



Norfolk County Council

Addendum to the Needs Assessment for Norfolk's Armed Forces Community which was published December 2022

March 2024

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1 Key findings

The Norfolk Armed Forces Covenant Board commissioned a needs assessment, published in December 2022, to establish an evidence base to support decision making relating to local public service provision and partnership working by improving understanding of the armed forces community within Norfolk.

A full refresh of that needs assessment is not considered necessary at this time, and this addendum report supplements the original needs assessment by providing new Census 2021 data for veterans, and new schools data for armed forces families.

Further publications of multivariate Census 2021 data about the veteran population have been released during 2023, and this addendum covers those indicators. The indicators are split by four broad topics of population and identity; education and work; housing; and health.

Key findings of this addendum are as follows.

- For the Census 2021 multivariate indicators under consideration, data shows that Norfolk veterans are generally similar to veterans for England as a whole. And where there are differences between Norfolk veterans compared with those who have not previously served, the pattern of differences is often similar at the national level too.
- There are 40,100 people resident in Norfolk aged 16 and over who have previously served in the UK armed forces.
- 87% of Norfolk veterans are male and 13% are female, which is the same split seen for the veteran population at the national level. This is a much different picture compared with residents who have not previously served, where there is much more of a parity at both the local and national level.
- Norfolk has an older age profile for veterans, compared with veterans in England as a whole. The age profile for residents that have not previously served, both at the local and national level, is much younger, compared with the veterans age profile.
- Norfolk has less ethnic diversity within the veteran population, compared with veterans in England as a whole. There is less ethnic diversity within Norfolk veterans compared with residents who have not previously served, although that variation is less marked in Norfolk than seen at the national level.
- Multivariate data for veterans by sexual orientation is not published at the sub-national level. At the national level, once non-veteran estimates were adjusted to show what, if any, difference would exist between veterans and non-veterans if the two populations had the same age, sex and regional distribution, there were no notable differences in relation to sexual orientation.
- Highest levels of qualification for Norfolk veterans are similar to levels seen for veterans nationally - around a quarter have a Level 4 qualification or above and

around a fifth have no qualifications. There are differences between Norfolk veterans highest level of qualification compared with residents who have not previously served, although the pattern of differences is seen at the national level too.

- Employment and unemployment rates for Norfolk veterans are similar to those seen for veterans at the national level. Norfolk veterans are more likely to be economically inactive compared with residents who have not previously served, and this picture is seen at the national level too.
- Levels of employment within the occupational groups and the socio-economic groups for Norfolk veterans are similar to levels seen for veterans nationally. There are differences between Norfolk veterans employment levels within the occupational and socio-economic groups compared with residents who have not previously served, although the pattern of differences is seen at the national level too.
- Levels of distance travelled to work for Norfolk veterans are similar to levels seen for veterans nationally. Norfolk veterans are more likely to work further away from home compared with residents who have not previously served, and this picture is seen at the national level too.
- Norfolk households containing at least one veteran are more likely to be owned outright than owned with a mortgage or rented, and outright ownership is more likely in Norfolk than for veterans in England as a whole. Outright ownership is more likely for Norfolk veterans compared with households with no people who have previously served, and this picture is seen at the national level too.
- Levels of self-reported good and bad health for Norfolk veterans are similar to those seen for veterans at the national level. Norfolk veterans are more likely to report that they do not have good general health compared with residents who have not previously served, and this picture is seen at the national level too.
- Around a third of Norfolk veterans are disabled under the Equality Act, which is similar compared with veterans at the national level. Norfolk veterans are more likely to be disabled compared with residents who have not previously served, and this picture is seen at the national level too.
- Levels of Norfolk veterans who provide unpaid care are the same as for veterans at the national level. Although Norfolk veterans are similarly likely to provide unpaid care compared with residents who have not previously served, veterans are more likely to provide 50 or more hours unpaid care a week, and this pattern is seen at the national level too.
- Over recent years, overall, numbers of Service Pupil Premium children registered at primary school level continue to decrease and numbers at secondary school level continue to increase. There are higher levels of both primary and secondary SPP registered children in Breckland and King's Lynn & West Norfolk, which are the districts where the majority of Norfolk's Regular Forces personnel are stationed.

2 Introduction

2.1 Context

The Armed Forces Act¹ further enshrines the Armed Forces Covenant in law to help prevent service personnel, veterans and their families being disadvantaged when accessing essential services like healthcare, education and housing.

This means that organisations such as Local Authorities and other public bodies must have due regard to the principles of the Armed Forces Covenant:

- the unique obligations of, and sacrifices made by, the Armed Forces.
- the principle that it is desirable to remove disadvantages arising for service people from membership, or former membership, of the Armed Forces.
- the principle that special provision for service people may be justified by the effects on such people of membership, or former membership, of the Armed Forces.

The focus of the duty of due regard is on public service provision, covering those aspects of public housing, statutory education and healthcare that are among the most likely to affect serving and former members of the Armed Forces and their families. In relation to all three covenant policy areas, it is recognised that no single organisation holds overall responsibility for delivery and therefore a partnership approach will be required, similar to that under the Public Sector Equality Duty.

To support delivery of the duty of due regard, the Ministry of Defence (MOD) has advised Local Authorities to develop an evidence base to underpin their understanding of the Armed Forces community within their local area.

The Ministry of Defence defines a UK Veteran as anyone who has served for at least one day in Her Majesty's Armed Forces (Regular or Reserve) or Merchant Mariners who have seen duty on legally defined military operations.²

2.2 Purpose of this report

The Norfolk Armed Forces Covenant Board commissioned a needs assessment, published in December 2022, to establish an evidence base to support decision making relating to local public service provision and partnership working by improving understanding of the armed forces community within Norfolk.

[Go to Norfolk Insight to see Norfolk's Armed Forces Community Needs Assessment published in December 2022.](#)

A full refresh of that needs assessment is not considered necessary at this time, and this addendum report supplements the original needs assessment by providing new Census 2021 data for veterans, and new schools data for armed forces families.

¹ <https://www.legislation.gov.uk/ukpga/2021/35/contents/enacted>

² Ministry of Defence – Veterans: Key Facts - <https://www.armedforcescovenant.gov.uk/wp-content/uploads/2016/02/Veterans-Key-Facts.pdf>

3 Key findings of the report published December 2022

The Norfolk Armed Forces Covenant Board commissioned a needs assessment, published in December 2022, to establish an evidence base to support decision making relating to local public service provision and partnership working by improving understanding of the armed forces community within Norfolk.

[Go to Norfolk Insight to see Norfolk's Armed Forces Community Needs Assessment published in December 2022.](#)

The following are key findings sourced from the original needs assessment report.

Veterans

- The Ministry of Defence defines a UK Veteran as anyone who has served for at least one day in Her Majesty's Armed Forces (Regular or Reserve) or Merchant Mariners who have seen duty on legally defined military operations.
- The most recent published data from the Census 2021 shows that on Census Day (21 March 2021), there were 40,094 people resident in Norfolk aged 16 and over who have previously served in the UK Armed Forces. The highest numbers are living in Breckland, King's Lynn & West Norfolk and Broadland.
- Census 2021 shows that overall, Norfolk has a higher rate of veterans in the population (5.2%) than England and Wales (3.8%).
- Census 2021 shows that in Norfolk, there are around 37,600 households with one or more veterans, which is around 9.3% of all Norfolk households, compared with 7.0% for England and Wales.
- According to the Office for Veterans' Affairs (OVA), as of 2020 there were around 2.4 million veterans in Great Britain.
- Census 2021 shows around 1.85 million people in England and Wales reported that they had previously served in the UK Armed Forces.
- The Ministry of Defence (MOD) predicts that the number of veterans is likely to decrease year on year to approximately 1.6 million by the year 2028.
- While the MOD project a gradual decline in the number of veterans in Great Britain, the number of working age veterans is predicted to increase. As of 2016, the proportion of working age veterans stood at approximately 37%. By 2028, this is thought to increase to around 44%.
- For March 2021, Norfolk has 8,275 people in receipt of an occupational pension or compensation under the Armed Forces Pension Scheme (AFPS), War Pensions Scheme (WPS), or the Armed Forces Compensation Scheme (AFCS).
- Breckland has around one in four (25.8%) of all veterans in receipt of AFPS, WPS or AFCS; King's Lynn & West Norfolk has around one in five (20.6%).
- For March 2021, Norfolk has 60 people in receipt of a Guaranteed Income Payment (GIP) under the AFCS (which provide a reasonable estimate of those who may require additional support in the community), with Breckland and King's Lynn & West Norfolk having the higher numbers compared with other Norfolk districts.
- Exit from the military and relocations have been cited as common causes of isolation and loneliness in the Armed Forces Community and may indicate why some veterans may wish to remain near social networks established during service.

- In April 2022, around £500,000 was reportedly distributed to charities and research institutions to support research into the experiences of female veterans, veterans from ethnic minorities and non-UK ex-service personnel.
- The Northern Hub for Veterans and Families Research at Northumbria University has developed a series of reports to map veterans' and their families' welfare needs across the whole of the UK. Their analysis concludes that financial hardship and housing issues are the most prevalent topics affecting veterans that seek assistance from the main charities in the sector.
- The Northumbria University analysis suggests that the presence of military pension and compensation recipients is a good starting point when seeking to identify areas with veterans who are experiencing financial hardship.
- For 2017, the Northumbria University analysis shows hotspots of Armed Forces Pension and Compensation recipients in Norfolk being around Norwich, Dereham and further south of Dereham, and King's Lynn and further south and southwest of King's Lynn.
- For 2020/21, of the UK Regular Armed Forces population, around 1,120 medical discharges occurred, representing approximately three personnel medically discharged each day. This type of data is not published at the local level.
- According to the Veterans and Families Research Hub, the main causes of medical discharges between 2015 and 2020 were musculoskeletal disorders and injuries. These disorders and injuries reportedly led to 48% of Naval Service, 51% of Army and 39% of RAF medical discharges.
- Across England there are approximately 1,300 GP practices accredited by the Royal College of General Practitioners (RCGP) as being "Veteran Friendly". As of November 2022, 26 Practices were showing as registered in Norfolk.
- For 2020/21, of the UK Regular Armed Forces personnel who left the service, approximately 7 in 10 (69%) in employment reported that they were employed in one of the following four most common occupations, six months after leaving service: Skilled Trade occupations (19% compared with 9% for the general UK population); Associate Professional and Technical occupations (18% compared with 16% for the general UK population); Professional occupations (16% compared with 23% for the general UK population); and Elementary occupations (16% compared with 9% for the general UK population). This type of data is not published at the local level.
- According to the Warwick Institute of Employment Research, 45% of veterans believed that resettlement support was helpful in securing employment in the short term. However, only around 25% felt that it was helpful in the long term.
- There are high rates of gambling and potential problematic gambling among veterans. Veterans sampled as part of research conducted by Swansea University were more than ten times more likely than non-veterans to experience gambling harms and to gamble as a way of coping with distress.

Serving Personnel

- According to the MOD UK Armed Forces biannual diversity statistics, as of October 2021 women represented 11.4% of the UK Regular forces – an increase of 0.2% from the year before. Women were also reported to make up 15.4% of the Future Reserves, this reflects an increase of 0.4% from the year prior.

- As of October 2021, 9.4% of the UK Regular Forces were of minority ethnic groups. This is reportedly an increase of 0.3% from the previous year. As for the Future Reserves, around 5.8% of personnel were of minority ethnic groups.
- For April 2021, the strength of Regular Forces for Norfolk stands at a total of 1,890 with 1,200 being RAF personnel, 380 being Army and 300 being Royal Navy/Royal Marines. This relates to stationed location, which is not necessarily where personnel live.
- The majority of Norfolk's Regular Forces personnel are stationed at RAF Marham in King's Lynn & West Norfolk, with 1,480 personnel; Breckland has 370 Regular Forces personnel stationed at Robertson Barracks; North Norfolk has 30 Regular Forces personnel and Norwich has ten. RRH Neatishead and the Norwich Armed Forces Recruitment Centre also contribute towards numbers of personnel in the county. Broadland, Great Yarmouth and South Norfolk have no Regular Forces personnel stationed.
- For October 2021, Norfolk had 2,050 Armed Forces personnel Defence Medical Services (DMS) registrations. Peak numbers are in the 20 to 24 and the 25 to 29-year age groups, with decreasing numbers in the older age groups.
- For 2020/21, around 1 in 10 UK Armed Forces personnel were seen by military healthcare services for a mental health related reason. This type of data is not published at the local level, but based on UK rates, for Norfolk this equates to potentially around an estimated 200 personnel.
- Most personnel seeking military mental health care go to their GP in the first instance. For 2020/21, around 1 in 10 of UK Armed Forces personnel were seen by their GP. This type of data is not published at the local level, but based on UK rates, for Norfolk this equates to potentially around an estimated 200 personnel.
- Most patients who seek mental health care are managed by their GP, however some with more complex needs will receive treatment from specialist mental care providers. For 2020/21, around 1 in 50 UK Armed Forces personnel required specialist mental health services. This type of data is not published at the local level, but based on UK rates, for Norfolk this equates to potentially around an estimated 40 personnel.
- For 2016/17, around 6 in 10 of UK Armed Forces personnel were assessed indicating that they may potentially be at increasing risk or above of alcohol related harm. This type of data is not published at the local level, but based on UK rates, for Norfolk this equates to potentially around an estimated 1,150 personnel.
- For 2016/17, around 1 in 50 of UK Armed Forces personnel were assessed indicating that they may potentially be at increasing or higher risk of alcohol related harm and should be advised to see their GP. This type of data is not published at the local level, but based on UK rates, for Norfolk this equates to potentially around an estimated 40 personnel.

Reserves

- 1 Company of the 3rd Battalion of the Royal Anglian Regiment are stationed in Norwich. The County also has connections to 161 Medical Squadron (Norwich detachment), 254 Medical Regiment (pre-hospital emergency care medical unit), 2620 Squadron, Royal Air Force Auxiliary Regiment (force protection unit), 677

Squadron AAC (Norwich Flight), 6 Army Air Corps (ground crew teams providing arming and refuelling support services to deployed helicopters).

- The most cited reasons for joining the Reserves were: to serve my country (66%); for the challenge (63%); personal development (62%); to make a difference/do something worthwhile (59%); and for the excitement and adventure (56%).
- In terms of motivation to remain in the Reserves, to serve my country (60%); the people, friends and camaraderie (55%); personal development (55%); for the challenge (52%); and to make a difference/do something worthwhile (51%) were identified as the most common responses.
- Around 77% of respondents to the MOD's Reserves Continuous Attitude Survey agreed that they were satisfied with life in the Reserves, 93% agreed that they were proud to serve and 87% would recommend joining.
- It is estimated that 46% of Reservists are married or in a civil partnership, and a further 24% are in a long term or established relationship (but not married or in a civil partnership).
- It was also estimated that over half (56%) of Reservists do not have any financially dependent children.
- Of the 4% of Reservist respondents that intended to leave the Reserves within the next year, around a third (33%) reported poor management and leadership, 29% reported they will have reached the Reserves retirement age, and 28% reported they did not feel valued by the Service.

Armed Forces Families

- According to the Tri-Service Families Continuous Attitude Survey, in 2022 approximately 59,000 Regular trained Service personnel are married or in a civil partnership, with most Service spouses living in England (82%).
- Around 28% of Service spouses were reported as married to Officers, while 72% were married to Other Ranks.
- Around 78% of Service families have children, with around a third having at least one child under the age of five.
- Over half (54%) of Service families were found to have at least one child of school age and seven in ten (71%) families with a child aged under five required early years (0-4) childcare.
- Around a fifth (22%) of Service families moved for Service reasons in the past year and two in five families (41%) have moved at least twice for Service reasons in the past five years.
- A higher proportion of Other Rank spouses have not moved (36%) compared to Officer spouses (29%).
- Latest Department for Education data for academic year 2021/22 shows that there are 1,588 children registered for Service Pupil Premium (SPP) in Norfolk schools, with 943 attending primary school and 645 attending secondary school.
- According to the Service Children's Progression Alliance, Norfolk is currently ranked in the 8th decile for number of Service children, indicating a high number of service children situated in the county.

4 Census 2021 data about veterans

First publications of univariate Census 2021 data about the veteran population who have previously served in the UK armed forces were published in November 2022. This includes population and household data and are included in the needs assessment report which was published in December 2022.

Further publications of multivariate Census 2021 data about the veteran population have been released during 2023, as described in the following paragraphs, split by four broad topics of population and identity; education and work; housing; and health.

The following paragraphs compares Census 2021 data about Norfolk's veteran population with national level (England) data, and also with data about residents who have not previously served.

Data from the Census 2021 shows that on Census Day (21 March 2021), there were around 40,100 people resident in Norfolk aged 16 and over who have previously served in the UK armed forces. This includes those who have served for at least one day in armed forces, either regular or reserves, or Merchant Mariners who have seen duty on legally defined military operations.

The data shows that UK armed forces veterans are mainly male and older, compared with residents who have not previously served in the UK armed forces, and therefore care should be taken when comparing characteristics of veterans and residents who have not previously served, as variables such as health strongly relate to age and sex.

4.1 Population and identity

Age and sex

Of the 40,100 people resident in Norfolk aged 16 and over who have previously served in the UK armed forces, 87% are male and 13% are female, which is the same split seen for the veteran population at the national level. This is a much different picture compared with residents who have not previously served, where there is more of a parity at both the local and national level (47% male and 53% female).

Table 4.1 shows that in the Census 2021, Norfolk has an older age profile for residents who have served in the UK armed forces, compared with veterans in England as a whole. Of the 40,100 veterans living in Norfolk, lower levels are seen in the younger five-year age groups compared with nationally. Norfolk has a higher proportion of veterans aged 65 years and over than seen nationally.

The age profile for residents that have not previously served, both at the local and national level, is much younger, compared with the veterans age profile.

Table 4.1: Residents who have previously served in the UK armed forces (%), by five-year age group.

Five-year age group	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
16 to 19 years	0.2	0.4
20 to 24 years	0.7	1.2
25 to 29 years	1.4	2.1
30 to 34 years	2.5	3.4
35 to 39 years	2.7	4.0
40 to 44 years	3.1	4.1
45 to 49 years	4.7	5.6
50 to 54 years	7.3	7.9
55 to 59 years	8.9	9.1
60 to 64 years	8.7	8.9
65 to 74 years	15.4	14.6
75 to 84 years	23.7	19.9
85 years and over	20.7	18.7
Total	100.0	100.0

Source: Census 2021

Ethnic group

This dataset provides 2021 Census estimates that classify all usual residents in England and Wales by the ethnic group that the person completing the census feels they belong to. This could be based on their culture, family background, identity or physical appearance. Data is shown here for the five aggregated ethnic groups of Asian or Asian British; black, black British, Caribbean or African; mixed or multiple ethnic groups; white; and other ethnic groups.

Table 4.2 shows aggregated ethnic group data for residents who have served in the UK armed forces. Although levels are relatively low for ethnic minority groups overall, the data shows that Norfolk has less ethnic diversity within the veteran population, compared with veterans in England as a whole.

There is less ethnic diversity within Norfolk residents who have served in the UK armed forces compared with residents who have not previously served, although that variation is less marked in Norfolk than seen at the national level.

Table 4.2: Residents who have previously served in the UK armed forces (%), by aggregated ethnic group.

Aggregated ethnic group	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
Asian or Asian British	0.3	1.4
black, black British, Caribbean or African	0.3	1.1
mixed or multiple ethnic groups	0.6	0.9
white	98.8	96.2
other ethnic groups	0.2	0.4
Total	100.0	100.0

Source: Census 2021

Sexual orientation

It would be useful to understand data around the veteran LGBTQ+ community in Norfolk, however, multivariate data for veterans by sexual orientation is not published at sub-national levels as the risk of disclosure has a greater impact on this variable due to the risk of small values at low geographies.

However, data is available at the national level.³ The sexual orientation question was a voluntary question in Census 2021, which 92.8% of UK armed forces veterans answered. The majority of veterans (91.3%) identified as straight or heterosexual. A further 0.9% identified as gay or lesbian and 0.5% identified as bisexual. A smaller proportion (0.1%) said they identified with another sexual orientation. A relatively high proportion of 7.2% did not answer the question.

³ [Characteristics of UK armed forces veterans, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Once non-veteran estimates were adjusted to show what, if any, difference would exist between veterans and non-veterans if the two populations had the same age, sex and regional distribution, there were no notable differences in relation to sexual orientation. This pattern was similar for both England and Wales.

There was some variation between men and women who were veterans, with proportionally more female veterans identifying as gay or lesbian than men (3.0% compared with 0.6%) and proportionally more female veterans identifying as bisexual than men (1.2% compared with 0.4%), which is possibly related to age. This may reflect the fact that female veterans have a younger age profile than male veterans (17.9% are aged 16 to 39 years, compared with only 10% of male veterans) and there is a known relationship between age and self-reported sexual orientation.

4.2 Education and work

Highest level of qualification

The highest level of qualification is derived from the Census question asking people to indicate all qualifications held, or their nearest equivalent. This may include foreign qualifications where they were matched to the closest UK equivalent. The six categories of highest qualification are:

- No qualifications.
- Level 1 and entry level qualifications: 1 to 4 GCSEs grade A* to C, Any GCSEs at other grades, O levels or CSEs (any grades), 1 AS level, NVQ level 1, Foundation GNVQ, Basic or Essential Skills.
- Level 2 qualifications: 5 or more GCSEs (A* to C or 9 to 4), O levels (passes), CSEs (grade 1), School Certification, 1 A level, 2 to 3 AS levels, VCEs, Intermediate or Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First or General Diploma, RSA Diploma.
- Level 3 qualifications: 2 or more A levels or VCEs, 4 or more AS levels, Higher School Certificate, Progression or Advanced Diploma, Welsh Baccalaureate Advance Diploma, NVQ level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma.
- Level 4 qualifications or above: degree (BA, BSc), higher degree (MA, PhD, PGCE), NVQ level 4 to 5, HNC, HND, RSA Higher Diploma, BTEC Higher level, professional qualifications (for example, teaching, nursing, accountancy).
- Other: apprenticeships, vocational or work-related qualifications, other qualifications achieved in England or Wales, qualifications achieved outside England or Wales (equivalent not stated or unknown).

Table 4.3 shows highest level of qualification data for residents who have served in the UK armed forces. Highest levels of qualification for Norfolk veterans are similar to levels seen for veterans nationally; that is, they do not vary by more than three percentage points within each category, compared with national levels. Of the 40,100 veterans living in Norfolk, around a quarter have a Level 4 qualification or above (23.9%), which is similar to the veterans national figure (26.9%). The proportion of Norfolk veterans that have no qualifications (22.7%), is similar to the veterans national figure (21.1%).

Of the six categories of highest level of qualification, at 8.3 percentage points, the largest difference between highest qualification levels for Norfolk residents who have served in the UK armed forces and those who have not previously served, is for Other qualification. That is, 17.2% of Norfolk veterans have other qualifications as their highest level, compared with 8.9% for those who have not previously served. Although the extent of differences vary, the pattern of differences within each category of highest level of qualification is seen at the national level too.

Table 4.3: Residents who have previously served in the UK armed forces (%), by highest level of qualification.

Highest level of qualification	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
No qualifications	22.7	21.1
Level 1 and entry level qualifications	9.3	9.1
Level 2 qualifications	10.8	11.0
Level 3 qualifications	16.1	16.0
Level 4 qualifications or above	23.9	26.9
Other	17.2	15.9
Total	100.0	100.0

Source: Census 2021

Economic activity

Census 2021 data records people aged 16 years and over are economically active if, between 15 March and 21 March 2021, they were in employment (an employee or self-employed), unemployed but looking for work and could start within two weeks, or unemployed but waiting to start a job that had been offered and accepted. It is a measure of whether or not a person was an active participant in the labour market during this period. Economically inactive are those aged 16 years and over who did not have a job between 15 March to 21 March 2021 and had not looked for work between 22 February to 21 March 2021, or could not start work within two weeks. The census definition differs from International Labour Organization definition used on the Labour Force Survey, so estimates are not directly comparable. This classification splits out full-time students from those who are not full-time students when they are employed or unemployed. Census 2021 was during a unique period of rapid change, and care should be taken when using labour market data for planning purposes.

Table 4.4 shows that of the 40,100 residents who have served in the UK armed forces living in Norfolk, 36.8% are economically active, which is lower than the veterans national level (42.4%). And conversely, Norfolk's rate of economically inactive veterans (63.2%) is higher than seen for veterans nationally (57.6%). Of those veterans who are economically active, Norfolk has a similar level who are in employment (96.6%) compared with veterans nationally (96.2%), and a similar level who are unemployed (3.4%) compared with veterans nationally (3.8%).

Norfolk residents who have served in the UK armed forces are more likely to be economically inactive (63.2%) compared with residents who have not previously served (42.2%), and this picture is seen at the national level too.

Table 4.4: Residents who have previously served in the UK armed forces (%), by economic activity status.

Economic activity status	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
Economically active	36.8	42.4
<i>Economically active: In employment (including full-time students)</i>	96.6	96.2
<i>Economically active: Unemployed (including full-time students)</i>	3.4	3.8
Economically inactive	63.2	57.6

Source: Census 2021

Occupation

Census 2021 data classifies what people aged 16 years and over do as their main job. Their job title or details of activities they do in their job and any supervisory or management responsibilities form this classification. This information is used to code responses to an occupation using the Standard Occupational Classification (SOC) 2020. It classifies people who were in employment between 15 March and 21 March 2021, by the SOC code that represents their current occupation. Census 2021 was during a unique period of rapid change, and care should be taken when using labour market data for planning purposes.

Table 4.5 and **Figure 4.1** show occupation data for residents who have served in the UK armed forces. Levels of employment within the nine occupational groups for Norfolk veterans are similar to levels seen for veterans nationally; that is, they do not vary by more than 2.1 percentage points within each group, compared with national levels. Of the 14,200 veterans living in Norfolk who are economically active and employed, the largest occupational group is for Associate professional and technical occupations at 16.1%, which is similar to the veterans national figure of 15.8%. The smallest occupational group is for Sales and customer service occupations at 3.9%, which is similar to the veterans national figure of 3.8%.

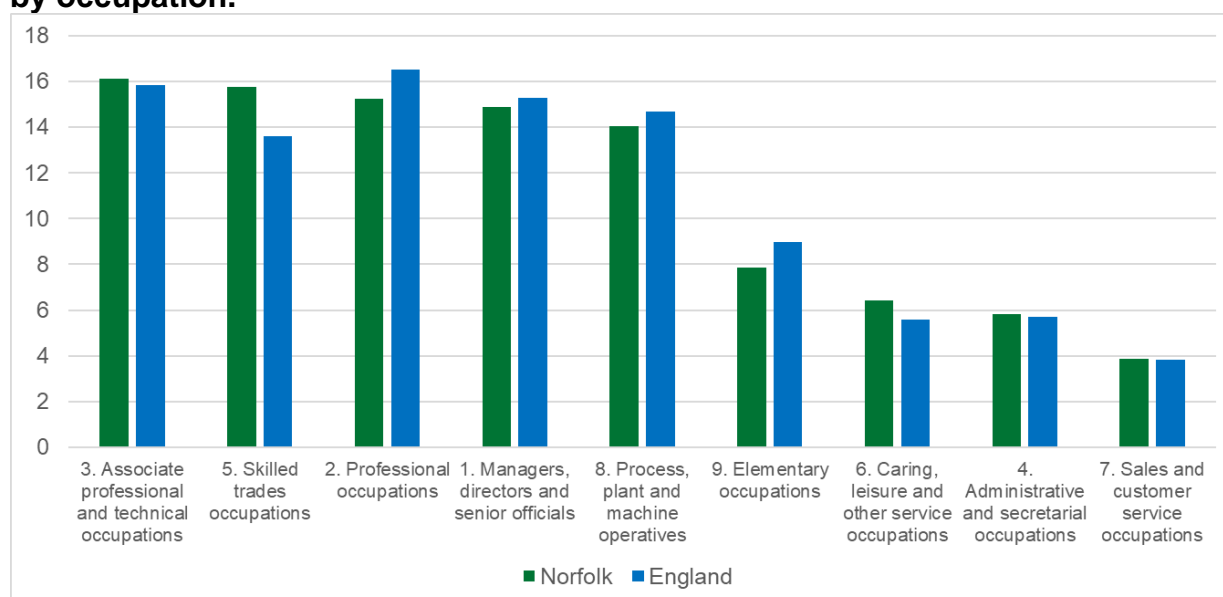
Of the nine occupational groups, at 6.2 percentage points, the largest difference between employment levels for Norfolk residents who have served in the UK armed forces and those who have not previously served, is for Process, plant and machine operatives. That is, 14.0% of Norfolk veterans are employed as Process, plant and machine operatives, compared with 7.8% for those who have not previously served. Although the extent of differences vary, the pattern of differences within each occupational group is seen at the national level too.

Table 4.5: Residents who have previously served in the UK armed forces (%), by occupation.

Occupation	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
1. Managers, directors and senior officials	14.9	15.3
2. Professional occupations	15.2	16.5
3. Associate professional and technical occupations	16.1	15.8
4. Administrative and secretarial occupations	5.8	5.7
5. Skilled trades occupations	15.8	13.6
6. Caring, leisure and other service occupations	6.4	5.6
7. Sales and customer service occupations	3.9	3.8
8. Process, plant and machine operatives	14.0	14.7
9. Elementary occupations	7.8	9.0
Total	100.0	100.0

Source: Census 2021

Figure 4.1: Residents who have previously served in the UK armed forces (%), by occupation.



Source: Census 2021

Socio-economic classification

The National Statistics Socio-economic Classification (NS-SEC) indicates a person's socio-economic position based on their occupation and other job characteristics. It is an Office for National Statistics standard classification. NS-SEC categories are assigned based on a person's occupation, whether employed, self-employed, or supervising other employees. Full-time students are recorded in the "full-time students" category regardless of whether they are economically active.

Table 4.6 and **Figure 4.2** show socio-economic classification data for residents who have served in the UK armed forces. Levels within each of the groups for Norfolk veterans are similar to levels seen for veterans nationally; that is, they do not vary by more than 1.4 percentage points within each group, compared with veterans national levels. Of the 40,100 veterans living in Norfolk, the largest socio-economic group is for Lower managerial, administrative and professional occupations at 21.9%, which is similar to the veterans national figure of 21.5%. Excluding full-time students and those that are long-term unemployed, the smallest group is for Semi-routine occupations at 9.1%, which is similar to the veterans national figure of 8.9%.

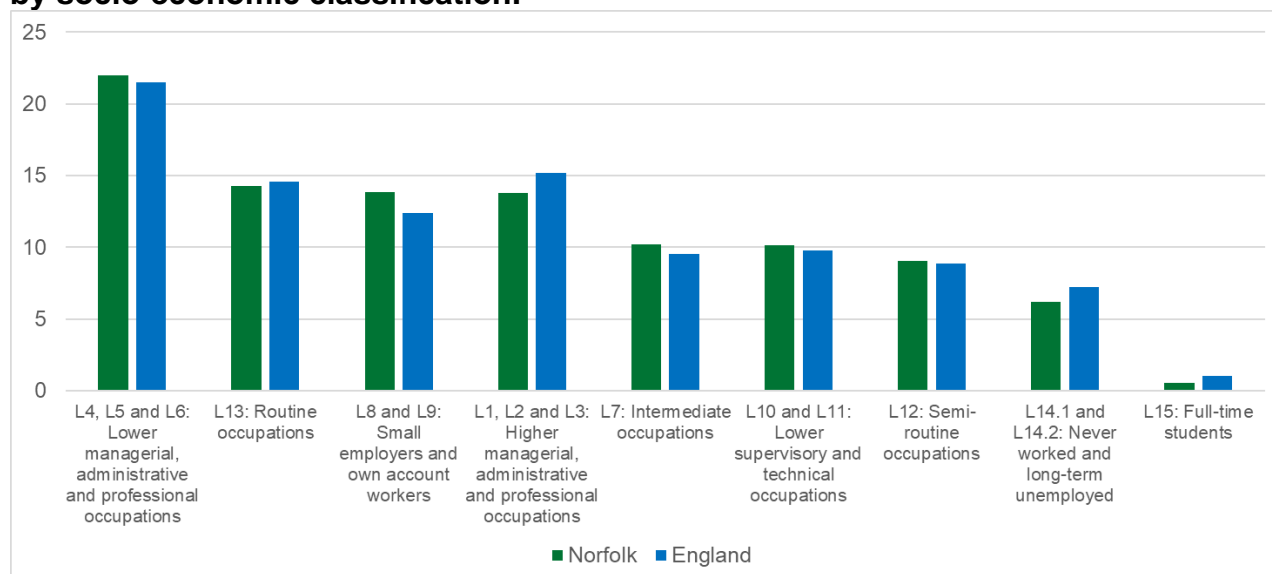
Excluding full-time students and those that are long-term unemployed, of the socio-economic groups, at 4.5 percentage points, the largest difference between employment levels for Norfolk residents who have served in the UK armed forces and those who have not previously served, is for Semi-routine occupations. That is, 9.1% of Norfolk veterans are employed in Semi-routine occupations, compared with 13.6% for those who have not previously served. Although the extent of differences vary, the pattern of differences within each socio-economic group is seen at the national level too.

Table 4.6: Residents who have previously served in the UK armed forces (%), by socio-economic classification.

Socio-economic classification	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
L1, L2 and L3: Higher managerial, administrative and professional occupations	13.8	15.2
L4, L5 and L6: Lower managerial, administrative and professional occupations	21.9	21.5
L7: Intermediate occupations	10.2	9.5
L8 and L9: Small employers and own account workers	13.8	12.4
L10 and L11: Lower supervisory and technical occupations	10.1	9.8
L12: Semi-routine occupations	9.1	8.9
L13: Routine occupations	14.3	14.6
L14.1 and L14.2: Never worked and long-term unemployed	6.2	7.2
L15: Full-time students	0.5	1.0
Total	100.0	100.0

Source: Census 2021

Figure 4.2: Residents who have previously served in the UK armed forces (%), by socio-economic classification.



Source: Census 2021

Distance travelled to work

This indicator is the distance, in kilometres, between a person's residential postcode and their workplace postcode measured in a straight line. A distance travelled of 0.1km indicates that the workplace postcode is the same as the residential postcode. Distances over 1,200km are treated as invalid, and an imputed or estimated value is added. "Work mainly at or from home" is made up of those that ticked either the "Mainly work at or from home" box for the address of workplace question, or the "Work mainly at or from home" box for the method of travel to work question. Census 2021 was during a unique period of rapid change, and care should be taken when using travel to work data for planning purposes.

Table 4.7 shows distance travelled to work data for residents who have served in the UK armed forces. Levels of distance travelled to work for Norfolk veterans are similar to levels seen for veterans nationally; that is, they do not vary by more than 2.6 percentage points within each category, compared with veterans national levels. Of the 14,200 veterans living in Norfolk who are economically active and employed, around a quarter work mainly from home (24.7%), which is similar to the veterans national figure (27.1%). The proportion of Norfolk veterans that say they work mainly at an offshore installation, in no fixed place, or outside the UK (23.1%), is similar to the veterans national figure (21.3%). Those travelling 10km to less than 30km to get to work account for 19.2% of Norfolk's working veterans, which again is similar to the veterans national figure of 16.6%.

Norfolk residents who have served in the UK armed forces are more likely to work at an offshore installation, in no fixed place, or outside the UK (23.1%) compared with residents who have not previously served (16.2%), and this picture is seen at the national level too. Also, Norfolk veterans are less likely to travel less than 5km to

work (15.0%) compared with residents who have not previously served (23.2%), and this picture is seen at the national level too.

Table 4.7: Residents who have previously served in the UK armed forces (%), by distance travelled to work.

Distance travelled to work	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
Less than 5km	15.0	17.2
5km to less than 10km	8.1	10.6
10km to less than 30km	19.2	16.6
30km to less than 60km	6.7	4.7
60km and over	3.2	2.4
Works mainly at an offshore installation, in no fixed place, or outside the UK	23.1	21.3
Works mainly from home	24.7	27.1
Total	100.0	100.0

Source: Census 2021

4.3 Housing

Household tenure

Census 2021 data on household tenure records whether a household owns or rents the accommodation that it occupies. Owner-occupied accommodation can be owned outright (which is where the household owns all of the accommodation) or owned with a mortgage or loan or part-owned on a shared ownership scheme. Rented accommodation can be private rented (for example, rented through a private landlord or letting agent), or social rented through a local council or housing association.

Table 4.8 shows that of the 37,600 households in Norfolk containing at least one resident who has served in the UK armed forces, overall, 77.9% are owned and 22.1% are rented, which is similar to the veterans national picture (74.3% owned and 25.7% rented). Norfolk households containing at least one veteran are more likely to be owned outright (56.2%) than owned with a mortgage or rented, and outright ownership is more likely in Norfolk than for veterans in England as a whole (49.3%).

Norfolk households containing at least one veteran are more likely to be owned outright (56.2%) compared with households with no people who have previously served (37.6%), and this picture is seen at the national level too.

Table 4.8: Households containing at least one person who has previously served in UK armed forces (%), by household tenure.

Household tenure	Households containing at least one person who has previously served in UK armed forces (%)	
	Norfolk	England
Owned	77.9	74.3
<i>Owned: Owns outright</i>	56.2	49.3
<i>Owned: Owns with a mortgage or loan or shared ownership</i>	21.8	25.0
Rented	22.1	25.7
<i>Rented: Social rented</i>	10.9	13.6
<i>Rented: Private rented or lives rent free</i>	11.2	12.1

Source: Census 2021

4.4 Health

The data shows that UK armed forces veterans are mainly male and older, compared with those who have not previously served, and therefore care should be taken when comparing characteristics of veterans and those who have not previously served, as variables such as health strongly relate to age and sex.

General health

In the Census 2021, a person's assessment of the general state of their health is recorded from very good to very bad. This assessment is not based on a person's health over any specified period of time.

Table 4.9 shows that of the 40,100 residents who have served in the UK armed forces living in Norfolk, 63.3% report that their general health is good, which is similar to the veterans national picture (64.5%), and 36.7% report that their general health is not good, which is similar to the veterans national picture (35.5%).

Norfolk residents who have served in the UK armed forces are more likely to report that they do not have good general health (36.7%) compared with residents who have not previously served (23.1%), and this picture is seen at the national level too.

Table 4.9: Residents who have previously served in the UK armed forces (%), by general health.

General health	Residents who have previously served in the UK armed forces (%)	
	Norfolk	England
Good health	63.3	64.5
Not good health	36.7	35.5

Source: Census 2021

Disability

In the Census 2021, people who assessed their day-to-day activities as limited by long-term physical or mental health conditions or illnesses are considered disabled. This definition of a disabled person meets the harmonised standard for measuring disability and is in line with the Equality Act (2010).

Table 4.10 shows that of the 40,100 residents who have served in the UK armed forces living in Norfolk, 32.3% are disabled under the Equality Act, which is similar to the veterans national picture (31.9%). Of those 12,960 veterans with disabilities, 46.3% say that their day-to-day activities are limited a lot and 53.7% say their day-to-day activities are limited a little, which is similar to the veterans national picture (47.5% activities limited a lot and 52.5% activities limited a little).

Norfolk residents who have served in the UK armed forces are more likely to be disabled under the Equality Act (32.3%) compared with residents who have not previously served (22.1%), and this picture is seen at the national level too.

Table 4.10: Residents who have previously served in the UK armed forces who are disabled under the Equality Act (%).

Disability	Residents who have previously served in the UK armed forces who are disabled under the Equality Act (%)	
	Norfolk	England
Disabled under the Equality Act	32.3	31.9
<i>Disabled under the Equality Act: Day-to-day activities limited a lot</i>	46.3	47.5
<i>Disabled under the Equality Act: Day-to-day activities limited a little</i>	53.7	52.5

Source: Census 2021

Provision of unpaid care

In the Census 2021, an unpaid carer may look after, give help or support to anyone who has long-term physical or mental ill-health conditions, illness or problems related to old age. This does not include any activities as part of paid employment. This help can be within or outside of the carer's household.

Table 4.11 shows that of the 40,100 residents who have served in the UK armed forces living in Norfolk, 11.5% provide unpaid care, which is the same as the veterans national picture (11.5%). Of those 4,600 veterans who provide unpaid care, 39.9% provide 19 or less hours unpaid care a week, 16.3% provide 20 to 49 hours unpaid care a week, and 43.9% provide 50 or more hours unpaid care a week. These are similar levels seen at the veterans national level.

Norfolk residents who have served in the UK armed forces are similarly likely to provide unpaid care (11.5%) compared with residents who have not previously served (10.4%), although veterans are more likely to provide 50 or more hours unpaid care a week (43.9%) compared with residents who have not previously served (31.2%), and this pattern is seen at the national level too.

Table 4.11: Residents who have previously served in the UK armed forces who provide unpaid care (%).

Provision of unpaid care (hours per week)	Residents who have previously served in the UK armed forces who provide unpaid care (%)	
	Norfolk	England
Provides unpaid care	11.5	11.5
<i>Provides 19 or less hours unpaid care a week</i>	39.9	40.6
<i>Provides 20 to 49 hours unpaid care a week</i>	16.3	16.8
<i>Provides 50 or more hours unpaid care a week</i>	43.9	42.6

Source: Census 2021

5 Service Pupil Premium

The Department for Education (DfE) introduced the Service Pupil Premium (SPP) in April 2011 in recognition of the specific challenges children from service families face and as part of the commitment to delivering the Armed Forces covenant. State schools, academies and free schools in England, which have children of service families in school years reception to year 11, can receive the SPP funding. It is designed to assist the school in providing the additional support that these children may need.

Although not all families identify to their school that they are military families, and therefore not all service pupils are claimed for, this data does give an informative picture of the ages of service pupils across the county.

The data for primary level and secondary level includes pupils attending All Through schools, Primary schools, Secondary schools, and Alternative Provision (AP) and Special schools. Primary level pupils are those in reception year, year 1, year 2, year 3, year 4, year 5, and year 6. Secondary level pupils are those in year 7, year 8, year 9, year 10, and year 11.

Latest DfE data for the academic year 2022/23 shows that there are 1,586 children registered for SPP in Norfolk schools (**Table 5.1**), with 880 at primary level and 706 at secondary level.⁴ This shows a higher level of primary and secondary children in Breckland and King's Lynn & West Norfolk, which are the districts where the majority of Norfolk's Regular Forces personnel are stationed - RAF Marham in King's Lynn & West Norfolk, and Robertson Barracks in Breckland.

Table 5.1: Number of Norfolk children registered for Service Pupil Premium 2022/23, by district.

District	Primary level (Year R to Year 6)	Secondary level (Year 7 to Year 11)	Total
Breckland	263	263	526
Broadland	66	90	156
Great Yarmouth	25	32	57
King's Lynn & West Norfolk	376	150	526
North Norfolk	39	25	64
Norwich	17	36	53
South Norfolk	94	110	204
Total	880	706	1,586

Source: Norfolk Education systems and reporting team - Service Pupil Premium data available from DfE.

⁴ Norfolk Education systems and reporting team - Service Pupil Premium data available from DfE.

Table 5.2 shows variation over the six academic years from 2017/18 to 2022/23 for the specific year groups. Overall, numbers of SPP children registered at primary school level continue to decrease and numbers of SPP children registered at secondary school level continue to increase.

Table 5.2: Number of Norfolk children registered for Service Pupil Premium 2017/18 to 2022/23.

	Year	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Primary school level	R	187	133	154	135	114	98
	1	161	168	124	146	134	104
	2	142	162	160	116	146	130
	3	159	142	147	148	121	121
	4	146	153	135	147	149	147
	5	150	136	158	130	150	116
	6	146	134	126	142	129	164
Primary Total		1,091	1,028	1,004	964	943	880
Secondary school level	7	124	147	132	125	147	166
	8	126	113	139	131	128	136
	9	107	116	106	131	136	137
	10	103	96	120	100	135	129
	11	129	97	96	116	99	138
Secondary Total		589	569	593	603	645	706
Norfolk Total		1,680	1,597	1,597	1,567	1,588	1,586

Source: Norfolk Education systems and reporting team - Service Pupil Premium data available from DfE.

6 Concluding remarks

The Norfolk Armed Forces Covenant Board commissioned a needs assessment, published in December 2022, to establish an evidence base to support decision making relating to local public service provision and partnership working by improving understanding of the armed forces community within Norfolk.

[Go to Norfolk Insight to see Norfolk's Armed Forces Community Needs Assessment published in December 2022.](#)

A full refresh of that needs assessment is not considered necessary at this time, and this addendum report supplements the original needs assessment by providing new Census 2021 data for veterans, and new schools data for armed forces families.

Further publications of multivariate Census 2021 data about the veteran population have been released during 2023, and this addendum covers those indicators. The indicators are split by four broad topics of population and identity; education and work; housing; and health.

The data shows that UK armed forces veterans are mainly male and older, compared with residents who have not previously served in the UK armed forces, and therefore care should be taken when comparing characteristics of veterans and residents who have not previously served, as variables such as health strongly relate to age and sex.

For the Census 2021 multivariate indicators under consideration, data shows that Norfolk veterans are generally similar to veterans for England as a whole. And where there are differences between Norfolk veterans compared with those who have not previously served, the pattern of differences is often similar at the national level too.

Over recent years, overall, numbers of Service Pupil Premium children registered at primary school level continue to decrease and numbers at secondary school level continue to increase. There are higher levels of both primary and secondary SPP registered children in Breckland and King's Lynn & West Norfolk, which are the districts where the majority of Norfolk's Regular Forces personnel are stationed.



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