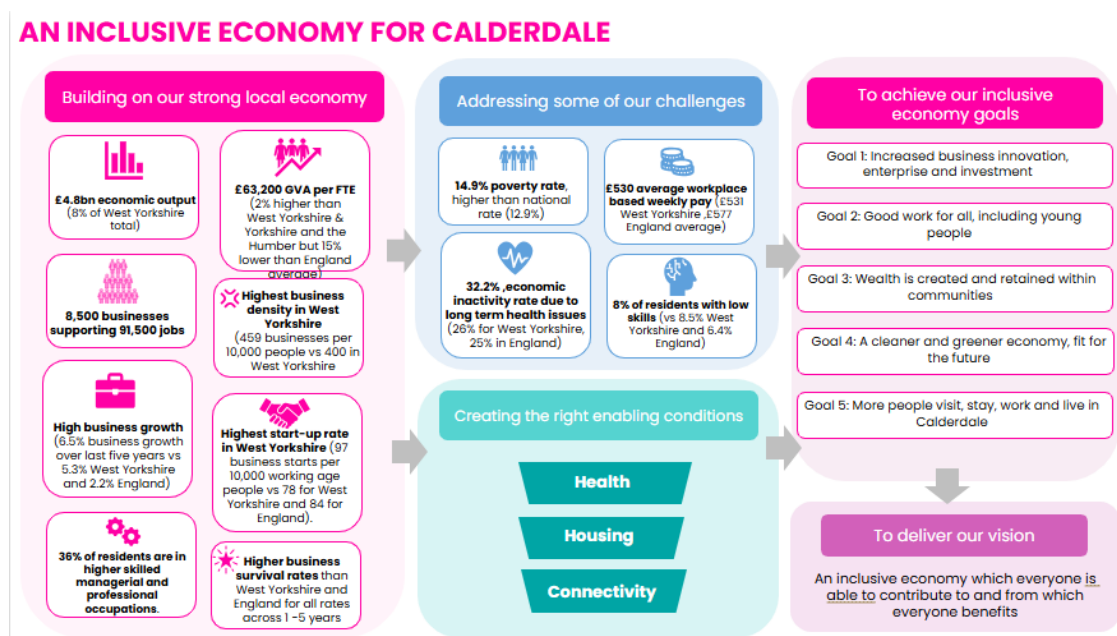


Calderdale Inclusive Economy Strategy Annual Report 2024–2025

Foreword

This year marked the first full year of implementation for Calderdale's refreshed Inclusive Economy Strategy. Our shared ambition is to build a local economy that is fairer, greener, and more resilient—one where everyone can contribute and benefit. This report highlights the progress made, the partnerships strengthened, and the foundations laid for future success.



Vision

Our vision is that by 2029, Calderdale will be a more inclusive economy to which everyone is able to contribute and from which everyone benefits –a growing economy that:

- Enables people to live a larger life,
- Reduces inequality,
- Builds a financially and environmentally sustainable future.

Strategic Goals

The strategy is built around five interdependent goals:

1. Increased Business Innovation, Enterprise, and Investment
2. Good Work for All, Including Young People
3. Wealth is Created and Retained Within Communities
4. A Cleaner and Greener Economy, Fit for the Future
5. More People Visit, Stay, Work, and Live in Calderdale

Link to the Inclusive Economy Strategy

This report includes a summary of our current performance against the Inclusive Economy Dashboard [Inclusive Economy Strategy](#) (via Calderdale Data Works) for 2024/25 included as Appendix A. Key messages from the dashboard are included in the summary for each Goal.



National Context

As of July 2025, the British economy is showing a mixed performance with some positive developments alongside ongoing challenges:

Economic Growth and Public Finances

- According to the Office for Budget Responsibility (OBR), the UK economy performed better than expected in the 2023–24 fiscal year. A stronger than anticipated nominal economy led to higher income tax and National Insurance receipts, reducing government borrowing by £9.5 billion.¹

Business Conditions

- The Office for National Statistics (ONS) reports that UK businesses are still navigating several challenges, including inflationary pressures, supply chain issues, and workforce shortages.²
- Despite these hurdles, many businesses have shown resilience, with some sectors reporting stable or improving financial performance.

Key Trends

- Inflation has moderated compared to its peak in 2022–23 but remains a concern for both consumers and businesses.
- Employment levels are relatively stable, though some sectors continue to face recruitment difficulties.

¹ [Office for Budget Responsibility Forecast evaluation report July 2025](#)

² [Business insights and impact on the UK economy: 3 July 2025 - GOV.UK](#)



Key Achievements in 2024–2025

The Calderdale Inclusive Economy Strategy is a 5-year strategy. In the context of ongoing economic uncertainty, the Calderdale economy has seen real resilience, with some marked successes. However, there are clearly ongoing areas of challenge which will remain our focus over the lifetime of the Strategy. Together we have:

- Supported over 120 local businesses through innovation grants and mentoring.
- Key public realm improvements delivered in our towns and neighbourhoods.
- Rolled out the Calderdale Fair Work Charter, with 26 employers signed up.
- Expanded apprenticeships and work placements for young people, with over 300 placements facilitated.
- Invested £2.5 million in community-led projects in North and Central Halifax (UKSPF).
- Distributed over £2.8m in grants to the local VCSE sector.
- Helped 40 businesses reduce carbon emissions.
- Celebrated Calderdale's Year of Culture 2024, attracting over 500,000 visitors and boosting the local economy by £12 million.

Importance of working together

We are also working increasingly closely as partners – locally and in the region – to deliver on our Strategy and put Calderdale on the map. Our Inclusive Economy Board supported by other partnerships like the Employment and Skills Partnership, and work to join up business support locally is helping us to focus together more effectively on key areas where we need to build resilience and see improvement.



A good example of this is the Post 16 Strategy where we know that collective action is needed to tackle youth unemployment.

More to do

We recognise there is more to deliver our goals. Our priorities for the next year include:

- Continue to focus on how together we can better support local businesses to survive, innovate and grow.
- Crack on with public realm projects and continue to attract more and more diverse investment into Calderdale.
- Work with the region to ensure we maximise the opportunities for Calderdale from the Integrated Single Settlement.
- Build on work started through the Get Britain Working programmes to support more young people and people with ill health to stay in work or get back into work.
- Continue to build our approach to community wealth building and launch a new Council Social Value framework that will ensure we keep more money locally in our economy.
- Ensure we deliver a legacy from the Year of Culture that sustains and builds our cultural and tourism sectors.



Goal 1. Business Innovation, enterprise and Investment

Our plans

- New investment and employment sites
- Investment programme across Southeast Calderdale
- Investment into our towns and high streets
- Support for SMEs to grow
- Start-up support for entrepreneurs
- Work with owners and landlords to attract investment
- Create opportunities for businesses to come together



In 2024/5 we have

- Supported over 120 local businesses through innovation grants and mentoring.
- Launched the Calderdale Business Growth Hub, providing tailored support to start-ups and scale-ups
- Attracted £15 million in inward investment, with a focus on green technologies and creative industries.
- Fed into the WY Business Support review

Data key messages – we are seeing

- Ongoing high levels of business density compared to WY / Y+H, and strong 1 year survival rates
- Workplace pay continued to rise in 2024/5 and is now above WY / Y+H rates and narrowing the gap with the English average. But there is concern about longer term business survival rates
- See **Inclusive Economy Dashboard** [Inclusive Economy Strategy](#) (via Calderdale Data Works) for full data set



Case Study

Sew Different at Dean Clough is an owner managed design business that produces sewing patterns and fabrics. The owner has diversified into other derivative product offerings to enhance appeal and reach new markets. They have been supported this year by the Business Growth Manager to navigate continued growth.

At its heart, the owner Laura Casey is a hobbyist entrepreneur who has developed a commercial enterprise borne of her love and capability as a garment designer and seamstress. Initially a sewing blog, in the past ten years, Laura has capitalised on the interest generated and created a brand known for its simple, contemporary clothes patterns. Incorporating as a Limited company in October 23, the enterprise now exports to many overseas territories via a distribution model including Australia, Sweden and the United States.



The diversification of product offer is in the areas of bespoke fabric design made in natural and sustainable fibres and luxury residential sewing retreat packages (supported by the high-end accommodation and hospitality offer at the business community hub in Dean Clough, Halifax) and general sewing classes to the wider public.

The business has built a loyal customer base and have seen steady growth as a private Limited company whose turnover exceeds VAT registration levels with four current staff members. During their first year of trading, they secured a 15% net profit margin and established three distinct revenue channels each complimentary to the other with cross marketing opportunities. Their client base ranges from a casual purchaser (sewing patterns), commercial resellers through to a more high-end retreat end learning experience.



Goal 2. Good Work for All including young people

Our plans

- West Yorkshire Fair Work Charter
- Employment Hub
- Employment and Skills Framework and Post-16 Learning,
- Encourage coordination and collaboration.
- Explore career pathways
- Increase employability skills
- Support enterprising communities
- Respond to young people's aspirations



In 2024/5 we have

- Launched new Employment and Skills Framework and strengthened partnerships
- Rolled out the West Yorkshire Fair Work Charter, with 26 employers signed up in Calderdale
- Expanded apprenticeships and work placements for young people, with over 300 placements facilitated
- New training programmes in digital and green skills launched with Calderdale College
- Developed of new post 16 Strategy led by CK Careers and Youth Employment Hub led by Newground
- Kicked off the new Get Britain Working programmes including Trailblazer and Accelerator targeted at people economically inactive and people with ill health in work

Data key messages - we are seeing



- Residents pay levels are now slightly above the WY / Y+H average
- However, economic activity rates declined significantly
- There has been a reduction in the percentage of people with RQF 4 qualification, coupled with rising level of people with no qualifications, and
- Youth unemployment is still higher than WY / Y+H averages
- See **Inclusive Economy Dashboard** [Inclusive Economy Strategy](#) (via Calderdale Data Works) for full data sets

Case study – Youth Reverse Jobs Fair

Building on the success of previous reverse jobs fairs the Calderdale Youth Reverse Jobs Fair took place at Orange Box Young People’s Centre in Halifax. The event was hosted by the Department for Work and Pensions (DWP), in partnership with Calderdale Council’s Employment Hub.

This was an employment event with a twist – rather than companies having stalls, the candidates had the chance to showcase their skills, abilities and confidence to local employers.



The Council and DWP ensured a good range of employers were in attendance, young people from across Calderdale attended the event and spoke with a wide range of organisations including representatives from Elland Steel, Transdev, Lloyds Banking, Sure Care, BAM Nuttall and Sniffers Pet Care.

The Council’s Employment Hub, with support from Halifax Jobcentre colleagues, helped to prepare the candidates before the fair by running sessions to build their confidence and learn essential skills for the jobs market. This included outlining what employers expect from candidates and how they could to talk positively about themselves and their transferable skills.



Goal 3: Wealth is created and retained within communities

Our plans

- Embed a social value approach
- Advice and support on diverse business and financing models
- Community-led economic development
- Make asset transfers more accessible
- Local anchor organisations to map their current spending
- Build our spirit of local philanthropy
- Devolve greater decision-making powers

In 2024/5 we have

- Started work on a new Social Value Framework for Calderdale Council
- Supported social enterprises and alternative businesses through Business for Good WY
- Invested £2.5 million in community-led projects in North and Central Halifax (UKSPF).
- Community Foundation for Calderdale distributed over £2.8m in grants to the local VCSE sector
- Completed review of community management of assets policy

Data key messages – we are seeing

- Number of people paid less than the living wage in Calderdale are rising

See **Inclusive Economy Dashboard** [Inclusive Economy Strategy](#) (via Calderdale Data Works) for full data sets



Case study – UK Shared Prosperity Fund

Calderdale focused investment in the communities that need it most—in North and Central Halifax taking a community led approach. In Years 1–3, we delivered over £3 million in investment (including match from Public health and Active Calderdale), engaged with 4,000+ residents directly, and reached over 20,000 people through 80+ initiatives. As anyone who walks around our UKSPF neighbourhoods can see, the results are real—both visible and behind the scenes. Including:

- 46 neighbourhood improvements and 45 facilities enhanced
- 8,687m² green space improved, 6,350m improved footpaths
- 1,439 trees planted
- Safer, inclusive spaces for young people
- VCSE capacity boosted; 100 SMEs and new enterprises supported
- 43 jobs created or safeguarded
- 164 households supported to take up energy efficiency measures
- 721 activities/events and 830 volunteering opportunities delivered

Explore the impact so far:

- 🔗 North Halifax Impact Report: <https://lnkd.in/ee8ufybj>
- 🔗 Central Halifax Impact Report: <https://lnkd.in/eggRVmVP>
- 🔗 Enterprise Impact Report: <https://lnkd.in/eU8gc79V>
- 🎬 Watch HOT's impact film: <https://bit.ly/3RW3KTF>



Goal 4: A cleaner and greener economy, fit for the future

Our plans

- Increase green skills
- Opportunities from the retrofit of housing in Calderdale
- Encourage suppliers and contractors to reduce greenhouse gas emissions and promote environmentally sustainable behaviours.
- Support green transition of local businesses.
- Links with employers with carbon-heavy businesses
- Develop renewable energy projects.

In 2024/5 we have

- Helped 40 businesses reduce carbon emissions.
- Public realm improvements in Todmorden and Brighouse.
- Started work on a community led Fair Retrofit Strategy linked to the [Calderdale Local Area Energy Plan](#) targeted at the hardest to treat properties
- Street Demonstrator project tested a whole street approach to fabric retrofit of solid wall houses.
- Run Calderdale's Retrofit Challenge, funded by Innovate UK to identify how to improve the customer journey in solid wall retrofit.

Data key messages - we are seeing

- Our reduction in greenhouse emissions is in line with National comparators



- Productivity is rising (measured by Gross Value Added – GVA)

We have completed a full annual review of our Climate Action plan including our goal to create a greener economy –find out more: [Green economy | Calderdale Council](#)

See **Inclusive Economy Dashboard** [Inclusive Economy Strategy](#) and [Climate Change Dashboard](#) for full data sets(via Calderdale Data Works)

Case study – Hanson Plywood

[Hanson Plywood](#) operates a fully electric heavy goods vehicle for all local drops. The company has electric combi forklifts on site. Staff are asked to carpool whenever possible. External sales staff drive electric or hybrid vehicles. Their new warehouse has solar panels that can produce enough energy to power their operations. In both the warehouses and offices, light sensors detect movement to save power.



Goal 5: More people visit, stay, work and live in Calderdale

Our plans

- Promote and build on Calderdale's Year of Culture
- Grow the creative economy
- Build on Film and TV track record
- Growing the visitor economy
- Local Visitor Economy Partnership.
- The Calderdale brand
- Champion our natural environment and rural location



In 2024/5 we have

- Celebrated Calderdale's Year of Culture 2024, attracting over 500,000 visitors and boosting the local economy by £12 million.
- Promoted Calderdale as a filming destination, with multiple productions hosted at The Piece Hall and surrounding areas.
- Enhanced visitor infrastructure, including new signage and digital guides.

Data key messages – we are seeing

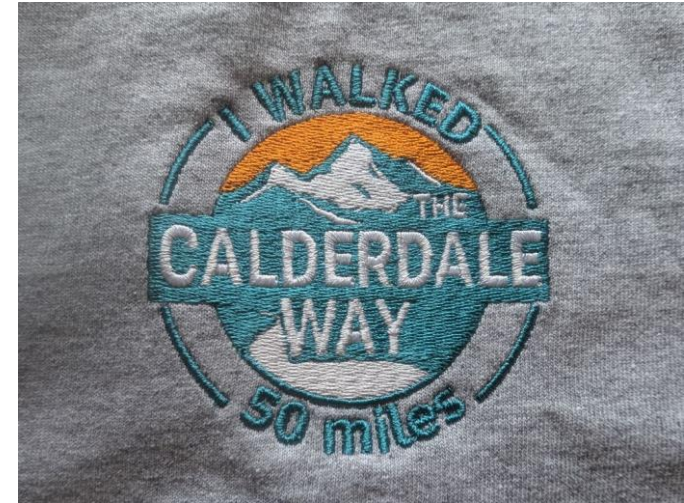
- Job density remains strong and is second highest in WY
- Tourism visitor numbers and spend remain strong and employment in the sector is growing



Case study – Rake Hey Farm – Sustainable Stays and Walking Holidays in Todmorden

Rake Hey Farm is a beautifully restored listed property offering sustainable holiday accommodation. Since opening in 2022, the owners have focused on sharing the area's natural beauty while championing localism and environmental responsibility. Despite being located directly on the Calderdale Way, Rake Hey Farm had limited visibility among walkers and tourists. The owners were keen to promote both their accommodation and the long-distance walking route but lacked a clear strategy or platform to do so.

Working with Visit Calderdale they co-developed the 'Calderdale Way Stay & Play' package, offering walkers a base at Rake Hey Farm with daily pick-up and drop-off services along the route. Guests also receive a free Calderdale Way t-shirt and certificate. Additionally, a baggage transfer service was introduced to support point-to-point walkers, filling a gap in the local tourism offer. The new offer has seen increased bookings and visibility for Rake Hey Farm, enhanced awareness of Todmorden as sustainable visitor destination and is an example of co-production between a local business and Visit Calderdale.



Enablers and Implementation

The strategy is underpinned by three key enablers:

- **Health:** Integrated health and economy planning to support wellbeing and productivity.
- **Housing:** Progressed affordable housing developments in key growth areas and other capital schemes
- **Connectivity:** Improved digital infrastructure and transport links, including expanded EV charging points.



Conclusion

The first year of the Inclusive Economy Strategy has laid strong foundations. Through continued collaboration, innovation, and community engagement, we are confident that Calderdale will become a beacon of inclusive and sustainable economic development.

Our Inclusive Economy Strategy is aligned with vision 2034, in particular our shared aspiration to be an enterprising place full of opportunity.

Our priorities for focus during the remainder of 2025 and 2026 will help us achieve this shared vision:

- We must continue to work with the region to ensure we maximise the opportunities for Calderdale from the Integrated Single Settlement.
- Our partnership working is a key strength, and with strong relationships within and beyond the borough, we will continue to priorities working together to achieve our goals.

Specific priorities include:

- Support for business start ups which are such an important part of the Calderdale economy, reflecting our history of innovation and the strength of the creative sector, and ensuring routes to successful economic outcomes for people from across our diverse communities.
- Ensuring our support for businesses remains embedded at a local level, making the links that businesses rightfully require to survive, innovate and grow.
- Build on our post 16 commitments and delivery through our youth employment hub and work and health programmes, to focus further on young people's economic opportunities and mental health.



- Share our expertise in bringing together inclusive economy and anti poverty activity, recognizing that when the two work hand in hand we can build community wealth that people truly experience.
- Ensure investment in connectivity supports economic outcomes for local people and businesses in Calderdale within tangible timescales.
- Continue to focus on public realm projects and continue to attract more and more diverse investment into Calderdale
- Build on work started through the Get Britain Working programme to support more young people and people with ill health to stay in work or get back into work
- Continue to build our approach to community wealth building and launch a new Social Value framework that will ensure we keep more money locally in our economy
- Ensure we deliver a legacy from the Year of Culture that sustains and builds our cultural and tourism sectors



Data Appendix

The data and narrative below relates to performance against agreed Inclusive Economy Strategy measures. This is based on the latest data release for annual measures and as at 31st March 2025 for those that are reported quarterly, unless otherwise stated.

Please see the [Inclusive Economy dashboard](#) which is regularly updated for ongoing data releases.

The Employment and Skills and Poverty [dashboards](#) also contain related data and measures including additional breakdowns for some of the measures (e.g. gender, Ward).



Summary – Key Headlines

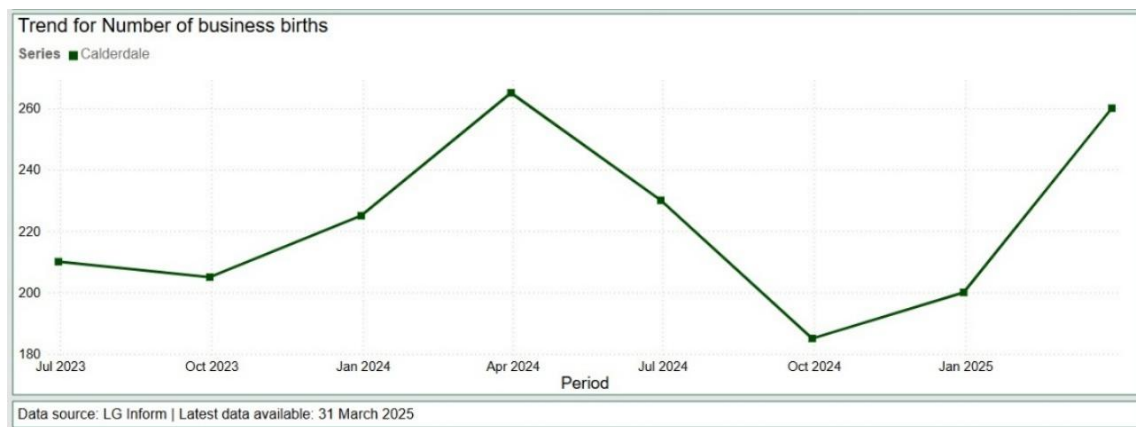
Goal 1: Increased business innovation, enterprise and investment

- The proportion of newly born enterprises still active after 1 year has risen with Calderdale having the best rate across the West Yorkshire authorities whilst performance for 2 and 5 year survival rates has declined.
- Gross weekly pay (workplace based) has been increasing year on year, realising a 6% increase in the last year, equalling the national picture.
- A reduction in the number of business births in 2023, 935 against 1,235 in 2022. 2023 was the first time in the past three years where the rate of deaths of enterprises was higher than the rate of births of new enterprises.
- Despite a drop in the number of private sector businesses in 2024, Calderdale remains to have a higher rate (38.6) than regional and West Yorkshire averages (33.8 and 32.8 respectively).
- Labour productivity (GVA per hour worked) has been static for Calderdale between 2019 and 2023 (£34.14 and £34.90 respectively with a slight increase to £35.72 in 2021). Calderdale had a higher GVA per hour worked than the West Yorkshire average between 2018 and 2022, with Calderdale's performance for 2023 being slightly lower.



Goal 1: Increased business innovation, enterprise and investment

- Business Births – What the data shows



Direction of Travel

↑ Improving
(Quarterly data)
↓ Declining
(Annual data)

The graph above shows the trend for the number of business births per quarter, for Calderdale. These are experimental ONS statistics so an indication of trends, however, caution should be used when interpreting figures for individual periods.

Annual business demography data shows a reduction in the number of business births³ for the latest data release (2023), 935 in 2023 against 1,235 in 2022 and 1,135 in 2021. This equates to a rate per 10,000 population (aged 16+) of 55.3 in 2023, 73.6 in 2022 and 68 in 2021 with performance slightly above the West Yorkshire average. Conversely, the rate of deaths of enterprises per 10,000 population (aged 16+) saw an increase in the 2023 data release to 70.7 from

³ A single enterprise could have been "born", gone out of business, and then been "re-born" all within the same year. Each of these births would be counted individually.



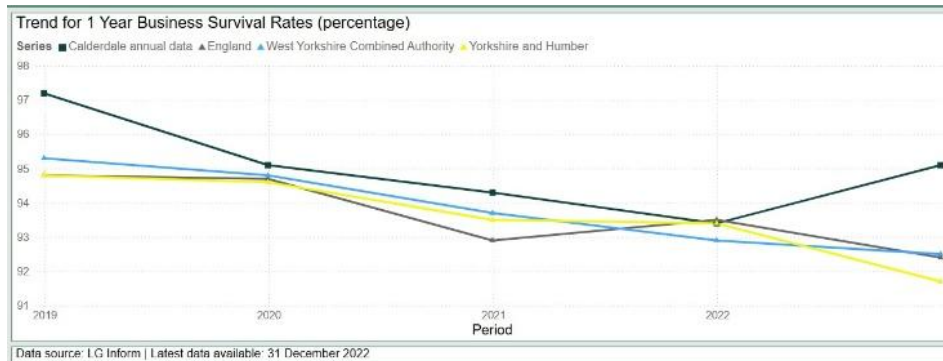
59.3 the previous year. 2023 was the first time in the past three years where the rate of deaths of enterprises was higher than the rate of births of new enterprises.⁴ 2023 reported a positive increase in the number of high growth enterprises².

⁴ A high growth enterprise is defined as a business with ten or more employees which has seen at least 20% employee growth each year for the previous three-year period.

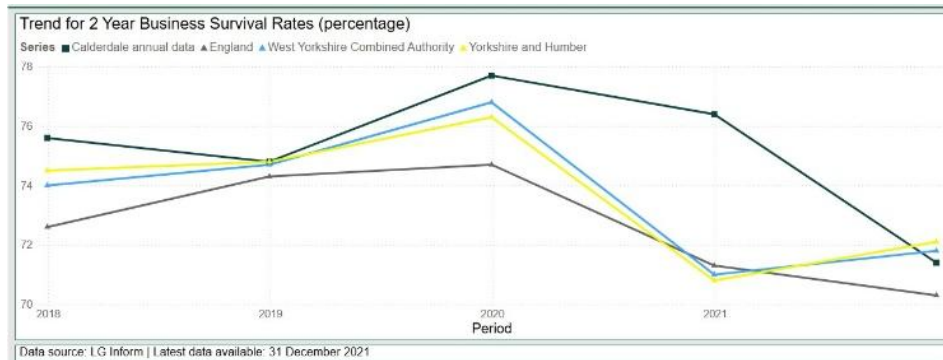


Goal 1: Increased business innovation, enterprise and investment

- Business Survival Rates (1, 2 and 5 years) – What the data shows

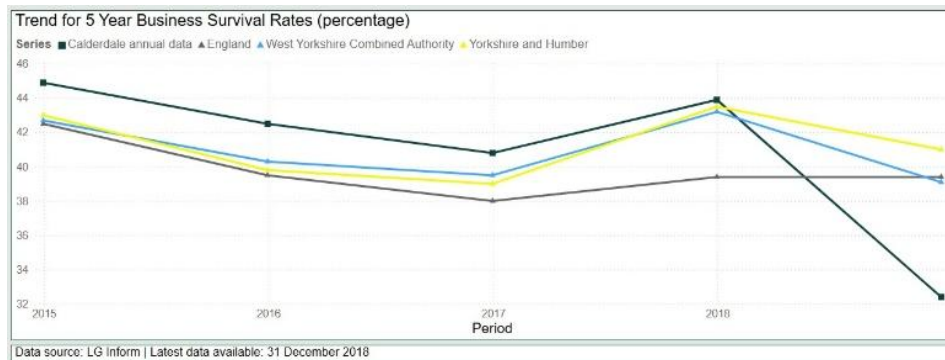


Business survival rate data is produced from an extract taken from the Inter-Departmental Business Register (IDBR). These measures look at the proportion of newly born enterprises that are still active 1, 2 and 5 years after birth in the area. The latest data release shows an improvement in performance for 1 year survival rates with Calderdale ranking top of the West Yorkshire authorities (95.1%).



However, data for 2 and 5 year survival rates is not as positive. Whilst Calderdale data is in line with West Yorkshire authorities and still above the national average for 2 year survival rates, the latest data shows a 5 percentage point drop on the previous year's data.





5 year survival rates show an 11 percentage point drop on the previous year's data (from 43.9% to 32.4%) with the lowest performance against West Yorkshire authorities for this measure. For the previous 4 years, Calderdale's performance was higher than that of regional, national and West Yorkshire averages.

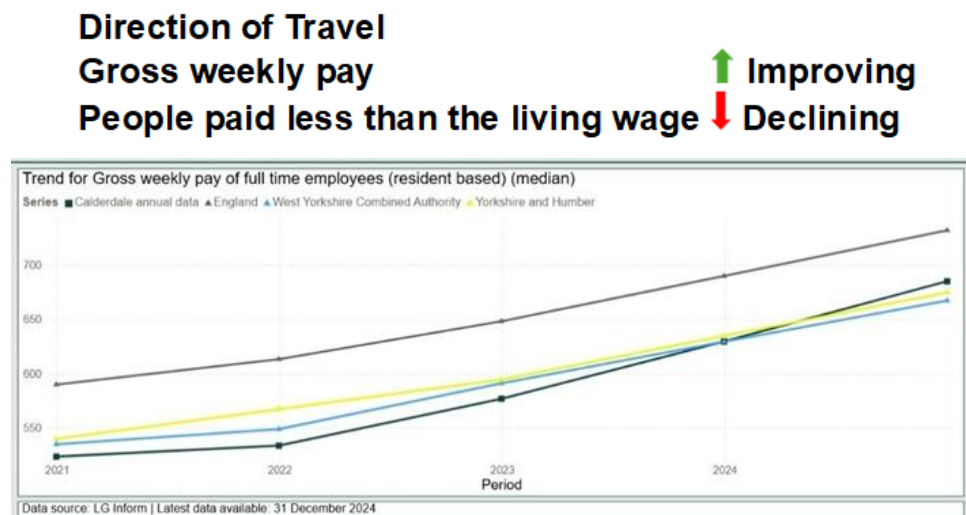
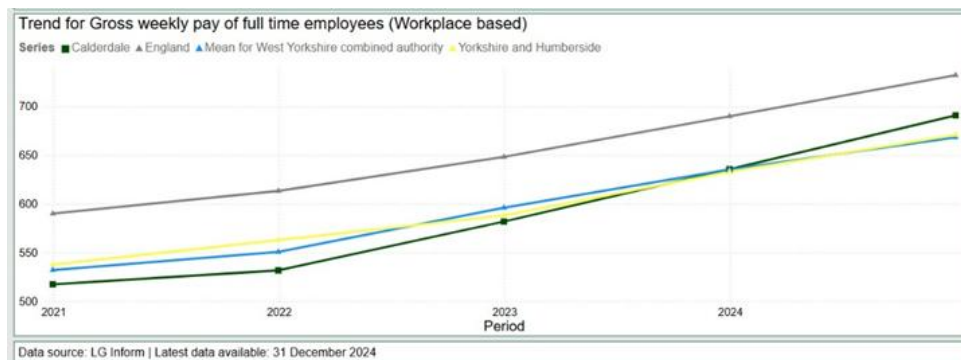


Goal 1: Increased business innovation, enterprise and investment

- Gross weekly pay (workplace based)

Goal 2: Good work for all, including young people

- Gross weekly pay (resident based)
- People paid less than the living wage (male/female)



Gross weekly pay⁵ for both workplace and resident based indicators has been increasing year on year in Calderdale, following the trend with comparators. Median weekly earnings for full time employees were £690.90 (workplace

⁵ Figures come from the Annual Survey of Hours and Earnings (ASHE) which is based on a 1 per cent sample of employees, information on whose earnings and hours is obtained from employers. The survey does not cover people who are self-employed, nor does it cover employees not paid during the reference period, pay period in April.



based) and £685.10 (resident based) in April 2024, both realising a 6.0% increase on the year in nominal terms, equalling the national picture. Gross weekly pay for part time workers has also seen a year on year increase. Although gross weekly pay has been increasing, estimates from the Annual Survey of Hours and Earnings (ASHE) (2024) report an indicative count of 15,000 jobs in Calderdale being paid below the living wage, equating to 19.2% earning below Living Wage Foundation Rates, 9,000 of these being for female employee jobs and 6,000 for male employee jobs (23.5% and 14.8% respectively). These figures show an increase against the 2023 estimates.



Goal 2: Good work for all, including young people

- 4.5% of the 16-64 year old population were claiming unemployment benefits as at 31 March 2025 with the claimant count remaining above pre-pandemic levels. 16-24 year old males have the largest proportion of claimants (7.8%) out of all age groups.
- The percentage of 18-24 year olds claiming unemployment benefits remains higher than comparators and pre-pandemic levels as at 31 March 2025. Based against March 2020 data 6 Wards have seen either a reduction or no increase in the number of claimants.
- Median gross weekly pay (resident based) has also seen a year on year increase, in line with comparators. However, latest estimates indicate that there has been an increase in the number of jobs in Calderdale being paid below the living wage.
- The economically inactive rate for those who have a long-term sickness or disability improved for the 12 months ending December 2024 with a reduction from 41.1% to 34.8% whilst Calderdale's economic activity rate for 16-64 year olds (72.1%) reduced by 6 percentage points from the same period the previous year and is below that of comparators.
- 2024 estimates show a reduction in the percentage of 16-64 year olds in Calderdale with a qualification of RQF 4 and above and an increase in those with no qualifications. Attainment at the age of 19 remains positive with 82.5% of 19 year olds having achieved a Level 2 qualification in Calderdale in 2023/24, however there remains an attainment gap between those pupils who were eligible for free school meals against those pupils who were not eligible.

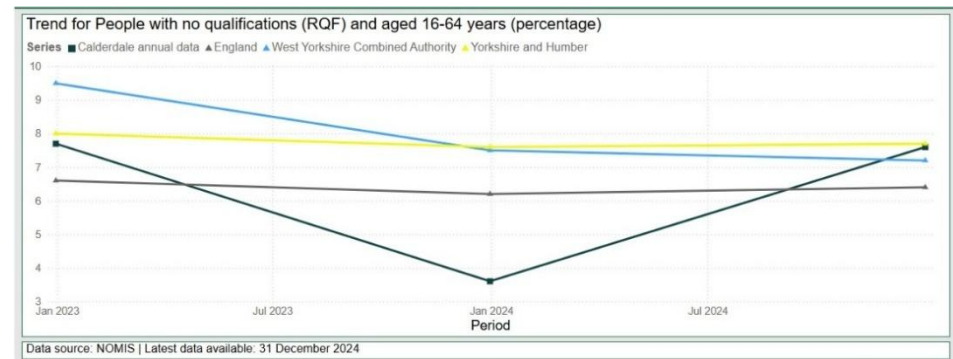
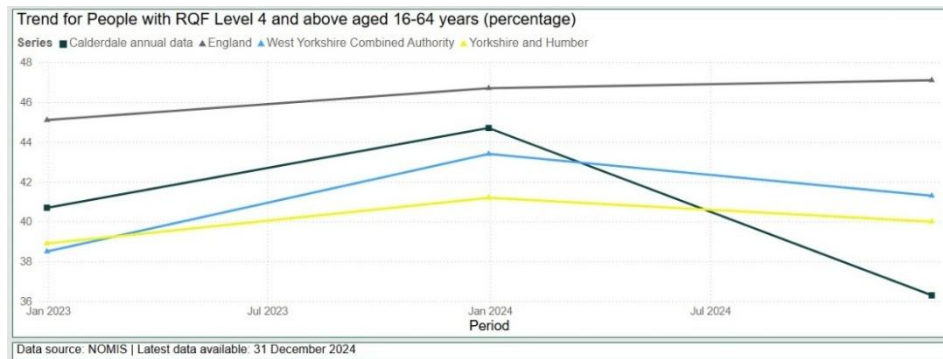


Goal 2: Good work for all, including young people

- People with RQF Level 4 and above aged 16-64
- People with no qualifications (RQF) aged 16-64

Direction of Travel
Level 4 and above
No qualifications

↓ **Declining**
↓ **Declining**



A Regulated Qualifications Framework (RQF) replaced the previous NVQ framework from 2022 meaning that the current estimates cannot be compared on a consistent basis with earlier data. The availability of people with higher level qualifications at Level 4 and above is a key area of under-performance for West Yorkshire. 2024 data estimates 41% of the West Yorkshire population to be qualified to this level, six points below the national average of 47%. Calderdale's estimates are 36% seeing a reduction from the previous two years.

The proportion of working aged people in West Yorkshire with no qualifications in 2024 was 7%, one percentage point behind the national average figure of 6%. Calderdale's estimates for 2024 are in line with West Yorkshire and regional averages at 7.6%. The estimates show an increase in the working age population with no qualifications.



Attainment at Level 2 is often regarded as the threshold for basic employability. 10% of working aged people in Calderdale (12,800) either have no qualifications or are qualified below this level. The attainment of 19-year olds provides an important insight concerning the in-flow into the labour market of qualified people. In 2023/24 82.5% of 19 year olds had achieved a Level 2 qualification in Calderdale, 2 percentage points higher than West Yorkshire and regional averages. However, attainment of a Level 2 qualification at 19 for pupils who were eligible for free school meals was 66%, resulting in a 20.3% gap for those eligible for free school meals against those not eligible. This gap has reduced from 24% in 2021/22.

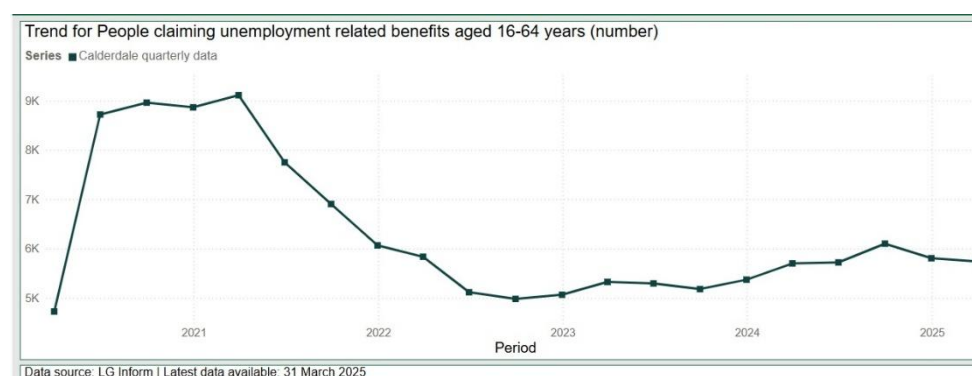
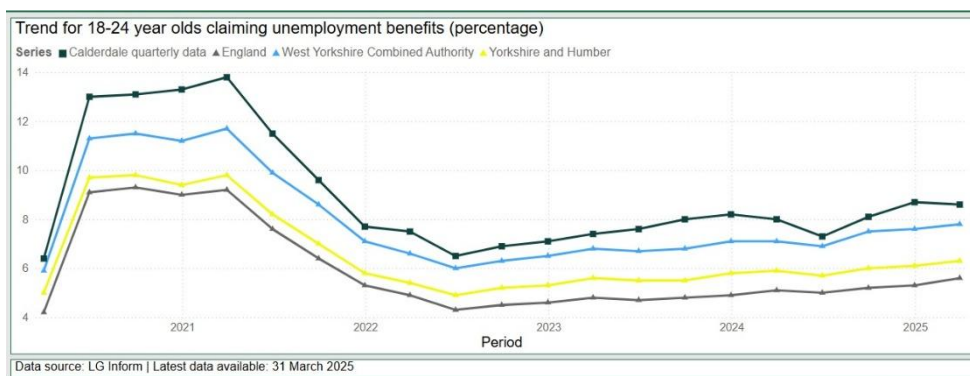


Goal 2: Good work for all, including young people

- 18-24 year olds claiming unemployment benefits
- People claiming unemployment benefits aged 16-64

Direction of Travel
18-24 unemployment
Claimant count

↔ Static
↔ Static



As of 31st March 2025, 5,740 people aged 16-64 were claiming unemployment benefits, equating to 4.5% of the 16-64 year old population in Calderdale. 5.4% of males aged 16-64 were claiming unemployment benefits as at March 2025 (3,400) with 3.6% (2,340) of females claiming at the same period. Both male and female rates remain higher than pre-pandemic levels (March 2020) - 4.5% and 3% respectively.

In terms of age groups, 16-24 year olds have the largest proportion of people claiming unemployment benefits (7.8% of males, 4.9% of females), with 6% of males and 4.3% of females for the 25-49 year old age group reducing to 3.2% of males and 2.1% of females for 50-64 year olds.



Since March 2020, Calderdale has had a higher percentage of 18–24 year olds claiming unemployment benefits than comparators. As at March 2025, 10.3% of 18–24 year old males and 6.6% of females were claiming unemployment benefits. Park Ward remains to have the largest proportion of claimants across this age range (15.8%) with Ovenden (12.8%), Town (12.1%), Warley (10.9%), Elland (8.8%) and Illingworth and Mixenden (8.7%) all above the Calderdale result (8.6%) for this data period.

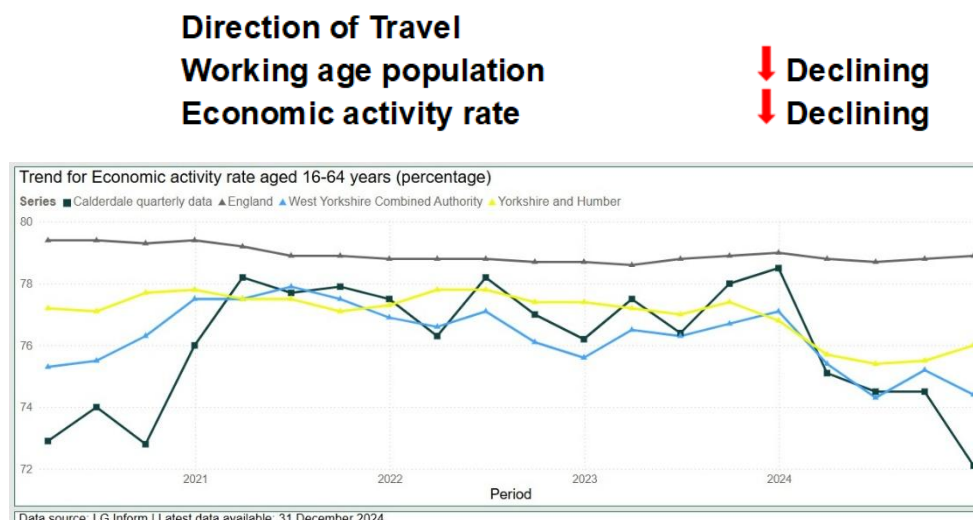
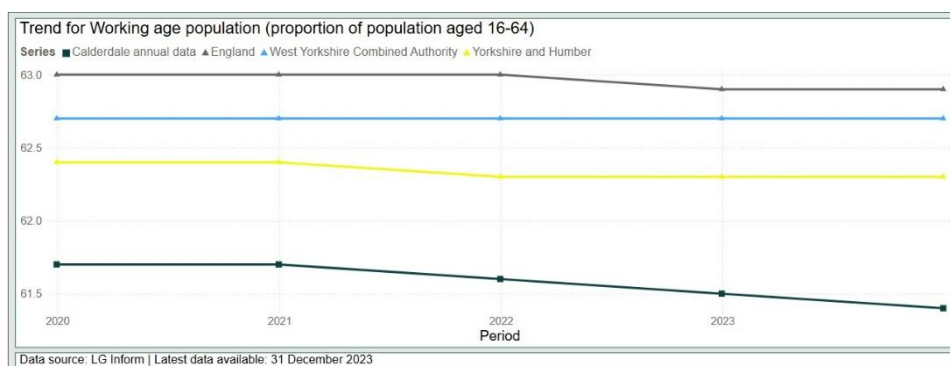


Goal 5: More people visit, stay, work and live in Calderdale

- Working age population (proportion of the population aged 16–64)

Goal 2: Good work for all, including young people

- Economic activity rate aged 16–64



Based on ONS mid-year population estimates (2023), Calderdale has a total population of 208,735 with 128,255 (61.4%) people of working age (16–64). Between 2011 and 2021 the working age population of Calderdale experienced a decline of 3%. Whilst all West Yorkshire authorities saw a decline, Calderdale had the largest across the West Yorkshire authorities. Current ONS population projections for this age group for Calderdale are 127,714 (2030) and 124,768 (2040) which would potentially mean further projected declines.

Calderdale's economic activity rate for 16–64 year olds (72.1%) is below that of comparators for the 12 months ending December 2024 (Quarter 4 2024) being 6 percentage points lower than the same period the previous year. Data



from the ONS Population Survey estimate that 89.8% of those who are economically inactive do not want a job. 34.8% of 16-64 year olds who are economically inactive are estimated to have a long-term sickness or disability who are physically unfit to enter the labour market and gain full-time employment. This is a reduction from 41.1% as at the same period the previous year. 25.4% of economically inactive people aged 16 to 64 are students.



Goal 3: Wealth is created and retained within communities

- It is estimated that 19.2% of people in Calderdale are earning below Living Wage Foundation Rates and therefore in low paid employment with 9,000 of these being for female employee jobs (23.5%) and 6,000 for male employee jobs (14.8%), both figures showing an increase against the 2023 estimates.
- The proportion of small and medium employers (10-249 employees) is consistent with West Yorkshire and regional averages.

Goal 4: A cleaner and greener economy, fit for the future

- Calderdale has followed the same trend as comparators against the per capita CO2 emissions in the area indicator with the emissions rate below national, regional and statistical neighbour averages. The greenhouse gas emissions estimate for Calderdale is 965.8 kilo tonnes of carbon dioxide equivalent (kt CO2e) territorial emissions for all sectors, a reduction from 1214.5 in 2018.
- Data for the previous 5 years varies from 53% to 71% for non-domestic buildings for which an EPC was issued which were rated C and above. Whilst this measure should not be interpreted as a true representation of the whole of the building stock it gives an indication of the energy efficiency of those buildings that were sold, let or constructed during the year.
- The overall trend for GVA: All Industries for Calderdale has increased from 5,277 (£ (millions)) in 2019 to 5,845 in 2023. Analysis by industry shows most industries experiencing increases in this period. However, Financial and Insurance Activities, Information and Communications and Manufacturing have experienced a reduction.



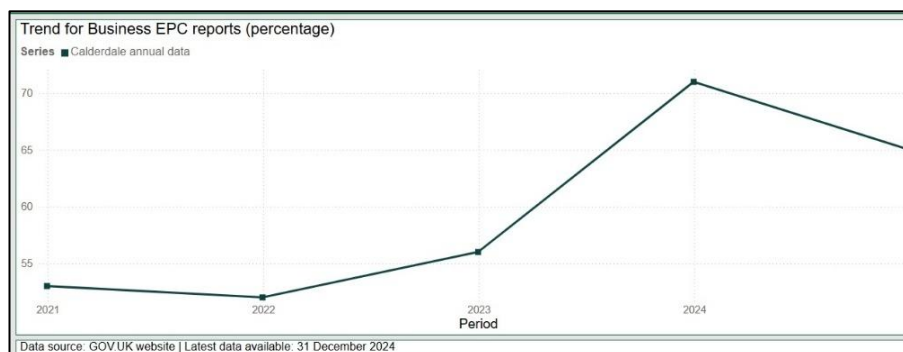
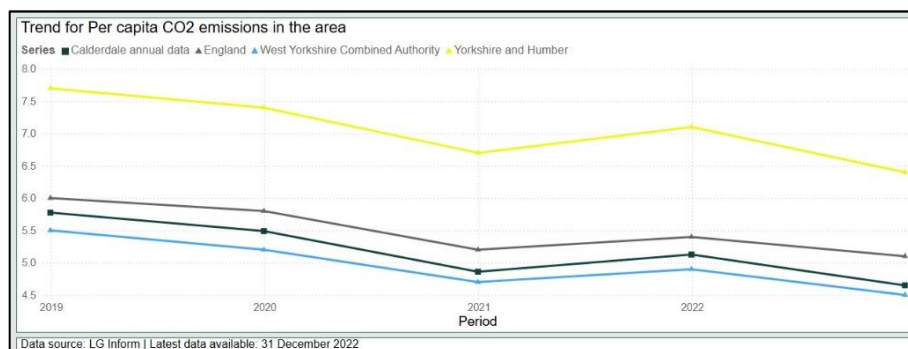
Goal 4: A cleaner and greener economy, fit for the future

- Business EPC reports
- Per capita CO2 emissions in the area

Direction of Travel

Per capita CO2 emissions

↑ Improving



The Per capita CO2 emissions in the area indicator represents the greenhouse gas emissions estimate in tonnes of carbon dioxide equivalent (tCO2e) territorial emissions per head of population for all sectors in Calderdale. The aim of these estimates is to assist those using local emissions accounting as a tool in developing emissions reduction strategies. However, it should be noted that circumstances vary enormously between authorities, and local authorities have relatively little influence over some types of emissions, therefore comparisons between Calderdale and other Councils should be interpreted with caution.

The data shows that Calderdale has followed the same trend as comparators with the emissions rate below national, regional and statistical neighbour averages. The greenhouse gas emissions estimate for Calderdale is 965.8 kilo tonnes of carbon dioxide equivalent (kt CO2e) territorial emissions for all sectors, a reduction from 1214.5 in



2018. In terms of Council Corporate Estate emissions (excluding schools) for which the Council has a net zero target for 2038, data shows a year-on-year reduction between 2018/19 and 2022/23. 2023/24 data shows a slight increase from the previous year (10052 tCO₂e from 9957 tCO₂e).

Business energy efficiency is a key lever for emissions reduction. The Business Energy Performance Certificate (EPC) measure looks at the number of EPCs issued for non-domestic buildings within the calendar year and calculates the percentage of those that were rated C and above. This measure should not be interpreted as a true representation of the whole of the building stock but gives an indication of the energy efficiency of those buildings that were sold, let or constructed during the year. Data for the previous 5 years varies from 53% to 71% for non-domestic buildings for which an EPC was issued which were rated C and above.



Goal 1: Increased business innovation, enterprise and investment

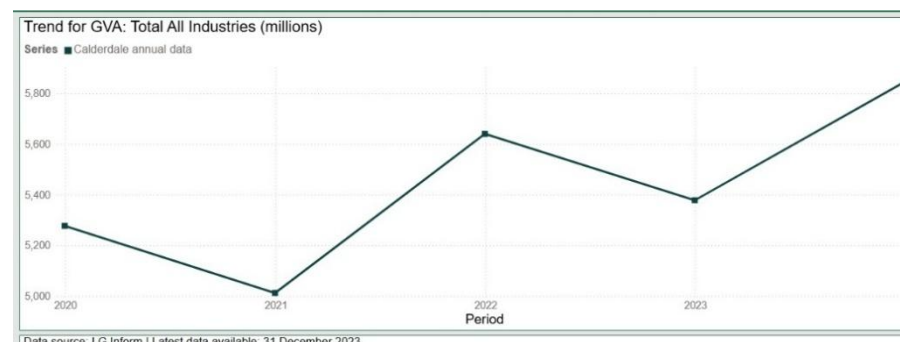
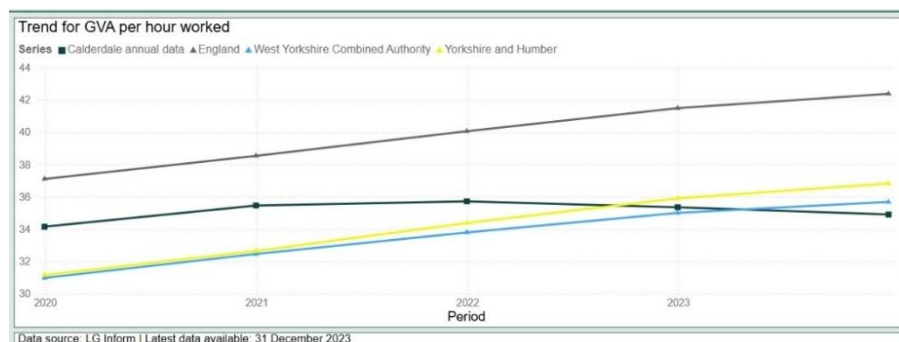
- GVA per hour worked

Goal 4: A cleaner and greener economy, fit for the future

- GVA: Total all industries

Direction of Travel
GVA per hour worked
GVA: Total all industries

↔ Static
↑ Improving



The Office for National Statistics (ONS) use output per hour worked as the preferred measure of labour productivity as it accounts for different working patterns. Productivity is a key determinant of living standards in the long term, increasing productivity which ultimately enables higher wages, economic growth, increased profitability and tax revenues. Gross value added (GVA) per hour worked (£) at current prices has been static in Calderdale between 2019 and 2023 (£34.14 and £34.90 respectively with a slight increase to £35.72 in 2021). Calderdale had a higher GVA per hour worked than the West Yorkshire average between 2018 and 2022, with Calderdale's performance for 2023 being slightly lower.



The overall trend for GVA: All Industries for Calderdale has increased from 5,277 (£ (millions)) in 2019 to 5,845 in 2023. These figures are presented at current basic prices and do not allow for different regional price levels or changes in price over time (inflation). The estimates are on a workplace basis, allocated to where the economic activity took place. When this is analysed by industry breakdown, however, not all industries have seen an increase, with Manufacturing, Information and Communications and Financial and Insurance Activities experiencing a reduction. The industries that experienced the highest increases between 2019 and 2023 were Administrative and Support Service Activities, Other Service Activities, Professional, Scientific and Technical Activities and Real Estate Activities.

Goal 5: More people visit, stay, work and live in Calderdale

- Calderdale's current proportion of working age population is slightly lower than comparators. Between 2011 and 2021 the working age population Calderdale experienced a decline of 3%, the largest of the West Yorkshire authorities. Current ONS population projections for this age group show a reduction by 2030 with a further reduction by 2040 which would potentially mean further projected declines.
- Calderdale's performance against job density has been static for the last eight years, apart from taking a small decline in 2020, currently having the 2nd highest rate of the West Yorkshire authorities and is in line with the regional average.
- In 2024, tourism contributed £650 million to the local economy, an 8.3% increase from the previous year, with 7.8 million visitors. Local businesses reaped the benefits, with £438 million in direct spend supporting nearly 6,000 jobs, a 12% rise from 2022.



Goal 1: Increased business innovation, enterprise and investment

- Private sector businesses per 1,000 population

Goal 3: Wealth is created and retained within communities

- Proportion of enterprises that are small and medium employers (10-249 employees)

Goal 5: More people visit, stay, work and live in Calderdale

- Jobs density

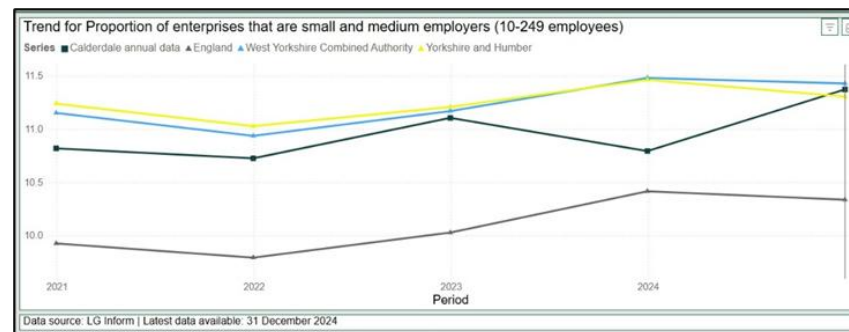
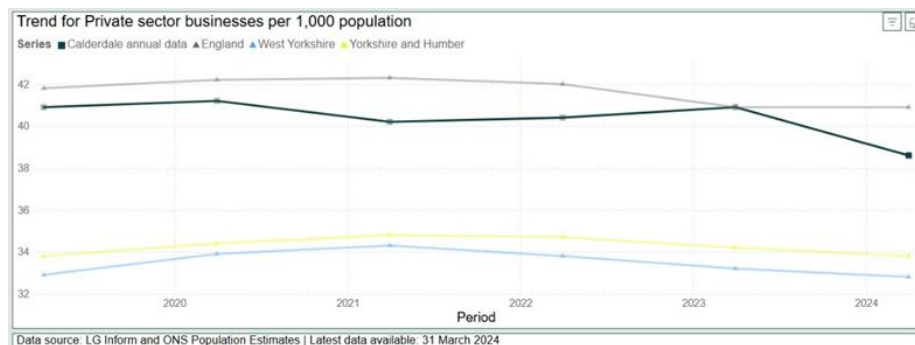
Direction of Travel

Private sector business rate

Small and medium employers

Jobs density

↓ Declining
↑ Increasing
↔ Static



Despite a drop in the number of private sector businesses in the 2024 data release, Calderdale remains to have a higher rate per 1,000 population (38.6) than regional and West Yorkshire averages (33.8 and 32.8 respectively) but



less than the national average. The number of enterprises in Calderdale in 2019 was 8,540 against 8,090 in 2024. Calderdale was the only authority across West Yorkshire that saw a reduction against these data periods.

The proportion of enterprises that are small and medium employers (10–249 employees) is consistent across Calderdale, West Yorkshire and regional averages (11%), one percentage point below the national average.

Latest data available (2022) shows Calderdale’s job density as 0.83⁶. Calderdale’s performance has been static for the last eight years, apart from taking a small decline in 2020. Calderdale has the 2nd highest rate of the West Yorkshire authorities and is in line with the regional average.

⁶ Jobs density is the number of jobs per resident aged 16–64 in that area. For example, a job density of 1.0 would mean that there is one job for every resident of working age.

