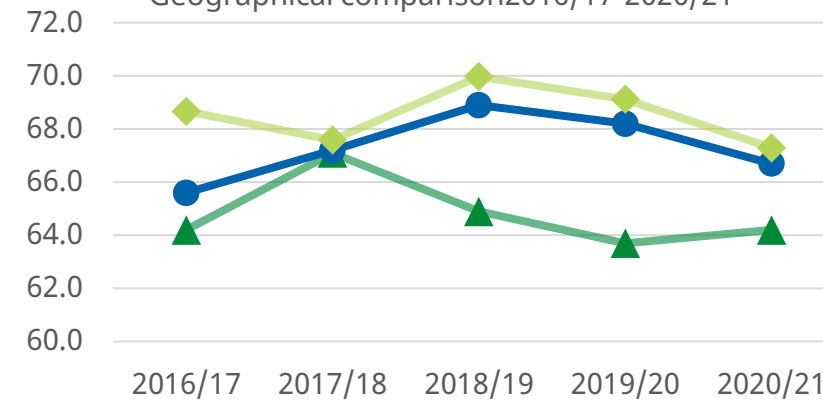
Geographical comparison 2016/17-2020/21



▲ Wiltshire ● South West ◆ Statistical Neighbours

Percentage point gap in the employment rate between those in contact with secondary mental health services and the overall employment rate

Geographical comparison 2016/17-2020/21



▲ Wiltshire ● South West ◆ Statistical Neighbours

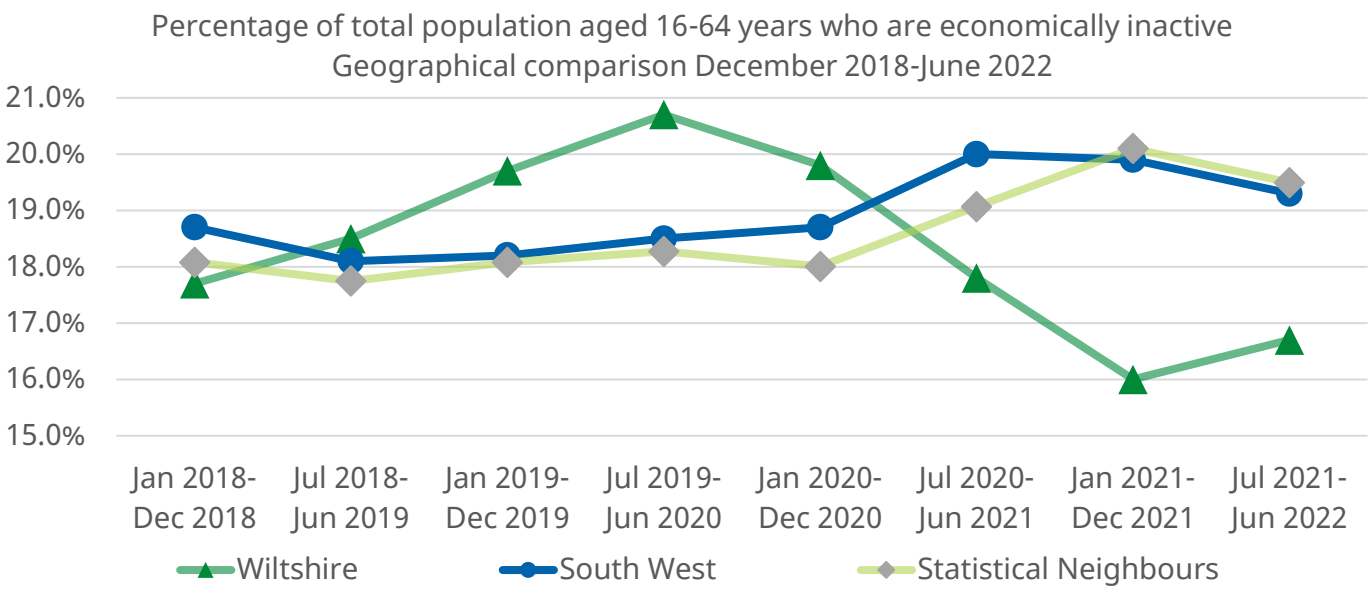
In 2020/21, the overall employment rate in Wiltshire was 79.2%. For individuals with a long term physical or mental health condition, the employment level was 6.5% lower. The gap has narrowed however when compared with the previous year (12.6%).

In the same year, the gap in levels employment between persons in receipt of long term support for a learning disability and the overall population in Wiltshire was markedly higher at 74.6%. This gap has widened compared with 2019/20 (73.5%). The employment gap for males with learning disabilities in Wiltshire in 2020/21 was 78.5%, higher than the South West (74.3%) and statistical neighbours (73.1%). The gap in employment levels for females with learning disabilities is slightly lower (70.9%) and is in broadly in line with that seen in the South West (70.7%) but greater than its statistical neighbours (68.5%).

Similarly, there was a 64.2% difference in employment levels between persons in contact with secondary mental health services and the overall population. Again, this gap appears to have widened slightly compared to the previous year (63.7%). For this measure the employment gap is slightly in higher for males in Wiltshire (68.4%) compared with females (60.1%)

These measures clearly highlight inequalities that exist for certain population groups in relation to securing employment compared to the overall population

Education and employment: Economically inactive



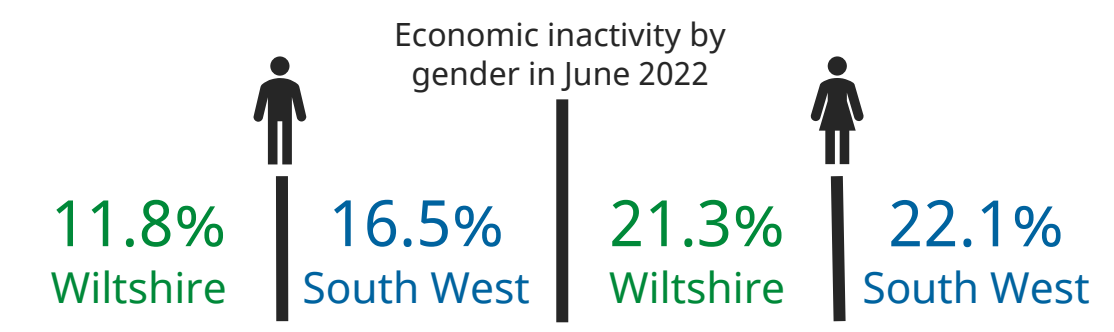
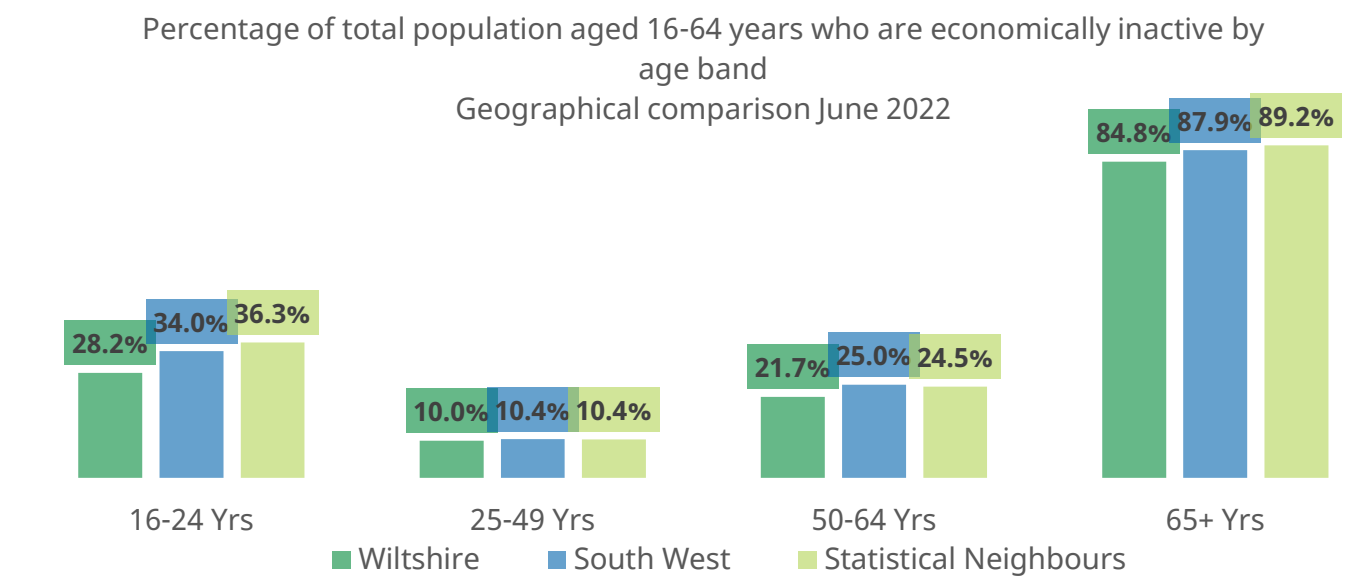
Economic inactivity is defined here as individuals not currently employed who have not been seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks.

Economic inactivity, particularly on a long term basis, can be associated with an [increased risk of mortality and morbidity](#).

In Wiltshire, proportions of economic inactivity have fluctuated since first recorded in 2004, whilst levels in the South West and England have trended downwards. In June 2020, the level of economic inactivity in Wiltshire had risen to 20.7%. By June 2021 this had fallen back to 16.7%, below the levels in the South West (19.3%) and amongst statistical neighbours (19.5%)

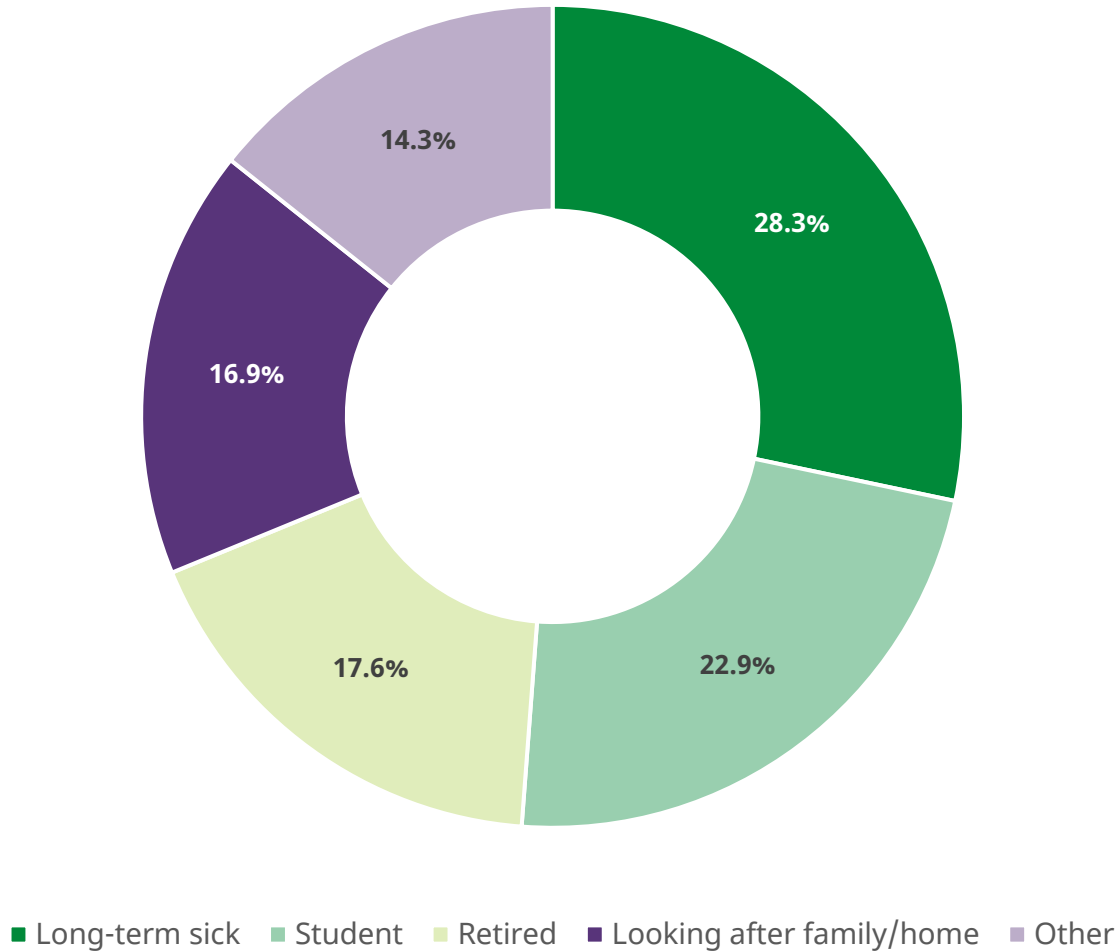
Looking at levels of economic inactivity by age indicates that people aged 25-49 are the least likely to be economically inactive, while proportions amongst the younger and older age groups are considerably higher. Wiltshire has lower levels of economic inactivity within each age range compared with the South West and statistical neighbours.

Levels of economic inactivity in females in Wiltshire are higher when compared with males. Wiltshire again had lower rates for both genders than relevant comparators in June 2022.

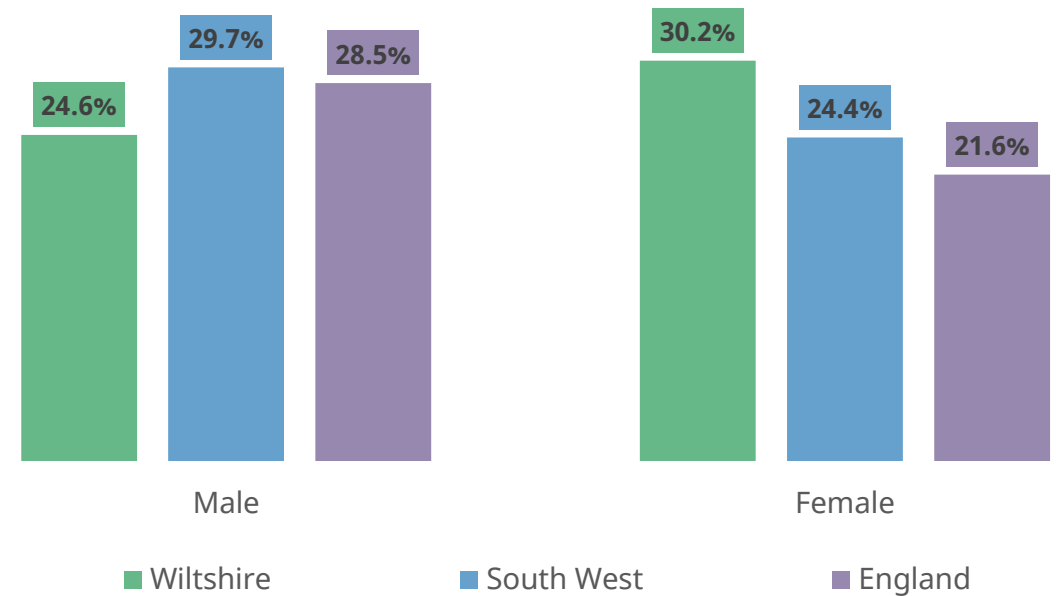


Education and employment: Sickness

Percentage of economically inactive individuals aged 16-64 years in Wiltshire by reason June 2022



Percentage of economically inactive individuals aged 16-64 years categorised as long-term sick by gender Geographical comparison June 2022

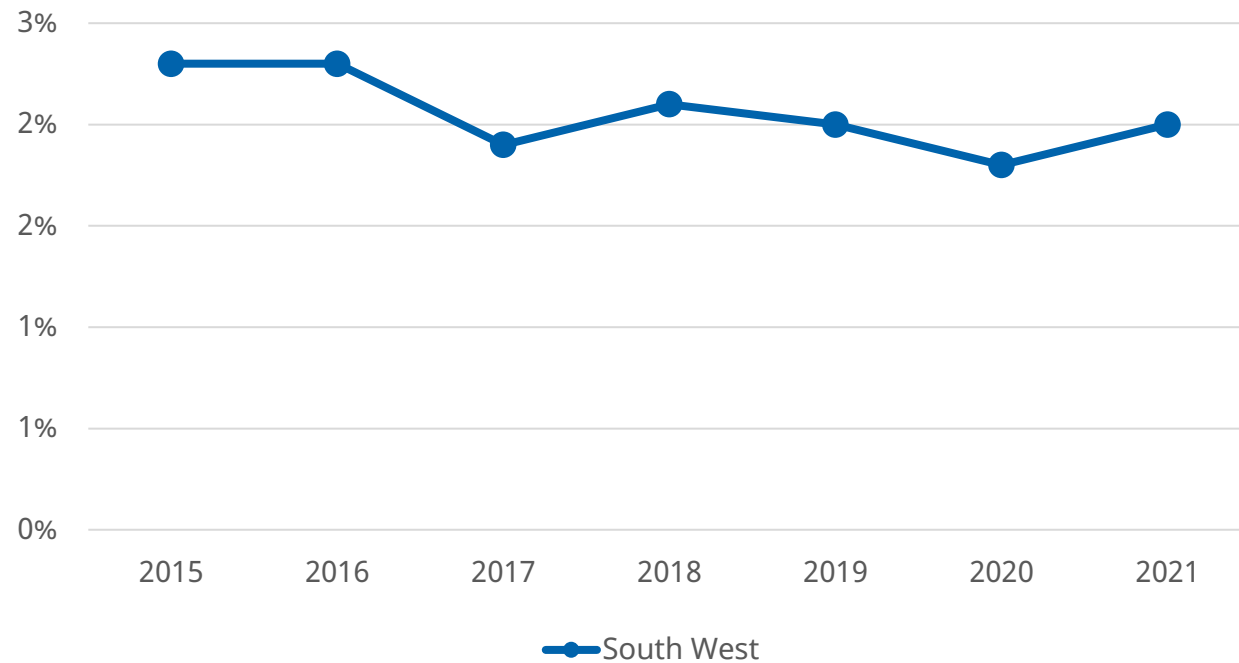


A breakdown of those who were economically inactive in Wiltshire in June 2022, shows the largest proportion were long-term sick (28.3%). This represents 13,400 individuals. The South West's proportion was 26.6% in the same time period.

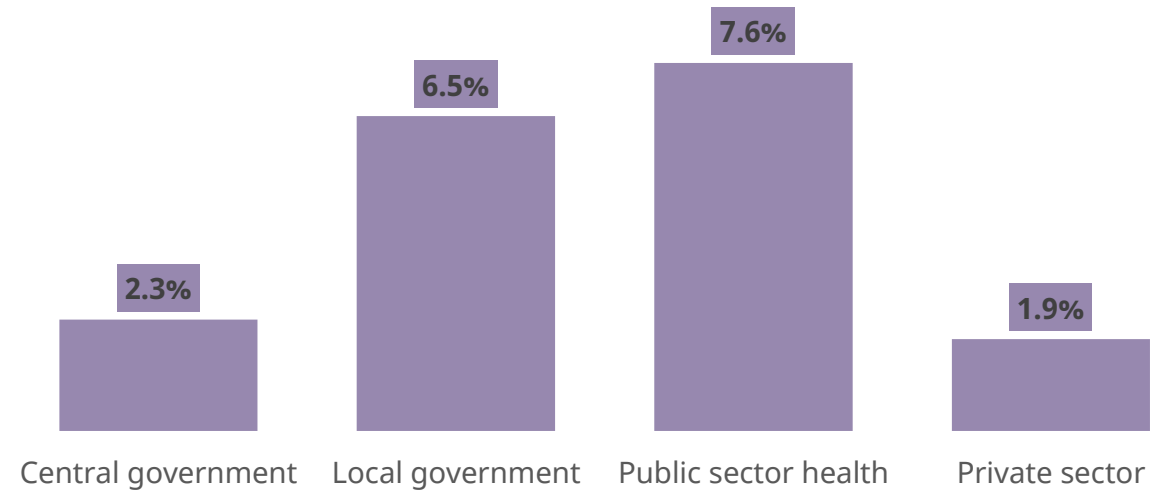
In the South West and England, a higher proportion of males were economically inactive due to long-term sickness compared with females. The opposite is true in Wiltshire with a greater proportion of females economically inactive because of long-term sickness (30.2%) compared with males in the county (24.6%).

Education and employment: Sickness

South West sickness absence rate: Proportion of total hours lost because of sickness or injury 2016 - 2021



Public vs Private sector sickness rate in the UK: Proportion of total hours lost because of sickness or injury, by sector, 2021



Among those in employment in the South West in 2021, there was a sickness rate of 2% of all hours that could have been worked, which was approximately 4.3 days lost per worker. At a national level, levels of sickness were higher in the public sector, particularly for local government and health sector workers.

In 2016, the [Department of Health](#) reported (based on 2015 figures), that the total cost to the economy due to the lost output from sickness absence was around £20-30bn annually.

Economic inactivity and sickness absence therefore have a negative impact on individuals, employers and the state, and this can be improved by supporting people with health conditions to stay in or return to work.

Education and employment: Data sources and references

Section title	Reference title	Data source	Date	Link
Free school meal uptake	Chart: Eligible for free school meals: Percentage of total pupils Geographical comparison 2017/18-2021/22	GOV.UK – Explore education statistics	2017/18 to 2021/22	Schools, pupils and their characteristics, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Free school meal uptake	Chart: Pupils having free school meals: Percentage of total pupils Geographical comparison 2017/18-2021/22	GOV.UK – Explore education statistics	2017/18 to 2021/22	Schools, pupils and their characteristics, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Free school meal uptake	Infographic: Wiltshire Free School Meals in 2020/21	GOV.UK – Explore education statistics	2020/21	Schools, pupils and their characteristics, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Special educational needs (SEN)	Chart: SEN provision: Proportions of SEN students of entire student cohort by type of provision Geographical comparison 2020/21	GOV.UK – Explore education statistics	2020/21	Special educational needs in England, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Special educational needs (SEN)	Chart: Wiltshire SEN support pupils: Pupil count by educational institution type 2020/21	GOV.UK – Explore education statistics	2020/21	Special educational needs in England, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Special educational needs (SEN)	Chart: Wiltshire SEN ECHP pupils: Pupil count by educational institution type 2020/21	GOV.UK – Explore education statistics	2020/21	Special educational needs in England, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Special educational needs breakdown	Table: SEN support primary need	GOV.UK – Explore education statistics	2020/21	Special educational needs in England, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)

Education and employment: Data sources and references

Section title	Reference title	Data source	Date	Link
Special educational needs breakdown	Table: Education, health and care plan (ECHP) primary need	GOV.UK – Explore education statistics	2020/21	Special educational needs in England, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Special educational needs breakdown	Table: The most common type of support need for Wiltshire SEN students in 2020/21	GOV.UK – Explore education statistics	2020/21	Special educational needs in England, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Pupil absence (1)	Chart: Pupil absence: Absent sessions as a proportion of total sessions for all school years, Geographical comparison 2018/19 and 2020/21	GOV.UK – Explore education statistics	2018/19 and 2020/21	Pupil absence in schools in England, Academic Year 2020/21 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Pupil absence (1)	Chart: Pupil absence: Absent sessions as a proportion of total sessions by school year group in Wiltshire 2020/21	GOV.UK – Explore education statistics	2020/21	Pupil absence in schools in England, Academic Year 2020/21 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Pupil absence (2)	Tables: Absence by SEN provision and SEN primary need in 2020/21	GOV.UK – Explore education statistics	2020/21	Pupil absence in schools in England, Academic Year 2020/21 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Pupil absence (2)	Chart: Pupil absence: Absent sessions as a proportion of total sessions by educational institution type Geographical comparison 2020/21	GOV.UK – Explore education statistics	2020/21	Pupil absence in schools in England, Academic Year 2020/21 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Early years foundation stage: Good level of development	Infographic: Wiltshire children achieving a good level of development in 2018/19	GOV.UK - Early years foundation stage profile results: 2018 to 2019	2018/19	Early years foundation stage profile results: 2018 to 2019 - GOV.UK (www.gov.uk)

Education and employment: Data sources and references

Section title	Reference title	Data source	Date	Link
Early years foundation stage: Good level of development	Chart: Percentage of pupils eligible for free school meals achieving a good level of development: Geographical comparison 2018/19	GOV.UK - Early years foundation stage profile results: 2018 to 2019	2018/19	Early years foundation stage profile results: 2018 to 2019 - GOV.UK (www.gov.uk)
Early years foundation stage: Good level of development	Chart: Percentage of SEN students achieving a good level of development by SEN provision type: Geographical comparison 2018/19	GOV.UK - Early years foundation stage profile results: 2018 to 2019	2018/19	Early years foundation stage profile results: 2018 to 2019 - GOV.UK (www.gov.uk)
Early years foundation stage: Communication and language skills	Chart: Pupils achieving expected level in communication and language skills: Percentage of total cohort Geographical comparison 2014/15-2018/19	GOV.UK - Early years foundation stage profile results: 2018 to 2019	2014/15 to 2018/19	Early years foundation stage profile results: 2018 to 2019 - GOV.UK (www.gov.uk)
Early years foundation stage: Communication and language skills	Chart: Pupils achieving expected level in communication and language skills: Percentage of total cohort by gender Geographical comparison 2018/19	GOV.UK - Early years foundation stage profile results: 2018 to 2019	2018/19	Early years foundation stage profile results: 2018 to 2019 - GOV.UK (www.gov.uk)
Early years foundation stage: Communication and language skills	Chart: Percentage of pupils eligible for free school meals achieving expected level in communication and language skills: Geographical comparison 2018/19	GOV.UK - Early years foundation stage profile results: 2018 to 2019	2018/19	Early years foundation stage profile results: 2018 to 2019 - GOV.UK (www.gov.uk)
Phonics readiness	Infographic: Expected level in phonics screening test in Wiltshire 2018/19	GOV.UK - Phonics screening check and key stage 1 assessments: England 2019	2018/19	Phonics screening check and key stage 1 assessments: England 2019 - GOV.UK (www.gov.uk)
Phonics readiness	Chart: Phonics readiness: Percentage of each cohort achieving expected level by eligibility for free school meals (FSM) Geographical comparison 2018/19	GOV.UK - Phonics screening check and key stage 1 assessments: England 2019	2018/19	Phonics screening check and key stage 1 assessments: England 2019 - GOV.UK (www.gov.uk)

Education and employment: Data sources and references

Section title	Reference title	Data source	Date	Link
Phonics readiness	Chart: Phonics readiness: Percentage of each cohort achieving the expected level by SEN category, Geographical comparison 2018/19	GOV.UK - Phonics screening check and key stage 1 assessments: England 2019	2018/19	Phonics screening check and key stage 1 assessments: England 2019 - GOV.UK (www.gov.uk)
Key stage 2 attainment (1)	Chart: Key stage 2 pupils meeting the expected standard in reading, writing and maths: Percentage of total cohort Geographical comparison 2018/19	GOV.UK - National curriculum assessments: key stage 2, 2019 (revised)	2018/19	National curriculum assessments: key stage 2, 2019 (revised) - GOV.UK (www.gov.uk)
Key stage 2 attainment (1)	Chart: Key stage 2 pupils meeting the expected standard in reading, writing and maths: Percentage of SEN cohort by type: Geographical comparison 2018/19	GOV.UK - National curriculum assessments: key stage 2, 2019 (revised)	2018/19	National curriculum assessments: key stage 2, 2019 (revised) - GOV.UK (www.gov.uk)
Key stage 2 attainment (2)	Chart: Percentage of pupils at key stage 2 eligible for free school meals meeting the expected standard in reading writing and maths: Geographical breakdown 2018/19	GOV.UK - National curriculum assessments: key stage 2, 2019 (revised)	2018/19	National curriculum assessments: key stage 2, 2019 (revised) - GOV.UK (www.gov.uk)
Key stage 2 attainment (2)	Chart: Percentage of disadvantaged pupils at key stage 2 meeting the expected standard In reading, writing and maths: Geographical comparison 2018/19	GOV.UK - National curriculum assessments: key stage 2, 2019 (revised)	2018/19	National curriculum assessments: key stage 2, 2019 (revised) - GOV.UK (www.gov.uk)
Attainment 8	Chart: Attainment 8 scores by major ethnic group Geographical comparison 2020/21	GOV.UK – Explore education statistics	2020/21	Key stage 4 performance, Academic Year 2020/21 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Attainment 8	Infographic: Wiltshire attainment 8 score 2020/21	GOV.UK – Explore education statistics	2020/21	Key stage 4 performance, Academic Year 2020/21 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)

Education and employment: Data sources and references

Section title	Reference title	Data source	Date	Link
Attainment 8	Table: Attainment 8 scores for eligible pupils in 2020/21	GOV.UK – Explore education statistics	2020/21	Key stage 4 performance, Academic Year 2020/21 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk)
Not in Education, Employment or Training (NEET)	Chart: Percentage of 16-17 year olds not in education, employment or training, or whose status is not known Geographical comparison 2017-2020	GOV.UK - NEET and participation: local authority figures	2017-2020	NEET and participation: local authority figures - GOV.UK (www.gov.uk)
Not in Education, Employment or Training (NEET)	Chart: Percentage of 16-17 year olds not in education, employment or training, or whose status is not known by age Geographical comparison 2020	GOV.UK - NEET and participation: local authority figures	2020	NEET and participation: local authority figures - GOV.UK (www.gov.uk)
Not in Education, Employment or Training (NEET)	Table: Young people who are known to be NEET in Wiltshire 2020	GOV.UK - NEET and participation: local authority figures	2020	NEET and participation: local authority figures - GOV.UK (www.gov.uk)
Wages (1)	Chart: Resident gross median earnings for full time employees Geographical comparison 2017-2021	Nomis - ONS annual survey of hours and earnings - resident analysis	2017-2021	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Wages (1)	Infographic: Wiltshire resident gross earnings by gender for full time employees in 2021	Nomis - ONS annual survey of hours and earnings - resident analysis	2021	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Wages (2)	Chart: Median gross annual earnings by residency and workplace sub-categorised by full time and part time working status Geographical comparison 2021	Nomis - ONS annual survey of hours and earnings	2021	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

Education and employment: Data sources and references

Section title	Reference title	Data source	Date	Link
Employment rate	Chart: Percentage of economically active 16-64 year olds who are employed, Geographical comparison 2015/16-2021/22	Nomis - ONS annual population survey	2015/16 to 2021/22	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Employment rate	Chart: Percentage of economically active persons who are employed by age band Geographical comparison 2021/22	Nomis - ONS annual population survey	2021/22	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Employment rate gap	Chart: Percentage point gap in the employment rate between those with a long-term health condition and the overall employment rate Geographical comparison, 2016/17-2020/21	Office for Health Improvement & Disparities - Public Health Outcomes Framework	2016/17 to 2020/21	Public Health Outcomes Framework - Data - OHID (phe.org.uk)
Employment rate gap	Chart: Percentage point gap in the employment rate between those with a learning disability and the overall employment rate Geographical comparison, 2016/17-2020/21	Office for Health Improvement & Disparities - Public Health Outcomes Framework	2016/17 to 2020/21	Public Health Outcomes Framework - Data - OHID (phe.org.uk)
Employment rate gap	Chart: Percentage point gap in the employment rate between those in contact with secondary mental health services and the overall employment rate Geographical comparison, 2016/17-2020/21	Office for Health Improvement & Disparities - Public Health Outcomes Framework	2016/17 to 2020/21	Public Health Outcomes Framework - Data - OHID (phe.org.uk)
Economically inactive	Chart: Percentage of total population aged 16-64 years who are economically inactive Geographical comparison December 2018-June 2022	Nomis - ONS annual population survey	December 2018 to June 2022	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

Education and employment: Data sources and references

Section title	Reference title	Data source	Date	Link
Economically inactive	Chart: Percentage of total population aged 16-64 years who are economically inactive by age band Geographical comparison June 2022	Nomis - ONS annual population survey	June 2022	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Economically inactive	Infographic: Economically inactive by gender in June 2022	Nomis - ONS annual population survey	June 2022	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Sickness (1)	Chart: Percentage of economically inactive individuals aged 16-64 years in Wiltshire by reason June 2022	Nomis - ONS annual population survey	June 2022	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Sickness (1)	Chart: Percentage of economically inactive individuals aged 16-64 years categorised as long-term sick by gender Geographical comparison June 2022	Nomis - ONS annual population survey	June 2022	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Sickness (2)	Chart: South West sickness absence rate: Proportion of total hours lost because of sickness or injury 2016 - 2021	Office of National Statistics - Sickness absence in the UK labour market	2016 to 2021	Sickness absence in the UK labour market - Office for National Statistics (ons.gov.uk)
Sickness (2)	Chart: Public vs Private sector sickness rate in the UK: Proportion of total hours lost because of sickness or injury, by sector, 2021	Office of National Statistics - Sickness absence in the UK labour market	2021	Sickness absence in the UK labour market - Office for National Statistics (ons.gov.uk)

Education and employment: Technical guidance

1) Statistical neighbours

- a. The “statistical neighbours” used in this JSNA are a group of local authorities whose populations have broadly similar characteristics to the population of Wiltshire.
- b. Providing a result for our statistical neighbours provides an indication of how Wiltshire is performing on a specific indicator compared to areas with broadly similar characteristics.
- c. There are a range of “statistical neighbour” or “nearest neighbour” models available. This JSNA follows OHID’s Fingertips tools in using the 15 default areas provided by the Chartered Institute of Public Finance and Accountancy (CIPFA) Nearest Neighbours 2018 model. At the UTLA level, these are the East Riding of Yorkshire, Rutland, North Somerset, South Gloucestershire, West Berkshire, Cheshire East, Cheshire West and Chester, Shropshire, Cornwall, Bedford, Central Bedfordshire, Dorset, Buckinghamshire UA, Stockport and Solihull. Results are presented as a combined rate or as an average of the combined results for these areas.
- d. For more information, please see [Nearest Neighbour Model \(cipfa.org\)](#) and [OHID CIPFA document](#).

2) Counts, proportions and rates (taken from [APHO: Commonly used public health statistics, 2010](#))

- a. The most basic measure used in public health is the count. This may be a count of events such as deaths or admissions to hospital, or a count of people with a particular attribute such as people who smoke. This count itself is essential information for planning the health services for prevention and/or treatment. However, to properly investigate the distribution of disease and risk factors and to make comparisons between different populations, the denominator population or population years at risk in which the count was observed must also be taken into consideration.
- b. The simplest way of doing this is to divide the numerator count by the denominator population to give a proportion or crude rate. Both proportions and rates are frequently multiplied by a scaling factor for presentation purposes, e.g. per 100,000. When this factor is 100 the statistic is usually described as a percentage.
- c. Disease and mortality rates may vary widely by age. Such variation complicates comparisons made between two populations that have different structures.
 - i. For example, consider two areas A and B with equal-sized populations and identical crude all-age death rates. At first glance they appear to have a similar mortality experience. Suppose, however, that area A has a younger age structure than area B. Given that mortality rates increase with age, one would expect the older population in area B to experience more deaths. The fact that the two have identical crude mortality rates in fact means that the younger population in area A must have a relatively worse mortality experience.
 - ii. The most comprehensive way of comparing the disease experience of two populations is to present and compare their age-specific rates. However, when the number of populations being compared increases, the volume of data that needs to be considered quickly becomes unmanageable. What is used instead is a single, easily interpreted, summary figure for each population that is adjusted to take into account its age structure. Such summary figures are calculated using age standardisation methods. It is sometimes also desirable to standardise for other variables, such as sex or level of deprivation, that may also potentially confound any comparisons.
- d. This JSNA uses a combination of counts, proportions, crude rates and directly standardised rates to describe data. Details are specified in the chart titles or citations when the method is not already in the public domain. Where the method is already published elsewhere, this source is provided in the Data sources and references sections.

3. Deprivation

- a) Results by deprivation quintile/decile are derived from the [Index of Multiple Deprivation \(2019\)](#).
- b) The English Indices of Deprivation (IoD) uses a collection of indicators grouped into seven deprivation domains to provide an estimate of relative deprivation levels within England. These domains are weighted to indicate their impact on deprivation and are combined into a single Index of Multiple Deprivation (IMD).
- c) The IMD is a measure of relative, not absolute, deprivation. It ranks England's 32,844 lower super output areas (LSOAs – small geographical areas sometimes known as 'neighbourhoods') in order from most to least deprived, i.e. it tells us whether LSOA A is more or less deprived than LSOA B.
- d) Wiltshire local authority area has 285 LSOAs, and these can be presented in terms of their deprivation rankings within England ("national deprivation deciles/quintiles") or in terms of their rankings within Wiltshire ("local deprivation deciles/quintiles"). Because much of Wiltshire is less deprived than England as a whole, small numbers in our more deprived national deciles/quintiles can complicate the presentation of information at this level and this JSNA also presents local deprivation deciles/quintiles where appropriate. National deciles/quintiles within Wiltshire are presented in purple, and local deciles/quintiles in green.
- e) For more information, please see the "Population and deprivation" section of this JSNA.