

5. HOUSING NEEDS OF KEY WORKERS

5.1 Defining key workers

5.1.1 Key workers have been traditionally defined as public servants who provide essential public services within the community mainly in the education, health and community safety sectors. This national definition has been commonly used as an eligibility criterion for access to key worker housing schemes. Many regional Housing Boards have since proposed that the definition of key workers within a region should go beyond that at the national level and include public sector workers with other skills essential to the economy and sustainability of communities. From November 2005 the eligibility criteria to access the Key Worker Living Scheme³², available in London, the South East and the East of England, included the following key workers:

- ✓ all clinical NHS staff
- ✓ teachers in schools, further education and sixth form colleges
- ✓ police officers and community support officers
- ✓ uniformed staff in Fire and Rescue Services
- ✓ prison and probation service staff
- ✓ social workers, occupational therapists, educational psychologists, speech and language therapists, rehabilitation officers for the visually impaired and qualified nursery nurses
- ✓ local authority employed clinical staff (e.g. nurses)
- ✓ local authority planners.

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5.1.2 There has been much discussion on the topic and some more flexible and locally adaptable views also incorporate private sector employees, going as far as to defend a rather open definition of a key worker as "...anyone serving a community in a profession that traditionally cannot make one wealthy"³³ but is nonetheless necessary to the proper functioning of the community. This definition would include occupations such as nannies and taxi drivers and many other generally low paid workers mainly employed in the services sector, and who will struggle - in many areas of the country - to obtain a mortgage at today's property prices.

5.1.3 Whether one agrees or not with this type of definition, effectively there seems to be a point in considering that not only public sector occupations are essential to a community, especially when one considers that some of the lowest paid jobs (and associated barriers to housing) are indeed to be found in the private services sector. Workers with these lowest incomes have been priced out of many areas of the country although some may have opted for less satisfactory living conditions, such as affordable inner city deprived neighbourhoods, in order to remain closer to their jobs. In areas where house prices have gone up considerably, local economies start to feel difficulties in recruiting and retaining some kinds of workers, whose wages are too reduced to buy or rent a local property and in some cases too reduced even to commute from the outskirts or from wherever houses are available at affordable levels. Housing has become inextricably linked to local economic and social balance issues.

5.1.4 The latest ODPM guide on the assessment of housing markets³⁴ explains that in order to understand key workers' housing needs, local partnerships should first examine

³² For shared ownership and intermediate rented homes, www.odpm.gov.uk

³³ Wayne Hemingway, Columnist, Inside Housing, 24 June 2005

³⁴ ODPM, Housing Market Assessments – Draft practice guidance, December 2005

employment data to assess recruitment or retention issues. Where these are found and can be linked to housing affordability, partnerships should undertake surveys capable of disclosing the needs of local key workers.

- 5.1.5 The guidance also alerts for the issue that it is not always possible to use resident-based housing surveys to investigate key worker issues given that the sample may consist of key workers that live rather than necessarily work locally. Having said that - the argument goes on - resident-based surveys should be able to provide information by defined groups of occupations living in an area. They should also be able to collect information about which occupations have a low degree of affordability or commuting problems. These aspects are covered in our Economy and Labour Market analysis. The examination of commuting patterns by occupation and industry sector presented in the Economy and Labour Market section will further increase the levels of reliability associated to the decision of opting for a resident-based survey, since many of the workers that fall into the local definition of key worker - essentially low paid tourism-related workers - indeed reveal the lowest levels of commuting outside or into the districts - the majority of them live and work in the same area.
- 5.1.6 In the West Midlands regional housing policy debate has also raised the issue that it should be for each Housing Market Area or group of local authorities to define their key workers and associated income thresholds for the purposes of housing provision and to inform the affordability policy. Key workers in the South Housing Market Area, when defined by reference to local criteria rather than national guidance, are seen as service and tourist industry workers and public servants, a low paid workforce essential to the local economy³⁵, which experiences difficulties in accessing suitable housing, leading to increased commuting levels and labour shortages.
- 5.1.7 This combination of factors - high house prices and low salaries - resulting in higher commuting levels and labour force shortages is described in a local intervention report³⁶ that explains how some jobs within the services sector present low incomes in relation to the high cost of living in the area, for example, call centres, retail and hotels. This has led to hard-to-fill vacancies and difficulties for some local employers (in various sectors) to compete and/or serve client needs.
- 5.1.8 Furthermore, an examination of income inequalities in the area - presented in further detail in the Economy and Labour Market section - confirms that both in Stratford-on-Avon and Warwick Districts there are considerable gaps between the levels of earnings of the highest and lowest paid employees. The bottom figures are likely to be related to workers in non-skilled service sectors such as retail, restaurants or call-centres, probably many of the above-identified 'key-workers', who experience the greatest difficulties regarding housing affordability. There is no breakdown of these values by occupation at a local level, but values for the West Midlands region from the 2003 Annual Survey of Earnings and Hours might provide some clues in revealing the occupations with the lowest 10% incomes: elementary administration and service occupations, sales, customer services and caring personal service. These categories include most tourism-related low paid staff.
- 5.1.9 Our analysis will then focus on a mix of the two main types of key workers defined above: the more orthodox public sector community key worker and, using a wider definition, the private sector employee essential to the local economy, but whose low pay is linked to housing affordability obstacles and to subsequent recruitment and retention issues. We will be using the occupational classification defined by the Office for National Statistics.
- 5.1.10 Readers of this section should ideally also read (and preferably prior to this one) the Labour Market and Economy secondary data analysis section of the complementary South

35 West Midlands Regional Housing Strategy Final Draft for RHB: 22nd June 2005

36 Stratford-on-Avon Town Intervention Study, Advantage West Midlands, the Regional Development Agency (RDA) for the West Midlands (<http://www.advantagewm.co.uk/downloads/stratford-part-b.doc>)

Warwickshire Housing Markets report. The latest ODPM guidance stresses the importance of using reliable grand-scale secondary data in Housing Needs Assessments, especially when referring to issues such as employment and incomes, so that comparison with, and validation of, survey data is more robust. The two sections should be seen as complementary and interrelated, mutually enriching each other's contexts and information.

5.1.11 In terms of a local definition for Warwick District, based on the proposed broadening of the definition of what constitutes a key worker, the occupations (based on the SOC 2000) to be included as key workers are:

- ✓ Teaching professionals
- ✓ Health associate professionals
- ✓ Health related personal carers
- ✓ Police officers
- ✓ Fire officers
- ✓ Prison officers
- ✓ Social welfare officers
- ✓ Farmers and farm assistants
- ✓ Retail workers
- ✓ Tourism and hotel and catering workers³⁷

5.2 Standard Occupational Classification 2000

5.2.1 The Standard Occupational Classification³⁸ was first published in 1990 to replace both the Classification of Occupations 1980 (CO80) and the Classification of Occupations and Dictionary of Occupational Titles (CODOT). SOC 1990 has been revised and updated to produce SOC2000. As its name suggests, it classifies the immense variety of jobs found throughout the country, grouping them into wider categories. The two main concepts of the classification remain unchanged:

- ✓ Kind of work performed - job, and
- ✓ The competent performance of the tasks and duties - skill

5.2.2 The SOC 2000 Major Groups are:

1. Managers and senior officials
2. Professional occupations
3. Associate professional and technical occupations
4. Administrative and secretarial occupations
5. Skilled trades occupations
6. Personal service occupations
7. Sales and customer service occupations
8. Process, plant and machine operatives
9. Elementary occupations

5.2.3 The SOC 2000 works with a four-digit classification system to define specific real jobs. Thus, besides nine major groups (one digit) there are 25 sub major groups (two digits), 81 minor groups (three digits) and 353 unit groups.

5.2.4 Example of the numbering system:

37 Only includes personal service and elementary occupations (major groups 6 and 9)

38 Office for National Statistics website – www.statistics.gov.uk

Major group	2	Professional occupations
Sub major group	21	Science and technology professionals
Minor group	211	Science professionals
Unit group	2111	Chemists

5.3 Key worker characteristics

- 5.3.1 The Housing Assessment questionnaire asked respondents for the main title of their job and their spouse/partner/co-occupant's job, in both cases only if they were employed. The responses were then coded according to SOC 2000 classification and filtered for key workers as defined above. The data analysis will be essentially framed by comparing key worker households (where at least one person works in a key worker occupation) with all the rest (non-key worker households). However, for some factors of analysis such as type of household structure and household income, this dichotomy can be replaced by another more useful one that reduces the bias of having all key workers as being necessarily employed (they have to be employed in order to be considered key workers). This second dichotomy is then between the same first group - key worker households - and all other households where at least one person is working, but in any occupation other than key worker. Whenever suitable we will also refer to respondents and not households as some questions only refer to individual opinions or information and do not apply to the whole household.
- 5.3.2 The survey results show that 55.4% of all respondents were employed, while 96.1% of these specified their job title. As for the job title of their spouse/partner/co-occupants, this was defined in 38.7% of all questionnaires, but obviously this question was only applicable if there was such a second employed member of the household. The survey reveals 4,832 key worker respondents and 4,547 key worker spouses/partners/co-occupants, equalling a total of 9,379 key workers.
- 5.3.3 15.0% of all households represented within the Housing Assessment 2006 contain at least one key worker under the survey definition described above. Grossed to the 2001 Census household number for the district (57,296) this represents 8,583 households. The breakdown across Warwick District is shown in Table 52 and Table 53. The Warwick area holds the highest proportion (20.2%) of key worker households in relation to overall number of households, and is also the area where one finds the largest slice of key worker households (26.5%) in the district.

Table 52 Proportion of key worker households in areas of Warwick District

Area	Key worker households	% of total households	Total households
Kenilworth	1762	13.9	12688
Leamington Spa	1478	14.3	10355
Warwick	2274	20.2	11266
Whitnash	1592	13.1	12119
Rural Warwick	1478	13.6	10867
Warwick District	8583	15.0	57296

Table 53 Geographical distribution of key worker households in Warwick District

Area	Key worker households	% of all key worker households
Kenilworth	1762	20.5
Leamington Spa	1478	17.2
Warwick	2274	26.5
Whitnash	1592	18.5
Rural Warwick	1478	17.2
Total	8583	100.0

5.3.4 Table 54 shows the breakdown of all key workers (both respondents and co-occupants) by occupation. It is apparent that three main key worker occupations dominate those captured within the survey. The key worker occupation with the largest proportion is that of Teaching professionals (42.4%), whilst Health associate professionals and Retail workers represent respectively 25.5% and 11.5%. It might be worth noting that community safety occupations - an integral part of traditional definitions of key worker - only represent 5.4% of all key workers as defined for Warwick District.

Table 54 Key worker occupations

Key worker groups	Number	Percentage
Teaching professionals	3979	42.4
Health associate professionals	2387	25.5
Retail workers	1080	11.5
Health related personal carers	682	7.3
Police officers	455	4.8
Social welfare officers	341	3.6
Tourism and hotel / catering	341	3.6
Fire officers	57	0.6
Farmers and farm assistants	57	0.6
Prison officers	0	0.0
Total	9379	100.0

5.3.5 Key worker respondents represent 22.7% of the total adult (aged 16 to 59) population captured within the survey. Of those respondents in employment 15.2% (4,832) are key workers. The age breakdown of key worker respondents is shown in Table 55. It is apparent that the modal age group for key worker respondents in Warwick District is 25 - 59, representing 90.3% of key worker respondents.

Table 55 Age distribution of key worker respondents

Occupation	16 - 24 years	25 - 44 years	45 - 59 years	60 - 74 years	75 years or over	Total
Teaching professionals	0.0	46.4	43.9	9.7	0.0	100.0
Health associate professionals	0.0	31.2	56.3	12.5	0.0	100.0
Health related personal carers	0.0	14.3	71.4	14.3	0.0	100.0
Police officers	0.0	79.9	20.1	0.0	0.0	100.0
Fire officers	0.0	100.0	0.0	0.0	0.0	100.0
Prison officers	0.0	0.0	0.0	0.0	0.0	100.0
Social welfare officers	0.0	50.0	50.0	0.0	0.0	100.0
Farmers and farm assistants	0.0	0.0	0.0	100.0	0.0	100.0
Retail workers	0.0	40.0	40.0	20.0	0.0	100.0
Tourism, hotel and catering	0.0	75.0	25.0	0.0	0.0	100.0
Total	0.0	44.0	45.2	10.7	0.0	100.0

5.4 Household characteristics

- 5.4.1 Table 56 shows the household composition of key worker and non-key worker households. Couple households are the most common household type among key worker households, representing 80.0% of the total, while among non-key worker households this proportion is well below at 60.4%. Couples with at least 1 dependent child are the most common sub-type of household, representing 36.0% of households containing at least one key worker, whilst among non-key worker households the most common type (20.1%) are couples with non-dependent children.
- 5.4.2 As can be seen in Table 57, the differences between key worker households and employed non-key worker households are as expected in lesser number. Nonetheless, the proportion of couples among key worker households is higher, 80.0% vs. 70.4%. The distribution between the different types of household is similar for the two groups, with the most significant difference to be found on the proportions of single people below 60 years old, higher among non-key worker households (15.2% vs. 10.7%)

Table 56 Composition of key worker and non-key worker households

Household composition	Key worker households		Non-key worker households	
	%	Number	%	Number
Single person with at least 1 dependent child	4.7	401	5.6	2733
Single parent with non-dependent children	1.3	114	2.3	1129
Single person with other adults	0.7	57	1.3	653
Single person <60	10.7	916	11.1	5406
Single person >60	0.7	57	15.0	7307
Couple with at least 1 dependent child	36.0	3090	19.0	9267
Couple with at least 1 dependent child and other adults	4.7	401	2.1	1010
Couple with non-dependent children	18.0	1545	20.1	9802
Couple with no children	21.3	1831	18.8	9149
Student household	0.0	0	0.1	59
Couple with no children, but with other adults	0.0	0	0.4	178
Other	2.0	172	4.1	2020
TOTAL	100.0	8583	100.0	48713

- 5.4.3 If the household type distribution among key worker households is broken down, at the respondent level, by the various listed key worker occupations, some disparities are apparent. For example, amongst Health-related personal carers the proportion of singles is higher at 42.9%, at the expense of couples (57.1%), whose proportion is below the 62.9% for all households with key worker respondents. On the other hand, couples represent 70.2% of all households with a Health associate professional respondent. This type of analysis is important given the differences in purchasing/renting capacity of couples, higher than that of single people, highlighted in the work carried out by Wilcox³⁹.

³⁹ Wilcox, S. (2003) *Can Work, Can't Buy*. York: Joseph Rowntree Foundation.

Table 57 Composition of key worker and 'employed' non-key worker households

Household composition	Key worker households		Employed non-key worker households	
	%	Number	%	Number
Single person with at least 1 dependent child	4.7	401	7.2	1795
Single person with non-dependent children	1.3	114	2.6	637
Single person with other adults	0.7	57	1.9	463
Single person <60	10.7	916	15.2	3764
Single person >60	0.7	57	1.6	405
Couple with at least 1 dependent child	36.0	3090	33.3	8280
Couple with at least 1 dependent child and other adults	4.7	401	3.5	869
Couple with non-dependent children	18.0	1545	15.6	3879
Couple with no children	21.3	1831	17.7	4401
Student household	0.0	0	0.0	0
Couple with no children, but with other adults	0.0	0	0.2	58
Other	2.0	172	1.2	290
TOTAL	100.0	8583	100.0	24840

5.5 Current housing

5.5.1 Table 58 presents the type of accommodation lived in by households containing at least one key worker. The distribution is comparable to that for households that do not contain any key worker. Key worker households present figures very similar to employed non-key worker households. The main differences are found in a reduced proportion of non-key worker households living in terraced properties, while on the other hand presenting around double the rate of households living in flats.

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Table 58 Accommodation type

Accommodation type	Key worker households	Non-key worker households	Employed non-key worker households
Detached	33.1	32.4	30.9
Semi detached	32.5	36.5	36.9
Terrace including end terrace	26.5	18.4	23.7
Purpose built flat/apartment	4.6	10.0	5.5
Other	3.3	2.6	3.0
Total	100.0	100.0	100.0

5.5.2 Table 59 shows the tenure breakdown for key worker and non-key worker households (all or employed). The proportion of key worker households who own their property (88.0%) is higher than one finds among non-key worker households (83.9%) and employed non-key worker households (86.3%). However, more detailed examination reveals that non-key worker households show much higher proportions of outright owners. This is not the case among employed non-key worker households, who generally reveal figures comparable to key worker households. The gap can partly be explained by the fact that among non-key worker households are included all the retired older households who are more likely to own their properties outright.

Table 59 Tenure of key worker households and non-key worker households

Tenure type	Key worker households	Non-key worker households	Employed non-key worker households
Own outright	22.7	45.5	22.7
Own with a mortgage or loan	65.3	38.4	63.6
Pay part rent/part mortgage	0.7	0.7	1.2
Social renters	6.0	8.4	4.4
Private renters	5.3	5.5	7.2
Lives rent free	0.0	0.7	0.7
Other	0.0	0.8	0.2
TOTAL	100.0	100.0	100.0

5.5.3 A more detailed analysis of key worker households and their respondents reveals that age and occupation seem to be determining factors for type of tenure. Among this group, 77.9% of respondents who said their households owned outright were older than 45. While 75.9% of respondents between 25-44 were buying their properties on a mortgage, the prevalence of this tenure among the 45-59 group was 65.8% and even lower for over 60's at 41.2%. The generational differences - partly explained by the time it takes to pay for a house, but on the other hand probably linked to rising house prices and associated difficulties - can further be observed in the differences between owning households. Only 11.1% of households represented by 25-44 respondents own their home, whether outright or on a mortgage, while this proportion rises to 52.9% among 60-74 year-old respondents. Conversely, larger slices of younger households tend to rent, both socially and privately.

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Table 60 Tenure of key worker households by occupation of respondent

Occupation	Own outright	Mortgage or loan	Shared ownership	Rent from Warwick District Council	Rent from a Housing Association	landlord or letting agency	Rent from employer of household member	Total
Teaching professionals	12.2	75.6	0.0	2.4	2.4	4.9	2.4	100.0
Health associate professionals	35.3	52.9	5.9	5.9	0.0	0.0	0.0	100.0
Health related personal carers	0.0	57.0	0.0	28.6	0.0	14.3	0.0	100.0
Police officers	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Fire officers	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Social welfare officers	25.0	50.0	0.0	0.0	0.0	25.0	0.0	100.0
Farmers and farm assistants	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Retail workers	0.0	79.9	0.0	0.0	20.1	0.0	0.0	100.0
Tourism and hotel / catering	0.0	75.0	0.0	25.0	0.0	0.0	0.0	100.0

- 5.5.4 An analysis at the occupational level, shown in Table 60, also reveals major differences.⁴⁰ The highest rates of owners are found among police officers, followed by Teaching professionals and Health associate professionals. Social welfare officers reveal the highest private renting proportion (25.0%). The numbers of Farmers and Fire officers among respondents seem very reduced to draw any conclusions.
- 5.5.5 The occupational groups with highest proportions in social renting are Health related personal carers (28.6%), Tourism workers (25.0%) and Retail workers (20.1%). All owners in these occupations were paying a mortgage, i.e. no household owned outright. One would expect these groups to share the most hardship in relation to housing as they are generally among the lowest paid employees. Indeed, the analysis of earnings in the Labour Market and Economy section of this report and the discussion about the local definition of key worker both seem to corroborate this.

5.6 Satisfaction

- 5.6.1 When respondents were asked about how satisfied they were with their present accommodation, the results were very similar for key worker and non-key worker households, with respectively 90.6% and 91.2% feeling satisfied or very satisfied with their homes. The level of maximum satisfaction is nonetheless higher among non-key worker households (54.5% vs. 49.0%). The proportion of unsatisfied or very unsatisfied respondents was higher among key worker households (5.4% vs. 2.4%). The level of maximum dissatisfaction was virtually equal in the three groups (0.5% to 0.7%).
- 5.6.2 Each respondent was asked whether or not their home is adequate for the needs of their household. 12.1% of households containing at least one key worker reside in housing they consider inadequate for the needs of their household, whilst a lower proportion of non-key worker households at 7.6% are in the same circumstance. If we look only at employed non-key worker households the rate of inadequacy is slightly higher at 8.0%. A more detailed analysis of key worker households by occupation of key worker respondents reveals considerable diversity in responses. The occupations with higher levels of self-defined inadequacy are Social welfare officers (14.9%), Tourism and hotel/catering workers (11.9%) and Retail workers (11.7%). The lowest levels of inadequacy were found among Teaching professionals (0.8%) and Health associate professionals (1.9%).

⁴⁰ These comments need to be read with care, keeping in mind that conclusions drawn from breakdowns of data to levels in which numbers of respondents are small - as it is the case when crossing information at this level of detail in such a sample survey - should be mostly taken as approximations and not real figures set in stone

Table 61 Main reasons for inadequacy of homes

Reason	Key worker	Non-key worker	Employed non-key worker
Home too costly to heat	0.0	23.8	23.5
Home too costly to repair	0.0	11.1	11.8
Home overcrowded	61.1	34.9	41.2
Home too difficult/ expensive to maintain	11.1	9.5	11.8
Home in need of major repairs (roof/ windows)	5.6	15.9	17.6
Home lacks a self-contained bathroom/ kitchen/ WC	0.0	1.6	0.0
Unsuitable due to mobility impairment or special needs	5.6	20.6	8.8
Cost of rent/ mortgage	16.7	7.9	14.7
Too far from employment	5.6	3.2	5.9
Too far from relatives	0.0	7.9	8.8
Too far from schools	5.6	3.2	5.9
Too far from shops and leisure facilities	5.6	9.5	5.9
Poor access to public transport	5.6	11.1	5.9
Poor quality of neighbourhood/ environment	0.0	19.0	17.6
Experience of harassment within the local area	5.6	17.5	17.6

5.6.3 The reasons for inadequacy brought forward by the different groups, shown in Table 61, reveal some discrepancies, mainly between key worker and non-key worker households whatever their employment status. Overcrowding, in spite of being the top factor for every group, is a reason presented much more widely by key worker households (61.1% vs. 34.9% and 41.2%). The cost of rent/mortgage is the second most selected response among key worker households, and it also scores high among employed key worker households, who nonetheless seem to be more concerned with heating costs, repairs and the quality of the neighbourhood or harassment.

5.6.4 When inquired about the duration of the inadequacy of their homes, key worker households revealed longer lasting situations. The proportion of respondents who have been feeling their house is unsuitable for up to one year is comparable in the three groups, around 30%. However, problems felt over six years are more common among key worker households, 31.6% vs. 20.0% and 15.2% for non-key worker and employed non-key worker households.

5.7 Previous housing circumstances

5.7.1 Data concerning how long households were living at their current address was not very different between key worker and non-key worker households, with respectively 20.5% and 16.6% having moved within the last two years. The analysis on this section will now focus on these recent movers.

5.7.2 The reasons given for moving, shown in Table 62, reveal some important differences. Overcrowding and long distance from employment were reasons mainly given by respondents from key worker households. The differences in employment must be mostly related to the age differences between the two groups, as all key worker households have at least one person employed. The main reason in both groups was the setting up of respondents' first home.

Table 62 Main reasons for moving from previous home

Reasons	Key worker	Non-key worker
To set up my first home	24.1	16.8
To set up a new home following divorce/separation	6.9	11.5
Home overcrowded	20.7	11.5
Home too difficult/expensive to maintain	0.0	5.3
Too far from employment	17.2	2.3
Too far from relatives	0.0	7.6

- 5.7.3 Table 63 presents the geographical origin of current key worker residents in the areas of Warwick District analysed in this report. The area with highest level of self-containment (proportion of movers who lived there before) is Warwick. The ward with the highest proportion of migrants from outside the district is Leamington Spa (60.0%). On the other hand, the wards with largest proportion of movers from within the district are Whitnash (80.0%) and Warwick (74.9%).

Table 63 Origin of key worker household residents by area

Current living area	From current area	From within Warwick District	From outside Warwick District
Kenilworth	0.0	50.0	50.0
Leamington Spa	40.0	40.0	60.0
Warwick	49.9	74.9	25.1
Whitnash	39.9	80.0	20.0
Rural Warwick	0.0	50.0	50.0

- 5.7.4 The previous tenure of key worker households is comparable to that of employed non-key worker households. Whilst 48.4% of key workers that moved within the last two years were in their previous accommodation owner-occupiers, 46.4% of employed non-key worker households were in the same position. Among key worker households, and out of all current owners who also provided information on their previous type of tenure, 16.7% were previously renting, while among employed non-key worker households this rate was slightly higher at 20.9%.

5.8 Housing costs and income

- 5.8.1 This section is vital to any understanding of affordability within the key worker population. Presented are tables showing the housing costs and income for key worker households. Response rates to questions on costs and income are notably lower than that received by other questions. This means that the numbers specific to the various key worker occupations represented cannot be presented. The overall response rate for the household income question from key worker households was 86.1%. This is slightly higher than the response rate for non-key worker households at 82.4%.
- 5.8.2 An entry-level property in Warwick District costs an average of £179,856, which means that, according to the latest ODPM guidance on housing needs⁴¹, a single person would need to have a gross annual salary of £51,387.46 (£4,282.29 per month) in order to meet affordability criteria. By the same reference price and guidance, a couple would need to

41 ODPM, Housing Market Assessments – Draft working guidance, March 2005.

have joint annual salaries of £62,019.35 (£5,168.28 per month), i.e. £2,584 per month for each person. These figures will be used below to report on key worker affordability.

- 5.8.3 Table 64 shows the housing costs of key worker households in Warwick District. It is apparent that the housing costs of key workers are generally lower than non-key worker households based on the cost groups available. Just above one-fourth of all key worker households spend less than £300 with their accommodation and 43.0% spend less than £450 per month as opposed to 31.9% among employed non-key worker households. On the other hand, the highest spending per month is to be found among non-key worker households. 12.3% of these spend above £1,050, while for key worker households the proportion is lower at 5.4%.

Table 64 Housing costs

Housing Costs	Key worker household	Employed non-key worker household
Less than £300 per month	26.0	15.9
£301 - £450 per month	15.6	15.2
£450 - £600 per month	17.7	23.0
£601 - £750 per month	14.6	15.5
£751 - £900 per month	9.4	11.3
£901 - £1,050 per month	8.3	4.6
£1,051 - £1,200 per month	3.1	2.8
£1,201 - £1,350 per month	0.0	2.8
£1,351 - £1,500 per month	1.0	2.8
£1,501 - £1,650 per month	0.0	0.4
£1,651 - £1,800 per month	0.0	0.7
More than £1,800 per month	1.0	2.5
TOTAL	100.0	100.0

- 5.8.4 By looking at the different areas of Warwick District used in this report, and considering only the amounts spend by key worker households, one finds some divergence in the amounts disclosed by respondents. Leamington Spa (57.9%) and Kenilworth (56.1%) revealed the highest concentration of costs under £450, while Warwick and Rural areas showed the opposite (33.2% and 20.0%). Respondents interviewed in the Rural area revealed the highest rates of costs above £1,050 (20.0%).
- 5.8.5 If the housing costs of renters and those who pay a mortgage are separated as presented in Table 65 it is apparent that a larger proportion of the key worker household group are in the lowest housing cost group regardless of whether their costs are mortgage or rent. The largest disparity exists between key worker households and non-key worker households that privately rent. 87.4% of key worker households that rent privately can be seen to pay below £600 per month, whilst non-key worker households that rent pay more varied amounts, with 49.9% spending below £600. Key worker households who rent privately spend less on their housing. Only 12.5% declared they were paying above £600, whiles for buyers on a mortgage the proportion above that mark is 43.7%. Differences between renters and buyers among employed non-key worker households are less relevant.

Table 65 Mortgage and renting costs

Housing Costs	Key worker households		Employed non-key worker households	
	Mortgage	Private Renting	Mortgage	Private Renting
Less than £300 per month	22.5	12.5	14.1	0.0
£301 - £450 per month	19.7	0.0	15.0	10.7
£450 - £600 per month	14.1	74.9	23.5	39.2
£601 - £750 per month	16.9	0.0	16.0	32.1
£751 - £900 per month	11.3	12.5	12.7	0.0
£901 - £1,050 per month	9.9	0.0	4.2	10.7
£1,051 - £1,200 per month	2.8	0.0	3.8	0.0
£1,201 - £1,350 per month	0.0	0.0	2.8	7.2
£1,351 - £1,500 per month	1.4	0.0	3.8	0.0
£1,501 - £1,650 per month	0.0	0.0	0.5	0.0
£1,651 - £1,800 per month	0.0	0.0	0.9	0.0
More than £1,800 per month	1.4	0.0	2.8	0.0
TOTAL	100.0	100.0	100.0	100.0

Table 66 Gross monthly household income

Household income	Key worker household	Employed non-key worker household
Less than £550 per month	0.8	1.1
£551 - £750 per month	1.5	2.8
£751 - £950 per month	3.8	5.8
£951 - £1,250 per month	4.6	5.8
£1,251 - £1,550 per month	7.7	6.7
£1,551 - £2,050 per month	15.4	14.7
£2,051 - £2,550 per month	9.2	13.1
£2,551 - £3,050 per month	8.5	9.4
£3,051 - £3,550 per month	10.0	11.4
£3,551 - £4,050 per month	9.2	6.7
£4,051 - £4,550 per month	8.5	5.0
£4,551 - £5,050 per month	6.9	5.6
£5,051 - £5,550 per month	2.3	2.2
£5,551 - £6,050 per month	2.3	1.7
£6,051 - £6,550 per month	2.3	0.8
More than £6,551 per month	6.9	7.2
Total	100.0	100.0

- 5.8.6 Table 66 shows the breakdown of household incomes for key worker households and employed non-key worker households. Key worker households seem to have generally slightly higher incomes according to these intervals. They present higher proportions in the three highest intervals, altogether representing 11.51% of all key worker households, against 9.7% for non-key worker households. As for the lowest income intervals, 10.7% of key worker households earn below £1,250 per month, while among non-key worker households this figure rises to 15.5%. The proportion of households in more central intervals (£1,250 to £5,550) reveals similar concentrations for both groups (77.8% vs. 74.8%).
- 5.8.7 A breakdown of income by key worker respondent occupation, although mostly indicative due to small numbers of respondents, indicates diversity between different types of jobs. The households (for which we have cross-referenced information about occupation and incomes) who reveal highest proportions in the lowest incomes (below £1,250) are those who have respondents employed as Retail workers (80.0%), Tourism and hotel/catering (50.0%), Health related personal carers (40.0%) and Social welfare officers (40.0%). Apart from the Social welfare officers, these groups are very similar to the occupations found as having the lowest incomes in the Labour Market and Economy section. On the other extreme, with higher concentrations on higher incomes (over £4,550) one finds Social welfare officers (25.0%), Teaching professionals (20.5%), Police officers (20.0%) and Health associated professionals (10.0%).
- 5.8.8 If one considers the entry level property price described above, and the different monthly amounts needed for a mortgage by couples or single households, then it is possible to suggest that:⁴²
- ✓ According to the incomes disclosed by key worker household types - as presented in Table 67 - and keeping in mind that 18.0% of them are singles⁴³ and 80.0% are couples, it is likely that only around 12.5% of single households would afford such a mortgage, while for couples the proportion rises to around 17.5%.
 - ✓ Households where one finds respondent Retail workers, Tourism and hotel/catering workers, Health related personal carers and Fire officers would be most probably excluded from affording a mortgage for an entry-level property - as seen before none of these reveals incomes even near the necessary amount.
 - ✓ Households with respondents who are Teaching Professionals would eventually have some households (respectively a maximum of 10.3% and 20.5% depending on whether the household is formed by a couple or single person) that could afford this amount of mortgage. However, since a cross of information on incomes, plus household structure, plus occupation of key worker respondent reveals small numbers, this can only be an estimate.
 - ✓ Households with Health associate professionals and police officers would only be able to afford this mortgage if they were single households (respectively 10.0% and 20.0%).
 - ✓ The data from Social welfare officers reveals great gaps in terms of income (some of the lowest and highest, which can be partly explained by small numbers of cross-referenced responses for income and occupation) and for that should be regarded with care. Nonetheless, the indication is that around one fourth of households would be able to afford such a mortgage whatever their household type.
- 5.8.9 This exercise shows that, even with the most optimistic perspective (assuming the single applicant mortgage mark, as if households above it were of the single type), very few key

⁴² It is worth keeping in mind that since the numbers of respondents for some occupations are very reduced, these figures should be taken as approximations and not as exact proportions that can be translated into real numbers of people.

⁴³ Further cross-examination with household type would reveal even smaller numbers so for the purpose of this exercise conclusions are drawn assuming the households might be singles or couples.

worker households seem to be capable of affording an entry-level property when only household gross income is considered. The analysis of individual earnings, by occupation and industry, presented in the Labour Market and Economy section of the report after a review of more extensive secondary data seems to corroborate these conclusions for some of the identified key workers, namely in the tourism, retail and personal care occupations.

Table 67 Gross income of single person and couple key worker households

Household income	Couple key worker households	Single person key worker households
Less than £550 per month	0.0	4.2
£551 - £750 per month	1.0	0.0
£751 - £950 per month	2.0	12.5
£951 - £1,250 per month	2.9	12.5
£1,251 - £1,550 per month	6.9	8.3
£1,551 - £2,050 per month	10.8	33.3
£2,051 - £2,550 per month	8.8	12.5
£2,551 - £3,050 per month	10.8	0.0
£3,051 - £3,550 per month	11.7	4.2
£3,551 - £4,050 per month	11.8	0.0
£4,051 - £4,550 per month	6.9	12.5
£4,551 - £5,050 per month	8.8	0.0
£5,051 - £5,550 per month	2.9	0.0
£5,551 - £6,050 per month	2.9	0.0
£6,051 - £6,550 per month	2.9	0.0
More than £6,551 per month	8.8	0.0
Total	100.0	100.0

Table 68 Savings available to put down as a deposit towards a new home

Household savings	Key worker household	Employed non-key worker household
Less than £500	22.7	21.9
Between £501 and £1,500	9.2	8.4
Between £1,501 and £2,500	5.9	7.7
Between £2,501 and £3,500	6.7	5.2
Between £3,501 and £4,500	5.0	3.5
Between £4,501 and £5,500	3.4	6.5
Between £5,501 and £10,000	11.8	10.0
Between £10,001 and £15,000	4.2	4.2
Between £15,001 and £20,000	3.4	4.8
Between £20,001 and £25,000	3.4	3.9
Between £25,001 and £30,000	3.4	2.3
More than £30,001	21.0	21.6
Total	100.0	100.0

- 5.8.10 A question capturing the level of savings that a household could put down as deposit towards purchasing a house was also asked. Taking into account the price of an entry-level property in Warwick District and the associated 5% deposit normally required (£8,992.81), one can conclude that around 35.4% (above £10,000) of key worker households could for sure afford a deposit for such a property. Among employed non-key worker households this proportion rises slightly to 36.8%. One might consider that some of the respondents who picked the interval between £5,501 and £10,000 could also have £8,992.81 available, but it is impossible to be adamant about a figure.
- 5.8.11 For single person key worker households, the availability of savings/deposit for purchasing a house is diminished compounding upon a lower household income and highlighting a lower ability to purchase market housing. 86.9% of single person key worker households have less than £10,000 available for a deposit.

5.9 Moving intentions

- 5.9.1 23.5% of the existing⁴⁴ key worker households captured within this survey intend to move within the next two years. Grossed up, this means 2,016 households. 7.4% intend to move within the next six months, 4.0% between seven months and one year and 12.1% between one to two years.
- 5.9.2 When asked whether they would prefer a new-build home, 10.5% responded yes, 57.9% responded no, and 31.6% had no preference. When asked if they intended to move within the Warwick District, 63.2% replied yes, 15.8% selected no and 21.1% did not know yet. The reasons for moving away are presented in Table 69. These, although mentioned by few respondents, seem to be mostly linked to high house prices and lack of suitable properties.

⁴⁴ As opposed to newly-forming households, who are the focus of analysis further down the report.

Table 69 Reasons for intending to move away from Warwick District

Reason	Key worker households
House prices are too high in Warwick District	40.0
Limited choice of suitable properties in Warwick District	30.0
Housing costs are too high in Warwick District	10.0
To be nearer employment	10.0
To be nearer suitable school	10.0
Total	100.0

- 5.9.3 When respondents were asked whether they would like to move during the next two years, but for some reason could not do so, 15.6% responded yes. The reasons brought forward were linked to excessive house prices (76.5% of all responses) and limited choice of suitable properties (23.5%).
- 5.9.4 A shift towards the moving intentions of newly-forming households, i.e. households forming within existing households, reveals that 15.1% of current households contain members who would like to move to their own separate home within the next two years. 3.4% intend to move within the next six months, 2.1% between seven months and one year and 9.6% between one to two years.
- 5.9.5 Respondents were asked how long had these members of the household been thinking about moving into their own homes. Over 70% of the newly-forming households had been thinking about this for more than six months, 14.3% between one and two years and 28.6% for over two years. When asked whether they would prefer a new-build home, 13.6% responded yes, 18.2% responded no, and 68.2% had no preference, which is a much higher proportion than the undecided proportion found among existing households (31.6%). When asked if they intended to move within the Warwick District, 54.5% replied yes, 18.2% selected no and 27.3% did not know yet. The reasons for moving away are presented in Table 70.

Table 70 Reasons for intending to move away from Warwick District

Reason	%
Housing costs are too high in Warwick District	28.5
House prices are too high in Warwick District	14.3
To be nearer employment	28.5
Other	28.6
Total	100.0

- 5.9.6 The 'other' reason is overwhelmingly dominated by factors linked to education or employment, which is clearly specified in one of the options with 28.5% of all responses. Other decisive factors for moving are the costs and prices of houses in the district. When compared to the reasons brought forward by existing households (generally most likely to be represented by older generations), it is clear that younger forming households seem to worry a lot more with employment and housing costs.
- 5.9.7 When respondents were asked whether they would like to move during the next two years, but for some reason could not do so, 10.6% responded yes. The impeditive reasons brought forward are presented in Table 71. House prices clearly lead the table with over one-quarter of all responses. The main reasons brought forward in the 'other' option were employment and education related. Among the potential newly-forming households who would like to move but for some reason cannot do so, around one-third have been thinking

about moving for less than one year, while 26.7% affirm to have been feeling this need for more than two years.

Table 71 Reasons preventing a move

Reason	%
House prices too high	76.5
Cannot sell home	5.9
Limited choice of suitable properties	5.9
Other	11.8
Total	100.0

5.10 Existing households intending to move

5.10.1 Roughly 1,270 existing households expressed their intention or need to move within Warwick District within the next two years. The focus of the analysis will now be on them. When asked about the type of home their household would need, 48.0% of responses pointed to detached properties, 28.0% to semi-detached and 20.0% to terraced properties. The results are shown in Table 72.

Table 72 Preferred types of homes

Type of property	%
Whole House Detached	44.0
Whole House Semi-detached	24.0
Whole House Terraced	12.0
Whole Bungalow Detached	4.0
Whole Bungalow Semi-detached	4.0
Whole Bungalow Terraced	8.0
A purpose built flat/apartment	4.0
Total	100.0

5.10.2 Nearly half (47.6%) of all households expressed a need for a four-bedroom property, 19.0% for two bedrooms, 23.8% for four bedrooms and finally just 4.8% for one or five bedrooms. The type of tenure respondents would expect to have is presented in Table 73, where one can observe that the great majority of households would expect to own their properties.

Table 73 Type of tenure expected when moving

Tenure	%
Own outright	25.0
Own with a mortgage or loan	54.2
Pay part rent and part mortgage (shared ownership)	4.2
Rent from Warwick District Council	8.3
Rent from a Housing Association	4.2
Rent from a private landlord or letting agent	4.2
Total	100.0

5.10.3 Respondents were also asked, in a separate question, whether they would be interested in a shared ownership / share equity scheme with a housing association. 13.0% of respondents

expressed an interest in this, while 4.3% said they did not know but would like to be better informed.

Table 74 Areas of preference in the Warwick District

Area	%
Rural Warwick	30.4
Leamington Spa	26.1
Warwick	26.1
Kenilworth	8.7
Whitnash	4.3
Total	100.0

- 5.10.4 The most wanted areas are Rural Warwick, Warwick and Leamington Spa, while the least desirable is Whitnash. Generally speaking most households want to move within the area they live. The clear exception is Whitnash, from where around one-fifth of respondents would like to move into the other areas, and mainly the rural part⁴⁵.

5.11 Newly-forming households intending to move

- 5.11.1 The focus of the analysis will now be shifted towards households whose members expressed an intention to make their own home within Warwick District and within the next two years. In 63.6% of households only one person was forming a new household while in 27.3% there were two persons and in 9.1% three members wanting to move into their own home. When asked whether the leaving members would be eventually moving with someone else, 72.7% said they would be moving on their own, 18.2% would move with someone else who lives in the district and finally 9.1% with someone who is currently part of the same household.
- 5.11.2 As for the type of property needed by the forming households, their wishes seem to be more modest than those found among existing households, as can be seen in Table 75. The most desired type would be a terraced house, followed by semi-detached houses and purpose-built flats. Other options such as living in a mobile or temporary structure or being part of a converted or shared house assume a much wider importance than among existing households. Once again we could be facing generational changes by which younger people, out of need or want and mostly in urbanised areas, often opt for moving into shared houses. Around one-fifth would need just one bedroom and roughly 80% would need two bedrooms.

⁴⁵ It must be reminded that the breakdown of data to very small numbers in a housing needs survey should be read as indicative rather than factual as the atypical answers of a couple of individuals may distort the grossed-up figures.

Table 75 Type of property needed by newly-forming households

Type	%
Whole House - Detached	5.9
Whole House - Semi-detached	17.6
Whole House - Terraced	23.5
Whole Bungalow - Detached	5.9
Whole Bungalow - Semi-detached	5.9
Whole Bungalow - Terraced	5.9
In a purpose built flat/ apartment	17.6
Part of a converted or shared house	5.9
In a commercial building	0.0
A caravan or other mobile/ temporary structure	11.8
Total	100.0

- 5.11.3 When asked about whether they would expect to own or rent the properties, the largest number of responses was buying on a mortgage (40.0%), followed by shared ownership and private renting. 63.6% of respondents stated that the potential households had an interest in shared ownership schemes, with a further 9.1% stating they were not sure but would like to know more. These figures are well above the proportion of interested and potentially interested existing households (17.3%), which in turn might denote better information about this type of schemes and/or an increased need for assistance when buying a first home.

Table 76 Type of tenure expected

Tenure	%
Own outright	9.1
Own with a mortgage or loan	36.4
Pay part rent/part mortgage (shared ownership schemes)	27.3
Rent from private landlord / estate agency	27.3
Total	100.0

- 5.11.4 When asked where these new households would prefer to live, half picked Leamington-Spa, which was followed by Warwick and Whitnash (30.0% and 20.0%). New households desiring to move into Leamington-Spa were already living there, while half of the households moving from Whitnash were selecting other areas. Most of the new households wanting to move into Warwick District currently resided in Rural areas.

Table 77 Income intervals of potential new households

Income	%
£751 - £950 per month	9.1
£951 - £1,250 per month	27.3
£1,251 - £1,550 per month	18.2
£1,551 - £2,050 per month	9.1
£2,051 - £2,550 per month	18.2
£2,551 - £3,050 per month	9.1
£3,051 - £3,550 per month	9.1
Total	100.0

5.11.5 Table 77 presents the current incomes of the potential new households. When one considers the price of an entry-level property discussed above and the monthly amount needed for such a mortgage, it is clear that according to this self-declared incomes the indication is that no household would be capable of buying their first home without a deposit above 5%. In fact, and whether they are moving on their own or as a couple, all households are at least around £1,000 per month away from being able to afford this as the minimum amount needed is (optimistically considering it is a single household) £4,282.29 per month.

5.12 Summary

- 5.12.1 The rich heritage and cultural attractions of Warwick have it regarded as a much desired area to live, which given the high prices of housing is likely to attract higher earning social groups. The prices of residential properties in the district have reached very high prices, with an entry-level property starting at £179,856.
- 5.12.2 Analysis of secondary data shows that average incomes in the district are also high. However, a more detailed examination of the incomes available for different types of households and people working in different occupations reveals relevant differences.
- 5.12.3 Analysis of both survey and secondary data point to higher barriers to housing among lower paid key worker households, employed in Health related personal care, Retail and Tourism related industries.
- 5.12.4 It is not only incomes that are low for some key worker occupations, but also the amounts of any savings available to put forward as deposit towards buying a property. Survey data indicates that these households are not even close to being able to afford properties at current market prices. The problem is exacerbated among single people households who altogether earn less than couples or other plural households.
- 5.12.5 Key worker households whose members are employed as Teaching professionals, Health associated professionals and Police officers seem to be less at risk of facing housing affordability problems⁴⁶.
- 5.12.6 Reports on the sub-region economy present concerns about the increasing numbers of people working in essential occupations being driven out of the housing market by soaring prices. This is especially a problem for younger newly-forming households who have no access to equity. On the other hand, it also blocks the chances of people employed in such jobs moving into the district.

⁴⁶ Key workers in other occupations have responded in small numbers so that conclusions about them have to be regarded with some care.

- 5.12.7 Theoretically this continuous process can eventually result in recruitment and retention rates in low paid but crucial jobs, namely in the tourism related industries, an essential part of the local and sub-regional economy. Increased commuting could be another issue to face, but with the current level of wages in many of these jobs set so low, it does not even seem plausible to travel from very far to work. It is important to bear in mind that Warwick District, together with most areas of Stratford-on-Avon District, is part of the travel-to-work-area with the same name. House prices are high across the whole area.
- 5.12.8 The housing situation is similar to many other areas in the UK, where lower paid workers are being pushed out of the housing market. Survey results show that key worker households who intend or need to move seem to be interested on accessing shared ownership schemes or at least on knowing more about them. Experts claim that within the current social and political context it may pay off considering the development of intermediary market housing schemes and other types of supported housing for those with less means who however form an important base of our communities and economies.

6. HOUSING MOVES

6.1 Introduction

6.1.1 This section presents the housing flows in the market in terms of the moves households make and intend to make, which includes:

- (i) Social housing moves
- (ii) Characteristics of new forming households
- (iii) Demand and supply of social housing

6.1.2 It is important to consider recent housing history alongside households' declared moving intentions as an indicator of future housing demand. Moving intentions are often aspirational whereas recent history of movements demonstrates a more accurate picture. Although some argue that the history of moves may underestimate need as it reflects the supply that was available at the time, research to support government guidance has shown that this factor is negligible overall and that history provides a far more accurate measure on which to base future policy decisions.

6.1.3 Identifying the level of recent in-migration and those existing and new forming households who have moved enables us to estimate the future numbers of new forming households, the future proportion that may move due to inadequate housing and future in-migrant demand. All of these figures add support for the Housing Assessment.

6.1.4 The housing market is not static; households are constantly moving, both internally within the District and in terms of migration in and out of the District. This section of the report examines the supply of and demand for affordable housing.

6.1.5 Looking at the characteristics of households that moved in the last two years is a good indication of what the future demand for housing is likely to be over the next two years. This section provides a picture of in-migration, newly formed households, the take-up of social housing and the demand for accommodation by size, type and tenure.

6.1.6 The section also considers households' moving intentions, including households that expect to split into one or more newly formed households. Moving intentions provide a picture of potential out-migration and households' particular demands for housing by tenure, type and size.

6.1.7 There is a clear difference between the level of newly arising need indicated by recent household movement and that indicated by planned future movement. This is largely because a historical perspective includes all moves that actually happened, the planned and the unplanned. Moving intentions do not tend to pick up households that form as a result of divorce or relationship breakdown, nor do they pick up households that form as a result of changing needs related to age, infirmity, accident or injury.

6.1.8 It is possible to look at the potential supply of social housing being released through existing households who plan to move matched against the expressed demand for social housing from both existing households and newly forming households. This gives one indication of required housing in the social sector. It does not take account of the demands of in-migrants who will require social housing and neither does it take account of the potential supply of social housing that will become available through unplanned moves or through household dissolution. Another perspective on the requirement for social housing is to look at the take up of social housing in the last two years by type and size. In particular it is useful to look at those households that moved into social housing from the private sector and the type and size of accommodation that they attained.

6.2 Existing and new forming households

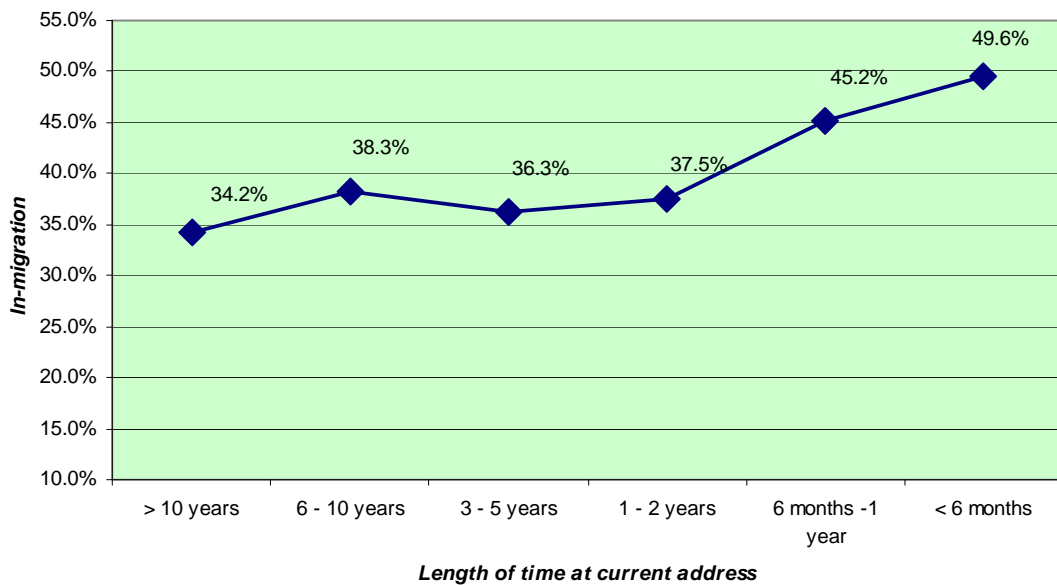
- 6.2.1 21.5% of existing households within Warwick District (12,340 households) moved to their present address within the last two years. This is comparable with other housing needs surveys undertaken by **Outside** where the average for residents living under two years at their current address is 20.0%.
- 6.2.2 The proportion of recent movers who were in-migrants to the District was above the average recorded for **Outside**'s previous housing needs surveys; 42.4% (5,230 households) compared with 34.2%.
- 6.2.3 17.7% of moves within the District in the last two years were by newly forming households.⁴⁷
- 6.2.4 The number of planned newly formed households indicated in the Housing Market Assessment is lower than that indicated by the history of recent moves. 5.3% of existing households contained members who were planning to leave the existing household and establish a new household of their own within the next two years. This is a higher proportion when compared with **Outside**'s previous housing needs surveys where the average is 4.5%.
- 6.2.5 The proportion of existing households who are planning to move within the next two years is 14.1% (8,085), the average across other housing needs surveys being slightly lower 11.7%.
- 6.2.6 If those who plan to leave Warwick District are excluded from the calculation of prospective moves over the next two years, the picture of planned moves indicates that 4,224 existing households plan to move and a further 2,462 new forming households plan to establish themselves within Warwick District over the next two years.
- 6.2.7 Of the 4,224 existing households who plan to move within Warwick District 64.4% own their current property, 95.2% of which expect to also own their next home. 22.0% of existing households that seek a move currently rent from private sources. Of this group 67.8% expect to enter into owner occupation. Out of those households who currently live in social rented properties and wish to move within Warwick District in the next two years 95.8% expect to continue renting their homes, 83.9% within the social rent sector.
- 6.2.8 37.7% of existing households that intend moving within Warwick District currently reside in three bedroom dwellings, whilst 30.0% and 14.4% reside in two and one bedroom properties respectively. 17.9% of households live in properties with more than three bedrooms. Of those living in one-bedroom dwellings 47.6% require a dwelling with two bedrooms on their next move, 14.8% only require one bedroom and 37.6% state they require three bedrooms. 67.2% of existing households looking to move that currently reside in a two-bedroom property require a three-bedroom property, whilst 19.8% and 13.0% require a two and one bedroom property. As for households living in three bedroom properties, 36.2% express a need for the same number of bedrooms, while 20.8% state a need for more than three, whilst 27.7% expressed a need for two bedrooms. Overall three-bedroom properties represent the most common requirement (48.2%) by households intending to move, whilst two-bedroom properties represent 28.1% of planned moves.
- 6.2.9 Of all households that moved to their current address within the last five years, 18.1% made two moves in the last five years, 6.0% made three moves and 5.7% made four or more moves in that time period.

⁴⁷ Existing households that have split within the last year and consequently formed one net new household and hidden homeless households who have formed in the last year

6.3 In-migration and out-migration

6.3.1 The proportion of households that moved to their current address in the last two years that came from outside the District was 42.4% (5,230 households). The number of in-migrants as a proportion of recent moves has generally increased in Warwick District over the last ten years as can be seen in Figure 7 the only exception being a slight decrease from moves 6-10 years to 3-5 years ago. The latest data shows the highest increase was registered for moves from 1-2 years to within the last six months to one year.

Figure 7 Proportion of movers that are in-migrants to the district



6.3.2 The previous address of in-migrants is shown in Table 78. The majority originated from the Midlands (40.2%), with Coventry as the main area of origin (18.3% of all). 19.2% originated from the South East, mainly from London (10.6%). Nearly one-third (29.2%) originated from elsewhere in the UK and 11.4% lived in addresses abroad before moving to the District.

Table 78 Previous address of in-migrants over last two years

Previous address	Number	Percentage
Stratford area	169	3.2
Southam area	49	0.9
Rugby area	271	5.2
Coventry area	959	18.3
Solihull area	136	2.6
Birmingham	222	4.3
Worcestershire	20	0.4
Elsewhere in Midlands	276	5.3
London	552	10.6
Elsewhere in South East	449	8.6
Elsewhere in UK	1,529	29.2
Outside the UK	597	11.4
Total	5,230	100.0

- 6.3.3 The pattern of movement between the five areas of Warwick District over the last two years can be seen in Table 79 and Table 80. For the most part, the majority of recent moves have been within the District, but in Kenilworth, Rural Warwick and Leamington Spa the proportion of in-migrants recorded was above forty percent. Leamington Spa also presented the highest proportion of moves within the same area, in opposition to Rural Warwick, where only 10.9% of recent movers had a previous address in that same area.

Table 79 Housing moves over last two years (%)

Present address	Previous address		
	Within same area	Elsewhere in District	Outside Warwick District
Kenilworth	31.2	18.8	50.0
Leamington Spa	44.6	14.1	41.3
Warwick	33.3	32.0	34.6
Whitnash	14.4	56.7	28.9
Rural Warwick	10.9	43.5	45.6

- 6.3.4 An analysis of Table 80 and raw data on absolute numbers of migrants between the different areas presented reveals that Leamington Spa receives the highest number of migrants from other areas within Warwick District or from outside the District. The total of 3,029 recorded in our survey represents over one-quarter (25.6%) of all recent movers living in the District. If the internal movers within Leamington Spa are added, then the households who moved recently to Leamington Spa (5,466) represent 46.1% of all recent moves. Warwick follows representing 22.4% of all recent moves if internal change of address is considered and 14.9% if only households who lived outside the area (whether or not in the District) are considered.
- 6.3.5 In terms of movement between different areas in the District, the largest - in absolute terms - is found in the movement from Leamington Spa to Warwick (623), representing 23.5% of all recent movers to Warwick. The inverse movement from Warwick to Leamington Spa ranks second with 594 households (10.9% of movers into area), followed by 301 households moving from Leamington Spa to Whitnash (35.0% of all movers into area).

- 6.3.6 The observation of movement from other districts in the Midlands to Warwick District reveals the largest absolute movements from the Coventry area into Leamington Spa (475 households, 8.7% of mover into area), followed by movement from the same area into Kenilworth (284 households, 15.0%) and finally 178 households from elsewhere in the Midlands to Leamington Spa (3.3%).

Table 80 Pattern of movement into Warwick in last two years (column %)

Previous address	Current address				
	Kenilworth	Leamington Spa	Warwick	Whitnash	Rural Warwick
Kenilworth	31.3	0.0	0.0	3.1	10.9
Leamington Spa	10.0	44.6	23.5	35.0	13.0
Warwick	5.0	10.9	33.3	12.3	19.6
Whitnash	0.0	1.1	1.2	14.4	0.0
Rural Warwick	3.7	2.2	7.4	6.2	10.9
Stratford area	0.0	1.1	1.2	0.0	6.6
Southam area	1.3	0.0	0.0	0.0	2.2
Rugby area	2.5	2.2	1.2	1.0	4.3
Coventry area	15.0	8.7	0.0	2.1	10.9
Solihull area	0.0	1.1	2.5	0.0	0.0
Birmingham	2.5	1.1	3.7	0.0	0.0
Worcestershire	0.0	0.0	0.0	2.1	0.0
Elsewhere in Midlands	0.0	3.3	1.2	0.0	4.3
London	6.3	4.4	4.9	0.0	2.2
Elsewhere in South East	6.3	1.1	3.7	6.2	8.7
Elsewhere in UK	11.2	14.1	11.1	12.3	2.2
Outside the UK	5.0	4.4	4.9	5.1	4.3
Total	100.0	100.0	100.0	100.0	100.0

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- 6.3.7 Table 81 presents the preferred location of households that intend to move outside the District within the next two years. 1,512 (17.7%⁴⁸) existing households that intend moving intend to move outside of Stratford-on-Avon within the next two years whilst 757 (21.1%⁴⁹) new forming households intend to migrate out of the District.
- 6.3.8 The proportional preference for a location within the Midlands does not differ much between the two groups, 34.0% for existing and 28.7% for new households. 9.4% of out-migrating new forming households intend moving to Stratford-on-Avon representing 71 households, whilst 11.1% (159) of existing household intending a move indicated a preference for Stratford-on-Avon. In migration from Stratford-on-Avon District to Warwick over the previous two years represents 3.2% of all in-migrant moves to the District equating 169 households. It is apparent that based on previous in-migration and intended out-migration the net flow between the two neighbouring districts is approximately balanced.
- 6.3.9 The proportion of new households who would like to move to London represents 31.4% of this groups intended moves out of the district captured within the study, whilst 16.6% of existing households are planning to move to The South East. The majority of households

⁴⁸ Note: 30.0% of existing households intending to move within the next two years did not know whether they intended to move either inside or outside of the District.

⁴⁹ 31.1% of new forming households did not know whether or not they intended to move inside or outside of the District.

planning to leave Warwick District are looking to relocate to areas of the UK outside of the Midlands and South East, with 37.5% of out-migrating new forming households indicating a move and 27.7% of existing households.

Table 81 Proposed choice of location for out-migrants within two years (%)

Preferred locations	Existing households		New forming households	
	Count	%	Count	%
Stratford area	159	11.1	71	9.4
Southam area	19	1.3	0	0.0
Rugby area	19	1.3	0	0.0
Coventry area	61	4.2	71	9.4
Worcestershire	53	3.7	0	0.0
Elsewhere in Midlands	177	12.4	75	9.8
London	0	0.0	238	31.4
Elsewhere in South East	238	16.6	18	2.4
Elsewhere in UK	398	27.7	284	37.5
Outside the UK	311	21.7	0	0.0
Total	1433	100.0%	757	100.0

- 6.3.10 The reasons presented for wanting to leave the District, presented in Table 82 indicate some differences between existing households and newly forming households in the factors influencing a move outside of the District. Besides unspecified 'Other' motives (42.3%) the reason brought forward by a high proportion of existing households was the need to be closer to family/relatives (25.4%). This reason was selected by a lower proportion of out-migrating newly forming households at 7.1%. For this group the main reason indicated for a move outside of the District is to be nearer to employment, representing 45.5% of reasons. A lower proportion at 24.3% indicated this as a reason for out-migration within the existing households group.
- 6.3.11 Important to the study is the degree to which housing costs and house prices are factors influencing the movement of households. It is clear that new forming households felt that there was a limited choice of suitable accommodation in the District with 13.3% highlighting this as a reason for moving away. The high price of housing within Warwick District and the high housing costs associated with this are also influential with 19.5% and 18.0% of households stating these reasons. These factors were also important to existing households with 10.5% indicating that housing costs are too high in Warwick District and 23.6% indicating that house prices were too high.

Table 82 Reasons for leaving District by households migrating in next 2 years

Preferred locations	Existing households		New forming households	
	No.	%	No.	%
Housing costs are too high in Warwick District	197	10.5	173	18.0
House prices are too high in Warwick District	441	23.6	187	19.5
Limited choice of suitable properties in Warwick District	233	12.4	128	13.3
Travel costs are too high	9	0.5	0	0.0
To be nearer to shops/ supermarkets	21	1.1	0	0.0
To be nearer employment	455	24.3	438	45.5
To be nearer suitable school	33	1.8	68	7.1
To be nearer family/ relatives	475	25.4	68	7.1
To be nearer more facilities in general	64	3.4	102	10.6
Other	791	42.3	200	20.8

6.4 Flows in social housing

6.4.1 It is useful to look at the history of recent household movement by tenure, type and size in order to better understand the demand for social housing in Warwick District. Demand for social housing can be seen from three groups of people:

- Newly formed households who move into social housing (excluding in-migrant newly formed households)
- Existing households who move into social housing from private housing (excluding in-migrants)
- In-migrants who move into social housing

6.4.2 Of the new forming households that were established within the District (excluding any new forming households that originated from outside Warwick District) over the last two years, 5.4% (118) households moved into socially rented accommodation and 91.8% moved into the private sector, including 74.5% of owner-occupiers. Details are presented in Table 83.

Table 83 Newly formed households within district in last two years by tenure (%)

Current housing tenure	Number	Percentage
Owner-occupied	1626	74.5
Shared ownership	61	2.8
Social rented	118	5.4
Private rented	377	17.3
Total	2182	100.0

6.4.3 A similar analysis, adding their previous tenure, is presented for existing households in Table 84. The largest proportion (72.9%) of the 4,224 movers were previously living in the private sector, 44.8% as owner-occupiers. The majority of moves existed within tenure. However, 4.5% state they moved into social housing, 3.8% from private renting and just 0.7% from owner occupancy. The inverse movement, from social to private, was greater with 7.6% moving into private rents and a very reduced 0.2% now owning their homes.

Table 84 Changes in tenure for existing households moving within district (%)

Previous tenure \ Current tenure	Owner occupied	Social rented	Private rented	Other	Total
Owner-occupied	41.4	0.2	2.9	0.7	45.2
Social rented	0.7	16.6	3.8	0.0	21.2
Private rented	2.7	7.6	21.4	1.3	32.9
Other	0.0	0.7	0.0	0.0	0.7
Total	44.8	25.1	28.1	2.0	100.0

- 6.4.4 Table 85 shows that of those in-migrant households captured in the survey that moved into Warwick District over the last two years (5,230), 6.0% (313 households) moved into the social rented sector and 0.6% into shared ownership. In addition, 41.7% moved into the private rented sector and 49.0% into owned properties.

Table 85 In-migrant households within last two years by tenure

Current tenure	Number	Percentage
Owner-occupied	2,565	49.0
Shared ownership	34	0.6
Social rented	313	6.0
Private rented	2,181	41.7
Other	138	2.6
Total	5,230	100.0

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6.5 New social housing

- 6.5.1 Of all households that moved in the last two years, 12.9% (1,597) currently live in the social rented sector. Of these, 35.1% (561) were previously accommodated in the private sector and are therefore new to the social housing sector in Warwick District.
- 6.5.2 Table 86 shows the type and bedroom size of the current accommodation of all those who moved into social housing from the private sector in the last two years. The majority moved into either single or two-bedroom properties, 38.3% being flats. The largest flows of movement were into one-bedroom flats (31.2% of all moves) and two-bedroom terraced (23.4%) and semi-detached (16.7%) houses.

Table 86 Type and size of current accommodation for new social housing tenants (%)

Current housing type	Current bedroom size				Total
	One	Two	Three	Four	
Semi-detached	3.8	16.7	10.7	0.0	31.2
Terraced	3.8	23.4	3.3	0.0	30.5
Flat, maisonette, apartment	31.2	3.8	3.3	0.0	38.3
Total	38.8	43.9	17.2	0.0	100.0

- 6.5.3 Table 87 shows the household composition of those who moved into social housing within the previous two years. The table compares those that moved within the social housing sector and those in-migrants to the social sector from the private sector. It is apparent that there are some differences.

- 6.5.4 Existing social tenant households seem to concentrate into three main types, couples with no children (23.4%) or dependent children (30.3%) and single parents with dependent children (38.6%). The proportion of households of this type moving from the private sector is much lower at 13.1%. The largest proportions of in-migrant households to the social sector are represented by, couples with dependent children (22.7%), single parents with non-dependent children (16.7%) and couples with no children (13.6%).

Table 87 Household composition of recently moved social housing tenants (%)

Household type	Previously social housing	Previously private sector
Single parent with dependent children	38.6	13.1
Single parent with non-dependent children	1.1	16.7
Single person less than 60 years old	0.0	3.3
Single person over 60 years old	6.6	12.9
Couple with dependent children	30.3	22.7
Couple with non-dependent children	0.0	10.7
Couple with no children	23.4	13.6
Other	0.0	7.1
Total	100.0	100.0

- 6.5.5 Table 88 shows the household size of those who moved into social housing over the last two years, broken down by those existing tenants and those who were previously in the private sector. Generally those who moved to social housing from the private sector were smaller households, the average household size being 2.04 compared with 3.44 for existing social housing tenants.

Table 88 Household size of new social housing tenants within last two years (%)

Household size	Previously social housing	Previously private sector
One person	6.6	36.7
Two people	34.5	39.0
Three people	31.8	7.6
Four people	6.9	16.7
Five or more people	20.2	0.0
Total	100.0	100.0

- 6.5.6 The age profile of the Household Reference Person for those in social housing who moved in the last two years from the private sector is shown in Table 89. This age profile is older than the age profile of those who moved internally within the social sector within the previous two-years. The proportion of 25-44 years is similar among new and previously social tenants. However, when other age groups are taken into consideration, the new social housing tenants reflect an older profile than that of the social housing sector as a whole, where a lower proportion at 23.1% (compared with 42.6%) were aged over 60 and a larger proportion at 21.9% (compared with zero percent) were aged 24 or below.

Table 89 Household composition and age profile of new social tenants (%)

Household composition	Age of Household Reference Person				
	16 - 24 years	25 - 44 years	45 - 59 years	60+	Total
Single parent with dependent children	0.0	11.6	1.7	0.0	13.3
Single parent with non-dependent children	0.0	6.1	0.0	10.9	17.0
Single person less than 60 years old	0.0	1.7	0.0	0.0	1.7
Single person over 60 years old	0.0	0.0	0.0	13.1	13.1
Couple with dependent children	0.0	23.1	0.0	0.0	23.1
Couple with non-dependent children	0.0	0.0	0.0	10.9	10.9
Couple with no children	0.0	6.1	3.9	3.9	13.8
Other	0.0	3.3	0.0	3.9	7.2
Total	0.0	51.8	5.5	42.6	100.0

6.6 Balancing the social housing market

- 6.6.1 A history of recent moves to social housing shows the types of household that have taken up social housing and the size and type of housing that they have been allocated. By looking at those households, both new and existing that plan to move within Warwick District in the next two years and who are interested in social housing, it is possible to identify the level of demand for certain types of property over the next two years. This can be looked at against the likely supply of social housing being released through planned moves and against the pattern of housing allocation that took place over the last two years.
- 6.6.2 The interest in shared housing/equity schemes is important in Warwick District as a chance for movers to reduce the cost of buying a home and thus make housing more affordable in the District. 11.6% (941) of existing movers and 40.1% (1,136) of new forming households expressed interest in the schemes and a further 15.1% and 30.1% respectively do not know but would like to know more. Of those existing households who registered a definite interest in the scheme 35.4% are currently renting privately, 22.9% are renting from the social sector and 33.9% are owner-occupiers. These households indicated an interest predominantly for two bedroom flats (29.4%) and terraced houses (16.7%) and three bedroom semi-detached houses (18.0%).

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Table 90 Demand - existing households wanting social housing in next 2 years (%)

Property type	Bedroom size				Total
	One	Two	Three	Four or more	
Detached or semi-detached	0.0	22.7	43.9	4.4	70.9
Terraced	0.0	0.0	1.7	1.7	3.3
Flat / apartment	14.9	10.9	0.0	0.0	25.8
Total	14.9	33.5	45.5	6.1	100.0

- 6.6.3 Table 90 shows the type and size of social rented sector properties required by existing households that plan to move within Warwick District over the next two years. The most desired properties are three-bedroom properties (45.5%), namely semi-detached (23.6%) and detached (20.3%) houses, followed by two-bedroom also semi-detached (16.6%) and one-bedroom flats with 14.9% of all choice.

- 6.6.4 It is interesting to compare the demand for social housing by type and size with the allocations made over the last two years by type and size as revealed by the survey data. However, it is also important to remember that the expressed demand of planned movers does not reflect the potential demand from in-migrants who will require social housing, whereas the presented allocations over the previous two years includes both in-migrants and newly formed households.
- 6.6.5 Table 91 shows the property type and size of all social housing tenants that moved to their current home within the last two years. A greater proportion of single-bedroom properties were allocated than are wanted by prospective movers (30.0% compared with 14.9%).

Table 91 Demand - social rented properties allocated within the last 2 years (%)

Property type	Current bedroom size				Total
	One	Two	Three	Four or more	
Detached or semi-detached	1.3	11.2	24.1	7.6	44.2
Terraced	4.8	8.7	12.9	0.0	26.4
In a purpose built flat/apartment	20.1	2.5	1.1	0.0	23.7
Part of a converted or shared house	3.8	1.9	0.0	0.0	5.7
Total	30.0	24.3	38.1	7.6	100.0

- 6.6.6 8.3% of new forming households have indicated that social housing would be their expected tenure over the next two years. This is comparable with the picture of recent house movements in Table 83, where 5.4% of new forming households moved into social housing over the last two years.
- 6.6.7 It is also interesting to compare the demand for social rented properties by type and size with the potential supply released through those households currently in social rented dwellings who plan to move over the next two years. Some of these households will wish to remain within the social sector and are included in planned demand, Table 90.
- 6.6.8 Table 92 shows the type and size of properties that will be vacated if those who plan to move do so over the next two years. These figures do not reflect the full potential supply of social rented housing, as they do not account for unplanned moves, for household dissolution or for any new-build properties becoming available within the next two years.
- 6.6.9 Planned moves within the next two years indicate that proportionally the supply of detached houses being released is potentially low. The proportion of demand for flats continues to be higher than the proportion released.

Table 92 Supply in social rented sector released through planned moves (%)

Property type	Current bedroom size				Total
	One	Two	Three	Four or more	
Detached or semi-detached	4.2	21.6	28.5	0.0	54.3
Terraced	0.0	4.2	9.8	0.0	14.1
In a purpose built flat/apartment	13.7	5.0	1.2	0.0	19.8
Part of a converted or shared house	0.0	7.5	0.0	0.0	7.5
In a commercial building	0.0	4.2	0.0	0.0	4.2
Total	17.9	42.6	39.5	0.0	100.0

6.6.10 It is difficult to predict the full potential supply of social housing by type and size of property, due to the number of unplanned moves that are likely to take place and the uncertainty regarding the level of household dissolution. Table 93 shows the breakdown of properties by type and size that are currently occupied by single people 75 and over.

Table 93 Single person households aged 75+ in social housing (%)

Property type	Current Bedroom size				Total
	One	Two	Three	Four or more	
Detached or semi-detached	11.9	0.0	9.0	0.0	20.8
Terraced	2.9	10.6	5.7	0.0	19.2
In a purpose built flat/apartment	39.6	15.8	0.0	4.5	59.9
Total	54.4	26.4	14.7	4.5	100.0

6.6.11 Table 94 shows the balance of social housing taking all these factors into consideration. A comparison of planned mover demands with the released supply appears to show the following:

- ☞ An overall shortage of social rented accommodation
- ☞ A specific shortage of one and two-bedroom flat /apartments
- ☞ A shortage of two-bedroom semi-detached and detached housing
- ☞ A surplus of terraced, mainly three-bedroom houses

6.6.12 The apparent surpluses and shortfalls are a result of balancing demand and supply for planned moves. Consequently they are a reflection of the desires of individual households and may not be what actually occurs when these households move given that their decisions will be constrained by the supply available at the point of moving. However, they can be used as an indicator of the mismatch between what is readily available in the social rented sector and what households actually want.

Table 94 Housing surplus and shortfall in social rented sector

Property type	Current bedroom size				Total
	One	Two	Three	Four or more	
Detached or semi detached	34	-51	-191	-28	-236
Terraced	0	34	68	-11	91
In a purpose built flat/apartment	-42	-7	9	0	-40
Other	0	0	0	0	0
Total	-8	-24	-114	-39	-185

6.7 Summary

- ☑ 21.5% (12,340 households) moved to their present address within the last two years. 42.4% of recent movers were in-migrants to the District (5,230 households)
- ☑ Of the households who moved internally within the District, 17.7% of moves within the last two years involved newly formed households within the District (2,182 households).
- ☑ In-migration to Warwick District seems to have been increasing over the last ten years, but especially so in the last two. Most of the in-migrants to the District, just over 40%,

are drawn from neighbouring areas within the Midlands. Around 10% migrated from London and just over 11% from a previous address abroad.

- ☑ Leamington Spa is the area within the District that received most migrants in the last two years, whether moving internally or from outside Warwick District, representing the destination of 46.1% of all recent moves.
- ☑ Households who intend to leave the District within the next two years present slightly different reasons to move. New forming households state mostly the need to be nearer employment and house prices and costs, whilst existing households, besides house prices and employment, also bring forward as the most selected reason the need to be nearer family / relatives.
- ☑ Of the new forming households that were established within the District over the last two years, 5.4% (118) moved into socially rented accommodation.
- ☑ Of existing households that moved within the District (excluding in-migrants) over the last two years (4,224), 0.7% moved to social housing from owner-occupation and 3.8% moved from private rented accommodation to social housing. The inverse movement, from social to private, recorded 7.6% moving into private rents and a very reduced 0.2% now owning their homes.
- ☑ Of in-migrant households into Warwick District over the last two years (5,230), 6.0% moved into social housing and 41.7% moved into the private rented sector.
- ☑ 11.6% of existing movers and 40.1% of new forming households expressed interest in shared housing / equity schemes and a further 15.1% and 30.1% respectively would like to know more. The high interest from new forming households is probably linked to more information about these schemes but also to worries about house prices and employment.
- ☑ A comparison of planned mover demands with the released supply shows that there appears to be:
 - An overall shortage of social rented accommodation
 - A specific shortage of one and two-bedroom flat /apartments
 - A shortage of two-bedroom semi-detached and detached housing
 - A specific shortage of all desired types of detached housing
 - A surplus of terraced, mainly three-bedroom houses