

OURCITY2030 SOCIOECONOMIC UPDATE AND EVALUATION FRAMEWORK REPORT

2024 UPDATE

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EXECUTIVE SUMMARY

SOCIOECONOMIC ANALYSIS KEY FINDINGS

The demographic landscape of young people in Bristol has undergone notable shifts between the 2011 and 2021 Census. The population is becoming more diverse. There has also been significant internal migration of those from ethnic minority backgrounds from central Bristol wards to more deprived areas in the north and south of the city. This dispersion has resulted in a more evenly distributed ethnic minority population throughout Bristol, as opposed to previously observed clustering in central wards. Moreover, within Bristol, areas of high deprivation often exhibit a higher proportion of young individuals from ethnic minority backgrounds compared to the South West region, West of England Mayoral Combined Authority (MCA) region, and national averages. The highest level of educational attainment, as a proportion of the population, among all ethnic minority groups has increased since the 2011 Census. Also, on average, individuals from ethnic minority groups outperform individuals from white backgrounds in terms of highest level of educational attainment. Economic activity rates and representation from individuals from ethnic minority backgrounds in professional occupations have both improved. Also, Bristol's median workplace wage is higher than that of the South West region and national averages, and has grown significantly since 2021.

OURCITY2030 EVALUATION FRAMEWORK AND THEORY OF CHANGE

An evaluation framework for OurCity2030 to monitor and evaluate the impact of the programme has been developed around a Theory of Change (ToC) to show how inputs and outputs lead to outcomes and impacts. The ToC identifies three core themes of impact: Young People, Employers, and Society & Policy. Activities directed toward these focal points within the OurCity2030 programme are crucial for realising the overarching goal of facilitating 2,030 young individuals' attainment of median income positions. A detailed methodology and measurement framework has also been developed.

EXTERNAL INDICATORS

The identified external, publicly available indicators serve as a baseline to show how the city and the South West are progressing towards the goals of OurCity2030. They are not suitable for attributing any changes directly to the OurCity2030 programme. These indicators are strategically aligned with the long-term impacts of the initiative across the Theory of Change themes.

CONTENTS

Purpose of this Report	4
Socioeconomic Analysis	5
OurCity2030 Evaluation Framework	20
External Key Indicators for the OC2030 Evaluation Framework	27

PURPOSE OF THIS REPORT

The purpose of this report was to update the original report, and look at the Evaluation Framework. It comprises of three parts: a socioeconomic analysis section focusing on young people and individuals from ethnic minority backgrounds in Bristol, along with the design of a high-level Evaluation Framework to assess the impact of the OurCity2030 programme, and a set of indicators to help gauge the city's and the region's progress towards OurCity2030's goals.

The socioeconomic analysis section provides a high-level update on the OurCity2030 Socioeconomic Analysis Report, published in November 2022. The update incorporates Census 2021 data which was not available for the previous report. The analysis also provides insight into key trends, with comparison to data points in the [2022 report](#).

The analysis is supplemented with a high-level Evaluation Framework, designed for OurCity2030 to proportionately monitor activities, evaluate its impact and track progress against key indicators based on open source and existing primary data collection activities. A list and baseline of external key indicators to track overall city and region progress is provided in the final section of this report.



SOCIOECONOMIC ANALYSIS

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MEDIAN RESIDENT AND WORKPLACE BASED EARNINGS

SOCIOECONOMIC ANALYSIS CONTENTS

The socioeconomic analysis in this report should be treated as a data update on some key topics from the 2022 report. It covers data updates to median wage, key demographic changes, qualification levels, unemployment and economic activity, industry and occupation representation, and housing.

Not all data points or topics which were covered in the 2022 report have been revisited here, such as median salaries for different industries and other industry and sectoral analysis which is not covered in the 2021 Census. The data available for the 2022 report was recent and the findings will likely not have changed significantly. Where data in the previous report is referred to, for more detail, please refer to OurCity2030 Socioeconomic Analysis Report.

SOCIOECONOMIC ANALYSIS KEY FINDINGS

The demographic landscape of young people in Bristol has undergone notable shifts between the 2011 and 2021 Census. The population is becoming more diverse. There has also been significant internal migration of those from ethnic minority backgrounds from central Bristol wards to more deprived areas in the north and south of the city. This dispersion has resulted in a more evenly distributed ethnic minority population throughout Bristol, as opposed to previously observed clustering in central wards. Moreover, within Bristol, areas of high deprivation often exhibit a higher proportion of young individuals from ethnic minority backgrounds compared to the South West region, West of England Mayoral Combined Authority region, and national averages. The highest level of educational attainment, as a proportion of the population, among all ethnic minority groups has increased since the 2011 Census. Also, on average, individuals from ethnic minority groups outperform individuals from white backgrounds in terms of highest level of educational attainment. Economic activity rates and representation from individuals from ethnic minority backgrounds in professional occupations have both improved. Also, Bristol's median workplace wage is higher than that of the South West region and national averages, and has grown significantly since 2021.

MEDIAN RESIDENT AND WORKPLACE BASED EARNINGS



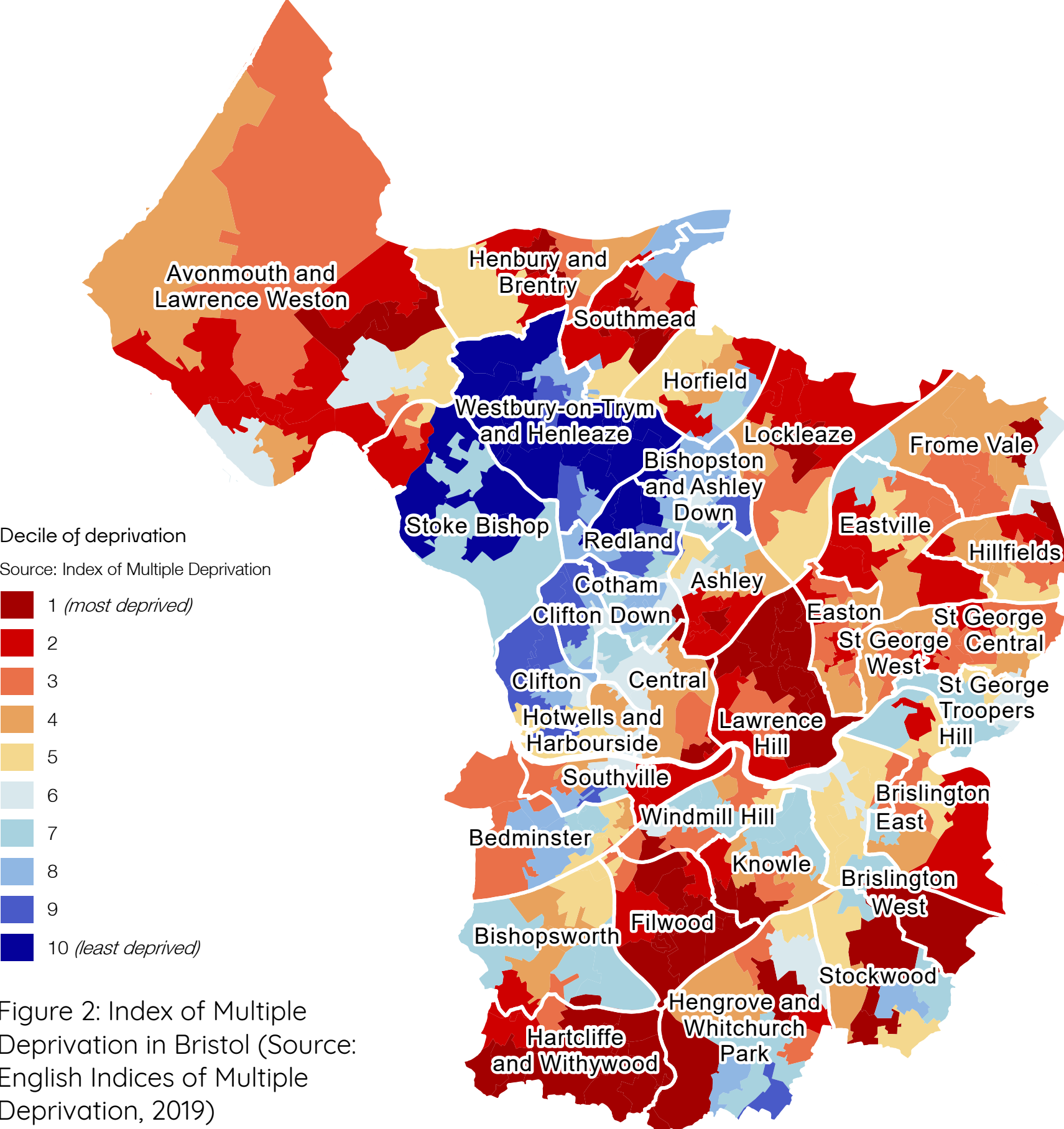
The workplace based median annual gross wage for full-time employees in Bristol has increased from £32.5k in 2021 to £37k in 2023.

Residents in Bristol tend to earn less than the median salary, compared to those who commute into the city to work.

Figure 1 compares resident based and workplace based earning from full-time employees using ASHE 2023 data in Bristol, across the South West and England. The median salaries were calculated using the same data.

Figure 1: Median Resident and Workplace Earnings for Full-time workers (rounded) (Source: ASHE 2023)

INDEX OF MULTIPLE DEPRIVATION



In 2019, many lower-layer super output areas (LSOAs) across Bristol showed high levels of deprivation in areas across central and eastern wards in Bristol. Pockets of deprivation were also found in the North and South of Bristol.

Lawrence Hill, Central, Southville, Ashley, and Easton wards showed the highest levels of deprivation within Bristol.

The Index of Multiple Deprivation (IMD) is an overall relative measure of deprivation constructed by combining seven domains of deprivation including income, employment, health, education, crime, environment, and housing.

The deciles are determined through ranking all 32,844 LSOAs in England based on their level of deprivation, before dividing them into 10 equal groups. LSOAs in decile 1 represent the most deprived 10% nationally, while LSOAs in decile 10 represent the least deprived.

This index helps to measure inequality and provides national benchmark for deprivation.

As the IMD was last updated in 2019, these results have not changed since the previous OurCity2030 Socioeconomic Analysis Report, published in November 2022. However, they provide important context for this report.

INDEX OF MULTIPLE DEPRIVATION AND ETHNIC MINORITY YOUNG PEOPLE

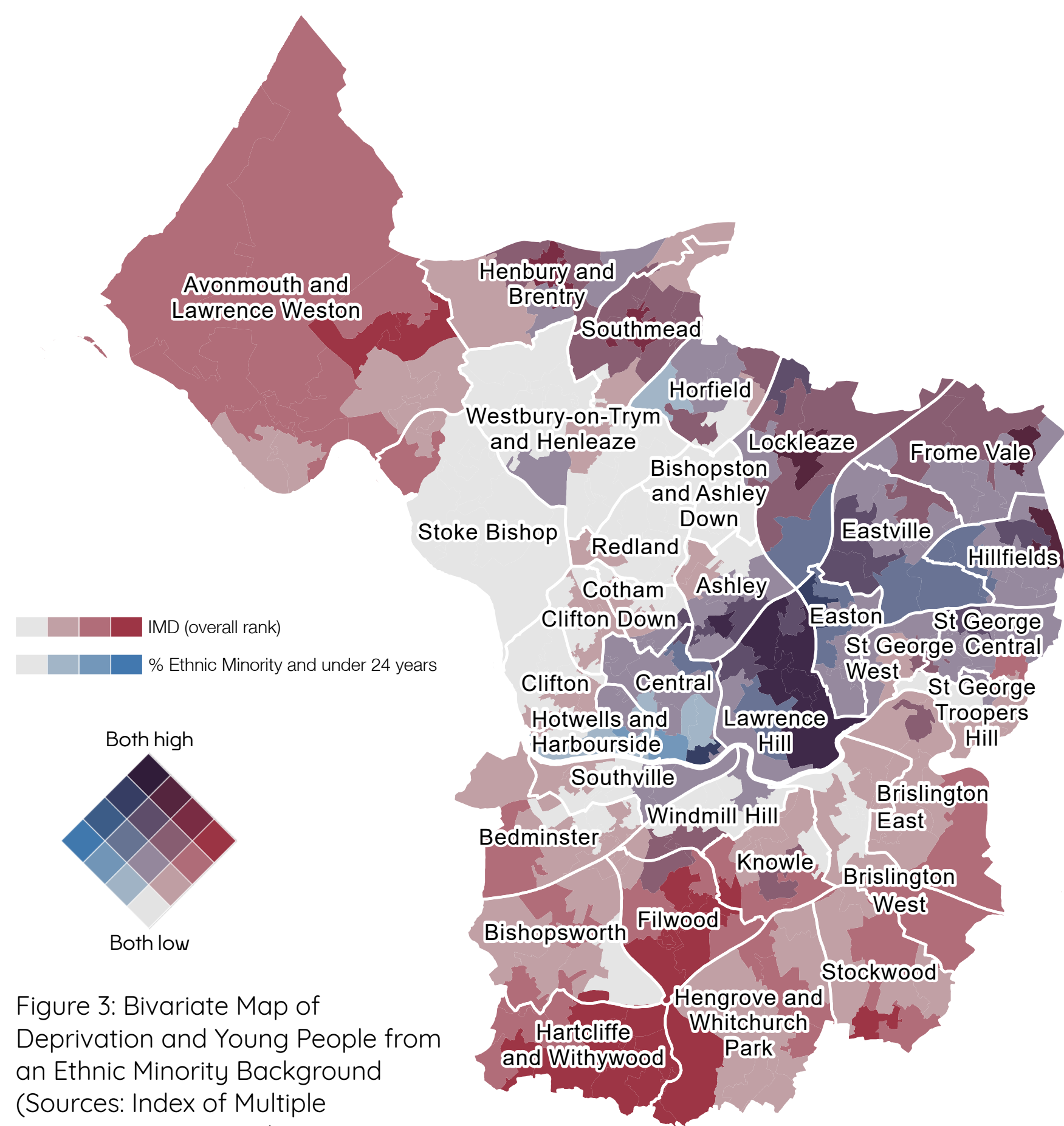


Figure 3: Bivariate Map of Deprivation and Young People from an Ethnic Minority Background (Sources: Index of Multiple Deprivation, 2019 and Census, 2021)

The Central and Eastern LSOAs showed higher levels of deprivation and a larger population of young people from ethnic minority backgrounds. Conversely, deprived areas in the northern and southern regions had a lower representation of ethnic minority young individuals.

The bivariate map in Figure 3 displays the spatial relationship between the proportion of young people from an Ethnic Minority background and the Index of Multiple Deprivation at the LSOA level, with ward boundaries overlaid.

ETHNIC MINORITY POPULATION

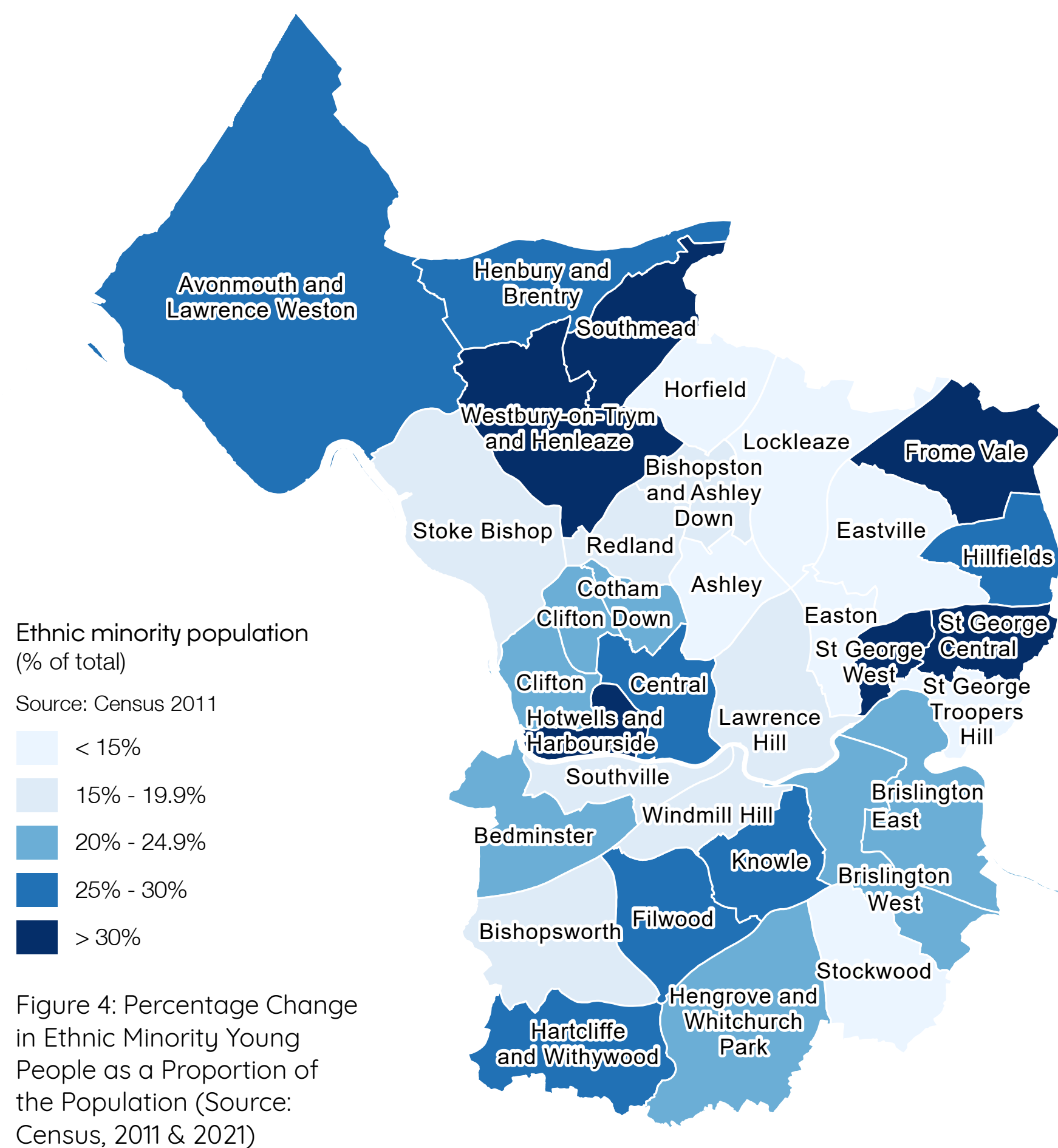
Ethnic Group	Bristol	South West	England
Asian, Asian British or Asian Welsh	7%	3%	10%
Black, Black British, Black Welsh, Caribbean or African	6%	1%	4%
Mixed or Multiple ethnic groups	4%	2%	3%
Other ethnic group	2%	1%	2%
White	81%	93%	81%
Total population excluding White	19%	7%	19%

Table 1 Ethnic group as a Proportion of the Population (Source: Census, 2021)

Bristol has the same total ethnic minority population percentage as England. However, this varies by ethnic group, with Bristol having a higher proportion of individuals from Black and mixed or multiple ethnic group backgrounds. Ethnic minority groups make up a smaller percentage of the population for the South West.

Bristol's ethnic minority population has increased from 16% to 19% of the total population between the 2011 and 2021 Census.

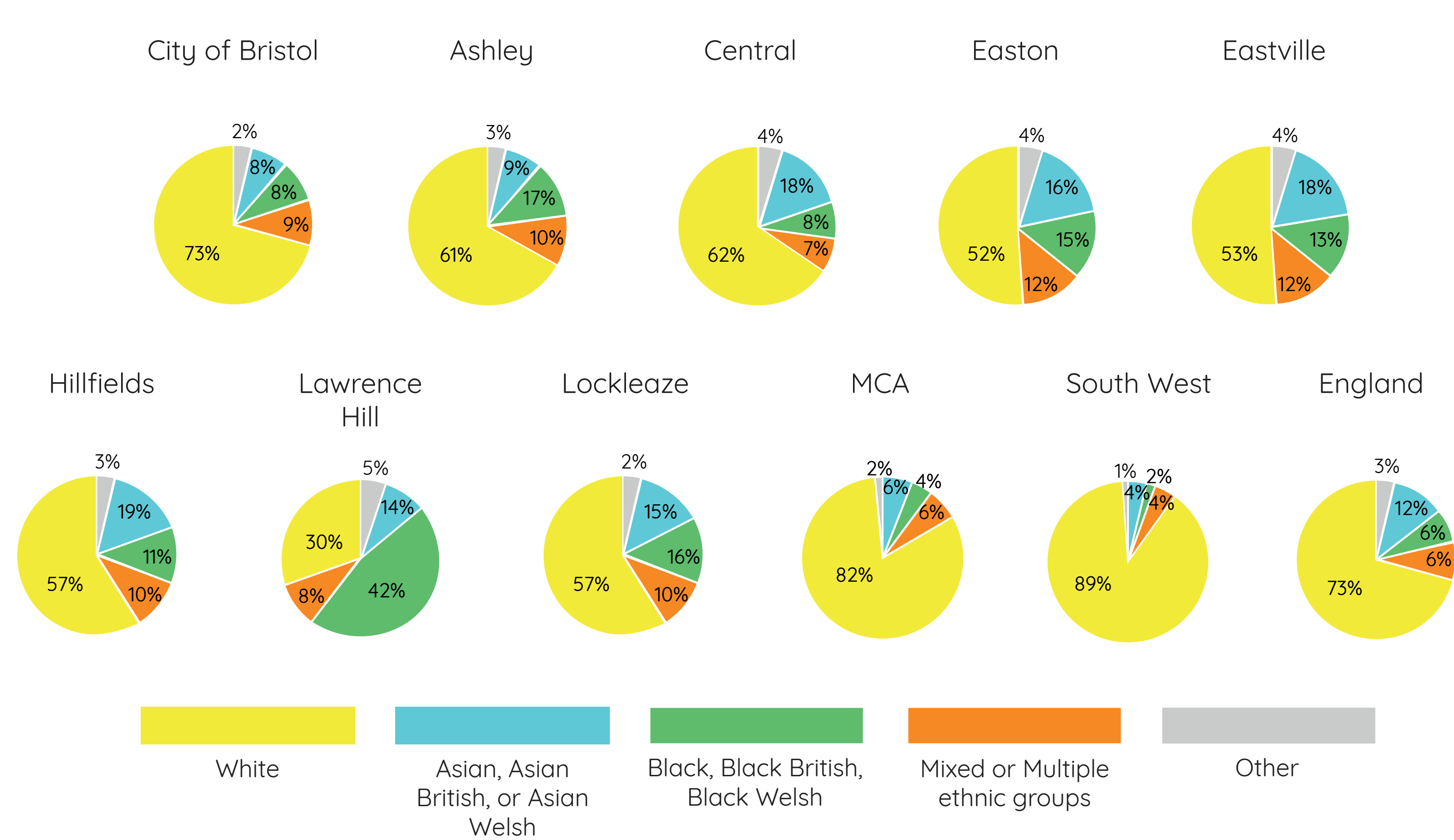
ETHNIC MINORITY POPULATION CHANGE



Recent population growth data indicates that there is a growing ethnic minority population living in the more deprived northern and southern areas of Bristol.

Figure 4 shows that there has been a shift in demographics in central wards between the 2011 and 2021 censuses, with ethnic minority young individuals constituting a smaller proportion of the population in central wards. Conversely, in other deprived wards in the northern and southern regions, there has been an increase in ethnic minority individuals as a proportion of the ward level population. This highlights a shift in areas further from the city centre.

ETHNICITY OF YOUNG PEOPLE BY GEOGRAPHY



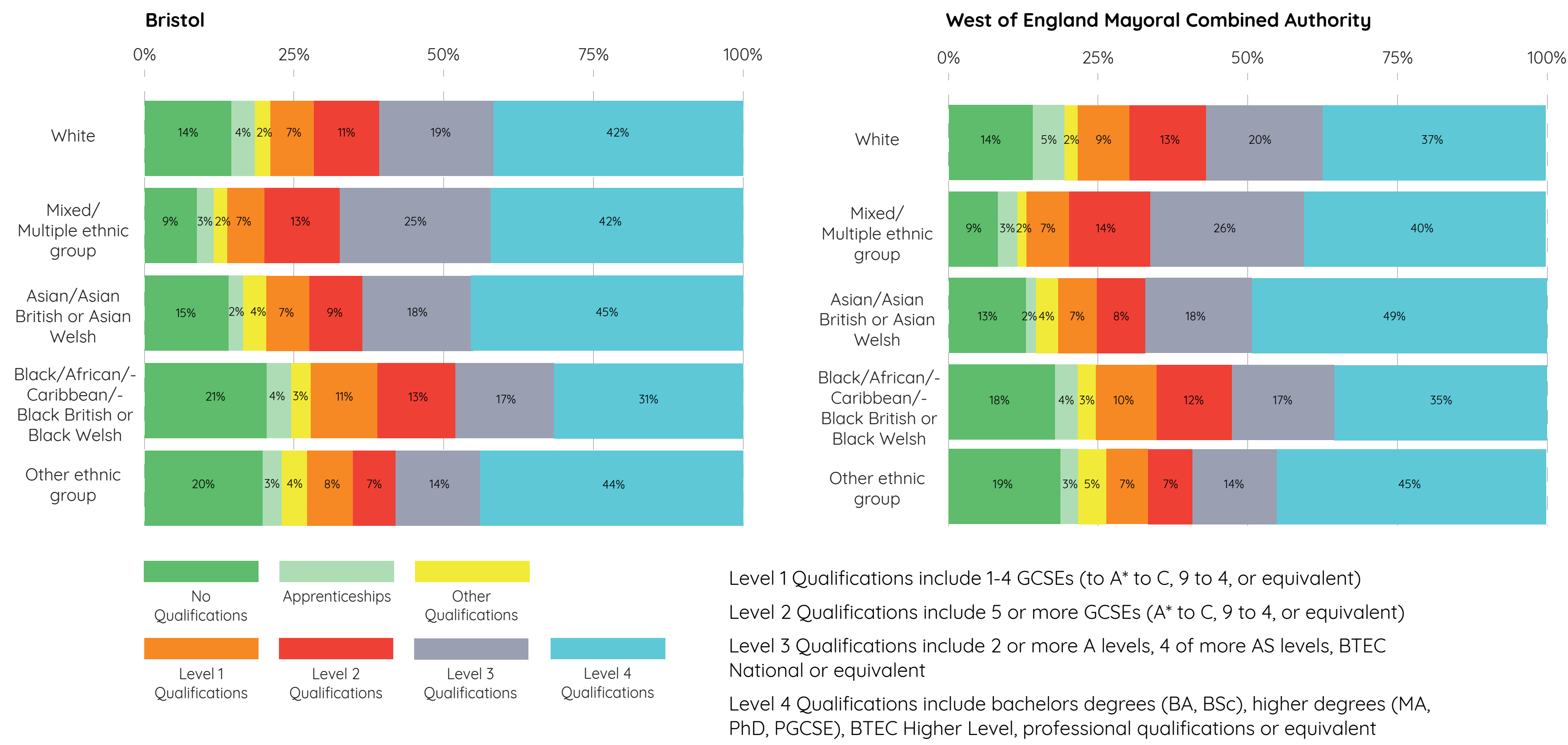
Several of Bristol's most disadvantaged areas exhibit a greater percentage of young people from ethnic minority backgrounds in comparison to national, West of England Mayoral Combined Authority, and South West averages. 19% of the total population of Bristol are from ethnic minority backgrounds in the 2021 census, while young people from ethnic minority backgrounds made up 27% of the total youth population in Bristol. This is an increase from the 2011 Census, when young people from ethnic minority backgrounds made up 19% of the total youth population.

Central and eastern wards of Bristol exhibit higher levels of young people from ethnic minority backgrounds as a proportion of the total youth population in comparison with national, West of England Mayoral Combined Authority and South West averages.

Figure 5: Breakdown of Ethnic Minority Young People by Ward (Source: Census, 2021)

Figure 5 illustrates the percentage of individuals aged 24 and under in various ethnic groups within identified socioeconomically disadvantaged wards in Bristol, compared to the national average alongside West of England Mayoral Combined Authority and South West averages.

QUALIFICATION LEVELS



Across Bristol and the West of England Mayoral Combined Authority region, there are notable differences in average highest levels of qualification attainment amongst ethnic groups. Overall, all ethnic groups have seen an increase in percentage of people achieving Level 4 qualifications in Bristol since the 2021 Census.

A lower proportion of individuals from Black ethnic groups tend to achieve Level 4 qualifications compared to individuals from White, Mixed and Other ethnic groups. Also, a lower proportion of individuals from Mixed ethnic groups have no qualifications compared to averages from White, Black, Asian and Other ethnic groups. Notably, a higher proportion of individuals from Asian ethnic groups tend to achieve Level 4 qualifications compared to individuals from White, Mixed and Other ethnic groups.

Figures 6 and 7 show proportionally, the highest level of qualification achieved by individuals from White, Mixed, Asian, Black and Other ethnic groups in Bristol and across West of England Mayoral Combined Authority, respectively.

EMPLOYMENT AND EDUCATION

Proportion Not In Employment, Education or Training (NEET)	Bristol	South West	England
White	3.9%	3.2%	3.3%
Mixed	3.4%	3.3%	2.9%
Black	2.2%	1.8%	1.4%
Asian	1.6%	1.1%	1.4%
Chinese	0%	0%	0.3%
Other	1.6%	2.5%	2.0%
Not Known	2.9%	4.6%	2.4%
Total	3.4%	3.2%	2.8%

Table 2: 16-17 NEET proportion by ethnic group by local authority (Source: ONS, 2023)

Unemployment Rate	Bristol	West of England Mayoral Combined Authority	South West	England
Ethnic Minority aged 16+	4.7%	4.2%	4.3%	6.3%
Total Unemployed aged 16+	3.8%	3.3%	2.5%	3.7%

Table 3: 16-64 Ethnic minority and total unemployment rates (Source: APS, 2023)

Bristol has a higher proportion of 16-17 year-olds Not in Employment, Education or Training compared to West of England Mayoral Combined Authority and the South West, and exceeds the national average. The proportion of NEETs varies by ethnic background.

The total unemployment rate in Bristol surpass the West of England Mayoral Combined Authority and South West regions and is marginally higher than the national average. However, the Ethnic Minority unemployment rate for the city and region is better than the national average.

Table 2 shows the proportion 16-17 year-olds Not in Employment Education or Training (NEET) across geographies. A person is NEET if they are aged 16-24 and are unemployed and not receiving education or vocational training. Table 3 shows the unemployment rate across geographies.

ECONOMIC ACTIVITY RATES



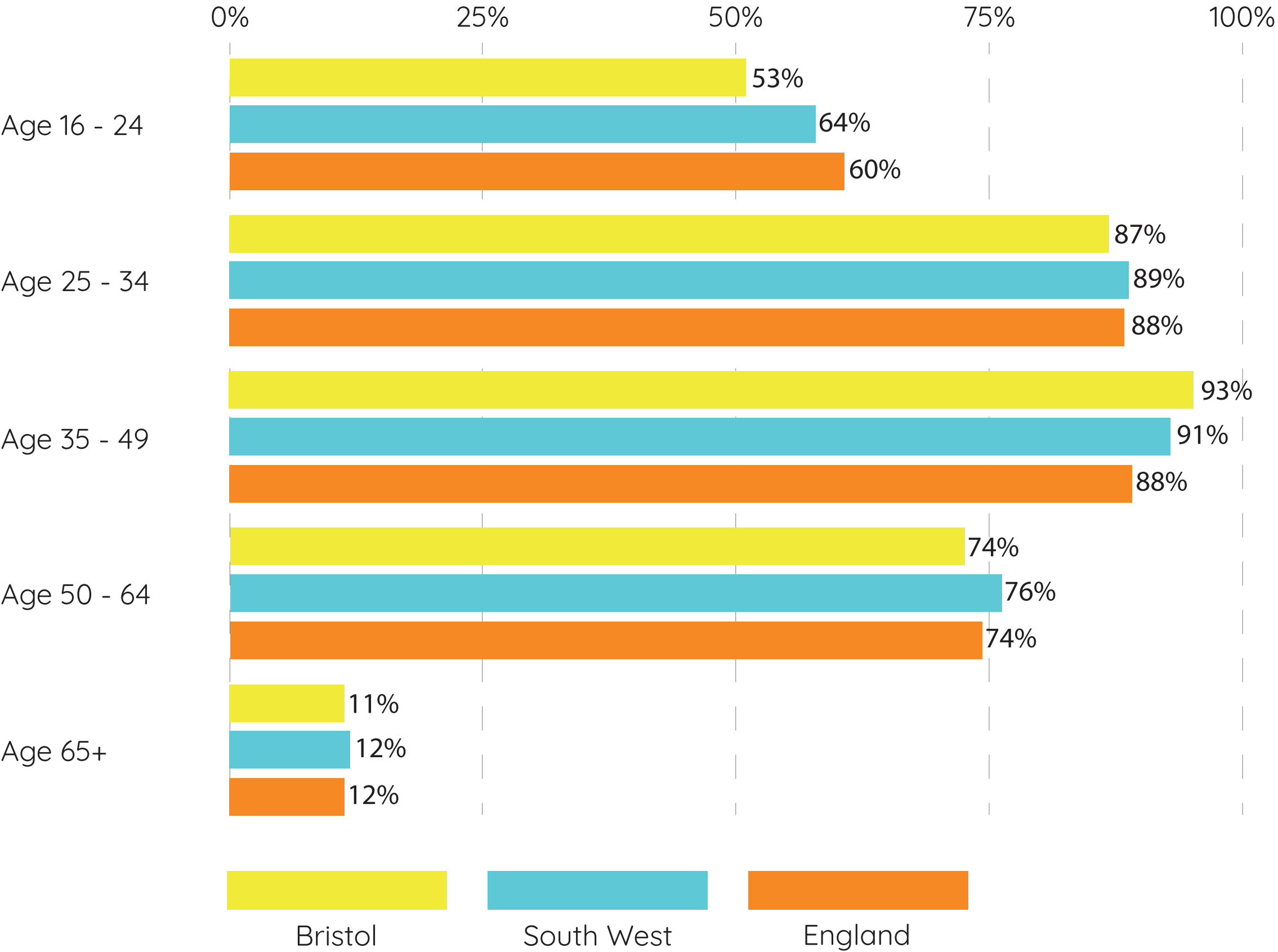
Consistently, across all wards in Bristol, people from ethnic minority backgrounds have a higher proportion of economic inactivity compared to the wider population. However, when compared at a city level, ethnic minorities and all usual residents have the same percentage of economic inactivity. In contrast, across the national average and West of England Mayoral Combined Authority region this doesn't exist, and across the South West, this relationship is reversed. At a city level, the economic inactivity rate for residents from ethnic minority backgrounds has improved from 38% in 2011 to 35% in 2021.

Figure 8 displays Economic activity, and Economic Inactivity rates across geographies and by ethnicity. Economically Active refers to people aged 16 and above who are either in employment or unemployed. Economically Inactive people are defined as those aged 16 and above without a job who have not sought work in the last four weeks and are not available to start work in the next two weeks.

The main economically inactive groups are students, people looking after family and home, long-term sick and disabled, temporarily sick and disabled, retired people and discouraged workers.

Figure 8: Economic Activity by ethnic group (Source: Census, 2021)

ECONOMIC ACTIVITY BY AGE

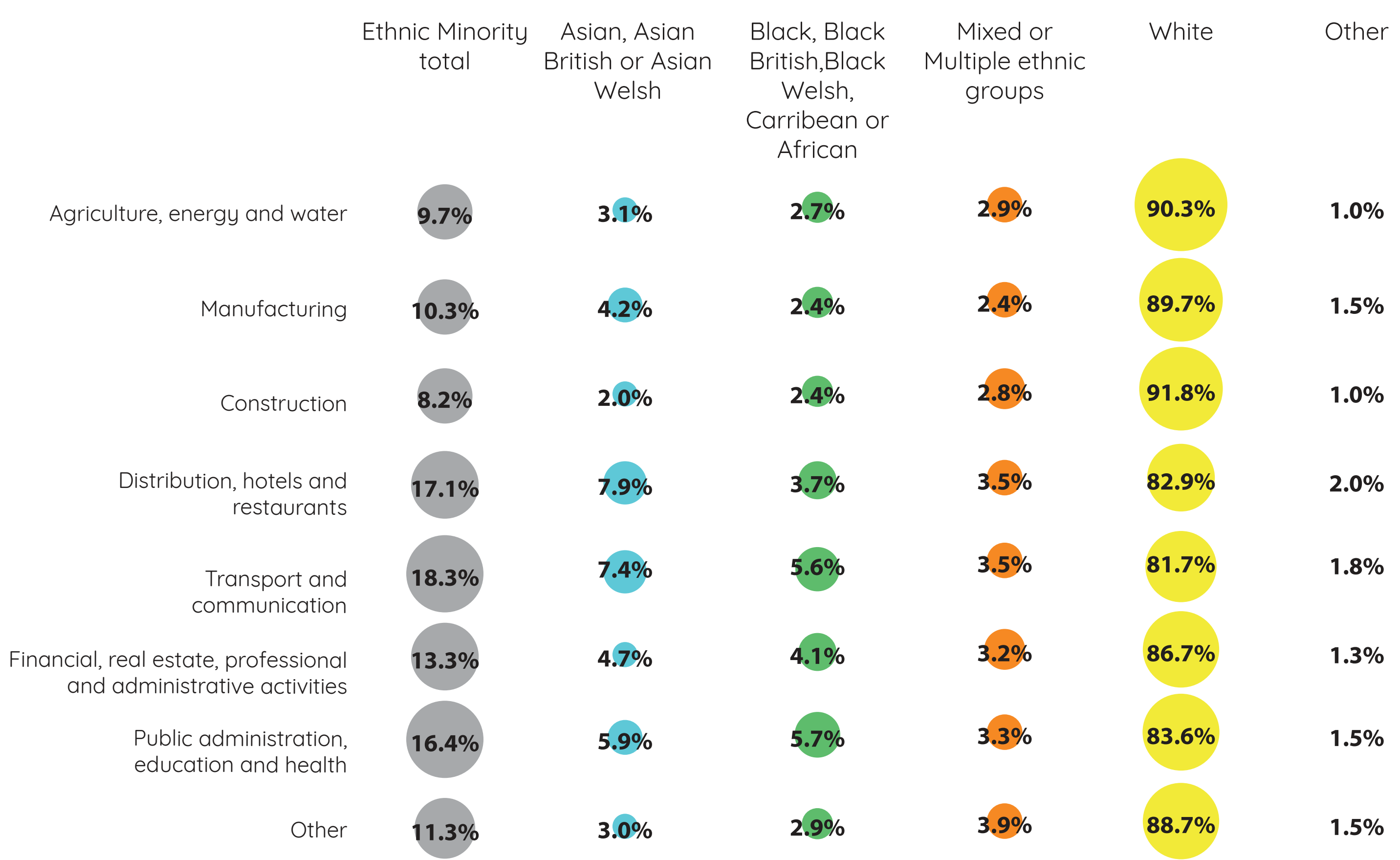


Young people in Bristol aged 16-34 have the lowest proportion of those who are economically active in comparison to the South West and National Averages. However, this trend reverses for 35-49 age category.

Figure 9 shows Economic Activity rates by age group and geography.

Figure 9: Economic Activity by age (Source: APS, 2023)

INDUSTRIAL REPRESENTATION ANALYSIS IN BRISTOL



A higher proportion of employees from Black, Asian and Mixed ethnic backgrounds work in Hospitality, Transport & Communications and Public Administration industries compared to those from White backgrounds. For comparison, individuals from ethnic minority backgrounds in the 2021 Census made up 19% of Bristol's total population.

Notably, a greater proportion of individuals from Black and Asian and Mixed backgrounds tend to work in lower paying industries, like hospitality and public administration. Information on wages by industry can be found in the OurCity2030 Socioeconomic Analysis Report, published in November 2022.

Figure 10 illustrates the percentage of individuals from various ethnic groups across key industries in Bristol using Census 2021 data. The previous report used the Annual Population Survey, so these are not directly comparable.

Figure 10: Industry by Ethnic Group in Bristol (Source: Census, 2021)

OCCUPATIONAL ANALYSIS

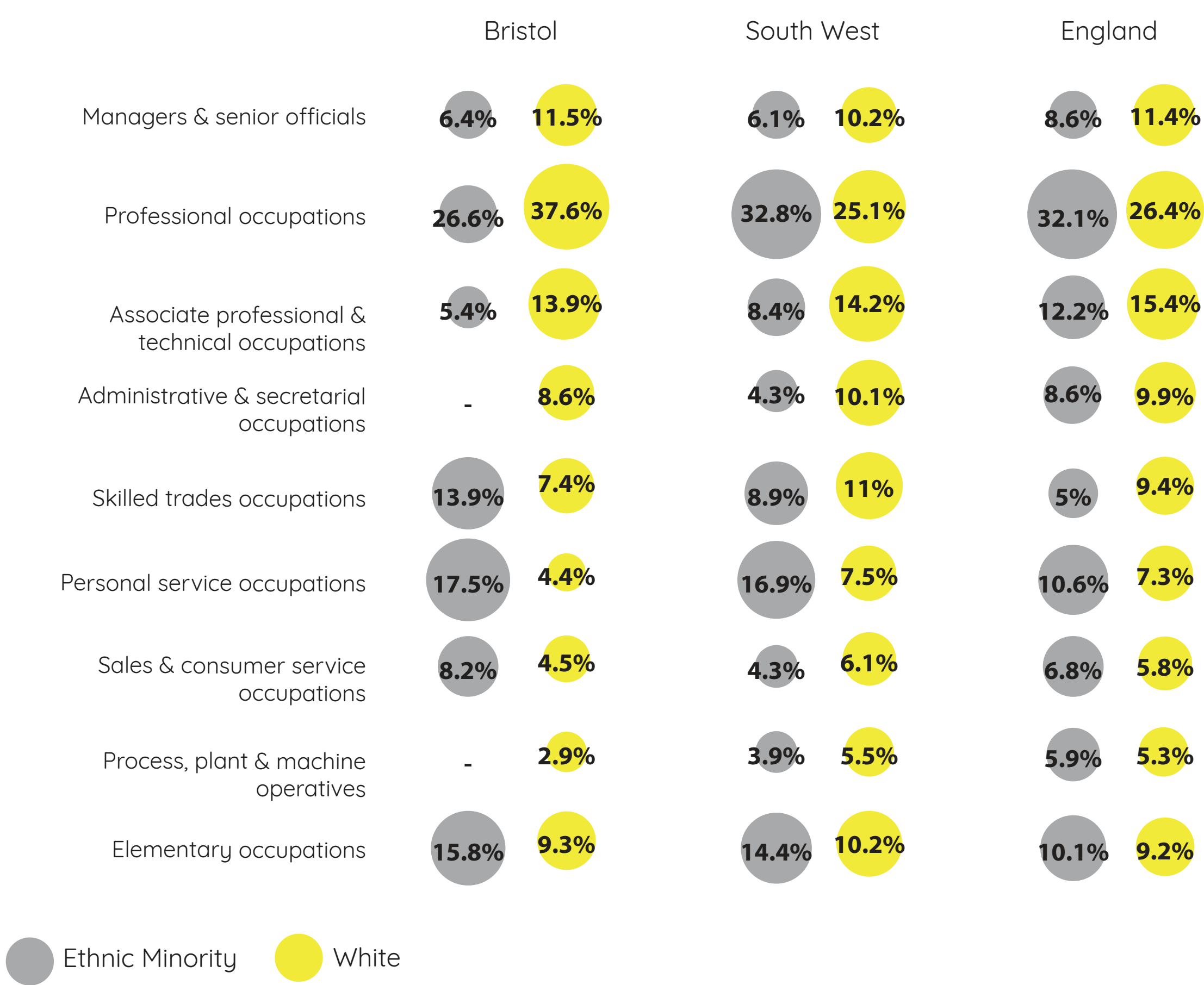


Figure 11: Occupational Comparison by Ethnicity (Source: APS, 2023)

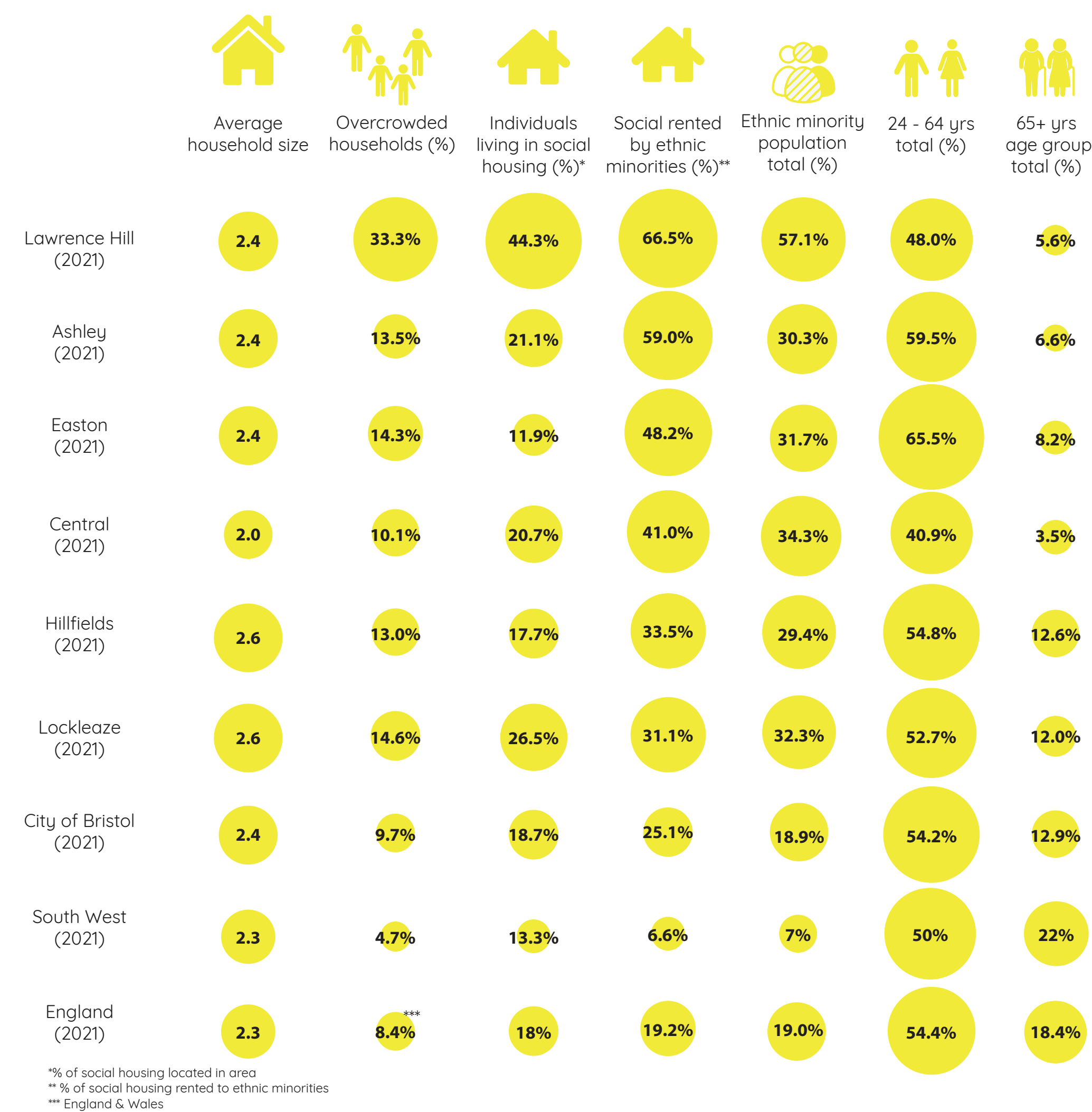
Compared to averages for the South West, England, and the UK, Bristol has a lower proportion of individuals from ethnic minority backgrounds working in professional occupations, which tend to be higher paying roles.

Across all samples, a lower proportion of individuals from ethnic minority backgrounds are employed in managerial and senior official positions, compared to individuals from white backgrounds. Alternatively, individuals from ethnic minority backgrounds are overrepresented in personal service occupations, compared to individuals from white backgrounds.

Ethnic minority representation in Professional occupations in England has increased from 24% in 2018 to 32.1% and decreased in some other categories such as Elementary occupations.

Figure 11 illustrates the percentage share of individuals from Ethnic Minority backgrounds (Black, Asian and Mixed ethnic groups) and White backgrounds, across Bristol, the South West, and England using 2023 Annual Population Survey (APS) data. Dashes in the figure highlight where data was either unavailable, or where samples were too small to estimate percentage shares.

DEMOGRAPHIC HOUSING SUMMARY



The most deprived wards in Bristol, with younger and more diverse populations, tend to also have a higher proportion of individuals living in overcrowded houses and in social housing. Overcrowding has increased since 2011 from 5.2% to 9.7% in Bristol and Social Rented Tenures have decreased from 20.3% to 18.7%.

Figure 12 outlines key demographic figures across the most deprived wards in Bristol, alongside City of Bristol, South West and England comparator samples. In the figure, ‘Overcrowded Households’ are classified by the proportion of homes with fewer bedrooms than it needs to avoid sharing, based on residents’ age, sex and relationship of household members. ‘Social Rented Tenures’ denotes the percentages of residents renting through a local council, or housing association, and ‘Social Rented by Ethnic Minorities’ denotes the percentage of individuals from Black, Asian, or Mixed ethnic groups renting through a local council or housing association.

Figure 12: Demographic Housing Summary (Source: Census 2021)

OURCITY2030 EVALUATION FRAMEWORK

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PURPOSE OF THE EVALUATION FRAMEWORK

Monitoring and evaluating the impact that the OurCity2030 programme is having on young people, employers, society and policy is essential for identifying what works well and what does not.

Demonstrating the impact that the programme is having is key to help inform stakeholders and allow evidence-based decision making. This Evaluation Framework that has been developed focuses on evaluating the impact of the programme, rather than evaluating the processes that deliver the programme or the overall value-for-money of the programme. It has been designed so that OurCity2030 can monitor general progress and evaluate the impact on participants in a proportionate way, without significant additional capabilities, resources and budget.

THEORY OF CHANGE

The Evaluation Framework design has taken a Theory of Change approach to help structure the evaluation framework.

The HMT Magenta Book defines a Theory of Change (ToC) as displaying an understanding of an intervention and how it is expected to achieve the expected outcomes. This is set out by outlining the assumptions that the intervention is based on and synthesising existing evidence to explain the chain of events that will bring about the change.

The ToC is a crucial step of socioeconomic evaluation design- as it can help to inform the thinking of an intervention before it is fully formed, ensuring the evaluation delivers useful findings and it is of appropriate quality for its intended use.

Key factors when developing a ToC are assessing the strength of evidence about the intervention to help identify key questions that the evaluation design will need to answer.

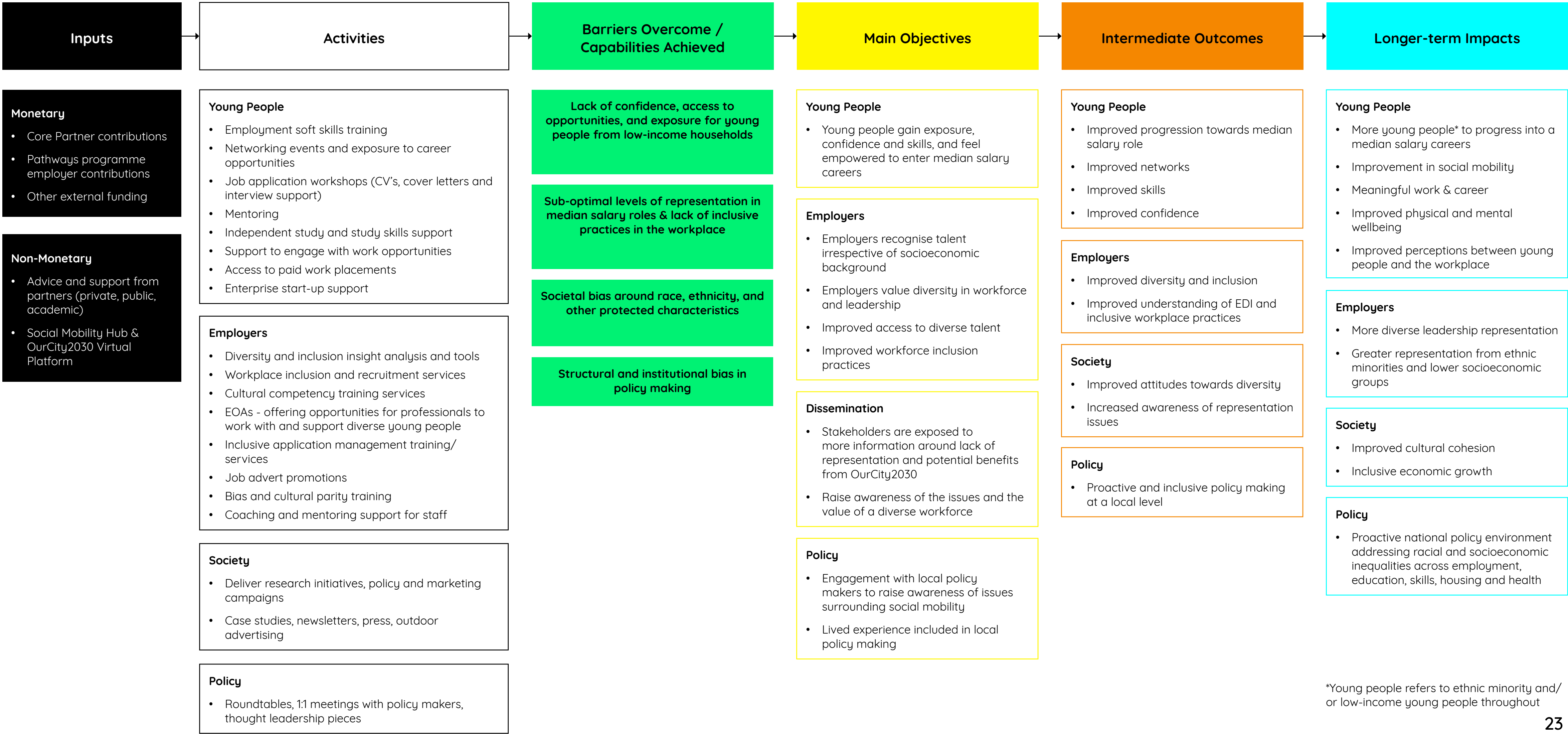
We have decided to use the Department for Environment Food and Rural Affairs (DEFRA) ToC framework because uniquely, a large focus is on the barriers needed to overcome and capabilities achieved – which feels particularly relevant for the barriers OurCity2030 aims to overcome.

This current ToC will support the ongoing programme design and evaluation and we recommend that this is a ‘living document’.

Magenta Book. Available at: [HMT_Magenta_Book.pdf \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/644441/HMT_Magenta_Book.pdf)

DEFRA Theory of Change Toolkit. Available at: [Science Search \(defra.gov.uk\)](https://science.defra.gov.uk/science-search/defra-theory-of-change-toolkit)

OURCITY2030 THEORY OF CHANGE



IMPACT EVALUATION QUESTIONS

The impact evaluation questions were developed across three main impact themes of the programme: young people, employers, and society & policy.

YOUNG PEOPLE

Has there been an improvement in career progression for young people from ethnic minority and lower socioeconomic groups in Bristol (are these in median salary careers/preferred careers/entrepreneurial ventures/further education)?

How has the OurCity2030 programme helped overcome barriers in accessing desired careers or industries?

Have recipients of the OurCity2030 programme gained increased confidence and improved networks? If so, how & why?

Have recipients of the OurCity2030 programme experienced improvements in wellbeing? If so, how & why?

EMPLOYERS

Has there been an improvement in representation from ethnic minority and lower-socioeconomic groups in the workplace (which sectors, which types of roles)?

Do employers have an improved understanding of EDI and inclusive workplace practices?

Do employers have increased appreciation for diversity of thought in the workplace? Has this aided innovation?

SOCIETY & POLICY

Has the OurCity2030 programme impacted the local, regional and national, policy environment around addressing racial and socioeconomic inequalities across employment, education, skills, housing and health? If so, how?

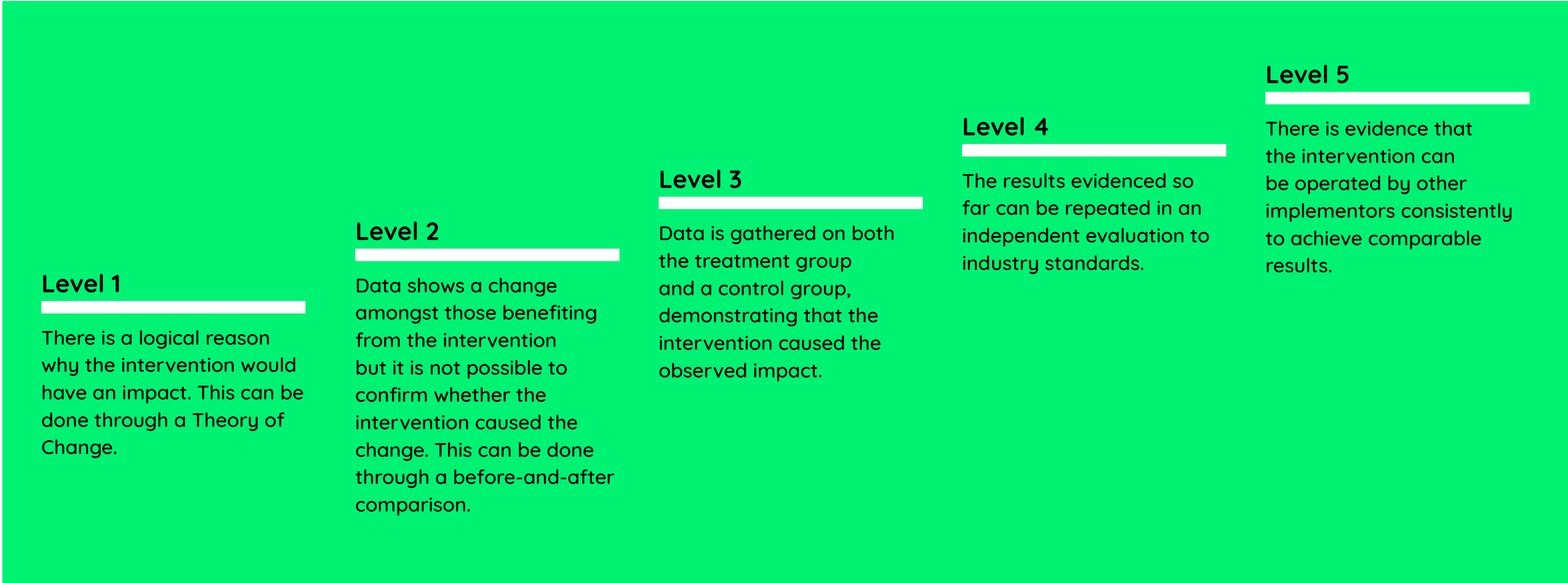
Has the OurCity2030 programme impacted society in terms of community cohesion and economic growth? If so, how?

NESTA STANDARDS OF EVIDENCE

A higher NESTA level represents a higher level of robustness

The NESTA standards of evidence are used to assess the quality of evidence that an intervention achieved an impact. The standards of evidence are on a one-to-five scale as the standard of evidence improves, as illustrated below.

NESTA standards of evidence



Reporting on longitudinal changes collected through participant and employer surveys achieves Level 2. The surveys will be supplemented by publicly-available external indicators which will help to show Bristol and the South West’s overall progress against desired outcomes and impacts. However, changes in these external indicators cannot necessarily be directly linked to the OurCity2030 programme. This level of robustness is appropriate given the nature of the programme, and the capabilities and resources available to conduct an ongoing evaluation.

EVALUATION FRAMEWORK

The OurCity2030 Evaluation Framework – Longer-term Impacts

Theme	Longer-term Impacts (3+ years)	Internal Indicators (Primary Research)		Other Indicators (Primary Research)		External Indicators (Secondary Research for Socioeconomic Data source)	Evaluation Questions
		Data source	NESTA Level	Data source	NESTA Level		
Young People	More ethnic minority, lower socioeconomic status, young people progress into a median salary careers	Participant Survey	2			1) Residents Earnings, median salary split by percentages, across Bristol, WECA, England and UK (Annual Survey of Hours and Earnings 2023) 2) Industry of employment by ethnic group, across South West, England and UK (APS 2023) 3) Unemployment by ethnicity and age, across Bristol, WECA, England and UK (APS 2023)	Has there been an improvement in career progression for young people from ethnic minority and lower socio-economic groups in Bristol (are these in median salary careers/preferred careers/entrepreneurial ventures/further education)?
	Improvement in social mobility	Participant Survey	2			Thriving Places index - Equality summary score (2022) https://www.thrivingplacesindex.org/candidates/E06000023	Has there been an improvement in career progression for young people from ethnic minority and lower socio-economic groups in Bristol (are these in median salary careers/preferred careers/entrepreneurial ventures/further education)? How has the OurCity 2030 programme helped overcome barriers in accessing desired careers or industries?
	Greater feelings of meaningful work and careers	Participant Survey	2			Bristol Quality of Life Survey - % very high life satisfaction (can be split by ward, age, ethnicity, deprivation level)	How has the OurCity 2030 programme helped overcome barriers in accessing desired careers or industries? Have recipients of the OurCity2030 Programme experienced improvements in wellbeing? If so, how & why?
	Improved physical and mental wellbeing	Participant Survey	2			Bristol Quality of Life Survey - % above average mental wellbeing & % in good health (can both be split by ward, age, ethnicity, deprivation level)	Have recipients of the OurCity2030 Programme experienced improvements in wellbeing? If so, how & why?
	Improved perceptions between young people and the workplace	Participant Survey	2				Have recipients of the OurCity2030 Programme gained increased confidence and improved networks? If so, how & why?
Employment	More diverse leadership representation	Employer Survey	2				Has there been an improvement in representation from ethnic minority and lower-socioeconomic groups in the workplace (which sectors and which types of roles? Are these filling any talent gaps/needs)?
	Greater representation from employees from ethnic minorities and lower socio-economic groups	Employer Survey	2			Industry of employment by ethnic group, across South West, England and UK (APS 2023)	Has there been an improvement in representation from ethnic minority and lower-socioeconomic groups in the workplace (which sectors and which types of roles? Are these filling any talent gaps/needs)?
Society	Improved cultural cohesion	Participant and Employer Surveys		2		Bristol Quality of Life Survey- % who feel they belong to their local, regional and national, policy environment around addressing racial and socio-economic inequalities across employment, education, skills, housing and health? If so, how? Has there been an	Has the OurCity2030 programme impacted the local, regional and national, policy environment around addressing racial and socio-economic inequalities across employment, education, skills, housing and health? If so, how? Has there been an

The OurCity2030 Evaluation Framework – Intermediate Outcomes

Theme	Intermediate Outcomes (1-3 years)	Internal Indicators (Primary Research)		Other Indicators (Primary Research)		External Indicators (Secondary Research Data source)	Evaluation Questions
		Data source	NESTA Level	Data source	NESTA Level		
Young People	Improved progression towards median salary role	Participant Survey	2			1) Residents Earnings, median salary split by percentages, across Bristol, WECA, England and UK (Annual Survey of Hours and Earnings 2023) 2) Industry of employment by ethnic group, across South West, England and UK (APS 2023-) 3) Unemployment by ethnicity and age, across Bristol, WECA, England and UK (APS 2023)	Has there been an improvement in career progression for young people from ethnic minority and lower socio-economic groups in Bristol (are these in median salary careers/preferred careers/entrepreneurial ventures/further education)?
	Improved skills	Participant Survey	2				How has the OurCity 2030 programme helped overcome barriers in accessing your desired career or industry?
	Improved confidence	Participant Survey	2				Have recipients of the OurCity2030 Programme gained increased confidence and improved networks? If so, how & why? How has the OurCity 2030 programme helped overcome barriers in accessing your desired career or industry?
	Improved networks	Participant Survey	2			Bristol Quality of Life Survey- % who know where to get information, advice and guidance about employment and training	Have recipients of the OurCity2030 Programme gained increased confidence and improved networks? If so, how & why? How has the OurCity 2030 programme helped overcome barriers in accessing your desired career or industry?
Employment	Improved diversity and inclusion	Employer Survey	2			Industry of employment by ethnic group, across South West, England and UK (APS 2023)	Has there been an improvement in representation from ethnic minority and lower-socioeconomic groups in the workplace (which sectors and which types of roles? Are these filling any talent gaps/needs)?
	Improved understanding of EDI and inclusive workplace practices	Employer Survey	2			-	Do employers have an improved understanding of EDI and inclusive workplace practices? Do employers have increased appreciation for diversity of thought in the workplace? Has this aided innovation?

An excel file with more detail on the survey data needed to be collected and methodological considerations for assessing the impact of the programme has also been produced.

EXTERNAL KEY INDICATORS FOR THE OC2030 EVALUATION FRAMEWORK

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WHAT ARE SOME OF THE KEY INDICATORS FOR THE CITY?

Identifying key indicators from publicly available data sources can help track how the city and region is progressing against the goals of the OurCity2030 programme. Where possible, data sources which are published at least annually (for example, the Annual Population Survey and the Bristol Quality of Life Survey) have been highlighted. These can be supplemented by IMD and Census data updates when available.

Improvements in ethnic minority & lower socioeconomic representation in median salary careers (not available at City region level)

Data: Resident Earnings across Bristol, West of England Mayoral Combined Authority, UK (Annual Survey of Hours and Earnings)

Data: Industry of employment by ethnic group, across South West, UK (Annual Population Survey)

Data: 16-17 NEET proportion by ethnic group by local authority (ONS) (See page 14)

Data: 16-64 Ethnic minority and total unemployment rates (Annual Population Survey) (See page 14)

Greater feelings of meaningful work and careers

Data: Bristol Quality of Life Survey - % very high life satisfaction (can be split by ward, age, ethnicity, deprivation level)

Improved physical and mental wellbeing

Data: Bristol Quality of Life Survey - % of population above average mental wellbeing & % of population in good health (can be split by ward, age, ethnicity, deprivation level)

Greater representation from employees from ethnic minorities and lower socioeconomic groups & Improved diversity and inclusion

Data: Industry of employment by ethnic group, across South West, UK (Annual Population Survey)

Improved cultural cohesion

Data: Bristol Quality of Life Survey - % who feel they belong to their neighbourhood (can be split by ward, age, ethnicity, deprivation level)

Improved networks

Data: Bristol Quality of Life Survey - % who know where to get information, advice and guidance about employment and training (can be split by ward, age, ethnicity, deprivation level)

Improved social mobility & inclusive economic growth

Data: Thriving Places Index – Equality score (Bristol)

IMPROVEMENTS IN ETHNIC MINORITY & LOWER SOCIOECONOMIC REPRESENTATION IN MEDIAN SALARY CAREERS

Item	Bristol	England
Median salary	£35,685	£35,100
Annual Percentage Change - median	4.2%	5.5%
10 percentile	£22,055	£21,000
20 percentile	£25,775	£24,577
30 percentile	£28,383	£27,803
40 percentile	£32,260	£31,200

The median salary in Bristol is higher than the national average. While the median salary in Bristol is higher than the national average, the annual percentage change is lower.

Table 4: Resident Analysis of Earnings of Full-Time workers (Source: Annual Survey of Hours and Earnings (ASHE), 2023)

IMPROVEMENTS IN ETHNIC MINORITY & LOWER SOCIOECONOMIC REPRESENTATION IN MEDIAN SALARY CAREERS

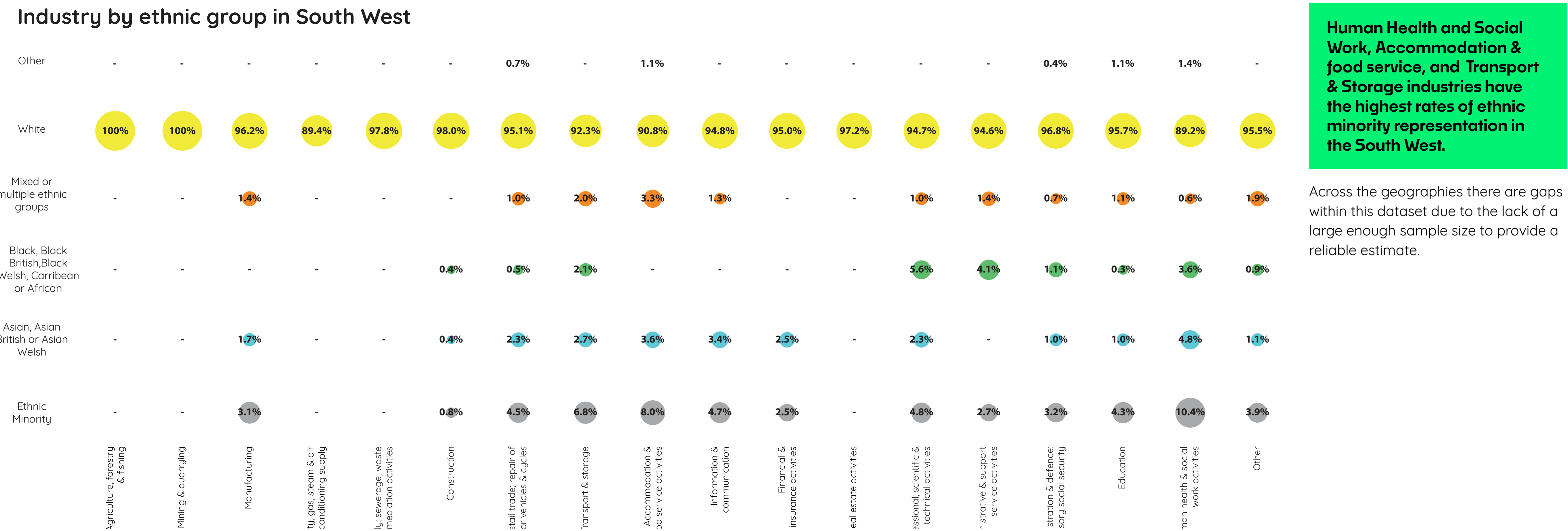


Figure 13: Industry by ethnic group in South West (Source: APS, 2023)

IMPROVEMENTS IN ETHNIC MINORITY & LOWER SOCIOECONOMIC REPRESENTATION IN MEDIAN SALARY CAREERS

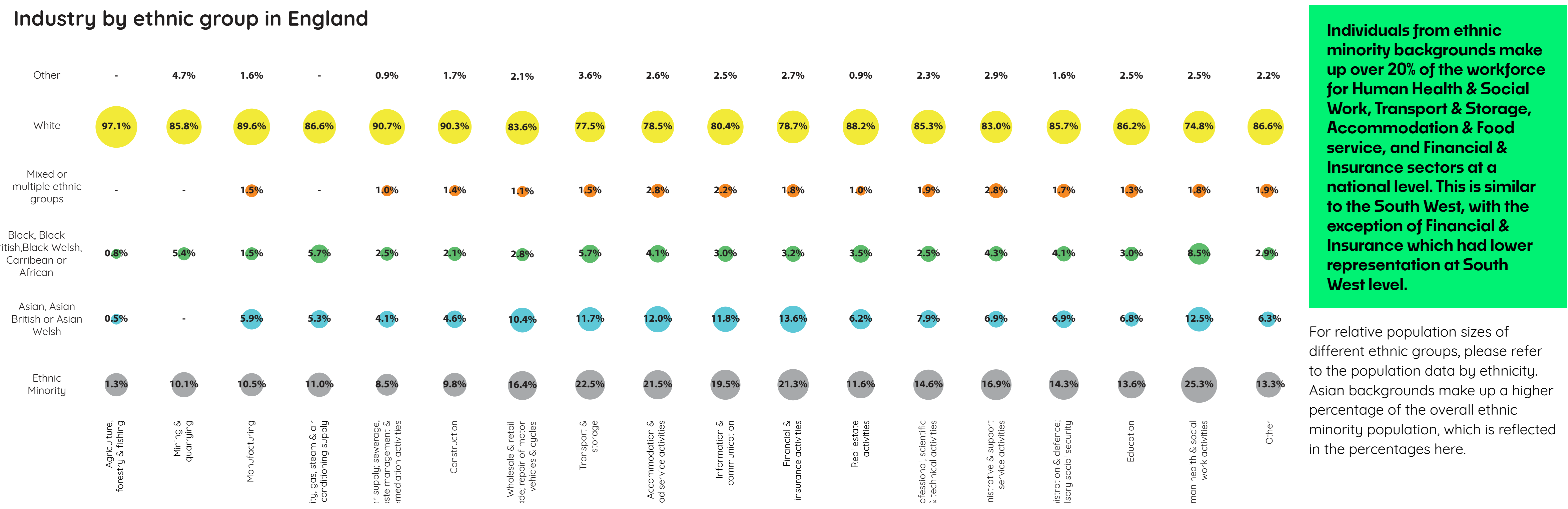


Figure 14: Industry by ethnic group in England (Source: APS, 2023)

GREATER FEELINGS OF MEANINGFUL WORK AND CAREERS

Ward	Very high life satisfaction
Ashley	17.7%
Central	13.6%
Easton	6.6%
Eastville	15.4%
Hillfields	10.4%
Lawrence Hill	14.2%
Lockleaze	13.8%
Bristol City	16.7%

Table 5: Life satisfaction (Source: Bristol Quality of Life Survey, 2023)

Ethnicity	Very high life satisfaction
Black/Black British	11.1%
Asian/ Asian British	11.7%
Mixed/ multiple ethnic groups	7.4%
Black, Asian & Minority Ethnic	11.2%
White minority ethnic	13%
White British	18%

Easton has the lowest proportion of residents with very high life satisfaction of the selected wards and is significantly worse than the Bristol average. Ashley has the highest levels of very high life satisfaction amongst the selected wards and is above the Bristol average. There is a gap between the Bristol average and the ethnic minority population life satisfaction.

The Bristol Quality of Life survey is an annual resident survey collected in Bristol City and is source of performance metrics for numerous local plans and policies. The survey is a randomised sample of the population that provides key indicators including inequality, health, lifestyles, community and living in Bristol.

IMPROVED PHYSICAL AND MENTAL WELLBEING

Ward	Of population above average mental wellbeing
Ashley	12.7%
Central	6.8%
Easton	7.1%
Eastville	13.1%
Hillfields	7.9%
Lawrence Hill	8.9%
Lockleaze	6.6%
Bristol City	8.9%

Ethnicity	Of population above average mental wellbeing
Black/Black British	11.4%
Asian/ Asian British	7.6%
Mixed/ multiple ethnic groups	3.1%
Black, Asian & Minority Ethnic	7.6%
White minority ethnic	10.3%
White British	8.7%

Ashely and Eastville have the highest proportions of residents exhibiting above-average mental wellbeing, and are significantly higher than the city’s average, despite both area’s moderate to high levels of deprivation. People identifying as Black/ Black British also have higher rates of above average mental wellbeing than the Bristol average.

Table 6: Mental Wellbeing (Source: Bristol Quality of Life Survey, 2023)

IMPROVED PHYSICAL AND MENTAL WELLBEING

Ward	Of population in good health
Ashley	89.1%
Central	75.9%
Easton	79.5%
Eastville	82.3%
Hillfields	82.4%
Lawrence Hill	82.7%
Lockleaze	81.5%
Bristol City	83.6%

Table 7: Population in good health (Source: Bristol Quality of Life Survey, 2023)

Ethnicity	Of population in good health
Black/Black British	72.2%
Asian/ Asian British	86.8%
Mixed/ multiple ethnic groups	74.5%
Black, Asian & Minority Ethnic	80.5%
White minority ethnic	83.8%
White British	85.9%

The Central Ward reports the lowest percentage of the population in good health, with higher good health reported in Ashley. The selected wards show a majority of people as reporting in good health. Minority ethnic residents, with the exception of Asian / Asian British residents, report having lower rates of good health than the city average.

IMPROVED CULTURAL COHESION

Ward	Of population in good health
Ashley	89.1%
Central	75.9%
Easton	79.5%
Eastville	82.3%
Hillfields	82.4%
Lawrence Hill	82.7%
Lockleaze	81.5%
Bristol City	83.6%

Table 8: Population who feel they belong to their neighbourhood
(Source: Bristol Quality of Life Survey, 2023)

Ethnicity	Of population in good health
Black/Black British	72.2%
Asian/ Asian British	86.8%
Mixed/ multiple ethnic groups	74.5%
Black, Asian & Minority Ethnic	80.5%
White minority ethnic	83.8%
White British	85.9%

The Central Ward reports the lowest percentage of the population in good health, with higher good health reported in Ashley. The selected wards show a majority of people as reporting in good health. Minority ethnic residents, with the exception of Asian / Asian British residents, report having lower rates of good health than the city average.

IMPROVED NETWORKS

Ward	Who know where to get information, advice and guidance about employment and training
Ashley	75.6%
Central	54.2%
Easton	63.3%
Eastville	58.7%
Hillfields	58.7%
Lawrence Hill	61.3%
Lockleaze	65.2%
Bristol City	63.4%

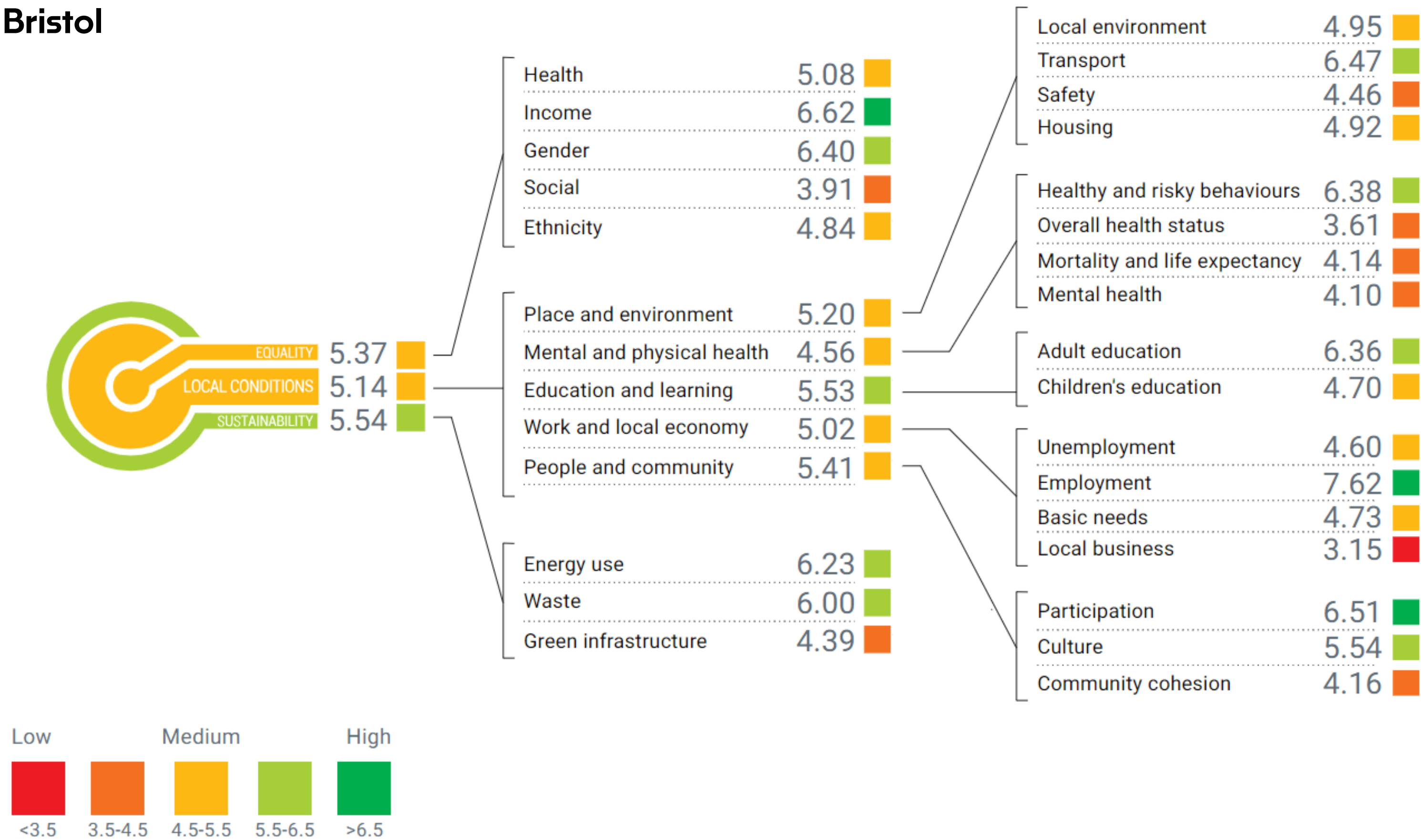
Table 9: Population who know where to get information, advice and guidance about employment and training (Source: Bristol Quality of Life Survey, 2023)

Ethnicity	Who know where to get information, advice and guidance about employment and training
Black/Black British	66.8%
Asian/ Asian British	54.7%
Mixed/ multiple ethnic groups	63.5%
Black, Asian & Minority Ethnic	59.9%
White minority ethnic	57.9%
White British	65%

Ashley significantly surpasses the city average by over 10% around employment and training knowledge. Central, Hillfields, and Eastville are lower than the Bristol average and the other selected wards. Residents of Asian/Asian British backgrounds report lower rates of knowledge of where to get information, advice and guidance about employment and training.

IMPROVED SOCIAL MOBILITY & INCLUSIVE ECONOMIC GROWTH

Bristol



Bristol's Equality and Local Conditions are at a medium level, while Sustainability is rated as high. Specifically, social equality indicators are low, ethnicity equality is medium, and work and local economy indicators are also medium. These findings suggest that social mobility and inclusive economic growth in Bristol are progressing at an average rate.

The Thriving Places Index assesses local conditions for wellbeing and evaluates whether these conditions are delivered equitably and sustainably. It comprises three headline elements: Local Conditions, Equalities, and Sustainability, aimed at offering a clear narrative and shared goals.

Figure 15: Centre for Thriving Places Index (Source: Centre for Thriving Places)

KEY DATA CONSIDERATIONS

ANNUAL POPULATION SURVEY (APS)

The APS is a household sample survey designed to provide estimates of population characteristics rather than exact measures. It utilizes data from the Labour Force Survey and is instrumental in monitoring estimates between censuses for various policy purposes, offering valuable local area information for labour market estimates. However, in some instances at the local level, estimates and confidence intervals are unavailable due to either a zero or disclosive group sample size. Additionally, data may be unreliable when the group sample size is small. To address missing figures in the dataset, the ‘nearest neighbour’ method is employed for imputation.

CENSUS DATA

The census is conducted every 10 years, providing a comprehensive overview of the population and households in England and Wales. Governed by the Census Act 1920, participation in the census and the provision of accurate information is mandatory for all residents. Compared to surveys based on population samples, the census offers less margin for error since it encompasses the entire population. The UK Statistics Authority has designated Census 2021 outputs as National Statistics, ensuring that these statistics are of the utmost quality and value to users.

ANNUAL SURVEY OF HOURS AND EARNINGS (ASHE)

The ASHE, carried out in April each year, is the most comprehensive source of information on the structure and distribution of earnings in the UK. It includes information about levels, distribution and make-up of earnings and hours worked for employees in different occupations, industries, ages and regions. The ASHE tables contain estimates of earnings for employees by sex and full-time or part-time status.

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CITY **30**