Council

13 October 2025

Title: **State of the District**

Lead Officer: **Melanie Jeffery, Consultation and Insight Officer (melanie.jeffery@stratford-dc.gov.uk)**

Portfolio Holder/ Lead Member: **Councillor S Juned**

Summary

The State of the District needs to be assessed by the Council. This report summarises the events of the past year, along with an outline of future proposals. It also provides information on the current economic, social and environmental profile of the District.

Recommendation

That the State of the Stratford-on-Avon District is noted and the issues raised are considered as part of the budget-making process for 2026/27.

---

1. Background/Information

1.1 Stratford-on-Avon District Council's Constitution stipulates that the Council will debate the State of the District at the Council Meeting in the autumn.

1.2 The Constitution states that the Leader will decide the form of the debate.

1.3 The results of the debate will be:

a) disseminated as widely as possible within the community.

b) considered by the Leader in proposing the Budget and Policy Framework to the Council for 2026/27; and

c) considered in the shaping of the Council's future policies and strategies.

2. 2025 Approach

2.1 The report contains the current State of the District in terms of data and contains information from different sources. It covers many different areas from health to the economy, not all of which Stratford-on-Avon District Council (SDC) can influence. It is important to note that the figures included in the report are from the most recent data available, and reference to events happening at the Council refer to the year ending 31 March 2025 for the most part. Desk research has been undertaken using a variety of information sources.

2.2 **Appendix 1** contains a summary of the State of the District in the form of an infographic.

---

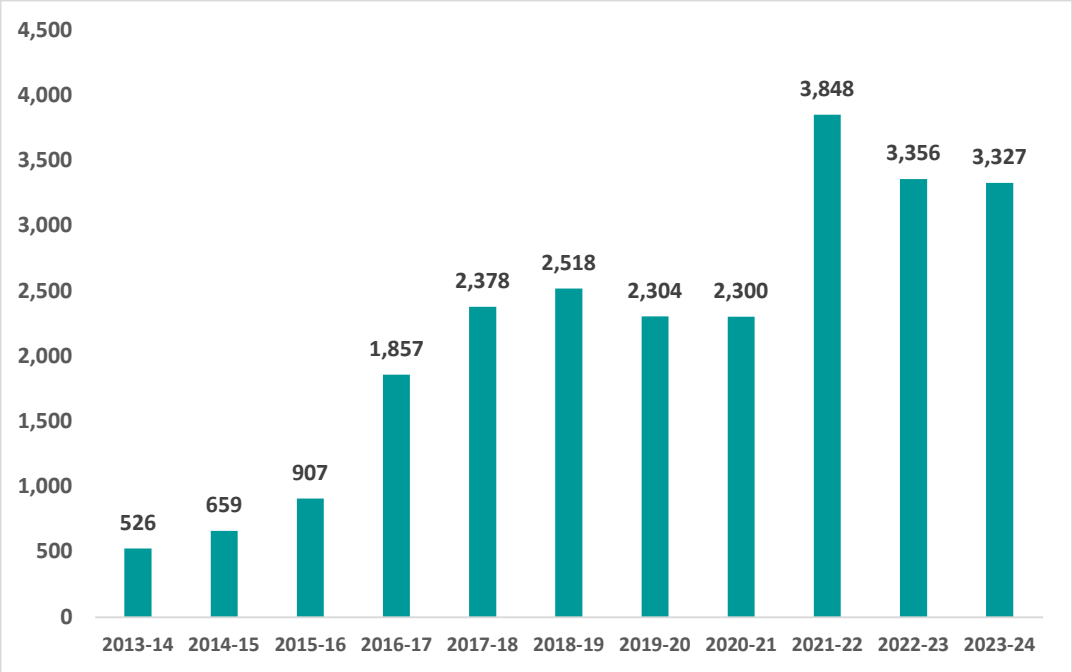
3. Population

Key Facts	
Population Estimate mid-2024	146,258
Median Age	47.7 years
Density	150 people per km²

3.1 Population Size and Profile

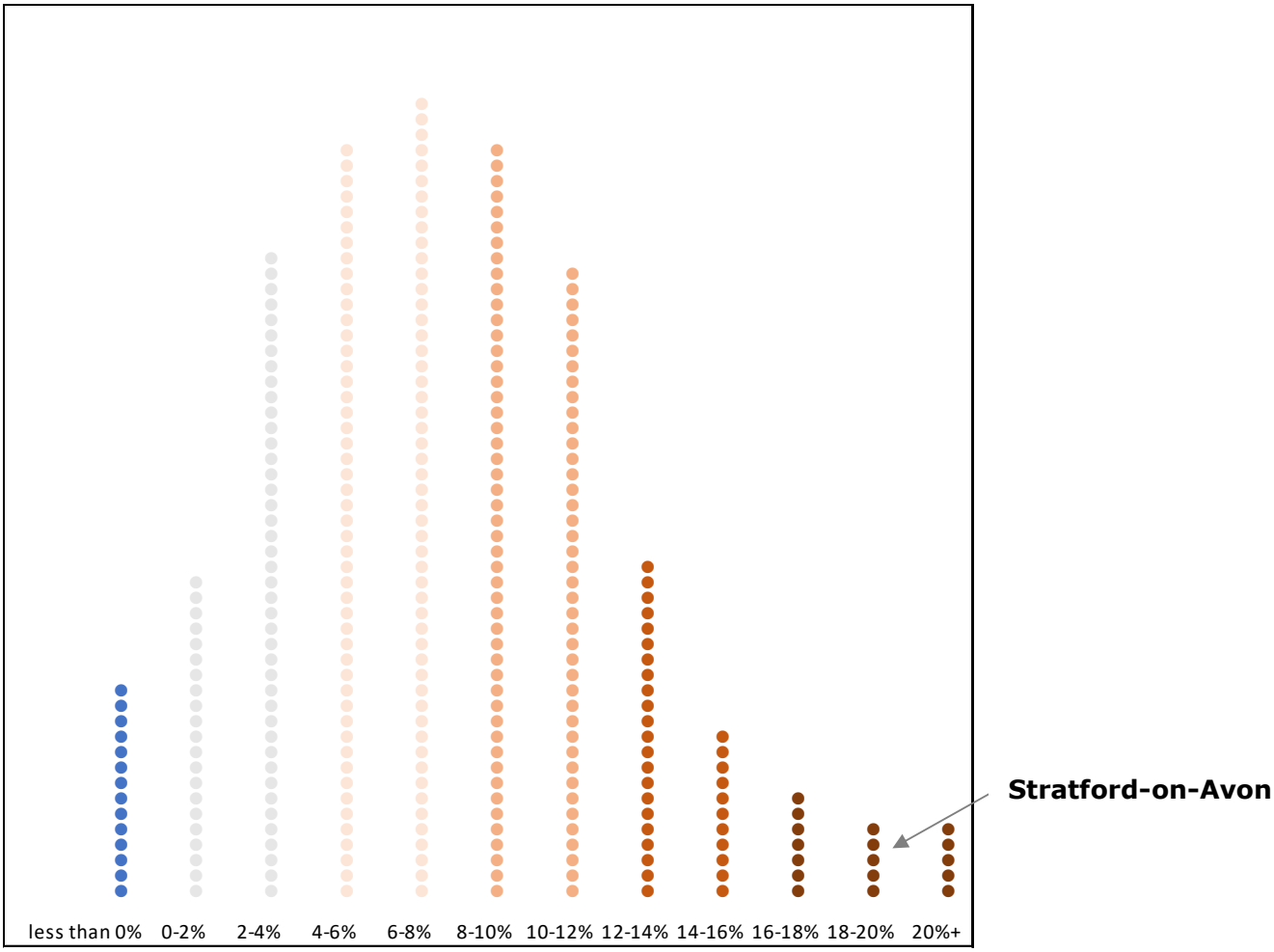
3.1.1 According to the most recent population estimate by ONS the population of Stratford-on-Avon District in mid-2024 was 146,258.[1]

Figure 1: Population increases each year



3.1.2 The population of Stratford-on-Avon District is estimated to have increased by 19.74% between 2014-2024[2]. This is the 8th highest growth seen out of all local authorities in England and Wales, with the average growth being 7.78%. It was also the 2nd largest growth seen across West Midlands authorities after Tewkesbury (20.19%); Rugby saw the next greatest increase in population, at 16.85%. Figure 2 below shows the distribution of the estimated population growth of all 319 local authorities in England and Wales.

Figure 2: Where our District sits compared to other authorities in terms of estimated % change in population from 2014-2024



3.1.3 The area of Stratford-on-Avon District is 978km², therefore population density mid-2024 was estimated to be 150 people per km², a rise of 5 people per km^2 on last year. This still places SDC in the 20% least densely populated local authorities[3].

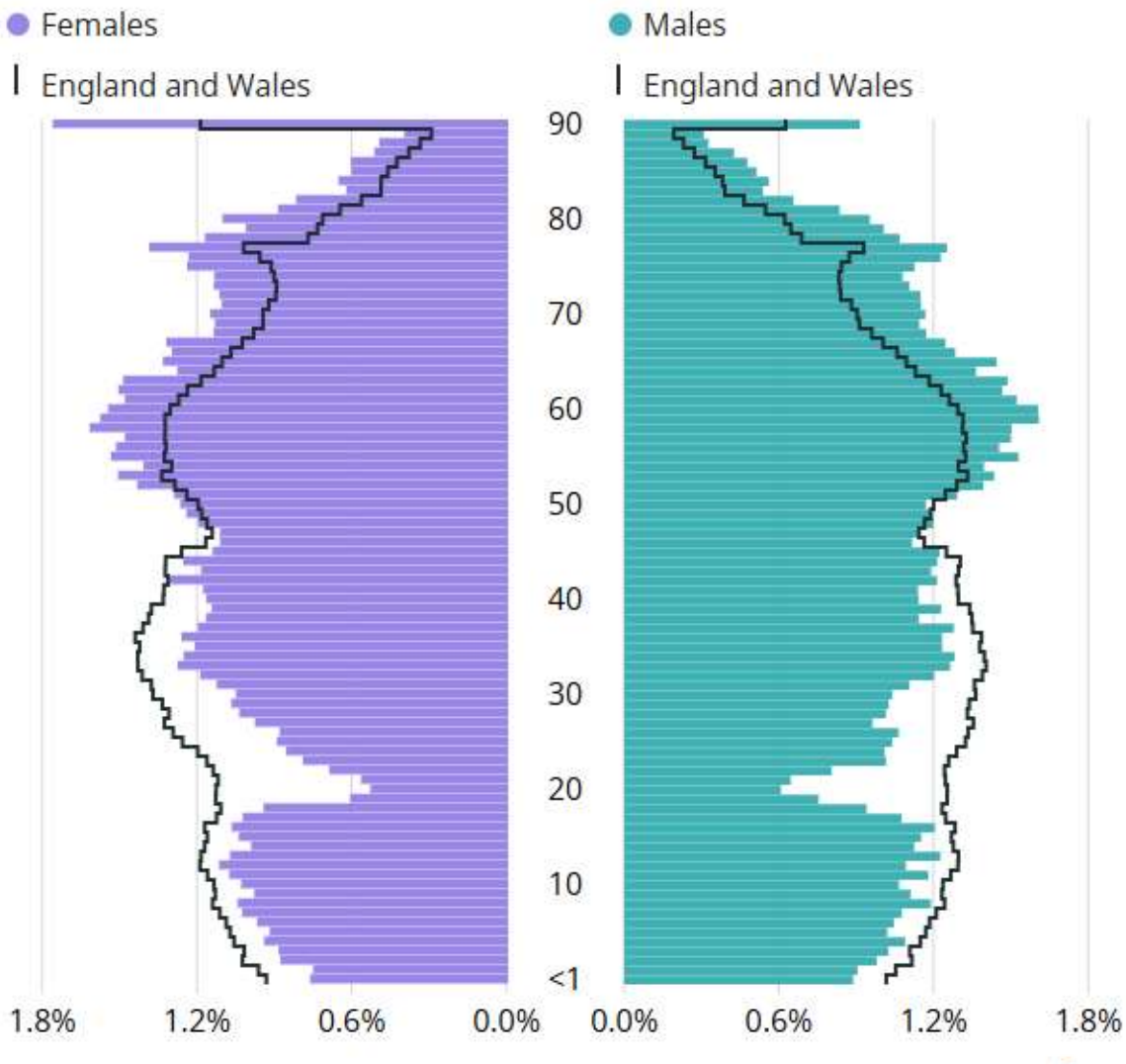
3.1.4 Figure 3 shows the estimated demographic breakdown of the District population mid-2024[4]. This shows clearly that the population is heavily weighted towards the older age's groups: almost half the District's population, or 47%, is aged 50 or older. This is much higher than the figure of 38% aged under 50.

3.1.5 The over-65s make up just over 25%, whereas across England the 65+ population accounts for just 19%. (Please note that while all persons aged 90 years or above are shown grouped, while all other ages are shown separately – hence the large bar at the top representing all ages over 90 years).

3.1.6 The median age of the District in mid-2024 was 47.7 years, while the England and Wales median average age was 40.3 years[5]. This places SDC at 49th oldest authority for median age population, out of 318 authorities across England and Wales, and sixth highest in the West Midlands after Malvern Hills District Council (51.0 years), Staffordshire Moorlands (50.1 years), Herefordshire (49.1 years), Shropshire (48.9 years) and South Staffordshire (48.0 years). The oldest authority is North Norfolk, with a median age of 56.0 years.

3.1.7 The male to female ratio across the population is estimated to be 48.5%:51.5%.

Figure 3: Female vs male populations at different age bands, mid-2024 population estimate SDC versus England & Wales



3.3 Population Projections

3.3.1 The most recent population projections were published by ONS in August 2025 and show the potential population growth from 2022 to 2032. This projection shows that the population could grow to 162,678 by 2032, representing an increase of 17.4%.[6]

4. Housing

Key facts

Housing Facts	
Number of dwellings	67,490
Median house price	£350,000
Owner occupied	72.7%
Number of new dwellings	1,011

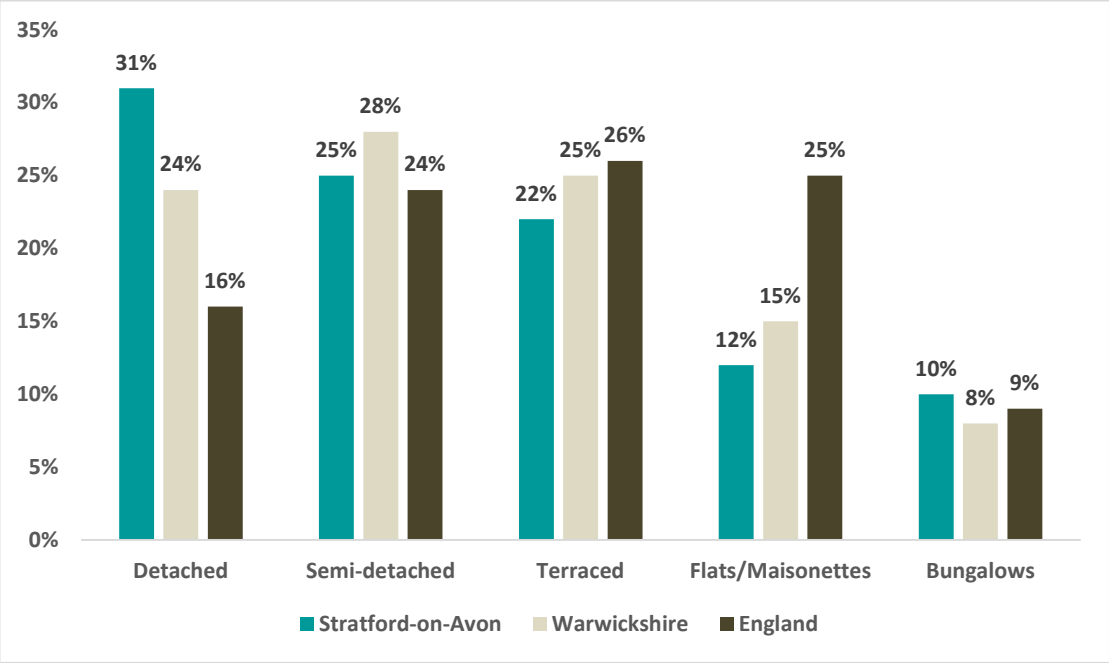
4.1 Number of Dwellings

4.1.1 According to the Valuation Office list, there were an estimated 67,490 dwellings in the District at the end of March 2024[7].

4.1.2 Of these, the ONS estimate that in 2023, 40.7% were owned outright, 32% owned with a mortgage or loan, 14.1% privately rented and 13.2% socially rented[8].

4.1.3 The housing stock available does not follow the same pattern as Warwickshire or England, as seen in Figure 4. Stratford-on-Avon has far more detached houses and far fewer and flats/maisonettes than the Warwickshire or English average.

Figure 4: Comparison of breakdown of house types, March 2024



4.2 House Prices

4.2.1 When looking at house sale prices and rental costs, we use the median rather than the mean average. This is because the mean can be distorted by the very high sales and rental prices at the upper end of the market, which would lead to a less representative average. The median is preferred, particularly when looking at trends over time and ratio of prices to earnings.

4.2.2 The median house price for the District was £350,000 in the year to end- September 2024, which represents a fall of £25,0000 from September 2023. The 2024 median was 19% above the Warwickshire median of £294,725, and 21% above the England median of £289,995.[9]

4.2.3 The median house price in the District was £100,000 (40%) higher than the median ten years prior in September 2014.

4.2.4 The average median house price increase between 2014 and 2024 across all England and Wales authorities was 53%; Stratford-on-Avon therefore saw below-average median house price growth, falling in the bottom quarter of all authorities, and the lowest growth in the West Midlands alongside Newcastle-under-Lyme. The highest median house price growth over the same period across England and Wales was 88%, seen in Leicester.

4.2.5 The lower quartile house price for the District in the year to end-March 2024 was £267,000 (25% of houses were below this price, 75% above). This is higher than the lower quartile for England of £190,587, and that for Warwickshire of £215,000.[10]

4.2.6 Figure 5 and Table 1 shows the median house prices for different house types within the District and the median average for Warwickshire and England[11].

4.2.7 The median detached price in Stratford-on-Avon is 16% higher than the Warwickshire median average and 18% higher than the England median.

4.2.8 The median semi-detached price in Stratford-on-Avon is 19% above the Warwickshire median and 21% above the England median.

4.2.9 The median terraced house price in Stratford-on-Avon is 15% above the Warwickshire and England median average.

Figure 5: Median house prices for different house types



Table 1: Median house prices for different house types

	Stratford-on-Avon	Warwickshire	England
Flats/Maisonettes	£170,000	£168,000	£230,250
Terraced	£280,000	£240,000	£235,000
Semi-Detached	£317,000	£278,350	£270,000
Detached	£510,000	£435,000	£420,000
Overall	£350,000	£294,725	£289,995

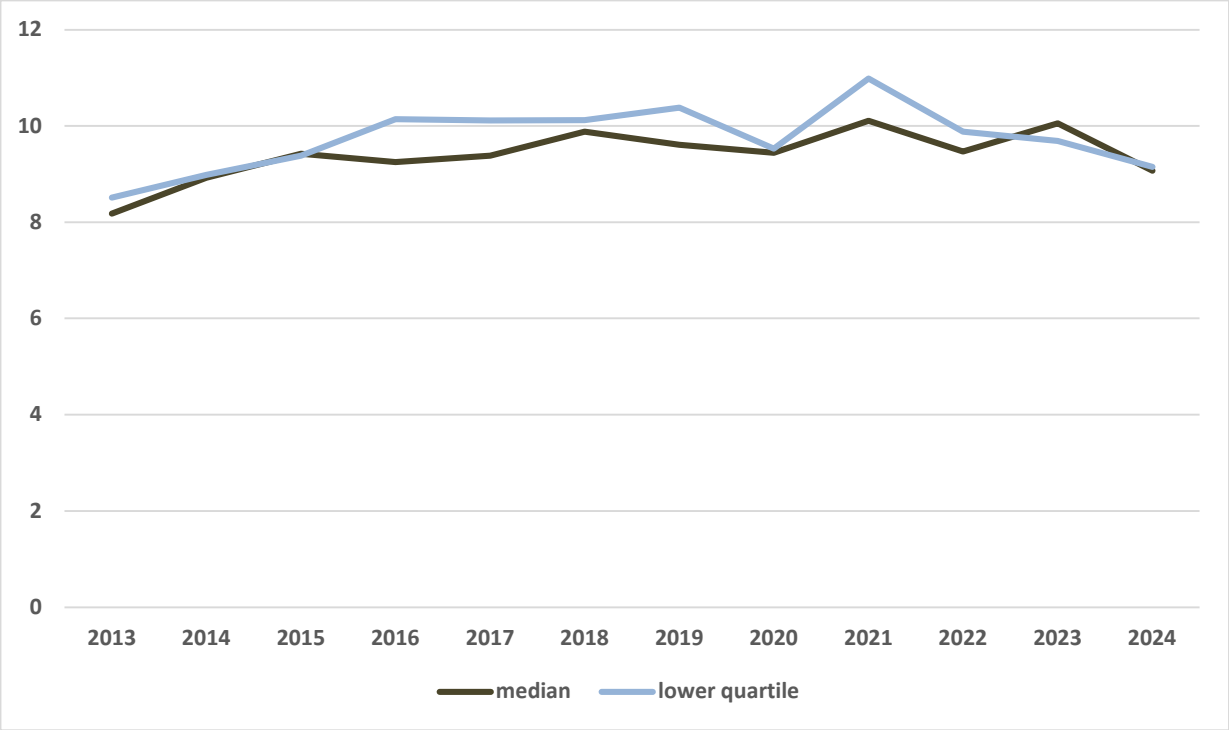
4.3 Ratio of House Prices to Earnings

4.3.1 The median house price to median earnings ratio in the District stood at 9.07 in 2024[12]. Our District no longer has the highest ratio in the West Midlands region: Wychavon has edged higher with a ratio of 9.97. By comparison, the median house price to earnings ratio for Warwickshire was 7.75, and for England it was 7.71.

4.3.2 The lower quartile house price to lower quartile earnings ratio for the District was 9.15 in 2024[13]. This is substantially higher than the Warwickshire lower quartile ratio of 7.35 and England's ratio of 6.77.

4.3.3 Figure 6 below shows that once again the ratio of lower quartile prices to earnings has overtaken that for the median, meaning that people on lower wages are once again being impacted to a greater extent by higher house prices.

Figure 6: Change in the median and lower quartile price to earnings ratio over time.



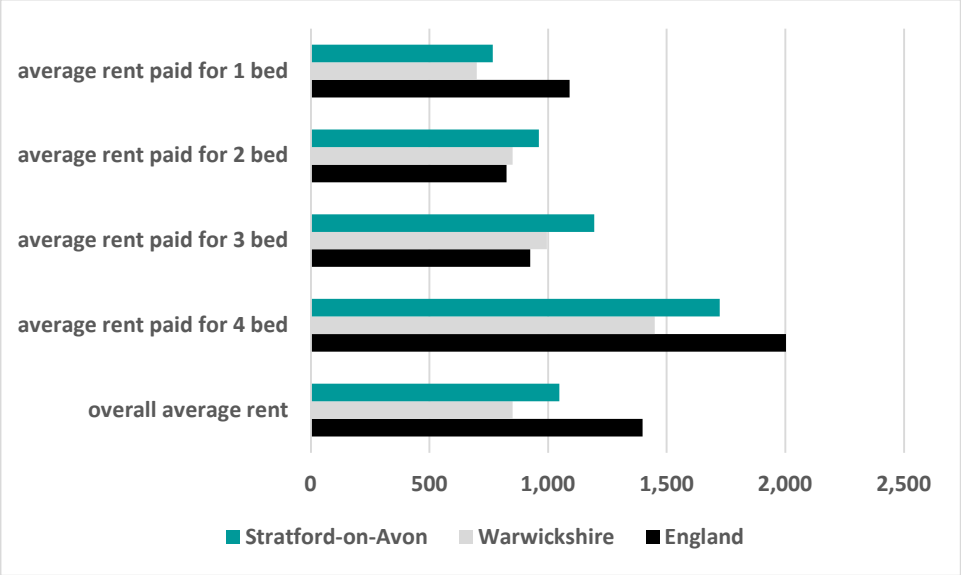
4.4 Rents

4.4.1 The way ONS publishes the 'average' monthly private rent has changed: they no longer produce a median or lower quartile rent, instead moving to a 'geometric mean' rent. This means that data from previous State of the District reports will not be comparable. In this section below, the term 'average' refers to the geometric mean.

4.4.2 The average overall monthly private rent payable in the District in the year to end-March 2025 was £1,069. This was the third highest rent across the West Midlands, with Solihull and Warwick higher at £1,245 and £1,207 respectively.[14]

4.4.3 Figure 7 shows the average monthly rents for different property types as of August 2025. Renters of two and three-bedroomed properties were in particular paying prices above the national average.

Figure 7: Average rents for different sized properties, August 2025



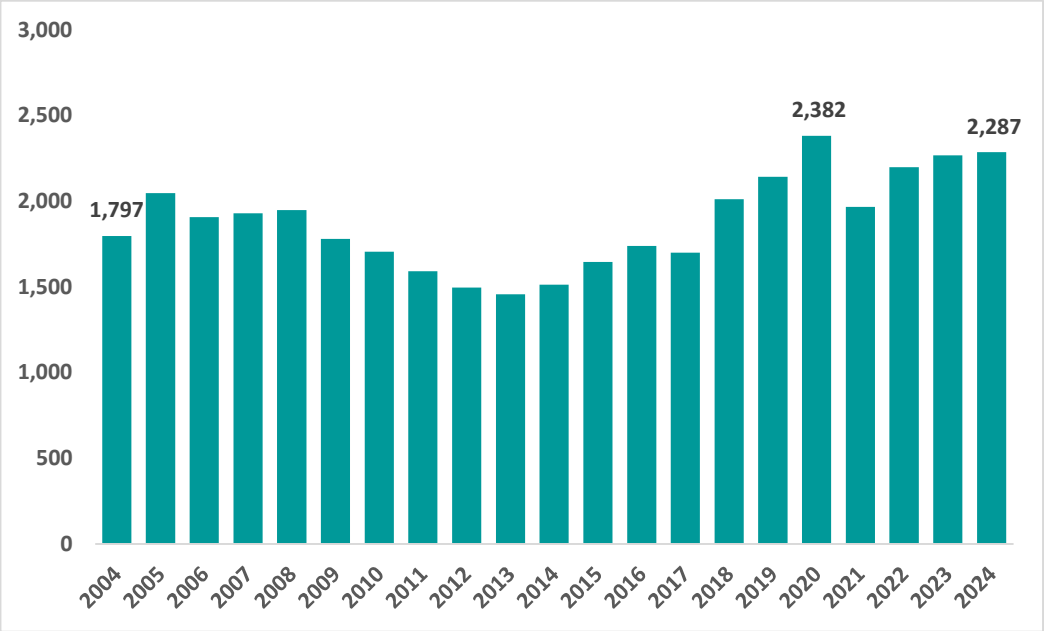
4.5 Housing Occupancy

4.5.1 Approximately 2,287 dwellings were thought to be vacant across the District in October 2024.[15] The number of vacant properties in the District has fluctuated over the last 20 years, but as can be seen in Figure 9 below, 2018 saw numbers rise significantly to over 2,000, and have remained at this higher level since, with numbers rising annually after a dip in 2021.

4.5.2 1,090 (44%) of all vacant properties were classed as 'long-term vacant'. This is a rise of 9% - or 94 properties - on last year.

4.5.3 93 (4%) of all vacant properties were owned by a Private Registered Provider (Housing Association), down from 6% in 2023; of these, 64 (or 50% total vacant properties owned by a Private Registered Provider) classed as 'long-term vacant'. This is a fall of 21 properties from last year.

Figure 8: Number of vacant properties across the District 2004-2024

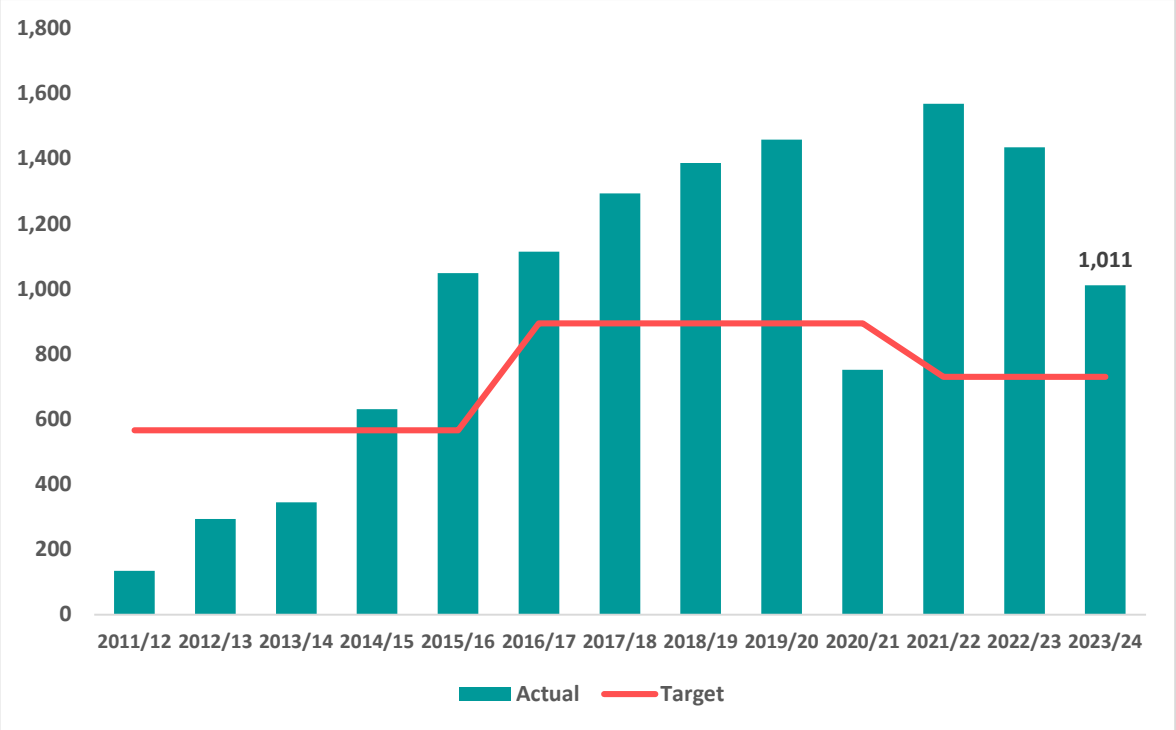


4.6 House Building

4.6.1 A total net of 1,011 new dwellings was added to the housing stock in 2023/24[16]. This represented 138% of the target for total new dwelling completions in 2023/24, 281 over the target of 730 (see Figure 10). The target housing requirement is set by the District Core Strategy, based on an objective assessment of housing needs for the Coventry and Warwickshire Housing Market Area. This identified a need for 14,600 new homes within our District over a 20-year period, 2011-2031, with the majority of these needed to house people moving into the District due to assumptions about an increase in the numbers of jobs over that same period.

4.6.2 Our District had the 15th highest figure of net completions out of 164 district authorities in 2023-24. Preston had the highest with net 1,630 completions. The mean average was 526.

Figure 9: Number of actual new homes completed vs target, 2011/12-2023/24.



4.6.3 Figure 11 shows the net dwelling completions per settlement type over the past ten years[17]. There has been a definite change over this time in where new dwellings are being built. Until this year, main rural centres comprising Alcester, Bidford-on-Avon, Henley-in-Arden, Kineton, Shipston-on-Stour, Southam, Studley and Wellesbourne, had seen the greatest proportion of new hoes. However, in 2023/24, new settlements had grown to account for a third of all net completions.

4.6.4 Figure 12 shows the size of new dwellings completed over the past ten years (some new builds are unaccounted for as size is unknown)[18]. In 2023/24 two and three bed homes made up 72% of completions, with four+ beds accounting for approximately 22%. One bed homes made up 6% of the total (a smaller proportion than last year, although the preferred percentage would lie between 9-14%.)

Figure 10: Location of new dwelling completions 2011 onwards

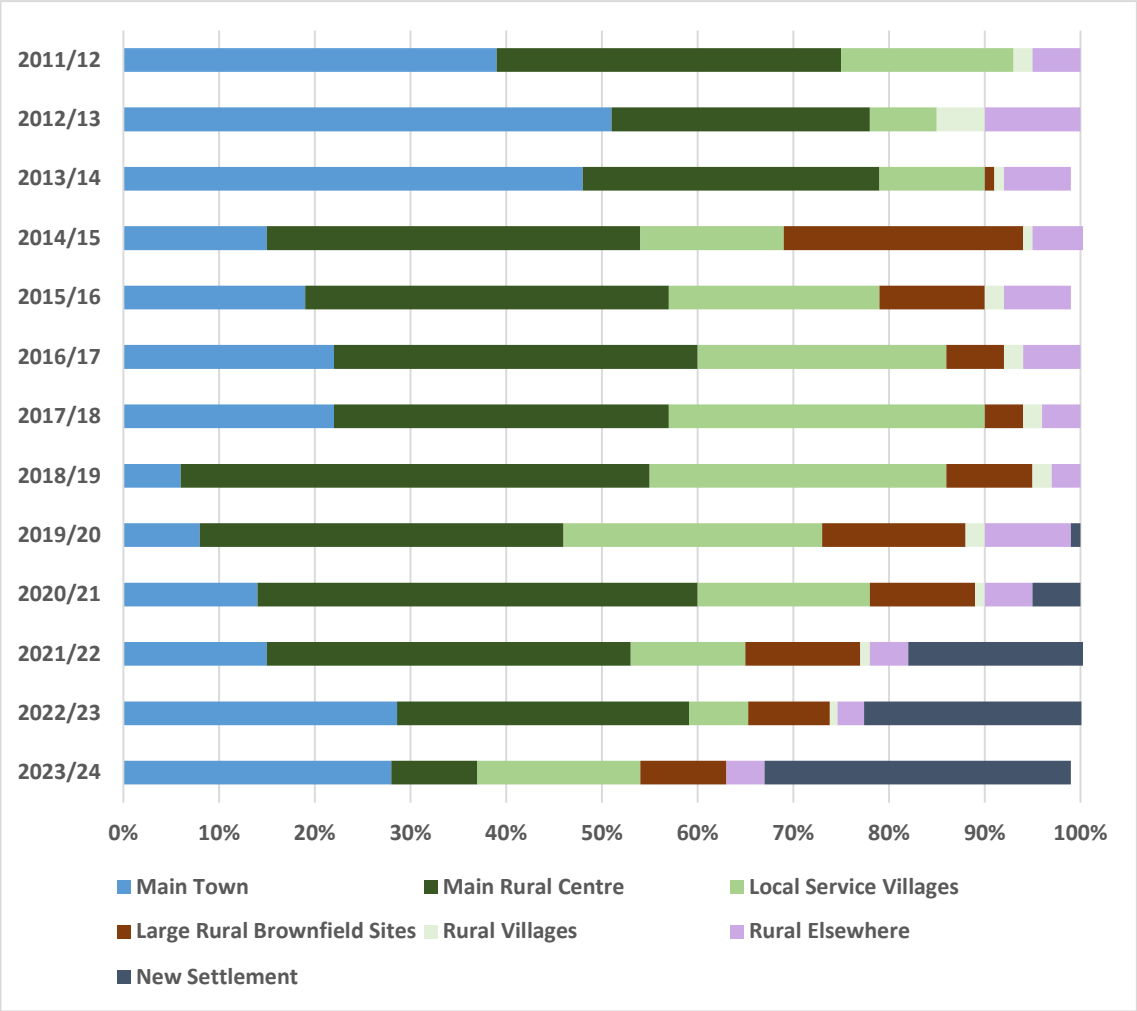
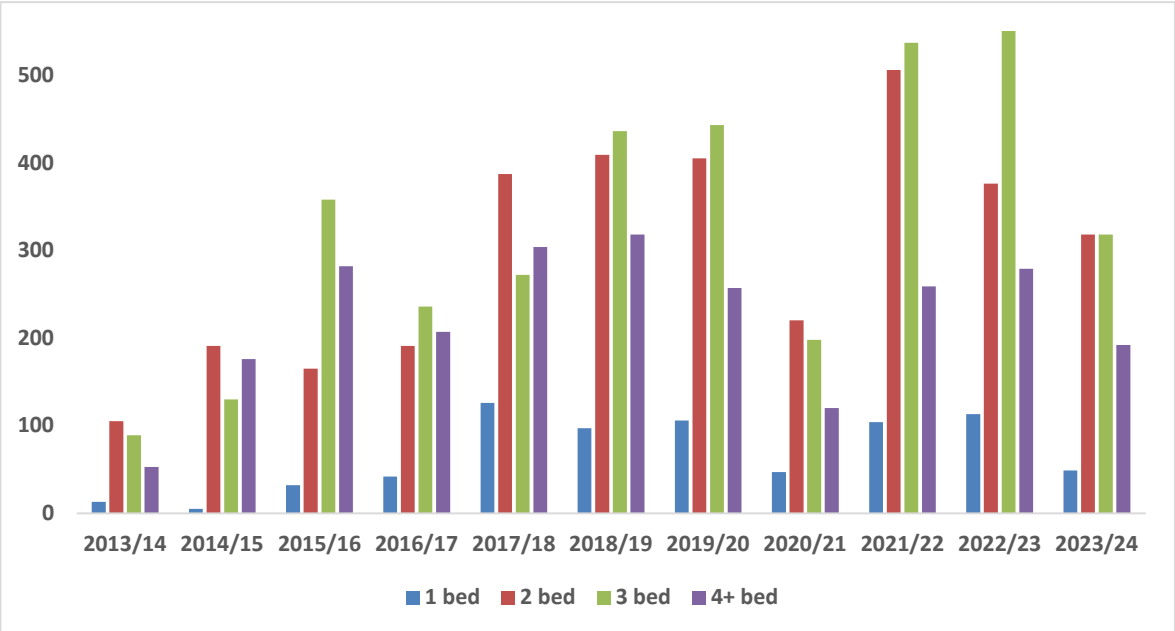


Figure 11: Size of new dwelling completions since 2012/13



4.7 Affordable Housing

4.7.1 Affordable Housing is defined by the National Planning Policy Framework (which sets out the government's planning policies for England and how it is expected to be applied) as housing for eligible households whose needs are not met by the market[19]. As such it encompasses a number of different schemes and ways of buying/renting a property to live in. These include Social Rent; Affordable Rent; Build to Rent and Rent to Buy; Discount Market homes; First Homes; Shared Ownership; and Shared equity.

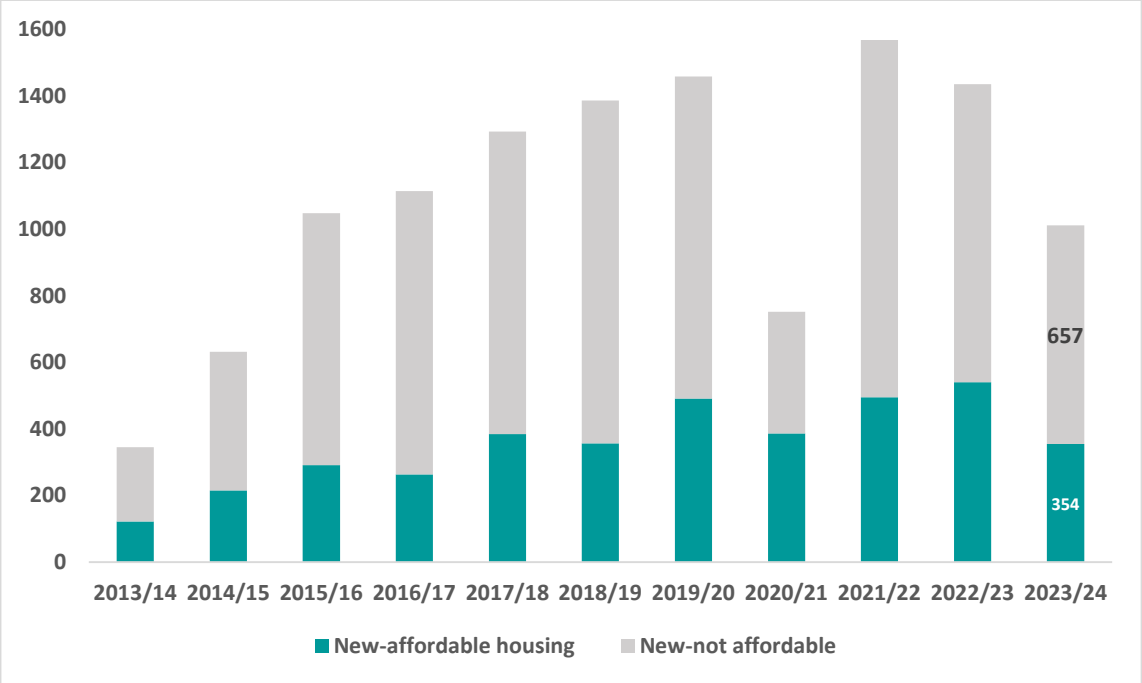
4.7.2 Discount market homes are homes sold for a discount of *at least* 20% below local market value. Affordable houses for rent are where the rent is set in accordance with the Government's rent policy for Social Rent or Affordable Rent or is *at least* 20% below local market rents (including service charges where applicable).[20]

4.7.3 Affordable Housing is usually provided as a proportion of homes (i.e. 35% as set out in the Core Strategy) on eligible general housing sites (also known as s106 sites) but can also be delivered through affordable housing schemes. 'Low cost' market homes, whilst may arguably be actually more affordable, do not fall within the NPPF definition.

4.7.4 Affordable housing has made up an average of 33% of all new dwellings completed since 2012[21]. In 2023/24, affordable housing made up 35% of net completed dwellings, corresponding to 354 out of a total of 1,011 net completions (see Figure 13).

4.7.5 2023/24 saw a fall in the number of affordable homes completed on the previous year's record-breaking 540.

Figure 12: Number of net new dwellings completed which are affordable vs not affordable



5. Crime

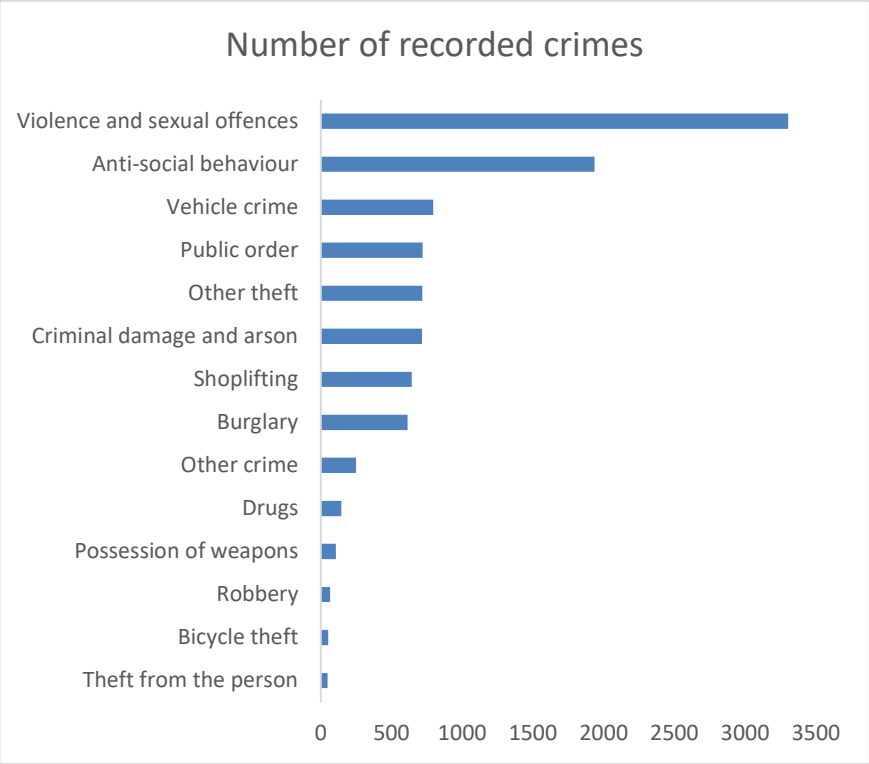
5.1 Recorded Crimes

5.1.1 The total number of recorded crimes in the District in the year to July 2025 was 10,108. This reflects a rise of 2,204 on the previous year, although changes to the way data is released by Warwickshire Police may be responsible for some of this increase.[22] This equates to a rate of 69 crimes per 1,000 people and is higher than the Warwickshire average of 56 crimes per 1,000 people.

5.1.2 The most prevalent crimes in the District were violent and sexual offences, with a rate of 22.6 per 1,000 people, which is lower than last year. This is lower than the same rate across Warwickshire (30) and England (29.63).

5.1.3 The second most prevalent crime was vehicle crime, with a rate of 5.43 per 1,000 people. This is higher than the rate for England (4.58) and that for Warwickshire (5.38). The LSOAs with the highest numbers of vehicle crime were Deppers Bridge, Chester & Kings (57 crimes); Stratford Town Centre North (27); and Tanworth (27).

Figure 13: Number of crimes in the District, year to July 2025



6. Employment and Qualifications

6.1 Employment

6.1.1 Please note that the following employment statistics were taken from ONS via their Annual Population Survey. ONS has been under pressure recently due to the unreliability of their surveys, particularly those relating to employment and labour. Therefore, the data below should be read with a heavy amount of caution around their implications.

6.1.2 In March 2025, there were approximately 65,300 'economically active' people aged between 16 and 64 years. This represents 85% of the total population aged between 16-64 years who live in the District (based on Census 2021 figures)[23]. The remaining 15% population aged between 16-64 years were classed as 'economically inactive' i.e. not in work or looking for work, due to retirement, being a student, being too sick to work or some other reason.

6.1.3 Of the economically active population, 64,600 were classed as in employment, either as an employee or self-employed, while approximately 1,400, or 2.2% were classed as unemployed as of March 2025.

6.1.4 82% people in employment were classed as employees, while 18% were classed as self-employed.

6.1.5 Males were more likely to be economically active and more likely to be self-employed than females: 89% males versus 80% females aged 16-64 years were economically active; 25% males versus 5% females were self-employed. The rates of self-employment for men seen in the District are much higher than those for Warwickshire or Great Britain as a whole, with over twice the proportion of men being self-employed than the average; those for women are about average.

6.2 Unemployment Benefit Claims

6.2.1 In July 2025 there were 1,685 residents claiming unemployment benefit in the District[24]. This was quite evenly split between males and females.

6.2.2 Younger adults had a higher rate of claiming unemployment benefit than headline rate, and this year's rate was up on the previous year: 3.1% of all those aged 18-24 years (3.3% those aged 18-21 years) in the District claimed benefit compared to 2.6% those aged 25-49 and 1.5% those aged 50+.

6.3 Earnings - Residents

6.3.1 The median gross weekly earnings in 2024 for full time workers <u>who live in the District</u> (not necessarily working in the District) was £766.60[25]. This was higher than the average for the West Midlands at £689.90, and that for Great Britain at £729.80.

6.3.2 The weekly median for full time men was £815.40 while that for full time women was £702.70. Women's weekly median pay is therefore 86% that of men.

6.3.3 The median hourly wage for full time males living in the District was £20.88 while that for full time females was £18.79.

6.4 Earnings – Those who work in the District

6.4.1 The median gross weekly earnings in 2024 for full time workers who worked within the District (not necessarily living in the District) was £713.90[26]. This is just above the median average for the West Midlands (£688.40) but less than that for Great Britain (£729.60).

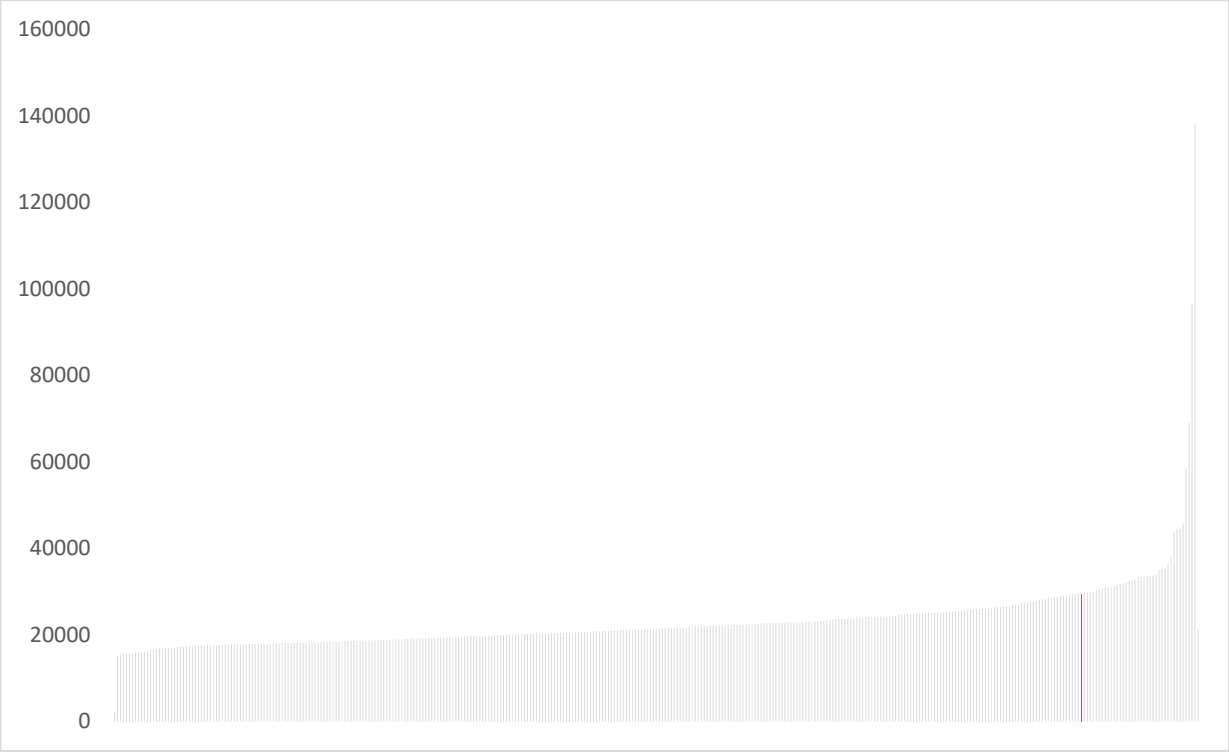
6.4.2 The median weekly earnings for a full-time male worker in the District was £742.70, while that for a female was £615.80, meaning that females working in the District earned 83% what males earned.

6.4.3 The median hourly wage for full time males working in the District was £19.20, while that of full-time females was £16.30.

6.5 Disposable Income

6.5.1 In 2022 (most recent data) the average amount of gross disposable income (income after taxes and benefits) per person was £29,741. This placed Stratford-on-Avon 39th out of all 361 local authorities across Great Britain (see figure 15). The median average was £21,359.

Figure 14: Amount of gross disposable income per person: local authorities across GB



6.6 Qualifications

6.6.1 As of December 2024, 62% of adults aged 16-64 years in the District possessed an NVQ4 qualification or higher (NVQ4 is equivalent to an HNC, NVQ6 is equivalent to an undergraduate degree, NVQ3 is equivalent to A Level)[27]. The average for GB is 47%, while for West Midlands it is 43%.

6.7 Apprenticeships

6.7.1 Stratford-on-Avon saw 845 apprenticeship starts per 100,000 head of population in 2023/24. This places the District 199th out of 292 local authorities across England (there are 46 authorities with missing data). The median was 952.

6.7.2 In 2023-24 there were 441 apprenticeship completions per 100,000 head of population, placing the District 189th out of 292 English local authorities. The median number of completions was 492.

6.8 Jobs by Industry

6.8.1 In 2023 there were 75,000 employee jobs[28]. 52,000 were full-time and 23,000 were part-time.

6.8.2 Table 2 shows the breakdown of the number of jobs in our District in 2023 by industry sector[29], not including those performed by people classed as self-employed. Between 2022 and 2023 many jobs which had previously been classified as Manufacturing were re-classified as Professional, Scientific or Technical, and therefore there has been a large swing in terms of the proportion of jobs accounted for by both sectors.

6.8.3 The wholesale and retail trade/repair of motor vehicles and motorcycles was the largest sector in terms of jobs after Professional, Scientific and Technical, representing 13.2% total jobs in the District. This is the lower than the West Midlands and Great Britain averages of 15% and 14% respectively.

6.8.4 Tourism-related jobs are an important part of the District services sector. According to the 2024 Tourism Economic Impact assessment, there were 9,385 tourism-related jobs in the District, accounting for approximately 17% all jobs in the District.

Table 2: Number of employee jobs within Stratford-on-Avon District by industry, 2023 (green shows growth on 2022, pink shows decline)

	No. jobs 2023	***%***	***No. jobs 2022***
Agriculture, mining, electricity, gas, water and waste	1565	*1.6%*	*1,820*
Manufacturing	6,000	*7.9%*	*13,000*
Construction	3,000	*3.9%*	*3,000*
Wholesale and retail trade	10,000	*13.2%*	*9,000*
Transportation and Storage	1,250	*1.6%*	*1,250*
Accommodation and Food service	8,000	*10.5%*	*8,000*
Information and communication	3,000	*3.9%*	*2,500*
Financial and insurance	3,500	*4.6%*	*3,500*
Real estate	1,250	*1.6%*	*2,250*
Professional, scientific and technical	16,000	*21.1%*	*7,000*
Administrative and support services	7,000	*9.2%*	*5,000*
Public administration and defence	900	*1.2%*	*900*
Education	5,000	*6.6%*	*4,500*
Health and social work	5,000	*6.6%*	*7,000*
Arts, entertainment and other recreation	3,000	*3.9%*	*2,250*
Other services	1,750	*2.3%*	*2,250*

7 Business and Economy

7.1 Productivity: Gross Value Added (GVA)

7.1.1 The total estimated GVA of the District in 2023 was £6.266billion. This is an estimated increase of £906 million on 2022.

7.1.2 Table 3 shows the breakdown of £GVA by industry sector and per job[30]. Manufacturing now accounts for approximately one third of the District's total GVA (GVA has not re-classified sectors in the same way that jobs have, therefore GVA per job is inflated for Manufacturing and underestimated for Professional, Scientific and Technical).

7.1.3 Three sectors saw substantial increases in their GVA per job: Transportation and Storage more than doubled; Real Estate also saw a large increase after seeing a fall in jobs but increase in GVA; and Health and Social Work saw a 66% rise.

7.1.4 However, a handful of industries saw a fall in GVA per job: Information and communication almost halved; Education fell slightly, as did Arts, Entertainment and other recreation. As explained before, the re-classification of jobs from Manufacturing to Professional, Scientific and Technical makes the GVA per job for Professional sector look like they have been halved when in reality it has not.)

Table 3: Breakdown of £GVA by industry 2023

Sector	GVA 2023		GVA per job
	GVA £m	%	
Agriculture, mining, electricity, gas, water and	148	*2.36%*	**£94,569**
Manufacturing	2,213	*35.35%*	**£368,833**
Construction	322	*5.14%*	**£107,333**
Wholesale and retail trade	476	*7.60%*	**£47,600**
Transportation and Storage	65	*1.04%*	**£52,000**
Accommodation and Food service	246	*3.93%*	**£30,750**
Information and communication	173	*2.76%*	**£57,667**
Financial and insurance	195	*3.11%*	**£57,714**
Real estate	921	*14.71%*	**£736,800**
Professional, scientific and technical	280	*4.47%*	**£17,500**
Administrative and support services	398	*6.36%*	**£56,857**
Public administration and defence	73	*1.17%*	**£81,111**
Education	240	*3.83%*	**£48,000**
Health and social work	251	*4.01%*	**£50,000**
Arts, entertainment and other recreation	70	*1.12%*	**£23,333**
Other services	190	*3.03%*	**£108,571**

7.2 Business Numbers

7.2.1 In December 2024, the number of businesses in the District stood at 8,400[31]. 90.4% of these were classed as micro-businesses (0-9 employees), with a further 8.0% being small (10-49 employees). There were 120 medium businesses (50-249 employees), up 15 on 2023; and there were 15 large businesses (over 250 employees), the same figure as in 2023.

7.2.2 The break-down of businesses by size reflected the averages for Warwickshire and England as a whole, as can be seen in Table 4 below. Stratford-on-Avon has proportionally more micro businesses and fewer small-medium-large businesses than seen across Warwickshire or England on average but only by a marginal amount.

Table 4: Number of businesses by size

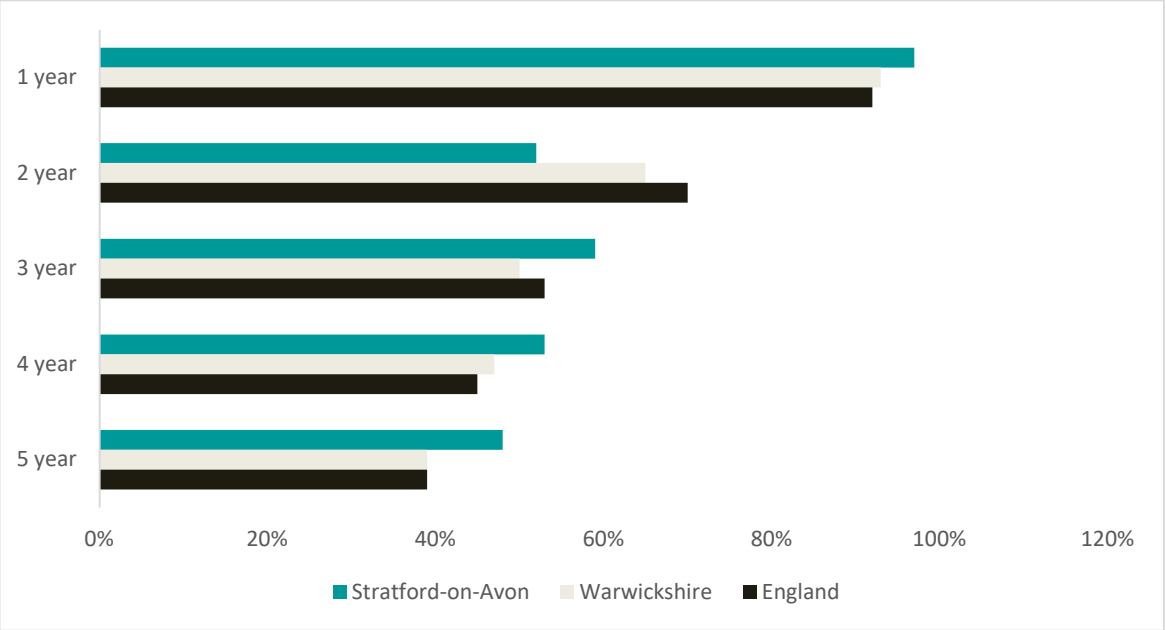
Size	Stratford-on-Avon		Warwickshire		England	
	Count	*%*	*Count*	*%*	*Count*	*%*
Large (250+)	15	*0.2*	115	*0.4*	9,995	*0.4*
Medium (50-249)	120	*1.4*	425	*1.6*	37,925	*1.6*
Small (10-49)	670	*8.0*	2,320	*8.7*	206,875	*8.7*
Micro (0-9)	7,595	*90.4*	23,865	*89.3*	2,113,555	*89.2*
Total	**8,400**	***100***	**26,725**	***100***	**2,368,350**	***100***

7.2.3 The business density ratio for the District was 574 per 10,000 people, using population estimates and business counts from 2024. This was the highest density in the West Midlands; Herefordshire was second with a density of 563 per 10,000 population.

7.2.4 Figure 16 shows the business survival rates for Stratford-on-Avon compared to the Warwickshire and English average[32]. The 2-year survival rate for businesses started in 2021 took quite a dip from the norm, which may be a product of the business environment during 2021 and the pandemic impact.

7.2.5 In 2023, there were 755 business starts, far fewer than previous years where numbers have generally been north of 1,000. There were 915 business deaths, which is more typical.

Figure 15: Business survival rates 2023



7.3 **Businesses by Industry**

7.3.1 Table 5 shows the number of businesses within each industry sector in the District in 2024, and the proportion of total businesses which each sector accounts for, along with the Warwickshire and England averages[33].

Table 5: Number and Proportion of businesses by industry sector 2024

Sector	SOA	SOA	Warks	England
	Count	***%***	*%*	*%*
1: Agriculture, forestry & fishing (A)	745	*8.87%*	*5.22%*	*3.87%*
2: Mining, quarrying & utilities (B)	0	*0.00%*	*0.02%*	*0.04%*
3: Manufacturing (C)	425	*5.06%*	*5.58%*	*4.79%*
4: Electricity, gas, steam and air conditioning (D)	10	*0.12%*	*0.21%*	*0.19%*
5: Water supply; sewerage, waste management etc (E)	25	*0.30%*	*0.30%*	*0.32%*
6: Construction (F)	975	*11.61%*	*11.77%*	*14.02%*
7: Wholesale/retail trade; repair of motor vehicles and motorcycles (G)	1,035	*12.32%*	*13.60%*	*14.62%*
8: Transport & storage (inc. postal) (H)	170	*2.02%*	*5.86%*	*4.36%*
9: Accommodation & food services (I)	450	*5.36%*	*5.61%*	*6.11%*
10: Information & communication (J)	455	*5.42%*	*6.81%*	*7.34%*
11: Financial & insurance (K)	145	*1.73%*	*1.70%*	*2.24%*
12: Property (L)	425	*5.06%*	*4.53%*	*4.45%*
13: Professional, scientific & technical (M)	1,525	*18.15%*	*17.19%*	*15.85%*
14: Business administration & support services (N)	1,065	*12.68%*	*9.93%*	*8.58%*
15: Public administration & defence (O)	55	*0.65%*	*0.47%*	*0.30%*
16: Education (P)	150	*1.79%*	*1.80%*	*1.84%*
17: Health (Q)	230	*2.74%*	*3.42%*	*4.20%*
18: Arts, entertainment and recreation (R)	240	*2.86%*	*2.26%*	*2.76%*
19: Other service activities (S)	280	*3.33%*	*3.76%*	*4.12%*

7.3.2 The largest number of businesses in the District were within the professional, scientific and technical services industry, accounting for just over 18% of all businesses, a higher proportion than the Warwickshire and England averages.

7.3.3 Business administration and support services accounted for 12.7%, again higher than the county and national averages.

7.3.4 Agriculture, forestry and fishing accounted for just under 9% all business, a significantly higher proportion than either the Warwickshire average (5.2%) or national average (3.9%).

8 Health

8.1 Overview

8.1.1 People in Stratford-on-Avon District are generally in better health than average. Life expectancy in 2023 was 84.7 years for women (Warwickshire = 83.5y; England = 83.2y) and for men it was 81.5years (Warwickshire = 79.3y; England = 79.3y)[34].

8.2 Disease, Death and Injury

8.2.1 Mortality rates for cancer, respiratory disease, circulatory disease and stroke are much lower in the District than the West Midlands' average[35].

8.2.2 In 2023/4 62.5% of adults in the District were classed as overweight or obese, compared to 66.3% across the West Midlands and 64.5% across England[36].

8.2.3 In 2023/4, 21.1% of Reception-aged children (4-5 years) were classed as overweight/obese compared to 22.1% in England; this had risen to 30.1% by Year 6 (10-11 years) compared to 35.9% in England.

8.2.4 In 2024, 65.4% of adults said that they were active for 150 minutes or more minutes per week compared to 63.7% across England.

8.2.5 Child hospital admissions (aged 0-14 years) caused by unintentional and deliberate injuries were 62 per 10,000 children, which was lower than the English average of 73 and West Midlands average of 64. This has come down significantly over the last few years.

8.2.6 The rate of dementia diagnosis in 2024 was 51.2%. This is the estimated percentage of people with dementia who are actually diagnosed with it: in other words, 51.2% people with dementia in the District received a diagnosis, meaning that 48.8% people who have dementia are undiagnosed. This is under the West Midlands average rate of 60.3%, and one of the worst rates in the region, meaning that fewer people with dementia in our District got a diagnosis than average across the region.[37]

8.2.7 Suicide rates were similar to that across the West Midlands and nationally in 2023: 11.4 per 100,000 people in our District compared to 10.7 in West Midlands and across England.[38]

9 Poverty/Cost of Living Crisis

9.1 Risk Factors for Poverty

9.1.1 There are several indicators which can mean that an individual is at risk of living in poverty. They include, but are not restricted to:

- Living in fuel poverty
- Receiving unemployment or low-income benefits
- Renting privately (in conjunction with another of the above).

9.2 Fuel Poverty

9.2.1 14.9% of households in the District were in fuel poverty according to the latest data for 2023, compared to 17% in the West Midlands and 11.4% in England.[39]

9.2.2 This reflects a fall back to levels seen in 2020-21 from a high of 16.5% last year.

9.2.3 There was huge variation across the District in the proportion of households in fuel poverty, ranging from 25% in Ladbroke & Priors LSOA to 5.9% in Wellesbourne South.

9.3 **Claimant Counts**

9.3.1 In June 2025 there were 10,126 people claiming Universal Credit in the District, of which 4,061 were in employment[40].

9.3.2 Quinton ward had the highest number of claimants at 647, while Wootton Wawen had the fewest claimants at 39 (see Table 6 below; please note, DWP still uses old ward boundaries).

Table 6: Universal Credit Claimants by Ward, June/July 2025

Ward	No. of people on Universal Credit (June 25)	No. of people in employment on UC (July 25)	% UC claimants in employment (July 24)
Alcester East	405	152	*38%*
Alcester West	204	95	*47%*
Bidford East	440	195	*44%*
Bidford West	119	53	*45%*
Bishop's Itchington, Fenny Compton & Napton	375	138	*37%*
Brailes & Compton	173	63	*36%*
Claverdon & Snitterfield	160	60	*38%*
Gaydon, Kineton & Upper Lighthorne	516	199	*39%*
Harbury	334	144	*43%*
Henley-in-Arden	230	89	*39%*
Kinwarton	186	60	*32%*
Quinton	647	287	*44%*
Salford Priors & Alcester Rural	161	57	*35%*
Shipston North	337	137	*41%*
Shipston South	97	38	*39%*
Southam East, Central & Stockton	81	27	*33%*
Southam North & Long Itchington	220	88	*40%*
Southam South	243	116	*48%*
Southam West	401	151	*38%*
Stratford Avenue	391	180	*46%*
Stratford Bishopton	277	116	*42%*
Stratford Clopton	311	133	*43%*
Stratford Guildhall & Bridgetown	146	65	*45%*
Stratford Hathaway	257	81	*32%*
Stratford Orchard Hill	274	123	*45%*
Stratford Shottery	384	170	*44%*
Stratford Tiddington	182	84	*46%*
Stratford Welcombe	303	114	*38%*
Studley North	357	145	*41%*
Studley South	258	77	*30%*
Tanworth-in-Arden	103	40	*39%*
Tredington	263	92	*35%*
Tysoe	98	24	*24%*
Welford-on-Avon	447	195	*44%*
Wellesbourne East & Rural	299	114	*38%*

Ward	No. of people on Universal Credit (June 25)	No. of people in employment on UC (July 25)	% UC claimants in employment (July 24)
Wellesbourne North & Rural	246	96	*39%*
Wellesbourne South	162	47	*29%*
Wootton Wawen	39	16	*41%*

10 Achievements/Key Events During 2024/25

10.1 The key document that provides the strategic direction for the activities of Stratford-on-Avon District Council is the Council Plan. The Council Plan 2023-27 was approved by Council in December 2023.

10.2 Following the approval of the Council Plan the budget for 2024/25 was prepared to assist with the delivery of the overall objectives and a series of specific actions were prepared. At the meeting of The Cabinet on 4 March 2024 the Council Plan action plan for 2024/25 was approved. This was followed up in June 2024 with the allocation of £1.6m of resources to assist with the delivery of the action plan. The monitoring of the action plan is undertaken using the Council's agreed performance management arrangements.

10.3 The vision and priorities of included within the Council Plan is as follows:

We are an ambitious, fair, inclusive, and responsible organisation which will put our communities at the heart of everything we do.

The Council will be recognised as a leader for supporting the health and wellbeing of our residents, protecting our environment, delivering sustainability, and innovation.

By proactively working with our partners the Council will strive to deliver cohesive communities that are well built, in the right place and served by appropriate infrastructure.

The Council will support existing business to thrive and seek to attract new businesses to create valued jobs and opportunities.



10.4 The Council Plan continues to be the document that identifies the strategic direction for the Council. The action plan relating to the implementation of the Council Plan was considered throughout the year, this led to the annual performance review as part of the overall Performance Management Framework for 2024/25 being presented to the Cabinet on 2 June 2025.

10.5 In March 2024 the Council invited the Local Government Association to undertake a Corporate Peer Challenge (CPC) for the Council. The last review had been undertaken in 2017. The CPC was extremely positive and made comments including:

"The peer team found that overall, there has been a smooth transition to the new Liberal Democrat led administration after the elections in May 2023. The Council has developed its new Council Plan 2023-2027 and priorities in parallel with political and officer changes - and this has been delivered successfully with a clear vision and focus on the future ambitions of SDC. The emphasis for the Council is now on delivering the Plan and ensuring wider strategies are linked to this and follow through to SDC's operational activity"

10.6 The CPC review team proposed 10 recommendations for improvements within the Council. These recommendations were accepted and an action plan developed; this plan itself being actively monitored by the Cabinet. During 2024/25 significant progress against the action plan was undertaken by the Council, this included areas such as:

- Significant progress in publishing two sets of accounts
- Allocating £1.6m towards key Council Plan priorities
- Strengthening the Citizens' Panel and implementing the Parish Forum
- Undertaking a review of the Audit & Standards Committee in line with the CIPFA best practice guidance
- Delivery of the Council's Staff Strategy
- Further embedding the values of the organisation
- Development and implementation of a new Communications Strategy.

10.7 In January 2025 the Council received a revisit from the CPC review team, the findings of this return visit were as follows:

"Out of the CPC's 10 recommendations, the Council's Action plan reports that all have been completed or have been progressed.

The peer team observed good progress from SDC in addressing the recommendations from the CPC and can therefore validate the Council's own assessment. Following the CPC the Council quickly developed an action plan, and this has been monitored by the senior management team and the Cabinet".

10.8 A major event on 16 December 2024 was the publication of the English Devolution White Paper. This White paper identified the direction of travel from government in devolving powers from central to more local government through newly established Strategic Authorities. The White paper identified areas of such devolution which would include:

- Transport and local infrastructure
- Skills and employment support
- Housing and strategic planning
- Spatial Development Strategies
- Economic Development and regeneration
- Environment and climate change
- Health, wellbeing and public service reform
- Public Safety.

10.9 The White Paper also announced the biggest reform of Local Government in a generation. The Government has determined that they wish to replace the remaining 21 County Council and 164 District and Borough Councils with newly established unitary councils.

10.10 On 5 February 2025, the Council received a formal invitation from the then Minister oof State for Local Government and Devolution, to develop proposals for the reorganisation of local government within Warwickshire. In developing such proposals, the Council will need to consider the six criteria that have been established by government, namely:

- *A proposal should seek to achieve for the whole of the area concerned the establishment of a single tier of local government.*
- *Unitary local government must be the right size to achieve efficiencies, improve capacity and withstand financial shocks.*
- *Unitary structures must prioritise the delivery of high quality and sustainable public services to citizens.*
- *Proposals should show how councils in the area have sought to work together in coming to a view that meets local needs and is informed by local views.*
- *New unitary structures must support devolution arrangements.*
- *New unitary structures should enable stronger community engagement and deliver genuine opportunity for neighbourhood empowerment.*

10.11 During the remainder of 2024/25 the development of the Council's response was commenced. A full debate and decision from Council is expected on 28 November 2025 on what the Council's formal submission will be.

10.12 In relation to the Council's finances this continues to be a challenging period with a further single year settlement for 2024/25 and then again for 2025/26. There is real uncertainty about the longer-term position of the Council's finances and whilst in the short term the Council is benefiting from non-recurring increases in investment income, inflationary pressures including the pay award make medium term financial planning extremely difficult. The Government are in the process of finalising the Fair Funding Reform 2.0, the results of which are expected to inform a multiyear settlement for 2026/27 and beyond.

10.13 The Council is responsible for ensuring that its business is conducted in accordance with the law and proper standards, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

10.14 The Council also has a duty under the *Local Government Act 1999* to make arrangements to secure continuous improvements in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.

10.15 The Annual Government Statement identifies the framework that comprises the systems, processes, culture and values, by which the Council is directed and controlled and its activities through which it accounts to, engages with and leads the community. It enables the Council to monitor the achievement of its strategic priorities and to consider whether those priorities have led to the delivery of appropriate, cost-effective services.

10.16 The roles and responsibilities of the executive, non-executive, scrutiny and officer functions, along with the delegations from The Cabinet and the Council are set out in the Constitution. In addition, there are member role profiles and an officer/member protocol that sets out the respective responsibilities and relationships of officers and members. The Constitution is kept under regular review, overseen by the Audit and Standards Committee and the document is fully reviewed every three years. A revised Leader's Statement has been developed which summarises all of the executive delegations which are currently in place.

10.17 A risk management framework is reviewed annually which is supported by the County Council. The provision of such advice is now built into the service level agreement for audit services. Operational risks form part of the service plans, and high-level risks are identified in the strategic risk register, which is periodically reviewed by the Management Team.

10.18 2024/25 saw the following achievements:

- Stratford-on-Avon District Council celebrates 50 years.
- Stratford-upon-Avon College Automotive EV Centre receives UKSPF Direct Award of £625,000.
- Stratford-on-Avon District Council's Cabinet agreed to fund 49 projects across the whole District as part of the UK Shared Prosperity Fund (UKSPF) and Rural England Prosperity Fund (REPF). The projects have been awarded a total of £1,162,900.
- The Lost Pug Pub in Northend re-opened after receiving a £50,000 grant from the Rural England Prosperity Fund via the District Council.
- SDC secures £1.5 Million in grant funding for Voluntary and Community Groups.
- District Council successfully delivers Home Upgrade Grant scheme and looks ahead to new Warm Homes Local Grant.
- Stratford District Council's Cabinet passes eco-emergency motion.
- SDC takes part in No Mow May initiative as part of new contract.
- Free Trees for Farmers given away with Heart of England Forest and Warwickshire Rural Hub. In total an amazing 13,000 trees were given out to be planted.
- SDC hosts Climate Assembly Event.
- SDC's E-cargo bikes used in Upper Lighthorne.
- Solar Panels installed on Stratford Leisure Centre.
- Stratford-on-Avon District Council opens new Changing Places toilets - at Bell Court Shopping Centre in Stratford-upon-Avon and the British Motor Museum in Gaydon.

- New community noticeboards installed in response to residents' feedback – Bishopton and Clopton.
- New Customer Access Terminal (CAT) re-introduced in Southam.
- Cabinet agrees additional funding for replacement UBUS service.
- Pop-up Safe Spaces introduced to Stratford-on-Avon District – Southam, Meon Vale, Alcester, Shipston-on-Stour.
- New Public Space CCTV cameras launched at Meon Vale.
- Innovative Virtual Reality Knife Crime Programme Launched.
- Warwickshire Local Councils Charter adopted.
- Neighbourhood Development Plans adopted:
    - Beaudesert and Henley-in-Arden
    - Hampton Lucy
    - Long Marston.
- Paint Stratford: Transforming Stratford with Vibrant Murals.
- Stratford-on-Avon District Council sign Armed Forces Covenant.
- Make a Difference: New Campaign Launched to Attract People to Council Careers.
- Chair's charities supported through recycling initiative.
- Stratford-on-Avon District honoured for work helping Ukrainian Medical Charity.
- New Active Communities Strategy 2024-2027 approved.
- Local leisure centres support people with Parkinson's by offering free memberships.
- Pride Swim event held at Stratford Leisure Centre.
- Stratford Leisure Centre hosts free senior event for Silver Sunday.
- New swimming class introduced to support people with chronic pain.

10.19 We continue to develop our relationships at a regional level, where we play a full role as non-constituent members of the West Midlands Combined Authority (WMCA). The Council is represented at the WMCA Board and participates in groups including the Housing and Land Board.

10.20 During 2024/25 significant work was undertaken with the WMCA in relation to the procurement of the Gateway site in Stratford upon Avon. This site has now been secured and the Cabinet agreed in December 2023 to enter into a collaboration agreement with the WMCA to oversee the development of this crucial town centre site.

11 Key Issues and Targets

11.1 As previously mentioned, the key document that provides the strategic direction for the activities of Stratford-on-Avon District Council is the Council Plan. The Council Plan 2023-27 was approved by Council in December 2023. At the end of Year 1 (2024-2025) progress included the following.

Priority 1 –We Will Live By

- Be a transparent Council, fostering the levels of trust and understanding of responsibilities between the Council and the Public.
- Making the best decisions in the public interest.
- Holding ourselves and others providing public services to account more effectively for the benefit of the communities served.

Progress 2024/25:

- The Council will continue to maintain a Five-Year Medium Term Financial Strategy.
- Implemented the new Statement of Community Involvement.
- The Core Peer Challenge was undertaken in March 2024. A follow up review was undertaken on 21 January 2025.
- The Council undertook a review in relation to outside bodies.
- Final approval of the Communications Strategy took place at the Cabinet on 7 October 2024.
- The Council continued to set an Annual Training Plan for elected members through the Member Development Working Group.
- PAS Review was incorporated into wider Departmental Visioning Programme published November 2024 including action plan.
- The review of partnership and stakeholders was undertaken.

Priority 2 – We Will Deliver By

- To improve access to Council services to those throughout the District.
- To improve the effectiveness of the Council through innovation, engaging with our peers to improve service delivery.
- To support the quality of our service by being a local employer of choice.
- Increase and protect green spaces which positively affect nature recovery.
- Be a Local Authority leader in the reduction of our own Carbon Footprint.
- Build the relationship and proactively foster partnership working with others to influence areas where the Council cannot deliver success alone.
- Support those most in need from inequality.
- Make the most of Stratford-on-Avon District's rich cultural heritage as a national and international tourist destination.

Progress 2024/25:

- Worked continued on the Growing Opportunities Plan.
- The Customer Access Terminal was installed in Southam Library and was fully operational in August 2024. The unit for Alcester was awaiting installation.

- 'Live and Local' programme across the District was delivered.
- Digital strategy was approved.
- Local Council's Charter adopted.
- Implementation of the Staff Strategy continued.
- Initial work commenced on the Playing Pitch Strategy.
- Lenches Meadow registered as a Local Nature Reserve and a Management Plan drawn up.
- Climate Change Strategy adopted.
- HVO has been implemented as a fuel source for the SDC Waste Fleet operating from Stratford depot.
- Asset Management Strategy reviewed, and key CO2 emission sources identified.
- Solar Arrays installed on Stratford and Shipston leisure centres.
- Work on the joint SWLP progressing. Preferred Options consultation undertaken Jan-Mar 2025.
- The funding for CASW, VASA and other initiatives mitigating the impacts of the cost-of-living crisis were considered as part of the growth bid process.
- Business as usual in respect of support for Shakespeare's England to deliver the tourism offer for the District.
- Gateway Masterplan adopted.

Priority 3 – We Will Influence By

- To improve the range and quality of social infrastructure e.g. town centres, health and social care, education, housing and transport within the District.
- To reduce crime and anti-social behaviour through the Community Safety Partnership.
- To enable those living and working in the District to live more environmentally sustainable lifestyles.
- Facilitate more opportunities for residents to use alternative modes of transport.
- Ensure that development is meeting local needs, attractive, environmentally sustainable and fit for purpose.
- To increase the levels of valued employment and training.
- To support Parish Councils for the benefit of communities.
- To support opportunities for our residents to develop skills for the future.

Progress 2024/25:

- Worked continued on the Growing Opportunities Plan.
- Work on the joint SWLP progressing. Preferred Options consultation undertaken Jan-Mar 2025.
- Development of the project plan to deliver community facilities specified within the s106 agreement for Upper Lighthorne.
- Reviewed the methodology of allocation of resources collected through the Community Infrastructure Levy.

- Partly achieved most of the year 1 actions relating to UKSPF.
- Implemented the Housing Strategy Action Plan 2024/25.
- Infrastructure Delivery Plan published alongside SWLP identifying infrastructure gaps and infrastructure asks.
- The joint SWCSP Partnership Plan was published and implemented in February 2024 and covers until the end of 2025.
- Climate Change Strategy adopted.
- Strategic Outline Business Case endorsed by Cabinet March 2025 for the Canal Quarter District Heating Scheme.
- Council's Active Communities Strategy 2024-2029 produced.
- Plastic bags and soft wrapping were added to recyclable items in March 2025.
- The Council will undertake a review of the 85 conservation areas across the District in 2025/26.
- The Council has a process in place for the allocation of funds through the UKSPF and Rural England Prosperity Fund.
- Social Value clauses are now included in all contracts.
- Council made available relevant training courses to Town and Parish Councils.
- A new Parish and Town Liaison Officer appointed.

12 Options available to Council

12.1 None.

13 Evidence Base

13.1 All the evidence is contained within the report.

14 Consultation and Members' Comments

14.1 Comments from the Leader of the Council are contained within this report.

15 Implications of the Proposal

15.1 ***Legal Implications***

15.1.1 There are no direct implications arising from this report.

15.2 ***Financial***

15.2.1 There are no direct implications arising from this report.

15.3 ***Council Plan***

15.3.1 There are no direct implications arising from this report.

15.4 ***Environmental/Climate Change Implications***

15.4.1 There are no environmental or climate change implications arising from this report.

15.5 ***Analysis of the effects on Equality***

15.5.1 There are no direct implications arising from this report.

15.6 ***Data Protection***

15.6.1 There are no direct implications arising from this report.

15.7 ***Health and Wellbeing***

15.7.1 There are no direct implications arising from this report.

15.8 ***Human Resources/Staffing***

15.8.1 There are no direct implications arising from this report.

16 Risk Assessment

16.1 The evidence provided in this report, either through insight or public opinion, must be considered in the decision-making processes, when setting the budget and formulating strategy/policies. This report has therefore been produced to support and inform local decision-making and the setting of priorities.

17 Conclusion/Reasons for the Recommendation

17.1 The report outlines the past year's actions and future proposals for 2025/26.

Councillor Susan Juned

LEADER OF THE COUNCIL

Background papers:
None.

Supporting documents:
Information Sources

REFERENCES

[1] ONS

Estimates of the population for England and Wales - Office for National Statistics (ons.gov.uk)

[2] ONS

Estimates of the population for England and Wales - Office for National Statistics (ons.gov.uk)

[3] ONS

Estimates of the population for England and Wales - Office for National Statistics (ons.gov.uk)

[4] ONS

Estimates of the population for England and Wales - Office for National Statistics (ons.gov.uk)

[5] ONS

Estimates of the population for England and Wales - Office for National Statistics (ons.gov.uk)

[6] ONS

Subnational population projections for England - Office for National Statistics (ons.gov.uk)

[7] Valuation Office

Live tables on dwelling stock (including vacants) - GOV.UK

[8] ONS

Subnational estimates of dwellings and households by tenure, England - Office for National Statistics

[9] ONS

Median house prices for administrative geographies - Office for National Statistics

[10] ONS

Lower quartile house prices for administrative geographies: HPSSA dataset 15 - Office for National Statistics (ons.gov.uk)

[11] ONS

Median house prices for administrative geographies: HPSSA dataset 9 - Office for National Statistics (ons.gov.uk)

[12] ONS

House price to residence-based earnings ratio - Office for National Statistics (ons.gov.uk)

[13] ONS

Housing affordability in England and Wales: Lower Quartile 2023 - Office for National Statistics (ons.gov.uk)

[14] ONS

Private rent and house prices, UK - Office for National Statistics

[15] ONS

Live tables on dwelling stock (including vacants) - GOV.UK (www.gov.uk) Table 615

[16] Stratford-on-Avon District Council

2023 24 AMR.pdf

[17] Stratford-on-Avon District Council

2023 24 AMR.pdf

[18] Stratford-on-Avon District Council

2023 24 AMR.pdf

[19] NPPF

National Planning Policy Framework - Annex 2: Glossary - Guidance - GOV.UK (www.gov.uk)

[20] NPPF

National Planning Policy Framework - Annex 2: Glossary - Guidance - GOV.UK (www.gov.uk)

[21] Stratford-on-Avon District Council

AMR 21 22 Final Draft.pdf (stratford.gov.uk)

[22] Data.Police.UK

Your download | data.police.uk

[23] Nomis

Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[24] Nomis

Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[25] Nomis

Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[26] Nomis

Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[27] Nomis

Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[28] Nomis

Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[29] Nomis

Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[30] ONS

Regional gross value added (balanced) by industry: local authorities by ITL1 region - Office for National Statistics (ons.gov.uk)

[31] Nomis

Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[32] ONS

Business demography, UK - Office for National Statistics (ons.gov.uk)

[33] Nomis

Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)

[34] Local Authority Health Profiles - Data | Fingertips | Department of Health and Social Care

[35] LGInform

An Overview of Health and Wellbeing in Your Area | LG Inform (local.gov.uk)

[36] LGInform

An Overview of Health and Wellbeing in Your Area | LG Inform (local.gov.uk)

[37] Office for Health Improvements and Disparities - Fingertips

Public Health Outcomes Framework - Data - OHID (phe.org.uk)

[38] Office for Health Improvements and Disparities - Fingertips

Public Health Outcomes Framework - Data - OHID (phe.org.uk)

[39] domesticenergymap.uk

[40] LGInformPlus

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS

1. Please provide a summary of the proposal (including any legislation/guidance if relevant)

State of the District Report 2025

1. Tick **all** of the coloured boxes appropriately depending on degree of relevance/priority to each of the equality strands set out below following an assessment of the **OVERALL IMPACT DESCRIPTORS.**

Business Unit/ Services:	**Relevance/Risk to Equalities**																										
State the Function/ Policy /Service/ Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/Civil Partnership (only for staff)		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
			✓			✓			✓			✓			✓			✓			✓			✓			✓	

OVERALL IMPACT DESCRIPTORS

The following descriptors are designed to help the assessor understand the potential equalities implications of the decision/proposal.

	Low or no relevance/priority (Green)	**Medium relevance/priority (Orange)**	**High relevance/priority (RED)**
LEGAL	Complaint/ initial challenge - may be easily resolved	Internal investigation following a number of complaints/ challenges	High level challenge resulting in Judicial Review / Ombudsman Complaint following unresolved complaints/ challenges
FINANCIAL	Little or no additional financial implication as a result of the decision/ proposal	Medium level financial implications - internal legal costs & internal resources	High or even severe financial impact - External legal advice and internal resources

	Low or no relevance/priority (Green)	Medium relevance/priority (Orange)	High relevance/priority (RED)
PEOPLE	No or Low or level of impact on isolation, quality of life, achievement, access to services. Unlikely to result in harm or injury. Mitigating actions are sufficient	Significant quality of life issues i.e. Achievement, access to services. Minor to significant levels of harm, injury. mistreatment or abuse OR, low level of impact that is possible or likely to occur with over 500 people potentially affected	Serious Quality of Life issues i.e. Where isolation increases or vulnerability is greatly affected as a result. Death, Injury and/or serious mistreatment or abuse of an individual for whom the Council has a responsibility OR, a medium level of impact that is likely to occur with over 500 people potentially affected
REPUTATION	Little or no impact outside of the Council	Some negative local media reporting	High levels of negative front page reports/ National attention and media coverage

3. **If low or no relevance please complete the Equalities Section in the applicable Committee Report.**

4. **If Medium or High relevance/priority please complete the Equality Impact Assessment form (to be attached to the Committee Report as an Appendix).**

Report Information Sheet

Please complete and submit to Democratic Services with report.

Committee / Date	Council / 13 October 2025
Title of report	State of the District

Consultee	Date	Name
Ward Members(s)		
Portfolio Holder/Committee Chair	30/9/25	Councillor Susan Juned
Financial Services		
Legal Services		
Other Services		
Chief Executive (if applicable)	30/9/25	David Buckland
Respective Head of Service		
Other organisations		

Final decision by Council?	Yes
Contrary to Policy / Budget framework?	No
Does this report contain exempt info/Confidential? **If so, which paragraph(s)?**	No
Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?	No