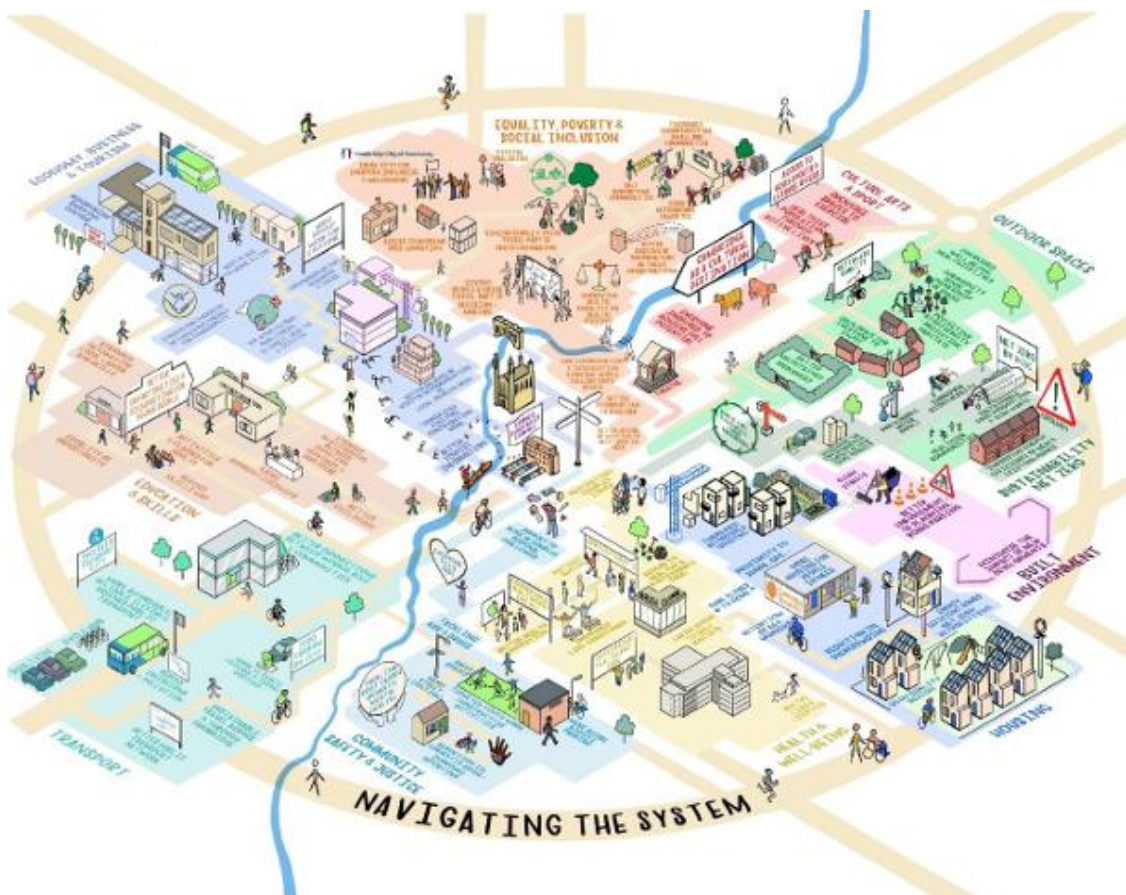


# State of the City

## Cambridge City Portrait



**2025 Update**

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## Executive Summary

The overall picture reflected in this update suggests Cambridge is following broadly the same path as the first report in 2023, and the 2024 update report. In short:

- Cambridge has a high growth, highly productive, knowledge-intensive economy with a high-skilled, highly educated workforce.
- Most of its residents enjoy a high quality of life, with good health, good housing, good employment and good incomes.
- Progress on several environmental indicators has continued, including reduced energy consumption, continued carbon reduction, improved air pollution levels and take-up of sustainable transport (including electric vehicles, cycling and walking).
- Cambridge remains one of the least affordable cities to live in the country, but the data suggests that affordable housing delivery has increased, and housing affordability (based on average housing prices and rental prices relative to average pay) has improved since last year.
- While Cambridge is prosperous, not everyone in the city enjoys the benefits. Some households experience low pay, food and fuel poverty, and there are pockets of child poverty, but levels of poverty and low income tend to be lower in Cambridge than the national average. However, there remain noticeable inequalities in health and educational outcomes and the gender pay gap and disability employment rates have both worsened.

Many of the changes to the data reflect wider national trends. Where appropriate datasets from the recently published [English Indices of Deprivation](#) (2025) have been included to provide broader context. This important national data release is used by government departments and other organisations to support funding allocations and develop policy initiatives.

Cambridge's score on the Indices of Multiple Deprivation, a composite of several deprivation measures, places it in the top 20% least deprived of nearly 300 local authority areas in England. When this data was last released in 2019, Cambridge was in the top 40% least deprived. This indicates that relative deprivation in Cambridge compared to other local authority area has decreased.

## Introduction

The first [State of the City report](#), published in July 2023, illustrated key trends in social, environmental and economic data about Cambridge, using the most meaningful, nationally comparable data available at the time. The report sought to capture a wide range of metrics to help identify the characteristics of Cambridge as a place and was intended to provide a shared evidence base for data informed discussions about key trends in the city. The report was structured into six lenses which speak to three distinct areas, as follows:

- Environment
  - Environment and Sustainability
  - Wildlife & Nature
- Society
  - Wellbeing & Prosperity
  - Social Equity
- Economy
  - Business & Enterprise
  - Workforce & Jobs

A first [update report](#) on the metrics included in the State of the City report was published in 2024, which presented updated data (where this was available) and highlighted changes since the original report. This 2025 update provides the most recent data for the same metrics where possible, and for adaptations when necessary (as outlined below). There is a continuing intention to maintain a locally focused dataset, the timing of a more comprehensive refresh will take into consideration both the developing work on local government reorganisation and the proposed Local Outcomes Framework in development by central government.

## Data Limitations

In any time series, the Cambridge averages will look more variable than national averages. This is because the sample size in Cambridge is much smaller than that of the national averages; and with smaller sample sizes, the more the measure will vary over time. You will see this multiple times throughout this report. For example, the Cambridge data for educational attainment, the gender pay gap, disability employment rate, housing delivery, self-reported well-being and GVA growth fluctuates significantly from year to year.

The data used in this report was collected in September 2025, however most of the latest data presented in it relates to 2023 or 2024, as there is a time lag in the publication of national data used for many of the State of the City metrics. The update provides a brief narrative commentary on the data sets that have seen the most noticeable change.

One key point that tracks through much of the data for Cambridge is the very high percentage of students living in the city. This is an important statistic for the city and reflects the presence of two universities as well as other educational institutions. However, it makes it more difficult to make direct

comparisons with other locations, or with national averages. Their presence impacts on the interpretation of both demographic and economic data, both whilst they are students, and through their retention and employment in the city after their university education. We are exploring options for future iterations of this report to address this challenge.

## Adaptations in this report

This report relies on a wide range of independent sources of information. In the time since the original report, some sources have stopped collecting the original information, or not in the same way, or not since the latest update. Every effort has been made to keep the continuity of the data, but some adaptations have been made.

Where information has not yet been updated (e.g. Census data), or datasets have been discontinued, the latest value for these measures are provided in appendix 1 of this report: Non-updated Measures.

If the source has altered its presentation of the measure, but the data still closely follows the same trend, it has been replaced. In those circumstances the numbers will differ to earlier reports but still present the same information.

## Note on the English Indices of Deprivation 2025

The English Indices of Deprivation (IoD25) measure relative levels of deprivation in 33,755 small areas or neighbourhoods, called Lower-layer Super Output Areas (LSOAs), in England. The IoD25 consists of seven standalone indexes which are combined to form the Index of Multiple Deprivation 2025 (IMD25), which is the official measure of deprivation in England.

The seven standalone indexes and their weighting in the IMD25 are:

- Income – measures the proportion of the population experiencing deprivation relating to low income (22.5%)
- Employment – measures the proportion of working age population involuntarily excluded from the labour market (22.5%)
- Education – measures the lack of attainment & skills in the local population (13.5%)
- Health – measures the risk of premature death & impairment of life quality through poor physical/mental health (13.5%)
- Crime – measure the risk of personal & material victimisation at a local level (9.3%)
- Barriers to Housing and Services – measures the physical & financial accessibility of housing & local services (9.3%)
- Living environment – measures the quality of both the ‘indoor’ and ‘outdoor’ local environment (9.3%)

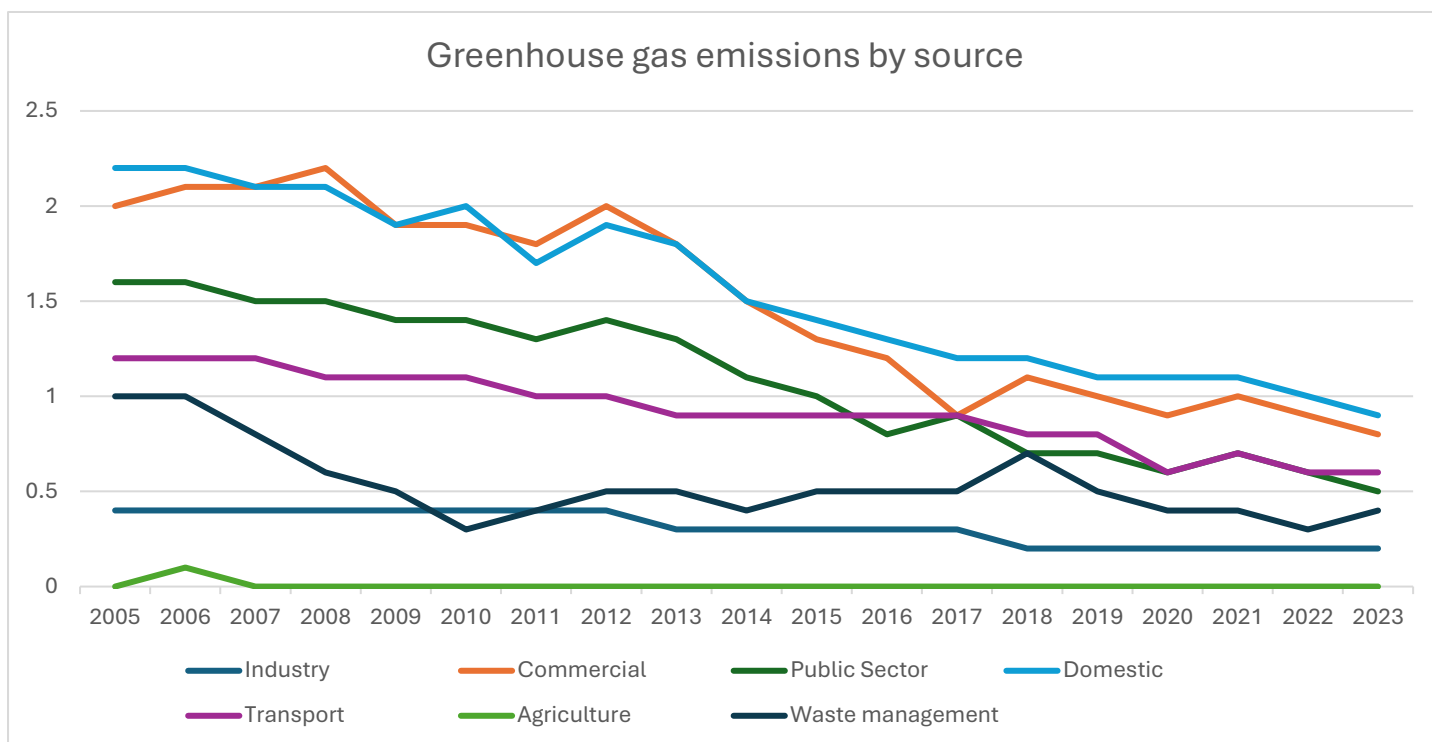
You can find out more about IoD25 at [English indices of deprivation 2025: statistical release - GOV.UK](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2025)

# Environment

## Environment & Sustainability

This lens reflects the environmental conditions of Cambridge, including the wider environmental impacts and sustainability of the city, particularly in terms of progress towards ‘net zero’. It considers emissions, climate change, sustainable transport and energy efficiency.

Cambridge continues to make faster progress towards ‘net zero’ than national and city benchmarks, despite economic, housing and population growth:



**Greenhouse gas emissions per resident** reduced from 3.7 tonnes of CO2 equivalent (tCO2e) in 2022 to 3.5 tCO2e in 2023, which was significantly lower than the national average of 4.8 tCO2e and the national city average of 4.2 tCO2e.

Domestic (0.9 tCO2e per resident), commercial (0.8) and transport (0.6) sources continue to be the main contributors to greenhouse gas emissions in Cambridge. All sources of greenhouse gases have seen a 0.1 tCO2e reduction from 2022 to 2023, except for waste management which increased by 0.1 tCO2e.

Usage of sustainable transport options is high in Cambridge and has increased year-on-year:

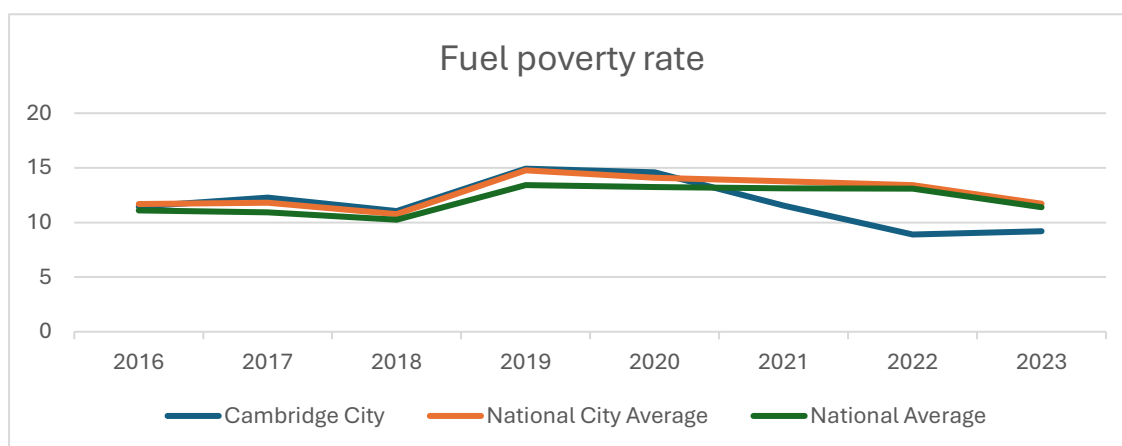
Numbers of **licensed electric vehicles** continued to increase in Cambridge, rising from 4.2% of all vehicles in the city in 2023 to 5.2% in 2024. This was just above the national average (5%) and significantly higher than the national city average (2.4%).

The proportion of adult residents using **active travel (cycling or walking)** 3 or more times per week increased from 65.6% in 2023 to 70.0% in 2023. This is far higher than the national average (46.4%) and the national city average (44.7%).

The picture is more mixed in relation to home energy consumption and efficiency:

**Energy consumption** per 1,000 residents fell very slightly to 1.3 ktoe in 2021 in Cambridge, which was lower than the national (1.7ktoe) and national city averages (1.5 ktoe)

The percentage of all Energy Performance Certificate (EPC) registrations that were rated C or above fell again by 0.7% to 66.6% in Cambridge in 2024. However, this was higher than the national average (62.6%).



Following a significant reduction from the peak in 2019 and 2020 when global and national energy prices were at their highest, the percentage of households experiencing **fuel poverty** in Cambridge has increased from 8.9% in 2022 to 9.2% in 2023. However, the fuel poverty rate in Cambridge remained below the national average (11.4%) and national city average (11.7%) in 2023,

The number of **poor air quality days** in Cambridge reduced from 18 in 2023 to 12 in 2024. **Air pollution levels** and **air pollution mortality rates** both improved in Cambridge from 2022 to 2023, but both measures were still above the national average and national city averages in 2023.



## Updated Data points for Environment and Sustainability

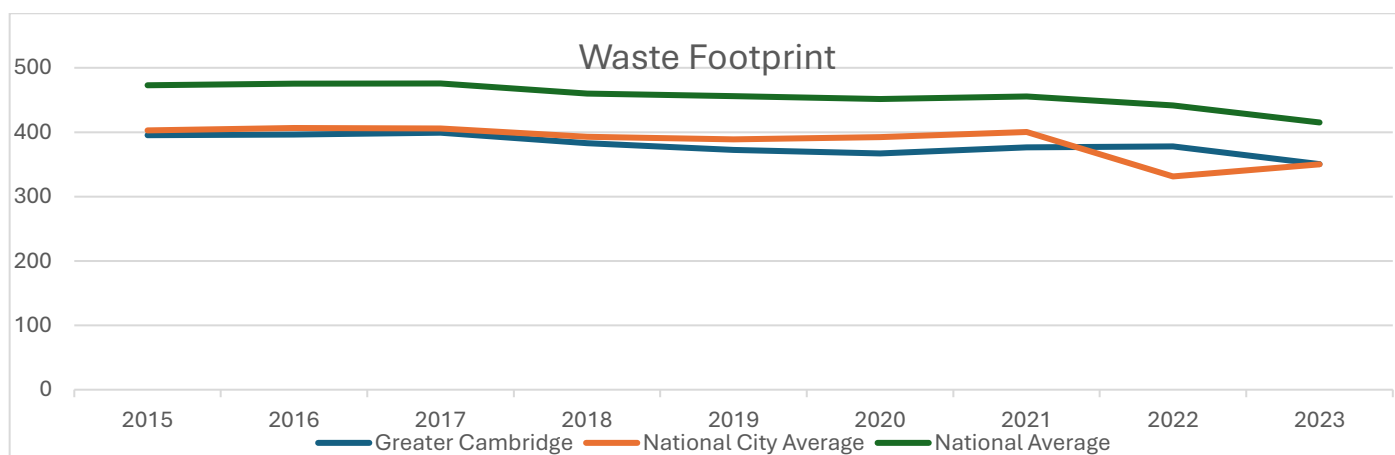
	Measure	Date of most recent measure								
Water levels	Average annual level	2024	Typical high	0.74	Rest of year average	0.70	Summer average	0.68	Typical low	0.64
Green house emissions by source	tCO2e per resident	2023	Industry	0.2	Commercial	0.8	Public Sector	0.5	Domestic	0.9
			Transport	0.6	Agriculture	0	Waste Management	0.4		
Indicator	Measure Units	Date of most recent measure	Change from previous Measure		Cambridge City		National City Av.		National Average	
Licensed EVs	% of all licensed vehicles	2024	1%		5.2%		2.4%		5%	
Residents using active travel	% of adult residents (3 times per week)	2023	4.4%		70%		44.7%		46.4%	
EPC registrations C+	% of domestic and non-domestic registrations	2024	-0.7%		66.6%				62.6%	
Energy consumption	Per 1,000 residents (ktoe)	2021	-0.04		1.3		1.50		1.7	
Fuel poverty rate	% of Households	2023	0.3%		9.2%		11.7%		11.4%	
Air pollution (PM2.5 concentrations)	Average annual population-weighted concentrations (ugm-3)	2023	-1		7.4		6.8		6.9	
Air pollution mortality	% of mortality	2023	-0.7%		5.6%		5.2%		5.2%	
Greenhouse gas emissions	tCO2e per resident	2023	-0.2		3.5		4.18		4.8	
Greenhouse gas emissions intensity	ktCO2e per £ million real terms GVA, 2019 prices	2023	-0.01		0.05				0.19	
Poor air quality days	Total days	2024	-6		12					



## Wildlife & Nature

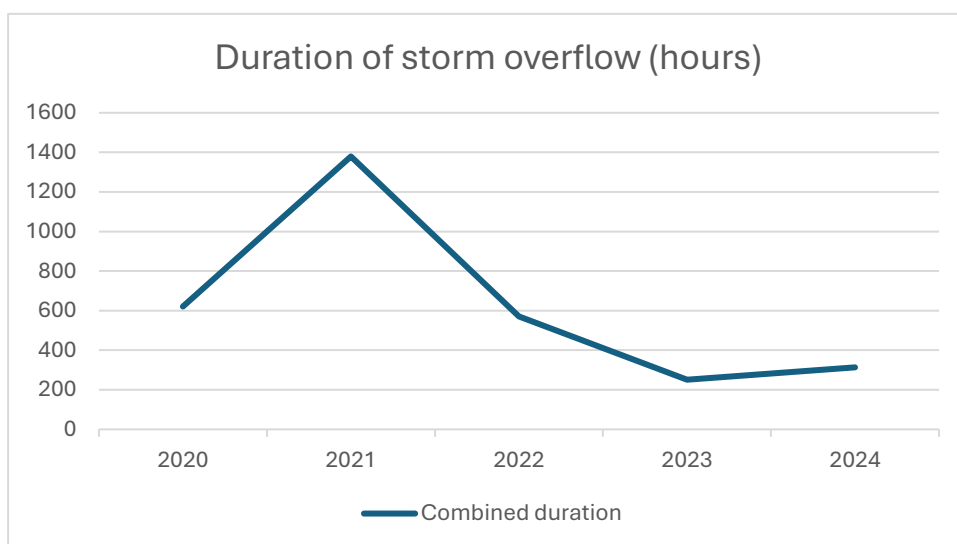
The focus here is on the experience of wildlife and nature in Cambridge, and the ecological conditions and biodiversity of the city. This section of the update report presents data on water pollution, waste, recycling and noise complaints. The original State of the City report also included data on tree canopy coverage, land managed for biodiversity and greenspace, but updated data was not available for these measures.

The amount of **waste** collected in Greater Cambridge (including Cambridge City and South Cambridgeshire districts) increased from 328.9 tonnes per 1,000 residents in 2022 to 341.3 tonnes in 2023. However, this was below the national city average (350.0 tonnes) and the national average (415.1 tonnes).



47.3% of all waste was recycled in Greater Cambridge in 2023, which was 1.9% below the **recycling rate** for the previous year. The recycling rate in Greater Cambridge remained higher than the national city average (39.4%) and the national average (41.1%).

There has been a 60% reduction in **noise complaints** per 1000 residents in Cambridge from 10.1 per 1,000 residents in 2021 to 4.2 per 1,000 residents in 2023. This is consistent with a drop in the national average and also brings the level of noise complaints in Cambridge more in line with the national city average (4.8).



In relation to **water pollution**, the total hours of ‘storm overflows’ (discharges of sewage) into Cam Valley Chalk Streams in Cambridge increased from 215 hours in 2023 to 314 hours in total in 2024, but they remained below the peak of 1,379 hours in 2021.

### Updated data points for Wildlife and Nature

Indicator	Measure Units	Date	Change from previous	Measures and Comparisons					
<b>Waste footprint</b>	Collected waste per 1,000 residents (tonnes)	2023	12.4	Greater Cambridge	341.3	National City Average	350	National Average	415.1
<b>Waste recycling rate</b>	% of local authority collected waste recycled	2023	-1.9%	Greater Cambridge	47.3%	National City Average	39.4%	National Average	41.1%
<b>Noise complaints</b>	Per 1,000 residents	2023	-5.9	Cambridge City	4.2	National City Average	4.8	National Average	5.9
<b>Water pollution (storm overflows)</b>	Duration of discharged storm overflows (hours)	2024	63	Combined duration	314				

# Society

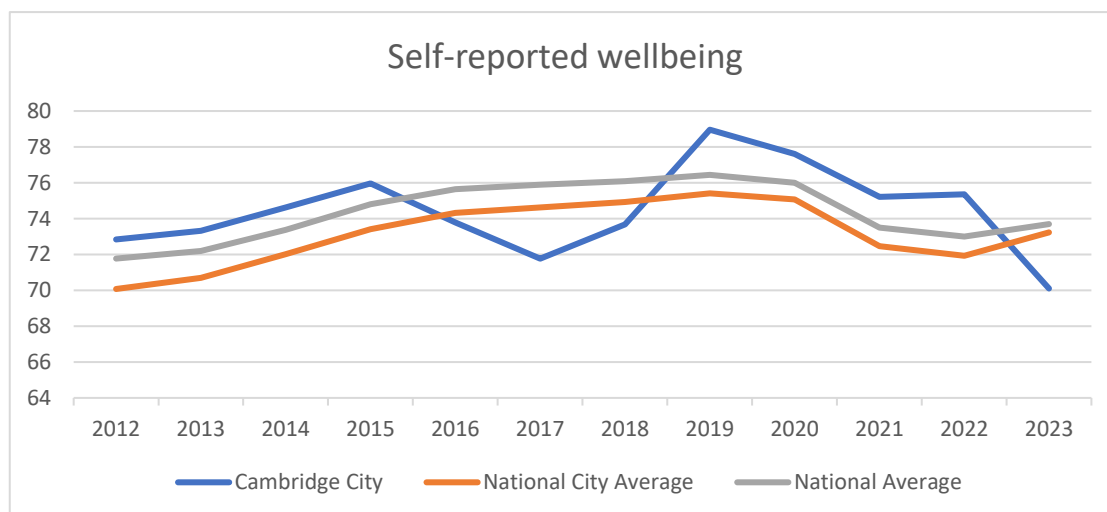
## Wellbeing & prosperity

This section focuses on the wellbeing, prosperity and inclusiveness of Cambridge and its communities. Topics considered include cost of living and financial security, workforce participation, community wellbeing and quality of life, deprivation and poverty, housing and homelessness, housing costs and affordability, and crime and public safety.

On average Cambridge residents continue to enjoy relatively high **disposable household incomes**. Gross disposable household income per resident increased by £539 from £23,315 in 2021 to £23,855 in 2022. This was higher than the national average of £23,338 in 2022.

However, some residents in Cambridge have much lower disposable incomes, as shown by:

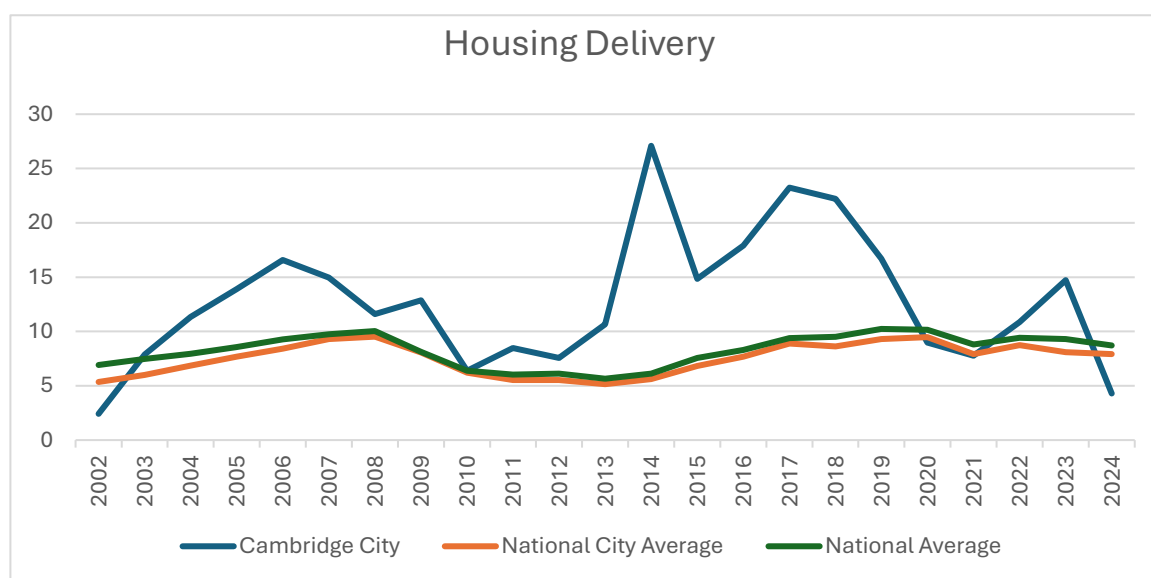
- a continuing increase in the use of **food banks** in the city. In 2025, each foodbank in the city distributed an average of 2,221 food parcels, which was 118 parcels more than in 2024 and was higher than the national city average (2,167 parcels).
- an increase in the **child poverty rate** in the city, from 13% in 2023 to 13.5% in 2024. This was significantly below the national rate (21.8%) and the national city rate (22.4%) for child poverty in 2024.



Levels of well-being dropped by more than 5% from 75.4% in 2022 to 70.1% in 2023, which was below both the national city average and the national average. This continued a downward trend since a peak of 80.0% in 2019.

Housing affordability in Cambridge has improved slightly in 2024, but Cambridge remains one of the least affordable places for buying a home in the country:

- **Housing affordability** - the median house price in Cambridge was 11.3 times median pay in 2024. This ratio reduced by 0.6 compared to 2023, but it remained significantly higher than the national average ratio (7.7) in 2024.
- **Housing affordability for lower earners** - the lower quartile housing price in Cambridge was 12 times lower quartile pay in 2024. While this ratio also reduced by 0.5 compared to 2023, it was also significantly higher than the national average ratio (6.8) in 2024
- **Private rental affordability** - the monthly median rental price as a proportion of median pay improved by 3.5% from 41.8% in 2022 to 38.3% in 2023. However, this was above the national city average (35.4%) and the national average (29.9%) in 2023.



- The number of **homes delivered** per 1,000 existing homes reduced from 14.7 in 2023 to 4.3 in 2024, which was below the national city average (7.9) and the national average (8.7) for 2024. This was the first time that local housing delivery rates were below national averages since 2021.
- Despite the reduction in overall housing delivery rates, the number of **affordable homes delivered** per 10,000 residents increased from 147.3 in 2023 to 174.1 in 2024, which was the highest level since 2019.

Crime rates have fluctuated in Cambridge:

- After increasing from 97.2 crimes per 1,000 residents in 2022 to 103.0 in 2023, the **total recorded crime rate** fell to 100.3 in 2024.
- The two most common categories of offence in 2024 were **theft offences** (47.7 per 1,000 residents) and **violence against the person** (27.4 per 1,000 residents). These rates were similar to the rates in 2023.
- **Re-offending rates** reduced slightly in Cambridge from 33.2% of offenders in 2022 to 32.7% in 2023, but this continues to be higher than the national average rate (26.2%).

## Updated data points for Wellbeing & Prosperity

Indicator	measure	Date of most recent measure	Change from previous Measure	Cambridge City	National City Average	National Average
Food bank use	Food parcels distributed per food bank	2025	118.3	2221	2167	1692
Gross disposable household income	Per resident, real terms (£, 2020 prices)	2022	539.1	23855		23338
Economic activity rate	% working age residents	2024	-7.7%	73.4%	77.2%	78.8%
Employment rate	% working age residents	2024	-4.6%	71.5%	74.8%	75.7%
Self-reported wellbeing	% adult residents reporting high life satisfaction, worthwhileness and happiness, and low anxiety (2-year average)	2023	-5.3	70.1%	73.2%	73.7%
Child poverty	% child residents	2024	0.5	13.5%	22.4%	21.8%
Housing delivery	Delivery per 1,000 existing dwellings	2024	-10.4	4.3	7.9	8.7
Affordable housing delivery	Delivery per 10,000 residents	2024	26.8	174.1		
Housing affordability	Annual median house price - pay ratio	2024	-0.6	11.3		7.7
Housing affordability (low earners)	Annual Lower Quartile house price to pay ratio (low earners)	2024	-0.5	12.05		6.77
Private rental affordability	Monthly median rental price as a proportion of median pay (%)	2023	-3.5%	38.3%	35.4%	29.9%

## Housing by Tenure 2023

Owned outright	14,200	Private rent	18,300
Owned with a mortgage or loan	12,300	Social rent	12,900

## Crime Re-offending Rate 2024

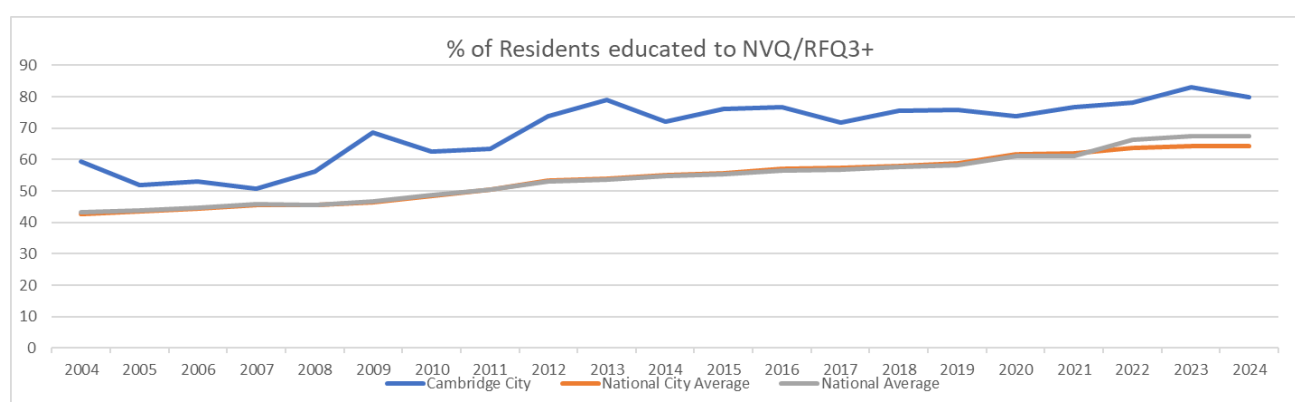
% of offenders re-offending	Cambridge City	32.7%	National average	26.2%	
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## Crime Rate by Offence grouping: Police recorded offences per 1000 residents 2024

Criminal damage and arson	8.2	Drug, weapon, public order and other offences	12.9	Robbery	1.4
Sexual offences	2.6	Theft offences	47.7	Violence against the person	27.5

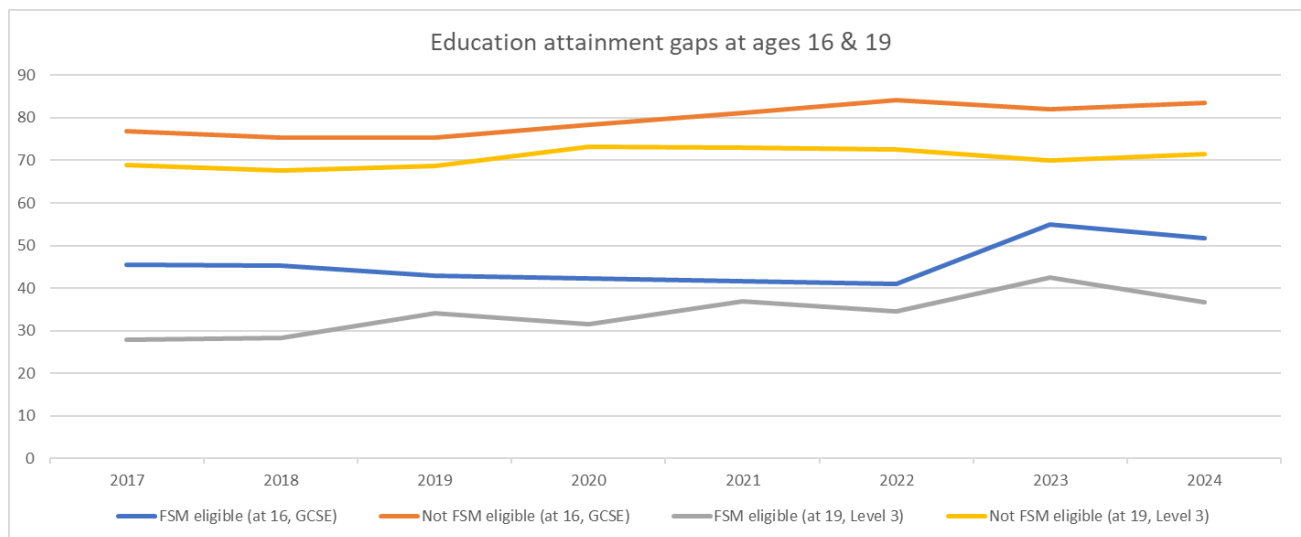
## Social Equity

The social equity lens seeks to understand the experience of residents and different social groups in Cambridge, and associated inequalities and barriers. It considers the size, growth and diversity of the city population, looking at income and employment gaps, barriers to equality, educational attainment, health outcomes, and crime.

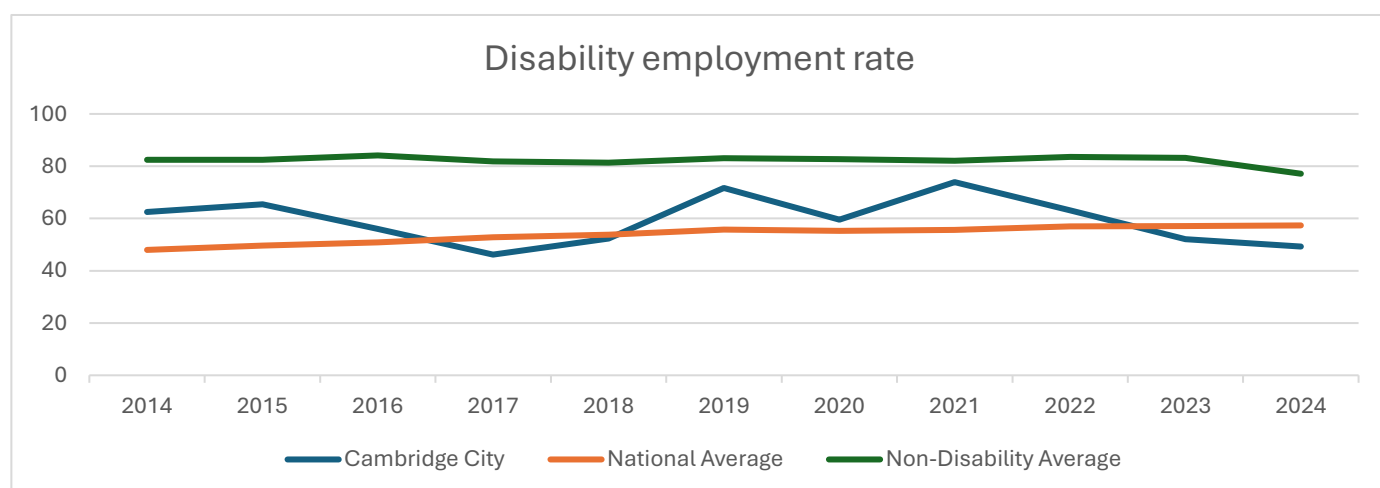


Overall, the Cambridge population continues to have a high level of educational attainment, which contributes to the high skills levels in the city's workforce. The proportion of working age residents educated to **NVQ Level 3** or above reduced from 82.9% in 2023 to 79.7% in 2024. However, this remained significantly above the national average (64.3%) and the national city average (67.3%).

It should be noted that Nomis replaced NVQ3+ data in 2022 with RQF3+ data. These datasets are comparable and both relate to A level or equivalent qualifications (or higher).



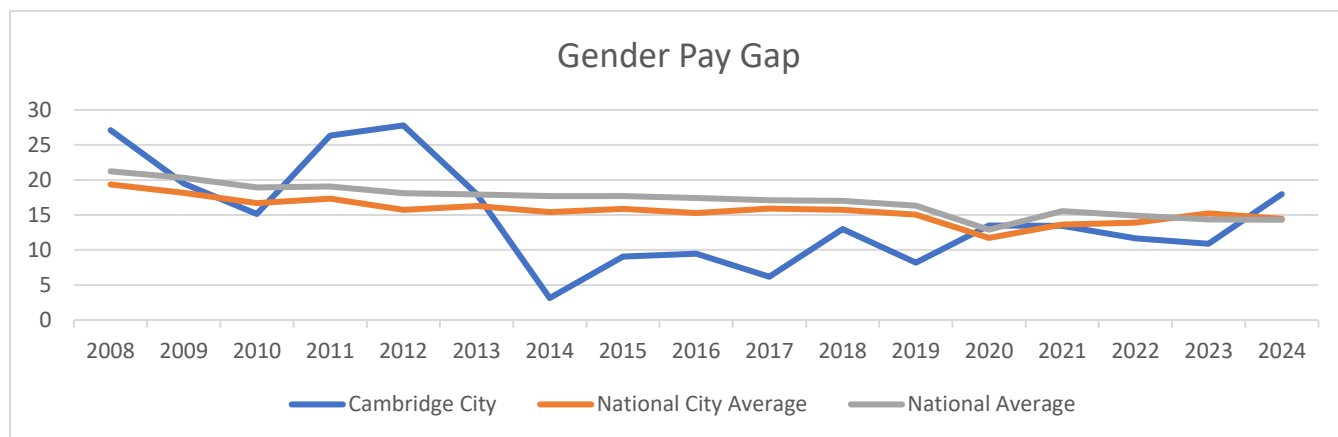
There continues to be significant inequality in **educational attainment** between pupils who are eligible for Free School Meals (FSM) and those who are not. At GCSE level (achievement of grades 4 or above in English and Maths) the attainment gap between these groups was 31.7% in 2024. Amongst 19-year-olds achieving Level 3 qualifications, the gap was 34.9% in 2024.



Barriers to income and employment in the city have increased for some people with protected characteristics under the Equality Act 2010:

The **disability employment rate** reduced from 73% in 2021, to 49% in 2024. This is below the national city average of 55.7% and the national average of 57.3% in 2024.



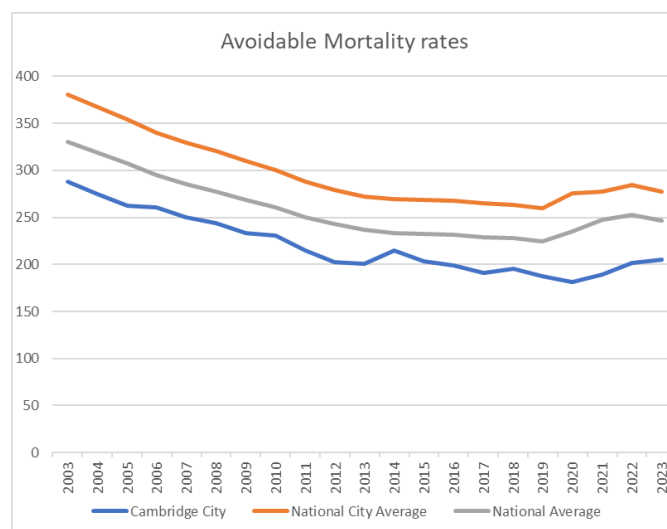


The **gender pay gap** has increased from 11% in 2023 to 18% in 2024, due to a drop in median female pay, and an increase in median male pay. This was significantly above the national city average (14.4%) and the national average (14.3%).

This coincides with a significant increase of 5,400 males employed in the banking finance and insurance sector between 2023 and 2024 and a reduction of 2,100 female employees in the sector over the same time period.

Residents continue to be generally healthier than in other places:

- **Life expectancy** at birth for both females (84.0) and males (80.2 years) reduced slightly between 2022 and 2023 but remained above the national average (83.1 years for females and 79 years for males).
- The **avoidable mortality rate** per 100,000 residents increased slightly in Cambridge to 205.4 in 2023, but this remained significantly below the national average (246.4) and the national city average (277.8)
- **Physical activity rates** increased in Cambridge by 3.7% to 80.3% in 2024, which was significantly higher than the national rate (67.4%).



However, there continues to be inequality in health outcomes in the city, with female (10.3 years) and male (9.5 years) residents in the most deprived ward in Cambridge living less long on average than in the least deprived ward in the city. The **gap in life expectancy** for females in Cambridge is above the national average (8.3), but the gap for males is lower in Cambridge than the national average (10.5).

## Updated Data Points for Social Equity

Indicator	Measure	Date of Most recent measure	Change from previous measure	Cambridge City	National City Average	National Average
<b>Disability employment rate</b>	% working age residents with a long-term health problem or disability	2024	-2.76%	49.2%	55.7%	57.3%
<b>Residents educated to NVQ3+</b>	% working age residents	2024	-3.19%	79.7%	64.3%	67.3%
<b>Life expectancy at birth (females)</b>	Years (3 yr average)	2023	-0.2	84		83.1
<b>Life expectancy at birth (males)</b>	Years (3 yr average)	2023	-0.6	80.2		79
<b>Life expectancy inequality (females)</b>	Years difference at birth (2 yr average)	2023	0.5	10.3		8.3
<b>Life expectancy inequality (males)</b>	Years difference at birth (2 yr average)	2023		9.5		10.5
<b>Avoidable mortality rate</b>	Age-standardised, per 100,000 residents, 3 yr average	2023	4	205.4	277.8	246.4
<b>Physical activity rates</b>	% residents (aged 19+)	2024	+3.7%	80.3%		67.4%
<b>Gender pay gap</b>	% difference, full time pay	2024	+7.1%	18%	14.4%	14.3%
<b>Educational attainment gap at 16</b>	% achieving grade 4 or above in English and Maths at GCSE at 16	2024	FSM eligible	51.8%	Non FSM eligible	83.5%
<b>Educational attainment gap at 19</b>	% achieving a level 3 qualification at 19	2024	FSM eligible	36.7%	Non FSM eligible	71.6%

## Comparison with the English Indices of Deprivation 2025

There are two indices of deprivation that are particularly relevant here:

- Health – which is comprised of the following indicators: years of potential life lost; comparative illness and disability ratio; acute morbidity; and mental health
- Education

Cambridge is ranked in the 9<sup>th</sup> percentile for the health and disability domain. This means it is significantly less deprived in this domain than the national average, but that the city is more deprived in the health and disability domain than the other domains that feed into the city's overall IMD rating.

There is considerable inequality within the city in the health and disability domain. In Cambridge, four LSOA's (in Newnham, West Chesterton and Queen Edith's) are in the least deprived 1% nationally. However, Cambridge also has one LSOA (in King's Hedges) that is in the most deprived 10% nationally and a further two (in King's Hedges and Abbey) that are in the 20% most deprived.

The Acute Morbidity Indicator represents the amount of emergency hospital admissions originating from the LSOA from 2021/22 to 2022/23. Overall, Cambridge ranks in the 7<sup>th</sup> decile here. There are five LSOAs that are in the lowest 1<sup>st</sup> decile, indicating an emergency medical incident rate higher than 90% of English LSOAs. Three of these are in King's Hedges, while one is in East Chesterton and one in Abbey.

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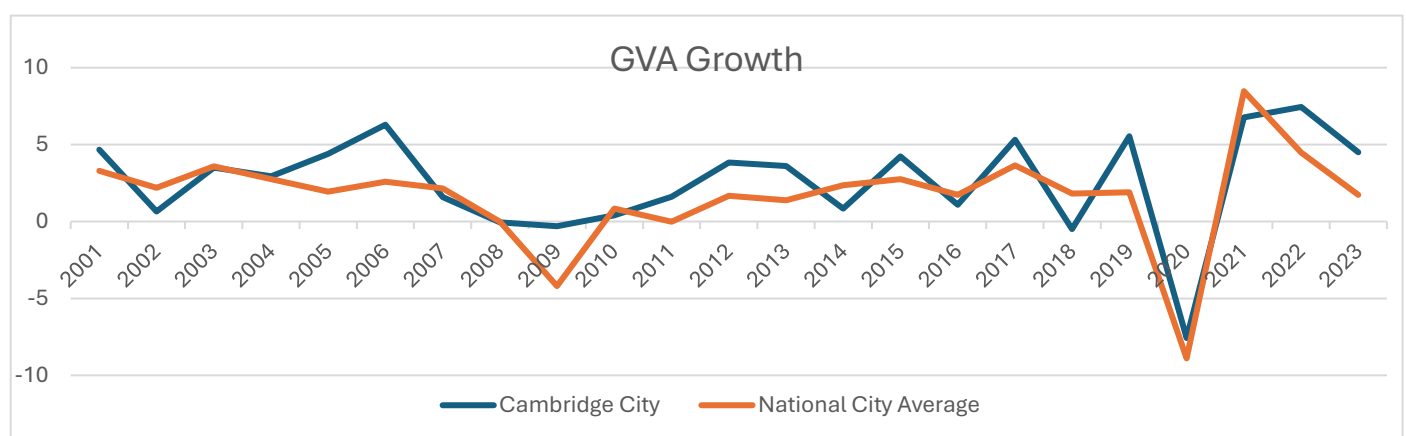
<sup>1</sup> 'Lower Layer Super Output Area' is one of the geographic units used by the Office of National Statistics. An LSOA typically covers between 400 and 1,200 households and a resident population between 1,000 and 3,000. There are 33,755 LSOAs in England.

# Economy

## Business and Enterprise

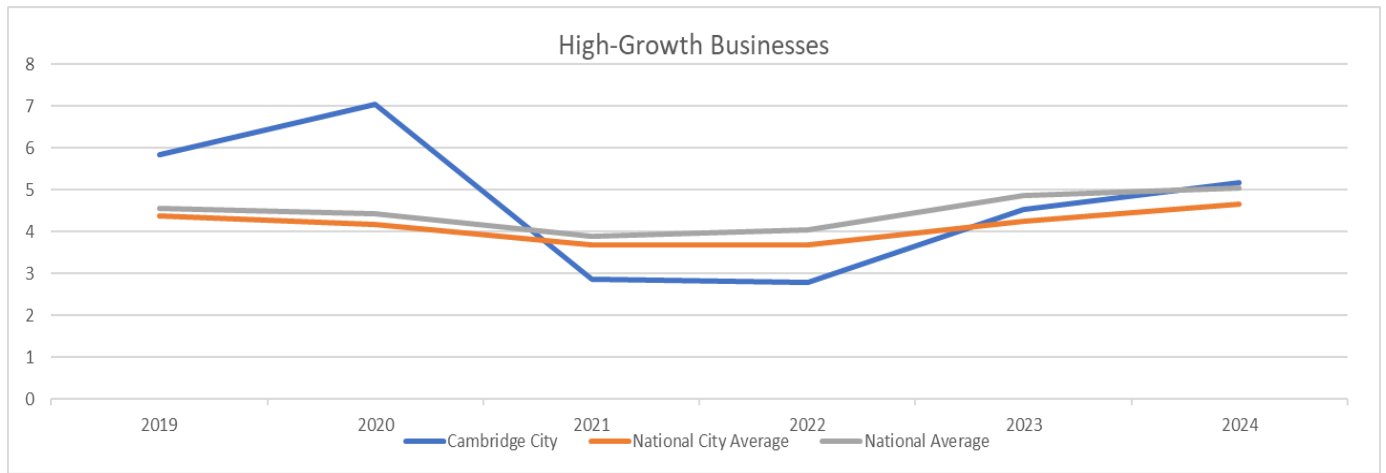
This lens looks at the data on the experience and performance of businesses and entrepreneurs in Cambridge, taking into consideration business competitiveness and productivity, business enterprise, business infrastructure and property, alongside key economic drivers more specific to Cambridge, most notably research and innovation, and tourism and visitor spending.

Overall, the Cambridge economy remained strong in 2023 and 2024, with many of the Business and Enterprise measures improving in this period. After contracting significantly in 2020 due to the Covid pandemic, GVA (Gross Value Added – which is broadly equivalent to gross profit) reached its highest levels for over 20 years in 2021 and 2022.



The latest available data shows that **GVA growth** fell from 7.4% in 2022 to 4.5% in 2023 in Cambridge. While the rate of GVA growth has reduced in Cambridge, it is above the national city average (1.7%).

After declining during the pandemic in 2020, **productivity per capita** (measured as GVA per capita in real terms) in Cambridge continued to increase from £57,079 in 2022 to £58,193 in 2023. This was significantly higher than both the national city average (£33,485) and the national average (£31,395).

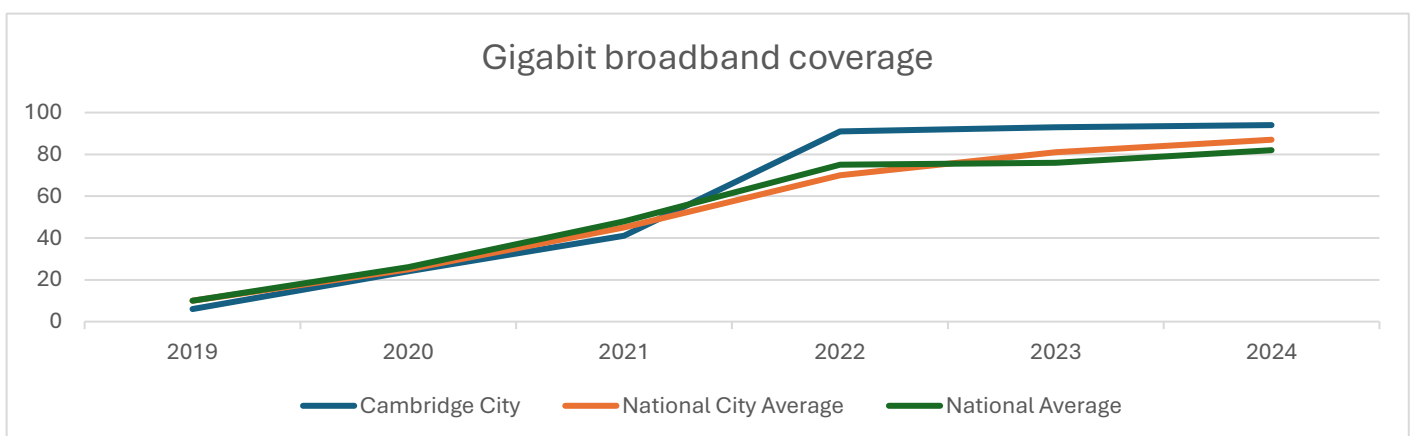


The proportion of all businesses in Cambridge that are **high-growth** increased in 2023 (5.2%) to above the national average (5%) and the national city average (4.7%), having dropped significantly in 2021 and 2022.

The proportion of all businesses in Cambridge that are **high-turnover businesses** also increased from 10.9% in 2023 to 11.6% in 2024, which was equal to the national city average (11.6%) and above the national average (11.2%)

**Start-ups** continue to be underrepresented in Cambridge relative to benchmarks. The proportion of businesses that were start-ups declined slightly from 2022 to 2023. However, Cambridge start-ups continue to be more resilient and more likely to survive than benchmark areas. In 2023, 62.2% of all start-ups in Cambridge had survived for 3-years, which is significantly higher than the national average (52.8%) and the national city average (51.4%).

In recent years, growth in the Cambridge economy has been driven by the city's resilient knowledge intensive industries. **Employment in Research & Development (R&D) intensive industries** reduced from 12.6% in 2023 to 11.5% in 2024. However, this remained significantly above the national average of 7.5%. **Employment in tourism industries** increased slightly from 10.3% in 2023 to 10.4% in 2023, which was comparable to the national average (10.4%).



Digital connectivity in Cambridge continues to improve. Following a huge increase from 2021 (41%) to 2022 (91%), the proportion of premises covered by **gigabit broadband** increased slightly in Cambridge from 93% in 2023 to 94% in 2024. This was significantly above the national city average (87%) and the national average (82%).

## Updated Data Points for Business & Enterprise

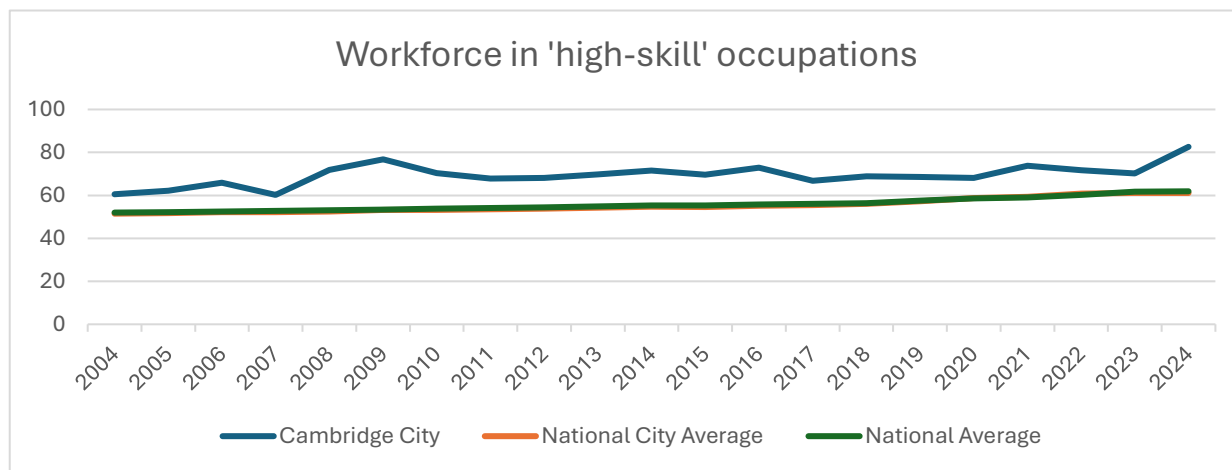
Indicator	Measure Units	Date of most recent measure	Change from previous Measure	Cambridge City	National City Average	National Average
<b>GVA growth</b>	Annual change, real terms (% , 2022 prices)	2023	-2.9%	4.5%	1.7%	
<b>High-growth businesses</b>	% of Businesses	2023	0.7%	5.2%	4.7%	5%
<b>Business start-up rate</b>	% of Businesses	2023	-0.16%	10.2%	12.1%	11.1%
<b>Start-up survival rate</b>	% of start-ups still active after 3 yrs	2023	-2%	62.2%	51.4%	52.8%
<b>Gigabit broadband coverage</b>	% premises covered by gigabit broadband	2024	1%	94%	87%	82%
<b>Employees in R&amp;D-intensive industries</b>	% of employees	2023	-1.06%	11.5%		7.5%
<b>Employees in tourism industries</b>	% of employees	2023	0.25%	10.4%		10.7%
<b>High-turnover businesses</b>	% of Businesses	2024	0.7%	11.6%	11.6%	11.2%
<b>Business closure rate</b>	% of Businesses	2023	-1.1%	8.9%	11.6%	10.9%
<b>Productivity per capita</b>	GVA per employee, real terms (£, 2019 prices)	2023	1114	58193	33485.4	31394.6

## Workforce & Jobs

The focus here is on labour market conditions and the experience and wellbeing of people working in the city. Key metrics include job opportunities, earnings and pay, workforce skills and training, and job quality and security.

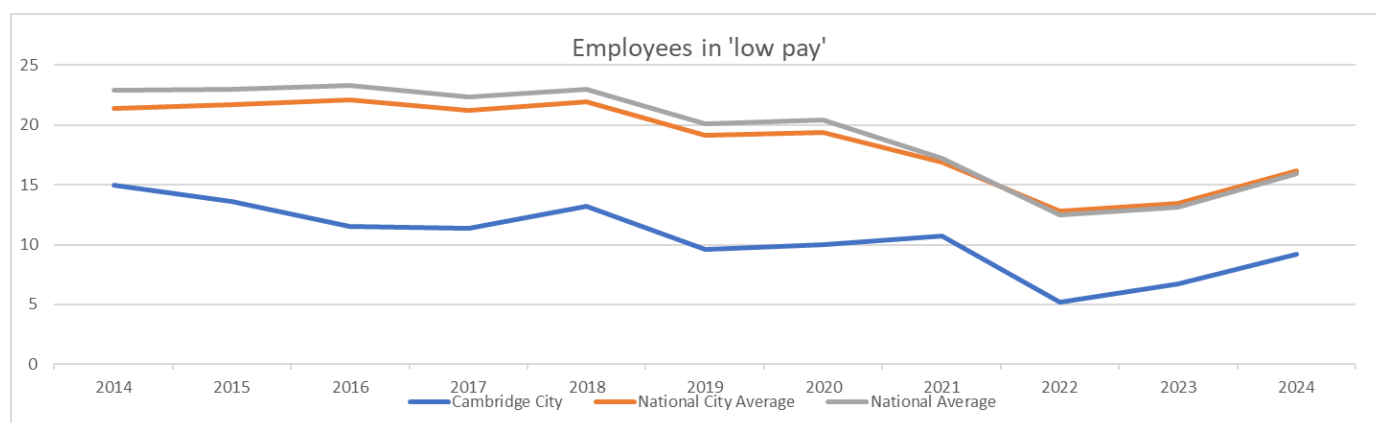
Data from the national ONS Business Register Employment Survey (BRES) suggests that the long-term trend of increasing employment in Cambridge has continued, with the **total number of employees** in the city rising from 86,000 in 2009 to 119,000 in 2024. There has been an increase of total employees from 2023 to 2024 by 4,000. There was net growth in employment in this period in the following sectors: hospital activities, book publishing, research and development on natural sciences and engineering, and accountancy and audit.

However, it should be noted that this trend is not consistent with local data produced regularly by the [Centre for Business Research](#) (CBR) based on company accounts, which suggests that employment growth in Cambridge slowed in 2023/24 as a result of the national economic recession in 2023.



Cambridge's workforce is one of the most highly skilled in the country, reflecting the skills needs of Cambridge's knowledge-intensive industries. The proportion of the workforce employed in **high skilled occupations** in Cambridge increased to 82.6% in 2024, which was a 20 year high. This was much higher than the national city average (16.1%) and the national average (15.9%) in 2024. The increase in Cambridge from 2023 to 2024 has been the result of an increase in technical and professional occupations.

**Median full-time pay**<sup>2</sup> (in real terms) increased from £621 per week in 2023 to £625 per week in 2024, but median **part-time pay** (in real terms) decreased in this period by £19.62 per week from £219.50 to £197.40 per week. Despite this reduction, both full-time and part-time pay have been consistently above the national average since 2008.



After declining consistently from 2014 to 2022, when 5.2% of employees in Cambridge were in 'low pay', the proportion of **employees in 'low pay'** has increased in 2023 and 2024. The percentage of employees in 'low pay' remains significantly lower in Cambridge (9.2%) in 2024 than the national average (15.9%) and the national city average (16.1%). Although rates of 'low pay' tend to be lower in

<sup>2</sup> Statistics on pay are taken from Nomis, with the definition of full time as "those who work more than 30 paid hours per week or those in teaching professions working 25 paid hours or more a week"



the city, the Cambridge trend mirrors the trend in the national city average and the national average over the same period, which suggests that wider economic factors could be influencing this measure.

**Pay inequality** in Cambridge has increased slightly in the last couple of years: in 2024 full-time workers at the 80<sup>th</sup> percentile of pay in the city earned 2.3 times those at the 20<sup>th</sup> percentile. This was greater than the national average (2.1) and national city average (2.0).

The change in **Workforce receiving in-work Universal Credit** matches the trendline to national averages, though again at a lower level.

### Updated data points for Workforce and Jobs

Indicator	Measure	Date of most recent measure	Change from previous measure	Cambridge City	National Average	National City Average
Total employees	Total number	2024	+4000	119000		
Median worker pay (full time)	Weekly pay, real terms (£, 2015 prices)	2024	+4.14	625	550.9	528.6
Employees in 'low-pay'	% of employees	2024	+2.5%	9.2%	15.9%	16.14%
Pay inequality	20-80 <sup>th</sup> percentile pay ratio (full-time workers)	2024	+0.15	2.28	2.084	1.973
Apprenticeship starts	Per 100,000 adults	2024	11	405	784	712.7
Workforce in 'high-skill occupations	% of workforce	2024	+12.4%	82.6%	61.9%	61.1%
Workforce working long hours (>45 hrs)	% of workforce	2024	-4.3%	16.1%	19%	17%
Workforce receiving in-work Universal credit	% of workforce	2024	-2.8%	9.8%	15.2%	15%

### Comparison with English Indices of Deprivation 2025

There are two indices that are particularly relevant here:

- **Income** – the proportion of the population in an area experiencing deprivation in relation to low income
- **Employment** – the proportion of the population in an area involuntarily excluded from the labour market

These two indices are the most heavily weighted within the IMD and therefore have the most impact on the overall IMD scores and rankings.

Although changes to the 2019 and 2025 domains and underlying indicators make detailed comparisons difficult, the relative position for Cambridge has improved in both of these domains in the period between 2019 and 2025. This is both reflective of the picture shown by the State of the City data, and makes it possible to relate our local picture to the wider national context.

### **Income deprivation**

- Cambridge is one of the least income-deprived local authority areas in England in the 2025 IMD, sitting at the top of the 9th decile.
- There are significant differences in income deprivation across the city. 9 out of 14 wards in Cambridge are in the top 1% of least deprived areas for income in England, but there are concentrations of income poverty in parts of North and East Cambridge. Three Cambridge LSOAs are in the 20% most deprived areas nationally, of which two are in King's Hedges and one is in Abbey.
- Cambridge is in the 9<sup>th</sup> decile for the income deprivation affecting children but is below the national average rank for income deprivation affecting older people and sits at the bottom of the 5th decile for this sub domain.

### **Employment deprivation**

The employment deprivation domain measures the proportion of people who claim employment-related benefits and/or universal credit.

- Overall, Cambridge is one of the least employment-deprived local authority areas in England in the 2025 IMD, sitting in the 10th decile.
- There is a wide range in employment deprivation across the city. Fourteen LSOAs in Cambridge are in the least deprived 1% of the country, but there are concentrations of relative deprivation in the north and east of the city. One LSOA in East Barnwell is in the 20% most deprived nationally and 6 LSOAs are in the most deprived 30% nationally.

# Appendix 1: Non-Updated Measures

Indicator	Date of most recent measure	Change from previous measure	Measures and Comparisons							
Business & Enterprise										
Patent filings	2021	0.72	Cambridge	13.18						
Productivity per employee	2021	4524.88	Cambridge City	57384.61	National Average (excl. London)	55801.04	National City Average (excl. London)	54914.98		
Independent businesses	2022	-0.15	Cambridge City	74.36	National Average	86.02	National City Average	86.51		
Night-time economy workforce	2022	-0.30	Cambridge City	28.30	National Average	16.95	National City Average	20.34		
Commercial floorspace delivery	2023	54.17	Cambridge City	37.77	National Average	8.50	National City Average	-12.93		
Available lab space	2022	7000	Availability of lab space	15000						
Overnight visitors	2023	0	Domestic overnight visitors	343.6	International overnight visitors	444				
Contributions to GVA growth	2021	500	Education, health and public admin	189	Knowledge industries	262	Other industries	47		
Contributions to GVA growth										
Scientific publications and patent filings	2022	94.08	Patent filings	3146						
City centre footfall	2023	1660.98	Quarter 1	12622.484						
Relative commercial property costs	2022	-1.13	Relative to the National Average	136	Relative to the National City Average	114.45				
Environment & Sustainability										
Extreme weather days	2022	9	Heatwave days	11	Heavy rainfall days	9				

Travel time to essential services (PT and walking)	2019	0	15-minute City Threshold	15	Cambridge City	14.38	National Average	17.90	National City Average	14.89
Trips into the City	2021	1505	Buses, Pedestrians & Pedal Cycles	14348	Cars and Motorcycles	146462	HGVs and LGVs	26094		
Killed or seriously injured road traffic casualties	2021	0.69	Cambridge (Parliamentary Constituency)	4.26	National Average	3.88				
EV charging points	2023	1.233194733	Cambridge City	6.5	National Average		National City Average			
Social Equity										
Population growth	2021	1.760517329	Cambridge City	117.60	National Average	106.28	National City Average	106.51		
Non-UK born residents	2021	0.858084621	Cambridge City	37.95	National Average	16.80	National City Average	22.75		
Working age residents	2021	0.044780158	Cambridge City	74.24	National Average	62.92	National City Average	65.13		
Residents with long-term health problem or disability	2021	0.174424054	Cambridge City	14.71	National Average	17.52	National City Average	16.90		
Income inequality	2018	0.148415038	Cambridge City	4.22	National Average	2.98	National City Average	3.10		
Low and unskilled employment rate	2021	2.131661442	Cambridge City	74.54	National Average	56.36	National City Average	53.72	Non-Low/Unskilled Average	82.11
Participation rates post-18	2021	-1.837240211	Cambridge City	84.15	National Average	79.43	National City Average	78.63		
Ethnic group employment rate	2022	4.4	Cambridge City	75.925	National Average	68.9	National City Average	67.975	Non-Ethnic Group Average	80.97
Non-White ethnic group residents	2021	0.798245903	Cambridge City	25.47	National Average	18.28	National City Average	27.31		
Wellbeing & prosperity										
Local inflation rate	2023	2.5596404	Cambridge City	9.4	National Average	10.1	National City Average	10.4		
Citizens Advice crisis support	2022	1.104642096	Cambridge City	4.92	National Average	3.36				
Economically inactive not wanting a job	2022	11.4	Cambridge City	86.3	National Average	81.75	National City Average	80.9		
Unemployment rate	2022	-3.048068884	Cambridge City	5.97	National Average	8.86	National City Average	9.86		

<b>Crime rate</b>	2022	15.73271795	Cambridge City	97.21	National Average	89.34746584	National City Average	101.03		
<b>Quality of life ranking</b>	2023	-8	Cambridge City	28						
<b>Homeless or threatened with homelessness</b>	2022	0.455838404	Cambridge City	14.13	National Average	11.65	National City Average	13.78		
<b>Deprivation domain ranking</b>	2019	N/A	Crime	23	Education, Skills and Training	1	Employment	4	Health and Disability	3
			Housing and Services	45	Income	4	Living Environment	46	Overall	3
<b>Housing, population and jobs growth</b>	2021	1.595280515	Homes	114.62	Jobs	126.68	Population	112.90		

## Appendix 2: Data sources and scales

Category	Indicator & Link	Measure units
<b>Updated measures</b>		
Business & Enterprise	<a href="#">Business closure rate</a>	As a proportion of businesses (%)
Business & Enterprise	<a href="#">Business start-up rate</a>	As a proportion of businesses (%)
Business & Enterprise	<a href="#">Employees in R&amp;D-intensive industries</a>	As a proportion of employees (%)
Business & Enterprise	<a href="#">Employees in tourism industries</a>	As a proportion of employees (%)
Business & Enterprise	<a href="#">Gigabit broadband coverage</a>	Proportion of premises covered by gigabit broadband (%)
Business & Enterprise	<a href="#">GVA growth</a>	Annual change, real terms (%; 2022 prices)
Business & Enterprise	<a href="#">High-growth businesses</a>	As a proportion of businesses (%)
Business & Enterprise	<a href="#">High-turnover businesses</a>	As a proportion of businesses (%)
Business & Enterprise	<a href="#">Productivity per capita</a>	GVA per employee, real terms (£; 2019 prices)
Business & Enterprise	<a href="#">Start-up survival rate</a>	Proportion of start-ups still active after 3-years (%)
Environment & Sustainability	<a href="#">Air pollution (PM2.5 concentrations)</a>	Average annual population-weighted concentrations (ugm-3)
Environment & Sustainability	<a href="#">Air pollution mortality</a>	As a proportion of mortality (%)
Environment & Sustainability	<a href="#">Energy consumption</a>	Per 1,000 residents (ktoe)
Environment & Sustainability	<a href="#">EPC registrations C+</a>	Proportion of domestic and non-domestic EPC registrations (%)
Environment & Sustainability	<a href="#">Fuel poverty rate</a>	As a proportion of households (%)
Environment & Sustainability	<a href="#">Greenhouse gas emissions</a>	tCO2e per resident (Note: carbon emissions only until 2017, greenhouse gas emissions 2018 onwards)
Environment & Sustainability	<a href="#">Greenhouse gas emissions by source</a>	tCO2e per resident (Note: carbon emissions only until 2017, greenhouse gas emissions 2018 onwards)

Environment & Sustainability	<a href="#">Greenhouse gas emissions intensity</a>	ktCO2e per £ million real terms GVA, 2019 prices (Note: carbon emissions only until 2017, greenhouse gas emissions 2018 onwards)
Environment & Sustainability	<a href="#">Licensed EVs</a>	As a proportion of all licensed vehicles (%)
Environment & Sustainability	<a href="#">Poor air quality days</a>	Days
Environment & Sustainability	<a href="#">Residents using active travel</a>	At least 3 times a week, as a proportion of adult residents (%)
Environment & Sustainability	<a href="#">Water levels</a>	Annual average level (m)
Social Equity	<a href="#">Attainment and attainment gaps at ages 16 and 19</a>	Proportion achieving grades 4 or above in English and maths at GCSE / Level 3 qualifications
Social Equity	<a href="#">Avoidable mortality rate</a>	Age-standardized, per 100,000 residents (3-year average)
Social Equity	<a href="#">Disability employment rate</a>	As a proportion of working age residents with a long-term health problem or disability (%)
Social Equity	<a href="#">Gender pay gap</a>	Difference, full-time pay (%)
Social Equity	<a href="#">Life expectancy at birth</a>	Years (3-year average)
Social Equity	<a href="#">Life expectancy inequality</a>	Years difference, at birth (2-year average)
Social Equity	<a href="#">Physical activity rates</a>	As a proportion of residents (aged 19+, %)
Social Equity	<a href="#">Residents educated to NVQ3+</a>	As a proportion of working age residents (%)
Wellbeing & prosperity	<a href="#">Affordable housing delivery</a>	Delivery per 10,000 residents
Wellbeing & prosperity	<a href="#">Child poverty</a>	As a proportion of child residents (%)
Wellbeing & prosperity	<a href="#">Crime rate by offence group</a>	Police-recorded offences (per 1,000 residents)
Wellbeing & prosperity	<a href="#">Economic activity rate</a>	As a proportion of working age residents (%)
Wellbeing & prosperity	<a href="#">Employment rate</a>	As a proportion of working age residents (%)
Wellbeing & prosperity	<a href="#">Food bank use</a>	Food parcels distributed per food bank
Wellbeing & prosperity	<a href="#">Gross disposable household income</a>	Per resident, real terms (£, 2020 prices)



Wellbeing & prosperity	<a href="#">Housing affordability</a>	Annual median house price - pay ratio
Wellbeing & prosperity	<a href="#">Housing affordability (low-earners)</a>	Annual lower quartile (LQ) house price - pay ratio
Wellbeing & prosperity	<a href="#">Housing by tenure</a>	Homes, 000s
Wellbeing & prosperity	<a href="#">Housing delivery</a>	Delivery per 1,000 existing dwellings
Wellbeing & prosperity	<a href="#">Private rental affordability</a>	Monthly median rental price as a proportion of median pay (%)
Wellbeing & prosperity	<a href="#">Re-offending rates</a>	As a proportion of offenders (%)
Wellbeing & prosperity	<a href="#">Rough sleeping</a>	Individuals verified as sleeping rough in Cambridge
Wellbeing & prosperity	<a href="#">Self-reported wellbeing</a>	Proportion of adult residents reporting high/very high life satisfaction, worthwhileness and happiness, and low/very low anxiety (2-year average, %)
Wellbeing & prosperity	<a href="#">VCS organisations</a>	Non-profit and mutual association businesses
Wildlife & Nature	<a href="#">Noise complaints</a>	Per 1,000 residents
Wildlife & Nature	<a href="#">Waste footprint</a>	Local authority collected waste per 1,000 residents (tonnes)
Wildlife & Nature	<a href="#">Waste recycling rate</a>	Proportion of local authority collected waste recycled (%)
Wildlife & Nature	<a href="#">Water pollution (storm overflows)</a>	Duration of discharged storm overflows (hours)
Workforce & Jobs	<a href="#">Apprenticeship starts</a>	Per 100,000 adult residents
Workforce & Jobs	<a href="#">Contributions to growth in employees</a>	Annual change
Workforce & Jobs	<a href="#">Employees in 'low-pay'</a>	As a proportion of employees (%)
Workforce & Jobs	<a href="#">Median worker pay (full-time)</a>	Weekly pay, real terms (£, 2022 prices)
Workforce & Jobs	<a href="#">Median worker pay (part-time)</a>	Weekly pay, real terms (£, 2022 prices)
Workforce & Jobs	<a href="#">Pay inequality</a>	20th-80th percentile pay ratio (full-time workers)
Workforce & Jobs	<a href="#">Total employees</a>	Employees

Workforce & Jobs	<a href="#">Workforce in 'high-skill' occupations</a>	As a proportion of workforce (%)
Workforce & Jobs	<a href="#">Workforce receiving in-work Universal Credit</a>	As a proportion of workforce (%)
Workforce & Jobs	<a href="#">Workforce working long working (&gt;45) hours</a>	As a proportion of workforce (%)
<b>Non-Updated measures</b>		
Business & Enterprise	<a href="#">Available lab space</a>	Availability (Sq ft)
Business & Enterprise	<a href="#">City centre footfall</a>	Cambridge City Centre annual footfall (000s)
Business & Enterprise	<a href="#">Commercial floorspace delivery</a>	New floorspace delivery per 1000m2 of existing floorspace (m2)
Business & Enterprise	<a href="#">Contributions to GVA growth</a>	Annual change, real terms (£ millions, 2019 prices)
Business & Enterprise	<a href="#">Independent businesses</a>	As a proportion of businesses (%)
Business & Enterprise	<a href="#">Night-time economy workforce</a>	As a proportion of employees (%)
Business & Enterprise	<a href="#">Overnight visitors</a>	Overnight visitors to Cambridge (000s, three year average)
Business & Enterprise	<a href="#">Patent filings</a>	As a proportion of UK PCT patent filings (%)
Business & Enterprise	<a href="#">Productivity per employee</a>	GVA per employee, real terms (£, 2019 prices)
Business & Enterprise	<a href="#">Relative commercial property costs</a>	Relative to benchmarks (%)
Business & Enterprise	<a href="#">Scientific publications and patent filings</a>	4-year average
Environment & Sustainability	<a href="#">EV charging points</a>	Per 100 licensed EVs
Environment & Sustainability	<a href="#">Extreme weather days</a>	Days
Environment & Sustainability	<a href="#">Killed or seriously injured road traffic casualties</a>	Per 10,000 residents
Environment & Sustainability	<a href="#">Renewables (Solar PV) capacity</a>	Installed capacity (MW per 100 sq km)

Environment & Sustainability	<a href="#">Travel time to essential services (PT and walking)</a>	Average minimum travel time (minutes)
Environment & Sustainability	<a href="#">Trips into the City</a>	Daily trips (through Cambridge radial cordon)
Social Equity	<a href="#">Ethnic group employment rate</a>	As a proportion of working age residents (%)
Social Equity	<a href="#">Income inequality</a>	20th-80th percentile income ratio
Social Equity	<a href="#">Low and unskilled employment rate</a>	As a proportion of working age residents (%)
Social Equity	<a href="#">Non-UK born residents</a>	As a proportion of residents (%)
Social Equity	<a href="#">Non-White ethnic group residents</a>	As a proportion of residents (%)
Social Equity	<a href="#">Participation rates post-18</a>	Percentage of pupils entering a sustained education, apprenticeship or employment destination (%)
Social Equity	<a href="#">Population growth</a>	Index (2011 = 100)
Social Equity	<a href="#">Residents with long-term health problem or disability</a>	As a proportion of residents (%)
Social Equity	<a href="#">Working age residents</a>	As a proportion of residents (%)
Wellbeing & prosperity	<a href="#">Citizens Advice crisis support</a>	Support provided per 1,000 residents
Wellbeing & prosperity	<a href="#">Crime rate</a>	Police-recorded offences (per 1,000 residents)
Wellbeing & prosperity	<a href="#">Deprivation domain ranking</a>	Relative to other cities in England (lower: less deprived. Higher: more deprived, in 2019)
Wellbeing & prosperity	<a href="#">Economically inactive not wanting a job</a>	As a proportion of working age economically inactive (%)
Wellbeing & prosperity	<a href="#">Homeless or threatened with homelessness</a>	Assessed households, per 1,000 households
Wellbeing & prosperity	<a href="#">Housing, population and jobs growth</a>	Index, 2011 = 100, Greater Cambridge
Wellbeing & prosperity	<a href="#">Local inflation rate</a>	Annual change, March to March (%)

Wellbeing & prosperity	<a href="#">Quality of life ranking</a>	Relative to other cities globally (lower: higher quality of life)
Wellbeing & prosperity	<a href="#">Unemployment rate</a>	Including hidden unemployed, as a proportion of working age economically active (%)
Wildlife & Nature	<a href="#">Actively managed biodiversity space</a>	As a proportion of City Council owned and managed parks and open spaces (%)
Wildlife & Nature	<a href="#">Greenspace coverage</a>	As a proportion of (non-agricultural) land (%)
Wildlife & Nature	<a href="#">Water body status</a>	As a proportion of tests (%)
Workforce & Jobs	<a href="#">Job vacancies (online)</a>	Per 1,000 working age economically active residents
Workforce & Jobs	<a href="#">Workforce in 'insecure employment'</a>	As a proportion of workforce (%)
Workforce & Jobs	<a href="#">Workforce receiving job-related training</a>	In the last 13 weeks, as a proportion of workforce (%)

## Appendix 3: Glossary

Term	Definition
µgm-3	Micrograms per cubic meter air, a measure of PM2.5 concentrations
Accessible greenspace	Parks, public gardens and playing fields, as defined by ONS
Affordable housing/home	Social rent, affordable rent, intermediate rent, affordable home ownership, and shared ownership homes, as defined by DLUHC
BEIS	Department for Business, Energy & Industrial Strategy
BID	Business Improvement District
Child poverty	Children (aged 0 to 19) in families in relative low income, as defined by DWP
City Fringe	Neighbourhoods outside Cambridge's administrative boundary (in South Cambridgeshire) but part of its urban functional economic space. As defined in the State of the City Report
CO2	Carbon dioxide (chemical formula CO2), a greenhouse gas
Commercial floorspace	Non-industrial business floorspace (including retail, office and other uses)
CPI	Consumer Prices index, a measure of the change in price levels (i.e. inflation)
CPIH	CPI including owner occupiers' housing costs, a measure of the change in price levels (i.e. inflation)
CRG	Cambridgeshire Research Group
Decile	Any of the nine values that divide a data sample into ten equal parts
DEFRA	Department for Environment, Food & Rural Affairs
Deprivation decile	The relative deprivation decile of a neighbourhood, where 1: more deprived and 10: less deprived, as defined by the English Indices of Multiple Deprivation
DfE	Department for Education
DfT	Department for Transport
DLUHC	Department for Levelling Up, Housing and Communities
DVLA	Driver and Vehicle Licensing Agency
DWP	Department for Work and Pensions
Economically active	Residents who are either employed or unemployed, as defined by ONS
Economically inactive	Residents who are neither employed or unemployed, as defined by ONS
Education, health and public admin	Defined as 2-digit SIC codes 84-88
Employed	Residents who did some paid work, whether as an employee or self-employed, and unpaid family work, as defined by ONS

Term	Definition
Employees/ jobs	Any adult that an organisation directly pays from its payroll(s), as defined by ONS. Excludes self-employed
EPC	Energy Performance Certificate, a measure of a buildings energy efficiency
EV	Electric vehicles, licensed by the DVLA
FSM	Free school meals
Fuel poverty	Households defined as fuel poor using the Low Income Low Energy Efficiency (LILEE) fuel poverty metric, as defined by BEIS
GCSE	General Certificate of Secondary Education, a measure of educational attainment
Greenspace	Any area of vegetated land, as defined by PHE, including the following categories used by DLUHC: Forest, open land and water, Outdoor recreation, Residential gardens, Undeveloped land, Vacant
GVA	Gross value added, a measure of the total value of goods and services produced in an economy
Heatwave day	Days the maximum temperature exceeds the Met Office heatwave threshold (28°C)
Heavy rainfall day	Days rainfall exceeds the Met Office threshold (50mm)
Hidden unemployed	Residents who are unemployed plus those who are economically inactive who want a job
High growth business	Those with growth in employees or turnover >20% per annum, over a three-year period, and with more than 10 employees, as defined by the OECD
High-skill	Defined as 2-digit SOC codes 1-3 and 5, as aligned to Levelling Up Missions and Metrics
High-turnover business	Those with annual turnover >£1m
Homeless or threatened with homelessness	Those owed a prevention or relief duty
House/home	Unit of accommodation ('dwelling') in which all rooms are behind a door that only that household can use, as defined by ONS
Housing affordability ratio	The ratio between annual house sale price and annual workplace pay
Independent business	Non local-unit enterprises, as defined by the ONS
Insecure employment	Defined as residents employed in all 2-digit SOC occupations that are 'other flexibility' and 2-digit SOC occupations 6-9 that are 'self-employment', as adapted from GLA Economics research
Km/m	Kilometres/metres
Knowledge industries	Defined as 2-digit SIC codes 24-30, 58-66, 69-75, adapted from research for the NIC
KSI	Killed or seriously injured road traffic casualties, as defined by DfT

Term	Definition
Ktoe	Thousand tonnes of oil equivalent to kilowatt hours, a measure of energy consumption
Low and unskilled	Those with no qualifications or NVQ1 only
Low-paid	Employees with hourly pay below the living wage, as defined by the Living Wage Foundation
LQ	Lower quartile, the value at the first quarter (25%) of a data sample
LSOA	Lower Layer Super Output Areas, a spatial unit defined by the Census
Median	The value separating the higher half from the lower half of a data sample
MHCLG	Ministry of Housing, Communities & Local Government
MSOA	Middle Layer Super Output Areas, a spatial unit defined by the Census
MW	Megawatts, a measure of energy capacity
MWh	Megawatt hours, a measure of energy generation
National average	The England and Wales average (or England average if unavailable)
National city average	The average of all cities in England and Wales (or average of all cities in England if unavailable), as defined in the State of the City report
NEET	Those aged 16-18 not in education, employment or training, as defined by DfT
Neighbourhood	Areas covering no more than 6,000 households, according to 2011 Census MSOA's, as defined by ONS
NIC	National Infrastructure Commission
Night-time industries	Those in which an above average proportion of workers are night-time workers, as defined by ONS
NVQ	National Vocational Qualification, a measure of adult educational attainment, as defined by ONS
OECD	Organisation for Economic Co-operation and Development
OHID	Office for Health Improvements and Disparities
ONS	Office for National Statistics
Other industries	Defined as all remaining 2-digit SIC codes not defined as knowledge industries or education, health and public admin
PAYE	Pay As You Earn
PCT	Patent Cooperation Treaty
PHE	Public Health England
PM2.5	Fine particulate matter, a measure of air pollution
POLAR4	Participation of local areas, a measure of young people's higher education participation
Productivity	A measure of worker productivity, defined here as GVA per employee



Term	Definition
Property costs	Defined here as average rateable values of business floorspace
PT	Public transport
PV	Photovoltaics, a form of renewable energy generation
R&D	Research and development
R&D-intensive industries	Defined as 2-digit SIC codes 20, 21, 22, 23, 24, 26, 28, 29, 33, 62, 63, 72 and 3-digit SIC codes 252, 301, 302, 303, 304, 309, 321, 322, 323, 324, 325, 329, 582, as used by OECD
R&I	Research and innovation
Real terms	Adjusted for inflation (using e.g. CPI, CPIH etc.)
Resident	Persons in households and communal establishments, as defined by ONS
SIC	Standard Industrial Classification, to define business industrial activity
SME	Small and medium-sized enterprise, employing less than 250 people, as defined by ONS
SOC	Standard Occupational Classification, to define workers work activity
Sq km/m/ft	Square kilometre/metre/foot
Summer average (water levels)	Average water levels in June, July and August
tCO <sub>2</sub> e	Thousand tonnes of CO <sub>2</sub> equivalent, a measure of (total) greenhouse gas emissions
tCO <sub>2</sub> e	Tonnes of CO <sub>2</sub> equivalent, a measure of (per capita) greenhouse gas emissions
Tourism industries	Defined as 5-digit SIC codes 55100, 55201, 55202, 55209, 55300, 55900, 56101, 56102, 56103, 56210, 56290, 56301, 56302, 49100, 49320, 49390, 50100, 50300, 51101, 51102, 79110, 79120, 79901, 79909, 90010, 90020, 90030, 90040, 91020, 91030, 91040, 92000, 93110, 93199, 93210, 93290, 77110, 77210, 77341, 77351, 82301, 82302, 68202, as used by ONS
UKRI	UK Research and Innovation
UN	United Nations
Unemployed	Residents without a job and available to work (in the next 2 weeks) and who have looked for work (in the past 4 weeks), as defined by ONS
VCS	Voluntary and community sector, defined as registered non-profit and mutual organisations
VOA	Valuation Office Agency
WIPO	World Intellectual Property Organisation
Workforce	Working age residents in employment (i.e. aged 16-64)
Working age	Those aged between 16 and 64
Young/youth	Those aged between 16 and 24