

National

Six Weekly Business Dashboard



Regional

Monthly / Quarterly Business Dashboard



The Dashboard has been updated to reflect the WMCA 7 Met. geography where available. The dashboard has been RAG rated based on; Red indicators an improvement in performance and Green indicators an improvement above UK-wide (excluding the UK-wide indicator where they are either green or red depending on change each quarter and business activity and future business activity where amber shows a decline in performance but above/ at the 50-growth mark and green indicators continually increases).

¹ Comparisons vary depending on geography; Birmingham has been compared to Bristol, Cardiff, Edinburgh, Glasgow, Leeds, Liverpool, Manchester and Newcastle. Due to data availability, the WM 7 Met. has been either compared to other combined authorities (following what is available Greater London Authority is not always included), (traditional combined authorities are Greater Manchester CA (GMCA), Sheffield City Region, West Yorkshire CA, Liverpool City Region CA, Tees Valley CA, Cambridgeshire and Peterborough CA, West of England CA, North East CA and North of Tyne CA, however for claimants/ ONS labour market activity new CAs are now available meaning the 11 will be - GMCA, South Yorkshire, West Yorkshire, Liverpool City Region, Tees Valley, WMCA, Cambridgeshire & Peterborough, West of England, York & North Yorkshire, East Midlands and the North East) or NUTS 2 / ITL 2 geography. The West Midlands region has been compared to other regions in the UK. No comparators have been included for UK-wide. The GVA indicator now includes 15 agreed Combined Authorities.

² Office for National Statistics (ONS), Business investment in the UK: January to March 2025 provisional results – released May 2025 (RAG rating based on quarterly change).

³ NatWest, UK regional growth tracker report news release – released May 2025



Theme	Indicator	April 2024	May 2024	June 2024	July 2024	August 2024	September 2024	October 2024	November 2024	December 2024	January 2025	February 2025	March 2025	April 2025	Trend	Relative to Peer Group	Commentary
	Regional Future Business Activity Index ⁴ (monthly update)	78.7	80.5	74.8	77.9	76.1	69.8	71.0	68.6	67.2	69.8	74.3	68.5	67.3	90 80 70 60 50 40 30 20 10 0 07-1-1 - 10 - 17 - 17 - 17 - 17 - 17 -	WM: Highest Region East of England: 63.6 (2 nd) Northern Ireland: 50.3 (12 th)	The West Midlands Future Business Activity Index decreased from 68.5 in March 2025 to 67.3 in April 2025. Despite the drop in optimism for future business activity, the West Midlands was the highest region.
Business	WMCA (7 Met.) Enterprise Deaths ⁵ (quarterly – update due Jul 2025)			2,990 (Q2)			2,745 (Q3)			3,115 (Q4)			3,860 (Q1)		6,000 5,000 4,000 3,000 1,000 0 L L S S S S S S S S S S S S S S S S S	WMCA: Highest CA GMCA: 3,735 (2 nd) Tees Valley: 600 (11 th)	In Q1 2025, there were 3,860 business deaths in the WMCA area. An increase of 23.9% when compared to Q4 2024 (UK +20.4%). Comparing Q1 2025 to Q1 2024 shows a 5.7% decrease in business deaths across the WMCA area (UK -4.4%).
	WMCA (7 Met.) Enterprise Births ⁶ (quarterly – update due Jul 2025)			3,460 (Q2)			3,415 (Q3)			2,945 (Q4)			3,820 (Q1)		6,000 5,000 4,000 2,000 1,000 0	WMCA: 2 nd Highest CA GMCA: 4,450 (1 st) Tees Valley: 750 (11 th)	In Q1 2025, there were 3,820 business births in the WMCA area, an increase of 29.7% when compared to Q4 2024 (UK +36.5%). Comparing Q1 2025 to Q1 2024 shows a 3.5% decrease in business births across the WMCA area (UK +2.8%).

⁴ NatWest, UK regional growth tracker report for April 2025 – released May 2025

⁵ ONS, Business demography, quarterly experimental statistics, low-level geographic breakdown, UK – released April 2025 (RAG rating based on quarterly change).

⁶ ONS, Business demography, quarterly experimental statistics, low-level geographic breakdown, UK – released April 2025 (RAG rating based on quarterly change).



Annual Business Dashboard



⁷ ONS, Business Demography (provisional for 2022), UK 2023 – released November 2024

 $^{^{\}rm 8}$ ONS, Business Demography (provisional for 2022), UK 2023 – released November 2024

⁹ ONS, Business Demography (provisional for 2022), UK 2023 – released November 2024

¹⁰ ONS, Business Demography (provisional for 2022), UK 2023 – released November 2024

¹¹ Department for Business and Trade, UK Innovation Survey 2023 – released May 2024



Quarterly Place Dashboard

Theme	Indicator	March 2024	April 2024	May 2024	June 2024	July 2024	August 2024	September 2024	October 2024	November 2024	December 2024	January 2025	February 2025	March 2025	Trend	Relative to Peer Group	Commentary
Place	Birmingham City Centre Rent ¹² (Quarterly – update due Jul- Aug 2025)	£42.50 Per Sq ft (Q1)			£43.25 Per Sq ft (Q2)			£43.25 Per Sq ft (Q3)			£43.25 Per Sq ft (Q4)			£43.25 Per Sq ft (Q1)	£44 £42 £40 £5 £38 £34 £32 £30	Birmingham: 4 th Highest / 9 Bristol: £48.00 (1 st) Cardiff: £28.00 (9 th)	Birmingham City Centre remained unchanged on the quarter at £43.25 per sq ft. Rent frees on a 10 year lease moved in from 24 months to 18 months in Q1 reflecting the growing supply and demand imbalance of the best stock. Regarding take-up, the Consumer and Private sector, driven by Boparan Restaurant Group's 62,000 sq ft acquisition of Portland House, Solihull, drove demand levels in Birmingham in Q1 2025, accounting for 32% of take-up.
	WMCA (7 Met.) Gigabit broadband Connectivity ¹³ (tri-annual – update due Summer 2025)					93.3% premises (As of Jul 2024)						94.9% premises (As of Jan 2025)			100% 90% 80% 70% 60% 50% 40% 30% 20% 10% 0%	WMCA: Highest CA UK: 84.4% Tees Valley: 93.3% (2 nd) York & North Yorkshire: 77.2% (11 th)	As of January 2025, 94.9% of premises in the WMCA area had gigabit broadband availability - significantly above the UK-wide figure of 84.4%.

Avison Young, The Big Nine – created April 2025.
 Ofcom, connected nations – released May 2025 (RAG rating based on annual change). Please note, there was no Summer 2024 release.



Quarterly Economy Dashboard

Regional

Theme	Indicator	December 2023	January 2024	February 2024	March 2024	April 2024	May 2024	June 2024	July 2024	August 2024	September 2024	October 2024	November 2024	December 2024	Trend	Relative to Peer Group	Commentary
	Regional Exports in Goods ¹⁴ (quarterly – update due June 2025)	£34.9bn (Full Year 2023)			£35.4bn (Year to Q1 2024)			£35.4bn (Year to Q2 2024)			£35.4bn (Year to Q3 2024)			£35.3bn (Full Year 2024)	£40,000 £35,000 £25,000 £20,000 £15,000 £5,000 £30,000 £10,000 £10,000 £10,000	WM – 3 rd Highest Region South East: 11.3% (1 st) Northern Ireland: 3.2% (12 th)	Since 2023, the West Midlands region's total value in goods exports increased by £336m (+1.0%) to £35.3bn in 2024. The overall value of UK trade in goods exports decreased by 5.6% to £348.4bn. The West Midlands accounted for 10.1% of UK's goods exports in 2024. The West Midlands had a trade deficit of £7.4bn in 2024.
Economy	Regional Imports in Goods ¹⁵ (quarterly – update due June 2025)	£42.5bn (Full Year 2023)			£42.1bn (Year to Q1 2024)			£42.4bn (Year to Q2 2024)			£42.5bn (Year to Q3 2024)			£42.7bn (Full Year 2024)	£45,000 £40,000 £35,000 £25,000 £25,000 £15,000 £5,000 £5,000 £5,000	WM – 5 th Highest Region South East: 18.6% (1 st) Northern Ireland: 1.7% (12 th)	Since 2023, the value of West Midlands region imports increased by £213m (+0.5%) to £42.7bn in 2024. UK-wide total imports decreased by 3.5% to £577.2bn. The West Midlands accounted for 7.4% of UK's goods imports in 2024.

¹⁴ HMRC, UK regional trade in goods statistics – released March 2025. Data is not comparable across the dashboard; the RAG rating is comparing the same period to the previous year. Please note, annual change figures in the commentary section may not sum due to rounding.

15 HMRC, UK regional trade in goods statistics – released March 2025. Data is not comparable across the dashboard; the RAG on this occasion has not been applied. Please note, annual change figures in the commentary section may not sum due to rounding.



Annual Economy Dashboard

Theme	Indicator	2018	2019	2020	2021	2022	2023 2024		Trend	Relative to Peer Group	Commentary
	WMCA FDI Projects ¹⁶ (annual – update due June 2025)						70	80 70 60 50 40 30 20 10	2023/24	WM 7 Met.: 3 rd Highest ITL 2 / 29 Inner London - West: 333 (1 st) Southern Scotland: 11 (29 th)	New geographical data shows in 2023/24 there were 70 single site FDI Projects in the WMCA area. Data has been suppressed for the Black Country LEP. However, insights for Coventry & Warwickshire LEP shows there was a decrease by 12.0% (-6) to 44 and Greater Birmingham & Solihull LEP decreased by 22.4% (-17) to 59. The UK had an overall decrease of 6.0% to 1,555.
Economy	WMCA FDI New Jobs ¹⁷ (annual – update due June 2025)						6,082	7,000 6,000 5,000 4,000 3,000 2,000 1,000	2023/24	WM 7 Met.: 2 nd Highest ITL 2 / 29 Inner London - West: 12,824 (1 st) Lincolnshire: 182 (29 th)	New geographical data shows in 2023/24 there 6,082 new jobs created from FDI Projects in the WMCA area. Data has been suppressed for the Black Country LEP. However, insights for Coventry & Warwickshire LEP shows there was a decrease by 32.4% (-1,034) to 2,161 and Greater Birmingham & Solihull LEP increased by 31.4% (+1,187) to 4,963. The UK had an overall decrease of 10.1% to 71,478.
	WMCA (7 Met.) Smoothed GVA per Hour ¹⁸ (Annual – update due June 2025)	£31.70	£32.40	£33.30	£34.10	£34.50		£40 £35 £30 £25 £20 £15 £10 £5 £0	2020 2021 2022	WMCA: 4 th Lowest CA / 10 UK: £39.70 West of England: £39.60 (1 st) South Yorkshire Mayoral CA: £31.60 (10 th)	In 2022, GVA per hour in the WMCA area was £34.50. Since 2021, the WMCA area increased by 1.2% (+£0.40) and the UK increased by 1.5%. When compared to 2019, GVA per hour in the WMCA area increased by 6.5% (+£2.10) while the UK increased by 8.5%. In 2022, UK GVA per hour was £39.70 meaning the WMCA area had a shortfall of £5.20.

 $^{^{16}}$ Department for Business and Trade (DBT), inward investment results – released June 2024.

¹⁷ DBT, inward investment results – released June 2024.

¹⁸ ONS, regional and subregional labour productivity – released June 2024, please note Greater London Authority has been excluded for the peer group.





¹⁹ ONS, Regional economic activity by gross domestic product, UK: 1998 to 2023 – released April 2025. This recently updated indicator now has a peer group which covers fifteen currently agreed combined authorities, twelve of which match ITL2 subregions, and the other three are included as city and enterprise regions (CER). The peer group includes Cambridgeshire & Peterborough, Devon & Torbay (CER), East Midlands, Greater Lincolnshire (CER), Greater Manchester, Hull & East Yorkshire, Tees Valley, West Midlands, West of England, West Yorkshire and York & North Yorkshire.

²⁰ ONS, International trade in UK nations, regions and cities: 2022 – released February 2025. Peer Group Combined Authorities are – Cambridgeshire and Peterborough, Greater Manchester, Greater London Authority – Inner and Outer, Liverpool City Region, North of Tyne, South Yorkshire, Tees Valley, West Midlands, West Yorkshire and West of England. However, no data is available for Tees Valley and Outer London.

²¹ ONS, International trade in UK nations, regions and cities: 2022 – released February 2025. Combined Authorities are – Cambridgeshire and Peterborough, Greater London Authority – Inner and Outer, Liverpool City Region, North of Tyne, South Yorkshire, Tees Valley, West Midlands, West Yorkshire and West of England. However, no data is available for Liverpool City Region.



Monthly People Dashboard

Theme	Indicator	April 2024	May 2024	June 2024	July 2024	August 2024	September 2024	October 2024	November 2024	December 2024	January 2025	February 2025	March 2025	April 2025	Trend	Relative to Peer Group	Commentary
	WMCA (7 Met.) Claimants (16+) ²² (monthly update)	127,435 (6.7% of Pop. aged 16-64)	127,730 (6.8% of Pop. aged 16-64)	135,515 (7.3% of Pop. aged 16-64)	147,175 (7.9% of Pop. aged 16-64)	147,585 (7.9% of Pop. aged 16-64)	149,215 (8.0% of Pop. aged 16-64)	148,960 (8.0% of Pop. aged 16-64)	147,115 (7.9% of Pop. aged 16-64)	145,170 (7.8% of Pop. aged 16-64)	143,575 (7.7% of Pop. aged 16-64)	147,400 (7.8% of Pop. aged 16-64)	147,835 (7.8% of Pop. aged 16-64)	148,505 (7.9% of Pop. aged 16-64)	200,000 150,000 0	WMCA: Highest CA UK: 4.1% GMCA & West Yorkshire: 5.2% (Joint 2 nd) York & North Yorkshire: 2.1% (11 th)	There were 148,505 claimants in the WMCA area in April 2025. Since March 2025, there has been an increase of 0.5% (+670) claimants in the WMCA area, while the UK decreased by 0.03%. When compared to April 2024, claimants have increased by 18.4% (+23,070) in the WMCA area, with the UK increasing by 9.3%.
People	WMCA (7 Met.) Youth Claimants (18-24) ²³ (monthly update)	24,745 (8.5% of Pop. aged 18-24)	24,555 (8.4% of Pop. aged 18-24)	24,610 (8.4% of Pop. aged 18-24)	25,255 (8.6% of Pop. aged 18-24)	25,815 (8.8% of Pop. aged 18-24)	26,025 (8.9% of Pop. aged 18-24)	26,390 (9.0% of Pop. aged 18-24)	26,740 (9.1% of Pop. aged 18-24)	26,615 (9.1% of Pop. aged 18-24)	26,325 (9.0% of Pop. aged 18-24)	26,960 (9.2% of Pop. aged 18-24)	27,360 (9.4% of Pop. aged 18-24)	27,735 (9.5% of Pop. aged 18-24)	40,000 35,000 25,000 20,000 15,000 0 17, 17, 17, 27, 18, 18, 18, 18, 18, 18, 18, 18, 18, 18	WMCA: Highest CA UK: 5.5% Tees Valley: 8.0% (2 nd) York & North Yorkshire: 2.7% (11 th)	There were 27,735 youth claimants in the WMCA area in April 2025. Since March 2025, there has been an increase of 1.4% (+375) youth claimants in the WMCA area, the UK increased by 0.6%. When compared to April 2024, youth claimants have increased by 12.1% (+2,990) in the WMCA area, with the UK increasing by 9.9%.
	WM 7 Met. Seasonally Adjusted Payrolled Employees ²⁴ (monthly update)	1,257,781	1,259,526	1,258,116	1,258,450	1,257,624	1,257,917	1,258,683	1,256,452	1,255,750	1,255,932	1,255,936	1,252,280	1,251,821	1,300,000 1,250,000 1,150,000 1,100,000 1,050,000 1,050,000 1,050,000 Apr 2021	WM 7 Met.: 3 rd Highest NUTS 2 / 41 Surrey, East & West Sussex: 1,310,362 (1 st) Highlands & Islands: 207,275 (41 st)	The latest (provisional) figures show a monthly decrease in payrolled employees for the WM 7 Met. area (-0.04%) while the UK also declined by 0.1%. There were just over 1.25m payrolled employees in the WM 7 Met. area in April 2025. When compared to April 2024 there were -5,960 fewer payrolled employees (-0.5% for WM 7 Met. Area and -0.3% for the UK).
	WMCA (7 Met.) Employment Rate ²⁵ (quarterly – update due July 2025)			69.6% (Year Ending Jun 2024)			69.5% (Year Ending Sep 2024)			69.5% (Full Year 2024)					71% 70% 69% 68% 67% 66% 65% 2019 2020 2021 2022 2023 2024	WMCA: Lowest CA UK: 75.5% West of England: 80.0% (1 st) North East: 70.6% (10 th)	The WMCA area employment rate was 69.5% in 2024, this was a decrease of 1.0pp since 2023. While the UK employment rate decreased by 0.2pp to 75.5%.

²² ONS/DWP, claimant count – released May 2025.

²³ ONS/DWP, claimant count – released May 2025.

ONS, Earnings and employment from Pay As You Earn Real Time Information – released May 2025.
 ONS, Annual Population Survey – released April 2025. Please note, figures are not comparable across the dashboard.



Theme	Indicator	April 2024	May 2024	June 2024	July 2024	August 2024	September 2024	October 2024	November 2024	December 2024	January 2025	February 2025	March 2025	April 2025	Trend	Relative to Peer Group	Commentary
	WMCA (7 Met.) Economic Inactivity Rate ²⁶ (quarterly – update due July 2025)			26.1% (Year Ending Jun 2024)			26.1% (Year Ending Sep 2024)			25.7% (Full Year 2024)					27% 26% 25% 24% 23% 22% 21% 2009 2019 2020 2021 2022 2023 2024	WMCA: Joint 2 nd Highest CA (with West Yorkshire) UK: 21.5% North East: 26.1% (1 st) West of England: 17.5% (11 th)	The WMCA area economic inactivity rate was 25.7% in 2024, an increase of 1.3pp since 2023. The UK economic inactivity rate increased by 0.2pp to 21.5%.
	WMCA (7 Met.) Modelled Unemployment ²⁷ (quarterly – update due July 2025)			5.7% (Year Ending Jun 2024)			5.9% (Year Ending Sep 2024)			6.4% (Full Year 2024)					8% 7% 6% 5% 4% 3% 2% 1% 0% 2019 2020 2021 2022 2023 2024	WMCA: Highest CA England: 3.9% East Midlands: 5.1% (2 nd) York and North Yorkshire: 1.8% (11 th)	Since 2023, the WMCA area modelled unemployment rate has decreased by 0.2pp to 6.4% in 2024. England's modelled unemployment rate increased by 0.2pp to 3.9% in 2024.
People	WMCA (7 Met.) Economic Activity Rate ²⁸ (quarterly – update due July 2025)			73.9% (Year Ending Jun 2024)			73.9% (Year Ending Sep 2024)			74.3% (Full Year 2024)					76% 75% 74% 73% 72% 71% 70% 2019 2020 2021 2022 2023 2024	WMCA: 2 nd Lowest CA UK: 78.5% West of England: 82.5% (1 st) North East: 73.9% (11 ^h)	Overall, for the WMCA area, the economic activity rate was 74.3% in 2024, a decrease of 1.3pp since 2023. The UK economic activity rate was 78.5% and decreased at a slower rate of 0.2pp.
	WMCA (7 Met.) Adzuna Job Postings ²⁹ (monthly update)	53,676	57,579	51,531	53,943	56,610	49,369	57,484	49,859	43,248	51,037	51,023	49,572	47,268	50,000 45,000 40,000 35,000 30,000 25,000 20,000 15,000 10,000 Apr 2021	-	In April 2025, there were 47,268 unique job postings on Adzuna, a decrease of 2,304 from the previous month. When compared to April 2024, postings were 6,408 lower. The latest number of postings is high compared to the average for all combined authorities. The Interest Quotient was high at 2.3.

²⁶ ONS, Annual Population Survey – released April 2025. Please note, figures are not comparable across the dashboard. ²⁷ ONS, modelled based estimates of unemployment – released April 2025. Please note, figures are not comparable across the dashboard.

²⁸ ONS, Annual Population Survey – released April 2025. Please note, figures are not comparable across the dashboard.

²⁹ Adzuna Intelligence – accessed May 2025.



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³⁰ Department for Education, Participation in education, training and NEET age 16 to 17 by local authority – released July 2023. Participation estimates are based on data collected in March each year. In order to ensure the most robust estimates of NEET and not known rates an average of December/January/February data is used for an estimate around the end of the calendar year.

³¹ ONS, Annual Population Survey – released April 2025. Please note, National Vocational Qualifications (NVQ) estimates have been replaced with estimates on a Regulated Qualifications Framework (RQF) basis. RQF based estimates are available from the Jan - Dec 2022 survey period, while estimates prior to Jan - Dec 2022 remain on an NVQ basis.

³² ONS, Annual Population Survey – released April 2025. Please note, National Vocational Qualifications (NVQ) estimates prior to Jan - Dec 2022 remain on an NVQ basis.

³ ONS, Annual personal well-being estimates – released November 2023. Respondents were asked "Overall, how satisfied are you with your life nowadays? Where 0 is 'not at all satisfied' and 10 is 'completely satisfied'"



Theme	Indicator	2018	2019	2020	2021	2022	2023	2024	Trend	Relative to Peer Group	Commentary
	WMCA (7 Met.) Average Worthwhile Score ³⁴ (annual – update TBC)	7.71 (Year Ending Mar 2018)	7.71 (Year Ending Mar 2019)	7.70 (Year Ending Mar 2020)	7.70 (Year Ending Mar 2021)	7.71 (Year Ending Mar 2022)	7.73 (Year Ending Mar 2023)		7 Year to Year to Year to Year to Year to Year to Mar 2018 Mar 2019 Mar 2020 Mar 2021 Mar 2022 Mar 2023	WMCA: 3 rd Highest CA UK: 7.73 North of Tyne: 7.75 (1 st) West of England: 7.61 (10 th)	For the year ending March 2023, the average worthwhile score for the WMCA area was 7.73 (out of 10), now matching the UK-wide average. Since the year ending March 2022, there was an increase of 0.02 for the WMCA area compared to a decrease 0.04 UK-wide.
	WMCA (7 Met.) Average Happiness Score ³⁵ (annual – update TBC)	7.39 (Year Ending Mar 2018)	7.40 (Year Ending Mar 2019)	7.35 (Year Ending Mar 2020)	7.24 (Year Ending Mar 2021)	7.38 (Year Ending Mar 2022)	7.43 (Year Ending Mar 2023)		7 Year to Year to Year to Year to Year to Year to Mar 2018 Mar 2019 Mar 2020 Mar 2021 Mar 2022 Mar 2023	WMCA: 2 nd Highest CA UK: 7.39 North of Tyne: 7.44 (1 st) West Yorkshire: 7.20 (10 th)	For the year ending March 2023, the average happiness score for the WMCA area was 7.43 (out of 10), above the UK-wide average of 7.39. Since the year ending March 2022, there was an increase of 0.05 for the WMCA area compared to a decrease 0.06 UK-wide.
People	WMCA (7 Met.) Average Anxiety Score ³⁶ (annual – update TBC)	2.71 (Year Ending Mar 2018)	2.74 (Year Ending Mar 2019)	2.89 (Year Ending Mar 2020)	3.30 (Year Ending Mar 2021)	3.12 (Year Ending Mar 2022)	3.15 (Year Ending Mar 2023)		4 3 2 1 Vear to Year to Year to Year to Year to Year to Mar 2018 Mar 2019 Mar 2020 Mar 2021 Mar 2022 Mar 2023	WMCA: 3 rd Lowest CA UK: 3.23 Greater Manchester: 3.40 (1 st) North of Tyne: 3.03 (10 th)	For the year ending March 2023, the average anxiety score for the WMCA area was 3.15 (out of 10), below the UK average. Since the year ending March 2022, there was an increase of 0.03 for the WMCA area compared to an increase 0.11 UK-wide.
	WMCA (7 Met.) Living Wage Foundation Rates (All) ³⁷ (annual – update due TBC 2025)	23.5%	20.8%	20.1%	19.0%	13.0%	14.7%		25% 20% 15% 10% 5% 0% 2018 2019 2020 2021 2022 2023	WMCA: Joint 4 th Highest CA (with Sheffield) UK: 12.9% Tees Valley: avg. 18.9% (1 st) Cambridgeshire & Peterborough: avg. 9.0% (10 th)	In 2023, approximately 14.7% of all jobs were earning below the Living Wage Foundation rates in the WMCA area. Since 2022, following the national trend, the proportion increased by 1.7pp (nationally +0.6pp).

³⁴ ONS, Annual personal well-being estimates – released November 2023. Respondents were asked "Overall, to what extent do you feel the things you do in your life are worthwhile? Where 0 is 'not at all worthwhile' and 10 is 'completely worthwhile'".

³⁵ ONS, Annual personal well-being estimates – released November 2023. Respondents were asked "Overall, how happy did you feel yesterday? Where 0 is 'not at all happy' and 10 is 'completely happy'".

³⁶ ONS, Annual personal well-being estimates – released November 2023. Respondents were asked "Overall, how anxious did you feel yesterday? Where 0 is 'not at all anxious' and 10 is 'completely anxious'".

³⁷ ONS, Number and proportion of employee jobs with hourly pay below the living wage – released January 2024