

## **ECC Challenge Project 2019-2020: Deprivation in Essex**

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### **Executive Summary**

In this report we have explored the effects of the current COVID-19 pandemic and education on those living in deprivation.

Our data suggests, many individuals living in deprivation have been affected as a result of the recent pandemic. The analysis of public opinion on government policy, highlights the public fear and distaste for the government's slow response. It has also become clearer that those living in deprivation also struggle to find information regarding local support groups and council services and prefer this information via email, the council website and social media, in that order. Unsurprisingly our data shows those in deprivation are more concerned regarding financial wellbeing, lack of essentials and food, mental and physical health. Concerns regarding mental health, financial wellbeing, children's education and safety, as well as complaints regarding the lack of support for vulnerable individuals, made many appearances in our open-ended question.

Regarding employment, our findings have shown that the occupational demand within Essex, currently and possibly in the future, require an individual to have apprenticeship experience or higher-level education. Pathways students from deprived backgrounds are unlikely to take, resulting in barriers to careers currently in demand. Educational institutions which incorporate the SISE factors increase the probability for students from deprived backgrounds to pursue these occupational requirements.

Throughout the report we have provided Essex County Council a series of recommendations to help ease the impact of the COVID-19 pandemic and how to assist deprived individuals achieving qualifications and success in the job market.

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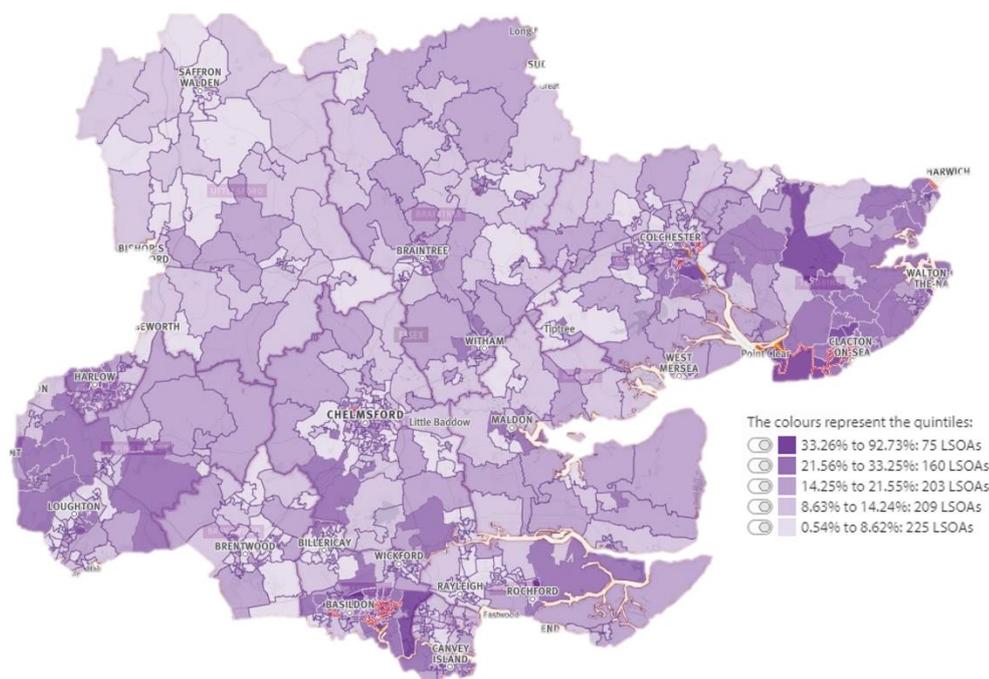
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## 1. INTRODUCTION

One can describe deprivation, as the outcome of insufficient income and resources, which can be regarded as living in poverty<sup>1</sup>. Deprivation encompasses various types and levels, including lack of opportunity for employment, low quality and overcrowded housing, inadequate income and poor health.<sup>2</sup> In England 88% of neighbourhoods that ranked among the top decile according to the Index of Multiple Deprivation 2019 were also placed in this decile in IMD2015. With deprivation fairly dispersed across the nation; with 61% of local authority districts possessing one or more of England's most deprived neighbourhoods.<sup>3</sup>

According to the English Indices of Deprivation (2019), Essex has retained its overall position since 2015. Essex boasts lower levels of deprivation than 70% of the upper tier authority areas but performs worse than other counties in South-East England. Deprivation is affected by numerous structural factors, such as income and employment, with the most recent contributors in Essex being changes in barriers to housing and local services; levels of crime; and health. The Essex IMD report (2019) indicates an increasing partition between Uttlesford and Tendring, the least and most deprived districts. Major concentrations of deprivation occur at a neighbourhood level in Essex, with over 120,000 people living among the 20% most deprived neighbourhoods nationally. A figure double that of 2007.<sup>4</sup>

The reality of people living in deprivation has prompted research into factors affecting deprivation and the social impacts of living in these conditions. Those living in deprivation face multiple barriers to a higher quality of life, from education to employment opportunities. Our research encompasses the effects of COVID-19 on those living in deprivation as well as employment and education during and prior to the pandemic.



<sup>1</sup> PSE: Defining 'Poverty' (2016)

<sup>2</sup> Barcelona Field Studies Centre: Defining 'Deprivation' (2020)

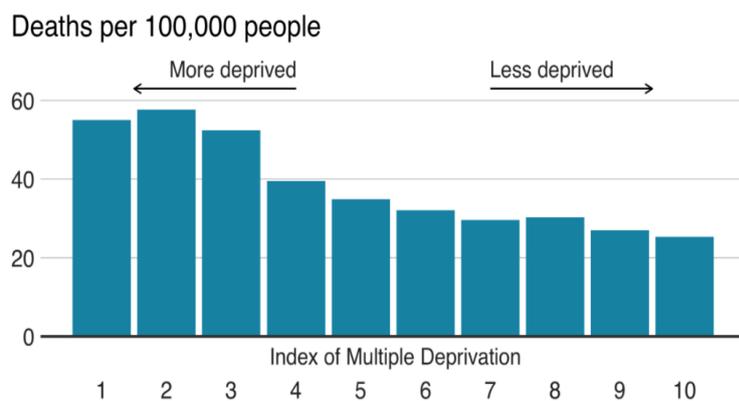
<sup>3</sup>The English Indices of Deprivation (2019), is a report that measures the relative levels of deprivation in 32,844 small areas or neighbourhoods, called Lower-layer Super Output Areas, in England.

<sup>4</sup> The English Indices of Deprivation: Essex (2019) outlines the key datasets from the 2019 English Indices of Deprivation it provides an overview at County, District and neighbourhood level.

## 2. The effect of COVID-19 on those living in deprivation.

### 1.1. Introduction

On May 1<sup>st</sup> deaths resulting from the coronavirus in England and Wales were mapped to deprivation areas by the ONS, revealing individuals living in the poorest areas were most at risk, with deaths in the most deprived areas more than double the most affluent.<sup>5</sup>



The Index of Multiple Deprivation ranks English areas from most deprived (1) to least deprived (10)

Source: ONS

BBC

This report from the ONS also found that the mortality rate in the most deprived locations by population was 55 people per 100,000, whereas in the most affluent areas the mortality rate was twice as low, scoring 25.<sup>6</sup> These figures show a clear disadvantage to those living in deprived circumstances in protecting themselves against the COVID-19 outbreak. The survey we conducted will help highlight the concerns and opinions of those living in deprivation in Essex in regard to the COVID-19 pandemic.

### 1.2. Methodology

As a result of the COVID-19 quarantine we conducted an online survey, aiming to highlight the concerns and opinions of those living in deprivation in Essex with regard to the COVID-19 pandemic. This will offer insight into the key areas that have been affected by the virus and what potential future policies or strategies may need to be implemented to stop a second spread and ease the impact from the pandemic. We made a conscious effort to ensure we avoided leading questions. Using Qualtrics, the survey was distributed through *Prolific Academic*; where we were able to target our sample via postcode, allowing us to concentrate our responses to Essex and Kent. We used Kent as a comparison county as suggested by ECC, due to its similarities in geography and population. Our survey received 270 responses in Essex with 369 from Kent over the time period: 1<sup>st</sup> – 7<sup>th</sup> May (starting shortly after the peak of the pandemic with lockdown measures starting to relax one week later)

The current deprivation measure used by the ONS and indices report focuses on deprivation per district and LSOA, this measure doesn't captivate local perception of their own area. Using local perception of wealth and crime we created a measure of perceived area deprivation, with each respondent categorised into either high, moderate or low deprivation. As well as our measure for area deprivation we also created a new measure of individual deprivation accounting for household income and make-up of households. This takes into account deprived households located in non-deprived areas (and vice-versa). For this measure we used two categories with respondents being classified as either deprived or non-deprived.

<sup>5</sup> Telegraph (2020): 'Fresh analysis of deaths in England and Wales paints a bleak picture for those living in the most deprived and built-up areas'

<sup>6</sup>BBC News (2020): 'Coronavirus: Higher death rate in poorer areas, ONS figures suggest'

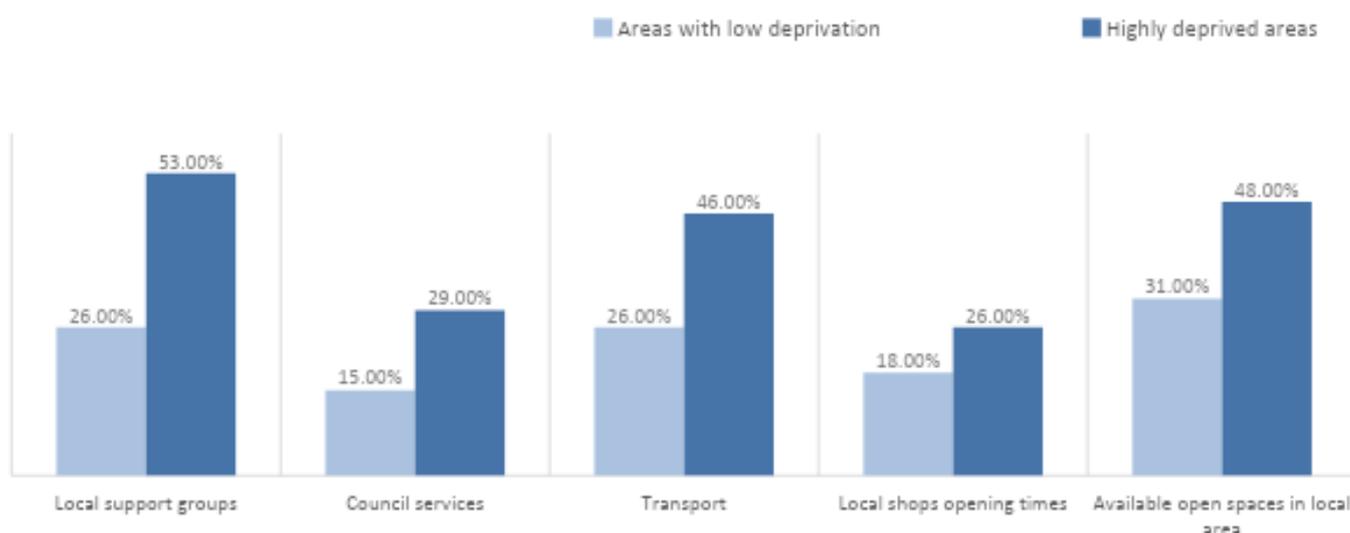
### 1.3. Results

#### Provision of information

During this unprecedented global pandemic, which has altered the lives of the entire UK population, with impact severity differing greatly according to age, household composition, employment, and income level. Naturally, families and individuals restricted by poverty will be exposed to significant new forms of vulnerabilities and hardships. Low socioeconomic status households are less prepared to cover unplanned gaps in income, more likely to have insecure jobs, with fewer rights and employee benefits, and often are heavily reliant on governmental services such as food banks and advice teams.<sup>7</sup> Therefore, the advice, guidance, information, and financial aid provided by council services and local support groups are vital in minimizing the impact Covid-19 has on the most deprived households in Essex.

To fully utilize the effectiveness of council services and support groups during this crisis, information availability and ease of access is especially important. In order to find the difference in information accessibility perception in highly deprived and non-deprived areas our survey incorporated the following question: “During this period, how easy or difficult is it for you to find information on the following local services?”. As illustrated in figure (x) below, we can see a significant disparity between highly deprived and low poverty areas in Essex and Kent, regarding information on local council services and support groups.

#### Percentage of respondents that consider it difficult to obtain information on local services



Approx. 28% of respondents in non-deprived areas considered it fairly or very difficult to find information on local support groups, compared to approx. 53% in highly deprived areas. Similarly, individuals that lived in higher deprivation found it more difficult to access information on council services (~26%) compared to more affluent areas (~15%). Regarding information on other services such as transport, local shop opening times, and available open spaces, we observe a similar trend, where areas with higher poverty tend to experience more difficulties in acquiring information. The percentage disparity seen in the survey results suggest that individuals living in highly deprived areas

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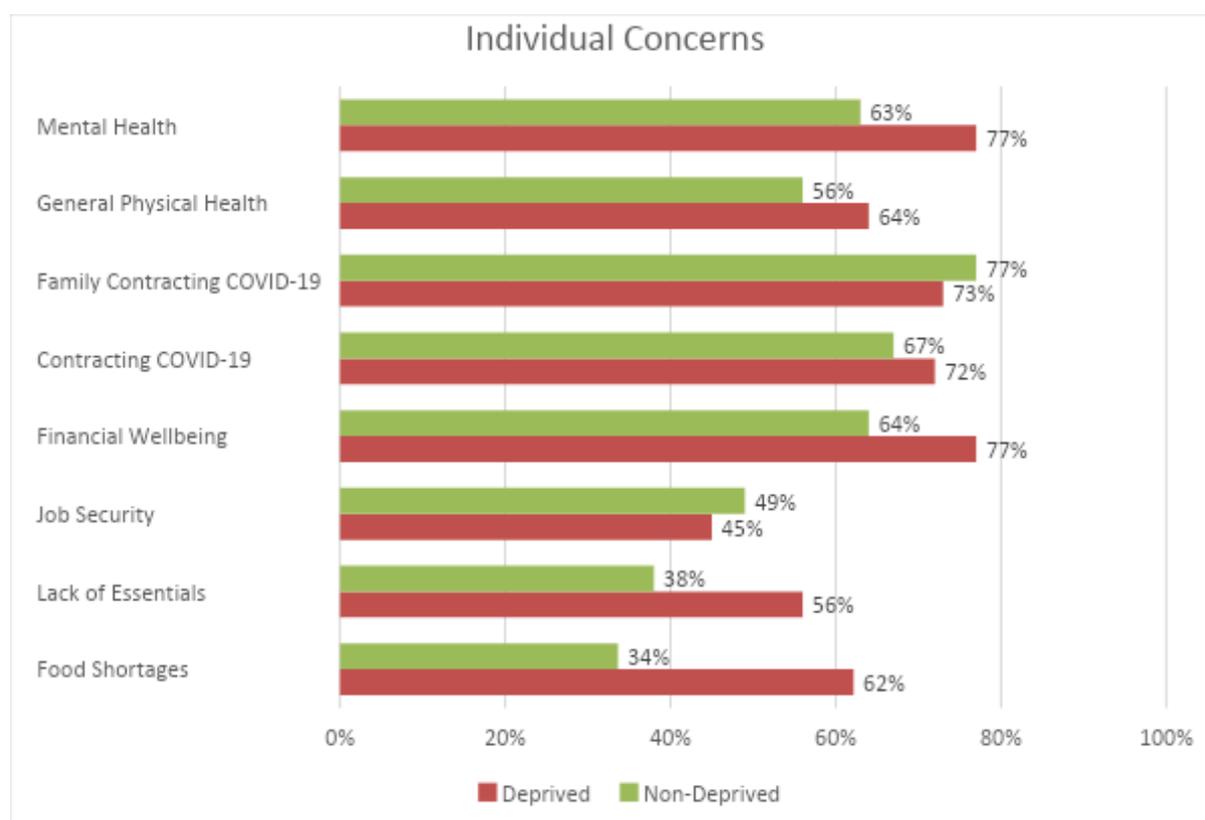
<sup>7</sup> JRF (2020)

find it comparatively harder to find information on essential organisations that may be crucial to reduce financial pressures that arise due to the pandemic.

As a way to acquire more detailed insight into the issue of information availability, we included a follow up question that asked the respondents to rank their preferred way of contact regarding advice, updates, and general information regarding Covid-19. Using a ranking scale, individuals were able to list forms of communication in order of preference. Curiously, the responses were relatively consistent regardless of individual income level, household depravity, or area affluence. According to the data we have collected, the most preferred way of communication with local organisations and authorities is via email, followed by the official council website, and finally social media. Considering the importance of local support groups during the pandemic and the difficulties in distributing information to households restricted by poverty, exploring the most effective ways of communication is key in providing support to deprived households and individuals that are exceptionally vulnerable during this pandemic.

### Areas of concern

During the pandemic, it is essential to understand and consider the concerns of citizens when making decisions regarding policy. In our survey we explored the degree of concern our respondents felt toward issues surrounding the COVID-19 pandemic, hoping to better highlight areas which may need to be considered and addressed during and after the pandemic. We took these responses and separated them using our individual deprivation measure to ascertain concerns more relevant to those living in deprivation. On the graph below, each bar represents the total percentage of respondents which selected either 'Fairly Concerned' or 'Very Concerned', separated into demographics of deprived and non-deprived.



Our data indicates that some concerns are not influenced by level of deprivation. With those living in deprivation and those who do not sharing similar levels of concern regarding contracting COVID-19, be it themselves or close relatives. Understandably similar levels of concern regarding job security, can be seen in both demographics, with one in three jobs supposedly at risk due to COVID-19.<sup>8</sup>

On the other hand, differences did emerge between the two demographics. With individuals in deprivation having much greater concern for their mental health (+14% difference), and only slightly more in regard to their physical wellbeing (+8% difference). The WHO has stressed the impact of COVID-19 from quarantine to employment, on an individual's mental health; with the pandemic creating elevated levels of stress, anxiety, loneliness, depression and perhaps increased uses of harmful substances.<sup>9</sup>

Another considerable difference being the concern regarding the lack of essentials and food shortages, with those in deprivation caring considerably less. Unsurprisingly, those in deprivation had greater concern in regard to their financial wellbeing (+13% difference), with much of the affected employment being blue collar occupations.



Source: newstatesman

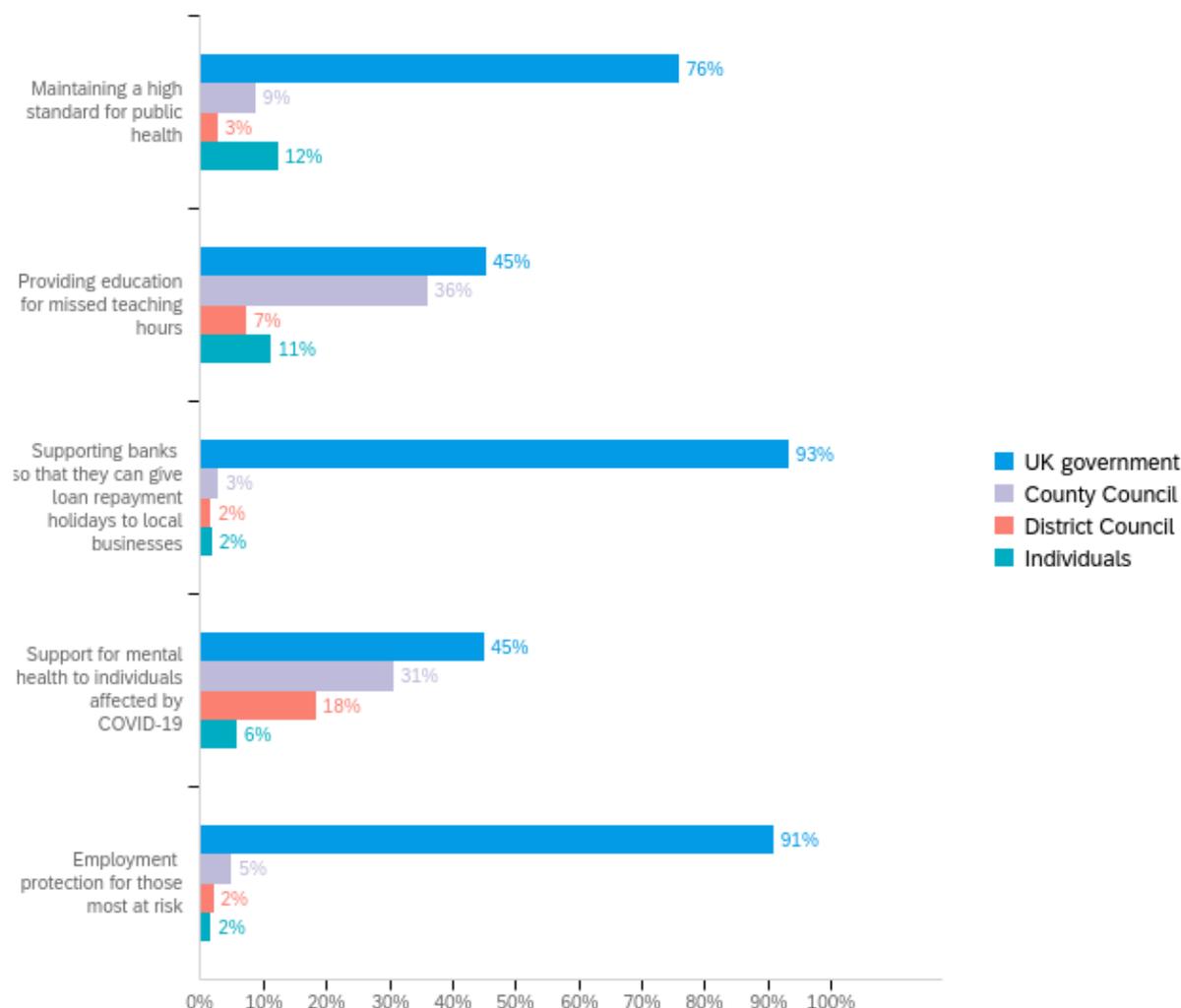
Having identified what issues concern those living deprivation personally, we followed up by presenting issues affecting their communities measuring the degree of concern irrelevant to personal circumstance. Our results showed an overwhelming concern for the pandemic's impact on local businesses, the job market and education.

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<sup>8</sup> RSA (2020) data set shows that *'Up to 35% of jobs in parts of Britain are at risk due to Covid-19'*

<sup>9</sup> World Health Organization (2020) report outlines that in public mental health terms, the main psychological impact to date is elevated rates of stress or anxiety

### Q27 - Which actor do you believe should be mainly responsible for each of these issues?



We later go on to explore who the public believe should be responsible for the following articles: Maintaining public health; alleviating the effects of quarantine on education; supporting banks; provide support for mental health; and protection of employment for those most at risk, as seen by the graph above. Our data shows regarding education and mental health, almost as many places the responsibility on their local councils as they did the government. Showing a large number of the public believe that their local council should play a prominent role in alleviating the quarantines effect on education and providing support to those with mental health concerns. This is supported by our open-ended question, in which we received 12 concerns regarding mental health and 13 regarding education. With one respondent stating his concerns being: "The education of children as I am a teacher. The mental health of family, friends and other residents and lockdown lifting too early allowing for COVID-19 to make a swift return".

A major criticism that has made media attention, was the government's inability to enforce lockdown measures quickly enough. Our survey results showed that the respondents strongly supported government polices implemented to tackle the spread of the virus such as social distancing and the quarantine. Taking insight from our open-ended question regarding any other concerns people might have, consolidates the idea of public anger towards the government's inability to act fast enough or to act at all. Our survey's results raise an important question of when and how lockdown measures be lessened or lifted, with over 20 of the respondents comments accentuating concern over the lockdown being lifted prematurely and resulting in a second wave of the virus. It is clear considerations must be

made to ensure the success in lifting quarantine whilst providing comfort to the general public that their safety is taking precedence.

As mentioned previously, parents are torn between the impact on their children's education and lockdown measures being relaxed too soon with their children returning to education too early. The recent report from the government citing schools being the first to return may increase concerns over their children's safety. This raises a very important consideration; our data shows local councils may have an increase in perceived accountability by the public. Because of this we recommend that Essex County Council encourage schools to develop a transition period plan. Providing short extension for children whose parents aren't satisfied with the return to education, with no financial consequences such as fines for non-attendance. Furthermore, all classes should be audio recorded (taking into account ethical considerations) and learning materials provided through an online portal, which would allow for parents to home school their children upholding a good academic standard.

Mental health is a major concern regarding COVID-19, our data and other research papers<sup>10 11</sup> show a possible surge of mental health issues. We recommend online services regarding mental health support to aid in alleviating mental health concerns, possibly investing in the creation of local organisations and greater provision of information. We believe more specialised support is needed for those severely affected by quarantine, social distancing, death of family/friends, unemployment and financial anxiety.

From our open-ended question, we noticed a number of respondents categorising themselves as 'forgotten individuals', from single parents to the elderly and those suffering from medical conditions. With one respondent stating:

"As a single mum on income support who doesn't have a support network, I am part of a forgotten group. I cannot guarantee I will get a supermarket delivery slot; I cannot take my 2 children shopping without putting them at risk."

It is essential that individuals in these disadvantaged groups are being connected to support networks, who can provide information, communication and assistance. ECC should consider providing reliable and far reaching networks to ensure there is a slowdown in deterioration of mental wellbeing and ease individuals back into normal life after the quarantine. A new mental health strategy needs to be devised as soon as possible to tackle the immediate effect of COVID-19 on mental health.

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<sup>10</sup> The Washington Post (2020) reports that when diseases strike, experts say, they cast a shadow pandemic of psychological and societal injuries. The shadow often trails the disease by weeks, months, even years.

<sup>11</sup> As noted by the McKinsey Global Institute in *Safeguarding Lives and Livelihoods*, "Daily reports of increasing infections and deaths across the world raise our anxiety and, in cases of personal loss, plug us into grief. There is uncertainty about tomorrow; about the health and safety of our families, friends and loved ones; and about our ability to live the lives we love."

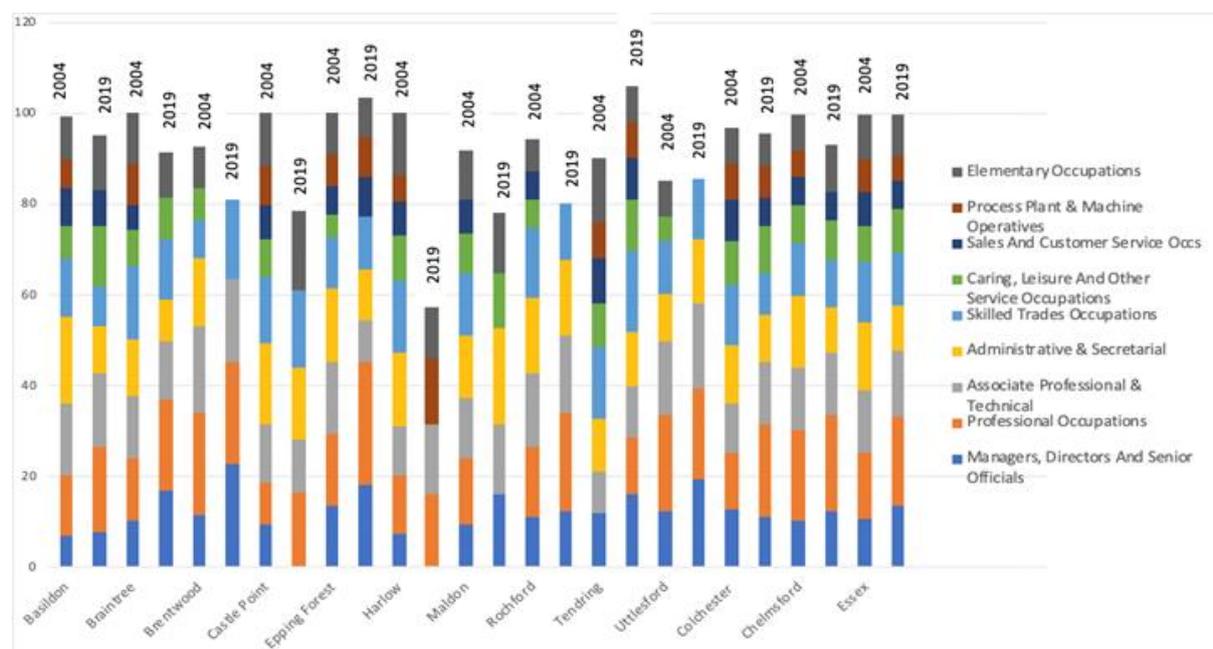
### 3. Benefits for education in knowing the current and future occupation demands in Essex

#### 3.1 Introduction

Essex as a whole has an average of 2.8% unemployment which is far less than the aggregated average of 3.9% of Great Britain as a whole<sup>12</sup>. Employment and poverty are very closely linked and is often the determining factor whether an individual is living in deprivation. A comprehensive understanding of labour markets, especially which occupations currently and will be in high demand, serves as essential knowledge for alleviating deprivation for policy makers, jobseekers and more importantly, students. This knowledge can provide guidance to direct career path discussions for both deprived students and their more privileged counterparts.

Occupations 'currently' and 'to be' in demand can be determined by observing 2 main components: the expansionary and replacement demands for labour. The expansionary demand is from the growth of a specific occupation; closely linked to the changing industrial sectors structural change. This structural alteration is dependent on the industry's growth, with a larger industry resulting in greater numbers of that occupation.

#### 3.2 Occupational structure of employment in Essex



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Over the last 15 years, highly skilled occupations such as 'managers, directors and senior officials, professional and associate professionals' have increased their share of the total occupational structure. Whereas lower skilled occupations such as 'administrative and skilled trades' and intermediately skilled occupations, such as 'sales and customer service' have seen a decrease in share total. This growth of highly skilled occupations is consistent with the expansion of their related industries, such as the: service, education, medical and social work sectors. The decline in 'skilled trades' is the result of the stagnant manufacturing and production industry, with the decline in the 'administrative and secretarial' occupations, being the direct consequence of the advancement of IT technology, which reduces demand for these occupations.

<sup>12</sup> ONS annual population survey (2019)

<sup>13</sup> ONS annual population survey (2004-2019)

The second component is the replacement demand, this refers to the replacement of workers due to retirement, career changes and maternity. Even in declining industries and occupations the need for workers due to this replacement demand, is still prominent<sup>14</sup>. Simply put, the replacement demand offsets any negative effect that declining industries or occupations have on labour demand of any occupational group. It is thought that per year the replacement demand for an economy is between 2-4% of the total workforce<sup>15</sup>, with retirements and mortality due to old age being the largest contributor to this number. The age structure of specific occupations provides a good indicator of the replacement demand for each occupational type. The table below shows the percentage of the workforce in each occupation over the age of 65<sup>16</sup>.

Area	1. Managers, directors and senior officials	2. Professional occupations	3. Associate professional and technical occupations	4. Administrative and secretarial occupations	5. Skilled trades occupations	6. Caring, leisure and other service occupations	7. Sales and customer service occupations	8. Process, plant and machine operatives	9. Elementary occupations
Basildon	3.28	2.29	1.83	3.04	3.30	3.58	3.30	4.57	4.48
Braintree	4.85	3.52	2.70	3.68	4.57	3.12	2.88	5.48	4.33
Brentwood	6.46	3.79	2.53	4.58	6.20	4.42	4.12	9.50	5.90
Castle Point	5.01	3.86	3.15	4.04	4.11	3.58	4.03	5.44	7.03
Chelmsford	4.26	2.77	2.52	3.70	4.37	3.05	3.46	6.45	4.96
Colchester	4.31	3.41	2.28	3.97	4.10	3.26	2.77	5.11	4.26
Epping Forest	6.63	4.42	3.07	5.20	5.35	4.18	4.29	7.57	5.71
Harlow	2.46	2.16	1.93	2.97	2.71	2.59	3.18	4.99	3.94
Maldon	6.88	4.86	3.85	5.37	5.45	4.01	4.21	6.68	4.99
Rochford	4.40	3.03	2.85	3.98	5.23	3.18	3.29	6.85	5.34
Tendring	7.06	5.72	4.36	5.35	5.34	4.38	3.88	7.35	5.31
Uttlesford	6.39	4.71	3.48	5.86	6.58	3.83	4.09	7.48	6.59
Essex	5.11	3.55	2.74	4.14	4.61	3.55	3.47	6.09	4.99
England	4.53	2.98	4.08	3.64	4.35	3.16	2.78	4.53	3.89

From this data, we can discern 'manager', 'skilled trades', 'process, 'plant and machine operatives' and 'elementary' occupations are likely to see high replacement demands in the near future, with each having large numbers of over 65s. Many of these occupations such as the 'skilled trades' and plant and machine operatives' have a declining expansionary demand which will be offset by this large replacement demand. The administrative related professions also have larger than average replacement demand which will also counterbalance its declining occupational share.

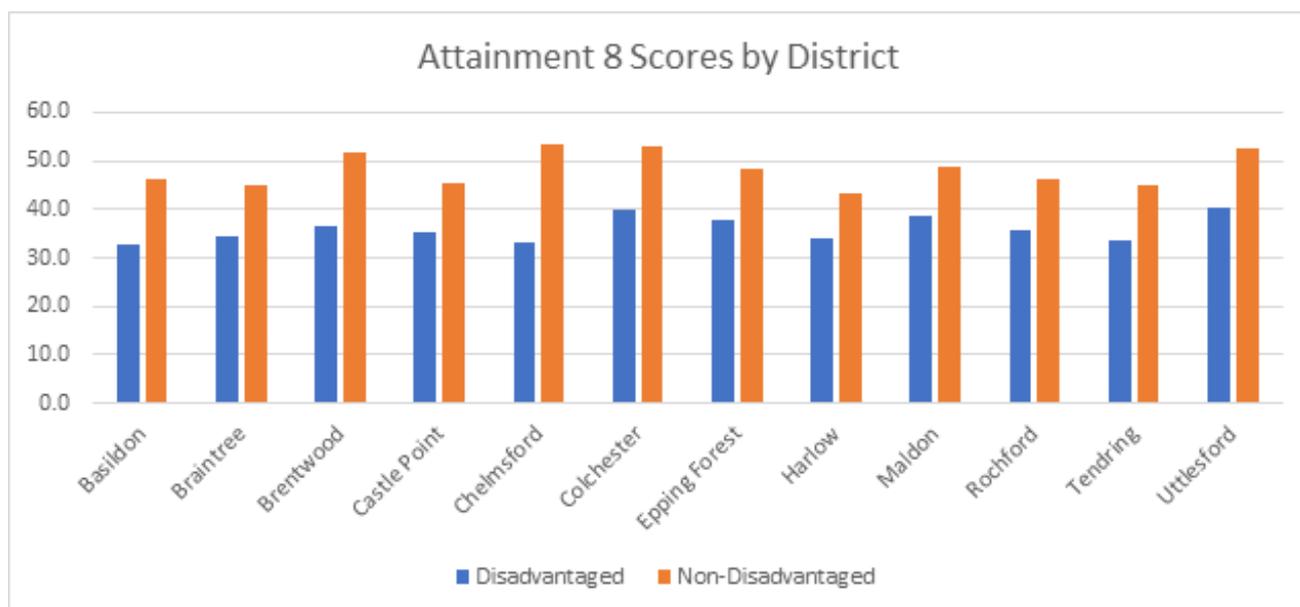
<sup>14</sup> UK Commission for employment and skills', 2014, 'The Labour Demand Market Story: Skills for the Future, Briefing paper

<sup>15</sup> Rob Wilson and Sally-Anne Barnes, 2020, 'Working Futures 2017-2027: Long-run Labour markets and skills projections for the UK', Department of Education

<sup>16</sup> Office of National statistics, 2011 Census

### 3.3 Education Attainment

The education levels and fields that are most suitable to the occupations in demand are that of the apprenticeships, and higher education. Which focus on creating the supply of skills needed to successfully satisfy the expansionary demand of the highly skilled professions, as well as the replacement demand of the low and intermediately skilled roles. However, those from deprived backgrounds on average score lower on their GCSEs than non-deprived students, as can be seen from the graph below made from government statistics<sup>17</sup>, which also indicates deprived students to be less likely to enter apprenticeships and higher education.<sup>18</sup> This difference in academic achievement, the lack of higher education and apprenticeships will create barriers to careers currently in demand within Essex to those from deprived backgrounds.



In regard to academic achievement, two factors become evident when looking at pupils attainment 8 scores across Essex districts: 1) Students from deprived backgrounds have starkly lower attainment 8 scores in all Essex districts affecting the ability to seek apprenticeships and higher education 2) The attainment 8 score gap between deprived and non-deprived students vary across Essex districts.

By looking at the deprivation index across Essex<sup>19</sup>: Harlow, Tendring, Castle Point, and Basildon have the lowest attainment 8 score, also highlighting two schools with the highest percentage of failing deprived students: Basildon Upper Academy and Clacton Coastal Academy. This is due to the high percentage of deprived populations residing in these regions. Closer observation into schools within these districts highlight other contributing factors to the above-mentioned issues. Schools Improvement and School Effectiveness (SISE) factors are often utilized less among the aforementioned schools, these conceptualise improving school performance and student's academic achievement. Factors in SISE are listed below:

<sup>17</sup> ONS: Revised GCSE and equivalent results in England: 2015 to 2016

<sup>18</sup> ONS: Destinations of KS4 and KS5 pupils: 2015 (revised)

<sup>19</sup> Essex County Council KS4 2019 Anonymised Dataset

<b>SISE Factors</b>	<b>Description</b>
Leadership	Shared decision- making e.g. the governing body includes parents, local governors and student leadership (student voice) in order to formulate clear vision for the school.
Information Rich-environment	Data-rich schools, collecting a wide range of data, e.g. exam results, in class test results, questionnaire, used to evaluate whether initiatives work or not.
Learning Community	Close connection with the local community through hosting educational and cultural events in collaboration with local community to foster collective responsibility for students learning and education.
Parent involvement	Parents are included in the decision-making process through the provision of governing body membership and through the creation of parent associations.
Continuous Professional Development	Continuous support for staff professional development that can be obtained by collaboration and partnership with other academic institution, e.g. teacher training institutions
External Support	The creation of networks of schools and other academic institutions to support one another through sharing ideas, social support, disseminating good practice and larger professional learning communities

Schools that have incorporated SISE elements attain better overall performance from students in deprived backgrounds. It should be noted, the gap of attainment 8 score between the groups of students is not uniform despite incorporating most of the above elements. Schools which incorporate SISE factors such as continuous professional development, parent involvement, leadership and external

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<sup>20</sup> Muijs, Harris, Chapman, Stoll and Russ (2004): 'School effectiveness and school improvement'

support show higher levels of performance. The two top schools in Uttlesford<sup>21</sup> and Chelmsford<sup>22</sup> utilise continuous professional support and external development such as collaborations with Cambridge Teaching Schools' networks and universities. Additionally, the governing body of these schools have higher parent, local governor and staff involvement. These schools take pride in their reputation, boasting and publishing students' exam results, highlighting student achievement which creates high expectations for students. The high level of academic achievement among these schools provide its deprived students the opportunities to pursue apprenticeships and higher education, satisfying the education levels and fields most suitable to the occupations in demand within Essex.

Our findings have shown that the occupational demand within Essex, currently and possibly in the future, require an individual to have apprenticeship experience or higher-level education. Pathways students from deprived backgrounds are unlikely to take, resulting in barriers to careers currently in demand. Educational institutions which incorporate the SISE factors increase the probability for students from deprived backgrounds to pursue these occupational requirements.

### **3.4 Recommendations**

We suspect a multidimensional approach would be most effective in reducing unemployment and improving academic achievement for deprived individuals.

The first being improving academic achievement and increasing motivation among students from deprived backgrounds. We suggest the incorporation of SISE factors among the schools located among higher populations of deprived individuals.

The second being the distribution of information, ensuring students in deprived circumstances are aware of what occupations in Essex are in demand and what requirements are needed of them to be employable. A tailored career counsellor can achieve exactly that, by employing the labour market information regarding occupations that are currently and that are projected to be in demand when advising students about their future. Counselling provided during GCSE and A-levels will create more opportunities for deprived individuals likely to leave education in finding future occupations, by recommending apprenticeships for occupations currently in demand. For those intending to stay in education and pursue a university degree, we can recommend which higher skilled occupations are in demand and projected to be in the future. With Basildon Upper Academy and Clacton Coastal Academy boasting the highest percentage of failing deprived students, these schools would be a perfect location to explore this idea.

Considering the recent pandemic, it would be worth looking into COVID-19's effect on industry within Essex, specifically its effect on determining the current and future occupational demands.

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<sup>21</sup> Saffron Walden County High School, Joyce Frankland Academy

<sup>22</sup> Chelmsford County High School for Girls, King Edward VI Grammar School

## 4. Conclusion

In this report we have explored the effects of the current pandemic of COVID-19 and education on those living in deprivation.

Our data suggests, many individuals living in deprivation have been affected as a result of the recent pandemic. The analysis of public opinion on government policy, highlights the public fear and distaste for the government's slow response. It should be noted, our data shows many people believe the council to be responsible regarding education and mental health, suggesting a shift in these negative perceptions from government to the council if these areas are not handled correctly. It has also become clearer that those living in deprivation also struggle to find information regarding local support groups and council services compared to non-deprived individuals. When looking at information availability, we found that regardless of deprivation the preferred method of communication of information was email, the council website and social media, in that order. While unsurprising our data shows general concern for contracting COVID-19 and that those in deprivation are more concerned regarding financial wellbeing, lack of essentials and food, the significant difference in concern for mental and physical health by those in deprivation was unexpected, with this topic appearing much in our open-ended question. Concerns regarding children's education and safety, as well as complaints regarding the lack of support for vulnerable individuals, such as single moms and the elderly, made many appearances in our open-ended question.

Regarding employment, our findings have shown that the occupational demand within Essex, currently and possibly in the future, require an individual to have apprenticeship experience or higher-level education. Pathways students from deprived backgrounds are unlikely to take, resulting in barriers to careers currently in demand. Educational institutions which incorporate the SISE factors increase the probability for students from deprived backgrounds to pursue these occupational requirements.

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