

# **Local health and social wellbeing**

**The contribution of the voluntary,  
community and social enterprise sector in  
Yorkshire and Humber**



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The contents of the report express the views of the authors and do not necessarily reflect the views or policies of the commissioning partners.

## Third Sector Trends Study

Data in this report are drawn from the Third Sector Trends study which was conceived and originally commissioned by Northern Rock Foundation with research conducted by the universities of Southampton, Teesside and Durham. The Community Foundation Tyne & Wear and Northumberland was a co-founder of the research and is now responsible for its legacy.

The Community Foundation and St Chad's College are currently collaborating with partners including: Power to Change, Barrow Cadbury Trust and Millfield House Foundation to undertake the Third Sector Trends Study survey and analysis in 2022-23

All publications from the Third Sector Trends study are available free to download at this address:

<https://www.communityfoundation.org.uk/knowledge-and-leadership/third-sector-trends-research/>

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# Summary of key findings

## Sector size and resources

There is a large voluntary, community and social enterprise (VCSE) sector in Yorkshire and Humber, which is comprised of 14,600 registered organisations. The sector employs 68,000 staff and has the commitment of 320,000 volunteers who produce 22 million hours of work which is valued at between £220m (at National Living Wage) and £311 million (at 80% average regional wage). The sector's income totals £2.7 billion. There are 2.6 VCSE organisations per 1,000 members of the resident population.

- In Humber and North Yorkshire there are 6,000 organisations, with 21,000 employees and 122,000 regular volunteers who collectively produce 8.7 million hours of work valued at between £86m and £122m. There are 3.4 VCSE organisations per 1,000 resident population. It is estimated that there are about 7,800 unregistered informal groups.
- In West Yorkshire there are 5,700 organisations, 31,000 employees and 126,000 regular volunteers collectively produce 9 million hours of work valued at between £89m and £126m. There are 2.4 VCSE organisations per 1,000 resident population. It is estimated that there are about 7,400 unregistered informal groups.
- In South Yorkshire there are 2,900 organisations, 16,000 employees and 63,000 regular volunteers who collectively produce 4.5 million hours of work valued at between £45m and £63m. There are 2.1 VCSE organisations per 1,000 resident population. It is estimated that there are about 3,700 unregistered informal groups.

The sector is formed mainly of registered charities (72%), Charitable Incorporated Organisations (11%), Community Interest Companies (11%), Registered Societies, Cooperatives and Community Benefit Societies (6%) and Community Amateur Sport Clubs (4%). It is possible to make rough estimates of the number of unregistered or 'under the radar' groups: in Humber and North Yorkshire: 7,800, South Yorkshire, 3,700, and in West Yorkshire 7,400.

The VCSE sector has a strong local orientation. About a third of organisations confine their activity to local neighbourhoods or villages and about 70 per cent limit the range of their work to the local authority where they are based.

## Labour market dynamics

The VCSE sector is currently facing significant labour-force challenges. Many VCSE organisations report difficulties with staff retention which is related to higher demand for employees in the private sector, post-pandemic withdrawal from the labour market or growing preference for part-time or fractional contracts.

About a fifth of VCSE employer organisations state that it has become quite a lot harder to hold on to existing staff. In Yorkshire and Humber, staff retention problems are more severe in West Yorkshire (24%) than in South Yorkshire (17%) and Humber and North Yorkshire (14%). Recruitment problems are also widespread – especially in West Yorkshire (48%), but also in Humber and North Yorkshire (42%) and South Yorkshire (38%).

Reliance on regular volunteers is high in all areas. Many VCSE organisations state that they could not keep going without volunteers, especially in Humber and North Yorkshire (86%) where there are more smaller VCSE organisations, but also in West Yorkshire (80%) and South Yorkshire (77%).

Volunteers produce around a fifth of sector energy, so it is a matter of concern that half of VCSE organisations in Yorkshire and Humber report that it has been harder to hold onto their older volunteers (who constitute a majority of volunteers in many organisations).

To compensate for this, during the pandemic, interest in volunteering surged due to increased time availability of younger volunteers created by lockdowns and furlough schemes. But the indications are that many of these more recently recruited volunteers have since left: organisations reporting the loss of recent volunteers is highest in West Yorkshire (37%), but also severe in Humber and North Yorkshire (27%) and South Yorkshire (24%).

The energy that VCSE sector organisations can employ to achieve their objectives is dependent upon the enthusiasm, skill and commitment of volunteers and employees. But the indications are that investment in training and staff development is patchy. Fewer organisations have training budgets in Humber and North Yorkshire (50%) than in West Yorkshire (54%) and South Yorkshire (54%).

Investment in staff and volunteer personal development is generally quite high (66% in West Yorkshire and 63% in South Yorkshire)– but is lower in Humber and North Yorkshire where there are fewer large organisations (57%).

4

## Sector impact

The VCSE sector in Yorkshire and Humber marshals a great deal of energy amounting to £3.1 billion in 2022. This is distributed as follows: Humber and North Yorkshire £977 million, West Yorkshire £1.4 billion and South Yorkshire £698 million. This energy is converted into economic and social value as shown in Figure A.

Figure A Estimated 'tangible' and 'intangible' added value produced by the VCSE sector				
	Humber and North Yorkshire (£millions)	West Yorkshire (£millions)	South Yorkshire (£millions)	Yorkshire and Humber (£millions)
Total financial value of sector energy expended by the VCSE sector in each area	976.6	1,403.0	698.0	3,077.6
<i>Economic tangible added value</i>	634.8	912.0	453.7	2000.4
<i>Fiscal tangible added value</i>	537.1	771.7	383.9	1692.7
<i>Tangible use value</i>	341.8	491.1	244.3	1077.2
Total contribution of tangible value	1,513.7	2,174.7	1,081.9	4,770.3
Estimated social, community and existence intangible added value	976.6	1,403.0	698.0	3,077.6
<b>Total value of sector</b>	<b>3,466.9</b>	<b>4,980.7</b>	<b>2,477.9</b>	<b>10,925.5</b>
Value per 1,000 resident population (£ millions)	1.98	1.96	2.12	1.75

Understanding how energy is deployed to produce social value is challenging at national, regional and local level because it will never be possible to 'nail down' who does what, where and how precisely. Instead, it must be accepted that attribution of impact will always be shared.

No single organisations can achieve everything on its own and rarely do VCSE organisations claim to commit to achieving impact in just one way or by working exclusively for a distinct group of beneficiaries. More often than not – VCSE organisations achieve more by working alongside other organisations in the VCSE sector, public sector and private sector in complementary ways,

By clustering aspects of social impact into four broad categories, a clear picture can be produced on where energy is deployed in Yorkshire and Humber as shown in Figure B

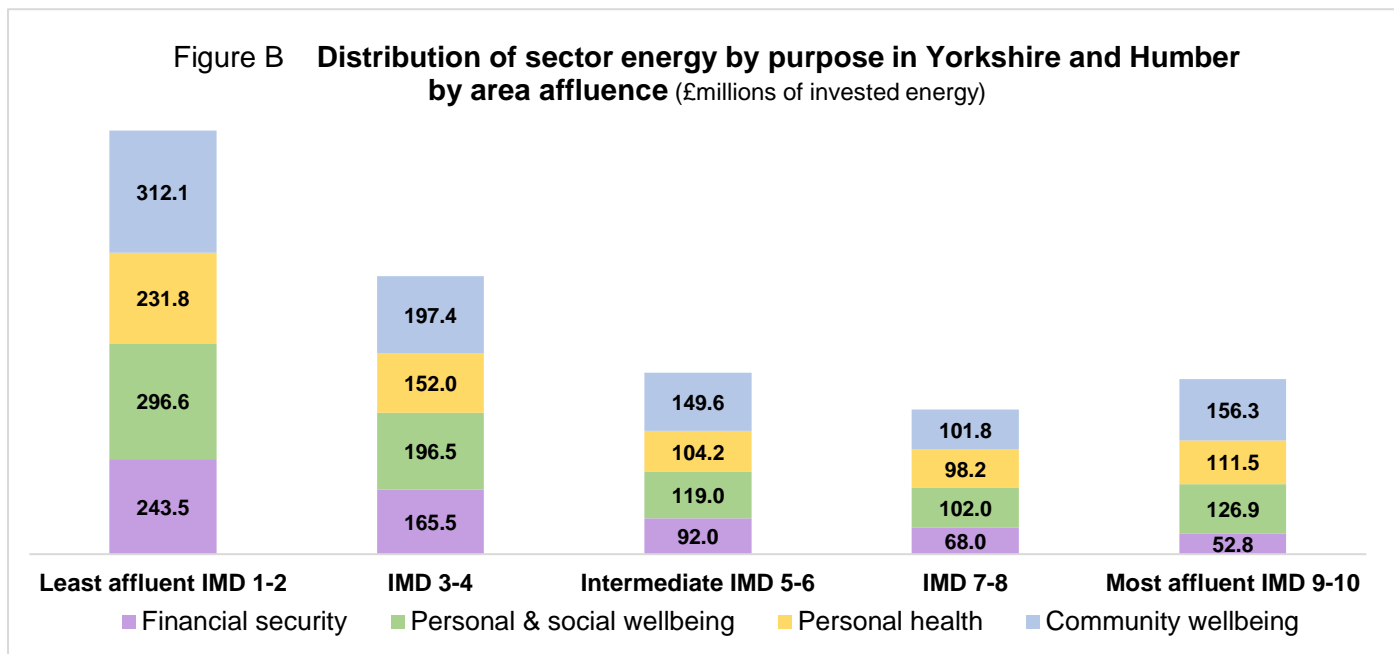
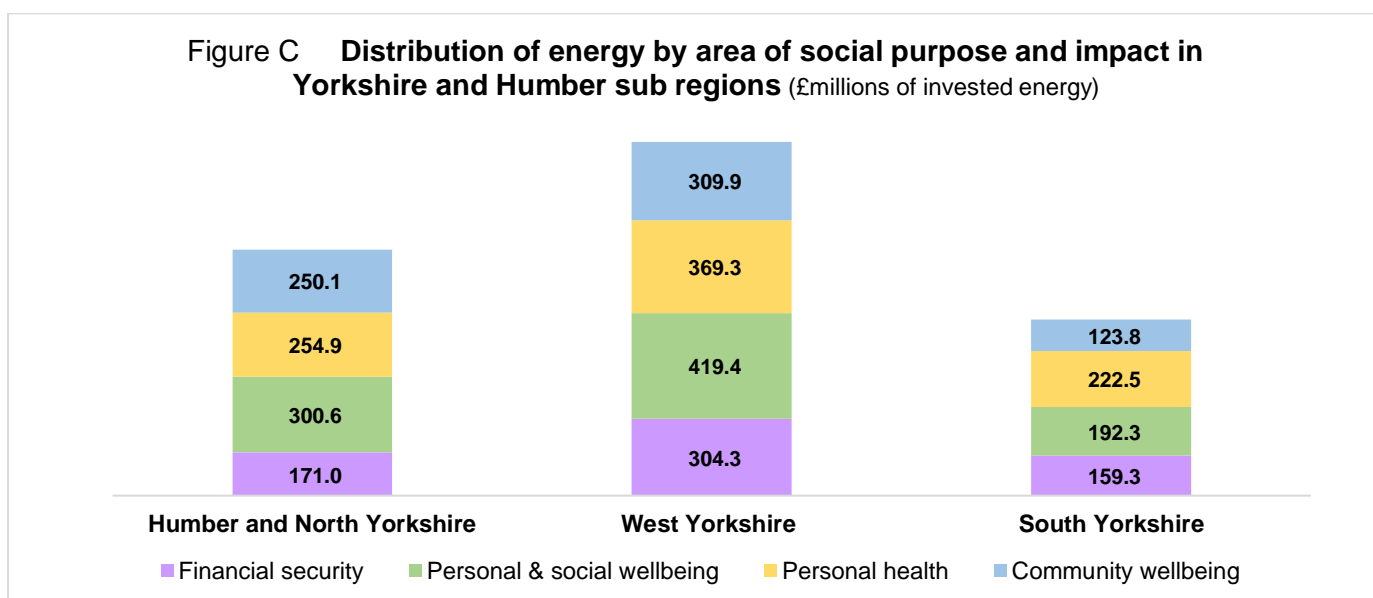


Figure C illustrates how sector energy is distributed in sub-regions. In the generally more affluent area of Humber and North Yorkshire, only 18 per cent of sector energy is devoted to financial security compared with West Yorkshire and South Yorkshire (22% and 23% respectively).

Enhancing personal and social wellbeing is the most intensively supported area of sector activity in Yorkshire and Humber and the energy expended is broadly consistent across areas (ranging from 28-31%).

A higher level of commitment to personal health is made in South Yorkshire (32%) than in West Yorkshire (26%) and Humber and North Yorkshire (26%). Community wellbeing is best catered for in Humber and North Yorkshire (26%) compared with West Yorkshire (22%) and South Yorkshire (18%).





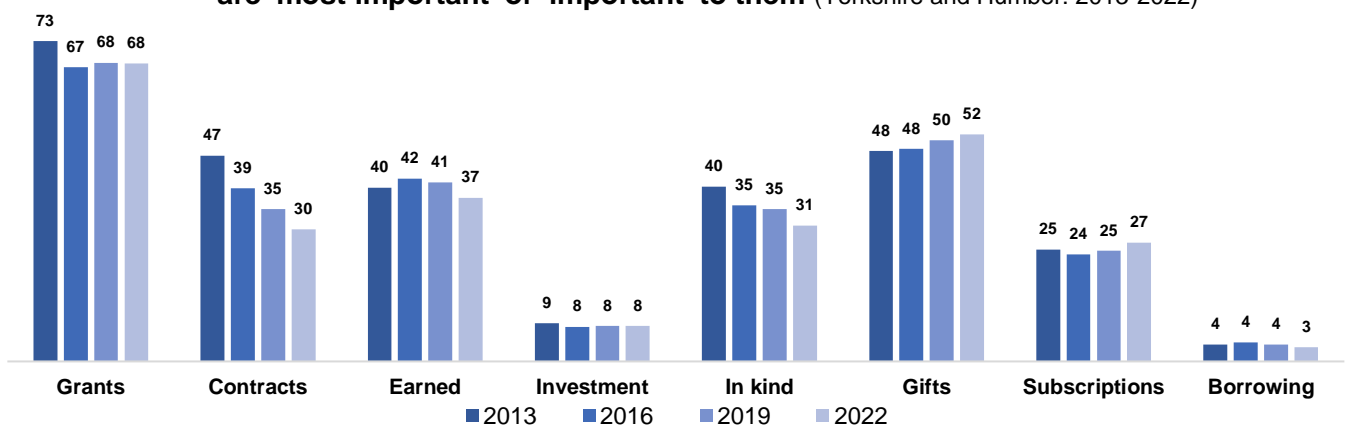
## VCSE sector finances

VCSE organisations are prudent with finances. NCVO UK Civil Society Almanac data show that over the last 20 years, the VCSE sector has never spent more than it earned.

Using Third Sector Trends data collected over the last 10 years in Yorkshire and Humber shows how VCSE organisations' perceptions on the relative value of income sources has changed. As shown in Figure D, grant income has remained a core element of funding to most organisations in Yorkshire and Humber since 2013.

Funding from contracts to deliver public services has declined substantially as has in-kind support and to a lesser extent – earned income. Income from subscriptions and gifts have become more highly valued – while reliance on investment income and borrowing has remained low.

Figure D Percentages of VCSE organisations stating that sources of income are 'most important' or 'important' to them (Yorkshire and Humber: 2013-2022)



## Earned income, contracts and grant funding

National-level Third Sector Trends analysis shows that about 60 per cent of organisations in the VCSE sector earn a proportion of their income by delivering contracts or from self-generated trading of goods or services.

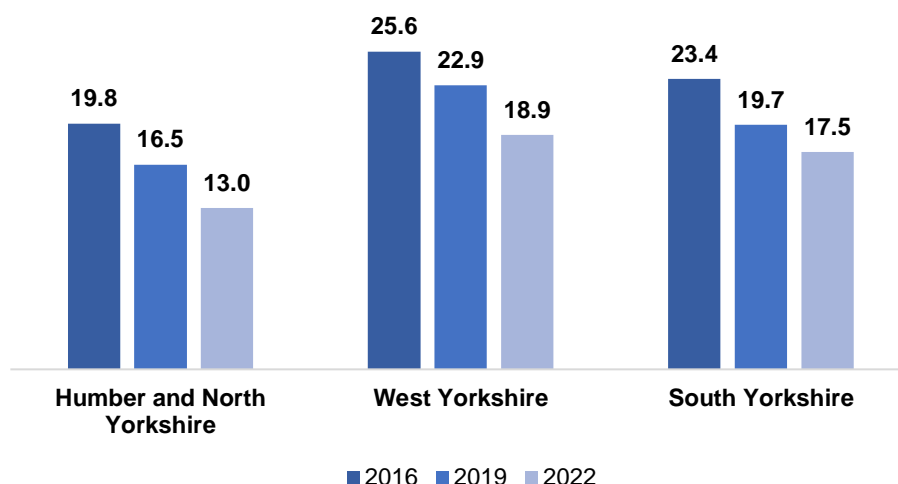
In Yorkshire and Humber there are variations across sub-regions. VCSE organisations are slightly less likely to earn a proportion of income in Humber and North Yorkshire (65%) than in West Yorkshire (67%). Organisations in South Yorkshire are considerably more likely to engage in trading to earn income (72%).

But there has been a shift in direction away from earning income in Yorkshire and Humber in the last decade. In 2013, 22 per cent of VCSE organisations earned over 80 per cent of their income, but only 14 per cent do so now. Similarly, in 2013 only 26 per cent of VCSE organisations earned no income, but now it is 33 per cent.

The observed decline in commitment to the delivery of public services under contract in Yorkshire and Humber may be a matter of concern to local authorities and health authorities. Figure E reveals that in all sub-regional areas of Yorkshire and Humber, the percentage of organisations bidding for or delivering contracts has declined. This is likely to be related to a mix of factors including continued fiscal pressures on the value of contracts and, more recently, costs associated with rising employee wages, recruitment costs amongst other things.

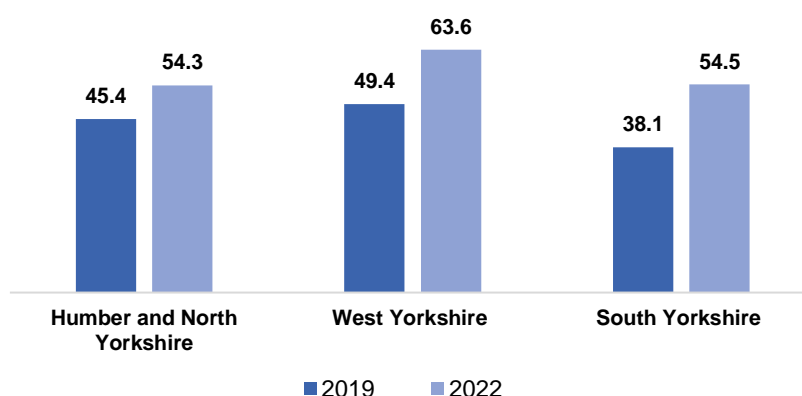


Figure E Percentage of VCSE organisations bidding for or delivering public sector service contracts 2016-2022



Grant funding is a mainstay of funding for many VCSE organisations of all sizes. Access to unrestricted funding increased since 2019 in all areas of Yorkshire and Humber, which has been welcomed by the VCSE sector (Figure F). It is not known if relatively free-flowing grant funding, as experienced during the pandemic, will continue. The report concludes that the likelihood is that constraints surrounding the purpose of grant funding will tighten in future.

Figure F Percentage of VCSE organisations receiving unrestricted grant funding in Yorkshire and Humber 2019-2022



## Income resilience and financial outlook

Much of the VCSE sector has fared well financially over the last two years: a majority of organisations have enjoyed rising income or income stability: (79% in Humber and North Yorkshire, 79% in West Yorkshire, 76% in South Yorkshire).

A second measure of financial resilience is the ownership and use of reserves. Only 14 per cent of VCSE organisations in Yorkshire and Humber had no reserves in 2022 compared with 26 per cent in 2013. In 2022, 47 per cent of VCSE organisations held reserves compared with 29 per cent in 2013. The proportion of organisations using reserves for critical needs has remained fairly similar from 2013 to 2022. There is strong evidence to

show that VCSE organisations are currently being cautious about the use of reserves to invest in new developments (9% in 2022 compared with 16% in 2019).

Third Sector Trends captures the mood of the VCSE sector by asking respondents what they feel may happen next. This does not mean this 'will happen'. Often the study finds that expectations do not match reality: especially during the pandemic, when many organisations, understandably, became pessimistic about the future.

- **Income:** about a third of the sector in Yorkshire and Humber is optimistic about income increasing in the next two years. VCSE organisations are more optimistic in Humber and North Yorkshire (36%) than in West or South Yorkshire (31-32%).
- **Private sector support:** VCSE organisations in West Yorkshire are most optimistic that income will increase (29%) compared with the fewest in South Yorkshire (22%).
- **Grants from trusts and foundations:** optimism is high that grant income will increase: especially in South Yorkshire (41%) but also in West Yorkshire (36%) and Humber and North Yorkshire (33%).
- **Support from volunteers:** expectations that support from volunteers will increase are high in Yorkshire and Humber: the most optimistic area is West Yorkshire (42%), while Humber and North Yorkshire is the least (33%).
- **Statutory funding:** perhaps surprisingly, given current fiscal pressures, over a quarter of VCSE organisations in Yorkshire and Humber expect income from the public purse to increase: especially in South Yorkshire (29%) but also in West Yorkshire and Humber and North Yorkshire (25%).

## Relationships and influencing

Emerging social and public policy at the national and local level puts considerable emphasis on successful partnership working between the public, private and the VCSE sector. VCSE organisations tend to be involved in a range of partnerships at any one time - but the nature of these working arrangements will vary. One organisation may find itself in some partnerships where they are dominant over others; while in others, they may play only a small part and be happy to accept a subordinate role.

While inequalities are built into most partnership arrangements, VCSE organisations often feel uncomfortable about this – even if they signed up to them knowing that resources and power may not be shared equally.

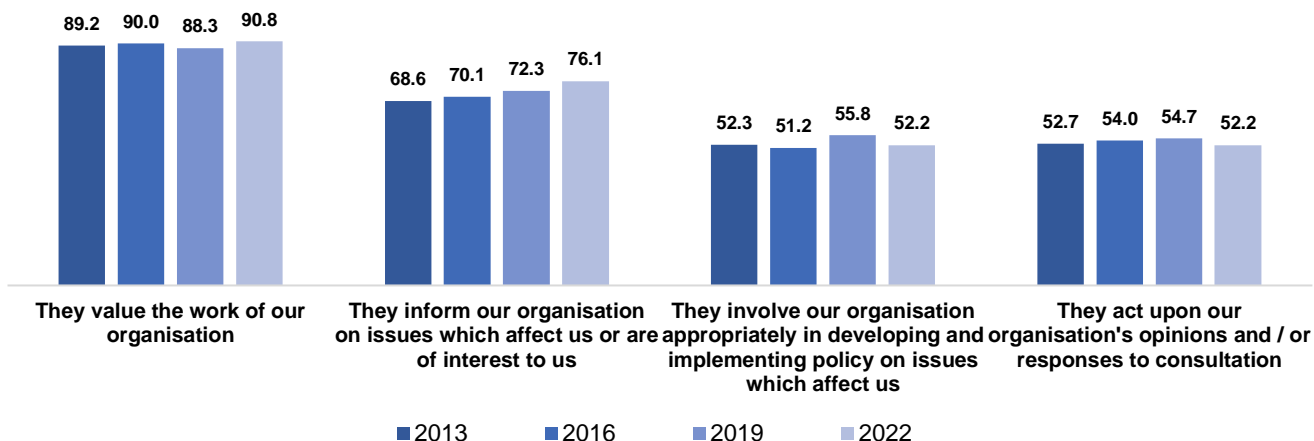
Within the VCSE sector in Yorkshire and Humber, most organisations have useful informal relationships (~83%) or work closely but still informally with other VCSE organisations (~76%). Fewer organisations opt for formal partnership arrangements (~40%) but the percentage rises substantially for the biggest VCSE organisations.

Relationships with business have held up well in Yorkshire and Humber since before the pandemic in financial terms, but many VCSE organisations report that they were getting less in-kind support, help from employee volunteers or receipt of pro bono professional or technical advice during and in the aftermath of the pandemic than in 2019.

Years of government austerity policies have decimated many local authority budgets. Similarly, pressure on NHS budgets in the face of an ageing population, diminished public health, rising costs and unmet patient demand has been relentless. In these circumstances, it might be expected that relationships with the VCSE sector would have suffered. But that is not the case. Since 2013, the vast majority of VCSE sector organisations in Yorkshire and Humber have felt that their work is valued by local public sector organisations (Figure G).

Figure G Relationships with local public sector organisations in Yorkshire and Humber 2010-2022

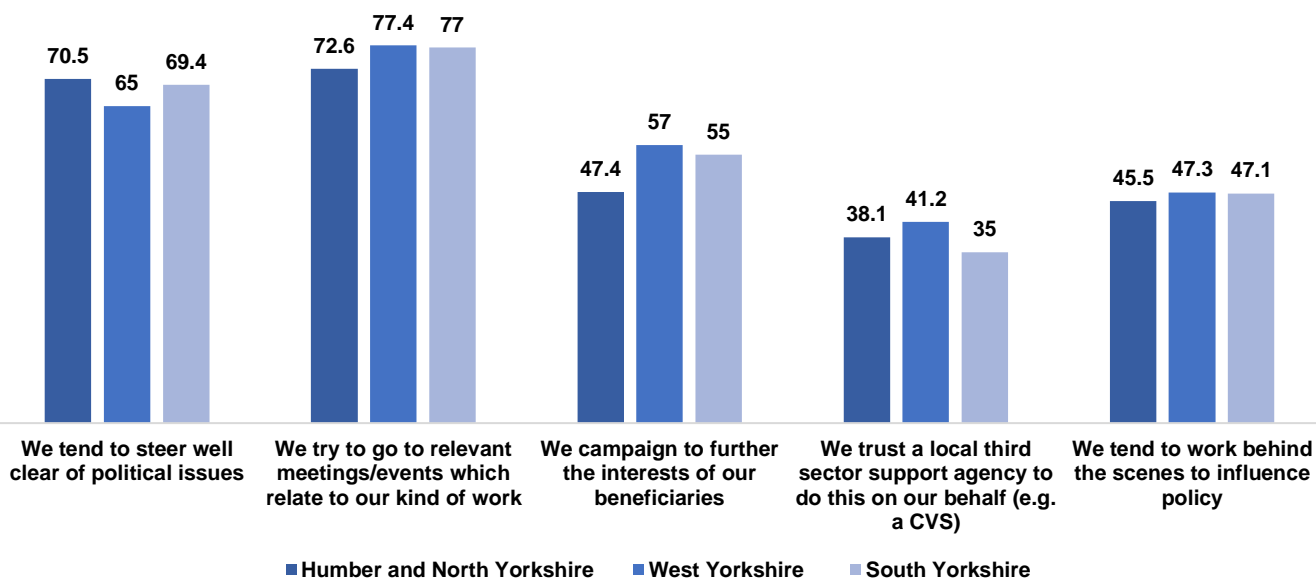
(Percentage of TSOs which 'agree' or 'strongly agree' - only includes organisations which have a relationship with the public sector)



In government White Papers and major opposition parties' policy statements on social wellbeing, it has long-since been recognised that the local VCSE sector makes a valuable contribution to local social wellbeing. Involvement of the VCSE sector in policy agendas and how to deliver public services effectively, especially at the local level, is generally considered to be a high priority.

Participation in the policy making process in Yorkshire and Humber is shown in Figure H. A majority of VCSE organisations in Yorkshire and Humber steer clear of 'political' issues (~70%), but many try to participate in formal meetings and events that address issues associated with local social and public policy which is of relevance to them: (~75%). Relatively few organisations are comfortable about 'delegating responsibility' to local VCSE infrastructure organisations to engage in the policy process on their behalf (~38%). About half of VCSE organisations (~52%) agree that they 'campaign' to influence local policy and many 'work behind the scenes' (~46%).

Figure H Percentage of VCSE organisations involved in social and public policy processes



# Introduction

## ***Purpose of the report***

The local voluntary, community and social enterprise sector (VCSE) is a 'home grown' resource, formed of many organisations and groups which were set up to tackle a wide range of local social, environmental and economic issues.

As independent minded and autonomous entities, VCSE organisations decide what their objectives should be, garner the resources to get things done, develop and use working practices that suit them best and develop relationships with other organisations as and when this helps them to achieve their aims.

Collectively, the local VCSE sector achieves a great deal for its beneficiaries by strengthening people's resolve to tackle difficult problems or supporting them to achieve their ambitions. And when working in complementary ways with other organisations and agencies, it can help improve the social fabric of neighbourhoods and communities.

So it is not surprising that the VCSE's contribution to local wellbeing is much appreciated by local public bodies, such as the police and fire services, local authorities, the National Health Service and combined authorities.

Valuing the work of the local VCSE sector is one thing, but understanding how that value is produced and for what purpose is another. So this research report was commissioned to find out more about sector structure, purpose, energy and impact at a local level.

To understand what's going on properly, it is necessary to look beyond the boundaries of a locality so that comparisons can be made with similar or different kinds of areas. Otherwise it cannot be known which aspects of the work of the local VCSE sector are distinctive, effective or particularly challenging.

Using comparative statistical analysis, this report builds a comprehensive picture of sector strengths and its willingness to work alongside or in partnership with local public agencies, businesses and other VCSE organisations.

## ***Geographies***

The following geographies will be the focus of analysis of the report.

- NHS Humber and North Yorkshire NHS Integrated Care Board area (to include Kingston upon Hull, East Riding of Yorkshire, North Lincolnshire, North East Lincolnshire, York and North Yorkshire).
- West Yorkshire Combined Authority area (to include Bradford, Calderdale, Kirklees, Leeds and Wakefield Metropolitan Borough Councils).
- West Yorkshire NHS ICB area (to include Bradford and Craven, Calderdale, Kirklees, Leeds and Wakefield Metropolitan Borough Councils).<sup>1</sup>
- South Yorkshire Combined Authority/NHS South Yorkshire Integrated Care Board area (to include Barnsley, Doncaster, Rotherham and Sheffield Metropolitan Borough Councils).

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<sup>1</sup> The analysis of this area will be limited to defining the structure of the sector to include numbers and types and locations of organisations (size, legal form and location by local authority/districts, in rural/urban areas, and areas of deprivation/affluence), employees and volunteer estimates and time deployed to determine the energy produced. These data will be included in an appendix which can be used for comparative purposes with South Yorkshire CA/ICB and Humber and North Yorkshire ICB.

- Other geographies within Yorkshire and Humber (to include, for example, coastal and rural/urban areas and by IMD quintiles).

### **Data sources**

The report will use data from several sources:

- Third Sector Trends database on VCSE organisations collated in 2022 with 187,000 cases across England and Wales (including around 14,000 in Yorkshire and Humber).
- Third Sector Trends 2022 survey data which includes 6,070 cases collected between June and September (~650 in Yorkshire and Humber) together with time-series data from previous rounds of Third Sector Trends surveys in 2013, 2016 and 2019 in Yorkshire and Humber.
- National VCSE sector statistics from the Charity Commission and NCVO UK Civil Society Almanac.
- National data sets from the Office of National Statistics (ONS), NOMIS labour market statistics, Public Health England /Department for Business Energy and Industrial Strategy (BEIS) Companies House data on business statistics, and major national surveys such as the Community Life Survey.
- Other reliable data sources from academic studies, VCSE sector infrastructure organisations and think tanks.

## Section 2

# Area context

This section of the report provides a statistical foundation for the interpretation of VCSE data in subsequent analysis by presenting a socio-economic profile of Yorkshire and Humber and the constituent areas of Humber and North Yorkshire, South Yorkshire and West Yorkshire.<sup>2</sup>

### **Statistical neighbours**

To understand variations in local profiles, comparative data will be presented for other combined authority areas. Most of these 'statistical neighbours' have broadly similar spatial, social and economic characteristics to West Yorkshire and South Yorkshire. Without comparative analysis, it would not be possible fully to appreciate where Yorkshire and Humber sub-regions' characteristics are distinctive or typical.

The statistical neighbours for the three Yorkshire and Humber sub-regional areas will be the following mayoral combined authority areas in England: **Northumbria, Tees Valley, Greater Manchester, Liverpool City Region, Northumbria<sup>3</sup>, West Midlands, Cambridgeshire and Peterborough** and **West of England**.

The comparative method will work less well with Humber and North Yorkshire, which is not a combined authority. As shown in a recent report, the area has quite distinctive socio-economic characteristics, ranging from relatively deep social deprivation in the urban areas of Kingston upon Hull, Scarborough and Grimsby and substantive affluence in most districts of North Yorkshire and parts of East Riding of Yorkshire.<sup>4</sup>

Area analysis is also undertaken by NHS Integrated Care Board (ICB) areas. Humber and North Yorkshire ICB and South Yorkshire are both designated as ICB areas. West Yorkshire ICB also includes parts of Craven in North Yorkshire. Some of the statistical neighbours also have boundaries contiguous with ICBs, including: NHS Greater Manchester ICB, NHS Bristol, North Somerset and South Gloucestershire ICB, NHS Cambridgeshire and Peterborough ICB. Others have more complex geographies and cannot be compared,<sup>5</sup>

<sup>2</sup> For a more detailed and locally focused analysis, there are several interactive statistical research tools available. See, for example: [Local authority interactive tool \(LAIT\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/local-authority-interactive-tool-lait), [Local Health - Public Health England - Indicators: maps, data and charts](https://www.gov.uk/government/collections/local-health-public-health-england-indicators), [Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/), [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ethnicity.gov.uk/).

<sup>3</sup> Northumbria has not yet been established as a mayoral combined authority, but agreement has been reached to join the existing North of Tyne mayoral authority (including Newcastle, North Tyneside and Northumberland) with the North East England non-mayoral authority (including Gateshead, South Tyneside, Sunderland and County Durham). It is anticipated that there will be a mayoral election in May 2024. Press release (28<sup>th</sup> December 2022) 'Historic £1.4 billion devolution deal for North East, Department for Levelling Up, Housing and Communities. <https://www.gov.uk/government/news/historic-14-billion-devolution-deal-for-north-east>

<sup>4</sup> Intensive analysis has already been undertaken in Humber and North Yorkshire in an earlier study which demonstrates that its 'chalk and cheese' social, spatial and economic characteristics shape VCSE sector structures, priorities and practices. See Chapman, T. (2022) *The contribution of the voluntary, community and social enterprise sector to health and wellbeing in Humber, Coast and Vale*, Durham: Policy&Practice. <https://www.stchads.ac.uk/research/research-news/the-contribution-of-the-vcse-sector-to-health-and-wellbeing-in-humber-coast-and-vale/>.

<sup>5</sup> For geographical definitions of all 42 NHS ICB areas, see: <https://www.england.nhs.uk/publication/integrated-care-boards-in-england/>

## Statistical strangers

This study has been undertaken in parallel with a related project on relatively spatially isolated town and country areas (with Cumbria as its principal focus). Having access to two studies of areas with distinctive characteristics is helpful because it means that comparisons can be made between ‘statistical neighbours’ and ‘statistical strangers’. This will help to determine when aspects of VCSE sector dynamics are ‘typical’ to the area under scrutiny, or are more generally applicable to all areas. The ‘statistical strangers’ are comprised of aggregated statistical data from the following areas: **Cornwall, Cumbria, Devon, Dorset, Northumberland, Shropshire** and **Suffolk**.

A third project will begin in April 2022 to compare six areas in the Home Counties, with a principal focus upon Buckinghamshire, Oxfordshire and West Berkshire. That will produce further opportunity to directly compare data on VCSE structure and dynamics between all three studies. Statistical neighbour areas will include the following NHS Integrated Care Boards: **Buckinghamshire, Oxfordshire and West Berkshire, Hampshire and Isle of Wight, Kent and Medway, Sussex, Surrey Heartlands, Mid and South Essex** and **Hertfordshire and West Essex**.

Additionally, data for London’s five ICB areas will be aggregated to compare as a further set of statistical strangers.

## 2.1 Demographic profile

Table 2.1 shows the age profiles of statistical neighbour areas. These profiles have a bearing on issues such as service demand and public health. There is an older population in Humber and North Yorkshire compared with South Yorkshire and especially West Yorkshire.

Table 2.1 Population age profiles					
	<i>All persons aged below 16</i>	<i>All persons aged 17-24<sup>66</sup></i>	<i>All persons aged 16-64</i>	<i>All persons aged 65+</i>	<i>Total resident population (Nomis)</i>
<b>Humber and North Yorkshire</b>	<b>15.2</b>	<b>9.2</b>	<b>62.1</b>	<b>22.7</b>	<b>1,754,200</b>
<b>West Yorkshire</b>	<b>16.8</b>	<b>11.3</b>	<b>65.8</b>	<b>17.5</b>	<b>2,351,600</b>
<b>South Yorkshire</b>	<b>14.8</b>	<b>11.5</b>	<b>66.3</b>	<b>19.0</b>	<b>1,375,000</b>
Northumbria	14.7	10.7	64.5	20.7	1,970,000
Tees Valley	17.9	9.1	62.3	19.7	677,100
Greater Manchester	16.0	10.9	67.2	16.8	2,867,900
Liverpool City Region	15.5	10.7	64.9	19.7	1,551,500
West Midlands	16.0	12.4	67.4	16.6	2,919,600
Cambridgeshire and Peterborough	14.8	10.3	65.9	19.3	894,400
West of England	11.2	14.5	71.4	17.4	956,300
<b>Statistical neighbours</b>	<b>15.5</b>	<b>11.1</b>	<b>65.9</b>	<b>18.6</b>	<b>17,317,600</b>

<sup>66</sup> Not included in sum due to overlap with ‘all persons aged 16-54’



The ethnicity profiles of statistical neighbour areas are presented in Table 2.2. There are wide variations in the proportions of people in ethnic minority groups in Yorkshire and Humber. West Yorkshire is the most ethnically diverse area while Humber and North Yorkshire is the least. Across statistical neighbour areas, only the West Midlands has a larger percentage of people in ethnic minorities.

Table 2.2 Population ethnicity profiles						
	Asian or Asian British	Black, African, Caribbean or Black British	Mixed or multiple ethnic groups	White	Other ethnic group	Total resident population (Nomis)
Humber and North Yorkshire	2.0	0.7	1.2	95.3	0.8	<b>1,754,200</b>
West Yorkshire	15.9	3.1	2.8	76.6	1.7	<b>2,351,600</b>
South Yorkshire	5.8	2.5	2.2	87.7	1.8	<b>1,375,000</b>
Northumbria	3.5	1.0	1.2	93.4	1.0	1,970,000
Tees Valley	4.4	1.1	1.3	92.1	1.1	677,100
Greater Manchester	13.6	4.7	3.0	76.4	2.3	2,867,900
Liverpool City Region	3.0	1.4	2.1	92.1	1.4	1,551,500
West Midlands	22.9	8.1	4.2	61.4	3.5	2,919,600
Cambridgeshire and Peterborough	7.9	2.1	3.0	85.4	1.7	894,400
West of England	5.1	3.6	3.5	86.4	1.4	956,300
<b>Statistical neighbours</b>	<b>10.4</b>	<b>3.4</b>	<b>2.6</b>	<b>81.7</b>	<b>1.9</b>	<b>17,317,600</b>
<b>Statistical strangers</b>	<b>1.6</b>	<b>0.6</b>	<b>1.4</b>	<b>95.8</b>	<b>0.6</b>	<b>3,991,099</b>
<b>England and Wales</b>	<b>9.3</b>	<b>4.0</b>	<b>2.9</b>	<b>81.7</b>	<b>2.1</b>	<b>59,597,578</b>

## 2.2 Social profile

When exploring the structure, dynamics and energy of the VCSE sector in localities, it is essential to get a good understanding of local socio-economic profiles in order to find out how well VCSE sector capacity matches local need.

The English Indices of Deprivation (generally referred to as the Indices of Multiple Deprivation or IMD) provide useful comparative data on the social and economic situation of local authority areas. As Table 2.3 shows, making simple statements on area characteristics is not straight forward.

Using average rank scores it is clear that the incidence of social deprivation is much lower in West of England (200), Cambridgeshire and Peterborough (194) and Humber and North Yorkshire (181) than in all other areas.

The individual rankings for specific aspects of deprivation tend to follow the same pattern in these relatively affluent areas. But there are exceptions. In Cambridgeshire and Peterborough, for example, barriers to housing and services are considerably higher than all other areas. The metropolitan areas of the north and midlands tend to share quite similar profiles – suggesting that the challenges these area face may be high on the agenda for VCSE sector activity.

Headline scores can be misleading because they mask substantive variations in levels of affluence or deprivation in localities. Table 2.4 presents data on scores at local authority level in Yorkshire and Humber.

Humber and North Yorkshire stands out in this respect because there are areas of deep deprivation in Humber (especially in Kingston upon Hull, Grimsby in North East Lincolnshire and Scunthorpe in North Lincolnshire) and in some North Yorkshire coastal towns (especially Scarborough). Similarly, in West Yorkshire and South Yorkshire there are affluent hot spots which are less visible even when comparing local authority data.

**Table 2.3 Social profile of sub-regional areas: indices of deprivation scores**

	IMD - rank of average score	Income - rank of average score	Employment - rank of average score	Education, skills and training - Rank of average score	Health deprivation and disability - rank of average score	Crime - rank of average score	Barriers to housing and services - rank of average score	Living environment - rank of average score
Humber and North Yorkshire	181	189	177	152	171	228	182	115
West Yorkshire	52	65	57	70	64	23	213	63
South Yorkshire	44	50	43	28	37	38	279	228
Northumbria	63	52	40	92	41	80	251	299
Tees Valley	41	31	22	64	28	64	285	297
Greater Manchester	61	60	55	104	50	36	253	116
Liverpool City Region	26	27	13	72	12	92	282	88
West Midlands	58	47	58	65	73	112	176	79
Cambridgeshire and Peterborough	194	204	211	169	196	165	85	189
West of England	200	194	198	163	200	129	184	216

**Table 2.4 Social profile of local authority areas in Yorkshire and Humber**

	IMD - rank of average score	Income - rank of average score	Employment - rank of average score	Education, skills and training - rank of average score	Health deprivation and disability - rank of average score	Crime - rank of average score	Barriers to housing and services - rank of average score	Living environment - rank of average score
Humber and North Yorkshire								
Kingston upon Hull	4	6	7	4	20	6	167	32
East Riding of Yorkshire	202	194	165	193	197	242	194	178
North East Lincolnshire	29	26	31	18	72	38	294	73
North Lincolnshire	115	106	88	64	93	104	278	207
Craven	245	274	236	258	220	308	226	34
Hambleton	260	276	266	231	267	313	96	116
Harrogate	278	287	272	282	242	297	158	115

Table 2.4 /continued...	IMD - rank of average score	Income - rank of average score	Employment - rank of average score	Education, skills and training - rank of average score	Health deprivation and disability - rank of average score	Crime - rank of average score	Barriers to housing and services - rank of average score	Living environment - rank of average score
Richmondshire	256	291	292	154	249	315	37	151
Ryedale	200	227	240	173	225	314	48	29
Scarborough	69	81	51	59	62	229	203	60
Selby	246	236	216	168	218	283	217	219
York	267	259	265	216	187	286	263	168
<b>South Yorkshire</b>								
Barnsley	38	43	27	15	22	31	311	304
Doncaster	37	48	41	5	39	14	260	249
Rotherham	44	45	33	32	25	46	298	227
Sheffield	57	62	71	60	63	60	246	133
<b>West Yorkshire</b>								
Bradford	13	27	42	13	45	3	253	19
Calderdale	66	75	68	133	92	24	299	14
Kirklees	83	87	76	106	102	39	230	45
Leeds	55	86	92	91	69	18	271	26
Wakefield	54	79	49	20	56	32	265	230
<b>Crude average score</b>	<b>52</b>	<b>65</b>	<b>57</b>	<b>70</b>	<b>64</b>	<b>23</b>	<b>213</b>	<b>63</b>

## 2.3 Public health profile

Local public health is a critical indicator of local social and economic wellbeing. Table 2.5 presents data on five public health indicators. Statistical neighbour and stranger averages, on the surface, look remarkably similar. But from a health service perspective, just one percentage point variation can have a substantial impact on service demand. The biggest variations relate to deaths from causes considered to be preventable: it is evident that conditions associated with deprivation produce much higher death rates in statistical stranger areas.

In Yorkshire and Humber there are disparities in public health across sub-regions. In Humber and North Yorkshire, the percentage of the population suffering from limiting long-term illness and disability is lower than in West Yorkshire and South Yorkshire.

Other indicators mirror these statistics. Obesity is estimated to be much more prevalent in South Yorkshire, for example, than in Humber and North Yorkshire. Scores for preventable deaths, similarly, are considerably higher in South Yorkshire and West Yorkshire than in Humber and North Yorkshire. While it is not surprising, therefore, that variations in life expectancy across areas are evident – these under-play variations in healthy life expectancy.

Table 2.5 Local public health indicators for statistical neighbour and stranger areas (Office for Health Improvement and Disparities) <sup>7</sup>					
	Limiting long-term illness or disability	Adults (aged 16 years and over): Estimated prevalence of obesity, including overweight, by national quintile*	Life expectancy at birth for males	Life expectancy at birth for females	Deaths from causes considered preventable, under 75 years**
<b>Humber and North Yorkshire</b>	<b>17.9</b>	<b>2.3</b>	<b>79.7</b>	<b>83.5</b>	<b>95.9</b>
<b>West Yorkshire</b>	<b>18.4</b>	<b>2.4</b>	<b>78.0</b>	<b>82.0</b>	<b>120.7</b>
<b>South Yorkshire</b>	<b>21.6</b>	<b>1.8</b>	<b>78.1</b>	<b>81.6</b>	<b>122.0</b>
County Durham	23.6	2.0	77.9	81.3	126.5
Northumbria	21.8	2.0	77.8	81.7	129.2
Tees Valley	21.1	1.4	77.2	81.1	136.9
Greater Manchester	19.6	3.0	77.7	81.3	133.5
Liverpool City Region	22.8	1.8	77.3	81.1	137.3
West Midlands	19.5	2.6	77.9	82.1	120.5
West of England	16.1	4.7	80.2	84.0	87.2
Cambridgeshire and Peterborough	15.8	2.7	80.5	84.0	85.8
<b>Statistical neighbours</b>	<b>19.8</b>	<b>2.4</b>	<b>78.4</b>	<b>82.2</b>	<b>117.8</b>
<b>Statistical strangers</b>	<b>19.8</b>	<b>2.1</b>	<b>80.0</b>	<b>83.6</b>	<b>90.6</b>

In recent years there has been a policy shift in many societies away from life expectancy and towards the measurement of ‘healthy life expectancy’.<sup>8</sup> In England, data are collected by the ONS on self-perceptions of health.<sup>9</sup> Healthy life expectancy is defined as follows:

*“The healthy life expectancy measure adds a ‘quality of life’ dimension to estimates of life expectancy by dividing it into time spent in different states of health. Health status estimates are based on the following survey question; ‘How is your health in general; would you say it was... very good, good, fair, bad, or very bad’. If a respondent answered ‘very good’ or ‘good’ they were classified as having ‘good’ health. Those who answered ‘fair’, ‘bad’, or ‘very bad’ were classified as having ‘not good’ health and equate to those in ‘poor’ health.”*

<sup>7</sup> Data were collated from *Local Health*, Office for Health Improvement and Disparities, (downloaded 16<sup>th</sup> March 2023), <https://www.localhealth.org.uk/#c=home>.

<sup>8</sup> Welsh, C., Matthews, F. and Jagger, C. (2021) ‘Trends in life expectancy and healthy life years at birth and age 65 in the UK, 2008–2016, and other countries of the EU28: An observational cross-sectional study’, *The Lancet Regional Health*, [https://www.thelancet.com/journals/lanape/article/PIIS2666-7762\(20\)30023-5/fulltext](https://www.thelancet.com/journals/lanape/article/PIIS2666-7762(20)30023-5/fulltext)

<sup>9</sup> Source: Public Health England, 2017. <https://www.gov.uk/government/publications/health-profile-for-england/chapter-1-life-expectancy-and-healthy-life-expectancy>

Healthy life expectancy statistics provide a useful benchmark for the analysis of spatial variations in public health. Unfortunately, data are only published at upper-tier local authority levels. Nevertheless, Analysis shows that variations in healthy life expectancy are shaped by area affluence or deprivation. Table 2.6(a) presents data for statistical neighbours<sup>10</sup> and Table 2.6(b) shows variations in healthy life expectancy in upper-tier local authority areas in Yorkshire and Humber.

<b>Table 2.5(a) Healthy Life Expectancy in statistical neighbour areas</b>						
	<b>Men's life expectancy at birth</b>	<b>Men's healthy life expectancy at birth</b>	<b>Years of ill health</b>	<b>Women's life expectancy at birth</b>	<b>Women's healthy life expectancy at birth</b>	<b>Years of ill health</b>
<b>Humber and North Yorkshire</b>	<b>78.9</b>	<b>62.7</b>	<b>16.2</b>	<b>82.7</b>	<b>63.3</b>	<b>19.3</b>
<b>West Yorkshire</b>	<b>78.3</b>	<b>61.1</b>	<b>17.2</b>	<b>82.1</b>	<b>61.8</b>	<b>20.3</b>
<b>South Yorkshire</b>	<b>78.2</b>	<b>58.7</b>	<b>19.5</b>	<b>81.8</b>	<b>58.7</b>	<b>23.1</b>
Northumbria	77.9	59.5	18.4	81.7	60.0	21.8
Tees Valley	77.8	59.4	18.5	81.6	60.4	21.2
Greater Manchester	77.8	60.6	17.2	81.4	60.2	21.2
Liverpool City Region	77.4	59.4	18.0	81.3	60.8	20.5
West Midlands	78.3	60.0	18.3	82.5	61.0	21.6
West of England	79.9	64.4	15.5	83.8	66.3	17.4
Cambridgeshire and Peterborough	79.9	63.7	16.2	83.5	63.7	19.8
<b>Statistical neighbours</b>	<b>78.4</b>	<b>60.9</b>	<b>17.5</b>	<b>82.2</b>	<b>61.6</b>	<b>20.6</b>
<b>Statistical strangers</b>	<b>79.9</b>	<b>64.3</b>	<b>15.6</b>	<b>83.5</b>	<b>64.4</b>	<b>19.2</b>

<sup>10</sup>Healthy life expectancy data are only available in upper tier local authority (UTLA) areas. This means that the data match is imperfect in those areas where lower tier local authority areas were used to construct combined authority areas. The only areas where the match is imperfect include West of England (as South Gloucester is incorporated into Gloucestershire). For statistical strangers, the situation is more complex. Taking average scores is not ideal as neighbouring UTLAs often have substantial variations in population size.

Table 2.5(b) Healthy Life Expectancy at local authority level in Yorkshire and Humber						
	Men's life expectancy at birth	Men's healthy life expectancy at birth	Years of ill health	Women's life expectancy at birth	Women's healthy life expectancy at birth	Years of ill health
Kingston upon Hull	76.6	57.5	19.2	80.5	55.0	25.5
East Riding of Yorkshire	80.3	65.4	14.9	83.2	65.7	17.5
North East Lincolnshire	77.9	62.2	15.6	82.1	60.8	21.3
North Lincolnshire	78.3	60.4	17.9	82.8	65.2	17.5
York	80.1	65.4	14.8	83.5	66.6	16.9
North Yorkshire	80.3	65.5	14.8	84.0	66.7	17.4
<b>Humber and North Yorkshire</b>	<b>78.9</b>	<b>62.7</b>	<b>16.2</b>	<b>82.7</b>	<b>63.3</b>	<b>19.3</b>
Bradford	77.6	61.5	16.1	81.4	61.0	20.4
Calderdale	78.4	62.7	15.7	82.2	62.3	19.9
Kirklees	78.9	62.3	16.6	82.3	61.8	20.5
Leeds	78.4	60.6	17.8	82.4	62.1	20.2
Wakefield	78.2	58.4	19.8	82.0	61.5	20.5
<b>West Yorkshire</b>	<b>78.3</b>	<b>61.1</b>	<b>17.2</b>	<b>82.1</b>	<b>61.8</b>	<b>20.3</b>
Barnsley	78.4	57.5	20.9	81.8	56.3	25.5
Doncaster	77.5	57.5	19.9	81.6	59.5	22.1
Rotherham	78.1	58.9	19.2	81.3	58.7	22.7
Sheffield	78.9	60.8	18.1	82.5	60.3	22.2
<b>South Yorkshire</b>	<b>78.2</b>	<b>58.7</b>	<b>19.5</b>	<b>81.8</b>	<b>58.7</b>	<b>23.1</b>

## 2.5 Labour market profile

Demographic, social and public health area profiles indicate that there are wide variations in social wellbeing across areas. These variations may be partly due to the 'opportunity structures' in areas – such as decent quality employment, levels of pay and may help to explain variations in the skills and qualifications of the local workforce. To appreciate the contribution the VCSE sector makes to local economy and society, it is helpful to have an overview of the characteristics of the local labour market.

Table 2.6(a) shows that median weekly wage levels vary considerably between areas. In Yorkshire and Humber, pay levels are currently in the range of £489-£504 and are in a similar range to other northern and midland sub-regions (ranging from £478 in Tees Valley to £510 in Liverpool City Region). Wage levels in Cambridgeshire and Peterborough (£569) and West of England (£550) are considerably higher. Profiles for local authorities in Yorkshire and Humber are shown in Table 2.6(b).

Analysis of the occupational profile of areas helps to explain wage disparities. As shown in Table 2.7, there tend to be fewer employees in managerial and professional occupations in the northern and midland regions than in the south. Correspondingly, there are larger percentages of employees in elementary occupations in the northern and midland sub-regions.

Qualification levels are shown in Table 2.8. It is apparent that the percentage of people with no formal credentials or low level qualifications is higher in the northern and midland sub-regions. Humber and North Yorkshire is the exception where half as many people have no qualifications as in West Yorkshire and South Yorkshire. While variations in the proportion of the working age population with higher-level qualification are not pronounced, more people in the southern sub-regions have qualifications at NVQ3 and above.

The split between full-time and part-time employees is similar across all sub-regions – Humber and North Yorkshire and South Yorkshire have the highest proportion of part-time employees, while Cambridgeshire and Peterborough has the lowest (Table 2.9).

Employment by industrial sector (Table 2.10) varies considerably across sub-regions. Manufacturing employment is most prevalent in northern regions and is highest in Humber and North Yorkshire (13%) West Yorkshire (22%) and South Yorkshire (10%) but lowest in Greater Manchester (7%) and West of England (6%).

High wage value occupations tend to be concentrated in professional, scientific and technical services – but such jobs are in shorter supply in Yorkshire and Humber sub-regions (in the range of 6-7%) compared with Greater Manchester (10%), Cambridgeshire and Peterborough (12%) and West of England (11%).

Table 2.11 shows the number and size of business units in each sub-region. The number of business units as a proportion of the resident population varies considerably across areas. In Cambridgeshire and Peterborough there are 48 business units per 1,000 resident population compared with just 33 in Tees Valley and 34 in Liverpool City Region.

In Yorkshire and Humber there are between 36-40 business units per 1,000 population. In Humber and North Yorkshire there are fewer medium and large business units (2.7%) than in all other areas which have more densely populated urban cores.

	<b>Number of jobs</b>	<b>Median weekly wage</b>
<b>Humber and North Yorkshire</b>	<b>725,000</b>	<b>£503.3</b>
<b>West Yorkshire</b>	<b>900,000</b>	<b>£504.3</b>
<b>South Yorkshire</b>	<b>497,000</b>	<b>£488.7</b>
Northumbria	678,000	£493.2
Tees Valley	129,000	£478.8
Greater Manchester	1,087,000	£507.3
Liverpool City Region	530,000	£510.3
West Midlands	983,000	£503.1
Cambridgeshire and Peterborough	411,000	£568.9
West of England	438,000	£550.3



<b>Table 2.6(b) Number of jobs and average weekly wages in Yorkshire and Humber sub-regions</b> (by local authority area)		
	<b>Number of jobs</b>	<b>Average weekly wages</b>
<b>Humber and North Yorkshire</b>		
East Riding of Yorkshire	140,000	535.8
Kingston upon Hull	111,000	466.6
North East Lincolnshire	57,000	492.7
North Lincolnshire	64,000	511.9
York	92,000	505.2
Craven	24,000	470.8
Hambleton	33,000	502.9
Harrogate	74,000	536.6
Richmondshire	14,000	487.6
Ryedale	24,000	421.6
Scarborough	48,000	471.8
Selby	44,000	535.9
<b>South Yorkshire</b>		
Barnsley	92,000	493.5
Doncaster	106,000	494.2
Rotherham	100,000	476.2
Sheffield	199,000	492.1
<b>West Yorkshire</b>		
Bradford	185,000	476.9
Calderdale	86,000	494.4
Kirklees	163,000	513.5
Leeds	323,000	536.6
Wakefield	143,000	475.3
Yorkshire and Humber	2,212,00	501.4

Table 2.7 Occupational distribution											
	Combined Authorities										All combined authorities
	Humber and North Yorkshire	West Yorkshire	South Yorkshire	Tees Valley	Northumbria	Greater Manchester	Liverpool City Region	West Midlands	Cambridgeshire and Peterborough	West of England	
Managers, directors and senior officials	10.8	8.6	8.9	6.7	8.8	8.6	8.4	7.5	10.4	9.9	8.5
Professional occupations	23.7	24.8	22.9	18.1	22.0	26.4	24.3	24.3	26.4	33.1	24.9
Associate professional occupations	14.7	15.0	13.4	14.2	13.7	16.1	15.8	15.5	14.2	14.5	14.9
Administrative & secretarial occupations	9.6	9.9	9.3	9.5	11.0	10.6	13.0	11.3	11.7	9.6	10.7
Skilled trades occupations	10.7	9.7	9.1	10.1	9.9	7.0	7.6	7.8	10.3	8.1	8.6
Caring, leisure and service occupations	8.0	7.2	8.5	11.2	8.1	7.6	8.2	7.8	7.3	6.5	7.8
Sales and customer service occupations	6.2	6.9	8.1	8.6	8.2	7.3	6.3	6.1	6.3	6.0	7.0
Process plant & machine operatives	5.7	7.3	7.8	8.1	7.0	5.6	6.4	8.0	5.0	4.5	6.8
Elementary occupations	10.5	10.7	12.0	13.5	11.1	10.9	9.9	11.6	8.4	7.7	10.8
Total	687,800	1,102,000	664,300	287,200	897,400	1,319,100	741,400	1,322,400	432,300	513,300	7,279,400

Table 2.8 Qualification levels											
	Combined Authorities										
	Humber and North Yorkshire	West Yorkshire	South Yorkshire	Tees Valley	Northumbria	Greater Manchester	Liverpool City Region	West Midlands	Cambridgeshire and Peterborough	West of England	All combined authorities
NVQ4 and above	14.7	14.1	13.5	12.6	13.2	14.3	14.2	14.0	15.2	17.1	14.2
NVQ3 and above	21.9	21.4	21.1	21.0	20.6	21.2	21.3	20.8	22.3	22.9	21.2
NVQ2 and above	28.2	27.6	28.4	28.6	28.3	27.9	28.3	27.3	27.6	27.2	27.9
NVQ1 and above	31.6	31.4	32.1	32.8	31.9	31.4	31.4	31.0	31.0	30.0	31.4
Other qualifications	1.2	2.4	2.3	2.4	2.7	2.1	1.9	3.2	1.8	1.2	2.4
No qualifications	2.5	3.1	2.6	2.5	3.3	3.1	2.9	3.7	2.1	1.5	3.0
	2,388,900	3,920,900	2,375,200	1,072,500	3,205,400	4,878,300	2,652,800	4,881,000	1,502,600	1,887,100	26,375,800

Table 2.9 Full-time and part time employment											
	Combined Authorities										
	Humber and North Yorkshire	West Yorkshire	South Yorkshire	Tees Valley	Northumbria	Greater Manchester	Liverpool City Region	West Midlands	Cambridgeshire and Peterborough	West of England	All combined authorities
Full-time	64.3	67.0	64.9	65.9	65.9	70.6	65.5	68.1	70.1	67.4	67.6
Part-time	35.7	32.9	35.1	34.4	34.0	29.3	34.5	31.9	29.9	32.4	32.3
Total employee jobs	625,000	1,084,000	576,000	270,000	820,000	1,391,000	673,000	1,282,000	458,000	543,000	7,097,000

Table 2.10 Employment by industrial sector <sup>11</sup>											
	Combined Authorities										
	Humber and North Yorkshire	West Yorkshire	South Yorkshire	Tees Valley	Northumbria	Greater Manchester	Liverpool City Region	West Midlands	Cambridgeshire and Peterborough	West of England	All combined authorities
Mining and quarrying	0.2	0.0	0.0	0.3	0.1	0.0	0.1	0.0	0.0	0.0	0.0
Manufacturing	12.8	10.8	10.4	8.2	9.5	6.8	7.0	9.1	8.7	5.5	8.5
Electricity, gas, steam and air conditioning supply	0.3	0.3	0.1	0.5	0.4	0.8	0.1	0.5	0.1	0.5	0.4
Water supply; sewerage, waste and remediation	0.6	0.8	0.7	0.9	0.7	0.3	0.4	0.9	1.1	0.8	0.7
Construction	4.8	4.2	4.7	5.2	4.9	5.4	4.7	3.8	4.1	4.2	4.6
Wholesale and retail trade; repair of vehicles	13.8	13.4	13.7	14.9	13.5	14.5	13.2	15.2	13.3	12.4	13.9
Transportation and storage	4.3	5.3	6.8	6.3	5.1	5.7	5.8	5.1	5.0	5.5	5.5
Accommodation and food service activities	9.9	6.0	6.4	7.5	9.2	6.9	8.2	5.9	5.9	7.2	6.9
Information and communication	2.6	3.7	3.1	3.0	2.9	3.6	2.2	3.2	6.3	5.3	3.6
Financial and insurance activities	1.8	3.7	2.4	1.9	2.0	3.8	3.0	2.9	1.7	4.1	3.0
Real estate activities	1.6	1.8	1.2	1.7	1.8	2.3	2.1	1.9	1.3	1.3	1.8
Professional, scientific and technical activities	6.2	7.4	5.5	7.5	6.6	10.7	6.8	7.4	12.4	10.9	8.3
Administrative and support service activities	8.8	9.6	8.5	7.1	7.6	10.0	7.3	11.0	9.2	8.5	9.2
Public administration and defence; social security	5.0	4.3	5.5	5.6	7.1	4.5	6.2	4.2	3.3	6.6	5.1
Education	9.1	9.7	10.9	9.3	10.5	8.1	8.6	9.7	11.6	9.6	9.6
Human health and social work activities	13.5	14.9	16.1	17.1	14.5	13.1	20.2	15.3	12.0	14.6	15.0
Arts, entertainment and recreation	2.4	1.9	2.1	1.7	1.7	2.0	2.7	2.0	2.0	1.7	2.0
Other service activities	2.2	2.1	1.7	1.5	2.0	1.5	1.5	1.8	2.0	1.3	1.7
N=	624,100	1,081,950	576,975	268,450	819,500	1,391,700	674,100	1,283,050	458,475	542,225	7,096,425

<sup>11</sup> Data for Tables 2.3 to 2.7 were extracted from NOMIS by upper tier local authority area and, where, necessary were aggregated to match boundaries of statistical neighbours. Devon excludes Plymouth, Dorset excludes Bournemouth and Poole, Shropshire includes Telford and Wrekin and Suffolk includes Ipswich, Data were downloaded on 7<sup>th</sup> January 2023 from Nomis: <https://www.nomisweb.co.uk/>

<b>Table 2.11 Distribution of business units by size</b>							
	<b>Micro</b> (0 To 9 employees)	<b>Small</b> (10 To 49 employees)	<b>Medium</b> (50 To 249 employees)	<b>Large</b> (250+ employees)	<b>Total business units</b>	<b>Resident population*</b>	<b>Units per 1,000 resident population</b>
<b>Humber and North Yorkshire</b>	<b>83.9</b>	<b>13.4</b>	<b>2.4</b>	<b>0.3</b>	<b>71,700</b>	<b>1,754,200</b>	<b>40.9</b>
<b>West Yorkshire</b>	<b>82.8</b>	<b>13.5</b>	<b>3.2</b>	<b>0.5</b>	<b>95,035</b>	<b>2,351,600</b>	<b>40.4</b>
<b>South Yorkshire</b>	<b>82.2</b>	<b>14.2</b>	<b>3.1</b>	<b>0.5</b>	<b>49,690</b>	<b>1,375,000</b>	<b>36.1</b>
Northumbria	81.3	15.1	3.1	0.5	68,850	1,970,000	35.0
Tees Valley	81.1	14.9	3.5	0.5	22,585	677,100	33.4
Greater Manchester	83.7	13	2.9	0.5	125,535	2,867,900	43.8
Liverpool City Region	82	14.1	3.3	0.5	53,180	1,551,500	34.3
West Midlands	83.3	13.2	3.0	0.5	110,290	2,919,600	37.8
Cambridgeshire and Peterborough	83.9	12.6	3.1	0.5	43,595	894,400	48.7
West of England	82.3	14.2	3.0	0.5	45,015	956,300	47.1

\*Resident population data vary slightly from those presented in Table 2.1. This is because population estimates presented by NOMIS are more recent than 2021 Census data.

## Section 3

# VCSE sector profile

### 3.1 Sector structure

The preceding analysis of social, health and labour market profiles was presented to help interpret variations in the structure, purpose, dynamics and impact of the VCSE sector in Yorkshire and Humber. This is because in areas which have more serious challenges associated with social and economic deprivation – demand for provision of VCSE sector services to ease social problems may be significantly higher than in the most affluent areas. Similarly, areas with a larger than average ageing population may have higher levels of demand for health and social care services than areas with a younger age profile.

While area demand will undoubtedly be higher in some areas, this does not mean that demand for VCSE sector services will be absent in other areas. Indeed, the statistical invisibility of groups may produce problems associated with un-met needs – as may be the case in, for example, isolated rural areas or coastal towns where access to services can be limited. Using comparative analysis of statistical neighbours and statistical strangers, this sub-section presents data on VCSE sector structure to determine how closely capacity and capability aligns with local circumstances.

Profiles of the local VCSE sector by size of organisations are shown in Table 3.1. Because organisations of different sizes operate in quite distinctive ways (see Box 3.1) this helps to understand how the local sector is geared up to tackle local issues. West Yorkshire and South Yorkshire VCSE sector structures closely resemble their statistical neighbours. Humber and North Yorkshire, by contrast, more closely resembles other 'town and country' statistical stranger areas.

It is revealing that amongst statistical neighbours, there are higher percentages of 'large' or 'big' VCSE organisations than in statistical stranger areas. This is related to the types of work these organisations do and the way that funding patterns work in more densely populated urban areas. There tend to be many more micro and small organisations in areas with lower levels of social deprivation. Over 70 per cent of VCSE organisations in Humber and North Yorkshire fall into this category compared with fewer than 60 per cent of VCSE organisations in South Yorkshire and West Yorkshire.

## Box 1 Defining types of VCSE organisations

The Third Sector Trends study does not use the same size categories as the Charity Commission or NCVO in its analysis. This is because the study has a strong focus on the local VCSE sector where a majority of organisations are small. If these smaller organisations are not disaggregated into discrete categories, it is not possible fully to understand how the sector is structured, how it works and how it achieves its objectives.

The use of these categories does not imply that they are completely separate and distinctive, but they are useful when making comparisons about organisational structure, functions, policy and practice preferences which inform analysis, interpretation, conclusions and recommendations.

- **Informal organisations:** 'micro VCSE organisations' (with income below £10,000) and 'small VCSE organisations' (with income between £10,000 and £50,000) rarely employ staff and operate quite informally. They mainly operate at a local level, but not exclusively so. They are usually heavily or completely reliant on voluntarily given time to sustain their activity. Being small does not mean that these organisations do not have complex interpersonal relationships – this is due to the voluntaristic nature of participation in activity which requires the development of a negotiated order to define and tackle priorities.
- **Semi-formal organisations:** 'medium sized VCSE organisations' (with income between £50,000 and £250,000) adopt semi-formal practices. They tend to employ people but there is little scope for a complex division of labour or occupational specialisation. Often, they are the 'embodiment' of their leaders' interest in cultural and value terms – but not always – some adopt more inclusive cooperative approaches. This can make personal interrelationships complex. While they are ambitious to achieve a great deal, they rely mainly on grants to keep going and most have limited or no interest in delivering public sector contracts.
- **Formal organisations:** 'larger VCSE organisations' (which have income between £250,000 and £1million) are more formal in their structures and culture because their scale allows for specialisation and a more complex division of labour. There are formally embedded hierarchical aspects to organisational structure and some procedural practices are necessarily adopted. But they are not impersonal bodies in practice because of their small scale and limited number of employees and volunteers. These VCSE organisations rely on a mixed finance diet where grants and self-generated trading are often vital income sources.
- **Formal hierarchical organisations:** 'big VCSE organisations' (which have income between £1million - £25million). Due to scale they adopt more formalistic inter-personal relationships between strata of employees and social distance becomes more pronounced and separates domains of decision making and practice delivery – whilst not losing elements of organic change from across the formal hierarchy. Financially, these organisations rely on mixed sources: particularly grants, self-generated income and public contracts. They devote significant time to strategic planning and position themselves beneficially through effective public relations and networking.
- **Formal complex organisations:** 'major' or 'super major' VCSE organisations which have income above £25million are not included in the study because they are more likely to work nationally or internationally and resemble large businesses or smaller public sector bodies in organisational terms. Many rely heavily on public sector contracts, grants and trading. Very large organisations often depend upon self-generated fundraising. Consequently, they seek to develop a recognisable presence or 'brand' in the public domain. Such organisations tend to be effective at influencing policy stakeholders and/or formal engagement in visible campaigning.

The structure of the local VCSE sector also varies by legal form. Charities are more prevalent in more affluent town and country areas than in more deprived major urban or metropolitan areas (Table 3.2). The larger proportion of societies (such as Cooperatives and Community Benefit Societies) and Community Interest Companies



in more urban areas may reflect historical and cultural associations with mutual aid and self help.

	<b>Micro</b> (income below £10,000)	<b>Small</b> (income £10,000-£49,999)	<b>Medium</b> (income £50,000-£249,999)	<b>Large</b> (income £250,000 - £999,999)	<b>Big</b> (income £1m-£25m)	<b>N=</b>
<b>Humber and North Yorkshire</b>	<b>42.0</b>	<b>28.9</b>	<b>19.5</b>	<b>6.7</b>	<b>2.9</b>	<b>5,988</b>
<b>West Yorkshire</b>	<b>30.4</b>	<b>28.3</b>	<b>26.7</b>	<b>9.7</b>	<b>4.9</b>	<b>5,709</b>
<b>South Yorkshire</b>	<b>31.9</b>	<b>27.8</b>	<b>25.1</b>	<b>10.0</b>	<b>5.2</b>	<b>2,861</b>
Northumbria	33.3	28.1	23.3	10.3	5.0	5,575
Tees Valley	37.2	25.9	22.4	9.4	5.1	1,347
Greater Manchester	29.1	27.2	26.7	11.3	5.7	6,966
Liverpool City Region	32.1	26.8	25.1	10.5	5.6	3,074
West Midlands	28.8	27.7	27.2	10.0	6.4	6,874
West of England	28.2	28.8	26.5	10.4	6.1	3,353
Cambridgeshire and Peterborough	36.2	26.4	24.1	7.7	5.7	3,655
<b>Statistical neighbours</b>	<b>31.2</b>	<b>27.6</b>	<b>25.6</b>	<b>10.0</b>	<b>5.6</b>	<b>39,414</b>
<b>Statistical strangers</b>	<b>44.1</b>	<b>28.9</b>	<b>18.5</b>	<b>6.0</b>	<b>2.5</b>	<b>18,139</b>
<b>England and Wales</b>	<b>34.7</b>	<b>28.4</b>	<b>22.7</b>	<b>9.0</b>	<b>5.2</b>	<b>200,000</b>

	<b>Registered charities</b>	<b>Charitable Incorporated Organisations</b>	<b>Community Interest Companies</b>	<b>Community Amateur Sports Clubs</b>	<b>Registered Societies</b>	<b>N=</b>
<b>Humber and North Yorkshire</b>	<b>73.8</b>	<b>10.4</b>	<b>7.8</b>	<b>4.0</b>	<b>4.0</b>	<b>5,988</b>
<b>West Yorkshire</b>	<b>61.6</b>	<b>12.0</b>	<b>14.0</b>	<b>4.3</b>	<b>8.1</b>	<b>5,709</b>
<b>South Yorkshire</b>	<b>67.6</b>	<b>10.4</b>	<b>11.8</b>	<b>2.7</b>	<b>7.6</b>	<b>2,861</b>
Northumbria	60.7	10.8	16.8	3.7	7.9	5,575
Tees Valley	58.3	10.4	19.0	3.9	8.3	1,347
Greater Manchester	61.4	12.8	17.1	3.5	5.2	6,966
Liverpool City Region	63.5	7.2	22.2	2.3	4.8	3,074
West Midlands	61.1	9.9	21.6	1.9	5.6	6,874
West of England	67.6	8.5	14.9	3.9	5.2	3,353
Cambridgeshire and Peterborough	75.0	8.9	8.5	3.3	4.3	3,655
<b>Statistical neighbours</b>	<b>63.5</b>	<b>10.4</b>	<b>16.6</b>	<b>3.2</b>	<b>6.2</b>	<b>39,414</b>
<b>Statistical strangers</b>	<b>70.1</b>	<b>8.9</b>	<b>11.4</b>	<b>4.4</b>	<b>5.2</b>	<b>16,948</b>
<b>England and Wales</b>	<b>70.0</b>	<b>10.3</b>	<b>11.8</b>	<b>3.3</b>	<b>4.6</b>	<b>189,959<sup>13</sup></b>

<sup>12</sup> There are small variations between numbers of organisations reported here and the previous study report for Yorkshire and Humber in 2021, this is due to a more intensive trawl of databases for the 2022 national study.

<sup>13</sup> It is estimated that there are around 10,000 constituted organisations in England and Wales which are either exempt from registration or cannot be identified on registers. Many of these entities are faith organisations which are unregistered or

## **Below the radar organisations and groups**

It is not possible to state with certainty how many organisations and groups sit 'below the radar' in Yorkshire and Humber. Many local infrastructure organisations (such as Councils for Voluntary Service), for example, hold listings of local members or associates which enumerate many more groups than can be identified on registers. Academic study on the characteristics, purpose and social value produced by such societies, organisations or groups has been undertaken,<sup>14</sup> but firm empirical evidence to affirm how many informal organisations exist remains patchy.

The Third Sector Trends Study commissioned the most detailed study to date to estimate the proportion of VCSE organisations which operated below the radar in 46 local authorities in Cumbria, Yorkshire and Humber and North East England. From this work it was determined that there was an average of 3.66 below the radar groups per 1,000 population.<sup>15</sup> This roughly equates to 1.29 below the radar groups for every registered organisation.<sup>16</sup>

More recent research for Local Trust by NCVO and 360Giving has drawn a distinction between more structured unregistered organisations which are in a position, for example, to apply for grants, and less formal groups. The evidence suggests that a proportion of unregistered groups could be considered as sufficiently similar to many small charities and CIOs that they could be included in 'formal' sector estimates. Local Trust estimate that there are between 200,000 - 300,000 below the radar groups. Around 13,000 of which received grants between 2016-19.<sup>17</sup>

Such estimates are plausible, but their use remains contentious as it is not known whether their activities are fully comparable with those of registered organisations which serve civil society interests. During the Covid-19 pandemic, however, there have been indications that mutual aid groups have been effective in tackling a wide range of issues such as social isolation and homelessness.

Mutual aid groups have been defined as:

***A mutual aid group is a volunteer led initiative where groups of people in a particular area join together to support one another, meeting vital community needs without relying on official bodies. They do so in a way***

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Companies Limited by Shares or Companies Limited by Guarantee which are not registered as charities but could not be identified on Companies House listings as non-profit organisations with social objectives.

<sup>14</sup> See, for example, McCabe, A. and Phillimore, J. (2009) Exploring below the radar: issues of theme and focus, Birmingham, *Third Sector Research Centre Working Paper no. 8*: <https://www.birmingham.ac.uk/Documents/college-social-sciences/social-policy/tsrc/working-papers/working-paper-8.pdf>. A second collection of observations related to this study was published with critical commentary on what defined such informal groups. Qualitative analysis had much to say about the experience, purpose and potential social benefit produced by such groups but avoided speculation on their number. See: McCabe, A. (2018) Ten years below the radar: reflections on voluntary and community action 2008-2018, Birmingham, *Third Sector Research Centre Working Paper no. 143*. <https://www.birmingham.ac.uk/Documents/college-social-sciences/social-policy/tsrc/working-papers/10-years-below-the-radar-final.pdf>

<sup>15</sup> Mohan, J., Kane, D., Wilding, K., Branson, J. and Owles, F. (2010) *Beyond 'flat earth' maps of the third sector*, Newcastle-upon-Tyne: Northern Rock Foundation: <https://www.communityfoundation.org.uk/wordpress/wp-content/uploads/2017/09/NRF-TST-Report-Beyond-Flat-Earth.pdf>. The summation of area statistics was undertaken using all three Third Sector Trends Mapping reports for Cumbria, Yorkshire and Humber and North East England which listed 23,526 registered organisations in an area with a population of 8.3m people.

<sup>16</sup> In Third Sector Trends surveys, all organisations and groups are welcome to join the study by invitation from the researchers (using registered listings), funding bodies (such as trusts and foundations), public bodies (such as local authorities and NHS Trusts) and local infrastructure organisations (at regional or local authority/district level) which hold listings.

<sup>17</sup> See: 360Giving and NCVO (2020) *Below the Radar: exploring grants data for grassroots organisations*, London: Local Trust: <https://localtrust.org.uk/wp-content/uploads/2020/08/Below-the-Radar-Report-HR.pdf>.

*that prioritises those who are most vulnerable or otherwise unable to access help through regular channels.*<sup>18</sup>

It has been estimated that there are around 4,300 mutual aid groups in the UK which marshal the efforts of up to 3 million volunteers who provide support for local communities. Early indications from research suggest that many of these groups and volunteers will continue to inject energy into their communities once the pandemic subsides – though not necessarily on the same issues. Using the data presented in Table 3.2, it is possible to make rough estimates of the number of under the radar organisations: in Humber and North Yorkshire: 7,800, South Yorkshire, 3,700, and in West Yorkshire 7,400. Estimates for local authority areas are provided in Appendix 2, Table A2.1.

### 3.2 VCSE sector in the context of place

The distribution of VCSE organisations in areas of relative affluence or deprivation is shown in Table 3.3. The percentages of VCSE organisations in the most deprived areas are larger in metropolitan and major urban. In West Yorkshire, for example, 30 per cent of VCSE organisations are based in the poorest areas compared with 15 per cent in the richest areas. By contrast, in Cambridgeshire and Peterborough, an affluent town and country area, only 8 per cent of VCSE organisations are in the poorest quintile while 33 per cent are in the richest. Variations between statistical neighbours and statistical strangers are particularly clear in this respect, as shown in Figure 3.1.

	Most deprived IMD 1-2	IMD 3-4	Intermediate IMD 5-6	IMD 7-8	Least deprived IMD 9-10	N=
<b>Humber and North Yorkshire</b>	<b>10.9</b>	<b>10.7</b>	<b>25.6</b>	<b>28.1</b>	<b>24.8</b>	<b>5,988</b>
<b>West Yorkshire</b>	<b>30.2</b>	<b>20.1</b>	<b>17.0</b>	<b>17.9</b>	<b>14.8</b>	<b>5,709</b>
<b>South Yorkshire</b>	<b>31.3</b>	<b>21.6</b>	<b>15.3</b>	<b>16.6</b>	<b>15.2</b>	<b>2,861</b>
Northumbria	21.7	24.0	21.3	17.0	16.0	5,575
Tees Valley	43.8	15.3	10.8	14.0	16.1	1,347
Greater Manchester	35.8	21.9	15.0	13.1	14.2	6,966
Liverpool City Region	40.2	17.9	16.9	14.0	11.0	3,074
West Midlands	45.8	20.7	12.9	10.4	10.2	6,874
West of England	20.0	19.5	15.9	21.9	22.6	3,353
Cambridgeshire and Peterborough	7.9	9.3	18.4	31.7	32.8	3,655
<b>Statistical neighbours</b>	<b>31.4</b>	<b>19.8</b>	<b>16.2</b>	<b>16.6</b>	<b>16.0</b>	<b>39,414</b>
<b>Statistical strangers</b>	<b>7.9</b>	<b>20.1</b>	<b>36.7</b>	<b>23.5</b>	<b>11.7</b>	<b>18,139</b>
<b>England and Wales</b>	<b>15.8</b>	<b>19.2</b>	<b>22.2</b>	<b>22.4</b>	<b>20.4</b>	<b>200,000</b>

<sup>18</sup> See, for example, Power, A. and Benton, E. (2021) *Where next for Britain's 4,300 mutual aid groups?*, London: London School of Economics: <https://blogs.lse.ac.uk/covid19/2021/05/06/where-next-for-britains-4300-mutual-aid-groups/>. The full academic article by the same authors 'Community responses to the Coronavirus pandemic: how mutual aid can help', is available here: <https://ppr.lse.ac.uk/articles/10.31389/lseppr.21/>. <https://covidmutualaid.org/> is the coordinating body, although not all mutual aid groups are registered here.

Figure 3.1 Variations in the spatial structure of the local VCSE sector by areas of relative affluence or deprivation

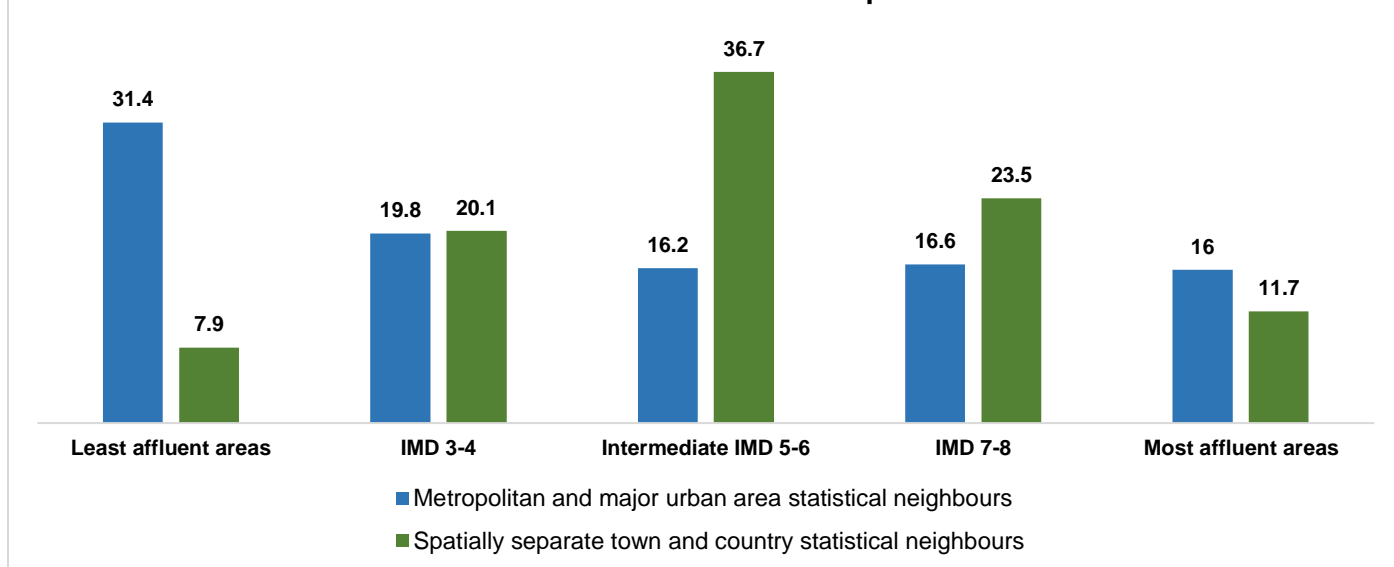


Table 3.4 shows VCSE organisational density and private business density by population. Statistical neighbours have an average VCSE organisational density of 2.5 per thousand population. This is far lower than in statistical stranger areas (4.6) relative to the size of the local resident population.<sup>19</sup>

VCSE organisational density varies across sub-regional areas. Tees Valley (2.1) and South Yorkshire (2.2) have the lowest density per thousand population while West of England (3.8) Cambridgeshire and Peterborough (3.7) and Humber and North Yorkshire have the highest (3.4). These differences can mask deeper variations *within* sub-regions. In Humber and North Yorkshire, for example density is much higher in the most affluent districts of North Yorkshire than in the poorer urban areas of Hull and North East Lincolnshire.

Business density may have a bearing upon the levels of support offered to VCSE organisations (see Section 7.2). Density is much lower in Tees Valley, Northumberland and Liverpool City Region than in Cambridgeshire and Peterborough and Greater Manchester. In Yorkshire and Humber there are more businesses per VCSE organisation in West Yorkshire (16.6) and South Yorkshire (17.4) than in Humber and North Yorkshire (12.0).

<sup>19</sup> For regional comparisons, see *Third Sector Trends in England and Wales: sector structure, purpose, energy and impact*, Newcastle upon Tyne, Community Foundation Serving Tyne and Wear and Northumberland. number Table 2.1, p. 17. <https://www.communityfoundation.org.uk/wp-content/uploads/2022/11/Third-Sector-Trends-in-England-and-Wales-2022-structure-purpose-energy-and-impact-November-2022.pdf> <https://www.communityfoundation.org.uk/wp-content/uploads/2022/11/Third-Sector-Trends-in-England-and-Wales-2022-structure-purpose-energy-and-impact-November-2022.pdf>

**Table 3.4 Registered VCSE organisation and business density in Yorkshire and Humber compared with statistical neighbours** (Third Sector Trends registers database, 2022 / Nomis, 2023)

	Population	Number of VCSE organisations	VCSE organisations per 1,000 population	Number of private businesses <sup>20</sup>	Businesses per 1,000 population	Number of businesses per VCSE organisation
<b>Humber and North Yorkshire<sup>21</sup></b>	<b>1,754,200</b>	<b>5,988</b>	<b>3.4</b>	<b>71,700</b>	<b>40.9</b>	<b>12.0</b>
<b>West Yorkshire</b>	<b>2,351,600</b>	<b>5,709</b>	<b>2.4</b>	<b>95,035</b>	<b>40.4</b>	<b>16.6</b>
<b>South Yorkshire</b>	<b>1,375,000</b>	<b>2,861</b>	<b>2.1</b>	<b>49,690</b>	<b>36.1</b>	<b>17.4</b>
Northumbria	1,970,000	5,575	2.8	68,850	34.9	12.3
Tees Valley	677,100	1,347	2.0	22,585	33.4	16.8
Greater Manchester	2,867,900	6,966	2.4	125,535	43.8	18.0
Liverpool City Region	1,551,500	3,074	2.0	53,180	34.3	17.3
West Midlands	2,919,600	6,874	2.4	110,290	37.8	16.0
Cambridgeshire & Peterborough	894,400	3,353	3.7	43,595	48.7	14.5
West of England	956,300	3,655	3.8	45,015	47.1	12.9
<b>Statistical neighbours</b>	<b>15,563,400</b>	<b>39,414</b>	<b>2.5</b>	<b>613,775</b>	<b>39.4</b>	<b>15.5</b>
<b>Statistical strangers</b>	<b>3,981,700</b>	<b>18,139</b>	<b>4.6</b>	<b>202,805</b>	<b>51.9</b>	<b>11.5</b>
<b>England and Wales</b>	<b>59,579,300</b>	<b>189,959</b>	<b>3.2</b>	<b>2,778,300</b>	<b>46.6</b>	<b>14.6</b>

The location of organisations only explains so much about how VCSE organisations work. Variation in the spatial range of their activity also needs to be considered. As Table 3.5 shows, VCSE organisations in statistical neighbour areas are much more likely to work across a wider spatial range than their counterparts in statistical stranger areas. This is because the concentration of larger VCSE organisations is greater in major urban areas such as West Yorkshire.

Many organisations work far beyond the boundaries of localities. But there is a strong likelihood that the 'balance of trade' between London and English regions will work in regions' favour because most of the major national organisations which work across the UK are based in London.<sup>22</sup> While these major nationals (with income above

<sup>20</sup> The table presents analysis of businesses at both Enterprise and Local Unit level. An Enterprise is the smallest combination of legal units (generally based on VAT and/or PAYE records) which has a certain degree of autonomy within an Enterprise Group. An individual site (for example a factory or shop) in an enterprise is called a local unit. Extracted by upper-tier local authority from [Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/) (11<sup>th</sup> January 2023). Devon includes Torbay but not Plymouth, Suffolk includes Telford and Wrekin, all other areas are unitary authorities or county council areas.

<sup>21</sup> Total resident population statistics aggregated from Nomis: Hull and East Riding, n=609,600, York and North Yorkshire, n=820,500, North Lincolnshire, n=169,900 North East Lincolnshire, n=157,200 (Downloaded from NOMIS 14<sup>th</sup> February 2023) <https://www.nomisweb.co.uk/>.

<sup>22</sup> For a more detailed discussion and analysis, see: 'Spatial context', pp. 41-44. In *Third Sector Trends in England and Wales: sector structure, purpose, energy and impact*, Newcastle upon Tyne, Community Foundation Serving Tyne and Wear and Northumberland. First TSTS report reference and page number Table 2.1, p. 17. <https://www.communityfoundation.org.uk/wp-content/uploads/2022/11/Third-Sector-Trends-in-England-and-Wales-2022-structure-purpose-energy-and-impact-November-2022.pdf>

£25million) are not included in this study, even amongst all other London organisations surveyed, 47 per cent operate beyond the boundaries of Greater London while in Yorkshire and Humber only 18 per cent do so.

<b>Table 3.5 Spatial range at which VCSE organisations work</b> (Third Sector Trends 2022 survey data)				
	<b>Just in our neighbourhood or village</b>	<b>Within our local authority</b>	<b>Across a wider area</b>	<b>N=</b>
<b>Humber and North Yorkshire</b>	<b>34.3</b>	<b>31.7</b>	<b>34.0</b>	<b>306</b>
<b>West Yorkshire</b>	<b>25.2</b>	<b>44.8</b>	<b>30.0</b>	<b>210</b>
<b>South Yorkshire</b>	<b>37.8</b>	<b>31.5</b>	<b>30.7</b>	<b>127</b>
Northumbria	31.9	27.8	40.3	511
Tees Valley	20.4	33.3	46.2	93
Greater Manchester	25.0	30.9	44.1	152
Liverpool City Region	21.6	40.2	38.1	97
West Midlands	19.5	40.5	40.0	200
West of England	33.0	23.9	43.2	88
Cambridgeshire and Peterborough	47.1	25.0	27.9	104
<b>Statistical neighbours</b>	<b>29.0</b>	<b>32.9</b>	<b>38.1</b>	<b>1,582</b>
<b>Statistical strangers</b>	<b>39.0</b>	<b>34.8</b>	<b>26.2</b>	<b>793</b>
<b>England and Wales</b>	<b>32.5</b>	<b>30.2</b>	<b>37.3</b>	<b>6,028</b>

## Section 4

# VCSE sector workforce

### 4.1 Employee and volunteer numbers

Third Sector Trends collates estimates on the number of employees and regular volunteers there are in localities, how much time they invest in sector activity and the estimated costs of employees' wages / proxy replacement value of regular volunteers. Table 4.1 shows the estimated number of employees and Table 4.2 the number and value of volunteers in each sub-region of Yorkshire and Humber (estimates for each local authority area can be found in appendices). In energy terms, this amounts to 5.8 million days worked in Humber and North Yorkshire, 8 million in West Yorkshire and 4 million in South Yorkshire.

Table 4.3 shows the number of days work provided per thousand members of the resident population. This shows that in Humber and North Yorkshire, 1 day of VCSE sector work is delivered per 3.3 members of the resident population compared with 3.4 in West Yorkshire and 2.9 in South Yorkshire.

**Table 4.1 Estimated numbers of employees in Yorkshire and Humber**

	Total estimated part-time employees	Full-time equivalent part-time employees <sup>23</sup>	Estimated full-time employees	Estimated total full-time equivalent employees	80% average wage (with 30% employer on costs)	Total cost of employees (£millions)
Humber and North Yorkshire	20,527	6,158	14,974	21,131	£27,218.5	£575.2
West Yorkshire	29,722	8,917	22,164	31,081	£27,272.5	£847.6
South Yorkshire	14,915	4,474	11,128	15,603	£26,428.9	£412.4
<b>Yorkshire and Humber</b>	<b>64,336</b>	<b>19,301</b>	<b>47,622</b>	<b>67,815<sup>24</sup></b>	<b>£26,973.3</b>	<b>£1,829.2</b>

**Table 4.2 Estimated numbers of volunteers in Yorkshire and Humber**

	Estimated regular volunteers <sup>25</sup>	Hours worked	Value at National Living Wage at £9.90 (£millions)	Full-time equivalent regular volunteers	Value at 80% of average wages (£23.046 pro rata)
Humber and North Yorkshire	121,721	8,763,908	86.76	5,311	122,407,888
West Yorkshire	125,544	9,039,142	89.49	5,478	126,252,161
South Yorkshire	62,662	4,511,662	44.67	2,734	£63,015,608
<b>Yorkshire and Humber</b>	<b>309,927</b>	<b>22,314,711</b>	<b>220.92</b>	<b>13,524</b>	<b>311,675,657</b>

<sup>23</sup> These estimates assume that about 3 part time workers would work enough hours collectively to constitute a full-time member of staff.

<sup>24</sup> These estimates do not precisely match statistics in national Third Sector Trends reports on sector employees as new analysis has been undertaken to update to the most regional recent wages data as reported in Section 2 of this report.

<sup>25</sup> Analysis is more finely tuned by local authority area and does not match the Third Sector Trends in England and Wales national report of 308,700.



Table 4.3 Estimated number of working days in Yorkshire and Humber<sup>26</sup>

	Employee days worked	Volunteer days worked	All days worked	Ratio of resident population to each employee/volunteer working day
Humber and North Yorkshire	4,648,820	1,168,420	5,817,240	3.32:1
West Yorkshire	6,837,820	1,205,160	8,042,980	3.42:1
South Yorkshire	3,432,660	601,480	4,034,140	2.93:1
<b>Yorkshire and Humber</b>	<b>14,919,300</b>	<b>2,975,060</b>	<b>17,894,360</b>	<b>3.26:1</b>

## 4.2 VCSE labour market dynamics

### Employees

The VCSE sector is currently facing significant labour-force challenges. As Table 4.4 shows, many VCSE organisations report difficulties with staff retention. This may be due to several factors - including higher demand for employees in the private sector and post-pandemic withdrawal from the labour market or growing preference for part-time or fractional contracts.

About a fifth of VCSE employer organisations state that it has become quite a lot harder to hold on to existing staff. While statistics are remarkably similar for statistical neighbours and strangers, there are local variations. In Yorkshire and Humber, for example, staff retention problems are more severe in West Yorkshire (24%) than in Humber and North Yorkshire (14%). This may reflect the types of work VCSE sector employees do in areas where there is a high volume of public service delivery work (in jobs such as social care for example, where staff turnover is higher).

Recruitment problems are widespread but not consistent across statistical neighbours. Recruitment problems are highest in Tees Valley (53%) and Northumberland (54%), West of England (49%) and West Yorkshire (48%) – but are lower in Humber and North Yorkshire (42%) and South Yorkshire (38%).

Even if wages are comparatively low in more affluent town and country areas, employees may retain commitment because they have different biographical characteristics, employment histories and orientations towards work. Qualitative research from North East England and Cumbria indicates that in more affluent town and country areas, employees often enter VCSE employment later in their careers because they already enjoy a measure of financial security and can tolerate lower levels of pay.<sup>27</sup>

<sup>26</sup> Estimates are based on an average 7.5 hour days for 220 working days per annum for each full time equivalent volunteer or employee.

<sup>27</sup> See Chapman, T. (2022) *Going the distance: how VCSE sector organisations work through turbulent times*, Newcastle upon Tyne: Community Foundation Tyne & Wear and Northumberland. <https://www.communityfoundation.org.uk/wp-content/uploads/2022/10/Going-the-distance-how-third-sector-organisations-work-through-turbulent-times-October-2022.pdf>



Table 4.4 <b>Recruitment and retention of employees</b> (Third Sector Trends survey data, 2022)				
	<i>Holding on to our existing staff</i>		<i>Recruiting new staff</i>	
	It has become quite a lot harder	It has become quite a lot easier	It has become quite a lot harder	It has become quite a lot easier
<b>Humber and North Yorkshire</b>	<b>14.0</b>	<b>5.0</b>	<b>41.5</b>	<b>6.4</b>
<b>West Yorkshire</b>	<b>23.8</b>	<b>4.2</b>	<b>47.5</b>	<b>5.0</b>
<b>South Yorkshire</b>	<b>17.1</b>	<b>2.6</b>	<b>37.8</b>	<b>5.4</b>
Northumbria	24.6	3.8	54.1	3.9
Tees Valley	27.1	5.1	52.8	5.7
Greater Manchester	21.3	4.5	41.6	3.4
Liverpool City Region	17.9	3.0	46.2	3.1
West Midlands	21.5	6.2	41.7	3.1
West of England	25.9	1.9	49.0	8.2
Cambridgeshire and Peterborough	Insufficient data			
<b>Statistical neighbours</b>	<b>20.9</b>	<b>4.2</b>	<b>46.1</b>	<b>4.6</b>
<b>Statistical strangers</b>	<b>20.8</b>	<b>1.7</b>	<b>41.9</b>	<b>2.8</b>
<b>England and Wales</b>	<b>19.8</b>	<b>3.0</b>	<b>43.0</b>	<b>4.0</b>

## Volunteers

The most recent national data on volunteering is available from the government's *Community Life Survey*.<sup>28</sup> The evidence indicates a decrease in formal monthly volunteering since the pandemic which began in 2020/21. There is limited evidence of immediate recovery in 2021/22.

People in the most affluent communities are consistently more likely to volunteer than in the least affluent areas (Table 4.6). And while formal monthly volunteering has declined in the richest and poorest areas during and since the pandemic – the differential between richer and poorer areas remains much the same.

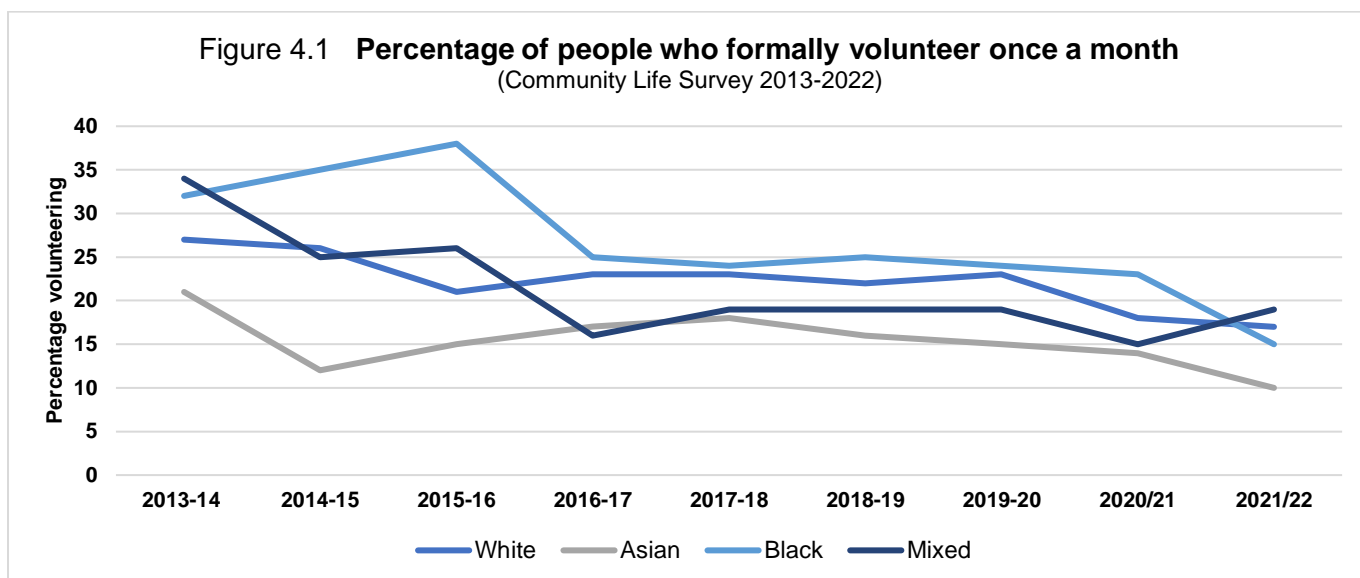
Decline in regular formal volunteering follows a longer-term trend amongst people in ethnic minority groups as shown in Figure 4.1. This suggests that opportunities to volunteer may be becoming progressively less appealing, or that opportunities to do so have diminished.

<sup>28</sup> Department for Digital, Culture, Media and Sport (2022) *Community Life Survey 2021/2022*. <https://www.gov.uk/government/statistics/community-life-survey-202122>

**Table 4.5 Percentage of the population of England who engage in formal volunteering monthly**  
(Community Life Survey, 2020/21–2021/22)

Characteristics		2016/17	2017/18	2018/19	2019/20	Pandemic	
						2020/21	2021/22
<b>Total population</b>	All respondents	22	22	22	23	<b>17</b>	16
<b>Gender</b>	Male	22	21	21	22	<b>17</b>	16
	Female	23	23	22	24	<b>18</b>	16
<b>Age</b>	Age 16 to 24	20	24	21	23	<b>17</b>	19
	Age 25 to 34	15	15	15	16	<b>12</b>	10
	Age 35 to 49	22	21	22	21	<b>17</b>	14
	Age 50 to 64	23	22	22	23	<b>19</b>	17
	Age 65 to 74	32	24	28	31	<b>22</b>	23
	Age 75 and over	29	29	24	25	<b>18</b>	19
<b>Ethnicity</b>	White	23	23	22	23	<b>18</b>	17
	Asian	17	18	16	15	<b>14</b>	10
	Black	25	24	25	24	<b>23</b>	15
	Mixed	16	19	19	19	<b>15</b>	19
<b>Health and disabilities</b>	Limiting long-term illness/disability	24	24	23	26	<b>19</b>	17
	No limiting long-term illness/disability	24	24	24	25	<b>19</b>	17
<b>Region of England</b>	North East	15	16	16	22	<b>18</b>	14
	North West	22	21	20	23	<b>15</b>	14
	Yorkshire and Humber	21	22	18	20	<b>17</b>	15
	East Midlands	25	20	23	20	<b>15</b>	17
	West Midlands	20	23	18	19	<b>17</b>	16
	East of England	23	23	24	25	<b>20</b>	15
	London	20	20	129	20	<b>17</b>	16
	South East	25	25	26	26	<b>19</b>	18
	South West	29	25	25	28	<b>20</b>	19
<b>Spatial characteristics</b>	Urban	21	21	20	21	<b>16</b>	15
	Rural	30	29	29	29	<b>24</b>	22
<b>Area affluence</b>	1 (least advantaged)	15	15	14	15	<b>12</b>	10
	2	18	19	19	18	<b>15</b>	14
	3	24	23	20	22	<b>17</b>	16
	4	27	24	26	26	<b>20</b>	19
	5 (most advantaged)	29	29	29	31	<b>23</b>	22

Figure 4.1 **Percentage of people who formally volunteer once a month**  
(Community Life Survey 2013-2022)



Unlike the *Community Life Survey*, Third Sector Trends records data on volunteering from VCSE organisations, not volunteers themselves. Because data are collected on regular volunteers who work for VCSE organisations. This means that many other volunteers are not included in the study, including:

- Volunteers giving time to public bodies such as local public libraries (unless they are community run entities) or the NHS (unless they are working directly for a VCSE organisation such as WRVS).
- Volunteering in schools as governors, as members of informal/unregistered parent teacher associations, supporting teachers in the classroom, school trips and sports days, or general school fundraising activities.
- Volunteering for other public bodies such as the police as special constables, the criminal justice system as magistrates and so on.
- Employee supported volunteers or the provision of pro-bono support by employees or professionals (unless it is facilitated via a TSO such as Pro-Bono Economics).
- Volunteers participating in national fundraising appeals (for example, BBC Children in Need, Comic Relief, Sport Relief, or for large national charities such as Save the Children and Oxfam<sup>29</sup> etc.)

This does not mean these other forms of volunteering are considered to be of lesser value, it is simply a question of calculating the contribution regular volunteers make in local VCSE sector organisations. Consequently, estimated numbers of volunteers provided by Third Sector Trends are lower than estimates provided by NCVO's UK Civil Society Almanac.

As shown in Table 4.6, reliance upon regular volunteers by VCSE organisations is high in all areas. Reliance is –slightly in statistical neighbour areas than amongst statistical strangers. This is largely due to the proliferation of smaller VCSE organisations in less urban areas where reliance on volunteers is higher.

Amongst statistical neighbours, the percentage of organisations relying on volunteers who commit on a regular basis ranges from 76 – 90 per cent. It is highest in Cambridgeshire and Peterborough and Humber and North Yorkshire. In major urban

<sup>29</sup> Supporting large nationals as volunteers in local charity shops would be included providing that federated branches responded to the survey at a local level.

or metropolitan areas, such as West Yorkshire, West Midlands and Greater Manchester reliance is strikingly similar (78%). A similar pattern is shown for VCSE organisational reliance on volunteers who can work unsupervised.

On average, about two thirds of VCSE organisations state that many of their volunteers are service users. This varies little by area – although the prevalence of service users acting as volunteers is slightly higher in statistical neighbour areas.

Many VCSE organisations state that they could not keep going without volunteers. Percentages are considerably higher amongst statistical strangers (89%) than neighbours (81%). This is due to variations in VCSE structure: there are more smaller organisations in statistical stranger areas where reliance on volunteers is greater.

<b>Table 4.6 Extent of reliance on regular volunteers</b> (Third Sector Trends survey data, 2022)				
	<b>We rely mainly on volunteers who commit time on a very regular basis</b>	<b>We rely mainly on volunteers who can work unsupervised</b>	<b>Many of our volunteers are our service users/beneficiaries</b>	<b>We could not keep going as an organisation or group without volunteers</b>
<b>Humber and North Yorkshire</b>	<b>83.0</b>	<b>81.2</b>	<b>67.8</b>	<b>85.8</b>
<b>West Yorkshire</b>	<b>78.0</b>	<b>70.5</b>	<b>71.0</b>	<b>79.6</b>
<b>South Yorkshire</b>	<b>75.5</b>	<b>73.5</b>	<b>71.1</b>	<b>77.4</b>
Northumbria	76.0	65.6	69.7	79.5
Tees Valley	76.4	73.6	63.1	74.7
Greater Manchester	78.5	72.4	76.9	83.2
Liverpool City Region	82.5	70.5	64.0	78.0
West Midlands	78.9	71.4	71.9	84.1
West of England	80.9	77.3	63.6	82.9
Cambridgeshire and Peterborough	89.6	83.6	66.7	83.8
<b>Statistical neighbours</b>	<b>79.0</b>	<b>72.4</b>	<b>69.5</b>	<b>81.2</b>
<b>Statistical strangers</b>	<b>82.9</b>	<b>77.3</b>	<b>67.5</b>	<b>88.6</b>
<b>England and Wales</b>	<b>82.4</b>	<b>76.0</b>	<b>67.0</b>	<b>85.5</b>

Volunteers play a vital role in the VCSE sector and (as shown in Table 4.3) produce around a fifth of sector energy. So it is useful to consider if volunteer commitment has changed since the pandemic (Table 4.7).

- About a half of VCSE organisations report that it has been harder to hold onto their older volunteers (who constitute a majority of volunteers in many organisations).
- Relatively few volunteers in statistical neighbour areas joined VCSE organisations because they could work online (7%) and even fewer did so in statistical stranger areas (6%). There are wide variations across statistical neighbour areas: highest in the West Midlands (12%) and lowest in Liverpool City Region (3%).
- Many organisations report that their volunteer workforce has become more ethnically diverse – percentages vary in line with local demographics (see Table 2.2). Fewer VCSE organisations in statistical stranger areas report

such an increase (11%) than amongst statistical neighbours (25%). Amongst statistical neighbours, the highest percentage increases, are in West Yorkshire (32%), Liverpool City Region (40%) and the West Midlands (40%) – these are all areas with larger numbers of ethnic minority residents.

- Many younger people volunteered for VCSE organisations in the last two years. This was highest in West Yorkshire, where 32 per cent of organisations report that more people under the age of 30 joined them, and lowest in Cambridgeshire and Peterborough (14%).
- During the pandemic, interest in volunteering surged. This was largely due to increased time availability created by lockdowns and furlough schemes. The indications are that many recently recruited volunteers have since left. The percentages of VCSE organisations reporting loss of recent volunteers are higher in major urban statistical neighbour areas (29%) than amongst statistical stranger areas (21%) – but this may reflect lower take up of new volunteers in the pandemic in town and country areas. The characteristics of those people who have withdrawn for volunteering are not known.

**Table 4.7 Change in the composition of the volunteer workforce** (Percentage of VCSE organisations which agree with the statement, only applies to organisations with volunteers: Third Sector Trends survey data, 2022)

	It's been a lot harder to hold onto older volunteers	A lot of our recent volunteers joined us because they prefer to work online	Our group of volunteers have become more ethnically diverse	We have more volunteers under the age of 30 now	We're losing some of the volunteers who joined us during the pandemic
<b>Humber and North Yorkshire</b>	<b>47.0</b>	<b>8.9</b>	<b>18.3</b>	<b>16.0</b>	<b>26.7</b>
<b>West Yorkshire</b>	<b>47.9</b>	<b>7.5</b>	<b>32.1</b>	<b>32.3</b>	<b>37.1</b>
<b>South Yorkshire</b>	<b>48.6</b>	<b>5.8</b>	<b>22.4</b>	<b>25.2</b>	<b>23.6</b>
Northumbria	50.1	6.5	19.9	26.4	26.5
Tees Valley	54.7	2.8	23.0	27.4	25.7
Greater Manchester	45.9	6.3	27.7	22.9	33.6
Liverpool City Region	48.1	2.7	34.2	22.1	30.7
West Midlands	51.9	12.0	40.0	28.9	30.9
West of England	49.3	9.4	25.0	17.9	31.3
Cambridgeshire and Peterborough	47.1	6.3	15.4	13.6	20.9
<b>Statistical neighbours</b>	<b>49.0</b>	<b>7.3</b>	<b>24.9</b>	<b>24.1</b>	<b>28.7</b>
<b>Statistical strangers</b>	<b>49.8</b>	<b>5.8</b>	<b>11.3</b>	<b>15.4</b>	<b>21.1</b>
<b>England and Wales</b>	<b>48.2</b>	<b>7.4</b>	<b>20.5</b>	<b>19.5</b>	<b>25.5</b>

### 4.3 Diversity in leadership

In recent years, concerns have been expressed about equal access to leadership opportunities in the VCSE sector for all members of the community who feel that they have a contribution to make. Debate has been hampered by a lack of reliable data on diversity and inclusion in VCSE sector leadership.<sup>30</sup> To help fill this gap in the knowledge base, in 2019, the Third Sector Trends survey included new questions on diversity in sector leadership to provide baseline data. It is now possible to see if change has occurred in the last three years.

At present, the study focuses on race and ethnicity, social class, gender, disability and age.<sup>31</sup> Table 4.8 shows the level of diversity amongst VCSE organisations' chairs of boards of trustees or directors.

- **Graduate chairs:** there are more graduate chairs in statistical neighbour areas (72%) than amongst statistical strangers (66%). In Yorkshire and Humber sub regions, West Yorkshire has the highest proportion of graduate chairs (76%) – but in all areas they are close to or above the national average.
- **Women chairs:** the percentage of women chairs is similar in all Yorkshire and Humber sub regions (around 40%), which is below the national or statistical neighbour averages (45% and 46% respectively).
- **Chairs with disabilities:** there is a disparity in the percentage of chairs with disabilities in Yorkshire and Humber sub regions (only 10% in Humber and North Yorkshire compared with 16% in West Yorkshire). The national average is 10 per cent.
- **Black, Asian and minority ethnic chairs:** there are widespread variations in the percentage of chairs which reflect local demographic data on ethnic diversity (in Humber and North Yorkshire there are just 4% of Black, Asian and other ethnic minority chairs compared with 16 per cent in West Yorkshire).
- **Retired chairs:** the percentage of retired chairs is similar across all areas – although there are slightly fewer in statistical neighbour areas (57%) than statistical stranger areas (63%).

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<sup>30</sup> See TSTS People for a discussion of the national situation, Section 4, pp. 37-46. The research and policy literature on equality, diversity and inclusion was reviewed in more depth in *Diversity and inclusion in organisational leadership: evidence from Third Sector Trends 2020* which is available here: [THIRD-SECTOR-TRENDS-BRIEFING-DIVERSITY-AND-INCLUSION-IN-ORGANISATION.pdf \(communityfoundation.org.uk\)](https://www.communityfoundation.org.uk/THIRD-SECTOR-TRENDS-BRIEFING-DIVERSITY-AND-INCLUSION-IN-ORGANISATION.pdf)

<sup>31</sup> In 2019 questions were also piloted on sexuality and faith, but the willingness of people to respond was limited which means that there would be too few data available to undertake convincing analysis. A small number of respondents to the 2022 survey commented that we had not taken a broader view on gender by using a simplistic male/female categorisation. No comments were received on the issue of faith-based discrimination in leadership. In relation to race and ethnicity, a small number of negative comments were received from respondents who believed that the question was insufficiently specific. And a small minority were vociferous in their opposition to the question even being included.

Table 4.8 Diversity in leadership amongst chairs of boards of trustees (Third Sector Trends survey data, 2022)					
	Graduate chairs	Women chairs	Chairs with disabilities	Black, Asian and minority ethnic chairs	Retired chairs
Humber and North Yorkshire	68.6	40.7	9.6	3.6	61.5
West Yorkshire	75.7	42.2	15.5	16.0	56.5
South Yorkshire	69.2	39.7	13.4	10.9	55.2
Northumbria	71.2	52.2	12.6	5.9	57.5
Tees Valley	71.1	45.5	6.2	6.4	58.1
Greater Manchester	68.0	49.3	14.5	13.7	51.4
Liverpool City Region	67.0	50.5	14.4	7.7	52.6
West Midlands	77.2	47.7	11.8	18.7	54.5
West of England	82.9	45.7	2.6	8.8	57.3
Cambridgeshire and Peterborough	74.2	33.7	9.4	3.2	58.4
Statistical neighbours	72.0	45.9	11.7	9.1	56.9
Statistical strangers	66.4	47.0	7.2	1.8	63.0
England and Wales	70.1	44.5	9.5	8.1	59.1

Table 4.9 compares levels of diversity amongst VCSE organisations' chief officers.

- **Graduate chief officers:** there are more graduate chief officers in statistical neighbour areas (68%) than statistical stranger areas (56%). In Yorkshire and Humber sub regions, West Yorkshire has the highest proportion of graduate CEOs (77%) which is well above the national average (63%).
- **Women chief officers:** the percentage of women CEOs is near the national average (63%) in Humber and North Yorkshire (62%) and West Yorkshire (60%), but considerably lower in South Yorkshire (54%).
- **Chief officers with disabilities:** the percentage of disabled CEOs in South Yorkshire (12%) and West Yorkshire (11%) is slightly above the national average (8%) but is at the same level in Humber and North Yorkshire.
- **Black, Asian and minority ethnic chief officers:** there are variations in the percentage of Black, Asian and other ethnic minority chief officers amongst statistical neighbours (11%) and statistical strangers (4%) which reflects local demographics. In Yorkshire and Humber sub regions, differences in the proportion of Black, Asian and other ethnic minority CEOs are pronounced: 23 per cent of VCSE organisations in West Yorkshire have Black, Asian and other ethnic minority CEOs compared with 13 per cent in South Yorkshire and just 2 per cent in Humber and North Yorkshire.

<b>Table 4.9 Diversity in leadership amongst chief officers</b> (Third Sector Trends survey data, 2022)				
	<b>Graduate chief officers</b>	<b>Women chief officers</b>	<b>Chief officers with disabilities</b>	<b>Black, Asian and minority ethnic chief officers</b>
<b>Humber and North Yorkshire</b>	<b>64.6</b>	<b>62.3</b>	<b>8.0</b>	<b>2.0</b>
<b>West Yorkshire</b>	<b>76.8</b>	<b>60.3</b>	<b>11.4</b>	<b>23.3</b>
<b>South Yorkshire</b>	<b>65.8</b>	<b>54.1</b>	<b>11.6</b>	<b>13.0</b>
Northumbria	65.2	59.3	7.6	5.2
Tees Valley	70.9	64.3	13.7	7.8
Greater Manchester	59.6	59.8	19.5	14.9
Liverpool City Region	60.9	68.8	9.5	12.9
West Midlands	73.8	64.1	11.7	19.2
West of England	85.7	74.5	12.8	6.3
Cambridgeshire and Peterborough	55.6	48.8	7.0	2.3
<b>Statistical neighbours</b>	<b>67.7</b>	<b>61.2</b>	<b>10.5</b>	<b>10.5</b>
<b>Statistical strangers</b>	<b>55.7</b>	<b>61.1</b>	<b>7.4</b>	<b>3.6</b>
<b>England and Wales</b>	<b>62.7</b>	<b>61.5</b>	<b>7.9</b>	<b>9.7</b>

There has been limited progress in widening diversity between 2019 and 2022. Figures 4.2(a) and 4.2(b) refer to the North of England.<sup>32</sup> The percentage of chairs who are graduates (which is a relatively crude proxy indicator of social class or status) has risen from 64 per cent in 2019 to 70 per cent in 2022 – which may indicate a dampening of opportunity for non-graduates.

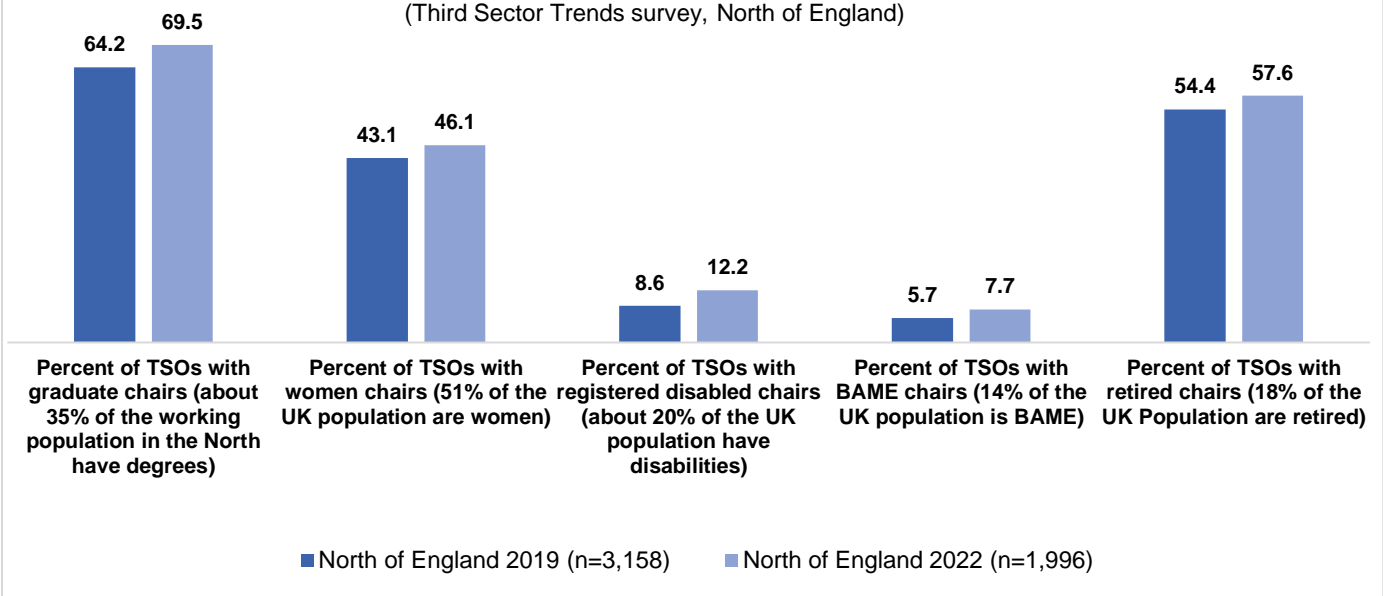
There are also signs of improvement in leadership diversity since 2019. The percentage of women chairs has increased from 43 to 46 per cent. Chairs with disabilities have increased from 9 to 12 per cent. Black, Asian and other minority ethnic chairs have risen from 6 to 8 per cent. The percentage of retired chairs has also risen slightly from 54 to 58 per cent.

<sup>32</sup> There are insufficient data in individual areas to make these comparisons accurately. This is an abridged version of analysis from Section 4.3, pp. 41-46 in Chapman, T. (2022) *Third Sector Trends in England and Wales 2022: employees, volunteers, diversity and investment in people*, Newcastle upon Tyne: Community Foundation Tyne & Wear and Northumberland.



Figure 4.2(a) **Percentage of chairs by personal or biographical characteristics 2019 - 2022**

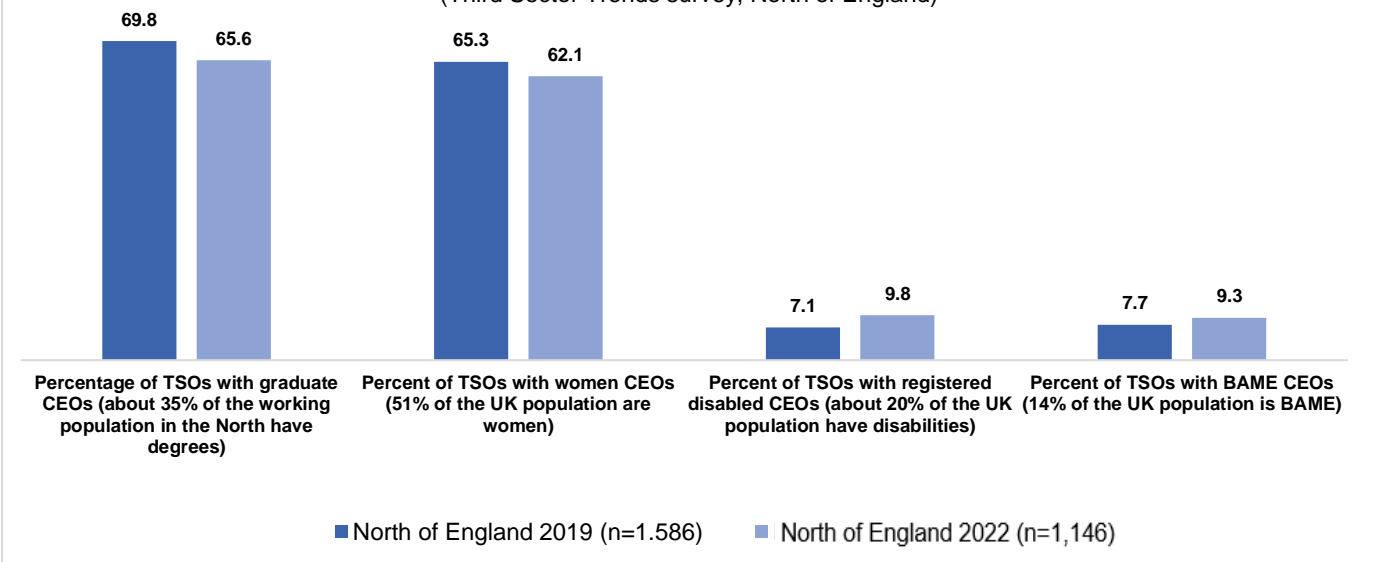
(Third Sector Trends survey, North of England)



As Figure 4.2(b) shows, the percentage of graduate chief officers has fallen from 70 to 66 per cent as have women chief officers from 65 to 62 per cent. The percentage of chief officers with disabilities has risen from 7 to 10 per cent while the proportion of Black, Asian and other ethnic minority group chief officers has risen slightly from 8 to 9 per cent.

Figure 4.2(b) **Percentage of chief officers by personal or biographical characteristics 2019-2022**

(Third Sector Trends survey, North of England)



The above analysis on ethnic diversity in leadership needs to be set in context of VCSE sector focus on issues surrounding ethnicity. Figure 4.3 shows that the percentage of VCSE organisations which serve people of a particular ethnic or racial origin is highest in those areas where there is a larger ethnic minority population (see also Table 2.2 on population characteristics in statistical neighbour/stranger areas).

As shown in Figure 4.4, Black, Asian and other minority ethnic chairs are four times as likely to lead a VCSE organisation which addresses concerns of people of a particular ethnic or racial origin than VCSE organisations in general: amongst CEOs, the ratio is over three to one.

Figure 4.3 Percent of VCSE organisations which serve people of a particular ethnic or racial origin.

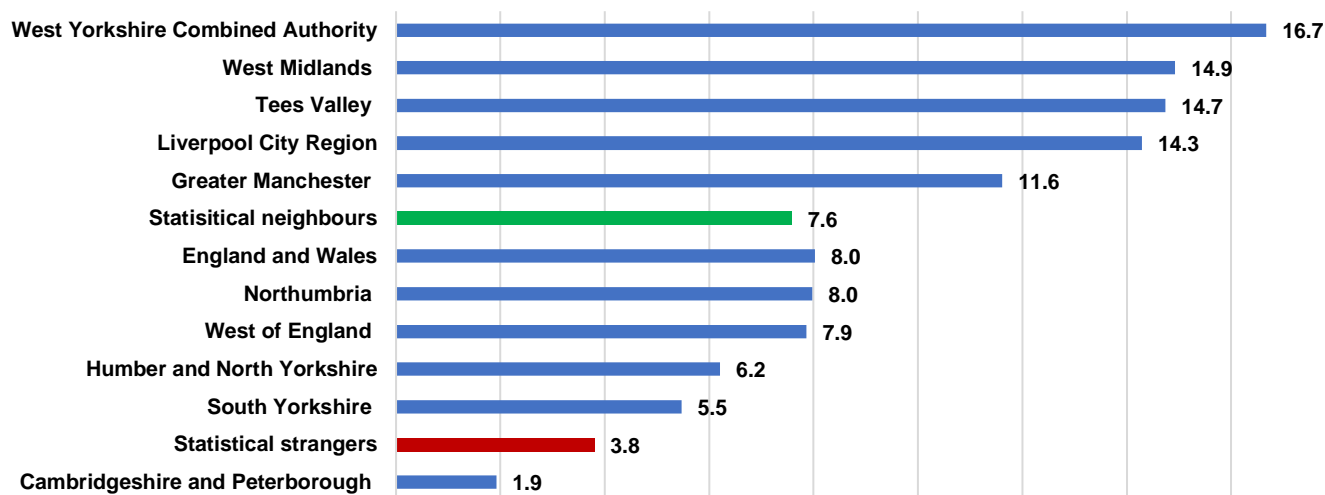
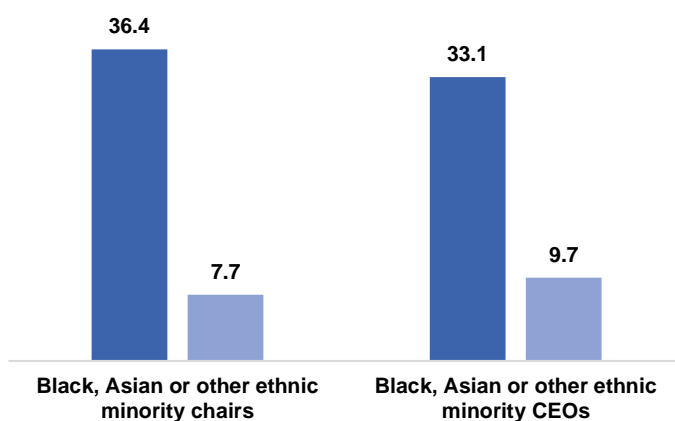


Figure 4.4 Percentage of Black, Asian and other ethnic minority chairs and CEOs in all VCSE organisations and those which are focused on the interests of people of a particular ethnic or racial origin

(Third Sector Trends survey 2022, England and Wales)



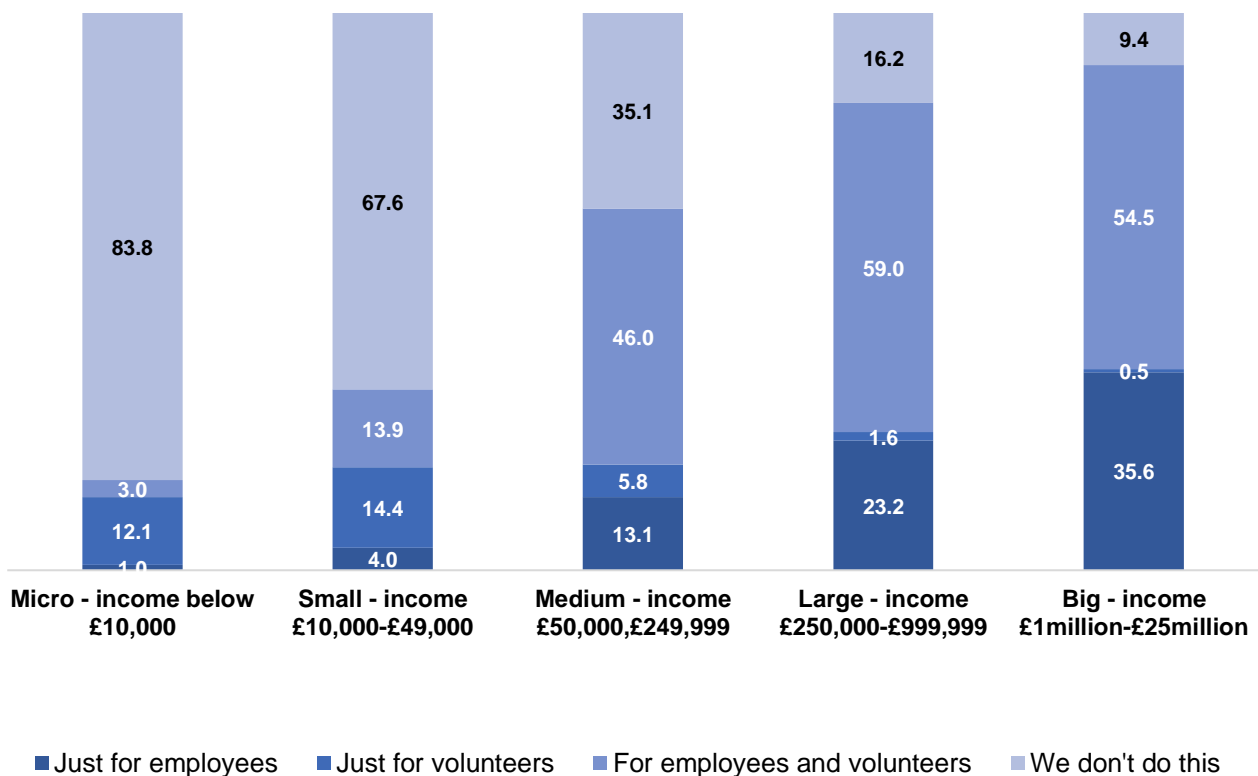
- Leading organisations which focus on the interests of people of a particular ethnic or racial origin (n=448)
- All VCSE organisations (n=5,854)

## 4.4 Investment in people

The energy that VCSE sector organisations can employ to achieve their objectives is dependent upon the enthusiasm, skill and commitment of volunteers and employees. While pay is probably the most crucial factor, retention problems may be alleviated when VCSE organisations make it a priority to look after their employed staff and volunteers. This section scrutinises organisational investment in their people and assesses the impact that investment may have for organisational wellbeing.

At a national level, relatively few VCSE organisations have training budgets – just over a third offer training to staff and the same percentage to volunteers.<sup>33</sup> But the proportion rises substantially by size of organisation. As Figure 4.5 shows, only 16 per cent of micro organisations hold a training budget compared with 91 per cent of the biggest VCSE organisations.

Figure 4.5 **Percentage of TSOs with dedicated training budget by size**  
(England and Wales 2022 n=5,926)



The levels of training provision for staff and volunteers are presented in Table 4.10. Given that there are more larger organisations in statistical neighbour areas, it is not surprising to see that investment in training (53%) is higher than in statistical stranger areas (43%). This may also explain why fewer organisations have training budgets in Humber and North Yorkshire (50%) than in West Yorkshire (54%) and South Yorkshire (54%).

<sup>33</sup> Third Sector Trends in England and Wales: employees, volunteers, diversity and investment in people. Section 5, pp.46-56. <https://www.communityfoundation.org.uk/wp-content/uploads/2022/12/Third-Sector-Trends-in-England-and-Wales-2022-employees-volunteers-diversity-and-investment-in-people-December-2022.pdf>

<b>Table 4.10 Provision of training budgets for employees and volunteers</b> (Third Sector Trends survey data, 2022)					
	<b>Just for employees</b>	<b>Just for volunteers</b>	<b>For employees and volunteers</b>	<b>We don't do this</b>	<b>N=</b>
<b>Humber and North Yorkshire</b>	<b>9.2</b>	<b>11.6</b>	<b>29.0</b>	<b>50.2</b>	<b>303</b>
<b>West Yorkshire</b>	<b>11.5</b>	<b>4.8</b>	<b>38.3</b>	<b>45.5</b>	<b>209</b>
<b>South Yorkshire</b>	<b>13.4</b>	<b>10.2</b>	<b>30.7</b>	<b>45.7</b>	<b>127</b>
Northumbria	10.3	8.3	32.1	49.3	507
Tees Valley	7.5	9.7	33.3	49.5	93
Greater Manchester	7.8	13.7	35.9	42.5	153
Liverpool City Region	10.5	6.3	41.1	42.1	95
West Midlands	12.1	12.1	34.2	41.7	199
West of England	12.4	7.9	29.2	50.6	89
Cambridgeshire and Peterborough	16.8	6.9	9.9	66.3	101
<b>Statistical neighbours</b>	<b>10.4</b>	<b>9.4</b>	<b>33.2</b>	<b>47.0</b>	<b>1,573</b>
<b>Statistical strangers</b>	<b>8.0</b>	<b>9.3</b>	<b>25.7</b>	<b>57.1</b>	<b>778</b>
<b>England and Wales</b>	<b>9.7</b>	<b>9.2</b>	<b>26.4</b>	<b>54.7</b>	<b>5,934</b>

Many organisations offer employees and volunteers opportunities for flexible working. But as this is the first time Third Sector Trends has asked this question, it is not possible to determine whether such opportunities have increased since the pandemic – this will be explored in the 2025 survey. Provision of flexible working practices is widespread in statistical neighbour areas (67%) compared with statistical stranger areas (57%). Provision is more common in West Yorkshire (70%) and South Yorkshire (67%) than in Humber and North Yorkshire (64%, which is due to the larger proportion of smaller organisations in the area).

<b>Table 4.11 Provision of flexible working arrangements for employees and volunteers</b> (Third Sector Trends survey data, 2022)					
	<b>Just for employees</b>	<b>Just for volunteers</b>	<b>For employees and volunteers</b>	<b>We don't do this</b>	<b>N=</b>
<b>Humber and North Yorkshire</b>	<b>13.4</b>	<b>17.7</b>	<b>32.5</b>	<b>36.4</b>	<b>305</b>
<b>West Yorkshire</b>	<b>13.3</b>	<b>11.0</b>	<b>45.7</b>	<b>30.0</b>	<b>210</b>
<b>South Yorkshire</b>	<b>15.2</b>	<b>15.2</b>	<b>36.8</b>	<b>32.8</b>	<b>125</b>
Northumbria	10.4	13.7	41.0	34.9	510
Tees Valley	11.1	13.3	43.3	32.2	90
Greater Manchester	8.5	19.6	40.5	31.4	153
Liverpool City Region	14.6	15.6	42.7	27.1	96
West Midlands	15.2	14.6	41.4	28.8	198
West of England	16.9	13.5	33.7	36.0	89
Cambridgeshire and Peterborough	10.7	18.4	17.5	53.4	103
<b>Statistical neighbours</b>	<b>12.6</b>	<b>14.9</b>	<b>39.6</b>	<b>32.9</b>	<b>1,574</b>
<b>Statistical strangers</b>	<b>8.1</b>	<b>17.1</b>	<b>31.6</b>	<b>43.2</b>	<b>776</b>
<b>England and Wales</b>	<b>10.7</b>	<b>15.5</b>	<b>34.0</b>	<b>39.8</b>	<b>5,934</b>

Levels of investment in staff development vary considerably: 62 per cent of statistical neighbours do so, compared with 46 per cent of statistical strangers (Table 4.12). In Yorkshire and Humber sub-regions, investment in staff and volunteer personal development is generally quite high – but is lowest in Humber and North Yorkshire where there are fewer large organisations (57%).

<b>Table 4.12 Provision of personal development opportunities for employees and volunteers</b> (Third Sector Trends survey data, 2022)					
	<b>Just for employees</b>	<b>Just for volunteers</b>	<b>For employees and volunteers</b>	<b>We don't do this</b>	<b>N=</b>
<b>Humber and North Yorkshire</b>	<b>11.9</b>	<b>13.9</b>	<b>31.0</b>	<b>43.2</b>	<b>303</b>
<b>West Yorkshire</b>	<b>13.3</b>	<b>11.0</b>	<b>42.4</b>	<b>33.3</b>	<b>210</b>
<b>South Yorkshire</b>	<b>18.3</b>	<b>12.7</b>	<b>32.5</b>	<b>36.5</b>	<b>126</b>
Northumbria	10.1	10.3	40.1	39.5	506
Tees Valley	12.4	12.4	39.3	36.0	89
Greater Manchester	9.8	17.6	37.9	34.6	153
Liverpool City Region	13.5	14.6	43.8	28.1	96
West Midlands	14.9	16.4	36.8	31.8	201
West of England	11.2	7.9	28.1	52.8	89
Cambridgeshire and Peterborough	17.8	9.9	11.9	60.4	101
<b>Statistical neighbours</b>	<b>12.2</b>	<b>12.7</b>	<b>37.3</b>	<b>37.8</b>	<b>1,571</b>
<b>Statistical strangers</b>	<b>7.6</b>	<b>11.2</b>	<b>27.5</b>	<b>53.7</b>	<b>777</b>
<b>England and Wales</b>	<b>10.8</b>	<b>12.2</b>	<b>30.5</b>	<b>46.8</b>	<b>5,934</b>

## Section 5

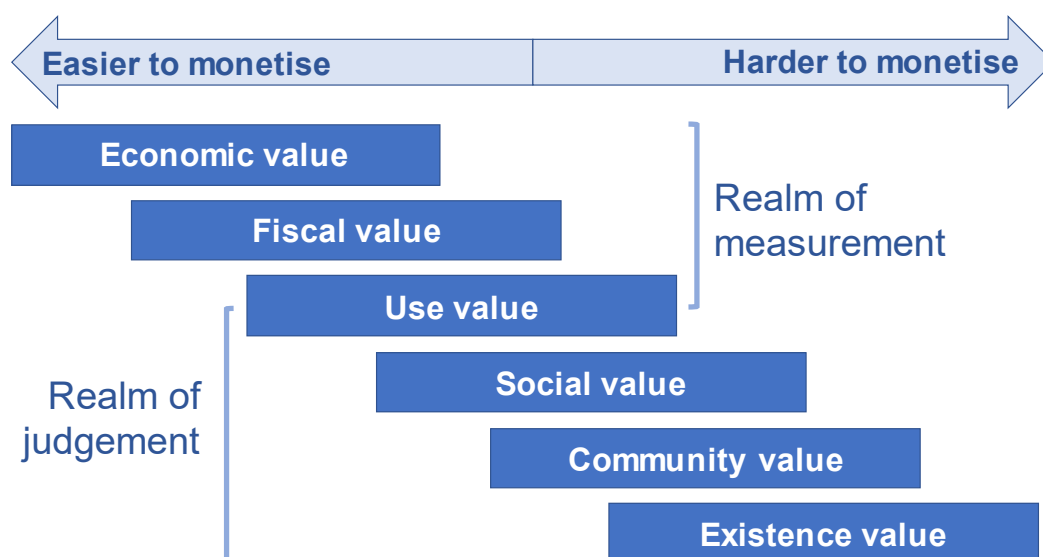
# Sector energy, purpose and impact

### 5.1 Defining sector energy

In a recent study undertaken in Yorkshire and Humber, a new methodology was developed to assess the energy which the VCSE sector has at its disposal to achieve social, environmental or economic benefit.<sup>34</sup> The approach involves the use of data on sector expenditure, the proxy financial value produced by regular volunteers, the value of in-kind support provided to the VCSE sector and the income produced from trading free goods in charity shops. These data are calculated at local authority level and then aggregated to estimate the financial value of the energy the VCSE sector has at its disposal in sub-regions.<sup>35</sup>

With good estimates of sector energy, it is possible to produce financial values for both 'tangible' and 'intangible' aspects of social, environmental and economic benefit (see Figure 5.1 together with brief definitions of categories of value in Box 5.1).

Figure 5.1 **Realms of measurement and informed judgement**



<sup>34</sup> The methodology is complex and cannot be summarised here. For a full explanation, see: Chapman, T. (2021) *The structure, dynamics and impact of the voluntary, community and social enterprise sector: a study of West Yorkshire Combined Authority, West Yorkshire & Harrogate Health and Care Partnership and Humber Coast and Vale Health and Care Partnership areas*, Durham: Policy&Practice. <https://www.researchgate.net/publication/354544242> The structure dynamics and impact of the voluntary community and social enterprise sector a study of West Yorkshire Combined Authority West Yorkshire Harrogate Health and Care Partnership and Humber C

<sup>35</sup> The approach taken to analysis was adjusted in 2022 to take account of national variations in sector structure and energy and a more comprehensive national study of registered organisations. In the previous study, for example, the number of non-Charity Commission Companies Limited by Guarantees were estimated – while in 2022 they were collated from Companies House data. The number of unregistered faith organisation due to Charity Commission exemptions still had to be estimated on the basis of 2022 survey evidence. This means that previous findings cannot be compared directly with the present study in Yorkshire and Humber. The revised methodology used for the national study was devised to ensure that national comparisons were equitable. The revised register counts still rely on estimates as described above, but are considered to be more reliable than the 2021 estimates.

## Box 5.1 Defining tangible and intangible value<sup>36</sup>

### Tangible values

**Economic value:** not all VCSE sector expenditure will remain in the local economy, for example, a proportion of organisational spending and employee wages will be assigned to mortgage payments or purchases of services and products from outside of the area. Some multiplier effect calculations use several rounds of impact assessment, where it is assumed that when money is spent in one company, that company will in turn spend this money again, and so on. That is avoided in this study because it cannot be known what proportion of that money is retained by VCSE sector organisations (and it is not appropriate for the sector to take credit for multiplier effects produced by other sectors). On balance, it is estimated that about 55%-75% of sector expenditure will be retained and recirculated in the area.

**Fiscal value:** it is not possible to gain a clear picture on the fiscal value of the contribution of the VCSE sector at present as there are no generalised datasets available from public sector bodies on cost savings at national or local level. There have been useful studies on fiscal benefits in, for example, reduction in usage of police, health and social services resources because of the activities of local VCSE organisations. Defining, in precise terms, the origin of such benefit is difficult because the value of sector activity accumulates from the actions of many types of VCSE organisations which are involved in a wide array of activities that directly or indirectly benefit public sector bodies. For example, in the field of health care, contributions have been identified from VCSE organisations which engage in sporting, recreational, artistic and cultural activities. On balance, it is estimated that at least an additional 45-65% of the value of VCSE sector energy can be set against direct fiscal savings to the state through the processes of prevention, replacement, additionality or deflection from public service use.

**Use value:** multiplier effects of use values cannot easily be calculated on a case-by-case basis, let alone at sector level. But this does not mean that such value does not exist. For example, the recipients of VCSE organisations' support to tackle financial insecurity can bring immediate benefit (such as access to loans from credit unions, groceries from food banks; mentoring, employability support and borrowing clothes to attend job interviews; support to recover from illness or personal setbacks which facilitate a return to employment, and so on). While the immediate use value of VCSE sector services can be considerable, it would be unrealistic to argue that the full cost of producing use values can be translated into economic multipliers. It is known, for example, that employability support programmes have mixed levels of success for a multitude of reasons. Similarly, support to tackle issues such as drug or alcohol use *can* help produce attitudinal and behavioural change - but not always – and especially so when beneficiaries face a range of other insidious or unpredictable pressures. On balance, it is estimated that use values translate into an additional 25-45% of sector energy value into economic value.

### Intangible values

The old saying, that someone 'knows the price of everything but the value of nothing' is pertinent in the context of this discussion. It is not possible to put a price on everything. But just because the value of some things is intangible does not mean that this form of value should be discounted from the analysis. There is a wealth of good qualitative research evidence available to demonstrate how intangible aspects of benefit are highly valued. One example is provided from a series of case studies undertaken by the author as part of a separate study.<sup>37</sup> The case study centred on a volunteer-led and run library in an isolated former industrial village. The library had come under community ownership due to an asset transfer from the local authority.

<sup>36</sup> A much longer discussion of the definition of tangible and intangible values can be found in the original analytical report for Humber, Coast and Vale and West Yorkshire in 2022 and can be located here: <https://www.stchads.ac.uk/research/research-news/the-difference-the-third-sector-makes/>

<sup>37</sup> Chapman, T. (2019) *The social process of supporting small charities: an evaluation of the Lloyds Bank Foundation Grow pilot programme*, London: Lloyds Bank Foundation: <https://www.lloydsbankfoundation.org.uk/we-influence/our-research/developing-the-sector>

When attempting to determine the economic value of the library a series of measures were contemplated such as the financial costs associated with each book loan. The results were not promising because on an annual basis few loans were made, meaning that the pro-rata cost when set against the expense of running the library was high. A second attempt at valuing the library on an economic basis considered the income brought in from the small kitchen/café and from renting space for small community clubs and societies. Again, the cost benefit appraisal did not produce promising results because, by strict economic measures, the library was 'losing' money.

Even from a volunteer point of view, the library produced mixed results in impact terms. Trustees, who were also active volunteers at the library, found that their responsibilities (of running the library, applying for grants, liaising with the local council library service, etc.) were onerous and there was limited scope to escape from these responsibilities as succession plans to relieve trustees of their responsibilities had come to nothing.

And yet, the library produced a great deal of intangible value for local individuals and the community in general. Substantive **social value** arose, for example, from its use by a group of secondary school children who, after getting off the school bus each evening, used the kitchen and library as a place to socialise and do their homework before parents arrived to pick them up later in the afternoon. The children benefitted because they had a place to go with friends, their parents were happy that they were safe and under quiet supervision, and neighbours and older relatives were relieved of the pressure of looking out for them.

From a **community value** perspective, the library was quite literally 'the only place in town' for people to arrange to congregate in clubs and societies, or to drop in to read, drink coffee or have a chat. The kitchen/café was free to use because it was uneconomic to run as a social enterprise – though there were items that people could buy if they chose such as biscuits, sweets or crisps. It was also a place where people could volunteer and keep themselves busy, socially connected and intellectually stimulated.

Arguably, the library's **existence value** was as important as its more direct social and community value. Most people in the former industrial village did not use it, many probably never would, but they knew it was there and could value the fact that help may be at hand if ever they or their families or neighbours needed to use its services. At the most fundamental level, it was a visible symbol that the village was associated with civil society rather than just being a collection of private households.

This case study provides just one example of how intangible forms of value make a difference. In the study from which the example was drawn, there were 14 detailed case studies in spatially isolated and economically challenged communities: each made its contribution in entirely different ways.

Table 5.1 presents estimated financial values for sector energy expended in Yorkshire and Humber and sub-regions. This includes sector expenditure, proxy replacement values for volunteers, in-kind support and self-generated sources of income from sale of free goods (as in, for example, charity shops - all other trading is tied into expenditure calculations).

Estimates of whole sector economic value, tangible added value (economic, fiscal and use values) together with intangible value are shown in Table 5.2. Comparisons between areas are simplified in Table 5.3 where the value of the sector is presented per thousand resident population.



Table 5.1 Estimates of sector energy in Yorkshire and Humber

	VCSE sector financial expenditure - (£millions)	Proxy-replacement value of volunteer time in each area (£millions)	Proxy value of additional in-kind support in each area (£millions)	Proxy value of additional sources of self-generated income from free goods in each area (£millions) <sup>38</sup>	Total financial value of sector energy expended by the VCSE sector in each area (£millions)
Humber and North Yorkshire	782.6	122.4	61.8	9.9	976.7
West Yorkshire	1,208.6	126.3	58.8	9.4	1,403.1
South Yorkshire	600.9	63.0	29.5	4.7	698.1
Yorkshire and Humber	2,592.0	311.7	150.1	24.0	3,077.8

Table 5.2 Estimated 'tangible' and 'intangible' added value produced by the VCSE sector

	Humber and North Yorkshire (£millions)	West Yorkshire (£millions)	South Yorkshire (£millions)	Yorkshire and Humber (£millions)
Total financial value of sector energy expended by the VCSE sector in each area	976.6	1,403.0	698.0	3,077.6
<i>Economic tangible added value</i>	634.8	912.0	453.7	2000.4
<i>Fiscal tangible added value</i>	537.1	771.7	383.9	1692.7
<i>Tangible use value</i>	341.8	491.1	244.3	1077.2
Total contribution of tangible value	1,513.7	2,174.7	1,081.9	4,770.3
Estimated social, community and existence intangible added value	976.6	1,403.0	698.0	3,077.6
<b>Total value of sector</b>	<b>3,466.93</b>	<b>4,980.65</b>	<b>2,477.90</b>	<b>10,925.5</b>

Table 5.3 Comparison of sector value by population.

	Population	Total financial value of sector (£millions)	Value per 1,000 population (£millions)
Humber and North Yorkshire	1,766,061	3,467	1.96
West Yorkshire	2,345,235	4,981	2.12
South Yorkshire	1,415,054	2,478	1.75
<b>Yorkshire and Humber</b>	<b>5,526,350</b>	<b>10,926</b>	<b>1.98</b>

<sup>38</sup> The approach to calculating the proxy value of in-kind support was substantially reviewed in the 2022 study and values are considerably higher than in the 2021 Yorkshire and Humber study. See Third Sector Trends in England and Wales: sector structure, purpose, energy and impact: <https://www.communityfoundation.org.uk/wp-content/uploads/2022/11/Third-Sector-Trends-in-England-and-Wales-2022-structure-purpose-energy-and-impact-November-2022.pdf>

## 5.2 Distribution of sector energy by purpose

The previous section compared sector energy and added value produced in Yorkshire and Humber sub-regions. This section breaks new ground by exploring how sector energy and impact is distributed according to the social purpose. As shown in Figures 5.4 and 5.5 there is enormous complexity in the way the VCSE sector works due to cross-overs and overlaps in activity.

Making sense of the impact of the work of the VCSE sector is challenging at national, regional and local level because it will never be possible to ‘nail down’ who does what, where and how precisely. Instead, it must be accepted that attribution of impact will always be shared. No single organisations can achieve everything on its own – and more often than not – they achieve more by working alongside other organisations in the VCSE sector, public sector and private sector in complementary ways,

Only rarely do VCSE organisations claim to commit to achieving impact in just one way or working exclusively for a distinct group of beneficiaries. Instead, they recognise that their work contributes to beneficiaries in direct, complementary or tangential ways. To demonstrate this, Figure 5.2 shows how clusters of impact have been assembled from individual categories of impact. These have been cross-tabulated to find out how many cross-overs exist in organisational practices.

**Figure 5.2 Construction of four key areas of social impact**

<b>Personal health</b>	<b>Personal and social wellbeing</b>	<b>Financial security</b>	<b>Community wellbeing</b>
We improve health and wellbeing	We give people confidence to manage their lives	We increase employability	We enhance the cultural and artistic life of the community
Support health and fitness	We reduce social isolation	We improve people's access to basic services	We increase people's pride in their community
		We tackle the consequences of poverty	We promote community cohesion
			We empower people in the community
			We improve the local environment

Table 5.4 Percentage of organisations which feel they make a strong impact in their area

	We improve health and wellbeing	We reduce social isolation	We encourage physical activity and improve people's fitness	We increase employability	We tackle the consequences of poverty	We improve people's access to basic services	We enhance the cultural and artistic life of the community	We improve the local environment	We promote community cohesion	We empower people in the community	We increase people's pride in their community	We give people confidence to manage their lives
<b>Humber and North Yorkshire</b>	<b>29.0</b>	<b>31.2</b>	<b>15.4</b>	<b>8.2</b>	<b>8.7</b>	<b>15.8</b>	<b>17.9</b>	<b>10.2</b>	<b>22.5</b>	<b>21.4</b>	<b>20.6</b>	<b>27.1</b>
<b>West Yorkshire</b>	<b>33.0</b>	<b>28.6</b>	<b>18.8</b>	<b>8.3</b>	<b>13.6</b>	<b>20.3</b>	<b>15.3</b>	<b>7.7</b>	<b>21.0</b>	<b>30.5</b>	<b>15.5</b>	<b>37.1</b>
<b>South Yorkshire</b>	<b>28.8</b>	<b>30.3</b>	<b>17.5</b>	<b>13.4</b>	<b>11.4</b>	<b>14.3</b>	<b>11.9</b>	<b>15.8</b>	<b>23.5</b>	<b>28.7</b>	<b>22.6</b>	<b>28.4</b>
Northumbria	32.1	32.2	16.6	10.9	13.8	14.9	18.5	10.0	22.7	27.7	19.5	30.0
Tees Valley	34.8	31.9	11.9	8.8	17.7	22.4	15.5	3.6	27.1	23.2	18.1	29.4
Greater Manchester	31.4	28.4	13.6	12.9	17.3	15.1	17.0	14.2	25.9	23.6	20.7	28.2
Liverpool City Region	43.3	41.5	14.3	17.2	23.0	25.3	14.8	10.5	29.5	34.8	25.6	39.6
West Midlands	35.2	34.0	12.4	9.3	14.8	21.7	11.4	11.1	23.9	28.8	17.9	34.4
West of England	30.2	25.9	10.7	8.8	10.1	9.1	16.9	8.8	19.8	22.2	11.1	20.5
Cambridgeshire and Peterborough	15.8	15.0	6.7	3.4	9.1	6.9	15.5	5.5	12.9	7.9	10.9	9.1
<b>Statistical neighbours</b>	<b>31.6</b>	<b>30.6</b>	<b>14.9</b>	<b>10.1</b>	<b>13.4</b>	<b>16.6</b>	<b>16.1</b>	<b>10.0</b>	<b>22.8</b>	<b>25.7</b>	<b>18.7</b>	<b>29.5</b>
<b>Statistical strangers</b>	<b>24.0</b>	<b>22.4</b>	<b>10.8</b>	<b>4.2</b>	<b>7.7</b>	<b>10.0</b>	<b>17.6</b>	<b>10.2</b>	<b>17.0</b>	<b>14.6</b>	<b>13.9</b>	<b>18.9</b>
<b>England and Wales</b>	<b>27.1</b>	<b>25.5</b>	<b>13.7</b>	<b>8.1</b>	<b>11.6</b>	<b>13.1</b>	<b>16.8</b>	<b>10.0</b>	<b>19.7</b>	<b>20.4</b>	<b>15.9</b>	<b>24.8</b>

Table 5.5 Percentage of organisations which serve discrete beneficiary groups in their area															
	People in general	Children and young people	Older people	People with physical disabilities	People with physical health conditions	People with mental health conditions	People with learning disabilities	People of a particular ethnic or racial origin	People with homelessness and housing issues	Carers	Unemployed/workless people	People with concerns about gender and sexuality	People in rural areas	People in disadvantaged urban areas	People or households living in poverty
Humber and North Yorkshire	57.2	38.2	39.9	24.8	23.2	29.7	21.2	6.2	9.5	12.1	13.4	5.2	24.8	15.7	17.6
West Yorkshire	44.8	40.0	31.0	23.8	28.6	32.4	21.9	16.7	12.4	12.9	22.9	7.6	4.8	26.7	25.7
South Yorkshire	56.3	44.5	32.0	18.8	18.8	24.2	21.9	5.5	7.0	12.5	14.1	3.1	11.7	30.5	17.2
Northumbria	52.7	46.3	37.7	22.0	22.8	30.4	22.0	8.0	8.0	13.2	17.1	6.6	16.5	23.0	23.2
Tees Valley	60.0	40.0	37.9	28.4	26.3	37.9	23.2	14.7	17.9	20.0	21.1	10.5	17.9	25.3	25.3
Greater Manchester	51.6	38.7	39.4	25.8	27.1	31.6	23.9	11.6	14.8	13.5	18.7	5.8	1.9	23.2	22.6
Liverpool City Region	51.0	40.8	36.7	27.6	31.6	38.8	27.6	14.3	13.3	16.3	25.5	7.1	3.1	28.6	29.6
West Midlands	47.8	40.8	27.4	20.4	21.4	28.9	18.4	14.9	12.9	12.9	17.4	5.5	5.5	26.9	26.9
West of England	56.2	48.3	28.1	18.0	18.0	25.8	16.9	7.9	3.4	7.9	12.4	6.7	9.0	22.5	21.3
Cambridgeshire and Peterborough	51.9	34.6	26.9	18.3	15.4	13.5	13.5	1.9	11.5	8.7	5.8	2.9	15.4	6.7	12.5
Statistical neighbours	52.6	41.8	34.9	22.8	23.4	29.7	21.3	9.8	10.5	12.9	16.9	6.1	12.8	22.6	22.3
Statistical strangers	58.8	41.5	31.7	18.7	19.0	22.4	15.9	3.8	8.5	8.7	9.3	3.9	29.4	10.4	15.1
England and Wales	55.9	44.0	33.4	21.2	21.5	25.7	18.8	8.4	11.1	10.4	131.0	4.5	15.8	16.3	18.9

At a national level, as shown in Figure 5.3, between a fifth and third of VCSE organisations believe that they have a 'strong impact' in each of these clusters. Furthermore, many organisations commit to achieving impact in two or more clusters of social impact. Indeed, nearly 8 per cent of organisations feel that they achieve strong impact in all four areas of impact.

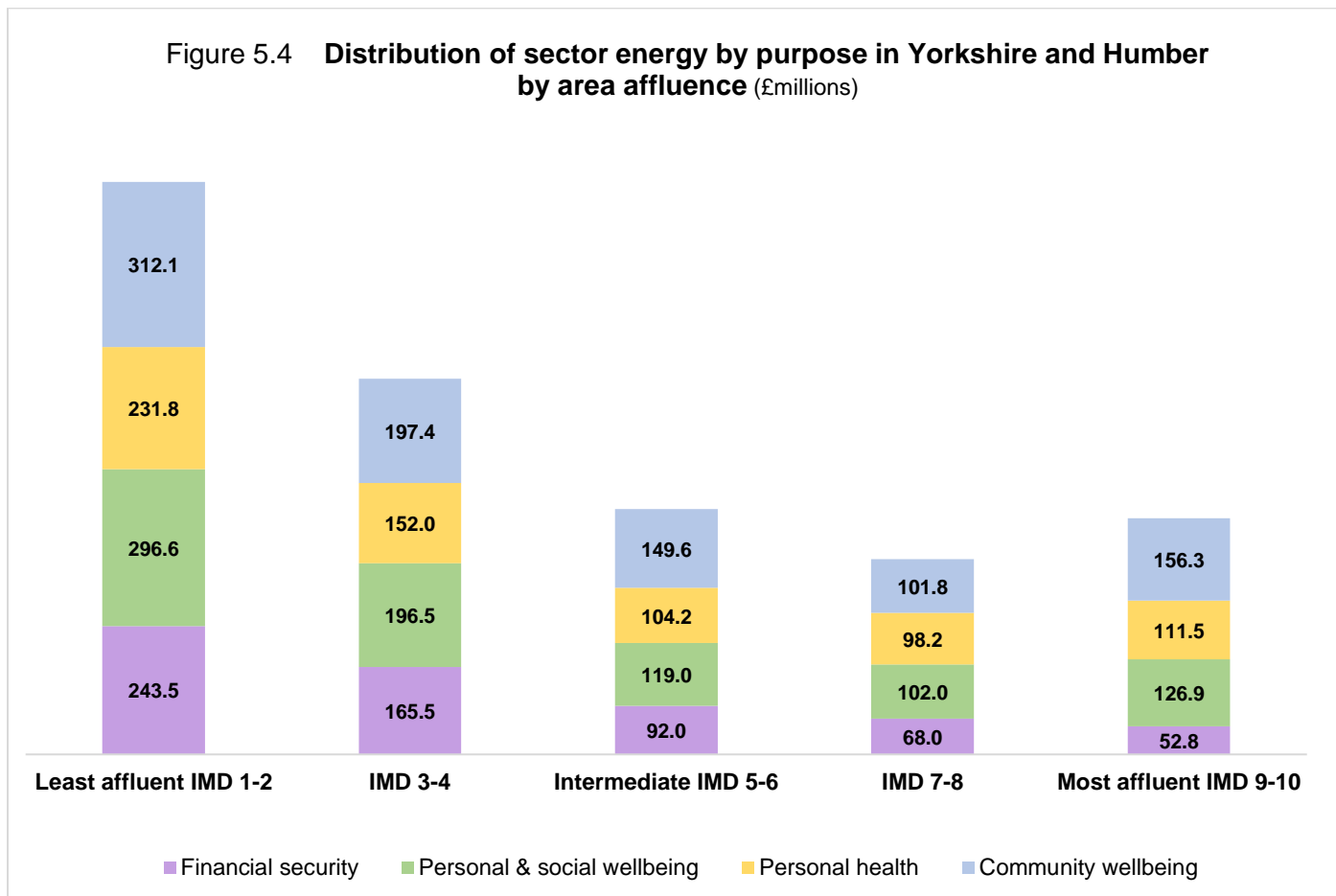
This should not be surprising. Many VCSE organisations engage in a wide range of activities which serve many purposes even if they have a particular specialism, beneficiary orientation or approach to practice. With these observations in mind, when trying to determine the whole value of the contribution of the VCSE sector – much will depend on shared, well-informed judgement – rather than nailing down the specifics of who achieved what.

In the analysis that follows, clusters of sector activity will be used to assess whether there are variations in the way that energy is expended in areas with differing characteristics.

Figure 5.3 <b>Interactions between core social impact variables</b> (Third Sector Trends 2022, England and Wales, n=6,070)	
<b>Core areas of sector impact</b>	
<b>Personal health</b> (29.6% of VCSE organisations say they make a substantive impact)	<b>Personal and social wellbeing</b> (33.3% of VCSE organisations say they make a substantive impact)
<b>Financial security</b> (20.0% of VCSE organisations say they make a substantive impact)	<b>Community wellbeing</b> (34.3% of VCSE organisations say they make a substantive impact)
<b>Two-way interactions</b>	
<b>Personal health &amp; Financial security</b> (11.4% of VCSE organisations say they make a substantive impact, n=691)	<b>Personal health &amp; Personal and social wellbeing</b> (21.7% of VCSE organisations say they make a substantive impact, n=1,319)
<b>Personal and social wellbeing &amp; Community wellbeing</b> (20.1% of VCSE organisations say they make a substantive impact, n=1,221)	<b>Community wellbeing &amp; Financial security</b> (11.9% of VCSE organisations say they make a substantive impact, n=722)
<b>Personal health &amp; Community wellbeing</b> (16.2% of VCSE organisations say they make a substantive impact, n=985)	<b>Financial security &amp; Personal and social wellbeing</b> (14.5% of VCSE organisations say they make a substantive impact, n=883)
<b>Three-way interactions</b>	
<b>Personal health, Personal and social wellbeing &amp; Financial security</b> (10.0% of VCSE organisations say they make a substantive impact, n=608)	<b>Social wellbeing, Community wellbeing &amp; Personal health</b> (13.9% of VCSE organisations say they make a substantive impact, n=843)
<b>Personal health, Financial security &amp; Community wellbeing</b> (8.0% of VCSE organisations say they make a substantive impact, n=487)	<b>Community wellbeing, Personal and social wellbeing &amp; Financial security</b> (10.3% of VCSE organisations say they make a substantive impact, n=623)
<b>Four-way interactions</b>	
<b>Personal health, Personal wellbeing, Financial security &amp; Community wellbeing</b> (7.5% of VCSE organisations say they make a substantive impact, n=455)	

### Investment of sector energy in richer or poorer areas

Figure 5.4 shows where sector energy is delivered by purpose (i.e. financial security or personal & social wellbeing) by the relative affluence of the area where VCSE organisations are based. This analysis shows that sector energy is generated and invested more intensively in less affluent areas of Yorkshire and Humber.



Data are re-presented as column percentages in Table 5.6 to show how energy is distributed by sector purpose.

- Total sector energy is invested more intensively in the four poorest deciles of the Indices of Multiple Deprivation (67%).
- Sector focus on financial security is strongest in the least affluent areas (39%) and weakest in the most affluent areas (9%).
- Investment of energy in personal and social wellbeing is much more intensive in the poorest areas (35%) than in the richest (15%).
- Sector investment in personal health is almost twice as strong in the poorest areas (33%) than in the richest areas (16%).
- Investment in community wellbeing is more intensive in poorer areas (34%) – than in the richest areas (17%).

It is worth noting that there is an uplift in the investment of sector energy in the richest areas compared with the second most affluent areas (IMD 7-8) in the domains of personal and social wellbeing, personal health and community wellbeing.

Table 5.6 How energy invested in aspects of impact is distributed by area affluence (column percentages)					
	Financial security	Personal and social wellbeing	Personal health	Community wellbeing	Yorkshire and Humber
Least affluent IMD 1-2	39.2	35.3	33.2	34.0	<b>35.4</b>
IMD 3-4	26.6	23.4	21.8	21.5	<b>23.3</b>
Intermediate IMD 5-6	14.8	14.2	14.9	16.3	<b>15.0</b>
IMD 7-8	10.9	12.1	14.1	11.1	<b>12.1</b>
Most affluent IMD 9-10	8.5	15.1	16.0	17.0	<b>14.2</b>
Total	100.0	100.0	100.0	100.0	<b>100.0</b>

Table 5.7 presents data as row percentages. This shows variations in the investment of sector energy *within* quintiles of the IMD.

In the least affluent areas (IMD 1-2) it is, perhaps, surprising to see that only a quarter of the energy is used to tackle financial security issues (such as 'increasing employability', 'improving access to services' and 'tackling the consequences of poverty') – given the critical importance of such work in more deprived communities. Instead, most of sector energy is devoted to softer outcomes.

In the most affluent areas, priorities for the investment of sector energy differs. There is a stronger emphasis on health and wellbeing and community wellbeing (such as 'enhancing the cultural and artistic life of the community') than is the case in the poorest areas. In the most affluent areas, only 14 per cent of energy is invested in financial security – and in all likelihood, much of this investment may be distributed elsewhere (such as collecting items for food banks in richer areas but distributing this in poorer areas).

Table 5.7 How energy generated to achieve aspects of impact is distributed by area affluence (row percentages)					
	Financial security	Personal and social wellbeing	Personal health	Community wellbeing	Total
Least affluent IMD 1-2	25.6	29.4	24.2	20.8	100.0
IMD 3-4	26.4	29.5	24.1	20.0	100.0
Intermediate IMD 5-6	22.8	27.9	25.7	23.6	100.0
IMD 7-8	20.8	29.5	29.9	19.8	100.0
Most affluent IMD 9-10	13.8	31.3	28.9	26.0	100.0
Yorkshire and Humber	<b>23.1</b>	<b>29.5</b>	<b>25.7</b>	<b>21.7</b>	<b>100.0</b>

An obvious weakness in the above analysis is that it fails to disentangle aspects of impact invested in *community wellbeing* in more or less affluent areas in sub-regions. This can be remedied by showing the specific foci for VCSE sector impact in richer

and poorer areas. To increase accuracy, data refer to England and Wales in Table 5.8.

The analysis shows that in the poorest areas, the VCSE sector feels that it has a much stronger impact on *community empowerment*, *community cohesion* and *pride in the community* than in the richest areas. Perhaps surprisingly, on issues surrounding the *artistic and cultural life of the community* and *improving the environment*, scores are similar – suggesting that the VCSE sector does not neglect such issues in less advantaged areas where critical needs may dominate the local agenda.

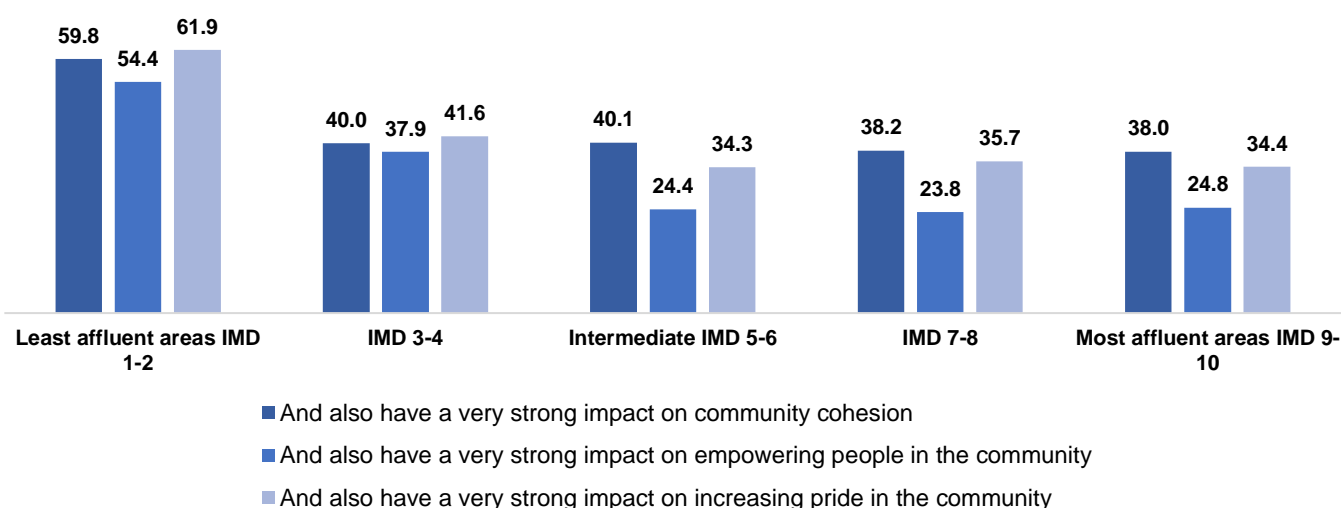
Table 5.8 Discrete aspects of strong social impact in the field of community wellbeing by area affluence (Percentage of VCSE organisations which say they achieve 'a very strong impact' England and Wales 2022)						
	Least affluent IMD 1-2 (in rank order)	IMD 3-4	Intermediate IMD 5-6	IMD 7-8	Most affluent IMD 9-10	N=
We empower people in the community	34.9	23.0	15.2	15.0	12.4	5,291
We promote community cohesion	29.1	20.0	16.3	16.2	15.7	5,364
We increase people's pride in their community	24.8	16.5	12.8	12.9	11.5	5,237
We enhance the cultural and artistic life of the community	17.6	18.5	15.8	15.5	17.3	5,323
We improve the local environment	11.3	10.2	9.4	9.2	8.9	5,177

The reality is that VCSE organisations develop environmental and artistic or cultural projects and initiatives to serve many purposes, such as community cohesion, empowerment and local pride in the community. Taking artistic and cultural activity by VCSE organisations as an example, Figure 5.5 shows that:

- Amongst VCSE organisations working in the field of the artistic and cultural life of the community, 60 per cent think that they have a strong impact on community cohesion if working in the poorest areas, compared with 38 per cent in the richest areas.
- Amongst VCSE organisations working in the field of the artistic and cultural life of the community, 54 per cent also feel that they have a strong impact on empowering people in the community if working in the poorest areas, compared with just 25 per cent in the richest areas.
- Amongst VCSE organisations working in the field of the artistic and cultural life of the community, 62 per cent also consider that they have a strong impact on local pride in the community when working in the poorest areas, compared with just 34 per cent in the richest areas.



Figure 5.5 **Additional social impact claimed by VCSE organisations which believe that they have a 'very strong impact' on the artistic and cultural life of the community**



### Who delivers the energy?

The VCSE sector is populated by organisations of different sizes, ranging from micro and small organisations (which constitute about 62% of the sector) to big organisations (with income between £1m-£25m) which account for just 5% of the sector (see Table 3.1). While there are many more micro, small and medium sized VCSE organisations – it is the larger and big organisations which command the bulk of sector energy. These differentials in sector energy are illustrated financially in Table 5.9(a) and 5.9(b).

Over three quarters (77%) of support for financial security is delivered by the largest organisations. In other aspects of social impact, smaller and medium-sized organisations, proportionally, make a more substantive contribution. For example, 17 per cent of the energy invested in community wellbeing is delivered by micro, small and medium sized organisations – much of that energy will derive from the work of volunteers.

Table 5.9(a) **Distribution of energy by area of impact and size of organisations** (row percentages)

	Micro income below £10,000	Small income £10,000- £49,000	Medium income £50,000 - £249,999	Large income £250,000- £999,999	Big income £1million - £25million	Financial value of energy invested (£millions)
Financial security	0.5	1.3	5.7	15.0	77.5	621.8
Personal & social wellbeing	1.4	2.7	9.0	17.3	69.5	841.0
Personal health	1.6	3.0	9.5	17.2	68.6	697.8
Community wellbeing	2.0	4.0	11.3	18.9	63.8	917.1
Yorkshire and Humber	1.4	2.7	8.9	17.1	69.9	3077.7

Table 5.9(b) Amount of energy generated to achieve area impact in Yorkshire and Humber (£millions)							
	Micro income below £10,000	Small income £10,000-£49,000	Medium income £50,000 - £249,999	Large income £250,000-£999,999	Big income £1million - £25million	Total value	Percent of total energy invested (column percentages)
Financial security	3.0	7.9	35.5	93.1	482.2	621.8	20.2
Personal & social wellbeing	11.9	22.6	76.0	145.5	584.9	841.0	27.3
Personal health	11.3	21.2	66.5	120.2	478.6	697.8	22.7
Community wellbeing	18.2	36.2	104.1	173.2	585.3	917.1	29.8
Yorkshire and Humber	44.4	88.0	282.2	532.0	2,131.0	3,077.7	100.0

### 5.3 Comparing VCSE sector impact by area type

It is not possible to undertake analysis in as much depth for sub-regions as provided above for the whole of Yorkshire and Humber. This is because there are too few data at sub-regional level to ensure reliability of analysis. But it is possible to examine the distribution of investment of sector energy in each of the sub-regions. Some caveats must precede the analysis.

- Firstly, at a Yorkshire and Humber-wide level of analysis it can be assumed that the majority of sector energy will be consumed within the region. For sub-regions, this is less likely to be the case as there is a good deal of cross-sub-regional working – especially, but not exclusively by the biggest organisations.
- Secondly, the boundaries between each cluster of social impact are permeable. Some of the energy invested in personal health, for example, may cross over with aspects of personal and social wellbeing support or community wellbeing.

To minimise overlaps, data are presented as ‘relative values’ instead of ‘absolute values’. This means that all overlaps are absorbed into a single sum which is equivalent to the value of the whole VCSE sector’s contribution to each of the areas of impact. And while this may level-off variations, it produces a more representative picture for comparative analysis

Figure 5.6 shows how sector energy is distributed in sub-regions. Humber and North Yorkshire is a generally more affluent sub-region, so it is not surprising to see that a smaller proportion of sector energy is devoted to issues surrounding financial security than is the case in the generally less affluent sub-region of South Yorkshire.

Sub-regional comparisons are made on the proportion of sector energy devoted to specific areas of impact (see row percentage variations in Table 5.10).

- In the generally more affluent area of Humber and North Yorkshire, only 18 per cent of sector energy is devoted to financial security compared with West Yorkshire and South Yorkshire (22% and 23% respectively).
- Enhancing personal and social wellbeing is the most intensively supported area of sector activity in Yorkshire and Humber and the energy expended is broadly consistent across areas (ranging from 28-31%).

- A higher level of commitment to personal health is made in South Yorkshire (32%) than in West Yorkshire (26%) and Humber and North Yorkshire (26%).
- Community wellbeing is best catered for in Humber and North Yorkshire (26%) compared with West Yorkshire (22%) and South Yorkshire (18%).

Figure 5.6 **Distribution of energy by area of social purpose and impact in Yorkshire and Humber sub regions** (£millions of invested energy)

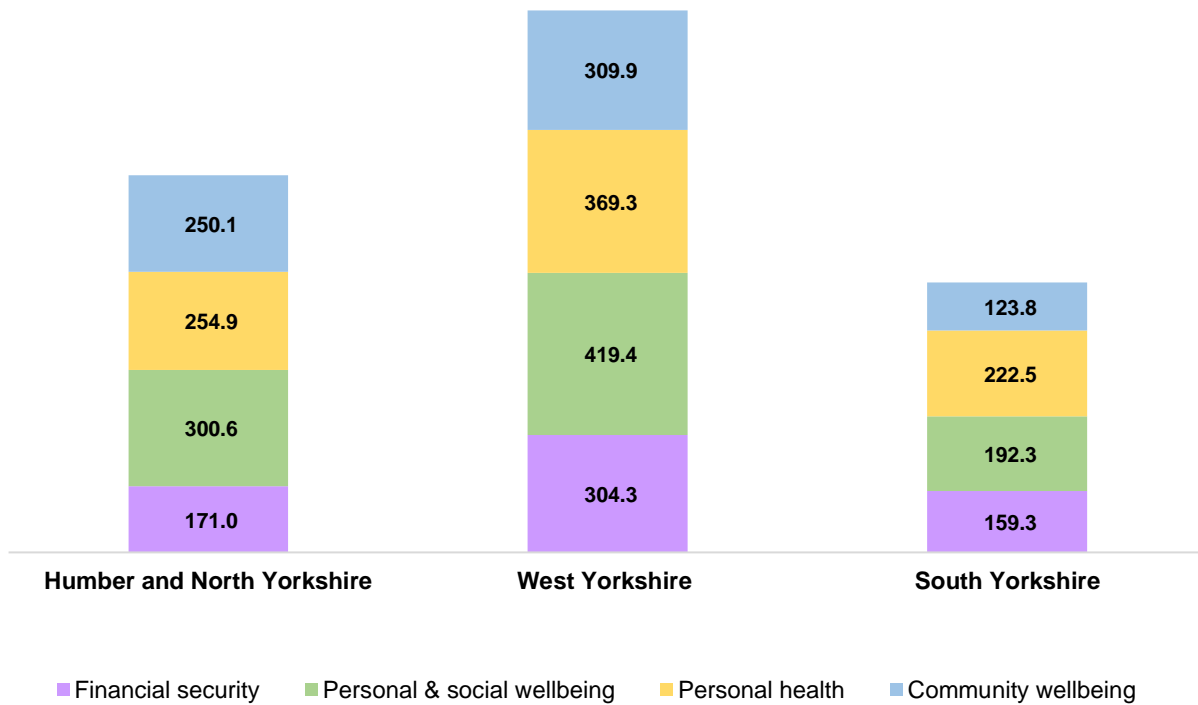


Table 5.10 **Distribution of sector energy in Yorkshire and Humber** (row percentages)

	Financial security	Personal and social wellbeing	Personal health	Community wellbeing	Total value of sector energy (£millions)
Humber and North Yorkshire	17.5	30.8	26.1	25.6	977
West Yorkshire	21.7	29.9	26.3	22.1	1,403
South Yorkshire	22.8	27.6	31.9	17.7	698
<b>Yorkshire and Humber</b>	<b>20.2</b>	<b>29.8</b>	<b>27.3</b>	<b>22.7</b>	<b>3,078</b>

The advantage of large-scale survey datasets is that it is possible to deepen understanding on what the VCSE sector feels it achieves in areas with different characteristics. This is rarely, if ever possible in local studies. Using the Third Sector Trends registered VCSE organisations dataset, good estimates on the size and structure of the sector in area types can be produced (see Table 5.11).

Table 5.11 Sector structure in area types (England and Wales 2022)						
	Micro (income below £10,000)	Small (income £10,000- £49,999)	Medium (income £50,000- £249,999)	Large (income £250,000 - £999,999)	Big (income £1m-£25m)	All VCSE organisations
Remote rural areas	51.7	27.9	14.1	4.3	2.1	7,200
Less remote rural areas	48.5	30.1	14.4	4.0	3.0	33,000
Poorest urban areas	25.3	24.2	28.7	14.6	7.2	27,400
Intermediate urban areas	28.7	25.4	26.0	12.2	7.7	59,200
Richest urban areas	34.0	31.6	23.0	7.2	4.2	63,800
Poor coastal towns	28.1	26.3	27.1	13.9	4.6	3,600
Rich coastal towns	35.2	29.3	23.4	8.6	3.5	5,600
<b>England and Wales</b>	<b>34.7</b>	<b>28.4</b>	<b>22.7</b>	<b>8.9</b>	<b>5.2</b>	<b>198,000</b>

- Rural areas are defined by level of remoteness.<sup>39</sup> VCSE sector structure is broadly similar in more or less remote rural areas. Structure varies from national averages considerably due to the much larger proportion of micro organisations and many fewer large or big organisations in rural areas.
- Area affluence in urban areas is defined using the Indices of Multiple Deprivation. The ‘poorest’ areas refer to IMD 1-2; ‘intermediate areas’ IMD 3-6; ‘richest areas’ IMD 7-10. Sector structure varies markedly. There are many more micro and small VCSE organisations in the richest areas compared with the poorest areas. Large or big organisations are more populous in poorer areas.
- Coastal towns are defined using ONS categories.<sup>40</sup> In more or less affluent coastal towns, VCSE sector structure is fairly similar – but there are more micro organisations in wealthier towns and many fewer larger or big organisations.

These variations should be borne in mind when interpreting findings on perceptions of VCSE sector impact in type of localities. When VCSE organisations’ perceptions of ‘strong impact’ in localities are compared, the analysis produces insights on variations between types of localities (Tables 12(a) and (b)).

<sup>39</sup> DEFRA/ONS/DCLG rural categories were adopted for the analysis. For further detail see: Bibby, P. and Brindley, P. (2013) *The 2011 Rural-Urban Classification For Small Area Geographies: A user guide and frequently asked questions*, London: DEFRA/ DCLG/ ONS [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/239478/RUC11user\\_guide\\_28\\_Aug.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/239478/RUC11user_guide_28_Aug.pdf). See also: Bibby, P. and Brindley, P. (2013) *Urban and rural area definitions for policy purposes in England and Wales*, London:, DEFRA/ DCLG/ ONS (v1.0)[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/239477/RUC11methodologypaperaug\\_28\\_Aug.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/239477/RUC11methodologypaperaug_28_Aug.pdf)

<sup>40</sup> ONS coastal towns analysis is available here: Prothero, R. and Sikorski, R. (2020) *Coastal towns in England and Wales*, London: ONS: <https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/articles/coastaltownsingenlandandwales/2020-10-06>. The dataset and detail on methodology can be found here: <https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/datasets/coastaltownsingenlandandwales>

### Rural areas

Variations between remote and other rural areas are quite small in some aspects of VCSE sector impact, such as: *increasing people's confidence, increasing pride in the community or engendering community cohesion*. But in other areas of activity, there are bigger variations, such as: *improving access to basic services or improving the local environment* – where impact is stronger in more remote rural areas.

### Urban areas

There are wide disparities in perceptions of impact between the richest and poorest urban areas. At least *twice* as many VCSE organisations in the poorest urban areas feel they make a strong impact on: *health and wellbeing, tackling social isolation, increasing employability, tackling poverty, increasing access to services, increasing pride in the community, improving community cohesion, empowerment and boosting people's confidence* than in the richest urban areas. Only in the fields of *improving the artistic and cultural life of the community, encouraging physical activity and people's fitness and improving the environment* are levels of impact thought to be similar across rich and poor areas.

### Coastal towns

In richer and poorer coastal towns, variations mirror those of urban areas. Variations are smaller because only two categories of deprivation or affluence are used.<sup>41</sup>

Table 5.12(a) <b>Sector impact in specific types of area</b> (England and Wales 2022, percentage of VCSE organisations stating that they make a 'very strong' impact)							
	We improve health and wellbeing	We reduce social isolation	We encourage physical activity and improve people's fitness	We increase employability	We tackle the consequences of poverty	We improve people's access to basic services	N=
Remote rural areas	16.7	19.4	11.7	2.7	3.9	10.1	281
Less remote rural areas	20.7	17.5	13.6	4.8	5.0	5.5	881
Poorest urban areas	40.1	41.3	16.0	13.4	21.9	26.8	910
Intermediate urban areas	28.0	25.9	13.0	8.7	12.5	13.0	1,512
Richest urban areas	21.3	19.1	12.8	6.3	7.6	8.2	1,621
Poor coastal towns	47.9	41.4	18.4	12.3	26.8	25.1	213
Rich coastal towns	27.1	27.0	10.2	9.7	12.0	13.1	229
<b>England and Wales</b>	<b>27.0</b>	<b>25.4</b>	<b>13.6</b>	<b>8.1</b>	<b>11.6</b>	<b>13.1</b>	<b>5,647</b>

<sup>41</sup> Technically it is possible to divide the data by three categories, but accuracy would be compromised given the size of the sample. Using ONS categories also usefully provides opportunities to compare with their own analytical reports.

Table 5.12(b) **Sector impact in specific types of area** (England and Wales 2022, percentage of VCSE organisations stating that they make a 'very strong' impact)

	We enhance the cultural and artistic life of the community	We improve the local environment	We promote community cohesion	We empower people in the community	We increase people's pride in their community	We give people confidence to manage their lives	N=
Deep rural areas	20.1	14.8	19.0	14.0	15.1	12.4	281
Less remote rural areas	15.0	10.7	18.6	11.3	13.6	12.5	881
Poorest urban areas	17.0	11.0	29.6	35.9	24.7	42.4	910
Intermediate urban areas	16.3	8.3	18.2	21.4	14.6	27.2	1,512
Richest urban areas	16.5	8.8	14.7	14.7	11.6	17.7	1,621
Poor coastal towns	21.0	12.2	28.0	32.4	25.4	45.9	213
Rich coastal towns	21.0	11.2	17.7	18.3	15.8	24.3	229
<b>England and Wales</b>	<b>16.8</b>	<b>9.8</b>	<b>19.5</b>	<b>20.3</b>	<b>15.8</b>	<b>24.7</b>	<b>5,647</b>

## Section 6

# VCSE sector financial resilience

### 6.1 Sources of income

NCVO *UK Civil Society Almanac* produces an annual digest of statistics on sector income which is based on intensive analysis of Charity Commission Register data on organisations' annual accounts. Their analysis is invaluable because detail is provided on the breakdown of sources of sector income (from, for example, public giving, the private sector, trusts and foundations and the state) and is tracked over time.<sup>42</sup>

The Third Sector Trends study does not need to replicate these data on 'actual' levels of income VCSE organisations receive from various sources.<sup>43</sup> Instead, this study looks at how income sources are 'valued' by VCSE organisations in relative terms by exploring perceptions of reliance on various income sources.

VCSE organisations are asked to state how important each source of income is to them on the following scale: 'most important', 'important', 'of some importance', 'least important' and 'not important'. This is a useful source of information, when used in the context of a longitudinal study, because it helps to track how 'perceptions' of the balance of reliance on income sources changes over time.

Table 6.1 shows the percentages of VCSE organisations stating that income sources are 'most important' or 'important' to them by their size.

- **Grants:** often it is assumed that all organisations are chasing after grants, but that is not the case. Only half of micro organisations state that grants are of substantial importance to them. The percentage rises to 80 per cent of medium and large VCSE organisations.
- **Contracts to deliver services:** such income is of minimal value to smaller organisations but rises to 83% of the biggest organisations (this includes all contracts, not just public service contracts).
- **Earned income:** many organisations earn income from trading – but few rely heavily upon this source of income. Reliance on trading income becomes more important as organisations become bigger.
- **Investments:** in the last decade, the value of investments has fallen substantially. Few VCSE organisations rely heavily on this source of income: medium sized organisations are the least likely to do so.
- **Contributions in kind:** are valued by between a quarter and a third of organisations of all sizes – but there is no clear pattern in the level of reliance.
- **Gifts and donations:** tend to be more important to medium sized VCSE organisations. They are especially important to major national charities such

<sup>42</sup> See: [NCVO UK Civil Society Almanac 2022: Financials](#)

<sup>43</sup> With the exception of NCVO's UK Civil Society Almanac research which is based on published financial accounts of a sample of VCSE organisations from across the UK, previous attempts to collect such information have generally failed to present a convincing picture of VCSE sector income, including work by the major government funded National Third Sector Study in 2008 and 2010. The reason for this is largely to do with respondents not being willing to provide such information. This may be due to the amount of time it would take, lack of easy access to such information or worries about divulging such data. In the Third Sector Trends study, a simpler approach was adopted, by asking VCSE organisations the extent to which they valued various sources of income. Data do not therefore refer to the sum of income, but relative reliance on income sources.

as RNLI and Save the Children Fund, which rely heavily upon public fundraising but are not included in this study.

- **Subscriptions:** is a form of income that is most valuable to smaller VCSE organisations but less so for larger entities. National major charities, such as the National Trust or RHS also rely heavily on subscriptions but are not included in this study.
- **Borrowed:** loaned income is of negligible importance to VCSE organisations of all sizes – but the percentage of VCSE organisations which do use such funding tends to rise by size. A market for initiatives such as social investment bonds exists - but it is small.

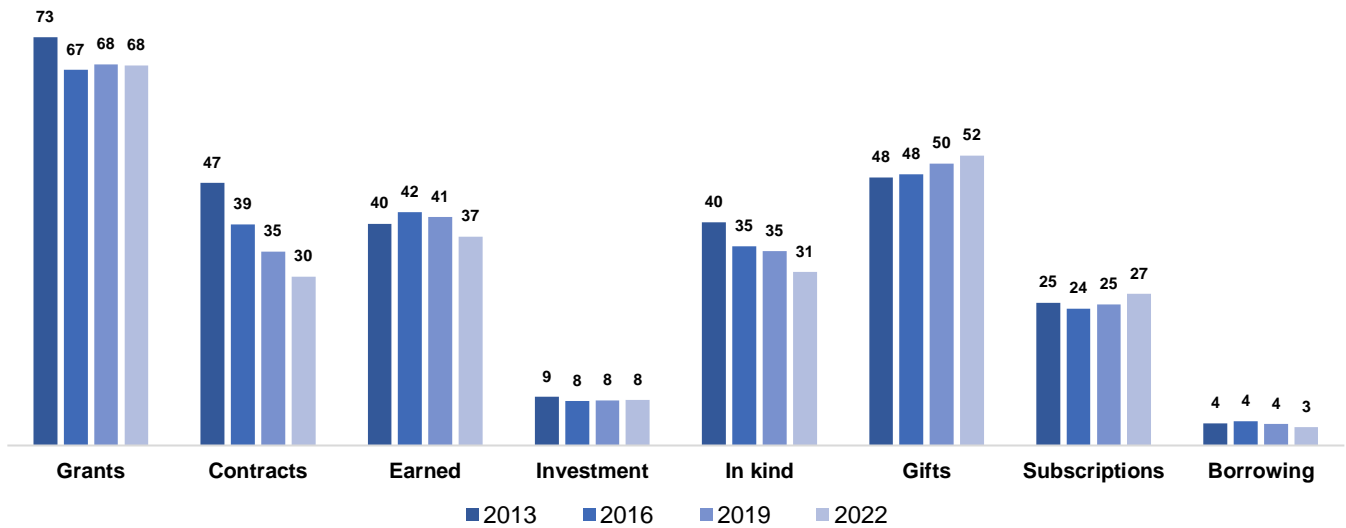
**Table 6.1 Variations in reliance on income sources by VCSEs in Yorkshire and Humber 2022**  
(percentage of all VCSE organisations which state income sources are 'most important' or 'important')

	Micro income below £10,000	Small income £10,000- £49,000	Medium income £50,000 - £249,999	Large income £250,000- £999,999	Big income £1million - £25million
Grants	49.7	66.9	80.3	80.0	75.5
Contracts	5.3	19.5	37.7	56.0	83.0
Earned	25.4	38.1	41.6	47.1	46.9
Investments	13.6	7.1	2.6	7.3	10.6
Contributions in kind	31.3	29.2	36.4	26.5	27.1
Gifts and donations	51.1	53.4	59.9	40.5	39.6
Subscriptions	36.5	34.0	21.4	12.0	12.8
Borrowed	0.0	2.0	2.6	9.6	10.6
N=	185	157	157	85	49

Using data on perceptions of the value of income sources is useful because it can show how attitudes change. As shown in Figure 6.1, grant income has remained a core element of funding to most organisations in Yorkshire and Humber since 2013. Funding from contracts to deliver public services has declined substantially as has in-kind support and to a lesser extent – earned income. Income from subscriptions and gifts have become more highly valued – while reliance on investment income and borrowing has remained low.



Figure 6.1 Percentage of VCSE organisations stating that sources of income are 'most important' or 'important' to them (Yorkshire and Humber: 2013-2022)



## 6.2 Contracts for public services

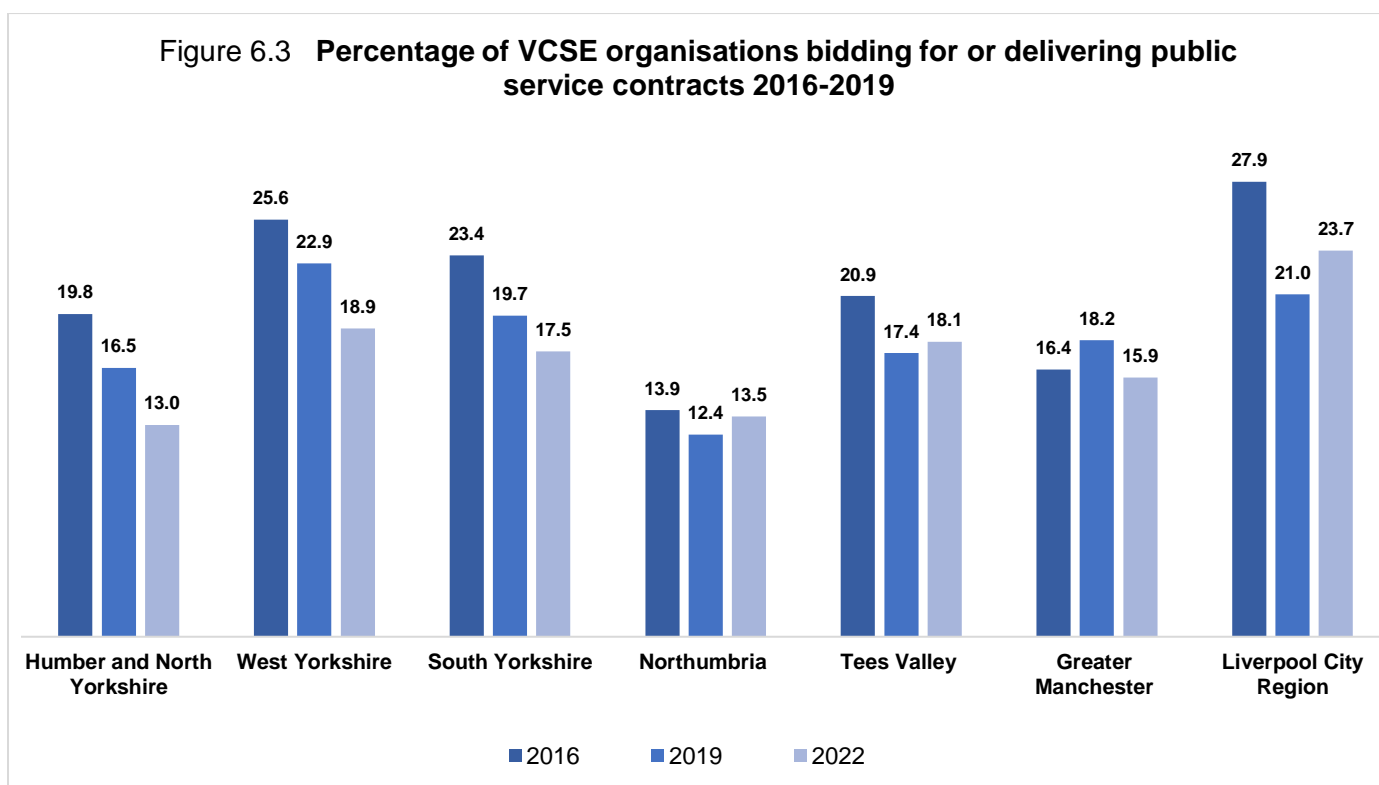
In comparative terms, VCSE organisations in statistical neighbour areas are much more likely to engage with public service delivery contracts (15%) than in statistical stranger areas (9%). There are wide variations across statistical neighbourhood areas. Engagement is higher in West Yorkshire, South Yorkshire, Tees Valley and Merseyside, but is low in West of England and Cambridgeshire and Peterborough.

As Table 6.2 shows, within Yorkshire and Humber, the lowest level of engagement in public service delivery is in Humber and North Yorkshire – this is to be expected because there are fewer big VCSE organisations operating in this area.

Figure 6.2 shows that in all sub-regional areas of Yorkshire and Humber, the percentage of organisations bidding for or delivering contracts has declined. In other sub-regional areas. This is not happening in other statistical neighbour areas, but it should be noted that interest in contracts did not reach the same levels as attained in West Yorkshire and South Yorkshire.<sup>44</sup>

<sup>44</sup> Only in Liverpool City Region does interest in delivering public sector service contracts seem to have held up quite well. But these data need to be treated with caution as survey response rates were quite low.

Table 6.2 VCSE organisations' interest in delivering public services under contract				
	Not aware of these opportunities	We are aware of these opportunities but they are not relevant to our organisations objectives	Need support, information or perceive barriers to contracts	Bidding for or already delivering contracts
Humber and North Yorkshire	28.8	37.8	20.4	13.0
West Yorkshire	22.8	37.4	20.9	18.9
South Yorkshire	24.6	42.1	15.9	17.5
Northumbria	26.1	37.0	23.4	13.5
Tees Valley	27.7	29.8	24.5	18.1
Greater Manchester	27.2	33.8	23.2	15.9
Liverpool City Region	17.5	33.0	25.8	23.7
West Midlands	20.7	46.0	19.2	14.1
West of England	24.4	43.0	22.1	10.5
Cambridgeshire and Peterborough	30.4	58.8	3.9	6.9
Statistical neighbours	25.4	39.1	20.7	14.8
Statistical strangers	31.4	45.7	14.3	8.5
England and Wales	28.8	44.9	15.8	10.4



## 6.3 Grant funding

Grants are a mainstay of funding for many VCSE organisations of all sizes – but especially so for medium and larger size organisations. As Table 6.3 shows, VCSE organisations' relationships with grant funders have generally been positive over the last two years.

There are limited variations in the experiences of organisations in statistical neighbour and stranger areas. Within Yorkshire and Humber, there are small variations between sub-regions which suggest slightly more positive experiences in South Yorkshire (see Table 6.3).

	They gave us unrestricted funding (e.g. core funding)	They took the time to get to know us	They pressured us to provide evidence of our impact	They approached us to see if we wanted their support	They wanted us to be 'innovative'	They've made a long-term investment in our work	They helped develop our skills (e.g. consultants / training)
<b>Humber and North Yorkshire</b>	<b>54.3</b>	<b>46.9</b>	<b>26.1</b>	<b>37.3</b>	<b>52.1</b>	<b>32.4</b>	<b>27.9</b>
<b>West Yorkshire</b>	<b>63.6</b>	<b>47.8</b>	<b>36.6</b>	<b>40.8</b>	<b>55.3</b>	<b>27.4</b>	<b>29.0</b>
<b>South Yorkshire</b>	<b>54.5</b>	<b>50.8</b>	<b>23.0</b>	<b>40.0</b>	<b>55.0</b>	<b>42.9</b>	<b>30.9</b>
Northumbria	68.7	53.5	29.3	48.5	50.7	36.6	29.2
Tees Valley	64.9	46.8	20.4	46.2	47.9	38.3	25.6
Greater Manchester	51.1	39.3	27.6	37.6	50.6	23.5	29.8
Liverpool City Region	52.5	51.9	27.3	29.3	45.1	25.0	24.0
West Midlands	54.6	49.5	35.1	46.8	57.5	23.3	21.6
West of England	62.2	55.1	32.7	34.7	61.4	36.2	34.9
Cambridgeshire & Peterborough	50.0	38.2	32.3	28.9	51.6	13.9	12.5
<b>Statistical neighbours</b>	<b>58.5</b>	<b>48.1</b>	<b>27.2</b>	<b>40.0</b>	<b>51.0</b>	<b>32.3</b>	<b>28.0</b>
<b>Statistical strangers</b>	<b>60.6</b>	<b>52.3</b>	<b>33.7</b>	<b>43.4</b>	<b>47.2</b>	<b>33.5</b>	<b>24.0</b>
<b>England and Wales</b>	<b>59.6</b>	<b>48.2</b>	<b>31.6</b>	<b>40.3</b>	<b>49.6</b>	<b>31.7</b>	<b>27.1</b>

There are significant variations in the experiences of organisations between 2019 and 2022 (Table 6.4). Grant makers have eased up on unrestricted funding during the pandemic in all areas, and put less pressure on organisations to provide evidence of impact of be 'innovative' in practice.

The indications are that grant makers did not relax their policies surrounding long-term funding. Only about a third of organisations reported long term funding in 2019 and 2022. In the concluding section of the report, the implications of trusts and foundations' changed approach to grant making is discussed further.

**Table 6.4 Pre- and post-pandemic experiences of working with grant making trusts and foundations amongst statistical neighbours**

	They gave us unrestricted funding (e.g. 'core' funding)		They took time to get to know us		They pressured us to provide evidence of our impact		They approached us to see if we wanted their support		They wanted us to be 'innovative'		They've made a long-term investment in our work		They helped develop our skills (e.g. consultants / training)	
	2022	2019	2022	2019	2022	2019	2022	2019	2022	2019	2022	2019	2022	2019
Humber and North Yorkshire	54.3	45.4	46.9	46.5	26.1	48.4	37.3	23.1	52.1	74.5	32.4	30.7	27.9	27.2
West Yorkshire	63.6	49.4	47.8	57.6	36.6	51.9	40.8	26.9	55.3	81.1	27.4	34.7	29.0	35.7
South Yorkshire	54.5	38.1	50.8	40.2	23.0	56.1	40.0	24.7	55.0	81.8	42.9	26.9	30.9	33.8
Northumbria	68.7	51.4	53.5	62.1	29.3	51.5	48.5	27.0	50.7	74.3	36.6	30.8	29.2	35.8
Tees Valley	64.9	44.3	46.8	52.8	20.4	50.8	46.2	26.4	47.9	73.2	38.3	28.9	25.6	38.8
Greater Manchester	51.1	39.8	39.3	58.7	27.6	54.5	37.6	25.8	50.6	75.2	23.5	29.1	29.8	34.3
Merseyside	52.5	48.1	51.9	59.1	27.3	66.5	29.3	24.2	45.1	79.0	25.0	36.2	24.0	36.2
<b>All areas</b>	<b>58.5</b>	<b>45.2</b>	<b>48.1</b>	<b>53.9</b>	<b>27.2</b>	<b>54.3</b>	<b>40.0</b>	<b>25.4</b>	<b>51.0</b>	<b>77.0</b>	<b>32.3</b>	<b>31.0</b>	<b>28.0</b>	<b>34.5</b>

## 6.4 Earned income

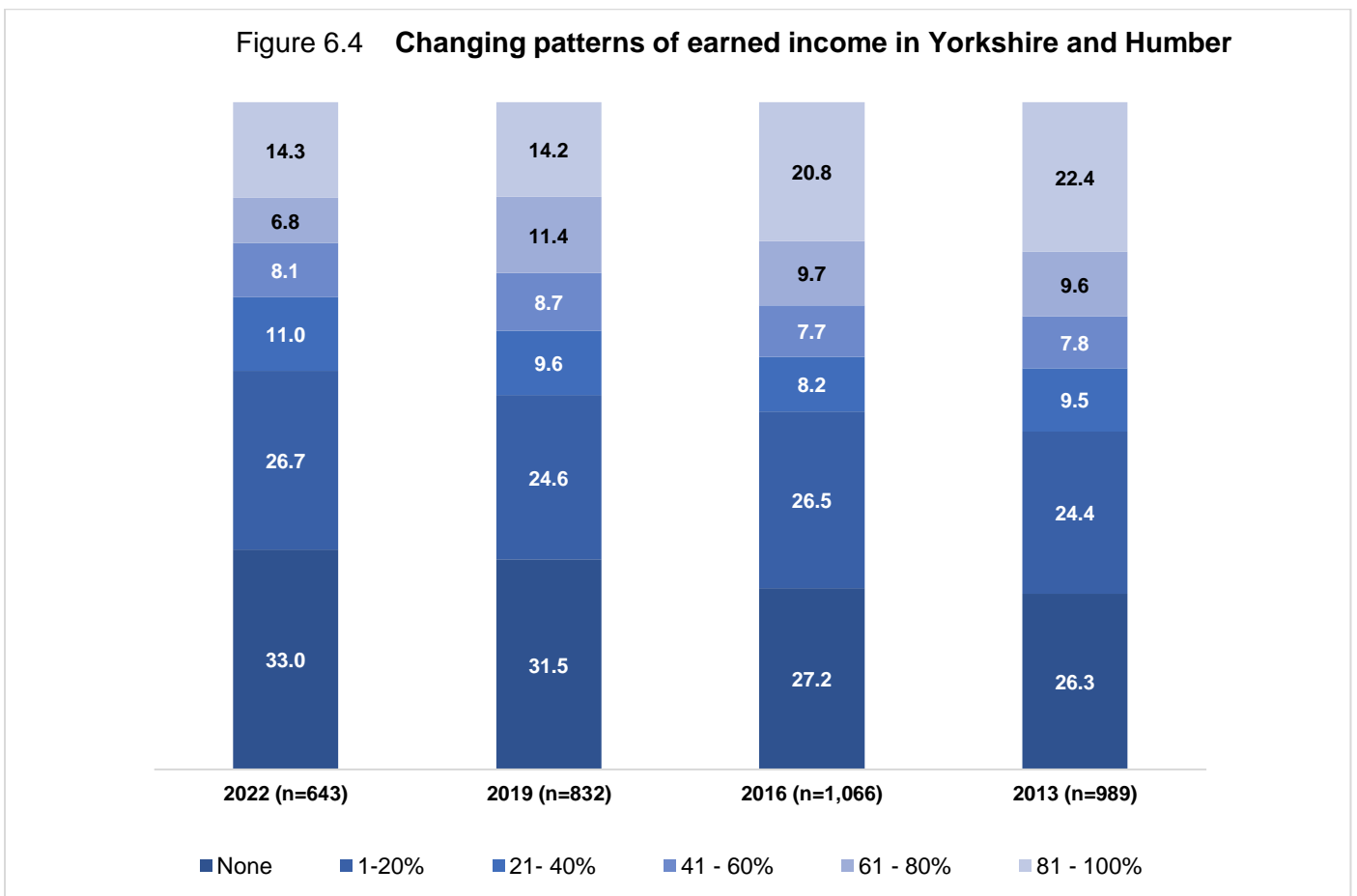
National-level Third Sector Trends analysis shows that about 60 per cent of organisations in the VCSE sector earn a proportion of their income by delivering contracts or from self-generated trading of goods or services. The proportion of total income which is earned varies in statistical neighbour areas (Table 6.5).

In Yorkshire and Humber there are variations across sub-regions. VCSE organisations are slightly less likely to earn a proportion of income in Humber and North Yorkshire (65%) than in West Yorkshire (67%). Organisations in South Yorkshire are considerably more likely to engage in trading to earn income (72%).

Relatively few organisations depend heavily on trading: only 15 per cent earn more than 80 per cent of their income in Humber and North Yorkshire and West Yorkshire. While more organisations are trading in South Yorkshire, the majority earn less than 40 per cent of their income.

	None	1-20%	21- 40%	41 - 60%	61 - 80%	81 - 100%
<b>Humber and North Yorkshire</b>	<b>35.1</b>	<b>22.3</b>	<b>11.5</b>	<b>8.2</b>	<b>7.9</b>	<b>15.1</b>
<b>West Yorkshire</b>	<b>32.9</b>	<b>28.6</b>	<b>11.9</b>	<b>6.2</b>	<b>5.7</b>	<b>14.8</b>
<b>South Yorkshire</b>	<b>28.1</b>	<b>34.4</b>	<b>8.6</b>	<b>10.9</b>	<b>6.3</b>	<b>11.7</b>
Northumbria	33.1	26.8	9.1	9.1	6.3	15.7
Tees Valley	26.9	32.3	8.6	5.4	8.6	18.3
Greater Manchester	38.7	25.8	7.7	7.1	7.7	12.9
Liverpool City Region	36.7	24.5	12.2	9.2	4.1	13.3
West Midlands	44.7	25.6	4.5	9.0	4.5	11.6
West of England	36.0	23.6	6.7	7.9	7.9	18.0
Cambridgeshire and Peterborough	37.9	21.4	3.9	9.7	10.7	16.5
<b>Statistical neighbours</b>	<b>35.0</b>	<b>26.3</b>	<b>8.9</b>	<b>8.4</b>	<b>6.7</b>	<b>14.7</b>
<b>Statistical strangers</b>	<b>37.7</b>	<b>20.3</b>	<b>8.7</b>	<b>9.2</b>	<b>8.8</b>	<b>15.3</b>
<b>England and Wales</b>	<b>39.9</b>	<b>22.1</b>	<b>8.1</b>	<b>7.3</b>	<b>7.2</b>	<b>15.3</b>

Figure 6.4 indicates that there has been a shift in direction away from earning income in Yorkshire and Humber in the last decade. In 2013, 22 per cent of VCSE organisations earned over 80 per cent of their income, but only 14 per cent do so now. Similarly, in 2013 only 26 per cent of VCSE organisations earned no income, but now it is 33 per cent.



## 6.5 Property assets

Little is currently known about property ownership in the VCSE sector as national data on VCSE sector property ownership.<sup>45</sup> Consequently, the analysis must begin at national level to build a general picture of what is going on.<sup>46</sup>

Table 6.6 provides Third Sector Trends estimates on the number of organisations which own, rent or have free use of properties in England and Wales. Rough estimates are also provided on the number of asset transfers of former public sector property assets which are now owned by VCSE sector organisations.<sup>47</sup> The most common forms of property tenure or usage are renting (46%), followed by ownership (30%) and free use of space in a building (29%).<sup>48</sup>

Table 6.6 Tenure of property usage by VCSE organisations in England and Wales 2022						
	Yes	No - but we're looking into this	No - and we have no plans to do this	N=	VCSE organisations nationally which have property usage by type of tenure	
					Base estimate	Adjusted estimate <sup>49</sup>
We own a property that we can use	29.6	6.7	63.7	5,386	59,200	52,500
We rent a property to use	45.7	3.0	51.3	5,408	91,400	81,400
We have a property that we got via community asset transfer of a public building	5.9	6.0	88.1	4,983	11,800	9,600
We are allowed to use space in a property without charge	29.0	6.6	64.4	5,134	58,000	49,000

<sup>45</sup> Theoretically, it is possible to search charity ownership in the Land Registry [see: [Search for land and property information - GOV.UK \(www.gov.uk\)](https://www.gov.uk)] but this would be time consuming and expensive. Furthermore, difficulties may be encountered in disentangling private ownership from charity ownership because Land Registry titles for charities may be registered in the names of retired, or even deceased trustees. For further explanation see: Katie Hickman (2020) 'How should charity property be registered at the Land Registry', VVW, 11<sup>th</sup> September: <https://www.vvw.co.uk/news-and-events/blog/charity-law-brief/charity-property-land-registry>.

<sup>46</sup> This is an abridged version of Section 4.1 of Third Sector Trends in England and Wales 2022: finances, assets and organisational wellbeing, see Section 4.1 p.41: <https://www.communityfoundation.org.uk/wp-content/uploads/2023/01/Third-Sector-Trends-2022-finances-assets-and-organisational-wellbeing-January-2023.pdf>

<sup>47</sup> Currently there are no national statistics on community asset transfers (CATs). Listings are available from Plunkett Foundation's 'Keep it in the community' initiative <https://plunkett.force.com/keepitinthecommunity/s/>, but these listings are input voluntarily and are likely to under report the actual number of CATs. For example, current listings only include 263 community hubs, 78 libraries and 163 sport facilities (data collated on 17<sup>th</sup> November 2022). See also Mark Sandford (2022) *Assets of community value*, London, House of Commons Library, Section 1.5: <https://researchbriefings.files.parliament.uk/documents/SN06366/SN06366.pdf>. There is a growing body of evidence on the experience and social impact of CATs which will be reviewed in more detail in a forthcoming paper for Power to Change using Third Sector Trends data: <https://www.powertochange.org.uk/market-reports/research-and-reports/>

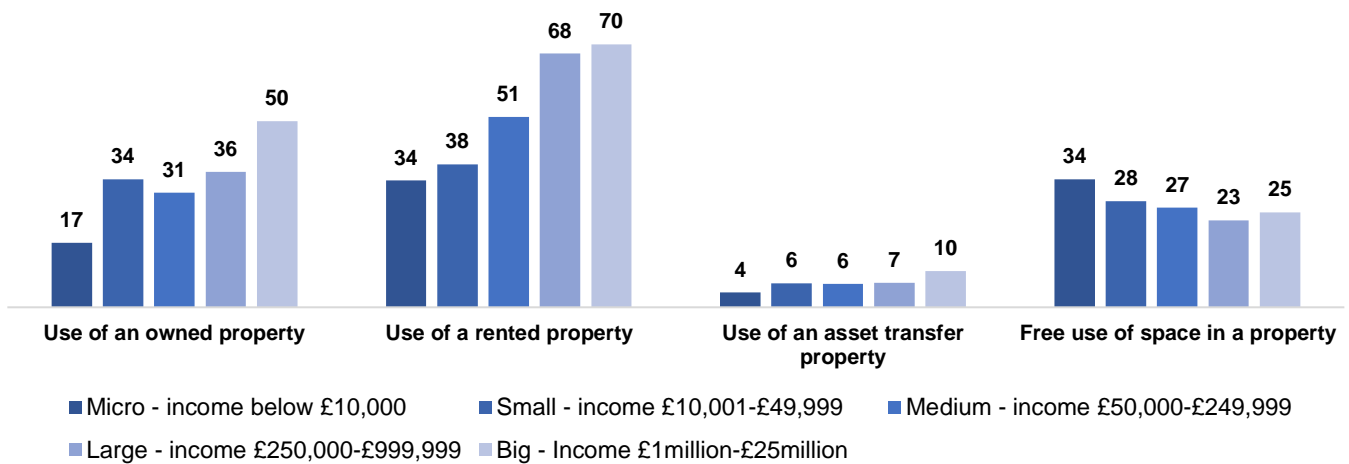
<sup>48</sup> Ownership includes properties adopted via community asset transfer.

<sup>49</sup> This is a new question for Third Sector Trends and, unlike most other questions, the response rate was below the usual threshold of 95% of in-survey respondents. Response rates for each of the four categories were 88.7, 89.1, 82.1 and 84.6, respectively. If it is presumed that non respondents did not, for example, own a property this lowers the percentage of VCSE organisations which own a property. The adjusted estimate of the number of VCSE organisations in each category of tenure is adjusted accordingly. The adjusted estimate is closer to 2013, 2016 and 2019 survey data on property tenures where a different question was used but was 'rested' in 2022 to incorporate more detail on renters, free use of space and asset transfer. On balance, the adjusted percentage is more likely to be accurate than the base estimate.

Property tenure or usage varies by size of organisation. As Figure 6.5 shows, half of the biggest organisations use a property that they own. Around a third of middle-sized VCSE organisations own property compared with just 17 per cent of micro VCSE organisations. Ownership via asset transfer is highest amongst the biggest organisations (10%) falling to 4 per cent of micro VCSE organisations.

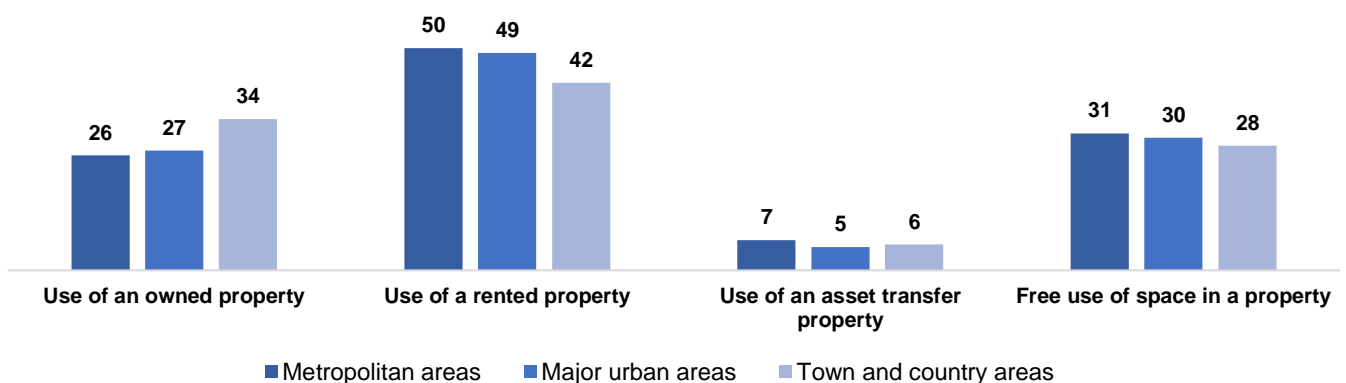
Rented property remains the most usual form of tenure for 'large' and 'big' VCSE organisations (68-70%). Background analysis reveals that 23 per cent of the biggest VCSE organisations which own property also rent space in other properties. Many organisations have access to space in properties to use at no cost. This is most common amongst micro organisations (34%) but is also available to about a quarter of VCSE organisations of other sizes (ranging from 23-28%).

Figure 6.5 **Property ownership and usage by size of VCSE organisations**  
(England and Wales 2022, average n=5,191)



National analysis also reveals that property ownership is more prevalent in town and country areas (34%). About a quarter of VCSE organisations in metropolitan and major urban areas own property while a half of VCSE organisations rent. The percentage of VCSE organisations which took control of properties via community asset transfer of public buildings is fairly similar across area types (5-7%). Free use of space is slightly more common in metropolitan and major urban areas compared with town and country areas – but the differences are small.

Figure 6.6 **Ownership and usage of property by area characteristics**  
(England and Wales 2022, average n=5,227)



In Yorkshire and Humber sub regions, data on property tenure are broadly in line with most other northern and midlands statistical neighbours. It appears that community asset transfer is much less prevalent in Humber and North Yorkshire than in West Yorkshire and South Yorkshire (Table 6.7).

<b>Table 6.7 Property tenure amongst statistical neighbours and strangers</b>				
	<b>We own a property that we use</b>	<b>We rent a property to use</b>	<b>We have a property that we got via community asset transfer of a public building</b>	<b>We are allowed to use space in a property without charge</b>
<b>Humber and North Yorkshire</b>	<b>29.3</b>	<b>46.5</b>	<b>5.5</b>	<b>26.6</b>
<b>West Yorkshire</b>	<b>27.2</b>	<b>52.1</b>	<b>9.1</b>	<b>34.8</b>
<b>South Yorkshire</b>	<b>31.1</b>	<b>49.1</b>	<b>9.1</b>	<b>37.5</b>
Northumbria	26.5	53.0	10.2	28.5
Tees Valley	28.6	52.4	6.8	32.9
Greater Manchester	28.1	50.7	7.0	25.4
Liverpool City Region	35.2	54.1	8.8	36.1
West Midlands	26.7	50.0	4.9	28.7
West of England	25.3	48.8	5.2	28.0
Cambridgeshire and Peterborough	30.2	36.3	1.1	32.6
<b>Statistical neighbours</b>	<b>28.2</b>	<b>50.0</b>	<b>7.5</b>	<b>30.1</b>
<b>Statistical strangers</b>	<b>35.9</b>	<b>42.5</b>	<b>5.7</b>	<b>27.5</b>
<b>England and Wales</b>	<b>29.6</b>	<b>45.7</b>	<b>5.9</b>	<b>29.0</b>

## 6.6 Income resilience

Table 6.8 shows how the VCSE sector has fared financially over the last two years by comparing statistical neighbours and strangers. Experiences across areas are remarkably consistent: around a fifth of VCSE organisations have seen income rise significantly while a similar proportion report significant decline.

It is vital *not* to interpret fluctuations in income as definite evidence of financial 'success' or 'failure'. Income levels of VCSE organisations are almost always turbulent. Furthermore, recent experiences during the pandemic mean that many organisations reduced levels of activity or were effectively 'hibernating' and did not apply for funding.



Table 6.8 Variations in income change in the last two years				
	Risen significantly	Remained about the same	Fallen significantly	N=
<b>Humber and North Yorkshire</b>	<b>22.0</b>	<b>56.9</b>	<b>21.1</b>	<b>304</b>
<b>West Yorkshire</b>	<b>20.0</b>	<b>58.6</b>	<b>21.4</b>	<b>210</b>
<b>South Yorkshire</b>	<b>20.5</b>	<b>55.9</b>	<b>23.6</b>	<b>127</b>
Northumbria	19.9	55.3	24.8	508
Tees Valley	18.5	58.7	22.8	92
Greater Manchester	19.0	53.6	27.5	153
Liverpool City Region	18.6	49.5	32.0	97
West Midlands	26.0	52.0	22.0	200
West of England	21.3	49.4	29.2	89
Cambridgeshire and Peterborough	15.4	63.5	21.2	104
<b>Statistical neighbours</b>	<b>20.5</b>	<b>55.5</b>	<b>23.9</b>	<b>1,884</b>
<b>Statistical strangers</b>	<b>19.4</b>	<b>56.0</b>	<b>24.6</b>	<b>782</b>
<b>England and Wales</b>	<b>18.1</b>	<b>55.7</b>	<b>26.2</b>	<b>6,022</b>

Trend analysis on income resilience by sub-regions is more revealing (see Figures 6.7(a) to 6.7(d)). Starting with Yorkshire and Humber as a whole, there has been a general improvement in sector resilience over the last decade. In 2013 (during a period of deep cuts driven by government austerity policies following the global economic crash of 2008) only 13 per cent of VCSE organisations reported significantly rising income. This has steadily risen to 22 per cent in 2022.

It would be unwise to expect that this will continue. The situation during the pandemic was extraordinary because public authorities and grant-making trusts and foundations relaxed funding arrangements and became comparatively more generous to VCSE organisations. In sub regions, variations can be observed, but the broad trends seem to follow that of Yorkshire and Humber as a whole.

Figure 6.7(a) **Income resilience in Yorkshire and Humber 2013-2022**

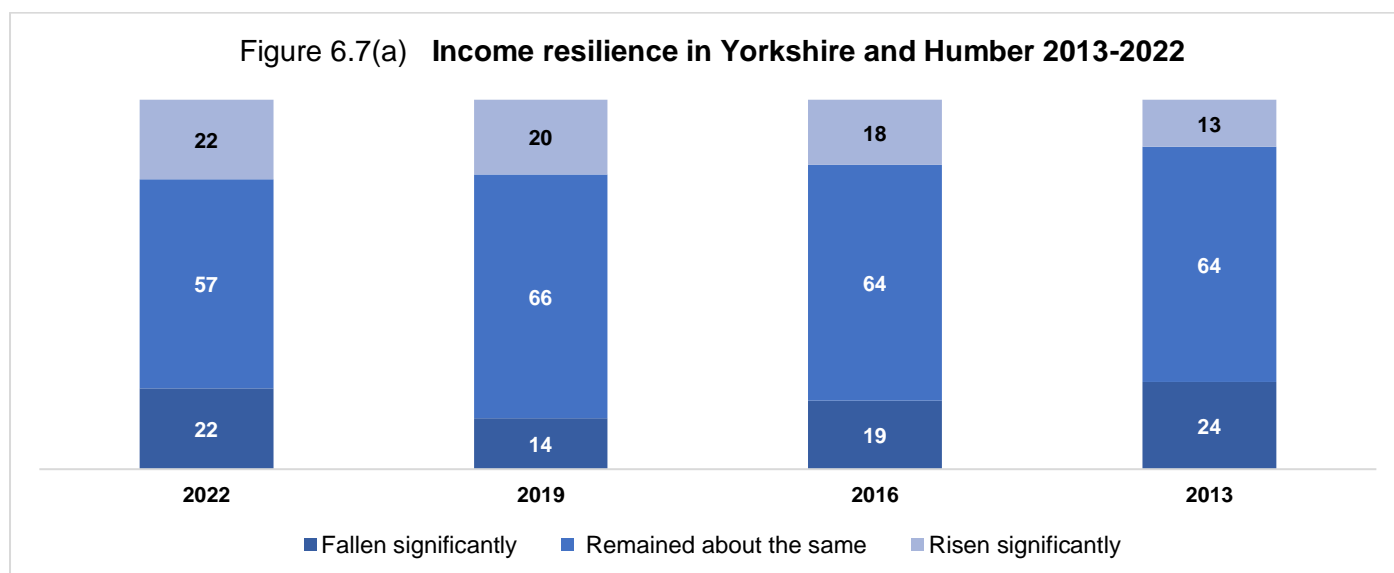


Figure 6.7(b) **Income resilience Humber and North Yorkshire 2013-2022**

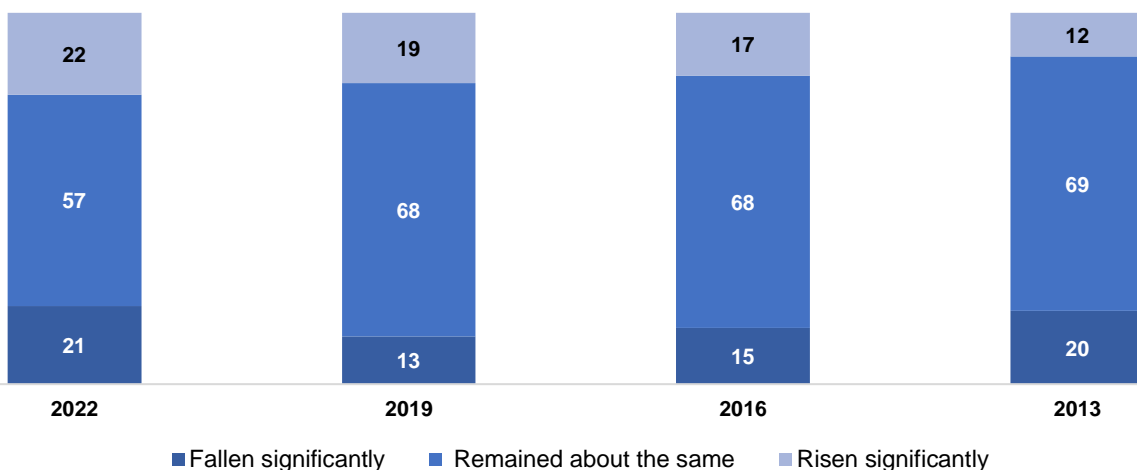


Figure 6.7(c) **Income resilience in West Yorkshire 2013-2022**

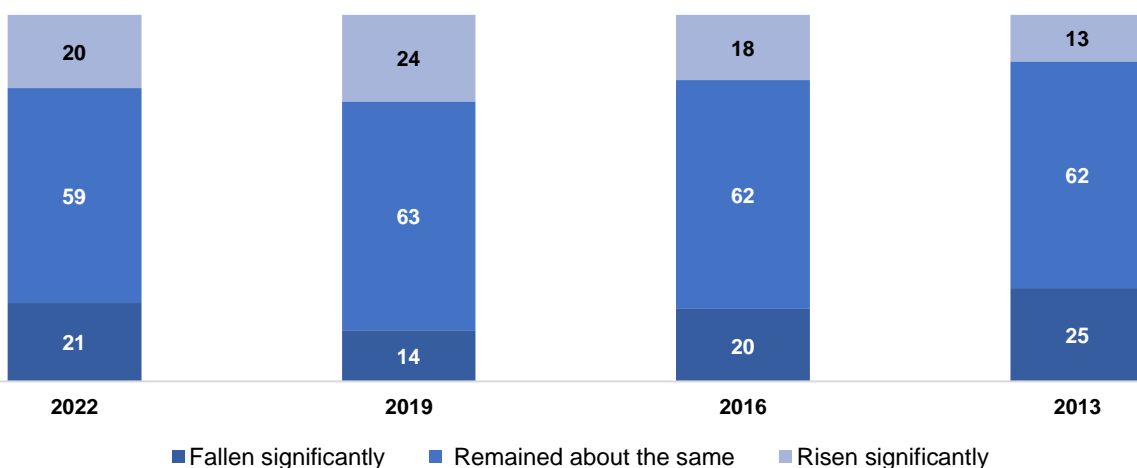
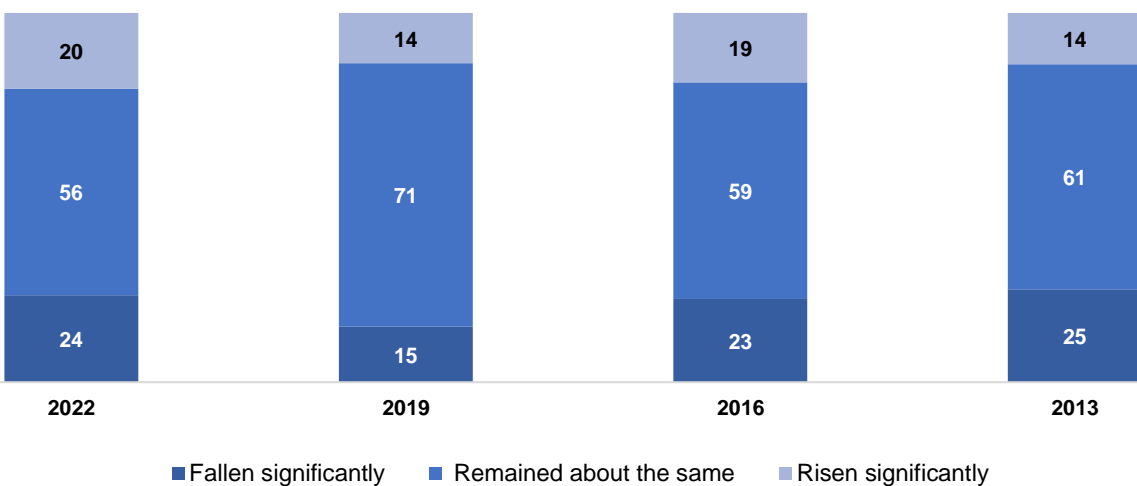


Figure 6.7(d) **Income resilience in South Yorkshire 2013-2022**



A second test of financial resilience is to look at ownership and use of reserves. Table 6.9 compares statistical neighbours, strangers and national data and demonstrates remarkable consistency of experience.

The ownership of reserves is widespread – but organisations are holding on to their reserves rather than investing in new initiatives. Caution is understandable given current financial concerns driven by energy costs, general inflation and higher wage demands.

Many organisations are using reserves for essential costs (such as wages, energy costs, rents etc.). This does not indicate that these organisations are necessarily facing serious financial crises. Within Yorkshire and Humber, VCSE organisations in South Yorkshire and West Yorkshire seem to be faring slightly less well in this respect than most of their statistical neighbours.

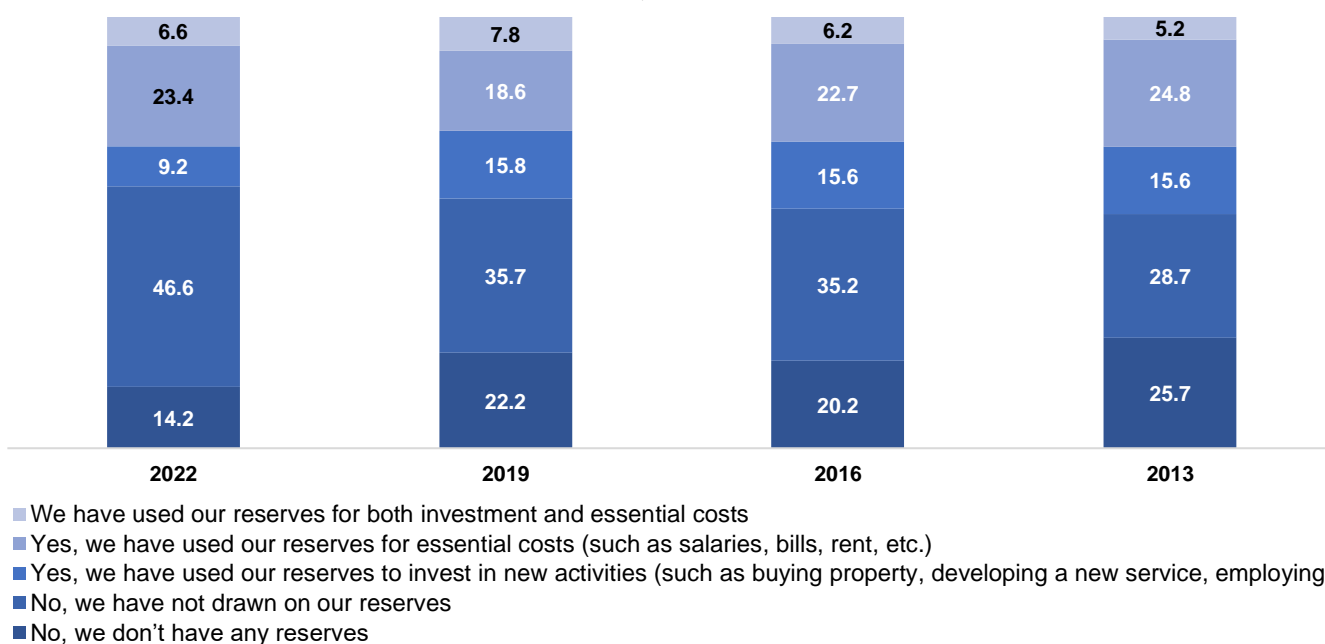
	No, we don't have any reserves	No, we have not drawn on our reserves	Yes, we have used our reserves to invest in new activities	Yes, we have used our reserves for essential costs	We have used our reserves for both investment and essential costs
<b>Humber and North Yorkshire</b>	<b>13.1</b>	<b>48.9</b>	<b>9.2</b>	<b>21.3</b>	<b>7.5</b>
<b>West Yorkshire</b>	<b>12.0</b>	<b>47.4</b>	<b>8.1</b>	<b>25.4</b>	<b>7.2</b>
<b>South Yorkshire</b>	<b>20.6</b>	<b>39.7</b>	<b>11.1</b>	<b>25.4</b>	<b>3.2</b>
Northumbria	18.9	43.5	9.1	20.5	8.1
Tees Valley	20.2	40.4	7.4	21.3	10.6
Greater Manchester	24.0	41.6	7.8	22.1	4.5
Liverpool City Region	16.3	40.8	8.2	30.6	4.1
West Midlands	17.0	39.5	9.0	26.0	8.5
West of England	14.6	55.1	7.9	16.9	5.6
Cambridgeshire and Peterborough	18.4	49.5	8.7	18.4	4.9
<b>Statistical neighbours</b>	<b>17.2</b>	<b>44.5</b>	<b>8.8</b>	<b>22.5</b>	<b>6.9</b>
<b>Statistical strangers</b>	<b>16.3</b>	<b>44.4</b>	<b>8.0</b>	<b>23.1</b>	<b>8.2</b>
<b>England and Wales</b>	<b>16.3</b>	<b>45.2</b>	<b>8.8</b>	<b>22.8</b>	<b>6.9</b>

The current financial situation is causing alarm in the VCSE sector. But judgements about sector resilience must be set in context. As Figure 6.8 shows, The VCSE sector in Yorkshire and Humber is faring better in 2022 than was the case in 2019, 2016 or 2013.

- Only 14 per cent of VCSE organisations had no reserves in 2022 compared with 26 per cent in 2013.
- In 2022, 47 per cent of VCSE organisations held reserves compared with 29 per cent in 2013.

- The proportion of organisations using reserves for critical needs has remained fairly similar from 2013 to 2022.
- There is strong evidence to show that VCSE organisations are currently being cautious about the use of reserves to invest in new developments (9% in 2022 compared with 16% in 2019).

**Figure 6.8 Comparative data on the ownership and use of reserves in Yorkshire and Humber, 2013- 2022**



## 6.7 Expectations about the next two years

Third Sector Trends tries to capture the mood of the VCSE sector by asking respondents what they feel may happen next. This does not mean this ‘will happen’. Often the study finds that expectations do not match reality: especially during the pandemic, when many organisations, understandably, became pessimistic about the future.

Table 6.10 shows the percentage of VCSE organisations which expect change in a range of factors over the next two years.

- **Income:** about a third of the sector is optimistic about income increasing in the next two years. This is quite consistent between statistical neighbours (34%) and strangers (31%). VCSE organisations are more optimistic in Humber and North Yorkshire (36%) than in West or South Yorkshire (31-2%).
- **Private sector support:** statistical neighbours (27%) are much more optimistic than statistical strangers (19%) about improved business support. In Yorkshire and Humber, VCSE organisations in West Yorkshire are most optimistic (29%) and the least in South Yorkshire (22%)
- **Grants from trusts and foundations:** optimism is higher that grant income will increase amongst statistical neighbours (36%) than statistical strangers (36%).
- **Support from volunteers:** expectations that support from volunteers will increase is much higher amongst statistical neighbours (37%) than strangers (28%). In Yorkshire and Humber, the most optimistic area is West Yorkshire (42%), while Humber and North Yorkshire is the least (33%).

- **Delivering services online:** expectations about the delivery of services using online tools is quite consistent between statistical neighbours and strangers (33% and 35% respectively). VCSE organisations in South Yorkshire are the most optimistic (40%) and in Humber and North Yorkshire, the least (33%).
- **Working in partnership:** in statistical neighbour areas expectations are higher for increasing partnership working (53%) than amongst statistical strangers (43%). In Yorkshire and Humber, organisations in West Yorkshire are the most optimistic (61%) and the least in Humber and North Yorkshire (49%).
- **Statutory funding:** perhaps surprisingly, over a quarter of statistical neighbours expect that statutory funding will increase in the next two years. Statistical strangers are slightly more circumspect (20%). VCSE organisations share similar levels of optimism (25% to 29%).
- **Need for VCSE organisations' services:** expectations that the demand for services will rise is high everywhere, but is higher in statistical neighbour areas (73%) than amongst statistical strangers (63%). In Yorkshire and Humber, almost three quarters of VCSE organisations in West and South Yorkshire think demand for services will rise, compared with 68% in Humber and North Yorkshire.

Table 6.10 Expectations about the next two years

	Income will increase	Support from private businesses will increase	Grants from charitable foundations will increase	Support from volunteers will increase	Delivering our services online will increase	Working in partnership will increase	Funding from statutory agencies will increase	The need for our services will increase
Humber and North Yorkshire	35.8	24.9	32.5	32.8	37.3	48.7	25.4	67.6
West Yorkshire	31.9	28.8	35.5	42.2	33.3	60.6	25.0	73.0
South Yorkshire	31.4	22.2	40.8	39.8	37.9	59.6	28.6	74.1
Northumbria	35.4	25.7	34.5	37.9	31.8	51.0	27.6	74.3
Tees Valley	37.1	34.3	42.1	48.2	43.5	65.4	31.3	75.6
Greater Manchester	43.9	35.5	44.0	37.9	40.7	50.0	36.0	80.0
Liverpool City Region	32.3	25.9	35.9	40.9	33.3	56.3	17.1	74.0
West Midlands	28.3	25.0	35.6	36.8	30.2	54.7	25.6	77.7
West of England	40.9	26.8	36.8	34.7	37.1	52.7	32.7	66.3
Cambridgeshire and Peterborough	25.5	17.5	25.4	20.0	33.3	36.6	8.3	53.2
Statistical neighbours	34.4	26.6	35.7	37.3	34.8	53.1	26.6	72.5
Statistical strangers	31.1	18.9	25.7	28.3	32.6	42.9	19.6	63.3
England and Wales	33.0	24.9	31.8	33.5	33.0	46.4	22.6	66.4

## Section 7

# Relationships and influencing

The VCSE Sector is lauded in policy circles for its willingness and ability to work effectively in partnership. Partnership is a 'warm' word - evoking notions of shared values, interests, power and objectives.<sup>50</sup> Few partnerships, in any aspect of social life, match up to these expectations. The reality is that organisations bring aspects of power and influence to the table when they establish or join partnerships – this demands that compromises are struck.

VCSE organisations tend to be involved in a range of partnerships at any one time - but the nature of these working arrangements will vary. One organisation may find itself in some partnerships where they are dominant over others; while in others, they may play only a small part and be happy to accept a subordinate role.

While inequalities are built into most partnership arrangements, VCSE organisations often feel uncomfortable about this – even if they signed up to them knowing that resources and power may not be shared equally.

The word 'partnership' is used in so many contexts that its usefulness can be undermined. Consequently, distinctions have been drawn between four different types of partnership relationships (see Box 7.1).

### 7.1 Relationships within the VCSE sector

In the analysis that follows, survey data are used which refer to three types of non-contractual partnership working:

- ***Useful informal relationships with other voluntary organisations and groups*** – or 'good neighbourly relationships' as defined above.
- ***Work quite closely but informally with other voluntary organisations and groups*** – or 'complementary relationships' as defined above.
- ***Formal partnership arrangements with other voluntary organisations and groups*** – as defined above - but excludes contractual service delivery.

Contractual relationships between VCSE organisations and public sector organisations are not included in these categories because these arrangements have already been explored in Section 6.2.<sup>51</sup>

As shown in Table 7.1, VCSE sector relationships are stronger in major urban statistical neighbour areas than in relatively spatially separate town and country statistical stranger areas. Informal relationships are most common (79% amongst statistical neighbours and 73% for statistical strangers).

Complementary but informal relationships are less common but still involve 71 per cent of the VCSE sector in statistical neighbour areas and 65% in statistical stranger areas.

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<sup>50</sup> This introductory section is an abridged version of TSTS Relationships, Section 2, pp. 12-14.

<sup>51</sup> For comparative regional analysis, see: Third Sector Trends 2022: finances, assets and organisational wellbeing, Newcastle upon Tyne: Community Foundation Tyne & Wear and Northumberland, Section 3.2. <https://www.communityfoundation.org.uk/wp-content/uploads/2023/01/Third-Sector-Trends-2022-finances-assets-and-organisational-wellbeing-January-2023.pdf>

Formal partnership working is much less frequent in statistical neighbour areas, but more VCSE organisations engage in such arrangements (40%) than in statistical stranger areas (30%). This is due to the larger number of grants and contracts available for partnership working in major urban areas to tackle issues associated with critical or pernicious social and personal needs.

In Yorkshire and Humber, the amount of partnership working varies. Informal working is slightly more common in Humber and North Yorkshire while formal partnership working is much more common in South Yorkshire and especially West Yorkshire where funding arrangements tend to favour larger organisations.

### Box 7.1 Definitions of relationship types

**Contractual relationships:** where public sector bodies purchase services from VCSE sector providers. Such relationships are often described in partnership terms, but they are unequal as the buyer defines the purpose and scope of the work to be done and builds in clauses for recourse if the supplier fails to deliver. Contractors often encourage or demand that services are delivered in partnership by consortia of VCSE organisations – led by a 'prime contractor'. Such arrangements can work well if they are sufficiently well resourced, participation is voluntaristic and power relationships are well balanced. But these criteria are not always met which can inject problems into consortia or partnership delivery arrangements from the start.

**Formal partnership relationships:** where agencies from the same or different sectors work together in a formally constituted relationship to deliver specific outcomes usually on a time-limited basis. In such partnerships there may be a permanent lead organisation or rotation of lead partners which manage communications, hold and distribute budgets to other organisations or agencies and/or act as the accountable body to funders. Holding the purse strings can be a powerful tool in shaping the way partnership arrangements manifest themselves. In some formal partnerships, budgets and resources are not shared, but formal protocols are established on working relationships which must be adhered to.

**Complementary relationships:** where agencies and organisations from the same or different sectors work towards similar objectives but without formally binding or contractual ties. A range of partners may bring money to the table, but rarely, and for good reason, will they agree to 'pool' such resources. The terms of reference of the partnership may be defined in more or less formal ways. Such relationships are less likely to be time limited and can allow for participating organisations to step in or step out during the life of the partnership.

**Autonomous working:** where organisations or agencies work towards beneficial social or economic outcomes individually or collectively – and can often share common values or objectives. These can further be divided into two categories:

**Good neighbours:** where organisations are empathetic towards and respectful of the contribution of other organisations and agencies and do not purposefully duplicate or undermine the efforts of others. Generosity of spirit is required – but within limits since reciprocity is expected.

**Poor neighbours:** where organisations conflict and/or compete, intentionally or otherwise and undermine the achievement of others' shared objectives or even objectives these difficult neighbours claim to support. Poor neighbours can be empathetic too – which is a dangerous tool in the wrong hands.

Table 7.1 Relationships within the VCSE sector			
	We have useful informal relationships with other voluntary organisations and groups	We often work quite closely, but informally, with other voluntary organisations and groups	We often work in formal partnership arrangements with voluntary organisations and groups
<b>Humber and North Yorkshire</b>	<b>85.2</b>	<b>74.1</b>	<b>36.5</b>
<b>West Yorkshire</b>	<b>82.3</b>	<b>77.6</b>	<b>48.3</b>
<b>South Yorkshire</b>	<b>82.5</b>	<b>76.4</b>	<b>44.4</b>
Northumbria	77.6	68.3	39.5
Tees Valley	79.3	76.6	46.7
Greater Manchester	77.8	71.5	43.1
Liverpool City Region	77.1	75.0	42.1
West Midlands	78.1	67.2	34.7
West of England	75.3	60.7	34.8
Cambridgeshire and Peterborough	67.3	59.6	29.8
<b>Statistical neighbours</b>	<b>79.1</b>	<b>70.9</b>	<b>39.8</b>
<b>Statistical strangers</b>	<b>73.2</b>	<b>65.1</b>	<b>30.2</b>
<b>England and Wales</b>	<b>73.3</b>	<b>64.7</b>	<b>34.3</b>

## 7.2 Relationships with the private sector

Previous research on the relationship between business and civil society has tended to be concerned with the ‘corporate social responsibility’ (CSR) activities of big business. This spotlight on CSR is explicable because it often involves generously funded programmes which capture media, research and political attention.

CSR by big business certainly packs a punch financially. As the Directory of Social Change’s *Guide to UK Company Giving 2021* shows, the ten largest corporate contributors dispensed £295 million – 61% of the £483 million given by 235 businesses.<sup>52</sup>

In 2022, Third Sector Trends explored the balance between the contribution of national and local businesses. The data show that 59 per cent of VCSE organisations have relationships with businesses in Yorkshire and Humber (compared with 54% nationally). 43 per cent of organisations mainly have a relationship with local businesses while 3 per cent mainly have a relationship with national businesses (12% have a relationship with a mix of local and national businesses).

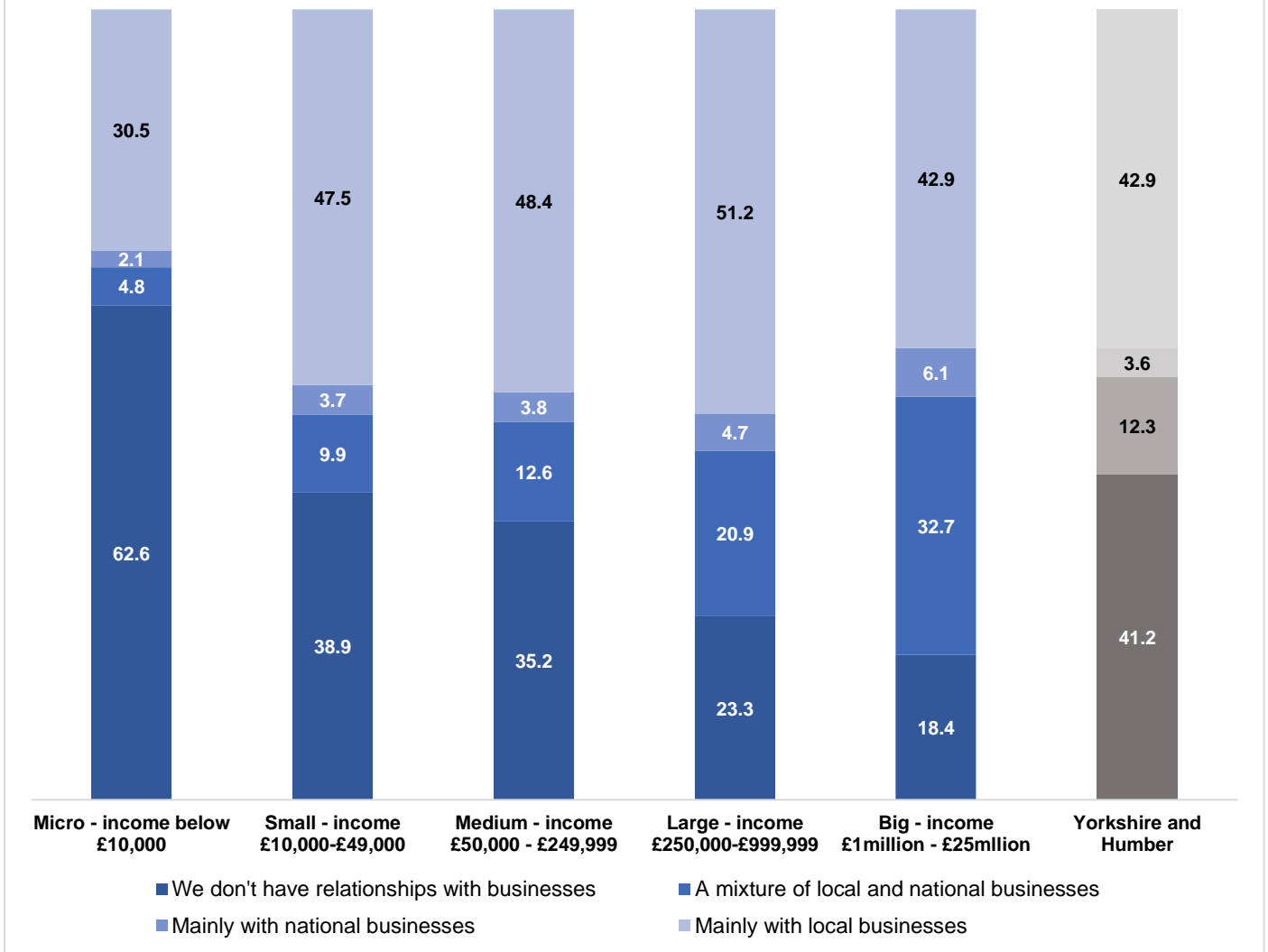
The size of VCSE sector organisations has a strong bearing upon relationships with national and local businesses: 63 per cent of small VCSE organisations have no relationship with business compared with just 18 per cent of the biggest. The biggest VCSE organisations in Yorkshire and Humber are most likely to have relationships

<sup>52</sup> Pembridge, I, et al. (2021) *The guide to UK company giving* (13th edition), London: Directory of Social Change.



with national businesses (Figure 7.1).

Figure 7.1 Relationships with local and national businesses by size of organisations in Yorkshire and Humber



Private sector businesses support for the VCSE sector can be provided in many ways ranging from financial to pro-bono activity (see Box 7.2). As Table 7.2 shows, Business support is stronger in mainly urban statistical neighbour areas than in spatially more isolated town and country statistical stranger areas.

In Yorkshire and Humber, there are variations in the levels of support offered. Financial support is strongest in Humber and North Yorkshire (41%) as is pro bono support (26%). Employee supported volunteering is most prevalent in West Yorkshire (20%). South Yorkshire has the lowest level of business support on all dimensions.

The extent of business support appears to have remained fairly steady in Yorkshire and Humber since 2016, although the percentage of organisations getting financial support has declined slightly from 60 per cent to 58 per cent (see Figure 7.2).

## Box 7.2 Types of support offered by businesses to the VCSE sector

**Financial support:** money given to VCSE organisations in various ways such as sponsorship of events, one-off financial contributions to support projects and initiatives, more regularised payments to sustain activities, and so on. About half of VCSE organisations get some financial support and about a quarter of organisations feel that this is of great importance to them.

**In-kind support:** use of facilities (such as meeting rooms, minibuses, plant or studios), gifts of new, used or surplus goods (such as DIY products, food and drink, stationary, computing equipment) and free services (such as printing leaflets, catering services). In-kind support from business is received by just under half of organisations – about a third of which feel that this is of great importance to them.

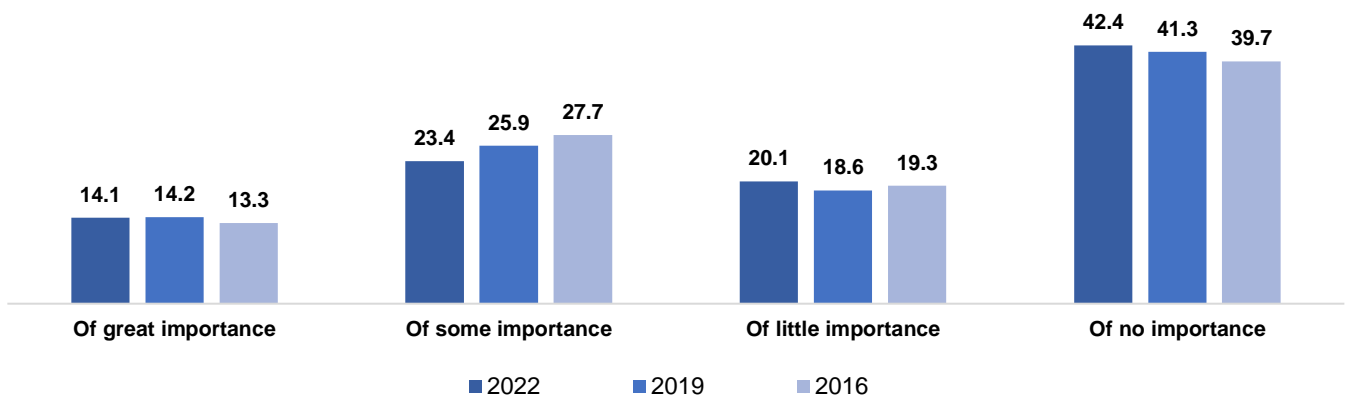
**Employee supported volunteers:** where companies allocate paid time for their employees to undertake tasks for VCSE organisations on an occasional or regularised basis – but not necessarily using their work-related skills. Volunteering activities may include, for example, decorating a community centre, fundraising, environmental work, marshalling at events and so on. Only a third of VCSE organisations get support from employee volunteers – 15 per cent of which feel that it is of great importance to them.

**Pro bono expert advice:** where business owners, partners or qualified employees provide unpaid professional or technical support to VCSE organisations with, for example, book-keeping and accountancy, architectural and design services, mentoring, business and management consultancy, public relations and media support, amongst other things. Well over a third of organisations receive pro bono support from business (38%) - 16 per cent of which think this is of great importance.

Table 7.2 Support offered to VCSE organisations by private sector businesses

	They give us money to help us do our work	They provide free facilities, or goods and services to help us do our work	They provide volunteers to help us do our work	They provide free expert advice to help do our work
Humber and North Yorkshire	41.5	32.5	16.3	26.3
West Yorkshire	36.2	32.2	20.7	24.6
South Yorkshire	29.8	25.8	13.0	19.5
Northumbria	32.7	33.6	21.0	27.3
Tees Valley	41.9	33.0	17.6	27.2
Greater Manchester	35.5	32.5	22.9	27.5
Liverpool City Region	35.7	31.6	22.7	25.8
West Midlands	39.4	34.7	24.0	23.9
West of England	32.6	32.2	15.1	20.7
Cambridgeshire and Peterborough	29.4	28.4	9.8	20.6
Statistical neighbours	35.7	32.3	19.2	25.2
Statistical strangers	33.1	26.8	12.8	17.5
England and Wales	33.5	28.6	17.1	21.4

Figure 7.2 Income from private business in Yorkshire and Humber 2016 - 2022



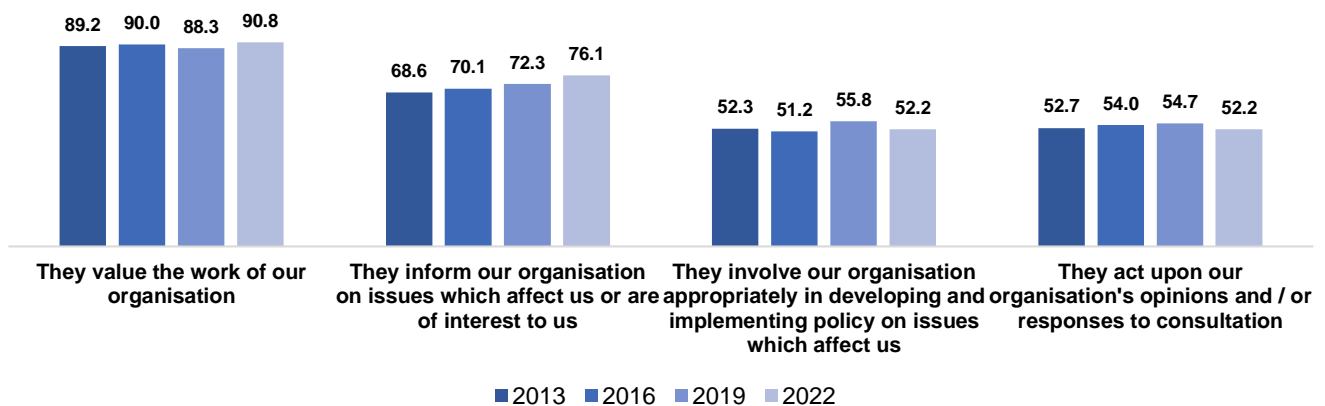
### 7.3 Public sector relationships

Years of government austerity policies have decimated many local authority budgets. Similarly, pressure on NHS budgets in the face of an ageing population, diminished public health, rising costs and unmet patient demand has been relentless. In these circumstances, it might be expected that relationships with the VCSE sector would have suffered.<sup>53</sup> But that is not the case. Since 2013, the vast majority of VCSE sector organisations have felt that their work is valued by local public sector organisations (Figure 7.3).

VCSE organisations are now more likely to feel that local public sector organisations keep them informed about issues affecting them than in 2013 (rising from 69% in 2013 to 76% in 2022). And while only about half of VCSE organisations feel that their organisation is appropriately involved in developing and implementing policies that are relevant to them, this has remained unchanged since 2013.

Figure 7.3. Relationships with local public sector organisations in Yorkshire and Humber 2010-2022

(Percentage of TSOs which 'agree' or 'strongly agree' - only includes organisations which have a relationship with the public sector)



<sup>53</sup> Given the generalised orientation of Third Sector Trends surveys, it is often left to the good sense of respondents to interpret broadly-based questions. 'Public sector organisations' is intended to embrace, primarily, local authorities and health authorities – but also include other organisations which have close relationships with the VCSE sector such as police, fire, probation, educational, employment and social services that operate at the local level. Crucially, respondents are given the opportunity to state that they have no such relationships so as to isolate those VCSE organisations which can have a viewpoint on public sector relationships. For a more detailed discussion see TSTS Relationships Section 4, pp. 33-39.

When comparing statistical neighbours and strangers, it is apparent that VCSE organisations in more densely populated urban areas share similar attitudes to organisations in town and country areas (Table 7.3).

There are variations across Yorkshire and Humber sub-regions. VCSE organisations in Humber and North Yorkshire feel that they are less well informed than in West Yorkshire and South Yorkshire. Similarly, there are variations in the extent to which organisations feel that local statutory bodies act on their opinions or responses to consultation exercises.

<b>Table 7.3 Extent to which VCSE organisations feel valued by public sector organisations</b> (percentage 'agree' or 'strongly agree')					
	<b>They value the work of our organisation</b>	<b>They inform our organisation on issues which affect us or are of interest to us</b>	<b>They involve our organisation appropriately in developing and implementing policy on issues which affect us</b>	<b>They act upon our organisation's opinions and / or responses to consultation</b>	<b>They came to us for our assistance during the pandemic</b>
<b>Humber and North Yorkshire</b>	<b>90.6</b>	<b>73.5</b>	<b>51.1</b>	<b>48.6</b>	<b>59.8</b>
<b>West Yorkshire</b>	<b>90.3</b>	<b>76.3</b>	<b>54.3</b>	<b>52.2</b>	<b>65.1</b>
<b>South Yorkshire</b>	<b>91.8</b>	<b>81.0</b>	<b>49.5</b>	<b>60.4</b>	<b>57.8</b>
Northumbria	90.4	71.2	49.1	48.5	55.6
Tees Valley	89.4	82.3	55.4	60.0	60.7
Greater Manchester	91.9	74.6	58.9	56.5	61.2
Liverpool City Region	92.9	76.3	62.5	63.4	71.6
West Midlands	81.2	66.7	44.6	38.2	59.6
West of England	88.9	71.4	43.6	50.9	57.7
Cambridgeshire and Peterborough	92.2	70.1	43.9	40.4	53.7
<b>Statistical neighbours</b>	<b>89.8</b>	<b>73.4</b>	<b>51.0</b>	<b>50.5</b>	<b>59.6</b>
<b>Statistical strangers</b>	<b>89.7</b>	<b>71.6</b>	<b>47.6</b>	<b>47.6</b>	<b>53.0</b>
<b>England and Wales</b>	<b>90.1</b>	<b>72.4</b>	<b>50.3</b>	<b>49.9</b>	<b>55.1</b>

## 7.4 Influencing public policy

In government White Papers and major opposition parties' policy statements on social wellbeing, it has long-since been recognised that the local VCSE sector makes a valuable contribution to local social wellbeing.<sup>54</sup> Involvement of the VCSE sector in policy agendas and how to deliver public services effectively is generally considered to be a high priority.

To find out more about how organisations try to influence local social and public policy,<sup>55</sup> Third Sector Trends introduced new survey questions to assess levels of participation. Respondents were invited to say whether they 'strongly agree', 'agree', 'disagree' or 'strongly disagree' with each of the following statements about influencing local social and public policy.<sup>56</sup>

Table 7.4 presents data to compare attitudes of statistical neighbours and strangers. VCSE organisations in statistical neighbour areas are consistently more likely to engage in influencing, but the extent of these differences varies.

- ***We tend to steer well clear of political issues*** – this statement was devised simply to assess whether VCSE organisations were prepared to engage with local 'political' issues. A majority of VCSE organisations steer clear of political issues 68 per cent of VCSE organisations in statistical neighbour areas take the view that they do not engage in local political activity compared with 74 per cent in statistical stranger areas.
- ***We try to go to relevant meetings/events which relate to our kind of work*** – to find out if VCSE organisations will participate in formal activities (orchestrated by, for example, local authorities, health authorities or local infrastructure organisations) which address local social and public policy priorities. A similar proportion of organisations try to participate in formal meetings and events that address issues associated with local social and public policy: (75% statistical neighbours and 71% statistical strangers).
- ***We campaign to further the interests of our beneficiaries*** – to see if VCSE organisations aligned with the principle of 'campaigning' to serve the interests of their area or beneficiaries.<sup>57</sup> About half of VCSE organisations in statistical neighbour areas (53%) agree that they campaign to influence local policy compared with 46 per cent amongst statistical strangers.

<sup>54</sup> For a detailed discussion of the current policy context, see Third Sector Trends in England and Wales 2022: relationships, influencing and collaboration, Section 5, pp. 40-62: <https://www.communityfoundation.org.uk/wp-content/uploads/2023/02/Third-Sector-Trends-in-England-and-Wales-2022-relationships-influencing-and-collaboration.pdf>.

<sup>55</sup> The impetus to pursue this aspect of analysis arose from discussion with Millfield House Foundation who commissioned this aspect of the work. The construction of the question was undertaken collaboratively with the foundation's Trust Manager, Cullagh Warnock.

<sup>56</sup> It is recognised that the above statements are 'generalised'. This lack of specificity is necessary in a large-scale study to ensure that all participants can answer the question, whether or not they have a comprehensive understanding of the issues surrounding legal rights, responsibilities and constraints. No option was given to 'sit on the fence' by including a response category such as 'neither agree nor disagree' to ensure that respondents made a clear decision, either way. Similarly, no option was given to state that the question was 'not relevant/applicable to us' on the basis that all organisations should be in a position to take a view on each statement. Completing the question was not 'compulsory'. Indeed, none of the questions on the survey are compulsory – if a question is left unanswered the Online Survey platform is configured to allow people to continue unfettered. Percentage non-response to each statement were as follows: 'steer well clear of political issues' 2.9%, 'go to relevant meetings' 3.8%, 'Campaign to further the interests of our beneficiaries' 4.4%, 'trust local CVS to do this on our behalf' 5.4% and 'we tend to work behind the scenes' 4.9%. All five questions therefore achieved our benchmark standard for in-survey response rate of 95%. No complaints were received about the question (unlike, for example, questions on diversity). For a more detailed discussion of the approach taken to survey design, see: <https://www.stchads.ac.uk/wp-content/uploads/2022/11/Third-Sector-Trends-Research-Methods-2022.pdf>.

<sup>57</sup> In the absence of a specific and widely accepted definition of what constitutes 'campaigning' participants were able to interpret the question their own way.

- **We trust a local VCSE sector support agency to do this on our behalf (e.g. a CVS)** – to determine whether VCSE organisations were willing to delegate aspects of responsibility to a trusted local infrastructure organisation to represent theirs and the sector’s interests. Many VCSE organisations in statistical neighbour areas are happy to delegate responsibility for engagement with local social and public policy to local VCSE sector infrastructure organisations (39%). Fewer organisations in statistical stranger areas appear to be willing to do so (32%).
- **We tend to work behind the scenes to influence policy** – to find out if organisations communicate with individuals in positions of power or influence informally to advance their organisation’s and/or beneficiaries’ interests.<sup>58</sup> Working behind the scenes to influence policy is an option many VCSE organisations choose to take. 47% of VCSEs in statistical neighbour areas agree that they do this compared with 42% in statistical stranger areas.<sup>59</sup>

**Table 7.4 Approaches taken by VCSE organisations to influence local social and public policy**

	We tend to steer well clear of political issues	We try to go to relevant meetings/events which relate to our kind of work	We campaign to further the interests of our beneficiaries	We trust a local third sector support agency to do this on our behalf (e.g. a CVS)	We tend to work behind the scenes to influence policy
<b>Humber and North Yorkshire</b>	<b>70.5</b>	<b>72.6</b>	<b>47.4</b>	<b>38.1</b>	<b>45.5</b>
<b>West Yorkshire</b>	<b>65.0</b>	<b>77.4</b>	<b>57.0</b>	<b>41.2</b>	<b>47.3</b>
<b>South Yorkshire</b>	<b>69.4</b>	<b>77.0</b>	<b>55.0</b>	<b>35.0</b>	<b>47.1</b>
Northumbria	67.6	79.4	51.6	43.6	46.8
Tees Valley	64.8	77.4	61.1	24.7	48.9
Greater Manchester	60.0	75.3	50.0	36.0	53.7
Liverpool City Region	70.1	76.3	57.9	51.5	46.3
West Midlands	60.6	75.8	59.4	36.9	55.4
West of England	75.0	69.0	47.6	31.3	34.5
Cambridgeshire and Peterborough	78.4	58.8	29.5	34.0	33.3
<b>Statistical neighbours</b>	<b>67.5</b>	<b>75.4</b>	<b>51.9</b>	<b>39.0</b>	<b>47.0</b>
<b>Statistical strangers</b>	<b>74.0</b>	<b>71.1</b>	<b>45.5</b>	<b>31.7</b>	<b>41.8</b>
<b>England and Wales</b>	<b>72.3</b>	<b>70.9</b>	<b>47.0</b>	<b>32.9</b>	<b>42.8</b>

<sup>58</sup> The term ‘lobbying’ was purposefully not used so as not to signal negative or politically loaded connotations.

<sup>59</sup> Interpretation of these data is difficult at this stage of the research because it is not known if some or many respondents feel uncomfortable about stating that they ‘work behind the scenes’ as this may be regarded as/or implicitly felt to be a ‘socially discrediting’ admission. Equally, many or most of these organisations may not attempt to influence behind the scenes because there are no opportunities for this to happen or because they simply do not feel that there is any need for them to do so. This issue cannot be resolved without further in-depth qualitative research which is now being planned.

## 8 Summary and implications

### ***Local context shapes sector size and structure***

The voluntary, community and social enterprise sector (VCSE) is large, productive and makes a substantial contribution to local health and social wellbeing. To understand the specifics of sector dynamics, strengths, purpose and impact, the report has looked in detail at the local context within which the sector operates.

Yorkshire and Humber is a large and enormously varied region, geographically, spatially and socially. This makes it difficult to make generalisations about economic, social and health related issues. There are metropolitan and major urban areas which encompass a mix of wealthy suburbs and districts suffering deep social deprivation. Many of Yorkshire's cities have ethnically diverse populations producing vibrant local cultures and entrepreneurial drive – but there are severe challenges associated with social and economic inclusion for many communities too, including some predominantly white working-class areas which also feel neglected by policy makers.

There are also extensive town and country areas – some are highly affluent rural areas, especially so in parts of North Yorkshire; some are relatively remote upland areas in the Pennines. In South Yorkshire there are many former pit-towns and villages which struggle to recover economically from industrial dereliction whilst in some coastal towns there are pockets of deep social deprivation – a situation which is often compounded by the prevalence of low pay and seasonal work in the local visitor economy.

These local factors shape the way that the local VCSE sector is structured, what its objectives and priorities are and how it practices.

### ***Comparing like with like***

Even with a good grasp of local social economic conditions in Yorkshire and Humber, it is not possible fully to understand the contribution of the VCSE sector by focusing on the region in isolation. Without comparative analysis with similar types of metropolitan, major urban or town and country areas, it would not be possible to get insights into aspects of the *distinctiveness* of the situation in localities. It is also vital to recognise similarities in the way that the VCSE sector works irrespective of their local area characteristics.

This report has drawn upon comparative evidence from 'statistical neighbours' and 'statistical strangers' – but that has been a complex task given the divergent characteristics of the region. West Yorkshire and South Yorkshire have been compared with other combined authorities in England – most, but not all of which, are similar in social and economic structure.

Humber and North Yorkshire is a divergent area within its own boundaries – most of North Yorkshire, parts of East Riding and North Lincolnshire and North East Lincolnshire are town and country areas – many of which are quite affluent. While Kingston upon Hull is a major urban area where there are swathes of deep social deprivation. This means that parts of Humber and North Yorkshire can be compared effectively with town and country statistical neighbours (including Northumberland, Shropshire, Suffolk, Dorset, Devon and Cornwall) while others are more similar to the urban areas of West Yorkshire and South Yorkshire.



## **Serving less affluent communities**

Deep social disadvantage is most focused in metropolitan and former industrial areas. That does not mean that deprivation or social exclusion is absent in rural areas or in more affluent zones where housing availability is low and costs are high due to the popularity of the area as tourist, second home or commuter destinations.

What is clear from this report, is that the structure of the VCSE sector varies, depending on local social, spatial and economic circumstances. In more affluent communities, there tends to be a much higher concentration of small groups and organisations which serve local social interests. These organisations, often by default rather than purpose, maintain social and personal wellbeing by keeping people socially connected, mentally acute, physically active and provide a purposeful and positive focus for personal development and self actualisation.

Larger organisations, which tackle pernicious or acute aspects of social need, are more likely to concentrate their work in less advantaged urban areas. These organisations command the lion's share of sector finances, but often they are not free to allocate resources as they choose. Instead, much of their income comes from public sector service contracts from, for example, the local authority, NHS or government departments to tackle specific aspects of social need that are determined elsewhere – and often in Whitehall.

In rural areas, service delivery organisations often face additional challenges. Spatial inaccessibility and lower concentrations of population deprivation mean that the expenses associated with delivering services can be higher in town and country areas. Furthermore, experiences of poverty or ill health can be exacerbated in spatially remote areas because problems associated with access to services and social isolation are pervasive.

Enclaves of social deprivation or exclusion can be small in remote areas, sometimes rendering them as statistically invisible. Disadvantage can take many forms – depending upon the situation of individuals. For example, the ethnic minority population is comparatively small and spatially dispersed in North Yorkshire compared with West Yorkshire's major urban areas – restricting access to specialist support.

## **Sector challenges: similarities and differences**

At root, the research shows that spatial factors can affect the local working conditions of the VCSE sector. This does not necessarily mean that VCSE organisations experiences always vary. As the VCSE sector has emerged from the Coronavirus pandemic, the sector as a whole has done so in much better financial shape than was expected in the depths of the Covid-19 crisis. Many more organisations have reserves than was the case in 2019 and the indications are that they are holding onto these reserves rather than investing in new initiatives.

Across the VCSE sector in England and Wales, irrespective of the types of areas within which they operate, VCSE organisations are characterised by their financial prudence. As NCVO shows, never in the last twenty years has the sector spent more money than it received.<sup>60</sup> This is usually possible as VCSE organisations rarely borrow money because, unlike private businesses, they rarely need to buy stock and they can access funds from a wide variety of sources ranging from gifts, legacies, subscriptions, grants, self-generated earned income, in-kind support and contracts.

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<sup>60</sup> NCVO UK civil society almanac 2022 provides data tracked from 2022/01 on sector income and spending: <https://www.ncvo.org.uk/news-and-insights/news-index/uk-civil-society-almanac-2022/financials/#/>



Nevertheless, some difficulties now face the VCSE sector across England and Wales – especially amongst those organisations which employ staff. As the cost-of-living crisis deepened in 2022, employees' demands for higher wages affected all employment sectors and has resulted in strikes, even, in some national charities. Employee retention problems have hit many VCSE organisations hard. Changing attitudes toward work also affect recruitment and retention - many employees enjoyed a higher degree of flexibility and autonomy during the pandemic and have decided to reduce hours or remove themselves from the paid labour force.

Problems with recruitment and retention are widespread in all areas of England and Wales – in Yorkshire and Humber, the extent of difficulties is virtually identical to national averages. But within the region, there are variations. Retaining employees has been much more difficult, for example, in West Yorkshire (24%) than in Humber and North Yorkshire (14%); recruitment problems have been challenging in South Yorkshire (38%), but less so than in West Yorkshire (48%). Part of the reason for this is that recruitment and retention problems are most acute in organisations which deliver public services under contract – most of these organisations are based in the big cities.

Similarly, support from regular volunteers has been in decline since the pandemic, and while this may recover, that is in doubt due to other pressures on potential volunteers to sustain their finances, meet family responsibilities or just to do other things that they find more appealing.<sup>61</sup>

The evidence indicates that too few organisations are investing in their staff and volunteers through training and professional development. And it is a worry that some or perhaps most organisations prioritise financial prudence over increasing pay levels. If this is so, it could have far-reaching consequences for sector capacity in future.

With all of these worries in mind, it may be expected that leaders of VCSE organisations would be pessimistic about the future. But the opposite is the case – more sector leaders are in positive or buoyant mood now than in 2019 about their future prospects of sustaining or increasing income from statutory sources, trusts and foundations and from business. It is a good thing that sector leaders are positive about the future – as optimism is a driver of ambition to achieve more. But it also risks setting up the sector for disappointment if ambitions cannot be realised.

### ***The difference the VCSE sector makes***

The VCSE sector is keen to make a strong contribution to health, personal, social and community wellbeing in Yorkshire and Humber – and in many respects, it is already doing so. The social impact measures used in this study indicate that from the energy it invests in activities, the VCSE sector in the region produced over £10bn in social impact in 2022. It should come as no surprise, therefore, that many organisations are keen to take up opportunities to engage with local social and public policy. They do so in the firm belief that they are already valued by local public sector organisations.

VCSE organisations in Yorkshire and Humber tend to be more heavily engaged in local social and public policy processes (79%) than on average in England and Wales (71%). About 53 per cent of VCSE organisations in Yorkshire and Humber campaign to influence local policy compared with 47 per cent nationally. Working behind the scenes to influence policy is an option many VCSE organisations choose

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<sup>61</sup> Recent research from NCVO indicate substantive decline in the willingness of people to devote time to regular volunteering for VCSE organisations: NCVO (2022) Key findings from *Time Well Spent 2023*. <https://www.ncvo.org.uk/news-and-insights/news-index/key-findings-from-time-well-spent-2023/#/>

to take (47% of VCSEs in Yorkshire and Humber take this option compared with 43% nationally).

Within Yorkshire and Humber there are variations, as this report shows, and patterns of engagement are shaped by the particularities of the way the local VCSE sector works. In the least affluent areas, the local VCSE sector, taken as a whole, tends to be much more engaged with local public and social policy than is the case in the most affluent areas.

### ***Complementary working***

The VCSE sector in Yorkshire and Humber is more likely than all other English regions to work well together: 84 per cent of organisations have useful informal relationships with other organisations or groups (compared with a national average of 73%). Slightly fewer work quite closely but informally with other organisations (76%), but this is much higher than the national average (65%). Formal partnership working is much less common (42%) but higher than all regions apart from the North West of England (43%) – the national average is 34 per cent.

When health, public and social policy strategic initiatives are devised, emphasis is often stressed on the importance of including the VCSE sector in the definition and delivery of objectives. Some go further and aim to integrate VCSE organisations in collaborative governance initiatives.

This report shows that care needs to be taken when plans are drawn up to involve charities and social enterprises in formal partnership arrangements or to align with strategic public and social policy objectives. And certainly, it is unwise to raise expectations that sector opinion can be expressed as ‘one voice’ and sector interaction accessed through ‘one door’.

The VCSE sector, taken as a whole, cannot and should not be expected to agree shared priorities. Civil society is not driven by principles surrounding fair distribution of services for all, as is the case in a welfare state. Instead, most organisations focus on particulars, not universals and defend their areas of interest vigorously. And while there will be alliances on specific issues from time to time, there can never be a fully shared set of values (beyond the legal right for such organisations to exist) on issues surrounding purpose, practice, need or social benefit. In a sector that is enormously ambitious to make a difference, this means that there is rivalry to highlight the importance of causes and competition to access finite resources of money, employees and volunteers.

The VCSE sector, ultimately, exists to respond to or elicit change. But that does not mean that organisations share the same values: some want to protect privilege, some want to challenge it – consequently, disagreement can often be close to the surface when expectations are raised about alignment with policy initiatives.

The workings of the VCSE sector might not be *neat*, but its members know what they are good at. And as champions of causes in need of financial support they welcome a pluralistic funding environment so they can avoid keeping all their eggs in one basket. This diminishes the risk of dependence on just one funding body and also strengthens their autonomy.

As shown in this report, it is not possible to disentangle who does what in the VCSE sector. This is because approaches to practice are sometimes shared, definitions of purpose are varied and constituencies of beneficiaries are complex. At best, it is only possible to define general areas of activity.

## **VCSE sector activity in policy contexts**

Currently, two major policy initiatives driven by government focus on engagement with the VCSE sector to contribute to strategic objectives for localities. Levelling Up policies<sup>62</sup> lack coherence – involving a mish-mash of strategies and funding streams that are focused on the laudable objective of rebalancing inequitable conditions across localities and regions. This makes it hard for VCSE organisations and their representative bodies to know how to engage with or respond to initiatives.

The NHS's Integrated Care Systems (ICSs) policy framework<sup>63</sup> is much more coherent, but this carries the risk of raising expectations of involvement of the VCSE sector in planning and aligning the sector to specific aspects of delivery. The reality is that much of the activity of the VCSE sector addresses 'intangible' aspects of social value which is nevertheless of great importance to public health – and particularly so in the realm of prevention or in complementary but autonomous aspects of activity which contribute to the alleviation of health conditions.

This can be a good thing. Because it means that the VCSE sector is already finding the resources to create the energy to tackle issues on its own terms which contribute to the greater public good (see Figure 8.1). Consequently, the NHS and local authorities can learn how to value that contribution and factor it into thinking about the purpose of ICSs – but without feeling the need to take responsibility for it, or to attempt to control it.

But there is a downside to this. The VCSE does not operate with the same levels of energy in poorer areas as it does in the richest. There are about two and a half as many small organisations and groups in richer areas, by resident population numbers, as there are in the poorest areas. And, of course, more affluent areas do not have more healthy, socially engaged and confident residents *because* they have a lot of charities – they have more charities because they are healthier, wealthier, socially confident and engaged.

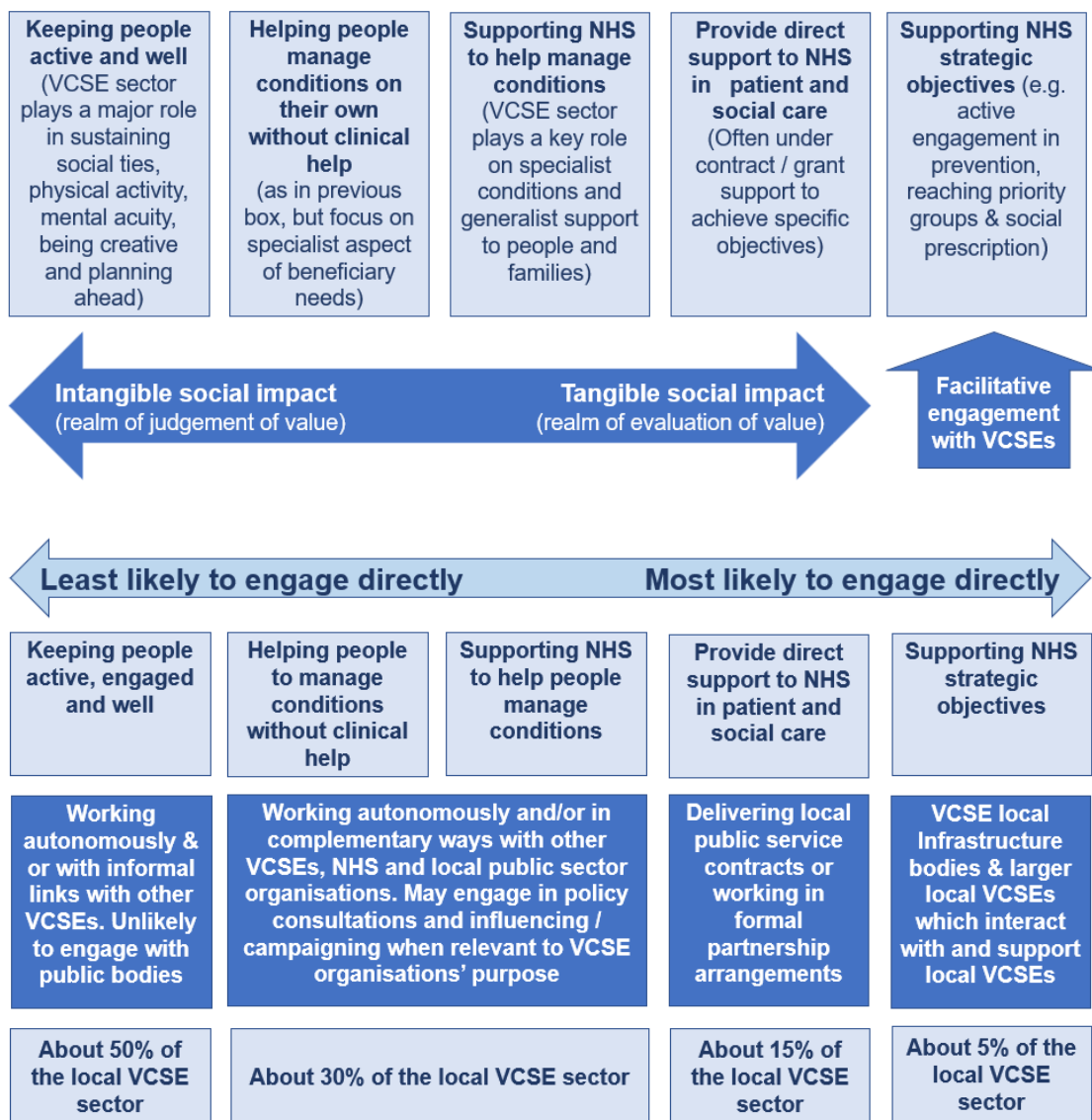
The idea of 'unleashing' the hidden potential of poorer areas and 'harnessing' that energy (as some think tanks argue, somewhat perversely) to improve social wellbeing is therefore deeply flawed. People shape their priorities differently when in poverty and living in marginalised communities that have poorer facilities and where opportunities are limited.

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<sup>62</sup> Department for Levelling Up, Housing and Communities (2022) *Levelling Up in the United Kingdom*, London: OGL, <https://www.gov.uk/government/publications/levelling-up-the-united-kingdom>

<sup>63</sup> ICS strategy and implementation documentation can be found here: <https://www.england.nhs.uk/integratedcare/>

Figure 8.1 The VCSE sector’s contribution to Integrated Care Systems



When people feel undervalued, it can undermine their sense of trust in those who want to help them. Engagement can be difficult and slow, often resulting in backward steps when things go wrong. And it means that assessments of progress have to be devised differently from better-off communities where some achievements are regarded as ‘normal’ but should be recognised as a ‘triumph’ in the poorest communities. As argued by Marmot<sup>64</sup>, this means that purposeful and inequitable investment in the VCSE sector by public or health authorities needs to be carefully thought through and targeted to achieve objectives that are meaningful to the people they aim to serve.

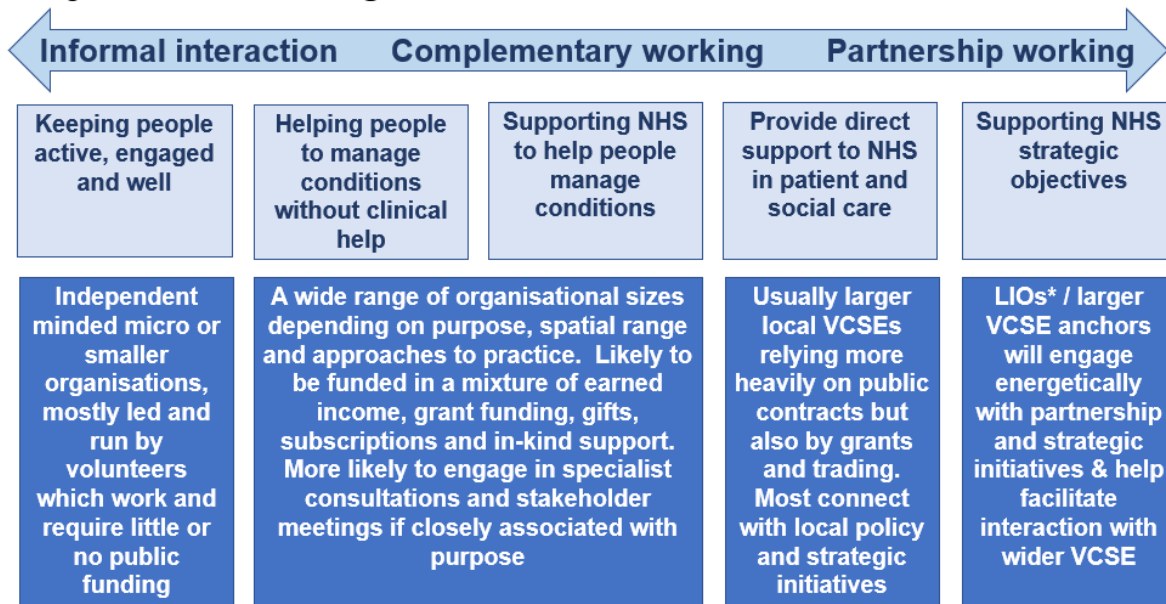
<sup>64</sup> Marmot, M., Allen, J., Boyce, T., Goldblatt, P. and Morrison, J. ( Health Foundation (2020) *Health Equity in England: the Marmot Review 10 years on*, London: Institute of Health Equity: [https://www.health.org.uk/publications/reports/the-marmot-review-10-years-on?psafe\\_param=1&gclid=Cj0KCQjwr82iBhCuARIsAO0EAZwSgDf6T2TZPnb8NZx3gzniFTM1VhUHsJtsc\\_vlzHwugnMWJcJI4bEaAq6aEALw\\_wcB](https://www.health.org.uk/publications/reports/the-marmot-review-10-years-on?psafe_param=1&gclid=Cj0KCQjwr82iBhCuARIsAO0EAZwSgDf6T2TZPnb8NZx3gzniFTM1VhUHsJtsc_vlzHwugnMWJcJI4bEaAq6aEALw_wcB)

This is a complex environment to understand, navigate and negotiate. But if the objective to improve prevention of health conditions is to move closer to centre stage, as indicated in ICS strategies and in the recent Hewitt Review<sup>65</sup> to shift resources from 'illness' to 'health', then recognising and valuing what is happening on the ground now in the VCSE sector is vital.

As Figure 8.2 indicates, about half of VCSE sector organisations are very unlikely to engage directly with ICS policies at a strategic level. Indeed, many may not recognise, nor be interested in articulating how their work adds value to public health. That may not matter to them, but it does not mean that their contribution should not be valued in holistic terms. And in some cases, they may have a more direct role to play, if they are enticed to do so, by – for example an effective link worker with their ear to the ground on new avenues for social prescription.

At the other end of the spectrum – those organisations which are given major grants, or are contracted to deliver services – engagement, in principle, should be much easier. Although current problems with employee retention and recruitment may worsen the scope for interaction if unit costs for service delivery remain too low and organisations continue to withdraw from this marketplace.

Figure 8.2 The strategic orientation of VCSEs



\*Local infrastructure organisations / CVSs

### Looking forward

Government strategies undoubtedly shape the local policy landscape. But locally driven policy initiatives can also make a real difference. In recent years, in the North of England, there has been a stronger emphasis, for example, on understanding the value of the 'foundation economy' in localities. This is often connected to 'community wealth building' strategies which focus upon strengthening local business, third sector and public sector interactions.<sup>66</sup>

<sup>65</sup> (2023) *Hewitt Review: an independent review of integrated care systems*, London: OGL, <https://www.gov.uk/government/publications/the-hewitt-review-an-independent-review-of-integrated-care-systems>

<sup>66</sup> See, for example, Guinan, J. and O'Neill, M. (2020) *The case for community wealth building*, Cambridge: Polity Press, and Foundational Economy Collective (2022) *Foundational Economy: the infrastructure of everyday life*, Manchester: Manchester University Press.

The VCSE sector continues to work well together, usually in informal or complementary ways and is also eager to connect with and help to shape health, economic and social policy initiatives which have the potential to bring wider benefit to the area. The VCSE sector makes a substantive contribution through policy engagement, commitment to community development and its contribution to local employment and economic activity.

This does not mean that everything is easy. The VCSE sector also faces significant challenges as it emerges from the extraordinary circumstances it faced during the Coronavirus pandemic – especially so in relation to recruitment and retention of employees and volunteers. It is important, though, not to overstate the significance of these problems. The sector is in better shape now financially than when in the depths of austerity a few years back and the VCSE sector has also emerged from the pandemic with optimism.



# Appendices

## A1 Research methodology

Third Sector Trends undertakes large-scale on-line surveys every three years. In 2022, the survey opened on June 6<sup>th</sup>. When the survey closed on 1<sup>st</sup> October, 6,070 responses had been received across England and Wales.

The majority of responses were collected by sending direct email invitations to listings of charity leaders drawn from the Charity Commission Register (4,809 returns representing a 4.3% response rate from a sample frame of 110,930 charities). This was supplemented by appeals to join the survey by local infrastructure organisations (such as councils for voluntary service), community foundations and charitable trusts and foundations. This produced an additional 1,263 returns.

The large volume of survey respondents provides a strong basis for in-depth analysis of sector dynamics. But there are insufficient data to make reliable assessments of sector structure, purpose and impact. Consequently, the study established a database of VCSE sector organisations in England and Wales drawn from the full range of available registers. This data set includes 187,000 organisations.<sup>67</sup>

Using evidence from the Third Sector Trends registers database, it is possible to show how representative survey data are. As shown in Figure A1.1 there is a close match between the sample data and register data in most English regions and in Wales. The exceptions are North East England and Cumbria, where the study began and where there is a much stronger local commitment to invest in the process. In London, by contrast, the response rate was much lower than other regions.

Survey samples are also compared by size of organisation in Figure A1.2. This shows that while there is a slight over-representation of larger and big VCSE organisations, survey sample structure is broadly representative.

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<sup>67</sup> Full details on this database and how it was constructed is available in a technical paper on analytical techniques adopted in the Third Sector Trends study which can be found here: [Technical working paper on analytical techniques](#).

Figure A1.1 Distribution of survey sample and register data

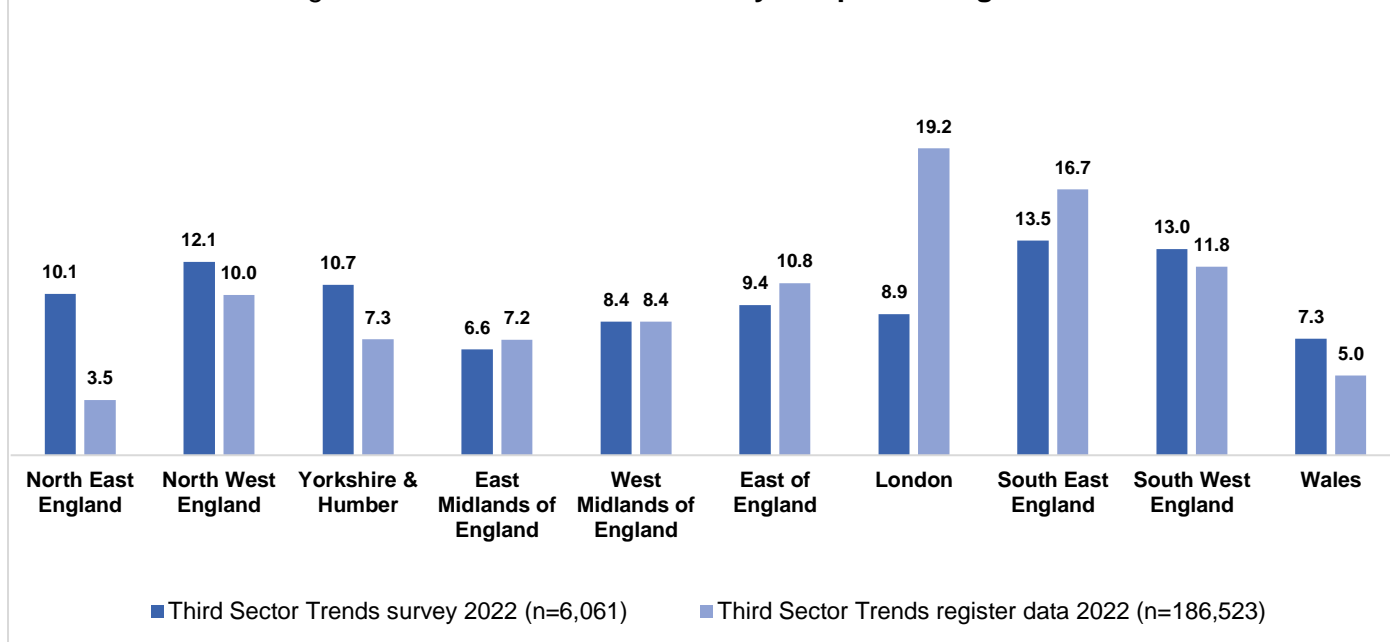
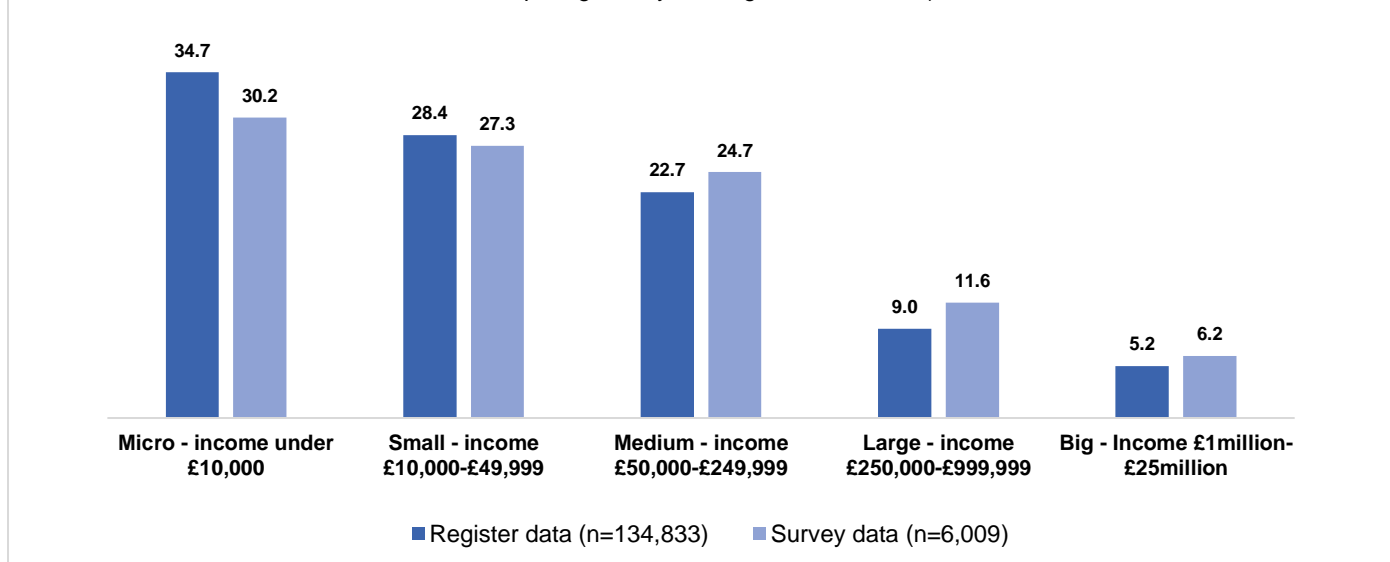


Figure A1.2 Distribution of samples by size of TSOs comparing survey and registers data 2022)





## A2 Additional data tables

Please note that reliability is less strong for local authority areas. There may be minor rounding error variations from the summary data presented in the main report.

Table A1.1 Registered VCSE organisations and estimates of unregistered groups										
	Charities	Charitable incorporated organisations	Coops and Community Benefit Societies	Community Amateur Sport Clubs	Community Interest Companies	Registered Societies	Exempt from registration/ other CLGs	Total organisations	Estimated unregistered groups	Total sector
Kingston upon Hull	266	58	1	5	54	33	30	447	581	1,028
East Riding of Yorkshire	653	81	4	23	63	93	66	983	1,277	2,260
North East Lincolnshire	149	25	4	16	50	27	19	290	377	668
North Lincolnshire	231	37	3	20	34	42	26	393	511	904
<b>Humber</b>	<b>1,299</b>	<b>201</b>	<b>12</b>	<b>64</b>	<b>201</b>	<b>195</b>	<b>142</b>	<b>2,114</b>	<b>2,746</b>	<b>4,860</b>
York	469	108	8	25	71	102	56	839	1,090	1,930
Craven	221	34	2	6	13	51	24	351	455	806
Hambleton	310	47	4	27	11	56	33	488	634	1,121
Harrogate	513	72	9	37	41	98	55	825	1,072	1,897
Richmondshire	190	17	2	5	9	34	18	275	358	633
Ryedale	230	34	1	7	29	42	25	368	478	845
Scarborough	240	43	4	29	34	51	29	430	558	988
Selby	174	28	1	25	29	31	21	309	401	710
<b>North Yorkshire and York</b>	<b>2,347</b>	<b>383</b>	<b>31</b>	<b>161</b>	<b>237</b>	<b>465</b>	<b>260</b>	<b>3,884</b>	<b>5,046</b>	<b>8,930</b>

Table A2.1 Continued/...	Charities	Charitable incorporated organisations	Coops and Community Benefit Societies	Community Amateur Sport Clubs	Community Interest Companies	Registered Societies	Exempt from registration/ other CLGs	Total organisations	Estimated unregistered groups	Total sector
Barnsley	240	31	5	15	48	80	30	449	583	1,033
Doncaster	302	34	0	13	80	71	36	536	696	1,232
Rotherham	265	39	2	13	44	55	30	448	582	1,030
Sheffield	796	173	7	30	142	184	96	1,428	1,855	3,282
<b>South Yorkshire</b>	<b>1,603</b>	<b>277</b>	<b>14</b>	<b>71</b>	<b>314</b>	<b>390</b>	<b>192</b>	<b>2,861</b>	<b>3,716</b>	<b>6,577</b>
Bradford	683	143	9	28	161	156	85	1,265	1,643	2,908
Calderdale	299	59	11	41	90	89	42	631	820	1,451
Kirklees	547	140	6	51	123	157	74	1,098	1,426	2,523
Leeds	1,047	249	9	87	312	284	143	2,131	2,768	4,899
Wakefield	307	49	2	23	61	103	39	584	759	1,343
<b>West Yorkshire</b>	<b>2,883</b>	<b>640</b>	<b>37</b>	<b>230</b>	<b>747</b>	<b>789</b>	<b>383</b>	<b>5,709</b>	<b>7,416</b>	<b>13,125</b>
<b>Humber and North Yorkshire ICS</b>	<b>3,646</b>	<b>584</b>	<b>43</b>	<b>225</b>	<b>438</b>	<b>660</b>	<b>402</b>	<b>5,998</b>	<b>7,792</b>	<b>13,790</b>
<b>West Yorkshire and Craven ICS</b>	<b>3,104</b>	<b>674</b>	<b>39</b>	<b>236</b>	<b>760</b>	<b>840</b>	<b>406</b>	<b>6,059</b>	<b>7,871</b>	<b>13,930</b>
<b>Yorkshire and Humber</b>	<b>8,132</b>	<b>1,501</b>	<b>94</b>	<b>526</b>	<b>1,499</b>	<b>1,839</b>	<b>977</b>	<b>14,568</b>	<b>18,924</b>	<b>33,492</b>

<b>Table A2.2 Employee estimates by local authority area</b>				
	<b>Total estimated part-time employees</b>	<b>Full-time equivalent part-time employees</b>	<b>Estimated full-time employees</b>	<b>Estimated total full time equivalent employees</b>
Kingston upon Hull	3,096	929	2,335	3,263
East Riding of Yorkshire	1,774	532	1,232	1,764
North East Lincolnshire	1,359	408	1,010	1,418
North Lincolnshire	944	284	655	938
<b>Humber</b>	<b>7,173</b>	<b>2,152</b>	<b>5,232</b>	<b>7,383</b>
York	4,921	1,476	3,688	5,165
Craven	691	207	479	686
Hambleton	972	292	685	976
Harrogate	3,056	917	2,234	3,151
Richmondshire	504	151	352	503
Ryedale	1,197	359	855	1,213
Scarborough	1,289	387	933	1,320
Selby	724	217	517	734
<b>North Yorkshire and York</b>	<b>13,354</b>	<b>4,006</b>	<b>9,742</b>	<b>13,748</b>
Barnsley	1,533	460	1,139	1,599
Doncaster	2,230	669	1,638	2,307
Rotherham	2,402	721	1,778	2,499
Sheffield	8,750	2,625	6,574	9,199
<b>South Yorkshire</b>	<b>14,915</b>	<b>4,474</b>	<b>11,128</b>	<b>15,603</b>
Bradford	6,419	1,926	4,834	6,760
Calderdale	2,972	892	2,179	3,070
Kirklees	4,351	1,305	3,206	4,512
Leeds	13,106	3,932	9,826	13,758
Wakefield	2,873	862	2,119	2,982
<b>West Yorkshire</b>	<b>29,722</b>	<b>8,917</b>	<b>22,164</b>	<b>31,081</b>
<b>Humber and North Yorkshire</b>	<b>20,527</b>	<b>6,158</b>	<b>14,974</b>	<b>21,131</b>
<b>West Yorkshire and Craven ICS</b>	<b>30,413</b>	<b>9,124</b>	<b>22,643</b>	<b>31,767</b>
<b>Yorkshire and Humber</b>	<b>65,164</b>	<b>19,549</b>	<b>48,266</b>	<b>67,815</b>

Table A2.3 Estimated number and value of volunteers by local authority area					
	Estimated regular volunteers	Hours work (x72 annually per regular volunteer)	Value at National Living Wage at £9.90 (£millions)	Full-time equivalent regular volunteers	Value at 80% average regional wage @ £23.046 pro rata (£millions)
Kingston upon Hull	10,465	753,480	£7.46	457	£10.52
East Riding of Yorkshire	18,583	1,337,976	£13.25	811	£18.69
North East Lincolnshire	6,236	448,992	£4.45	272	£6.27
North Lincolnshire	7,580	545,760	£5.40	331	£7.62
<b>Humber</b>	<b>42,865</b>	<b>3,086,280</b>	<b>£30.55</b>	<b>1,870</b>	<b>£43.11</b>
York	18,911	1,361,592	£13.48	825	£19.02
Craven	6,670	480,240	£4.75	291	£6.71
Hambleton	9,301	669,672	£6.63	406	£9.35
Harrogate	16,947	1,220,184	£12.08	740	£17.04
Richmondshire	5,194	373,968	£3.70	227	£5.22
Ryedale	7,220	519,840	£5.15	315	£7.26
Scarborough	8,606	619,632	£6.13	376	£8.65
Selby	6,007	432,504	£4.28	262	£6.04
<b>North Yorkshire and York</b>	<b>78,856</b>	<b>5,677,632</b>	<b>£56.21</b>	<b>3,441</b>	<b>£79.30</b>
Barnsley	9,261	666,792	£6.60	404	£9.31
Doncaster	11,154	803,088	£7.95	487	£11.22
Rotherham	9,747	701,784	£6.95	425	£9.80
Sheffield	32,500	2,340,000	£23.17	1,418	£32.68
<b>South Yorkshire</b>	<b>62,662</b>	<b>4,511,664</b>	<b>£44.67</b>	<b>2,734</b>	<b>£63.02</b>
Bradford	28,051	2,019,672	£19.99	1,224	£28.21
Calderdale	13,508	972,576	£9.63	589	£13.58
Kirklees	23,119	1,664,568	£16.48	1,009	£23.25
Leeds	48,310	3,478,320	£34.44	2,108	£48.58
Wakefield	12,555	903,960	£8.95	548	£12.63
<b>West Yorkshire</b>	<b>125,544</b>	<b>9,039,168</b>	<b>£89.49</b>	<b>5,478</b>	<b>£126.25</b>
<b>Humber and North Yorkshire</b>	<b>121,721</b>	<b>8,763,912</b>	<b>£86.76</b>	<b>5,311</b>	<b>£122.41</b>
<b>West Yorkshire and Craven ICS</b>	<b>132,214</b>	<b>9,519,408</b>	<b>£94.24</b>	<b>5,769</b>	<b>£132.96</b>
<b>Yorkshire and Humber</b>	<b>309,927</b>	<b>22,314,744</b>	<b>£220.92</b>	<b>13,524</b>	<b>£311.68</b>

Table A2.4 Estimated financial value of sector by local authority area					
	Third Sector financial expenditure - 93.3% of income	Proxy-replacement value of volunteer time in each area	Proxy value of additional in-kind support in each area	Proxy value of additional sources of self-generated income in each area	Total financial value of sector energy expended by the Third Sector in each area
Kingston upon Hull	58.3	10.5	4.6	0.7	73.9
East Riding of Yorkshire	128.3	18.7	10.1	1.6	159.0
North East Lincolnshire	37.9	6.3	3.0	0.5	47.6
North Lincolnshire	51.3	7.6	4.1	0.6	63.7
<b>Humber</b>	<b>275.8</b>	<b>43.1</b>	<b>21.8</b>	<b>3.5</b>	<b>344.2</b>
York	109.5	19.0	8.6	1.4	138.1
Craven	45.8	6.7	3.6	0.6	56.7
Hambleton	63.7	9.4	5.0	0.8	79.0
Harrogate	107.7	17.0	8.5	1.4	134.5
Richmondshire	35.9	5.2	2.8	0.5	44.5
Ryedale	48.0	7.3	3.8	0.6	59.7
Scarborough	56.1	8.7	4.4	0.7	69.9
Selby	40.3	6.0	3.2	0.5	50.1
<b>North Yorkshire &amp; York</b>	<b>507</b>	<b>79.3</b>	<b>40</b>	<b>6.4</b>	<b>632.7</b>
Barnsley	94.3	9.3	4.6	0.7	109.0
Doncaster	112.6	11.2	5.5	0.9	130.3
Rotherham	94.1	9.8	4.6	0.7	109.2
Sheffield	299.9	32.7	14.8	2.4	349.7
<b>South Yorkshire</b>	<b>600.9</b>	<b>63.0</b>	<b>29.5</b>	<b>4.7</b>	<b>698.1</b>
Bradford	267.8	28.2	13.0	2.1	311.1
Calderdale	133.6	13.6	6.5	1.0	154.8
Kirklees	232.4	23.2	11.3	1.8	268.8
Leeds	451.1	48.6	21.9	3.5	525.2
Wakefield	123.6	12.6	6.0	1.0	143.3
<b>West Yorkshire</b>	<b>1,208.6</b>	<b>126.3</b>	<b>58.8</b>	<b>9.4</b>	<b>1,403.1</b>
<b>Humber and North Yorkshire</b>	<b>782.8</b>	<b>122.4</b>	<b>61.8</b>	<b>9.9</b>	<b>976.9</b>
<b>West Yorkshire and Craven ICS</b>	<b>1,254.4</b>	<b>133.0</b>	<b>62.4</b>	<b>10.0</b>	<b>1,459.8</b>
<b>Yorkshire and Humber</b>	<b>2,592.0</b>	<b>311.7</b>	<b>150.0</b>	<b>24.0</b>	<b>3,077.6</b>

Table A2.5 Total value produced by sector, estimated by local authority area							
	Total financial value of sector energy expended	Economic multiplier value (range 55%-75%)	Fiscal multiplier value (range 45%-65%)	Use value multiplier (range 25%-45%)	Total contribution of multiplier contribution	Estimate social, community and existence value	Total value of sector
Kingston upon Hull	73.9	48.0	40.6	25.9	114.5	73.9	262.3
East Riding of Yorkshire	159	103.4	87.5	55.7	246.5	159.0	564.5
North East Lincolnshire	47.6	30.9	26.2	16.7	73.8	47.6	169.0
North Lincolnshire	63.7	41.4	35.0	22.3	98.7	63.7	226.1
<b>Humber</b>	<b>344.20</b>	<b>223.7</b>	<b>189.3</b>	<b>120.5</b>	<b>533.5</b>	<b>344.2</b>	<b>1,221.9</b>
York	138.1	89.8	76.0	48.3	214.1	138.1	490.3
Craven	56.7	36.9	31.2	19.8	87.9	56.7	201.3
Hambleton	79	51.4	43.5	27.7	122.5	79.0	280.5
Harrogate	134.5	87.4	74.0	47.1	208.5	134.5	477.5
Richmondshire	44.5	28.9	24.5	15.6	69.0	44.5	158.0
Ryedale	59.7	38.8	32.8	20.9	92.5	59.7	211.9
Scarborough	69.9	45.4	38.4	24.5	108.3	69.9	248.1
Selby	50.1	32.6	27.6	17.5	77.7	50.1	177.9
<b>North Yorkshire &amp; York</b>	<b>632.70</b>	<b>411.3</b>	<b>348.0</b>	<b>221.4</b>	<b>980.7</b>	<b>632.7</b>	<b>2,246.1</b>
Barnsley	109	70.9	60.0	38.2	169.0	109.0	387.0
Doncaster	130.3	84.7	71.7	45.6	202.0	130.3	462.6
Rotherham	109.2	71.0	60.1	38.2	169.3	109.2	387.7
Sheffield	349.70	227.3	192.3	122.4	542.0	349.7	1241.4
<b>South Yorkshire</b>	<b>698.1</b>	<b>453.8</b>	<b>384.0</b>	<b>244.3</b>	<b>1082.1</b>	<b>698.1</b>	<b>2,478.3</b>
Bradford	311.1	202.2	171.1	108.9	482.2	311.1	1,104.4
Calderdale	154.8	100.6	85.1	54.2	239.9	154.8	549.5
Kirklees	268.8	174.7	147.8	94.1	416.6	268.8	954.2
Leeds	525.20	341.4	288.9	183.8	814.1	525.2	1,864.5
Wakefield	143.3	93.1	78.8	50.2	222.1	143.3	508.7
<b>West Yorkshire</b>	<b>1,403.1</b>	<b>912.0</b>	<b>771.7</b>	<b>491.1</b>	<b>2174.8</b>	<b>1,403.1</b>	<b>4,981.0</b>
<b>Humber &amp; North Yorkshire</b>	<b>976.9</b>	<b>635.0</b>	<b>537.3</b>	<b>341.9</b>	<b>1514.2</b>	<b>976.9</b>	<b>3,468.0</b>
<b>West Yorkshire &amp; Craven ICS</b>	<b>1,459.8</b>	<b>948.9</b>	<b>802.9</b>	<b>510.9</b>	<b>2262.7</b>	<b>1,459.8</b>	<b>5,182.3</b>
<b>Yorkshire and Humber</b>	<b>3,077.6</b>	<b>2,000.4</b>	<b>1,692.7</b>	<b>1,077.2</b>	<b>4,770.3</b>	<b>3,077.6</b>	<b>10,925.5</b>



Humber and North Yorkshire  
Health and Care Partnership



South Yorkshire  
Integrated Care Board

West  
Yorkshire  
Combined  
Authority



NHS West Yorkshire  
Integrated Care Board (ICB)



Yorkshire  
Sport  
Foundation

North  
Yorkshire  
Sport.



ACTIVE  
HUMBER