



BROMSGROVE DISTRICT COUNCIL

MEETING OF THE OVERVIEW AND SCRUTINY BOARD

MONDAY 24TH OCTOBER 2022, AT 6.00 P.M.

PARKSIDE SUITE - PARKSIDE

SUPPLEMENTARY DOCUMENTATION

The attached papers were specified as "to follow" on the Agenda previously distributed relating to the above mentioned meeting.

4. **UK Shared Prosperity Fund - Update** (Pages 1 - 36)
5. **Climate Change Strategy/Carbon Reduction Implementation Plan** (Pages 37 - 70)
6. **Fuel Poverty Task Group - Final Report**

This report has been postponed and will be considered at a later date.

K. DICKS
Chief Executive

Parkside
Market Street
BROMSGROVE
Worcestershire
B61 8DA

19th October 2022

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Overview and Scrutiny 2022

24 October

Update on the UK Shared Prosperity Fund

Relevant Portfolio Holder	Councillor Karen May, Portfolio Holder for Economic Development, Regeneration and Strategic Partnerships
Portfolio Holder Consulted	Yes
Relevant Head of Service	Ostap Paparega Head of North Worcestershire Economic Development & Regeneration
Report Author	Job Title: Georgina Harris Contact email: georgina.harris@nwedr.org.uk Contact Tel: 01562 732174
Wards Affected	No specific ward relevance
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	Run and Grow a Successful Business Work and Financial Independence Communities which are Safe, Well Maintained and Green
Key Decision / Non-Key Decision? Not applicable	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS

The Overview and Scrutiny Board note the contents of this report.

2. BACKGROUND

- 2.1 In April 2022, the Government published the prospectus for the UK Shared Prosperity Fund. The fund is a central pillar in the Government's Levelling Up agenda and replaces EU Structural Funds.
- 2.2 The UK Shared Prosperity Fund has the overarching objective of building pride in place and increasing life chances. It focusses on the 3 investment priorities of Community and Place, Supporting Local Business, and People and Skills.
- 2.3 Bromsgrove District has been allocated £2,805,712 over the three year period from 1 April 2022 to 31 March 2025. To access this allocation, the Council was required to produce an investment plan setting out how the fund would be used and the expected outcomes of the expenditure.

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- 2.4 To support the preparation of the investment plan, partners and stakeholders were invited to submit evidence of a local challenge or opportunity and propose projects that would address these. This information helped to inform the plan.
- 2.5 The investment plan includes 23 interventions which are broad areas of investment where the fund will be spent. These interventions are spread across the 3 investment priorities. The plan also details the outcomes that the expenditure will achieve. We were not required to include any specific projects in the plan.
- 2.6 The Investment Plan was approved by Cabinet in July 2022 and, following endorsement by the Bromsgrove Partnership acting as the Local Partnership Board, was submitted to Government for approval on 1 August 2022. At the time of writing this report we have not yet received approval but the Government has stated that they will be issuing approvals from October onwards.
- 2.7 In anticipation of approval of the investment plan, it is necessary to now focus on delivery of the fund. Due to the challenging timeframe for submission of the investment plan, the initial call for projects was open for a very short time. Subsequently, several organisations have indicated that they were unable to prepare a project submission within the timeframe given. To ensure as wide a range of projects as possible, a second call for projects is now open and will close on 14 November 2022.
- 2.8 Information about the call for projects has been shared with over 200 organisations and promoted via the NWedR website and social media. A webinar providing advice and guidance for organisations wishing to submit a project proposal was held on 18 October 2022.
- 2.9 Once the call for projects has closed, all submissions will be assessed for strategic fit, deliverability and value for money. This process will be overseen by Bromsgrove Partnership in its capacity as local partnership group.
- 2.10 Organisations will be notified as to whether their project has been selected following the assessment process.

3. FINANCIAL IMPLICATIONS

- 3.1 The allocation for the district of Bromsgrove is £2,805,712 for the 3 years 2022/23, 2023/24 and 2024/25.
- 3.2 The funding is broken down as follows:

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2022/23	£340,499
2023/24	£680,998
2024/25	£1,784,215

3.3 The indicative allocations over the 3 Investment Priorities are:

Investment Priority	Expenditure
Communities & Place	£1,080,000
Supporting Local Business	£808,000
People & Skills	£808,000
Total	£2,696,000

3.4 The fund is sufficiently flexible to allow for changing local priorities and plans. Up to 30% of the total funding allocation can be moved between investment priorities without requiring approval from DLUHC. However, if the change results in a drop of 20% or more in total outputs against an investment intervention, consent must be sought.

3.5 The proposed split between capital expenditure and revenue expenditure, over the 3 years of the fund, is:

Year	Capital	Revenue	Total
2022/23	£40,000	£285,500	£325,500
2023/24	£236,000	£417,000	£653,000
2024/25	£372,000	£1,345,500	£1,717,500
Total	£648,000	£2,048,000	£2,696,000

3.6 The Lead Local Authority is expected to establish effective programme management methods and achieve spend to profile. If there is an underspend at the end of the year, it can be carried over into the following year. However, the Government will require a credible plan setting out how the underspend will be utilised the following year. Payment of the next year's allocation may be withheld until this plan is agreed.

3.6 The delivery of the Investment Plan should be cost neutral to the Council. A maximum of 4% of the allocation can be used by the Council to administer the fund. This equates to £112,228.48.

4. LEGAL IMPLICATIONS

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- 4.1 Once the investment plan has been approved by Government, the Council will be required to enter into an agreement with the Department for Levelling Up, Housing and Communities to deliver the interventions included in the plan. Appropriate legal advice will be sought prior to entering any legal agreement.
- 4.2 Delivery of the investment plan may require the Council to enter into contracts or other agreements with external organisations. The awarding of contracts or other agreements will be subject to the Council's procurement rules and subject to appropriate due diligence.
- 4.3 Funding agreements with project delivery organisations cannot be issued until the funding agreement with DLUHC is in place. However, organisations may, if they wish, commence delivery at risk.

5. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purpose

- 5.1 The Investment Plan proposes a range of business support programmes which will help entrepreneurs to start-up and grow existing businesses. Support will be available to help businesses to innovate and implement low carbon strategies. The interventions will contribute to the Council's strategic purpose "Run and Grow a Successful Business".
- 5.2 The Investment Plan proposes programmes of support to assist those furthest from employment and to help individuals to upskill. The interventions will contribute to the Council's strategic purpose "Work and Financial Independence".
- 5.3 The Investment Plan proposes investment in improvements to public spaces and to reduce crime. The interventions will contribute to the Council's strategic purpose "Communities which are Safe, Well Maintained and Green"

Climate Change Implications

- 5.4 The investment plan includes interventions that will improve green spaces, reduce energy use by both residents and businesses and support businesses to develop carbon reducing technologies.

6. OTHER IMPLICATIONS

Equalities and Diversity Implications

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- 6.1 Equality and diversity implications will be considered throughout the delivery of the plan.

Operational Implications

- 6.2 Additional officer resource is required to support the administration and delivery of the investment plan. This resource will be funded from the 4% of the Council's UK Share Prosperity Fund allocation that can be set aside for administration of the fund.

7. RISK MANAGEMENT

- 7.1 The Council will need to implement appropriate programme and project management arrangements for the UKSPF allocation for Bromsgrove, in order to manage risks relating to the funding programme and to any projects for which it is directly responsible.

8. APPENDICES and BACKGROUND PAPERS

Appendix 1 UK Shared Prosperity Fund Investment Plan

[UK Shared Prosperity Fund: prospectus - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/102222/UK_Shared_Prosperty_Fund_prospectus.pdf)

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9. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder	Councillor Karen May, Portfolio Holder for Economic Development, Regeneration and Strategic Partnerships	6/10/22
Lead Director / Head of Service	Ostap Paparega Head of North Worcestershire Economic Development & Regeneration	6/10/22
Financial Services	Peter Carpenter Interim Director of Finances	6/10/22
Legal Services	Claire Felton Head of Legal, Democratic and Property Services	6/10/22
Policy Team (if equalities implications apply)		
Climate Change Officer (if climate change implications apply)	Kath Manning Climate Change and Energy Support Officer	6/10/22



UK Shared Prosperity Fund

Investment Plan Questions

Offline version – for information only

Version 1
April 2022

Please note – the questions below are form information only. All investment plans must be submitted by lead local authorities via the online platform

Your location

Bromsgrove District

Your details

Name: Ostap Paparega

Email: ostap.paparega@nwedr.org.uk

Phone number: 01562 732192

Organisation name: Bromsgrove District Council

Local challenges and opportunities

In this section, we will ask you:

- If you've identified any challenges or opportunities, you intend to support
- Which of the UKSPF investment priorities these fall under

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

Key Metrics:

Employment Rate

Bromsgrove has relatively high levels of economic activity in the working age population (16 to 64 year olds); higher than both the West Midlands and England.

Area	% Economically Active
Bromsgrove	86.1%
West Midlands	77.6%
England	78.4%

(NOMIS Jan21 – Dec21)

Claimant Count

The claimant count rate in the district is lower than that in the West Midlands and Great Britain. However, the district rate for youth unemployment is much closer to the rate for the West Midlands and Great Britain as unemployment impacts a much higher proportion of 18 to 24 year olds than the general population.

	Bromsgrove	West Midlands	Great Britain
Claimant Count	2.7%	5%	3.9%
Claimant Count (18-24 year olds)	3.9%	5.8%	4.5%

NOMIS May 2022

Earnings and Income

The Gross Disposable Household Income per head in Bromsgrove is £23,909; higher than the figure for both the West Midlands (£18,350) and England (£21,978).

	Bromsgrove	West Midlands	Great Britain
Earnings by Residence	£668	£581.80	£613.10
Earnings by Place of Work	£553.10	£585.00	£612.80

NOMIS Gross Weekly Pay FTE 2021

Research by the Office for National Statistics indicates that residents in Bromsgrove report a greater life satisfaction than the national average. The Average Life Satisfaction Rating for Bromsgrove residents is 7.5 (scored out of 10) compared to 7.38 for England.

In 2021, the Bromsgrove District Community Survey was undertaken. In the survey, 81.2% of respondents said that they were very satisfied or satisfied with their neighbourhood; 76.1% were very satisfied or satisfied with their ward; and 65.7% were very satisfied or satisfied with the district.

86.6% of people feel safe outside in daylight but only 43.6% feel safe after dark. Both of these are lower than in the survey in 2020 where 93.2% felt safe in the daylight and 55.6%, after dark. 56% of respondents agreed or strongly agreed that having CCTV helped them to feel safe whilst out in public.

The top 3 things residents say are the most important areas to focus on to protect the environment are:

- Having homes that are energy efficient and affordable to run
- Reducing the amount of waste they create
- Increasing the use of renewable energy

The top 5 priorities identified by respondents are:

- Waste and recycling
- Community safety
- Transport, travel and congestion
- Healthy lifestyles and well-being, including mental health
- Maintenance of the landscape and environment

The following have been identified as challenges faced under the communities and place investment priority:

- Pockets of Deprivation
- Sections of the community are vulnerable to isolation, social exclusion, and physical and mental health issues.
- The district is dominated by Bromsgrove Town which is the focus for employment, retail and services.

Deprivation

Bromsgrove is a relatively affluent area with high levels of gross disposable income and earnings by residence when compared to the regional and national averages. The Index of Multiple Deprivation (2019) identifies that 48% of district in the 20% least deprived areas of the country with 18 areas in 10th decile and 28 areas in 9th decile). However, this relative affluence hides pockets of deprivation. Nearly 14% of the working age population are economically inactive and 4 areas are in top 30% most deprived areas of the country. The district spends £700,000 each year tackling homelessness.

In 2020, Bromsgrove's Cultural Compact Partnership commissioned the "Tell Me What You Want" Survey. Whilst the focus of the survey was access to culture, heritage and the arts, it did identify 4 key groups in need of support:

- The isolated elderly
- Marginalised 15 to 20 year olds, particularly those with mental health issues
- Families with older children
- People with lower socio-economic backgrounds

In the 2021 Bromsgrove District Community Survey, 73% of the respondents felt concerned about loneliness as a result of the pandemic and 52% felt concern about mental health for their family.

Town & District Centres

The district is dominated by Bromsgrove Town which is the focus for employment, retail and services.

In 2019, Greater Birmingham & Solihull LEP completed a Town Eco System Report for Bromsgrove. The report found a number of challenges including:

- High levels of congestion at peak periods
- Lack of car parking spaces in the town centre
- Lack of green spaces in the town centre
- Falling footfall figures

The successful Levelling-Up Fund bid also high-lighted the lack of cultural and creative space in the town.

Business identified the need for a number of investments to improve the town centre including:

- public realm improvements, including safety and security
- Improved customer facilities
- Enhanced cleaning
- Better access to shops

There are a number of vacant units occupying prominent locations alongside units that have been empty for a number of years.

Work is already underway to improved public realm within the high street which will only be enhanced by nearby regeneration sites receiving levelling up fund monies. Improvements to existing frontages, alongside work being carried out by the district council, will provide an uplift for the high street making it more aesthetically appealing to prospective retailers and visitors alike.

Whilst there is a need to invest in Bromsgrove Town Centre, this should not be done at the expense of the local centres. Public realm improvements in the local centres such as decorative lighting, additional bins and benches, provides an opportunity to uplift the areas. Feedback from smaller community groups has shown these small changes can have a large impact on residents and visitors frequenting these areas particularly enhancements designed to improve safety and security.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?

(If yes) Describe these opportunities, give evidence where possible

The following opportunities have been identified under the communities and place investment priority:

- Optimise the use of under-utilised and redundant space, including green space and vacant retail space to encourage residents to be active and creative.
- Exploit the biodiversity net gain and carbon capture potential of green spaces

Optimise Under-utilised Space

A recent survey of over 1,000 residents and organisations in Bromsgrove identified the need to increase opportunities to be active and creative through the use of vacant local retail space, under utilised and low profile green space, and left behind local centres. The creative use of spaces, particular the local centres and high streets, could help to drive up footfall, increase local centre vitality, and improve sense of community.

Engagement with local community groups has identified a strong desire to invest in a wide range of local facilities – community, cultural and sporting – to enable wider use and increased sustainability.

Exploit the biodiversity net gain and carbon capture potential of green spaces

The Green Infrastructure Strategy for Worcestershire and its accompanying evidence base has identified the environmental character areas for Bromsgrove District and the potential opportunities for enhancements of the blue and green infrastructure. Green Infrastructure (GI) is defined as “a network of multifunctional green space, urban and rural, which is capable of delivering a wide range of environmental and quality of life benefits for local communities”.

Tackling fragmentation and restoring the ecological network is aligned with the aims of the Bromsgrove Local Plan and will help to deliver Worcestershire’s Green Infrastructure Strategy and Biodiversity Action Plan.

Opportunities exist to support landowners to influence & change the way that green infrastructure across the area is managed to benefit the environment & deliver multifunctional benefits:

- support for pollinators & beneficial insects
- flood resilience
- water quality improvements
- enhanced recreation & amenity opportunities, which brings both physical & mental health benefit to local residents & economic benefit through the visitor economy.

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

Key Metrics:

GVA per hour worked in Bromsgrove £33.10 (Source: ONS 2019)

Earnings by Residence: £668

Earnings by Place of Work: £553.10

(Source: NOMIS FTE Gross Weekly Pay 2021)

Job density 94% (NOMIS)

Largest sectors (by employment) in the district

	Bromsgrove	West Midlands	Great Britain
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Administrative & Support Services	28%	9.8%	8.8%
Manufacturing	6%	10.9%	7.9%
Wholesale & Retail	10%	16.1%	14.9%

Business demography data is unreliable due to a large number of registrations at a single address in the district.

The following challenges have been identified under the Supporting Local Business priority:

- Lower levels of productivity compared to the national average
- Low workplace earnings
- Lower levels of innovation compared to the national average

Productivity

Bromsgrove has lower levels of productivity (GVA per hour worked) than the national average although it is higher than for the West Midlands.

Area	GVA per hour worked
Bromsgrove	£33.10
West Midlands	£31.30
England	£35.70

Source: ONS 2019

Low Workplace Earnings

Bromsgrove has relatively high earnings based on place of residency, higher than both the West Midlands and national average. However, earnings by place of work are significantly lower and do not compare favourably with either the West Midlands or national average.

Earnings	Bromsgrove	West Midlands	Great Britain
Earnings by Residence	£668	£581.80	£613.10
Earnings by Place of Work	£553.10	£585.00	£612.80

NOMIS Gross Weekly Pay FTE 2021

Lower Levels of Innovation

Worcestershire has comparatively low levels of research and development (R&D) expenditure. The county spends approximately 1% of its GVA on R&D which is well below the national target of 2.4%. The county has strengths in process innovation and new business practices but less so in product innovation and R&D.

Relative to comparator areas, Worcestershire has a high number of claims made for R&D tax credits, but a low amount of qualifying expenditure meaning that the average amount of R&D claimed is relatively low.

In the past 5 years, Innovate UK has awarded £95 million of grant funding to support innovation. Worcestershire received 0.4% of Innovate UK's funding despite being 1.1% of the business base. By comparison, the West Midlands as a whole received 14.2% of this funding relative to its 8.1% share of the business base. Businesses in Bromsgrove received 10 grants worth £1,517,736.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

The following opportunity has been identified under this priority:

- High demand for business support from ambitious local businesses

Demand for Business Support

Building on the success of ERDF funded programmes and the work of the Worcestershire Growth Hub, there is a strong demand for support from businesses. Recent surveys with Worcestershire businesses have revealed that:

- 40% of respondents (322 businesses) defined their business' current situation as "growing"; this positive view of the future was a significant change from 13% in March 2021 survey.
- Of the above businesses, 73% said that they had plans for investment and growth over the next 12 months. The largest proportion of these businesses were in the 2-50 employee size band.
- Over half of all survey respondents (56%) said that they have plans for investment and growth over the next 12 months.

The top areas of support that businesses said they would like to see offered over the next 12 months were consistent with previous surveys in 2020 and 2021 and were:

- o Digital Marketing
- o Business Planning for Raising Finance
- o Sales & Business Development
- o Bespoke one to one business advice/consultancy
- o Advice and support on the introduction of new technology to the business

The current challenges that businesses are facing include:

- o Rising energy costs
- o Customer demand/competitiveness
- o Supply chain problems
- o New technology - upfront costs are a barrier for many SMEs
- o Impartial advice - best options in relation to net zero

(Source: Worcestershire Business Survey (801 businesses) - November 2021 to January 2022)

The Herefordshire & Worcestershire Chamber of Commerce Economic Report (Q4 2021) highlights a strong desire by companies to reduce environmental impact. The top 3 areas of assistance identified by businesses to help them take further action to reduce environmental impact or cut carbon emissions were funding; impartial, technical advice; and networking with like-minded businesses.

The Chamber of Commerce's quarterly survey asked specific questions about what interventions businesses would want to see delivered through the UK SPF. The most popular response from businesses in Bromsgrove was:

- Funding for growth
- Support for innovation

In 2021/22 the local Growth Hub engaged and delivered to over 2000 businesses. The top areas of advice and support sought during that engagement were:

- Finance/loans/grants
- Business growth advice and support
- General advice
- Skills and training
- Innovation and R&D processes
- Energy and resource efficiency
- International trade and exporting

There is clearly a demand amongst local business to access support to enable them to grow, particularly in areas that are key drivers for economic growth such as innovation and digitisation. Current business engagement through Worcestershire's EU funded programmes managed by the

County Council and part funded by district councils will end shortly yet continues to experience a high demand across all areas - Growth, Innovation, Technology, Net Zero. Over the past 4 years over 180 businesses have received direct bespoke support, 181 businesses have received grants totaling over £1.8m, creating over 75 jobs (with more to come) and saving almost 600 tonnes of carbon.

Supporting businesses to innovate and grow will help to address Bromsgrove's relatively low wage economy and drive up productivity.

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)

(If yes) Describe these challenges, give evidence where possible

The following challenges have been identified under the people and skills priority:

- Levels of Youth Unemployment
- Mismatched Skills
- Loss of ESF Funded Programmes

Levels of Youth Unemployment

Since March 2020, the levels of Youth claimants have been increasing, although efforts to support this cohort have been successful there is more to do.

In Bromsgrove as of May 2022, 63 young people are NEET and unknown within years 12 and 13, representing 2.4 % of school year population in county; equivalent to two school classes. Nationally, the issues that affect young people who become NEET cost over £65,000 each in direct lifetime costs to public finances and £120,000 in wider lifetime costs to the economy and wider community. Current NEET figures would estimate this to cost £7.56M for the current year 12/13 population.

Alongside this, in Bromsgrove, 3.9% of young people are claiming benefits as of May 2022, this equates to 235 young people. The district sees particular challenges in the wards of Charford and Aston Fields.

Mismatched Skills

The Worcestershire LEP Local Skills Report 2022 has identified the following issues:

- Businesses have identified a shortage of skilled staff as a barrier to innovation and growth and is one of the major worries for local employers. Recent analysis of the online vacancies shows a 92% increase in demand for new recruits since December 2020.
- Ongoing Surveys show a growing number of employers reporting challenges in recruiting, with the last quarter of 2021, showing that 74% of employers experienced difficulty recruiting
- The most frequently cited skills deficits are at higher levels in IT, job-specific, and technical skills.
- We have a higher proportion than England of hard-to-fill vacancies: these are highest amongst middle-skill roles, particularly Skilled Trades.
- Worcestershire's employers report a need for understanding of their sectors in education and embedding a greater level of careers support to move successfully into industry post school, further or higher education. Many Employers understand the need to have a role in supporting the long term supply of talent into Worcestershire's employers.
- The impact of automation will be significant, with 10% of low-skilled jobs likely to be affected. This is unlikely to have a significant impact in Bromsgrove due to the relatively low number of roles in process plant, machine operative and elementary occupations. However, it should also be noted that some higher skilled roles (such as those in High Finance and Business Services) are also susceptible to automation.

Bromsgrove has a relatively highly skilled population. The proportion of residents with qualifications is higher than both the West Midlands and national average at all levels.

Qualification	Bromsgrove	West Midlands	Great Britain
NVQ Level 4 and above	48.3%	38.8%	43.5%
NVQ Level 3 and above	69.3%	57.2%	61.5%
NVQ Level 2 and above	89.0%	75.2%	78.2%
NVQ Level 1 and above	94.4%	84.9%	87.6%

(Source: NOMIS Jan 2021 – Dec 2021)

Despite the high levels of qualifications, businesses in the district report issues recruiting in certain areas. Compounding this problem is the number of residents that commute out of the district. There is a net outflow of 7,216 people for work with 26,108 commuting out and 18,892 commuting in. Of those leaving the district, nearly 40% travel to Birmingham. (Source: NOMIS Census 2011)

Loss of ESF Funded Support Programmes

There are currently a number of ESF funded programmes delivering skills and employment support to residents of Bromsgrove. These include:

- Skills Support for the Unemployed – supported 33 Bromsgrove residents from July 2019 to date.
- Skills Support for the Workforce – supported 114 employees since April 2019.
- Community Grants – 45 grants awarded to community organisations to help Bromsgrove residents furthest from the labour market.
- NEET support – supported 48 young people not in employment, education or training or at risk of become so.
- Building Better Opportunities – supported 206 residents furthest away from the labour market to improve their employability

Collectively, these programmes have supported over 400 people in Bromsgrove.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)

(If yes) Describe these opportunities, give evidence where possible

The following opportunities have been identified for support under this priority:

- Tailored support for the economically inactive and those furthest away from the labour market including enrichment activities and volunteering
- Increasing the basic skills levels of residents and upskilling the workforce including interventions to increase levels of digital skills

Programmes of support will be developed to address youth unemployment at a district level. Experience of previous and current programmes show that interventions can:

- Increase the levels of social mobility of young people
- Increase the basic skills levels of residents
- Upskills residents in training and education

Specialist interventions will be developed to move young people through a co-ordinated journey, covering the key stages designed to inspire them, explore opportunities, prepare for the move into education or employment, support to apply for apprenticeship or FE/HE courses and follow ups to ensure that momentum is sustained. Programmes will be designed to meet individual needs and provide bespoke journeys that ensure improved outcomes for the individual.

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Programmes of support for the economically inactive and those furthest from the labour market provide tailored support to help people into employment, particularly those who are not supported by mainstream provision. Enrichment activities and volunteering also helps to reduce the barrier to economic activity. Addressing issue of digital exclusion will support individuals into employment.

The Worcestershire LEP Skills Report 2022 identifies the local sector strengths as construction, healthcare, and business administration. It anticipates that the greatest employment growth will be within advance manufacturing, cyber security, IT & defence, and agri-tech.

The current acceleration of demand around sustainable business practice and the drive to net zero will be a significant driver for growth. The sector is predicted to grow at a rapid rate, increasing staff levels by around 200%.

Worcestershire has a lower level of employment in the digital sector than the England average; however digital skills remain in the highest demand from employers. This applies equally to those new to the job market, replacement labour or when reskilling existing staff. Digital marketing and cloud-based computing have the greatest current and predicted use locally and salaries within digital skilled roles have increase by 35% over the last year.

Worcestershire has a high proportion of vacancies where management and leadership skills have been identified as essential. Manufacturing continues to have the highest number of vacancies in the county.

With significant growth predicted in areas where there is already a skills deficit, access to high quality, relevant training is essential if residents are to benefit from the growth in business. Focusing on those sectors where high growth is predicted and where more skilled, higher paid roles will be created, will ensure that local residents will be able to access the best opportunities. Support to upskill the existing workforce and new employees will ensure that businesses are able to realise their growth ambitions and local residents will benefit from increased opportunities.

Interventions

In this section, we will ask you about:

- Interventions you've chosen for each year of funding
- Outcomes you want to deliver
- Any interventions that are not listed here
- How these interventions fall under the UKSPF investment priorities, and your rationale for them
- Interventions not included in our list will be assessed before being approved, where you will need to show a clear rationale, how the intervention is value for money, what outcomes it will deliver and how you will monitor and evaluate the intervention. This may include a theory of change or logic chain.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Outcome	Tick if applicable
Jobs created	
Jobs safeguarded	
Increased footfall	✓
Increased visitor numbers	✓
Reduced vacancy rates	✓
Greenhouse gas reductions	

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Improved perceived/experienced accessibility	✓
Improved perception of facilities/amenities	✓
Increased number of properties better protected from flooding and coastal erosion	
Increased users of facilities / amenities	✓
Improved perception of facility/infrastructure project	✓
Increased use of cycleways or paths	✓
Increase in Biodiversity	
Increased affordability of events/entry	
Improved perception of safety	✓
Reduction in neighbourhood crime	✓
Improved engagement numbers	✓
Improved perception of events	✓
Increased number of web searches for a place	
Volunteering numbers as a result of support	
Number of community-led arts, cultural, heritage and creative programmes as a result of support	
Increased take up of energy efficiency measures	✓
Increased number of projects arising from funded feasibility studies	
Number of premises with improved digital connectivity	
None of the above	

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE COMMUNITIES AND PLACE INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention E16: Open markets & town centre retail & service sector

A full list of nation-specific interventions is available in the relevant annex to the Prospectus.

E1: Improvements to town centres & high streets

E2: Community & neighbourhood infrastructure projects

E3: Creation of and improvements to local green spaces

E5: Built & landscaped environment to 'design out crime'

E6: Local arts, cultural, heritage & creative activities

E7: Support for active travel enhancements in the local area

E9: Impactful volunteering and/or social action projects

E11: Capacity building & infrastructure support local groups

E13: Community measures to reduce the cost of living

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE COMMUNITIES AND PLACE LIST?

State the name of each of these additional interventions and a brief description of each of these

NO

Explain how each intervention meets the Communities and Place investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

N/A

Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

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Yes	No
Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.	
N/A	

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

Describe these projects, including how they fall under the Communities and Place investment priority and the location of the proposed project.

We have received a number of submissions for potential projects. These will be assessed for strategic fit by the Local Partnership Group before decisions are made as to whether the projects will be delivered through the UK Shared Prosperity Fund.

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes	No
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Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

All projects will be assessed to ensure that they comply with subsidy control legislation.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Outcome	Tick if applicable
Jobs created	<input checked="" type="checkbox"/>
Jobs safeguarded	<input checked="" type="checkbox"/>
Increased footfall	<input type="checkbox"/>
Increased visitor numbers	<input type="checkbox"/>
Reduced vacancy rates	<input type="checkbox"/>
Greenhouse gas reductions	<input checked="" type="checkbox"/>
Number of new businesses created	<input checked="" type="checkbox"/>
Improved perception of markets	<input type="checkbox"/>
Increased business sustainability	<input checked="" type="checkbox"/>
Increased number of businesses supported	<input checked="" type="checkbox"/>
Increased amount of investment	<input checked="" type="checkbox"/>
Improved perception of attractions	<input type="checkbox"/>
Number of businesses introducing new products to the firm	<input checked="" type="checkbox"/>
Number of organisations engaged in new knowledge transfer activity	<input type="checkbox"/>
Number of premises with improved digital connectivity	<input type="checkbox"/>
Number of businesses adopting new to the firm technologies or processes	<input checked="" type="checkbox"/>
Number of new to market products	<input checked="" type="checkbox"/>
Number of R&D active businesses	<input type="checkbox"/>
Increased number of innovation active SMEs	<input type="checkbox"/>
Number of businesses adopting new or improved products or services	<input type="checkbox"/>

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Increased number of innovation plans developed	
Number of early stage firms which increase their revenue following support	
Number of businesses engaged in new markets	
Number of businesses engaged in new markets	
Number of businesses increasing their export capability	
Increased amount of low or zero carbon energy infrastructure installed	
Number of businesses with improved productivity	✓
Increased number of projects arising from funded feasibility studies	✓
Increased number of properties better protected from flooding and coastal erosion	
None of the above	

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE

Intervention <i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>
E16: Open markets & town centre retail & service sector
E17: Development & promotion of visitor economy
E20: R&D grants supporting innovative product & service development
E21: Development of innovation infrastructure at the local level
E23: Strengthening local entrepreneurial ecosystems
E24: Training hubs, business support offers, incubators
E29: Supporting decarbonisation whilst growing the local economy
E30: Business support measures to drive employment growth

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE SUPPORTING LOCAL BUSINESS LIST?

State the name of each of these additional interventions and a brief description of each of these

NO

Explain how each intervention meets the Supporting Local Business investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

N/A

Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes

No

Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

N/A

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

Describe these projects, including how they fall under the Supporting Local Business investment priority and the location of the proposed project

We have received a number of submissions for potential projects. These will be assessed for strategic fit by the Local Partnership Group before decisions are made as to whether the projects will be delivered through the UK Shared Prosperity Fund.

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes No

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

All projects will be assessed to ensure that they comply with Subsidy Control legislation.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Outcome	Tick if applicable
Number of economically inactive individuals in receipt of benefits they are entitled to following support	
Increased active or sustained participants of UKSPF beneficiaries in community groups [and/or] increased employability through development of interpersonal skills	✓
Increased proportion of participants with basic skills (English, maths, digital and ESOL)	
Number of people in supported employment [and] number of people engaging with mainstream healthcare services	
Number of people sustaining engagement with keyworker support and additional services	✓
Number of people engaged in job-searching following support	✓
Number of people in employment, including self-employment, following support	✓
Number of people sustaining employment for 6 months	✓
Increased employment, skills and/or UKSPF objectives incorporated into local area corporate governance	
Number of people in education/training	✓
Increased number of people with basic skills (English, maths, digital and ESOL)	
Fewer people facing structural barriers into employment and into skills provision	
Increased number of people familiarised with employers' expectations, including, standards of behaviour in the workplace	✓
Fewer people facing structural barriers into employment and into skills provision	
Number of people gaining a qualification or completing a course following support	✓
Number of people gaining qualifications, licences, and skills	
Number of economically active individuals engaged in mainstream skills education, and training.	
Number of people engaged in life skills support following interventions	
Number of people with proficiency in pre-employment and interpersonal skills (relationship, organisational and anger-management, interviewing, CV and job application writing)	

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Multiply only - Increased number of adults achieving maths qualifications up to, and including, Level 2.	
Multiply only - Increased number of adults participating in maths qualifications and courses up to, and including, Level 2.	
None of the above	

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE PEOPLE AND SKILLS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>
E33: Employment support for economically inactive people
E34: Courses including basic, life & career skills
E35: Enrichment & volunteering activities
E36: Intervention to increase levels of digital inclusion
E39: Green Skills courses

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE PEOPLE AND SKILLS LIST?

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State the name of each of these additional interventions and a brief description of each of these	
NO	
Explain how each intervention meets the People and Skills investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.	
N/A	
Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.	
Yes	No
Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.	
N/A	

ENGLAND ONLY: People and Skills interventions can only be used in 2022-2023 and 2023-2024 if you have identified a local voluntary and community provision, previously supported by the European Social Fund, at risk of closure. If you have not identified a suitable provision, you will not be able to select interventions for 2022-2023 and 2023-2024 and your investment plan will not be approved.
HAVE YOU ALREADY IDENTIFIED ANY PROJECTS for 2024-2025 WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?
No
Describe the projects for 2024-25, including how they fall under the People and Skills investment priority and the location of the proposed project.
We have received a number of submissions for potential projects. These will be assessed for strategic fit by the Local Partnership Group before decisions are made as to whether the projects will be delivered through the UK Shared Prosperity Fund.
Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.
Yes
Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

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All projects will be assessed to ensure that they comply with subsidy control legislation		
HAVE YOU IDENTIFIED A LOCAL VOLUNTARY PROVISION AT RISK AS PART OF YOUR PEOPLE AND SKILLS INVESTMENT PRIORITIES?		
Yes		No
(If Yes) Describe the local voluntary provision at risk and your rationale for supporting it.		
N/A		
Provide the European Social Fund Project Names and Project References for this voluntary and community provision at risk.		
What year do you intend to fund these projects? Select all that apply.		
2022-2023	2023-2024	2024-2025
Describe the projects for 2022-2023 and 2023-2024, including how they fall under the People and Skills investment priority and the location of the proposed project.		
N/A		
Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.		
Yes		No
Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.		
N/A		

SCOTLAND, WALES & NORTHERN IRELAND ONLY		
HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?		
Yes		No
Describe the projects, including how they fall under the People and Skills investment priority and the location of the proposed project.		

<p>Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.</p>	
Yes	No
<p>Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.</p>	

Approach to delivery and governance

In this section, we will ask you about:

- Structures you have in place to support delivery
- Support you have from stakeholders and the local community
- How you've engaged with MPs as part of your investment plan
- Opportunities you have identified to work with other places

Places need to show how MPs that cover the lead local authority have been engaged on the investment plan and whether they support it. More detail on the role of MPs can be found here.

STAKEHOLDER ENGAGEMENT AND SUPPORT		
<p>Have you engaged with any of the following as part of your investment plan? Select all that apply.</p>		
Public sector organisations ✓	Private sector organisations ✓	Civil society organisations ✓
<p>Describe how you have engaged with any of these organisations. Give examples where possible.</p>		
<p>Details of the UK Shared Prosperity Fund was shared with established partnerships that include public sector organisations, business, business organisations, housing associations and the voluntary & community sector. Partners and stakeholders were invited to submit proposals for projects that could be delivered under one of the 3 investment priorities. Questions regarding priorities for the UK SPF were included in the local Chamber of Commerce's quarterly survey.</p>		
<p>Summarise the governance structures you have in place, including how any advisory panels or associated partnership groups are made up</p>		
<p>The UK Shared Prosperity Fund will be overseen by the Local Partnership group that is made up of representatives from the Council, Worcestershire Local Enterprise Partnership, Housing Associations, Public Health bodies, parish councils, education providers, VCS, DWP. This is an established group that has agreed to extend their terms of reference to include oversight of the fund. Their role will be to assess project proposals for strategic fit and deliverability and to make recommendations to the lead local authority. They will monitor the delivery of projects.</p>		
<p>The North Worcestershire Business Leaders Group will act in an advisory capacity regarding Supporting Local Business interventions.</p>		
<p>The Education & Skills Board of Worcestershire LEP will act in an advisory capacity regarding People & Skills interventions.</p>		
<p>Confirm all MPs covering your lead local authority have been invited to join the local partnership group.</p>		
<p>Yes</p>		
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<p>Are there MPs who are not supportive of your investment plan?</p>		

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Yes	No
(If Yes) Who are the MPs that are not supportive and outline their reasons why.	

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PROJECT SELECTION	
Are you intending to select projects in any way other than by competition for funding?	
Yes	No
(If Yes) Describe your approach to selecting projects, and why you intend to do it this way.	

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?	
Which interventions do you intend to collaborate on? Select all that apply.	
Intervention	Tick if applicable
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>	
Describe any interventions not included in this list?	
Who are the places you intend to collaborate with?	

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DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?	
Which interventions do you intend to collaborate on? Select all that apply.	
Intervention	Tick if applicable
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>	
E17: Funding for the development and promotion of the visitor economy	✓
E20: R& D Grants	✓
E23: Strengthening local entrepreneurial ecosystems	✓
E29: Supporting decarbonisation whilst growth the local economy	✓
E30: Business support measure to drive employment growth	✓
Describe any interventions not included in this list?	
N/A	
Who are the places you intend to collaborate with?	
Malvern Hills District, Redditch Borough, Worcester City, Wychavon District, Wyre Forest District Birmingham City, Solihull Metropolitan Borough, West Midlands Combined Authority area	

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?	
Which interventions do you intend to collaborate on? Select all that apply.	
Intervention	Tick if applicable
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>	
E33: Employment support for economically inactive people	
E34: Courses including basic, life and career skills	
E35: Enrichment & volunteering activities	
E36: Interventions to increase levels of digital inclusion	
E39: Green skills courses	

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Describe any interventions not included in this list?
N/A
Who are the places you intend to collaborate with?
Malvern Hills District, Redditch Borough, Worcester City, Wychavon District, Wyre Forest District

PUBLIC SECTOR EQUALITY DUTY
How have you considered your public sector equality duty in the design of your investment plan?
Equality and diversity officers have been consulted on this plan.
How will you consider your public sector equality duty when implementing your investment plan, including in the selection of projects?
An equalities impact assessment will be completed prior to the awarding of any contracts funded by the UK SPF and will be monitored throughout delivery.

RISKS	
Have you identified any key risks that could affect delivery, for example lack of staff or expertise?	
Yes	No
(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.	
Delays in approval of the Investment Plan may impact delivery of projects – the Council will look to fund these, at risk.	
Have you identified any key fraud risks that could affect UKSPF delivery?	
Yes	No
(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.	

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Capacity and capability

In this section, we will ask you about:

- The capacity and capability of your team to manage funding
- The resources you have in place for work related to UKSPF

Your answers here will help us know how to support you with delivery. They will not affect the amount of funding you will get.

Answer as honestly as possible.

TEAM RESOURCE
How many people (FTE) will be put in place to work with UKSPF funding?
Core team (programme management):
Project teams (delivery): Worcestershire Growth Hub Worcestershire County Council
Describe what role these people will have, including any seniority and experience.

Head of NWedR – Senior Responsible Owner

- Oversight of delivery of the Investment Plan
- Management of the team
- Engagement with Local Partnership Group and Council Portfolio Holder

Experience delivering multi-million pound regeneration projects; successfully secured funding via the Future High Streets Fund, Towns Deal and Levelling up Fund

NWedR Business Growth Manager – Project Manager

- Preparation of calls for projects
- Contract Management with project deliverers
- Support to Local Partnership Group
- Monitoring & Evaluation
- Risk assessment

Experience developing and delivering EU funded support programmes, delivery of Covid business support grants, contract management, stakeholder engagement

NWedR Communications and Engagement Officer

- Promotion of project calls
- Case-study development
- Project promotion
- Engagement with stakeholders

Experience in stakeholder engagement, communications and promotion

UKSPF Project Officer

- Preparation of calls for projects
- Administrative support to Local Partnership Group
- Collation of management information
- Contract management with project deliverers
- Risk assessment

This is a new post for a suitably qualified candidate

- Strong capability: Has extensive experience and/or a proven track record of delivery in this area.
- Strong capacity: High degree of confidence that there is enough staffing/resource to manage funding in this area.
- Some capability: Has previous experience of delivery in this area.
- Some capacity: Confident that there is enough staffing/resource to manage funding in this area.
- Limited capability: Does not have previous experience and/or no track record of delivery in this area.
- Limited capacity: Limited confidence that there is enough staffing/resource to manage funding in this area. Additional resource may be needed to support delivery.

CAPACITY AND CAPABILITY

How would you describe your team's current experience of delivering funding and managing growth funds?

Very experienced	Some experience	No previous experience
-------------------------	-----------------	------------------------

How would you describe your team's current capability to manage funding for procurement?

Strong capability	Some capability	Limited capability
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How would you describe your team's current capability to manage funding for procurement?

Strong capability	Some capability	Limited capability
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How would you describe your team's current capacity to manage funding for procurement?		
Strong capacity	Some capacity	Limited capacity
How would you describe your team's current capability to manage funding for subsidies?		
Strong capability	Some capability	Limited capability
How would you describe your team's current capacity to manage funding for subsidies?		
Strong capacity	Some capacity	Limited capacity

COMMUNITIES AND PLACE CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the Communities and Place interventions you have select?

Yes No

How would you describe your team's current capability to manage funding for Communities and Place interventions?

Strong capability Some capability Limited capability

Describe the key capability challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.

N/A

Describe what further support would help address these challenges.

N/A

How would you describe your team's current capacity to manage funding for Communities and Place interventions?

Strong capability Some capability Limited capability

Describe the key capacity challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.

N/A

Describe what further support would help address these challenges.

N/A

SUPPORTING LOCAL BUSINESS CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the Supporting Local Business interventions you have select?

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Yes		No
How would you describe your team's current capability to manage funding for Supporting Local Business interventions?		
Strong capability	Some capability	Limited capability
Describe the key capability challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.		
<p>Although the Council has limited capability for delivering Supporting Local Business interventions it has a well-established relationship with the Worcestershire Growth Hub and Worcestershire County Council for the delivery of business support programmes.</p> <p>The interventions selected in this Plan will be delivered through the established business support teams at Worcestershire Growth Hub and Worcestershire County Council. Both organisations have an existing team of project managers and project support officers. There will be a dedicated point of contact for the project. Project managers have many years experience of managing large scale externally funded programmes, and a detailed knowledge of procurement, contract management, subsidy control and reporting requirements and publicity rules.</p>		
Describe what further support would help address these challenges.		
How would you describe your team's current capacity to manage funding for Supporting Local Business interventions?		
Strong capability	Some capability	Limited capability
Describe the key capacity challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.		
<p>Although the Council has limited capacity for delivering Supporting Local Business interventions it has a well-established relationship with the Worcestershire Growth Hub and Worcestershire County Council for the delivery of business support programmes.</p> <p>The interventions selected in this Plan will be delivered through the established business support teams at Worcestershire Growth Hub and Worcestershire County Council. Both organisations have an existing team of project managers and project support officers. There will be a dedicated point of contact for the project. Project managers have many years experience of managing large scale externally funded programmes, and a detailed knowledge of procurement, contract management, subsidy control and reporting requirements and publicity rules.</p>		
Describe what further support would help address these challenges.		

PEOPLE AND SKILLS CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the People and Skills interventions you have select?

Yes No

How would you describe your team's current capability to manage funding for People and Skills interventions?

Strong capability Some capability **Limited capability**

Describe the key capability challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.

Although the Council has limited capability in direct delivery of People and Skills type of interventions, it has a strong track record of collaboration with key deliverers of such interventions, including Worcestershire County Council.

The interventions selected in this Plan will be delivered by a consortium led by the Skills4Partnerships, a well established multi-disciplinary team led by the Worcestershire County Council (WCC). WCC has an existing team of project managers and project support officers. There will be a dedicated point of contact for the project. Project managers have many years experience of managing large scale externally funded programmes, and a detailed knowledge of procurement, contract management, subsidy control and reporting requirements and publicity rules.

Describe what further support would help address these challenges.			
How would you describe your team's current capacity to manage funding for People and Skills interventions?			
<table style="width: 100%; border: none;"> <tr> <td style="width: 33%; border: none;">Strong capability</td> <td style="width: 33%; border: none;">Some capability</td> <td style="width: 33%; border: none; text-align: right;">Limited capability</td> </tr> </table>	Strong capability	Some capability	Limited capability
Strong capability	Some capability	Limited capability	
Describe the key capacity challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.			
<p>Although the Council has limited capacity to deliver People and Skills interventions, it has a strong track record of collaboration with key deliverers of such interventions.</p> <p>The interventions selected in this Plan will be delivered by a consortium led by the Skills4Partnerships, a well-established multi-disciplinary team led by the Worcestershire County Council (WCC). WCC has an existing team of project managers and project support officers. There will be a dedicated point of contact for the project. Project managers have many years' experience of managing large scale externally funded programmes, and a detailed knowledge of procurement, contract management, subsidy control and reporting requirements and publicity rules.</p>			
Describe what further support would help address these challenges.			

SUPPORT TO DELIVERY UKSPF		
<p>All lead authorities can use up to 4% of their UKSPF allocation to support the delivery of their chosen interventions but by exception, lead authorities will be able to use more than 4%. Are you planning to use more than 4%?</p>		
<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">Yes</td> <td style="width: 50%; border: none; text-align: right;"><i>No</i></td> </tr> </table>	Yes	<i>No</i>
Yes	<i>No</i>	
(If Yes) Explain why you wish to use more than 4%.		

Approvals

Before submitting your investment plan, you should have approval from your:

- Chief Executive Officer

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- Section 151 Officer

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- Leader of your lead authority

Do you have approval from your Chief Executive Officer for this investment plan?

- Yes
- No

Do you have approval from your Section 151 Officer for this investment plan?

- Yes
- No

Do you have approval from the leader of your lead authority for this investment plan?

- Yes
- No

If you do not have approval from any of these people, please explain why this is:

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Additional documents

You will have received an email giving you access to a folder where you will need to upload supporting evidence to your investment plan. All applicants must complete and upload the following spreadsheet to the folder prior to submitting their investment plan:

- UKSPF Expenditure Profile spreadsheet
- UKSPF Indicative Deliverables spreadsheet

Your investment plan submission will be considered incomplete without the required documents.

Have you completed and uploaded the two spreadsheets to the SharePoint folder as requested?

- Yes
- No

Cabinet

26th October 2022

CARBON REDUCTION STRATEGY AND IMPLEMENTATION PLAN

Relevant Portfolio Holder	Councillor Michael Thompson
Portfolio Holder Consulted	Yes
Relevant Head of Service	Judith Willis, Guy Revans
Report Author	Name: Judith Willis Job Title: Head of Community and Housing Services Contact email: Judith.willis@bromsgroveandredditch.gov.uk Contact Tel: Ext 3348
Wards Affected	No specific ward relevance.
Ward Councillor(s) consulted	n/a
Relevant Strategic Purpose(s)	Communities which are safe, well maintained & green
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS

The Cabinet RESOLVED that

The Council's Carbon Reduction Strategy and Implementation Plan be endorsed and adopted

2. BACKGROUND

- 2.1. Globally, governments have committed to keep within a 1.5°C increase in temperature to avoid catastrophic impacts from climate change. The UK Government has committed to Net Zero by 2050.
- 2.2. Bromsgrove District Council has a significant role to play in taking and influencing Implementation on climate change due to the services it delivers, the regulatory functions, strategic functions, procurement powers and responsibilities as a major employer. Evidence supports that Bromsgrove District Council should make carbon reduction key to what it does as a council to support national, regional & local targets.

- 2.3 Bromsgrove District Council declared a climate emergency at Council on 24th July 2019. On declaration of a climate emergency, an LA is affirming that it will place the Climate Emergency at the centre of its decision-making process. LA's are then expected to develop carbon reduction targets and Implementation plans to assist in the reduction of carbon emissions, from their own council functions and, using their sphere of influence.
- 2.4 Each of the council's service areas have contributed to the Carbon Reduction Strategy and Implementation Plan (attached as Appendix 1) in order to produce 'carbon reduction pathways'. Through this approach carbon reduction will become 'business as usual' and truly embedded throughout the organisation.
- 2.5 The views of residents and partners are reflected in this plan and they have helped to shape the Implementations that we are going to take. Bromsgrove District Council undertook a residents consultation in 2020 and a partners consultation in 2021 to gather an understanding of how our residents and partners wanted us to react to the climate emergency. Questions were asked around energy, renewables, travel, transport, biodiversity and land management. The consultation ran online and was very successful with nearly 600 responses in Bromsgrove.

A headline summary document can be found on the Council website at: [Climate Change Residents Survey 2020 \(bromsgrove.gov.uk\)](https://www.bromsgrove.gov.uk/Climate-Change-Residents-Survey-2020)

3. FINANCIAL IMPLICATIONS

- 3.1 The strategic objectives and projects outlined in the strategy and Implementation plan will require financial and resource investment to be made to achieve carbon reduction. In some instances this may lead to longer term savings e.g. reduction in energy consumption costs.
- 3.2 Delivery of this strategy and Implementation plan will need to be properly managed with both project management and service support. Whilst we currently have a climate change officer in post who covers both Redditch and Bromsgrove, it is acknowledged that given the importance of this area of work additional staffing resources are required at a more strategic level. The Climate Change Officer is currently supported by an Environmental Policy and Awareness Officer, with both posts shared across both Bromsgrove & Redditch Councils. The latter post has been assisting greatly with this agenda but it is likely this postholder will be required to return fully to Environmental Services in light of the major changes to waste services that will be required over the next few years,

as a result of the Environmental Act 2021 and the government's Waste and Resources Strategy 2018. The additional staffing resource required to deliver this agenda will form part of the financial budget bid process later this year.

- 3.3 All projects and proposals detailed in the Implementation plan that are not currently resourced and which have financial implications, will be subject to business plans which including all of the financial requirements (staffing costs and all revenue and capital resources) which will be considered and require endorsement via the appropriate decision-making processes.
- 3.4 The 3 year Implementation plan identifies that the latest carbon emission figure for Bromsgrove District Council is 818 tonnes (2019). In order to reach an interim target of 50% by 2030 we will need to reduce our emissions by approximately 41 tonnes of carbon dioxide per year. To achieve net zero in the remaining 10 years to 2040 we will need a target of approximately 51 tonnes of savings per year. Officers will work on proposals to close this gap with initiatives needing to be fully costed and included in the medium term financial strategy. In addition, closing this gap will be a key factor in reviewing the Strategy and Implementation Plan in 2025 and addressing this in the next 3 year Strategy.

4. LEGAL IMPLICATIONS

- 4.1 The Climate Change Act 2008 sets the legally binding UK-wide target to achieve net-zero carbon emissions by 2050.
- 4.2 The Environment Act, 2021, acts as the UK's new framework of environmental protection. The Act provides the Government with powers to set new binding targets, including for air quality, water, biodiversity, and waste reduction.
- 4.3 As a requirement of the Climate Change Act, the government published the Clean Growth Strategy in October 2017. This strategy has two key aims: To meet domestic emissions reduction commitments at the lowest possible net cost to UK taxpayers, consumers and businesses; and to maximise the social and economic benefits for the UK of doing so.
- 4.4 The Home Energy Conservation Act 1995, obliges us to submit biennial reports setting out the practical, cost-effective measures, which are likely to significantly improve the energy efficiency of residential accommodation in our area.
- 4.5 Chapter 14 of the National Planning Policy Framework covers meeting the challenge of climate change.

5. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purposes

- 5.1 The Strategy and Implementation Plan support the Council's strategic purpose of 'Communities which are safe, well maintained & green'. In addition, it underpins the green thread that runs through the Council Plan and supports the delivery of achieving carbon reduction across council services. It also contributes to each of the Council's four other Strategic Purposes all of which have measures that support climate change initiatives.
- 5.2 It is recognised that the Council needs to concentrate on areas of work that will deliver the highest levels of carbon reduction. The strategy and Implementation plan detail these areas but also acknowledges other Implementations of lower importance from a carbon reduction point of view, but which contribute to the overall greening of the authority.
- 5.3 In addition to the Strategic purposes, the Council's Plan also sets out its organisational priorities, and within a sustainability framework a requirement on any review of services to understand how we can adapt to climate change. The development of this Strategy supports this Implementation.
- 5.4 To deliver on the Council's declaration of a climate emergency, it will be essential that carbon reduction projects are prioritised. Further that there is Officer capacity to deliver on the Strategy's Implementation Plan and the ability to secure appropriate grants and sufficient resources to deliver the targets.

6. Climate Change Implications

- 6.1 This Strategy is specifically to achieve carbon reduction and net zero for our internal activities. Further, the Strategy also identifies our influencing role in supporting the reduction of carbon emissions from other organisations e.g., our contractors.
- 6.2 The Section on Measuring and Setting Emissions Targets in the Strategy outlines the targets to be achieved to ensure net zero by 2040. The Strategy is key to addressing Climate Change. The Strategy and Implementation plan seek to deliver a 50% reduction by 2030 and 100% by 2040. As part of our current work to establish a figure for the council's

activities, the latest carbon emission figure for Bromsgrove District Council is 818 tonnes (2019). In order to reach an interim target of 50% by 2030 we will need to reduce our emissions by approximately 41 tonnes of carbon dioxide per year. To achieve net zero in the remaining 10 years to 2040 we will need a target of approximately 51 tonnes of savings per year.

- 6.3 The Council was able to achieve radical change in response to a pandemic by the many Implementations taken and so there is every opportunity to respond and develop our Implementations in response to global warming and biodiversity collapse

7. OTHER IMPLICATIONS

Equalities and Diversity Implications

- 7.1 Any equality implications of carbon reduction proposals changing will be considered on a project by project basis through the use of Equality Assessments, if required.

Operational Implications

- 7.2 The proposals set out in the Implementation Plan will require changes to or new ways of working and operating by service areas. Any operational changes brought about as a consequence will be considered in the business case for each project and as part of any project planning.
- 7.3 This Strategy and Implementation Plan will be our route map to 'net zero' for our internal activities. It also highlights where we are trying to influence the reduction of carbon emissions from other places outside the council's activities.
- 7.4 This plan will be refreshed every 3 years, and reviewed annually. Progress against targets will be reviewed twice a year and by the Climate Change Working Party and annually by Cabinet.
- 7.5 The key Implementations of the strategy and Implementation plan will provide the focus, steer and priority for the Climate change Panel for the next 3 years.

8. RISK MANAGEMENT

- 8.1 The Strategy sets out the Council's plan to achieve net zero by 2040. This target will only be achieved if all services deliver on the Implementations set out in the Strategy over the next three years and beyond.

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8.2 To ensure the Implementations are implemented the Strategy will be reviewed a by an Internal Officer Group and the Climate Change Working Group will receive regular reports on progress and at least twice yearly.

8.3 Failure to provide adequate resources will mean an increased risk that the strategy and Implementation plan will not be delivered.

9. APPENDICES and BACKGROUND PAPERS

Appendix 1 – Carbon Reduction Strategy and Implementation Plan 2022-2025

10. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder	Cllr Michael Thompson Portfolio Holder for Climate Change	3.10.22
Lead Director / Head of Service	Judith Willis Head of Community & Housing Services Guy Revans Head of Environmental and Housing Property Services	16.08.22
Financial Services	Pete Carpenter Director of Finance	17.09.22
Legal Services	Clare Flanagan Principal Solicitor	16.08.22
Policy Team	Deb Poole Head of Transformation, Organisational Development & Digital Services	18.08.22

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Climate Change Officer	Kath Manning Climate Change Officer	16.08.22

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17/10/2022

Bromsgrove District Council Carbon Reduction Strategy & Action Plan V5.8

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Background & Introduction

Globally, governments have committed to keep within a 1.5°C increase in temperature to avoid catastrophic impacts from climate change. UK Government has committed to Net Zero by 2050. Local authorities (LA) are key in taking and influencing action on climate change due to the services they deliver, their regulatory functions, strategic functions, procurement powers and responsibilities as major employers. Evidence supports that Bromsgrove District Council should make carbon reduction key to what it does as a Council to support national, regional & local targets. Currently the carbon emissions associated with Worcestershire are approximately 2.5 million tonnes, the district of Bromsgrove is responsible for 669,200 tonnes of this and the Council, with emissions of 818 tonnes, seeks to play its part in the reduction of these figures.

Bromsgrove District Council declared a climate emergency in 2019. On declaration of a climate emergency, an LA is affirming that it will place the Climate Emergency at the centre of its decision-making process. LAs are then expected to develop carbon reduction targets and action plans to assist in the reduction of carbon emissions, from their own council functions and using their sphere of influence.

Our thanks go to Alex Pearson from Nottingham City Council and the Midlands Net Zero Hub for his support and work authoring this document.



Chief Executive



Portfolio Holder for Climate Change

This plan will be refreshed every 3 years and reviewed annually.

Progress against targets will be reviewed twice a year.

50% reduction in carbon dioxide emissions by 2030

Net Zero by 2040

Our Key Successes and Top Five Future Actions

Key successes:

Measure	Estimated annual saving in tonnes CO ₂	Service area
Office for Low emission vehicles funded electric taxi scheme - Carbon savings for the wider area, beyond council operations.	126	All service areas
Bromsgrove district heating project detailed design - no emission savings from this stage, these will come when the project is built out.	n/a	Community & Housing Services
Low carbon heating & Solar PV project at the Artrix Centre.	100	Legal, Democratic & Property Services
Purchase of 100% Green Electricity for the Council.	98	Finance and Customer Services
First delivery of HVO low carbon fuel for Council diesel fleet.	50	Environmental Services
Total Estimated annual CO₂ savings (These are already included in the current net zero target)	374	

Top five future actions:

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date
Assess further low carbon fleet fuel options.	349	Environmental Services	Review Spring 2023, completion of fuel switch 2040
Seek commercial partners to build out the Bromsgrove District Heat Network.	100	Community & Housing Services	Initial meeting to be held with Green heat networks fund by Dec 2022
Support Bromsgrove District Housing Trust to apply for funding to improve efficiency of housing stock.	n/a (however, 50 saving for the District of Bromsgrove)	Community & Housing Services	01/06/2023 for completion of some funded schemes
Set up a rolling programme of works to improve energy efficiency/ renewable generation in the buildings with the highest consumption.	48	Legal, Democratic & Property Services	Ongoing - October 2022 for the next applications to the Salix funding scheme
Implement Recommendations of the 2020 Energy Saving Trust report into decarbonising the Council's transport fleet including staff mileage and travel plans across all service areas.	36	Transformation & Organisational Development Service /All service areas.	2025 to review progress.
Total estimated annual CO₂ savings (these will count towards the net zero target)	533		

Commitment & Integration

Background: The Council is committed to carbon reduction through its declaration of a climate emergency in 2019. Our commitment to reducing our carbon emissions and influencing the reduction of local carbon emissions goes hand in hand with the 'net zero by 2050' target set by the UK Government. As a Council we feel that net zero by 2040 is achievable - a goal that requires us and all sectors to pull together to achieve.

What are we currently doing? We have embarked on a journey of delivering Carbon Literacy Training to our staff and councillors and this will put climate action into the hands of everyone and can deliver between 5-15% real carbon savings per individual. Each of the Council's service areas has contributed to this plan in order to produce 'carbon reduction pathways'. Through this approach carbon reduction will become 'business as usual' and truly embedded throughout the organisation. Each service area in Bromsgrove District Council has been involved in the formulation of this plan and are committed to delivering the actions in the implementation plan.

What further actions are we going to take? This plan will be our route map to 'net zero' for our internal activities. It will also highlight where we are trying to influence the reduction of carbon emissions from other places outside the Council's activities.

The views of residents and partners are reflected in this plan, and they have helped to shape the actions that we are going to take. We are committed to considering the environmental impact of our decisions as a Council at every stage.

Our implementation plan (forming part of this strategy) will deliver real and quantifiable carbon reductions. This strategy will be monitored twice yearly by the Climate Change Working Group within the Council with annual progress being sent to the Cabinet. Key to the delivery of this strategy is the integration of plan objectives and targets with every aspect of Council service delivery. To this end a collaborative approach involving all heads of service and their teams has been taken. We will link this strategy to corporate performance indicators and provide a specific 'project based' focus for the Council.

Partnership Working

Background: In order to deliver the action plan, it is vital that we work closely with partners, in order to reduce the carbon emissions of the district as a whole. The Council’s own emissions are a small part of the overall figure, and it is important that we use our sphere of influence to encourage others to address their own emissions. Shared learning is a powerful tool to enable carbon reduction and the Council can both learn from and influence a wide range of stakeholders across the district. The Council can also benefit from partnership working with county, regional and national organisations by seeking out and engaging the support that may be available.

What are we currently doing? We currently work closely on a district level with partners such as:

- ‘Everyone Active’ who run our sports and leisure facilities.
- Worcestershire County Council to ensure that homes and businesses can benefit from the advice and grants that are made available through the Sustainability Team.
- Joint Worcestershire and Herefordshire Waste Partnership group working towards waste reduction and better waste management across the county.
- Worcestershire Regulatory Services to promote Electric Taxis through the licencing system.
- Local Enterprise Partnership (LEP) and some of the targets set in this strategy reflect the LEP Energy Strategy of 2019.
- Midlands Net Zero Hub on several carbon reduction projects (some of which form part of the action plan),
- The West Midlands Combined Authority, and Sustainability West Midlands.
- The Energy Saving Trust to look at carbon reduction options across our vehicle fleet.

What further actions are we going to take?

Action	Estimated annual CO ₂ saving where applicable	By when
Attend monthly sustainability officers group meetings, organised through the County Council in order to share learning.	n/a	Ongoing
Investigate opportunities for carbon reduction with our suppliers and delivery partners.	n/a	Ongoing
Ensure that our Carbon Reduction Strategy is in line with the other Worcestershire district Councils by reviewing plans annually	n/a	Ongoing - annually
Work with Worcestershire Regulatory Services to investigate how we might develop a Street Trading Policy to encourage low carbon and sustainable trades to operate in the local area.	n/a	2024
We will also continue to explore options with Worcestershire County Council and local businesses to encourage walking and cycling to work.	n/a	Ongoing

Community Engagement & Communication

Background: The residents of Bromsgrove have expressed a wish for their Council to address the climate emergency and lead the way through carbon reduction. A recent survey indicated that 92% of residents are concerned about climate change and the impact it is having and 87% told us that dealing with climate change should be a key priority for the Council.

What are we currently doing?

- Carbon reduction has a dedicated webpage on the Council's website and there is consistent messaging around waste and recycling.
- Community engagement events are held regularly on a diverse range of subjects relating to energy, waste and environment.
- The Green Fair and 'fun-day' is a key event to communicate the message of a low carbon future to the wider community and 2022 sees the return of this popular event in Sanders Park.
- Within the Council an electronic internal staff newsletter has regular features relating to carbon saving projects that staff should be aware of.

What further actions are we going to take?

Action	Estimated annual CO ₂ saving where applicable	By when
All service areas to have email footers promoting carbon saving and resource reduction.	n/a	April 2023
Update our website more regularly with news on carbon reduction in addition to regular e-mail newsletters and a refreshed social media policy.	n/a	Quarterly updates - ongoing
Develop a Communications Plan to promote biodiversity and land management actions within the authority.	n/a	Ongoing
Work with Bromsgrove District Housing Trust (BDHT) to apply for funding to ensure that their housing stock is as efficient as possible – taking carbon saving to the heart of the community.	n/a	Ongoing – continuation of applications to various government funding streams
Include energy efficiency advice in 'tenant packs' for householders in addition to information on waste and recycling.	n/a	Ongoing – development of leaflet for pack
Examine opportunities to make the best use of the Green Fair to communicate the carbon & waste reduction message	n/a	Ongoing

Co – benefits

Background: Co-benefits can be described as an additional outcome linked to a carbon reduction action. An example could be cleaner air in a town centre as a benefit of the adoption of zero emission vehicles, or financial benefits accruing to the Council as a result of energy efficiency measures. Co-benefits can also be related to habitat creation and improved access to existing green spaces, development of the low carbon economy, skills and training or job creation and retention.

What are we currently doing? We are making use of our open spaces to promote health and well-being through ‘social prescribing’ in order to lift levels of physical activity. We are also part of a ‘Cultural Compact’ with Heart of England Forest to ensure that woodland activities such as tree planting leverage the maximum benefit. The Council has recently completed a Government funded programme to install chargers for electric taxis, an important co-benefit of this will be cleaner air in the Town Centre as a result of zero emission vehicles.

What further actions are we going to take?

Action	Estimated annual CO ₂ saving where applicable	By when
We will continue to evaluate the most appropriate size and location of electric vehicle charge points, in order to enhance air quality in the district.	n/a	Ongoing
The Council will examine the type of fuel used in its fleet vehicles in order to build on work commissioned from the Energy Savings Trust to assess the current fleet and provide guidance.	349	Ongoing – long term options to be considered when current trial of vegetable oil based fuel is concluded in 2023
The Council will also look to use a standardised method of assessing co-benefits to help inform investment decisions in the future.	n/a	Ongoing
Work with the Growth Hub to signpost businesses to available funding in order to stimulate and grow the green economy within the district of Bromsgrove.	n/a	Meeting between economic development team and Growth Hub to be arranged by April 2023
Cross reference Parks Strategy with this document to assess scope for further decarbonisation projects.	n/a	Ongoing

Equality, Diversity & Inclusion

Background: Carbon reduction and social justice have historically gone hand in hand in support of the United Nations sustainable development goals. Green spaces are open to all residents and facilities will continue to be improved. Through joint working with BDHT, it will be ensured that low carbon technologies and energy saving will not be the privilege of a select few.

What are we currently doing? As an employer and deliverer of services, Bromsgrove District Council has stated in its Equality Strategy 2022-2026 that it is committed to eliminate unlawful discrimination, promoting equal opportunities and fostering good relations between people from all communities.

What further actions are we going to take? Bromsgrove District Council will ensure that where funding is available to support green entrepreneurs from all backgrounds, it will be effectively applied.

Action	Estimated annual CO ₂ saving where applicable	By when
Align our Equality Strategy with the United Nations sustainable development goals when the review occurs in 2026.	n/a	2026
We will work with local training providers to ensure that opportunities in the green economy are available to all.	n/a	Ongoing
Bromsgrove District Council will ensure that where funding is available to support green entrepreneurs from all backgrounds, it will be effectively applied.	n/a	Ongoing

Ecological Emergency

Background: The natural environment is vital to the health and wellbeing of society and provides 'eco system services' to regulate our environment, produce clean air and pollinate our crops. An ecological emergency is when the natural environment has been damaged and the ability to provide 'eco system services is reduced'. The ecological and climate emergencies are linked. Significant carbon dioxide emissions are caused by land use change, which is also a key driver for ecological loss. The interdependencies between the species in the natural world are not all fully understood and it is vital that we act to protect biodiversity on a local, national, and global level. The Council perceive the Climate and Ecological Emergencies are intrinsically linked and therefore in the adoption of this strategy and action plan, the Council is addressing the ecological emergency through the same route maps in this document.

The district of Bromsgrove contains several areas of land ranked moderate to high value for conservation and wildlife for e.g Lickey, Waseley and Client Hills which are important safeguarded heathlands. Corridors of land linking these areas are also important for the ecology of the area. In areas where the public has access, co-benefits such as improved health and well-being should be considered, and opportunities explored.

What are we currently doing? Bromsgrove District Council works closely with Worcestershire County Council to manage sites for wildlife where possible. Currently we are implementing new management techniques for road verges in certain agreed areas, this allows native species to flourish and set seed, whilst providing a useful wildlife corridor and habitat for pollinators. The Council has been communicating this policy through a dedicated webpage, in order to keep the public informed.

What further actions are we going to take?

Action	Estimated annual CO ₂ saving where applicable	By when
The Council will develop a Communications Plan to promote biodiversity and land management actions within the authority.	n/a	Ongoing
In partnership with Worcestershire County Council, a survey of suitable sites is ongoing to identify sites that are suitable for wildlife. This includes the possible expansion of the wild verges policy and ensure that new developments include biodiversity net gain, including for example pollinators in parks and Council owned open spaces.	n/a	Ongoing
Investigate the use of urban space for living walls and investigate opportunities for local carbon offsetting through tree planting and habitat creation.	n/a	Ongoing
Where landscapes and habitat areas are managed by the Council, we will look to eliminate petrol powered hand tools such as strimmers and chainsaws as soon as is practicable.	n/a	Ongoing

Education skills and training

Background: High quality jobs in the growing ‘clean tech’ sector will ensure that the district of Bromsgrove remains an attractive place for people to live and work. It is vital that we support our further education establishments to deliver high quality vocational training to our young people and those who wish to retrain for roles in the ‘Low carbon economy’. The Heart of Worcestershire College has a campus in Bromsgrove and there are opportunities for local companies to provide apprenticeship places through national, regional, and county wide schemes.

What are we currently doing?

- We are working with the Midlands Net Zero Hub to understand the findings of their ‘Low Carbon Goods and Services’ study of Worcestershire.
- Potential skills gaps have been identified that our local further education providers could help resolve.
- We work with the colleges through the Bromsgrove Partnership Executive Group, Bromsgrove Towns Deal Board and both the Greater Birmingham & Solihull Local Enterprise Partnership and the Worcestershire Local Enterprise Partnership on the skills agenda.

What further actions are we going to take?

Action	Estimated annual CO ₂ saving where applicable	By when
We will work closely with further education training providers and both Local Enterprise Partnerships to ensure that any new suitable funding streams can be sign posted.	n/a	Ongoing – to be reviewed quarterly
We will also continue to work with the Midlands Net Zero Hub to make use of the findings in the Low Carbon Goods and Services report.	n/a	Ongoing – meet monthly with Net Zero Hub Officer
Carbon Literacy short courses will be promoted to Bromsgrove residents wanting to know how to reduce their carbon footprint.	n/a	Ongoing.

Governance, Development & Funding

Background: The climate emergency declaration means that the current governance structure of the Council is used to provide direction and oversee delivery of low and zero carbon initiatives. Carbon reduction projects are currently developed within the Council and resourced through existing service areas. To make the best use of Council resources, other funds are sought in order to maximise carbon savings, Government funding for decarbonising buildings becomes available periodically in funding 'rounds. In addition to these funds from Central Government there are regional, and county administered schemes that the Council can make use of. There are also investment opportunities in areas such as renewable heat and power generation through joint ventures and direct investment.

What are we currently doing? The Council has also been successful in securing funding from the Public Sector Decarbonisation Scheme for the Artrix Centre making a carbon reduction of 126 tonnes saving £16,000 per annum through the installation of heat pumps and solar panels. The Council has also applied for 'Public Sector Energy Efficiency Programme' funding for the Parkside Building. There are over 150 tonnes of carbon savings per year associated with both of these projects.

What further actions are we going to take? The governance required to deliver this plan will be provided by the existing Bromsgrove Climate Change Working Group.

Action	Estimated annual CO ₂ saving where applicable	By when
Bromsgrove Climate Change Working Group to monitor progress against targets and evaluate potential new projects, before submission to the Cabinet.	n/a	Bi annual meetings to commence in 2023
The Council will ensure that it is in a position to take advantage of future funding opportunities by maintaining a pipeline of suitable projects.	n/a	Pipeline to be monitored bi-annually.
Where projects are funded directly through Council resources, a measure of best value for carbon reduction will be applied in conjunction with affordability to ensure the most efficient and effective use of Council resources.	n/a	Ongoing

Low Carbon Economy

Background: The district of Bromsgrove has 21% of the overall Worcestershire sales figure for the low carbon economy. Bromsgrove also has 16% of the companies engaged in this sector, and 26% of the total number of this sectors employees. The low carbon economy in Bromsgrove grew by 4.6% in 2019/20 and employs 2,946 people across the district. A breakdown of the local low carbon economy is shown below:

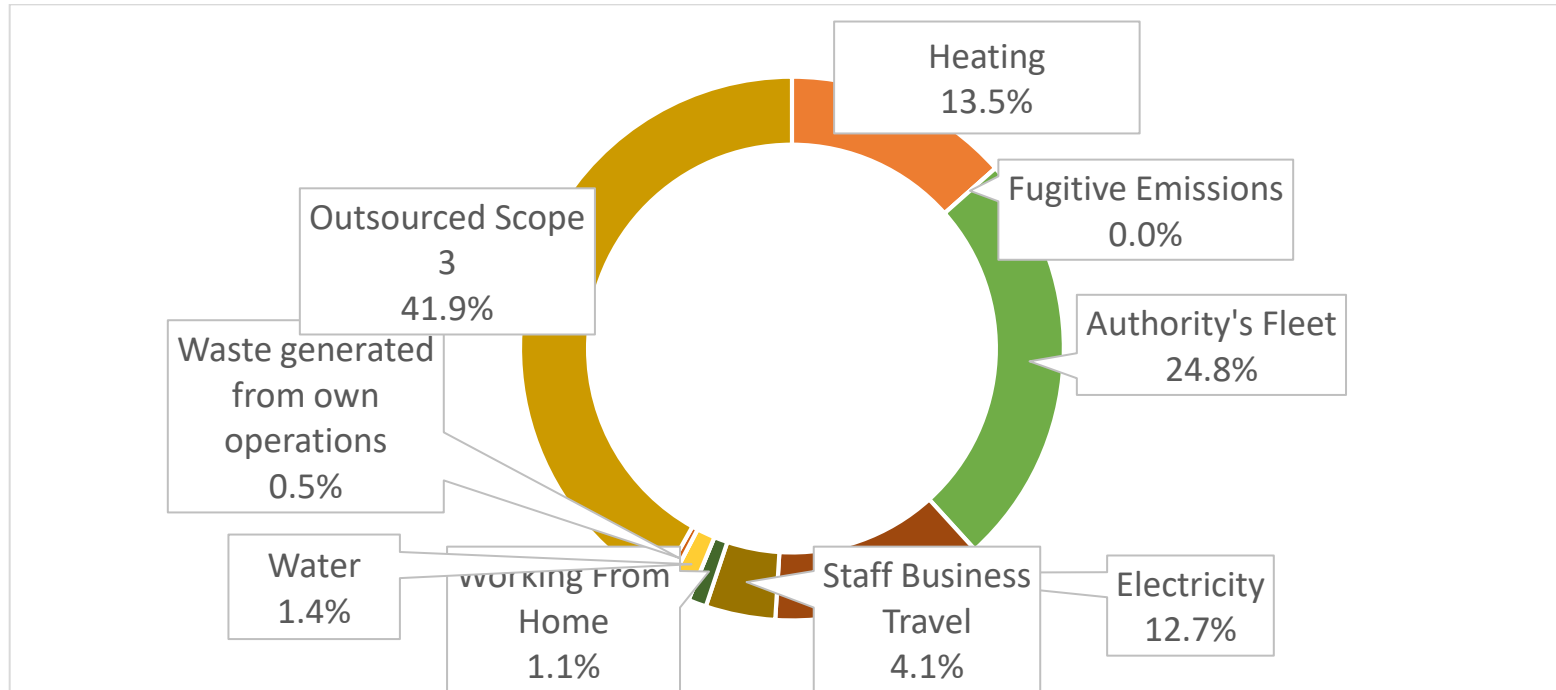


What are we currently doing? The Economic Strategy for Bromsgrove is delivered by North Worcestershire Economic Development and Regeneration (NWeDR). Appropriate grants administered by the County Council and others are signposted to local businesses. Both Worcestershire Local Enterprise Partnership and Greater Birmingham & Solihull Local Enterprise Partnerships have growth hubs that cover the area. We have delivered support for business looking to transition to EVs in conjunction with the Energy Savings Trust, delivering a webinar that we are going to host on our website to signpost businesses to for information. We have delivered the taxi EV rapid network to support local taxi businesses in transitioning to EV – they benefit from reduced charging tariff and monthly EV news and updates on benefits of EV and how to guides.

What further actions are we going to take?

Action	Estimated annual CO ₂ saving where applicable	By when
Include the findings of the Midlands Net Zero Hub ‘low Carbon Economy Goods and Services report’ in the next iteration of the North Worcestershire Economic Growth Strategy.	n/a	Nest review of North Worcestershire Economic Growth Strategy
Continue to sign post support available to this sector through both County and National Schemes.	n/a	Ongoing

Measuring and setting emissions targets



A breakdown of the Council's carbon emissions is shown above

Background: Official carbon emission figures for the district of Bromsgrove are currently available from the department of Business Energy & Industrial Strategy (BEIS). These figures are for the activities that take place within the district, the totals represent both the direct emissions from the activities of the Council and the emissions that the Council has influence over. All Councils must be 'net zero' by 2050, this means that direct emissions from services must be as low as possible, and the remaining emissions are likely to require 'offsetting'.

What are we currently doing? Bromsgrove District Council are working hard to quantify and understand the emissions associated with our activities. By using the latest data resulting from this exercise we can set meaningful targets that inform our implementation plan and lead to effective carbon reduction projects and measures. Projects such as the Bromsgrove District Heating Network, and the further decarbonisation

of Council buildings are key to reducing our emissions and playing our part in achieving the nationwide target of net zero by 2050. Further the Councils fleet will be fuelled by HVO until alternative vehicles are sourced.

What further actions are we going to take? The Council will re commence carbon reporting, and these figures will be used to monitor performance against this plan. Carbon reduction targets in line with the other Worcestershire districts are adopted through this plan in addition to the Local Enterprise targets of 50% by 2030 and net zero by 2040. Currently the carbon emission figure for the district of Bromsgrove is 669,200 tonnes per year (2019). The latest carbon emission figure for Bromsgrove District Council is 818 tonnes (2019). In order to reach an interim target of 50% by 2030 we will need to reduce our emissions by approximately 41 tonnes of carbon dioxide per year. To achieve net zero in the remaining 10 years to 2040 we will need a target of approximately 51 tonnes of savings per year.

Action	Estimated annual CO ₂ saving where applicable	By when
Achieve 41 tonnes of savings annually	41	Ongoing from 2022 to 2030

The Action Plan has been designed to deliver these savings and will be reviewed bi-annually by the Climate Change Working Group and annually by the Cabinet.

Mitigation & Adaptation

Background: The actions that the Council can take to reduce carbon emissions and address the ecological emergency fall into two categories, measures that influence others and direct measures with an associated figure for carbon reduction. The first actions are to address the emissions associated directly with Council activities such as service delivery. Mitigation is where we adapt our services to try and prevent the severity of climate change, adaptation is where we must change what we do as a consequence of the impacts of climate change, we cannot affect. Like selecting water resistant species in parks etc or emptying bins in the cooler part of the day as temperatures increase.

What are we currently doing? All heads of service and managers have provided input to help formulate this plan. Most of the mitigation and adaptation measures have grown from projects and practices that are already in place. Examples of mitigation projects underway include chargers for electric taxis and a heat pump and solar panels at the Artrix Centre. As an organisation we appreciate that we can always do more, whilst recognising the resources that we have available within the Council. Key to this has been the carbon literacy training that managers and Councillors in the Council have recently undertaken.

What further actions are we going to take? The Implementation Plan included in this document details what we are going to do over the coming years and how much carbon we expect to save (for direct measures). The Implementation Plan has been produced from discussions with the heads of service covering all areas of Council operations. We are continually improving the level of data that we have on the energy consumption of our buildings from the offices and buildings that we use for the delivery of our services. In terms of adaptation, we must ensure that these buildings are able to maintain a comfortable internal temperature in winter but also to cope with hotter summers and extreme weather events. We have considered our transport fleet, our sports and leisure facilities (managed by Sport and Leisure Management - Everyone Active), our infrastructure and our natural environment and we are looking for carbon saving opportunities. We are also keen that the messages of carbon reduction, resource efficiency and nature conservation are communicated to our residents concisely through a variety of channels.

Waste & Recycling

Background: The 'Environment Act 2021' is a piece of legislation that affects all local authorities in England. The act will require us to deliver collections consistent with the rest of the UK in terms of material range.

The Act also requires us to operate weekly separate food waste collections, preventing food waste from going to landfill or being incinerated. Waste collection and disposal has significant carbon emissions associated with it. These emissions are from the vehicles that transport the waste, and the processing or disposal of the waste once collected.

What are we currently doing? Bromsgrove District Council is a 'collection authority' and the disposal of the waste collected is the responsibility of Worcestershire County Council. Currently the County Council has a Waste Core Strategy that covers the period to 2027, the Council is signed up to the Worcestershire & Herefordshire Joint Municipal Waste Management Strategy (JMWMS). The JMWMS sets out our targets for the reduction and recovery of household waste and runs until 2034.

Our Council website provides information to help residents find their local recycling centre, in addition to guidance on what can and cannot be recycled. We also provide links to inform residents about waste reduction (The Let's Waste Less programme). Teachers can find learning resources for schools on our web page, and we are keen to encourage children to take the message of waste reduction and recycling home to their parents.

What further actions are we going to take? According to the Department for Environment, Food & Rural Affairs (DEFRA) the recycling rates in the district of Bromsgrove are at 41% (2019 / 2020 figures). There is clearly more that we can do to promote waste reduction and recycling through existing channels, and we will do this as part of a wider net zero communications strategy. New legislation will require changes to our waste collection service including the requirement for us separate and collect food waste in the near future and we will investigate the potential to turn this waste into a resource through conversion to gas for energy (Anaerobic Digestion). We are working with the 5 other district Councils and the County Council through the Worcestershire Waste Partnership on how all the changes required by the Environment Act can be implemented.

Action Plan – measures with quantified savings.

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Assess low carbon fleet fuel options	349	Environmental Services	Review Spring 2023, completion of fuel switch 2040	Contribution to net zero target. Less reliance on imported fuel.	Vegetable oil as a replacement for diesel will be a transitional measure providing a pathway to other fuels such as hydrogen / biomethane or electricity. Use of the EST fleet review data / Midlands Net Zero Hub electrification of council depots guide will assist with this measure. All options assessed will require a report to Cabinet regarding options and costs.
Support Bromsgrove District Housing Trust to apply for funding to improve Efficiency of housing stock	50 n/a as accrues to wider area	Community & Housing Services	01/06/2023 for completion of some funded schemes	Important positive health outcomes for residents, enhanced health and well-being, reduction in fuel poverty	Successful grant applications required to maximise carbon savings for this project. The carbon saving figure is estimated at 0.5 tonnes per property for 100 properties.

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Set up a rolling programme of works to improve energy efficiency / renewable generation in the buildings with the highest consumption	48	Legal, Democratic & Property Services	August 2022 for applications to the Salix funding scheme	Reduction in running costs and contribution to net zero target.	Successful grant applications required to maximise carbon savings. Estimate based on 5 buildings saving a minimum of 20%
Seek commercial partners to build out the Bromsgrove District Heat Network	100	Community & Housing Services	Initial meeting to be held with Green heat networks fund by Dec 2022	Reduction in running costs and contribution to net zero target - Approximately 80% carbon savings for the buildings connected.	The carbon savings (over 1,000 tonnes) would accrue to the geographical area of Bromsgrove but not to the total for Council operations - Unless Council owned / delivery partner owned buildings are connected hence the low carbon saving figure. Midlands Net Zero Hub to assist with the Green Heat Network Fund meeting.

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Apply for funding for Parkside Building energy efficiency / generation measures	15	Legal, Democratic & Property Services	Ongoing	Reduction in running costs and contribution to net zero target	Options could include solar panels and connection to a heat network.
Support 'Everyone Active' to reduce energy consumption at the leisure centre & include in funding bids	15	Legal, Democratic & Property Services	Ongoing	Reduction in running costs and contribution to net zero target helps ensure the continued operation of the facility	The next window for Salix funding opens in September, walk around energy assessment already conducted by Midlands Net Zero Hub
Energy audit of server rooms to enable energy saving practices	2	Legal, Democratic & Property Services	To be completed by Dec 2022	Reduced running costs for the Council in relation to IT	Assistance available through Midlands Net Zero Hub.

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Reduce staff travel and make further use of video conferencing.	0.5	All service areas	To be completed by Dec 2022	Reduce payments for staff travel and unproductive travelling time	This measure fits in with the Council's desire to further adopt agile working
Cut the Council's paper waste by offering papers electronically	2.5	All service areas	Review by Spring 2023	Will save more money than it costs. Should be relatively easy to implement.	This is a measure that many other councils have implemented successfully
Implement Recommendations of the 2020 EST report for the 'grey fleet' and include Travel plans across all service areas	36	Transformation & Organisational Development Service /All Service areas.	2025 to review progress.	Improvements in local air quality & savings of £34k quoted in the EST report.	Travel plans are a low cost way of reducing emissions associated with staff travel. This measure will pre-empt the Government's ban on the sale of petrol & diesel vehicles. Ultimately one or more 'electric pool cars' could be the aim for staff
Grid decarb	179	* Grid electricity to be net zero by 2035 - electricity use from our service delivery partners			
total savings from plan	568				
Target	818				
Remainder	71				

Action Plan – measures without quantified savings

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
<p>Assess the viability of Council Car Parks and other sites for EV chargers & Solar Canopies.</p> <p>Continue to work with Worcestershire County Council on a standardised approach to EV charger facilities.</p>	0	EV Project Working Group	Projects to be aligned with funding deadlines where possible	Air Quality & Health and Well-being benefits accrue to the wider area	<p>It is useful to focus on smaller capacity chargers working on the principle that you can replace the power that was used to travel to a venue during the time of your stay.</p> <p>Savings can be calculated when sizes of chargers and locations are known. Use of solar canopies will depend on a business case being made for each site</p>
<p>Work in partnership with Worcestershire County Council to manage verges and other Council owned parks and open spaces for nature</p>	0	Environmental Services / Planning, Regeneration and Leisure Services	Ongoing	Benefits for nature, insects, and pollinators, can act as wildlife corridors	<p>Pilot scheme in progress. Can be one of a suite of schemes to help address the ecological emergency.</p> <p>Will require a report to Cabinet regarding areas and costs.</p>

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Eliminate petrol powered tools (chainsaws, etc)	0	Environmental Services	Reviewed annually	Better working environment, less noise.	Legislation may bring the deadline forwards as petrol and diesel is banned in other areas.
Continue to evaluate green tariffs and local energy purchase agreements	0	Finance and Customer Services / All services	ongoing	Green tariffs can assist when all other measures have been explored	Green tariffs can assist when all other measures have been explored. Normally green tariffs are higher than standard ones to there is a trade-off between capital and revenue costs.

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Use of carbon saving metrics as well as cost benefit ratios on a project by project basis, use of treasury green book to calculate co-benefits	0	Finance and Customer Services	ongoing	Helps the Council to put a value on carbon saving, and assists with the monitoring of this implementation plan	Good practice examples from other local authorities to be shared.
Create measures in the performance dashboard for carbon saving as a result of streamlining operations.	0	Transformation and Organisational Development	To be completed by Feb 2023	Helps the Council to put a value on carbon saving, and assists with the monitoring of this implementation plan	Accurate data assists in the delivery and monitoring of this plan.

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Moving more IT capacity to cloud based servers	0	Transformation and Organisational Development Service	Review annually.	Reduced running costs for the Council in relation to IT	It should be ensured that cloud servers are using low carbon power sources in order for the carbon saving to be claimed.
Reduce staff travel by making further use of video conferencing.	0	Transformation and Organisational Development Service	To be completed by Dec 2022.	Reduce the need for customers to travel to speak to Council specialists about services.	Ultimately one or more electric 'pool cars' could be the aim for staff use if travel is necessary.

Measure	Estimated annual saving in tonnes CO ₂	Service area	Target Completion Date / Review Date	Co- benefits	Comment
Include questions on Carbon to evaluate tenders for services during the procurement process	0	Legal, Democratic and Property Services	To be completed by Dec 2022.	Helps the Council to better understand emissions that are not directly in its control.	This is the start of the Council's journey to understand 'scope three' emissions (emissions other than those directly from fuel and power).
Mapping exercise to link forthcoming Parks & Open Spaces Strategy with this Strategy	0	Planning, Regeneration and Leisure Services	To be confirmed when the Open Spaces Strategy is complete.	Better health and well-being outcomes for residents through improved access to open spaces / opportunities to engage with the natural environment.	This measure will highlight areas where the ecological emergency can be addressed too. Opportunities for funding should be explored with Worcestershire County Council, such as the 'Natural Networks' scheme.
Review Local Plan where there is particular reference to renewables / provision for renewables in the future or heat networks	0	Planning, Regeneration and Leisure Services	To coincide with Local Plan review dates.	Ensures that Local Plan is in line with the other districts to avoid inconsistency in requirements for low and zero carbon technologies.	Good opportunities for learning and sharing best practice with the other districts of Worcestershire and beyond.