The Nature, Needs and Impact of New Entrants to Farming in the United Kingdom

The Landworkers' Alliance (April 2020)

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Summary

The following are the findings from research carried out by the Landworkers Alliance (LWA) to inform discussions with the Defra on support programs for New Entrants to agriculture in England. In particular we aim to address questions relating to the number, nature and impact of new entrants to farming, and to the costs of starter farms and new entrant training. This is in the context of Defra's policy update published February 2020, which commits to funding support programs for new entrants to improve access to land and knowledge, and to help overcome prohibitive start-up costs through productivity grants (Defra, 2020).

While barriers to entry to farming are well documented, there is little research into the number and nature of new entrants. What does exist suggests that there is substantially more interest in starter farms than currently available, and indicates that the number of aspiring new entrants in the UK must at least be in the low thousands. According to government data and national land surveys, this compares with around 40 new entrants that access land annually through Farm Business Tenancies and county holdings. Research also evidences that while interest in agricultural subjects at university remains high at around 19,000 graduates per year, around 70% do not go on to join or start a farm due to the barriers to entry to the industry.

The research finds that new entrants are younger, are more likely to be female than established farmers, and are more likely to be interested in ecological farming and in social and environmental outcomes. Research has found they're more entrepreneurial than their established counterparts, including greater proactiveness and product innovativeness. Because many new entrants have to start with small farms, they will be required to be more productive per acre, and due again to the size of their holdings, will employ more labour per acre.

Methodology

This document primarily is a review of: academic research on new entrants and young farmers, the agricultural labour market and on sectors known to attract new entrants, such as new and alternative farming methods; and information made publicly available by organisations providing agricultural education and training, and supporting new entrants to farming in the UK and Europe (Annex 1).

It also incorporates the information and data provided directly through correspondence and discussions with organisations supporting new entrants in the UK (Annex 2).

Contents

1. What is the level interest in starter farms and grants?

Estimating level of interest in Starter Farms

Nowhere in the literature reviewed, or within the knowledge base of organisations consulted is there a comprehensive figure for the number of aspiring new entrants in the UK. The absence of data on new entrants and young farmers is noted by many (EIP-AGRI 2016; Pindado et al., 2018; Zagata and Sutherland, 2015; Milne and Butler, 2014). The European Innovation Partnership Agricultural Productivity and Sustainability (EIP-AGRI 2016) concluded from their study on new entrants that:

> 'it is impossible to accurately assess the number of new entrants'

The Ecological Land Cooperative, Scottish Farm Land Trust and Bath & Bristol Organic Growers, three small not-for-profit organisations, have carried out surveys to gauge interest in their starter farms and land matching services. Their services are focused on new entrants specifically to agroecology, and not all types of farming. The results of their surveys are shown in Table 1.

Table 1: Survey results from three providers of starter farms

Organisation	Area	Survey Period	Survey Participants*	No. Seeking a Starter Farm
Ecological Land Cooperative	England	July-Oct 2016	277	277
Scottish Farm Land Trust	Scotland	April-July 2017	1,286	989
Bristol Food Producers	Bristol	Mar 2015 - present	66	66

* Each survey participant typically represents a two-adult household, some participants are individuals, while the remainder belong to a group (e.g., farm cooperative).

Sources: Wangler, 2016, Nourish Scotland, 2017, Bristol Food Producers, 2020.

These surveys enrol survey participants via the organisations' websites, newsletters and social media and will have had limited reach to potential survey participants.

Four providers of starter farms were contacted and asked for the numbers of enquiries and applications for their starter farms (Table 2).

Table 2: Number of enquires for each starter farm provided

Organisation	Type of holding	Period	Holdings advertised in period	Expressions of interest
Ecological Land Cooperative (England & Wales)	Agroecological smallholding (commercial)	April 2019 – March 2020	8	132
Kindling Trust (Manchester)	Horticultural business incubator	2013-2019	21	206
Norfolk County Farms	Mainly arable, some units with grazing	2019-2020	4	59
Scottish Government	Mainly grazing	2016-2019	94	846[1]

The above figures indicate there is a significant amount of unmet demand.

It is useful to compare these figures with the numbers of new entrants accessing land through Farm Business Tenancies (FBTs), which in the 5 years to 2018 averaged just 37 new entrants per year, or 6% of all FBT lettings (England and Wales) (Moody, 2019). The county farms estates lettings are included in this figure. In 2017-2018, 37 'new tenants' were offered holdings across England (Defra, 2019).

Finally, it's useful to turn to the numbers of students enrolling in agriculture related subjects, and how many of these are able to become a farmer. According to the Higher Education Statistics Agency, around 19,000 students gradate from agriculture related subjects (HESA, 2018). According to ADAS' sample of 492 graduates surveyed in 2003-2004, only 27% 'joined or started a farm business' (ADAS, 2004). However, we see a significant number of new entrants who do not have formal agricultural education. Defra statistics (2016) show that 65% of farm managers had no formal agricultural experience, while there is no comprehensive information available on the level of education of new entrants in the UK, research across Europe shows a similar % of farm managers with practical experience only (68%) and a larger and increasing portion of younger farmers with full training – 17.1% of farmers under 35 in 2005 to 19.8% in 2013 (EU 2017).

Estimating level of interest in grants

To estimate the level of interest in grants we can look at the update of the three schemes to support new entrants and young farmers that the Scottish Governments ran between 2015 and 2018. The schemes were so popular that funds were exhausted earlier than anticipated.

[1] Waiting final confirmation

However it is likely that they will be reintroduced post 2020. The three schemes and their level of uptake were:

1. **Young Farmer Start-up Grant Scheme:** provided start-up aid of €70,000 to young farmers (40 years and younger) who had been head of an agricultural business for less than 18 months prior to application and demonstrated estimated standard outputs in the range €10,000 to €600,000

596 applications were received for this grant and 207 grants were made totalling €14,490,000 of the grants awarded 164 were for new businesses and holdings purchased or leased on the open market, 27 were for new businesses on existing holdings and 16 were for continuation of existing businesses on existing holdings.

It is notable that a significant number of grants made in this scheme are likely to be to new entrants under 40 years of age as they were made to new businesses on new holdings. The higher grant available would have encouraged younger new entrants to apply to this scheme rather than the new entrant start-up grant scheme.

2. New Entrant Start-up Grant Scheme: provided start-up aid of €15,000 to support new entrants to farming of any age of smaller holdings and who had been head of a business for the first time for less than 12 months prior to application and demonstrated estimated standard outs in the range €600 to €9,999

110 applications were received for this grant and 49 grants were made totalling €735,000 of the grants awarded 46 were for new businesses and holdings purchased or leased on the open market, 12 were for new businesses on existing holdings and 3 were for continuation of existing businesses on existing holdings.

3. New Entrant Capital Grant Scheme: provided grants of up to €25,000 over a rolling two year period for all farmers who have set up as head of a new or existing business in the five years preceding their application.

1106 applications were received for this grant and 736 grants were made totalling €9,274,956.88

In extrapolating information from the Scottish example to estimate demand in England we should bear in mind a few factors. First, the criteria of having been head of a business for less than 12 months in the case of the New Entrant Start up Grant Scheme and 18 months in the case of the Young Farmer Start up Grant Scheme is restrictive and would have limited the number of young farmers and new entrants eligible. We would recommend at least 5 years (as was used in the new entrant capital grant scheme) for such grants in England, this would increase the number of eligible people, but also improve the overall quality of applications as people would have more time to experiment with their systems with less pressure to 'apply before the cut off'.

Secondly, the number of holdings in Scotland (51,000) is half that of England (106,000). In the absence of more accurate data it would be reasonable to assume demand for the same schemes would be twice as high in England (AUK 2019).

The LWA is currently carrying out a survey of members to gauge interest in grants for new entrants and farm improvements that we can supply when the results are collected and analysed.

2. What is the nature of interest in starter farms?

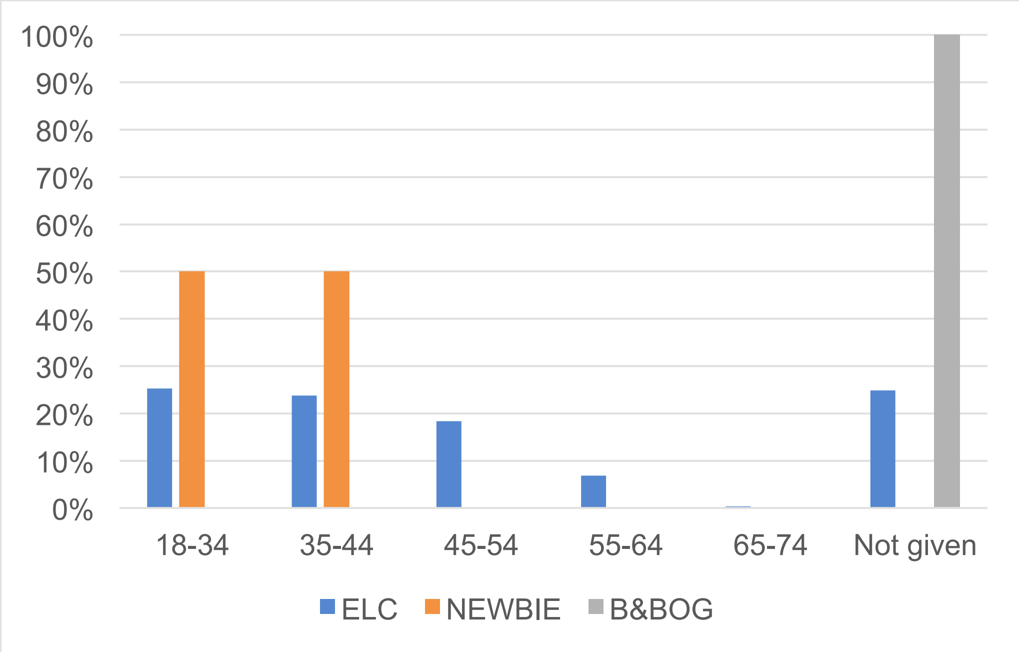
Existing research finds that "there has been limited research addressing new entrants in farming, [and] it remains unclear who this group is" (Pindado et al., 2018), and that "very little attention is given to the newcomers in agriculture, the businesses they begin, or the business models that they develop" (EIP-AGRI, 2016).

In the course of this research, two surveys into the backgrounds and needs of new entrants in the UK were found (Table 3), one of Bristol-based new entrants, the second those based in England. A third survey, by NEWBIE, of 90 new entrants across Europe, incorporated a survey of 10 new entrants in the UK. The surveys do not capture identical information but the data that can be compared is illustrated below. The data has had to be simplified for the comparisons to be made. The surveys are detailed in full, including hyperlinks to download in Annex 3. Of note is that NEWBIE's survey is of recently established new entrants whereas the other two surveys are of new entrants still seeking opportunities.

Table 3: Surveys of UK new entrants' needs and backgrounds

Organisation	Dates of survey	Number surveyed	Type of survey
Ecological Land Co-operative	July - Oct 2016	277	Online multiple choice
Bristol & Bath Organic Growers	Mar 15 -Aug 16	43	Online multiple choice
NEWBIE	Dec 18 - Feb 19	10	Interview

Figure 1: Age of new entrants surveyed



Note: in the UK, as of 2013, just 15% of farm managers were under the age of 45 (EIP-AGRI, 2016).

Figure 2: Gender of new entrants surveyed (by lead farmer)

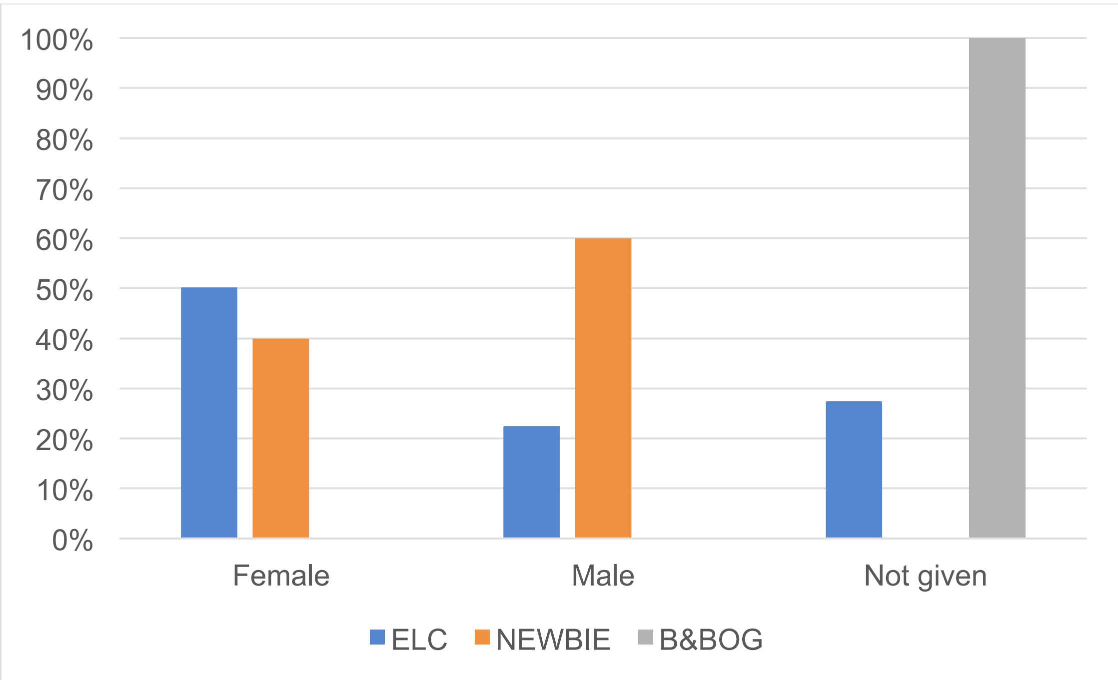
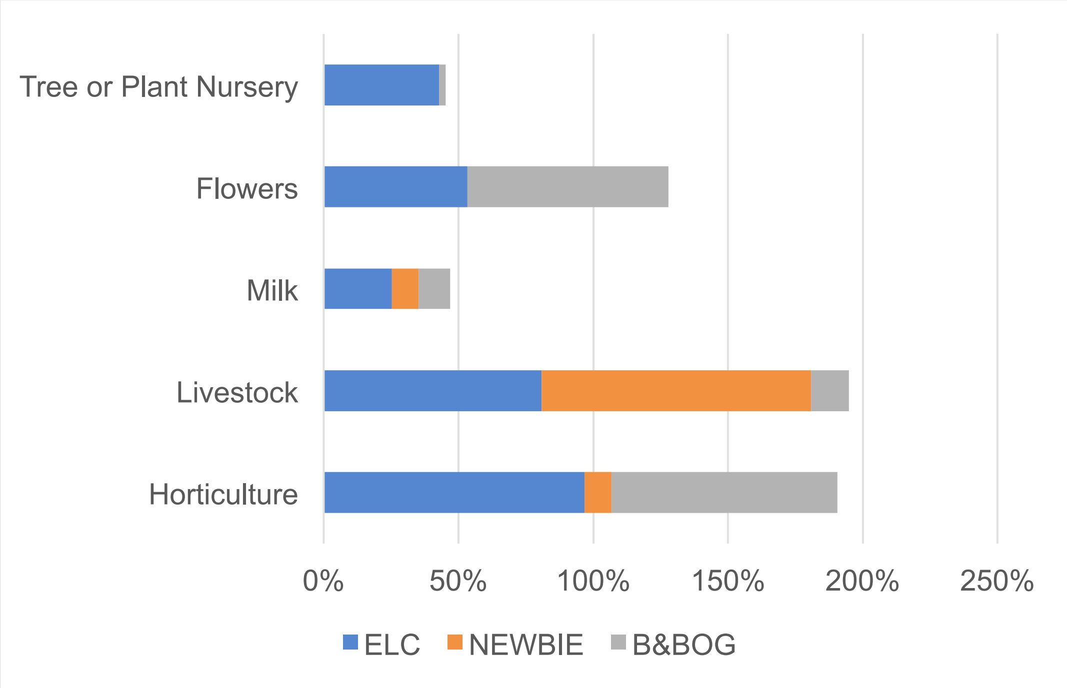
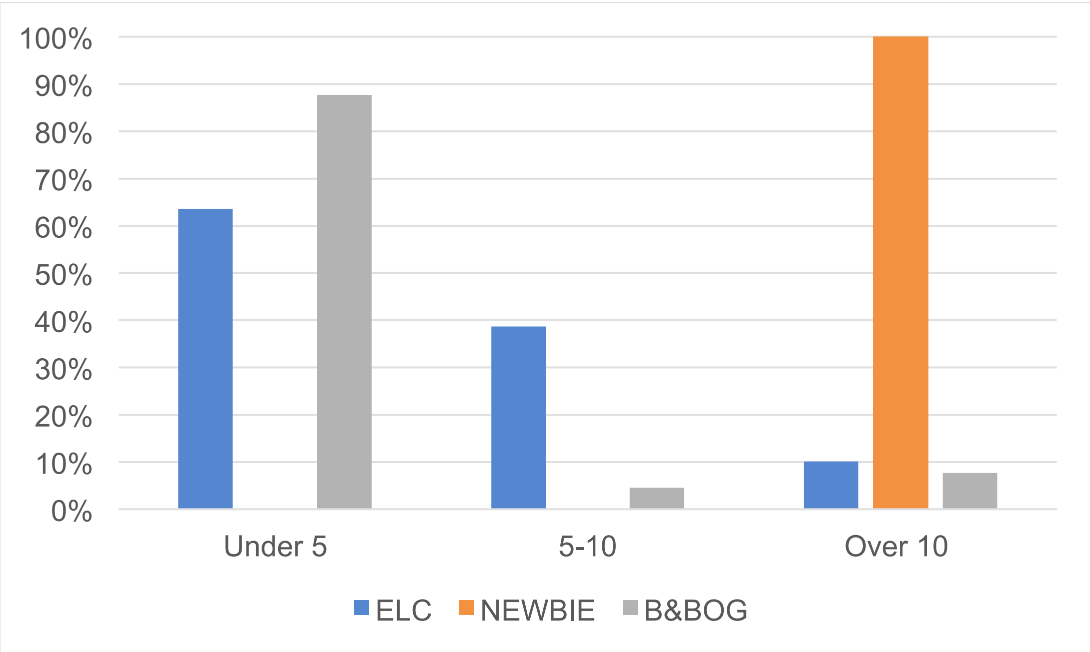


Figure 3: Crops and livestock choices of new entrants surveyed



Survey participants in the ELC and B&BOG surveys were asked what crops and livestock they'd hope to grow / rear. NEWBIE asked their new entrants for their main agricultural use. The ELC and B&BOG survey results provides greater details within each produce grouping, e.g. salad, top fruit, soft fruit, chicken, lamb, etc.

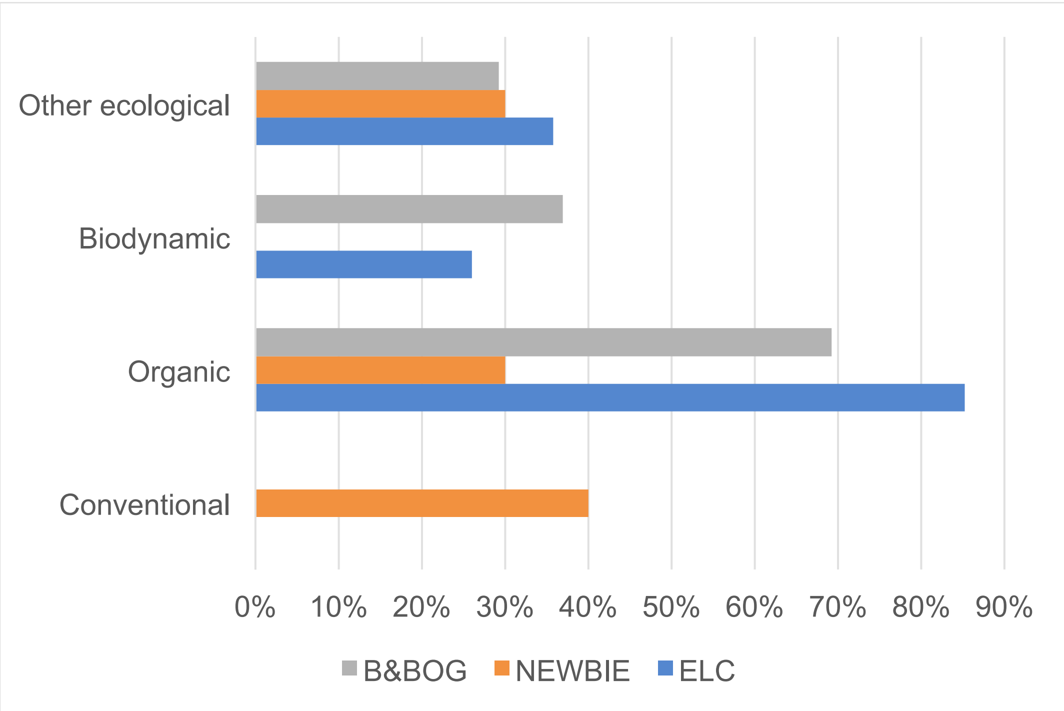
Figure 4: Preferred size of starter plot (acres)



Figures 4 shows the size of starter farm new entrants surveyed by the ELC and B&BOG say they're interested in. The NEWBIE survey provides limited information on size of holding, but the 10 UK new entrants they surveyed are all already established on larger holdings, on average over 200 acres. The ELC and B&BOG provide more detail on size.

Figures 5 shows the management approaches considered by the new entrants participating in the ELC and B&BOG surveys, and management already practiced by new entrants in the NEWBIE survey. These results, showing a much greater interest from new entrants in organic or ecological growing and farming than their established counterparts, reflect academic research which finds that new entrants form a greater part of organic and ecological farmers (e.g. Laughton, 2017, Lobley et al., 2009); and new entrants are more interested in social and environmental outcomes (Laughton, 2017, Zugata and Sunderland, 2015, ADAS, 2004).

Figure 5: Management approaches considered by new entrants



3. What are the reasons for the current level and interest in starter farms? Does government need to stimulate demand, and if so how?

There is largely a consensus as to the barriers to entry for new entrants which are well documented and not repeated here (e.g., Nye, 2020, Helms et al., 2019, Payne, 2019, Nourish Scotland, 2017, Scottish Government, 2016: Annex 3, Williams, 2015, M-J Zondag et al, 2015, Milne and Butler, 2014, Macaulay Institute, 2008). FBTs are often referred to as a route into farming for new entrants, but, according to the latest agricultural land survey, in the last five years, new entrants secured on average just 37 FBTs per year 2014-2018, or 6% of FBTs (Moody, 2019). These figures include FBTs on county farms.

In an era in which barriers to entry are considered as insurmountable, starter farms - particularly those where support and mentoring is available - will be the most promising route for new entrants.

There is no decline in the numbers of students enrolling in agricultural courses, at around 19,000 per year (HESA, 2018) and reportedly continued interest in new entrants' events and competitions (e.g., Tenants Farming Forum, 2018, Farm Advisory Service, 2017 & 2018). Some do raise concern though that farming appears to many young people as a career for the unskilled. For example, Lang and Schoen (2016) report that "a survey of 1,000 people revealed that 70% of 18 year olds believed that horticultural careers should only be filled by people who have 'failed academically' and nearly 50% of under-25s think that horticulture is an unskilled career".

Nourish Scotland in their survey of 1,286 seeking farmland found that:

> "When asked about their motivations for farming, 85% said 'looking after the environment' and 79% said 'help build/sustain rural communities". (Nourish Scotland, 2017)

In a study of 90 new entrants across Europe, including 10 from the UK, the researchers found:

> "The most often named motivations of new entrants for entering the farming sector are passion, self-fulfilment, family tradition, market opportunities, and climbing the career ladder from a worker to self-employment and entrepreneurial

independency. Emotional arguments and enthusiasm are named more often than more rational, like financial, motivations" (Helms et al., 2019).

The experience of the ELC, LWA, and Scottish based Tenants Farming Forum, and the level of interest in agricultural courses suggest that there is no need to stimulate demand, and that addressing barriers to entry should be a priority.

4. What are the costs for setting up a starter farm?

The ELC and the Scottish Government are the only two bodies that - as far as this research has found - have created farms specifically for new entrants, in the UK in the last decade. County councils and the National Trust continue to tender farms, including to new entrants, but these are on existing estates. The holdings that the ELC and the Scottish Government offer vary in many ways, including size, type of agriculture, provision of housing and the length of their tenancies:

Table 4: Starter farm characteristics and costs

	Ecological Land Cooperative	Scottish Government
Acres	3 -9	148-173
Farm type	Small-scale mixed, primarily horticulture	Primarily rough grazing
Housing	Planning consent for dwelling	Yes
Infrastructure	Barn, PV array	Fencing
Lease	150-year	10-year
Cost to organisation	£129,000	"In excess of £200,000" (using public land)

Sources: Scottish Government (2016), Ecological Land Cooperative (2020)

The Scottish Government are not paying for the land, but report to be spending in excess of £200,000 to bring housing and steading up to letting standard, and to upgrade fencing.

The ELC's costs span 27-year period because new entrants pay for a 150-year lease over 25 years. The cost for a cluster of three starter farms break-down as follows:

Land	£150,000
Staff Cost	£50,000
Site Infrastructure	£85,000
Travel and Subsistence	£8,000
Ecological Surveys	£2,500
Professional and legal fees	£10,000
Conveyancing	£2,500
Overheads	£60,000
Depreciation	£18,000
Total	**£386,000**
Total per holding	**£129,000**

Both organisations have budgets in addition to the above, for providing support and site monitoring.

The Landworkers Alliance (Payne, 2019), drawing on the experiences of their membership have researched the costs of a new entrant starting up a variety of farm businesses on their own. The examples do not include the cost of housing. Their examples include:

Table 5: Example costs of starting a farm in the open market

	Equipment and stock	Infrastructure (e.g. Barn, track)	Land	**Total**
Nine-acre market garden	£51,000 - £113,750	£64,670 - £116,020	£90,000	**£205,670 - £319,770**
Mixed farm on 22 acres	£88,950 - £194,500	£61,800 - £122,020	£154,000	**£304,750 - £316,520**
35-acre micro dairy	£44,250 - £82,750	£57,550 - £125,020	£245,000	**£346,800 - £452,770**
50-acre arable farm	£56,050 - £109,000	£45,550 - £105,020	£350,000	**£451,600 - £564,020**

The LWA have used either £7,000 per acre (land purchase 15 acres or over), or £10,000 per acre (land purchases under 15 acres) in their calculation. Start-up costs vary greatly if more land is required or land prices are lower or higher.

The costs of establishing starter farms will vary significantly depending primarily on whether land has to be purchased for the unit, whether accommodation has to be built or renovated, and the extent to which the sites require additional infrastructure, utilities and equipment. The degree to which these costs can be passed onto the new entrant depend on the nature and length of the lease.

5. What are the costs of new entrant training and mentoring?

We would concur with the conclusions of ADAS in 2004 that "There are sound market failure arguments to justify some public provision of advice, training and information and such measures are used to assist small and medium enterprise start-ups in all sectors" (ADAS, 2004).

In our experience these failures are even more pronounced in agroecological farming compared to conventional farming. Members of the LWA and affiliated organisations are working to address these gaps. Depending on funding we are planning to trial rolling out the level 2 qualification in Organic Horticulture currently delivered by Organiclea in London to 10 other sites around the country and will conduct a feasibility study into setting up a level 3 qualification in agroecological farming. These would combine theoretical elements delivered off the farm through residential weeks or weekends with on-farm practice and assessment.

It is quite possible that as part of the integrated package delivered through the governments grant fund for new entrants, the LWA or allied organisations could provide business and agricultural training, mentoring and support to new entrants. This could be through a combination of qualifications that combine on-farm training with residential theoretical elements; short courses on specific subjects; and mentoring tailored to the needs of the new entrant.

The following table summarises the costs for mentoring and training at levels 2 and 3 currently offered and in development by the LWA and allied organisations. These can be used as a guide for the costs of training and mentoring provision.

Table 6: Example costs of training and mentoring

Organisation	Area served	Provision	Cost
Landworkers' Alliance	UK wide	Individual mentoring 30 hrs of 1-to-1, plus a 1-day conference. Group mentoring 6 hrs of 1-to-1 mentoring, 24 hours in group of 3 peers, plus a 1-day conference. In development: farm-based 2 year level 3 qualification in agroecological farming	£1,500-£2,000 per mentee £1000 - £1200 per mentee TBC
The Kindling Trust	Manchester	30 hrs of 1-to-1 mentoring, plus a 1-day conference.	£1,500-£2,000 per mentee
Organiclea	London	City & Guilds qualifications in Organic Horticulture Level 2 extended certificate Level 2 Work based Level 3 certificate (in development) Level 3 Diploma (in development) Level 3 work based Diploma (in development)	Costs per participant £880 £552.50 £880 £3058 £958
Biodynamic Association	UK wide	2 year Level 3 in Biodynamic farming	£11,300 per participant, includes full time on farm work at minimum wage

6. What are the measured impacts of starter farms on the local economies/communities/environments and how does this differ from those of large estates and existing farms?

Agricultural Productivity

The Ecological Land Cooperative's first three starter farms generated a profit of between £2,224 - £3,258/ha in year 5 of production. This compares with the *top quartile of farmers* in the UK who earnt an average surplus of £208/ha before subsidies (Knight, 2018a, Knight, 2019a, Moody, 2019). While these figures will be imperfect, the order of magnitude is clear. In the current context of high land prices, most new entrants must start with small amounts of land and in turn focus on higher value crops and get more for their produce by, for example, making greater use of direct sales and valued added (Helms et al., 2019, Laughton 2017). However, farmers with access to small parcels of land also: a) cultivate a higher proportion of their land (Cornia, 1985), including through improvement to drainage, soil, etc. (see Figure 6) and b) make greater use of labour, increasing productivity on crops which benefit from more intricate husbandry and hand picking (Laughton, 2017). Organic farms - which have a higher proportion of new entrants - have been found to generate higher sales revenue per hectare, 'due to the multitude of skills from previous employment, typically in sales, business and marketing' (Chiswell and Lobley, 2015). These are all areas where new entrants are contributing to improved agricultural productivity.

A positive impact of the higher labour per acre generated by new entrants is that more people will be brought into contact with, and gain skills in farming, needed to ensure that we have the farmers and farmworkers of the future.

Figure 6: Cultivation of 'unfarmable' land in Devon by a new-entrant family

Land at purchase

Trees planted to reduce soil erosion and infiltration

Land 'reclaimed'

Both local farmers and the council's agricultural assessor described this 3.6ha starter farm as unfarmable. The new entrants Ruth and Alex Wilson, increased productivity from nothing on their parcel of land to profits of £3,258/ha. One of the measures taken was to plant trees on the slopes to reduce rainwater run-off and infiltration. They were able to grow field crops on land previously too water-logged for production.

Local economy multiplier and social return on investment of local sales

Farming businesses providing local produce have been found to have a higher proportion of new entrants (70%) (Laughton, 2017) and in a separate study, new entrants have been found to make greater use of direct sales and short chains (Helms et al., 2019).

Research on the economic benefits direct sales and local supply chains in the UK was produced by the Campaign to Protect Rural England in 2012 (CPRE 2012). They estimated that in 2012, local food sales in 750 towns across England through independent outlets were worth around £2.7 billion a year. They found that money spent in local food networks will be re-circulated within the local economy for longer and could be contributing £6.75 billion of total value to local economies. Significantly, they found that spending in smaller independent local food outlets supports three times the number of jobs than at national grocery chains. And that enterprises involved in local played a key role as a cornerstone for many other local businesses.

The CPRE research corroborates earlier work carried out by the New Economics Foundation (NEF 2002) on the local multiplier effect. NEF showed that spending £10 in a local food outlet is worth £25 to the local economy, as it gets re-spent locally several times (a local multiplier of 2.5) whereas every £10 spent in a supermarket leads to only £2.40 being spent in the local area.

This work was taken further by researchers from the University of Gloucestershire in 2013 who calculated the social return on investment in local food. They concluded that every £1 invested in local food returns between £6 and £8 to society in the form of social and economic outcomes including health and well-being, training and skills (CCRI 2013). Tamar Grow Local, an organisation running farm incubation sites in Cornwall and Devon report a social return on investment independently calculated to be in the region of £16 for every £1 invested.

Education and community involvement

Local food producers provide more opportunities for people to learn how food is produced than their larger counterparts (Wills, 2012). This finding is echoed in studies of Community Supported Agriculture (CSA). New entrants form a greater part of CSA schemes (Helms et al., 2019, CSA Network, 2018) which establishes a greater connection between the public and farming. Most CSA schemes (77%) also provide education and training. CSA members report a number of positive impacts of participating, aside from greater connection with farming, including improved well-being and increased fruit and vegetable consumption (Saltmarsh et al. 2011; Brown and Miller, 2008).

Horticulture and fresh produce

Laughton (2017) in her survey of 69 small-farms - 70% of which were owned by new entrants - found that in all 69 farms fruit and vegetables were central to their enterprises. In the ELC's survey of new entrants, 96% of the survey participants stated that they want to be involved in horticulture (Wangler, 2016). New entrants typically can only access small areas of land which lend themselves to horticulture over arable crops, dairy and livestock. Even with government grants, new entrants and those supporting new entrants are highly unlikely to be able to purchase large or even medium sized farms in the foreseeable future. By focusing on fruit and vegetables, small starter farms help meet the large fruit and vegetable trade gap, approximately £7.8bn per year (Lang and Schoen, 2016).

The literature review found that new entrants are also recognised to:

- Be more likely to operate modernised, profitable farms (Zugata and Sunderland, 2015);

- form a greater part of organic and ecological farmers (Laughton 2017; Lobley et al., 2009);
- be more interested in social and environmental outcomes (Laughton, 2017, Zugata and Sunderland, 2015, ADAS, 2004);
- create more valued added produce (Zugata and Sunderland, 2015); and
- represent significant sources of innovation and entrepreneurship (EIP-AGRI, 2016), particularly full-time new entrants (Pindado et al., 2018). New entrants were found to be more entrepreneurial than their established counterparts, including greater proactiveness and product innovativeness (Pindado and Sanchez, 2017).

7. Who would be interested in accessing funds for a new entrants' scheme beyond county farms?

The following organisations are involved in running formalised starter farms of some kind within our network and we believe would be interested in accessing funds for a new entrants' scheme, although not all have responded to consultation at the time of publishing this report. In addition, were funding available it is likely that other organisations and farms currently letting out parcels of land to new entrants would be interested. A funded New Entrants scheme could provide incentives to farmers currently engaged in informal farm start arrangements to formalise their offerings, improving the opportunity for new entrants.

1. Bristol Food Producers (Bristol), not yet responded
2. The Earth Trust (Oxfordshire), not yet responded
3. The Ecological Land Cooperative (Devon, Somerset, Sussex, Cornwall, Gower, Pembrokeshire), consulted
4. The Fund for Enlightened Agriculture (Oxfordshire / UK wide), not yet responded
5. The Kindling Trust (Manchester), consulted
6. Landworkers Alliance (UK wide), consulted
7. LESS (Lancaster), not yet responded
8. Locavore (Glasgow), not yet responded

9. Mach Maethlon (Machynlleth), not yet responded
10. Norfolk County Council (Norfolk), consulted
11. Organiclea (London), consulted
12. Organic Growers Alliance (UK wide), not yet responded
13. Scottish Farm Land Trust (Scotland), not yet responded
14. Stroud Starter Farm (Stroud), not yet responded
15. Tamar Grow Local (Cornwall / Devon), not yet responded
16. Soil Association land trust (UK wide), not yet responded
17. Biodynamic Association land trust (UK wide), not yet responded
18. Shillingford Organics (Devon), not yet responded

8. Would government grants for new entrants be welcomed by members?

We are currently conducting a survey to gather more information about member needs from grants. However, we can confidently say that appropriate and relevant grants would be welcomed by members and new entrants around England. The need for start up grants is a recurring theme in our surveys and consultations, and start up costs constantly come up as a big obstacle for members.

9. What are the risks of failing to support new entrants?

- Continued gender inequality: Currently the agricultural workforce is 28% women (Nye, 2020), and while signs of change are reported (Chiswell and Lobley, 2018), succession in family farming in the UK has been and remains largely patrilineal, and succession remains the main entry route into farming (ibid.). Women are more likely to be new entrants (Sutherland et al., 2015), and more women are enrolling in agricultural-related courses than men at a ratio of approx. 11:7 (HESA, 2018) but without opportunities to go to. By supporting new entrants, it is probable that more women will be able to enter farming.

  The LWA doesn't yet collect data on members gender but informal evidence would suggest it is significantly more balanced than the average agricultural workforce. Figures from Organiclea show that of 75 traineeship posts run since 2011, 27 people were male, 45 people were female and 3 were non-binary. Furthermore, in their level 1 and 2 City and Guilds qualifications in the 2019/2020 academic year of 86 learners, 29 were male, 56 were female and 1 was non-binary. This suggests that support for new entrants is a promising way to address gender inequalities in farming in the UK.

- Continued ethnic inequality: Farming is currently considered the least diverse job in the UK with 98.6% of farm managers White British (Norrie 2017). The LWA doesn't yet collect data on ethnicity of members but informal evidence would suggest a higher percentage of non-White British farm managers than average. Figures from Organiclea show that of 75 traineeship posts run since 2011, 56 people were white UK, 8 people were white non-UK and 11 people were of BAME backgrounds. Furthermore, in their level 1 and 2 City and Guilds qualifications in the 2019/2020 academic year of 86 learners, 68 were White-UK, 4 were White non-UK and 18 were of other ethnicities. This suggests that support for new entrants is a promising way to increase the ethnic diversity of farming in the UK.

- Greater labour shortages: The number of people entering farming is lower than other sectors, and lower than the exit level (ADAS, 2004, Williams, 2015). Nye (2020) in her doctorate on agricultural labour in the SW of England, found that agricultural labour is increasingly provided by contractors, and warns, with others (e.g. Lobley et al, 2005, House of Commons, 2017) of farm labour shortages. Furthermore, in all surveys where farmers and growers were asked, the majority of respondents reported problems in filling vacancies, and that this is a significant problem for their viability (e.g. Laughton, 2017, Lang and Schoen, 2016, Nye, 2020). By supporting new entrants to the industry, the skilled farm workforce will increase.
- Reduced growth of local food systems: New entrants are more likely to produce food for local food systems (Wills, 2012), including through CSAs (Helms et al., 2019, CSA Network, 2018) which have a high social return on investment, and local economy multiplier effect. Local food systems and CSAs generate more opportunities for the public to connect with and experience farming, which is needed to ensure that we have the farmworkers of the future (Wills, 2012, CSA Network, 2018).
- Reduced rate of increase in agricultural productivity: Land productivity in the UK remains relatively static. New entrants are found by many to show greater willingness to adopt new farming and growing systems (Helms et al., 2019, Laughton, 2017, Lobley et al., 2009) which in turn have been found to generate higher sales revenue per hectare (Laughton, 2017, Chiswell and Lobley, 2015), and have been found to add greater value (Helms et al., 2019, Laughton, 2017, Zugata and Sunderland, 2015).
- Less public connection to food and farming: New entrants have been found in higher numbers in local food systems and in CSA (Helms et al., 2019, CSA Network, 2018), which provides greater connection between the public and their food. Research has

found that where there is improved connection between the public and their source of food, comes improved diet and well-being (Saltmarsh et al. 2011, Brown and Miller, 2008).

- Lower levels of environmental management: New entrants are found in greater numbers in organic and other ecological farming (Laughton, 2017, Lobley et al., 2009). Conversely increased use of farm contractors associated with increased farm sizes have been linked with poorer environmental stewardship (Nye 2020, Lobley et al, 2002). Gosling and Williams (2010) claim that ‘environmentally significant action increases with affective attachments to and identification with nature and place’.

10. What is the level of diversity within new entrants?

The European Innovation Partnership Agricultural Productivity and Sustainability (EIP-AGRI) group found “there is no systematic body of research which addresses the new entrant phenomenon, and therefore no specific research addressing the question of gender [or diversity] in relation to new entrants” (Sutherland et al., 2015). As previously referenced, academic researchers are in agreement that “there has been limited research addressing new entrants in farming, it remains unclear who this group is” (Pindado et al., 2017).

The EIP-AGRI group reviewed of studies on groups of farmers where new entrants are known to be more common, such as in organic farming, and found “women are more likely to be new entrants (although the majority of new entrants still appear to be male)” (Sutherland et al., 2015). The ELC’s survey of new entrants found there to be greater number of women (139) than men (62) seeking a starter farm. This compares with the current agricultural workforce in which 28% are women (Nye, 2020).

In the course of this research no external studies showing the level of ethnic diversity within new entrants has been found. Within our networks two organisations responded with data that can be of use. The Kindling Trust’s (2018) impact report makes reference to the fact that their FarmStart participants are “more diverse [this year]: Durga, Indian, late 30s, IT consultant, young family; Belinda Black British, 20s”, but without any further detail.

Figures from Organiclea, an Organic market garden and training centre on the edge of London are more comprehensive. They show that of 75 traineeship posts run since 2011, 27 participants were male, 45 were female and 3 were non-binary. In terms of ethnicity, 56 participants were ‘White-UK’, 8 participants were ‘White non-UK’ and 11 participants were of ‘BAME’ backgrounds. Traineeships at Organiclea involve a 1-2 day/week commitment to on-farm work-based learning and training over 6 – 9 months. This level of commitment implies that participants have a significant interest in exploring careers in market gardening or agriculture.

In Organiclea’s level 1 and 2 City and Guilds qualifications in Organic Horticulture, figures for the 2019/2020 academic year show that of 86 learners, 29 were male, 56 were female and 1 was non-binary. In terms of ethnicity 68 were ‘White-UK’, 4 were ‘White non-UK’ and the 18 others identified as: 1- Arab / 3 -Asian- Indian / 1- Any other Asian background / 1- Asian-Pakistani / 2- Black Caribbean / 1- Mixed - white and black Caribbean / 2 -Mixed-any other mixed multiple background / 1- Unspecified / 1- Other-white and Arab / 5- Other

These figures corroborate anecdotal evidence from the LWA suggesting that support for new entrants into agroecological farming is a promising way to increase the gender and ethnic diversity of farming in the UK.

11. Definition of new entrants

In developing support programs for new entrants we advocate for a definition that includes being the head of an agricultural enterprise or having a significant decision making role in an agricultural enterprise for up to 5 years at the least. In some circumstances, eg young new entrants, there is a case that people could be considered new entrants for longer than 5 years but we think it would be unwise to use definitions on shorter timescales.

We think it is important that definitions used to determine eligibility for grants or support do not exclude new entrants whose training and experience is only informal or practical as this would preclude many new entrants from support.

We also think it is important that definitions are tied to turnover of the enterprise rather than area of land used as many new entrants run successful businesses on small areas. The high costs of land and infrastructure, as well as traditional wisdom around starting small, contribute to this trend.

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Annex 1: List of Organisations Reviewed for Sources of Information

Bristol Food Producers

CSA Network

Ecological Land Cooperative

Fresh Start Initiative, Cornwall

Kindling Trust

Landworkers Alliance

National Trust

Norfolk County Farms Estate

Organic Growers Alliance

Organic Lea

Scottish Agricultural College

Scottish Farm Land Trust

Scottish Government

Tamar Grow Local

Tenants Farmer Association

Tenants Farmer Forum (Scotland)

WWOOF

Annex 2: Organisations Consulted

Bristol Food Producers Bristol Food Producers is a network of local, independent growers, farmers, food processors and distributors working to supply the city of Bristol with local and sustainably produced food. Its activities include early stage business support, land matching, and promoting growing as a livelihood.	www.bristolfoodproducers.uk
Ecological Land Cooperative (ELC) The ELC works in England and Wales and was founded in 2007. It develops affordable, low impact *residential* holdings for new entrants to ecological agriculture. The new entrants buy their holding on a rent-to-buy arrangement, and are provided with support and mentoring. The ELC have 15 farms occupied and in development into starter farms.	www.ecologicalland.coop
Kindling Trust Kindling Trust are based in Manchester and were founded in 2007. They undertake a range of activities that support the development of a sustainable local food economy. This includes providing training and support to growers, FarmStart and growing markets for local organic food through public procurement.	www.kindling.org.uk
Landworkers Alliance (LWA) The Landworkers' Alliance (LWA) is a union of small-scale, ecological and family farmers across the UK. They campaign for the rights of sustainable food and forestry producers, and lobby the UK government for policies that support their members.	www.landworkersalliance.org.uk
Norfolk County Farms Norfolk's county farm estate is one of the largest in the country and has been one of the few county estates to have grown in recent years. It currently lets over 16,000 acres.	www.norfolk.gov.uk/business/business-development-opportunities/county-farms
Organiclea Organiclea in north east London run an organic market garden, a veg box scheme, provide training for new growers, and help new entrants access land and set up new farm businesses.	www.organiclea.org.uk

Annex 3: New Entrant Survey Details

Bristol Food Producers

Bristol Food Producers created a survey to assess demand for land for horticulturalists in the Bristol area, and to see if they could thereby help growers access land. The survey remains open, but a report was done on participants answers as of October 2016. The report is available to download, but the underlying data, including the answers from October 2016 – present must be requested from Bristol food Producers: https://bristolfoodproducers.uk/our-work/access-to-land/.

Ecological Land Cooperative (ELC)

The ELC's survey ran from July - Oct 2016, publicised through its website, social media and newsletters and advertised as a survey for new entrants seeking a starter farm. The ELC also asked its network to publicise the survey. 277 households participated, representing 543 adults. The survey is currently unpublished and needs to be requested from sonia@ecologicalland.coop.

NEWBIE

Over 25 days in December 2018 nine organisations collected case studies in their respective countries. A pre-tested standardized questionnaire was used in face-to-face interviews with the new entrants. Available to download from: http://www.newbie-academy.eu/wp-content/uploads/2019/09/Deliverable-2.2-Inventory-of-new-entrant-case-studies.pdf