



Enterprising and Talented

▪ Businesses

Calderdale has strengths in two of our core growth sectors: financial and professional services, and advanced manufacturing, as well as flourishing creative and digital industries, and innovation in green business.

Lloyds Banking Group employs over 6,000 people in Calderdale, which has been a catalyst for sustained growth in its financial and business services sector. Firms like RSA Insurance and Covea Insurance have expanded their national operations into Halifax, attracted by the area's added value, quality of life and cost-efficiency, and Sowerby Bridge is home to Lloyds' International Data Centre.

Calderdale's manufacturing sector is a major employer, a reminder of Halifax's heritage as 'the town of a hundred trades'. Leading firms like Weir Valves, Halco Rock Tools, Hargreaves Foundry and Severn Unival as well as Kent Introl and Alco Valves in Brighouse show the diversity and skill in Calderdale's economy.

In Calderdale's Upper Valley, towns like Mytholmroyd, Hebden Bridge and Todmorden are renowned magnets for creative businesses who seek inspiring places to live and work, and 1,200 creative businesses already span the Calderdale region.

Calderdale is a great area for small businesses. There are over a dozen business networks based in the region, many of them set up by local businesses themselves, which can help businesses exchange ideas and experiences as well as making new connections with possible business partners. Young businesses with high growth ambitions can get support from the Ad:Venture programme run by Leeds Beckett University, based at the newly refurbished Piece Mill, in Halifax. Through the programme, businesses can receive information, funding and even office space to help them get established and trading.

In Calderdale, MiVenture allows aspiring and new business owners to sign up for a free account and be matched with a business advice professional to help them with any issues they have about starting up their business.

It is through initiatives like this that we are able to maintain a greater number of SMEs than the average of the Best Borough in the North (BBN) comparator group, see Appendix: [Table 1 and Figure 1](#) for more information and [Table 2](#) for a breakdown of Growth Sectors and headlines on the industries with most growth.

In the recent Vision 2024 Calderdale Residents Perception Survey, 36% agreed that "Calderdale is a place that enables businesses to thrive and succeed", which is an improvement on last year (27%).

Percentage increase in SMEs 2015/16 to 2018/19



■ Employment Rate

Calderdale's employment rate has been higher than the average for Yorkshire and Humber and England for six years in a row. A high employment rate has a number of benefits, including higher consumer buying power and less government borrowing. Employment Rate is a Super Key Performance Indicator used in the measurement of Calderdale council's performance. The latest figures can be found at [Calderdale Council performance overview](#), and the latest exception report is available at [DataWorks: Corporate Performance](#).

In Calderdale we have a high percentage of lower level skilled jobs which has been the case for a number of years now which leads to lower average salaries being paid at these lower levels. The percentage increase in occupations at a professional level is still lagging behind the national average for the UK but is increasing year on year and is an area which the council is putting significant effort into addressing, with initiatives like the introduction of the New Sixth form Academy.

Between 2015-2017 there was a significant decline in the number of employees in Calderdale. This may be a reflection of how the data is collated and therefore the figures can be significantly skewed. This being said the slide appears to have been arrested slightly in 2018. For the number of employees in Calderdale, by year and industry, see [Table 3](#).

■ Living Wage

In the UK zero-hour contracts are controversial. British business leaders have supported them, stating that they provide a flexible labour market. They may suit some people such as retirees and students who want occasional earnings and are able to be entirely flexible about when they work. It has been reported that 60% of people on zero-hour contracts are happy with the hours they work. However, there is ongoing concern about the possibility of exploitation and the use of such contracts by some employers, a particular concern is the use of such contracts within the care sector. Over the last few years there has been a significant shift to phase out zero contract hours by some major employers e.g. Sports Direct, Cineworld.

The Calderdale data suggests that the number of employees on zero hour contracts compared to the overall number employed in Calderdale is relatively small. Of those that are employed on zero hour contracts the majority are likely to be employed part-time rather than full-time. What is significant from the data is that individuals are not unhappy with zero hour contracts but that they would like to have more hours. For data on zero-hours contracts see [Tables 4, 5, 6 and 7](#).

▪ Stronger Towns

To achieve our ambition of being the Best Borough in the North, we now have an unprecedented opportunity to secure investment in our market towns. The Council, supported by its partners, submitted successful Expressions of Interest to the Government's Future High Street Fund for Halifax and Elland town centres. Work is now underway to develop detailed bids for investment of up to £15m and £7.4m respectively, to help draw new shoppers, businesses and visitors into these distinctive high streets with an improved range of leisure and cultural facilities and creating shared spaces where local people can enjoy time together.

In Halifax, the Next Chapter projects continue to make great progress, with the remodelling and renovation of the Northgate building well advanced, and the Sixth Form Academy hosting up to 1,000 students, due to open in 2020. The Council will also welcome Royal Sun Alliance into the other part of the Northgate building, bringing 400+ jobs right into the town centre in new office space and increasing the footfall for our high street businesses.

We continue to carry out essential repairs to Borough Market, which features as a key location for investment in our Future High Streets Fund proposals. We want to transform it into a new indoor gathering space, where people can meet, eat and experience events and culture.

The proposal for a new Halifax Leisure Centre is moving forward with detailed design work underway, and should combine the existing facilities of North Bridge Leisure Centre and Halifax Swimming Pool to deliver state of the art leisure facilities.

In late 2019 the Government announced a new Towns Fund, choosing 100 towns across the country to benefit from investment to support and improve local economies, support creativity and enterprise and provide more opportunities for local residents. Calderdale has two towns on this programme, Todmorden and Brighouse, each of which have a potential maximum of £25m to bid for. Work has started to develop Town Investment Plans for these towns, guided through expanded Town Boards.

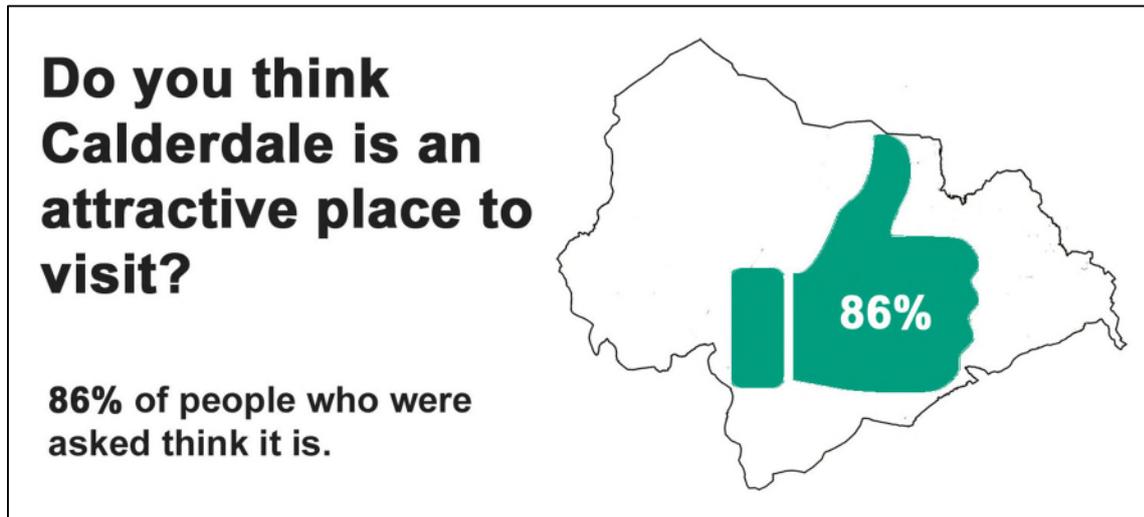
In Sowerby Bridge, the Council has secured a place on Historic England's Historic High Streets programme, with the potential of up to £2m to restore and repurpose heritage buildings, improve the high street experience and run a programme of locally-driven cultural events to bring more residents together.

At Hebden Bridge, a £30m flood alleviation scheme is scheduled to start during 2020/21, continuing our work to build up the resilience of local communities to extreme weather events and help minimise the chances of further damaging flooding.

[Town Centre Development Boards](#) are in place to take forward regeneration work within local communities. The aim is to continue regeneration of Calderdale's town centres with the involvement of the local communities, businesses and Councillors. Each board works closely with public, private and voluntary organisations in the local area. This builds on valuable work already being done, taking a strategic view of the needs and opportunities of the local area. These Boards will play a key role in shaping the new investment proposals for our towns.

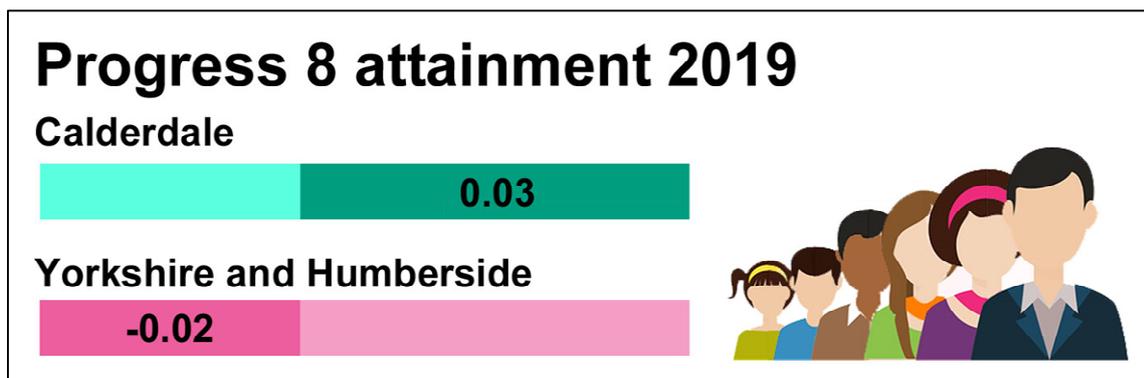
The Visitor Economy of the borough continues to grow, with the numbers of overseas visitors increasing and those visitors staying longer in the area. The huge success of the BBC/HBO series about the life of Anne Lister, "Gentleman Jack" continues to raise the profile of the borough internationally, and since the series aired visitor numbers to Shibden Hall have trebled. The total value of the Visitor Economy has grown now to almost £350m per year, supporting more than 5,000 jobs.

In the recent Vision 2024 Calderdale Residents Perception Survey, 86% of respondents gave a positive response to the statement "I think Calderdale is an attractive place for people to visit".



▪ Educational Achievement

Calderdale is committed to providing the best opportunities for all our young people; we aim to achieve this through a holistic approach. Working with early years settings, primary and secondary schools, teaching and research schools, clusters and other partners, we have embedded robust systems in order to support and challenge schools to provide a high quality of education from (Reception) Early Years to Sixth Form. Attendance at Calderdale schools is higher than is seen nationally. GCSE results for Calderdale schools are amongst the top third of Local Authorities nationally and have remained strong for a number of years. Pupils in Calderdale make more progress across secondary schools than pupils nationally and achieve at a higher level than average. Primary school results in Calderdale have improved consistently over the last four years. For further information please see [Tables 8 and 9](#).



Calderdale Council is committed to being a [Corporate Parent](#). This means that when a child comes into care, they are the collective responsibility of the council, elected members, employees and partner agencies for providing the best possible care, education and safeguarding for the children who are looked after by the council and young people leaving their care. We believe in doing what's right and not just what's easy.

▪ **New Halifax 6th Form Academy**

The new site for the 6th Form Academy which is being built in Northgate House in the centre of Halifax is due to open in September 2020. Students of the Trinity 6th Form Academy will move to the new venue at that point. The Academy will provide an academic based curriculum centre, in the heart of Halifax, encouraging young people to continue their studies within Calderdale.

▪ **Calderdale College**

As part of Calderdale College's commitment to the borough, it is supporting the We Are Calderdale event and helping to embed Vision 2024 within a number of aspects of the curriculum. The College is a shining star in the Calderdale community; it is ranked 4th out of all further education colleges nationally for 16-18-year olds and is the number one college in West Yorkshire for student achievement. It is recognised as Outstanding for its apprenticeship provision by Ofsted.

The last year has been an exciting one for the College's students, as they have had the opportunity to work on live briefs for major employers in the district. Computing students have had the chance to work with Covéa Insurance to develop an insurance app compatible with the Amazon Echo. Similarly, the College has worked closely with Lloyds Banking Group to provide students with core employability skills sought by local employers and to demonstrate the importance of work experience, in order to raise aspirations and boost motivation and progress.

In 2019, following a consultation with stakeholders and the local community, Calderdale College launched its new Mission, 'excellence in skills training for students and employers'. As part of this mission, the College has further developed its programmes with employers, recently launching two new leadership schemes.

Working in collaboration with major employers in Calderdale, including Covéa Insurance, Calderdale Council, Together Housing and the NHS, Rise - Calderdale College's skills service for employers has launched the Future Leaders programme which is the first of its kind in the region. Aiming to develop the next generation of leaders in the district, this innovative scheme has been designed to equip managers across the borough with the tools they need to drive high performance.

Following the success of the programme, the College has launched the Aspiring Leaders programme which will help team leaders/first line managers take their first steps towards leadership excellence. The College has furthered its commitment to developing digital skills, becoming the only college in the area to be selected to pilot a new two-year qualification, T-Levels. T-Levels have been designed in partnership with businesses and combine a mixture of technical knowledge and practical skills, giving students the 'work ready' knowledge they need. They will undertake an industry placement of at least 315 hours alongside their studies. From 2021, Calderdale College will be offering T-Levels in both Digital and Health.

As the only college in the district with University Centre status, Calderdale College offers flexible, local degree courses for people of all ages in the Calderdale community.

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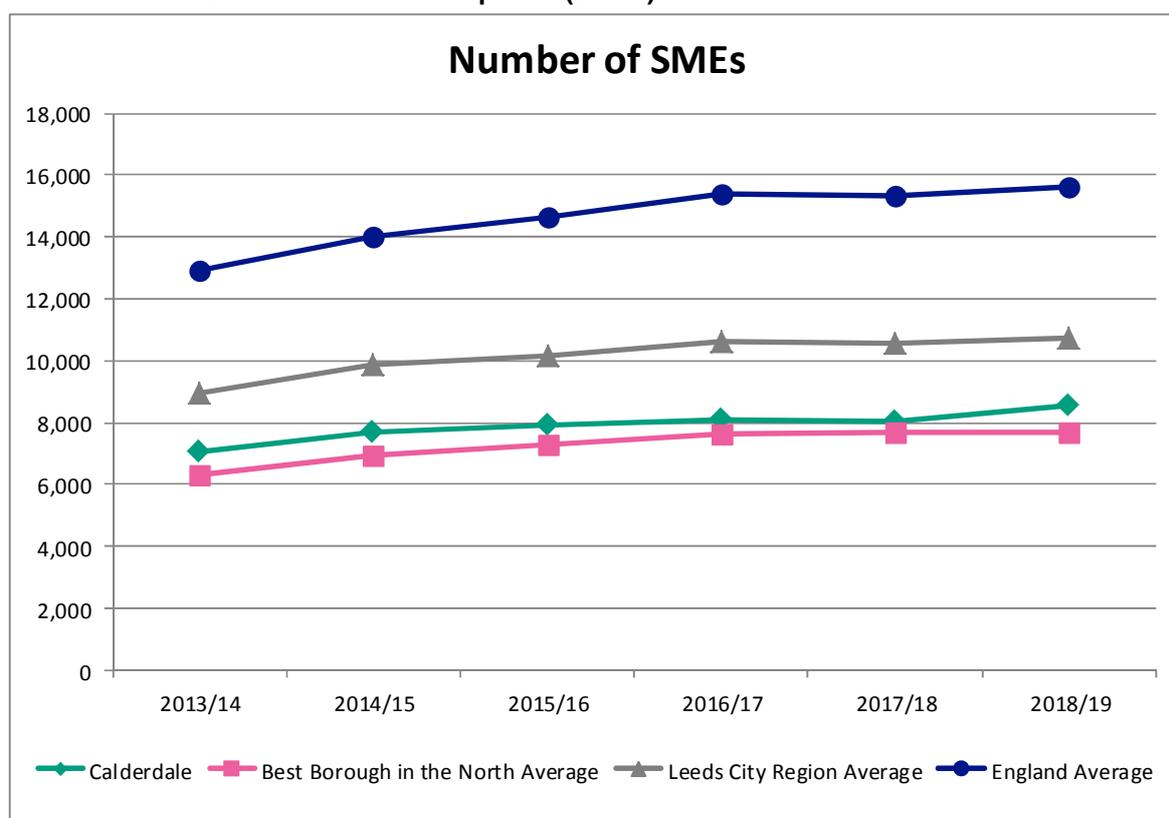
Appendix

Number of SMEs (Small and medium enterprises)

Table 1: Total number of Small and Medium Enterprises (SMEs)

Area	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Calderdale	7,085	7,685	7,925	8,100	8,050	8,540
Best Borough in the North Average	6,291	6,936	7,274	7,661	7,707	7,718
Leeds City Region Average	8,938	9,890	10,169	10,616	10,577	10,752
England Average	12,914	14,015	14,660	15,370	15,351	15,634

Figure 1: Number of Small - Medium Enterprises (SMEs)



Data source: [LG Inform](#)

Accessed 11 February 2020

Table 2: Growth Sectors

Industry	Total	Micro (0 to 9)	Small (10 to 49)	Medium- sized (50 to 249)	Large (250+)	Previous Year
Agriculture, forestry & fishing	285	285	0	0	0	-10
Mining, quarrying & utilities	55	50	5	0	0	5
Manufacturing	715	485	165	55	5	5
Construction	1,155	1,060	80	10	0	115
Motor trades	325	310	15	0	0	15
Wholesale	405	325	65	15	0	-5
Retail	735	680	50	5	0	35
Transport & storage (inc postal)	470	425	40	5	0	205
Accommodation & food services	640	505	125	15	0	60
Information & communication	555	540	10	0	0	-5
Financial & insurance	165	155	10	0	0	10
Property	245	225	15	0	0	5
Professional, scientific & technical	1,165	1,100	55	10	0	25
Business administration & support services	595	545	40	5	0	60
Public administration & defence	10	10	0	0	0	0
Education	155	105	25	15	5	0
Health	335	230	95	15	0	-20
Arts, entertainment, recreation & other services	530	490	40	0	0	-10
Column Total	8,540	7,525	835	160	20	6%

Data Source: ONS Labour Force Survey

Transport & storage (inc postal)

This sector has shown growth year on year of between 4-10% each year since 2013 apart from 2018 in which there was a drop of 7%. The latest data shows a significant number of newly registered businesses within this sector jumping from 265 to 470, it is unknown the reason for such a jump however this does represent a 77% increase on last year.

Construction

This sector has shown growth year on year of between 4-6% each year since 2013. The latest data shows a larger growth than the trend with an increase of 11% increasing from 1040 to 1155 business registered within this sector.

Business administration & support services

This sector has shown growth year on year of around 3% each year since 2013, including an outlier year of 2015 with a jump of almost 24%. The latest data shows an increase of 11% from 535 to 585.

Accommodation & food services

This sector has shown steady growth year on year of between 1-4% each year since 2013, including an outlier year of 2015 with a jump of just over 13%. The latest data shows an increase of just over 10% from 580 to 640.

Financial & insurance

This sector has seen an amount of ups and downs during the period 2012 to 2017 with drops between 4-8% and sharp increases between 12% -15%. The sector seems to have stabilised to a steady growth pattern since 2017 when the last sharp increase of just over 15% was seen.

Professional, scientific & technical

This sector has seen steady growth between 2012 to 2018, the average year on year growth being just over 7%. 2018 dropped by 5% but 2019 has seen the sector grow again by just over 2% from 1140 to 1165.

Employment

Table 3: Number of employees in Calderdale, by year and industry

	2015	2016	2017	2018
Agriculture, forestry & fishing	900	1,000	900	900
Mining, quarrying & utilities	500	500	450	600
Manufacturing	14,000	12,000	14,000	14,000
Construction	4,000	4,500	4,500	4,000
Motor trades	1,750	2,000	1,500	1,250
Wholesale	4,500	5,000	4,500	4,500
Retail	7,000	7,000	7,000	7,000
Transport & storage (inc postal)	3,000	3,000	3,000	3,500
Accommodation & food services	6,000	5,000	7,000	7,000
Information & communication	1,500	2,000	2,250	2,000
Financial & insurance	8,000	7,000	7,000	7,000
Property	1,250	1,750	1,500	1,250
Professional, scientific & technical	4,500	5,000	5,000	5,000
Business administration & support services	18,000	17,000	9,000	10,000
Public administration & defence	3,000	3,000	3,000	3,000
Education	8,000	8,000	8,000	8,000
Health	11,000	10,000	9,000	10,000
Arts, entertainment, recreation & other services	3,500	4,000	3,500	4,000
Column Total	101,000	99,000	92,000	94,000

Data Source: Nomis

Zero Hours Contracts

Table 4: Level and rate of people aged 16 and over on zero-hours contracts, by full or part-time status (April to June each year – 2019)

UK, not seasonally adjusted				
	In employment on a zero-hours contract		In employment not on a zero-hours contract	
	In employment on a zero-hours contract (thousands)	Percentage of people on a zero-hours contract ^{2,3}	In employment (thousands)	Percentage of people not on a zero-hours contract ^{2,3}
Full-time	287	32.0	23,719	74.5
Part-time	608	67.8	8,085	25.4
Total ¹	896	100.0	31,856	100.0

Data Source: ONS Labour Force Survey

1 Includes those who did not state their full- or part-time status.

2 Sum of percentages do not equal 100; this is because the total includes respondents who did not specify their employment status.

3 The percentages are not comparable to publication prior to April to June 2017 as percentages were calculated using a denominator which was excluding missings. From April to June 2017 the total including missings is used as the denominator.

Table 5: Level and proportion of people aged 16 and over on zero-hours contracts who want a new or additional job (April to June 2019)

UK, not seasonally adjusted				
	On a zero-hours contract		Not on a zero-hours contract	
	Level (thousands)	Percentage of people on a zero-hours contract	Level (thousands)	Percentage of people not on a zero-hours contract
Wants additional job ¹	22	2.5	193	0.6
Wants replacement job with longer hours ²	52	5.8	235	0.7
Wants more hours in current job ²	163	18.2	1,814	5.7
Total underemployed	238	26.5	2,242	7.0
Does not want more hours	516	57.6	23,826	74.8
Unknown status	142	15.9	5,788	18.2
Total	896	100.0	31,856	100.0

Data Source: ONS Labour Force Survey

¹ The additional job estimates in this table are consistent with the concept of underemployment and consider only people who are defined as underemployed and who want an additional job.

² The estimates are consistent with the concept of underemployment and consider only people who are defined as underemployed.

Table 6: Length of time with current employer of people aged 16 and over on zero-hours contracts

2019 (April to June)		
	In employment on a zero-hours contract (thousands)	Percentage of people on a zero-hours contract
Less than 12 months	317	35.4
1 year but less than 2	142	15.9
2 years but less than 5	230	25.6
5 years but less than 10	106	11.8
10 years or more	101	11.3
Total¹	896	100.0

Data Source: ONS Labour Force Survey

¹ Includes those who did not state their time with current employer.

Table 7: Types of flexible working (all instances) people aged 16 and over

(October to December, each year 2015 to 2018, April to June, each year 2015 to 2019)

UK, not seasonally adjusted, thousands									
	Flexi-time	Annualised hours contract	Term time working	Job-sharing	9-day fortnight	4.5-day week	Zero-hours contract	On-call working	None of these
April to June 2015	3,117	1,417	1,434	152	78	176	746	644	23,639
October to December 2015	3,271	1,415	1,483	166	119	191	804	705	23,938
April to June 2016	3,223	1,379	1,484	166	88	183	904	691	23,975
October to December 2016	3,259	1,472	1,467	137	97	189	907	675	24,111
April to June 2017	3,305	1,527	1,526	169	114	193	883	725	24,101
October to December 2017	3,587	1,672	1,451	171	105	234	902	710	23,946
April to June 2018	3,400	1,635	1,334	146	97	202	781	728	24,489
October to December 2018	3,675	1,755	1,428	138	124	207	844	713	24,400
April to June 2019	3,799	1,982	1,479	139	125	174	896	734	23,961

Data Source: ONS Labour Force Survey

Educational Achievement

Table 8: Average Attainment 8 Score per Pupil

Area	2015	2016	2017	2018	2019
Calderdale	49.30	51.50	48.20	49.40	49.00
Statistical Neighbours Average	48.15	49.63	45.76	45.93	45.67
Best Borough in the North Average	47.37	49.23	45.40	45.00	44.79
Yorkshire & Humber Regional average	46.90	48.90	45.40	45.10	45.20
England Average	47.40	48.50	44.60	44.50	44.50

Note: Assessment changes between 2017, 2018 and 2019 mean that years are not directly comparable and scores across all areas dropped.

Figure 8: Average Attainment 8 Score per Pupil

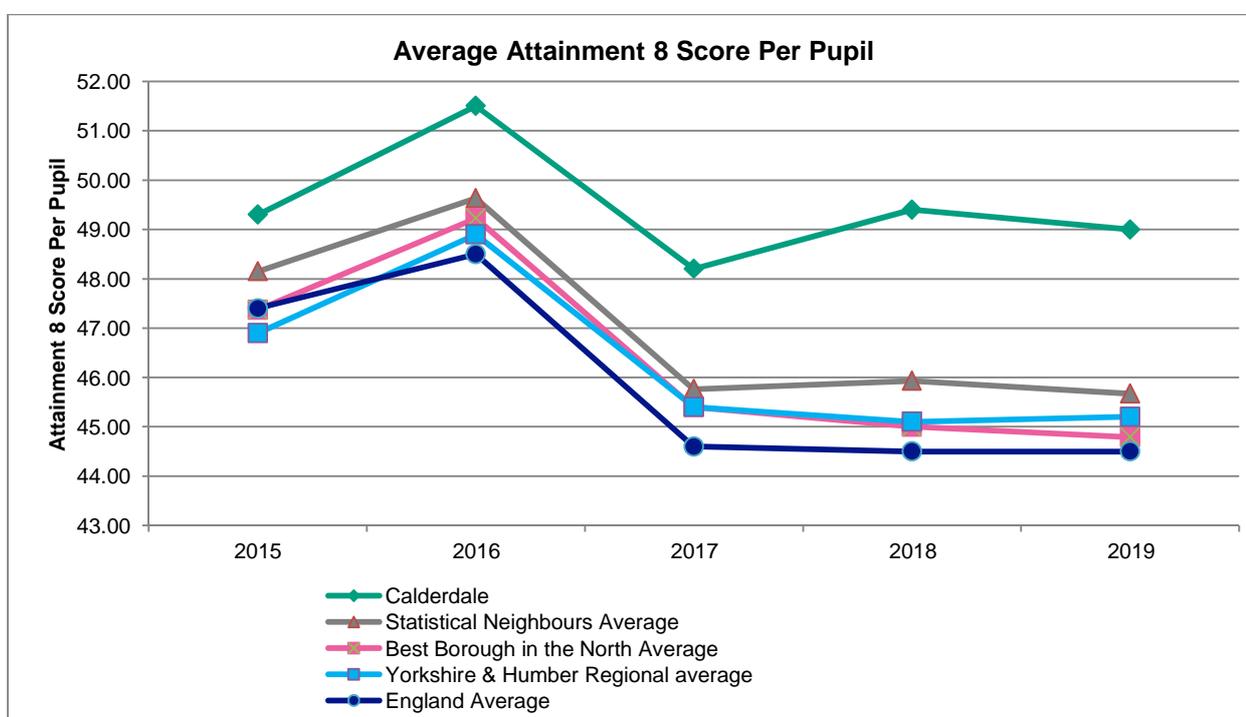
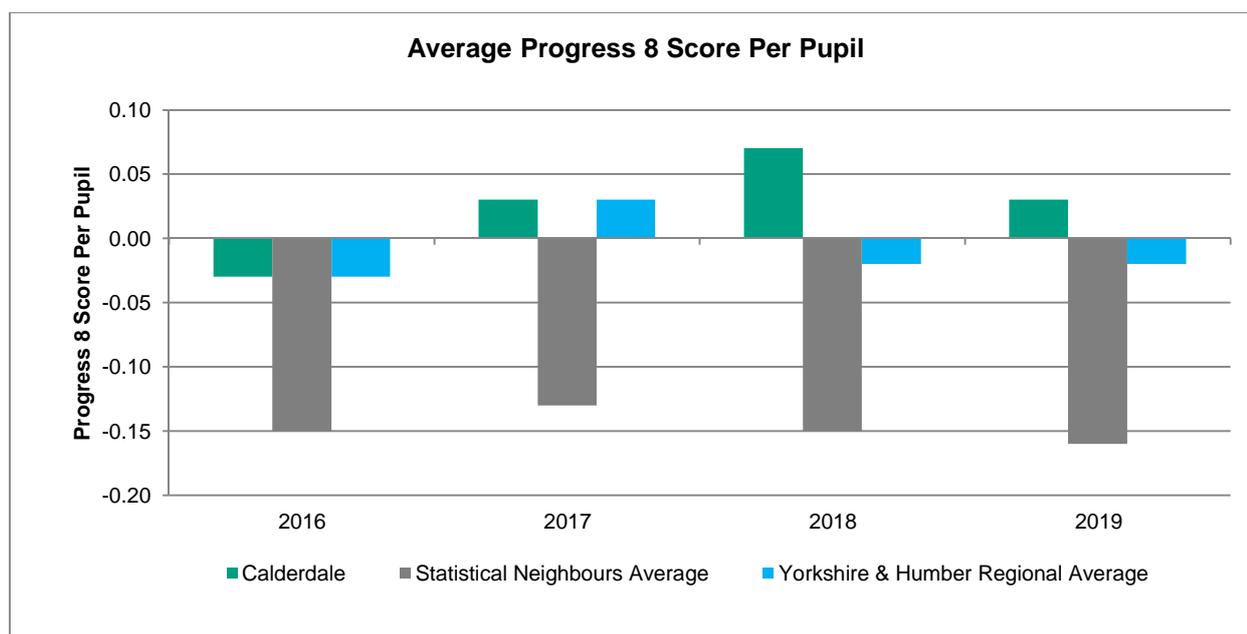


Table 9: Average Progress 8 Score per Pupil

Area	2016	2017	2018	2019
Calderdale	-0.03	0.03	0.07	0.03
Statistical Neighbours Average	-0.15	-0.13	-0.15	-0.16
Yorkshire & Humber Regional Average	-0.03	0.03	-0.02	-0.02
England Average	0	0	0	0

Figure 9: Average Progress 8 Score per Pupil



Note: Progress 8 is a value added calculation looking at pupils' progress from Key Stage 2 to the end of Key Stage 4. The national average in any given year is expressed as 0 and scores above 0 represent above average progress and scores below zero indicate below average progress.

Data Sources: 2015 to 2019 Local Authority Interactive Tool (LAIT) <https://www.gov.uk/government/publications/local-authority-interactive-tool-lait> - Accessed 31 January 2020
 2019 data is unvalidated for all areas. Best Borough in the North Figures calculated from Statistical First Release.