



# Family and Childcare Trust

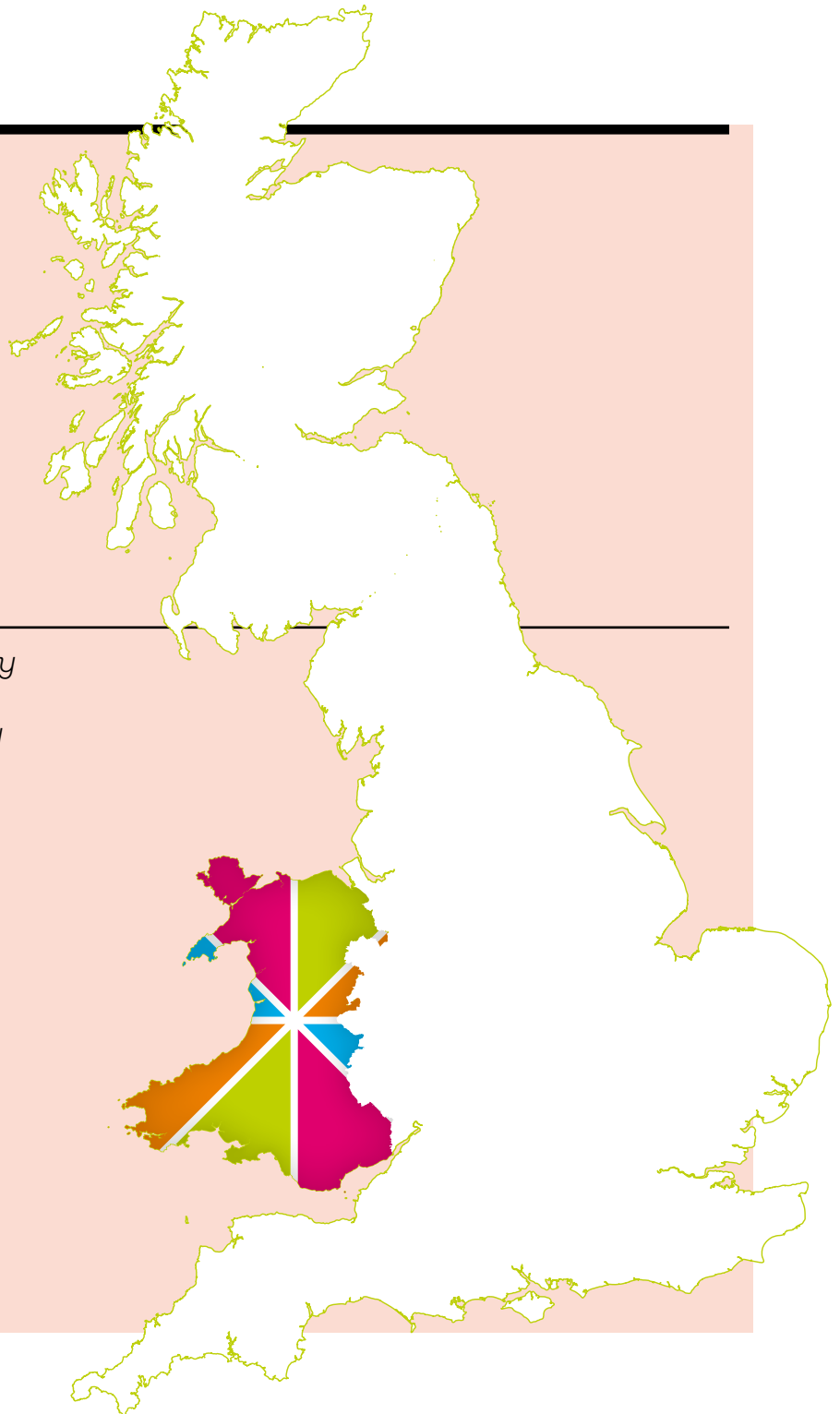
Creating a family friendly UK

## Where is the most family friendly area in Wales?

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*The annual report by The Family  
and Childcare Trust on family  
friendly trends in local authority  
areas across Wales.*



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# Introduction

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There are nearly 400,000 families with dependent children in the Wales. Most of them successfully raise their children, although some families struggle with parenting. Drawing on ideas about resilience, developed by those working with vulnerable families, families need certain protective factors to enable them to withstand stress and to thrive (Rutter, 1985; Lexmond, 2011). These are attributes or resources that help families withstand stress and achieve good outcomes. Although inter-related, these factors can be grouped into a number of areas:

1. Personal and family attributes, such as parenting skills.
2. A decent income and opportunities for social mobility
3. Access to family friendly work
4. High quality public services, such as schools and healthcare
5. A family friendly infrastructure, particularly housing and transport.

We have attempted to measure these 'family friendly' factors in this local report card.

It examines trends towards becoming family friendly in Wales and accompanies our National Report Card for 2015. We have analysed 27 different sets of statistics that relate to wellbeing, income and poverty, employment, public services, housing and infrastructure. The analysis of the family friendly indicators was then collated and used to rank each local authority area, according to how family friendly we judged it to be.

It is also important to stress that we not just grading public services and local authorities. While the quality of schools, primary healthcare and other public service has a big impact on family wellbeing and outcomes, there are many other conditions that largely lie outside the control of local authorities and other public services. These include indicators that relate to income and employment. Generally deprived areas scored lower across a range of family friendly indicators, reflecting the challenges these areas face. But our analysis also highlighted a number of deprived areas that scored well on some indicators – for example, deprived Welsh local authorities that score high for educational indicators.

Our local and national report cards are published at an important time. All the mainstream political parties went into the 2015 general election with significant pledges for families and a new government is the opportunity to turn these proposals into action to help families. Since the election, the Government has announced many changes in policy that affect families, in particular, increasing the hours of free childcare and changes to tax credits.

It is also a year since the Government announced that all new laws or central government policies will be subject to the 'Family Test' to make sure they support strong and stable families (Department for Work and Pensions, 2014). It is an important time to audit family policy. We hope that the local and national report cards are a useful tool for those who want to work to make this country more family friendly.

## Our methodology

We wanted to find indicators that would enable us to measure which areas are doing best for families. These needed to be robust enough to be broken down to a local authority level. We searched for indicators in the four groups of protective factors (income, access to family friendly work, high quality public services and a family friendly infrastructure and living environment). Additionally, we decided to use some indicators that gave a broader indication of family wellbeing. These wellbeing indicators included local life satisfaction data, recorded crime, the prevalence of breastfeeding and fluency in English or Welsh.

As we needed to analyse this data at a local authority level, the datasets we used needed to be large, in order for our analysis to be robust. The statistics we used were either derived from the Census, large national surveys or from administrative datasets, for example, for Flying Start data on the uptake of free early education.

We found it hard to find local data that relate to family friendly work. The Workplace Employment Relations Survey and the Work-Life Balance Study are both small UK surveys with sample size that is too small to enable a local authority area breakdown of results. Instead, we have used indicators from the Census, Labour Force Survey and the Annual Survey of Hours and Earnings as proxy measures of family friendly work, looking at pay

differences between full and part-time workers, hours of work, Saturday and Sunday work and commuting times. There is also a lack of local data on parks, public green space and the environment. As a consequence we only had one indicator on the environment – on air pollution.

Looking through the data, we also noticed that there is sometimes a long delay in making some surveys and administrative datasets accessible to researchers and the public. This makes it difficult to hold the Government to account on issues such as child poverty.

The set of indicators that we used are given in Table One. For each family friendly indicator, we graded local authorities from 1 to 22, with 22 being awarded to the local authority area that had the best results. For example, Monmouthshire achieved the best GCSE results in Wales and scored 22 in this area, whereas Blaenau Gwent's results were lowest and this area scored 1. We then added up the scores for all 27 indicators to come up with an overall ranking.

As already noted, we are not grading local authorities and public services. Rather, we are looking at a geographic area and judging how family friendly it is. It is also an average for an area, and almost all local authorities include some deprived wards.

**Table One: family friendly indicators**

	Indicator	Data source
	<b>Broad family wellbeing statistics</b>	
1	Average (mean) life satisfaction rating	Annual Population Survey, personal wellbeing dataset, April 2013 to March 2014
2	All recorded crime in 12 months to June 2014, per head of population	Police force recorded crime statistics for England and Wales (Home Office administrative data)
3	Breastfeeding status on health visitor's first visit to mother	NHS Wales statistical release 2013, except Bridgend where 2012 data is used
4	Percentage of children who are overweight or obese at 4-5 years	13/14 data Public Health Wales
5	Adults who are physically on five or more days every week	Welsh Health Survey – Lifestyle Trends 2015
6	Percentage of the over-3 population who cannot speak English or Welsh well or at all	Census 2011
7	Single parent households with dependent children, as a percentage of all households	Census 2011
	<b>Income and poverty</b>	
8	Child poverty – the percentage of children living in households receiving out-of-work benefits or on work tax credits where the household income is less than 60 per cent of median income	Department for Work and Pensions Households below average income data, 2013

9	Gross median weekly pay, for all employee jobs by residency	Annual Survey of Hours and Earnings, 2014
10	Percentage of the 16-64 population who are unemployed or economically inactive	Labour Force Survey, year to March 2015
11	Difference between Living Wage and gross hourly pay for the lowest paid 20% of employees (by residency)	Annual Survey of Hours and Earnings, 2014
<b>Family friendly work</b>		
12	Difference between gross hourly pay for female full-time and female part-time workers	Annual Survey of Hours and Earnings, 2014
13	Percentage of local authority residents aged 16-74 in employment who worked more than 49 hours per week in the week before Census 2011	Census 2011
14	Percentage of the 16-64 population working Saturday and/or Sunday	Labour Force Survey 2104
15	Average journey to work times in minutes	Labour Force Survey, 2014, quarter four
<b>High quality public services</b>		
16	Percentage uptake of Flying Start free early education among eligible two year olds in 2013/14	Welsh Government Statistical Summary of Flying Start 2015
17	The percentage of children achieving Foundation Stage Outcome 5+ in 2014	End of foundation stage outcomes 2014 Stats Wales
18	Proportions of pupils eligible for free school meals who get 5 grade A*-C grades at GCSE (including English/Welsh and maths)	Department for Education, GCSE attainment by pupil characteristics, 2013/14, National Pupil Dataset
19	Percentage of 16-64 population with Level 4 qualifications	Annual Survey of Hours and Earnings, year to March 2015
20	Conception rate per 1,000 females under 18	Conception statistics England and Wales, 2012
21	Revenue outturn expenditure per head for libraries, culture, heritage, sport and recreation	Stats Wales, 2013/14 data Mid-year population estimates 2014 ONS
<b>Family friendly infrastructure</b>		
22	Households accepted as homeless and in temporary accommodation, per head of population	Welsh Government Homeless households statistics, March 2015 ONS Mid-year population estimates, 2014
23	Percentage of families with dependent children who live in the private rental sector	Census 2011
24	Reported child road casualties by local authority, Wales, 2010-2014, as a percentage of 0-18 population,	Police Recorded Road Casualties, Wales 2009-2014
25	Percentage of families with dependent children who have no access to a car or van	Census 2011
26	Under Five childcare places per 100 children	Care and Social Services Inspectorate and Estyn providers and places dataset
27	Estimate of the percentage of deaths that had particulate air pollution as a contributory factor	Public Health Wales Estimating Local Mortality Burdens Associated with Particulate Air Pollution

# Overall ranking

Monmouthshire was the most family friendly local authority area in Wales. This local authority encompasses both rural and urban settlements. It scores above average for almost all family friendly indicators, apart from those that relate to work-life balance. Adults living in Monmouthshire have the longest commutes to work and many are also obliged

to work over the weekend, impacting on the time they can spend with their families. A full breakdown of local authority areas are given in Table Two below and a breakdown of all local authorities is given in the appendix.

**Table Two: Overall ranking for Wales**

Local authority area	Score	Ranking	Comment
Monmouthshire	403	1	Monmouthshire scores well above average for most family friendly indicators apart from those that relate to work-life balance
Powys	389.5	2	Powys scores well above average for most family indicators, although median wages are low and many adults also work long hours. Rates of child road casualties are the highest in Wales
Vale of Glamorgan	370	3	This local authority area scores well above average for most family friendly indicators, especially those that relate to education. However, many adults have long commuter journeys
Anglesey	369.5	4	This local authority area scores well above average for almost all family friendly indicators, although childhood obesity levels are highest in Wales
Ceredigion	362	5	This rural area scores well above average for most family friendly indicators and does particularly well in education. However, median wages are below average and unemployment is high
Gwynedd	359	6	Gwynedd scores well above average for most family friendly indicators and does particularly well in education. However, median wages are below average
Conwy	356	7	Conwy scores a little above average for most family friendly indicators, although median wages are below average. This area has the highest proportion of families with dependent children living in the private rental sector
Flintshire	346	8	Flintshire scores a little above average for most family friendly indicators, although median wages are the lowest in Wales
Pembrokeshire	343	9	Life satisfaction is high in Pembrokeshire and the area has above average scores for most family friendly indicators. However, many adults have to work long hours or at the weekend
Wrexham	331	10	Unemployment and child poverty is below average in Wrexham, but levels of educational achievement at Foundation Stage and GCSE are below average for Wales
Torfaen	314	11	While Torfaen gets average scores in some areas, life satisfaction is the lowest in Wales and the area has low scores for GCSE results and adult qualifications
Neath Port Talbot	308	12	While this local authority area gets average scores for some indicators, it does badly on those that relate to health. The prevalence of breastfeeding is among the lowest in Wales
Denbighshire	300	13	This local authority area gets average scores for most family friendly indicators, although median wages are below average
Carmarthenshire	291	14	Carmarthenshire scores about average in most areas, although life satisfaction is low

Swansea	280	15	Average scores in most area, although life satisfaction is low
Caerphilly	276	16	Child poverty and unemployment are high in Caerphilly, and its GCSE results are among the lowest in Wales. Early years outcomes are good
Bridgend	271.5	17	Although Bridgend gets average scores in many areas, its health indicators score below average
Newport	252.5	18	Life satisfaction is low in Newport and recorded crime levels are above average. However, unemployment is lower than average in Newport and median wages are higher.
Rhondda Cynon Taff	245.5	19	This area gets average scores for some indicators, although does less well in early years, GCSE results and adult qualifications
Cardiff	242.5	20	Cardiff is an area of contrasts. It does well for some family friendly indicators, but well below average for others. It needs to give more attention to early years' provision
Merthyr Tydfil	242	21	Merthyr Tydfil in one of the most deprived parts of the UK and scores well below average in most family friendly areas apart from housing
Blaenau Gwent	178	22	This local area in one of the most deprived parts of the UK and its scores reflect this

Blaenau Gwent is lowest scoring local authority. This area has lost much of its traditional industry – steel and coal – and unemployment levels and child poverty are the highest in Wales. Blaenau Gwent is also bottom of the table for GCSE results and the percentage of adults who possess higher level qualifications. However, the local authority has the highest spend on cultural and sporting activities.

Many other local authority areas that achieved a low score have high levels of poverty. Such income deprivation may be long-standing, or it can be a consequence of de-industrialisation and the loss of jobs over the last 40 years. Poverty places a great burden on families and communities, with overall levels of wellbeing tending to be lower in poor neighbourhoods. While the relationship between poverty and parenting skills is complex, poverty makes it much more difficult to be a good parent. Poor children are less likely to do well at school and progress to university. Nevertheless, there are deprived local authorities that have achieved higher scores in some areas, and high performing public services can make a difference to families' lives. Nurseries and school in Caerphilly, for example, have enabled a high take-up of Flying Start early education, and children there have good outcomes at the end of Foundation Stage at seven years.

Conversely, there are some local authority areas where lower proportions of residents live in poverty, but nevertheless, score low on some of the family friendly indicators. Unemployment is below average in Wrexham, but levels of educational achievement at Foundation Stage and GCSE are below average for Wales.

# Individual indicators – family and community wellbeing

## Life satisfaction

The Office for National Statistics collects data on wellbeing, through its Annual Population Survey. This data looks at four conditions: life satisfaction, worthwhile, happiness and anxiety. We used the life satisfaction data, with Wales being 7.51 in 2014, a little higher than England. The highest scoring local authorities tended to be rural areas, although Carmarthenshire had a low score. Deprived urban local authorities tended to score lower on life satisfaction, although the association between average income and life satisfaction is more complex.

### High scores

1. Anglesey 7.73
2. Pembrokeshire 7.68
3. Ceredigion 7.64

### Low scores

148. Swansea 7.39
149. Carmarthenshire 7.35
150. Torfaen 7.32.

## Recorded crime per head of population

Being a victim of a crime is usually an upsetting experience. Fear of crime also impacts on family wellbeing. We felt it was important to include this as an indicator of family and community wellbeing. Generally, crime levels are lower in Wales than in England, although in both countries urban areas had higher levels of recorded crime.

### High scores

1. Ceredigion 3.03 recorded crimes per 100 people (2014)
2. Powys 3.21
3. Pembrokeshire 3.61

### Low scores

148. Blaenau Gwent 7.31 recorded crimes per 100 people (2014)
149. Newport 7.75
150. Cardiff 8.58.

## Breastfeeding

While the use of formula milk is not indicative of bad parenting, there are many advantages of breastfeeding. It is free and protects a baby against infections and diseases. It also provides health benefits for mothers, including reducing the chances of breast cancer. For these reasons, the Welsh Government recommends requires that midwifery and health visiting services help mothers to do this. Breastfeeding could thus be seen as an indicator of how well our health service is doing for families. It is an indicator of family wellbeing, as mothers who are stressed or receive little support from their partner, family or friends often find it more difficult to breastfeed.

In Wales, breastfeeding statistics are collected on the health visitor's first home visit after a baby is born. The most recent national data for Wales (2012-13) indicated that 46 per cent of babies were partially or exclusively breastfed the time of this visit, although there are big differences between local authorities. Older mothers, the better educated, those from higher income groups and some ethnic minority groups are most likely to breastfeed. The prevalence of breastfeeding is lower in Wales than in many parts of England.

### High scores

1. Powys 80.2 per cent of babies partially or exclusively breastfed at the time of the first health visitor first home visit
2. Ceredigion 75.2 per cent
3. Cardiff 70.6 per cent

### Low scores

148. Caerphilly 35.6 per cent of babies partially or exclusively breastfed at the time of the first health visitor first home visit
149. Neath Port Talbot 32.9 per cent
150. Blaenau Gwent 29.7 per cent.

## Childhood obesity

Growing levels of obesity are one of the greatest challenges facing the NHS, with excess weight a contributory factor in cardio-vascular disease, type 2 diabetes and some types of cancer. This condition often starts in childhood, with overweight children more likely to become overweight or obese adults. In most cases childhood obesity is caused by the poor diet, over-eating and a lack of exercise. Figures released in 2014 showed that 26 per cent of reception class children in Wales were obese or overweight, although there is no data that looks at trends over time.

### High scores

1. Vale of Glamorgan 21.6 per cent of reception class children overweight or obese
2. Cardiff 22.6 per cent
3. Monmouthshire 23.3 per cent

### Low scores

148. Pembrokeshire 31 per cent of reception class children overweight or obese
149. Merthyr Tydfil 32 per cent
150. Anglesey 32.4 per cent.

## Adult participation in sport and exercise

Regular exercise improves physical and mental health, whereas physical inactivity predisposes us to obesity. Children with physically active parents are also more likely to participate in sport themselves. Some 31 per cent of adults were physically active on five or more days every week at the time of the last Welsh Health Survey, but there are large differences in participation in sport and exercise between local authority areas.

### High scores

1. Ceredigion 35 per cent of adults were physically active on five or more days every week
- 3= Anglesey 34 per cent
- 3= Gwynedd 34 per cent
- 3= Powys 34 per cent

### Low scores

- 20= Caerphilly 27 per cent of adults were physically active on five or more days every week
- 20= Rhondda Cynon Taff 27 per cent
- 20= Vale of Glamorgan 27 per cent
22. Neath Port Talbot 26 per cent.

## Proficiency in English or Welsh

As a consequence of international migration, Wales is a more diverse country. Fluency in English or Welsh promotes migrants' integration, enabling them to find work and interact with those from outside their family or linguistic group. While the majority of new migrants and longer-settled minority ethnic groups speak and read English or Welsh well or fluently, there are some groups who struggle to communicate, including disproportionate numbers of mothers, refugees and recent EU migrants. Census 2011 data suggests that 0.6 per cent of the population aged over three do not speak English or Welsh well or at all, compared with 1.7 per cent in England.

As might be expected, a lack of fluency in English is correlated with levels of migration, so it is not surprising us that Cardiff – at 1.82 per cent – is the local authority with the highest proportion of the population with limited fluency in English.

### High scores

1. Torfaen 0.18 per cent of the population aged over 3 do not speak English or Welsh well or at all
2. Anglesey 0.19 per cent
3. Monmouthshire 0.20 per cent

### Low scores

20. Newport 1.27 per cent of the population aged over 3 do not speak English or Welsh well or at all
21. Merthyr Tydfil 1.29 per cent
22. Cardiff 1.82 per cent.



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## Single parents with dependent children as a percentage of all households

Bringing up children is easier and less stressful where both parents are actively involved, and for this reason family stability is desirable. Auditing new laws and policies against their impact on family stability and relationship breakdown are component of the Government's new Family Test.

The majority (64 per cent) of single parents now work in the UK, but the children of single parents are more likely to live in poverty than those living with two parents. An acrimonious breakdown of parents' relationship can also have a negative impact on children's wellbeing. The proportion of single parent households has remained constant for nearly 20 years, comprising about 7 per cent of all households in Census 2011. However, there are differences in the proportions of households headed by single parents between different areas.

### High scores

1. Ceredigion 4.84 per cent of households are single parent households with dependent children.
2. Monmouthshire 5.39 per cent
3. Powys 5.78 per cent

### Low scores

20. Blaenau Gwent 9.11 per cent of households are single parent households with dependent children.
21. Newport 9.18 per cent
22. Merthyr Tydfil 9.83 per cent.

# Individual indicators – income and poverty

Although loving and warm relationships are found in families from all social classes, poverty can put pressure on families, by increasing parental stress and through the restrictions that a low income places on purchasing power and social activities. Research shows that it is harder to be a good parent on a low income, so earnings and action to alleviate poverty and inequality are important interventions to make the UK more family friendly (Lexmond et al, 2011). Poverty is also strongly associated with poor educational and health outcomes. Financial pressures can also contribute to the breakdown of relationships. Families have experienced close to a decade of stagnating living standards as wages have stalled while their expenditure on key items such as housing and childcare has increased. Tax and benefit changes implemented since 2010 have also reduced the income of most families with children<sup>1</sup>.

The overall proportion of children living in families whose income falls below the relative poverty line (60 per cent of median income) has remained stable at 17 per cent<sup>2</sup>, mostly due to a fall in workless households. But the proportion of families with working parents in poverty has increase significantly. For example, in 2013/14, 35 per cent of children in families where one parent works full-time were living in poverty compared to 27 per cent in 2009/10 (Belfield et al, 2015).

Although parents will get extra help with their childcare costs from 2016, through increases in childcare help through Universal Credit and the new Tax Free Childcare scheme, the future outlook for living standards for families is poor. This is because housing costs continue to increase and the Government proposes to significantly reduce financial support for parents both in and out of work, though changes to the tax and benefit system.

We have chosen four measures of income and poverty as indicators of family friendly.

These are child poverty, unemployment and economic inactivity in the working age population, gross median weekly wages and average wages in the lowest paid 20 per cent of the population.

## Child poverty

This measure states the percentage of children living in households receiving out-of-work benefits or on work tax credits where the household income is less than 60 per cent of median income. It is a measure of relative poverty, in that it is a standard that defines how an individual is doing relative to the rest of society. Across the UK, 15.9 per cent of children were living in poverty in 2013, the date of the most recent statistics.

Although this indicator is given official recognition in the Child Poverty Act 2010, the current Welfare Reform and Work Bill 2015 is repealing this measure of poverty.

### High scores

- 1= Monmouthshire 11 per cent
- 1= Powys 11 per cent
- 4= Ceredigion 15 per cent
- 4= Flintshire 15 per cent
- 4= Gwynedd 15 per cent

### Low scores

- 18= Caerphilly 24 per cent
- 18= Cardiff 24 per cent
- 18= Neath Port Talbot 24 per cent
- 18= Newport 24 per cent
- 18= Rhondda Cynon Taff 24 per cent
- 21. Merthyr Tydfil 26 per cent
- 22. Blaenau Gwent 28 per cent.

1 Department for Work and Pensions Households below average income: 1994/1995 to 2013/2014 tables.

2 Ibid

## Median pay

Gross median weekly wages are another relative poverty measure. It is the mid-point on the salary range, with 50 per cent of jobs paying less and 50 per cent paying more. In areas where a high proportion of jobs are low paid, gross median weekly pay is lower. Gross median weekly wages stood at £383.30 per week in Wales in 2014, lower than in England (£421.60).

### High scores

1. Monmouthshire £458.40
2. Vale of Glamorgan £421.60
3. Neath Port Talbot £403.70

### Low scores

20. Denbighshire £348.10
21. Gwynedd £332.00
22. Pembrokeshire £331.10

## Unemployment and economic inactivity

An unemployed person is defined as someone without a job who is looking for work, while the economically inactive are those who are not looking for a job – usually because they are studying, sick, disabled or have caring responsibilities. We took unemployment and economic inactivity in the 16–64 (working age) population as another of our indicators, as workless families are much more likely to live in poverty. In the year to March 2015, 31.2 per cent of the working age population was unemployed or economically inactive in Wales (6.4 per cent unemployed and 24.8 per cent economically inactive). This is a higher figure than in England (5.4 per cent unemployed and 22 per cent economically inactive).

### High scores

1. Powys 21.6 per cent of the working age population unemployed or economically inactive
2. Monmouthshire 26.7 per cent
3. Wrexham 27.7 per cent

### Low scores

20. Cardiff 36.7 per cent of the working age population unemployed or economically inactive
21. Ceredigion 36.8 per cent
22. Blaenau Gwent 38 per cent.

## Gross hourly pay for those in the lowest income quintile

A number of community organisations – supported by research – argue that the current National Minimum Wage is not enough to cover the basic cost of living. In contrast, the UK-wide Living Wage is based on the Joseph Rowntree Foundation's Minimum Income Standard. This looks at what households need in order to have a minimum acceptable standard of living. It is an hourly rate that is updated annually. The current UK Living Wage is £7.85 an hour.

Many jobs are paid below the Living Wage. We looked at gross hourly pay for the bottom 20 per cent (quintile) of employees, and calculated the difference between this and the UK Living Wage. In contrast to England, the lowest 20 per cent of earners in all parts of Wales were earning less than the Living Wage. Generally areas where many jobs were in agriculture or tourism did worst in this indicator.

### High scores

1. Torfaen –£0.10
2. Vale of Glamorgan –£0.40
3. Neath Port Talbot –£0.49

### Low scores

20. Gwynedd –£1.02
21. Conwy –£1.04
22. Flintshire –£1.10.

## Individual indicators – access to family friendly work

Almost all research about parental employment highlights the importance of flexible work opportunities in helping parents balance family life and work. Children may also benefit, as emerging evidence suggests flexible work arrangements have a positive impact on children's learning, as working parents can spend more time with their children.

Since 2002 parents have also had the right to ask for flexible working, a right which has now been extended to all workers. Despite this development, a minority of employees have access to flexible work opportunities which are usually taken to include part-time working, flexi-time, term-time working, job shares, temporary reduced hours, annualised hours, compressed hours and opportunities to regularly work from home. Data from the 2011 Workplace Employment Relations Survey showed that only a third (34 per cent) of workplaces allowed flexi-time working, where staff could vary their time at work outside core hours. Part-time work was the most frequent flexible work option, with 56 per cent of workplaces offering this in 2011. But in many organisations part-time jobs are often of a lower status than full-time employment and are less likely to lead to promotion.

There are also some groups of workers who have less access to flexible work practices. These include those who work in male-dominated workplaces or who have the fewest skills and qualifications, therefore the least bargaining power.

But family friendly work is about more than flexible work opportunities, and there are many other work practices that impact on the quality of family life. There is a culture of long hours, with workers in the UK working longer than their peers in most EU countries and commuting time can also eat into family time. As already noted, low pay can have many impacts on the quality of family life by increasing parental stress and forcing families to go without essential items (Davis et al, 2014; Lexmond et al, 2011). Parents on low incomes may also take on overtime work or a second job in order to increase their wages, which in turn further impacts on the quality of family life.

As already noted, there is a limited amount of local data that relates to family friendly work. We have used indicators from the Census, Labour Force Survey and the Annual Survey of Hours and Earnings as proxy measures of family friendly work, looking at pay differences between full and part-time workers, hours of work, Saturday and Sunday work and commuting times.

### Difference in pay levels between female full-time and female part-time work

Part-time employment is a strategy that parents – disproportionately mothers – adopt to keep down their childcare costs and help balance work with family life. But in many organisations part-time jobs are often of a lower status than full-time employment and are less likely to lead to promotion (Grant et al, 2005). As a consequence, part-time jobs also tend to be less well paid, when compared pro rata, with full-time employment. In research by the Timewise Foundation (2013) just 3 per cent of part-time jobs advertised in March 2012 paid a salary of more than £20,000 per year full-time equivalent.

We took the difference in median gross hourly pay between female full-time and female part-time employment as an indicator of family friendly employment. In 2014, the median gross hourly pay for full-time female worker was £12.10 in Wales, but for a part-time female worker it was £8.03, a difference of £4.07 per hour. At a local authority area level, where part-time jobs enjoy greater parity, this figure will be lower, although this may be due to a general prevalence of low-paid jobs. Generally, the areas with the biggest gaps are those where there are many better paid jobs filled by women alongside many low paid jobs.

#### High scores

1. Gwynedd £1.54 per hour pay difference between female full-time and part-time work
2. Merthyr Tydfil £1.79
3. Torfaen £1.84

#### Low scores

20. Cardiff £4.23 per hour pay difference between female full-time and female part-time work
21. Swansea £4.77
22. Carmarthenshire £5.12.

## Working 49 or more hours per week

Although there are some exceptions for some groups such as the self-employed, regulations are meant to prevent employees from spending more than 48 hours per week at work. Despite this, there is still a culture of long working hours in the UK, which can have a negative impact on family life and the time that children spend with their parents. Census 2011 data indicated that 13.3 per cent of employed 16–74 year olds worked 49 or more hours per week (10.2 per cent males and 3.1 per cent females). Generally, those living in rural areas worked the longest hours in Wales. The areas where fewest workers worked 49 or more hours per week were largely deprived areas, suggesting a trade-off between a higher income and family friendly work.

### High scores

1. Blaenau Gwent 8.8 per cent of workers aged 16–74 worked 49 or more hours per week
2. Merthyr Tydfil 9.2 per cent
3. Rhondda Cynon Taff 9.4 per cent
3. Torfaen 9.4 per cent

### Low scores

20. Pembrokeshire 15.8 per cent of workers aged 16–74 worked 49 or more hours per week
21. Ceredigion 16.5 per cent
22. Powys 18.5 per cent.

## Working Saturday and Sunday

Although weekend work is essential in some sectors of the economy – health and social care, for example – working outside normal office hours has the potential to impact on family life. Parents may also find it difficult to find formal childcare if they need it. Nationally, Labour Force Survey data suggests that nearly 3 million people are required as part of their usual working pattern to work Saturday, about 10 per cent of the workforce. Over 2 million people work on Sunday in the UK. The prevalence of Saturday and Sunday work is usually determined by the local labour market and the range of jobs available.

### High scores

1. Flintshire 10.1 per cent of the working-age (16–64) population usually work Saturday and/or Sunday
2. Merthyr Tydfil 11.8 per cent
3. Conwy 12.8 per cent

### Low scores

20. Monmouthshire 21.1 per cent of the working-age (16–64) population usually work Saturday and/or Sunday
21. Newport 21.2 per cent
22. Torfaen 21.8 per cent.

## Average journey to work times in minutes

Long journeys to work can eat into the time that parents spend with their children. Parents who spend long hours commuting to work may also need childcare early in the morning in or in the early evening. The average home to work journey time in Wales was 24 minutes in 2014. Generally, those living in London and the South East spent a longer time travelling to work.

### High scores

1. Torfaen 16.7 minutes home to work journey time
2. Wrexham 17.3 minutes
3. Conwy 17.5 minutes

### Low scores

20. Rhondda Cynon Taff 27.1 minutes home to work journey time
21. Vale of Glamorgan 27.4 minutes
22. Monmouthshire 29.7 minutes.

## Individual indicators – high quality public services

High quality public services make a major difference to family life. We had included seven indicators that related to the quality of public services

### Uptake of free early education in the Flying Start programme

All three and four year olds are entitled to a minimum of 10 hours of free early education every week in Wales, although some local authorities provide more. Take-up among three and four year olds is almost universal in Wales. About 6,500 of Wales' most deprived two year olds also receive some free early education through the Flying Start Programme, alongside other help such as enhanced health visiting, stay and play sessions or parenting support if required. However, not all eligible families take up the additional Flying Start provision, with the proportions receiving this extra early education differing between local authorities.

#### High scores

1. Gwynedd 100 per cent of eligible children
- 2= Anglesey 98 per cent
- 2= Conwy 98 per cent

#### Low scores

- 20= Cardiff 79 per cent of eligible children
- 20= Swansea 79 per cent
22. Torfaen 65 per cent.

### Children's outcomes at seven years

There are big differences in the nursery and school curriculum for young children between England and Wales. There is a single statutory curriculum for all three to seven year olds in Wales, applying to all schools, as well as private and not-for-profit sector provision. (In England, there is a separate under-fives curriculum, and another for five to seven year olds). The Welsh approach has to some extent smoothed the transition between nursery and school, and makes learning more enjoyable and more effective.

At seven, all Welsh schools assess children's outcomes in seven different areas of their development. We have used the percentage of children achieving Foundation Stage Outcome 5+ in 2014 as one of our family friendly indicators. Overall, 86.8 per cent of children in Wales achieved Outcome 5+ at the end of their Foundation

Stage at seven years. As in England, there are gaps in children's outcomes between deprived children and their peers, as well as between boys and girls and across different ethnic groups. However, data analysis about these development and achievement gaps is not always undertaken at a local authority or school level in Wales.

#### High scores

1. Monmouthshire 91.2 per cent achieved Outcome 5+ at the end of Foundation Stage
2. Torfaen 90.6 per cent
3. Powys 89.6 per cent

#### Low scores

20. Wrexham 82.9 per cent achieved Outcome 5+ at the end of Foundation Stage
21. Rhondda Cynon Taff 81.8 per cent
22. Merthyr Tydfil 81.2 per cent

### GCSE results at 16

Children's GCSE results have continued to improve in both England and Wales, with 55.4 per cent of children in Wales getting 5A\*-C grades (including English/Welsh and maths) in 2014, although this proportion is lower than England, where 63.8 per cent got these grades. As in England, there are gaps in children's achievements between deprived children and their peers, as well as between boys and girls and across different ethnic groups. However, data analysis about these development and achievement gaps is not always undertaken at a local authority or school level in Wales.

#### High scores

1. Monmouthshire 65.6 per cent of children obtained 5A\*-C grades (including English/Welsh and maths) at GCSE
2. Vale of Glamorgan 62.2 per cent
3. Ceredigion 61.4 per cent

#### Low scores

20. Caerphilly 50 per cent of children obtained 5A\*-C grades (including English/Welsh and maths) at GCSE
21. Merthyr Tydfil 48.9 per cent
22. Blaenau Gwent 41.8 per cent.

## Adult qualifications

The number of young people remaining in education has continued to rise and the numbers starting full-time university courses was at its highest ever level in 2015. As a consequence, the proportion of the adult population with higher level qualifications – Level 4 and above – has continued to rise. In Wales, some 33.2 of the working population was qualified at this level and above in 2014, compared with 35.7 per cent in England but there are areas where too many adults lack qualifications and skills.

### High scores

1. Cardiff 46 per cent of working age population qualified at Level 4 and above
2. Monmouthshire 40.9 per cent
3. Vale of Glamorgan 39.3 per cent

### Low scores

20. Merthyr Tydfil 25.3 per cent of working age population qualified at Level 4 and above
21. Torfaen 24.5 per cent
22. Blaenau Gwent 18.8 per cent.

## Under 18 conceptions

Overall, the UK is a country with deep-seated health inequalities that span a range of family health indicators, including breastfeeding uptake, healthy behaviours, hospital admissions and mortality. These inequalities do not only affect the very poorest. Rather there is a close link between where a family is on the socio-economic ladder and the health of its members – the higher the rank, the better the health. These inequalities remain one of the biggest challenges facing the NHS.

Noting this, there are many family healthcare indicators that we could have used and we have already looked at the prevalence of breastfeeding and childhood obesity. Conceptions and births to the under 18s is another important health indicator. Children born to teenage parents are more likely to have a low birthweight, live in poverty and do badly at school. Teenage mothers are more likely to be unemployed and experience relationship breakdown. Both England and Wales have reduced teenage pregnancies in recent years, although teenage conceptions in Wales (30.8 conceptions per 1,000 females under 18 in 2012) remains a little higher than in England at 27.7.

### High scores

1. Monmouthshire 15.2 conceptions per 1,000 females under 18
2. Powys 16
3. Vale of Glamorgan 19.4

### Low scores

20. Denbighshire 35 conceptions per 1,000 females under 18
21. Rhondda Cynon Taff 39.3
22. Wrexham 41.2

## Local authority expenditure on cultural and leisure provision

Local authorities support much cultural, leisure and sport provision in the UK, services which have the potential to improve the quality of life in the communities where we live. Councils provide some of these services itself, by running libraries, adult education services, sports centres and parks. Local government also commissions and provides grant funding to culture and leisure services. However, there are large differences in expenditure per head between local authorities. We used revenue outturn expenditure per head for libraries, culture, heritage, sport and recreation in the financial year 2013/14 as an indicator. Generally, Welsh local authorities spend a little more than their English counterparts on these services.

### High scores

1. Blaenau Gwent £122.80 per head of population
2. Merthyr Tydfil £112.40
3. Neath Port Talbot £108.50

### Low scores

20. Anglesey £68.10 per head of population
21. Flintshire £67.60
22. Pembrokeshire £62.80.

# Individual indicators – a family friendly infrastructure and living environment

Families need a supportive infrastructure and living environment in order to thrive, which includes decent, secure housing, transport, childcare and a clean living environment.

## Homeless families with dependent children housed in temporary accommodation

Stable, decent housing is vital to families, but shortages of social housing and house price rises – 4.2 per cent in the 12 months to August 2015 – have put this out of the reach of many families.

How we treat homeless families is a key indicator of a family friendly nation. Some of them have been housed in temporary accommodation. Families living in this type of housing may have to move frequently, making it difficult to settle in and make friends. Some families in temporary accommodation live in cramped conditions and have to share kitchens and bathrooms with strangers. But compared with the 1990s there are now fewer homeless households in temporary accommodation while waiting for a permanent social tenancy.

At the end of March 2015 there were 1,980 households in temporary accommodation in Wales, proportionally far fewer than in England.

### High scores

1. Merthyr Tydfil 0.02 homeless households in temporary accommodation as a percentage of all households
2. Neath Port Talbot 0.04
3. Rhondda Cynon Taf 0.05

### Low scores

20. Ceredigion 0.30 homeless households in temporary accommodation as a percentage of all households
21. Newport 0.34
22. Cardiff 0.35

## Families with dependent children living in the private rental sector

Over the last ten years there have been major changes in patterns of housing tenure in the UK, with many more families living in privately rented accommodation, with proportionately fewer owner occupiers and social tenants. In 2014 more than 1 in 5 families with dependent children were private renters, compared with 1 in 10 in 2007.

Too much privately rented housing is of poor quality and regulation of this type of accommodation is weak. Six months is the de facto length of a tenancy agreement for private renters and as a consequence many families in this type of accommodation are forced to move home frequently. This can disrupt children's education and social lives, as well as parents' support networks. A wide range of organisations are now lobbying for a longer 'family' tenancy for those in the private rental sector, as well as the regulation of letting agents' fees.

### High scores

1. Torfaen 7.2 per cent of families with dependent living in the private rental sector
2. Monmouthshire 8.3 per cent
3. Flintshire 8.4 per cent

### Low scores

20. Denbighshire 12 per cent of families with dependent living in the private rental sector
21. Ceredigion 12.8 per cent
22. Conwy 13 per cent.



## Child road casualties per head of population under 18, 2010-2014

In 2014 some 801 children under 16 were killed or injured on roads in Wales, Scotland and England, of whom the majority were pedestrians. We believe that safe roads are part of a family friendly infrastructure. While there has been a year-on-year decline in road casualties in recent years, there are differences between social groups in the rates of child casualties, with children from the lowest socio-economic classes three times more likely to be killed as a pedestrian. This factor accounts for some, but not all of the differences in child road casualties between different areas. The rate of child road casualties is higher in rural areas.

### High scores

1. Torfaen 0.024 child road casualties per 100 children 2010-2014
2. Cardiff 0.025
3. Newport 0.030

### Low scores

20. Ceredigion 0.070 child road casualties per 100 children 2010-2014
21. Pembrokeshire 0.071
22. Powys 0.102.

## Families with dependent children without access to a car/van

Families who have limited access to public transport and cannot afford a car are disadvantaged. It can be more difficult to find and keep work, shopping options are reduced and family lives are also more stressful and pressured. Transport poverty may prevent children from taking up free early education or attending after-school enrichment activities.

In England it is London families who are least likely to have access to a car. This may not matter in parts of the capital where public transport is good, although a car often makes life less stressful for parents. In Wales, however, it is families in Merthyr Tydfil and Blaenau Gwent, both deprived areas that are least likely to have a car. This may prevent some families finding work, given the limited range of jobs in the area.

### High scores

1. Monmouthshire 9.1 per cent of families with dependent children having no access to a car or van
2. Powys 9.5 per cent
3. Ceredigion 9.9 per cent

### Low scores

148. Newport 22.9 per cent of families with dependent children having no access to a car or van
149. Blaenau Gwent 24.1 per cent
150. Merthyr Tydfil 27.4 per cent.

## Under-fives childcare places per 100 children

Childcare provision is an essential part of the social infrastructure, enabling parents to work, and employers to keep essential staff. However, there is a lack of childcare in some areas, both for under-fives and for children at school. Generally, areas that have a high level of maternal employment have proportionately more childcare places. This is because childcare operates as a quasi-market and greater demand from working parents leads to greater supply. Deprived local authorities in south Wales have the lowest number of childcare places per 100 children in the UK.

### High scores

1. Denbighshire 49 under-fives childcare places per 100 children under five
2. Anglesey 48 places
3. Conwy 46 places

### Low scores

20. Rhondda Cynon Taf 22 under-fives childcare places per 100 children under five
21. Newport 20 places
22. Blaenau Gwent 18 places.

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## Pollution – Particulate emissions

We also included an indicator to reflect families need for a clean environment, which also supports good health. Pollution has many different components, which include litter, gaseous pollution, water and soil contaminants, radiation and particulate matter in the air.

Although pollution levels are measured in specific locations, regionally or nationally, there is little data on pollution at a local authority level. However, in 2014 Public Health England undertook analysis on the UK's level of particulate air pollution, which is associated with an increased risk of asthma and other respiratory and cardio-vascular disease. This shows levels of human-produced pollution and the proportion of deaths by local authority where particulate air pollution is a contributory factor. In Wales some 4.8 per cent of all deaths had human-made particulate air pollution as a contributory factor, lower than in England. Generally, urban local authorities score badly, due to high densities of road traffic. These figures show that we have underestimated the effects of pollution on family health.

### High scores

- 1= Anglesey 3.2 per cent of all deaths had human-made particulate air pollution as a contributory factor
- 1= Gwynedd 3.2 per cent
- 3. Ceredigion 3.3 per cent

### Low scores

- 20. Torfaen 4.8 per cent of all deaths had human-made particulate air pollution as a contributory factor.
- 22= Newport 5.4 per cent
- 22= Cardiff 5.4 per cent.

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# Conclusions

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Our local report card highlights the diversity of family life in different parts of Wales. In some areas, children and their parents are thriving. In other areas, our data shows that some families are struggling to survive.

Generally, deprived areas scored lower across a range of family friendly indicators, reflecting the challenges in these areas face. But our analysis also highlighted places that scored well on some indicators – for example, the local authorities that score well on nursery provision and education. This shows that high quality public services can make a difference to the lives of families.

There are local authority areas that are not experiencing high levels of deprivation, but do badly on some family friendly indicators. There may be big gaps in the educational outcomes between poor children and their peers, for example.

We want parents to use the data in the local report card to hold the Government to account, at a national and local level. This can only take place if statistics are collected and rapidly made public. We are concerned that some public services are not collecting essential statistics, and that there is often a long delays in publishing surveys and administrative data.

We also want to influence the views of local authorities. The Government now subjects all new laws and government policies to have to the 'Family Test' to make sure they support strong and stable families. The Family Test applies at a national level to central government departments. But we would also like the Welsh Government and local authorities to adopt their own family tests, to make sure that local policy changes boost family resilience.

Parents are children's primary carers and public policy needs to support them in this role. They need a fair share of resources and decent housing, as well as high quality public services. Parents need employment that enables them to balance work with caring obligation. Family life is precious and deserves protecting. We hope that our 2015 report cards are useful tools for those who want to work to make this country more family friendly.

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# Acknowledgements

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The author would like to thank colleagues at the Family and Childcare Trust who helped with this project, in particular, Ellen Broome, Mark Bou Mansour, Adam Butler, Oliver Diss, Rebecca Griffin, Julia Margo and Charles Maughan. Material from official statistics is Crown Copyright and all responsibility for the analysis or interpretations of the data reported here rests with the Family and Childcare Trust.

## About the Family and Childcare Trust

The Family and Childcare Trust works to make the UK a better place for families. Our vision is of a society where government, business and communities do all they can to support every family to thrive. Through our research, campaigning and practical support we are creating a more family friendly UK.

The Family and Childcare Trust's annual childcare costs survey is the definitive report on childcare costs and sufficiency in the UK and its data are used by the Department for Education and OECD.



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