

Appendix 1 - Inclusive Growth Criteria

A. Job Creation: Real Living Wage Incentive

The Leeds City Region Enterprise Partnership (LEP) is incentivising business to pay the 'Real Living Wage' through its grant programmes. For grants where jobs are created, there is an incentive to pay the 'Real Living Wage' as set out below.

Recipients are expected to meet certain core criteria according to the purpose of each grant scheme, including as a minimum:

- Investment projects must create permanent new jobs in the Leeds City Region
- Applicants are incentivised to employ staff paying the Real Living Wage or above (currently £9 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 (£8.21 per hour from age 25+ as of April 2019)
- 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 per new job
Real Living Wage (currently £9 per hour)	£12,500
National Living/Minimum Wage (currently £8.21 per hour)	£7,500
Apprenticeships paying at least the National Minimum Wage for the age of the apprentice (and not the lower National Apprenticeship Wage)	£7,500

B. Inclusive Growth Commitments

Businesses receiving grants are also expected to deliver 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
- Other inclusive growth commitments bespoke to the company's own policies, considered sufficient by the Combined Authority.

The required commitment varies depending on the level of grant awarded:

- For grants from £10,000 - £24,999, the applicant is expected to adopt **one or more** of the commitments (non-mandatory).
- For grants from £25,000 - £49,999, the applicant is expected to adopt **one or more** of the commitments (as a grant condition).
- For grants from £50,000 - £99,999, the applicant is required to adopt **two or more** of the additional commitments (as a grant condition).
- For grants from £100,000 - £249,999, the applicant is required to agree to **three or more** of the additional commitments (as a grant condition).
- For grants over £250,000, the applicant is required to agree to **four or more** of the additional commitments (as a grant condition).