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# Geographical Variations in Trade Union Membership

**2000-2021**

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## 1. Introduction<sup>1</sup>

The main source of data regarding union membership within the UK is the Labour Force Survey (LFS) and official government statistics on trade union membership are based on this source. Recent estimates published by the UK Government reveal that between 1995 and 2021, the percentage of employees who are a trade union member (referred to as 'union density') declined from 32.4% to 23.1% ([BEIS, 2022](#))<sup>2</sup>. Some parts of the UK however remain more prone to unionisation than others. Official estimates for 2021 reveal that union density in England ranges from 17.4% in the South-East to 28.6% within the North-East. The North-West and Yorkshire and Humberside both exhibit rates of union density of approximately 26%. Among the devolved nations of the UK, union density is estimated to be highest in Wales at 35.6%, followed by 31.4% in Northern Ireland and 28.4% in Scotland.

Although a large survey, the LFS is limited in its ability to provide detailed information about geographical variations in union membership. Firstly, published estimates of union membership, presence and coverage are only presented for 20 broad regions. In the case of the devolved nations, data is only presented for Wales as a whole, whilst data for Scotland only distinguishes between Strathclyde and the Rest of Scotland. Secondly, official figures are only based upon a single quarter of LFS data which can contribute to significant year on year variation in estimates of union density even for these relatively broad regions.

To overcome these problems, this Research Note presents new estimates of trade union membership derived from the LFS<sup>3</sup> for detailed geographical areas. Based upon 22 years of data covering the period from 2000 to 2021, estimates of trade union membership are presented firstly at regional level based upon 3 year moving averages. Then, estimates based upon place of residence are derived for Unitary Authority and Local Authority Districts of Great Britain, of which there are over 400 such areas. Estimates are presented for each of the three main measures of union membership; union density, union presence and union coverage. This research note also provides estimates of the coverage of collective bargaining derived from the Annual Survey of Hours and Earnings (ASHE)<sup>4</sup> covering the period 2012-2021.

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<sup>1</sup> This report may be cited as: Davies R., Bryson A. and Jones S. (2022) *Geographical Variations in Trade Union Membership – 2000-2021*, Cardiff: Wales Institute of Social & Economic Research, Data & Methods (WISERD), Cardiff University. This report, along with other titles in this series is downloadable free from WISERD at [www.wiserd.ac.uk/unions](http://www.wiserd.ac.uk/unions)

<sup>2</sup> [Department for Business, Energy and Industrial Strategy \(2022\) Trade Union Membership, UK 1995-2021: Statistical Bulletin.](#)

<sup>3</sup> Office for National Statistics, Social Survey Division, Northern Ireland Statistics and Research Agency, Central Survey Unit. (2021). *Quarterly Labour Force Survey, 1992-2021: Secure Access*. [data collection]. 24th Edition. UK Data Service. SN: 6727, <http://doi.org/10.5255/UKDA-SN-6727-25>

<sup>4</sup> Office for National Statistics. (2021). *Annual Survey of Hours and Earnings, 1997-2020: Secure Access*. [data collection]. 19th Edition. UK Data Service. SN: 6689, <http://doi.org/10.5255/UKDA-SN-6689-18>

Estimates are again based upon place of residence and are derived for both Government Office Regions and for the more detailed Unitary Authority and Local Authority Districts.

## **2. Why Does Geography Matter?**

Previous research has demonstrated that regional variations in union density cannot simply be explained by differences in the types of jobs and working conditions that exist across different areas. In his analysis of the regional retreat of unionisation in the UK, Monastiriotis (2007)<sup>5</sup> confirms that the regional decline in union density has been uneven and cannot be explained by differences in the changing composition of employment. Research further emphasises the importance of particular settings and localities to our understanding of trade union membership. Within the US, Holmes (2006)<sup>6</sup> demonstrates that higher unionisation rates in care homes and grocery stores in West Virginia and Pennsylvania are linked to the unionisation of the old coal and steel sectors in those areas. Similarly, within the UK, Beynon et al (2021)<sup>7</sup> demonstrate the persistence of union membership within areas once dominated by mining. The analysis reveals how historical proximity to once highly unionised workplaces spills over to the contemporary period and to other groups of workers and firms, including those in relatively un-organised sectors.

## **3. Measures of Union Membership**

The Department for Business, Energy and Industrial Strategy (BEIS) is responsible for publishing official statistics on trade union membership via its annual Statistical Bulletin 'Trade Union Membership'<sup>8</sup> and accompanying Tables. Estimates of trade union membership within the statistical releases produced by BEIS focus on 3 key measures:

- Union density: The percentage of those in employment who are a trade union member.
- Union presence: Whether or not a trade union or staff association is present within a workplace.
- Union coverage: Whether the pay and conditions of employees are agreed in negotiations between the employer and a trade union.

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<sup>5</sup> Monastiriotis, V. (2007) *Union retreat and UK regional economic performance: the UK experience*. Regional Studies, 41 (2). pp. 143-156. ISSN 0034-3404

<sup>6</sup> Holmes, T. J. (2006). *Geographic Spillover of Unionism*, Federal Reserve Bank of Minneapolis Research Department Staff Report 368.

<sup>7</sup> Beynon, H, Blakely, H, Bryson, A, Davies, R (2021). *The persistence of union membership within the coalfields of Britain*. British Journal of Industrial Relations; 59: 1131– 1152.

<sup>8</sup> <https://www.gov.uk/government/collections/trade-union-statistics>

Official estimates of union membership are derived from the Labour Force Survey; the largest regular household survey conducted in the UK. An annual question on trade union membership was introduced into the LFS in 1989 and it has been asked in the fourth quarter (Q4) every year since 1992. Questions on trade union presence and recognition were added in 1993, and a question on collective agreements was introduced in 1996. The union questions were revised substantially from 1999 affecting the consistency of time-series data for trade union presence and collective agreements. In terms of union membership, respondents are asked “Are you a member of a trade union or staff association?”. Trade union presence is established with a follow-up question which asks those who are not members of a union whether any of the people at their place of work are members of a trade union or staff association (it is assumed that if the respondent is a member then unions must be present at their workplace).

In terms of union coverage, the LFS asks respondents whether their pay and conditions of the respondents are ‘directly affected’ by agreements between employers and trade unions. The wording of the LFS question on union coverage is different to other sources which simply ask whether or not unions and staff associations are ‘recognised’ by management for the purposes of negotiation. In a previous research note in this series<sup>9</sup>, it has been demonstrated that the LFS underestimates the number of people who are employed at workplaces which are covered by trade unions. It is expected that this is due to the wording of the question in the LFS potentially explains why estimates of union coverage derived from the LFS are considerably lower than those derived from other sources.

The Annual Survey of Hours and Earnings is based on a 1% sample of employee jobs sampled via HMRC records. In addition to its large sample size, unlike the LFS the information collected by ASHE is obtained directly from employers. ASHE data is therefore regarded as a high quality source of data and underpins many of the official statistics for earnings and hours produced by ONS (insert link). In terms of the coverage of collective agreements, employers are asked *was the employee's pay set with reference to an agreement affecting more than one employee? For example, pay may be agreed collectively by a trade union or workers' committee.* It should therefore be noted that the question in ASHE provides a broader indicator of whether collective agreements affect the pay of employees. The question in ASHE simply asks whether pay is set with reference to an agreement which may not necessarily involve trade unions. The awareness of employers of such arrangements would also be expected to be better than that of employees. The analysis of ASHE data covers the period 2012-2021.

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<sup>9</sup> Davies R. (2016) *Making Sense of Official Estimates of Trade Union Membership*, Cardiff: Wales Institute of Social & Economic Research, Data & Methods (WISERD), Cardiff University.

#### **4. Regional Variations in Union Membership**

Table 1 shows regional trends in trade union membership between 2000 and 2021. Figures are based upon 3 year moving averages to improve the robustness of results. Estimates for 2019/21 indicate that approximately one in four (23%) employees were trade union members, a decline of 6 percentage points since 2000/02. However, the rate of union membership has remained relatively stable in recent years. Significant variations in union density persist across the countries and regions of the UK. Union density is highest within the three devolved nations of the UK; 33% in Wales, 33% in Northern Ireland and 29% in Scotland. Within England, trade union membership is highest among employees in the North East (29%), North West (28%) and Yorkshire and Humberside (26%). However, there is also considerable variation within these regions. For example, within the North West, union density is highest among employees living in Merseyside at 33%, a figure higher than that observed across the devolved nations and 8 percentage points higher than that observed in the neighbouring metropolitan county of Greater Manchester. Likewise, within Yorkshire and Humberside, union density is estimated to be highest in South Yorkshire at 31%. Rates of union membership are lowest among those living in Inner London at just 16%. Across all countries and regions of the UK, there has been a decline in the proportion of employees who are members of trade unions. Overall, union density in the UK has declined by approximately a fifth between 2000/02 and 2019/21. South Yorkshire and the East of England have exhibited the smallest decline in union density at just 13%. On the other hand, within the North East union membership has declined by approximately 27%, increasing to 30% if those living within Tyne and Wear are excluded.

Table 2 repeats the analysis with respect to union presence – the proportion of employees who are at workplaces where trade unions or staff associations are present. Overall levels of union presence in the UK have declined from 56% in 2000/02 to 51% in 2019/21. Representing a reduction of approximately 10%, the decline in union presence has been lower than the fall in union membership. The highest rates of union presence are observed in Tyne and Wear (61%), South Yorkshire (61%) and Wales (60%). Between 2000/02 and 2019/21, union presence has declined most sharply within the Rest of the North East, falling from 66% to 54%, a reduction of approximately 18%.

Table 1: Trade Union Density by Region

	2000/ 02	2001/ 03	2002/ 04	2003/ 05	2004/ 06	2005/ 07	2006/ 08	2007/ 09	2008/ 10	2009/ 11	2010/ 12	2011/ 13	2012/ 14	2013/ 15	2014/ 16	2015/ 17	2016/ 18	2017/ 19	2018/ 20	2019/ 21	Change
North East	39.8	38.9	37.6	36.9	37.3	37.0	36.6	35.6	34.6	34.2	33.2	32.6	31.8	30.9	29.8	28.6	28.2	28.9	29.3	29.2	-26.5
Tyne and Wear	40.0	40.6	39.6	39.2	38.3	37.2	36.7	35.3	34.2	33.7	33.2	32.4	31.7	31.6	31.4	31.1	29.7	29.9	30.8	31.2	-21.9
Rest of North East	39.6	37.6	36.0	35.1	36.5	36.8	36.5	35.9	34.9	34.7	33.3	32.7	31.9	30.4	28.5	26.6	27.0	28.1	28.1	27.6	-30.4
North West	34.6	33.9	34.0	33.8	33.9	33.7	33.5	32.9	32.0	31.4	30.7	30.3	29.9	29.1	28.5	28.6	28.7	28.5	28.1	27.5	-20.5
Greater Manchester	33.3	32.6	33.9	33.3	33.2	31.8	31.4	31.2	30.7	30.1	29.2	28.0	28.1	27.3	27.1	25.9	26.7	26.4	26.2	24.9	-25.1
Merseyside	40.7	40.8	40.7	39.4	38.9	39.1	40.5	40.7	38.8	35.8	34.2	35.2	35.5	34.5	33.0	34.8	35.7	35.6	34.1	33.2	-18.3
Rest of North West	33.0	31.9	31.2	31.8	32.4	33.1	32.4	31.0	30.2	30.6	30.5	30.1	28.8	28.1	27.8	28.3	27.4	27.2	27.0	27.1	-18.1
Yorks & Humberside	32.0	32.1	31.5	31.1	29.6	29.7	29.4	29.6	29.0	28.1	27.6	27.4	28.1	28.0	27.3	26.7	26.8	26.5	26.1	25.7	-19.8
South Yorkshire	35.5	34.9	35.3	35.0	33.4	33.0	31.6	32.0	32.8	32.1	31.3	29.9	31.8	32.0	31.4	30.3	32.3	32.9	32.4	31.1	-12.5
West Yorkshire	31.4	31.2	31.2	30.9	29.6	29.4	29.1	29.1	28.1	27.2	27.2	27.9	28.4	27.6	26.5	26.4	26.5	25.5	25.2	24.9	-20.7
Rest of Y & H..	30.1	31.1	29.2	28.4	26.8	27.6	28.3	28.6	27.5	26.5	25.4	24.8	24.8	25.3	25.3	24.7	23.0	22.5	22.1	22.4	-25.8
East Midlands	28.6	27.8	27.4	27.9	27.4	27.4	26.8	26.7	26.5	26.0	25.5	25.5	24.5	23.8	22.6	21.7	21.4	21.7	23.0	23.3	-18.6
West Midlands	29.9	29.9	29.3	29.2	28.7	28.6	27.6	27.6	27.3	27.3	26.5	25.5	24.9	24.7	24.4	23.7	22.6	22.7	22.8	23.2	-22.3
West Midlands - Met County	31.3	31.6	31.2	30.7	29.6	29.1	28.5	29.0	28.5	28.6	27.1	26.5	25.4	25.6	25.3	25.0	23.9	24.1	24.2	24.8	-20.7
Rest of West Mids	28.7	28.4	27.8	27.9	28.0	28.2	26.9	26.3	26.2	26.1	26.0	24.7	24.4	23.9	23.5	22.5	21.4	21.4	21.5	21.7	-24.4
East of England	23.0	23.2	23.8	24.2	23.9	23.1	22.5	22.4	22.5	22.6	22.3	22.0	21.3	20.7	19.6	19.1	18.9	19.7	19.7	19.9	-13.2
London	24.0	24.5	24.7	24.8	24.6	24.3	24.1	23.0	22.1	21.0	21.1	20.9	20.7	19.6	18.7	18.0	17.9	17.7	18.1	17.9	-25.4
Inner London	21.3	21.2	20.5	20.2	21.0	21.9	22.0	20.3	19.5	18.4	18.8	18.0	18.0	17.1	16.1	15.0	14.8	14.8	16.1	15.7	-26.0
Outer London	25.7	26.6	27.3	27.6	26.7	25.8	25.4	24.7	23.8	22.8	22.6	22.8	22.4	21.3	20.5	20.1	20.2	19.9	19.6	19.6	-23.7
South East	22.2	21.8	21.8	21.9	21.9	21.3	21.2	21.4	21.5	21.2	20.9	20.6	20.1	20.1	19.5	19.4	18.6	18.6	18.8	18.5	-16.7
South West	25.8	26.1	25.9	26.1	25.3	25.2	24.7	25.1	24.6	24.5	23.9	23.5	22.8	22.2	22.2	21.7	21.6	21.6	21.7	21.6	-16.3
Wales	39.5	38.6	38.0	36.2	35.7	35.7	36.8	36.7	35.8	34.9	34.1	34.4	34.7	35.4	35.3	33.4	31.8	30.4	31.0	32.7	-17.1
Scotland	34.7	34.5	33.8	33.7	33.7	33.6	33.2	32.4	32.3	31.2	31.1	31.0	31.2	31.4	30.5	29.7	28.5	28.4	28.7	28.8	-17.0
Strathclyde	38.8	39.1	38.4	38.3	37.5	37.0	35.9	35.5	36.3	35.5	34.9	33.6	33.9	33.7	32.9	31.6	30.2	31.0	31.9	32.4	-16.6
Rest of Scotland	31.7	31.1	30.3	30.4	31.0	31.2	31.3	30.2	29.6	28.3	28.6	29.2	29.4	29.8	28.9	28.4	27.3	26.8	26.7	26.4	-16.5
Northern Ireland	40.2	40.6	40.3	40.0	40.0	40.1	38.4	38.5	37.1	36.5	35.4	35.3	35.7	35.0	32.9	32.5	32.7	34.2	33.8	32.5	-19.1
United Kingdom	29.2	29.0	28.9	28.8	28.5	28.2	27.8	27.6	27.1	26.6	26.2	25.8	25.5	25.0	24.3	23.7	23.3	23.3	23.5	23.4	-19.8

Table 3 considers trade union coverage based upon data from the LFS. The LFS defines trade union coverage as the proportion of employees who indicate that their pay and conditions are ‘directly affected’ by agreements between employers and trade unions. Levels of union presence in the UK have declined from 36% in 2000/02 to 26% in 2019/21, a reduction of more than a quarter. The highest rates of union coverage during 2019/21 are observed in Northern Ireland (44%) followed by Scotland (36%) and Tyne and Wear (36%). Union coverage is lowest among those living in London (18%), particularly Inner London (17%). Union coverage within London has declined by almost 40% between 2000/02 and 2019/21. Scotland and Northern Ireland have exhibited the smallest declines in union coverage (16%).

Finally, Table 4 considers regional variation in the coverage of collective agreements based upon data from the Annual Survey of Hours and Earnings. Within ASHE, the coverage of collective agreements is defined with respect to the proportion of employees whose pay is set with reference to an agreement affecting more than one employee. No data is available for Northern Ireland. It can be seen that 41% of employees across Great Britain had their pay set with reference to a collective agreement in 2021 which is around 15 percentage points higher than the UK average derived from the LFS. Based upon data relating to region of residence, the coverage of collective agreements is observed to be highest in Scotland (54%) and Wales (56%) and lowest within London (34%).

Table 2: Trade Union Presence by Region

	2000/ 02	2001/ 03	2002/ 04	2003/ 05	2004/ 06	2005/ 07	2006/ 08	2007/ 09	2008/ 10	2009/ 11	2010/ 12	2011/ 13	2012/ 14	2013/ 15	2014/ 16	2015/ 17	2016/ 18	2017/ 19	2018/ 20	2019/ 21	Change
North East	66.6	65.8	64.7	64.4	63.6	63.7	64.1	64.2	63.5	61.9	60.7	60.3	59.7	59.5	57.1	56.2	54.7	56.2	56.3	57.1	-14.4
Tyne and Wear	67.5	67.4	66.7	66.9	65.1	64.5	64.5	64.8	63.3	61.5	60.8	61.6	60.4	59.5	57.8	58.3	56.6	58.4	59.1	60.6	-10.2
Rest of North East	66.0	64.6	63.2	62.5	62.5	63.1	63.8	63.7	63.7	62.1	60.6	59.3	59.2	59.6	56.6	54.5	53.2	54.6	54.2	54.3	-17.8
North West	60.9	60.3	60.0	60.1	59.6	60.3	60.4	60.5	59.6	58.3	56.9	55.9	56.0	55.4	54.8	53.8	53.5	52.7	53.0	53.1	-12.9
Greater Manchester	58.2	57.7	58.3	58.7	58.3	59.0	58.8	59.5	58.9	58.0	56.7	53.9	54.4	53.7	53.5	50.9	50.6	50.4	50.7	50.4	-13.4
Merseyside	66.0	65.6	64.7	63.8	62.3	63.5	65.2	66.0	64.5	61.3	59.4	61.2	61.0	60.2	56.8	57.3	57.3	57.1	56.4	57.2	-13.3
Rest of North West	61.1	60.3	59.4	59.7	59.4	60.0	59.7	59.0	58.1	57.4	56.0	55.2	55.1	54.8	55.2	54.9	54.5	53.0	53.5	53.5	-12.5
Yorks & HUMB	59.3	59.8	59.4	59.1	57.3	57.9	58.3	59.5	59.1	58.2	57.3	57.1	57.0	56.5	54.7	55.1	53.9	53.4	53.1	54.6	-7.8
South Yorkshire	60.4	60.6	61.5	62.2	59.6	59.8	58.7	61.2	61.6	61.1	60.6	59.6	60.4	61.6	60.6	62.2	61.1	61.9	60.0	60.7	0.6
West Yorkshire	59.9	60.3	59.9	59.4	58.1	59.0	59.4	59.7	58.9	57.5	57.1	57.8	58.7	56.9	53.5	52.6	51.2	50.3	51.0	53.1	-11.2
Rest of Yorks & HUMB	57.7	58.6	57.2	56.1	54.4	55.2	56.8	57.9	57.6	56.9	55.0	54.2	52.0	52.2	51.9	53.2	51.9	50.6	50.3	52.0	-10.0
East Midlands	55.0	55.5	55.9	55.5	55.0	54.7	54.8	54.6	55.4	54.9	55.2	54.8	54.2	52.8	50.9	49.1	49.2	49.7	51.7	51.7	-6.0
West Midlands	55.9	55.6	55.2	54.5	54.8	54.6	54.1	54.1	54.2	54.0	52.7	52.1	51.4	51.3	49.8	48.4	47.0	46.9	48.1	50.5	-9.7
West Midlands Met County	57.1	57.3	57.1	56.1	55.4	54.4	54.6	55.2	54.8	54.4	52.9	53.3	51.5	50.8	48.7	47.9	46.8	47.1	48.7	51.8	-9.2
Rest of West Midlands	55.0	54.2	53.7	53.3	54.3	54.8	53.6	53.2	53.7	53.6	52.5	51.1	51.3	51.6	50.7	48.9	47.2	46.7	47.6	49.2	-10.6
East of England	49.9	50.4	50.8	51.3	50.5	50.3	49.6	49.5	49.3	49.3	48.9	48.6	47.9	47.2	45.5	44.2	43.1	43.6	44.5	46.1	-7.5
London	49.7	49.7	48.9	49.2	49.0	49.0	48.7	48.2	48.0	46.8	46.1	45.3	43.8	42.0	40.7	40.4	40.1	39.8	40.7	43.4	-12.6
Inner London	46.4	45.4	43.8	43.2	44.0	45.5	46.4	45.5	44.5	42.3	41.2	40.1	39.1	38.3	37.3	36.3	35.6	34.8	37.9	39.9	-14.0
Outer London	51.7	52.4	52.0	52.9	52.1	51.2	50.3	50.0	50.3	49.6	49.2	48.5	46.8	44.4	43.1	43.4	43.3	43.3	42.7	45.9	-11.3
South East	49.8	49.3	49.1	49.4	49.1	48.6	48.4	48.6	49.5	49.5	49.4	48.9	48.0	46.8	45.2	44.9	44.2	44.6	44.7	46.0	-7.6
South West	55.6	55.9	55.7	55.5	54.9	54.9	54.1	54.6	54.6	55.0	54.3	53.0	52.7	53.0	51.6	50.0	49.0	49.2	50.0	50.0	-10.0
Wales	64.2	62.8	63.4	62.4	62.5	62.2	63.3	64.1	64.0	63.6	62.8	62.8	61.9	61.9	61.3	60.2	57.6	55.9	56.5	59.5	-7.4
Scotland	60.7	60.0	59.4	59.1	59.5	59.4	59.5	58.3	58.1	56.6	56.5	56.4	56.5	56.9	55.6	55.3	54.0	54.5	55.4	56.8	-6.3
Strathclyde	61.5	61.9	61.5	61.4	60.9	60.5	60.0	59.4	59.9	58.9	58.1	57.0	56.8	57.4	57.1	56.4	54.9	55.0	56.6	59.1	-4.0
Rest of Scotland	60.0	58.5	57.8	57.4	58.5	58.7	59.0	57.5	56.8	54.9	55.2	55.9	56.2	56.6	54.5	54.5	53.4	54.1	54.6	55.3	-7.9
Northern Ireland	60.5	59.3	58.9	57.1	56.2	54.1	51.9	51.6	50.0	49.2	47.2	48.0	50.3	52.3	50.4	49.3	49.5	51.9	53.5	53.4	-11.8
United Kingdom	55.9	55.7	55.5	55.4	54.9	54.9	54.6	54.6	54.5	53.9	53.2	52.6	52.1	51.6	50.3	49.4	48.5	48.5	49.1	50.5	-9.7

Table 3: Trade Union Coverage by Region

	2000/ 02	2001/ 03	2002/ 04	2003/ 05	2004/ 06	2005/ 07	2006/ 08	2007/ 09	2008/ 10	2009/ 11	2010/ 12	2011/ 13	2012/ 14	2013/ 15	2014/ 16	2015/ 17	2016/ 18	2017/ 19	2018/ 20	2019/ 21	Change
North East	44.3	44.2	42.6	42.2	41.2	40.3	39.6	38.7	36.4	35.2	33.8	34.3	33.9	33.5	32.2	32.1	31.3	32.9	31.4	31.7	-28.4
Tyne and Wear	45.6	46.8	45.8	44.8	42.5	41.6	41.3	40.3	37.2	34.5	33.9	35.1	34.5	34.2	33.6	34.6	33.3	35.6	35.1	35.7	-21.7
Rest of North East	43.4	42.2	40.3	40.2	40.1	39.4	38.3	37.6	35.7	35.8	33.7	33.7	33.5	33.0	31.1	30.0	29.6	30.8	28.5	28.5	-34.4
North West	40.7	40.2	39.9	39.4	38.4	38.7	38.6	38.0	36.1	35.2	33.8	33.0	31.7	31.5	31.1	30.9	30.4	29.7	28.7	28.0	-31.3
Greater Manchester	38.0	37.1	36.9	36.7	36.8	37.7	37.7	37.1	35.7	34.7	33.1	31.0	30.1	30.1	30.0	28.5	28.8	28.3	27.0	24.7	-34.9
Merseyside	47.0	47.8	48.5	46.6	43.5	43.3	44.4	44.6	40.3	38.1	35.8	37.5	36.1	36.8	33.9	35.2	33.0	32.8	31.3	31.3	-33.4
Rest of North West	40.5	39.8	38.8	38.5	37.4	37.7	37.0	36.1	34.6	34.3	33.5	32.7	31.2	30.3	30.8	31.1	30.7	29.6	29.1	29.4	-27.3
Yorks & HUMB	38.1	38.3	38.1	38.2	36.4	36.8	36.4	36.7	35.5	34.1	32.0	30.7	29.7	29.8	28.9	28.5	27.6	27.2	28.0	28.4	-25.4
South Yorkshire	40.9	40.1	40.3	40.1	37.2	38.7	37.7	39.6	38.0	35.6	32.2	29.2	29.8	30.6	30.9	30.1	30.2	30.9	31.2	31.1	-24.0
West Yorkshire	38.1	39.0	39.1	39.5	37.7	37.9	37.4	36.8	35.6	34.3	33.3	32.6	31.7	30.8	29.3	29.3	28.4	26.7	26.9	27.8	-27.0
Rest of Yorks & HUMB	35.9	36.1	35.3	35.2	34.2	34.0	34.1	34.3	33.4	32.7	30.3	29.5	27.0	28.0	27.0	26.4	24.7	25.2	27.0	27.2	-24.4
East Midlands	33.7	33.5	33.5	33.4	33.2	33.1	33.0	32.4	32.0	31.4	30.7	30.2	27.9	27.3	25.9	26.0	25.9	26.6	27.4	27.1	-19.5
West Midlands	35.9	35.4	34.8	33.8	33.6	34.2	34.3	34.3	32.8	32.5	31.4	30.6	28.5	28.1	26.8	26.4	24.7	25.4	25.6	26.9	-25.2
West Midlands Met County	37.6	37.3	36.3	35.0	34.1	34.9	35.6	36.6	35.2	34.5	32.4	31.2	28.8	28.7	27.6	27.2	25.3	26.2	26.7	28.5	-24.1
Rest of West Midlands	34.5	33.8	33.5	32.8	33.2	33.7	33.4	32.4	30.9	30.8	30.5	30.1	28.2	27.5	26.1	25.7	24.2	24.6	24.6	25.3	-26.6
East of England	30.0	30.1	30.4	31.3	30.1	29.2	28.3	27.9	27.5	27.3	26.5	25.7	24.1	23.5	22.3	21.4	20.9	21.0	21.2	21.1	-29.9
London	29.4	29.6	28.9	29.0	28.4	28.6	28.2	27.7	26.3	25.0	23.8	23.5	22.2	21.1	19.7	19.2	18.6	18.9	18.3	18.1	-38.5
Inner London	25.8	25.5	24.9	24.9	24.7	25.6	25.7	25.5	23.6	21.6	20.3	20.0	19.4	18.6	17.3	16.2	15.7	16.5	17.0	16.7	-35.3
Outer London	31.7	32.1	31.3	31.5	30.6	30.5	29.8	29.1	28.0	27.2	26.0	25.8	24.1	22.8	21.4	21.3	20.7	20.6	19.3	19.2	-39.5
South East	28.2	27.6	27.6	27.5	27.5	27.5	27.3	27.3	26.2	25.9	25.2	25.4	23.9	23.3	21.5	20.9	20.3	21.1	21.1	20.8	-26.2
South West	33.6	33.5	33.9	34.7	33.7	33.9	32.7	33.8	32.0	31.4	29.6	28.8	28.0	27.4	27.4	26.0	26.0	25.2	25.0	24.8	-26.1
Wales	42.8	42.2	43.3	42.7	41.4	40.3	40.8	41.6	41.0	39.6	38.4	38.1	37.9	37.7	37.5	35.2	32.9	31.5	32.0	33.7	-21.1
Scotland	42.7	41.6	40.3	40.1	39.9	40.3	40.1	39.4	38.5	36.5	35.9	35.9	35.3	35.0	33.7	34.3	34.7	36.3	36.0	36.1	-15.5
Strathclyde	45.2	44.7	42.6	41.6	40.2	41.2	41.0	41.1	41.0	39.2	37.4	36.4	35.7	36.3	35.9	36.7	36.3	37.4	37.2	36.3	-19.6
Rest of Scotland	40.9	39.4	38.5	38.9	39.8	39.6	39.3	38.1	36.7	34.7	35.0	35.6	35.1	34.1	32.2	32.7	33.6	35.5	35.2	36.0	-12.1
Northern Ireland	52.6	53.3	53.5	52.2	51.0	48.8	46.3	46.3	44.6	43.7	41.8	42.6	44.4	47.1	46.0	45.0	43.0	43.9	44.0	44.2	-16.1
United Kingdom	35.5	35.3	35.0	35.0	34.2	34.2	33.8	33.6	32.3	31.5	30.4	29.9	28.7	28.3	27.2	26.6	26.0	26.2	26.1	26.1	-26.5

**Table 4: Collective Agreement Coverage by Region**

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change
North East	53.4	52.9	52.2	50.7	50.4	46.4	45.0	42.9	43.0	45.2	-15.4
Tyne and Wear	54.4	54.2	53.0	50.3	49.0	47.8	46.2	43.5	45.5	48.1	-11.6
Rest of North East	52.7	51.8	51.7	51.0	51.4	45.3	44.2	42.5	41.0	43.2	-18.0
North West	48.0	47.6	45.4	45.2	45.6	43.7	41.5	43.0	42.8	41.8	-12.9
Greater Manchester	46.0	44.5	43.2	43.7	44.2	42.6	40.5	41.6	43.2	37.6	-18.3
Merseyside	52.6	52.7	51.5	50.3	50.8	48.3	45.0	46.5	46.2	50.1	-4.8
Rest of North West	47.7	48.0	44.6	44.4	44.6	42.7	40.9	42.7	41.1	41.5	-13.0
Yorks & HUMB	49.7	48.6	45.7	44.9	44.7	41.7	42.3	42.1	41.2	41.9	-15.7
South Yorkshire	48.6	48.7	46.7	45.1	46.9	45.1	43.6	42.6	40.6	42.3	-13.0
West Yorkshire	50.7	48.3	45.6	45.2	44.5	41.3	43.4	43.0	42.2	42.2	-16.8
Rest of Yorks & HUMB	49.3	48.8	44.9	44.4	43.2	39.9	39.8	40.6	40.2	41.1	-16.6
East Midlands	44.8	43.2	40.6	41.0	40.1	38.5	38.8	37.8	37.8	40.8	-8.9
West Midlands	46.7	44.7	43.2	41.1	41.7	38.1	38.2	37.4	37.5	38.6	-17.3
West Midlands Met County	47.6	43.9	43.0	41.1	42.3	38.2	38.5	37.3	37.2	38.1	-20.0
Rest of West Midlands	46.1	45.4	43.3	41.1	41.3	38.0	38.0	37.5	37.7	39.0	-15.4
East of England	40.2	40.5	38.6	37.1	37.9	36.4	35.4	35.1	33.7	37.6	-6.5
London	36.5	36.4	34.3	33.5	34.2	30.7	30.8	32.3	31.4	34.1	-6.6
Inner London	33.7	33.3	31.6	31.1	31.8	28.6	28.4	30.0	28.8	31.6	-6.2
Outer London	38.3	38.5	36.1	35.1	35.8	32.2	32.4	33.9	33.1	35.9	-6.3
South East	39.2	38.8	38.4	36.4	35.5	34.7	34.5	34.3	32.2	36.0	-8.2
South West	44.2	44.5	43.0	40.9	41.0	39.4	38.0	38.1	36.5	39.6	-10.4
Wales	55.6	56.3	55.6	50.5	53.4	50.7	51.2	48.1	53.5	56.1	0.9
Scotland	53.5	54.1	51.6	49.4	50.8	49.9	51.0	50.8	53.7	53.6	0.2
Strathclyde	54.5	54.0	51.3	46.8	50.2	50.3	51.5	52.3	55.9	55.0	0.9
Rest of Scotland	52.7	54.2	51.8	51.2	51.2	49.6	50.8	49.8	52.3	52.6	-0.2
Great Britain	45.0	44.5	42.8	41.4	41.6	39.5	39.2	39.1	38.7	40.8	-9.3

## 5. Small Area Estimates of Union Membership

Figure 1 shows estimates of union membership for the Unitary Authority and Local Authority Districts of Great Britain. Full results, including estimates for union presence and union coverage and respective ranks for these measures are presented in Annex 1. Due to the small sample sizes associated with individual areas within any single year, estimates derived from the LFS are based upon the full 22 years-worth of data covering the period 2000-2021. Figure 1 highlights the importance of examining union membership at a sub-regional level. Even within those areas that are traditionally regarded as exhibiting high levels of union membership, considerable variation in union density can be observed.

Figure 1: Union Density by Local Authority District: 2000-2021

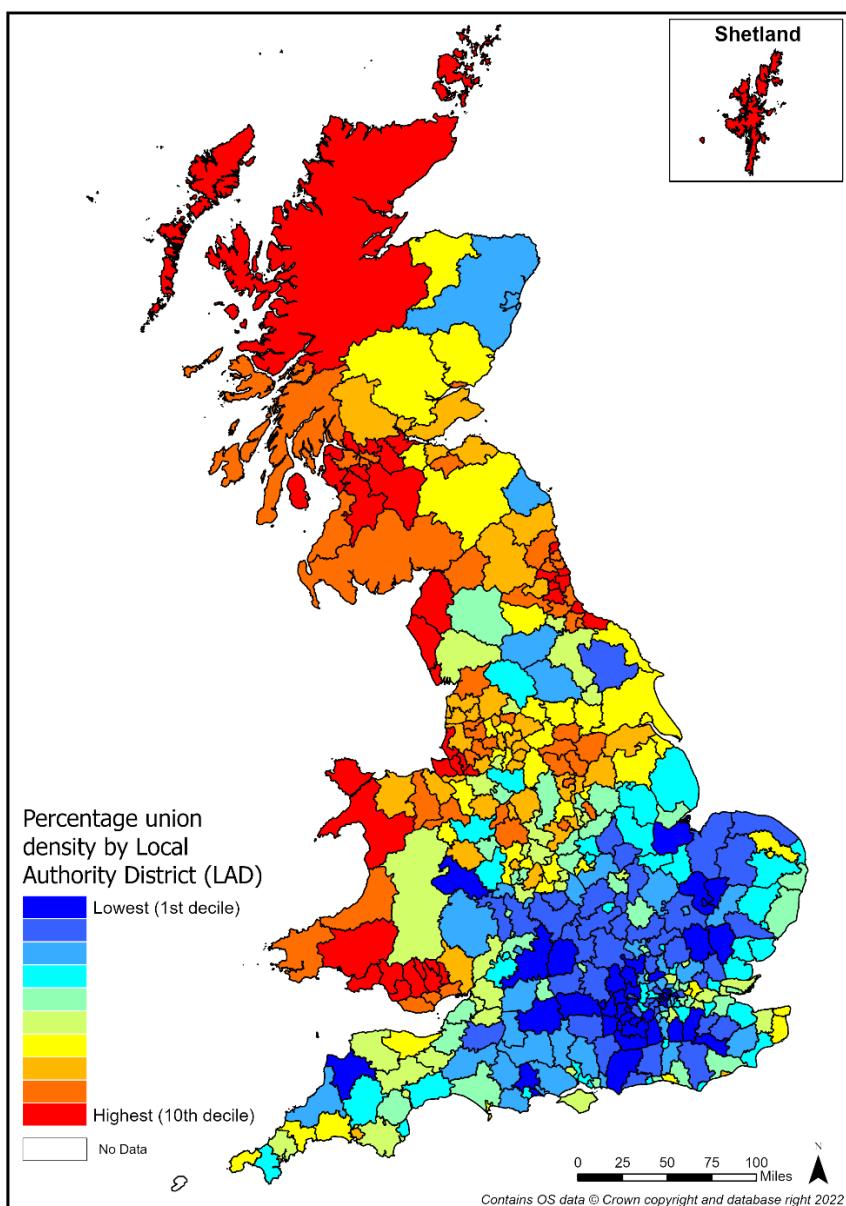


Table 5 focuses upon those areas that exhibit the highest levels of union membership. Seven areas are estimated to have rates of union density of over 40% based upon data from the Labour Force Survey. These areas are Copeland (54%), Eilean Siar (48%)<sup>10</sup>, Barrow-in-Furness (46%), Merthyr Tydfil (43%), Neath Port Talbot (42%), West Dunbartonshire (41%) and Rhondda Cynon Taff (41%). These high rates of union membership in part reflect the present day composition of employment in these areas. For example, the high rates of union membership observed across the Scottish Isles reflect the dominance of employment in the public sector within these more rural areas. Elsewhere, high levels of union density reflect the presence of large unionised workplaces that dominate local labour markets. This is most clearly demonstrated in Copeland, where the Sellafield nuclear processing facility has provided an important source of employment for a highly unionised workforce since the 1950s. The importance of proximity to once highly unionised workplaces that have long since vanished in supporting favourable attitudes to trade unions is however also demonstrated by the persistence of union membership within ex-mining areas such as Durham within the North East and Rhondda Cynon Taff in South Wales.

Trade union membership will be largely dependent on the availability of a union at the workplace to join. Table 5 also demonstrates that high levels of union membership often coincide with high levels of union presence. However, in areas such as West Dunbartonshire and Blaenau Gwent levels of union presence appear to be relatively low compared to those observed in other highly unionised areas. This suggests that in these areas, workers exhibit a particularly high propensity to join unions where there is something available to join. Finally, rates of collective agreement coverage derived from ASHE are generally higher than estimates of trade union coverage derived from the LFS, possibly reflecting the broader definition used within ASHE and the greater awareness among employers of pay setting arrangements. High levels of union coverage reported by respondents to the LFS generally correlate with high levels of collective bargaining coverage reported by employers within ASHE. However, given that the data are derived from different sample surveys and utilise different measures of collective agreement coverage that are open to interpretation, both by employees and employers, differences do emerge in the rank position of some areas when comparing the ASHE and LFS data.

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<sup>10</sup> Also known as the Outer Hebrides, it is noted that this estimate is based upon a relatively small number of employees (approximately 150) and should therefore be treated with caution. Otherwise, the sample sizes for individual areas upon which estimates are based are generally over 1000.

**Table 5: Twenty Highest Areas for Union Membership**

	Union Density		Union Presence		Union Coverage		Collective Agreement Coverage	
	%	Rank	%	Rank	%	Rank	%	Rank
16UE: Copeland	53.8	1	73.6	1	52.2	1	52.6	36
00RJ: Eilean Siar	47.9	2	73.1	2	46.4	3	67.8	1
16UC: Barrow-in-Furness	45.7	3	68.9	3	46.7	2	37.5	259
00PH: Merthyr Tydfil	42.2	4	66.3	8	42.5	7	53.8	28
00NZ: Neath Port Talbot	41.9	5	66.8	6	42.4	8	56.5	15
00PF: Rhondda, Cynon, Taff	41.0	6	66.7	7	41.1	14	55.6	18
00QG: West Dunbartonshire	41.0	6	61.1	43	44.3	5	60.6	4
00PB: Bridgend	39.6	8	64.8	10	41.5	12	48.9	66
20UE: Durham	39.3	9	67.9	4	41.9	10	54.3	24
16UB: Allerdale	38.8	10	63.8	15	38.9	34	47.4	80
35UG: Wansbeck	38.1	11	64.6	13	40.4	20	56.8	13
00BY: Liverpool	38.1	11	61.3	40	39.4	29	50.6	48
00PL: Blaenau Gwent	38.1	11	59.1	73	33.4	111	53.3	31
00NA: Isle of Anglesey	37.9	14	62.3	28	41.7	11	58.7	7
20UB: Chester-le-Street	37.8	15	67.5	5	40.9	15	50.2	50
00QK: East Ayrshire	37.6	16	60.9	47	39.5	27	54.3	24
00NU: Carmarthenshire	37.4	17	61.9	32	38.6	36	57.5	10
00BX: Knowsley	37.2	18	64.7	11	39.2	31	49.5	57
00NX: Swansea	37.2	18	64.7	11	42.4	8	54.9	20
00CB: Wirral	37.1	20	61.2	42	40.4	20	48.3	69

## 6. Changes in Union Density: 2000/10-2011/21

Figures 2 and 3 show rates of union density for the Unitary Authority and Local Authority Districts of Great Britain separately for the periods 2000/10 and 2011/21 (full results are presented in Annex 2). The values for decile boundaries are the same as those used in Figure 1 so that the decline in union membership between these 2 periods can be seen. Union density has fallen across all parts of Great Britain. Between 2000 and 2010, the lowest levels of union density were largely concentrated to the west and southwest of London. A decade later, comparable levels of union membership were observed across a majority of areas south of the ‘Severn-Wash’ line that traditionally splits England between North and South. The general downward trend in union membership has also meant that the size of those areas that have retained the very highest levels of union membership have also shrunk. For example, the areas of Torfaen, Blaenau Gwent and Caerphilly have exhibited declines in union membership which mean that they are no longer classified as occupying the same decile category as other parts of the South Wales valleys. The decline in union membership within the North East of England between 2000/10 and 2011/21 is particularly striking.

Figure 2: Union Density by Local Authority District: 2000-2010

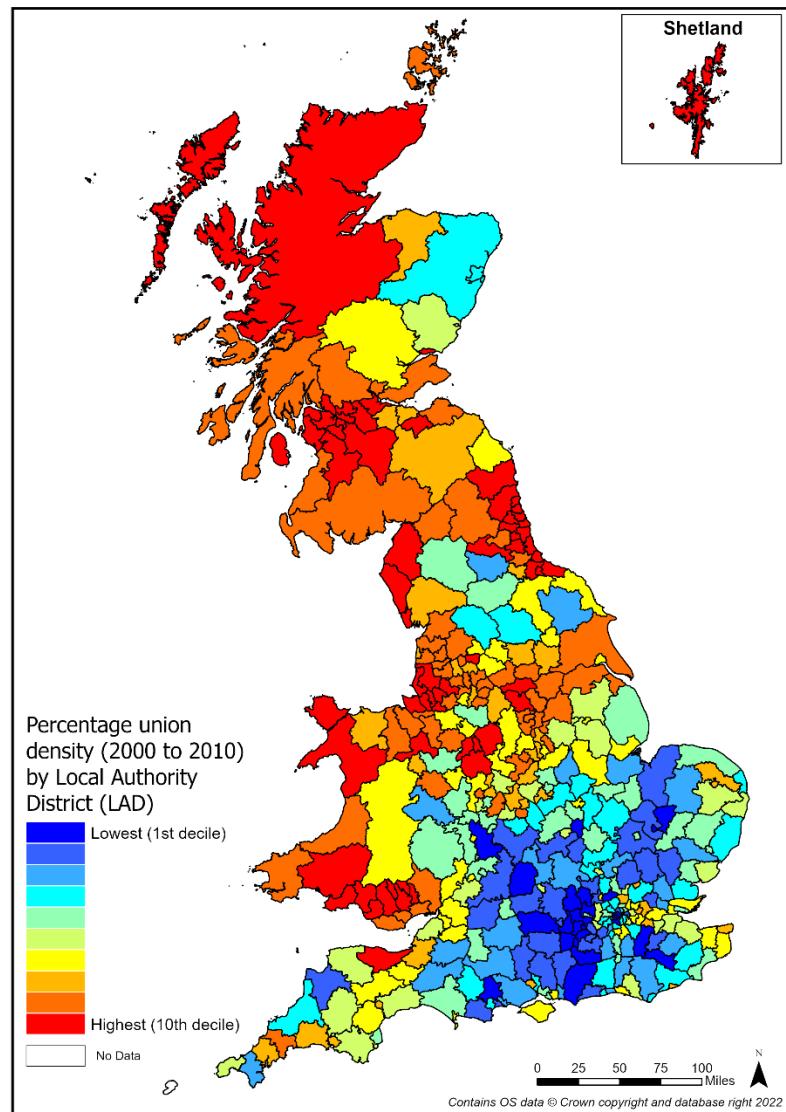


Figure 3: Union Density by Local Authority District: 2011-2021

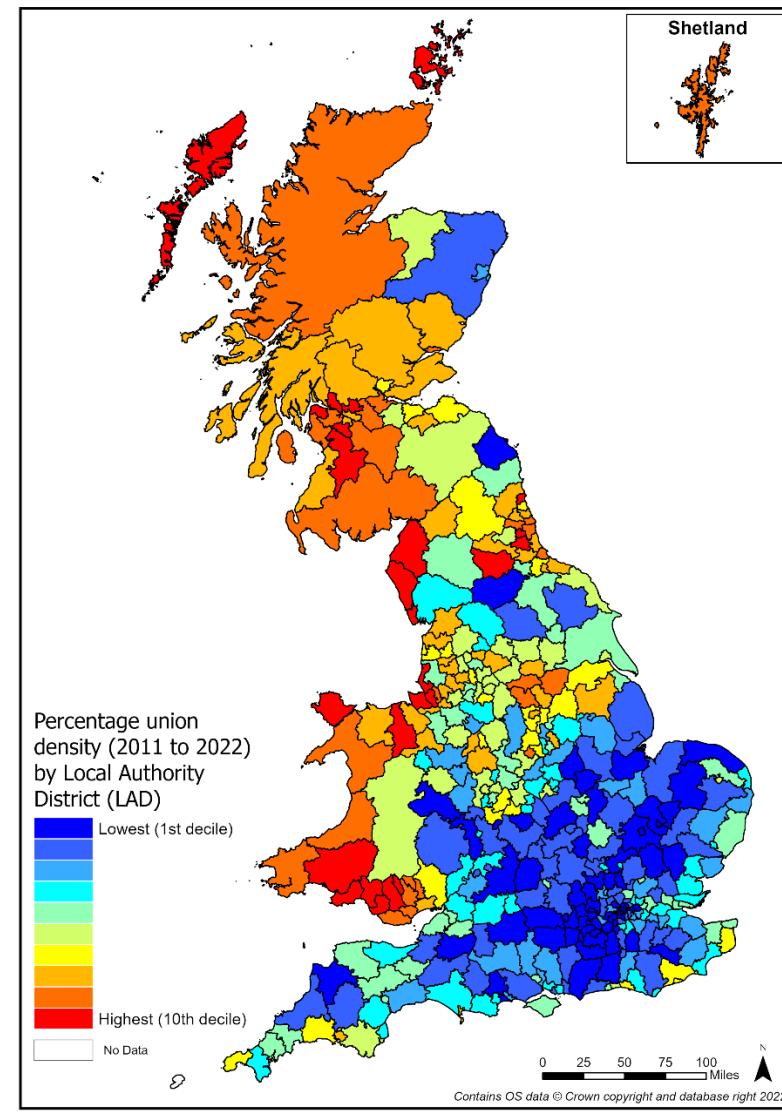


Table 6 shows the 20 Unitary and Local Authority Districts that have witnessed the largest declines in union membership between 2000/10 and 2011/21. Smaller sample sizes will contribute variability in estimates of union density during these 2 periods. Nonetheless, patterns can still be seen in the data, with many of the areas in this Table being near others. For example, in the West Country, union density has declined steeply in the neighbouring districts of Sedgemoor and West Somerset. In Northumberland, rates of union density are declining in both Berwick Upon Tweed and Alnwick. In Central London, union density has declined steeply in the neighbouring districts of Newham, Tower Hamlets, and extending westwards through to the City (which borders Islington to its north) and Westminster. Likewise, East Northamptonshire borders Rutland to its north.

**Table 6: The 20 Areas Experiencing the Largest Decline in Union Membership**

	2000-2010		2011-2021		2000-2021		2000/10-2011/21 % Change	
	%	Rank	%	Rank	%	Rank	%	Rank
35UC: Berwick-upon-Tweed	27.9	180	13.8	395	20.7	309	-50.5	1
40UF: West Somerset	35.3	58	21.9	243	28.4	122	-38.0	2
00BB: Newham	25.4	236	15.8	373	19.5	343	-37.8	3
00BG: Tower Hamlets	18.5	379	11.6	403	14.0	403	-37.3	4
33UF: North Norfolk	24.1	263	15.4	377	19.7	337	-36.1	5
00AA: City of London/ 00BK: Westminster	14.3	405	9.2	405	11.4	405	-35.7	6
35UB: Alnwick	36.2	50	23.5	193	28.7	118	-35.1	7
36UE: Richmondshire	24.8	249	16.4	362	20.8	307	-33.9	8
40UC: Sedgemoor	29.7	140	19.7	299	24.4	214	-33.7	9
12UC: East Cambridgeshire	18.8	374	12.5	402	15.2	398	-33.5	10
00AU: Islington	22.6	302	15.2	380	18.1	369	-32.7	11
43UK: Tandridge	20.5	344	13.8	395	17.3	375	-32.7	11
43UE: Mole Valley	20.6	343	14.0	394	16.8	380	-32.0	13
00FP: Rutland	23.3	287	16.1	366	19.6	339	-30.9	14
34UD: East Northamptonshire	22.1	312	15.3	379	18.6	359	-30.8	15
23UC: Cotswold	19.5	362	13.5	399	16.5	385	-30.8	15
32UB: Boston	28.0	172	19.4	308	23.6	233	-30.7	17
47UC: Malvern Hills	23.5	282	16.3	364	19.8	334	-30.6	18
47UD: Redditch	24.6	256	17.1	355	20.7	309	-30.5	19
00EE: Redcar and Cleveland	41.6	10	29.1	82	35.2	31	-30.0	20

## 7. Multivariate Estimates of Geographical Variance in Union Membership

Small area variations in union membership will reflect geographical variance in the present day composition of employment in these areas as well as the historical legacy of union membership in these areas. For example, the high rates of union membership within the district of Copeland, Cumbria may in part reflect its industrial heritage, being located in part

within what was the Cumbrian coalfield. However, the nuclear processing facility at Sellafield remains an important employer within this locality. Similarly, Port Talbot steelworks remains a major employer within the Neath Port Talbot Unitary Authority. To take account of these differences, we undertake a multivariate analysis to estimate how the propensity of employees to join a trade union varies across Unitary Authority and Local Authority Districts *after taking into account* the types of jobs these people hold and their personal characteristics.

To consider the propensity of workers to join trade unions, we examine data from the LFS which also contains details about everyone's job and their personal characteristics. We present odds ratios of union membership derived from multivariate statistical models referred to as logistic regressions. Multivariate statistical modelling is a technique for determining the separate 'contribution' that each piece of information about an individual or their job makes to the observed patterns of union membership. The odds ratios relating to place of residence represent the relative likelihood of union membership associated with living in an area after taking account the effects of other characteristics to the overall likelihood of being a union member. One area is chosen to act as a reference category against which the effects of living in other areas are evaluated. Redbridge in Northeast London was found to be the 'median' area in terms of the likelihood of its residents being a member of a union (those living in 203 UA/LAD districts were estimated to have either a higher or lower probability of union membership compared to those residing in Redbridge) and so was therefore chosen to act as the reference area.

Table 7 however presents the 20 areas of Great Britain where, after controlling for other characteristics, employees exhibit the highest and lowest likelihood of joining a trade union. Full results are presented in Annex 3. There is a high degree of consistency in the results of the multivariate analysis compared to those based on rates of union density presented in Table 5. Three of the top five areas where employees are most likely to join a trade union are neighbouring areas within the North West; Copeland, Barrow in Furness and Allerdale. Four of the top ten areas are located within South Wales. The appearance of the neighbouring areas of Knowsley, Liverpool and Halton in the top 20 demonstrates the relatively high propensity for union membership among those residing in Merseyside. Compared to the earlier analysis, within the Northeast each of Wansbeck, Durham and Chester-le-Street drop out of the top 20. However, Gateshead and Redcar and Cleveland both move in to the top 20. Across Great Britain, those living in Forest Heath in Suffolk are estimated to be least likely to join trade unions. Those residing in the neighbouring areas of Cambridgeshire also exhibit low union joining propensities. On the other side of London, residents of Berkshire and Surrey encompassing the districts of Wokingham, Bracknell Forest, Hart, Rushmoor, Surrey Heath and Elmbridge are also among those who are least likely to join trade unions.

Table 7: Areas with the Highest and Lowest Propensity for Trade Union Membership

	<b>Highest Propensity</b>	<b>Lowest Propensity</b>
1	16UE: Copeland	42UC: Forest Heath
2	16UC: Barrow-in-Furness	00AW: Kensington and Chelsea
3	00PH: Merthyr Tydfil	24UL: Rushmoor
4	16UB: Allerdale	00AA: City of London/ 00BK: Westminster
5	00NZ: Neath Port Talbot	38UF: West Oxfordshire
6	00PL: Blaenau Gwent	00MF: Wokingham
7	00PF: Rhondda, Cynon, Taff	11UF: Wycombe
8	00QG: West Dunbartonshire	43UJ: Surrey Heath
9	00RJ: Eilean Siar	45UD: Chichester
10	00BY: Liverpool	46UD: Salisbury
11	00BX: Knowsley	29UQ: Tunbridge Wells
12	00QK: East Ayrshire	12UC: East Cambridgeshire
13	00ET: Halton	11UC: Chiltern
14	00EE: Redcar and Cleveland	00BJ: Wandsworth
15	00PB: Bridgend	12UG: South Cambridgeshire
16	00QQ: Falkirk	00MA: Bracknell Forest
17	00PM: Torfaen	24UG: Hart
18	00NU: Carmarthenshire	36UE: Richmondshire
19	00NA: Isle of Anglesey	00FP: Rutland
20	00CH: Gateshead	43UB: Elmbridge

Notes: Statistics models also included controls for age, gender, ethnicity, industry, occupation, sector, hours worked and mode of survey response in the Labour Force Survey.

Annex 1: Small Area Estimates of Union Membership, Presence and Coverage

	Labour Force Survey								Annual Survey of Hours and Earnings	
	Density		Presence		Coverage		Coverage			
	%	Rank	%	Rank	%	Rank	%	Rank		
<b>Tyne and Wear</b>										
00CH: Gateshead	35.2	31	60.5	52	38.0	44	47.5	78		
00CJ: Newcastle upon Tyne	33.0	55	63.3	16	38.5	39	46.0	96		
00CK: North Tyneside	33.7	47	62.3	28	38.5	39	49.0	65		
00CL: South Tyneside	35.4	29	62.4	25	37.1	56	51.1	43		
00CM: Sunderland	34.4	38	61.8	34	37.0	57	52.7	35		
Total	34.2		62.1		37.9		49.2			
<b>Rest of North East</b>										
00EB: Hartlepool	35.0	34	61.4	39	34.9	88	50.2	50		
00EC: Middlesbrough	32.2	65	59.5	62	33.6	107	46.4	95		
00EE: Redcar and Cleveland	35.2	31	61.8	34	37.0	57	45.1	109		
00EF: Stockton-on-Tees	31.9	69	61.8	34	36.8	59	45.5	104		
00EH: Darlington	26.5	163	53.1	192	32.6	134	42.4	159		
20UB: Chester-le-Street	37.8	15	67.5	5	40.9	15	50.2	50		
20UD: Derwentside	29.2	104	57.2	99	29.5	193	48.1	72		
20UE: Durham	39.3	9	67.9	4	41.9	10	54.3	24		
20UF: Easington	33.5	51	59.5	62	35.8	73	52.3	38		
20UG: Sedgefield	32.0	67	61.0	46	35.6	80	45.3	106		
20UH: Teesdale	28.1	129	54.5	168	25.0	305	35.3	318		
20UJ: Wear Valley	33.8	46	57.9	91	31.3	158	45.0	111		
35UB: Alnwick	28.7	118	50.8	246	32.9	123	49.4	59		
35UC: Berwick-upon-Tweed	20.7	309	41.7	375	21.4	369	41.1	192		
35UD: Blyth Valley	32.9	56	59.1	73	33.1	120	49.3	62		
35UE: Castle Morpeth	32.5	60	59.9	57	33.8	102	45.5	104		
35UF: Tynedale	31.0	82	56.6	117	34.3	95	45.1	109		
35UG: Wansbeck	38.1	11	64.6	13	40.4	20	56.8	13		
Total	32.7		60.0		35.1		47.4			
<b>Greater Manchester</b>										
00BL: Bolton	31.7	71	56.3	125	35.2	84	42.6	153		
00BM: Bury	29.2	104	55.3	147	34.2	97	46.7	89		
00BN: Manchester	27.1	149	52.6	203	30.8	168	43.1	141		
00BP: Oldham	28.9	112	54.6	165	31.4	155	44.1	126		
00BQ: Rochdale	29.4	100	56.2	130	30.9	165	44.3	121		
00BR: Salford	28.0	130	53.1	192	31.7	150	41.7	176		
00BS: Stockport	28.8	116	55.2	148	32.7	130	40.2	210		

00BT: Tameside	29.2	104	55.9	140	31.7	150	41.6	179
00BU: Trafford	26.4	165	54.9	153	31.0	164	41.3	189
00BW: Wigan	34.3	41	59.9	57	35.6	80	43.0	144
Total	29.3		55.3		32.6		42.7	

#### **Merseyside**

00BX: Knowsley	37.2	18	64.7	11	39.2	31	49.5	57
00BY: Liverpool	38.1	11	61.3	40	39.4	29	50.6	48
00BZ: St. Helens	33.4	53	58.3	84	35.0	87	46.8	87
00CA: Sefton	36.7	22	61.3	40	39.1	33	50.2	50
00CB: Wirral	37.1	20	61.2	42	40.4	20	48.3	69
Total	36.9		61.3		39.0		49.3	

#### **Rest of North West**

00ET: Halton	34.4	38	60.7	50	37.2	54	48.0	73
00EU: Warrington	28.9	112	57.0	108	32.8	127	41.5	182
00EX: Blackburn with Darwen	27.6	137	52.4	206	32.9	123	41.0	195
00EY: Blackpool	28.6	119	54.8	157	37.6	48	41.9	170
13UB: Chester	27.6	137	56.5	120	32.8	127	44.4	119
13UC: Congleton	24.1	225	54.7	160	29.5	193	39.1	229
13UD: Crewe and Nantwich	29.3	102	57.1	105	31.4	155	46.8	87
13UE: Ellesmere Port & Neston	30.3	89	59.0	76	37.3	52	48.5	67
13UG: Macclesfield	23.0	250	53.0	195	25.1	302	36.7	274
13UH: Vale Royal	25.6	184	56.9	109	32.8	127	41.4	184
16UB: Allerdale	38.8	10	63.8	15	38.9	34	47.4	80
16UC: Barrow-in-Furness	45.7	3	68.9	3	46.7	2	37.5	259
16UD: Carlisle	32.0	67	59.3	68	35.8	73	48.3	69
16UE: Copeland	53.8	1	73.6	1	52.2	1	52.6	36
16UF: Eden	24.3	219	51.6	226	25.6	292	32.6	365
16UG: South Lakeland	25.5	188	48.7	279	28.3	227	34.6	335
30UD: Burnley	32.3	63	54.5	168	33.4	111	40.3	208
30UE: Chorley	31.1	81	56.5	120	33.0	122	45.7	101
30UF: Fylde	29.7	97	61.7	38	36.7	60	47.8	76
30UG: Hyndburn	28.9	112	52.8	199	31.1	162	43.4	135
30UH: Lancaster	31.8	70	58.6	82	34.3	95	50.5	49
30UJ: Pendle	25.1	199	47.2	305	28.8	209	40.1	211
30UK: Preston	29.1	109	58.7	79	36.1	69	45.9	99
30UL: Ribble Valley	28.8	116	53.7	184	32.4	141	47.1	84
30UM: Rossendale	26.8	154	56.1	132	32.7	130	39.9	215
30UN: South Ribble	31.4	74	62.4	25	37.4	51	49.2	63
30UP: West Lancashire	29.9	95	52.2	212	34.1	98	43.1	141
30UQ: Wyre	30.2	92	59.7	60	36.7	60	48.4	68
Total	30.0		57.0		34.0		43.8	

**South Yorkshire**

00CC: Barnsley	34.3	41	61.1	43	34.4	94	47.3	83
00CE: Doncaster	31.7	71	59.3	68	33.3	115	40.5	203
00CF: Rotherham	31.3	77	59.9	57	32.2	145	42.7	149
00CG: Sheffield	32.7	59	61.8	34	36.5	63	47.4	80
Total	32.5		60.7		34.6		45.0	

**West Yorkshire**

00CX: Bradford	26.7	157	54.8	157	32.5	137	43.8	132
00CY: Calderdale	28.5	121	56.0	135	34.9	88	45.7	101
00CZ: Kirklees	28.3	125	55.8	142	32.6	134	44.6	116
00DA: Leeds	27.3	144	56.1	132	32.6	134	44.1	126
00DB: Wakefield	31.2	79	62.4	25	36.3	67	45.8	100
Total	28.1		56.7		33.4		44.5	

**Rest of Yorkshire & Humberside**

00FA: Kingston upon Hull, City of	26.7	157	56.0	135	32.5	137	47.9	74
00FB: East Riding of Yorkshire	27.9	131	57.4	96	32.5	137	44.3	121
00FC: North East Lincolnshire	27.6	137	59.3	68	29.5	193	42.3	160
00FD: North Lincolnshire	30.0	93	56.8	111	32.4	141	43.9	129
00FF: York	25.5	188	56.0	135	32.0	148	45.6	103
36UB: Craven	23.0	250	51.3	229	30.2	181	35.7	302
36UC: Hambleton	25.2	196	53.3	188	29.5	193	38.8	235
36UD: Harrogate	21.5	290	46.0	321	25.9	284	35.7	302
36UE: Richmondshire	20.8	307	39.7	392	23.8	328	43.2	138
36UF: Ryedale	19.9	331	47.1	306	25.2	300	31.5	380
36UG: Scarborough	26.8	154	53.9	179	32.1	147	47.4	80
36UH: Selby	27.0	151	56.9	109	30.9	165	41.7	176
Total	26.1		54.7		30.7		43.1	

**East Midlands**

00FK: Derby	32.5	60	62.6	20	39.3	30	46.0	96
00FN: Leicester	23.3	239	50.9	240	29.5	193	43.9	129
00FP: Rutland	19.6	339	51.2	231	24.3	321	32.2	369
00FY: Nottingham	25.6	184	56.0	135	32.4	141	46.6	93
17UB: Amber Valley	27.8	132	57.2	99	33.7	104	37.5	259
17UC: Bolsover	30.8	87	57.2	99	28.8	209	39.6	225
17UD: Chesterfield	31.4	74	58.7	79	36.1	69	35.9	296
17UF: Derbyshire Dales	24.1	225	53.3	188	29.1	201	33.0	358
17UG: Erewash	29.2	104	58.2	86	33.8	102	41.0	195
17UH: High Peak	27.2	147	54.9	153	31.6	154	35.4	316
17UJ: North East Derbyshire	29.3	102	57.4	96	33.3	115	40.9	198
17UK: South Derbyshire	29.4	100	56.5	120	30.4	176	41.9	170

31UB: Blaby	27.7	134	56.8	111	32.7	130	40.6	202
31UC: Charnwood	22.7	265	53.8	182	28.5	220	38.2	245
31UD: Harborough	21.0	299	46.8	309	25.2	300	35.5	308
31UE: Hinckley and Bosworth	24.6	209	52.3	207	31.1	162	38.0	250
31UG: Melton	19.9	331	47.6	297	24.7	311	40.7	200
31UH: North West Leicestershire	24.7	208	52.7	201	27.1	253	42.2	163
31UJ: Oadby and Wigston	25.7	181	56.0	135	29.1	201	38.4	241
32UB: Boston	23.6	233	47.5	300	28.0	235	41.2	191
32UC: East Lindsey	22.0	277	45.8	328	23.4	339	35.8	299
32UD: Lincoln	23.3	239	53.5	185	32.9	123	45.0	111
32UE: North Kesteven	23.0	250	54.7	160	31.2	160	41.4	184
32UF: South Holland	18.1	369	41.3	380	22.2	356	34.9	328
32UG: South Kesteven	22.8	261	51.1	237	25.7	288	37.3	263
32UH: West Lindsey	27.7	134	55.9	140	30.9	165	41.8	173
34UB: Corby	25.7	181	56.1	132	26.0	281	33.5	351
34UC: Daventry	19.8	334	46.7	310	24.6	316	36.1	291
34UD: East Northamptonshire	18.6	359	45.1	335	21.8	362	35.8	299
34UE: Kettering	24.6	209	50.7	252	29.4	198	36.8	271
34UF: Northampton	22.3	273	49.5	268	29.0	205	37.7	254
34UG: South Northamptonshire	18.8	352	45.0	338	21.0	372	32.5	367
34UH: Wellingborough	18.4	363	44.4	343	22.6	348	36.5	277
37UB: Ashfield	25.0	202	50.2	258	29.9	186	41.8	173
37UC: Bassetlaw	30.3	89	54.9	153	32.3	144	45.2	107
37UD: Broxtowe	25.8	179	58.0	89	33.5	108	44.3	121
37UE: Gedling	31.4	74	59.4	66	34.9	88	44.6	116
37UF: Mansfield	27.2	147	54.7	160	30.3	178	44.2	125
37UG: Newark and Sherwood	24.2	222	52.3	207	27.7	238	42.1	166
37UJ: Rushcliffe	24.2	222	56.8	111	31.9	149	41.7	176
Total	25.2		53.4		30.0		40.3	

#### **West Midlands Metropolitan County**

00CN: Birmingham	29.1	109	55.0	151	33.5	108	38.8	235
00CQ: Coventry	26.0	173	58.7	79	38.1	43	44.8	115
00CR: Dudley	24.3	219	47.4	301	28.3	227	40.0	214
00CS: Sandwell	24.6	209	45.9	323	25.8	286	42.6	153
00CT: Solihull	26.7	157	56.3	125	32.2	145	38.1	247
00CU: Walsall	27.5	142	49.5	268	27.9	237	43.2	138
00CW: Wolverhampton	28.6	119	50.3	256	30.2	181	40.4	206
Total	27.2		52.6		31.6		40.7	

#### **Rest of West Midlands**

00GA: Herefordshire, County of	21.6	286	44.3	345	24.6	316	36.8	271
00GF: Telford and Wrekin	24.1	225	52.7	201	27.7	238	42.6	153
00GL: Stoke-on-Trent	31.0	82	55.0	151	31.2	160	46.7	89
39UB: Bridgnorth	22.7	265	49.7	264	25.7	288	34.7	331
39UC: North Shropshire	22.0	277	48.9	275	26.2	276	46.7	89
39UD: Oswestry	26.7	157	54.4	170	30.8	168	42.9	147
39UE: Shrewsbury and Atcham	29.2	104	57.3	98	35.7	77	44.0	128
39UF: South Shropshire	18.1	369	40.4	388	20.4	377	41.1	192
41UB: Cannock Chase	25.9	177	48.8	278	30.4	176	40.9	198
41UC: East Staffordshire	25.6	184	55.6	144	30.2	181	38.9	231
41UD: Lichfield	25.2	196	49.2	273	27.6	241	39.9	215
41UE: Newcastle-under- Lyme	31.3	77	59.3	68	34.5	92	47.6	77
41UF: South Staffordshire	26.6	162	58.5	83	33.4	111	41.4	184
41UG: Stafford	34.2	44	62.5	23	36.4	66	46.7	89
41UH: Staffordshire Moorlands	30.9	85	57.2	99	32.9	123	42.1	166
41UK: Tamworth	26.1	169	48.6	281	26.9	258	35.0	325
44UB: North Warwickshire	28.4	122	55.8	142	33.5	108	38.1	247
44UC: Nuneaton and Bedworth	26.0	173	57.1	105	34.0	99	41.5	182
44UD: Rugby	20.9	303	50.1	260	29.1	201	41.6	179
44UE: Stratford-on-Avon	19.1	348	44.4	343	27.1	253	35.3	318
44UF: Warwick	19.6	339	50.7	252	30.7	171	42.5	157
47UB: Bromsgrove	25.8	179	50.9	240	28.1	234	38.6	239
47UC: Malvern Hills	19.8	334	45.2	334	24.1	325	38.6	239
47UD: Redditch	20.7	309	45.3	333	26.6	266	30.6	389
47UE: Worcester	25.0	202	53.0	195	31.7	150	39.8	218
47UF: Wychavon	18.7	353	41.2	382	21.9	360	35.3	318
47UG: Wyre Forest	21.5	290	44.0	350	25.8	286	36.5	277
Total	25.1		51.8		29.6		40.7	

#### **East of England**

00JA: Peterborough	22.8	261	52.3	207	28.2	231	35.1	323
00KA: Luton	23.7	231	48.6	281	26.7	263	42.0	169
00KF: Southend-on-Sea	24.4	214	52.0	214	28.8	209	34.6	335
00KG: Thurrock	25.7	181	49.3	271	27.5	243	35.5	308
09UC: Mid Bedfordshire	20.1	326	48.2	289	25.7	288	35.1	323
09UD: Bedford	24.6	209	52.9	198	30.3	178	39.3	228
09UE: South Bedfordshire	21.0	299	45.9	323	26.3	274	36.1	291
12UB: Cambridge	20.8	307	52.3	207	26.8	261	45.0	111
12UC: East Cambridgeshire	15.2	398	40.1	390	21.5	365	33.6	348
12UD: Fenland	22.9	259	46.6	311	25.9	284	34.9	328
12UE: Huntingdonshire	20.7	309	49.0	274	26.6	266	35.9	296

12UG: South								
Cambridgeshire	18.6	359	50.8	246	25.4	296	36.5	277
22UB: Basildon	22.5	268	44.1	349	24.7	311	33.6	348
22UC: Braintree	16.8	380	38.6	399	19.6	389	33.9	344
22UD: Brentwood	19.7	337	42.7	366	22.5	351	31.6	379
22UE: Castle Point	26.2	166	48.4	284	27.3	249	36.4	282
22UF: Chelmsford	20.0	328	46.5	313	26.0	281	34.9	328
22UG: Colchester	22.8	261	47.4	301	28.3	227	41.8	173
22UH: Epping Forest	21.6	286	43.9	351	22.8	347	30.8	386
22UJ: Harlow	26.1	169	49.9	261	28.0	235	38.0	250
22UK: Maldon	22.5	268	47.6	297	27.4	247	35.5	308
22UL: Rochford	25.3	194	50.8	246	28.7	213	37.4	261
22UN: Tendring	23.0	250	47.7	295	26.1	278	40.1	211
22UQ: Uttlesford	17.0	378	42.6	368	20.0	383	28.9	400
26UB: Broxbourne	22.4	271	48.2	289	27.3	249	34.2	338
26UC: Dacorum	18.2	366	42.4	370	20.1	382	35.5	308
26UD: East Hertfordshire	18.5	361	48.1	292	23.2	342	32.1	370
26UE: Hertsmere	18.2	366	43.9	351	19.9	384	31.8	376
26UF: North Hertfordshire	18.4	363	49.5	268	25.4	296	38.9	231
26UG: St Albans	20.0	328	47.8	294	23.5	337	36.3	284
26UH: Stevenage	23.1	247	51.2	231	24.7	311	38.1	247
26UJ: Three Rivers	20.4	315	45.8	328	22.1	358	33.1	357
26UK: Watford	24.0	228	50.5	254	27.1	253	36.3	284
26UL: Welwyn Hatfield	20.9	303	46.3	316	24.7	311	39.7	223
33UB: Breckland	18.7	353	45.5	331	22.5	351	37.6	256
33UC: Broadland	26.8	154	57.2	99	33.2	118	39.8	218
33UD: Great Yarmouth	23.1	247	48.4	284	27.6	241	39.7	223
33UE: King's Lynn and West Norfolk	19.5	343	46.1	319	24.6	316	44.5	118
33UF: North Norfolk	19.7	337	43.5	356	22.2	356	36.0	294
33UG: Norwich	27.3	144	55.5	145	32.7	130	43.1	141
33UH: South Norfolk	22.8	261	52.6	203	28.7	213	42.6	153
42UB: Babergh	20.2	324	43.5	356	23.7	331	35.0	325
42UC: Forest Heath	12.5	404	31.7	403	15.6	403	35.7	302
42UD: Ipswich	22.9	259	50.9	240	25.1	302	43.0	144
42UE: Mid Suffolk	22.2	275	45.1	335	21.9	360	35.7	302
42UF: St Edmundsbury	21.4	293	47.3	304	24.8	307	36.3	284
42UG: Suffolk Coastal	23.7	231	49.6	266	28.3	227	39.6	225
42UH: Waveney	23.5	235	51.2	231	28.9	206	41.9	170
Total	21.6		47.9		25.6		37.2	

#### Inner London

00AA: City of London	#N/A		#N/A		#N/A		#N/A	
00AG: Camden	17.9	372	42.3	371	21.2	371	31.5	380
00AM: Hackney	22.3	273	45.5	331	23.6	333	31.5	380
00AN: Hammersmith and Fulham	15.0	399	35.4	402	16.2	402	30.0	395

00AP: Haringey	21.6	286	44.2	346	25.5	293	31.9	375
00AU: Islington	18.1	369	41.1	383	20.9	374	28.7	401
00AW: Kensington and Chelsea	10.0	406	29.7	406	12.8	406	23.6	406
00AY: Lambeth	20.4	315	43.8	353	22.4	353	30.3	393
00AZ: Lewisham	23.0	250	54.1	177	27.5	243	36.9	270
00BB: Newham	19.5	343	39.6	394	19.9	384	35.2	321
00BE: Southwark	21.3	294	45.7	330	22.6	348	32.9	361
00BG: Tower Hamlets	14.0	403	31.3	405	15.3	405	30.2	394
00BJ: Wandsworth	14.9	400	39.4	397	17.6	400	26.7	404
00BK: Westminster	11.4	405	31.5	404	15.4	404	24.9	405
Total	18.1		41.1		20.5		30.8	

#### Outer London

00AB: Barking and Dagenham	27.1	149	49.9	261	27.0	256	40.5	203
00AC: Barnet	20.7	309	46.1	319	23.8	328	32.0	372
00AD: Bexley	24.9	205	53.8	182	28.7	213	38.4	241
00AE: Brent	19.1	348	39.7	392	21.8	362	32.8	363
00AF: Bromley	21.9	280	48.9	275	24.1	325	33.3	352
00AH: Croydon	25.4	192	54.4	170	28.5	220	37.0	268
00AJ: Ealing	23.0	250	48.7	279	26.6	266	33.2	355
00AK: Enfield	26.1	169	53.5	185	29.2	200	37.4	261
00AL: Greenwich	23.4	237	50.8	246	26.8	261	37.3	263
00AQ: Harrow	21.1	297	44.2	346	24.5	319	34.2	338
00AR: Havering	26.7	157	49.3	271	28.7	213	36.8	271
00AS: Hillingdon	22.1	276	45.1	335	24.3	321	36.3	284
00AT: Hounslow	19.5	343	43.1	359	23.6	333	32.8	363
00AX: Kingston upon Thames	18.4	363	42.5	369	21.5	365	34.5	337
00BA: Merton	21.2	296	46.6	311	23.3	340	32.9	361
00BC: Redbridge	24.6	209	46.0	321	24.3	321	36.5	277
00BD: Richmond upon Thames	18.7	353	42.9	363	20.4	377	30.6	389
00BF: Sutton	25.0	202	53.9	179	28.5	220	36.2	289
00BH: Waltham Forest	24.3	219	46.3	316	26.2	276	35.5	308
Total	22.9		47.9		25.5		35.1	

#### South East

00LC: Medway	24.2	222	55.2	148	28.2	231	38.7	238
00MA: Bracknell Forest	15.9	389	37.8	401	19.8	387	32.5	367
00MB: West Berkshire	14.8	401	39.2	398	18.6	396	30.5	391
00MC: Reading	17.3	375	41.4	379	19.8	387	35.4	316
00MD: Slough	20.2	324	41.3	380	20.4	377	34.0	343
00ME: Windsor and Maidenhead	15.9	389	39.5	395	18.3	398	28.1	402
00MF: Wokingham	15.4	396	39.9	391	20.3	380	30.7	388

00MG: Milton Keynes	18.7	353	46.9	308	24.3	321	31.3	383
00ML: Brighton and Hove	27.6	137	56.7	115	31.3	158	42.2	163
00MR: Portsmouth	24.9	205	54.7	160	30.7	171	43.5	134
00MS: Southampton	25.9	177	53.3	188	30.2	181	41.4	184
00MW: Isle of Wight	26.0	173	50.9	240	28.9	206	41.1	192
11UB: Aylesbury Vale	19.8	334	46.4	314	23.6	333	35.0	325
11UC: Chiltern	15.7	393	43.1	359	19.4	391	30.0	395
11UE: South Bucks	15.7	393	41.0	385	19.0	394	30.9	385
11UF: Wycombe	15.3	397	39.5	395	18.4	397	29.4	398
21UC: Eastbourne	23.2	245	51.3	229	27.3	249	43.2	138
21UD: Hastings	28.9	112	57.5	94	29.9	186	39.9	215
21UF: Lewes	23.9	229	51.8	222	27.4	247	36.4	282
21UG: Rother	24.9	205	51.2	231	26.1	278	34.2	338
21UH: Wealden	20.0	328	44.6	341	23.9	327	34.2	338
24UB: Basingstoke and Deane	18.7	353	47.1	306	24.4	320	38.8	235
24UC: East Hampshire	18.5	361	42.0	373	20.6	376	32.0	372
24UD: Eastleigh	21.9	280	53.4	187	29.8	188	37.8	253
24UE: Fareham	23.0	250	54.7	160	29.8	188	42.7	149
24UF: Gosport	22.0	277	52.2	212	28.4	225	41.3	189
24UG: Hart	15.8	392	42.2	372	21.5	365	33.3	352
24UH: Havant	20.3	320	51.0	239	26.3	274	41.0	195
24UJ: New Forest	20.3	320	48.4	284	25.1	302	36.0	294
24UL: Rushmoor	14.8	401	40.9	387	24.8	307	32.0	372
24UN: Test Valley	20.5	314	54.6	165	27.2	252	38.9	231
24UP: Winchester	20.3	320	50.8	246	26.4	272	42.5	157
29UB: Ashford	21.7	284	51.8	222	24.8	307	33.2	355
29UC: Canterbury	25.1	199	52.8	199	28.5	220	42.2	163
29UD: Dartford	25.5	188	50.5	254	24.8	307	37.1	266
29UE: Dover	27.5	142	53.0	195	30.8	168	43.9	129
29UG: Gravesham	22.7	265	49.7	264	26.9	258	36.7	274
29UH: Maidstone	19.9	331	45.9	323	23.5	337	35.5	308
29UK: Sevenoaks	17.7	374	41.1	383	19.0	394	29.9	397
29UL: Shepway	23.3	239	51.9	220	26.5	269	35.5	308
29UM: Swale	23.3	239	49.6	266	24.9	306	36.5	277
29UN: Thanet	27.0	151	54.3	175	26.7	263	39.0	230
29UP: Tonbridge and Malling	19.1	348	47.4	301	22.6	348	34.7	331
29UQ: Tunbridge Wells	16.8	380	41.0	385	16.5	401	33.0	358
38UB: Cherwell	20.1	326	48.0	293	26.0	281	36.3	284
38UC: Oxford	24.4	214	57.9	91	33.3	115	50.7	47
38UD: South Oxfordshire	18.9	351	44.8	340	23.7	331	37.0	268
38UE: Vale of White Horse	19.3	347	50.2	258	26.5	269	37.6	256
38UF: West Oxfordshire	16.5	385	41.6	376	20.7	375	35.7	302
43UB: Elmbridge	16.5	385	42.8	364	19.6	389	31.7	378
43UC: Epsom and Ewell	20.4	315	48.3	287	23.3	340	37.6	256

43UD: Guildford	16.2	388	41.6	376	19.4	391	32.1	370
43UE: Mole Valley	16.8	380	44.2	346	21.8	362	27.8	403
43UF: Reigate and Banstead	21.5	290	46.2	318	23.2	342	34.7	331
43UG: Runnymede	18.7	353	43.1	359	21.3	370	35.5	308
43UH: Spelthorne	23.0	250	48.3	287	25.4	296	32.6	365
43UJ: Surrey Heath	15.9	389	42.7	366	21.0	372	33.8	346
43UK: Tandridge	17.3	375	41.6	376	22.4	353	33.0	358
43UL: Waverley	15.6	395	40.2	389	17.9	399	29.3	399
43UM: Woking	16.6	384	43.7	354	21.5	365	30.8	386
45UB: Adur	23.5	235	51.4	228	26.5	269	39.8	218
45UC: Arun	19.6	339	45.9	323	26.4	272	31.8	376
45UD: Chichester	17.1	377	43.0	362	22.3	355	35.2	321
45UE: Crawley	21.9	280	48.9	275	25.5	293	30.4	392
45UF: Horsham	19.6	339	47.6	297	23.2	342	31.0	384
45UG: Mid Sussex	20.9	303	48.2	289	24.7	311	33.9	344
45UH: Worthing	23.0	250	55.1	150	30.7	171	35.6	307
Total	20.4		47.7		24.5		35.9	

### South West

00HA: Bath and North East								
Somerset	26.2	166	56.6	117	34.0	99	41.6	179
00HB: Bristol, City of	26.1	169	56.2	130	33.2	118	40.7	200
00HC: North Somerset	24.4	214	52.0	214	31.4	155	40.1	211
00HD: South Gloucestershire	25.2	196	56.8	111	34.7	91	40.5	203
00HG: Plymouth	30.0	93	64.1	14	35.2	84	46.6	93
00HH: Torbay	23.3	239	52.0	214	29.6	191	42.8	148
00HN: Bournemouth	17.0	378	41.9	374	23.6	333	33.6	348
00HP: Poole	22.4	271	52.0	214	28.7	213	37.1	266
00HX: Swindon	23.9	229	54.0	178	30.1	185	39.8	218
15UB: Caradon	28.3	125	57.9	91	34.0	99	42.3	160
15UC: Carrick	26.2	166	56.3	125	33.7	104	44.3	121
15UD: Kerrier	21.8	283	43.7	354	25.7	288	40.3	208
15UE: North Cornwall	20.6	313	43.4	358	23.0	345	38.2	245
15UF: Penwith	26.9	153	50.3	256	30.5	175	33.7	347
15UG: Restormel	27.3	144	56.3	125	29.3	199	42.7	149
18UB: East Devon	23.1	247	50.9	240	27.5	243	41.4	184
18UC: Exeter	26.0	173	60.6	51	36.5	63	46.9	86
18UD: Mid Devon	25.6	184	54.6	165	28.6	219	42.1	166
18UE: North Devon	25.1	199	51.8	222	28.7	213	45.2	107
18UG: South Hams	25.5	188	51.9	220	26.1	278	44.4	119
18UH: Teignbridge	24.4	214	52.0	214	30.7	171	38.4	241
18UK: Torridge	17.9	372	46.4	314	22.1	358	36.2	289
18UL: West Devon	22.5	268	51.2	231	28.9	206	37.3	263
19UC: Christchurch	20.4	315	44.9	339	23.0	345	42.7	149
19UD: East Dorset	16.7	383	44.6	341	19.9	384	38.3	244

19UE: North Dorset	21.0	299	50.8	246	23.8	328	34.7	331
19UG: Purbeck	21.3	294	54.9	153	27.7	238	40.4	206
19UH: West Dorset	23.4	237	54.4	170	29.7	190	46.0	96
19UJ: Weymouth and Portland	28.4	122	54.4	170	33.1	120	47.5	78
23UB: Cheltenham	21.7	284	52.3	207	27.5	243	35.8	299
23UC: Cotswold	16.5	385	37.9	400	19.2	393	33.3	352
23UD: Forest of Dean	25.4	192	53.9	179	28.5	220	38.0	250
23UE: Gloucester	23.2	245	54.3	175	29.6	191	39.6	225
23UF: Stroud	23.3	239	51.1	237	26.9	258	36.1	291
23UG: Tewkesbury	23.6	233	53.2	191	27.0	256	34.1	342
40UB: Mendip	19.4	346	47.7	295	25.4	296	38.9	231
40UC: Sedgemoor	24.4	214	56.3	125	31.7	150	39.8	218
40UD: South Somerset	20.3	320	52.0	214	28.8	209	43.3	136
40UE: Taunton Deane	25.3	194	60.0	56	35.8	73	44.9	114
40UF: West Somerset	28.4	122	56.6	117	35.7	77	35.9	296
46UB: Kennet	18.2	366	42.8	364	20.2	381	37.7	254
46UC: North Wiltshire	20.9	303	52.5	205	25.5	293	36.7	274
46UD: Salisbury	20.4	315	51.2	231	26.7	263	43.0	144
46UF: West Wiltshire	21.6	286	51.6	226	29.1	201	43.7	133
Total	23.6		53.2		29.7		40.4	

### Wales

00NA: Isle of Anglesey	37.9	14	62.3	28	41.7	11	58.7	7
00NC: Gwynedd	34.8	37	60.2	54	39.5	27	56.8	13
00NE: Conwy	29.5	99	55.4	146	33.7	104	53.5	30
00NG: Denbighshire	33.9	45	60.2	54	40.2	23	52.5	37
00NJ: Flintshire	31.0	82	58.0	89	38.2	42	51.0	44
00NL: Wrexham	34.3	41	59.5	62	37.7	47	54.0	26
00NN: Powys	26.5	163	49.9	261	30.3	178	43.3	136
00NQ: Ceredigion	32.9	56	60.8	48	40.7	17	59.1	6
00NS: Pembrokeshire	33.5	51	57.2	99	32.5	137	54.0	26
00NU: Carmarthenshire	37.4	17	61.9	32	38.6	36	57.5	10
00NX: Swansea	37.2	18	64.7	11	42.4	8	54.9	20
00NZ: Neath Port Talbot	41.9	5	66.8	6	42.4	8	56.5	15
00PB: Bridgend	39.6	8	64.8	10	41.5	12	48.9	66
00PD: The Vale of Glamorgan	33.7	47	62.6	20	36.0	71	51.5	41
00PF: Rhondda, Cynon, Taff	41.0	6	66.7	7	41.1	14	55.6	18
00PH: Merthyr Tydfil	42.2	4	66.3	8	42.5	7	53.8	28
00PK: Caerphilly	35.7	27	61.9	32	37.3	52	54.7	21
00PL: Blaenau Gwent	38.1	11	59.1	73	33.4	111	53.3	31
00PM: Torfaen	35.7	27	62.5	23	39.2	31	50.9	45
00PP: Monmouthshire	30.3	89	58.3	84	33.4	111	48.2	71
00PR: Newport	32.4	62	63.2	18	37.8	45	50.2	50
00PT: Cardiff	32.3	63	62.7	19	37.8	45	50.9	45

Total	35.0		61.7		38.3		53.1	
<b>Strathclyde</b>								
00QD: Argyll and Bute	32.1	66	57.1	105	36.6	62	57.6	9
00QG: West								
Dunbartonshire	41.0	6	61.1	43	44.3	5	60.6	4
00QK: East Ayrshire	37.6	16	60.9	47	39.5	27	54.3	24
00QL: East								
Dunbartonshire	36.7	22	60.8	48	40.7	17	57.4	11
00QN: East Renfrewshire	35.3	30	63.3	16	44.1	6	49.6	56
00QS: Glasgow City	32.9	56	56.7	115	38.6	36	49.2	63
00QU: Inverclyde	36.8	21	62.6	20	39.9	25	60.1	5
00QY: North Ayrshire	35.0	34	56.4	124	35.7	77	58.3	8
00QZ: North Lanarkshire	35.8	25	59.0	76	38.7	35	49.5	57
00RC: Renfrewshire	33.6	49	58.8	78	41.3	13	49.4	59
00RE: South Ayrshire	31.2	79	58.1	87	36.2	68	56.3	16
00RF: South Lanarkshire	35.0	34	59.4	66	37.5	50	51.2	42
Total	34.8		58.8		39.0		52.2	
<b>Rest of Scotland</b>								
00QA: Aberdeen City	21.1	297	45.9	323	28.2	231	42.3	160
00QB: Aberdeenshire	21.0	299	48.5	283	28.4	225	47.1	84
00QC: Angus	28.2	128	57.5	94	35.6	80	52.3	38
00QE: Scottish Borders	27.7	134	56.5	120	35.3	83	53.6	29
00QF: Clackmannanshire	29.8	96	53.1	192	38.6	36	47.9	74
00QH: Dumfries and Galloway	31.7	71	54.8	157	38.3	41	52.9	34
00QJ: Dundee City	33.4	53	60.4	53	40.3	22	56.2	17
00QM: East Lothian	29.7	97	59.1	73	37.6	48	52.3	38
00QP: Edinburgh, City of	29.1	109	59.5	62	39.7	26	49.4	59
00QQ: Falkirk	35.8	25	62.0	30	40.9	15	53.2	32
00QR: Fife	30.9	85	59.3	68	36.5	63	54.6	22
00QT: Highland	34.4	38	62.0	30	40.6	19	54.5	23
00QW: Midlothian	33.6	49	61.1	43	40.1	24	56.9	12
00QX: Moray	27.6	137	51.7	225	35.1	86	55.4	19
00RA: Orkney Islands	36.4	24	66.0	9	45.3	4	62.5	2
00RB: Perth and Kinross	28.3	125	54.4	170	36.0	71	50.1	54
00RD: Shetland Islands	35.1	33	59.7	60	35.8	73	62.1	3
00RG: Stirling	30.8	87	58.1	87	37.2	54	53.1	33
00RH: West Lothian	27.8	132	50.9	240	34.5	92	50.1	54
00RJ: Eilean Siar	47.9	2	73.1	2	46.4	3	67.8	1
Total	29.2		56.5		36.5		51.6	

Annex 2: Change in Union Density: 2000/10-2011/21

	2000-2010		2011-2021		2000/10-2011/21 Percentage Change	
	%	Rank	%	Rank	%	Rank
<b>Tyne and Wear</b>						
00CH: Gateshead	38.1	31	32.9	37	-13.6	210
00CJ: Newcastle upon Tyne	35.8	53	30.5	59	-14.8	187
00CK: North Tyneside	37.8	34	30.0	64	-20.6	86
00CL: South Tyneside	39.8	17	31.8	44	-20.1	101
00CM: Sunderland	37.1	43	32.0	43	-13.7	206
Total	37.4		31.4		-16.0	
<b>Rest of North East</b>						
00EB: Hartlepool	38.2	28	31.4	48	-17.8	136
00EC: Middlesbrough	35.9	51	28.9	85	-19.5	112
00EE: Redcar and Cleveland	41.6	10	29.1	82	-30.0	20
00EF: Stockton-on-Tees	35.9	51	27.7	101	-22.8	59
00EH: Darlington	30.3	131	23.6	189	-22.1	69
20UB: Chester-le-Street	39.6	19	36.1	12	-8.8	290
20UD: Derwentside	32.2	99	26.4	123	-18.0	134
20UE: Durham	44.3	5	34.4	24	-22.3	66
20UF: Easington	37.3	38	31.0	52	-16.9	155
20UG: Sedgefield	33.9	71	30.2	61	-10.9	254
20UH: Teesdale	21.5	327	35.5	15	65.1	406
20UJ: Wear Valley	36.7	47	30.9	53	-15.8	170
35UB: Alnwick	36.2	50	23.5	193	-35.1	7
35UC: Berwick-upon-Tweed	27.9	180	13.8	395	-50.5	1
35UD: Blyth Valley	37.5	36	28.3	95	-24.5	47
35UE: Castle Morpeth	35.4	57	29.6	71	-16.4	163
35UF: Tynedale	34.3	65	28.4	93	-17.2	144
35UG: Wansbeck	41.0	12	35.5	15	-13.4	213
Total	36.6		29.2		-20.2	
<b>Greater Manchester</b>						
00BL: Bolton	33.3	80	30.0	64	-9.9	276
00BM: Bury	31.8	103	26.8	118	-15.7	171
00BN: Manchester	29.3	142	25.5	138	-13.0	224
00BP: Oldham	32.2	99	25.8	132	-19.9	106
00BQ: Rochdale	33.1	84	25.5	138	-23.0	57
00BR: Salford	31.7	105	24.8	157	-21.8	72
00BS: Stockport	31.1	120	26.6	120	-14.5	190
00BT: Tameside	33.1	84	25.5	138	-23.0	57
00BU: Trafford	28.0	172	25.0	153	-10.7	257
00BW: Wigan	38.0	33	30.7	57	-19.2	114
Total	32.2		26.7		-17.1	

**Merseyside**

00BX: Knowsley	40.8	13	34.0	26	-16.7	157
00BY: Liverpool	40.8	13	35.9	13	-12.0	236
00BZ: St. Helens	37.4	37	29.4	75	-21.4	76
00CA: Sefton	38.8	23	34.9	21	-10.1	270
00CB: Wirral	39.6	19	34.9	21	-11.9	238
Total	39.6		34.4		-13.1	

#### **Rest of North West**

00ET: Halton	39.1	21	30.2	61	-22.8	59
00EU: Warrington	32.4	98	25.8	132	-20.4	93
00EX: Blackburn with Darwen	29.0	154	26.3	126	-9.3	281
00EY: Blackpool	29.3	142	28.0	97	-4.4	333
13UB: Chester	31.1	120	24.5	168	-21.2	78
13UC: Congleton	27.2	202	21.0	263	-22.8	59
13UD: Crewe and Nantwich	32.8	90	26.5	121	-19.2	114
13UE: Ellesmere Port & Neston	31.7	105	28.8	89	-9.1	283
13UG: Macclesfield	23.6	279	22.4	228	-5.1	330
13UH: Vale Royal	27.5	192	23.7	188	-13.8	205
16UB: Allerdale	37.0	45	40.8	4	10.3	392
16UC: Barrow-in-Furness	42.2	9	48.6	2	15.2	399
16UD: Carlisle	34.3	65	29.7	69	-13.4	213
16UE: Copeland	54.3	1	53.4	1	-1.7	345
16UF: Eden	23.5	282	25.0	153	6.4	382
16UG: South Lakeland	28.5	162	22.5	224	-21.1	80
30UD: Burnley	35.1	59	29.7	69	-15.4	176
30UE: Chorley	32.8	90	29.5	73	-10.1	270
30UF: Fylde	32.5	96	27.5	105	-15.4	176
30UG: Hyndburn	32.6	95	25.9	131	-20.6	86
30UH: Lancaster	34.1	68	29.6	71	-13.2	221
30UJ: Pendle	27.6	191	22.4	228	-18.8	122
30UK: Preston	31.6	108	27.1	112	-14.2	199
30UL: Ribble Valley	32.8	90	26.1	129	-20.4	93
30UM: Rossendale	29.4	141	24.4	171	-17.0	151
30UN: South Ribble	33.9	71	29.4	75	-13.3	219
30UP: West Lancashire	34.5	63	24.6	161	-28.7	27
30UQ: Wyre	31.3	116	29.1	82	-7.0	311
Total	32.0		28.1		-12.2	

#### **South Yorkshire**

00CC: Barnsley	35.7	55	33.0	35	-7.6	304
00CE: Doncaster	31.5	112	31.8	44	1.0	360
00CF: Rotherham	33.2	83	29.5	73	-11.1	249
00CG: Sheffield	34.4	64	31.3	49	-9.0	287
Total	33.7		31.4		-6.8	

#### **West Yorkshire**

00CX: Bradford	28.2	167	25.5	138	-9.6	278
00CY: Calderdale	28.0	172	28.9	85	3.2	375
00CZ: Kirklees	31.3	116	25.5	138	-18.5	127
00DA: Leeds	28.7	159	26.1	129	-9.1	283
00DB: Wakefield	33.1	84	29.4	75	-11.2	246
Total	29.7		26.6		-10.4	

#### **Rest of Yorkshire & Humberside**

00FA: Kingston upon Hull, City of	28.0	172	25.4	146	-9.3	281
00FB: East Riding of Yorkshire	31.1	120	24.9	155	-19.9	106
00FC: North East Lincolnshire	31.5	112	23.9	181	-24.1	49
00FD: North Lincolnshire	33.4	79	26.7	119	-20.1	101
00FF: York	28.0	172	23.4	194	-16.4	163
36UB: Craven	23.0	292	22.9	212	-0.4	355
36UC: Hambleton	26.7	213	23.9	181	-10.5	260
36UD: Harrogate	23.1	291	20.0	288	-13.4	213
36UE: Richmondshire	24.8	249	16.4	362	-33.9	8
36UF: Ryedale	21.0	334	18.7	329	-11.0	253
36UG: Scarborough	27.9	180	25.7	136	-7.9	300
36UH: Selby	29.0	154	25.5	138	-12.1	234
Total	28.5		23.9		-16.1	

#### **East Midlands**

00FK: Derby	33.8	74	31.5	47	-6.8	313
00FN: Leicester	24.1	263	22.6	220	-6.2	322
00FP: Rutland	23.3	287	16.1	366	-30.9	14
00FY: Nottingham	27.8	185	24.0	177	-13.7	206
17UB: Amber Valley	27.4	196	28.1	96	2.6	372
17UC: Bolsover	34.0	69	27.8	100	-18.2	131
17UD: Chesterfield	34.0	69	28.9	85	-15.0	185
17UF: Derbyshire Dales	27.3	199	21.3	253	-22.0	70
17UG: Erewash	30.3	131	28.4	93	-6.3	320
17UH: High Peak	28.5	162	26.3	126	-7.7	302
17UJ: North East Derbyshire	31.6	108	27.0	114	-14.6	189
17UK: South Derbyshire	33.0	87	25.8	132	-21.8	72
31UB: Blaby	29.3	142	26.3	126	-10.2	268
31UC: Charnwood	23.7	276	21.8	245	-8.0	298
31UD: Harborough	22.3	308	19.8	294	-11.2	246
31UE: Hinckley and Bosworth	26.2	215	23.1	205	-11.8	240
31UG: Melton	21.6	326	18.0	343	-16.7	157
31UH: North West Leicestershire	29.2	147	21.4	250	-26.7	36
31UJ: Oadby and Wigston	30.4	128	23.1	205	-24.0	52
32UB: Boston	28.0	172	19.4	308	-30.7	17

32UC: East Lindsey	23.9	270	20.1	286	-15.9	169
32UD: Lincoln	27.2	202	20.3	279	-25.4	41
32UE: North Kesteven	25.8	228	20.3	279	-21.3	77
32UF: South Holland	20.4	347	16.5	361	-19.1	116
32UG: South Kesteven	26.8	210	19.4	308	-27.6	33
32UH: West Lindsey	26.2	215	29.2	81	11.5	396
34UB: Corby	27.9	180	23.9	181	-14.3	197
34UC: Daventry	23.6	279	17.2	354	-27.1	35
34UD: East Northamptonshire	22.1	312	15.3	379	-30.8	15
34UE: Kettering	24.8	249	24.5	168	-1.2	347
34UF: Northampton	26.1	220	18.5	335	-29.1	25
34UG: South Northamptonshire	18.6	378	18.9	323	1.6	367
34UH: Wellingborough	16.9	393	20.0	288	18.3	401
37UB: Ashfield	29.2	147	20.8	270	-28.8	26
37UC: Bassetlaw	33.0	87	27.4	109	-17.0	151
37UD: Broxtowe	28.9	156	22.8	213	-21.1	80
37UE: Gedling	33.5	76	29.3	79	-12.5	228
37UF: Mansfield	31.6	108	23.4	194	-25.9	40
37UG: Newark and Sherwood	26.1	220	22.4	228	-14.2	199
37UJ: Rushcliffe	27.9	180	21.7	246	-22.2	68
Total	27.4		23.2		-15.3	

#### West Midlands Metropolitan County

00CN: Birmingham	31.7	105	26.9	116	-15.1	182
00CQ: Coventry	31.3	116	22.0	239	-29.7	22
00CR: Dudley	26.2	215	22.7	218	-13.4	213
00CS: Sandwell	25.0	244	24.2	174	-3.2	338
00CT: Solihull	26.3	214	27.0	114	2.7	373
00CU: Walsall	30.4	128	25.1	150	-17.4	141
00CW: Wolverhampton	31.8	103	25.8	132	-18.9	120
Total	29.6		25.1		-15.2	

#### Rest of West Midlands

00GA: Herefordshire, County of	24.1	263	19.3	314	-19.9	106
00GF: Telford and Wrekin	26.9	208	21.5	248	-20.1	101
00GL: Stoke-on-Trent	34.8	61	27.5	105	-21.0	83
39UB: Bridgnorth	24.7	253	21.0	263	-15.0	185
39UC: North Shropshire	23.8	273	20.4	275	-14.3	197
39UD: Oswestry	31.0	124	23.2	200	-25.2	42
39UE: Shrewsbury and Atcham	32.5	96	26.4	123	-18.8	122
39UF: South Shropshire	21.0	334	15.1	381	-28.1	32
41UB: Cannock Chase	29.1	151	23.1	205	-20.6	86
41UC: East Staffordshire	28.0	172	23.4	194	-16.4	163

41UD: Lichfield	25.9	226	24.6	161	-5.0	331
41UE: Newcastle-under-Lyme	34.6	62	28.7	91	-17.1	146
41UF: South Staffordshire	26.8	210	26.4	123	-1.5	346
41UG: Stafford	38.2	28	30.9	53	-19.1	116
41UH: Staffordshire Moorlands	35.8	53	25.3	148	-29.3	24
41UK: Tamworth	28.9	156	23.9	181	-17.3	143
44UB: North Warwickshire	30.2	134	26.5	121	-12.3	231
44UC: Nuneaton and Bedworth	29.3	142	22.5	224	-23.2	55
44UD: Rugby	22.2	311	20.1	286	-9.5	279
44UE: Stratford-on-Avon	18.9	372	19.2	319	1.6	367
44UF: Warwick	21.8	320	17.4	351	-20.2	97
47UB: Bromsgrove	24.0	269	27.2	111	13.3	397
47UC: Malvern Hills	23.5	282	16.3	364	-30.6	18
47UD: Redditch	24.6	256	17.1	355	-30.5	19
47UE: Worcester	28.0	172	22.4	228	-20.0	104
47UF: Wychavon	17.8	383	19.5	306	9.6	390
47UG: Wyre Forest	24.1	263	18.5	335	-23.2	55
Total	27.5		22.9		-16.7	

#### East of England

00JA: Peterborough	24.3	259	21.5	248	-11.5	242
00KA: Luton	25.4	236	22.5	224	-11.4	244
00KF: Southend-on-Sea	24.1	263	24.6	161	2.1	369
00KG: Thurrock	28.2	167	23.2	200	-17.7	137
09UC: Mid Bedfordshire	22.0	315	18.4	337	-16.4	163
09UD: Bedford	24.9	246	24.4	171	-2.0	343
09UE: South Bedfordshire	23.3	287	19.3	314	-17.2	144
12UB: Cambridge	24.9	246	17.8	345	-28.5	30
12UC: East Cambridgeshire	18.8	374	12.5	402	-33.5	10
12UD: Fenland	24.9	246	21.1	258	-15.3	180
12UE: Huntingdonshire	23.0	292	18.7	329	-18.7	125
12UG: South Cambridgeshire	20.1	352	17.3	352	-13.9	204
22UB: Basildon	21.3	329	23.6	189	10.8	394
22UC: Braintree	18.8	374	15.0	382	-20.2	97
22UD: Brentwood	19.7	358	19.8	294	0.5	359
22UE: Castle Point	27.7	188	24.9	155	-10.1	270
22UF: Chelmsford	20.7	341	19.4	308	-6.3	320
22UG: Colchester	23.7	276	22.1	237	-6.8	313
22UH: Epping Forest	21.8	320	21.3	253	-2.3	341
22UJ: Harlow	28.5	162	24.5	168	-14.0	201
22UK: Maldon	22.0	315	22.8	213	3.6	377
22UL: Rochford	27.5	192	22.8	213	-17.1	146
22UN: Tendring	25.6	232	20.7	273	-19.1	116
22UQ: Uttlesford	18.7	377	15.5	376	-17.1	146

26UB: Broxbourne	25.1	242	19.8	294	-21.1	80
26UC: Dacorum	19.1	370	17.3	352	-9.4	280
26UD: East Hertfordshire	18.4	381	18.6	333	1.1	363
26UE: Hertsmere	17.4	388	18.8	326	8.0	386
26UF: North Hertfordshire	20.5	344	16.4	362	-20.0	104
26UG: St Albans	22.4	305	17.8	345	-20.5	90
26UH: Stevenage	23.4	285	22.8	213	-2.6	340
26UJ: Three Rivers	19.2	367	21.3	253	10.9	395
26UK: Watford	27.5	192	20.7	273	-24.7	45
26UL: Welwyn Hatfield	24.5	257	18.0	343	-26.5	39
33UB: Breckland	20.4	347	17.1	355	-16.2	167
33UC: Broadland	29.2	147	24.8	157	-15.1	182
33UD: Great Yarmouth	22.9	296	23.2	200	1.3	365
33UE: King's Lynn and West Norfolk	20.2	351	18.7	329	-7.4	306
33UF: North Norfolk	24.1	263	15.4	377	-36.1	5
33UG: Norwich	29.8	139	25.5	138	-14.4	193
33UH: South Norfolk	26.1	220	19.6	303	-24.9	44
42UB: Babergh	21.1	331	19.4	308	-8.1	295
42UC: Forest Heath	14.9	403	10.5	404	-29.5	23
42UD: Ipswich	24.1	263	22.0	239	-8.7	291
42UE: Mid Suffolk	24.2	260	20.8	270	-14.0	201
42UF: St Edmundsbury	23.5	282	19.5	306	-17.0	151
42UG: Suffolk Coastal	22.4	305	24.7	159	10.3	392
42UH: Waveney	25.6	232	21.1	258	-17.6	138
Total	23.1		20.2		-12.6	

### Inner London

00AA: City of London						
00AG: Camden	20.1	352	15.9	372	-20.9	85
00AM: Hackney	25.0	244	20.4	275	-18.4	129
00AN: Hammersmith and Fulham	17.1	389	13.4	400	-21.6	75
00AP: Haringey	23.8	273	20.0	288	-16.0	168
00AU: Islington	22.6	302	15.2	380	-32.7	11
00AW: Kensington and Chelsea	11.4	406	8.6	406	-24.6	46
00AY: Lambeth	22.8	297	18.7	329	-18.0	134
00AZ: Lewisham	26.0	224	20.9	267	-19.6	111
00BB: Newham	25.4	236	15.8	373	-37.8	3
00BE: Southwark	23.2	290	19.8	294	-14.7	188
00BG: Tower Hamlets	18.5	379	11.6	403	-37.3	4
00BJ: Wandsworth	15.8	401	14.2	392	-10.1	270
00BK: Westminster	14.3	405	9.2	405	-35.7	6
Total	20.8		16.2		-22.1	

### Outer London

00AB: Barking and Dagenham	30.8	126	24.1	175	-21.8	72
00AC: Barnet	22.6	302	19.1	320	-15.5	175
00AD: Bexley	27.8	185	22.3	232	-19.8	109
00AE: Brent	22.4	305	17.0	360	-24.1	49
00AF: Bromley	22.8	297	21.1	258	-7.5	305
00AH: Croydon	28.3	165	23.0	210	-18.7	125
00AJ: Ealing	24.5	257	21.6	247	-11.8	240
00AK: Enfield	29.3	142	23.9	181	-18.4	129
00AL: Greenwich	26.9	208	20.8	270	-22.7	62
00AQ: Harrow	23.0	292	19.4	308	-15.7	171
00AR: Havering	29.2	147	24.7	159	-15.4	176
00AS: Hillingdon	25.5	235	19.4	308	-23.9	53
00AT: Hounslow	22.8	297	17.1	355	-25.0	43
00AX: Kingston upon Thames	20.9	339	16.2	365	-22.5	64
00BA: Merton	22.7	300	20.0	288	-11.9	238
00BC: Redbridge	27.7	188	22.0	239	-20.6	86
00BD: Richmond upon Thames	21.8	320	16.0	370	-26.6	38
00BF: Sutton	27.0	205	23.3	199	-13.7	206
00BH: Waltham Forest	27.4	196	22.0	239	-19.7	110
Total	25.5		20.8		-18.4	

### South East

00LC: Medway	26.1	220	22.6	220	-13.4	213
00MA: Bracknell Forest	17.1	389	14.8	384	-13.5	211
00MB: West Berkshire	16.9	393	12.8	401	-24.3	48
00MC: Reading	18.8	374	16.1	366	-14.4	193
00MD: Slough	23.9	270	17.1	355	-28.5	30
00ME: Windsor and Maidenhead	17.1	389	14.7	385	-14.0	201
00MF: Wokingham	17.5	386	13.6	397	-22.3	66
00MG: Milton Keynes	19.2	367	18.3	340	-4.7	332
00ML: Brighton and Hove	27.7	188	27.5	105	-0.7	353
00MR: Portsmouth	27.3	199	22.8	213	-16.5	161
00MS: Southampton	28.6	161	23.6	189	-17.5	140
00MW: Isle of Wight	27.4	196	24.6	161	-10.2	268
11UB: Aylesbury Vale	20.8	340	18.9	323	-9.1	283
11UC: Chiltern	16.0	400	15.4	377	-3.8	336
11UE: South Bucks	15.7	402	15.7	374	0.0	357
11UF: Wycombe	16.2	399	14.4	390	-11.1	249
21UC: Eastbourne	23.3	287	23.1	205	-0.9	351
21UD: Hastings	30.3	131	27.7	101	-8.6	292
21UF: Lewes	25.4	236	22.7	218	-10.6	259
21UG: Rother	22.0	315	27.4	109	24.5	405
21UH: Wealden	21.1	331	18.9	323	-10.4	263

24UB: Basingstoke and Deane	20.0	355	17.6	348	-12.0	236
24UC: East Hampshire	18.4	381	18.6	333	1.1	363
24UD: Eastleigh	22.7	300	21.1	258	-7.0	311
24UE: Fareham	23.9	270	22.2	233	-7.1	309
24UF: Gosport	23.8	273	20.2	283	-15.1	182
24UG: Hart	16.9	393	14.7	385	-13.0	224
24UH: Havant	20.4	347	20.2	283	-1.0	349
24UJ: New Forest	21.7	324	19.3	314	-11.1	249
24UL: Rushmoor	14.5	404	15.0	382	3.4	376
24UN: Test Valley	19.7	358	21.3	253	8.1	387
24UP: Winchester	19.6	360	20.9	267	6.6	383
29UB: Ashford	22.1	312	21.3	253	-3.6	337
29UC: Canterbury	27.1	204	23.4	194	-13.7	206
29UD: Dartford	30.0	137	21.4	250	-28.7	27
29UE: Dover	28.1	169	26.9	116	-4.3	334
29UG: Gravesham	25.7	231	20.3	279	-21.0	83
29UH: Maidstone	21.1	331	19.0	322	-10.0	275
29UK: Sevenoaks	17.0	392	18.4	337	8.2	389
29UL: Shepway	24.7	253	22.1	237	-10.5	260
29UM: Swale	26.2	215	20.9	267	-20.2	97
29UN: Thanet	30.1	135	24.0	177	-20.3	96
29UP: Tonbridge and Malling	19.2	367	19.1	320	-0.5	354
29UQ: Tunbridge Wells	16.3	398	17.1	355	4.9	379
38UB: Cherwell	21.0	334	19.3	314	-8.1	295
38UC: Oxford	25.6	232	23.4	194	-8.6	292
38UD: South Oxfordshire	19.6	360	18.4	337	-6.1	324
38UE: Vale of White Horse	20.0	355	18.8	326	-6.0	325
38UF: West Oxfordshire	17.5	386	15.6	375	-10.9	254
43UB: Elmbridge	18.5	379	14.7	385	-20.5	90
43UC: Epsom and Ewell	23.0	292	18.3	340	-20.4	93
43UD: Guildford	19.4	364	13.6	397	-29.9	21
43UE: Mole Valley	20.6	343	14.0	394	-32.0	13
43UF: Reigate and Banstead	23.6	279	19.7	299	-16.5	161
43UG: Runnymede	19.3	365	18.2	342	-5.7	326
43UH: Spelthorne	25.2	241	21.0	263	-16.7	157
43UJ: Surrey Heath	17.6	384	14.3	391	-18.8	122
43UK: Tandridge	20.5	344	13.8	395	-32.7	11
43UL: Waverley	16.5	397	14.7	385	-10.9	254
43UM: Woking	19.9	357	14.2	392	-28.6	29
45UB: Adur	21.7	324	25.4	146	17.1	400
45UC: Arun	19.5	362	19.7	299	1.0	360
45UD: Chichester	16.6	396	17.6	348	6.0	381
45UE: Crawley	24.2	260	19.6	303	-19.0	119
45UF: Horsham	22.0	315	17.7	347	-19.5	112
45UG: Mid Sussex	20.7	341	21.0	263	1.4	366

45UH: Worthing	22.1	312	23.6	189	6.8	384
Total	21.7		19.4		-10.6	
<b>South West</b>						
00HA: Bath and North East Somerset	28.1	169	24.6	161	-12.5	228
00HB: Bristol, City of	27.8	185	24.6	161	-11.5	242
00HC: North Somerset	25.1	242	23.8	186	-5.2	327
00HD: South Gloucestershire	28.3	165	22.5	224	-20.5	90
00HG: Plymouth	30.7	127	29.4	75	-4.2	335
00HH: Torbay	23.4	285	23.2	200	-0.9	351
00HN: Bournemouth	20.1	352	14.6	389	-27.4	34
00HP: Poole	22.6	302	22.2	233	-1.8	344
00HX: Swindon	24.8	249	23.2	200	-6.5	318
15UB: Caradon	29.1	151	27.6	104	-5.2	327
15UC: Carrick	28.9	156	24.0	177	-17.0	151
15UD: Kerrier	21.2	330	22.2	233	4.7	378
15UE: North Cornwall	22.3	308	18.8	326	-15.7	171
15UF: Penwith	25.8	228	27.9	99	8.1	387
15UG: Restormel	31.1	120	24.3	173	-21.9	71
18UB: East Devon	25.8	228	21.1	258	-18.2	131
18UC: Exeter	28.7	159	23.8	186	-17.1	146
18UD: Mid Devon	27.0	205	24.6	161	-8.9	288
18UE: North Devon	26.2	215	24.1	175	-8.0	298
18UG: South Hams	25.9	226	25.1	150	-3.1	339
18UH: Teignbridge	27.0	205	21.9	243	-18.9	120
18UK: Torridge	19.3	365	16.1	366	-16.6	160
18UL: West Devon	25.4	236	19.7	299	-22.4	65
19UC: Christchurch	20.5	344	20.3	279	-1.0	349
19UD: East Dorset	17.6	384	16.0	370	-9.1	283
19UE: North Dorset	22.0	315	20.2	283	-8.2	294
19UG: Purbeck	19.1	370	23.1	205	20.9	404
19UH: West Dorset	24.7	253	22.2	233	-10.1	270
19UJ: Weymouth and Portland	28.1	169	28.7	91	2.1	369
23UB: Cheltenham	23.7	276	20.0	288	-15.6	174
23UC: Cotswold	19.5	362	13.5	399	-30.8	15
23UD: Forest of Dean	27.9	180	23.0	210	-17.6	138
23UE: Gloucester	27.3	199	20.0	288	-26.7	36
23UF: Stroud	25.3	240	21.4	250	-15.4	176
23UG: Tewkesbury	24.8	249	22.6	220	-8.9	288
40UB: Mendip	21.4	328	17.5	350	-18.2	131
40UC: Sedgemoor	29.7	140	19.7	299	-33.7	9
40UD: South Somerset	21.0	334	19.6	303	-6.7	316
40UE: Taunton Deane	26.8	210	24.0	177	-10.4	263
40UF: West Somerset	35.3	58	21.9	243	-38.0	2
46UB: Kennet	21.0	334	16.1	366	-23.3	54

46UC: North Wiltshire	18.9	372	22.6	220	19.6	402
46UD: Salisbury	20.4	347	20.4	275	0.0	357
46UF: West Wiltshire	24.2	260	19.3	314	-20.2	97
Total	25.2		22.2		-11.9	

#### **Wales**

00NA: Isle of Anglesey	40.0	16	35.8	14	-10.5	260
00NC: Gwynedd	37.3	38	32.3	42	-13.4	213
00NE: Conwy	29.1	151	29.9	66	2.7	373
00NG: Denbighshire	32.2	99	35.4	17	9.9	391
00NJ: Flintshire	33.3	80	28.8	89	-13.5	211
00NL: Wrexham	38.7	24	29.9	66	-22.7	62
00NN: Powys	28.0	172	25.1	150	-10.4	263
00NQ: Ceredigion	31.5	112	33.9	27	7.6	385
00NS: Pembrokeshire	33.5	76	33.4	30	-0.3	356
00NU: Carmarthenshire	37.0	45	37.8	11	2.2	371
00NX: Swansea	39.8	17	34.9	21	-12.3	231
00NZ: Neath Port Talbot	45.4	3	38.8	8	-14.5	190
00PB: Bridgend	41.1	11	38.3	10	-6.8	313
00PD: The Vale of Glamorgan	33.9	71	33.5	28	-1.2	347
00PF: Rhondda, Cynon, Taff	43.9	7	38.5	9	-12.3	231
00PH: Merthyr Tydfil	44.9	4	40.1	5	-10.7	257
00PK: Caerphilly	38.7	24	33.1	34	-14.5	190
00PL: Blaenau Gwent	44.0	6	33.4	30	-24.1	49
00PM: Torfaen	38.4	27	33.5	28	-12.8	226
00PP: Monmouthshire	33.3	80	27.5	105	-17.4	141
00PR: Newport	34.3	65	30.9	53	-9.9	276
00PT: Cardiff	33.7	75	31.2	51	-7.4	306
Total	36.9		33.4		-9.5	

#### **Strathclyde**

00QD: Argyll and Bute	33.5	76	30.8	56	-8.1	295
00QG: West Dunbartonshire	42.3	8	39.5	6	-6.6	317
00QK: East Ayrshire	40.4	15	35.3	19	-12.6	227
00QL: East Dunbartonshire	38.2	28	35.2	20	-7.9	300
00QN: East Renfrewshire	36.3	49	34.4	24	-5.2	327
00QS: Glasgow City	37.2	41	29.3	79	-21.2	78
00QU: Inverclyde	38.1	31	35.4	17	-7.1	309
00QY: North Ayrshire	37.3	38	32.4	40	-13.1	223
00QZ: North Lanarkshire	38.5	26	33.4	30	-13.2	221
00RC: Renfrewshire	35.1	59	32.4	40	-7.7	302
00RE: South Ayrshire	32.2	99	30.2	61	-6.2	322
00RF: South Lanarkshire	37.7	35	32.7	38	-13.3	219
Total	37.4		32.4		-13.4	

#### **Rest of Scotland**

00QA: Aberdeen City	21.8	320	20.4	275	-6.4	319
00QB: Aberdeenshire	22.3	308	19.8	294	-11.2	246
00QC: Angus	26.0	224	29.9	66	15.0	398
00QE: Scottish Borders	29.9	138	25.6	137	-14.4	193
00QF: Clackmannanshire	32.7	94	27.1	112	-17.1	146
00QH: Dumfries and Galloway	31.5	112	31.8	44	1.0	360
00QJ: Dundee City	35.6	56	31.3	49	-12.1	234
00QM: East Lothian	31.6	108	28.0	97	-11.4	244
00QP: Edinburgh, City of	30.9	125	27.7	101	-10.4	263
00QQ: Falkirk	38.9	22	33.3	33	-14.4	193
00QR: Fife	31.3	116	30.6	58	-2.2	342
00QT: Highland	36.4	48	32.6	39	-10.4	263
00QW: Midlothian	37.2	41	30.3	60	-18.5	127
00QX: Moray	30.1	135	25.5	138	-15.3	180
00RA: Orkney Islands	32.8	90	39.4	7	20.1	403
00RB: Perth and Kinross	27.5	192	29.1	82	5.8	380
00RD: Shetland Islands	37.1	43	33.0	35	-11.1	249
00RG: Stirling	33.0	87	28.9	85	-12.4	230
00RH: West Lothian	30.4	128	25.3	148	-16.8	156
00RJ: Eilean Siar	49.8	2	46.1	3	-7.4	306
Total	30.6		28.0		-8.5	

### **Annex 3: Multivariate Estimates of Union Membership**

Area coefficients derived from logistic regression of union membership. Statistical models also includes controls for age, gender, response type, year, sector, industry, occupation, hours worked and size of workplace. Analysis undertaken for period 2001-2020 due to the availability of control variables.

#### **All Employees**

Logistic regression	Number of obs	635,364
	LR chi2(547)	205018.1
	Prob > chi2	0
Log likelihood = -268957.35	Pseudo R2	0.276

	Coeff	Std Err	Z	
			Value	P Value
16UE: Copeland	4.9643	0.5271	15.09	0.000
16UC: Barrow-in-Furness	3.2070	0.3412	10.95	0.000
00PH: Merthyr Tydfil	2.5479	0.3148	7.57	0.000
16UB: Allerdale	2.3780	0.2219	9.28	0.000
00NZ: Neath Port Talbot	2.3736	0.2099	9.78	0.000
00PL: Blaenau Gwent	2.3658	0.2579	7.90	0.000
00PF: Rhondda, Cynon, Taff	2.2625	0.1756	10.52	0.000
00QG: West Dunbartonshire	2.2438	0.2192	8.27	0.000
00RJ: Eilean Siar	2.2108	0.4230	4.15	0.000
00BY: Liverpool	2.1994	0.1600	10.83	0.000
00BX: Knowsley	2.1990	0.1974	8.78	0.000
00QK: East Ayrshire	2.1229	0.1975	8.09	0.000
00ET: Halton	2.0909	0.1905	8.10	0.000
00EE: Redcar and Cleveland	2.0004	0.1796	7.72	0.000
00PB: Bridgend	1.9978	0.1749	7.90	0.000
00QQ: Falkirk	1.9421	0.1595	8.08	0.000
00PM: Torfaen	1.9420	0.1924	6.70	0.000
00NU: Carmarthenshire	1.9418	0.1667	7.73	0.000
00NA: Isle of Anglesey	1.9354	0.2274	5.62	0.000
00CH: Gateshead	1.9002	0.1493	8.17	0.000
00PK: Caerphilly	1.8951	0.1557	7.78	0.000
20UJ: Wear Valley	1.8807	0.2104	5.65	0.000
00NX: Swansea	1.8541	0.1509	7.59	0.000
20UB: Chester-le-Street	1.8476	0.2048	5.54	0.000
00QZ: North Lanarkshire	1.8380	0.1327	8.43	0.000
00CL: South Tyneside	1.8367	0.1574	7.09	0.000
00CC: Barnsley	1.8171	0.1424	7.62	0.000
00CB: Wirral	1.8043	0.1342	7.93	0.000
00QL: East Dunbartonshire	1.8020	0.1702	6.23	0.000
00CA: Sefton	1.7976	0.1365	7.72	0.000

00CM: Sunderland	1.7902	0.1350	7.72	0.000
00EB: Hartlepool	1.7688	0.1879	5.37	0.000
00BW: Wigan	1.7609	0.1291	7.71	0.000
00QJ: Dundee City	1.7442	0.1543	6.29	0.000
35UG: Wansbeck	1.7368	0.1864	5.14	0.000
00QS: Glasgow City	1.7274	0.1209	7.81	0.000
00QU: Inverclyde	1.7179	0.1717	5.41	0.000
20UE: Durham	1.7026	0.1624	5.58	0.000
00RC: Renfrewshire	1.6972	0.1413	6.36	0.000
20UF: Easington	1.6938	0.1824	4.89	0.000
00RF: South Lanarkshire	1.6875	0.1229	7.19	0.000
00NC: Gwynedd	1.6798	0.1636	5.32	0.000
00QY: North Ayrshire	1.6485	0.1503	5.48	0.000
00NS: Pembrokeshire	1.6376	0.1633	4.95	0.000
16UD: Carlisle	1.6316	0.1517	5.27	0.000
00RD: Shetland Islands	1.6228	0.2766	2.84	0.005
00PR: Newport	1.6094	0.1401	5.47	0.000
00EC: Middlesbrough	1.6083	0.1483	5.15	0.000
00NL: Wrexham	1.5943	0.1414	5.26	0.000
00GL: Stoke-on-Trent	1.5844	0.1253	5.82	0.000
00FD: North Lincolnshire	1.5832	0.1347	5.40	0.000
17UC: Bolsover	1.5618	0.1648	4.22	0.000
00QW: Midlothian	1.5503	0.1552	4.38	0.000
00BZ: St. Helens	1.5466	0.1340	5.03	0.000
30UD: Burnley	1.5442	0.1603	4.18	0.000
00BL: Bolton	1.5441	0.1197	5.60	0.000
35UD: Blyth Valley	1.5405	0.1517	4.39	0.000
17UK: South Derbyshire	1.5271	0.1432	4.52	0.000
17UG: Erewash	1.5114	0.1411	4.42	0.000
00QT: Highland	1.5075	0.1208	5.12	0.000
00QH: Dumfries and Galloway	1.5035	0.1380	4.44	0.000
00FK: Derby	1.5012	0.1166	5.23	0.000
00DB: Wakefield	1.4876	0.1065	5.55	0.000
41UE: Newcastle-under-Lyme	1.4858	0.1412	4.17	0.000
00NJ: Flintshire	1.4838	0.1276	4.59	0.000
00QN: East Renfrewshire	1.4716	0.1438	3.95	0.000
00NG: Denbighshire	1.4714	0.1560	3.64	0.000
00CK: North Tyneside	1.4701	0.1144	4.95	0.000
41UH: Staffordshire Moorlands	1.4657	0.1418	3.95	0.000
17UD: Chesterfield	1.4637	0.1404	3.97	0.000
00CE: Doncaster	1.4573	0.1094	5.02	0.000
20UD: Derwentside	1.4435	0.1466	3.61	0.000
00CF: Rotherham	1.4351	0.1100	4.71	0.000
00CG: Sheffield	1.4323	0.0990	5.20	0.000
30UF: Fylde	1.4284	0.1679	3.03	0.002
20UG: Sedgefield	1.4215	0.1465	3.41	0.001

00NE: Conwy	1.4208	0.1488	3.35	0.001
00CJ: Newcastle upon Tyne	1.4198	0.1093	4.55	0.000
30UE: Chorley	1.4188	0.1321	3.76	0.000
00PD: The Vale of Glamorgan	1.4168	0.1290	3.83	0.000
37UC: Bassetlaw	1.4060	0.1312	3.65	0.000
40UF: West Somerset	1.3936	0.2342	1.97	0.048
13UD: Crewe and Nantwich	1.3933	0.1339	3.45	0.001
30UN: South Ribble	1.3885	0.1286	3.54	0.000
13UE: Ellesmere Port & Neston	1.3879	0.1444	3.15	0.002
00EF: Stockton-on-Tees	1.3828	0.1109	4.04	0.000
30UL: Ribble Valley	1.3794	0.1729	2.57	0.010
00BR: Salford	1.3793	0.1113	3.98	0.000
30UG: Hyndburn	1.3727	0.1575	2.76	0.006
41UK: Tamworth	1.3617	0.1495	2.81	0.005
00RE: South Ayrshire	1.3557	0.1291	3.20	0.001
00CN: Birmingham	1.3524	0.0896	4.56	0.000
00BQ: Rochdale	1.3462	0.1123	3.56	0.000
00BP: Oldham	1.3449	0.1113	3.58	0.000
35UF: Tynedale	1.3444	0.1609	2.47	0.013
00EU: Warrington	1.3424	0.1113	3.55	0.000
00PP: Monmouthshire	1.3393	0.1362	2.87	0.004
00AB: Barking and Dagenham	1.3336	0.1271	3.02	0.003
00PT: Cardiff	1.3304	0.0986	3.85	0.000
16UG: South Lakeland	1.3296	0.1326	2.86	0.004
41UG: Stafford	1.3285	0.1189	3.17	0.002
00QM: East Lothian	1.3284	0.1274	2.96	0.003
30UH: Lancaster	1.3277	0.1209	3.11	0.002
00RA: Orkney Islands	1.3250	0.2277	1.64	0.102
00QF: Clackmannanshire	1.3216	0.1657	2.22	0.026
00BT: Tameside	1.3174	0.1073	3.38	0.001
17UJ: North East Derbyshire	1.3097	0.1280	2.76	0.006
00BM: Bury	1.3081	0.1120	3.14	0.002
00RG: Stirling	1.3075	0.1389	2.52	0.012
23UD: Forest of Dean	1.3036	0.1332	2.59	0.009
00FC: North East Lincolnshire	1.3033	0.1135	3.04	0.002
30UP: West Lancashire	1.3030	0.1233	2.80	0.005
00QR: Fife	1.2995	0.0931	3.66	0.000
00CZ: Kirklees	1.2920	0.0920	3.60	0.000
00RH: West Lothian	1.2799	0.1027	3.08	0.002
00QD: Argyll and Bute	1.2768	0.1460	2.14	0.033
20UH: Teesdale	1.2610	0.2143	1.36	0.172
00HG: Plymouth	1.2589	0.0972	2.98	0.003
00QP: Edinburgh, City of	1.2529	0.0879	3.21	0.001
37UE: Gedling	1.2513	0.1142	2.46	0.014
00BN: Manchester	1.2510	0.0929	3.02	0.003
37UF: Mansfield	1.2434	0.1215	2.23	0.026

00QX: Moray	1.2432	0.1229	2.20	0.028
17UB: Amber Valley	1.2390	0.1147	2.32	0.021
34UB: Corby	1.2380	0.1382	1.91	0.056
15UF: Penwith	1.2307	0.1549	1.65	0.099
00EX: Blackburn with Darwen	1.2295	0.1140	2.23	0.026
37UB: Ashfield	1.2293	0.1149	2.21	0.027
16UF: Eden	1.2285	0.1506	1.68	0.093
00BS: Stockport	1.2266	0.0932	2.69	0.007
00AR: Havering	1.2266	0.0998	2.51	0.012
15UG: Restormel	1.2177	0.1283	1.87	0.062
00CU: Walsall	1.2168	0.0976	2.45	0.014
00CW: Wolverhampton	1.2145	0.1002	2.36	0.019
41UC: East Staffordshire	1.2128	0.1145	2.04	0.041
35UC: Berwick-upon-Tweed	1.2100	0.2060	1.12	0.263
30UK: Preston	1.2043	0.1130	1.98	0.047
39UE: Shrewsbury and Atcham	1.2036	0.1171	1.90	0.057
00DA: Leeds	1.2031	0.0798	2.79	0.005
00EY: Blackpool	1.1977	0.1120	1.93	0.054
00FA: Kingston upon Hull, City of	1.1961	0.0950	2.25	0.024
44UB: North Warwickshire	1.1904	0.1351	1.54	0.125
13UH: Vale Royal	1.1804	0.1086	1.80	0.071
13UB: Chester	1.1791	0.1149	1.69	0.091
00MW: Isle of Wight	1.1780	0.1122	1.72	0.086
00KG: Thurrock	1.1746	0.1059	1.79	0.074
30UJ: Pendle	1.1734	0.1282	1.46	0.143
32UH: West Lindsey	1.1698	0.1176	1.56	0.119
00QE: Scottish Borders	1.1695	0.1089	1.68	0.093
18UD: Mid Devon	1.1671	0.1351	1.33	0.182
36UH: Selby	1.1604	0.1209	1.43	0.153
00CX: Bradford	1.1546	0.0815	2.04	0.042
39UD: Oswestry	1.1514	0.1584	1.02	0.305
00RB: Perth and Kinross	1.1491	0.1010	1.58	0.114
41UB: Cannock Chase	1.1461	0.1175	1.33	0.183
31UH: North West Leicestershire	1.1448	0.1178	1.31	0.189
17UH: High Peak	1.1431	0.1221	1.25	0.211
00NQ: Ceredigion	1.1423	0.1379	1.10	0.271
00CS: Sandwell	1.1336	0.0882	1.61	0.107
00CY: Calderdale	1.1315	0.0923	1.52	0.130
31UJ: Oadby and Wigston	1.1311	0.1496	0.93	0.351
35UB: Alnwick	1.1300	0.1722	0.80	0.423
36UG: Scarborough	1.1298	0.1171	1.18	0.239
29UD: Dartford	1.1292	0.1199	1.15	0.252
00CQ: Coventry	1.1241	0.0866	1.52	0.129
00FY: Nottingham	1.1226	0.0916	1.42	0.156
00ML: Brighton and Hove	1.1214	0.0902	1.43	0.154
47UB: Bromsgrove	1.1201	0.1155	1.10	0.272

00CT: Solihull	1.1140	0.0920	1.31	0.191
00HB: Bristol, City of	1.1088	0.0797	1.44	0.151
00BU: Trafford	1.1076	0.0905	1.25	0.211
31UB: Blaby	1.1066	0.1072	1.05	0.296
00AD: Bexley	1.1031	0.0930	1.16	0.244
15UB: Caradon	1.1023	0.1169	0.92	0.358
33UG: Norwich	1.0948	0.1027	0.97	0.334
33UC: Broadland	1.0914	0.0997	0.96	0.338
30UQ: Wyre	1.0816	0.1060	0.80	0.423
00FB: East Riding of Yorkshire	1.0798	0.0800	1.04	0.300
21UD: Hastings	1.0791	0.1255	0.65	0.513
22UE: Castle Point	1.0760	0.1209	0.65	0.514
00HD: South Gloucestershire	1.0759	0.0819	0.96	0.337
00AK: Enfield	1.0643	0.0889	0.75	0.456
35UE: Castle Morpeth	1.0628	0.1355	0.48	0.633
00AH: Croydon	1.0628	0.0810	0.80	0.424
22UJ: Harlow	1.0610	0.1238	0.51	0.612
00EH: Darlington	1.0546	0.1057	0.53	0.596
00BH: Waltham Forest	1.0538	0.0904	0.61	0.541
41UD: Lichfield	1.0516	0.1097	0.48	0.629
00MS: Southampton	1.0511	0.0847	0.62	0.536
44UC: Nuneaton and Bedworth	1.0438	0.0977	0.46	0.647
18UE: North Devon	1.0418	0.1151	0.37	0.711
19UJ: Weymouth and Portland	1.0379	0.1231	0.31	0.753
00HC: North Somerset	1.0359	0.0865	0.42	0.672
00QC: Angus	1.0357	0.0983	0.37	0.712
37UD: Broxtowe	1.0241	0.0979	0.25	0.804
00AM: Hackney	1.0229	0.0959	0.24	0.809
29UG: Gravesham	1.0217	0.1127	0.19	0.846
00NN: Powys	1.0208	0.1009	0.21	0.835
00AJ: Ealing	1.0204	0.0832	0.25	0.805
40UC: Sedgemoor	1.0171	0.1003	0.17	0.863
29UN: Thanet	1.0118	0.0987	0.12	0.904
33UD: Great Yarmouth	1.0118	0.1158	0.10	0.918
00CR: Dudley	1.0102	0.0779	0.13	0.896
00BC: Redbridge	1.0000			
31UE: Hinckley and Bosworth	0.9969	0.0978	-0.03	0.974
41UF: South Staffordshire	0.9966	0.0948	-0.04	0.971
18UC: Exeter	0.9954	0.0940	-0.05	0.961
00FF: York	0.9936	0.0804	-0.08	0.937
15UE: North Cornwall	0.9934	0.1133	-0.06	0.954
45UE: Crawley	0.9928	0.0956	-0.08	0.940
29UE: Dover	0.9916	0.1009	-0.08	0.934
00HX: Swindon	0.9858	0.0794	-0.18	0.859
13UC: Congleton	0.9828	0.1018	-0.17	0.867
22UB: Basildon	0.9785	0.0858	-0.25	0.804

00HA: Bath and North East Somerset	0.9768	0.0846	-0.27	0.786
37UG: Newark and Sherwood	0.9758	0.0939	-0.25	0.799
00BF: Sutton	0.9685	0.0846	-0.37	0.714
26UB: Broxbourne	0.9664	0.1016	-0.33	0.745
21UG: Rother	0.9607	0.1204	-0.32	0.749
22UK: Maldon	0.9604	0.1230	-0.32	0.753
00GF: Telford and Wrekin	0.9601	0.0833	-0.47	0.638
17UF: Derbyshire Dales	0.9598	0.1130	-0.35	0.727
12UD: Fenland	0.9577	0.1012	-0.41	0.682
00AY: Lambeth	0.9568	0.0828	-0.51	0.610
00BE: Southwark	0.9565	0.0820	-0.52	0.604
42UG: Suffolk Coastal	0.9525	0.0917	-0.51	0.613
23UF: Stroud	0.9494	0.0899	-0.55	0.584
00KA: Luton	0.9489	0.0846	-0.59	0.556
32UG: South Kesteven	0.9473	0.0876	-0.59	0.558
30UM: Rossendale	0.9460	0.1102	-0.48	0.634
23UG: Tewkesbury	0.9401	0.0982	-0.59	0.554
34UE: Kettering	0.9397	0.0982	-0.60	0.551
32UB: Boston	0.9384	0.1141	-0.52	0.601
29UM: Swale	0.9377	0.0883	-0.68	0.495
09UE: South Bedfordshire	0.9356	0.0932	-0.67	0.504
29UL: Shepway	0.9307	0.0954	-0.70	0.484
00AS: Hillingdon	0.9285	0.0757	-0.91	0.363
26UH: Stevenage	0.9283	0.1011	-0.68	0.494
00LC: Medway	0.9232	0.0738	-1.00	0.317
23UE: Gloucester	0.9205	0.0870	-0.88	0.381
22UL: Rochford	0.9191	0.1013	-0.77	0.444
13UG: Macclesfield	0.9171	0.0829	-0.96	0.338
00AL: Greenwich	0.9142	0.0797	-1.03	0.303
00HH: Torbay	0.9140	0.0941	-0.87	0.382
18UG: South Hams	0.9132	0.1071	-0.77	0.439
32UD: Lincoln	0.9131	0.0951	-0.87	0.383
26UK: Watford	0.9127	0.0959	-0.87	0.385
47UE: Worcester	0.9126	0.0890	-0.94	0.348
22UN: Tendring	0.9114	0.0914	-0.93	0.355
39UB: Bridgnorth	0.9083	0.1204	-0.73	0.468
00QA: Aberdeen City	0.9080	0.0748	-1.17	0.242
32UC: East Lindsey	0.9055	0.0892	-1.01	0.314
43UH: Spelthorne	0.9037	0.0908	-1.01	0.314
00MR: Portsmouth	0.9033	0.0792	-1.16	0.246
15UC: Carrick	0.9025	0.1028	-0.90	0.368
42UH: Waveney	0.9022	0.0866	-1.07	0.284
42UE: Mid Suffolk	0.9020	0.0959	-0.97	0.332
47UD: Redditch	0.8964	0.0921	-1.06	0.287
26UL: Welwyn Hatfield	0.8927	0.0920	-1.10	0.271
00AP: Haringey	0.8906	0.0827	-1.25	0.212

00FN: Leicester	0.8816	0.0699	-1.59	0.112
29UC: Canterbury	0.8800	0.0866	-1.30	0.194
42UD: Ipswich	0.8787	0.0791	-1.44	0.151
00BB: Newham	0.8751	0.0783	-1.49	0.136
00GA: Herefordshire, County of	0.8724	0.0788	-1.51	0.131
36UB: Craven	0.8697	0.1130	-1.08	0.282
22UH: Epping Forest	0.8665	0.0895	-1.39	0.165
00JA: Peterborough	0.8661	0.0743	-1.68	0.094
18UH: Teignbridge	0.8615	0.0824	-1.56	0.119
09UD: Bedford	0.8609	0.0751	-1.72	0.086
47UG: Wyre Forest	0.8608	0.0879	-1.47	0.142
24UJ: New Forest	0.8602	0.0784	-1.65	0.098
40UE: Taunton Deane	0.8600	0.0827	-1.57	0.117
00AZ: Lewisham	0.8595	0.0714	-1.82	0.068
21UF: Lewes	0.8579	0.0978	-1.34	0.179
34UF: Northampton	0.8564	0.0688	-1.93	0.054
00MD: Slough	0.8498	0.0840	-1.65	0.100
45UH: Worthing	0.8471	0.0891	-1.58	0.115
45UF: Horsham	0.8441	0.0794	-1.80	0.071
43UF: Reigate and Banstead	0.8437	0.0811	-1.77	0.077
00AQ: Harrow	0.8419	0.0749	-1.93	0.053
42UB: Babergh	0.8411	0.0934	-1.56	0.119
45UB: Adur	0.8408	0.1008	-1.45	0.148
36UC: Hambleton	0.8395	0.0884	-1.66	0.097
39UC: North Shropshire	0.8389	0.1035	-1.42	0.154
00AT: Hounslow	0.8343	0.0739	-2.05	0.041
18UB: East Devon	0.8307	0.0833	-1.85	0.064
00KF: Southend-on-Sea	0.8303	0.0781	-1.98	0.048
23UB: Cheltenham	0.8258	0.0814	-1.94	0.052
43UG: Runnymede	0.8244	0.0940	-1.69	0.090
00QB: Aberdeenshire	0.8227	0.0643	-2.50	0.013
22UG: Colchester	0.8225	0.0724	-2.22	0.026
33UH: South Norfolk	0.8198	0.0746	-2.18	0.029
37UJ: Rushcliffe	0.8169	0.0846	-1.95	0.051
15UD: Kerrier	0.8161	0.0943	-1.76	0.079
32UF: South Holland	0.8157	0.0920	-1.81	0.071
19UH: West Dorset	0.8141	0.0890	-1.88	0.060
33UF: North Norfolk	0.8126	0.0902	-1.87	0.062
31UC: Charnwood	0.8117	0.0701	-2.42	0.016
40UD: South Somerset	0.8110	0.0727	-2.34	0.019
00AC: Barnet	0.8088	0.0672	-2.55	0.011
19UE: North Dorset	0.8071	0.0983	-1.76	0.078
26UC: Dacorum	0.8069	0.0743	-2.33	0.020
34UC: Daventry	0.8024	0.0992	-1.78	0.075
00AE: Brent	0.8018	0.0758	-2.34	0.019
44UD: Rugby	0.7986	0.0850	-2.11	0.035

47UC: Malvern Hills	0.7974	0.0938	-1.93	0.054
00BA: Merton	0.7957	0.0729	-2.49	0.013
46UF: West Wiltshire	0.7941	0.0716	-2.56	0.011
00AU: Islington	0.7936	0.0791	-2.32	0.020
00HP: Poole	0.7912	0.0722	-2.57	0.010
00BG: Tower Hamlets	0.7895	0.0756	-2.47	0.014
00AF: Bromley	0.7856	0.0625	-3.04	0.002
29UB: Ashford	0.7834	0.0770	-2.48	0.013
44UE: Stratford-on-Avon	0.7812	0.0786	-2.45	0.014
19UC: Christchurch	0.7794	0.1106	-1.76	0.079
21UC: Eastbourne	0.7753	0.0885	-2.23	0.026
31UD: Harborough	0.7729	0.0852	-2.34	0.020
00AG: Camden	0.7706	0.0776	-2.59	0.010
18UL: West Devon	0.7616	0.1054	-1.97	0.049
24UB: Basingstoke and Deane	0.7515	0.0652	-3.29	0.001
21UH: Wealden	0.7507	0.0706	-3.05	0.002
33UB: Breckland	0.7483	0.0702	-3.09	0.002
26UJ: Three Rivers	0.7479	0.0912	-2.38	0.017
29UH: Maidstone	0.7465	0.0708	-3.08	0.002
24UE: Fareham	0.7459	0.0718	-3.05	0.002
45UC: Arun	0.7424	0.0722	-3.06	0.002
42UF: St Edmundsbury	0.7421	0.0714	-3.10	0.002
44UF: Warwick	0.7417	0.0687	-3.23	0.001
00MC: Reading	0.7406	0.0714	-3.12	0.002
26UG: St Albans	0.7391	0.0695	-3.22	0.001
31UG: Melton	0.7382	0.0902	-2.48	0.013
40UB: Mendip	0.7378	0.0774	-2.90	0.004
34UG: South Northamptonshire	0.7333	0.0805	-2.82	0.005
36UD: Harrogate	0.7325	0.0667	-3.42	0.001
36UF: Ryedale	0.7323	0.0962	-2.37	0.018
18UK: Torridge	0.7274	0.1000	-2.31	0.021
24UD: Eastleigh	0.7253	0.0663	-3.51	0.000
26UF: North Hertfordshire	0.7215	0.0676	-3.48	0.000
39UF: South Shropshire	0.7205	0.1184	-2.00	0.046
45UG: Mid Sussex	0.7163	0.0662	-3.61	0.000
00BD: Richmond upon Thames	0.7156	0.0648	-3.70	0.000
34UD: East Northamptonshire	0.7153	0.0779	-3.08	0.002
47UF: Wychavon	0.7091	0.0718	-3.40	0.001
38UB: Cherwell	0.7078	0.0642	-3.81	0.000
26UE: Hertsmere	0.7044	0.0802	-3.08	0.002
33UE: King's Lynn and West Norfolk	0.7043	0.0675	-3.66	0.000
23UC: Cotswold	0.7032	0.0834	-2.97	0.003
00AN: Hammersmith and Fulham	0.7019	0.0778	-3.19	0.001
32UE: North Kesteven	0.7011	0.0661	-3.77	0.000
43UC: Epsom and Ewell	0.7007	0.0852	-2.93	0.003
38UD: South Oxfordshire	0.6993	0.0672	-3.72	0.000

12UE: Huntingdonshire	0.6961	0.0601	-4.19	0.000
22UC: Braintree	0.6944	0.0657	-3.85	0.000
11UB: Aylesbury Vale	0.6931	0.0604	-4.20	0.000
00HN: Bournemouth	0.6896	0.0647	-3.96	0.000
34UH: Wellingborough	0.6892	0.0745	-3.44	0.001
22UF: Chelmsford	0.6871	0.0604	-4.27	0.000
38UC: Oxford	0.6868	0.0652	-3.95	0.000
09UC: Mid Bedfordshire	0.6856	0.0618	-4.19	0.000
24UH: Havant	0.6855	0.0677	-3.82	0.000
19UG: Purbeck	0.6843	0.1109	-2.34	0.019
22UQ: Uttlesford	0.6834	0.0789	-3.30	0.001
00AX: Kingston upon Thames	0.6809	0.0668	-3.92	0.000
24UN: Test Valley	0.6749	0.0667	-3.98	0.000
29UP: Tonbridge and Malling	0.6743	0.0726	-3.66	0.000
24UC: East Hampshire	0.6720	0.0672	-3.97	0.000
00MG: Milton Keynes	0.6711	0.0555	-4.83	0.000
43UK: Tandridge	0.6585	0.0759	-3.63	0.000
46UC: North Wiltshire	0.6584	0.0605	-4.55	0.000
26UD: East Hertfordshire	0.6576	0.0638	-4.32	0.000
43UD: Guildford	0.6542	0.0677	-4.10	0.000
38UE: Vale of White Horse	0.6522	0.0627	-4.44	0.000
29UK: Sevenoaks	0.6433	0.0745	-3.81	0.000
22UD: Brentwood	0.6431	0.0837	-3.39	0.001
00MB: West Berkshire	0.6401	0.0589	-4.85	0.000
24UF: Gosport	0.6212	0.0685	-4.31	0.000
12UB: Cambridge	0.6184	0.0611	-4.86	0.000
24UP: Winchester	0.6169	0.0620	-4.81	0.000
43UE: Mole Valley	0.6167	0.0730	-4.08	0.000
19UD: East Dorset	0.6130	0.0719	-4.18	0.000
43UL: Waverley	0.6112	0.0649	-4.64	0.000
46UB: Kennet	0.6100	0.0712	-4.23	0.000
43UM: Woking	0.6076	0.0693	-4.37	0.000
11UE: South Bucks	0.6073	0.0858	-3.53	0.000
00ME: Windsor and Maidenhead	0.5938	0.0589	-5.25	0.000
43UB: Elmbridge	0.5923	0.0630	-4.92	0.000
00FP: Rutland	0.5896	0.0931	-3.35	0.001
36UE: Richmondshire	0.5878	0.0780	-4.00	0.000
24UG: Hart	0.5857	0.0624	-5.02	0.000
00MA: Bracknell Forest	0.5839	0.0597	-5.26	0.000
12UG: South Cambridgeshire	0.5825	0.0519	-6.07	0.000
00BJ: Wandsworth	0.5799	0.0506	-6.24	0.000
11UC: Chiltern	0.5791	0.0645	-4.90	0.000
12UC: East Cambridgeshire	0.5665	0.0661	-4.87	0.000
29UQ: Tunbridge Wells	0.5659	0.0605	-5.32	0.000
46UD: Salisbury	0.5646	0.0551	-5.86	0.000
45UD: Chichester	0.5567	0.0611	-5.34	0.000

43UJ: Surrey Heath	0.5392	0.0635	-5.25	0.000
11UF: Wycombe	0.5347	0.0502	-6.67	0.000
00MF: Wokingham	0.5195	0.0490	-6.95	0.000
38UF: West Oxfordshire	0.5146	0.0543	-6.30	0.000
00BK: Westminster	0.4689	0.0527	-6.74	0.000
24UL: Rushmoor	0.4620	0.0506	-7.05	0.000
00AW: Kensington and Chelsea	0.4151	0.0669	-5.46	0.000
42UC: Forest Heath	0.3687	0.0518	-7.11	0.000

### Employees in Workplaces Where Unions are Present

Logistic regression	Number of obs	293,107
	LR chi2(547)	50895.99
	Prob >	
	chi2	0
	Pseudo	
Log likelihood = -173121.39	R2	0.1282

	Coeff	Std Err	Z Value	P Value
16UE: Copeland	3.1110	0.4347	8.12	0.000
16UC: Barrow-in-Furness	2.1130	0.2848	5.55	0.000
00PL: Blaenau Gwent	2.0478	0.3035	4.84	0.000
00PH: Merthyr Tydfil	1.8148	0.2856	3.79	0.000
00QG: West Dunbartonshire	1.7598	0.2225	4.47	0.000
00BY: Liverpool	1.6043	0.1463	5.18	0.000
00PF: Rhondda, Cynon, Taff	1.6028	0.1565	4.83	0.000
00NZ: Neath Port Talbot	1.5329	0.1703	3.84	0.000
16UB: Allerdale	1.5156	0.1789	3.52	0.000
00QK: East Ayrshire	1.5089	0.1797	3.45	0.001
00BX: Knowsley	1.4805	0.1650	3.52	0.000
00CH: Gateshead	1.3901	0.1368	3.35	0.001
20UJ: Wear Valley	1.3820	0.1963	2.28	0.023
00NU: Carmarthenshire	1.3779	0.1479	2.99	0.003
00QZ: North Lanarkshire	1.3724	0.1246	3.49	0.000
00RJ: Eilean Siar	1.3696	0.3295	1.31	0.191
00ET: Halton	1.3655	0.1552	2.74	0.006
00NA: Isle of Anglesey	1.3434	0.1971	2.01	0.044
00CB: Wirral	1.3357	0.1238	3.12	0.002
30UD: Burnley	1.3175	0.1762	2.06	0.039
20UF: Easington	1.3142	0.1811	1.98	0.047
00QL: East Dunbartonshire	1.3115	0.1542	2.31	0.021
00PB: Bridgend	1.3095	0.1419	2.49	0.013
00CA: Sefton	1.3070	0.1235	2.83	0.005
00CC: Barnsley	1.3042	0.1284	2.70	0.007
00PK: Caerphilly	1.2911	0.1322	2.50	0.013
00NX: Swansea	1.2849	0.1287	2.50	0.012

00PM: Torfaen	1.2765	0.1576	1.98	0.048
00QS: Glasgow City	1.2697	0.1105	2.74	0.006
00EE: Redcar and Cleveland	1.2673	0.1408	2.13	0.033
00CL: South Tyneside	1.2662	0.1341	2.23	0.026
00QY: North Ayrshire	1.2560	0.1457	1.96	0.049
00QU: Inverclyde	1.2428	0.1558	1.73	0.083
00AB: Barking and Dagenham	1.2383	0.1492	1.77	0.076
00QJ: Dundee City	1.2262	0.1329	1.88	0.060
00CM: Sunderland	1.2230	0.1142	2.16	0.031
00QQ: Falkirk	1.2146	0.1233	1.91	0.055
00RF: South Lanarkshire	1.2130	0.1099	2.13	0.033
00BL: Bolton	1.2084	0.1170	1.96	0.051
20UE: Durham	1.2016	0.1384	1.59	0.111
00NS: Pembrokeshire	1.1976	0.1517	1.42	0.154
00RC: Renfrewshire	1.1910	0.1228	1.70	0.090
37UC: Bassetlaw	1.1872	0.1403	1.45	0.147
00EC: Middlesbrough	1.1868	0.1351	1.50	0.132
00GL: Stoke-on-Trent	1.1832	0.1171	1.70	0.089
41UK: Tamworth	1.1802	0.1670	1.17	0.241
35UG: Wansbeck	1.1748	0.1532	1.23	0.217
00NL: Wrexham	1.1650	0.1294	1.37	0.169
00BW: Wigan	1.1570	0.1053	1.60	0.109
00NC: Gwynedd	1.1319	0.1373	1.02	0.307
00BZ: St. Helens	1.1209	0.1203	1.06	0.287
00EB: Hartlepool	1.1207	0.1474	0.87	0.386
00RH: West Lothian	1.1150	0.1131	1.07	0.283
20UB: Chester-le-Street	1.1122	0.1465	0.81	0.419
00AR: Havering	1.1118	0.1143	1.03	0.303
00PR: Newport	1.1032	0.1171	0.92	0.355
00CN: Birmingham	1.0963	0.0907	1.11	0.266
17UK: South Derbyshire	1.0955	0.1280	0.78	0.435
13UD: Crewe and Nantwich	1.0934	0.1304	0.75	0.454
00CW: Wolverhampton	1.0930	0.1143	0.85	0.395
00RD: Shetland Islands	1.0927	0.2361	0.41	0.682
00BR: Salford	1.0875	0.1088	0.84	0.402
00QW: Midlothian	1.0871	0.1324	0.69	0.493
00CS: Sandwell	1.0844	0.1073	0.82	0.413
35UD: Blyth Valley	1.0823	0.1306	0.66	0.512
41UH: Staffordshire Moorlands	1.0807	0.1308	0.64	0.521
30UP: West Lancashire	1.0806	0.1281	0.65	0.513
00QH: Dumfries and Galloway	1.0775	0.1253	0.64	0.521
00CU: Walsall	1.0718	0.1088	0.68	0.495
00FD: North Lincolnshire	1.0622	0.1121	0.57	0.567
00CG: Sheffield	1.0598	0.0905	0.68	0.497
00NG: Denbighshire	1.0403	0.1352	0.30	0.761
00CF: Rotherham	1.0353	0.0983	0.37	0.715

30UG: Hyndburn	1.0308	0.1463	0.21	0.831
41UE: Newcastle-under-Lyme	1.0278	0.1195	0.24	0.813
00QN: East Renfrewshire	1.0271	0.1213	0.23	0.821
00BM: Bury	1.0259	0.1085	0.24	0.809
00KG: Thurrock	1.0259	0.1170	0.22	0.823
00CK: North Tyneside	1.0245	0.0974	0.25	0.799
17UG: Erewash	1.0238	0.1170	0.21	0.837
00QT: Highland	1.0207	0.1020	0.20	0.838
00BN: Manchester	1.0206	0.0935	0.22	0.824
00BQ: Rochdale	1.0193	0.1054	0.18	0.854
23UD: Forest of Dean	1.0179	0.1307	0.14	0.890
00FK: Derby	1.0161	0.0963	0.17	0.866
30UE: Chorley	1.0149	0.1163	0.13	0.897
16UD: Carlisle	1.0140	0.1149	0.12	0.902
00EU: Warrington	1.0131	0.1033	0.13	0.899
16UG: South Lakeland	1.0122	0.1283	0.10	0.924
00BT: Tameside	1.0067	0.1014	0.07	0.947
17UC: Bolsover	1.0066	0.1314	0.05	0.960
00PP: Monmouthshire	1.0058	0.1262	0.05	0.963
30UH: Lancaster	1.0028	0.1115	0.03	0.980
00BC: Redbridge	1.0000			
00QF: Clackmannanshire	0.9969	0.1551	-0.02	0.984
00CE: Doncaster	0.9956	0.0928	-0.05	0.962
37UE: Gedling	0.9914	0.1109	-0.08	0.939
20UG: Sedgefield	0.9870	0.1246	-0.10	0.917
30UL: Ribble Valley	0.9812	0.1503	-0.12	0.902
17UD: Chesterfield	0.9787	0.1136	-0.19	0.853
20UH: Teesdale	0.9786	0.2062	-0.10	0.918
00NJ: Flintshire	0.9774	0.1036	-0.22	0.829
00DB: Wakefield	0.9767	0.0864	-0.27	0.790
00BP: Oldham	0.9760	0.0992	-0.24	0.811
30UJ: Pendle	0.9760	0.1350	-0.18	0.860
00EX: Blackburn with Darwen	0.9727	0.1124	-0.24	0.811
39UD: Oswestry	0.9707	0.1642	-0.18	0.861
00BH: Waltham Forest	0.9607	0.1023	-0.38	0.707
35UF: Tynedale	0.9586	0.1391	-0.29	0.771
00CZ: Kirklees	0.9576	0.0846	-0.49	0.624
22UJ: Harlow	0.9565	0.1414	-0.30	0.763
22UB: Basildon	0.9529	0.1052	-0.44	0.662
00PD: The Vale of Glamorgan	0.9515	0.1041	-0.45	0.650
00CJ: Newcastle upon Tyne	0.9474	0.0882	-0.58	0.561
15UF: Penwith	0.9459	0.1496	-0.35	0.725
37UF: Mansfield	0.9450	0.1136	-0.47	0.638
39UE: Shrewsbury and Atcham	0.9432	0.1133	-0.49	0.626
00ML: Brighton and Hove	0.9398	0.0926	-0.63	0.529
00RE: South Ayrshire	0.9369	0.1092	-0.56	0.576

41UD: Lichfield	0.9364	0.1233	-0.50	0.617
37UB: Ashfield	0.9351	0.1088	-0.58	0.564
00NE: Conwy	0.9338	0.1196	-0.53	0.593
00BS: Stockport	0.9319	0.0871	-0.76	0.450
00CR: Dudley	0.9307	0.0896	-0.75	0.456
00QX: Moray	0.9255	0.1130	-0.63	0.526
00AM: Hackney	0.9251	0.1064	-0.68	0.498
41UG: Stafford	0.9218	0.1002	-0.75	0.454
00AS: Hillingdon	0.9182	0.0940	-0.83	0.405
41UB: Cannock Chase	0.9158	0.1183	-0.68	0.496
00PT: Cardiff	0.9149	0.0823	-0.99	0.323
12UD: Fenland	0.9146	0.1232	-0.66	0.507
29UD: Dartford	0.9130	0.1204	-0.69	0.490
47UB: Bromsgrove	0.9105	0.1163	-0.73	0.463
30UF: Fylde	0.9097	0.1243	-0.69	0.489
00EF: Stockton-on-Tees	0.9080	0.0887	-0.99	0.324
22UE: Castle Point	0.9080	0.1285	-0.68	0.495
15UE: North Cornwall	0.9058	0.1307	-0.69	0.493
31UJ: Oadby and Wigston	0.9055	0.1424	-0.63	0.528
34UB: Corby	0.9053	0.1257	-0.72	0.474
20UD: Derwentside	0.9027	0.1118	-0.83	0.408
17UJ: North East Derbyshire	0.9025	0.1072	-0.86	0.388
00DA: Leeds	0.8947	0.0735	-1.35	0.176
13UB: Chester	0.8944	0.1061	-0.94	0.347
00EY: Blackpool	0.8944	0.1016	-0.98	0.326
00AK: Enfield	0.8938	0.0916	-1.10	0.273
40UF: West Somerset	0.8870	0.1789	-0.59	0.552
00BG: Tower Hamlets	0.8861	0.1058	-1.01	0.311
13UE: Ellesmere Port & Neston	0.8849	0.1100	-0.98	0.325
30UK: Preston	0.8834	0.0994	-1.10	0.271
00BE: Southwark	0.8813	0.0927	-1.20	0.230
00BB: Newham	0.8811	0.0975	-1.14	0.252
00RG: Stirling	0.8806	0.1124	-1.00	0.319
00MW: Isle of Wight	0.8775	0.1028	-1.12	0.265
00AY: Lambeth	0.8740	0.0931	-1.26	0.206
35UB: Alnwick	0.8715	0.1671	-0.72	0.473
00QR: Fife	0.8705	0.0768	-1.57	0.116
18UD: Mid Devon	0.8694	0.1233	-0.99	0.324
00EH: Darlington	0.8671	0.1063	-1.16	0.245
31UB: Blaby	0.8666	0.1026	-1.21	0.226
00AJ: Ealing	0.8651	0.0872	-1.44	0.151
00CX: Bradford	0.8638	0.0753	-1.68	0.093
17UH: High Peak	0.8636	0.1123	-1.13	0.260
30UN: South Ribble	0.8625	0.0949	-1.35	0.179
19UJ: Weymouth and Portland	0.8578	0.1242	-1.06	0.289
00QP: Edinburgh, City of	0.8565	0.0735	-1.81	0.071

31UH: North West Leicestershire	0.8545	0.1079	-1.25	0.213
00NN: Powys	0.8492	0.1052	-1.32	0.187
00CY: Calderdale	0.8486	0.0849	-1.64	0.101
00QD: Argyll and Bute	0.8467	0.1198	-1.18	0.240
00HG: Plymouth	0.8464	0.0790	-1.79	0.074
18UG: South Hams	0.8445	0.1237	-1.15	0.248
22UN: Tendring	0.8421	0.1064	-1.36	0.174
00AP: Haringey	0.8414	0.0957	-1.52	0.129
00RB: Perth and Kinross	0.8408	0.0905	-1.61	0.107
15UB: Caradon	0.8339	0.1082	-1.40	0.162
15UD: Kerrier	0.8337	0.1207	-1.26	0.209
00FY: Nottingham	0.8297	0.0819	-1.89	0.059
35UC: Berwick-upon-Tweed	0.8284	0.1826	-0.85	0.393
00AH: Croydon	0.8267	0.0770	-2.04	0.041
42UE: Mid Suffolk	0.8258	0.1111	-1.42	0.155
00MD: Slough	0.8231	0.1022	-1.57	0.117
00HB: Bristol, City of	0.8223	0.0724	-2.22	0.026
00MS: Southampton	0.8218	0.0808	-2.00	0.046
00BU: Trafford	0.8213	0.0814	-1.99	0.047
30UQ: Wyre	0.8180	0.0949	-1.73	0.083
18UE: North Devon	0.8169	0.1113	-1.48	0.138
33UC: Broadland	0.8141	0.0904	-1.85	0.064
36UH: Selby	0.8126	0.1022	-1.65	0.099
00KA: Luton	0.8103	0.0896	-1.90	0.057
44UB: North Warwickshire	0.8085	0.1117	-1.54	0.124
41UC: East Staffordshire	0.8077	0.0924	-1.87	0.062
21UD: Hastings	0.8075	0.1123	-1.54	0.124
00RA: Orkney Islands	0.8073	0.1652	-1.05	0.295
21UG: Rother	0.8040	0.1240	-1.41	0.157
00AU: Islington	0.8024	0.0973	-1.82	0.069
00GA: Herefordshire, County of	0.8023	0.0911	-1.94	0.052
15UG: Restormel	0.8015	0.1013	-1.75	0.080
13UH: Vale Royal	0.8010	0.0893	-1.99	0.047
26UL: Welwyn Hatfield	0.7978	0.1008	-1.79	0.074
32UH: West Lindsey	0.7964	0.0969	-1.87	0.061
19UC: Christchurch	0.7949	0.1422	-1.28	0.199
00CT: Solihull	0.7948	0.0797	-2.29	0.022
00GF: Telford and Wrekin	0.7924	0.0836	-2.21	0.027
43UH: Spelthorne	0.7916	0.0993	-1.86	0.062
42UB: Babergh	0.7866	0.1095	-1.72	0.085
33UD: Great Yarmouth	0.7848	0.1112	-1.71	0.087
47UD: Redditch	0.7843	0.1003	-1.90	0.058
00NQ: Ceredigion	0.7841	0.1125	-1.70	0.090
29UG: Gravesham	0.7825	0.1059	-1.81	0.070
22UK: Maldon	0.7819	0.1228	-1.57	0.117
33UG: Norwich	0.7818	0.0872	-2.21	0.027

00QM: East Lothian	0.7798	0.0893	-2.17	0.030
32UB: Boston	0.7780	0.1177	-1.66	0.097
36UG: Scarborough	0.7770	0.0974	-2.01	0.044
00AQ: Harrow	0.7739	0.0852	-2.33	0.020
47UG: Wyre Forest	0.7730	0.0984	-2.02	0.043
37UG: Newark and Sherwood	0.7723	0.0911	-2.19	0.028
00AD: Bexley	0.7713	0.0792	-2.53	0.011
00HA: Bath and North East				
Somerset	0.7698	0.0804	-2.50	0.012
00HD: South Gloucestershire	0.7689	0.0712	-2.84	0.005
47UC: Malvern Hills	0.7686	0.1145	-1.77	0.077
00HC: North Somerset	0.7683	0.0785	-2.58	0.010
26UK: Watford	0.7660	0.0982	-2.08	0.038
00AE: Brent	0.7652	0.0897	-2.28	0.022
00AG: Camden	0.7638	0.0937	-2.20	0.028
00QA: Aberdeen City	0.7638	0.0776	-2.65	0.008
26UB: Broxbourne	0.7637	0.0978	-2.11	0.035
22UH: Epping Forest	0.7634	0.0978	-2.11	0.035
17UB: Amber Valley	0.7629	0.0849	-2.43	0.015
31UE: Hinckley and Bosworth	0.7626	0.0911	-2.27	0.023
43UF: Reigate and Banstead	0.7620	0.0916	-2.26	0.024
39UC: North Shropshire	0.7619	0.1151	-1.80	0.072
16UF: Eden	0.7613	0.1151	-1.80	0.071
23UG: Tewkesbury	0.7609	0.0954	-2.18	0.029
29UE: Dover	0.7593	0.0944	-2.22	0.027
44UC: Nuneaton and Bedworth	0.7585	0.0857	-2.45	0.014
29UL: Shepway	0.7548	0.0943	-2.25	0.024
37UD: Broxtowe	0.7539	0.0852	-2.50	0.012
32UG: South Kesteven	0.7529	0.0848	-2.52	0.012
00FA: Kingston upon Hull, City of	0.7526	0.0726	-2.95	0.003
23UF: Stroud	0.7506	0.0874	-2.46	0.014
00FC: North East Lincolnshire	0.7495	0.0783	-2.76	0.006
42UG: Suffolk Coastal	0.7489	0.0888	-2.44	0.015
00CQ: Coventry	0.7482	0.0698	-3.11	0.002
00FB: East Riding of Yorkshire	0.7480	0.0677	-3.21	0.001
00AC: Barnet	0.7471	0.0763	-2.85	0.004
09UE: South Bedfordshire	0.7464	0.0910	-2.40	0.016
36UE: Richmondshire	0.7462	0.1281	-1.71	0.088
00AL: Greenwich	0.7460	0.0786	-2.78	0.005
35UE: Castle Morpeth	0.7451	0.1123	-1.95	0.051
00BF: Sutton	0.7424	0.0783	-2.82	0.005
29UC: Canterbury	0.7416	0.0886	-2.50	0.012
43UG: Runnymede	0.7416	0.1048	-2.12	0.034
00FN: Leicester	0.7416	0.0720	-3.08	0.002
26UH: Stevenage	0.7398	0.0969	-2.30	0.021
00FF: York	0.7368	0.0718	-3.13	0.002

22UL: Rochford	0.7358	0.0980	-2.30	0.021
23UC: Cotswold	0.7356	0.1102	-2.05	0.040
29UN: Thanet	0.7334	0.0862	-2.64	0.008
32UC: East Lindsey	0.7317	0.0892	-2.56	0.010
39UB: Bridgnorth	0.7311	0.1176	-1.95	0.052
34UE: Kettering	0.7275	0.0920	-2.52	0.012
17UF: Derbyshire Dales	0.7249	0.1024	-2.28	0.023
40UC: Sedgemoor	0.7234	0.0857	-2.73	0.006
18UC: Exeter	0.7200	0.0803	-2.94	0.003
00AN: Hammersmith and Fulham	0.7188	0.0991	-2.39	0.017
47UE: Worcester	0.7177	0.0854	-2.79	0.005
30UM: Rossendale	0.7176	0.1003	-2.37	0.018
26UJ: Three Rivers	0.7169	0.1076	-2.22	0.027
00HX: Swindon	0.7126	0.0696	-3.47	0.001
29UM: Swale	0.7118	0.0819	-2.96	0.003
00BA: Merton	0.7110	0.0792	-3.06	0.002
00LC: Medway	0.7096	0.0694	-3.51	0.000
32UD: Lincoln	0.7055	0.0869	-2.83	0.005
00BD: Richmond upon Thames	0.7053	0.0785	-3.14	0.002
00AZ: Lewisham	0.7051	0.0705	-3.49	0.000
00QE: Scottish Borders	0.7034	0.0785	-3.15	0.002
13UG: Macclesfield	0.7026	0.0759	-3.27	0.001
00QC: Angus	0.7025	0.0804	-3.09	0.002
34UF: Northampton	0.7012	0.0690	-3.61	0.000
41UF: South Staffordshire	0.6984	0.0794	-3.16	0.002
09UD: Bedford	0.6982	0.0741	-3.38	0.001
00AF: Bromley	0.6970	0.0680	-3.70	0.000
18UH: Teignbridge	0.6966	0.0808	-3.12	0.002
45UE: Crawley	0.6949	0.0814	-3.11	0.002
22UG: Colchester	0.6947	0.0753	-3.36	0.001
23UB: Cheltenham	0.6947	0.0815	-3.10	0.002
26UC: Dacorum	0.6939	0.0790	-3.21	0.001
21UH: Wealden	0.6935	0.0818	-3.10	0.002
32UF: South Holland	0.6921	0.0974	-2.62	0.009
23UE: Gloucester	0.6919	0.0783	-3.26	0.001
19UE: North Dorset	0.6893	0.1031	-2.49	0.013
00MR: Portsmouth	0.6865	0.0720	-3.59	0.000
00AT: Hounslow	0.6862	0.0744	-3.47	0.001
00KF: Southend-on-Sea	0.6861	0.0781	-3.31	0.001
24UC: East Hampshire	0.6849	0.0862	-3.01	0.003
00HH: Torbay	0.6844	0.0844	-3.08	0.002
24UJ: New Forest	0.6821	0.0761	-3.43	0.001
00JA: Peterborough	0.6814	0.0710	-3.68	0.000
26UE: Hertsmere	0.6797	0.0953	-2.75	0.006
13UC: Congleton	0.6741	0.0826	-3.22	0.001
00AX: Kingston upon Thames	0.6723	0.0807	-3.31	0.001

47UF: Wychavon	0.6718	0.0854	-3.13	0.002
36UB: Craven	0.6705	0.1044	-2.57	0.010
22UC: Braintree	0.6667	0.0785	-3.44	0.001
36UD: Harrogate	0.6629	0.0747	-3.65	0.000
31UD: Harborough	0.6622	0.0883	-3.09	0.002
00HN: Bournemouth	0.6604	0.0750	-3.65	0.000
42UD: Ipswich	0.6548	0.0711	-3.90	0.000
21UF: Lewes	0.6542	0.0905	-3.07	0.002
33UB: Breckland	0.6506	0.0753	-3.71	0.000
37UJ: Rushcliffe	0.6494	0.0789	-3.55	0.000
31UC: Charnwood	0.6491	0.0675	-4.15	0.000
22UD: Brentwood	0.6484	0.1051	-2.67	0.007
42UH: Waveney	0.6477	0.0755	-3.73	0.000
46UF: West Wiltshire	0.6474	0.0702	-4.01	0.000
18UB: East Devon	0.6464	0.0782	-3.61	0.000
36UC: Hambleton	0.6456	0.0813	-3.48	0.001
45UF: Horsham	0.6428	0.0737	-3.85	0.000
42UF: St Edmundsbury	0.6406	0.0747	-3.82	0.000
34UG: South Northamptonshire	0.6401	0.0859	-3.32	0.001
44UE: Stratford-on-Avon	0.6364	0.0782	-3.68	0.000
21UC: Eastbourne	0.6361	0.0867	-3.32	0.001
00MC: Reading	0.6356	0.0739	-3.90	0.000
24UB: Basingstoke and Deane	0.6350	0.0672	-4.29	0.000
34UC: Daventry	0.6350	0.0959	-3.01	0.003
33UH: South Norfolk	0.6312	0.0694	-4.19	0.000
45UB: Adur	0.6305	0.0921	-3.16	0.002
38UD: South Oxfordshire	0.6303	0.0742	-3.92	0.000
29UB: Ashford	0.6268	0.0745	-3.93	0.000
43UC: Epsom and Ewell	0.6260	0.0922	-3.18	0.001
26UG: St Albans	0.6250	0.0710	-4.14	0.000
29UH: Maidstone	0.6170	0.0713	-4.18	0.000
15UC: Carrick	0.6170	0.0822	-3.63	0.000
22UQ: Uttlesford	0.6158	0.0868	-3.44	0.001
11UB: Aylesbury Vale	0.6100	0.0653	-4.61	0.000
29UK: Sevenoaks	0.6098	0.0874	-3.45	0.001
00QB: Aberdeenshire	0.6092	0.0586	-5.15	0.000
33UE: King's Lynn and West Norfolk	0.6022	0.0706	-4.32	0.000
00HP: Poole	0.6020	0.0659	-4.64	0.000
43UD: Guildford	0.6012	0.0758	-4.03	0.000
38UC: Oxford	0.6011	0.0673	-4.55	0.000
00BK: Westminster	0.6005	0.0820	-3.74	0.000
00MA: Bracknell Forest	0.5997	0.0766	-4.01	0.000
40UD: South Somerset	0.5990	0.0645	-4.76	0.000
33UF: North Norfolk	0.5968	0.0820	-3.76	0.000
24UE: Fareham	0.5967	0.0680	-4.53	0.000

22UF: Chelmsford	0.5922	0.0633	-4.90	0.000
45UG: Mid Sussex	0.5917	0.0666	-4.66	0.000
45UH: Worthing	0.5870	0.0730	-4.28	0.000
43UK: Tandridge	0.5864	0.0830	-3.77	0.000
45UC: Arun	0.5860	0.0694	-4.51	0.000
43UL: Waverley	0.5850	0.0764	-4.10	0.000
44UD: Rugby	0.5849	0.0742	-4.23	0.000
31UG: Melton	0.5812	0.0852	-3.70	0.000
12UC: East Cambridgeshire	0.5811	0.0832	-3.79	0.000
12UE: Huntingdonshire	0.5803	0.0609	-5.18	0.000
46UB: Kennet	0.5785	0.0822	-3.85	0.000
40UE: Taunton Deane	0.5773	0.0647	-4.90	0.000
32UE: North Kesteven	0.5750	0.0648	-4.91	0.000
24UH: Havant	0.5739	0.0681	-4.68	0.000
39UF: South Shropshire	0.5739	0.1150	-2.77	0.006
24UF: Gosport	0.5715	0.0758	-4.22	0.000
18UL: West Devon	0.5693	0.0923	-3.47	0.001
38UB: Cherwell	0.5679	0.0621	-5.18	0.000
00MB: West Berkshire	0.5670	0.0638	-5.05	0.000
26UF: North Hertfordshire	0.5667	0.0639	-5.03	0.000
00ME: Windsor and Maidenhead	0.5616	0.0687	-4.72	0.000
00MG: Milton Keynes	0.5586	0.0560	-5.81	0.000
24UD: Eastleigh	0.5552	0.0606	-5.39	0.000
29UP: Tonbridge and Malling	0.5528	0.0718	-4.56	0.000
34UH: Wellingborough	0.5479	0.0720	-4.58	0.000
00BJ: Wandsworth	0.5470	0.0577	-5.72	0.000
11UE: South Bucks	0.5466	0.0943	-3.50	0.000
12UB: Cambridge	0.5435	0.0629	-5.27	0.000
29UQ: Tunbridge Wells	0.5430	0.0716	-4.63	0.000
43UB: Elmbridge	0.5417	0.0697	-4.77	0.000
24UG: Hart	0.5410	0.0692	-4.80	0.000
46UC: North Wiltshire	0.5406	0.0594	-5.60	0.000
26UD: East Hertfordshire	0.5383	0.0625	-5.34	0.000
43UM: Woking	0.5371	0.0738	-4.52	0.000
36UF: Ryedale	0.5361	0.0835	-4.00	0.000
00MF: Wokingham	0.5353	0.0614	-5.45	0.000
24UN: Test Valley	0.5350	0.0623	-5.37	0.000
00FP: Rutland	0.5344	0.0996	-3.36	0.001
09UC: Mid Bedfordshire	0.5344	0.0582	-5.75	0.000
40UB: Mendip	0.5296	0.0664	-5.07	0.000
38UE: Vale of White Horse	0.5281	0.0604	-5.59	0.000
34UD: East Northamptonshire	0.5279	0.0693	-4.87	0.000
46UD: Salisbury	0.5268	0.0616	-5.48	0.000
19UH: West Dorset	0.5244	0.0668	-5.07	0.000
44UF: Warwick	0.5222	0.0568	-5.98	0.000
45UD: Chichester	0.5173	0.0683	-4.99	0.000

43UE: Mole Valley	0.5134	0.0726	-4.72	0.000
11UF: Wycombe	0.5108	0.0586	-5.85	0.000
18UK: Torridge	0.5101	0.0840	-4.09	0.000
38UF: West Oxfordshire	0.4922	0.0624	-5.59	0.000
24UP: Winchester	0.4897	0.0582	-6.01	0.000
19UD: East Dorset	0.4864	0.0676	-5.19	0.000
43UJ: Surrey Heath	0.4852	0.0682	-5.15	0.000
12UG: South Cambridgeshire	0.4803	0.0507	-6.95	0.000
11UC: Chiltern	0.4737	0.0637	-5.55	0.000
19UG: Purbeck	0.4691	0.0867	-4.10	0.000
42UC: Forest Heath	0.4512	0.0773	-4.65	0.000
24UL: Rushmoor	0.4511	0.0591	-6.08	0.000
00AW: Kensington and Chelsea	0.4469	0.0882	-4.08	0.000