

INCLUSIVE GROWTH AND PUBLIC POLICY PANEL

**MEETING TO BE HELD AT 2.00 PM ON TUESDAY, 4 DECEMBER 2018
IN COMMITTEE ROOM A - WELLINGTON HOUSE, LEEDS**

A G E N D A

- 1. APOLOGIES FOR ABSENCE**
- 2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS**
- 3. POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC**
- 4. MINUTES OF THE MEETING HELD ON 4 SEPTEMBER 2018**
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- 5. LOCAL INCLUSIVE INDUSTRIAL STRATEGY AND LEEDS CITY
REGION POLICY FRAMEWORK**
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- 6. WORKSHOP REPORT**
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- 11. GOVERNANCE ARRANGEMENTS**
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- 12. DATE OF THE NEXT MEETING - 1 MARCH 2019**

Signed:



**Managing Director
West Yorkshire Combined Authority**

**MINUTES OF THE MEETING OF THE INCLUSIVE GROWTH AND PUBLIC
POLICY PANEL HELD ON TUESDAY 4 SEPTEMBER 2018 AT COMMITTEE
ROOM A, WELLINGTON HOUSE, LEEDS**

Present:

Councillor Shabir Pandor (Chair)	Kirklees Council
Councillor Barry Collins	Calderdale Council
Councillor Debra Coupar	Leeds City Council
Councillor Cathy Scott	Kirklees Council
Nicola Greenan	Private Sector
Mike Hawking	Joseph Rowntree Foundation (JRF)
Professor Liz Towns-Andrews	Leeds City Region Universities

In attendance:

Britta Berger-Voigt	West Yorkshire Combined Authority
Khaled Berroum	West Yorkshire Combined Authority
James Flanagan	West Yorkshire Combined Authority
Liz Hunter	West Yorkshire Combined Authority
Ben Still	West Yorkshire Combined Authority
Steve Barnbrook	Calderdale Council
Paul Hayes	Wakefield Council
Kate McNicholas	Kirklees Council
Alex Watson	Leeds City Council

1. Apologies for absence

Apologies for absence were received from Peter O'Brien, Rob Webster and Councillor Denise Jeffrey.

It was noted that Wakefield Council are in the process of changing their nomination to the Panel from Councillor Denise Jeffrey to Councillor Darren Byford.

2. Declarations of Disclosable Pecuniary Interests

No interests were declared.

3. Possible exclusion of the press and public

There were no items requiring the exclusion of the press and public.

4. Governance arrangements

The Panel considered a report on the governance arrangements agreed by the Combined Authority and invited the Panel to comment on the terms of reference and membership of the Panel. It was noted that there would be an opportunity, once the work programme of the Panel had been established, for membership to be reviewed.

Members expressed the need for future members to bring a new perspective and to come with a high profile to act as inclusive growth champions.

It was noted that the terms of reference were necessarily broad as the nature of the inclusive growth agenda cuts across many policy streams and the Combined Authority's intention is for the Panel to be wide ranging in the topics it considers.

Resolved:

- i) That the governance arrangements for the Inclusive Growth and Public Policy Panel, approved by the Combined Authority at its annual meeting on 28 June 2018, be noted.
- ii) That membership of the Panel be reviewed at a future meeting. It was noted that additional members should include a Voluntary Community Sector representative and a representative from Grant Thornton.

5. Achievements of the Inclusive Growth project

The Panel considered a report summarising the achievements of the inclusive growth project to date.

Members welcomed and noted the various achievements to date of partners across Leeds City Region in delivering Inclusive Growth activities. The need to understand the overall scale and complexity of the challenge, and maintain the focus on delivery in order to create a more socially inclusive economy, was also recognised.

Resolved:

- i) That the Panel notes the achievements of the inclusive growth project and within each partner authority and the Combined Authority.
- ii) That the Panel notes the scale and complexity of the challenge and the need for partners to maintain the focus on delivery in order to create a more socially inclusive economy.

6. Embedding Inclusive Growth across the City Region

The Panel considered a report providing information on how inclusive growth is being embedded across the emerging Policy Framework.

Discussions included:

- How inclusive growth is at the heart of the City Region's emerging wider policy framework. Members suggested adding a reference to the voluntary sector and considering the entire lower quartile of wages, not just the lowest and median wages, in order to determine a more accurate picture of wages.
- Re-shaping Combined Authority and LEP services and projects in order to drive inclusive growth, for example by changing the assessment criteria for the award of Business Growth Programme grants to encourage inclusive growth. It was suggested that any report on the impact of changes to criteria, and any new proposed changes to other grant programmes, should be brought to a future meeting.
- Panel members noted that under ERDF funding regulations businesses from the service and retail sector are not currently eligible for funding and expressed that future funding arrangements should be less restrictive and extended to all business growth programmes. However, concerns were raised about grant criteria might deter smaller businesses from applying. It was suggested that a report on the impact of grant criteria be provided at a future meeting. The Panel expressed a desire to revisit the grant criteria once their impact has been assessed. The Panel also requested that it should be consulted, along with the Business Innovation and Growth Panel, on potential future grant criteria.
- Inclusive growth activities being funded via the Business Rates Pool. It was suggested that any future impact analysis of the projects should be brought to a future Panel meeting.

Members were also asked to consider potential inclusive growth priorities and issues which could form the basis of a work programme. It was noted that the work programme should focused on delivery that is in the control of districts and the Combined Authority. The following issues and opportunities were raised and discussed:

- Driven by financial efficiency requirements, businesses and institutions are increasingly providing more of their services either partially, or wholly, online. The example of ongoing bank closures was cited and the adverse social impacts were noted for individuals without access, or the skills to access, service online. It was noted that the issue of getting everyone online had been highlighted as a key issue in the emerging Leeds City Region Digital Framework.
- A common 'good employers' framework was needed for public sector employers, covering business leadership, poverty standards, living wage pay, elements of the low pay charter and other commitments such as around offering specialist skills through volunteering. It was noted that this would help to refocus the debate away from economic output (i.e. number of jobs created) more towards the quality of jobs.
- Inclusive growth through a healthy workforce – economic growth and living standards are intrinsically linked to peoples' health. Preventing ill-health with the help of employers and public health partners is thus seen as a crucial element of inclusive growth.

In addition, Panel members express an interest in supporting emerging ideas such as the Inclusive Growth Corridor project that is currently being established by the Combined Authority. It was clarified that the "Inclusive Growth Corridors" are holistic approach that goes beyond individual transport connections. It was noted that the West Midlands are working on a similar idea with JRF and it was agreed that JRF would help to establish contact between officers from the two combined authorities. Members raised queries about planned corridors in their districts and officers suggested bringing back a more detailed item on Inclusive Growth Corridors for discussion to a future meeting.

The Panel agreed there was a need to establish a clearer evidence base of the scale and nature of the regional challenge of stubborn deprivation and economic growth not being inclusive enough. It was also suggested that the Combined Authority and other partners (e.g. local authorities, universities, colleges and schools) could usefully undertake an 'audit' of their work to establish a benchmark against which their future contribution to inclusive growth can be measured. To support this process, relevant indicators could be identified, with support from the higher education sector, for example on understanding the social return on investments made.

The Panel agreed to apply a strategic focus to its work. It was suggested that districts should report on their strategies and policies related to inclusive growth for the Panel to determine what can be up-scaled, supported or championed at a regional level. It was suggested that districts could provide inclusive growth updates at future meetings to assist the Panel's assessment.

Resolved:

- i) That the Panel notes the summary of how inclusive growth is embedded across the emerging Policy Framework and the projects that will drive inclusive growth.
- ii) That the Panel's initial suggestions for inclusive growth opportunities and issues should be considered at a future meeting as the basis of a work programme.
- iii) That an audit of the Combined Authority contribution to inclusive growth is undertaken and reported to a future meeting.

7. Business and inclusive employment

The Panel considered a report outlining existing work programmes and academic research into how businesses drive inclusive growth.

The Panel suggested that any work around improving productivity needs to also ensure good work as an outcome. Members mentioned the Poverty Truth Commission as a good way to identify the scale of the problem and as a means to engage businesses and workers to gain a better insight into lived experience at work.

The Panel agreed that it was vital to ensure that local authorities lead by example and certain core inclusive growth principles are embedded and realised by the authorities before they can be advocated wider. It was noted that other combined authorities (such as Greater Manchester and London) are already leading by example and developing 'Good Employment Charters' to promote to the region's businesses for them to agree to, sign up to and fulfil. An exercise that is made easier with the availability of elected Mayors and their 'soft power'.

Resolved: That the report be noted and the Panel's suggestions be considered further.

8. Forward Plan

The Panel considered the forward agenda plan and work programme.

It was agreed that facilitated informal workshops could allow wider input from partners, including from local communities, in order to shape and drive the work programme.

It was agreed that Bill Adams from the Trade Union Congress (TUC) be invited to a future meeting to present a discussion about the TUC's 'Great Jobs' aspirations for local authorities.

Resolved: That the Forward Plan be noted and amended as requested.

9. Date of the next meeting – 4 December 2018

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Report to:	Inclusive Growth and Public Policy Panel
Date:	4 December 2018
Subject:	Local Inclusive Industrial Strategy and Leeds City Region Policy Framework

Director:	Alan Reiss, Director Policy, Strategy and Communications
Author(s):	Jo Barham

1. Purpose of this report

- 1.1 To update the Inclusive Growth and Public Policy Panel on the development of a Policy Framework and Local, Inclusive Industrial Strategy (LIIS) for Leeds City Region.

2 Information

Background

- 2.1 In early 2018, the Leeds City Region Enterprise Partnership (the LEP) Board and the Combined Authority agreed that work should begin on the development of a Policy Framework for Leeds City Region. The Policy Framework will be an agile, long-term strategic framework aimed at driving growth, boosting productivity and earning power, for a post-2030 economy. The Policy Framework will provide room for bold, long-term planning with a focus on tackling the key challenges the City Region faces:

- Productivity gap is increasing;
- Investment in innovation and R&D is very low;
- Living standards have stalled; and
- Stubborn deprivation persists.

- 2.2 Inclusive growth is embedded as an enabler of the Policy Framework and will act as a strategic driver for strategies aligned to the Policy Framework¹.

¹The latest version of the Policy Framework is provided in Appendix 1 of this report.

- 2.3 Alongside the Policy Framework, work is ongoing to develop a Local, Inclusive Industrial Strategy (LIIS). The emerging LIIS sits at the heart of the Policy Framework and will be aligned to the national Industrial Strategy².
- 2.4 A draft LIIS prospectus has been produced to summarise the City Region's key strengths and assets and to highlight opportunities for further development. The prospectus identified a number of areas in which existing knowledge and intelligence could be improved. The prospectus considered what the City Region's ambition for inclusive growth could look like and the emerging outcomes that should be considered.

LEP Board Away Day and follow-up activity

- 2.5 The aim of the LEP Board away day was to shape thinking on development of the Leeds City Region's LIIS. Government representatives were invited to attend the event to update on the latest developments nationally and provide input and steer on Leeds City Region's proposed approach.
- 2.6 Further guidance in the form of a policy prospectus on Local Industrial Strategies was published by Government in early October³. The guidance highlights that agreeing a Local Industrial Strategy will be a necessary condition for LEPs and Mayoral Combined Authorities to draw down future local growth funding. The prospectus states that Local Industrial Strategies should remain strategic documents and not contain any proposals that require new funding or have spending implications outside of existing budgets available to local areas.
- 2.7 Government is co-producing Local Industrial Strategies in a series of 'waves'. Progress statements from the West Midlands and Greater Manchester Combined Authorities (both of which are in Wave One) have been published in recent weeks. Both progress statements considered the ways in which inclusive growth would be embedded within the Local Industrial Strategies⁴.

Autumn Budget and Comprehensive Spending Review

- 2.8 Ahead of the 2018 Autumn Budget, a Leeds City Region response was submitted to Government. The response was framed around the five foundations of the Industrial Strategy⁵ and built upon discussions at the LEP Board away day. In addition to immediate, short-term actions, the Budget submission put forward a set of bold longer-term proposals to drive productivity and inclusive growth.

² This includes the five foundations of productivity - Ideas, People, Business Environment, Infrastructure, and Place and the four Grand Challenges – Artificial Intelligence, Future of Mobility, Ageing Society, Clean Growth.

³ <https://www.gov.uk/government/publications/local-industrial-strategies-policy-prospectus>

⁴

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/744556/local-industrial-strategy-west-midlands-progress-statement.pdf see page 10

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/752671/bis-local-industrial-strategy-progress-update-greater-manchester.pdf

⁵Ideas, People, Business Environment, Infrastructure, Place.

- 2.9 Planning is underway to shape Leeds City Region's response to the 2019 Comprehensive Spending Review (CSR). This will build upon the approach to development of a LIIS and the budget submission. The submission will set out a clear set of funding asks as well as consideration of issues to support more effective ways of working to enable the City Region to meet its bold ambition for a post-2030 economy.

Building the evidence base

- 2.10 Government guidance is clear on the need for Local Industrial Strategies to be underpinned by robust evidence drawing out relative strengths and weaknesses, with an emphasis on productivity. Leeds City Region has a strong evidence base on which to build. Tools such as the annual Leeds City Region Business Survey and a new Leeds City Region Household Survey will play a key role providing primary data to support policy development.
- 2.11 Additional work will be undertaken where there is a gap in the existing knowledge base and a more intensive examination of the issues is required. This approach will align activity against the five foundations and four Grand Challenges of the national strategy and will support the submission to the CSR on productivity, innovation networks, and supply chains.
- 2.12 Plans are being considered to engage an independent expert panel. The proposed role of the panel will be to provide challenge to the findings of the research studies and support the implementation and promotion of the findings. Proposals are for members of the panel to be drawn from academia, business, the public (including large employers such as the NHS), private, and voluntary and community sector. The panel will complement existing LEP groups and panels by providing an independent view across all areas of the LIIS.
- 2.13 Working alongside the panel will be activity to engage with community and citizen groups to best understand their priorities and the role that the LIIS and wider work of the Combined Authority / LEP can play in meeting these. Reflecting the scale and long-term ambition of the LIIS, we will seek to engage with young people on their views and responses into shaping our proposals potentially through a youth panel.
- 2.14 A progress statement will be prepared to share with stakeholders in March 2019, this will align with plans to shape a submission to the CSR.

3. Financial Implications

- 3.1 In addition to core staff resource to support research and intelligence activity, a budget of approximately £200,000 is available from Combined Authority / LEP internal budgets across the financial years 2018-19 and 2019-20 (subject to business planning and budget setting) to support development of the evidence base for the Local, Inclusive Industrial Strategy. In addition, there is potential to access up to £130,000 which forms part of funding identified in the

'Strengthened Local Enterprise Partnerships' guidance⁶ for capacity building. The additional funding has not been confirmed and will be subject to Government approval.

4. Legal Implications

4.1 There are no legal implications directly arising from this report.

5. Staffing Implications

5.1 LIIS forms a central component of the Combined Authority and LEP's programme of work to broaden its policy range. This will require capacity and expertise from the Combined Authority, local authorities and other partners. This can largely be provided within existing resources.

6. External Consultees

6.1 External engagement to inform the development of the Local, Inclusive Industrial Strategy is anticipated to commence in spring 2019.

7. Recommendations

7.1 That the Panel notes progress made and endorses the proposed way forward on development of the evidence base.

8. Background Documents

8.1 There are no background documents.

9. Appendices

Appendix 1 – Leeds City Region Policy Framework.

⁶ <https://www.gov.uk/government/publications/strengthened-local-enterprise-partnerships> this funding has been identified to provide LEPs with 'additional capacity funding' for development.

VISION

“TO BE A GLOBALLY RECOGNISED ECONOMY WHERE GOOD GROWTH DELIVERS HIGH LEVELS OF PROSPERITY, JOBS AND QUALITY OF LIFE FOR EVERYONE”

PRIORITIES

BUSINESS ENVIRONMENT, IDEAS & WORKFORCE

- Private sector leadership to drive a more productive region
- A region at the forefront of science, innovation and new technologies, including ambitions to decarbonise all sectors of the economy through the 2020s.
- Nurture future talent, address skills shortages and provide the technical skills that will drive our economy.

TACKLING OUR 4 KEY CHALLENGES

1. Boosting productivity & earnings
2. Increasing levels of innovation & R&D
3. Tackling stubborn deprivation
4. Improving living standards

PLACE & INFRASTRUCTURE

- Invest in infrastructure to transform connectivity & the places where people want to live and work and businesses invest.
- Contributing to national commitments to climate change
- Vibrant, people-friendly regenerated town and city centres, with high quality green infrastructure and public realm.

INTEGRATED POLICY FRAMEWORK TO ADDRESS THESE PRIORITIES (COVERING POWERS & FUNDING)

BUSINESS, IDEAS & WORKFORCE

GROWING & PRODUCTIVE ECONOMY

(Science & innovation, R&D, enterprise, digital, trade and investment)

LIFELONG LEARNING

(Skills, opportunity, progression, young people, education)

HEALTHY & INCLUSIVE WORKFORCE

(Good work, welfare, health & Wellbeing)

LOCAL INCLUSIVE INDUSTRIAL STRATEGY

DEVELOPING BIG IDEAS TO:

1. BOOST PRODUCTIVITY & EARNING POWER
2. CONTRIBUTE TO NATIONAL PRIORITIES & GRAND CHALLENGES

PLACE & INFRASTRUCTURE

TRANSPORT, CONNECTIVITY & MOBILITY

(21st century transport)

STRATEGIC HOUSING & EMPLOYMENT SITES

(Affordable housing, stronger communities)

ENERGY, CLEAN GROWTH & THE ENVIRONMENT

(Green & sustainable city region)

QUALITY OF LIFE

(High quality culture and citizen experience)

PARTNER PLANS & STRATEGIES

INCLUSIVE GROWTH

IMPROVING PRODUCTIVITY

CARBON REDUCTION

PLACE LEADERSHIP

INTEGRATED INVESTMENT

GROWTH & PRODUCTIVITY

GOOD JOBS & EARNINGS

SKILLS UPLIFT

IMPROVING CONNECTIVITY

REDUCING DEPRIVATION

ENVIRONMENTAL SUSTAINABILITY

DIFFERENCE FOR WHOM (COHORTS/SEGMENTATION)

CITY REGION PROJECTS / PROGRAMMES

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Appendix Item 5

Appendix 1

EVIDENCE BASE / POLICY DEVELOPMENT - ONGOING

GOLDEN THREAD

IMPACT AREAS

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Report to: Inclusive Growth and Public Policy Panel

Date: 4 December 2018

Subject: **Workshop Report**

Director(s): Alan Reiss, Director of Policy, Strategy and Communications

Author(s): James Flanagan, Britta Berger-Voigt and Sarah Bowes

1. Purpose of this report

- 1.1 To note the Panel held its first workshop in November and that the discussions considered in the report and elsewhere on the agenda should inform the Panel's work programme.

2. Information

- 2.1 A workshop was requested by the Panel to consider with members and wider stakeholders emerging work priorities around good work, digital inclusion, and health. The workshop therefore brought together Panel members, community sector organisations, community service leads from West Yorkshire districts, and Combined Authority colleagues.
- 2.2 Cllr Pandor opened the workshop and emphasised that it is vital for partners to make a real impact on delivering inclusive growth through a focus on practical projects and interventions across the City Region.
- 2.3 Nicola Greenan, who facilitated the workshop, echoed the need for a radical approach to inclusive growth in order to bring about real change for residents who have not been able to benefit from wider economic opportunities.
- 2.4 It was recognised however that inclusive growth currently feels like a 'top down' approach that opts everyone in without a progressive, distinctive approach to this work. It was concluded that there is an ongoing need to continue to discuss the term, what it means for our region to enable us to ultimately have a more defined, long term, targeted approach that transforms the region, not just a blanket approach.
- 2.5 To provide attendees with background information, three local practitioners gave presentations, including Kristal Ireland from LNER (on digital inclusion),

Andrew Devonald from Grant Thornton (on good employment) and Corrine Harvey from Public Health England (on health). Background evidence papers for each theme are included as appendices to this report.

2.6 Attendees were split into three thematic groups to enable further discussion. Each group discussed key practical challenges/obstacles and potential solutions and examples of local best practice, including those which could potentially be taken forward as local pilot projects or rolled out across the region. The detail of these discussions is appended to the reports on digital inclusion, health and good work found elsewhere on the agenda. In summary, these discussions covered the following:

- **Good work:** identified the role of the schools in providing good careers advice, the need for community led approaches to tackling stubborn pockets of deprivation, the role of employers in offering 'good jobs', the need for inclusive recruitment practices, and for the aspirations of young people to be matched by employers. Possible solutions identified included building on existing community programmes, developing in due course an "Employer Charter", building on the LCR Enterprise Adviser Network to boost engagement between employers and schools, and adopting sector based approaches, e.g. on social care.
- **Digital Inclusion:** focussed on challenges around basic digital skills and access to the internet. Possible solutions included mapping voluntary and community sector organisations, developing a pathway for learning, providing Wi-Fi in community areas, and leveraging the opportunity of Channel 4. Examples of local good practice included 100% Digital Leeds, community hubs and training and various support programmes.
- **Health:** highlighted the importance of wider determinants of health, the need to consider mental health, lack of primary service provision in deprived areas and environmental factors (e.g. derived poor road planning, low quality public realm, and poor quality housing). Possible solutions included replicating successful programmes, e.g. Best Start (focus using on first 1000 days), rebalancing health spend towards prevention, helping vulnerable people in the round (e.g. GM integrated housing and debt advice) and the Healthy Streets initiative.

3. Financial Implications

3.1 There are no financial implications arising from this report.

4. Legal Implications

4.1 There are no legal implications directly arising from this report.

5. Staffing Implications

5.1 None as a result of this report

6. External Consultees

6.1 None.

7. Recommendations

7.1 To note that the Panel held its first workshop in November and that the key points raised and discussions considered in the report and elsewhere on the agenda should inform the Panel's work programme.

8. Background Documents

8.1 None

9. Appendices

9.1 Appendix 1 - Good work evidence

9.2 Appendix 2 - Digital inclusion evidence

9.3 Appendix 3 – Health evidence

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SUMMARY “GOOD WORK – GOOD EMPLOYERS”

Rationale

Investing in a business’ workforce and treating workers well is good for employees, but is also good for productivity and good for business.

Employers who pay the Living Wage have increased motivation in their workforce, whilst decreasing staff turnover, sickness and absenteeism. Conversely, evidence shows that financial worries impact on performance at work among employees.

According to the ‘How Good is Your Business Really?’ report, businesses where employees are engaged in what they are doing perform better: those in the top quartile for engagement have 18% higher productivity than businesses in the bottom quartile. This kind of approach has the potential to make staff feel empowered, to reduce rates of absenteeism and staff turnover; it encourages innovation and develop better skilled workers.

What is good work?

There are a variety of definitions of good work. In his recent review of Modern Working Practices, Matthew Taylor presented a working definition based on six high level indicators, as follows:

- Wages
- Employment quality (including job security, permanent status, etc.)
- Education and training
- Working conditions (including task discretion, variety, work intensity)
- Work life balance
- Consultative participation and collective representation.

Challenges

1. Pay

Pay is a central characteristic of good employment. In the Leeds City Region, 300,000 jobs (or 24%) pay wages below the real **Living Wage of £8.75** (set annually by the Living Wage Foundation). This is slightly higher than the national average of 23%. However, there are considerable regional and demographic variations, with 28% of jobs in Kirklees paying below the Living Wage and around 50% of male part-time workers earning below this voluntary threshold.

Around 160,000 households in the City Region rely on **in-work benefits** (tax credits) to top-up their pay.

It is estimated that more than 100,000 people in the City Region are **under-employed**, i.e. they are looking to work more hours.

Precarious work is also a key challenge, with around 37,000 people regionally employed on zero hour contracts and 22,000 people on temporary contracts who would like a permanent job.

2. Working conditions

However, good jobs are not just about pay. Many workers value **flexibility**, e.g. the opportunity to work part-time or flexible hours. However, only around one in three employers (36%) in Yorkshire and the Humber say that their workers have access to flexible working “to a large extent”.

Worker **autonomy** is key to maximising the productive potential of employees and contributes to their well-being in the workplace. Data for Yorkshire and the Humber shows that less than half (46%) of employers offer significant task discretion to their workforce, barely half (52%) offer task variety and only 11% create teams to work on projects comprising people who do not usually work together.

3. Insecurity at work

At national level 28% of workers feel anxious about having their pay reduced. And 7% of employees – equivalent to 1.7m workers – feel very anxious that their working hours could change unexpectedly.

4. Work intensity

High workload is the greatest cause of workplace stress. The proportion of workers in jobs where it was required to work at ‘very high speed’ for most or all of the time rose by 4 percentage points to 31 percent between 2012 and 2017. The proportion of women working in ‘high strain’ jobs, combining very high work effort with low task discretion and therefore creating an elevated risk of workplace stress, rose by 5 percentage points between 2012 and 2017, to 20 percent.

5. Fairness at work

Fairness of treatment at work is a central determinant of employee well-being. At national level three-quarters of workers believe that their organisation treats employees fairly but 22 per cent believe that it has a low level of fairness. Employees in lower-skilled roles are more likely point to a lack of fairness, with 35 per cent of manual operatives falling into this category.

6. Training and development

Good employers invest in **training and development** for their staff at all levels. According to the Employer Skills Survey 2017, only two out of three employers in the City Region (65%) provided training and only 59% of workers received training in the previous year. The main reason for not providing training was a belief that no training was needed but only half of employers (51%) undertake formal training needs assessments.

Moreover, some employee groups are less likely to receive training than others. In the City Region those qualified at level 3 and below are half as likely to receive work-related training as those qualified at level 4 and above.

7. Progression

For most low-paid workers, poorly-paid positions do not provide a first rung on the ladder – it is the only rung. National data show that of all those low paid in 2006, by 2016 just one in six (17 per cent) had made a sustained escape from low-paid work.

8. Engagement

Employee engagement is about empowering employees to make decisions, fair treatment of employees and providing effective channels for the employee voice. National evidence suggests that there is more to do around employee engagement:

- Just over half (58%) of the UK's employees feel engaged at work.
- A fifth of UK employees would not recommend their organisation as a place to work.
- Same proportion do not feel their organization motivates them to contribute more than normally required.

Effective channels for the **employee voice** are a key part of successful employee engagement. A minority (45 per cent) of employers in Yorkshire and the Humber have formal consultation procedures in place, whereas only 11 per cent consult trade unions for reasons other than negotiations about pay and conditions.

Businesses could do more in the following areas:

- Employers can commit to paying, or seeking to pay, the Real Living Wage.
- Employers can offer greater security in work through measures such as the right to request guaranteed hours or more hours of work for part time staff.
- Employers need to understand more about who in their existing workforce would like more hours and whether this can be accommodated.
- Apprenticeships offer an opportunity to develop workers and support progression opportunities.
- Investment in the capability of managers is key to offering a good working environment but almost 20% of employers in the City Region with skills gaps (staff not fully competent in their role) say that they have a deficit of management skills. This has implications for key areas like staff motivation and staff retention.
- Employers can commit to inclusive recruitment practices.

Discussion round:

1. What are the main challenges in relation to 'good work' in the region/ your local area?
2. What are possible local solutions/ best practise to overcome these challenges?
3. What are examples of good practice in your local area which the Inclusive Growth working group could gain a practical understanding from?

DIGITAL INCLUSION IN THE LEEDS CITY REGION

Context

Being digitally capable can make a significant difference to individuals and organisations day to day. For individuals, this can mean cutting household bills, finding a job, or maintaining contact with distant friends and relatives. For organisations, going online can provide ways to reach more customers and reduce operating costs. The internet also provides broader benefits, by helping to address wider social and economic issues like reducing isolation and supporting economic growth.

Digital services are becoming the default option for accessing public services, information, entertainment and each other. Those who are offline and not capable of using the internet risk missing out on the benefits that the internet can offer.

For individuals, this can mean reduced costs of living. Households without access to the internet are missing out on significant savings from shopping and paying bills online, or being able to keep in touch with family members and friends.

The internet also provides improved job prospects as being digitally capable is critical in finding and securing a job.

Similarly, reducing digital exclusion can help address many wider equality; social, health and wellbeing issues such as isolation. 81% of people over 55 say being online makes them feel part of modern society and less lonely.

The **Leeds City Region Digital Framework** aims to transform the lives of citizens and businesses across the City Region by opening up opportunities through digital tech. It provides a framework for digital activities and investments in the City Region and includes five high level outcomes to further develop digital skills amongst residents and businesses, as well as digital infrastructure and digital capacity for businesses. These outcomes include:

- Digital opportunities for all businesses
- Digital skills for all
- The digital sector to serve the rest
- World class digital infrastructure
- Tech for Good

What is Digital Inclusion?

Digital inclusion, or rather, reducing digital exclusion, is about making sure that people have the capability to use the internet to do things that benefit them day to day. Digital inclusion is a cross cutting theme across all of the five outcomes listed above.

Digital inclusion is often defined in terms of:

- **Digital skills** - being able to use computers and the internet. This is important, but a lack of digital skills is not necessarily the only, or the biggest, barrier people face.
- **Connectivity** - and access to the internet. People need the right infrastructure (at the right cost) but that is only the start.
- **Accessibility** - services should be designed to meet all users' needs, including those dependent on assistive technology to access digital services. Accessibility is a barrier for many people, but digital inclusion is broader.

Each of these definitions addresses a single specific barrier that some, but not all, people face. There is seldom just one reason why people are digitally excluded, and there is no single approach to solving it. Digital inclusion is thus about overcoming all of these challenges, not just one.

The challenge

There are four main challenges people face are:

- **Access (and understanding)** of the infrastructure (fixed broadband or 4G/WiFi) and access to the right devices e.g. phone, laptop or tablet (most broadband connections require a long term contract, credit check and penalty charges for missed payments, which can be prohibitive for people on low incomes.)
- **Skills** – required to use and engage with content on the internet (literacy skills; basic digital skills and capabilities; confidence about doing something wrong; security)
- **Motivation** – people's attitudes and choices for being offline (worries about doing something wrong; being online out of a specific need rather than maximising real benefits - financial, social, housing and wellbeing benefits)
- **Trust** – the fear of the risk of crime (identify theft; safety of personal information; understanding of standards online; trust about content and sites)

National evidence (The Real Digital Divide 2017, Good Things Foundation)

- 90% of people not using the internet are likely to be disadvantaged. This takes into account poor health and disability, social class and those who left school at 16 or under.
- Although age is a factor in defining non and limited users, it is not the only one:
 - o 18.9% of under 65s are non- or limited users of the internet; a population of approximately 7.5m people.
 - o Nearly half (48.9%) of non- or limited users of the internet are under the age of 65.

- The most pronounced indicators of non and limited use include age, disability, social class, income and the age at which people leave education:
 - o 64.4% of non-users are aged 65 or over: 25.3% aged 65-74; and 39.1% aged over 75.
 - o 47.7% of non-users have a disability or long standing health issue.
 - o 49.5% of non-users are in DE social class, including semi-skilled and unskilled manual workers (D) and non-working residents (E).
 - o 44.5% of non-users have an annual household income less than £11,500.
 - o 78.3% of non-users left education at aged 16 or under

- There are significant regional hotspots for non-users:
 - o There are estimated non-user populations of approximately 1 million people in each of the West Midlands, North West and Yorkshire and Humber regions.

Digital Skills by Region, 2018

	Yorkshire and Humber	UK average
Proportion of people with full basic digital skills	81%	79%
Proportion of people who feel their digital skills have improved in the past year	68%	60%
Proportion of people with zero basic digital skills	6%	8%
Proportion of people who say they use the internet to manage and improve their health	48%	47%
Proportion of working population without full basic digital skills	13%	10%
Proportion of people who say using the internet helps them to save money	68%	29%
Proportion of benefit claimants with low or no digital capability	19%	18%
Proportion of people who say internet/mobile banking helps them to avoid overdraft fees	62%	66%
Proportion of those aged 60+ who are online	72%	72%

Source: UK Consumer Digital Index 2018, Lloyds Bank

Some examples of existing activity in Leeds City Region

Good Things Foundation is running a three-year programme - Widening Digital Participation - funded by NHS Digital. Widening Digital Participation aims to reduce digital exclusion in the UK, and ensure people have the skills they need to access relevant health information and health services online.

Leeds City Council and Good Things Foundation are working together to create the 100% Digital Leeds movement, made up of organisations across the city who can support people to get to grips with digital. 100% Digital Leeds is part of the council's wider SMART LEEDS programme, created to identify and deliver new technologies and innovative solutions to help make Leeds the best city to live, work and visit and includes tablet lending and digital champions.

Leeds City Council has partnered with wireless broadband provider 6G to offer the service to 160 flats at Grayson Crest in Kirkstall and Clyde Grange in Armley.

The partnership is part of the council's 100% Digital Leeds programme aimed at improving digital inclusion and bringing positive outcomes including financial savings, reduced isolation, better employment prospects and improved health and wellbeing.

Leeds City Council has also partnered with #techmums to take the mystery out of technology, including helping to reconnect with old friends via social media, chatting about online safety with children or finding out how to use technology to help at work. The first #techmums pilot took place in 2012, and it proved to be a huge success. Research found that not only was there a huge confidence boost in mums' ability to use technology, there was also a significant increase in their more general personal confidence. Alongside boosting mums' confidence, there was a marked difference observed in their children as well.

Discussion round:

1. What are the main challenges in relation to addressing digital exclusion in the region/ your local area?
2. What are the possible local solutions to overcome these challenges?
3. What are the examples of good practice in your local area which the Inclusive Growth working group could gain a practical understanding from?

Summary of performance on health and well-being in Leeds City Region

Key Health indicators

People's health has a direct impact on economic growth and living standards. Preventing ill-health with the help of employers and public health partners is thus seen as a crucial element of inclusive growth. However, in some parts of the City Region, particularly the West Yorkshire districts and Barnsley, health often remains worse than the England average.

Healthy life expectancy is essential for people to be able to work and lead fulfilled lives. How long people can expect to live healthily is relatively low in some districts of the City Region (see Figure 1). For males in Wakefield it is almost six years lower than the national average and for females in Kirklees it is more than four years lower.

Thousands of people in **deprived areas** live **shorter lives** than they should. For example, life expectancy is 12.7 years lower for men and 9.0 years lower for women in the most deprived areas of Leeds than in the least deprived areas of the city.

Poor **mental health** is more prevalent in some parts of the City Region than the national average (see Figure 2). 15.1% of patients suffer from depression and anxiety in West Yorkshire compared with an England average of 13.7%. In York and Barnsley, this rises to 17%.

National data indicates that people with **learning disabilities** die, on average, 15 to 20 years sooner than people in the general population. Many of the early deaths of people with learning disabilities could be reduced through improved healthcare and preventative actions¹.

Link to employment

Individuals with a long-term health condition or disability are much less likely to be in a job than people who are not disabled. The employment rate for people defined as having a core or work-limiting disability by the Equalities Act (EA core) is 53% compared with a rate of 83% for the non-disabled (see Figure 3).

Data for Yorkshire and the Humber indicates that the most common health conditions affecting disabled people who are unemployed or inactive, are depression, disabilities linked to legs/feet and disabilities linked to back/neck. People with learning disabilities have a low likelihood of being in employment (see Figure 3).

¹ Glover, G and Emerson, E. Estimating how many deaths of people with learning disabilities in England could be prevented by better medical care, Tizard Learning Disability Review, 2013

Personal well-being

The West Yorkshire districts and Barnsley have consistently poorer ratings in respect of self-reported indicators of personal well-being, including happiness, life satisfaction, a feeling that life is worthwhile and anxiety (see Table 1).

Physical activity

Physical activity is a key determinant of health and well-being. In a number of districts across the City Region, adults are less likely to meet the recommended **physical activity** guidelines. Whereas 28.7% of adults in England are inactive (less than 30 minutes of moderate equivalent physical activity per week), the figure rises to 35% in Barnsley and 32% in Kirklees. The proportion of adults undertaking the recommended 150+ minutes of physical activity are correspondingly lower in some districts (see Figure 3).

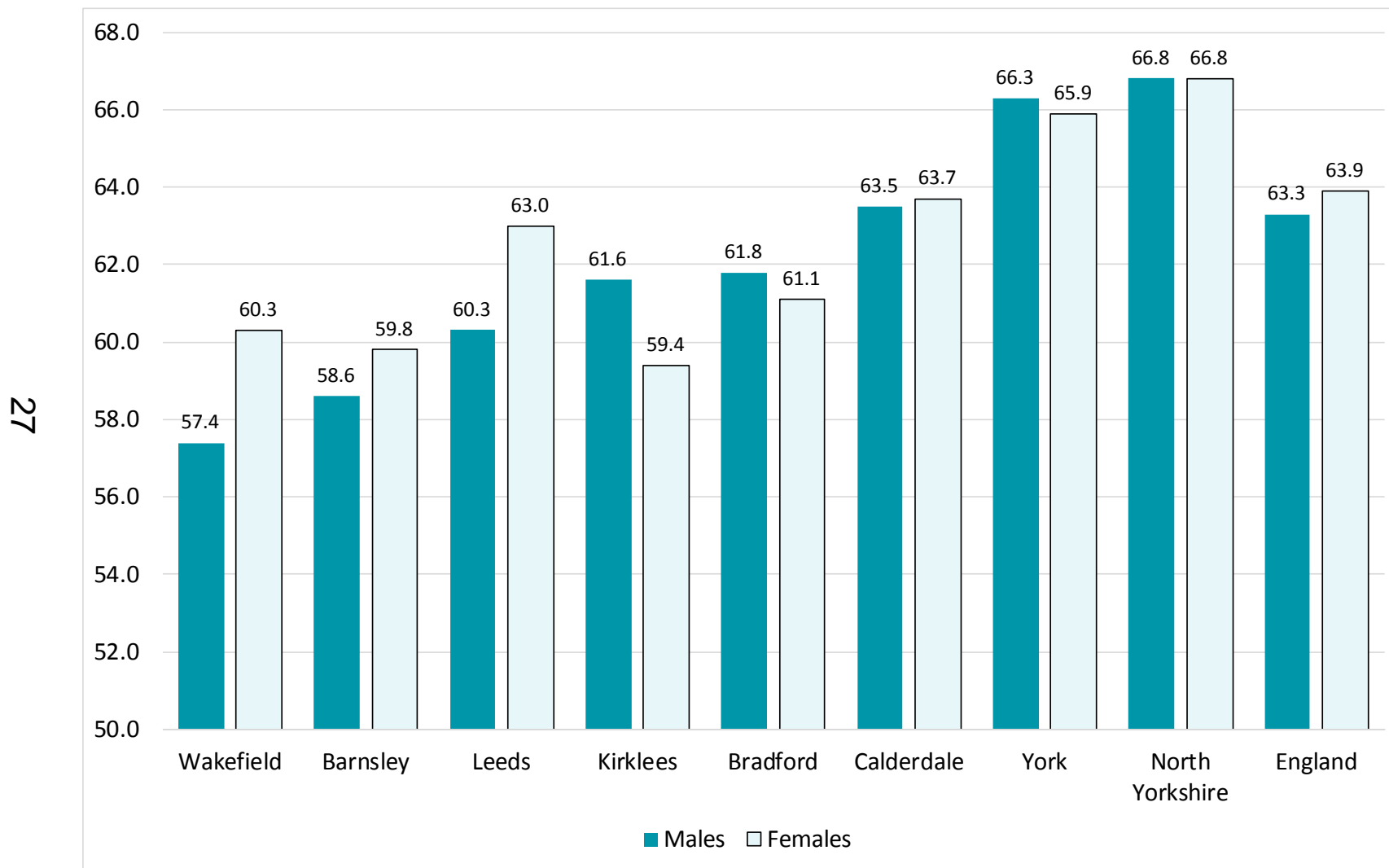
Based on a range of indicators, participation in active travel is well below the national average in parts of the City Region. 42% of adults in West Yorkshire do some **cycling or walking** at least three times a week, compared with the national average of 47%. In contrast, in the North Yorkshire districts participation is considerably higher, rising to 60% in York.

Some of the City Region's districts have an above average rate of people killed and seriously injured on the roads. For example, compared with a national average of 39.7 (per 100,000 of population) the rate in Leeds is 43.2, in Calderdale it is 43.0 and Wakefield 40.0.

Discussion round:

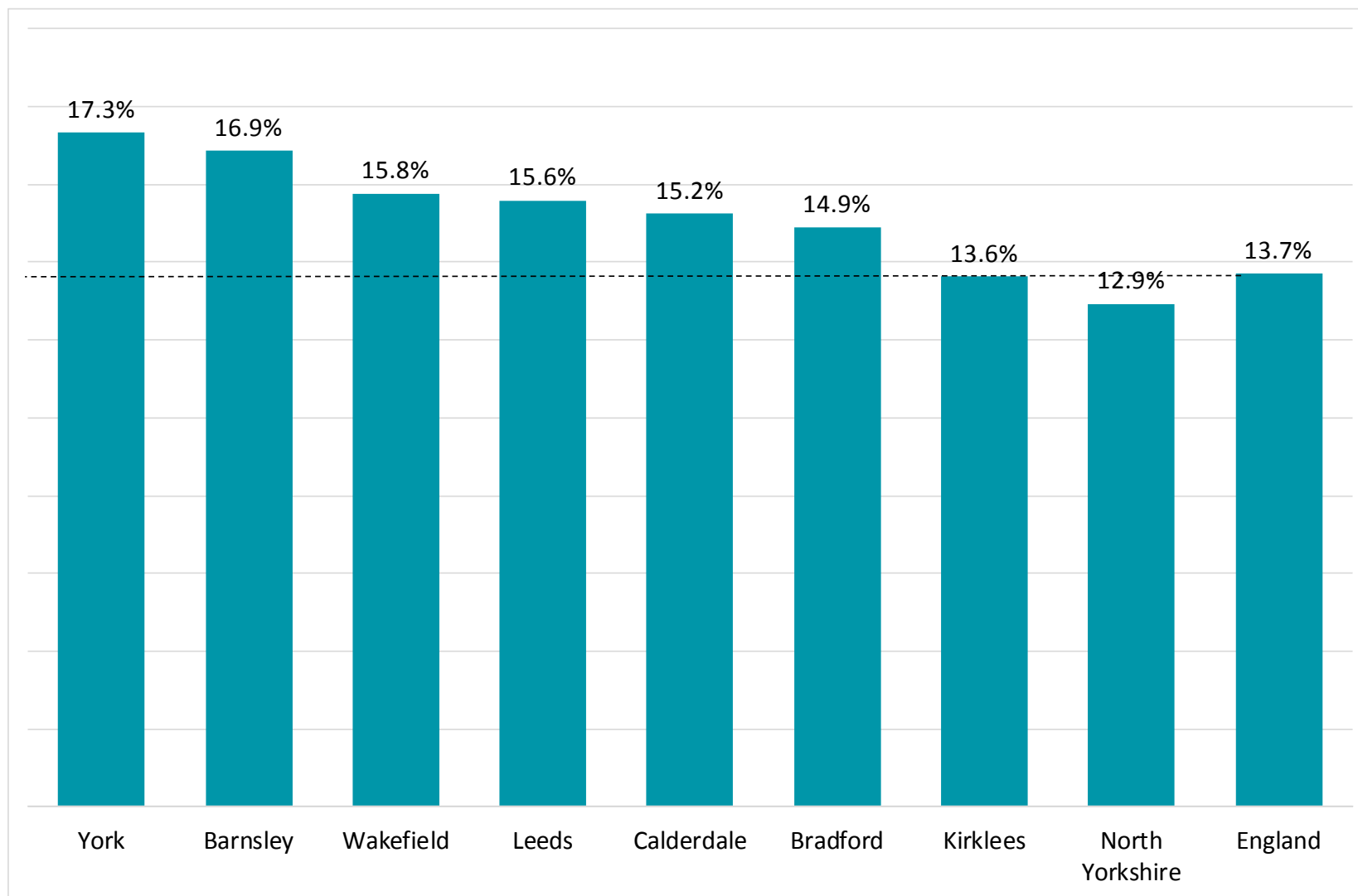
1. What are the main health challenges in the region/ your local area?
2. What are possible local solutions/ best practise to overcome these challenges?
3. What are examples of good practice in your local area which the Inclusive Growth working group could gain a practical understanding from?

Figure 1: Healthy life expectancy at birth, 2014-2016



Source: Office for National Statistics

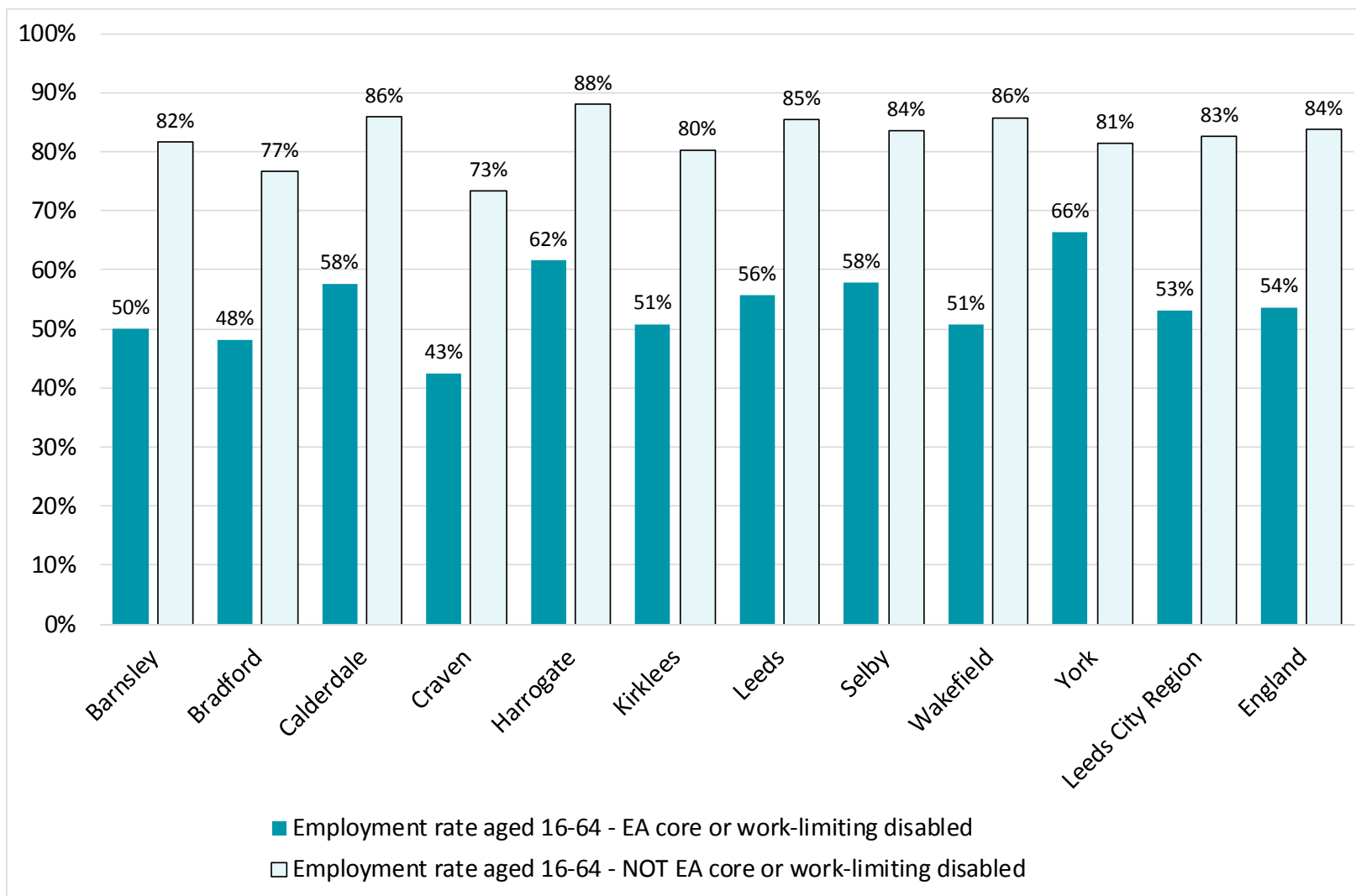
Figure 2: Depression and anxiety prevalence (GP Patient Survey): % of respondents aged 18+ (2014/15)



Source: Public Health England

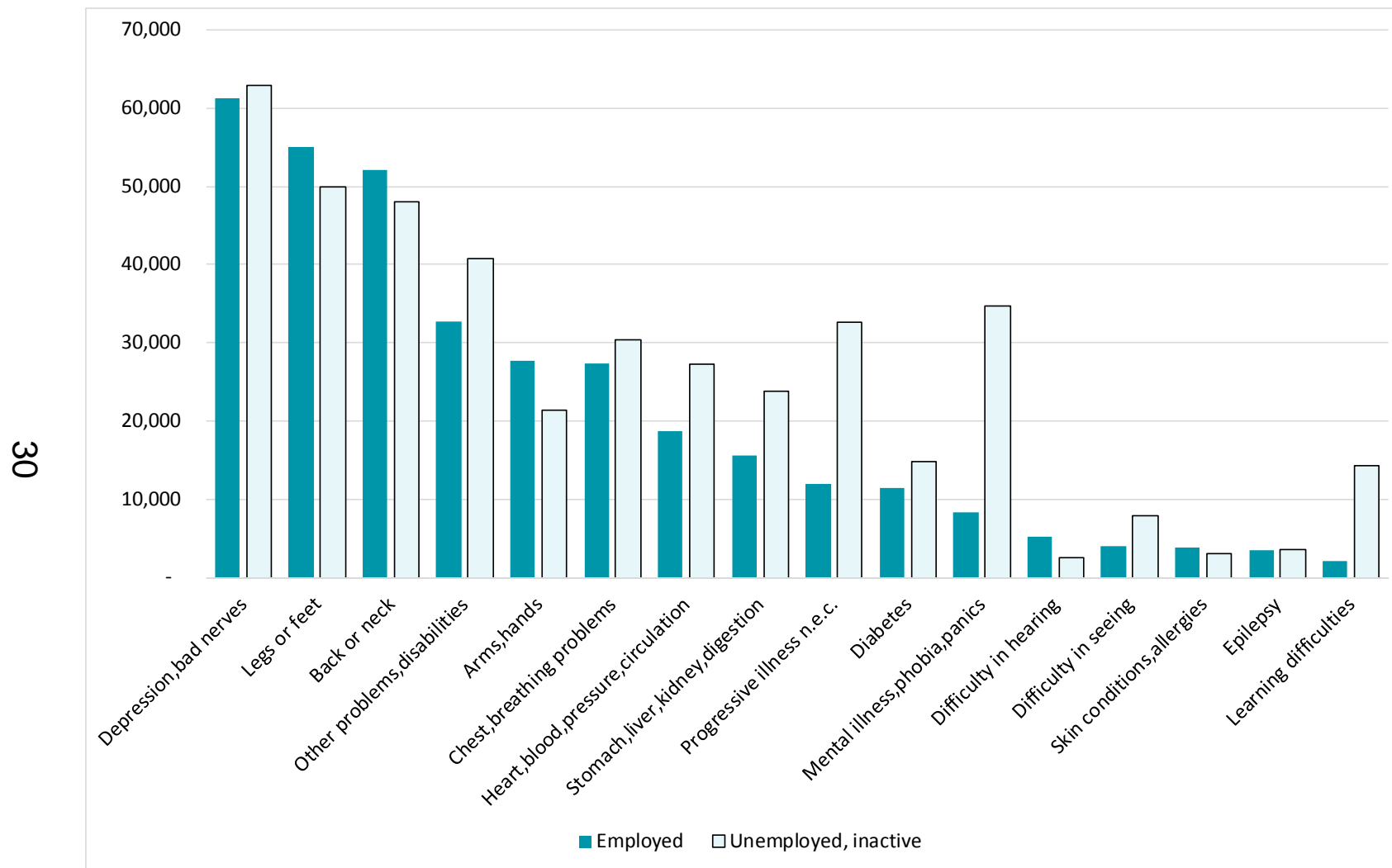
Figure 3: Employment rate by disability status

29



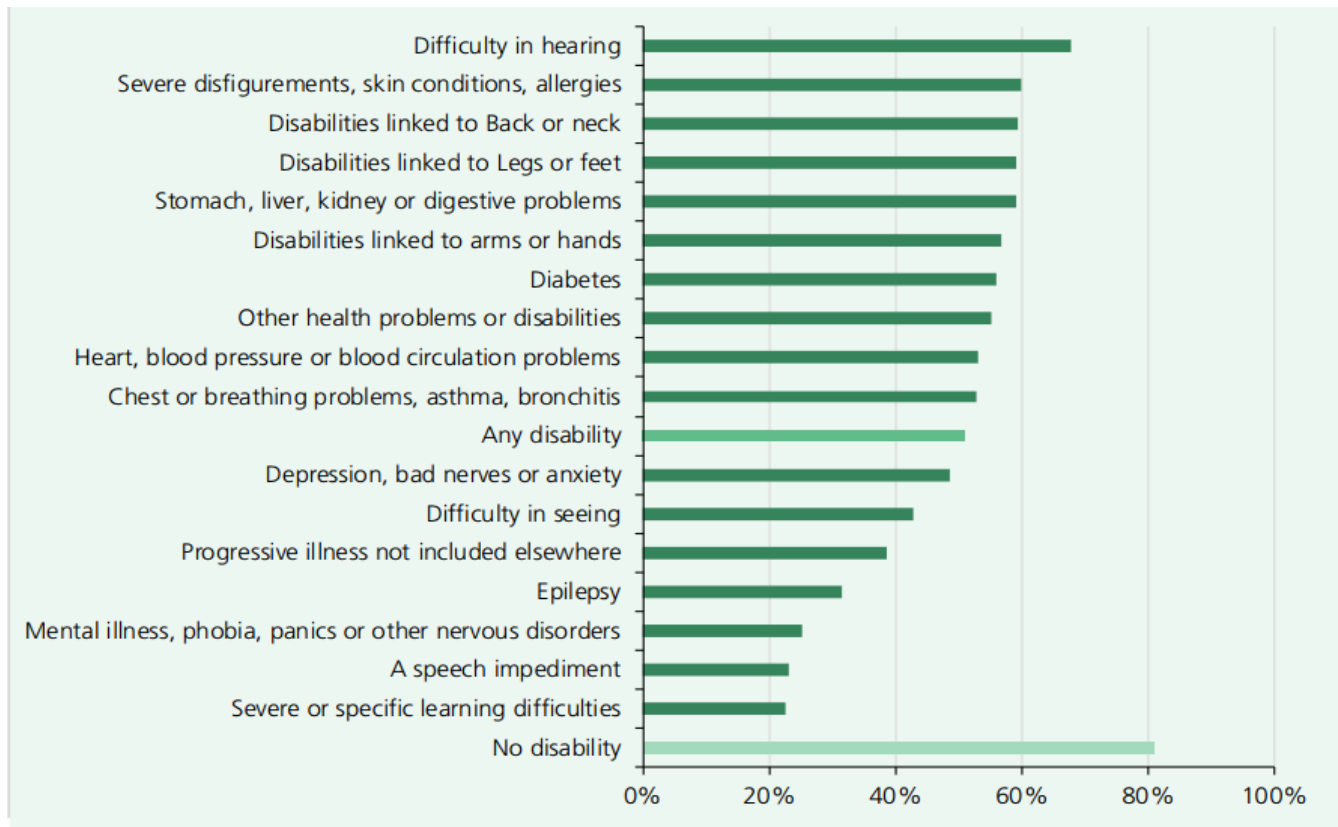
Source: Annual Population Survey, July 2017-June 2018

Figure 4: Profile of employment status by type of health condition among the disabled (Equalities Act Definition), Yorkshire and the Humber



Source: Labour Force Survey, Jan-March 2018

Figure 5: Employment status of people with disabilities by health condition (% , age 16-64, Jan-Mar 2018)



Source: ONS Labour Force Survey, Q1 2018, microdata

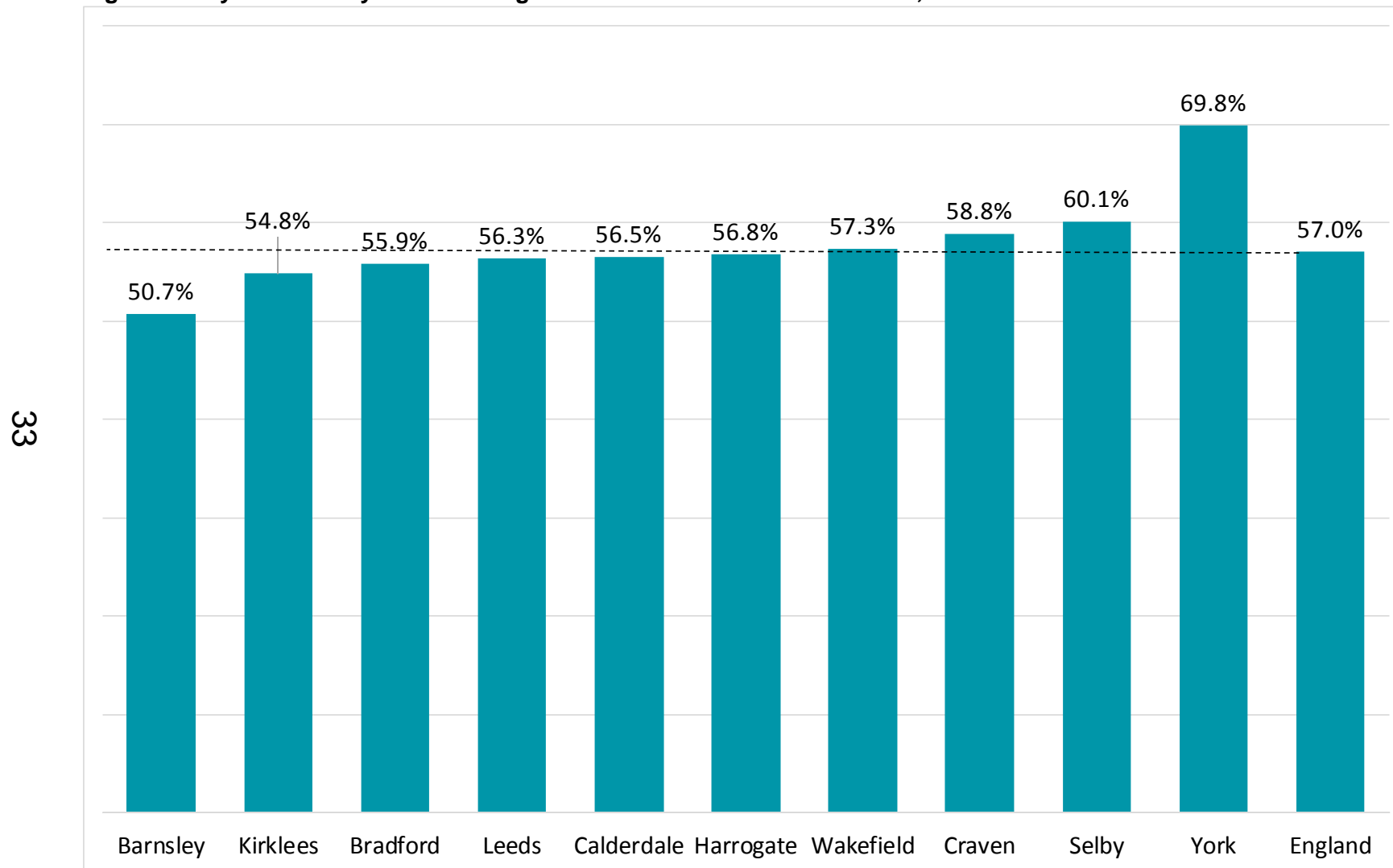
Table 1: Indicators of personal well-being (average score on 0-10 scale)

	Happiness	Life satisfaction	Worthwhile	Anxiety
Craven	7.65	7.75	7.75	2.38
Selby	7.44	7.72	7.72	2.54
Harrogate	7.45	7.79	7.79	2.75
Calderdale	7.44	7.57	7.57	2.89
York	7.31	7.67	7.67	2.97
Kirklees	7.25	7.44	7.44	3.05
Barnsley	7.26	7.3	7.3	3.05
Leeds	7.33	7.46	7.46	3.06
Bradford	7.34	7.47	7.47	3.16
Wakefield	7.31	7.42	7.42	3.19
Leeds City Region	7.34	7.50	7.74	3.03
England	7.37	7.52	7.75	2.93

Source: Annual Population Survey personal well-being dataset

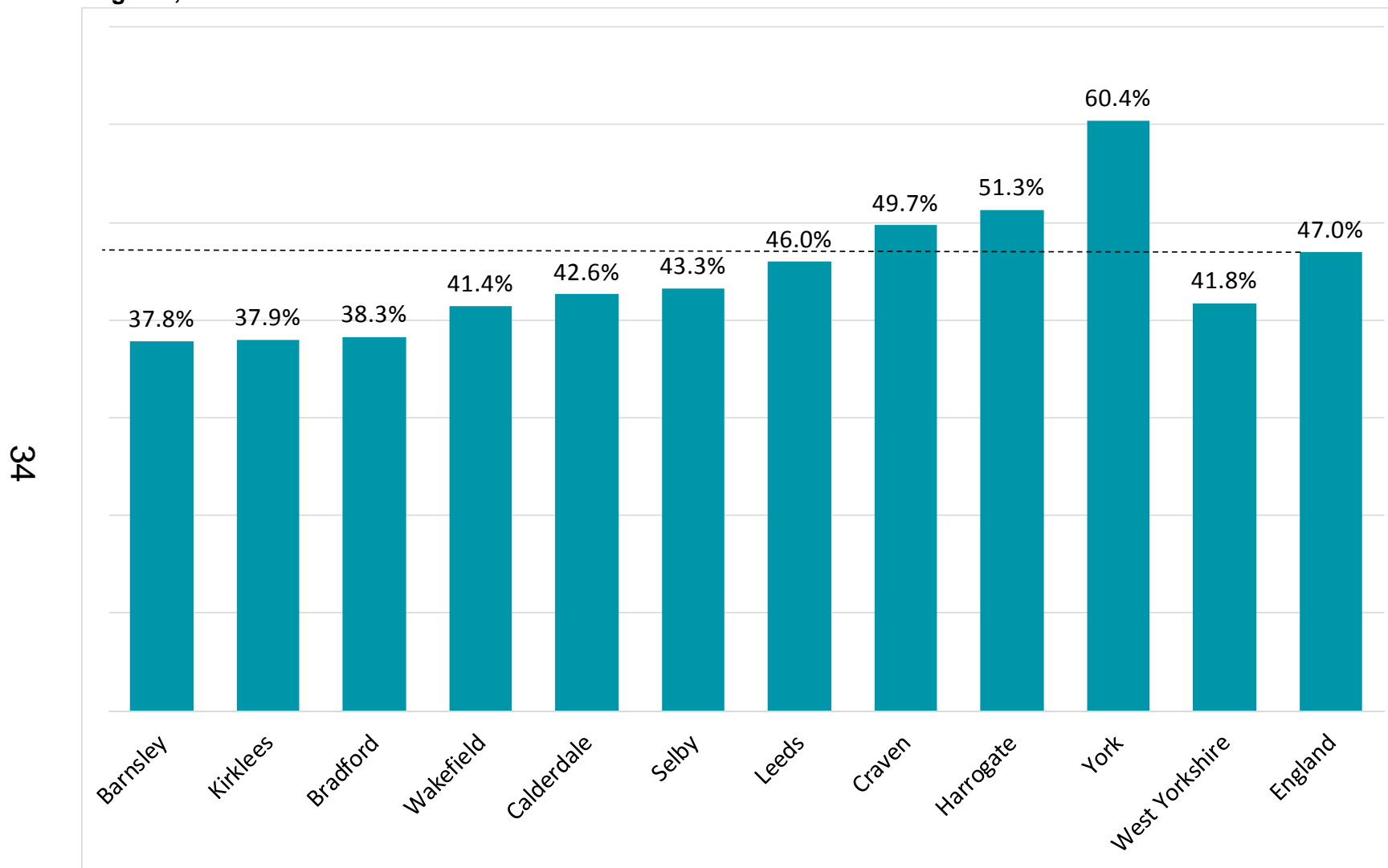
Note: Red cells = lower than national average; higher than national average for anxiety

Figure 5: Physical activity levels among adults - % active for 150+ minutes, 2015



Source: Public Health England (based on Active People Survey source data)

Figure 6: Proportion of adults who do any walking or cycling (at least three times per week), for any purpose, by local authority, England, 2016-2017 -



Source: Active Lives Survey - Sport England

Report to: Inclusive Growth and Public Policy Panel

Date: 4 December 2018

Subject: **Digital Inclusion**

Director(s): Alan Reiss, Director of Policy, Strategy and Communications

Author(s): Sarah Bowes and Britta Berger-Voigt

1. Purpose of this report

- 1.1 To set the context for digital inclusion, provide an overview of current activities and set out options for moving the agenda forwards across the City Region.

2. Information

Context

- 2.1 Digital inclusion was discussed at the Panel's workshop in November, a summary of which is included at **Appendix 1**. Being digitally capable can make a significant difference to individuals and organisations day to day. For individuals, this can mean cutting household bills, finding a job, or maintaining contact with distant friends and relatives. The internet also provides broader benefits, by helping to address wider social and economic issues like reducing isolation and supporting economic growth. The internet also provides improved job prospects as being digitally capable is critical in finding and securing a job or apply for benefits.
- 2.2 Digital inclusion, or rather, reducing digital exclusion, is about making sure that people have the capability to use the internet to do things that benefit them day to day.
- 2.3 There are four main challenges people face:
- **Access to (and understanding of)** the infrastructure (fixed broadband or 4G/Wi-Fi) and access to the right devices e.g. phone, laptop or tablet (most broadband connections require a long term contract, credit check and penalty charges for missed payments, which can be prohibitive for people on low incomes.)

- **Skills** – required to use and engage with content on the internet (literacy skills; basic digital skills and capabilities; confidence about doing something wrong; security)
- **Motivation** – people’s attitudes and choices for being offline (worries about doing something wrong; being online out of a specific need rather than maximising real benefits - financial, social, housing and wellbeing benefits)
- **Trust** – the fear of the risk of crime (identify theft; safety of personal information; understanding of standards online; trust about content and sites)

2.4 Based on research from the Good Things Foundation¹, 90% of people nationwide not using the internet are likely to be disadvantaged. This takes into account poor health and disability, social class and those who left school at 16 or under.

2.5 Local research shows that 6% of people in Yorkshire and Humber have zero digital skills, whilst 13% of the working population do not have basic digital skills. 19% of benefit claimants have low or no digital capability.

Leeds City Region Digital Framework

2.6 Digital Inclusion is a core strand of the new **Leeds City Region Digital Framework** which aims to transform the lives of citizens and businesses across the City Region by opening up opportunities through digital tech.

2.7 The consultation carried out to inform the Digital Framework showed that 95% of respondents strongly agreed with the framework’s inclusive ambition around ‘digital skills for all’:

‘Everyone needs to be digitally included. Not to be means you are severely disadvantaged and excluded. We must invest in delivering against an aspiration of 100% digital inclusion.’ Citizen comment

2.8 64% of respondents identified digital as being both a threat and an opportunity for people:

‘Mostly digital is an opportunity to improve services and lives of citizens - e.g. in public sector money saved by delivering services digitally can be spend on face-to-face interventions with those who need it. Also potential to connect isolated members of society - e.g. the elderly. However vulnerable members of society who are less digitally capable may need to build their skills so that they are not exploited online. There is also a threat to jobs which can be replaced by automation and digital services’ citizen comment

2.9 The framework clearly establishes a need for further investment and activity in addressing digital exclusion, building on existing work already underway.

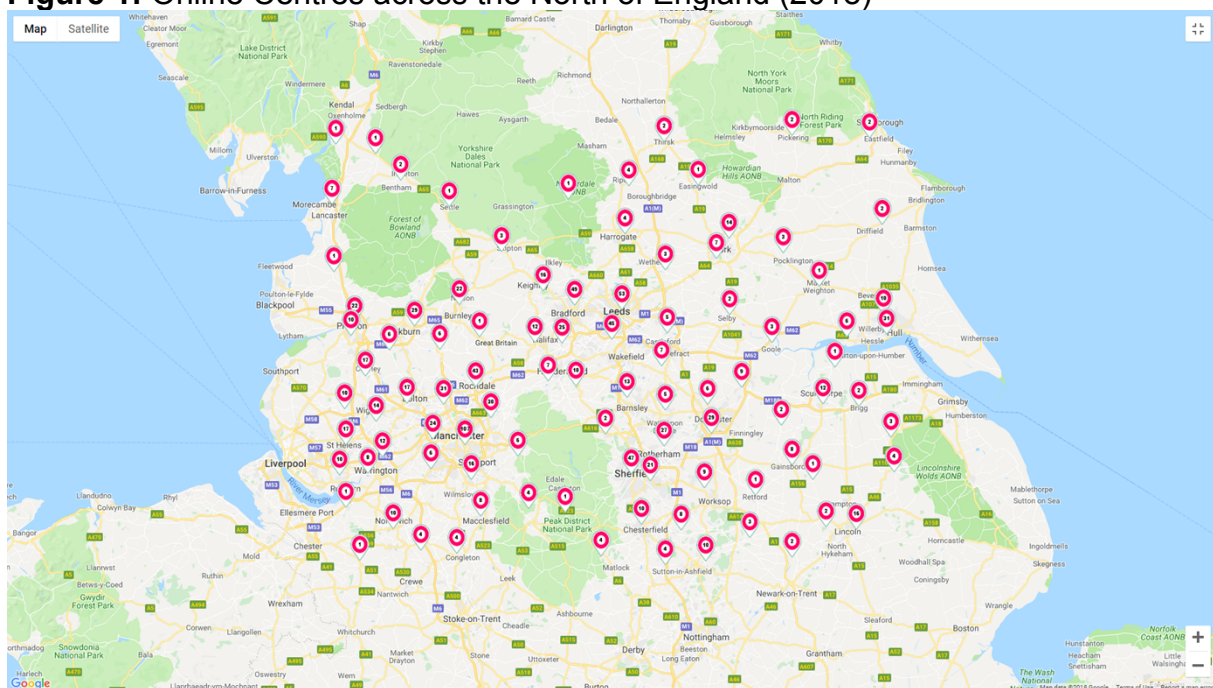
¹ Good Things Foundation, The Real Digital Divide 2017

Examples of digital inclusion activity in Leeds City Region

2.10 There is already existing activity to address digital exclusion in the City Region. A lot of this activity is not about formal classes and courses, it's about patient and empathetic exploration of people's interests and needs, and careful matching of content and services online which can meet those needs and stimulate those interests, which requires a grassroots effort.

- Brought together by Good Things Foundation, the Online Centres Network is made up of over 5,000 grassroots organisations across the UK, all working to tackle digital and social exclusion by providing people with the skills and confidence they need to access digital technology. The below map provides an overview of Online Centres across the North.

Figure 1: Online Centres across the North of England (2018)



Source: Online Centre Network, <https://www.onlinecentresnetwork.org/ournetwork/find-centre#/map>

- **Leeds City Council and Good Things Foundation** are working together to create the 100% Digital Leeds movement, made up of organisations across the city who can support people to get to grips with digital. 100% Digital Leeds is part of the council's wider SMART LEEDS programme, created to identify and deliver new technologies and innovative solutions to help make Leeds the best city to live, work and visit and includes tablet lending and digital champions. The focus of this activity is a small core team reaching out to community grassroots organisations to build capacity within them to provide digital support – creating a movement.

As part of 100% Digital Leeds. **Leeds City Council** has partnered with wireless broadband provider 6G to offer the service to 160 flats at Grayson Crest in Kirkstall and Clyde Grange in Armley. The partnership is aimed at improving digital inclusion and bringing positive outcomes including financial

savings, reduced isolation, better employment prospects and improved health and wellbeing.

- **Leeds City Council** has also partnered with #techmums to take the mystery out of technology, including helping to reconnect with old friends via social media, chatting about online safety with children or finding out how to use technology to help at work. The first #techmums pilot took place in 2012, and it proved to be a huge success. Research found that not only was there a huge confidence boost in mums' ability to use technology, there was also a significant increase in their more general personal confidence. Alongside boosting mums' confidence, there was a marked difference observed in their children as well.
- Good Things Foundation is running a three-year programme - Widening Digital Participation - funded by NHS Digital. Widening Digital Participation aims to reduce digital exclusion in the UK, and ensure people have the skills they need to access relevant health information and health services online.

Building on existing activity across the City Region

2.11 There is an opportunity for the Panel to consider building on some of the existing local digital inclusion work taking place in Leeds City Region to ensure the benefits are seen across all parts of our region. The Panel may wish to consider progressing the following options which would not bear any financial implications as possible next steps:

- Secure senior level buy in and support, with a digital inclusion champion within each district.
- Establish a City Region Digital Inclusion working group to identify opportunities to share other good practice around the access and cost strands of digital inclusion, e.g. free Wi-Fi, equipment loaning, etc.
- Prioritise the initial focus on basic digital skills, motivation and trust.

2.12 Further options for the Panel to consider in the short and medium term which would require some financial input include:

- Undertake mapping of existing digital inclusion support across LCR (including through community sector organisations) mapped against the IMD and areas of most need to identify targeted geographical areas to intervene/support.
- Undertake analysis to understand the social and economic impact of intervention e.g. return on investment.

2.13 A larger scale and potentially wider impact option for the Panel to consider would require a longer term financial commitment is:

- Considering co-investment in a small core team whose core role is digital inclusion; providing outreach to build capacity across community organisations, joining up funding streams across individual councils (e.g.

housing, health, libraries) and ensuring digital inclusion is a high priority across the whole City Region (100% digital Leeds City Region – comprising of 100% digital Calderdale, 100% Digital Kirklees etc.).

3. Financial Implications

- 3.1 Financial implications will be worked up depending on which options the Panel wishes to pursue.

4. Legal Implications

- 4.1 There are no legal implications directly arising from this report.

5. Staffing Implications

- 5.1 There are no immediate staffing implications.

6. External Consultees

- 6.1 There are no implications directly arising from this report.

7. Recommendations

- 7.1 That the Panel discusses the opportunities around digital inclusion activity and provide a steer on the suggested direction of travel.

8. Background Documents

- 8.1 None

9. Appendices

- 9.1 Appendix 1 – Workshop report on digital inclusion

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Item 7 - Appendix 1

Workshop discussion on Digital Inclusion

Some key challenges

Digital skills

- Basic literacy skills – The lack of basic digital skills is considered the central challenge in regards to digital inclusion because it means that individuals cannot access online content or often digitised public service. This puts them at increased risk of falling into poverty.
- Difficulties in accessing online government services which are often hard to navigate, with multiple passwords, logins and security checks required.
- The school system – Most children are required to complete their homework online. This creates a barrier for disadvantaged children who have no online access and thus further reduces their chances of succeeding.
- The assumption that children are digital natives and can navigate digital services easily is not always correct.
- Perception of a lack of IT apprenticeship opportunities - businesses are still fairly reluctant to offer these opportunities.
- Issues around the perceived value of vocational (digital) learning vs. formal education (e.g. computer science degree) and therefore the low take-up of vocational training.

Accessibility

- Some areas have an issue around accessing the internet due to a lack of digital infrastructure. This is particularly the case in our rural areas.
- Lack of access to appropriate devices - If individuals only have access to a smart phone rather than a PC, tablet or laptop, it can become hard for them to complete e.g. job applications or (in due course) Universal Credit applications.

Connectivity

- Issue around cost of access to data and devices can put many people in a situation where they have to choose between buying data or other essential items.

Possible solutions

- To complement current activities, mapping of community and voluntary sector organisations in the City Region which are doing work around digital inclusion to identify existing activities in regards to training, access to equipment, support to access online services, etc. This could further identify community hubs which could be repurposed to provide digital support. This should help us to identify any gaps but also identify opportunities to increase capacity.
- Establishing a working group to share best practice and learning across districts.

- Consider deliverables, such as tablet lending schemes, free Wi-Fi pilots, targeted support workshops (e.g. Tech Mums).
- Creating a pathway for learning and progressing around digital careers to ensure opportunities are available, e.g. identifying where disadvantaged young people with an interest in digital have limited digital apprenticeships available and doing something about that.
- Provision of free Wi-Fi in community areas, and schemes for accessing appropriate devices, with opportunity around new street lighting contracts.
- Build on the aspirations of the proposed LCR Digital Framework and develop a clear action plan for reducing digital exclusion. Use a Digital champion(s) to do this and associated communication campaign.
- Not imposing blanket solutions but asking communities and creating support and buy-in. This reframes the question to 'How can digital enable and improve your life?' rather than thinking about digital for digital's sake.
- Work through existing organisations and community groups to raise the capacity and capability of those to support local communities around digital.
- Exploring the role of libraries and other community spaces and how these can be re-purposed in order to reduce isolation, create meeting places and digital training opportunities. Targeting people to use the space through people they trust and can relate to.
- Use Channel 4 opportunity to raise aspirations for young people.

Some examples of good practice

- Libraries across the region providing online access. One example is 100% digital Leeds: Free tower block Wi-Fi trial; tablet lending scheme <https://digitalinclusionleeds.com/>
- Community hubs including: Studio 12 <http://www.studio12.org.uk/about/> and Digital lounge <http://www.ls14trust.org/digital-lounge.html>.
- Training and support programmes including: Get into Tech <http://getintotech.sky.com/>, Tech Mums <https://techmums.co/> and Exa Foundation <https://exa.foundation/>.

Report to: Inclusive Growth and Public Policy Panel

Date: 4 December 2018

Subject: **Health and Healthy Streets**

Director(s): Alan Reiss, Director of Policy, Strategy and Communications

Author(s): Steve Heckley and James Flanagan

1. Purpose of this report

1.1 To provide members with:

- An overview of progress in considering some of the challenges facing the Leeds City Region in relation to keeping people healthy and
- A presentation on, and options for, supporting early work on the proposed Healthy Streets initiative.

2. Information

Context

- 2.1 Members identified at their first meeting in September that economic growth and people's living standards are intrinsically linked to their health and that preventing ill-health - with the help of employers and public health partners - is therefore considered a crucial element of promoting more inclusive growth. Health was also discussed at the Panel's workshop in November, a summary of which is included at **Appendix 1**.
- 2.2 This focus on prevention is in line with emerging national policy set out in the document "Prevention is better than cure", published in November, which is government's vision for:
- Stopping health problems from arising in the first place; and
 - Supporting people to manage their health problems when they do arise.
- 2.3 Attendees at the Panel's workshop further considered the evidence base, a number of the key health challenges facing the City Region, and the opportunities for partners to take a leadership role on related interventions, particularly to improve outcomes in our most disadvantaged communities.

One such opportunity - identified as a potential early win project - was the proposed 'Healthy Streets' Initiative, which is considered further below.

2.4 Subject to members' agreement, future Panel meetings could consider other key health issues and opportunities, such as:

- Mental health.
- First 1000 days.
- Social prescribing, and
- Progress being made in the integration of the local health and care system, including via the regional health partnership.

Healthy Streets

2.5 The West Yorkshire Transport Strategy, adopted by the Combined Authority and partners in 2017, includes policies that promote the creation of high quality places for people, and proposes investments that enhance connectivity and also better manage the adverse impacts of traffic to improve personal safety, reduce air pollution and carbon emissions, and provide good environments that are more conducive to social interaction and physical activities such as walking and cycling.

2.6 A 'Healthy Streets' approach offers one such way to coordinate the policies and actions of the Combined Authority and partner councils to promote healthy places and active people. Healthy Streets provides a framework for putting people and their health at the heart of improving existing transport networks and places, and also in new development. The approach to Healthy Streets is becoming well-established, with The London Mayor developing and championing an approach which is being delivered successfully in partnership with London Boroughs.

2.7 The Combined Authority's Transport Committee is currently overseeing work to develop the partners' plans to spend the Integrated Transport Block grant for the next three years from 2019/20 to 21/22. The Committee wish to see Healthy Streets 'demonstration projects' funded and delivered. The current working assumption is that there could be one demonstration project in each of the five West Yorkshire districts, funded to the value of £1million each. A verbal update will be provided on progress made by officers in identifying potential demonstrator projects.

2.8 A presentation will also be provided at the meeting to offer an overview to members of London's methodology, some examples of delivery in the Capital, and quantified impacts and lessons learnt, and how these might be translated to West Yorkshire demonstration projects. Example of interventions that would contribute to a regional Healthy Streets approach could include:

- Street enhancements with shade, greenery, seating and shelter.
- Designing in slower vehicle speeds.
- Holding events and activities that encourage everyone out to shop, play and chat, including for example temporary closure of streets to cars.

- Ensuring streets have enough safe space for walking, cycling and public transport.
- 2.9 The intention of the proposed demonstration projects is to deliver exemplar schemes that showcase what can be achieved by communities and various delivery agencies working together, and also to adapt and refine approaches for broader roll-out across the City Region, with a particular focus on our Inclusive Growth Corridors being identified through the HS2 Growth and Connectivity strategy work streams.
- 2.10 A Healthy Streets approach would be led and delivered by local highway authorities, with support of others including the Combined Authority, Public Health England and other partnerships, including community and business involvement.
- 2.11 Because the ambition of the West Yorkshire Healthy Streets initiative extends far beyond transport matters and directly into public health, inclusive growth and place making agendas, there is an opportunity for members to consider the possible role of the Panel in supporting the demonstrator projects. Subject to members' views, the Panel's role could include one or more of the following:
- Taking a “watching brief” role to monitor and influence the development and delivery of the demonstrator projects, to challenge delivery partners to identify and adapt best practice arising from the projects to then ‘mainstream’;
 - Subject to considering the capacity and resource implications, a more “hands on” involvement eg to help shape the overall regional Healthy Streets approach. In consultation with the Panel Chair and lead Chief Executive, officers could explore any immediate funding opportunities, such as from the Business Rates Pool, to accelerate demonstrators, for example to undertake some up front work to develop the methodology so that it delivers maximum social value, such as by drawing on expert advice provided to the Mayor of London.
 - Perhaps more in the medium term, to take on a visible championing role to secure and strengthen wider partnerships, secure supplementary match-funding (such as from the government's new Future High Streets Fund), align and coordinate with other priorities (e.g. Good Work interventions), in order to maximise inclusive growth outcomes.

3. Financial Implications

- 3.1 Financial implications as set out in 2.7 of the report.

4. Legal Implications

- 4.1 There are no legal implications directly arising from this report.

5. Staffing Implications

5.1 There are no immediate staffing implications directly arising from this report.

6. External Consultees

6.1 There are no implications directly arising from this report.

7. Recommendations

7.1 That the Panel discusses the opportunities around health, and in particular the proposed regional Healthy Streets initiative, and provides a steer on the Panel's preferred role in shaping the regional approach.

8. Background Documents

8.1 None

9. Appendices

9.1 Appendix 1 – Workshop report on Health

Item 8 - Appendix 1

Workshop discussion on Health

Some key challenges

The workshop discussion around health highlighted how much resident health is linked to a range of wider determinants, with only 20% of health outcomes determined by 'acute' services and around 80% by socio-economic factors, such as friends, home and work and access to open/green space. There are many examples of good practice of improving resident health, however not necessarily the funding to put these into practice.

Mental health is under resourced and there are capacity constraints, e.g. GP appointments and referrals, which means that too many of our over 40s are off work for so long they are not likely to return to work after eventually being diagnosed.

Too many institutional '**silos**' – e.g. modern slavery, drug addiction, criminal activity which leads to many vulnerable people not treated in the round, eg through integrated services and a health system which is focused on the person rather than provider services.

General lack of primary service provision, especially in most deprived areas, e.g. dentists, opticians, GPs, pharmacists.

Environmental factors and living conditions often impact on people's health. These include poor road planning; low quality public realm; poor quality housing which tend to particularly affect our most deprived communities; exacerbating long-standing health inequalities. It was expressed that we may not be doing enough to tackle damaging environmental factors, and that some well-meaning interventions e.g. to improve connectivity may have negative consequences. Environmental factors further influence lifestyle factors, such as travelling by car instead of public transport or cycling and walking. Collectively these factors can lead to following undesirable outcomes:

- Loneliness/ social isolation.
- Poor access to jobs and services/shops (labour market failures).
- Poor air quality (links e.g. with premature deaths, range of illnesses, delayed development in children).
- Places which are not attractive to investors.
- Physical inactivity (links with obesity).

On the supply side - Commissioned health services exclude smaller community based providers.

Possible solutions

- 'Best Start' – Focussing on the first 1000 days of life as a key determinant of health outcomes.

- Better alignment of funding and service integration and rebalancing away from acute services towards prevention.
- Dealing with vulnerable people in the round – to avoid silos, e.g. Greater Manchester debt and housing advice.
- Around 80% of the public realm is roads/streets. The Combined Authority and councils could consider accelerating current plans for 'Healthy Streets' demonstrators in each district building on good practice in the region and elsewhere (e.g. Manchester; London's Mini Holland programme).
- Make local economies more resilient, more vibrant – especially improving business survival in deprived neighbourhoods
- Role of the 'good employer, e.g. Mental Health prevention and return to work policies.
- Changing the focus to long-term outcomes because preventative approaches would not show short-term results. This long-term partnership approach requires passion, energy and pace to deliver change and improvements.
- Listening to testimony to capture the issues and opportunities – e.g. 'Poverty Truth Commission'. Panel could visit local projects which are making impact to see how these could be applied across West Yorkshire.
- Make Inclusive Growth more tangible, e.g. by using commonly understood and agreed methodologies/tools and indicators/metrics.

Some examples of good practice

Apply other good approaches/models used elsewhere, for example:

- The fire service's community based approach;
- West Riding CC integrated partnership approach but applied to health, not direct control and
- Expanding the 'social prescribing' model that is currently being trialled in York (i.e., what is our 'offer', noting work of others e.g. Voluntary Action Calderdale quality mark?).

Report to: Inclusive Growth and Public Policy Panel

Date: 4 December 2018

Subject: **Good Work**

Director(s): Alan Reiss, Director of Policy, Strategy and Communication

Author(s): Britta Berger-Voigt

1. Purpose of this report

- 1.1 To provide an overview of a number of current activities across the City Region in relation to good work, to provide members with a related presentation on the Great Jobs Agenda, and to seek a steer on the Panel's future focus.

2. Information

- 2.1 In addition to considering good work at the September Panel meeting, it was also considered at the Workshop, as set out in Appendix 1.

Existing activities to promote good employment in the Leeds City Region

- 2.2 **Business Growth Programme Grant criteria** - The Leeds City Region Enterprise Partnership (LEP) is incentivising business to promote good employment and pay the real Living Wage through its Business Growth Programme. Core criteria recipients are expected to meet are provided in Appendix 2.
- 2.3 **Raising career aspirations** - The Combined Authority / LEP helps to raise the career aspirations of young people and enable them to develop career readiness and employability skills to links to good employers and pathways into high quality jobs. It does this through a number of programmes:
- Enterprise Adviser Network - connecting senior leaders in business to Senior leaders in schools, to influence the schools' career and enterprise strategy and curriculum and give students regular and relevant access to employers. An enhanced offer will be delivered to

12,000 disadvantaged students across the City Region in 2018/19. **The spend for the programme will be confirmed shortly.** <http://www.the-lep.com/support/search/?searchtext=Enterprise+Adviser+Network+&searchmode=anyword>

- Kirklees Careers Hub - transforming careers education in the district by providing training for careers leaders in schools, developing teacher professional development, facilitating employer encounters, developing pathways to apprenticeship, HE & FE, and engaging with parents/carers and influencers. **The spend for the programme will be confirmed shortly.**
- Futuregoals careers campaign – inspiring young people about the career opportunities available in the City Region with engaging content based on robust labour market evidence. We aim to reach 10,000 people through our careers campaigns in 2018/19. **The spend for the programme will be confirmed shortly.**
- Bradford Opportunity Area – supporting the ‘Access to Rewarding Careers’ strand by developing a ‘Cornerstone Employer’ engagement plan, providing support for careers leadership, facilitating employer encounters and improving access to quality careers provision. **The spend for the programme will be confirmed shortly.**

2.4 The **Business Rate Pool** Committee recently made funding available for a range of inclusive growth related projects to drive good work. On a City Region level, projects include:

- Apprenticeship/Employment Hubs (Total funding £1,350,000 until 2020/21) - The project will support inclusive growth by ensuring that: links between business and education are strengthened; apprenticeships are championed and promoted in schools; apprenticeships are targeted in the right areas which benefits the local economy and businesses; and support young people who are disadvantaged in the labour market to gain meaningful employment.
- Raising poverty of aspiration (Total funding £400k over next 2 years) – This project will complement the work of the enterprise coordinators. A pilot will be conducted at schools with high numbers of disadvantaged pupils. Funding will be used to employ a consultant to develop a funding pot which will support an increase in activity to raise aspirations amongst disadvantaged pupils by strengthening engagement with employers, widening pupils experiences of jobs beyond their home communities and engagement with young role models working in priority sectors, apprenticeships etc. Schools in disadvantaged areas will apply for funding (from September 2018), using criteria developed by the initial phase of the project.
- Poverty proofing the school day (Total funding £50k over next 2 years) The project aims to pilot approaches to poverty proof the school day by supporting schools to identify and overcome the barriers to learning that children and young people from families with less financial resources face. The project is anticipated to go above and beyond what districts are already doing to date. There is a need to identify how the project will fit with Academy Schools and their sometimes different approach to

take-in and attainment and how the Core Group will be able to support schools locally with applications and to ensure their buy-in. The Combined Authority's Skills and Employment Team will work closely with their counterparts across the districts to ensure local knowledge is closely incorporated into the project.

2.5 Business Rate Pool funding was also made available for Local Authorities across the City Region. Projects related to good employment include:

- **Calderdale 'Delivering Inclusive Growth'** (Total funding £835,468)
This project aims to bring together anchor institutions, community anchor organisations and individual community champions to work together to improve the life chances and employment opportunities of specific cohorts of people who are furthest from the jobs market. This project will work in Park, Calderdale's most deprived ward, using an intervention model to address issues around poverty, including employability, engagement into services and social value. The project will also provide the opportunity to develop a better understanding of joint procurement and commissioning and explore alternative opportunities in procurement and commissioning. It is anticipated that this model can be prototyped.
- **Kirklees 'Investment Programme'** (Total funding £350,000)– This project seeks to pursue work across a number of areas in Business and Skills including:
 - Inward Investment - Selling the 'story of Kirklees' to businesses and individuals, providing a coherent self-service and targeted support offer for start-ups, scale-ups and high growth businesses and the reasons why Kirklees is the place to work, live and play.
 - Good Growth through Planning, Procurement and Supply Chains/Collaboration Networks, working to develop the model and approach to signposting and monitoring good growth and the Kirklees Pound so that we maximise the reach of investment in the District to those who most need it most.
 - Skills Accelerator Pilot –stimulate demand for skills associated with increasing productivity in firms, automations and succession planning linked to the ageing workforce and removal of the default retirement age.
 - The programme also has a digital inclusion angle based on the needs assessment which builds upon the Tech Partnership Study which highlighted that Kirklees is rated as 'high' for likelihood of digital exclusion.

2.6 Bill Adams will provide a presentation on the TUC's 'Great Jobs Agenda' to provide a further perspective around good employment.

3. Financial Implications

3.1 None directly as a result of this report.

4. Legal Implications

4.1 There are no legal implications directly arising from this report.

5. Staffing Implications

5.1 None directly as a result of this report.

6. External Consultees

6.1 There are no implications directly arising from this report.

7. Recommendations

7.1 For the Panel to note the current range of activity across the City Region and discuss a future focus around good employment.

8. Background Documents

8.1 None

9. Appendices

9.1 Appendix 1 – Workshop report on Good Work

9.2 Appendix 2 – Business Growth Programme Grant Criteria

Appendix 1 – Workshop report

Good Work

Some key challenges

A range of issues in the region which are holding back people from accessing good employment were highlighted in the discussion on good employment. These include:

The education system and the role of schools:

- An overly narrow curriculum which mainly focusses on academic achievement and destinations can penalise pupils from deprived backgrounds.
- Careers advice in schools is influenced by cultural factors and unconscious bias, restricting career choices, especially of those pupils from disadvantaged backgrounds.
- The lack of lifelong learning with the direct input and support from employers needs to be resolved to provide people with the skills relevant to the local labour market.

Long standing deprivation

- Deprivation has changed very little, affecting very similar communities and places over decades. The impacts of this is particularly evident in the education system, with achievement and destinations of pupils still largely determined by the socio-economic background and also area they live in.
- It was raised that interventions need to be informed by the communities themselves since a top-down solutions bear the risk of creating dependencies and reinforcing an unhelpful culture of low aspirations. Singling out communities by targeting top-down interventions further bears the risk of stigmatising these same communities.

The role of employers:

- Offering 'good jobs', including the living wage and good working conditions, as well as moving beyond traditional recruitment practise.
- Employers' narrow recruitment practices - There is a long-standing tradition of employers mainly recruiting people based on their academic achievements and particular work experience which is particularly detrimental to people from deprived communities and also restricts the talent pool employers can recruit from. Grant Thornton found that moving away from this approach removes barriers for applicants and proved to directly benefit the business because the quality of employees remained equally high while business are able to draw on a wider talent pool.
- More local businesses offering 'good jobs' - Raising aspirations of pupils is particularly powerful if these aspirations are being fulfilled by the jobs employers are offering. However, the dominance of low paid work in the region often does not do that and further acts as a potential trap by restricting the progression pathways of individuals.

- For certain industries, access to skills (recruiting highly skilled employees) is a considerable challenge. Making jobs more attractive is part of the solution to addressing skills gaps in the region.
- In-work benefits were highlighted as a challenge in terms of distorting employer behaviour around low paid work.
- For the public sector, offering good employment relies on long-term ambition and leadership which extends beyond pay and into the supply chain.

Possible solutions

- Identifying and building on existing community programmes which are successful in addressing specific cultural and physical barriers holding back people outside the city centres from taking up good jobs. Systemising interventions that have proved to be successful and where appropriate could lead to greater impact and delivery efficiencies.
- Working towards an 'Employer Charter': incentivising business to offer good pay, good Terms and Conditions, as well as health and wellbeing policies. An important part of the discussion is that it also makes very good business sense for employers to look after people well. As part of this, local employers (particularly SMEs) who are offering good jobs and working conditions could be identified to provide peer-to-peer support for other small and medium sized businesses locally to enhance their business practices. The implementation of the Employer Charter should be undertaken by a future City Region mayor.
- Enabling better engagement between employers and schools. Due to the wide ranging pressures on schools (which are particularly high for those teaching a high proportion of deprived pupils), employers are finding it difficult to engage. Local solutions could help to increase the capacity and ability of schools to engage with local employers. This could build on the work delivered by the Enterprise Advisor Network across the City Region.
- Exploring the option of providing careers advice at primary school stage. Rather than specific advice about the local labour market in place at secondary school, this would focus on breaking down cultural barriers, including gender stereotypes and (unconscious) biases about what careers are suitable for who.
- Testing the relationship between productivity and working practices, with findings communicated via peer to peer business networks.
- Identifying local businesses (particularly SMEs) which are offering good employment already which could influence the behaviour of other business through peer-to-peer support.
- Sector based approaches - The example of a cooperative model for providing social care in the North East was highlighted as well as the new commissioning model of health and social care in Greater Manchester based on the devolved control over integrated health and social care budgets.

Some examples of good practice

Examples of best practise mentioned in the workshop discussion that members could visit for a practical inside include:

- LS14 – This community project is informed by the very community it serves rather than being parachuted in from the outside. The project also strongly builds on the particular strengths and assets the community brings to the table (<http://www.ls14trust.org/>). Nicola Greenan set up the Trust and Kristal Ireland is a former director at the Trust.
- ‘School as Community Hubs’ in Kirklees promotes integrated working around families and has developed effective working relationships between schools and a number of external services working with children and families. (<https://ws.onehub.com/files/zu1akn6v>)
- Grant Thornton – The accountancy firm have changed their recruitment practices to become a more inclusive employer and to allow the business to recruit from a wider talent pool.
- The Fire Service offers a wide range of youth and community engagement programmes which are mainly aimed at upskilling.
- Grant conditionality applied by the Combined Authority.

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Appendix 2

Business Growth Programme Grant criteria

The Leeds City Region Enterprise Partnership (LEP) is incentivising business to pay the real Living Wage through its Business Growth Programme (BGP). Recipients are expected to meet certain core criteria, including:

- Investment projects must create permanent new jobs in the Leeds City Region
- Applicants will be incentivised to employ staff on or above £8.75 per hour, by allocating more grant per new job for those paying that rate
- All new jobs funded by the LEP grant must be paid at least the National Living Wage or Minimum Wage (£7.83 per hour from age 25+ as of April 2018)
- Apprenticeship jobs are permissible but applicants are expected to pay the apprentice at least the National Minimum Wage appropriate for the age of the apprentice (rather than the lower national apprenticeship wage)
- For each new job created, the following maximum amounts will be available to the applicants:

Pay Rates for New Jobs Created with LEP Grant	Maximum Amount per new job
Pay £8.75 per hour (Real Living Wage)	£12,500
Pay £7.83 per hour (National Living Wage / Minimum Wage)	£7,500

- Applicants must have private finance available: either of their own, from a bank, or other commercial finance to invest alongside the grant
- For every £1 of LEP funding sought, applicants must be able to provide at least £4 of private sector investment
- The minimum grant level is £10,000 and total project cost must be at least £50,000 - therefore applicants must have at least £40,000 of private sector finance to invest for every £10,000 of grant
- Applicants must be established for at least 12 months and must operate from commercial premises
- Applicants must generate the majority of their turnover by trading with other businesses, or applications must demonstrate how the grant-supported project will lead to this
- Projects must support the City Region's key growth sectors and/or their direct supply chains: specifically health and life sciences, digital and creative industries, low carbon and environmental industries, manufacturing, financial and professional services or business to business services

- Refurbishment or renovation projects will only be supported where the applicant will be the sole occupier within the refurbished or renovated property
- Businesses engaged in retailing or providing localised business to consumer services are not eligible for grant support. However, applications from businesses who derive their turnover exclusively from e-commerce/internet sales will be considered on a case by case basis

Additional Inclusive Growth Commitments

Businesses receiving grants of over £50,000 will be expected to offer additional “inclusive growth” commitments as outlined below.

- Inspire the next generation by working with schools and/or colleges
- Develop a Skills Plan including Apprenticeships
- Offer training to low paid staff to help them progress
- Offer work opportunities to local people with disabilities or health issues
- Offer more sustainable ‘green travel’ options to employees
- Undertake an energy audit to identify ways to reduce energy consumption
- Undertake a supply chain audit to identify opportunities to buy more from local suppliers
- Pay small business suppliers in accordance with the Prompt Payment Code - <http://www.promptpaymentcode.org.uk/> - including a commitment to pay all suppliers within 60 days and to commit to 30 days as the norm.
- Commit to paying staff the Real Living Wage within an agreed timescale.

The expected commitment will vary depending on the level of grant awarded:

- For grants from £50,000 - £99,000, the applicant is expected to agree to **two or more** of the additional commitments.
- For grants from £100,000 -£249,000, the applicant is expected to agree to **three or more** of the additional commitments.
- For grants over £250,000, the applicant is expected to agree to **four or more** of the additional commitments, one of which must be paying staff the Real Living Wage.

Report to: Inclusive Growth and Public Policy Panel

Date: 4 December 2018

Subject: **Funding Opportunities**

Director(s): Alan Reiss, Director of Policy, Strategy and Communication

Author(s): Britta Berger-Voigt

1. Purpose of this report

- 1.1 To provide an overview of a number of current or potential funding streams to drive inclusive growth across the City Region.

2. Information

Business Rate Pool Funding

- 2.1 The Business Rate Pool (BRP) Committee approved a total of £7 million funding for programmes to drive inclusive growth across the City Region in 2018/19. This includes West Yorkshire wide programmes as well as projects lead by district partners. A summary is provided below, with a more detailed overview provided in Appendix 1.
- 2.2 The Panel expressed a view that these BRP related projects and their impacts should be monitored by Panel members and its supporting officer group.
- 2.3 The three West Yorkshire wide bids that have been awarded a total of £1.4m funding include:
- Skills related proposals, including:
 - a) Apprenticeship/Employment Hubs (£675,000per year over 2 years)
 - b) Raising poverty of aspiration (£400,000 over next 2 years)
 - c) Poverty proofing the school day (£50,000 over next 2 years)
 - Digital infrastructure (£200,000)
 - Driving regional inclusive growth priorities (£70,000). A verbal update will be given on this funding line.

2.4 District related Inclusive Growth bids that are funded through the pool include:

- Bradford – Health and Social Care ‘One Workforce’ (£1,000,000)
- Calderdale - Delivering Inclusive Growth (£835,468)
- Harrogate - Enabling Housing Growth (£200,000)
- Kirklees - Investment Programme (£350,000)
- Leeds – Expansion of digital engagement (£1,200,000)
- Wakefield – Inclusive Growth is part of the ‘Waterfront’ bid (a total of £2,800,000 for whole bid)
- York – York City Brand (£520,000)

Growing Places Fund

2.5 The Growing Places Fund (GPF) was one of the first funding streams government made available to LEPs, with the Leeds City Region LEP receiving £35.5 million of capital funding in 2011/12 to use for loans and grants to unlock stalled developments that had been particularly affected by credit tightening.

2.6 These projects are not able to source full funding on the open market which often reflects that the type of project is more complex/has greater risk. The rationale for public intervention, therefore, is that providing finance on softer terms than the market is able to offer accelerates delivery of projects, and their outputs of new business premises, jobs and homes. Typical infrastructure projects have included expansion of business premises, site remediation and developing a new road junction as part of opening up a brownfield site for housing. The GPF loan often completes a package of agreed finance that is not quite sufficient for a project that is otherwise deliverable.

2.7 The fund is open to all businesses and organisations of any size based in or looking to invest in the city region. Applications from small and medium-sized enterprises, employing up to 250 staff, are particularly encouraged.

2.8 Since the GPF was launched in 2011/12, the policy context has evolved:

- Economic and social conditions and priorities have changed, with the City Region refreshing its Policy Framework and the emerging Local, Inclusive Industrial Strategy.
- Other public grant and loan funding streams have become available, including the Revolving Investment Fund, European Structural and Regeneration Funds and Growth Deal.

2.9 With significant capital receipts returned and more forecast to arrive by 2019/20, there is now the opportunity to consider future use of the funds. Further proposals for use of the fund for inclusive growth purposes will be considered by the Panel in line with its priorities and LEP Board at future meetings.

3. Financial Implications

- 3.1 Financial implications around the GPF will depend on the LEP Board decision on the way forward.

4. Legal Implications

- 4.1 There are no legal implications directly arising from this report.

5. Staffing Implications

- 5.1 There are no staff implications arising directly as a result of this report.

6. External Consultees

- 6.1 There are no implications directly arising from this report.

7. Recommendations

- 7.1 That the Panel notes current and potential funding streams to drive inclusive growth across the City Region.

8. Background Documents

- 8.1 None

9. Appendices

- 9.1 Appendix 1 – Business Rate Pool Projects – (Overview of inclusive growth related projects funded through the 2018/19 Business Rate Pool).

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Appendix 1 – Overview of inclusive growth related projects funded through the 2018/19 Business Rate Pool

BRP Project	Project aim	BRP Funding
<u>West Yorkshire wide Inclusive Growth bids</u>		
a) The skills element of this proposal will fall into 3 areas:		
Apprenticeship / Employment Hubs	<p>The project will strengthen links to business and promote apprenticeships in schools targeted at disadvantaged groups and support young people to better understand the world of work, access good work and apprenticeships and sustain employment.</p> <p>The LCR Employment Hub will support inclusive growth by ensuring that: links between business and education are strengthened; apprenticeships are championed and promoted in schools; apprenticeships are targeted in the right areas which benefits the local economy and businesses; and support young people who are disadvantaged in the labour market to gain meaningful employment.</p>	<p>£675,000 per year over 2 years (a total of £1,350,000 until 2020/21)</p> <p>BRP funding to be used as match against a European Social Fund (ESF)</p>
Raising poverty of aspiration	<p>This project will complement the work of the enterprise coordinators. A pilot will be conducted at schools with high numbers of disadvantaged pupils. Funding will be used to employ a consultant to develop a funding pot which will support an increase in activity to raise aspirations amongst disadvantaged pupils by strengthening engagement with employers, widening pupils experiences of jobs beyond their home communities and engagement with young role models working in priority sectors, apprenticeships etc. Schools in disadvantaged areas will apply for funding (from September 2018), using criteria developed by the initial phase of the project.</p>	<p>£400k over next 2 years (£100k in year 1, £300k in year 2)</p>

<p>Poverty proofing the school day</p>	<p>The project aims to pilot approaches to poverty proof the school day by supporting schools to identify and overcome the barriers to learning that children and young people from families with less financial resources face. The project is anticipated to go above and beyond what districts are already doing to date. There is a need to identify how the project will fit with Academy Schools and their sometimes different approach to take-in and attainment and how the Core Group will be able to support schools locally with applications and to ensure their buy-in. The Combined Authority's Skills and Employment Team will work closely with their counterparts across the districts to ensure local knowledge is closely incorporated into the project.</p>	<p>£50k over next 2 years</p>
<p>b) Superfast West Yorkshire and York (Contract 3)</p>	<p>Providing local revenue match-funding for full fibre infrastructure to locations and residents that are hardest to reach, unlikely to receive superfast broadband via commercial investment in the future and thus at greater risk of digital exclusion.</p> <ul style="list-style-type: none"> · Funding: The BRP funding requested is a lump sum grant to be spent by the programme over a three year period. It will provide funding for: <ul style="list-style-type: none"> · procurement costs (£90,000) including technical advice, due diligence and legal and state aid support; and · 50% match funding for project management costs for the programme up to 2021. <p>The BRP funding required here is £110,000. The other 50% of revenue costs have been sought from ESIF which is subject to a separate application. Outcome of bid to be confirmed in September 2018.</p>	<p>£200,000</p>

District related Inclusive Growth bids that are funded through the pool:		
a) Bradford – Health and Social Care ‘One Workforce’	To address issues in the health and social care workforce in Bradford District by: <ul style="list-style-type: none"> - Co-ordinated recruitment under the brand Bradford Health/Bradford Social Care - Inclusive community recruitment, readiness for and entry into work - Development of a Health and Care Academy providing in-work career progression programmes 	£100,000
b) Calderdale - ‘Delivering Inclusive Growth’	<p>This bid aims to bring together anchor institutions, community anchor organisations and individual community champions to work together, in a targeted way, to improve the life chances and employment opportunities of specific cohorts of people who are furthest from the jobs market.</p> <p>This project will work in Park, Calderdale’s most deprived ward, using an intervention model to address 3 key areas of work, employability, engagement into services and social value. Addressing the issues of poverty, social exclusion and inequality</p> <p>It is anticipated that this model can be prototyped. The project will also provide the opportunity to develop a better understanding of joint procurement and commissioning and explore alternative opportunities in procurement and commissioning.</p>	£835,468
c) Harrogate - ‘Enabling Housing Growth’	Master planning, feasibility and delivery models work to accelerate the delivery of housing and economic growth on Council owned sites at Pannal (277 new homes and 10 ha of employment space). Master plan, design and skills capacity work to bring forward housing development on Greenfield sites in the Nidderdale AONB.	£200,000

d) Kirklees - 'Investment Programme'	<p>This project would seek funding to pursue work across a number of areas in Business and Skills including:</p> <ul style="list-style-type: none"> - Inward Investment - selling the 'story of Kirklees' to businesses and individuals, providing a coherent self-service and targeted support offer for start-ups, scale-ups and high growth businesses and the reasons why Kirklees is the place to work, live and play. - Good Growth through Planning, Procurement and Supply Chains/Collaboration Networks, working to develop the model and approach to signposting and monitoring good growth and the Kirklees Pound so that we maximise the reach of investment in the District to those who most need it most. - Skills Accelerator Pilot –stimulate demand for skills associated with increasing productivity in firms, automations and succession planning linked to the ageing workforce and removal of the default retirement age. - Digital Inclusion -undertake a needs assessment which builds upon the Tech Partnership Study. This highlighted that Kirklees is rated as 'High' for likelihood of Digital Exclusion. 	£350,000
e) Leeds – 'Expansion of digital engagement'	<p>This project will look to build on the work already carried out by Leeds City Council on improving digital skills and access to technology. It will expand the council's 100% DIGITAL LEEDS and free Wi-Fi programmes and provide new access to digital screens in the city centre. It primarily supports the Inclusive Growth theme which has a strong digital element.</p>	£1,200,000
f) Wakefield – Inclusive Growth is part of the 'Waterfront'	<p>Delivery of a new events and exhibition space at Wakefield Waterfront as part of the Yorkshire Sculpture Initiative Festival.</p>	<p>It is estimated that around 20% of the £2,800,000 will be related to the inclusive growth element, i.e. £560,000.</p>

<p>g) York – ‘York City Brand’</p>	<p>This is a project to develop a shared narrative and brand for York, our economic aspirations and our relationship with LCR, supported with 3D visualisations of key developments and a strategic study to identify potential inward investment locations based on changes to land-use as the retail economy continues to adapt to online channels. The three outcomes will be:</p> <ul style="list-style-type: none"> - a shared brand and approach with significant buy in from York stakeholders, - an immersive technology model of key sites including Castle Gateway, York Central and the city centre, and - a study considering the longer term impacts of changes in retailing, looking at out-of-town retail parks and their long term use as a potential source of inward investment sites. 	<p>£520,000</p>
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Report to: Inclusive Growth and Public Policy Panel

Date: 4 December 2018

Subject: **Governance Arrangements**

Director(s): Alan Reiss, Director of Policy, Strategy and Communications

Author(s): James Flanagan

1. Purpose of this report

- 1.1 To provide an opportunity to consider the need for changes to the membership of the Panel at this time.

2. Information

- 2.1 The September meeting of the Panel considered a report on the governance arrangements agreed by the Combined Authority and invited the Panel to comment on the terms of reference and membership of the Panel.
- 2.2 It was noted that there would be an opportunity, once the work programme of the Panel was more clearly in view, for membership to be reviewed.
- 2.3 Members expressed the need for future members to bring new perspectives and to act as inclusive growth champions.
- 2.4 Members are asked to consider and discuss any changes to membership they feel would be helpful to the work of the Panel at this time.

3. Financial Implications

- 3.1 There are no financial implications directly arising from this report.

4. Legal Implications

- 4.1 There are no legal implications directly arising from this report.

5. Staffing Implications

- 5.1 There are no staffing implications directly arising from this report.

6. External Consultees

6.1 No external consultations have been undertaken.

7. Recommendations

7.1 To consider any changes to the membership of the Panel which would be useful to help progress the work programme.

8. Background Documents

None.

9. Appendices

None.