
Report to: Leeds City Region Enterprise Partnership Board (LEP Board)

Date: 17 November 2020

Subject: **Inclusive Growth and Public Policy Panel**

Director: Alan Reiss, Director of Strategy, Policy and Communications

Author(s): James Flanagan, Lead Policy Manager, Public Sector Reform

1. Purpose of this report

- 1.1 To provide a report on the recent work of the Inclusive Growth and Public Policy Panel, including in relation to:
- Support for the region's Third Sector;
 - A Good Work Standard for the region;
 - Panel learning and development; and
 - Panel next steps on the Strategic Framework and delivery programme

2. Information

- 2.1 Building on the role agreed at its June meeting to focus on addressing inequalities, the September Panel meeting considered some specific proposals including for ensuring that the Third Sector is central to driving an inclusive economic recovery, and also a proposal to progress a Good Work Standard to help ensure that everyone in the region has access to high quality, secure and well paid employment.
- 2.2 The Panel also agreed to undertake learning and development in relation to unconscious bias.

Role of the third sector

- 2.3 A key focus of the Panel's September meeting was to progress the commitment in the West Yorkshire Economic Recovery Plan to enable the Third Sector to support an inclusive economic recovery. In seeking to progress this ambition, the Panel:
- Recognised the crucial role of the Third Sector in supporting and protecting our most disadvantaged communities, especially in recent months; and
 - Proposed that the Sector itself should be supported to play a central role in delivering an inclusive economic recovery.

- 2.4 The Panel therefore agreed to establish a Task and Finish group to progress and report back at the next Panel meeting on the following activities:
- Collect evidence and data to better understand the role, composition and scale of the third sector across West Yorkshire, and its interdependency with the public and private sectors;
 - Better understand the social and economic contribution made by the sector, and the specific challenges it is currently facing; and
 - Identify how the sector could be further supported at regional level to help deliver an inclusive economic recovery.

Good Work Standard

- 2.5 The Panel recognised that too few employees in the regional economy are currently in 'good work' in terms of high quality, secure, well paid jobs. This is considered not just socially harmful but also a drag on productivity. The Panel received a report proposing a Good Work Standard as one way of addressing this issue through encouraging and incentivising inclusive business and organisational behaviours and practices. A Good Work Standard is considered central to delivering the Inclusive Growth Framework which has Good Work as one of its core goals - and it is equally recognised as a priority in delivering the region's Economic Recovery Plan.
- 2.6 The Panel agreed that options would be prepared for considering a 'fit for purpose' Good Work Standard, for example using an existing approach adopted elsewhere, a bespoke model, or a hybrid approach, but in any case based on the following common principles:
- Applicable to all sectors and irrespective of business/organisation size;
 - Aligns with any local approaches; and
 - Covers key themes, eg fair pay, workforce voice, health and welfare, leadership, and equality and diversity.

Learning and development

- 2.7 At the September meeting of the LEP Board, it was noted that, as part of ongoing learning and development, officers were exploring the potential for unconscious bias training for Inclusive Growth and Public Policy Panel members, potentially as a pilot model to be rolled out to other Panels, Committees and Boards.
- 2.8 In order to progress this work, the Panel received an introduction to the subject delivered by a guest expert speaker. The Panel welcomed the briefing provided and the opportunity for an initial discussion of some of the issues ahead of the shaping and running of a pilot development session at the Panel's next meeting in December.

Framework and Programme

- 2.9 The December Panel meeting will receive a report setting out a revised Strategic Framework for Inclusive Growth, re-focussed around the ambition of

an inclusive economic recovery in order to ensure that regional economic and social disparities are not just reduced, but eliminated. Views will also be sought on possible next steps in terms of delivery, including supporting investments and interventions. The intention is for a report covering both the proposed framework and indicative delivery programme to then be brought to the January meeting of the LEP Board.

3. Clean Growth Implications

3.1 None arising directly from this report.

4. Financial Implications

4.1 None arising directly from this report.

5. Legal Implications

5.1 None arising directly from this report.

6. Staffing Implications

6.1 None arising directly from this report.

7. External Consultees

7.1 None arising directly from this report.

8. Recommendations

8.1 The LEP Board is asked to note and comment on the recent work of the Panel and proposed next steps as summarised in Section 2 of the report.

9. Background Documents

9.1 None

10. Appendices

10.1 None