



Oversight and Governance

Chief Executive's Department

Plymouth City Council

Ballard House

Plymouth PL1 3BJ

T 01752 305155

www.plymouth.gov.uk/democracy

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Delegated Decisions

Delegated Executive/Officer Decisions

Delegated Executive and Officer decisions are published every week and are available at the following link - <https://tinyurl.com/ms6umor>

Cabinet decisions subject to call-in are published at the following link - <http://tinyurl.com/yddrql6>

Notice of call-in for non-urgent decisions must be given to the Democratic Support Unit by 4.30 pm on Thursday 22 December 2022. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

- on the Council's Intranet Site at <https://modgov/mgDelegatedDecisions.aspx>
- on the Council's website at <https://tinyurl.com/jhnax4e>

The decision detailed below may be implemented on Friday 23 December 2022 if it is not called-in.

Delegated Decisions

I. Councillor Richard Bingley, Leader of the Council:

- I.1. To enable the signing of the Memorandum of Understanding between Plymouth City Council and Secretary of State for Levelling Up, Housing and Communities in relation to UK Shared Prosperity Fund. **(Pages 1 - 26)**

EXECUTIVE DECISION

made by a Cabinet Member



REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER

Executive Decision Reference Number – L19 22/23

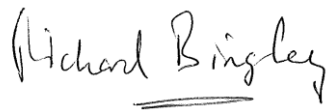
Decision	
1	Title of decision: To enable the signing of the Memorandum of Understanding between Plymouth City Council and Secretary of State for Levelling Up, Housing and Communities in relation to UK Shared Prosperity Fund.
2	Decision maker (Cabinet member name and portfolio title): Councillor Richard Bingley Leader of Plymouth City Council
3	Report author and contact details: Amanda Ratsey, Amanda.Ratsey@plymouth.gov.uk
4	Decision to be taken: <ol style="list-style-type: none"> 1. Agree to sign the Memorandum of Understanding in relation to UK Shared Prosperity Fund. 2. To authorise the Section 151 Officer to sign the Memorandum of Understanding in relation to the UK Shared Prosperity Fund by the deadline of 23 December.
5	Reasons for decision: <ul style="list-style-type: none"> • Plymouth City Council took a decision on 07 July 2022 to accept UK Shared Prosperity Fund and submit an investment plan to Government. • On 05 December, Government announced that the investment plan has been accepted and asked for further documentation. • In order to release the funding, Government is requesting each Local Authority signs a Memorandum of Understanding, which sets out general terms and conditions for distributing the funding. Government is asking for the Memorandum to be signed either by the Chief Executive or S151 Officer of the Local Authority. The deadline for returns is 23 December 2022. • In order to meet the timelines set by Government linked to the return of the Memorandum of Understanding to Government by the 23rd December 2022, an executive decision is required
6	Alternative options considered and rejected: No decision required.
7	Financial implications and risks: While the decision itself does not have any direct financial implications for the council, Plymouth City Council will need to provide some dedicated resources to manage and oversee the fund. UKSPF offers a 4% top slice to cover management costs of the fund. We will maintain robust programme management protocols through regular monitoring and review to ensure that the projects are delivered within the grant terms and conditions. Remedial action will be

	taken where necessary.			
8	Is the decision a Key Decision? (please contact Democratic Support for further advice)	Yes	No	Per the Constitution, a key decision is one which:
			X	in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total
		x		in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1million
		x		is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.
	If yes, date of publication of the notice in the Forward Plan of Key Decisions	Not applicable.		
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:	While the paper has no direct implication, the funded projects that will eventually come out of the UK Shared Prosperity Plan will be relevant for all chapters of the Plymouth Plan, particularly: Healthy City, Growing City and International City.		
10	Please specify any direct environmental implications of the decision (carbon impact)	No direct implications. Carbon Footprint will be considered as part of the selection process for projects and priorities. Our Investment Plan sets out our plan to ensure that the UK Shared Prosperity Fund process incorporates high levels of net zero ambition.		

Urgent decisions

11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support (democraticsupport@plymouth.gov.uk) for advice)
		No	x	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			

Consultation			
I3a	Are any other Cabinet members' portfolios affected by the decision?	Yes	
		No	x (If no go to section I4)
I3b	Which other Cabinet member's portfolio is affected by the decision?		
I3c	Date Cabinet member consulted		
I4	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes	If yes, please discuss with the Monitoring Officer
		No	x
I5	Which Corporate Management Team member has been consulted?	Name	Anthony Payne
		Job title	Strategic Director for Place
		Date consulted	12.12.2022
Sign-off			
I6	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS82 22/23
		Finance (mandatory)	pl.22.23.317.
		Legal (mandatory)	MS/12.12.22/39573
		Human Resources (if applicable)	
		Corporate property (if applicable)	
		Procurement (if applicable)	
Appendices			
I7	Ref.	Title of appendix	
	A	UK Shared Prosperity Fund Memorandum of Understanding	
	B	Summary of Investment Plan	
	C	Equalities Impact Assessment	
Confidential/exempt information			
I8a	Do you need to include any confidential/exempt information?	Yes	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

		No	x	publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)				
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title:							
Background Papers								
19	<p>Please list all unpublished, background papers relevant to the decision in the table below.</p> <p>Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</p>							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
UK Shared Prosperity Fund Memorandum of Understanding								
Summary of Investment Plan								
Equalities Impact Assessment								
Cabinet Member Signature								
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.							
Signature				Date of decision			14 December 2022	
Print Name	Councillor Richard Bingley, Leader of Plymouth City Council							

MEMORANDUM OF UNDERSTANDING**Between****The Secretary of State for Levelling Up, Housing and Communities****-and-****Plymouth City Council****1. Purpose**

- 1.1. This Memorandum of Understanding (MOU) sets out the terms that will apply to the relationship between the Secretary of State for Levelling Up, Housing and Communities (the Secretary of State) and Plymouth City Council (the Lead Local Authority) regarding the administration and delivery of the UK Shared Prosperity Fund (UKSPF).
- 1.2. This MOU will be for the period April 2022 to March 2025. Changes will be made only where signatories deem it necessary. If necessary the MOU will be amended for the period April 2023 to March 2025 to accommodate the inclusion of the Rural England Prosperity Fund, this will not apply in Scotland and Wales.
- 1.3. The MOU sets out the universal fund wide conditions and expectations for appropriate spend of the UKSPF core allocations in England Scotland and Wales and Multiply allocations in Scotland and Wales.
- 1.4. This MOU is not intended to create legal or binding obligations. It describes the understanding between both parties for the use of funding specified in section 3 of this agreement.

2. Background

- 2.1. The UKSPF was launched on the 13 April 2022. The Secretary of State has signed-off the Lead Local Authority's investment plan.
- 2.2. This MOU covers the funding commitments from the Secretary of State and the delivery, financial expenditure, agreed milestones, reporting and evaluation, communications and branding expectations between the Parties and the steps the Secretary of State could take in the event of underperformance if required.
- 2.3. The Secretary of State has published guidance on the delivery of the UKSPF. Referred to in this document as the [UKSPF Additional Information](#). References to the UKSPF Additional Information includes any updates that may be published from time to time. The Secretary of

State will notify the Lead Local Authority of any changes to the Additional Information and, if necessary, provide guidance on how changes are to be managed.

3. Purpose of the Funding

- 3.1. The UKSPF allocation remains as set out in the published [UKSPF allocations](#) and is being provided to deliver the Fund's priorities, outputs and outcomes as set out in the investment plan and accompanying expenditure and deliverables spreadsheets agreed by the Secretary of State or subsequently agreed by the Secretary of State as per section 9.
- 3.2. Funding should be used to meet the costs of implementing your investment plan. The Lead Local Authority can make changes to the investment plan agreed by the Secretary of State. The scale, type and process for making changes is set out in published guidance.
- 3.3. Details of the annual funding allocation, broken down into capital and revenue funding, will be confirmed in the annual grant determinations.

4. Reporting

- 4.1 As part of the delegated delivery model, the Lead Local Authority will provide 'light touch' reporting, as set out in the [UKSPF Additional Information](#).

5. Financial Arrangements

- 5.1. The agreed funds will be issued to the Lead Local Authority as grant payments under Section 50 of the United Kingdom Internal Markets Act 2020 ('UKIM').
- 5.2. Payment of the funding for 2022-2023 will be made after investment plans have been agreed and this MoU is signed.
- 5.3. Grant Determination Letters (GDL) will be provided following confirmation of the annual payment for each year until 2025.
- 5.4. The Lead Local Authority will provide regular reporting using the process established by the Secretary of State and set out in the UKSPF Additional Information demonstrating expenditure and that outputs and outcomes are being met in line with the original investment plan, or investment plan amended under section 9. Or failing that, there is a realistic plan to address underperformance.

- 5.5. Funding for the years 2023-2024 and 2024-2025 will be paid annually, provided that the information provided under paragraph 5.4 demonstrates delivery of forecast outputs, outcomes and spend for the previous financial year have been met, or failing that, there is a realistic plan to address underperformance.
- 5.6. UKSPF capital grant funding, as set out in grant determinations, may be used only for capital expenditure.
- 5.7. UKSPF revenue grant funding may be used for revenue or capital expenditure, in line with the Lead Local Authority's accounting practices
- 5.8. Release of payments for the financial year 2023-24 and 2024-2025 is dependent on the submission of a Statement of Grant Usage for 2022-23 and 2023-2024 spend and corresponding reporting and monitoring returns, signed by a S151 Officer (appointed under the Local Government Act 1972) or S95 Officer (appointed under the Local Government (Scotland) Act 1973)
- 5.9. This information will be taken into consideration by the Secretary of State before subsequent payments to the Lead Local Authority are finalised and paid. The Secretary of State reserves the right to reduce payments or withhold payments where there are concerns over delivery.
- 5.10. The Secretary of State retains the right to withhold annual instalments until receipt of credible plans demonstrating revised delivery to achieve expected targets. This might include requirements that set out how the Lead Local Authority will utilise underspends in the next year and/or appropriate milestones and spend have been achieved for the previous year.
- 5.11. Further to this, if the Secretary of State has concerns around future spending plans based on the experience of local delivery to date, or wider financial issues or governance affecting delivery then the Secretary of State may pay in instalments, or withhold future funding.
- 5.12. In the circumstance that the Lead Local Authority is a Combined Authority or is managing the distribution of UKSPF funding to a group of other local authorities, where a member of the Combined Authority or the local authority group becomes subject to a S114 Notice of the Local Government Finance Act 1988 or Statutory Commissioner Intervention of the Local Government Act 1999, the Lead Local Authority will be

responsible for decisions on how funds aligned to such a member Authority are controlled and utilised.

- 5.13. No funding will be provided for activity after 31 March 2025. The Lead Local Authority must have spent all grant funding i.e. be able to include funding within the 2024-2025 accounts by the end of the funding period, 31 March 2025. Underspends in the final year of the programme will need to be repaid to the Secretary of State.
- 5.14. In accordance with the declaration signed by the Lead Local Authority's Section 151 (appointed under the Local Government Act 1972) or S95 Officer (appointed under the Local Government (Scotland) Act 1973) as part of the investment plan, the Lead Local Authority accepts responsibility for meeting any costs over and above the Secretary of State's contribution, agreed in the annual grant determination. This includes potential cost overruns and the underwriting of any funding contributions expected from third parties.

6. Branding and Communication

- 6.1. The Secretary of State has provided the Lead Local Authority with guidance on the Branding and Communication associated with UKSPF projects in the [UKSPF Additional Information](#).
- 6.2. The Parties agree to adhere to the guidance and any updates. subsequently released by the Secretary of State or HMG on communications linked to UKSPF or wider Levelling Up Funding.
- 6.3. The Lead Local Authority should publish information regarding the delivery of the UKSPF in its area e.g. by publishing a summary of the investment plan and activities being funded in the area.

7. Evaluation

- 7.1. Monitoring and Evaluation will be carried out as set out in [UKSPF Additional Information](#).
- 7.2. The Lead Local Authority will support evaluation through capturing and providing relevant data and engaging with place and intervention level evaluations as stated within the [UKSPF Additional Information](#).

This will include but is not exclusive to the following main evaluation requirements:

- 7.2.1 Continuous monitoring and evaluation of progress aligned to the deliverables stated within the UKSPF Investment Plan submitted

by the Lead Local Authority and approved by the Secretary of State;

- 7.2.2 Engaging with our evaluation partners to collect and provide additional quantitative data as required to support, where relevant, intervention and place-specific evaluations
- 7.3 As set out in the [UKSPF Additional Information](#) the Lead Local Authority is encouraged to undertake its own place-based evaluations of how the UKSPF has worked in their area, particularly process evaluation on individual projects, alongside any place-based case studies commissioned by DLUHC. For those lead local authorities with large allocations, DLUHC require a robust evaluation to support the centrally coordinated evaluation.
- 7.4 The Lead Local Authority agrees to undertake these activities using the administration costs for the Fund.

8. Assurance

- 8.1. The Secretary of State has set out the approach to assurance for the UKSPF in the [UKSPF Additional Information](#).
- 8.2. The Lead Local Authority is expected to have the necessary governance and assurance arrangements in place and that all legal and other statutory obligations and consents will be adhered to. The Lead Local Authority will provide the Secretary of State with the following via UKSPF reporting:
- 8.2.1. Details of the checks that the Chief Finance Officer has taken to assure themselves that the Lead Local Authority has in place the processes that ensure proper administration of financial affairs relating to their UKSPF allocation.
- 8.2.2. Confirmation that the lead local authority has applied management controls that:
- mitigate the risk of fraud;
 - ensure funding has been used in accordance with UK subsidy control legislation;
 - ensure that any procurement undertaken by a Contracting Authority using UKSPF funds has complied with public procurement rules;
 - ensure compliance with its statutory obligations under the Public Sector Equality Duty; and

- ensure that any personal data obtained in connection with UKSPF activities is handled in compliance with the Data Protection Act 2018.
- 8.3 As part of the first monitoring return the Lead Local Authority will provide a summary statement of how it is:
- mitigating the risk of fraud;
 - ensuring funding has been used in accordance with UK subsidy control legislation; and
 - ensuring that any procurement undertaken by a Contracting Authority using UKSPF funds has complied with public procurement rules.
- 8.4. The Lead Local Authority will respond directly to questions addressing the local delivery of UKSPF and cooperate with the Secretary of State in any inquiries regarding the delivery of the UKSPF.
- 8.5. On an annual basis the Lead Local Authority will complete and return the templated Statement of Grant Usage letter.

9. Changes to agreed Investment Plan

- 9.1. The Lead Local Authority will notify the Secretary of State of any proposed non-material changes to the investment plan through the regular monitoring returns.
- 9.2. The Lead Local Authority will submit a change request if a change constitutes “A Material Change” as set out in the [UKSPF Additional Information](#).
- 9.3. Requests for material changes can be made to the Secretary of State as and when required. A template will be provided for the Lead Local Authority to use.
- 9.4. The Secretary of State recognises that not all change will meet the materiality threshold for a change request. However, the Lead Local Authority should report any change affecting the delivery of the funding as part of the usual reporting cycle. If the Lead Local Authority is not sure on whether a change meets the materiality threshold they should consult with the Secretary of State for guidance.
- 9.5. All change requests must be signed off by the Lead Local Authority’s Section 151 (appointed under the Local Government Act 1972) or S95

Officer (appointed under the Local Government (Scotland) Act 1973) to testify that they are necessary and deliverable.

10. Compliance with the MOU

10.1 The Parties to this MOU are responsible for ensuring that they have the necessary systems and appropriate resources in place within their respective organisations to comply fully with the requirements of this MOU.

11. Changes to the MOU

11.1 The arrangements under this MOU will be kept under review. Amendments to this MOU may only be made upon written agreement between the Parties.

12. Resolution of Disputes

12.1 Any dispute that may arise as to the interpretation or application of this MOU will be settled by consultation between the parties

Signed on Behalf of the Lead Local Authority (by Chief Executive / Section 151/95 Officer):

Name:

Job Title:

Date:

Signed on Behalf of Secretary of State:

The image shows two handwritten signatures in black ink. The first signature on the left is 'J Blakely' and the second signature on the right is 'Carmen Suarez Garcia'.

Name: Jessica Blakely/Carmen Suarez Garcia

Job Title: Directors: Levelling Up: Major Programmes

Date: 5 December 2022

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UK SHARED PROSPERITY FUND INVESTMENT PLAN

Challenges and opportunities



Our Investment Plan for Plymouth has identified the following challenges and opportunities for each of the three investment themes. A further breakdown of the proposed allocation can be found in Appendix A.

The UK Shared Prosperity Fund is split amongst three Investment Priorities. The *Communities and Place* and *Supporting Local Business* priorities can be funded for all three years of the programme (2022 – 2025), the final Investment Priority, *People and Skills* can only be funded in the final year (2024/25).

Communities and Place investment priority

Plymouth has allocated a total budget of £1,070,001 over the three year funding period (2022- 2025) for this investment priority.

Challenges

Plymouth faces relevant challenges for the communities and place investment priority that could be addressed through the UK Shared Prosperity Fund. As shown in the Indices of Multiple Deprivation (IMD) 2019, almost 18% of Plymouth's population, over 46,000 individuals, live in the 10% most deprived wards in England. This includes over 3,600 individuals who live in the 1% most deprived wards in England. Plymouth faces a significant challenge in tackling economic deprivation amongst many of its communities. Consequently, key Plymouth strategies such as *Delivering Economic Growth 2020-25* identified inclusive growth as a flagship priority for the city. The inclusive growth flagship has a focus on addressing inequality, tackling economic deprivation, regenerating physical assets and addressing dereliction to create resilient communities.

Some of the specific challenges for Plymouth include city centre shop vacancies, areas of dereliction, building and high-street regeneration, perceived feelings of safety within Plymouth, the climate emergency and Plymouth's port and harbour.

City Centre Shop Vacancies

Plymouth City Centre has a retail floor space of over 1.5m square feet, this makes it the largest retail centre in the South West by floor space, even larger than Bristol City Centre (Experian GOAD). Given this, alongside the major impacts of the Covid-19 pandemic, Plymouth's City Centre has seen growing number of shop vacancies. This provides a major challenge to the city in occupying the available space and providing a great experience for shoppers and visitors to the area. It can also lead to areas of the City Centre, particularly shop fronts, looking run-down and not being appealing for visitors. We will look to address these challenges directly for the city and experience of every visitor.

Regeneration and dereliction

In addition to considerable vacancies in the shops around the city centre, many areas across Plymouth are also in need of regeneration which is evident in wards of Stonehouse where there are considerable numbers of derelict buildings. These areas of dereliction are in need of regeneration which will allow

these previously unoccupied locations to provide value for the local community and for Plymouth's economy as well as improve the experience of those working or visiting the areas.

Plymouth faces a challenge in how to develop and improve its port operations alongside maintaining the natural infrastructure that the ports benefit greatly from. Plymouth's ports need improvements and developments in order to continue to provide their current ability to offer freight capacity and movement as well as continue to utilise the natural infrastructure that they currently benefit from. Improvements to port infrastructure will enable the ports to continue provide large scale freight movement and continued level at which the port operates on. For example, areas of Plymouth's port are currently unable to cater for larger cargo ships due to insufficient docking bays as a result, freight operations may look elsewhere to unload or tranship. Ongoing investment will drive forward the port's ability to continue providing their services within cruise, Roll on-Roll off vessels and ferries, and cargo/freight whilst also delivering on Government initiatives such as Net Zero. Net zero ambitions might see ports needing to adopt more sustainable methods of freight operation and developments to the port infrastructure will enable them to do so.

Building Resilient Communities

The feeling of safety is linked fundamentally to the wellbeing of individuals and communities. The Community and Place investment priority has clear objectives that look to strengthen social fabric, foster a sense of local pride and build resilient, healthy and safe neighbourhoods. The feeling of safety amongst citizens and communities is a clear priority within The Plymouth Plan and the recent major incidents in communities in Plymouth have further highlighted the need for these programmes.

In addition to improving the perception of safety amongst Plymouth communities, to create resilience, we will look to address the challenges of derelict or under-utilised community assets. Through supporting community organisations and community assets directly, we are able to support improving resilience broadly and to create more connected communities.

Climate Emergency

As identified in Plymouth's Climate Emergency Plan, the responsibility for addressing this issue is held with everyone from an individual level through to community groups, businesses and public sector organisations. Individuals and communities are challenged to adopt new ways of living and operating that are more environmentally friendly and will require support in doing so. The significance of the climate emergency and the importance of net zero ambitions require that considerable support be invested in their achievement. This is a world-wide challenge and has considerable focus at the national level as well as regionally and locally and must be considered in all of the activities funded by UKSPF.

Opportunities

There are a number of opportunities that could benefit from UK Shared Prosperity Fund:

Regeneration of public assets and spaces

The challenges in building resilient and better connected communities is fundamentally linked to the provision of and improvements to the community areas of Plymouth. This can include making improvements to green spaces, regenerating and improving spaces where the community might be encouraged to use the space and meet, creating and understanding perceptions of safety within Plymouth and fostering creative and cultural experiences, and how Plymouth's more deprived areas could benefit from these improvements and how the use of arts and culture within the regeneration of

public spaces presents an opportunity. It is evident, from the Plymouth Culture Plan, that many of Plymouth's creative and cultural organisations are working in wards and neighbourhoods across the city with hard-to reach communities and individuals, as stated in the. Plymouth will look to use these interventions in order to support organisations in improving assets through regeneration and therefore provide greater opportunities and better access for the community to come together.

Capitalising on natural infrastructure and developing Plymouth's Port and Harbour

Various opportunities exist to grow and future proof Plymouth's port and support its net zero ambitions. As stated in the recent South West Freight Strategy, Plymouth is the largest port located within the Peninsula Transport area and with its natural and historic landscape and Plymouth's rich and diverse maritime heritage it provides a fantastic opportunity for port operations. In 2018, Plymouth's port dealt with 2,441,000 tonnes per annum of freight movements of liquid bulk, dry bulk and general cargo. Exploiting Plymouth's recent Freeport status has also the potential to increase freight movements. There is a potential to improve and increase Plymouth's port operations, sustainably and supplemented by net zero ambitions as set out by Government, however Plymouth will need to attract additional investment in order to develop and grow its port operations.

Supporting Local Business investment priority

Plymouth has allocated a total budget of £1,139,536 over the three year funding period (2022- 2025) for this investment priority.

Challenges

Plymouth is a coastal city and the largest urban area south of Bristol, it is home to thriving and established advanced manufacturing, defence and marine industries alongside fast-growing digital and creative sectors. The city has enormous potential, but is also faced with considerable challenges which have been exacerbated by the Covid-19 pandemic. As identified by the Centre for Cities publications, Cities Outlook 2021 and 2022, Plymouth has a need for levelling-up which existed prior to the Covid-19 pandemic.

Some of the key challenges for Plymouth that we have identified include; long-running, low rates of business start-up and scale-up, the lack of a coherent business support offer to enable our businesses to be more enterprising and innovative, to continue to build on the city's visitor offer and continue to raise its profile and reputation and to support businesses in adapting to the challenges of the climate emergency and Net Zero initiatives.

These local challenges have been informed through the considerable evidence base we have developed which includes local, regional and national strategies and publications.

Low Start-up and business stock

Plymouth has a high proportion of SMEs and specifically, micro businesses. The city has traditionally struggled on measures of start-up and business stock. Plymouth's business start-up rate relative to the city's working age population is only slightly above half the UK average, and the total business population in Plymouth has risen by only 22.8% from 2010 to 2021 this is compared to 33.8% nationally. The city has traditionally also had a relatively high dependency on public sector employment, with private sector growth lagging.

To improve the resilience of Plymouth there is the need to drive high-value private sector growth as well as provide the right support for new entrepreneurs.

The issues around start-up and business stock are long standing and have been present in key economic strategies such as Delivering Economic Growth 2020-25, The Plymouth Plan and the ongoing Plymouth Growth Board Economic Dashboard.

We have also been informed by the latest mapping of enquiries received by the Heart of the South West (HotSW) Growth Hub, this finds the most enquiries (22.6%) related to starting a business, the second-most (19.2%) were on business growth and the third and fourth (11.2% and 10.2% respectively) were on finance advice for both establishing a business and starting-up. Of these enquiries, almost a quarter (22.7%) came from pre/start-up businesses and across a wide variety of sectors including wholesale & retail, accommodation and food, manufacturing, professional and technical and service businesses.

Developing an innovative business economy

In addition to providing support to drive higher rates of business start-up and scale-up generally, it is also vital that the business support provision provides the opportunity for firm-level productivity improvements through 'growth' behaviours such as exporting and innovating.

Plymouth has struggled with long-standing poor business survival rates with only 35.4% of new businesses surviving for 5 years, compared with 39.6% for the UK as a whole. Providing a coherent and accessible business support provision which includes opportunities for ambitious 'scale-up' businesses to be supported may provide the avenue needed to address this low survival rate.

The productivity of Plymouth's economy was 85.9% of the UKs in 2019, the latest data available, this is measured using the Gross Value Added (GVA) per hour worked. This measure of productivity for Plymouth has seen significant improvement in recent years, climbing from 83.9% back in 2016. However, a sizable gap still exists and innovation-focused support is needed to allow the productivity of Plymouth businesses to align with the national average.

Plymouths Visitor Economy

Plymouth is Britain's Ocean City, famous for its waterfront, unique and diverse marine life, culture and experiences. Tourism in Plymouth has seen consistent growth in visitor numbers and spend over the last decade but the impact of the Covid-19 pandemic has been dramatic and this sector needs support to continue to raise its profile and reputation and continue the upward momentum present in the City pre-pandemic.

Climate Emergency

The challenge that businesses will face looking to the future will be adapting to climate change and being able to continue to deliver their business whilst also delivering on net zero requirements from Government. For example, decarbonising buildings and developing plans and feasibility studies in order to carry out the clean growth and net zero initiatives as set out by Government.

As identified in Plymouth's Climate Emergency Plan, the responsibility for addressing this issue is held with everyone from an individual level through to community groups, businesses and public sector organisations. Businesses will need to be supported to meet the new green Government accreditations, for instance, the 'Green Tourism' accreditation will be vital for visitor and tourism businesses to achieve. Alongside this, businesses that have been hardest-hit during the Covid-19 pandemic will need support to develop new business models and ensure that green, inclusive and sustainability is considered in their recovery.

Opportunities

There are a number of opportunities that Plymouth has to offer which fall under the Supporting Local Business investment priority that could be benefited by the UK Shared Prosperity Fund. These include, furthering Plymouth's diverse and high value sectors, encouraging innovation and increasing Plymouth's tourist economy:

Capitalising on diverse and high-value sectors

Plymouth benefits from a diverse and rich Maritime backdrop, with key organisations operating out of Plymouth such as Babcock and Princess Yachts that benefit from Plymouth's natural landscape to provide marine technologies. Plymouth also benefits from young and growing creative industries, digital technology sectors and health and life science sectors. These sectors provide highly productive and highly-valued jobs for those that live and work in Plymouth.

There exists a brilliant opportunity to capitalise on the growth of these sectors and ensure that they continue to grow and create new high-value jobs for the city. These sectors will also provide a great opportunity to further encourage inward investment in to the city and new opportunities for businesses to work within the city.

Encouraging Innovation and Innovative practices

Plymouth has considerable numbers of Higher Educational Institutes (HEI) as well as growing highly innovative and productive sectors. There exists a considerable opportunity for encouraging innovation in these sectors as well as to develop and share innovative practices across the economy. Fostering this kind of innovation will look to address some of the challenges outlined around business start-up, survival and the productivity of Plymouth. The specific opportunities around HEIs also exist in providing knowledge to develop practices and in sharing across all sectors of the economy.

Continuing to grow Plymouth's visitor economy

Plymouth has unique natural infrastructure and a developed visitor economy that already attracts over £5m visitors per year (latest data from 2018). However, there is considerable opportunity in further developing Plymouth as a destination and in truly capitalising on all that makes the city unique.

People and Skills investment priority

The People and Skills investment priority is **only available in the final year (2024/25)** of the UKSPF programme. Plymouth has allocated a total budget of £921,875 for this period (2024/25) for this investment priority.

Challenges

As a city in the 20% most deprived local authority areas in England (Source: IMD) and one of the few in the South in need of 'levelling up' (Source: Centre for Cities), there are a significant number of people faced by deprivation who are at risk of being or becoming disengaged in Plymouth.

Plymouth has a clear focus on the skills and employment needs of the city and this is reflected within local and regional strategies. Locally, The Plymouth Plan, Delivering Economic Growth 2020-25 and Skills 4 Plymouth plans all provide a clear focus on creating conditions for economic growth, learning & talent development as well as ensuring the right skills are present to close the skills gaps and address skills shortages in the city. At the regional level, the Local Skills Report and Local Skills Improvement Plan both make reference to every individual and business needing access to the skills they need to thrive.

Relevant to the People and Skills investment priority, we will look to address the challenges of high levels of economic inactivity and the issues of long-term sick, skills shortages, skills shortages for the climate emergency and future-proofing for potential skills shortages. This will complement our investments through Multiply.

High levels of economic inactivity and Skills shortages

Economically, Plymouth has traditionally struggled to raise its competitiveness and productivity (Plymouth's GVA per hour worked stands at 85.9 per cent of the UK average). This is in part due to our skills gap with lower educational attainment at Key Stage 4, higher than average NEETs among our young people and the migration of skilled workers. This is also exasperated by the difficulties within recruitment and the disparity within recruitment processes.

Addressing the challenges of economic inactivity in Plymouth will also require that we consider the reasons for this status, and specifically the considerable numbers of long-term sick within the city. Over 35% of all those economically inactive in Plymouth are due to long-term sick, this is far above the level for Great Britain at only 24.6%. In addition to this, of those economically inactive in Plymouth, over 22.4% want a job, this is in comparison to only 18.6% for Great Britain as a whole.

The current economic climate provides an even more challenging set of conditions in which to attract and retain skilled workers but Plymouth has traditionally struggled with this. This skills shortage presents a real issue for businesses looking to locate in Plymouth as well as those looking to scale-up in the city.

Climate Emergency

As we move into the future, increasingly, practices and businesses will have to adopt more forward thinking, new technologies and business models. It is therefore imperative that Plymouth should include skill uptake centred on clean growth and net zero and will look to use the Fund to support skills needs embracing net zero ambitions. Plymouth

Opportunities

Funding local skills needs

As new, high-value sectors continue to develop within Plymouth, for example as part of the Freeport development, there is a significant opportunity to develop the adequate skills for the new jobs that will be created. Ensuring that the technical and vocational qualifications that will be needed are in place will provide higher-value jobs for residents and workers within the city as well as encouraging further inward investment from businesses and relocation of new employers.

Improving digital inclusion

Digital skills provide a foundation for access employment opportunities, this trend has only been encouraged through the Covid-19 pandemic and the introduction of further remote working. The Plymouth Plan makes direct reference to the importance of digital skills alongside the digital infrastructure in the future of Plymouths economy. This is vitally important for both businesses and those individuals that choose to live and work in the city.

Supporting Green Skills

Encouraging and supporting the take up of green skills across Plymouth acts to both future-proof and drive higher salaries and greater opportunities for its citizens. This support will look to both raise awareness of the value and importance of these skills whilst also demonstrating the use for potential employers and businesses. Given the relevance of these skills in the future of the economy, the new innovative practices being taught will further encourage innovation amongst the business community across Plymouth.

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EQUALITY IMPACT ASSESSMENT

Economic Development, Place



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	The impact of the UK Shared Prosperity Fund - provides £2.6 billion of new funding for local investment from April 2022 to March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition. UK Shared Prosperity Fund has three investment priorities: community and place , supporting local businesses and people and skills ; all overarched by one objective, building pride in place and increasing life chances.
Author	Julia Blaschke Partnerships Manager, Victoria Glennon Project Manager, Toby Hall Project Manager
Department and service	Economic Development, Place
Date of assessment	19/08/2022

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	In Plymouth, the largest age group is 40 years. There has been an increase in people aged 65 years and over which compares similarly to the rest of England (Census, 2021). In Plymouth compared to 5.4 per cent nationally and although	There is a potential opportunity for UKSPF to have a positive impact. Skills projects might target working age population and therefore have a positive impact on these age groups. Initiatives could be targeted particularly at young people seeking to enter the labour market for the first time and	There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level and will review the EIA at this point.	Programme lead

	<p>unemployment is decreasing, unemployment amongst the 16 to 25 year olds is increasing. Young people highlight training and employment opportunities, particularly apprenticeships, as a key priority.</p> <p>Older people account for a growing proportion of the UK workforce, from one in ten in 2010 to a projected one in three by 2022. Research suggests older people are less likely to receive training and many people over 50 would like to work but are unable to. Many older people are leaving work earlier than they would like, due to factors like poor health, caring for others or redundancy.</p>	<p>older people in their 50's who would like to return to work.</p>		
<p>Disability</p>	<p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p>Disabled people are almost twice as likely to be unemployed than those without disabilities (8 per cent compared to 4.3 per cent), and more likely than workers without disabilities to be employed on a zero-hours contract.</p>	<p>There is a potential opportunity for UKSPF to have a positive impact. Some of the skills support may support people with long-term health or disability issues.</p>	<p>There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level.</p>	<p>Programme lead</p>

	<p>Disabled people experience significant barriers to getting and keeping jobs. This has resulted in a national disability employment gap of 28.7 percentage points in 2020/21. The gap has not changed significantly since last year, when it was 28.6 percentage points.</p>			
Religion or belief	<p>Christianity is the biggest faith in the city with more than 50 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p> <p>Faith communities continue to face challenges around access to appropriate spaces in which to worship, celebrate, mark religious occasions and carry out religious rituals.</p>	Not applicable	Not applicable	Not applicable
Sex - including marriage, pregnancy and maternity	<p>50.2 per cent of our population are women and 49.8 per cent are men.</p>	<p>There is a potential opportunity with the UKSPF to positively impact women within Plymouth. Expressions of interest have shown that there is an interest</p>	<p>There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level.</p>	

	<p>Although the national gender pay gap has reduced slightly over the last ten years, there is still a persistent pay gap between men and women with men earning more on average than women.</p> <p>One reason behind the gender pay gap persisting in those over 40 is that factors affecting women's employment and earnings opportunities become more evident among women aged in their 30s and 40s. For example, time spent out of the workplace to care for children or elderly relatives could affect future earnings when a person returns to work.</p>	and need within Plymouth to increase the number of women in technical jobs or careers.		
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level.</p> <p>The 2021 Census should provide data at a local level.</p>	No impact anticipated	We will review the census data when it is released later this year.	Not applicable
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p>	<p>There is a potential opportunity for positive impact. Anecdotal evidence suggests higher levels of self-employment among people from a minority background. Support to start and grow a business could impact positively.</p>	<p>There is no immediate action to be taken. We will ensure that this is being considered and embedded at project level and will review the EIA at this point.</p>	Programme lead

	<p>Employment for all ethnic minority groups in Plymouth was 73.3 per cent in the period from October 2020 to September 2021. In the same period, 77.5 per cent of the White working-age population were in employment in Plymouth.</p>			
<p>Sexual orientation - including civil partnership</p>	<p>There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth.</p> <p>Findings from the annual population survey have revealed the number of people identifying as lesbian, gay or bisexual in the UK has increased from 1.9% in 2015 to 2.7% in 2019, an increase of more than a third.</p>	<p>No impact</p>	<p>Not applicable</p>	<p>Not applicable</p>

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<p>Celebrate diversity and ensure that Plymouth is a welcoming city.</p>	<p>There is a potential opportunity for UKSPF to impact positively on this priority. We will ensure that this is being considered and embedded at project level.</p>	<p>Throughout delivery phase. Programme lead is responsible for this.</p>
<p>Pay equality for women, and staff with disabilities in our workforce.</p>	<p>No implication</p>	<p>Not applicable.</p>

Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No implication.	Not applicable.
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No implication.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	<p>There is a potential opportunity for UKSPF to impact positively on this priority. We will ensure that this is being considered and embedded at project level.</p> <p>There is a strong correlation at ward level between low cohesion rates and a perception of poor access to employment and skills.</p>	Throughout delivery phase. Programme lead is responsible for this and will consider the impacts at sub City wide geography, especially areas with low IMD scores in the employment and skills domain.
Human rights Please refer to guidance	No implication.	

STAGE 4: PUBLICATION

Responsible Officer Amanda Ratsey Head of Economy Enterprise and Employment

Date 5 October 2022

Strategic Director, Service Director or Head of Service