

# North Somerset Council

## Report to the Placemaking, Economy and Planning Policy and Scrutiny Panel (engagement in advance of Executive approval)

**Date of Meeting: 31/07/2023 (in advance of Executive on 06/09/2023)**

**Subject of Report: UK Shared Prosperity Fund Year 3 Allocation**

**Town or Parish: N/A**

**Officer/Member Presenting: Luke Johnson and Jane Harrison**

**Key Decision: YES**

### **Reason:**

The decision will result in the Local Authority incurring expenditure of over £500,000.

### **Recommendations (Placemaking, Economy and Planning Policy and Scrutiny Panel – 31/07/2023)**

1. To advise on and endorse the contents of this report, to be presented to Executive for approval in September.

### **Executive Recommendations (included for reference)**

1. To approve receipt of the UK Shared Prosperity Fund (UKSPF) Year 3 allocation.
2. To authorise a corresponding increase in North Somerset Council's gross revenue budget of £1,264,873 for Financial Year 2024/25.
3. To authorise a corresponding increase in North Somerset Council's gross capital budget of £333,128 for Financial Year 2024/25.
4. To approve spend of UKSPF Year 3 allocation on the projects set out in this paper.

## **1. Summary of Report**

Following submission of North Somerset Council's [UK Shared Prosperity Fund](#) Investment Plan in August 2022 (approved by the government in December 2022), and successful delivery of the first two years of the Fund, we seek approval to receive the allocation for UKSPF Year 3 from the government, authorise an increase in the council's gross revenue and capital budgets for Financial Year 2024/25, and gain approval to spend North Somerset's UKSPF on the projects set out in Section 5.

## **2. Policy**

### **2.1 North Somerset Council Corporate Plan 2020-2024**

#### **A thriving and sustainable place**

UKSPF is a key part of the government's Levelling Up agenda, aimed at reducing geographical inequalities and creating opportunity and prosperity across the UK, as well as improving people's pride in the places they live, leading to a stronger social fabric and better life chances.

Projects outlined in NSC's UKSPF Investment Plan and this report, including capital grants to businesses to take on vacant assets and local community project funding through the UKSPF Community Grants programme, are all designed to improve the local area and build people's engagement with and pride in their communities.

Furthermore, the government encourages a net-zero element to run through all UKSPF interventions where possible, and this is achieved through several projects outlined in this report. Please see Section 7 (*Climate Change and Environmental Implications*) for more detail.

### **A council which empowers and cares about people**

Employment and skills support, including for vulnerable members of our communities such as care leavers, recovering addicts and those with learning difficulties, is a core investment priority for UKSPF and represents a large proportion of funding for Year 3.

Year 3 projects are designed to support people at all stages of finding employment, including removing barriers to employment (for example, development of interpersonal and digital skills), support accessing employment opportunities (for example, support for those with learning difficulties to find and maintain paid employment), and support to gain qualifications and skills whilst employed to support in-work development.

These projects align with the Corporate Plan's aim to develop partnerships which enhance skills, learning, and employment opportunities; and contributes towards tackling inequalities and improving outcomes for our residents.

### **An open and enabling organisation**

A key part of UKSPF is to empower local communities to both know what their needs are, and how best to use funding to build on their strengths and deliver impactful local improvements which address those needs.

Ongoing projects in North Somerset, in particular the UKSPF Community Grants programme, are explicitly designed to put money directly into the hands of local communities and allow them to develop projects which are community-created and led. This aligns with and fulfils the Corporate Plan's aim of engaging and empowering our communities. NSC's delivery of UKSPF makes deliberate use of partnership work, aligning with the Corporate Plan's aim to collaborate with partners to deliver the best outcomes.

## **2.3 Wider Plans and Strategies**

The projects outlined in this UKSPF Year 3 budget also contribute to the aims and objectives of the following North Somerset Council plans and strategies:

- North Somerset Economic Plan
- North Somerset Employment and Skills Strategy
- North Somerset Visitor Economy Action Plan
- North Somerset Corporate Parenting Strategy 2023-2026
- North Somerset Health and Wellbeing Strategy 2021-2024
- North Somerset Green Infrastructure Strategy
- Place Annual Directorate Statement 23/24

The links between these strategies and the individual projects can be found within the table in Appendix 1.

### **3. Details**

#### **3.1 Context and objectives**

The UK Shared Prosperity Fund (UKSPF) was introduced by Department for Levelling Up Housing and Communities (DLUHC) to replace European Structural and Investment Funding. This funding is focused on local regeneration, employment, and skills.

UKSPF focuses on activities that must support three Investment Priorities:

- Community and Place
- Supporting Local Business
- People and Skills

North Somerset's allocation of core UKSPF is £2,516,852. This is delivered over three years (April 2022 – April 2025), in line with Financial Years.

Year 3 funding will be received and ready to spend from early in FY 2024/25. The allocation for this year is £1,600,522 of which £1,264,873 is committed as revenue and £333,128 is committed as capital.

#### **3.2 Forward funding of People & Skills interventions**

When UKSPF was announced, it included a restriction on delivery of People & Skills interventions until Year 3 (2024/25 FY), except in limited circumstances. The government announced in March 2023 that this restriction had been lifted, meaning People & Skills interventions could be delivered at any point for the rest of the Fund's duration.

In order to take advantage of this situation, it is intended to start delivering the following Year 3 projects early (from ca. January 2024):

- Support for those with learning disabilities to achieve and maintain paid employment.
- *Opportunity North Somerset* – Tailored employment and skills support for local residents, in partnership with other organisations, aimed at removing employment barriers.
- Support for women returners to access employment opportunities.
- Employment interventions package – includes support for young people aged 16-24 not in employment, education or training; back-to-work support for adults; and support for residents and businesses to upskill themselves and their workforce

This allows funding gaps to be reduced or avoided for these projects, and ensures more time is available to deliver the large Year 3 allocation.

Procurement and recruitment-based Director Decisions covering funding for this early delivery will be produced and signed off, pending Executive approval of this report in September.

## **4. Consultation**

### **4.1 UKSPF Investment Plan consultation**

To determine the priority outcomes and intervention areas for North Somerset, as well as investment principles and the allocation of funding to the three priorities set out by Government, the council carried out an extensive consultation process with internal and external stakeholders, as well as mapping evidence and priorities from across the council's major existing strategies. A table of stakeholders and strategies consulted during investment plan development is available at Appendix 3.

The following priority areas emerged:

#### **1. Wellbeing and Engagement**

- a. Tackling social isolation (dovetailing with Health budgets)
- b. Improving mental health (in particular in relation to access to advice and guidance, access to open space and nature, and targeted support for key groups including younger people, older people, people with additional needs)
- c. Cultural programmes that support communities to participate in and access a range of cultural activities
- d. Food and food poverty interventions

#### **2. Community Infrastructure**

- a. Community infrastructure support provision (ensuring sustainable provision of leadership development, engagement, support and guidance, organising, capacity building)
- b. Access to flexible funding to deliver partnership programmes based on evolving community need and opportunities
- c. Support for strengthening partnerships and leveraging larger scale funding into community sector led programmes

#### **3. Physical infrastructure**

- a. Transport connections for communities (could include work to support communities to influence and shape wider transport spending)
- b. Assets, buildings development (including access to capital funds, and access to specialist business support, feasibility work)
- c. Public realm, high streets (dovetailing with placemaking agenda)
- d. Green infrastructure development (dovetailing with Green Infrastructure strategy)

#### **4. Business support infrastructure**

- a. Business support including universal and specialist support, and a clear focus on carbon reduction, as well as supporting community business
- b. Business grants (including Green Business Grants, and building on CRF voucher scheme)
- c. Activities to increase local footfall (including investment in cultural events, public realm, high streets, and marketing, across all of NS)

#### **5. Employment and Skills**

- a. Work experience and outreach (including enabling key providers to deliver in more locations e.g., through libraries etc; including work with business support programmes to build up work experience opportunities)
- b. Accessing employment support (including WoE Works-type provision; including NEET provision)

- c. In-work progression (including support to businesses to build better job design and workforce development)
- d. Core and technical skills offer.

## **4.2 Year 3 budget consultation**

Preparation for Year 3 of UKSPF began in April 2023, with an initial meeting between key project managers to ascertain project designs, allocations, UKSPF interventions and outcomes, wider outcomes, and key stakeholders to engage with.

These plans were refined over the following two months, including engagement with relevant officers and external organisations and groups to identify potential delivery partners and avoid duplication of existing provision. A timetable of engagement is included at Appendix 3.

## **4.3 Governance and ongoing engagement**

As per DP 22/23 202, the UKSPF governance structure supports ongoing engagement to ensure officers and members remain sighted on programme progress.

Project leads collectively meet monthly to discuss progress, and the UKSPF Leadership Group (the programme's strategic oversight board) meets every other month.

The North Somerset Partnership is the official 'Local Partnership Group' for UKSPF's delivery in North Somerset, which means it receives updates on delivery progress and advises on strategic direction. It is updated every six months.

The Executive Members for Spatial Planning, Placemaking and Economy; and for Children's Services, Families and Life-long Learning receive progress briefings every two months, as well as bespoke briefings for key decisions.

Corporate Leadership Team and the Executive Leadership Team receive quarterly updates.

## 5. Financial Implications

There will be an increase in the council's gross revenue budget of £1,264,873 and gross capital budget of £333,128 for Financial Year 2024/25.

### Costs

The costs relating to this decision are both revenue and capital and will be spent during Financial Year 2024/25. A summary of the expenditure is as follows:

1. Project costs - £1,343,222
2. Core delivery staffing costs – £210,769
3. Central costs and contingency - £46,529

The breakdown of expenditure is laid out in the below tables. A more detailed summary of delivery-based projects, including descriptions, outcomes and policy context, can be found in Appendix 1.

### Community and Place Investment Priority - £295,057

Item / Project	Budget Allocation	UKSPF Intervention
Improvements to local green spaces and rewilding and Park Ranger	£31,858 (revenue)	E3: Creation of and improvements to local green spaces
Delivery of a revenue and capital grants scheme for local community groups and VCSE organisations	£136,228 (revenue) £46,700 (capital)	E6: Local arts, cultural, heritage & creative activities  E9: Impactful volunteering and/or social action projects  E11: Capacity building and infrastructure support for local groups  E12: Community engagement schemes and local regeneration  E14: Relevant feasibility studies
Improvements to Public Rights of Way network	£11,375 (capital)	E7: Support for active travel enhancements in the local area
Continuation of household energy efficiency advice line	£11,375 (revenue)	E13: Community measures to reduce the cost of living
UKSPF Programme Manager	£57,521 (revenue)	E11: Capacity building and infrastructure support for local groups

## Supporting Local Business Investment Priority - £508,499

Item / Project	Budget Allocation	UKSPF Intervention
Business Support and Engagement Officer	£51,446 (revenue)	E23: Strengthening local entrepreneurial ecosystems  E30: Business support measures to drive employment growth
Universal Business Support ( <i>Business Support Unlocked</i> )	£75,000 (revenue)	E23: Strengthening local entrepreneurial ecosystems  E30: Business support measures to drive employment growth
West of England Growth Hub	£75,000 (revenue)	E23: Strengthening local entrepreneurial ecosystems
Visit West membership	£25,000 (revenue)	E17: Development and promotion of the Visitor Economy
Net-Zero Business Grants	£7000 (revenue) £200,053 (capital)	E29: Supporting decarbonisation whilst improving the economy
Occupancy Grants	£75,000 (capital)	E16: Open markets and town centre retail and service sector  E1: Improvements to town centres and high streets

## People and Skills Investment Priority - £750,437

Item / Project	Budget Allocation	UKSPF Intervention
EET Officer	£19,631 (revenue)	E33: Employment support for economically inactive people  E37: Tailored support for the employed to access courses
Employment and Skills Officer	£51,446 (revenue)	E33: Employment support for economically inactive people  E37: Tailored support for the employed to access courses  (E30: Business support measures to drive employment growth)

<p><i>Opportunity North Somerset</i></p>	<p>£104,330 (revenue)</p>	<p>E33: Employment support for economically inactive people</p> <p>E35: Enrichment and volunteering activities</p> <p>E36: Increased levels of digital inclusion, and essential digital skills</p> <p>E37: Tailored support for the employed to access courses</p>
<p>Multiple barriers employment support package</p>	<p>£315,030 (revenue)</p>	<p>E33: Employment support for economically inactive people</p> <p>E34: Courses including basic, life, and career skills</p> <p>E35: Enrichment and volunteering activities</p> <p>E36: Increased levels of digital inclusion, and essential digital skills</p> <p>E37: Tailored support for the employed to access courses</p>
<p>SEND employment support</p>	<p>£99,999 (revenue)</p>	<p>E33: Employment support for economically inactive people</p> <p>E34: Courses including basic, life, and career skills</p> <p>E35: Enrichment and volunteering activities</p>
<p>Aftercare Service</p>	<p>£70,000 (revenue)</p>	<p>E33: Employment support for economically inactive people</p>
<p>Women returners employment support</p>	<p>£60,000 (revenue)</p>	<p>E33: Employment support for economically inactive people</p> <p>E34: Courses including basic, life, and career skills</p> <p>E35: Enrichment and volunteering activities</p>



		E36: Increased levels of digital inclusion, and essential digital skills
Targeted mental health employment support	£30,000 (revenue)	E33: Employment support for economically inactive people  E34: Courses including basic, life, and career skills  E35: Enrichment and volunteering activities  E36: Increased levels of digital inclusion, and essential digital skills

### Central Costs and Contingency - £46,529

Item / Project	Budget Allocation	UKSPF Intervention
Comms Officer	£23,008 (revenue)	N/A
Evaluation Partner	£21,000 (revenue)	N/A
Contingency	£2,522 (revenue)	N/A

### Funding

The funding will be taken from North Somerset Council's UKSPF Year 3 allocation. This is due to be received from early in FY 2023/24.

Early delivery of People & Skills projects will be funded from council reserves, with a cost code confirmed by Finance.

### 6. Legal Powers and Implications

Any commissioning, procurement, or fund allocation of the UKSPF Year 3 allocation will be delivered in line with UKSPF, statutory and legal requirements.

### 7. Climate Change and Environmental Implications

A Net-Zero thread is expected to run throughout UKSPF, with interventions taking account of their impact on climate change and the environment. Multiple Year 3 projects are designed to have a positive climate and environmental impact in the district, including:

- Decarbonisation support for businesses – increasing energy efficiency and reducing carbon emissions
- Public Rights of Way improvements – increased promotion of sustainable travel
- Green space improvements – more green infrastructure and rewilding
- Energy efficiency hotline – improved household energy efficiency

Where projects are less explicitly impacting the climate, efforts are still made to ensure they adhere to Net-Zero contribution. For example, employment and skills projects will include promotion of green skills, and the *Business Support Unlocked* programme includes sustainable business courses.

In line with procurement standards, bidders for commissioned projects will be expected to demonstrate a commitment to facilitating the council’s climate ambitions through their work.

## 8. Risk Management

There are no ‘HIGH’ risks associated with the contents of this report. However, relevant lower-level risks and control measures are outlined below:

Risk	Inherent risk score	Residual likelihood	Residual impact	Residual risk score	Comments
Risk to receipt of Year 3 allocation if Year 2 allocation not fully delivered.	MEDHIGH	1	3	LOWMED	DLUHC have confirmed if credible plans for delivering previous years’ underspends are set out in reporting, then future allocations won’t be affected.
Risk to programme and council optics if expectations are not managed and outcomes not well communicated	MED	2	2	LOWMED	Programme Comms Officer in post, focussing on anticipation, exploitation and mitigation of programme comms opportunities and risks. Particular focus on promoting ‘good news’ and reaching as wide an audience as possible.  Year 3 comms output planned.
Risk to delivery impact and outcomes if provision is unintentionally duplicated	LOWMED	1	1	LOW	As part of project planning, relevant consultation was held to ensure projects are addressing need and are not duplicating provision (unless it is to provide a version of existing regional provision more tailored to the North Somerset area).
Risk to project delivery and finances to spend Year 3 allocation in-year.	MEDHIGH	2	4	MED	Year 3 planning commenced well in advance to allow procurement and mobilisation to be completed ready for April 2023 delivery.

					Some projects will be delivered early.
Risk to long-term project sustainability if a post-UKSPF funding gap emerges	MED	2	3	LOWMED	Project sustainability built into Year 3 planning process, including possible sources of future funding and partnerships if a UKSPF successor does not emerge.
Delivery and reputational risk from not approving budget	MEDHIGH	1	5	MEDHIGH	Results of comprehensive investment plan consultation process the basis for Year 3 budget. Series of engagement undertaken for budget itself with key stakeholders. Large amount of time provided for engagement to allow concerns to be addressed without affecting ultimate approval of the budget.

## 9. Equality Implications

Have you undertaken an Equality Impact Assessment? **Yes**

The UKSPF Investment Plan was designed to support some of the most disadvantaged residents in North Somerset, some of whom fall into a protected group. An Equality Impact Assessment was produced covering the

Although UKSPF is a targeted programme, it is open to all who need the type of support offered, so no one can be excluded on any equalities criteria. The projects are designed to provide specific positive benefits for participants, including those with disabilities, people from minority ethnic groups, women, and people aged under 25 or over 50, as they tend to be over-represented in the unemployed, low wage and/or economically inactive cohorts.

Take-up of provision has been and will be monitored, and, where relevant, information on protected characteristics will be recorded (for example, in the upcoming employment support projects outlined in this report). The programme and its associated projects are also actively promoted via partners and other stakeholders to maximise the opportunities for programme communications to reach priority groups and the district's diverse communities, including those who have been historically under-served.

In terms of delivery management, there are also UKSPF-related commitments in the council's 'anti-racist action plan'. These centre around working with providers of UKSPF

projects to ensure their interventions (business start-up support, grants programmes, and employment & skills activity) are:

- Accessible to people from all backgrounds.
- Appropriately communicated to the diverse communities of North Somerset.
- Aware of any anti-racist training which is available to support delivery.
- Feel able to challenge any inappropriate behaviour and actions through the UKSPF Programme Manager and the NSC Head of Economy.

Staff have signed up to a UKSPF 'Equality and Diversity Charter', produced with input from NSC's Inclusion Team, to facilitate delivery of these actions. Please see Appendix 2.

Impact Level	Impact type				+	=	-
	H	M	L	N			
Disabled people		x			x		
People from different ethnic groups			x		x		
Men or women (including those who are pregnant or on maternity leave)		x			x		
Lesbian, gay or bisexual people			x		x		
People on a low income		x			x		
People in particular age groups		x			x		
People in particular faith groups			x		x		
People who are married or in a civil partnership			x			x	
Transgender people			x		x		
Other specific impacts, for example: carers, parents, impact on health and wellbeing, Armed Forces Community etc. Please specify: Care leavers; recovering addicts		x			x		

## 10. Corporate Implications

UKSPF funding and its Levelling Up objectives support the delivery of corporate strategic priorities, particularly around making North Somerset a thriving and sustainable place and being a council which empowers and cares about people.

It is recognised that additional corporate service are needed to deliver the programme:

**Communications:** A dedicated Comms resource is in place to promote the programme and individual projects, funded through UKSPF.

**Finance:** Support is in place to monitor expenditure and provide budget advice. Regular meetings are held between the UKSPF Programme Manager and a member of Finance.

**Procurement:** Members of Procurement have historically provided and continue to provide advice and support for UKSPF procurement exercises to ensure best practice and compliance with statutory guidance.

**Legal:** Legal advice is sought as required.

**People:** Relevant advice is sought from People Services as required.

## 11. Options Considered

1. **A revised and alternative allocation amount** - rejected as our allocation is fixed and was approved by DLUHC as part of the UKSPF Investment Plan.
2. **Revised and alternative project allocations** – rejected as the proposed allocations were based on the priorities which emerged from the extensive Investment Plan consultation, as well as additional engagement during planning for the Year 3 budget.

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### Appendices:

Appendix 1: Overview of UKSPF Year 3 delivery projects

Appendix 2: UKSPF Equality, Diversity, and Inclusion Charter

Appendix 3: Consultation details

### Background Papers:

Year 2 revenue approvals - [22/23 DP 411](#)

Year 2 capital approvals - [22/23 DP 471](#)

Year 1 budget and SPF governance - 22/23 DP 202 (*document available upon request*)

Investment Plan submissions approvals - [22/23 DP 175](#)

[UKSPF Prospectus](#)

## **Appendix 1: UKSPF Year 3 delivery projects - details**

Table guide:

- Column 1 shows the UKSPF project and a description of what will be delivered
- Column 2 shows the allocation (including capital and revenue split)
- Column 3 states the UKSPF outcomes (including targets) which the project is expected to contribute to over the course of the UKSPF programme
- Column 4 outlines the wider outcomes and impacts which may provisionally be achieved, measured and evaluated beyond government requirements.
- Column 5 identifies some of the evidence of need and policy context which emerged through the investment plan consultation, justifying the selection of these projects to deliver UKSPF funding.

Project	Allocation	UKSPF outcomes	Wider outcomes	Evidence of need and corporate priorities
<b>Community and Place</b>				
<p><b><u>Community Grants</u></b></p> <p>A community programme providing capital and revenue grants of up to £10k for individual organisations, and up to £30k for partner organisations.</p> <p>Projects can cover varying priorities based on government requirements, including capacity building and infrastructure support; social action projects; local regeneration projects; cultural, arts and heritage projects; and completion of feasibility studies.</p> <p>The following groups can apply:</p> <ul style="list-style-type: none"> <li>• voluntary organisation</li> <li>• community group</li> <li>• mutual aid group</li> <li>• charity</li> <li>• parish or town council</li> <li>• social enterprise</li> <li>• non-profit organisations / businesses</li> <li>• individual organisation, or one of several organisations working together, that is, a partnership or collaboration applications</li> </ul> <p>This is a continuation of the Year 2 Community Grants Programme.</p>	<p>£136,228 <i>(revenue)</i></p> <p>£46,700 <i>(capital)</i></p>	<p>Increased footfall (450)</p> <p>Improved engagement numbers (540)</p> <p>More projects enabled through feasibility studies (3)</p>	<p>Improved community collaboration</p> <p>Increased local volunteering opportunities</p> <p>Improved community organisation capacity and resilience</p> <p>Increased access to funding opportunities</p> <p>Improved awareness of community strengths, challenges, and assets across North Somerset</p> <p>Number of individuals benefitting from initiatives to improve their health, wellbeing, and skills</p>	<p>High priority for VCSE sector to improve volunteering rates and increase community cohesion</p> <p>Addressing health inequalities between communities, and lower male life expectancies vs national rate</p> <p>NS worse than national average for rates of social isolation and loneliness</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>• Engage with and empower our communities</li> <li>• Collaborate with partners to deliver the best outcomes</li> <li>• Priority to focus on tackling inequalities and improving outcomes</li> <li>• Opportunity to tap into existing formal and informal community networks in the provision of activities and services</li> </ul> <p><b>Health and Wellbeing Strategy:</b> Thriving Communities – working with partners to support communities to thrive</p>
<p><b><u>Ranger (green spaces improvements)</u></b></p> <p>The Ranger is a fixed-term post funded jointly with the Health and Wellbeing Strategy Fund. The Ranger coordinates and leads sessions for existing volunteer networks (e.g. wildlife surveying, basic</p>	<p>£31,858 <i>(revenue)</i></p>	<p>Improvement to local green spaces (400,000m<sup>2</sup>)</p>	<p>Improved perception of the natural environment</p> <p>Improved wellbeing of volunteer participants</p>	<p>Established need to protect and enhance biodiversity - support for rewilding</p>

<p>maintenance tasks, tree planting, hedge laying, creating spaces for nature) to enable and action the improvement of existing green spaces. These sessions are open to residents who have been encouraged to take up Green Social Prescribing opportunities. The Ranger is working to increase the number of volunteers who attend these sessions and particularly the inclusion of residents who have attended through GSP to maintain an involvement with their local volunteer group.</p> <p>The sessions serve the double purpose of improving health and wellbeing of participants and also improving the natural environment, and people's awareness and interactions with it. The practical tasks help to address the nature emergency by delivering projects to support biodiversity improvements.</p> <p>The Ranger liaises with existing community resources such as the Town and Parish Council Wellbeing Co-ordinators to promote events and encourage attendance. Hardly-reach communities are targeted, such as those in our deprived areas, our disabled community, and older people</p>		<p>Increased volunteer session attendance (5 per session)</p>	<p>Improved accessibility of local green spaces</p> <p>Improved partnership and engagement with town and parish councils</p> <p>Progression of the green infrastructure strategy</p> <p>Increased local volunteering opportunities</p>	<p>High priority for VCSE sector to improve volunteering rates and increase community cohesion</p> <p><b>Corporate Strategy:</b></p> <ul style="list-style-type: none"> <li>• Net-zero 2030</li> <li>• Tackling inequalities and improving outcomes</li> </ul> <p><b>Health and Wellbeing Strategy:</b></p> <ul style="list-style-type: none"> <li>• Increase in prevalence of good mental health and emotional wellbeing</li> <li>• Increase in self-reported access to, and use, of green spaces</li> <li>• Promotion of green social prescribing</li> </ul> <p><b>Green Infrastructure Strategy:</b></p> <ul style="list-style-type: none"> <li>• Create and maintain a valued healthy landscape and sustainable places</li> </ul> <p>Health and wellbeing for all</p>
<p><b><u>Public Rights of Way improvements</u></b></p> <p>Funding is utilised to improve the accessibility (and thus use) of the PROW network at 15 sites. Examples of the works undertaken include replacing stiles with gates, installation of wider gates, and resurfacing. Routes that have been highlighted by Town and Parish councils as requiring improvement are prioritised, and work is undertaken to ensure that the routes improved are as well distributed across the district as possible.</p>	<p>£11,375 <i>(capital)</i></p>	<p>Increased use of improved paths on the network (150)</p>	<p>Improved accessibility of the PROW network</p> <p>Increased awareness of the PROW network</p> <p>Improved partnership and engagement with town and parish councils</p>	<p>Need to continue increase in % of adults meeting Chief Medical Officer recommendations for physical activity</p> <p>Reduce health inequalities (i.e. better access to routes) in NS</p> <p><b>Corporate Strategy:</b></p> <ul style="list-style-type: none"> <li>• A transport network that promotes active, accessible and low carbon travel</li> </ul>



<p>A portion of the funding (revenue) from previous years of UKSPF is being used to promote the improvements to the PROW network and focus on working with communities to encourage use of the PROW.</p> <p>Counters are used to monitor footfall before and after the improvements, and these will be utilised for many years to come to help improve monitoring of PROW use and provide an ongoing evidence base to target future initiatives.</p>				<p><b>Health and Wellbeing Strategy:</b></p> <ul style="list-style-type: none"> <li>Promotion of physical activity to improve health outcomes</li> </ul> <p>Reduction in % of adults who are inactive</p>
<p><b><u>Household energy efficiency support hotline</u></b></p> <p>The Centre for Sustainable Energy is continuing the provision of a free helpline for North Somerset residents. Call operators provide free advice to improve energy efficiency and reduce energy bills – providing wide-ranging advice and support, for example helping with energy bill bureaucracy, referral to the WHAM caseworker service, negotiating with energy suppliers on customers' behalf, identifying if people may be entitled to more benefits. Part of their energy efficiency referral service also involves highlighting grants to enable people to purchase such measures.</p> <p>The customer advice line is a crucial first step in a web of support which CSE offers. The project enables a tangible energy efficiency increase for several local households, whilst simultaneously facilitating vital cost-of-living help for residents.</p>	<p>£11,375 (revenue)</p>	<p>Increased take up of energy efficiency measures (100)</p>	<p>Decreased energy bills and reduced usage by households</p> <p>Other measures taken up beyond energy efficiency as a result of the hotline</p> <p>Improved home comfort</p> <p>Reduced risk of health issues from cold homes</p> <p>Greater awareness raising for residents around energy efficiency</p>	<p>Government target for average NS household energy efficiency rating to be C by 2027</p> <p><b>Health and Wellbeing Strategy:</b></p> <ul style="list-style-type: none"> <li>Increase in % homes with good energy insulation</li> </ul> <p><b>Corporate Strategy:</b></p> <ul style="list-style-type: none"> <li>Become a carbon neutral area by 2030</li> </ul> <p>Collaborate with partners to deliver the best outcomes</p>

**Supporting Local Business**

Project	Allocation	UKSPF outcomes	Wider outcomes	Evidence of need and corporate priorities
<p><b><u>Business Support Unlocked</u></b></p> <p>A commissioned service to enable the continued delivery of high-quality, free at the point of access universal pre-start, early growth, and business resilience support, delivered in business-convenient and socially inclusive settings. It continues funding which ran out in April 2023.</p> <p><a href="https://hivebusinesssupport.org/">https://hivebusinesssupport.org/</a></p>	<p>£75,000 <i>(revenue)</i></p>	<p>Jobs created (105) New businesses created (105)</p>	<p>Improved sustainability of supported businesses</p> <p>Jobs safeguarded within supported businesses</p> <p>Improved productivity of regional economy</p> <p>More under-represented groups in businesses</p> <p>Reduced climate / environmental impact of local businesses</p>	<p>90% businesses fewer than 10 employees; need to exploit opportunities to support businesses, innovate, grow, become more resilient and better employers</p> <p><b>Economic Plan:</b></p> <ul style="list-style-type: none"> <li>• Commission a universal pre-start, early growth and business resilience service</li> </ul> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>• An attractive and vibrant place for business investment and sustainable growth</li> <li>• Collaborate with partners to deliver the best outcomes</li> </ul> <p><b>Employment and Skills Strategy:</b> Creating the conditions which enable businesses to attract and keep the talent they need</p>
<p><b><u>Business Support and Engagement Officer</u></b></p> <p>This post provides key capacity to enable business support within North Somerset, including direct support, contract management, outreach events, and bidding support and readiness.</p> <p>Activities include:</p> <ol style="list-style-type: none"> <li>Universal Business Support (UBS) set-up and contract management</li> <li>Growth Hub and Visit West contract management</li> </ol>	<p>£51,446 <i>(revenue)</i></p>	<p>Increase in number of businesses support (40 p/a)</p> <p><i>Post also enables completion of outcomes from projects they are contract managing</i></p>	<p>Growth in the number of business networks</p> <p>Increased funding for business support</p> <p>Increased awareness of local, regional, and national business support offer</p>	<p>90% businesses fewer than 10 employees; need to exploit opportunities to support businesses, innovate, grow, become more resilient and better employers</p> <p>Desire to increase engagement between the council and local businesses</p> <p><b>Economic Plan:</b></p>

<p>c) 1:1 business support and advice to North Somerset's business community who engage with the council. This includes supporting businesses to navigate council services, identify funding and growth opportunities, fill recruitment and skills gaps and engage with wider networks and peer to peer support.</p> <p>d) Rural England Prosperity Fund capital business grants support (there is no Management &amp; Administration funding provided with REPF)</p> <p>e) Occupancy Grants contract management Organisation and delivery of <i>Explore North Somerset</i> events – providing networking, business advice, and signposting to support organisations for businesses engaged in the visitor economy</p>			<p>Reduced barriers to business growth</p>	<ul style="list-style-type: none"> <li>Targeted support to improve and diversify the visitor economy</li> <li>Deliver sustainable economic activity to benefit local employment, businesses, and communities</li> </ul> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>An attractive and vibrant place for business investment and sustainable growth</li> <li>Collaborate with partners to deliver the best outcomes</li> </ul>
<p><b><u>Business decarbonisation support</u></b></p> <p>The project is distributing a minimum of 8 grants to local enterprises, to enable them to reduce the amount of CO2 they emit.</p> <p>Expressions of Interest (EOI) forms are completed by relevant businesses in the area. These are reviewed for suitability and successful businesses receive a free decarbonisation study (provided by Future Leap). These surveys verify what decarbonisation works would be best suited to them and have the most impact on emissions.</p> <p>Capital grants (up to a value of £30,000 each depending on the results of the decarbonisation study) are distributed to action the results of these studies. This results in reduced emissions for the businesses and increase their sustainability including aiding the businesses with the cost of living.</p>	<p>£7,000 (revenue)</p> <p>£200,053 (capital)</p>	<p>Reduction in CO2e emissions from supported businesses (120 tonnes CO2e over the course of the programme)</p>	<p>Reduced energy costs for supported businesses</p> <p>Increased business growth and sustainability from reduced costs</p>	<p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>Be a carbon neutral council and area by 2030</li> </ul> <p><b>Economic Plan:</b></p> <ul style="list-style-type: none"> <li>Energy efficiency and carbon reductions in buildings</li> </ul> <p><b>Climate Emergency Action Plan:</b> Support NS businesses to reduce carbon emissions</p>

<p><b><u>Occupancy Grants</u></b></p> <p>A grant programme with associated business support for organisations operating from or wanting to operate from our town centres. The town centre occupancy grants and support project will be a blend of targeted retail business support and grants.</p> <p>The objective of the programme is to utilise targeted business support and capital grants to support existing town centre organisations to remain in their units and encourage new occupiers into vacant units.</p>	<p>£75,000 (<i>capital</i>)</p>	<p>Vacant units filled (TBC)</p> <p>Improved business sustainability (TBC)</p>	<p><i>Wider outcomes to be confirmed</i></p>	<p>Vacancy rates inequality – WSM (20%) and Nailsea (15%) the highest (as of Q3 2022/23)</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>An attractive and vibrant place for business investment and sustainable growth</li> </ul> <p><b>Economic Plan:</b> Encourage our town centres to become thriving places</p>
<p><b><u>Growth Hub</u></b></p> <p>Buy-in to the West of England Growth Hub core service. This service is the region’s dedicated business support service, providing tailored support, expert guidance and access to finance, and support programmes to small and medium-sized businesses (SMEs) across all the four unitary authorities.</p> <p>Services include:</p> <ol style="list-style-type: none"> <li>full access to the core triage and diagnostics service with referrals through to national, regional and local support opportunities.</li> <li>Business Advisory Boards</li> <li>Good Employment Charter</li> <li>Workforce for the Future</li> <li>Intellectual Property IAG</li> <li>Thrive West</li> </ol>	<p>£75,000 (<i>revenue</i>)</p>	<p>Increased number of businesses with improved productivity (50 p/a)</p>	<p>Increased awareness and access to business support offer at local, regional, and national level</p> <p>Improved business resilience</p>	<p>90% businesses fewer than 10 employees; need to exploit opportunities to support businesses, innovate, grow, become more resilient and better employers</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>An attractive and vibrant place for business investment and sustainable growth</li> <li>Collaborate with partners to deliver the best outcomes</li> </ul> <p><b>Economic Plan:</b></p> <ul style="list-style-type: none"> <li>Regional partnerships to ensure maximum economic benefits</li> </ul> <p><b>Employment and Skills Strategy:</b> Creating the conditions which enable businesses to attract and keep the talent they need</p>
<p><b><u>Visitor Economy Support</u></b></p>	<p>£25,000 (<i>revenue</i>)</p>	<p>Increase in number of local attractions</p>	<p>Increased visitor numbers to members</p>	<p><b>Visitor Economy Action Plan:</b></p>

<p>Continued buy-in to the Visit West LVEP, promoting North Somerset as a destination. It ensures North Somerset businesses benefit from other improvements to our visitor economy (LUF projects, pier to pier etc) and visitor economy investments are promoted and marketed at the regional, national and international level.</p> <p>Services include:</p> <ul style="list-style-type: none"> <li>a) Business support to existing members of Visit West</li> <li>b) Recruitment of new members in North Somerset</li> <li>c) Local business input into Business Strategy workshop</li> <li>d) Workshops and events for members and non-members on visitor economy industry themes</li> </ul> <p>Attendance and delivery of themed sessions at <i>Explore North Somerset</i> events</p>		<p>perceived favourably (20 p/a)</p>	<p>Increased income for members</p>	<ul style="list-style-type: none"> <li>• Increase visibility of North Somerset as a destination and what it has to offer</li> <li>• Increase value of the visitor economy sector in North Somerset</li> </ul> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>• A great place for people to live, work and visit</li> </ul> <p>An attractive and vibrant place for business investment and sustainable growth</p>
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**People and Skills**

Project	Allocation	UKSPF outcomes	Wider outcomes	Evidence of need and corporate priorities
<p><b><u>EET Participation Officer (Care Leaver Support)</u></b></p> <p>Support for young people who are Care Leavers into sustainable education, employment, and training (EET). Providing advice and guidance on all aspects of education, employment and training for Care Leavers working within a referral-based system and producing Assessment of Needs and thorough EET Progression Plans.</p> <p>The postholder develops strong links with partner organisations including Job Centre Plus Colleges, Training Providers, other relevant agencies and local businesses.</p> <p>They are supported by the UKSPF Employment &amp; Skills Officer, who delivers face to face outreach to businesses and employment organisations to ensure opportunities are generated.</p>	<p>£19,631 <i>(revenue)</i></p>	<p>Increased employability for residents through the development of interpersonal skills (200 – wider programme target)</p>	<p>Care leavers supported into employment</p>	<p>NS worse than national average for care leavers accessing EET opportunities.</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>• An approach which enables young people and adults to lead independent and fulfilling lives</li> <li>• A focus on tackling inequalities, improving outcomes</li> <li>• Collaborate with partners to deliver the best outcomes</li> </ul> <p><b>Employment &amp; Skills Strategy:</b></p> <ul style="list-style-type: none"> <li>• Empower young people to achieve their potential</li> <li>• Into work support for those with barriers to employment and reducing inequalities</li> </ul> <p><b>Corporate Parenting Strategy:</b></p> <ul style="list-style-type: none"> <li>• Ensure young care leavers are supported through education and employment</li> </ul> <p>Support care leavers to transition to independent living</p>
<p><b><u>Employment and Skills Officer</u></b></p> <p>This post has a number of functions within UKSPF:</p> <p>a) Vital link between the EET Officer’s care leaver support work and the local business community to facilitate employment and training opportunities for care leavers. This</p>	<p>£51,446 <i>(revenue)</i></p>	<p>Increased employability for residents through the development of interpersonal skills (200 – wider programme target)</p>	<p>Jobs created by supported businesses</p> <p>Increased business sustainability</p>	<p>NS worse than national average for those over 16 wanting a job yet unemployed/ economically inactive</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>• An approach which enables young people and adults to</li> </ul>

<p>includes promotion and support of the scheme and working directly with businesses to advise and enable them to take on care leavers in a meaningful and sustainable way, to increase the businesses' capacity and to make positive contributions to the wider community.</p> <p>b) Additional work providing advice and guidance to local organisations and businesses to enable them to take on non-care leavers into employment and signposting them to local employment and skills advice and support tailored to their needs.</p> <p>c) Contract management of Broadway Lodge's <i>Aftercare Service</i></p> <p>d) Planning, preparation and contract management for commissioned Year 3 People and Skills projects (outlined below)</p> <p>e) Set up, mobilisation, and support for in-house Year 3 People &amp; Skills projects</p> <p>f) Overall employment and skills engagement and relationship building with the local community</p>		<p>Residents gaining qualifications, licences and skills (80 – wider programme target)</p>	<p>Increased funding for employment and skills opportunities</p> <p>Local businesses have more awareness of local support offer</p>	<p>lead independent and fulfilling lives</p> <ul style="list-style-type: none"> <li>• A focus on tackling inequalities, improving outcomes</li> <li>• Collaborate with partners to deliver the best outcomes</li> <li>• Engage with and empower our communities</li> </ul> <p><b>Employment &amp; Skills Strategy:</b></p> <ul style="list-style-type: none"> <li>• Into work support for those with barriers to employment and reducing inequalities</li> </ul> <p>Create the conditions which enable businesses to attract and keep the talent they need</p>
<p><b><u>Opportunity North Somerset</u></b></p> <p>Aligning with the WECA Skills Connect Initiative to create a “shop window” for employment and skills support and advice available to residents and businesses in North Somerset, Opportunity North Somerset helps residents to access the skills ecosystem. It will help residents to identify clear pathways of support, and increasing engagement onto employment and skills programmes.</p> <p>ONS will provide a one front door <b>impartial</b> approach and help people navigate to the best</p>	<p>£104,330 (revenue)</p>	<p>Increased employability for residents through the development of interpersonal skills (200 – wider programme target)</p> <p>Reduced structural barriers into employment and skills provision (50 programme target)</p>	<p>Greater numbers engaging with the skills system</p> <p>Greater numbers engaging with the education system</p> <p>Increased levels of digital inclusion</p>	<p>NS worse than national average for those over 16 wanting a job yet unemployed/ economically inactive</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>• Partnerships which enhance skills, learning and employment opportunities</li> </ul> <p><b>Employment and Skills Strategy:</b></p> <ul style="list-style-type: none"> <li>• Address under-employment and low pay, and facilitate progression pathways</li> </ul>

<p>support possible. The support will be delivered in the heart of communities using community locations to ensure support is accessible to all and is supported by DWP and our Job Centre's</p> <p>Opportunity North Somerset will be a multi-partnership delivery model that builds on existing strengths and relationships and uses partners' expertise in specific areas to enhance local employment and skills offer.</p>		<p>Residents completing skills courses following support (50 – wider programme target)</p>		<ul style="list-style-type: none"> <li>Develop the workforce skills for jobs in emerging sectors and fill skills gaps</li> </ul> <p><b>Economic Plan:</b> Create work opportunities, training and upskilling support</p>
<p><b><u>Employment support for those with multiple barriers</u></b></p> <p>This commissioned contract will comprise three elements:</p> <ul style="list-style-type: none"> <li>NEET Employment Support: High intensity employment support for young people aged 16 – 24 who are not in employment, education, or training.</li> <li>Back to work support for all adults: We have identified that the loss of the West of England Works programme is impacting on those who need high intensity and often 1/1 support. Historically this programme delivered by Team North Somerset has delivered strong outcomes for our region in our region. A collaboration with key partners will collaboration those furthest away from the labour market to progress and achieve employment, training, or a volunteering outcome.</li> <li>In-work progression: Work with residents and employers to identify clear progression routes and the support available to enable people to increase their working hours and increased earnings. This provision will also work closely with employers to understand</li> </ul>	<p>£315,030 (revenue)</p>	<p>Increased employability for residents through the development of interpersonal skills (200 – wider programme target)</p> <p>Reduced structural barriers into employment and skills provision (50 - wider programme target)</p> <p>Residents gaining qualifications, licences and skills (80 – wider programme target)</p> <p>Residents completing skills courses following support (50 – wider programme target)</p>	<p>Increased levels of digital inclusion</p> <p>Improved employee wellbeing</p> <p>Increased business and organisational sustainability, inclusivity and productivity</p> <p>Reduction in pay gap for Equality Act groups</p> <p>Increase in green skills courses uptake</p>	<p>NS full-time employee median wage under 70% of national figure</p> <p>Geographical inequalities for earnings</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>Partnerships which enhance skills, learning and employment opportunities</li> </ul> <p><b>Employment and Skills Strategy:</b></p> <ul style="list-style-type: none"> <li>Address under-employment and low pay, and facilitate progression pathways</li> <li>Develop the workforce skills for jobs in emerging sectors and fill skills gaps</li> </ul> <p><b>Economic Plan:</b> Create work opportunities, training and upskilling support</p>



<p>opportunities for increasing skills in the workforce which will increase productivity and growth.</p>				
<p><b><u>Commissioned employment support packages</u></b></p> <p>There will be a series of commissioned employment support packages. These include:</p> <ol style="list-style-type: none"> <li>a) Employment support for SEND residents</li> <li>b) Targeted mental health employment support</li> <li>c) Employment support for women returners</li> <li>d) Continuation of Broadway Lodge's <i>Aftercare Service</i> – supporting recovering addicts to develop employment skills</li> </ol> <p>This work acts as a means of continuing various support packages previously provided in North Somerset through the West of England Works programme, which impacted on those needing high-intensity and 1-1 support.</p> <p>We are aiming to continue existing provision where possible (ensuring collaboration with key partners) and avoid duplication or provide an enhanced local offer of existing regional schemes.</p> <p>All services will be required to have Green Skills as a cross cutting theme throughout IAG and delivery, raising the awareness of both existing training opportunities and the skills required for forthcoming opportunities.</p>	<p>£259,999 (revenue)</p>	<p>Increased employability for residents through the development of interpersonal skills (200 – wider programme target)</p> <p>No. of people experiencing reduced structural barriers into employment and skills (50 – wider programme target)</p> <p>Reduced structural barriers into employment and skills provision (50 programme target)</p> <p>Residents gaining qualifications, licences and skills (80 – wider programme target)</p>	<p>Increased levels of digital inclusion</p> <p>Increased business and organisational sustainability, inclusivity and productivity</p> <p>Reduction in employment and pay gap for Equality Act groups</p>	<p>NS worse than national average for those over 16 wanting a job yet unemployed/ economically inactive</p> <p>NS worse than national average for gender pay gap.</p> <p>Geographical inequalities for earnings</p> <p><b>Corporate Plan:</b></p> <ul style="list-style-type: none"> <li>• Partnerships which enhance skills, learning and employment opportunities</li> </ul> <p><b>Employment and Skills Strategy:</b></p> <ul style="list-style-type: none"> <li>• Address under-employment and low pay, and facilitate progression pathways</li> <li>• Develop the workforce skills for jobs in emerging sectors and fill skills gaps</li> <li>• Empower young people to achieve their potential</li> </ul> <p><b>Economic Plan:</b></p> <ul style="list-style-type: none"> <li>• Create work opportunities, training and upskilling support</li> </ul> <p>Grow the green economy and work with residents to access skills to support the sector</p>

## **Appendix 2 – UKSPF EDI Charter**

### **UK Shared Prosperity Fund: Equality, Diversity and Inclusion (EDI) Charter**

#### **Introduction**

The UK Shared Prosperity Fund is a central part of the government's mission to level up the entire United Kingdom, including overcoming deep-seated inequalities.

North Somerset Council (NSC) is the Lead Local Authority for delivery of UKSPF in North Somerset. As a public body, we are subject to the [Public Sector Equality Duty](#) and the [Equality Act 2010](#) in all our decision-making and are required to ensure we meet these obligations when taking decisions on UKSPF. As Lead Local Authority, this also means we hold responsibility for ensuring our UKSPF delivery partners and contractors uphold these standards.

This UKSPF EDI Charter outlines our commitments to ensuring everyone has an equal chance to benefit from relevant UKSPF projects and support, and all those involved in UKSPF delivery feel able to work free from prejudice, discrimination, bullying, intimidation, and harassment.

#### **Commitments**

##### **We commit to:**

1. Develop and deliver a programme which strives to meet the diverse needs of our residents and is accessible to people from all backgrounds.
2. Ensure that no resident eligible for participation in a UKSPF project is turned away or receives an inferior service on the basis of age, disability, race or racial group, religion, sex, gender identity, marital status, pregnancy and maternity, or sexual orientation.
3. Procure goods and services only from organisations which are actively aware of their responsibilities under the Equality Act and apply it to their work, and ensure they continue to meet these responsibilities when delivering UKSPF projects.
4. Recruit UKSPF delivery staff in line with the Equality Act and go beyond standard EDI statements in job adverts to encourage the recruitment of people with a genuine appreciation and commitment to putting equality, diversity, and inclusion into practice.
5. Ensure our UKSPF publicity and communications can reach as wide an eligible audience as possible and do not knowingly exclude members of our diverse communities.
6. Actively pursue relevant training opportunities to help us deliver UKSPF in a way which is accessible to all.
7. Maintain a working environment which promotes dignity and respect for all, and which does not tolerate prejudice, discrimination, bullying, intimidation, and harassment.
8. Support and encourage each other to fulfil our commitments in this Charter.

## Monitoring

To ensure continued adherence to the commitments in this Charter, the UKSPF Programme Manager will incorporate EDI considerations into any desk audits undertaken. Furthermore, the evaluation of the programme will include a focus on how well the programme has promoted EDI and what improvements can be taken forward to future programmes.

## Processes for reporting EDI violations

### *North Somerset Council Staff*

1. In the first instance, if you feel the principles and commitments of this Charter are being violated, concerns should be raised to the **UKSPF Programme Manager**.
2. If the UKSPF Programme Manager thinks these matters should be escalated, or if you do not feel comfortable approaching them in the first instance, then concerns should be raised to **NSC's Head of Economy**.
3. If you or another member of staff feels prejudiced or discriminated against, or harassed, please refer to NSC's [Grievance Procedure](#).

### *External Delivery Partners*

1. If external partners feel the principles and commitments of this Charter are being violated, or if they want to raise a concern about a member of staff from NSC, you should tell them to approach the **UKSPF Programme Manager** in the first instance. If the UKSPF Programme Manager thinks these matters should be escalated, or if they do not feel comfortable approaching them in the first instance, then concerns should be raised to **NSC's Head of Economy**.
2. If a member of an organisation's staff feels prejudiced or discriminated against, or harassed, they should refer to their own organisation's policies and procedures.

UKSPF Programme Manager - Luke Johnson ([luke.johnson@n-somerset.gov.uk](mailto:luke.johnson@n-somerset.gov.uk))

NSC Head of Economy – Jane Harrison ([jane.harrison@n-somerset.gov.uk](mailto:jane.harrison@n-somerset.gov.uk))

## Relevant documentation

[Public Sector Equality Duty](#)

[Equality Act 2010](#)

[North Somerset Council Equality Policy](#)

[Equality Act Guidance](#)

[North Somerset Council Grievance Procedure](#)

## Available training

CPD: Fair For All

CPD: Inclusive Leadership Development – Focus on Race Equality

### Appendix 3 – Consultation details

The first table outlines the organisations consulted during the development of the UKSPF Investment Plan in 2022.

Council	Boards / Groups	External	Strategies
<ul style="list-style-type: none"> <li>Executive Elected Members</li> <li>Libraries</li> <li>Community &amp; Environment</li> <li>Placemaking &amp; Development</li> <li>Economic Development</li> <li>Policy &amp; Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>North Somerset Partnership Board</li> <li>NSC Economic Steering Group</li> <li>NSC Employment &amp; Skills Taskforce</li> <li>North Somerset Wellbeing Collective Board</li> <li>CRF Community Hubs delivery partners</li> </ul>	<ul style="list-style-type: none"> <li>Weston College</li> <li>Voluntary Action North Somerset (VANS)</li> <li>North Somerset Enterprise Agency (<i>the hive</i>)</li> <li>Citizens Advice Bureau</li> <li>The Stables</li> <li>Culture Weston</li> <li>Age Diversity Forum</li> <li>CURO Group</li> <li>Department for Work and Pensions</li> <li>Local MPs</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Strategy</li> <li>Economic Plan</li> <li>Health &amp; Wellbeing Strategy</li> <li>Employment &amp; Skills Strategy</li> <li>Empowering Communities Strategy</li> <li>Green Infrastructure Plan</li> <li>Placemaking Strategy</li> <li>Inward Investment Vision</li> <li>J21 Vision</li> <li>Creative Industries Plan</li> <li>Visitor Economic Action Plan</li> </ul>

The second table outlines the consultation process for the Year 3 budget, as covered by this Executive Report:

Engagement	With whom?	Date
UKSPF programme recap and discussion of Year 3 budget plans	Executive Member for Spatial Planning, Placemaking and Economy	24/05/2023
UKSPF programme recap and discussion of Year 3 budget plans	Deputy Leader of the Council and Executive Member for Children's Services, Families, and Life-long Learning	01/06/2023
Discussion of proposed Year 3 budget	Corporate Leadership Team	07/06/2023
UKSPF programme recap and discussion of proposed Year 3 budget	North Somerset Economic Steering Group	15/06/2023
UKSPF programme recap and discussion of proposed Year 3 budget	Informal CLT/Exec	22/06/2023
Discussion of proposed Year 3 budget	UKSPF Leadership Group	06/07/2023
Year 3 budget content presentation and feedback	North Somerset Partnership	18/07/2023
Executive Report (including Year 3 budget) review and sign-off	Finance Business Partner (Place)	WC 24/07/2023

Executive Report (including Year 3 budget) engagement and feedback	Formal Place Scrutiny Panel	31/07/2023
Executive Report (including Year 3 budget) review and sign-off	Director of Place	WC 31/07/2023
Executive Report (including Year 3 budget) review and sign-off	Executive Member for Spatial Planning, Placemaking and Economy	WC 31/07/2023
Executive Report (including Year 3 budget) review and sign-off	S151 Officer	10/08/2023
Executive Report (including Year 3 budget) review and sign-off	Formal CLT/Exec	17/08/2023
Executive Report (including Year 3 budget) review and sign-off	Executive	06/09/2023