

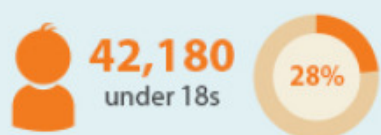
Workplace Health Data and Insight

Slough demographics

Current population: 148,768

(June 2017 mid-year estimates)

There was an increase of **1,032** people or **0.7%** on the 2016 mid-year value of **147,736**. This represents a slow down in the rate of annual growth (growth in each of the years to 2014, 2015, and 2016 was **1.2%**, with approximately **1,700** new residents each year)



The average of over 65s
for England is 19%

Ethnicity

The 2011 Census showed Slough to be one of the most ethnically diverse local authorities outside of London with **46%** of the population identifying as White British or White Other, **40%** Asian or British Asian, **8.6%** Black or Black British and **3.4%** mixed race.

There is a mismatch between jobs offered and skills in Slough. ONS Annual Population Survey (2017) estimates that only **68.5%** of Slough residents aged 16-64 hold qualifications of **NVQ Level 2 or above** (e.g. 5 or more GCSEs at grades A-C or equivalent). This is **significantly lower** than the South East average (**78.6%**). A large number of jobs in Slough are highly skilled; these tend to be jobs in company headquarters and attract people from outside Slough and this contributes to the large inwards commute.

Inequalities

Ethnicity pay gap:

Focusing on 2019, the Bangladeshi (£10.58 per hour) and Pakistani (£10.55 per hour) ethnic groups had some of the widest positive pay gaps, respectively earning 15.3% and 15.5% less than White British employees (£12.49 per hour).

Ethnicity pay gaps differ by age group. The pay gap between the White group and the ethnic minority group is larger for those aged 30 years and over than for those aged 16 to 29 years.

Source: ONS <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019>

Gender pay gap:

In 2019, the average hourly (gross excluding overtime) gender pay gap in the UK was 17.3 % however for Slough this was 32%

Source ONS <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

Covid 19 - Effects on employment

Compared with UK-born White British, Black, Asian and minority ethnic migrants are more likely to experience job losses during the pandemic and BAME groups are less likely to enjoy employment protection such as furlough.

Source: Research in Social Stratification and Mobility, 2020.

https://www.sciencedirect.com/science/article/pii/S0276562420300640?mc_cid=7888d272b6&mc_eid=db0f616e89

Some people are particularly exposed to sectors that were shutdown. For example, 24% of Bangladeshi men work in the restaurants and food services sector and 16% of Pakistani men work in taxi or cab driving.

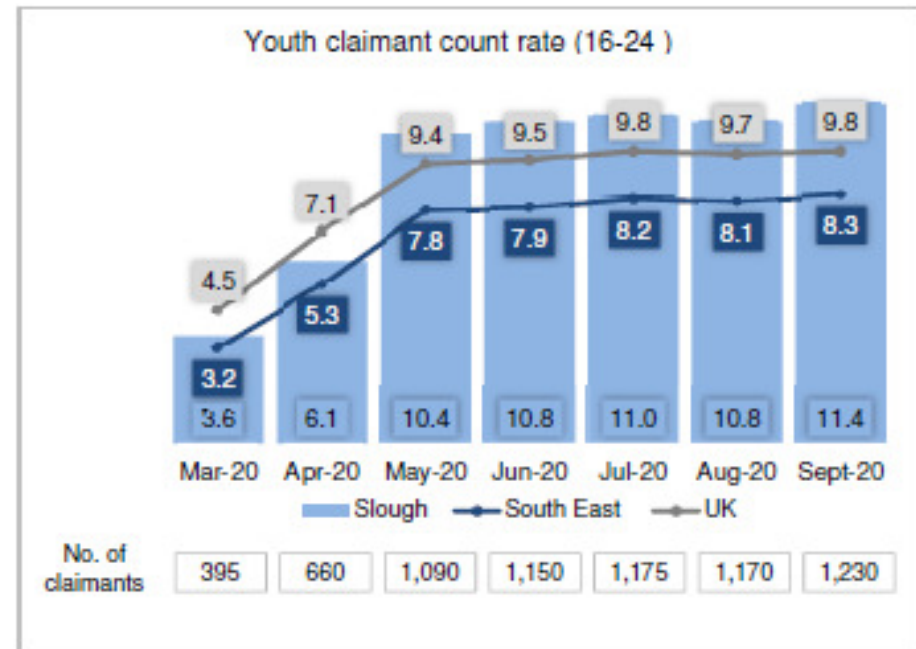
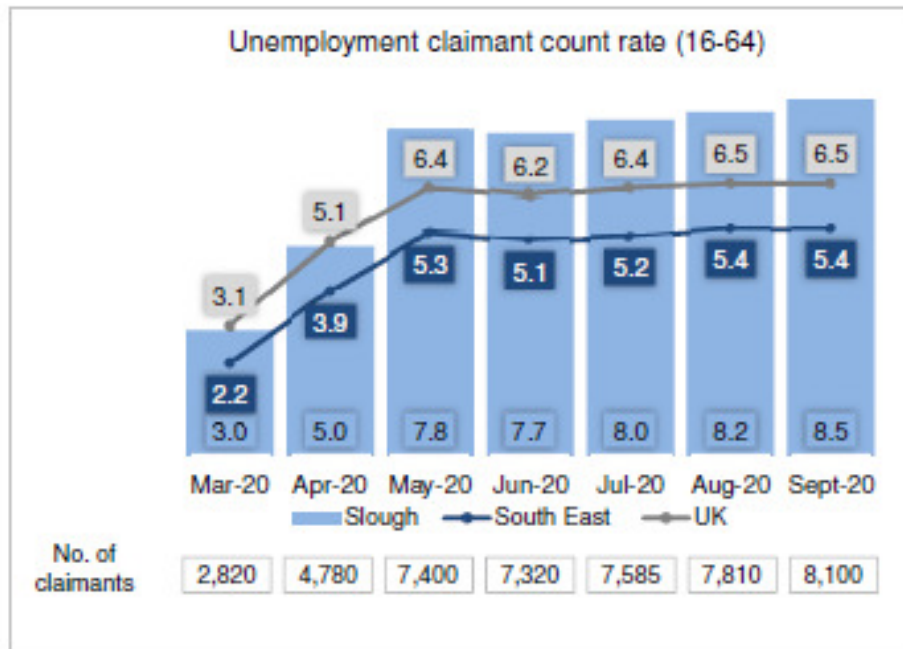
Source: https://www.coronavirusandtheeconomy.com/question/how-crisis-affecting-inequalities-across-ethnic-groups?mc_cid=7888d272b6&mc_eid=db0f616e89

In addition to the financial impact from job losses, Black and minority ethnicity groups have also been less likely to receive any form of sick pay if ill with the coronavirus, even though they have had to self-isolate.

Source: Runnymede Trust 'Over-exposed and under protected' www.runnymedetrust.org

Covid-19 – Effects on employment

Economic Development as at 30th September 2020



Covid-19 – Effects on employment

