

Inclusive growth in Liverpool City Region:

an agenda for the new Mayor



The election of the first Mayor for **Liverpool City Region** is an opportunity to demonstrate how a major city region can achieve more inclusive growth that benefits everyone. Recent political events have demonstrated the need for this. More positively, inclusive growth will enable a stronger and more sustainable economy, and reduce the demands on public spending and benefit society.

Key points

- The election of a Mayor for Liverpool City Region is an opportunity to demonstrate how to achieve inclusive growth – growth that benefits everyone across the city region. Such an approach would have clear economic, fiscal and social benefits.
- There has been significant economic and social improvement over the past 15 years, yet 330,000 people in the city region are income deprived and more than one in four children live in poverty.
- Creating more and better jobs, connecting people in poverty to opportunities and improving people's prospects should be priorities for the Mayor. These are at the heart of an inclusive growth agenda. Too often local economic strategy overlooks the bottom end of the labour market
- Over one in five working-age households are entirely without work (one in seven for England) and there are 70 jobs per 100 residents (compared to 84 for England). When working, nearly one in five families relies on tax credits to top up their low pay (one in seven for England).
- The Mayor's power to influence will be as important as their formal powers for making progress. Inclusive growth and solving poverty should be their central organising principles.
- In their first 100 days a cabinet position responsible for inclusive growth should be created, success measures to deliver inclusive growth defined, and stakeholders from business, civil society and public services convened to develop a city-region-wide strategy for inclusive growth and solving poverty.

Introduction

Liverpool City Region has improved significantly on a range of social and economic measures in recent years. But there remain significant challenges to creating an inclusive economy: almost 330,000 people are income deprived¹ and more than one in four children lives in poverty.² The number of businesses and jobs per resident are lower than the national average, and the employment rate is 6 percentage points lower. Despite this, a significant minority of businesses struggle to recruit, with 18% of vacancies reportedly hard to fill due to skills shortages, similar to the England average (23%) (UKCES, 2015).

With 55% of people experiencing poverty living in working households in the UK today (Tinson *et al.*, 2016), the challenge is not simply to get more people into work. Creating more and better jobs and connecting people in poverty to opportunities are essential for an inclusive growth agenda.

About this briefing

This briefing is based on the best available research and analysis for the Joseph Rowntree Foundation into how to grow an inclusive economy at the city regional level³ and how this can contribute to solving poverty in the UK (JRF, 2016a; 2016b).

It draws on evidence from experts, policy-makers and practitioners, and members of the public, including those with first-hand experience of poverty. It applies this evidence to the opportunities and challenges facing Liverpool City Region.

Why would a Mayor prioritise inclusive growth?

Attracting, retaining and generating investment to grow the economy is vital for a more prosperous city region. But while growth is necessary, it is not sufficient on its own to develop an economy that works for everyone and where poverty is lower.

A more inclusive Liverpool City Region economy would see more people in employment, and more jobs with decent pay and prospects, bringing economic benefits. Each time an out-of-work benefit claimant moves into a job paying the voluntary Living Wage (which is set with regard to the cost of essentials) the local economy is boosted by £14,400 on average (Bivand and Simmonds, 2014).⁴

Education and skills are vital for people to make the most of economic opportunities, but children from low-income backgrounds achieve worse results at every stage of their education compared to those from better-off homes. This deprives businesses of talent. It also reduces people's earning potential, reduces the tax take and increases the risk that poverty will be passed from one generation to the next.

Inclusive growth that helps to deliver lower poverty would also release resources that could be put to more productive use. An estimated £1 in every £5 spent on public services is linked to poverty, with the costs falling heavily on the health service, education and the police and criminal justice system (Bramley *et al.*, 2016).

JRF's definition of poverty is:

When a person's resources are well below their minimum needs, including the need to take part in society.

Ultimately, poverty is harmful to those who experience it, scarring their prospects, worsening mental and physical health and shortening lives. Men have a healthy life expectancy of between 57 and 61 in the City Region. For women there is more variation, ranging from 63 in Sefton to 58 in Liverpool City.

In other words, growing the economy and reducing poverty are not separate areas of activity. Poverty is caused by unemployment, low wages and insecure jobs, lack of skills, family problems, an inadequate benefits system, and high costs (especially for housing). Developing a more inclusive economy will make a significant contribution to solving poverty in the UK.

An overview of prosperity and poverty in Liverpool City Region

Economic output in Liverpool City Region increased 8.4% in the five years to 2014, and it has the second highest incidence of high growth firms in the country (Liverpool LEP, 2016). There have been significant economic and social improvements over the last 15 years — albeit from a low starting point (Parkinson *et al.*, 2016).

Nonetheless, there remain significant challenges on several fronts. 26% of children are growing up in poverty⁵, compared to an England average of 20%. The number of jobs and businesses per resident are behind the national average, as is the employment rate (see table 1). Some 28% of the working-age population is inactive – not looking for work because they are studying, looking after family, disabled or sick (22% in England).

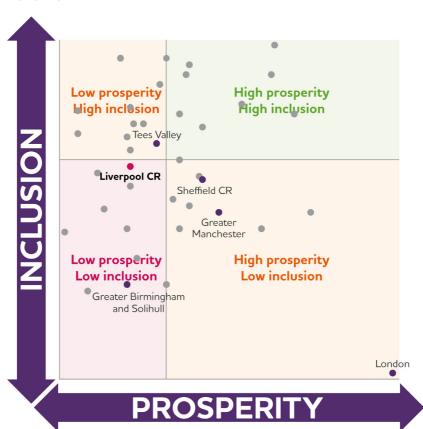
Table 1: Indicators of prosperity and inclusion

	Liverpool City Region	England
Prosperity		
Gross Value Added per capita (£)	19,300	26,200
Jobs per 100 residents	70	84
Businesses per 1,000 residents	30	44
Inclusion		
Employment rate	67.7	74.1
Unemployment rate	5.4	5.0
% out of work benefit receipt	13.1	8.4
Median gross weekly pay (full-time)	£504	£545

^{*}GVA per capita data from TVCA (2017); other figures JRF Analysis Unit.

JRF's Inclusive Growth Monitor (Beatty et al., 2016) looks at the progress cities are making. It finds Liverpool City Region has fallen further behind relative to many other areas on prosperity (economic growth, employment opportunities and human capital) in recent years, and it has performed just below average on improving inclusion (addressing labour market exclusion, living costs and incomes at the bottom end).

Figure 1: Liverpool City Region's progress on inclusive growth 2010-2014

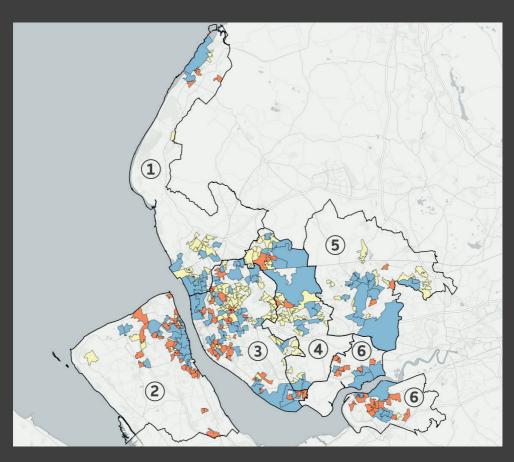


Inclusive growth requires the creation of good jobs, and for people in poverty to be connected to them. This requires a detailed understanding of the barriers to higher employment in Liverpool City Region. The map (Figure 2) shows the places in the city region that are in the fifth most deprived nationally, and their relationship to local labour markets.

The vast majority of deprived areas are geographically well connected to local job opportunities — either having more jobs than working-age population (33%) or being well connected to local labour markets (41%). This suggests that barriers to work such as lack of skills, caring responsibilities, health and disability are the primary challenge, rather than access issues such as transport.

Just over a quarter (26%) of deprived areas in the city region were found to be disconnected from local labour markets. Liverpool City has some significant pockets of disconnection in areas surrounding the city centre. However, other local authorities see much greater concentrations of labour market disconnection — in Halton, 61% of deprived neighbourhoods are disconnected from local labour markets and in the Wirral 54% are. In these areas, thinking about transport investment, as well as the other barriers to work, is likely to be necessary to connect people to job opportunities.

Figure 2: Labour market disconnection among deprived neighbourhoods in Liverpool City Region



Key

- Disconnected
- Connected
- Large number of jobs

Local authority

- (1) Sefton
- (2) Wirral
- (3) Liverpool
- (4) Knowsley
- 5 St Helens
- (6) Halton

Note

Map shows neighbourhoods that are in the fifth most deprived nationally

Neighbourhoods have been classified according to their relationship with local labour markets

Disconnected = residents have few work locations accessible;

Connected = residents in the area have many different work locations accessible

Large number of jobs = neighbourhoods have more jobs than the working age population.

Five steps to more inclusive growth in Liverpool City Region

1. More and better jobs

For an inclusive economy, the number and quality of jobs created is every bit as important as the skills and capabilities of local residents. Growing the number of jobs is clearly a priority for Liverpool City Region, but it's a matter of quality as well as quantity.

Median full-time weekly wages are £40 a week lower in the City Region (£504) than they are nationally (£545), and there is considerable variation: from a median of £526 for people living in the Wirral to £475 in Knowsley. Nearly a quarter (24%) of workers in Liverpool City Region were paid below the voluntary Living Wage (which is set with regard to the cost of essentials) in 2014 (similar to the England average), and almost one in five working families claim in-work tax credits to top up their low pay, above the England average (one in seven). 6

Good jobs and higher wages are essential to address in-work poverty and deliver inclusive growth. But all too often the bottom end of the labour market is overlooked in local economic strategy. Increasing the productivity of low-paid workers is a route to higher pay for them and a more prosperous economy for everyone. Lagging productivity in low-pay sectors accounts for around a third of the UK's productivity gap with leading Western European economies.

The social economy too has a role to play. Early work by the Liverpool City Region Social Economy Panel on the size, reach and impact of the sector indicates it has an asset base of £4bn and over 40,000 employees.⁷

The Mayor will have significant powers over business support services, skills provision and innovation. They will also have control over a £900 million, 30-year investment fund.

To help deliver more and better jobs, JRF recommends:

Raise productivity in low-pay sectors – Liverpool City Region has identified seven sectors with significant growth potential:

- 1. advanced manufacturing,
- 2. digital and creative,
- 3. financial and professional services,
- 4. health and life sciences,
- 5. low carbon energy,
- 6. maritime and logistics, and
- 7. the visitor economy.

Alongside targeting these growth sectors, raising productivity and pay in low-pay sectors such as retail and care could also help reduce working poverty. The Mayor should work with businesses and industry bodies in these sectors to develop strategies to increase productivity, using their business support and skills powers to support progress.

Support growing businesses and sectors to reduce poverty – the Local Growth Hub is providing advice and access to funding for growing businesses. This service should trial a sector employment programme approach (Green 2015). These can be an effective way of supporting people into better jobs, while supporting growth sectors to tackle shared problems such as skills shortages.

Successful programmes share a number of characteristics:

 Focused on business needs: delivered by organisations that understand the selected sector, and can secure buy-in from businesses on the basis of identified problems such as skills shortages or high staff turnover

- Strong partnership working: able to work with training providers and employment support providers to broker a bespoke response to business needs.
- Offer personalised support for individuals: work with low-paid employees and unemployed people to access the opportunities being created.

Connect economic development and poverty reduction – where investment and economic development creates new jobs – either during the building phase or the jobs that then follow – action should be taken to benefit local people with barriers to the labour market. The Mayor can support this activity by using planning obligations more systematically and brokering training and employment support packages to connect people to opportunities.

Maximise the potential of anchor institutions – anchor institutions are the biggest local spenders and employers (such as local authorities, universities, the NHS or large companies). How they procure goods and services and their approach to employment practice can be shaped to support local economic vitality, learning from places like Chicago (JRF 2016c). The Mayor can support this activity by backing initiatives such as the Liverpool Social Value Charter (The Social Value Partnership 2015).

2. Supporting people to move into a good job

Liverpool City Region has a much higher proportion of entirely workless households compared to England (22.5% and 14.9% respectively). The rate of economic inactivity among the working-age population is also high, and ranges from 23% in Halton to 32% in Liverpool City.

At its best, employment support helps people overcome barriers to work, connects them to opportunities that are sustainable and improves their incomes. The Mayor will have responsibility for joint commissioning employment support for people with the most significant barriers to work.

To support people to move into work, JRF recommends:

Employment support incentivised to focus on poverty – Job Centres are currently tasked with getting people 'off benefits' – a wholly inadequate goal as it pays no attention to what happens to them. The Mayor should champion all employment support services being given the same core target: to reduce poverty through higher employment and earnings. This will help to focus activity on the outcomes that matter most for poverty and inclusive growth.

Support people with health conditions to work – joint commissioning of the Work and Health Programme (the Department for Work and Pensions' (DWP) new scheme to improve employment outcomes for people with health conditions or disabilities and those unemployed for more than two years) must be rooted in the evidence of what works. This includes the confidence – and motivation-boosting role of personal advisers and peer support, work experience and work trials, and Individual Placement and Support schemes (where rapid entry into a mainstream job is complemented by on-the-job training and ongoing support to sustain employment) for people with learning difficulties and severe and enduring mental health difficulties. Specialist or voluntary

and community sector providers are often best placed to deliver such services. Demonstrating impact will also help to build a case for devolving further responsibilities for employment support, to include those with more modest barriers to work, at risk of being poorly served by the Government's current plans for reform.

Champion integrated employment and income hubs — creating a single gateway to a range of statutory, voluntary and community sector services makes it easier for people to access what they need, and reduces the chances of them falling between the cracks as they're referred from one service to another. A hub could help individuals to reduce their costs — through debt advice and help switching utility providers — as well as increase their incomes through employment support, careers advice and welfare advice. Speeding up the process of co-locating Jobcentre Plus with local authority services would help to form this service.

Trial services to support people to progress in work – simply getting a job is not always enough to escape poverty, and four out of five low-paid workers fail to fully escape low pay over ten years. Liverpool City Region should make the ability to get on a key aim, and trial different approaches to supporting progression in work. Trials should combine coaching and support from advisers able to foster links with employers with well-targeted training linked to realistic career progression opportunities, and financial incentive payments.

3. Improving people's prospects

Education and training – both as a child and throughout adult life – has a crucial part to play in delivering inclusive growth and solving poverty.

Already by age five children from deprived backgrounds (eligible for free school meals) fall behind, and only half (51%) reach a 'good' level of development aged five in Liverpool City Region. Once at school the attainment gap grows. In 2015, 53% of children in Liverpool City Region got five good GCSEs including English and Maths, but among children eligible for free school meals the figure is just 29%, and falls as low as 21% in Knowsley.

Looking at the working-age population, the proportion with NVQ level 4 and above (27.4%) is well below the UK average (35.8%), and a relatively large proportion (12.3%) has no qualifications (compared to a UK average of 9%) (Parkinson *et al.*, 2015). The labour market increasingly requires workers to be more highly skilled and adaptable, meaning access to training and re-training throughout working life will only become more important.

The Mayor will have significant powers over skills. One challenge is to get the incentives in the system right so that the training and skills system both responds to the needs of employers and supports the drive to help people move into work and then move up to a better job. While the Mayor will not have formal powers over education and early years, this is an area they can use their soft power.

To improve prospects, JRF recommends:

Raise the quality of childcare to get children off to a good start – good quality childcare helps children from deprived backgrounds start school ready to learn. At age five, children who have had high-quality childcare for two to three years are nearly eight months ahead in their

literacy development than children who have not been in pre-school. The Mayor can use their soft power to keep a focus on the quality of childcare; activities that would help include:

- An early excellence fund to support training of childcare providers so there is a graduate in each setting, starting with those that are delivering free childcare to two year olds from deprived backgrounds.
- Connecting providers to early intervention services.
- Increasing the number of early years Special Educational Needs
 Coordinators to provide advice and support to childcare providers.

Close the education attainment gap – work with local education authorities and the Regional Schools Commissioner to focus on using evidence effectively and schools supporting one another to improve attainment among children from low income backgrounds.

Over time there may be a case for the powers of the Regional Schools Commissioner to transfer to the Mayor.

Focus on access and quality in apprenticeships – Liverpool City Region has devolved responsibility for the Apprenticeship Grant for Employers, and has trialled changing the incentives to prioritise younger age groups and higher qualification levels (LCRCA 2017b). The quality of apprenticeships remains a challenge in some areas. The Mayor could work with learners, businesses and training providers to develop an Apprenticeship Charter setting out quality standards. They should also monitor access to good apprenticeships by people from ethnic minority backgrounds, disabled people and women to make sure opportunities are shared. Pushing for powers over the apprenticeship levy would enable the Mayor to ensure apprenticeships are focused on delivering better employment and earning outcomes.

Meet all basic skills needs by 2030 – a new approach to learning for low skilled people was rightly identified as a priority by the City Region

(LCRCA 2017a). This should include a new approach to basic literacy, numeracy, digital and English language skills based on the Learning and Work Institute's 'Citizen's Curriculum', which works with learners to tailor a programme of learning to their needs. It should be judged by the outcomes achieved, rather than by qualifications gained. Rochdale has piloted this approach and the evaluation found each £1 spent delivered a £3.68 financial return (Stevenson *et al.*, 2016).

4. Planning for inclusive growth

The cost of essentials – especially housing – is as important for solving poverty as increasing incomes. Currently housing is more affordable in Liverpool City Region, compared to the national average. Nonetheless, managing the balance of housing supply across tenure types in the city region will be important to ensure new supply matches local need. As in other parts of the country, the private rented sector has been growing fast in the city region, up 59% between 2001 and 2011. Nationally, one in three homes in the private rented sector does not meet the Decent Homes Standard.

Alongside the cost of housing, affordable transport to access jobs and essential services enables people to escape poverty. The devolution of a consolidated transport budget, bus franchising and smart ticketing will present significant opportunities to the Mayor in this respect.

To plan for inclusive growth, JRF recommends:

Upgrade and rebalance the city region's housing offer – The Liverpool City Region contains some neighbourhoods with an over-supply of often outdated housing (Liverpool LEP 2016). The Mayoral Development Zone model could provide a vehicle to address this issue, but there is little scope to fund this work via existing national programmes. The Mayor should use their role to secure flexibilities over housing and infrastructure funding to enable the upgrading and renewing of housing in these neighbourhoods.

Develop homes with Living Rents – the Mayor should try to secure greater flexibility on how Homes and Communities Agency investment can be spent in the city region. This would enable development of new homes to rent and buy based on a Liverpool City Region Living Rent, linked to local incomes, making sure homes are affordable for low-income workers.

Improve standards in the private rented sector – the Mayor should demand the return of selective licensing powers to local authorities, and promote integrated private rental sector services to tenants and landlords that accredit landlords, offer training and information, enforce standards, and provide a tenant matching service, access to low cost loans to fund improvements to meet the Decent Homes Standard, and a limited rent guarantee service.

Connect people in poverty – poverty reduction should be an explicit part of the transport authority's remit. The Mayor should use transport powers to prioritise affordable transport and connecting disconnected deprived areas (see Figure 2) to job opportunities.

5. Using the soft power of the office of Mayor: leadership and governance

Inclusive growth is an agenda, not a new policy initiative — and it will require strong leadership from the Mayor. The Mayor can be the champion of inclusive growth: raising ambition, shaping strategy, inspiring action, marshalling resources, fostering collaboration and asking difficult questions. The Mayor can convene and galvanise activity, drawing in stakeholders from across the public, private and voluntary and community sectors. This includes holding central government to account for actions that impact on poverty and prosperity in Liverpool City Region, and continuing to fight for the devolution of powers and resources to enable the Mayor to solve poverty.

The ability to influence will be as important as how the Mayor uses their formal powers in areas such as employment support, skills and training, transport and housing.

JRF recommends the Mayor:

Defines and measures success – this requires moving beyond simplistic economic measures to capture who actually benefits from growth. JRF, with Sheffield Hallam University, has developed a tool for monitoring inclusive growth (Beatty *et al.*, 2016), which can be freely accessed and used⁸. A new approach to how the costs and benefits of projects are appraised and how value for money is calculated would also enable major capital and revenue investment decisions to help inclusive growth objectives.

Leads by doing – the Mayor must lead not only through words but through action. A powerful way to influence others is by demonstrating what can be done. The potential for collaboration across local anchor institutions to set the tone for the economy is huge. The Mayor can play a pivotal role in corralling anchor institutions to ensure their practice

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as employers and procurers of goods and services is geared towards creating a more inclusive local economy.

Makes inclusive growth a shared agenda for the whole city region – inclusive growth is not just the job of the Mayor, but the whole city region – its businesses, employers, institutions, service providers and communities. An inclusive growth strategy must draw on the ideas and direct experience of local people, including those with experience of poverty.

The first 100 days

A Mayor committed to solving poverty and delivering more inclusive growth should make these goals the organising principles for the Mayoral team.

Their first actions should be to:

- Create a cabinet position with responsibility for Inclusive Growth, integrating social and economic policy.
- Set ambitious targets to focus action on the quality of jobs, the employment rate, and boost educational attainment from the early years to adult skills.
- Convene stakeholders across business, economic development, employment and skills providers, education and early years providers, other public service providers and civil society to develop a city-region-wide strategy for inclusive growth and solving poverty.

To discuss in more detail, please contact us at info@jrf.org.uk

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Notes

- 1. Data from the English Indices of Deprivation, https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015. The definition of income deprived includes both those people that are out-of-work, and those that are in work but who have low earnings (and who satisfy the respective means tests). Further details available at pp.29-30 of the technical report: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/464485/English_Indices_of_Deprivation_2015_-_Technical-Report.pdf.
- 2. Figures from Children in Low Income Families, https://www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure-2014-snapshot-as-at-31-august-2014-30-september-2016.
- 3. See JRF's work on Cities Growth and Poverty: https://www.jrf.org.uk/cities-towns-neighbourhoods/cities and JRF's submission to the RSA's Inclusive Growth Commission: JRF and the Inclusive Growth Analysis Unit (2017) RSA Inclusive Growth Commission York: JRF available at: https://www.jrf.org.uk/report/rsa-inclusive-growth-commission.
- **4.** This combines the value of the economic output from the additional worker and their increased spending power in the local economy.
- **5.** Figures from Children in Low Income Families, https://www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure-2014-snapshot-as-at-31-august-2014-30-september-2016.
- **6.** Proportion of working families in receipt of tax credits are an estimate, based on dividing the number of working benefit units receiving tax credits by the total number of working benefit units. Tax credit receipt taken from HMRC data: https://www.gov.uk/government/statistics/personal-tax-credits-finalised-award-statistics-geographical-statistics-2014-to-2015.
- Number of working benefit units based on working and workless households via NOMIS: https://www.nomisweb.co.uk, with an adjustment applied to account for multi benefit unit households based on the ratio of working benefit units to working households in FRS 2014/15 (1.2:1).
- 7. For a brief overview see https://www.liverpool.ac.uk/media/livacuk/publicpolicypractice/Heseltine,Institute,activity,summary,2016-17..pdf.

8. A full technical note for the monitor has been published by Sheffield Hallam University: https://www4.shu.ac.uk/research/cresr/sites/shu.ac.uk/files/jrf-inclusive-growth-technical-notes.pdf and a dataset, containing scores and data on each indicator for all 39 Local Enterprise Partnerships in England, is from the Inclusive Growth Analysis Unit (IGAU) at: http://www.mui.manchester.ac.uk/igau/research/inclusive-growth-indicators/. The IGAU will produce future versions of the Inclusive Growth Monitor

This briefing:

Inclusive growth in **Liverpool City Region**: an agenda for the new Mayor, is also available at: www.jrf.org.uk/report/inclusive-growth-liverpool-mayor

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Joseph Rowntree Foundation

The Homestead 40 Water End York - YO30 6WP Tel: 01904 629241

info@jrf.org.uk

This briefing forms part of JRF's work on solving poverty. JRF's comprehensive strategy, We can solve poverty in the UK, sets out recommendations on how all of us can act to solve poverty. You can find more information about this here: www.jrf.org.uk/solve-uk-poverty



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