Work and Health

Joint Strategic Needs Assessment (JSNA) Profile

September 2025

Supplementary Material

Nottingham City Council

Nottingham picture and how we compare (supplementary material)

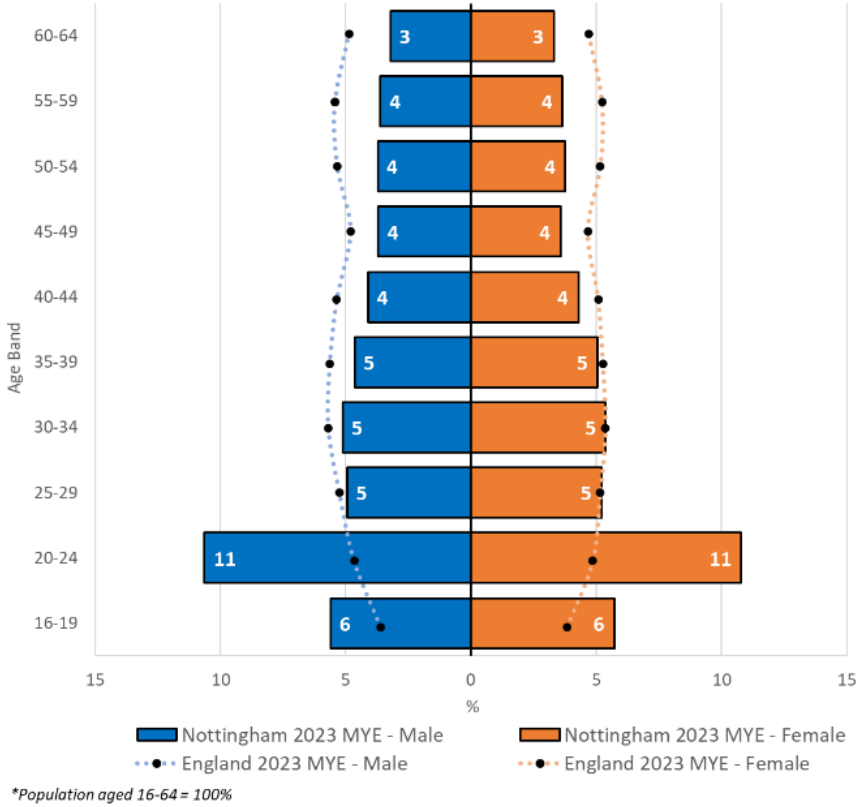
Population

Nottingham City has a total population of 329,276 people (2023 mid-year estimates) according to the Office of National Statistics. Broken down, 51% of the local population are female and 49% are male; the same proportional breakdown is observed nationally for the same period.

The population pyramid (figure 1) provides a more detailed breakdown of age bands by sex for Nottingham compared to England. Nottingham has a higher proportion of people in the two younger aged bands compared to England. This is particularly noticeable in the age band of 20-24, with 21.4% of Nottingham's 16-64 population falling within this age band, with an even split of 11% for both males and females (6 percentage points higher compared to England for both sexes). A key factor for Nottingham's high proportion of people aged 20-24 is the large student population. Data from the Higher Education Statistics Agency (2025) states there were almost 75,000 students enrolled at the two universities in 2023/24 (48% at the University of Nottingham and 52% at Nottingham Trent University); with 55% female and 45% male.

There are small differences in the proportions of people within the age bands of the 30's and 40's for both sexes. Nottingham does have fewer people in the older age bands such as 55-59, with 3.6% of males and 3.6% of females within this aged band, which is 1.8 and 1.6 percentage points fewer compared to England.

Figure 1: Nottingham and England 2023 mid-year population estimates, for those aged between 16-64



Source: *Office for National Statistics (2023)*

Note: *The proportional breakdowns are out of the total people aged 16-64 (100%), and not the entire population. The Nottingham data presented in the bars equals 100%, with the England data represented in the lines also totalling 100%. Percentages have been rounded*

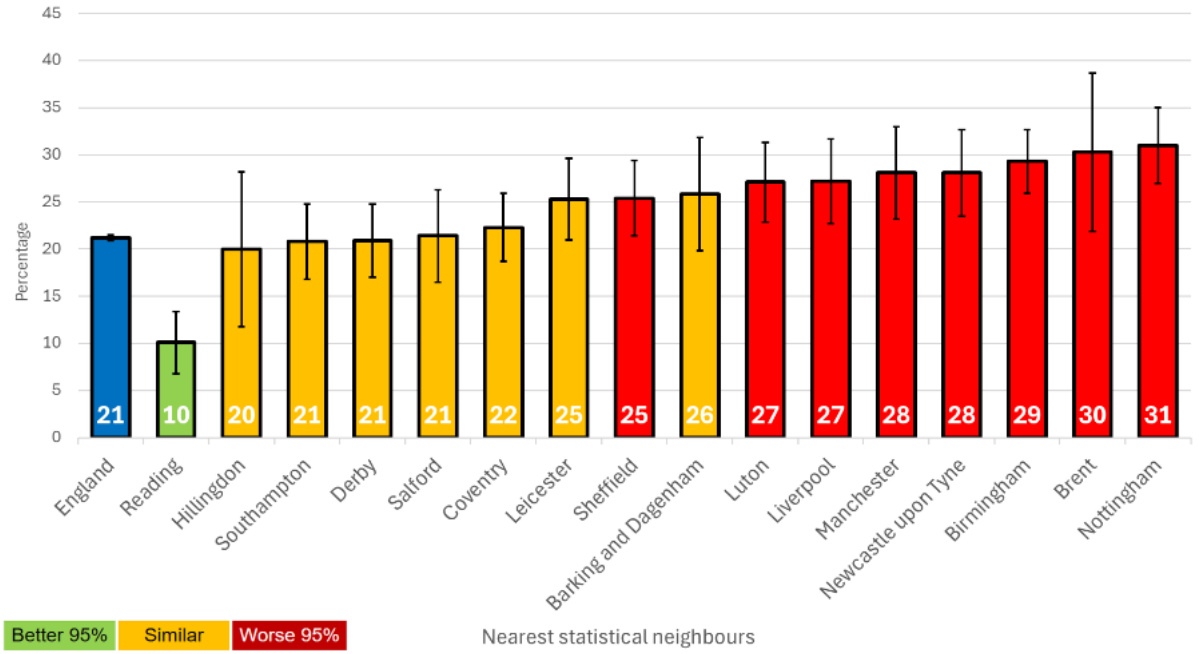
Employment rate

Nottingham has had a statistically significantly lower employment rate compared to England for every data point with the of the initial period impacted by the Covid-19 pandemic in 2020/21. During this time, the local labour market in Nottingham and nationally was impacted by the Coronavirus Job Retention Scheme (CJRS), also referred to as the furlough scheme. Nottingham had its highest level of people employed (167,400) during the period 2020/21, an additional 10,000 employees compared to any period between 2011/12 to 2023/24. This is likely due to the furloughing scheme that artificially inflated the rate of people employed, with research from the ONS also finding that the proportion of people furloughed was higher for people aged under 24 years old (30%); this could have had a greater impact locally due to Nottingham's younger population. Nottingham also saw a reduction in the proportion of people who were considered economically inactive, which is likely to have driven up the employment rate in 2020/21.

Economic inactivity – comparison to statistical neighbours

Comparing Nottingham to its NHS nearest statistical neighbours reveal ten areas are statistically similar to Nottingham, with Coventry, Salford, Derby, Southampton and Reading all statistically significantly better than Nottingham (figure 2).

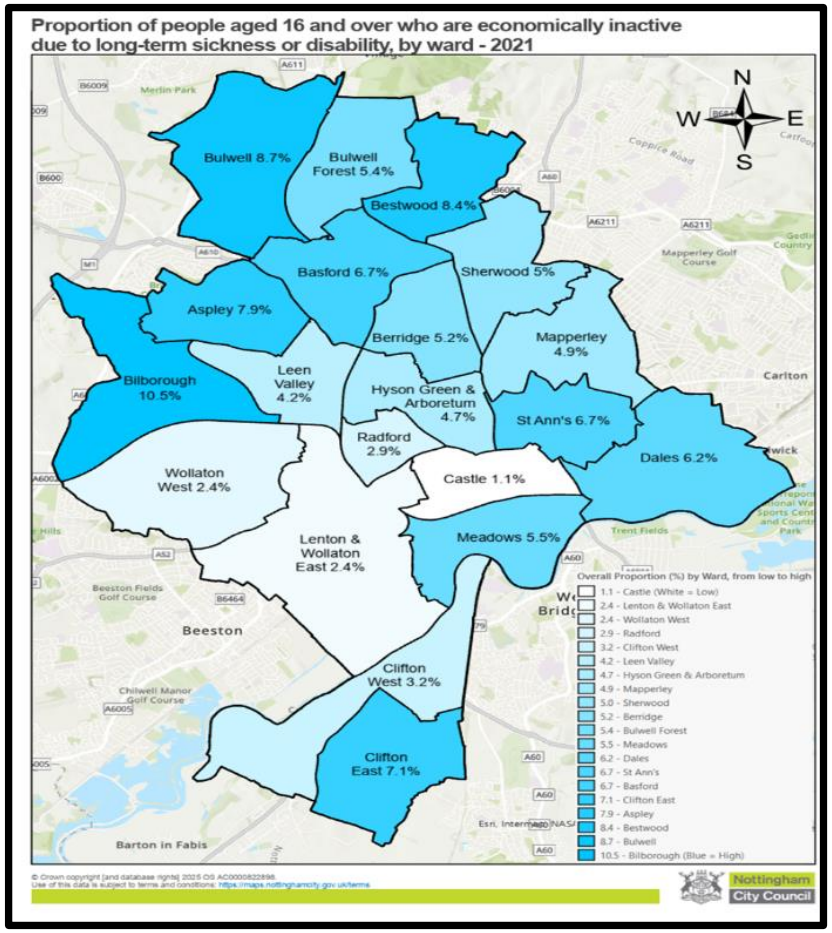
*Figure 2: Proportion of people who are **economically inactive between the ages of 16-64**, for Nottingham and its NHS nearest statistical neighbours, and England – 2023/24*



Source: *Nomis (2025)*

Note: *(95.0) Confidence intervals, pre-calculated by the Office for National Statistics*

*Figure 3: Proportion of **total population** aged **16 and over** in Nottingham who are economically inactive due to long term sickness or disability, by ward - 2021*



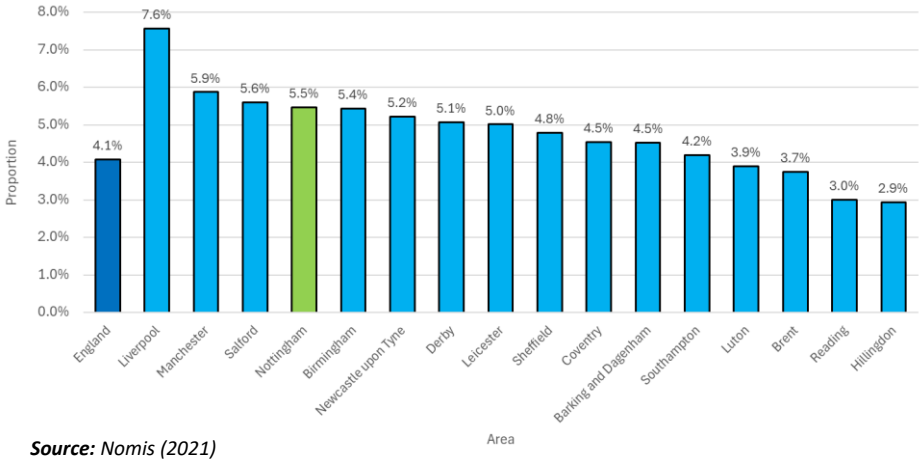
***Note:** The proportions displayed are out of the **total population** aged **16 years and over** for that ward; darker blue represents a higher proportion*

<u>Economic inactivity due to long-term sickness or disability – comparison by area</u>

Figure 3 displays the proportion of people aged 16 years and over who are economically inactive due to long-term sickness or a disability, out of the total number of people in that ward aged 16+. This map shows Bilborough has 10.5% of its total 16+ population economically inactive due to this reason. Other areas where this reason for economic inactivity is high include Bulwell, Bestwood, Aspley and Clifton East.

Figure 4 displays the proportion of people aged 16 years and over who are classified as economically inactive due to long term sickness or disability, out of the area's total population aged 16 and over. Nottingham is displayed alongside its NHS nearest statistical neighbours and England. The rate for Nottingham (5.5%) is similar to many of its NHS statistical neighbours and higher compared to England (4.1%).

*Figure 4: Proportion of **total population** aged **16 and over** who are economically inactive due to long term sickness or disability for Nottingham, England and Nottingham's NHS nearest statistical neighbours – 2021*

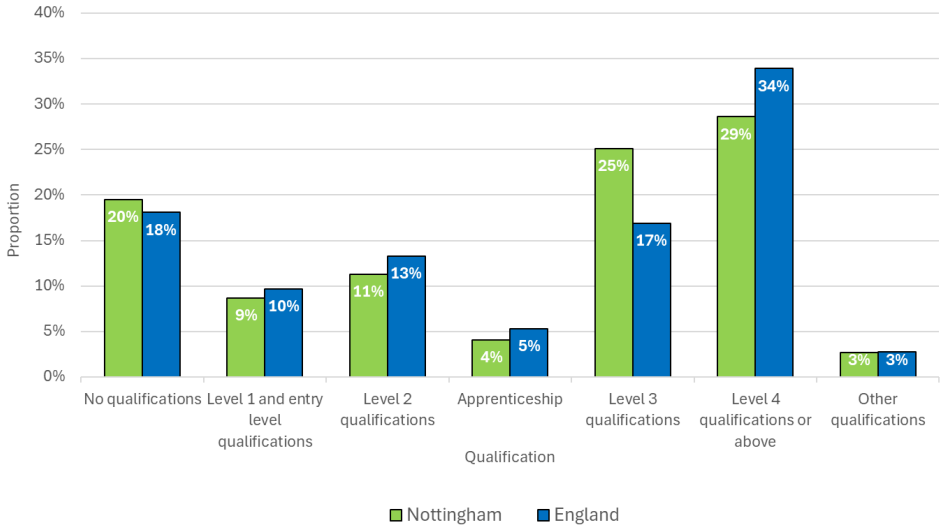


***Source:** Nomis (2021)*
***Note:** No confidence intervals care provided for this data*

Qualifications of working-age population

2021 census data revealed that 19.5% (51,554 people) of Nottingham's 16+ population had no qualifications (figure 5); which was 1.4 percentage points more compared to England (18.1%); roughly 1 in 5 people. Nottingham has similar proportions of people to England of those with level 1, level 2 and apprenticeship qualifications. Nottingham (25%) has a higher proportion of people with level 3 qualifications than England (17%), whilst having a lower proportion of people with level 4 or above (29% compared to England's 34%).

*Figure 5: Proportion of people aged **16 and over** stating their highest level of qualification in 2021, Nottingham and England*

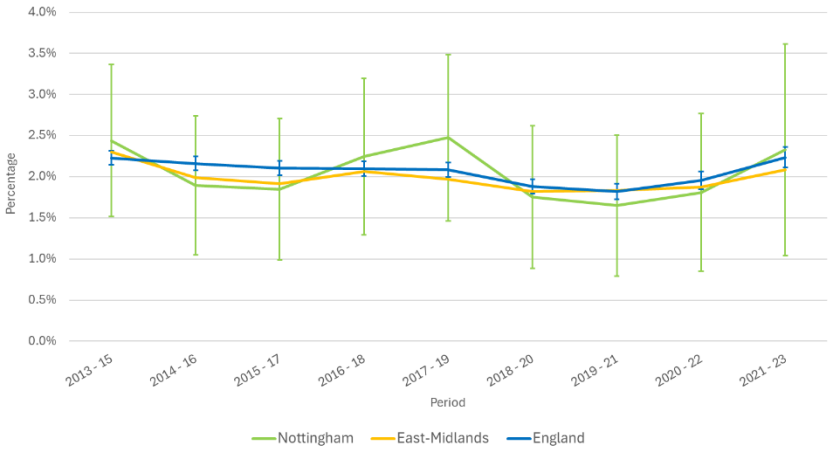


***Source:** Nomis (2021)*

Sickness absence

The percentage of people who had at least one day off in the previous week is displayed in the chart below for Nottingham, East Midlands and England (figure 6); this data is for a rolling three-year period. All areas follow a similar trend pattern for the period of data displayed. Nottingham is statistically similar to both the East Midlands and England for all the data point displayed, and Nottingham is also statistically similar across each data period. For 2021 – 23, Nottingham had 2.3% of employees who had at least one day off in the previous week.

Figure 6: Sickness absence: the percentage of employees who had at least one day off in the previous week



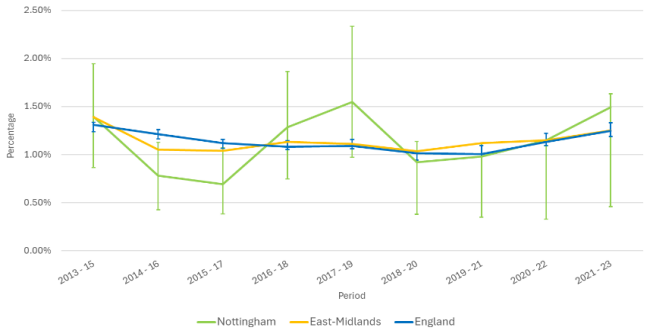
***Source:** Department of Health & Social Care (2025)*
***Note:** (95.0) confidence intervals, pre-calculated by the Office for National Statistics*

Sickness absence (cont.)

The latest national ONS data published in June 2025 shows that England has a sickness absence rate of 2.0% in 2024, lower than the rate of 2.2% in 2023. In total, there were 123.9 million days lost through sickness absence in England during 2024, a reduction from 134.5 million days lost in 2023. This equates to around 4.3 days lost per worker in 2024, also lower than in 2023 when there were 4.7 days lost per worker.

Sickness absence as a percentage of working days lost due to sickness, shows that 1.5% of days were lost due to sickness absence in Nottingham (figure 7), for the three-year period of 2021/23; statistically similar to both the East Midlands (1.3%) and England (1.25%).

Figure 7: Sickness absence: the percentage of working days lost due to sickness absence (person, 16+), for Nottingham, East-Midlands and England



Source: *Department of Health & Social Care (2025)*
Note: *(95.0) confidence intervals, pre-calculated by the Office for National Statistics*

Median weekly pay

Data on median weekly pay provides insight into the economic resources available to people (full and part time workers) before tax and other deductions. For the latest data period of 2023, workers in Nottingham have median weekly earnings (figure 8) of £443 pounds per week, this is statistically significantly lower compared to the East Midlands (£527) and England (£566).

Whilst the trend in median weekly pay has gradually increased in Nottingham over time, this is also true for the East Midlands and England (figure 9). Nottingham has a statistically significantly lower median weekly pay when compared to England for every year displayed in the chart below and to the East Midlands for the majority of years (figure 10).

Figure 8: Infographic displaying the median weekly pay in 2023 for Nottingham, East Midlands and England



Source: *Department of Health & Social Care (2025)*

Figure 9: Average (median) weekly earnings for Nottingham, East Midlands and England

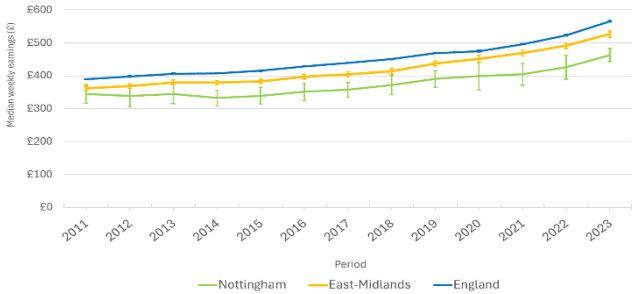
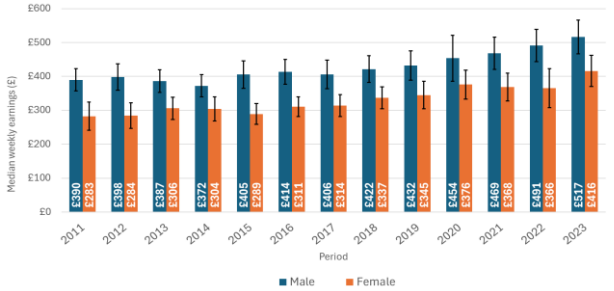


Figure 10: Average (median) weekly earnings by sex for Nottingham



Source: *Department of Health & Social Care (2025);* ***Note:*** *(95.0) confidence intervals, pre-calculated by the Office for National Statistics*

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