

Policy & Resources (Recovery) Sub-Committee

Date: **3 March 2021**

Time: **5.15pm**

Venue **Virtual**

Note: in response to current Government Regulations this meeting is being held as a virtual meeting for councillors and accessible via Skype. Public speaking and engagement opportunities will be made available.

The meeting will also be webcast live to the internet.

Members: **Councillors:** Mac Cafferty (Chair), Gibson, Miller, Platts and Yates

Contact: **Lisa Johnson**
Democratic Services Manager
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AGENDA

35 PROCEDURAL MATTERS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public. A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

36 MINUTES

7 - 14

To approve the minutes of the last meeting held on the 6 January 2021 (copy attached).

37 CHAIR'S COMMUNICATIONS

38 PUBLIC INVOLVEMENT

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public;
- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on the 25 February 2021;
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on the 25 February 2021.

39 MEMBER INVOLVEMENT

15 - 18

To consider the following matters raised by councillors:

- (a) **Petitions:** to receive any petitions submitted to the full Council or at the meeting itself;
- (b) **Written Questions:** to consider any written questions;
- (c) **Letters:** to consider any letters;
 - (i) Cllr Platts – Build Back Better Campaign
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Council or submitted directly to the Committee.

40 COVID-19 RECOVERY & RENEWAL PROGRAMME UPDATE

19 - 26

Report of the Executive Director Economy, Environment and Culture (copy attached)

Contact Officer: Julie Nichols
Ward Affected: All Wards

Tel: 01273 291304

41 EMPLOYMENT AND SKILLS UPDATE AND CITY EMPLOYMENT SKILLS (RECOVERY) PLAN 2021-2023

27 - 70

Report of the Executive Director Families, Children & Learning (copy attached)

Contact Officer: Carla Butler
Ward Affected: All Wards

Tel: 01272 291281

42 RECOVERY UPDATE: FOOD

71 - 84

Report of the Executive Director Families Children & Learning (copy attached)

Contact Officer: Max Woodford
Ward Affected: All Wards

Tel: 012773
291666

43 RECOVERY UPDATE: ECONOMY

85 - 116

Report of the Executive Director Economy, Environment & Culture (copy attached)

Contact Officer: Max Woodford

*Tel: 012773
291666*

Ward Affected: All Wards

PART TWO

44 PART TWO PROCEEDINGS

To consider whether the items listed in Part Two of the agenda and decisions thereon should remain exempt from disclosure to the press and public.

ACCESS NOTICE

In response to the current situation with Covid-19 and the easing of Regulations, this Committee meeting will be held virtually via Skype and web cast simultaneously.

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fourth working day before the meeting.

For those members of the public wishing to actively take part in the meeting a link will be emailed so that they can join the meeting.

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

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FURTHER INFORMATION

For further details and general enquiries about this meeting contact Mark Wall, (01273 291006, email mark.wall@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

Date of Publication - Tuesday, 23 February 2021

BRIGHTON & HOVE CITY COUNCIL
POLICY & RESOURCES (RECOVERY) SUB-COMMITTEE

4.00pm 6 JANUARY 2021

HOVE TOWN HALL - COUNCIL CHAMBER

MINUTES

Present: Councillor Mac Cafferty (Chair) Clare, Miller, Platts and Yates

PART ONE

27 PROCEDURAL MATTERS

(a) Declarations of Substitutes

27.1 Councillor Clare declared that they were attending the meeting as a substitute for Councillor Gibson.

(b) Declarations of Interests

27.2 There were no declarations of interests in matters appearing on the agenda.

(c) Exclusion of the Press and Public

27.3 There were no Part Two Items.

28 MINUTES

28.1 The Minutes of the meeting held on 9 September 2020 were agreed as a correct record.

29 CHAIR'S COMMUNICATIONS

29.1 The Chair provided the following communication:

First and foremost I want to wish everyone in the city a happy new year. While the festive period was very different for all of us, I hope you did find time to step back momentarily and spend time through technology with loved ones.

We are now in the third day of a new nationwide lockdown. The new Covid-19 strain is a cause for really serious concern we are worried that it will exacerbate the problems in the government response that many have already highlighted. Scientists advise it is up to 70% more transmissible. As of 29th December, our city's Covid-19 rate was more than 700% higher compared to when the November lockdown ended. This sharp increase in

cases is continuing.

We have moved quickly to understand the impact of this new strain. As a Council we will continue to support residents, especially those who are more vulnerable, businesses and in education, as we have done since the start. We have taken some urgent immediate steps since lockdown was announced Monday evening and I want to provide a quick update on the following:

Unfortunately our leisure centres and the museums are closed and we are in the process of closing our outdoor sports courts and skate parks as per government guidance

In our public spaces, we are refreshing our signage on social distancing to re-emphasise this message. We will put new banners in places where weather conditions allow them to remain. We will stencil the lower promenade. Given some concerns about crowds at the seafront, I also want to remind residents of the many wonderful open spaces and parks across our city available for exercise near people's homes.

As already approved by P&R committee, marshals are already in place and we plan now to also have four marshals patrolling the seafront and this can be increased if needed. Their role is supporting the police and providing advice on adhering to guidance. It is the police, not marshals, who are responsible for enforcement.

We remain in constant liaison with public health, officials and partners across our city including blue light services, our NHS and school leaders. Following the data on the sharp increase in cases across all ages - including among school-age children - councillors and those watching at home will be aware that local schools were advised to move to remote learning but are still open for vulnerable children and children of key workers only on Monday 4th.

The government u-turn on school closures has only reaffirmed our conviction that this was the right thing to do to help prevent transmission. We are now working to continue to support our schools and families in the city, as we remain concerned about government support- on free school meals, and provision of devices and wifi access. Anyone in need of urgent support is encouraged to contact the council's community hub online or phone 01273 293 117 which has various different options.

Despite the challenging times that we find ourselves in, reports on today's agenda show how we continue to ensure that we are preparing the city for recovery – whether it's through ensuring that we are deliver grants to businesses as quickly as we can, or supporting our brilliant arts and culture sector to recover

There is no denying the challenges facing our local businesses are immense. The government has now created a web of 7 different grant streams. We have moved to try to simplify this as best as we can: businesses here only need to use one form on our website to apply. City council teams are working hard to distribute funding and will get to grips with the latest announcement when guidance is provided. We have paid out £4.1m to over 3600 businesses to date and are continuing to respond to the various changes that are being made to the grants programme as we have moved from November

lockdown to Tier 2 to Tier 4 to current national lockdown.

We continue to work in partnership with the NHS to support the roll out of the vaccination programme. However, there is no one action that will be delivered across our population in time to fully put a stop to the scale of the crisis we face in the here and now.

We must think of the most vulnerable, stay at home, and only leave home for the reasons allowed.

These coming weeks will be the hardest we have faced yet, as we fight the more contagious B117 strain of the virus that is spreading fast, and I know we all are determined to support our communities as we have done throughout. It's also vital we support our council staff who may be affected by the virus. I know that it will be hard for all of us, both in our working and our personal lives. Thank you and stay safe.

30 PUBLIC INVOLVEMENT

30.1 The Chair noted that there were no public items for the current meeting.

31 MEMBER INVOLVEMENT

31.1 The Chair noted that there were no items raised by Members for the this meeting.

32 BRIGHTON AND HOVE: RECOVERY PLAN FOR CULTURE

32.1 The Sub-Committee considered the report of the Executive Director Economy Environment & Culture which provided an update on plans for recovery in the culture and creative sectors where the pandemic has had greatest impact. The Executive Director was accompanied by the Assistant Director Culture Tourism & Sport.

32.2 Councillor Platts referred to the Creative Worker Income Guarantee and asked for more information on how that was going as she was aware that many businesses relied on seasonal workers and asked how people could contribute. The Assistant Director Culture Tourism & Sport said that many people within the culture and creative sectors worked for themselves and they were being affected by the current pandemic, and they felt that their value to the economy was not being recognised. The conversations with them have primarily been to look at this as a research initiative as it will be a complex project and potentially quite expensive. The Council were looking at working with academic partners to make a joint application for research funding. This would be a long-term initiative, and it was important to meet with the research partners quite quickly with a view to making a bid in the next year.

32.3 Councillor Clare asked if it was anticipated that additional funding would be needed and was advised that the Council were hoping to attract funding for the plan and organisations across the City had been successful in doing that. The Cultural Recovery Fund opened today, and the Council would be holding a supporting training course for organisations, and additional funding sources were likely to be announced by the Government which the Authority would bid for. The Council would like to support the recovery plan but that would be budget based.

- 32.3 Councillor Miller referred to the five thematic strands and suggested that it would be useful to have more tangible recommendations with them. With regard to the Creative Worker Income Guarantee, he suggested it might be a distraction and the focus should be on tangible recommendations which would boost the cultural economy in the City. The Assistant Director Culture Tourism & Sport said that the pandemic had highlighted that small businesses or those who work for themselves had been the worst hit and so now was the time to look at the societal impact and benefit on them, and so it was right that this was part of the plan and the research programme.
- 32.4 Councillor Yates noted that the budget would be agreed in February 2021, but information on Government funding until after that, and so it would not be known how much money would be available when the budget was set. The Assistant Director Culture Tourism & Sport said the Government had provided a lot of money for businesses and it was expected that this would continue, and the Council wanted to be ready to bid for any future funding.
- 32.5 The Chair said that due to the lockdowns everything was taking longer than usual, but that did give the Council more time to be fully prepared to apply for any funding. He had discussed the funding with the other seven local leaders, at the Greater Brighton Economic Board and through the LEP.

32.6 RESOLVED: That the Sub-Committee –

- (i) Noted that the culture and creative sectors had been badly affected by the Pandemic for over nine months now, and normal activity levels were not expected to return until the second half of 2021;
- (ii) Noted the key aspects of the Recovery Plan for Culture as laid out in sections 3.4 and 3.5 of the report, which placed the regeneration of livelihoods for thousands of creative workers at centre of a series of projects over 2021 and 2022.

33 COVID-19 RECOVERY & RENEWAL UPDATE

- 33.1 The Committee considered the report of the Executive Director Economy Environment & Culture which provided an update on the progress of the Covid-19 Recovery & Renewal Programme.
- 33.2 The Committee were advised that since the report had been published there had been a number of updates. Under the Business Support Grants, there had now been over 3600 applications and £4.1m of grants paid to businesses. Under the 'Local Restrictions Grant Closed', from the 26 December this would now be the main on-going grant payment through national lockdown, for every four weeks we would be paying between £1,334 and £3,00 to eligible businesses. For the 'Local Restrictions Grants Open' this was now only applicable to the 24-day period between 2 December to 25 December and the Council were ensuring that those grants were awarded in the appropriate way. For the 'Additional Restrictions Grant', the Government announced yesterday that a further £594m nationally would be provided, and the Council were awaiting guidance on how we would receive. For the 'Christmas Support Payments', 185 applications had been received which were currently being processed. The Government had recently

announced an further one-off grant scheme which would pay an additional amount of between £4k to £9k to businesses.

- 33.3 Councillor Yates asked how businesses could check on the progress of their application. The Head of Revenues & Benefits said that there weren't the resources to provide a tracking system, but applicants would receive notification that their application had been received. Up to 19 December 2020 the applications were up to date, but there had been a high number of new applications over the Christmas period and they were being processed as quickly as possible. There was a generic email address economic.development@brighton-hove.gov.uk, which was on the application form and could be used. Officers were concentrating on processing the forms and getting the payments out, however if there were urgent issues Councillors could contact the Head of Revenues & Benefits directly.
- 33.4 Councillor Yates referred to post-Brexit recovery and asked whether there would be a replacement for the European Structural Fund as the Government had announced in November 2020 that there would be a UK Shared Prosperity Fund but that would not be rolled out until 2022. He asked if the LEP, or an alternative, would be able to bridge the gap. The Executive Director Economy Environment & Culture said that the Government hadn't yet announced details as to when the Shared Prosperity Fund may become available, but the Council were working with the LEP about their recovery plans for both the local area and nationally.
- 33.5 Councillor Platts referred to BAME businesses and asked if officers had been able to assess whether they had been able to make claims and how many of those businesses the Council was supporting. The Executive Director Economy Environment & Culture said that during the first round of grants the Council had looked at the impact on BAME businesses and how many had applied for grants and it was found that there was a proportionately lower take up. That data was then used for publishing the second round.
- 33.6 Councillor Platts noted that gyms had had to open and close a number of times and asked whether they were able to apply for any grants. The Head of Revenues & Benefits said that they should make an application for grants and officers would then assess what they may be entitled to.
- 33.7 Councillor Platts referred to the Tech Take Back scheme and how the refurbished laptops were being distributed. Councillor Clare said that since April 2700 laptops had been donated and the Council and schools were distributing them to children who were eligible for Free School Meals or had the support of a social worker, and it was expected that another 1000 laptops may become available. The Council had also spoken with schools to assess whether there was any difficulty with children having access to wifi at home and it was found that generally it wasn't a problem. Anyone who wanted to apply for a refurbished laptop should either contact Tech Take Back directly or contact the Families, Learning & Children directorate and officers would forward the request to the right place. The Chair noted that some telephone companies had spoken about looking at relaxing people's contracts to allow them to access more data and suggested that if that didn't happen that the Council should lobby them and would welcome cross party support to do that. Councillor Yates noted that there was provision for schools, local authorities and trusts to ask the providers to provide additional data access for those

didn't have wifi but did have access to other mobile devices, and there was an online form which could be completed and suggested that it would be useful to publicise that. Councillor Clare confirmed that that information had been passed to schools. Councillor Platts suggested that it would be useful to put the information on the Council's website.

- 33.8 Councillor Platts noted that the report referred to the potential for a green recovery and asked how the community could be involved in that. The Executive Director Economy Environment & Culture said that officers had been working to make sure that all the strategic plans were aligned. They had worked to ensure that the LEP's plan for recovery included 'build back greener' as well as 'smarter and stronger', and that the Greater Brighton plans reflected some of the opportunities around green recovery, so the plans for Coast to Capital level or Greater Brighton level or City level there would be a thread running through them on how we could ensure that we attracted investment to de-carbonise the economy and create jobs at the same time.
- 33.9 Councillor Platts asked how the Council could ensure community wealth building in the recovery. The Executive Director Economy Environment & Culture said that officers were looking at what specific aspects of our economy could improve social equality, and Brexit, Covid and the Climate Emergency had given an opportunity to look at new ways of doing things.
- 33.10 Councillor Miller asked if there was data on people who had moved from full-time to part-time work and were then having to claim universal credit. He referred to the Additional Restrictions Grant (ARG) and that £5.8m was awarded. He noted that first four weeks of the tier 2 period a further ARG had been allocated to provide a flat rate top up to the grant awards to each business for this period. This was an extra £2000 for businesses receiving LRSG (closed) or LRSG (sector) grant for this period and suggested that it was rather arbitrary to just top up some of the grant categories, and asked if it was not possible to encourage more businesses who may be eligible to apply. He asked if unsuccessful applicants were advised that they hadn't been successful. The Executive Director Economy Environment & Culture referred to the employment figures and said that it was likely that there had been a move to part time work, but due to furlough it was hard to assess the level but he would try and obtain the information for a future meeting. For the ARG, the approach was to maximise take-up and to maximise the number of businesses which could be helped and helped quickly. The amounts awarded were not huge and the extra amount was quite modest. Nationally there had been a lower take up of the ARG. With regard to unsuccessful claims, no one had yet been informed as the Council had so far only made provisional decisions to refuse and they would all be reviewed. New guidance was being issued by Central Government and some of the parameters for awarding grants were changing, so it was possible that on review some of those applications could be successful. The Council wanted to ensure as many businesses as possible were awarded grants.

33.11 Resolved - That the Sub-committee noted the progress update report.

34 PART TWO PROCEEDINGS

34.1 There were no Part Two items

The meeting concluded at 5.35pm

Signed

Chair

Dated this

day of



Councillor Nancy Platts
Labour Group Member for East Brighton Ward
C/o Hove Town Hall
Norton Road
Hove
BN3 3BQ

Dear Geoff,

I am submitting the following letter under Council Procedure Rule 23.3 to be included on the agenda for the Policy and Resources Recovery Sub-Committee meeting on 3rd March 2021.

It is clear that this decade will be defined by the choices made in response to economic and social fallout of the coronavirus pandemic, as well as the ongoing climate crisis.

The impact of Covid-19 on our city's economy has been profound. We know how tough this time is for our local businesses with many fighting to stay afloat and for people who have lost their jobs and are struggling to make ends meet.

The Covid-19 pandemic has also exposed deep flaws and inequalities within our society, but it has also shown that huge resources can be mobilised when the political will exists.

We have learnt through this global pandemic how much we can do for ourselves to help our families, our neighbours and others, and how desperately we need good public services. We understand how important it is to value our healthcare and other key workers, how it is possible to bring homeless people off the street and support those facing hardship. We know how enjoyable it is to have cleaner air, quieter streets, to walk in green spaces and to hear the birds sing.

As we start to recover from this health emergency, we have the chance to build on what we have learnt to create a safer, fairer, cleaner, greener and more sustainable city; a place in which everyone can make a living and enjoy life without facing discrimination; a place where people can afford to find a home, that celebrates the importance of nature and culture and understands the need to tackle the ever-worsening climate crisis.

Our society and our city needs a coronavirus recovery plan that doesn't just attempt to return us to 'normality', but a recovery plan that actually builds back better; a plan that protects public services, tackles inequality, provides secure well-paid jobs, improves quality of life and creates a more resilient economy which can combat the climate emergency.

The Labour Group of Councillors feel strongly that so far, the government's recovery plans are not enough to deliver the change our country and our city wants and needs.

The Build Back Better campaign urges¹ any coronavirus recovery plan be built on the principles of:

- Securing the health and needs of everyone in the UK now and into the future
- Protecting and investing in our public services
- Rebuilding society with a transformative Green New Deal – green jobs could be crucial for a sustainable, economic recovery and we want to see more of them here in Brighton & Hove
- Investing in people over big corporations
- Building solidarity and community across borders, ensuring our recovery leaves no-one behind

I hope committee members will agree with me that the key demands of the Build Back Better campaign are in line with many of the priorities put forward in both Labour and Green manifestos ahead of the last local elections, and with the priorities set out in the council's corporate plan.

I am calling on the Chair of the Recovery Sub-Committee and Leader of the Council, to endorse the Build Back Better campaign and commit to ensuring our city's economic recovery plans are aligned with the campaign's aims and principles.

Local Councillors play a vital role in understanding the impact of national policy on their communities. We are responsible for raising the voices of local people so they are heard in the Council and providing feedback to Whitehall and Westminster. To this end, will the Committee Chair join me in writing to the Secretary of State, to demand support for a national Build Back Better plan through comprehensive national policy reform, and to work with other councils and the LGA to advance the aims of the campaign?

I am also strongly of the belief that the debate around how we Build Back Better post-pandemic must not be had by Councillors alone – we need a city-wide debate that benefits from the contribution of ideas and initiatives from our residents. We are already seeing the positive impact of engaging with residents through the city's first ever Climate Assembly, and the online "Let's Talk Climate Change" hub which is gathering brilliant ideas from our residents. Will the Committee Chair ask officers to set up an online "Build Back Better" hub in the same vein, so that we can gather the thoughts and ideas of our residents on how to best recover from this pandemic?

Will the Committee Chair also invite the organisers of the Build Back Better campaign to run a session for Brighton & Hove City Councillors on what practical steps we as representatives can take to make the aims of the campaign a reality?

With the vaccine rollout well underway, there is light at the end of the tunnel, and we are all hopeful of overcoming this unprecedented pandemic. Whilst remaining vigilant

¹ [Build Back Better: The UK Coronavirus Recovery Campaign \(buildbackbetteruk.org\)](https://buildbackbetteruk.org)

in driving down Covid-19 transmission, we must also look ahead to how we plan to recover from this crisis and what kind of society we want to live in.

I want our communities to live in one that is built back better; one that protects public services, tackles inequality and combats the climate crisis, so I hope committee members will join me in lobbying government to embrace the aims of the Build Back Better campaign, and commit Brighton & Hove City Council to doing the same.

Best wishes

Councillor Nancy Platts

Subject:	Covid-19 Recovery & Renewal Programme Update		
Date of Meeting:	3 March 2021		
Report of:	Executive Director of Economy, Environment & Culture		
Contact Officer:	Name:	Julie Nichols, Corporate Portfolio Lead	Tel: 01273 291656
	Email:	julie.nichols@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The report provides an update on the progress of the Covid-19 Recovery & Renewal Programme, following a previous update to the Policy & Resources Committee on 3 December 2020.
- 1.2 It should be noted that the report provides an update on progress to early/mid February and given the fast moving nature of the pandemic, aspects of the report may have been superseded by events by the date of the committee meeting.

2. RECOMMENDATIONS:

- 2.1 That the committee notes this progress update report.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The Recovery & Renewal Programme was established in May 2020 to help prepare and steer the council and city through the transition from emergency response to the Covid-19 pandemic towards recovery. The programme seeks opportunities for the city to emerge from the pandemic as a healthier, equitable and more sustainable place to live, work and visit.
- 3.2 Circumstances with regard to the pandemic have shifted throughout this period and again, significantly over Christmas and since the New Year. Whilst the focus on recovery is being maintained, it is being managed alongside emergency response to the pandemic and throughout the recent lockdowns. Since the initiation of the Recovery & Renewal programme, its working groups have been working on both response and recovery. In recognition of the recent escalation in Covid-19 cases and the third lockdown, the Food, Vulnerable People and Welfare Reform & Financial Hardship working groups are only able to focus upon emergency response, and therefore, do not form part of this recovery update (there is, however, a separate report on food being presented to this committee).
- 3.3 All other working groups continue to balance recovery and response but the Recovery & Renewal programme has reduced its requirements on them in terms of reporting and meetings during January to March. The programme's Senior

Responsible Owner (SRO) and Programme Manager are, however, maintaining contact with the working group leads during this time to keep track of progress and pick up on any issues. The position and scope of the programme will be reviewed in March 2021.

3.4 The following are updates from the working groups currently able to focus upon some, if not all, aspects of recovery:

3.5 **Children & Young People**

The Children & Young People working group continues to meet fortnightly. Recent meetings have been more response focused, for example, offering partners the opportunity to update each other on activities, escalate urgent matters and discuss anything that needs to be worked on collaboratively. The working group has proved to be a productive working arrangement and is providing a solid foundation for future work.

There are three upcoming themed discussions in the group that will form some areas of focus of its activity going forward and these link from emergency response through to recovery: mental health of children (immediate issues and the longer term impact of the pandemic), disadvantaged families within the city and employment and skills. These discussions will involve inviting relevant guests and colleagues from other working groups to join the meeting, considering latest feedback from the services and reflecting on lessons learned for this area so far in the pandemic. The discussions are likely to lead to a series of actions for partners to take forward.

3.6 **Crime & Community Cohesion**

The updated [Community Safety & Crime Reduction Strategy 2020-23](#) was agreed by Full Council in July 2020. There is a strategic assessment of the Strategy and its action plans each year to check they are still relevant and fit for purpose, as they run to three year cycles. Recovery from the Covid-19 pandemic is an integral part of the Strategy and its action plans. The Tourism, Equalities, Communities & Culture Committee review the Strategy and action plans annually, alongside the work the council is doing in partnership to address its key aspects, which include community cohesion, exploitation and domestic abuse.

A [briefing note](#) was prepared for Full Council in July regarding, for example, increases in domestic abuse and attacks on public sector staff. The Community Safety Partnership Board meets quarterly with Covid recovery as a standing item. A review of the Community Safety Strategy's action plans is presented to each meeting, alongside data from the Police to highlight potential areas of concern.

A Community Tensions Meeting has been established; this was initially set up in relation to the potential impact of Brexit but now includes the impact of the pandemic. There are no major issues and the council, Police and other partners are not reporting particular concerns. There is some reporting by residents regarding the behaviour of their neighbours but this is being picked up as part of usual council activity, for example, as part of noise complaint response. There have been a few reports regarding businesses not complying with restrictions but

again, this is being picked up by usual enforcement work. Any anti-Covid and lockdown protests are being addressed via emergency response in liaison with the Police.

3.7 Customers

The Customer Experience Steering Group is currently focusing on two main issues – consistency of customer service provision and vulnerability/equalities. Individual service responses since the outset of the pandemic mean there is no longer a consistent customer offer across the council. There are service by service differences in terms of access and response via the telephone, digitally and in person via the Customer Service Centres. There is also the need to ensure that vulnerable customers and those who are unable to interact with the council digitally are still able to contact the organisation when required.

The Customer Experience Steering Group has initiated an accessibility review of potential customer access models for the council and for each, will identify which customers may be adversely affected by the proposal and how to mitigate those impacts. The review will include consideration of face to face customer service delivery and of the council's telephone Switchboard offer (Switchboard staff are currently helping customers to access digital solutions). It will consider all significant telephone customer access points, and whether these should be consolidated either virtually or structurally. A customer satisfaction survey will be conducted, which will seek customer views on the issue.

The Customer Experience Steering Group and Customer Experience Ambassadors will be fully engaged in developing future options and recommendations, and the capacity of frontline and support staff to engage with and implement any proposed solutions will be fully considered. Equalities implications will be at the heart of developing future solutions, including digital inclusion. Alongside the review, the council continues to strengthen its digital offer to customers and work is underway on core products, such as the main website, MyAccount functionality, Customer Index/Customer Viewer and Contact Management solution.

3.8 Employment & Skills

Confirmation is awaited from the Department for Works & Pensions (DWP) regarding the council's application for a physical and virtual Employment Hub. A City Employment & Skills Recovery Plan has been drafted, containing nine objectives which will form the focus of recovery. Positive feedback on the Plan has been received by the Adult Learning & Skills Partnership, who will play an integral part in its delivery.

The Employment & Skills working group continues to meet, and terms of reference and a project plan are being drafted. The council has just appointed an Adult Learning Manager which should assist with capacity within the Employment and Skills team. The Employment & Skills working group are linking with other local authorities, where possible, to ensure a common understanding regarding city and regional developments, to avoid duplication. There is a good working relationship with the DWP. A detailed report regarding Employment & Skills,

including the City Employment & Skills Plan, forms a separate item for this committee meeting.

3.9 Events & Economy

The Events & Economy working group continues to focus on both the emergency response to the pandemic and on recovery plans. The group continues to distribute current grants to sustain businesses and [a report](#) was agreed by the Policy & Resources Urgency Sub-committee on 4 February regarding the council's discretionary powers to distribute the latest grant. The group is mindful that it may well have more grants to manage in the future. The working group is also taking a longer term view regarding visitor economy and retail recovery and is developing plans for the utilisation of the Reopening the High Street Safely funding. It is also trying to predict and prepare for reopening following lockdown from March 2021, with the ongoing challenge of needing to respond at short notice to guidance from central government and manage public safety.

The working group is looking at recovery via the city's visitor economy and creative sectors in the knowledge that preparations will be needed for as soon as lockdown is lifted and throughout 2021/22. An ambitious outdoor events programme is planned for the city over the second half of the year and the Festivals programme is still intact. A separate report regarding the city's economic recovery is being presented to this committee meeting.

3.10 Homelessness & Housing

The Homelessness & Housing working group continue to support the housing of a significant number of rough sleepers. While many have been moved on to more suitable and sustainable accommodation (and targets met relating to funding conditions), the Policy & Resources Committee commitment to maintain the Everyone In offer to rough sleepers and those at risk of rough sleeping is keeping the number of individuals being accommodated and supported high. The Housing Committee received [a report on 20 January 2021](#) providing an update on the Next Steps Accommodation Programme (NSAP) and associated funding, and highlighting current year budget pressures, which are likely to extend throughout 2021/22 and have been flagged corporately.

Discussions will continue with central government regarding potential capital funding for homes for those with more complex needs. Over the coming months, in addition to the ongoing commitment to support rough sleepers, there are concerns regarding the council's statutory homelessness responsibilities with the end of the moratorium on private sector evictions, the end of furlough and subsequent family breakdowns. The Homelessness & Housing working group continue to meet weekly to monitor and respond to the situation.

3.11 Procurement

The Procurement Team have been involved in two main activities in relation to Covid: Personal Protective Equipment (PPE) and supplier relief negotiations. The Brighton Centre is very well stocked with PPE and there is now no further procurement activity. The team are supporting three supplier relief negotiations and guiding providers through the grants process. Firstly, providers of home to

school transport are facing a reduction in income due to school closures (for example, taxi drivers who are self-employed and not eligible for furlough) and the council is passing on central government funding for the service so they remain in business. Secondly, public transport providers, again to supplement lost income. Thirdly, leisure centres whose requirement to pay income to the council has been significantly reduced. In terms of social care contracts, a number were deferred because of Covid but it is expected these tendering processes will be back on track during March to June 2021. There are no reports of any issues with regard to the council's supply chain as a result of the pandemic.

3.12 Ways of Working

The Ways of Working group had started to plan for the council's recovery from the pandemic in terms of its staff, council buildings and technological infrastructure. An engagement exercise is being planned to help shape what the organisation will look like in the future. It will consider, for example, what has worked well since the start of pandemic, what lessons have been learned, and what service users and customers want for the future, and how the employment offer might be improved based upon more choice of ways of working for staff. Feedback from the exercise will enable plans to be developed, supported by a Workstyles accommodation strategy and digital/IT strategy. The exercise was due to commence in January and run to March but in light of the current lockdown, this will now commence in February and run to April. An awayday has been held with the Executive Leadership Team in January to understand the key drivers and principles to inform the planning, and a second workshop will be held in February.

The primary focus for the Ways of Working group in recent weeks has been around the health and well-being of staff. A range of information, advice and guidance has been issued to staff, and the focus may now need to shift to ensuring this is reaching staff and they are accessing the support that they need. The Ways of Working group will be liaising with staff and managers to understand specific issues and how they can most appropriately be addressed.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 As the democratic body of the city, the council has a role in leading the governance and delivery of the recovery phase of the pandemic. The consequences of this public health crisis force the city to respond in ways that are different from what has been considered normal. The recovery programme is designed to ensure that the city is able to respond in an agile way as it transitions through different phases of the pandemic and moves in and out of response.
- 4.2 The pandemic represents an unprecedented challenge for Brighton & Hove and a major shock to the city's economy and communities. It also presents the city with an opportunity to shape its future. The recovery programme is designed to provide the governance structure for initiating and organising a series of coordinated, multi-agency actions during the recovery stage(s) following the pandemic affecting the communities and/or environment of Brighton & Hove. Those leading Recovery & Renewal are working closely with colleagues supporting outbreak control and emergency response to ensure approaches are co-ordinated.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The programme is engaging with the city's partnerships and governing bodies, and the Community & Voluntary Sector (CVS) as part of the recovery process. The city's partnerships have been consulted as part of the programme's initiation via a scenario planning exercise where they were asked to consider the implications of the pandemic on their sectors and a response.
- 5.2 The CVS and Clinical Commissioning Group are represented on the Covid-19 Recovery & Renewal Group, where the leads of each working group share progress in order to identify issues, links and dependencies, and cross-cutting areas of work (meetings of this group have been paused during January to March in acknowledgement of the reduced capacity within the working groups at this time). Each working group has also been reviewed to determine whether it has appropriate CVS representation. The working groups will undertake engagement and consultations specific to their theme, as appropriate.

6. CONCLUSION

- 6.1 The Covid-19 pandemic and the council's response to it have been fast paced, agile and in partnership with others, and this ethos is being carried forward into recovery. The programme will plan ahead as far as it is able, adapt in line with outbreak control and emergency response, and each working group will review its approach as circumstances change. The organisational capacity required to respond to the initial crisis, recover from it, respond again and manage business as usual cannot be under-estimated. Officers remain committed to delivering for the city, and the council and its staff, and will continue to update Members as the programme progresses.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The governance structure of the Recovery & Renewal Programme is generally provided for within the council's existing resources. Except where specific delegations have been approved by committee, actions or recommendations arising from the programme that have financial implications are reported through the council's standard governance and decision-making routes, normally Policy & Resources Committee, or its Recovery Sub-Committee, and in accordance with Financial Regulations.

Finance Officer Consulted: Nigel Manvell

Date: 14/02/21

Legal Implications:

- 7.2 The Recovery and Renewal Programme is entirely consistent with the Council's powers and duties under the Local Government Act 2000 (economic, social and environmental wellbeing) the Coronavirus Act 2020 and function-specific laws.

Lawyer Consulted:

Abraham Ghebre-Ghiorghis

Date: 09/02/2021

Equalities Implications:

- 7.3 Equality is fundamental to the city's and council's recovery from the pandemic, along with addressing the inequalities that it may have worsened. Equality Impact Assessments (EIAs) have been completed, as required, by the working groups and include actions to gain the best outcomes for all service users and staff. Each group is considering what existing inequalities have been revealed by the pandemic and social restrictions, what inequalities have been created or worsened, and what can be done to tackle these by the council, its partners and communities. In addition, the groups are also considering whether recovery from the pandemic creates any opportunities to narrow pre-existing inequalities. The council's Equalities Managers are supporting the process. Progress towards delivery of each EIA is checked via regular working group highlight reports as part of the governance of the programme. The Equalities & Access workstream, which is part of the Vulnerable People working group, has produced an interim report, which was shared with the Policy & Resources Committee in December and the Equality & Inclusion Partnership. An action plan has also been developed and has been shared with the Corporate Equalities & Diversity Group and a progress update will be presented to a future meeting. A range of data is available in relation to the impact of the pandemic on the city and its communities. Themed analysis and reporting can be drawn from that available but there are often time lags or a lack of baseline data. It will also be important when analysing the data to distinguish Covid-19 as the determining factor and to appreciate the data may change over time in line with local and national circumstances.

Sustainability Implications:

- 7.4 The sustainability of its recovery plans is a key aspect of the programme's approach. This ranges from the plans to facilitate the movement of people around the city, to the sustainability of food provision, to the sustainability of the council's finances. As well as responding to the challenges thrown up by the pandemic, the programme will similarly seek to optimise any opportunities that are presented to support delivery of the council's priorities.

Brexit Implications:

- 7.5 The challenges of city and council recovery from the pandemic are being considered alongside the implications of Brexit. The council's Brexit Implementation Lead attends Covid Recovery & Renewal Group meetings and those of the working groups, as required. Services have been encouraged to plan their delivery in light of both Covid-19 and Brexit, and business continuity plans were refreshed with a similar focus. Opportunities to join up messaging and actions around Covid-19 and Brexit are being proactively identified, including the identification and management of risks.

Crime & Disorder Implications:

- 7.6 A Crime & Community Safety/Cohesion working group is part of the recovery programme, as detailed previously in this report.

Risk and Opportunity Management Implications:

7.7 Risk management is an integral part of programme management and is being considered throughout the recovery process. The working groups have conducted risk analyses to identify the risks relevant to their area of focus and have captured these in risk logs, which are regularly monitored. Working group level risks are managed by the relevant working group and only reported to the Programme Board if they need to be escalated. Programme level risks are included in working group highlight reports and reported monthly to the Programme Board, if the working group feels they are of corporate interest. The Covid-19 Programme Manager will maintain a programme risk log comprising the programme level risks from the working groups, escalated risks, corporate risks and those that cut across more than one working group. The Programme Board will escalate risks to the Sussex Resilience Forum, as appropriate. As mentioned previously, opportunities that arise in the course of the city and council's recovery from the pandemic will be explored and pursued, as appropriate.

Public Health Implications:

7.8 Public Health is at the heart of the council's response to, and recovery from, the pandemic and is mainstreamed throughout the Recovery & Renewal programme. Colleagues from Public Health and the Recovery & Renewal programme are coordinating their responses to the pandemic and meet regularly to discuss progress and any issues.

Corporate / Citywide Implications:

7.9 The programme is structured around the council and city's recovery from the pandemic and the implications to both are integral to the plans of the respective working groups.

SUPPORTING DOCUMENTATION

Appendices:

None.

Background Documents

None.

Subject:	Employment and Skills update and City Employment and Skills (Recovery) Plan 2021-2023
Date of meeting:	3 rd March 2021
Report of:	Executive Director for Families Children & Learning
Contact Officer: Name:	Carla Butler
Email:	Carla.Butler@brighton-hove.gov.uk
Ward(s) affected:	All

1 PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 This report presents the City Employment and Skills (Recovery) Plan 2021 – 2023.
- 1.2 At the 3 December Policy & Resources Committee, Members agreed to ask officers for more detailed reports on the areas covered by the Covid 19 recovery programme including the impact of the pandemic on employment and skills within the city. This was provided to the Sub-Committee on 6th January. The report outlined a commitment to provide a separate detailed paper on employment to the March meeting.

2. RECOMMENDATIONS:

- 2.1 Approve the City Employment and Skills (Recovery) Plan 2021 – 2023.
- 2.2 To note the general Employment and Skills update.

3. CONTEXT/ BACKGROUND INFORMATION

City Employment and Skills (Recovery Plan) 2021-2023 - Summary

- 3.1 Due to the social and economic impact of the pandemic the new City Employment and Skills Plan is limited to two years and focused on recovery. It includes a high-level action plan covering 9 objectives. The full plan is incorporated into the end of this document, supplementary information is provided in appendices 1-6.
- 3.2 Governance will be provided by the Adult Learning and Skills Partnership (ALSP) which was restructured as a strategic partnership in 2019, and regular reports will be provided to relevant committees. Members either represent a large organisation for example Coast to Capital LEP, or networks comprising of a number of organisations working together towards a common purpose or

supporting a specific cohort of learners, for example residents in supported accommodation. The focus of the partnership is collaboration to improve outcomes, members of ALSP have contributed to the development of the plan. The membership list and Terms of Reference for the partnership can be found in appendices 5 and 6.

- 3.3 As it is a flexible and evolving plan based on broad objectives, the council will facilitate engagement with a wide range of stakeholders during the lifetime of the plan.
- 3.4 The funding interventions announced by the government in response to the pandemic, together with reforms and policy change following the reviews of further and higher education, is resulting in unprecedented change
- 3.5 Regular reporting against the objectives will deliver transparency in policy adoption and implementation, to ensure that the city benefits from reforms and interventions introduced to aid recovery and drive systemic change.
- 3.6 The plan acknowledges that responsibility for implementing actions to support recovery are not the preserve of the local authority or individual organisations within the city, an effective plan involves multiple stakeholders. Steps to recovery and the success of the new City Employment and Skills plan will require:
 - 3.6.1 Implementation of the national policy drivers announced by the government for example, its 'Plan for Jobs', at a local level.
 - 3.6.2 Stakeholder participation and collaboration – the council, employers, training providers, further education, universities, the LEP, business and education networks, and the third sector, work together to address priorities
 - 3.6.3 Governance and accountability – monitoring and reporting, supportively challenging, and managing risks detrimental to recovery.

Employment and Skills general update

A brief overview of national and local interventions is included below.

- 3.7 National Skills Fund – Level 3 adult offer (Lifetime Skills Guarantee)

In December the government announced the [Level 3 courses](#) eligible for full funding to enable adults to train and gain the valuable skills they need to improve their job prospects and support the economy. Please refer to appendix 1.

- 3.8 Apprenticeships

An apprenticeship is a genuine job with an accompanying assessment and skills development programme. Apprentices can be new or existing employees. In addition to employing apprentices the council promotes apprenticeships to residents and employers, celebrates achievements and engages with providers and employers to understand the local offer, challenges and opportunities.

Reforms to apprenticeships include incentive payments for employers who recruit new apprentices, front-loaded training for certain apprenticeships, starting with construction, the facility to redistribute unspent Levy funds in bulk to SME's through a new pledge function. To date the council has transferred nearly £373k of Levy funds and has just launched a further application process to make available an additional £200k to support organisations in the city. Applicants must demonstrate that they are addressing one of a number of priorities, for example supporting an apprentice who has been made redundant through the COVID-19 pandemic or supporting business recovery through an apprenticeship.

<https://www.gov.uk/government/publications/apprenticeships-guide-for-employers>

3.9 The Kickstart Scheme

Led by the Department for Work and Pensions, the Kickstart Scheme is a £2 billion national fund aimed at creating hundreds of thousands of new high-quality meaningful six-month roles for young people (aged 16-24) which includes employability support. Funding for Kickstart roles is available for 100% of the relevant National Minimum Wage for 25 hours per week. All opportunities are promoted and arranged by the DWP. Initially, employers who had less than 30 opportunities had to work with a Gateway organisation, however this is no longer mandatory, and employers can work directly with the DWP to promote their roles.

Due to the scale of the programme, there has been a slow start nationally and locally. There are number of Gateway organisations actively working with employers to create opportunities in the city, so far over 350 placements are progressing. Current Gateway organisations include:

- Future Creators (Brighton Dome and Brighton Festival) are working with the Creative, Cultural and Digital Sectors to create placements opportunities in theatres, colleges, arts organisations, digital agencies and production companies. All placements will be badged, providing a digital reference which demonstrate their experience when looking for future work.
- Clearline Recruitment Agency incorporating Next Steps Apprenticeships are working with SME's to provide placements in a number of sectors.
- The Greater Brighton Metropolitan College is working to secure Kickstart opportunities through its business networks.
- Projects Club a community of entrepreneurs, freelancers and businesses.

Subject to funding for the Youth Employment Hub being confirmed, the council will create a role which will facilitate pre-employment opportunities within the council including Kickstart Placements. The council are working closely with the DWP to monitor and support progress

<https://www.gov.uk/government/collections/kickstart-scheme>

3.10 Enterprise Adviser Network

Led by Coast to Capital Local Enterprise Partnership and funded by the Careers & Enterprise Company, the Enterprise Adviser Network connects schools and colleges with employers and careers programme providers and supports them to work together to provide young people with effective and high-quality encounters with the world of work.

The Enterprise Adviser Network is funded by the Careers & Enterprise Company, through C2C Local Enterprise Partnership. The city has a dedicated Enterprise Co-ordinator who supports our schools and colleges to implement their Careers Strategy and make progress in achieving the Gatsby Benchmarks, a common national approach for careers education and guidance. This is monitored by Ofsted through its Inspection Framework.

Schools and colleges are required to provide an effective careers programme including unbiased careers advice, experience of work, contact with employers, and supporting their students to make good choices and understand what they need to do to reach and succeed in the careers to which they aspire.

The Enterprise Adviser Network through its engagement with employers is pivotal in providing resources, research and supporting contact with employers in relation to experience of the world of work. All schools and colleges in the city are engaging with the network.

The council work closely with the Enterprise Co-ordinator, jointly leading half-termly meetings with school and college Career Leaders.

<https://www.coast2capital.org.uk/enterprise-adviser-network/>

3.11 Brighton and Hove Employment Data

Reporting of unemployment data and participation in schemes introduced by the government to provide financial support to business and the self-employed will be incorporated into the reporting mechanisms of the City Employment and Skills Plan. A summary of the take up of the financial interventions is included in appendix 4 City Employment and Skills (Recovery) Plan. The following table shows the level of unemployment in the city since January 2020.



	All ages	16-24	25-49	50+
Jan-20	5,570	1,000	3,180	1,385
Apr-20	10,335	1,720	6,320	2,295
May-20	14,080	2,540	8,540	3,000
Aug-20	14,210	2,850	8,340	3,025
Sep-20	14,510	2,950	8,435	3,120
Oct-20	13,845	2,895	7,965	2,985
Dec-20	14,000	2,825	8,105	3,075

3.12 White Paper - Skills for Jobs: Lifelong Learning for Opportunity and Growth

Prior to the pandemic the further and higher education sector was already preparing for structural reforms to transform post-16 technical education. These reforms, together with the policy interventions cascading from the Plan for Jobs, mean that the scope and rate of change to be implemented is unprecedented.

A White Paper - Skills for Jobs: Lifelong Learning for Opportunity and Growth was released in January it proposes to deliver the focus on jobs and growth by:

- Putting employers at the heart of post-16 skills
- Investing in advanced technical and higher technical skills
- Creating a flexible, lifetime skills guarantee
- Reforming accountability, governance, and interventions
- Supporting outstanding teaching

A summary of the white paper can be found in appendix 7.

4 Conclusion

The objectives and action plan included in the City Employment and Skills (Recovery) Plan 2021-2023, set out a clear and collaborative route map for the next two years, with oversight and governance provided by the Adult Learning and Skills Partnership, and strategic and operational support from the Families, Children and Learning Directorate.

4.1 Financial Implications:

The report provides details re the City and Employment Plan and any additional costs that arise will be met from within existing budgets.

It is important that the financial position is reviewed regularly in line with the Targeted Budget Management Timetable (TBM)

Finance Officer Consulted: David Ellis

Date: 4th February 2021

4.2 Legal Implications

The Employment and Skills (Recovery) Plan will assist the Council to deliver its Corporate Plan priorities and to meet the expectations under the Enterprise Act 2016 and updated guidance in relation to apprenticeships. Decisions in relation to specific actions under the plan will need to be taken following the Council's normal decision making requirements.

Lawyer Consulted: Elizabeth Culbert

Date: 18 February 2021

4.3 Brexit Implications:

Recommendations from the Brexit Implementation Lead have been incorporated in the City Employment and Skills (Recovery) Plan

4.4 Equalities Implications:

The plan has been developed to focus on recovery following the impact of the pandemic on residents and businesses in the city. It is aligned with council priorities and supporting residents furthest from the labour market remains a core value. The Adult Learning and Skills Partnership includes representation from a number of organisations who support disadvantaged groups. Addressing digital inequality is a clearly identified as a priority in action plan, as are actions to address barriers for residents who are facing inequality in accessing the labour market (including linked to age, race, disability). As the action plans are further developed, they will consider how they support people experiencing disadvantage and vulnerability in the city to develop the skills and knowledge required to enable them to achieve their full potential.

4.5 Sustainability Implications:

BHCC is aiming high in key sustainability and carbon reduction priority areas. The councils' Circular Economy Routemap and the overarching Carbon Neutral 2030 programme set ambitious targets for what we want to achieve over the coming 10yr period. This is going to place greater demand upon our local labour force and expectations from local SMEs. Although there are opportunities to help deliver on some of this through the new and emerging Decarbonisation Academy, and, hopefully, national government policy drivers will have some role to play in stimulating the change that is needed further, we cannot rely upon what may or may not transpire from this.

Brighton & Hove City Employment and Skills Recovery Plan 2021-2023

1. Introduction

We have developed the 2021-2023 City Employment and Skills Recovery Plan in response to the current and emerging impact on employment and skills in the city caused by:

- the Coronavirus pandemic
- the end of the transitional arrangements with the EU
- the extensive policy reforms to the further and higher education landscape and the Plan for Jobs announced by the government in July 2020.

The priorities of the previous City Employment and Skills Plan (2016-2020) remain core values underpinning the new plan. They include 'no-one left behind' and supporting 'learn to earn' transitions.

These support the council's corporate plan and its commitment to inclusive growth. It remains our ambition to ensure that residents are supported effectively to make the most of the economic opportunity that the city and its wider partnerships can offer.

The [Brighton and Hove Economic Strategy](#) continues to provide the evidence base for employment and the narrative for the city's economic priorities. This is supplemented with additional intelligence and information from stakeholders in relation to the implications and impact of the pandemic.

2. A flexible and responsive plan

The scale of the pandemic has meant that most of the city's employers and workers have been affected in some way since restrictions were introduced. Many have been impacted in a significant way, either through redundancy, business closure or insolvency. Locally, the Visitor Economy Sector has been significantly affected, and regionally the Aviation Sector and its supply chain.

In March 2020, as part of its financial support for business, the government introduced the [Coronavirus Job Retention Scheme](#) (Furlough) and the [Self-Employed Income Support Scheme](#). According to government data, these schemes have been well utilised by the city's employers and self-employed residents. Both schemes have been extended into 2021.

The impact of the pandemic on unemployment in the city was swift. Across all age groups the increase in unemployment was high, increasing from 5,820 in February 2020 to 14,510 (September 2020). The young have been disproportionately impacted, with an 180% increase in unemployment for 18-24 year olds at the peak. The young are particularly vulnerable due to their lack of experience in work. Unemployment can have a long-term impact on individuals (and their families) irrespective of age, and appropriate levels of support will need to be provided to all of the age groups affected. (Appendix 4 – employment data)

At the time of writing (February 2021), the pandemic is still causing considerable disruption with a further national lockdown in place. The end of free movement of workers, and the impact of the new points based immigration system following the UK's departure from the EU, is unclear. A greater reliance on domestic recruitment and re-training to support sectors that have previously relied on overseas workers is likely. It is anticipated that following the relaxation of restrictions, pent up demand will provide

opportunities in the accommodation and hospitality sector, particularly if the trend for staycations remains during 2021.

This recovery plan is not static. It will continue to evolve over the next two years in order to:

- respond flexibly to emerging local priorities deliver regional projects funded through the LEP's Smarter, Greener, Stronger and Skills 360 Board's Skills Strategy and Action Plan
- implement and monitor national reforms and interventions introduced to aid economic recovery, increase productivity and close skills gaps.

Employment and skills is interwoven in every aspect of society. The impact of an imbalance between supply and demand manifests on many levels. These include unemployment, under-employment, and jobs that are hard to fill. This can be due to a lack of the level of skill required, or in the extreme, a shortage of specific occupations nationally.

At the other end of the spectrum are roles that have historically been considered not desirable by those seeking work.

Responding to these challenges is complex and dependent on many factors. These include:

- inward investment
- funding
- qualifications and provision that delivers the knowledge and skills needed
- information, advice and guidance that help people, whatever the stage in their lives, to make the right decisions about their career
- offering appropriate opportunities for residents who are facing disadvantage in accessing education or work.

It is not possible for this plan to include every action or initiative that will contribute to job creation, upskilling and reskilling of the city's current and future workforce. Every education provider and employer will develop a recovery plan based on their own economic priorities. However, there is a strong spirit of collaboration in the city to align these priorities and recognition as to the benefits of doing so. Ultimately, local recovery is dependent on the retention and creation of jobs, and the alignment of labour demand with skills supply.

Prior to the pandemic the education sector was already preparing for structural reforms to transform post-16 technical education. The sector was also anticipating higher education reforms to further align post-18 education in response to the evolution in skills and knowledge that employers need. The scope and breadth of the reforms are detailed in appendix 1.

These reforms, together with the policy interventions cascading from the new Plan for Jobs, mean that the scope and rate of change anticipated through the life of this plan is unprecedented. Announced by the government in July 2020, the 'Plan for Jobs', focuses on supporting, protecting, and creating jobs, in response to the economic impact of the coronavirus pandemic. These interventions will support people to find jobs and gain the skills they need to get jobs, including targeted support for young people.

In acknowledging the complexity of the landscape, the role of the council is to lead this practical local plan. It will need to utilise intelligence from the Local Enterprise

Partnership, in its capacity of Skills Advisory Panel. This will facilitate a shared understanding of what needs to be achieved in order for the city to benefit from the national investment in innovation, education, skills and employment initiatives.

To be successful this plan will require:

- Implementation of the national policy drivers announced by the government – for example, its ‘Plan for Jobs’ – at a local level.
- Stakeholder participation and collaboration – with the council, employers, training providers, further education, universities, LEP, business and education networks and the third sector all working together to address priorities
- Governance and accountability – monitoring and reporting, supportively challenging, and managing risks detrimental to recovery.

The action plan, detailed in appendix 2, identifies objectives, actions and outcomes. These will be delivered collaboratively by stakeholders working together to address the priorities in this plan. The impact on stakeholders of the educational reforms and the policy interventions announced by the government to aid recovery, cannot be underestimated, particularly as limited resources are available to support delivery. Brighton & Hove is the most successful coastal city in the UK. It has a strong knowledge economy, an entrepreneurial workforce and high business start-up rates. With the right conditions, this will underpin economic recovery.

The city benefits from a strong collaborative ethos through formal and informal networks. It also has good partnerships with education, businesses and the third sector.

3. Objectives

The following objectives have been identified as essential to recovery. They are of equal priority. A high-level action plan for each objective is detailed in appendix 2.

	<p>Priority Objective – Digital Inclusion</p> <p>Digital exclusion is caused by low pay or poverty. It affects residents who are already socially and economically disadvantaged, further deepening existing inequalities. It prevents access to education, learning, health, income benefits, employment and causes isolation and loneliness. Decreasing digital exclusion and increasing digital inclusion across the city is a priority objective which cuts across the 9 objectives. Digital inclusion measures should be embedded in the action plans as they are further developed with progress reported regularly.</p>
3.1	<p>Objective 1 - Interventions supporting young people into education, training, work and apprenticeships that lead to a decline of NEETs and youth unemployment in the city and address.</p> <ul style="list-style-type: none"> • Local employer participation with the Kickstart Scheme and creation of meaningful opportunities – resulting in young people moving into sustainable work • Local implementation of the expanded youth offer • Establish a physical and virtual Youth Employment Hub in the city • Creation of new high quality Traineeship opportunities in the city aligned to occupational standards – to support progression into apprenticeships and sector specific jobs

3.2	<p>Objective 2 - Local delivery of National Careers Service and Job Centre Plus interventions that support people into work, lead to a decline of unemployment in the city and support sector skills gaps.</p> <ul style="list-style-type: none"> • Deliver high quality careers, information, advice and guidance to the unemployed and economically inactive seeking employment, utilising labour market information to respond to local sector demand. • Deliver a sector-based skills academy offer that responds to local employer demand for skills. • Maximise the city's use of the Flexible Support Fund to fund projects or interventions that move people closer to employment. • Enhance local workforce capacity to support delivery • Local implementation of the JETS Work and Health Programme
3.3	<p>Objective 3 - High quality apprenticeships that meet employer skills requirements and provide progression pathways for residents</p> <ul style="list-style-type: none"> • Continue to promote interventions that lead to an increase of high quality apprenticeships in the city. • Collaboration with providers and businesses to plan for future skills needs.
3.4	<p>Objective 4 - Accredited Adult Learning Programmes that meet employer skills requirements and provide progression pathways for residents</p> <ul style="list-style-type: none"> • Providers to work together to effectively utilise the Adult Education Accredited Learning Budget. This will ensure a varied and relevant curriculum offer with strong progression routes and pathways and for learners • Make the new level 3 offer available, varied and accessible to residents in the city and delivered by local providers (where possible) • Seek opportunities to introduce skills bootcamp programmes
3.5	<p>Objective 5 – Access funds that facilitate the delivery of employment and skills interventions in the city, and deliver projects that support the Grow Back Greener Strategy</p> <ul style="list-style-type: none"> • Development and delivery of Decarbonisation Academy Pilot project in partnership with Coast to Capital LEP • Deliver social housing decarbonisation retrofit programmes for homes and buildings at scale, working with LEP, academics and leading community sector providers. • Deliver public sector decarbonisation to fund energy efficiency and low carbon heat upgrade measures (subject to successful funding bid)
3.6	<p>Objective 6 – Implement T-Levels and Further and Higher Education reforms in the city.</p> <ul style="list-style-type: none"> • Ensure the infrastructure is in place to deliver T-Levels in the city by

	<p>September 2023, when T Levels become a mainstream offer for eligible 16-19 providers (note roll out to all providers from September 2024)</p> <ul style="list-style-type: none"> Engage with and respond to Department of Education consultation Level 2 and 3 curriculum reviews. Be an early adopter of Higher Technical Qualifications.
3.7	<p>Objective 7 - Effective support is in place to address barriers for residents who are facing inequality in accessing the labour market. Including but not limited to age, race, disability, health or homelessness/ insecure housing, digital poverty.</p> <p>It is acknowledged that residents can face significant, multiple and complex barriers which impact upon their ability to access and sustain employment. In response to this, the action plan supporting this objective will be further developed in consultation with stakeholders.</p> <ul style="list-style-type: none"> Make progress in supporting all age groups with a disability to access pathways to employment and sustain paid work Ensure appropriate provision and pathways for residents who are homeless or in supported accommodation Ensure appropriate community learning provision pathways for residents requiring first step confidence building pathways, digital, maths, English and family learning Make progress in supporting BAME residents to access pathways to employment and sustain paid work, including appropriate provision and pathways for ESOL learners
3.8	<p>Objective 8 - A varied career education and experience of the world of work offer is available to all young people in the city</p> <ul style="list-style-type: none"> Supporting all young people in education to find out about and gain more experience of the world of work – in order to make informed choices about their future education and career choices
3.9	<p>Objective 9 – Ensure effective oversight and monitoring of funding streams which provide employability related support and services</p> <ul style="list-style-type: none"> Identify the impact on local services of the cessation of significant funding streams, including EU ESF Funding, and take mitigating action.

4. Governance and reporting

This plan aligns with the local and regional strategies included in appendix 3. The plan will be managed by the council's Employment and Skills Team with governance provided by the Adult Learning and Skills Partnership – appendix 5 & 6. Progress reports will be provided to council committees as agreed.

Appendices

- 1 Plan for Jobs/Spending Review 2020 interventions
- 2 Draft action plan
- 3 City wide strategies and plans

- 4 Brighton and Hove employment data
- 5 Adult Learning and Skills Partnership – Terms of Reference
- 6 Governance
- 7 White Paper – Skills for Jobs

Appendix 1

Plan for Jobs / Spending Review 2020 interventions A summary of national funded initiatives and technical reforms

1. Supporting Jobs Interventions

The Kickstart Scheme

The Kickstart Scheme is a £2 billion national fund aimed at creating hundreds of thousands of new high-quality meaningful six-month roles. This includes wider support for participants to improve their longer-term employability.

The scheme is focused on young people aged 16-24 on Universal Credit. There is no cap on the number of placements. Employers / gateway organisations with placement opportunities must register with the Government.

Gateway organisation are employers with less than 30 opportunities. Funding is available for 100% of the relevant National Minimum Wage for 25 hours a week, plus associated employer contributions. The scheme is open until December 2021, with the last placements completing in June 2022.

Traineeships

Funding has been provided for 30,000 new Traineeships. They are a flexible education and training programme for 16-24 year olds (25 with and EHCP) that last between six weeks and 12 months with a high quality work placement lasting between 70 and 240 hours.

They support young people to develop the skills and experience needed to progress into an apprenticeship or sustainable training. Learners who have not achieved a GCSE grade 9 to 4 (equivalent to the former A*-C) in English and maths will need to continue to study these subjects and work towards achieving those qualifications as part of their study programme.

Digital skills will be incorporated into the programme when needed. Young people who already have a Level 3 qualification are now eligible for the programme if they require support to access apprenticeships or employment. An employer incentive scheme offers £1000 per trainee, for up to 10 trainees per region, for placements delivered up until 30 July 2021.

Brighton & Hove is included in the South East Region, sharing an allocation of £6.5m – which is 10% of the national pot. The contract for traineeships will run to July 2023.

The Youth Offer

This is an expansion of the support the DWP offers young jobseekers, aged 18-24, in the Intensive Work Search group in Universal Credit. It involves a range of targeted support to help young people find lasting work.

Youth Employment Hub

Funding is available to local authorities through the DWP's Flexible Support Fund to create bespoke employment youth hubs. These will provide an impartial one stop shop to support young adults towards employment.

High value courses for school and college leavers: a one-year offer for 18 and 19-year-olds

This offer was introduced for students aged 18-19 who intended to leave education and enter the labour market after the 2019 to 2020 funding year. If they cannot find employment or work-based training they will be funded for a further year from September 2020 for an additional programme of high value level 2 and 3 qualifications. This will be vocational or occupational study.

National Careers Service (NCS)

The NCS operates a centralised national platform with regional support for face to face interventions. Nationally, an additional £32m has been made available to the NCS to provide individualised support with careers and training. And £40m has been provided to fund private sector support with online 1:1 job finding for those who have been unemployed for less than three months.

The local NCS contract was awarded to CSK in 2018, who sub-contract to the Education and Development Trust. Priority is given to the following groups:

- NEETS
- those unemployed for over 12 months
- low skilled adults
- single parents
- those aged 50+ who are unemployed or at risk of unemployment; and
- adults with special educational needs or who have a disability.

In November 2020 a new employability programme, 'Making a Difference', was launched across the Coast to Capital Local Enterprise Partnership (LEP) region. Funded for three years, this supports both unemployed and economically inactive local people to prepare for moving into paid employment.

Lifetime Skills Guarantee

This was announced by the Prime Minister in September 2020. It's a commitment to:

- upgrade FE colleges with capital investment
- expand apprenticeships
- fund free technical courses for adults equivalent to A level and extend digital boot camps;
- transform the adult learning funding system by introducing a flexible lifelong loan entitlement to four years of post-18 education to enable adults to retrain through high level technical courses.

National Skills Fund

The National Skills Fund will help adults to train and gain the valuable skills they need to improve their job prospects. It will support the immediate economic recovery and future skills needs by boosting the supply of skills that employers require.

National Skills Fund – Level 3 adult offer (Lifetime Skills Guarantee)

The offer is available from April 2021. It will deliver 400 fully funded courses with a wide range of skills in many jobs and sectors. It is for students aged 24+ to study for their first full work-focused qualification at level 3 – which is equivalent to a technical certificate or diploma – or two full A levels.

This offer will also be available to adults aged 19-23 alongside the 19-23 level 2 and level 3 legal entitlement. This will help them gain skills that are in high demand, and to either change jobs or find work in new sectors.

National Skills Fund - Skills Bootcamps (Lifetime Skills Guarantee)

This is currently only available in the Midlands and North of England. However, the city can bid for a Digital Skills Camp in 2021. Bootcamps complement the level 3 adult offer.

Skills bootcamps offer free, flexible courses of just 12-16 weeks. They give people the opportunity to build up sector-specific skills and fast-track to an interview with a local employer. The offer includes digital courses and bootcamps in technical skills such as welding, engineering and construction.

National Skills Fund - Sector Based Skills Academies

This supports people receiving unemployment benefits. It helps them to retrain and prepare to apply for jobs in a different area of work.

The sector-based work academy programme is a locally based response administered by JobCentre Plus. It is designed to help meet employers' immediate and future recruitment needs. A sector-based work academy can last up to six weeks and has three main components:

- pre-employment training
- a work experience placement relevant to the needs of the business and sector
- a guaranteed job interview.

Flexible Support Fund

This aims to increase capacity to support businesses making redundancies by:

- providing support for workers facing redundancy to access services
- removing barriers to work, for example travel expenses
- commissioning training for groups of people, and

- funding specific services and projects that move people closer to employment.

Enhanced work search support

Funding has been provided to double the number of work coaches within the DWP in order to support clients with job search support. Job Entry Targeted Support is a new service funded by the DWP and delivered by Maximus, it is a light touch offer for Universal Credit claimants who have been unemployed for at least 13 weeks, who have not had access to support from a Jobcentre work coach or do not meet the criteria for other national provision.

Restart Scheme

The Restart scheme will give Universal Credit claimants who have been out of work for at least 12 months enhanced support to find jobs in their local area.

Apprenticeships

Employers can claim up to £2,000 as an incentive payment for apprentices hired between 1 August 2020 and 31 March 2021. This was introduced in August 2020

From April 2022, employers in construction will be able to front-load training for certain apprenticeship standards. It has been announced, without timelines, that Health and social care employers will follow.

The Government says it will ‘test approaches to supporting apprenticeships in industries with more flexible working patterns, including consideration of how best to support apprenticeship training agencies’.

From August 2022 employers who pay the Apprenticeship Levy will be able to redistribute unspent funds in bulk to SME’s through a new pledge function. Additional incentives are due to be introduced in 2021.

2. Creating Jobs Interventions

Public Sector decarbonisation

The Public Sector Decarbonisation Scheme (PSDS) provides grants for public sector bodies to fund energy efficiency and low carbon heat upgrade measures. The aim is to halve greenhouse gas emissions in 2022. The scheme closed on 11 January 2022. Projects have to be delivered by September 2022. BHCC has applied for the ‘consultancy’ element of this fund for six sites, but the fund is oversubscribed.

Social housing decarbonisation

This is a £50m demonstrator project in 2020-21 to help social landlords improve the least energy efficient social rented homes. Applications closed in November 2020. However, this fund has also been extended into 2021. There could be potential for a future bid. Outside of the funding the council is already planning a substantial programme of retrofit of council housing. This will have a potential impact on local job opportunities at delivery stage.

Decarbonisation Academy

This is a new approach to skills development through the Energy Systems Catapult (ESC). The Coast to Capital LEP have been successful in their bid to establish an academy in the LEP area. The academy will be funded for five years.

It will develop the skills and software needed to de-carbonise, incubate and innovate for scale-up across the country. The project includes two years of development followed by three years of delivery. Partners include both universities, the council and GB MET College.

Data and Digital

The National Data Strategy has been launched with a skills strand. To make the best use of data, the country must have a wealth of data skills to draw on. That means delivering the right skills through our education system, but also ensuring that people can continue to develop the data skills they need throughout their lives.

A working definition of data skills for the wider economy will be published. This will set out a clear distinction between data skills, digital skills and AI skills. It will also consider the benefits of providing information on pathways into data related careers.

Local projects - Coast to Capital will:

- continue to prioritise funding for partners to ensure comprehensive digital infrastructure coverage. This will allow businesses to respond to new ways of working and access future opportunities, such as those made available through 5G applications.
- Deliver a pipeline of projects related to digital infrastructure, aligning skills provision with industry specialisms to create new jobs.

2. Department for Education post 16 reforms

Post 16 technical and higher education reforms (White Paper - Skills for Jobs: Lifelong Learning for Opportunity and Growth)

The Post-16 Skills Plan in 2016 and Review of Post-18 Education and Funding in 2019, paved the way for major reforms of the technical education system in England. Take-up of higher technical education at levels 4 and 5 in England has been falling and employers are struggling to find the skilled workers they need. The government published the [Skills for Jobs: Lifelong learning White Paper](#), a blueprint for the future, in January 2021. A place based approach to developing skills provision that meets local demand is introduced through Local Skills Improvement Plans. The white paper focuses on the following key areas:

- Putting employers at the heart of post-16 skills
- Providing the advanced technical and higher technical skills the nation needs
- A flexible, lifetime skills guarantee
- Responsive providers supported by effective accountability, governance, and intervention
- Supporting outstanding teaching

Many of the recommendations in the White Paper had already been announced in the Plan for Jobs and Spending Review. The action plan will be updated to incorporate the 'new' recommendations as they are finalised.

T Levels

T Levels are new courses taken at further education establishments. They follow GCSEs and are equivalent to three A levels. These two-year courses were launched in September 2020. They have been developed in collaboration with employers and businesses so that the content meets the needs of industry and prepares students for work, further training or study.

T Levels offer students a mixture of classroom learning and 'on-the-job' experience during an industry placement of at least 315 hours (approximately 45 days). The first three T Levels are available in some areas of the country, although currently not in the city. A further seven T Levels will be available in September 2021, although not within the city. Additional T Levels will be introduced by 2023.

Post 16 – Level 3 qualification review

Consultation is ongoing regarding Level 3 qualifications. It is seeking views on proposals for the groups of qualifications that would continue to be funded alongside A levels and T Levels.

The review's aim is to provide clearer qualifications choices for young people and adults. This will ensure that every qualification approved for public funding has a distinct purpose, is high quality and supports progression to positive outcomes for students.

Post 18 – Higher education reforms

From September 2022 there will be high quality **Higher Technical Qualifications** (HTQs) that meet employer needs. They will be approved and recognised nationally and will be clearly signalled to learners and employers.

This will be implemented through a new national scheme to approve level 4-5 qualifications that signal clear technical competence and skills. The scheme will provide the knowledge, skills, and behaviours that employers need.

The first approved HTQs will be rolled out through the Digital route starting in 2022. The approvals window for the Construction and Health and science routes will commence in summer 2021.

3. Externally funded projects

The city benefits from many projects financed by the European Social Fund. An example of such as project is the Making a Difference programme. This is a three-year European Social Fund programme covering the Coast to Capital Local Enterprise Partnership (LEP) region. It provides tailored support to unemployed and economically inactive local people through regular intervals for up to four months. This helps them progress to job search readiness or move into paid employment.

Appendix 2 - City Employment and Skills Recovery – Action Plan

Objective 1. Supporting jobs – Interventions supporting young people into education, training, work and apprenticeships that lead to a decline of NEETs and youth unemployment in the city				
Note: Please include measures that address digital exclusion and increase digital inclusion				
1A	Local employer participation with the Kickstart Scheme and creation of meaningful opportunities resulting in young people moving into sustainable work			
	Actions	Outcomes	Lead	Timescales
1.1.	Implementation of the Kickstart scheme in the City	<ul style="list-style-type: none"> • The scheme successfully embedded with employers and gateway organisations creating opportunities which lead to sustainable employment. 	DWP	March 2021/ongoing
1.2	Brighton and Hove City Council commence engagement with Kickstart	<ul style="list-style-type: none"> • The council is participating in the Kickstart Scheme and creating opportunities across the council which lead to sustainable employment. 	BHCC	June 2021/ongoing
1B	Local implementation of the expanded youth offer			
	Actions	Outcomes	Lead	Timescales
1.3	Following recruitment of additional staff, the Youth Offer programme is introduced to all young people in the city.	<ul style="list-style-type: none"> • The timescales/milestones in the programme are achieved. • Young people successfully transition into appropriate opportunities by the end of the 13 week programme. • Reporting on participants and supporting interventions who remain unplaced at the end of week 13. 	DWP	December 2020 – December 2023

1C	Establish a physical and virtual Youth Employment Hub in the city			
	Actions	Outcomes	Lead	Timescales
1.4	An application is submitted to the DWP's Flexible Support Fund for funding to open a Youth Employment Hub in the city	<ul style="list-style-type: none"> Application approved and plans for the Youth Employment Hub can be progressed. (Followed by the development of new actions and outcomes) 	BHCC/DWP	January 2021 and ongoing
1D	Creation of new high quality Traineeship opportunities in the city aligned to occupational standards to support progression into apprenticeships and sector specific jobs			
	Actions	Outcomes	Lead	Timescales
1.6	Collaboration to link Traineeships with local labour markets, Jobcentre Plus and local careers advisors.(Providers to be announced Winter 2021)	<ul style="list-style-type: none"> Recruitment to quality traineeships completers move into apprenticeships or sustainable employment in the city. 	ALSP Citywide	March 2021/ongoing
1E	Monitoring and Reporting – including steps taken to enhance digital inclusion			
	Actions	Outcomes	Lead	Timescales
1.7	Ongoing regular reporting of participation and outcomes of the Kickstart Scheme, Youth offer, Traineeships	<ul style="list-style-type: none"> Young people move into sustainable work/decline in youth unemployment in the city 	ALSP/DWP City wide	Ongoing

Objective 2. Supporting jobs - Local delivery of National Careers Service and Job Centre plus interventions that support people into work and lead to a decline of unemployment in the city and support sector skills gaps.				
Note: Please include measures that address digital exclusion and increase digital inclusion				
2A	High quality careers, information, advice and guidance is delivered to the unemployed and economically inactive seeking employment, utilising labour market information to respond to local sector demand.			
	Actions	Outcomes	Lead	Timescales
2.1	Local intelligence to be provided by the NCS for general clients and priority groups to inform the local response and recovery planning.	<ul style="list-style-type: none"> Increased collaboration between stakeholders to align CIAG to local skills requirements and move clients into sustainable work. 	NCS/ALSP	February 2021 and ongoing
2B	Deliver sector based skills academy offer which responds to local employer demand for skills			
	Actions	Outcomes	Lead	Timescales
2.2	Implement and continuously review a relevant and response sector based skills academy offer	<ul style="list-style-type: none"> High take up of the offer - DWP clients move into sectors where there is labour demand. 	DWP	January 2021 and ongoing
2C	Maximise the city's use of the Flexible Support Fund to fund projects or interventions that move people closer to employment			
	Actions	Outcomes	Lead	Timescales
2.3	Work with partners to scope projects to utilise the Flexible Support Fund (FSF) and ensure work coaches are identifying barriers which can be addressed through this funding	<ul style="list-style-type: none"> Projects are funded which build capacity where it is needed and improve outcomes for city residents, particularly those disadvantaged in the workplace. FSF funding enables residents to move into sustainable employment. 	DWP	January 2021 and ongoing
2D	Enhance local workforce capacity to support delivery			
	Actions	Outcomes	Lead	Timescales
2.4	Additional work coaches are recruited in Brighton and Hove and the Job Centre Plus offer is available to all clients	<ul style="list-style-type: none"> Unemployed residents are receiving the support they are entitled to in line with 	DWP	January 2021 and ongoing

		national guidelines. For example – Youth Offer		
2E	Local implementation of the JETS Work and Health Programme			
	Actions	Outcomes	Lead	Timescales
2.5	Intelligence on JET’s participants is shared in order for ALSP to support DWP with interventions to support these clients	<ul style="list-style-type: none"> JETs participants move into employment and do not become long-term unemployed transfer into the mandatory work and health offer at 24 months 	DWP	March 2021 and ongoing
2.6	Provide intelligence on the change in cohort accessing the Work and Health Programme pre-post Covid Changes	<ul style="list-style-type: none"> Interventions to support clients who have moved onto the Work and Health Programme due to the impact of Covid on employment opportunities in the city. 	DWP Maximus	March 2021 and ongoing
2F	Monitoring and Reporting – including steps taken to enhance digital inclusion			
	Actions	Outcomes	Lead	Timescales
2.7	Ongoing regular reporting of participation and outcomes	<ul style="list-style-type: none"> Decline in unemployment across all age groups, increase participation in sectors with recruitment challenges 	NCS/DWP/ALSP City wide	March 2021 and ongoing

Objective 3. Supporting jobs – High quality apprenticeships that meet employer skills requirements and provide progression pathways for residents				
Note: Please include measures that address digital exclusion and increase digital inclusion				
To continue to facilitate increased take up and promotion of interventions which increase high quality apprenticeships including collaboration with providers and businesses to plan for future skills needs				
	Actions	Outcomes	Lead	Timescales
3.1	Promote the new Levy transfer pledge to employers and broker local arrangements	SME's in the city benefit from the Levy transfer and create new apprenticeship opportunities	BHCC/SCTP	June 2021
3.2	Identify the impact on apprenticeship starts and completers in the city during the pandemic	Establish baseline to monitor impact of interventions going forward	BHCC/SCTP	March 2021
Monitoring and Reporting – including steps taken to enhance digital inclusion				
	Actions	Outcomes	Lead	Timescales
3.3	Ongoing regular reporting of participation and outcomes	Increased participation in apprenticeships which meet employers needs to make progress towards pre-pandemic levels	ALSP	March 2021 and ongoing
Objective 4 - Accredited Adult Learning Programmes meet employer skills requirements and provide progression pathways for residents				
Note: Please include measures that address digital exclusion and increase digital inclusion				
4A	Make the new level 3 offer available, varied and accessible to residents in the city and delivered by local providers (where possible)			
	Actions	Outcomes	Lead	Timescales
4.1	Identify providers who will be delivering the Level 3 offer from April 2021 and promote to support recruitment	<ul style="list-style-type: none"> The offer and list of local providers is communicated to partners in the city and widely publicised to residents 	SCTP ALSP Networks	April 2021 – December 2023
4B	Seek opportunities to introduce skills bootcamp programmes			
	Actions	Outcomes	Lead	Timescales
4.3	Seek to respond to funding bids launched during the national roll-out of the skills bootcamp programme	<ul style="list-style-type: none"> Digital Skills Academy offer is available to city residents from April 2021 Residents benefit from future bootcamp programmes 	BHCC SCTP	January 2021 to December 2022

4B	Providers to work together to effectively utilise the Adult Education Accredited Learning Budget ensuring a varied and relevant curriculum offer with strong progression routes and pathways and for learners			
	Actions	Outcomes	Lead	Timescales
4.4	The ESFA provider network plan their accredited learning offer for 2021/22 considering impact of pandemic on demand	<ul style="list-style-type: none"> A local offer that provides progression routes and meets local skills requirements 	ALSP Networks	February 2021 and ongoing
4E	Monitoring and Reporting – including steps taken to enhance digital inclusion			
	Actions	Outcomes	Lead	Timescales
4.5	Ongoing regular reporting of participation and outcomes across all actions	<ul style="list-style-type: none"> Decline in unemployment across all age groups Increased take up of adult education provision that supports progression and leads into employment 	NCS/ALSP City wide	April 2021 and ongoing

Objective 5 - Access funds that facilitate the delivery of employment and skills interventions in the city, and deliver projects that support the Grow Back Greener Strategy				
Note: Please include measures that address digital exclusion and increase digital inclusion				
5A	Development and delivery of Decarbonisation Academy Pilot project in partnership with Coast to Capital LEP			
	Actions	Outcomes	Lead	Timescales
5.1	Programme scoping with all partners involved in the academy	<ul style="list-style-type: none"> To be determined following scoping 	C2C	April 2021 ongoing
5B	Deliver social housing decarbonisation retrofit programmes for homes and buildings at scale, working with LEP, academics and leading community sector providers in our area.			
	Actions	Outcomes	Lead	Timescales
5.2	Council house retrofit programme recommendations awaiting approval.	<ul style="list-style-type: none"> Longer term impact on local jobs at delivery stage. Interim outcomes to be determined 	BHCC	Summer 2021
5C	Deliver public sector decarbonisation scheme to fund energy efficiency and low carbon heat upgrade measures (subject to successful funding bid)			
	Actions	Outcomes	Lead	Timescales
5.3	Awaiting outcome of consultancy element of The Public Sector Decarbonisation Scheme	<ul style="list-style-type: none"> tbc 	BHCC	March to September 2021
5D	Monitoring and Reporting – including steps taken to enhance digital inclusion			
	Actions	Outcomes	Lead	Timescales
5.4	Ongoing regular reporting of participation in projects related to employment and skills that support the Grow Back Greener Strategy	<ul style="list-style-type: none"> Upskilling and re-skilling of residents 	BHCC	2021-2023

Objective 6 -Implement T Levels and Further and Higher Education reforms in the city				
Note: Please include measures that address digital exclusion and increase digital inclusion				
6A	Ensure the infrastructure is in place to deliver T Levels in the city by September 2023 when T Levels become a mainstream offer for eligible 16 - 19 providers (note roll out to all providers from September 2024)			
	Actions	Outcomes	Lead	Timescales
6.1	Work with providers to ensure the T Level offer is aligned and locally available.	<ul style="list-style-type: none"> All T Levels that can be delivered (those introduced in 2020/21) are available and accessible to learners from 2023. 	BHCC Post 16 providers	April 2021 ongoing
6.2	Review feasibility of introducing T Levels being introduced in 2022/23 being delivered by a local provider with a good/outstanding Ofsted rating.	<ul style="list-style-type: none"> A local provider registers intention to deliver. 	BHCC Post 16 providers	April 2021 ongoing
6B	Engage with and respond to Department of Education consultation Level 2 and 3 curriculum reviews			
	Actions	Outcomes	Lead	Timescales
6.3	Respond to post 16 Level 3 curriculum review consultation and develop further actions in response to the impact of the recommendations and implementation	<ul style="list-style-type: none"> Response to consultation provided Further outcomes to be determined following final recommendations 	BHCC	January 2021 and ongoing
6C	Be an early adopter of Higher Technical Qualifications			
	Actions	Outcomes	Lead	Timescales
6.4	Prepare for Level 4 and 5 Higher Technical Qualifications (HTQ's) – Digital route starting in 2022	<ul style="list-style-type: none"> These qualifications are available in the city at the earliest opportunity post 2022. 	BHCC Post 16 providers	May 2021 and ongoing
6D	Monitoring and Reporting – including steps taken to enhance digital inclusion			
	Actions	Outcomes	Lead	Timescales
6.5	Ongoing regular reporting of progress.	<ul style="list-style-type: none"> T Levels are introduced in the city at the earliest opportunity (2022) 	BHCC/post 16 providers	May 2021 and ongoing

Objective 7 - Effective support is in place to address barriers for residents who are facing inequality in accessing the labour market due to race, disability or homelessness/insecure housing

It is acknowledged that residents can face significant, multiple and complex barriers which impact upon their ability to access and sustain employment. In response to this, the action plan supporting this objective will be further developed in consultation with stakeholders.

Note: Please include measures that address digital exclusion and increase digital inclusion

7A	Make progress in supporting all age groups with a disability to access pathways to employment and sustain paid work			
	Actions	Outcomes	Lead	Timescales
7.1	Develop intelligence regarding residents in the city who require support to move into employment i.e. education leavers	<ul style="list-style-type: none"> A benchmark and narrative to provide a framework for planning and action. Interventions that support people to move towards employment including non-accredited learning, training and voluntary work 	ALSP Networks	May 2021 and ongoing
7B	Ensure appropriate provision and pathways for residents who are homeless or in supported accommodation			
	Actions	Outcomes	Lead	Timescales
7.2	Develop intelligence regarding the provision and pathways for individuals who require support due to homelessness or insecure accommodation.	<ul style="list-style-type: none"> A benchmark and narrative to provide a framework for planning and action. Interventions that support people to move towards employment including non-accredited learning, training and voluntary work. 	ALSP Networks BHT Commissioning Southdown	May 2021 and ongoing
7C	Make progress in supporting BAME residents to access pathways to employment and sustain paid work including appropriate ESOL provision and pathways for migrant learners			
	Actions	Outcomes	Lead	Timescales
7.3	Develop intelligence regarding residents in the city who will require support to move into employment	<ul style="list-style-type: none"> A benchmark and narrative to provide a framework for planning and action. Interventions that support people to move towards employment including non- 	ALSP Networks	May 2021 and ongoing

		accredited learning, training and voluntary work.		
7D	Ensure appropriate community learning provision pathways for residents requiring first step confidence building pathways, digital, maths, English and family learning			
	Actions	Outcomes	Lead	Timescales
7.4	Mapping and review of current and planned community learning offer to identify gaps and progression pathways	<ul style="list-style-type: none"> • ESFA Funding is effectively utilised to delivery community learning which enables residents to enhance their economic and social wellbeing • Community learning is accessible across the city • Increased connectivity and partnership working between established and new providers. 	ALSP Networks	April 2021
7E	Monitoring and Reporting – including steps taken to enhance digital inclusion			
	Actions	Outcomes	Lead	Timescales
7.5	Ongoing regular reporting of progress.	<ul style="list-style-type: none"> • Interventions are introduced which remove barriers and increase participation. 	BHCC/ALSP	May 2021 and ongoing

Objective 8 - A varied career education and experience of the world of work offer is available to all young people in the city

Note: Please include measures that address digital exclusion and increase digital inclusion

8A Supporting young people in education to find out about and gain more experience of the world of work in order to make informed choices about their future education and career choices

	Actions	Outcomes	Lead	Timescales
8.1	Participation and engagement in the Enterprise Adviser Network and Coast to Capital Careers Hub to support achievement of the Gatsby Benchmarks	All maintained schools and eligible FE providers: <ul style="list-style-type: none"> • Access to an Enterprise Advisor • Have a current Careers Strategy in line with Department of Education/Ofsted Careers Policy • Make progress in achieving the Gatsby Benchmarks – monitored through Compass and Compass Plus • Regularly engagement with the Brighton and Hove Career Leader Network 	BHCC/C2C - Enterprise Co-ordinator	February 2021 and ongoing
8.2	Eligible colleges continue to utilise industry placement funding to create meaningful local placements	<ul style="list-style-type: none"> • Evidence of an increasing number of students accessing placement opportunities and evidence of the industry sector diversity 	BHCC GB MET Varndean College DV8	March 2021 and ongoing
8.3	Local and regional labour market information is linked to education and employment opportunities	<ul style="list-style-type: none"> • Bespoke sector events promoting local & regional opportunities to enhance awareness for all i.e. What Next Sussex – NHS – Hospitality – Digital 	BHCC/C2C - Enterprise Co-ordinator	February 2021 and ongoing

8B Monitoring and Reporting – including steps taken to enhance digital inclusion				
	Actions	Outcomes	Lead	Timescales
8.4	Ongoing regular reporting of progress.	<ul style="list-style-type: none"> • Young people progress into post 16 education with a line of sight into work • Young people move into sustainable work/apprenticeships/traineeships • Decline in youth unemployment in the city • Sectors with demand for workers are recruiting from education leavers. 	BHCC/C2C	March 2021 and ongoing

Objective 9 - Effective oversight and monitoring of funding streams which provide employability related support and services				
Note: Please include measures that address digital exclusion and increase digital inclusion				
9A Identify the impact on local services due to the cessation of significant funding streams including EU ESF Funding and take mitigating action				
	Actions	Outcomes	Lead	Timescales
9.1	Identify employability projects and services supported by external funding streams	<ul style="list-style-type: none"> • A summary of services, funding value/ funding sources/end dates is collated. 	BHCC	April 2021
9.2	Prior to the end of funding a summary impact assessment is prepared which details the impact of the funding ending on service users.	<ul style="list-style-type: none"> • Action to mitigate the loss of service to be taken – redirection of service users to alternative providers – application to alternative funding sources 	BHCC/ASLP/ providers	April 2021 and ongoing
9B Monitoring and Reporting – including steps taken to enhance digital inclusion				
	Actions	Outcomes	Lead	Timescales
9.3	Monitoring and reporting	<ul style="list-style-type: none"> • Oversight at a city level of the impact of funding on services and intelligence to support targeted funding bids to meet gaps • Intelligence contributes to a city wide evidence base to underpin funding available through the new UK Shared Prosperity Fund 	BHCC/ALSP	April 2021 and ongoing

Appendix 3 - City wide strategies and plans

A summary of strategies and plans that include skills and employment priorities which support the objectives in this plan

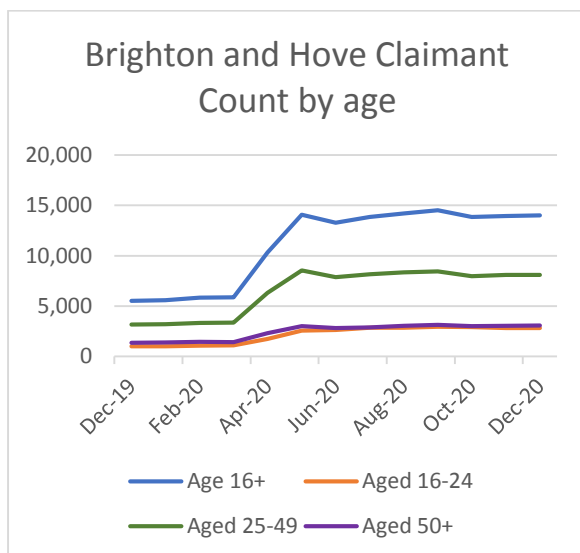
The City Employment and Skills Recovery Plan 2021-2023 will align with other local and regional strategies, as well as recovery plans in development and Brexit planning.

Strategy and Plans	Priorities
Brighton & Hove City Council – Corporate Plan	A City Working for All Planning for future skills needs - promoting lifelong learning Increased green job creation and training for green jobs
Brighton & Hove Economic Strategy	Talented, Fair and Sustainable City Digital skills, careers engagement, employment outcomes for graduates and apprenticeships, increased opportunities for those furthest from the labour market
Coast to Capital Skills Strategy & Action Plan 2020-2025	Recovery, Resilience and Growth People priorities: Finding out about work; starting out in work; getting back into work; retaining and retraining the workforce. Business priorities: Growing, retaining and retraining the workforce, working together, making the most of digital
Greater Brighton Economic Board	Talented Attracting and retaining talent in the City Region. Develop an integrated approach to talent.
Coast to Capital Build Back, Stronger, Smarter, Greener Plan	Aligning skills provision with industry specialism to create new jobs. Re-skilling and employment growth in the green economy
Brighton & Hove SEND Strategy 2021 -2026	Better outcomes – Better Lives Increase the number of young people with SEND in employment Review of information, advice and guidance
Brighton & Hove Recovery Plan for culture	Engine Room – skills development and professional support for individuals and businesses starting out, adapting or growing in the sector.
Adult Learning Disability Strategy	Promote and develop work-based learning programmes, employment and volunteering opportunities in the city.
Destination Management Plan	Employment and Skills Priorities To be redetermined following the impact of the pandemic on the Visitor Economy,

Appendix 4 - Brighton and Hove Employment Data

A summary of data sources which provide the context to the objectives in this plan. These will be regularly updated with the latest data.

4.1 Unemployment Data



	All ages	16-24	25-49	50+
Jan-20	5,570	1,000	3,180	1,385
Apr-20	10,335	1,720	6,320	2,295
May-20	14,080	2,540	8,540	3,000
Aug-20	14,210	2,850	8,340	3,025
Sep-20	14,510	2,950	8,435	3,120
Oct-20	13,845	2,895	7,965	2,985
Dec-20	14,000	2,825	8,105	3,075

4.2 Self-Employment Income Support Scheme (SEISS) Data

In March 2020 the government announced the SEISS to support self-employed individuals adversely affected due to coronavirus. Four rounds of funding have been made available.

Period	No of grants	City take up %	£ claimed
Grant round 1 closed 13th July 2020	19200	77%	42,800,000
Grant round 2 closed 19th October 2020	19200	70%	33,900,000
Grant 3 round closed 29 th January 2021	Tbc	Tbc	Tbc
Grant 4 round closes 30th April 2021			

4.3 Coronavirus job retention scheme (Furlough) Data

Month	No	City take up %	(England) No.	(England) % Take Up
Released June (includes claims received up to 31 May 2020)	33,300	N/A	6,445,800	N/A
Released July (includes claims received up to 30 June 2020)	39,600	30%	7,600,900	30%
Released August (includes claims received up to 31 July 2020)	42,000	32%	8,067,700	32%
Released October (includes claims as at received up to 31 August 2020)	14,900	11%	2,710,600	10%
Released November (includes claims as at received up to 30 September 2020)	11,400	9%	2,019,300	8%
Released December (includes claims as at received up to 31 October 2020)	10,500	8%	1,897,400	7%
Released January (includes claims as at received up to 30 November 2020)	20,000	15%	3,209,500	13%
Released January (provisional data for claims received up to 31 December 2020)	19,500	15%	3,127,100	12%

4.4 Employment sector data – Brighton and Hove Economic Strategy (2018)

Sector	No's Employed
Public Sector	37,200
Professional and Financial	20,400
Visitor Economy *	18,000
Retail	15,900
Business Support	12,100
ICT & Digital *	6,800
Higher Education *	6,000
Other creative services *	4,400

*Denotes sector specialism

Appendix 5



TERMS OF REFERENCE

The remit and membership of the partnership. Members of the Partnership will work together to:

- Develop a clear set of priorities and actions to support the aims of the partnership which will contribute to an updated City Employment and Skills Plan post 2020.
- Act as governing body to the City Employment and Skills Plan.
- All partners work together to use their respective Adult Education budgets to provide a varied adult learning offer that includes pathways to progression, meets the needs of learners and is responsive to local demand for skills
- Provide IAG and employability support and training to enable residents, particularly the disadvantaged, to move into volunteering and / or employment. It will ensure that their requirements are recognised in local delivery plans such as Brighton and Hove Economic Strategy and C2C Skills Strategy.
- Actively seek and secure funding that informs research and / or develops services or delivery which supports local employability and skills priorities.
- Oversee and support national providers with contracts to deliver locally (such as the National Careers Service), ensuring fair allocations and delivery in Brighton & Hove.
- Work with the Local Authority, Local Enterprise Partnership C2C and Skills 360 Board to communicate strengths, challenges and opportunities in order to increase awareness, and inform and influence policy.
- Represent, promote and raise the profile of the partnership and networks across the city.
- Raise significant barriers and obstacles impacting on socio-economic prosperity across the city as appropriate and / or region and respond to consultation on behalf of the partnership as required.
- Report and lobby on significant barriers and obstacles impacting on socio-economic prosperity across the city and / or region and respond to consultation on behalf of the partnership as required.
- Engage with local employers to create opportunities to support the priorities of the Partnership and City Employment and Skills Plan.
- Reduce barriers to employment for residents, including people with mental health issues, learning disabilities or who are from Black and Minority Ethnic backgrounds.

The partnership includes the following stakeholders and networks:

- SEND Young People Network
- ESFA provider network (including English, Maths and family learning)
- BHCC: Family Children and Learning: Communities and Equalities
- Coast to Capital Skills Board
- Greater Brighton Metropolitan College
- National Careers Service
- ESOL Network
- Learning and Skills representative on behalf of Community Works
- Work and Learning Network
- Department for Work and Pensions
- Sussex Council of Training Providers
- Greater Brighton Economic Board
- The Trust for Developing Communities

Members of the Partnership commit to action and appropriate dissemination of information within their networks and to the partnership.

Administration of the Network

- The Chair of the Network is Vanessa Potter, Executive Director, Sussex Council of Training Providers
- Administration and meetings will be organised by the council
- Meetings will be held quarterly, based on the academic year
- Agendas will be based on the priorities identified by Network members
- Any decision-making will be made by consensus.

City Employment and Skills (Recovery) Plan 2021 – 2023 Governance - Adult Learning and Skills Partnership

Greater Brighton Metropolitan College
Katrina Cotton

National Careers Service
Clare Ballard

Department for Work and Pensions
Mischa Harrison
Steve Benwell

Brighton & Hove City Council
Education and Skills
Carla Butler
Communities & Equality
Emma McDermott

Chair - Vanessa Potter

Sussex Council of Training Providers

Community Works Learning and Skills
Jo Martindale

Trust for Developing Communities
Kay Duerdoth

Coast 2 Capital LEP
Claire Witz

Greater Brighton Economic Board
TBC

ESOL Network
Alison Kelly

Work and Learning Network
Bernadette Lynch

Education and Skills Funding Network
Nick Fenn

Special Educational Needs and Disability
(young people) Employability Network
TBC

White Paper - Skills for jobs: lifelong learning for opportunity and Growth

The White Paper, Skills for jobs: lifelong learning for opportunity and Growth was published by the government on 21 January 2021. The paper set out reforms to post-16 technical education and training to support people to develop the skills needed to get good jobs and improve national productivity. The paper repeats previously announced proposals including the Lifetime Guarantee announced in September 2020 but also announces new developments, some of which have short implementation timescales, with others likely to need further consultation and/or new legislation.

What does the White Paper recommend?

The reforms proposed in the White Paper include:

Putting employers at the heart of post-16 skills:

- Give employers a central role working with further education colleges, other providers and local stakeholders to develop new Local Skills Improvement Plans which shape technical skills provision so that it meets local labour market skills needs.
- Pilot Local Skills Improvement Plans in Trailblazer local areas, exploring an approach where they are led by accredited Chambers of Commerce and other business representative organisations in collaboration with local providers; and engage employer and provider groups to ensure we create the most effective models of employer representation before wider rollout.
- Make Strategic Development Funding available in 2021/22 in a number of pilot areas to support colleges to reshape their provision to address local priorities that have been agreed with local employers.
- Ensure government has up-to-date and expert advice on the labour market and national skills gaps from the Skills and Productivity Board.
- Align the substantial majority of post-16 technical and higher technical education and training to employer-led standards set by the Institute for Apprenticeships and Technical Education, so skills provision meets skills need.
- Continue to improve and grow apprenticeships, so more employers and individuals can benefit from them as part of the Lifetime Skills Guarantee.
- Improve the quality of traineeships, to better support young people to transition to apprenticeships and other occupations.
- Continue to support participation in English, maths, and digital training to meet employers' needs and support people to progress in employment or further study.
- Invite proposals through the Strategic Development Fund to establish College Business Centres within further education colleges to work with employers in a designated sector on business development and innovation.

Providing the advanced technical and higher technical skills the nation needs:

- Use the new £2.5 billion National Skills Fund to enhance the funding to support adults to upskill and reskill. This will include an offer, backed by £95 million in 2021-22, for all adults to achieve their first full advanced (level 3) qualification as part of the Lifetime Skills Guarantee.

- Expand our flagship Institutes of Technology programme to every part of the country by the end of this Parliament, to spearhead the increase in higher-level technical skills in Science, Technology, Engineering and Maths.
- Continue to roll out T Levels, to prepare students for entry into skilled employment or higher levels of technical study, including apprenticeships.
- Reform higher technical education (levels 4 and 5) with a new approval system based on employer-led standards.
- Create clear progression routes for students towards the higher-level technical qualifications that employers need.

A flexible Lifetime Skills Guarantee:

- Implement the flexible Lifelong Loan Entitlement to the equivalent of four years of post-18 education from 2025.
- As a pathway towards the Lifelong Loan Entitlement, we will stimulate the provision of high-quality higher technical education (levels 4 and 5), as we work towards making it as easy to get a student finance loan for an approved Higher Technical Qualification as it is for a full-length degree.
- Introduce pilots to stimulate higher technical education and incentivise more flexible and modular provision.
- Determine how we can best stimulate credit transfer between institutions and courses.
- Consult on the detail and scope of the Lifelong Loan Entitlement in 2021.
- Improve how teaching is delivered so that it is more accessible, with the use of digital and blended learning.
- Provide clear information about career outcomes through occupational maps, wage returns data and ensuring providers give pupils information about all options.

Responsive providers supported by effective accountability, governance, and intervention

- We will consult on the following proposals to reform our funding and accountability system:
- Simplification and streamlining of funding for further education to support high-value provision relevant to the labour market, with elements of simplified and streamlined funding to be tested ahead of consultation.
- Give more certainty to providers over their funding, including considering how we could move to a multi-year funding regime.
- Reform our accountability approach, relaxing ringfences and reporting; instead focusing on outcomes.
- Introduce new accountability structures to underpin the delivery of Local Skills Improvement Plans.
- We will continue to invest in the college estate, to transform facilities and enable high-quality provision.
- Introduce new powers for the Secretary of State for Education, so the government can intervene quickly and decisively in cases where there are persistent problems that cannot otherwise be addressed, either with colleges not delivering effectively or where local providers are unable to deliver the skills priorities for that area.

- Strengthen the governance of colleges, by taking a clearer position on what good governance and leadership looks like and placing specific requirements on colleges and other provider types.
- Ensure that subcontracting practices improve educational outcomes.

Supporting outstanding teaching

- Launch a national recruitment campaign for teachers in further education settings.
- Base Initial Teacher Education on employer-led standards.
- Improve the provision of high-quality professional development and support progression for teachers.
- Facilitate a strong relationship between industry and providers.
- Support apprenticeships teachers and lecturers with a tailored professional development offer.
- Introduce comprehensive workforce data collection

What has the reaction been?

There has been general support for the White Paper giving attention to the FE sector and putting businesses at the heart of the system. FE Week published an article that brought together the reaction, in which some of the support was qualified by suggestions on how the reforms could be strengthened.

<https://www.fenews.co.uk/fevoices/61938-skills-for-jobs-white-paper-is-launched-sector-response> . The Association of Colleges view the paper as ambitious which delivers a significant shift in how colleges support the lifelong education and skills needs. <https://www.aoc.co.uk/fe-white-paper-aocs-response>

The University Alliance welcome the opportunity to build a more integrated tertiary education system that further incentivises HE and FE to work in partnership but have expressed series reservations on some of the proposals and are welcoming the opportunity to further engage in the full response to the review.

<https://www.unialliance.ac.uk/2021/01/21/university-alliance-responds-to-the-governments-skills-for-jobs-white-paper-and-interim-conclusion-of-the-review-of-post-18-education-and-funding/>

AELP welcomed the Skills for Jobs white paper with its outcome focused approach and emphasis on working closely with employers. They were pleased that the role of independent training providers was recognised. They believe that piloting the Local Skills Improvement Plans would be prudent, as there are major issues to untangle and understand. The local skills and employment infrastructure are complex, so it will be vital for all the stakeholders to see more details including what the proposed chamber-led trailblazers are going to be responsible for.

<https://www.aelp.org.uk/news/news/press-releases/outcome-focused-approach-in-fe-white-paper-welcomed-by-training-providers/>

What does this mean for Brighton and Hove?

There is not yet enough detail on the Local Skills Improvement Plan to determine the impact on the city. The Council will be closely monitoring further developments how

this proposal links into the Skills Advisory Panels which are overseen by the Coast to Capital Local Enterprise Partnership. All organisations affected by the proposals will be reviewing and responding as further details emerge. The council through its partnership and networks, including colleges, universities, chambers and Sussex Council of Training Providers will be collaborating in order to keep informed and engaged.

Subject:	Response and Recovery Update: Food		
Date of Meeting:	3rd March 2021		
Report of:	Executive Director Economy Environment & Culture		
Contact Officer:	Name:	Max Woodford	Tel: 01273 291666
	Email:	<u>max.woodford@brighton-hove.gov.uk</u>	
Ward(s) affected:	All		

FOR GENERAL RELEASE.

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 This report updates members on the work that is being done around provision of food during COVID-19, in terms of emergency provision, an update on the winter covid-19 grant for families, and consideration of a longer-term strategic approach to food.
- 1.2 The report also responds to a request from members to consider the potential for paid positions at key food hubs around the city that are currently reliant on volunteers alone and outlines work that is taking place to consider the issues and implications surrounding longer term future of emergency food provision in the city.

2. RECOMMENDATIONS:

- 2.1 That Members of the committee note the work being done across the city around the emergency food response during the Covid19 pandemic, and the consideration of the implications surrounding the provision of emergency food in the longer term.
- 2.2 That Members agree that the Food Policy Officer continues to work with Brighton & Hove Food Partnership and the wider emergency food network on developing stronger analysis of options for moving to a more sustainable emergency food network, which builds upon the initial analysis outlined in paras 3.7 to 3.28 of this report.
- 2.3 That Members agree that the Food Policy Officer commences the longer term strategic food policy work outlined in paragraphs 3.49 to 3.55 of the report in partnership with city partners, the Brighton & Hove Food Partnership and the Greater Brighton Economic Board.

3. CONTEXT/ BACKGROUND INFORMATION

Accessing Emergency Food during the Covid-19 Pandemic

- 3.1 As part of the city's community response to supporting vulnerable households and those that were shielding during the Covid-19 Pandemic, a citywide network of 50 neighbourhood food hubs was established and co-ordinated by Brighton &

Hove Food Partnership. Some of these were food banks / shared meal settings that had been in existence before the crisis and some new temporary food hubs. A central 'Community hub' was established within the LDSF team to provide referrals to food banks and vouchers. Referrals are made based on post-code or client group.

- 3.2 The need for emergency food provision within the community has fluctuated over the last year. In April 2020, 3001 food parcels were being given out per week and 3966 meals. This reduced to 1991 weekly parcels in July 2020, once the wave 1 lockdown restrictions started to ease, but has then increased as a result of the second wave of the virus and the second and then third national lockdowns. Most food banks report being stable but with increasing numbers accessing food. The BHCC Community Hub reports having increased numbers seeking referrals for help.
- 3.3 As of Feb 2021, there are over 51 providers of Emergency Food across the city. These can be broadly divided into three types of provision:
- Traditional food banks or newly set up food 'hubs' who give out uncooked food parcels – 30
 - Community meal providers distributing cooked meals - 11
 - Food co-ops and other initiatives helping people access subsidised food, to prevent crisis – 10
- 3.4 Some are within established organisations providing food to their client group e.g., Brighton Women's Centre or specialist BAME, homeless support and older people projects, some are a combination of types. Each provider has a different referral system, most will take referrals from the BHCC Community Hub, many also take direct referrals from agencies and social care. At least 6 have an open access policy, where anyone can self-refer, in order to prevent people from having to go through any barriers to get food.
- 3.5 As most Emergency Food Providers have been set up by grass-roots organisations, there is a different offer across the city, producing a 'postcode lottery' as to whether households can receive emergency food delivered to the door, cooked meals 7 days a week, or access to an affordable food scheme / coop.
- 3.6 The council funded an initial £45,000 in March 20 and a further £124,500 for the period June – August 20 to cover Emergency Food provision. There has since been investment via the COVID19 Winter Grant money outlined in paras 3.30 – 3.38.

Consideration of Payment or Funding for Food Hub Volunteers

- 3.7 At the 3 December Policy & Resources Committee, it was agreed to ask officers for a further report that gives due consideration to paid positions at key food hubs around the city that are currently reliant on volunteers alone. The aim of this request was also to consider the implications and issues that arise from the longer term provision of emergency food across the city. As the need for emergency food provision has continued there has been concern that availability of volunteers may not be sufficient to adequately support the scale of food

provision required and that as a result some of the providers may struggle to sustain provision.

- 3.8 Of the 49 food providers that are currently operating in the city, 19 are volunteer run (of those 2 are supported by Church staff and 2 are coordinated by Councillors). Of the remaining providers, the staffing arrangements vary from paying one person one day a week to having several full-time staff.
- 3.9 A number of options have been considered to enable an assessment of the implications of commissioning the food network so that a some of the current volunteer positions became paid positions. All of these options require further work and research before a recommendation can be made to the committee on a way forward. The initial analysis to date is not complete and requires further work but has been summarised below:

Consideration of funding or paying all volunteers

- 3.10 In the latest annual Emergency Food Survey (July 20) from BHFP, there were 638 volunteers across the projects who volunteered in one-week 2111 hours. At the living wage (£9.30 an hour) this is £19,632.3 a week. This amount is likely to change given the sectors' fluctuating size.
- 3.11 Volunteering is unpaid work by definition but expenses can be covered. Covering costs of driving is particularly needed as the volunteers are often expected to use their own petrol. Parking costs have been negated by the use of a Council letter, but if this were discontinued for any reason, it would mean volunteer drivers would incur parking costs.
- 3.12 If a subsistence expenses rate were paid for a daily 3 - 4-hour shift (£9.30), this would be in the region of £6054 a week to cover 650 volunteers, the annual cost would be estimated to be £314,340. However, this would also require administration by officers within the council, which would add a further estimated c.£100k to the annual cost. If driving expenses were paid, this could be in the region of £40,000 (based on 2 drivers per organisation driving 15 miles each per week at a rate of 46.9p per mile). However, further research would be needed to find more accurate figures (some organisations do not deliver at all, some have multiple drivers every day).

Consideration of funding or paying key Coordinating posts / roles

- 3.13 Under this model, a paid BHCC staff member would support several food projects and would provide coordination, capacity building, and support with managing volunteers, budgeting, finance etc
- 3.14 It should be noted, that many of the current volunteer run food projects are grass roots independent community organisations that have emerged and operated effectively without the intervention of the city council. As a result, some of these organisations may not welcome either the city council or another commissioned organisation intervening to take on a coordinating role.

- 3.15 A basic principle of community development is to empower individuals to create sufficiency and sustainability within organisations. Creating a dependence on the Council would contradict this.

Consideration of funding each group to employ their own coordinator

- 3.16 Under this model, each group or organisation has someone already who acts in a coordinating role. Providing funding for them to continue in their role would create more capacity and enable them to concentrate on providing emergency food. The funding would need to be given out through a fair grants or tendering process. This would have further financial implications.
- 3.17 As organisations who already have staff members have to fundraise for this, then they should be eligible to receive the grants.
- 3.18 There is a risk small grass-roots groups may not have the structure or capability to manage staff. There is a risk that the grass-roots groups may be excluded from the procurement process, which is intended to support them.

Consideration of providing funding for community development organisations to train, support and empower volunteers or have a staff role supporting several food projects

- 3.19 The Trust for Developing Communities, Hangleton & Knoll Project and Brighton & Hove Food Partnership have existing relationships with the Emergency Food Providers.
- Some of this support is already funded through the Third Sector Investment Programme (TSIP)
 - Working with the volunteer run organisations to establish if they could employ staff is key
- 3.20 Consideration would need to be given about how this grant or commissioning process would exist alongside the current Community and Voluntary Sector, Council support, to ensure adequate and appropriate cover that was fair to all organisations and distributed evenly with due respect to need and equality.
- 3.21 For any council commissioning process: procurement, contracting and regulatory processes would apply. The organisations would need to have Health & Safety, Safeguarding, Equalities policies etc
- 3.22 There is no budget allocated for this work. All of the options above would need further research and consultation to define costs and need across the projects.

How do we move towards a more sustainable emergency food system, which has fair and inclusive access?

- 3.23 Best practice for Local Authorities is a 'cash-first' approach (reducing existing barriers to financial entitlements or offering shopping vouchers before food bank support). This reduces the need for Emergency Food.
- 3.24 Brighton & Hove Food Partnership is just about to undertake focus groups and evaluation of the work of the Emergency Food Network, community meal

providers and food cooperatives to provide a framework for moving forward sustainably. The BHCC Food Policy officer will work with the Food Partnership following the research to explore the various models for funding the network in more detail.

- 3.25 There is a need for the council to lobby government to ensure that the welfare, employment and skills systems are addressing the needs of the most disadvantaged in our communities so that they are not reliant upon emergency food provision.
- 3.26 There has been some research about the idea of a single referral system/shared centralised database across the food banks and referring agencies, which could be GDPR secure, decide allocation on post-code, would avoid duplication and would provide knowledge about what other financial support the client had received. This idea is controversial within the Emergency Food Network. Some banks/hubs would not sign up to such a scheme (mainly through GDPR and access concerns, also digital access is an issue amongst food bank volunteers), others already have systems in place (such as Trussell Trust) which might not integrate with other systems, some banks are keen to adopt a scheme. Creating a database would need significant research, investment and training for providers. Any investment in such a scheme would first need confirmation of a high-percentage take-up of the database across providers. Further investigation will take place.
- 3.27 Independent food banks could sign-up to be part of the Trussell Trust network. However, many of the current volunteer run food projects are grass roots independent community organisations that have emerged and operated effectively without the support of another organisation and might not welcome this. Also, Trussell Trust needs to see that it's visions and values are aligned with the project. Trussell Trust is a franchise which has an initial cost for the organisation of £1250 and yearly payments of £150. They provide support, data systems, grants and partnership opportunities.
- 3.28 Emergency Food Providers will need continued financial and organisational support as food insecurity is expected to increase. However, providing small grants through the Communities fund to cover volunteer expenses, staff and food costs would be a fairer way to support them, whilst continuing to work with the Community and Voluntary sector to provide organisational support.

COVID-19 Winter Grant

- 3.29 The government outlined that the grant was awarded to give vulnerable households peace of mind in the run up to Christmas and over the winter months during the pandemic by helping those who need it to have food on the table and other essentials, so every child will be warm and well fed this winter.
- 3.30 During the Christmas holidays a £25 supermarket food voucher was given to families per child, per week. This was provided to all those entitled to free school meals, children who qualify for free childcare places for two-year olds, Early Years Pupil Premium and using the children centres' food bank as well as those in similar circumstances. This included families who electively home education

their children and those attending college. The same arrangement was also in place for the February half term.

3.31 It was determined to direct the remaining funding for the support of families with children and young people, including pregnant parents who find themselves at the edge of other sources of support such as Free School Meals. This has been undertaken using a combination of funding to support discretionary allocations of assistance and funding to support other organisations working in the city to support these families, while aiming to link family members to other supportive initiatives.

3.32 £90k has been allocated to support groups with protected characteristics. £40k was granted to support young people via the following providers, as detailed below:

- £10k for the east and north of the city (Trust for Developing Communities)
- £5k for the west of the city (Hangleton and Knoll project)
- £5k for central areas of the city (Brighton Youth Centre)
- £5k for LGBTQ+ young people (Allsorts)
- £5k for BME young people (Black and Minority Ethnic Young People's Project)
- £5k for disabled children and young people (Extratime)
- £5k for families with a child/dren with Special Educational Needs and Disabilities (Amaze)

3.33 The Communities, Equalities and Third Sector team ran a small grants scheme (£5,000 per award) for community and voluntary organisations in the city. The criteria were projects working in Brighton and Hove to help ensure that vulnerable people and families are warm and well fed this winter. This might, for example, include the provision of warm clothing, help paying heating bills or helping families to cook nutritiously on a limited budget.

3.34 In total the following amounts have been allocated:

Stream	School holidays	Other times	Total
Early years - Children Centre food bank & vouchers Jan – March 2021	£98,675	£11,000	£109,675
Schools and college – vouchers	£579,325	£84,000	£663,325
Community and voluntary sector outreach and support Jan-March 2021	N/A	£90,000	£90,000
Administrative costs	N/A	N/A	£2,000
Total	£678,000	£185,000	£865,000

3.35 It was a significant challenge to find a suitable system for the distribution of the COVID-19 winter grant that was straight forward for families to use this system and could gain the confidence of schools to use after the issues experienced using the national system prior to and over the summer break.

3.36 The avoidance of poor-quality food hampers as described in the national press ensured that families could access food quickly, easily and with dignity.

3.37 It took significant effort from the small Schools Meals Team to ensure that all of those families eligible for free school meals were processed quickly, schools advised and provision of vouchers/free school meals where appropriate. They also fielded a significant increase in calls and queries from those not eligible for their service and directed them towards other services for help such as the Local Discretionary Social Fund, Food Partnership and Community Hub. This demonstrated the close links with the Food Working Group and all partners involved in supporting families with food.

Free School Meals

3.38 Since schools have been open only to vulnerable children and the children of critical workers from early January 2021, families entitled to free school meals have been supported through a supermarket food voucher distributed by schools. The voucher is £15 per child, per week. Schools can either use the national Edenred scheme or the Hugg scheme used to distribute Covid Winter Grant vouchers.

3.39 Since the start of the spring term 2021 any adult or child attending school has been able to receive a meal at no charge. This arrangement will run until February half term and will then be reviewed. On average 12,000 meals per week are being served. This initiative has sought to increase the sense of community during a difficult time, promoted the well-being of staff and children in school, reduced the requirement of school staff and critical worker parents or parents of vulnerable children to visit supermarkets and minimised the furlough requirements of Caterlink, the school meals provider. Therefore, enabling the full service to be expanded more quickly when required.

3.40 The offer of a meal at no charge was offered during the response to the first lockdown and was part of the supplier relief arrangement with Caterlink. It is important to note that these arrangements apply to schools that are part of the council's school meals contract which includes the city's primary and special schools only. Secondary schools and academy/free schools are not part of these arrangements.

3.41 Where possible the meal will be hot food however it is worth noting that during the first lockdown the original offer was for families to receive a packed lunch.

3.42 During the school summer holidays 2020, the government arranged for a national scheme of food vouchers to be offered to families in receipt of free school meals. This equated to a £15 supermarket food voucher.

3.43 During the disruption of the last academic year the provision of school meals was maintained and the numbers of meals served in the table below indicate the way schools gradually re-opened.



- 3.44 The start of the academic year 2020-21 saw more normality in the way schools were running and meal numbers increased as a result.

September Meal Numbers	October Meal Numbers	November Meal Numbers	December Meal Numbers
132616	120104	163890	136101

- 3.45 In the 2019/20 financial year there were approximately 1200 applications/enquiries from guardians. In the first 10 months of 2020/21 there has been 2600 applications/enquiries. In January 2020 the school census recorded 5372 eligible children and this year the census recorded over 6500 pupils.

Longer Term Strategic Food Policy Work

- 3.46 In order to continue to drive the food agenda, the city council has recently appointed a new Food Policy Officer. This role will provide strategic leadership on food policy and food economy matters within the council; developing and leading policy, strategies, programmes and funding bids to support the development of a secure, resilient and sustainable local food economy.
- 3.47 The postholder will also work collaboratively with the Brighton & Hove Food Partnership and relevant community and voluntary sector organisations, social enterprises, businesses, public sector organisations and academic institutions in the city to achieve the food goals for the city, including those set out by the city's Gold Sustainable Food Status.
- 3.48 The new post holder will start work in May 2021. In the meantime, an interim officer is supporting the council with the more immediate work around co-ordinating the council's response to the impact Covid is having on the city's food sector, in partnership with the various food banks and food co-operatives. This will involve:
- Being the Council Lead for food on the Food Working Group and responsible for administration of that group
 - Taking responsibility on the reports on the work the Food Working Group is doing to the Covid Recovery & Renewal Programme this committee.
 - Being the contact point for all food enquiries
 - Leading on new challenges related to food

Moving to a Strategic Approach to City Food Policy

Working with Brighton & Hove Food Partnership

- 3.49 On 30th Nov 2020, national awards body Sustainable Food Places announced that Brighton & Hove had become the first in the UK to win a Gold Sustainable Food Place Award. The award recognises the city's outstanding achievements on a range of key food issues. The council should work with Brighton & Hove Food Partnership to build upon the achievements of the award.
- 3.50 There is an opportunity to develop a city and city region wide strategy approach to food – including working with the Food Partnership on the review of the

Brighton & Hove Food Strategy 2018-23. The funding for Brighton & Hove Food Partnership to work on the Food Strategy comes to an end in June 21. The council will work with BHFP to recommend and find resource for this work.

- 3.51 The city's Food Strategy Action Plan takes a preventative approach to food insecurity, addressing the underlying causes of food poverty and looking beyond food to issues such as employment, benefits, and housing and fuel costs. The recommendations in it are to:
- Take action on low wages, insecure employment and housing crisis
 - Help maximise the income of those at risk of Food Poverty
 - Involve people with first-hand experience of food poverty in designing responses to it
 - Ensure the limited support available is targeted at the most vulnerable

Supporting the development of the City Downland Whole Estate Plan

- 3.52 The Council owns 11,000 acres of land of which 4400 acres is farmland (most of this is within the South Downs National Park). There may be scope to move land into sustainable food production or have mixed use i.e., food production and housing or recreation.

The Council is currently developing a new City Downland Estate Plan which should consider food production and security, public access, biodiversity and action to enhance ecosystems services.

Developing a secure resilient and sustainable food economy across the Greater Brighton city region

- 3.52 The city cannot look on its food economy in isolation as the city's boundaries make little sense when you consider food production and distribution. Working across the Greater Brighton City Region will include working more closely with our neighbouring councils, other local Food Partnerships the South Downs National Park, The Living Coast UNESCO Biosphere and national food policy organisations.
- 3.53 It is proposed that work commence on scoping a Greater Brighton / city region approach to food economy, security and resilience by creating a Greater Brighton Food Strategy following the tenets of the city's Food Strategy:
- Promote and celebrate good food
 - Increase the visibility and accessibility of healthy and sustainable food in the city
 - Foster a vibrant independent food sector.
 - Put good food at the heart of the city's tourism offer
 - Food industry employers commit to the Living Wage and fair working conditions.
 - Promote food as a career
 - Mainstream food businesses maintain healthy, sustainable and fair practices
- 3.54 This work will also include crisis planning and city-wide food security and resilience planning. For example, Brexit impacts, Climate Change, epidemics, flooding and other extreme weather events.

- 3.55 Look at land and environment management to:
- Take a holistic approach to improve sustainability and security in food production across the urban, rural and marine environments.
 - Consider food, agriculture and land use as part of the plan to transition the city to carbon neutral by 2030

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Further research and work are required to consider the most sustainable model for supporting the Emergency Food providers in the short-term whilst ensuring we are working on viable solutions to household poverty and financial inclusion in the long-term.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The information provided in this report is devised in partnership with Brighton & Hove Food Partnership (BHFP). BHFP hold monthly Emergency Food Network meetings (usually attended by between 15 - 28 people) and monthly affordable food pilot meetings (usually attended by between 8 - 16 people) where organisations bring ideas, issues and concerns to the attention of the group. This information is fed back into the monthly Food Cell meetings, who aim to address some of the issues and feedback to the networks.
- 5.2 Brighton & Hove Food Partnership undertake an annual survey of the Emergency Food Providers, this was completed in July 2020. Additionally, in August 2020 BHFP surveyed 230 people who self-identified as struggling to afford food. This survey went out through the Community Hub, Food Banks and via social media. <https://bhfood.org.uk/resources-archive/reports/>

6. CONCLUSION

- 6.1 A significant and complex voluntary network of emergency food providers has emerged over the last 10 years. The number of providers and demands upon this network have increased significantly as result of the Covid-19 Pandemic. They will need ongoing support and resources whilst the demand is high.
- 6.2 There are a number of models which might support the emergency food network to operate on a more sustainable footing in the short term. All these of come at significant financial cost to the council. There is need for further work before conclusions as to the best operating model can be recommended to the committee. The Brighton & Hove Food Partnership are undertaking some research which will support this further work which will be undertaken by the Food Policy Officer and reported back to committee.
- 6.3 Whilst there is a need to support the food network in the short term, the medium and long-term aim should be to reach a position whereby emergency food provision is not needed in the city. We therefore need to be careful about not creating a system that embeds emergency provision in the city when in the longer term the approach should be a more preventative approach to tackling poverty and financial exclusion. Key to this is supporting economic and community recovery from the Covid-19 pandemic and lobbying government to

ensure that the provision of welfare, employment and skills is sufficient to prevent the need for emergency food provision

- 6.4 There is also a longer-term opportunity to develop a strategic approach to Food policy across the city and city region which builds upon city's recent award as a Gold Sustainable Food Place. There is an opportunity to consider this strategy approach to sustainable food economy, security and resilience through the Greater Brighton Economic Board, the work taking place to promote a circular economy and transition the city to Carbon Neutral, and the emerging work on the City's Downland Estate Plan.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no direct financial implications arising from the recommendations of this report. The report sets out a range of options for paying or funding food hub volunteers which requires further analysis. There is no budget provision for any of the options considered and therefore if any proposals were to be taken forward, resources would need to be identified and approved through Policy & resources Committee.

Finance Officer Consulted: James Hengeveld

Date: 19/02/21

Legal Implications:

- 7.2 As set out in the report, any future proposals which involved commissioning of services would need to be undertaken in accordance with the Council's Contract Standing Orders and Public Procurement Regulations.

Lawyer Consulted: Elizabeth Culbert

Date: 19/02/21

Equalities Implications:

- 7.3 All people should have access to food that provides sufficient calories and nutrients to promote good health. Food poverty is a key symptom of inequality and key groups affected are those in low income work, single parent households. Funding food for the emergency food network provides a short-term solution to food poverty exacerbated by COVID19 while longer term community recovery plans are developed and while the risk of COVID remains.

Sustainability Implications:

- 7.4 None identified directly from this report. The work of the Food Policy Coordinator into the future will consider significant sustainability issues around food growing and agriculture.

Brexit Implications:

- 7.5 None directly identified, though the impacts of Covid-19 and any potential impacts arising from Brexit on the food economy need to be considered together very closely when planning for ensuring supply to all of the city's communities.

SUPPORTING DOCUMENTATION

Appendices:

1. List of Emergency Food providers

Appendix 1: List of Emergency Food providers

List of Food Banks and Food Hubs (30)

- Brighton Food Bank
- Salvation Army Food Bank – Hove
- Salvation Army Food Bank – Central (new 20)
- The Purple People Kitchen Food Bank – Portslade
- Hangleton Food Bank
- Craven Vale Food Bank
- Whitehawk Food Bank (Trussell Trust)
- Bevendean Food Bank
- Mutual Aid Vegan Food Bank
- Voices in Exile Food Bank - migrants and refugees
- Brighton Women's Centre (closed & reopened in 21)
- Cornerstone Community Centre (new 21 pop-up)
- Fresh Start Community Association
- Brighton Table Tennis Club (new 20)
- Phoenix Community Centre (new 20 moving to a food coop model)
- Saltdean Community Hall (new 20)
- Coldean St Mary Magdalen Church Hall Coldean (new 20)
- The Carers Centre - unpaid family carers
- BMECP Centre (new 20)
- Brighton Cauldron (new 20)
- Sussex Homeless Support (meals as well)
- Woodingdean Food bank (new 20)
- St Matthias Church Hollingdean (Trussell Trust new 21)
- Weald Community Fridge (new 20)
- Balfour Mutual Aid Food Bank (new 20)
- Holland Road Food Bank
- Emmanuel Church – setting up at the Clarendon Centre (new Feb/Mar 21)
- BHCC Children's centres Food banks x 3

Food Co-op or other model (10)

- Brighton Unemployed Centre Families Project (BUCFP)
- The Gathering Place (Hollingbury) (also parcels)
- Pankhurst Community Pantry
- Old Boat Community Centre (Community Fridge – Hollingbury)
- Moulsecoomb Community Market
- Brighton Grub Hub (Delivers)
- BrightStore – Hollingdean
- BrightStore – Hove
- Very Local Food Hubs
- Chomp (families across city)

Community Meals (11)

- Real Junk Food Project - food parcels and meals
- East Brighton Food Coop

- Hove Luncheon Club - Food and Friendship
- Feedback Kitchen at - Bristol Estate
- The Bevy and the Food Factory based at BACA
- Hollingdean - World Food Project
- Momma Cherri working with the Starr Project
- Edd Heller
- Lunch Positive - people living with HIV and their carers
- St Anne's Centre
- Exeter Street Hall

Subject:	Recovery Update: Economy		
Date of Meeting:	3rd March 2021		
Report of:	Executive Director Economy Environment & Culture		
Contact Officer:	Name:	Max Woodford	Tel: 01273 291666
	Email:	max.woodford@brighton-hove.gov.uk	
Ward(s) affected:	All		

FOR GENERAL RELEASE**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 This report updates members on some key indicators as to how the city's economy is being affected by the Covid 19 Pandemic, as well as some of the activities that are happening to better understand that impact and to work towards a sustainable recovery of the city's (and city region's) economy.

2. RECOMMENDATIONS:

- 2.1 That members note the latest position with regards to the city's economy and the impact of the pandemic.
- 2.2 That members note the contents of the Greater Brighton Sustainable Recovery Plan (appendix 1), and the update on delivery of that plan (Appendix 2).

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 Up to date information on the employment impacts of the pandemic, and the City Employment and Skills Plan that is being drafted to address the issues, is on the agenda for this meeting.
- 3.2 One statistic of particular note to the city's economy is around the number of staff furloughed. The concern is that furlough could act as an indicator of future unemployment numbers. DWP have confirmed that Brighton and Hove still has considerable numbers of employees on furlough when compared to other local authorities in East and West Sussex:

County and district / unitary authority	Total employments furloughed at 30 November	Total employments furloughed at 31 December (provisional)
Brighton and Hove	20,000	19,500
Eastbourne	6,000	5,700
Hastings	4,600	5,300
Lewes	5,500	5,400

Rother	4,600	5,000
Wealden	8,700	8,500
Adur	3,400	3,200
Arun	8,600	9,000
Chichester	7,700	7,100
Crawley	11,100	10,500
Horsham	9,000	8,700
Mid Sussex	9,100	8,700
Worthing	6,100	5,800

3.3 [Centre for Cities identify Brighton & Hove a having an economy that is particularly impacted by Covid](#). But they also note that we are a city that has above average numbers of people who are home working. It is likely that our higher rates of home working in part explain higher rates of furloughing of local services jobs in the city centre. But in addition many of those furloughed jobs will be from the visitor economy.

3.4 Furlough is presently planned to continue until the end of April, but it is hoped that, subject to the lockdown situation, it is extended further to continue to protect jobs and enable businesses to furlough staff until the economy is able to restart properly.

BHEP Sector Feedback

3.5 From early on in the Pandemic, the Brighton & Hove Economic Partnership (BHEP) has been commissioned to provide reporting on business issues across Brighton & Hove, including sector focused feedback giving an overview of the issues and actions of the local business community. This has been based on the findings of a number of sector-focused sub-groups. The purpose of this is to ensure that the city council is hearing directly from businesses about the challenges they are facing, so we can better understand the interventions needed, or the areas we should lobby government on. A full report is being presented to the next meeting of the BHEP on 2nd March, so it is not ready in time for the preparation of this report.

Public Art Strategy

3.6 A consultation process is currently underway to inform a new Public Arts Strategy for the city. Led by the Arts and Creative Industries Commission, the new strategy will enable the city council to attract funds for public art, leading to new commissions for artists and contributing to the recovery of this fragile sector. The Strategy will also help property developers to follow a clear process for commissioning public art, engaging artists in the city and channelling funds towards their work in public places. Following the public consultation process, the Strategy will be published in May 2021.

Business Grants

3.7 Since the start of November 2020, the government has provided a number of grant schemes to assist businesses. Details of all these schemes are fully explained on our website here <https://www.brighton-hove.gov.uk/coronavirus-covid-19/businesses-and-employers>.

3.8 Of the six grant schemes, four; the Local Restrictions Support Grant (closed), Local Restrictions Support Grant (sector), Christmas Support Payments and

Closed Business Restriction Payments are fixed schemes. Which means that the grant amounts to business are set by government. The Council is delivering these in accordance with government criteria, the subsequent guidance, and the addendums that followed. In combination these grants have provided the bulk of the financial support during the Tier 4 and lockdown periods. As at 9th February 2021 the total amount paid on these grants was £27.75m.

- 3.9 At a Policy & Resources Urgency Sub-Committee on 13th November 2020, members agreed to delegate authority to officers to determine the criteria, agree the processes for the allocation and award of the £5.818m of funds in the discretionary Additional Restrictions Grant ('ARG'). As at 9th February 2021, £5.37m of this had been paid out to businesses. This has been paid out to 568 businesses from 1,549 bids, whilst 837 businesses have applied for the grant and not been awarded them – usually because they do not meet the eligibility criteria for the scheme. 144 bids are awaiting a decision at the time of writing.
- 3.10 On 4th February 2021, a further Policy & Resources Urgency Sub-Committee considered a report on the spending of additional discretionary grant funding. After the 3rd lockdown from 5 January 2021 was announced, the Council received an additional £2.6m top-up for the ARG fund. As with all grants, this came with a government imperative to distribute this fund to support local businesses as soon as possible. That additional allocation of grant funding extended beyond the reach of the delegation to officers to spend funding awarded during the second national lockdown and the subsequent tier system, and so members were asked to consider the new proposals put forward on how to distribute the funding, and delegated to officers the power to deliver those grants. Future reports will set out how that money has been distributed.

The Greater Brighton Sustainable Recovery Plan

- 3.11 Brighton & Hove's economy is not just limited to the administrative boundaries of the city, with the functional economic area, housing market areas and travel to work and to learn areas stretching across a wider city region. Therefore, much economic strategy, planning and interventions take place on that city region level, via the Greater Brighton Economic Board.
- 3.12 At the October 2020 meeting of the Greater Brighton Economic Board a COVID-19 Sustainable Recovery Plan was agreed (see appendix 1). The actions in the plan were shaped by an evidence base: The findings of an Impact Assessment on the region, which was completed by Hatch in July 2020. It was clear from that analysis that, like the rest of the UK economy, COVID-19 will have a significant impact on output (GVA) growth in the Greater Brighton region over the coming year. Using the Office of Budget Responsibility (OBR) methodology to create a coronavirus reference scenario, the figures indicate a loss of 11% in GVA during 2020. The region's estimated year of recovery to achieve pre-COVID GVA levels is 2028.
- 3.13 That impact assessment for the region highlighted six main impacts. These were: a rise in unemployment, closure of local businesses and significant challenges in four main sectors; Creative, Arts and Culture, Education, the Visitor Economy and Transport. The sections of the recovery plan looked at these in more detail, and aligned to the Economic Board's Strategic Themes in line with the Board's

previously agreed Five-Year Priorities: International, Creative, Connected, Talented and Resilient.

- 3.14 At the time of agreeing the plan, it was acknowledged that the pandemic was a fast-moving situation, and it was decided that the plan would be reviewed before each Economic Board meeting, with progress reported and any new actions considered against the national and regional context. Appendix 2 is the outcome of the first assessment as reported back to the January 2021 Economic Board meeting.
- 3.15 The report set out that between the October 2020 and January 2021 meetings of the Economic Board, the Covid-19 situation had shifted significantly and rapidly. The autumn Spending Review also had implications for the City Region, and that the narrative from Government continues to be around green recovery – but also around levelling up.
- 3.16 The report also set out that Greater Brighton Partners continue to work tirelessly and innovatively to support businesses. Local authority partners had awarded at that stage over £200 million in business grants to over 20,000 eligible businesses, and over £6 million in discretionary grants. These numbers will have continued to grow.
- 3.17 Because the actions within the Sustainable Recovery Plan were set against the five strategic priority themes of the Board, the progress updates and main actions for the next quarter were reported back against each priority.
- 3.18 The report acknowledged that the Greater Brighton Economic Board should continue to lobby government for support in the hard-hit sectors, and that the Economic Board should consider the opportunities provided by new Government programmes and new funding streams.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 This report is for noting a number of activities and actions taking place around the city and the city region to address sustainable economic recovery. As it is only for noting, alternative options are not set out.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 Business representatives from the Brighton & Hove Economic Partnership and Community Works have advised on the business grant criteria and helped to promote the scheme. A 'How to' applicants guide has been produced and was published on 16 November; which has been viewed by circa. 20,000 people. The guide has been translated into five of the main languages spoken by residents in the city: Arabic, Polish, Mandarin, Bengali and Farsi and publicised within local communities.
- 5.2 Feedback from key business sectors, as set out above, has been commissioned via the Brighton & Hove Economic Partnership.
- 5.3 The Greater Brighton Sustainable Recovery Plan has been developed in conjunction with city region partners and stakeholders.

6. CONCLUSION

- 6.1 Brighton & Hove has the highest business start-up rate outside of London; it has many small and micro businesses and a dynamic visitor economy. The pandemic continues to have an ongoing impact on jobs, business resilience and prosperity.
- 6.2 Members are asked to note the updates on some of the activity around monitoring and intervening in the local economy to understand and minimise the impact of Covid-19.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no financial implications arising from the recommendations of this report. The health and resilience of the local and regional economy has a profound impact on the council's demand led services and support, as well as income from local taxation, sales, fees and charges. Key assumptions are included in the council's Medium Term financial Strategy and will be updated as new and changing economic information emerges.

Finance Officer Consulted: James Hengeveld

Date: 19/02/21

Legal Implications:

- 7.2 There are no legal implications arising directly from this report.

Lawyer Consulted:

Alice Rowland

Date: 18/2/21

Equalities Implications:

- 7.3 Evidence shows that the Covid-19 pandemic has widened some existing inequalities, opened new divides and is disproportionately affecting certain parts of the region's population. National analysis indicates that:
- The most deprived areas, where the most vulnerable live, will be where new jobs will be slowest to appear. They are the places where already fragile high streets are further threatened by online commerce.
 - Sector shutdowns and homeworking have hit low paid workers the hardest. Increased reliance on technology and home working favours the more highly educated, at the expense of others.
 - The self-employed and those with insecure work arrangements more likely to report negative impacts.
 - Young people and women are much more likely to work in shutdown sectors. In terms of gender inequalities, women have also been taking a disproportionate share of the childcare responsibilities' parents are shouldering, with likely longer-term impacts on earnings. This recovery plan is an important step in addressing some of these disparities and mitigating these impacts.

- 7.4 The measures set out in this report will safeguard employment, local business and the economy, with the intention being that this is to the benefit of all. Each individual measure needs to be considered for the impact it will have across communities and how the benefits can be felt in communities that are not always reached. For example, the applicants guide for business grants has been translated into the main languages spoken in Brighton & Hove and the community and third sector have assisted in raising awareness of the scheme within minority communities.

Sustainability Implications:

- 7.5 A green and resilient recovery from the COVID-19 crisis will be at the heart of the UK's COP26 Presidency in 2021 alongside the move towards a zero-carbon economy. Clean growth has the potential to create jobs, provide cheaper power and stimulate economic recovery. Low-carbon transportation will reduce emissions and improve public health. Adapting and becoming more resilient to climate change through nature-based solutions will help all parts of society.
- 7.6 The actions within Greater Brighton Sustainable Covid Recovery Plan focus on the region becoming more environmentally resilient. This is supported by the recent adoption of the region's energy and water plans and the GB10 pledges.

Brexit Implications:

- 7.7 None directly identified, though the economic impacts of Covid-19 and any potential impacts arising from Brexit need to be considered together when planning for recovery.

SUPPORTING DOCUMENTATION

Appendices:

1. Greater Brighton Sustainable Covid Recovery Plan, October 2020
2. Greater Brighton Sustainable Covid Recovery Plan Update, January 2021



Greater Brighton Economic Board DRAFT COVID 19 Sustainable Recovery Plan

1.0 Introduction

The Greater Brighton region is a prosperous and attractive place to live underpinned by high value sectors. The area covers a geography from Seaford in the East, to Bognor Regis in the West and north to Crawley and Gatwick Airport. It is home to 988,000 people, 619,000 of whom are of working age and it provides 400,000 jobs across 42,000 active businesses.

However, like other parts of the UK, COVID-19 has, and will continue to, impact the region's economy significantly: GVA (output) is estimated to shrink by 11% in 2020; youth employment will be high as many young people work in the most impacted sectors such as retail and tourism; performing and creative arts sectors have been forced into hibernation; and transport and logistics has seen a mixture of challenges with belly cargo through Gatwick Airport collapsing and export-related transport and logistics companies seeing revenues decline¹.

Two thirds of businesses have made use of the Government's job retention scheme which will move to a job support scheme at the start of November, and there is concern about further unemployment, particularly within the 18-24 and 60-64 age ranges. The number of insolvencies has also risen. There were 74 insolvencies across the Coast to Capital LEP region in June, which is up from 39 in May.

The COVID-19 pandemic has also occurred in the lead up to the UK withdrawal from the EU for which there will be economic impacts on the region, as well as implications of new trade deals. Nationally and internationally, we are addressing the climate change emergency and highlighting green recovery. It will be important to take account of this within any recovery plan.

Much has already been delivered. Local authority partners have awarded over £200 million in business grants to over 15,000 eligible businesses, and over £180k in discretionary grants to support other businesses most in need at this critical time. In addition, some sectors are returning to a pre-COVID -19 position much quicker than anticipated. Manufacturing industries including building production, automotive and, construction are doing well. Domestic tourism is experiencing a brief recovery and consumers are thinking and spending locally.

2.0 Greater Brighton Impact Analysis

It is crucial to understand the short-medium term impacts of the pandemic but also consider how longer-term structural changes in the economy will impact on the City Region. The Board and it's recovery plan must be agile and be able to adapt to sudden changes in government response and /or the possibility of local lockdown scenarios. It is also important to fully understand and respond to the impacts on City Region residents and workers. At a

¹ GBEB COVID 19 Impact Assessment [Hatch Associates]



national level, analysis of those that have either lost their jobs as a result of the crisis, or have been furloughed, indicate that young people, women, and older members of the workforce have been disproportionately affected - possibly because these groups are more likely to work in sectors such as retail, hospitality and tourism, which are amongst those most acutely impacted. Among those in younger age groups will be many who are leaving full time education and seeking their first job.

In May 2020, the Greater Brighton Economic Board commissioned Hatch to undertake an impact assessment to understand the challenges based on the intelligence available and the composition of the local economy. This report uses these findings to recommend a series of strategic interventions for the region to tackle the issues and optimise opportunities. This is done against the backdrop of the Board's Five-Year Strategic Priorities, which were agreed in January 2019.

2.1 Summary of findings

The impact assessment for the region highlighted six main impacts. These findings are; a rise in unemployment, closure of local businesses and significant challenges in four main sectors; Creative, Arts and Culture, Education, the Visitor Economy and Transport. The following sections of the recovery plan will look at these in more detail, and aligned to the Board's Strategic Priority Themes; International, Creative, Connected, Talented and Resilient.

However, first it is important to consider the wider regional landscape and recovery activity already identified.

3.0 Wider regional picture

Coast to Capital LEP (C2C) have just published their COVID-19 Economic Impact Assessment which recognises that GVA output across the LEP area is likely to fall by up to 17% in 2020. To recover that lost output and return to pre-COVID-19 GVA levels by 2029, regional GVA growth would need to at least double to 6% by 2026². This assessment highlights similar business, employment and sectoral impacts to the City Region, reflecting the similar geographies.

In response, C2C are developing a draft recovery plan to enable the economy of the region to build back stronger, smarter, greener. The Greater Brighton Recovery Plan supports the objectives laid out by C2C.

To build back stronger; support Crawley with a plan to grow, adapt and broaden the UK's most COVID-19 impacted town into a more diverse and dynamic place. Development of new housing, commercial space and an enhanced skills and innovation offer will match the ambition of Global Britain and of a model for sustainable living.

To build back smarter; build upon the knowledge and innovation community which already exists in Brighton and has been developing in other areas such as Worthing. Expedite investments in knowledge for all, building on areas of competitive advantage, including support for the development of an internationally significant hub for Quantum Technologies,

² Coast to Capital – Coronavirus (COVID 19) Economic Impact Assessment Aug 2020, Hatch



alongside the ongoing evolution of our mature sectors, with continuing advances in digital and clean growth sectors.

To build back greener; draw on our talented workforce and local business specialisms, to lead a green recovery across the whole region. Work toward UK 'net-zero' targets on climate change by 2050 with a twin-track approach, decarbonising the energy supply across homes, transport and industry while securing and coordinating investment in natural capital to offset emissions, through new development.³

4.0 Greater Brighton Economic Board Vision and Priorities

The Greater Brighton Economic Board will continue to make the strongest possible case for Government investment into the City Region. The Board will also look to influence the development of the Government's policy to ensure that Government adopts mechanisms for boosting economic recovery that will benefit the Greater Brighton economy.

The Board approved its Five Year Strategic Priorities in January 2019, with the vision for the region to have a growing, modern economy that is international, creative, connected, talented and resilient.

Across all these themes, the we aim to create an innovate and entrepreneurial ecosystem that reflects the needs of the City Region's complex economy. We aim to address the skills agenda, using the ambition-driven ecosystem concept to facilitate connections between universities and businesses to address skills shortages together with realising innovation potential.

4.1 INTERNATIONAL

The Board has agreed that an international profile will not only increase the region's chances of securing foreign direct investment, but a growing international reputation will also enhance the City Region's standing at a national, regional and local level. Never is that more important than now as businesses in the region close and certain sectors struggle. It is now important for the region to capitalise on the anticipated movement of businesses out of London and pitch for the region as a smarter, greener, cheaper alternative equidistant from Gatwick. The Board and its partners must also work with the City-Region's global companies, their networks and supply chains to rebuild the economy.

For both universities in the City Region, international students are an important source of income (20%). The COVID-19 crisis has meant a reduction in international students taking up places in UK HE institutions for the 2020/21 academic year. Private language schools and those that target international students have been hit, with GVA related spending also reduced. This could also be compounded by a decline in university take up by domestic students who choose to defer their first year, a situation made more challenging as a result of the A-Level and BTEC grade awards confusion in August.

Building an international reputation is crucial for the region's universities. More positively, there is scope to better leverage the global R&D links of both universities to expand access to markets for local businesses and play an important role in ensuring they still attract and

³ C2C – Build back stronger, smarter and greener



retained skilled talent in the region. The region also has significant potential in a strong emerging position in Quantum computing, with a new university-based company recently launched to build the first large-scale quantum computer using microwave technology rather than lasers. This is backed by household name investors with the ambition for Brighton and Hove to become a Quantum city. Brighton and Hove and the University of Sussex and Greater Brighton partners should champion the ground-breaking technologies developed in labs on campus to utilise existing technical expertise to create a new industry sector in Quantum, and complementary ecosystems of high-tech companies surrounded by a relevant supply chain, enabling a skilled workforce and creating jobs.

Furthermore, with the UK withdrawal from the European Union, many BREXIT challenges remain unknown at this point in time. The Board has a part to play in minimising risk for the economy, maximising opportunities and working together to lobby government for international trade deals that support the region's businesses.

ACTIONS

- Inward investment in the region is low. Greater Brighton's Inward Investment Desk currently being developed by the GBEB Business Support Team should continue to develop at pace, utilising the recently agreed place narrative for the region and an improved website and supporting businesses to relocate to the region. Funding should be identified to support this crucial work.
- The Board should also support R&D innovation led recovery and growth, through the global R&D networks of the universities and global companies across Greater Brighton, increasing the number of businesses benefiting from national schemes such as Knowledge Transfer Partnerships including by:
 - Highlighting recovery-relevant academic expertise at the University Brighton, notably in Clean Growth and Innovation Management
 - Highlighting skills growth programmes within the Universities.
- The Board must support establishing positioning Brighton as a 'quantum city' supported by leading edge technological skills training at the heart of any such a plan. The ambition is to make Brighton an incubator for knowledge-economy based entrepreneurial activity, as well as a hub to create a highly skilled, creative workforce which can generate young scale-up businesses.

4.2 CREATIVE

4.2.1 Business Support

Brighton and Hove is in the top 20 towns and cities in the UK for insolvencies since the start of the lockdown. There were 74 insolvencies across the Coast to Capital LEP region in June, which is up from 39 in May. Results from the latest British Chamber of Commerce Coronavirus Business Tracker reveal that business conditions improved only moderately in the weeks since the UK economy suffered an historic contraction in Q2 2020, with firms still reporting high levels of reliance on government support schemes to help stem cashflow issues. More than 1 in 3 of businesses say they have three months or less worth of cash in reserve.



ACTIONS

- The Board will ensure that Businesses will continue to be supported to grow by the Business Hot House programme being run by the University of Chichester and C2C's Growth Hub, in addition to innovation, growth and recovery programmes being run by the University of Sussex and the University of Brighton.
- As demand for flexible workspaces continues to rise, the region should build on the successful workspaces within the region such as Platt9rm, Plus X and the Sussex Innovation Centre (Brighton & Hove) and the Track (Bognor) and promote these more widely. Further public sector investment may become available to support this and the Board should bid for this to expand the offer in the region.
- The Board officers will act as a centralised point to help identify gaps in our Business Support activity (e.g. self-employed and sole traders) and bring together key actors to ensure there is effective sign posting between the different programmes. The Board will actively seek to invest and sponsor such initiatives.

4.2.2 Creative Industries and the Visitor Economy

The UK's creative industries have been an international powerhouse and, prior to the coronavirus pandemic were the fastest growing sector of our economy. In Greater Brighton creative industries generate over £1.5 billion annual GVA for the local economy⁴. Much of the creative, cultural and visitor economy ground to an immediate halt as the lockdown took effect. The situation was exacerbated with the lockdown starting at the end of March, meaning businesses were closed during traditional key peak demand times such as the Easter weekend and the two May Bank Holidays. The sector has gradually reopened from the 4 July, but the continued ban on large gatherings and resulting cancellation of all festivals, sporting events and other large events through the summer has hit the region hard, and the ripple effect on the many small businesses that supply these events has been acutely felt. The parts of the sector that depend on attracting audiences or visitors will be the last to resume operations and they may not be able to operate 'as normal' for years.

Many creative small and medium enterprises (SMEs) and freelancers have had their work dry up and seen their projects disappear almost immediately. Although the furlough scheme has provided a lifeline for many, much of the initial support package put forward by the Government was inaccessible to the sector. The majority of culture and leisure organisations are relatively small, have narrow profit margins (where they generate any form of profit at all) and do not have significant reserves to rely upon. Some elements of the sector, including theatres and leisure centres have expensive venues which have substantial fixed costs associated with them irrespective of whether they are open to the public. For the most part these organisations are very reliant on income generation to support their business model and are often equally reliant on a volunteer workforce. On 17 June, the Creative Industries

⁴ Josh Siepel University of Sussex research on Creative Industries in Greater Brighton



Federation cited research claiming that over 400,000 creative jobs could be lost this year, with the UK creative industries projected to lose £1.4 billion a week in revenue in 2020.

The Government's announcement of £1.57 billion rescue package for cultural organisations was welcomed on 5 June. However, some parts of the sector (leisure in particular) have yet to benefit from a specific package of support and still face many of the same problems they did in May.

Many staff in the hotel, food and accommodation and arts entertainment and recreation industries have been furloughed and may not be retained. As social distancing measures remain, capacity and volume of visitors is impacted especially where venues and locations cannot utilise outdoor space and the weather changes.

On the positive side, lockdown has prompted a huge interest in culture and creativity, including e-books, digital exhibitions and streamed theatre shows to crafts activities and community singing. The crisis has demonstrated how important culture can be in supporting mental wellbeing. Furthermore, work patterns that will become the 'new normal' are nothing new to creative enterprises and freelancers. They are used to working digitally and remotely, and have a wealth of experience in remote collaboration that will be useful to other sectors who are having to adapt.

The creative industries have been the fastest growing part of the UK economy in recent years. With appropriate support, they have the potential to lead the way in the 'bounce back' from COVID-19⁵. Through the DRIVA programme, the University of Brighton has developed a range of short-courses to support creative industries to respond to these challenges with 364 regional/local companies participating in recent events.

ACTIONS

- The Board welcomed the £1.57 billion Government support package for cultural organisations and will lobby Government for other support packages for cultural and heritage organisations currently deemed ineligible.
- The Board will work with partners such as Visit England, Experience West Sussex and Visit Brighton to support the visitor sector promote the region for staycation breaks and holidays.
- The Board should work with local trade bodies and Visit Brighton and Experience West Sussex to lobby national government for a Tourism Sector Deal for the region
- The Board will seek out new opportunities for business growth projects in tourism and creative industries to transform the pace of growth in these sectors, attracting new investment and moving into new markets to build back stronger.

⁵ LGA Creative Places – Supporting your local creative economy



4.3 CONNECTED

4.3.1 Digital

Digital has become the most critical part of the UK's infrastructure during the COVID-19 crisis. The expansion of home working and the shift towards e-commerce have accelerated the move towards digital. Digital companies can capitalise on these opportunities. Greater Brighton is home to a prosperous digital, media and tech sector, with one of the few 5G testbeds outside of a university. It's one of the most successful in the UK, with a turnover significantly exceeding £1 billion annually⁶ The region is also home to a significant cluster of online gaming companies. Most of these companies grew online presence, products and revenues during lockdown and are continuing to do so. Some have found it difficult to recruit staff with the right skills and computational power to programme. Data visualisation companies have also experienced the same restraints as demand for their services has grown, particularly in the Health sector.

The region also has a strong emerging position in Quantum Computing with the ambition for Brighton and Hove to become a Quantum city. Brighton and Hove and the University of Sussex and partners need to utilise existing technical expertise to create a new industry sector in Quantum, an ecosystem of high-tech companies surrounded by a relevant supply chain, enabling a skilled workforce and creating jobs.

However, digital exclusion exists within the region and whilst the offer of online training is good, not all unemployed can access this training.

ACTIONS

- The Board supports the West Sussex Gigabit programme and will push for a speedy roll out of ultrafast digital infrastructure in a collaborative way, particularly within the region's rural communities to avoid digital exclusion
- The Board should develop a report on digital inclusion provision at each local authority, specifying funding levels, providers, numbers reached and future plans
- The Board should continue with the development of the Greater Brighton Digital Action Plan and stimulate the adoption of digital technologies and skills among non-digital businesses and residents, including the potential to focus on specific sectors or settings.
- The Board and its partners should work with the business sector to support local training providers to provide digital skills training required for vacant positions.
- The Board should support C2C's plan for two urban innovation districts within Brighton and Hove to provide much needed lab and commercial space, to facilitate collaboration, innovation and commercialization.
- The Board should support establishing Brighton as a 'quantum city' with quantum skills training at the heart of any such a plan to make Brighton an incubator for future entrepreneurial activity as well as a hub to create a skilled workforce.

⁶ Wired Sussex 2020



4.3.2 Transport

Gatwick airport accounts for an economic footprint of 85,000 jobs, many based within the City Region and £5.3 billion towards GDP (2016 Oxford Economics). Aviation is one of the sectors most affected by COVID-19, with an unprecedented impact on Gatwick Airport and its associated workforce, businesses, supply chain and passengers. The reduction of international long-haul flights at Gatwick Airport, the temporary pausing of take-off and landing slots for BA and Virgin Atlantic and the knock-on effect to supply chains and the wider aviation sector means the impact is significant. The area's economy is particularly exposed with a lack of resilience in the wider economy, particularly within Crawley and Mid Sussex, when the airport is adversely affected by international events impacting on air travel. Economic recovery is likely to take time and considerable support⁷. Gatwick Airport Limited has developed its own 'ask of Government' including a sector specific extension to the Coronavirus Job Retention Scheme until April 2021 to protect the workforce; and for an approach to quarantine for inbound travellers based on county-by-country risk.

Lockdown has seen an increase in active travel modes such as walking and cycling and a decrease in public transport use. The Government is keen to see infrastructure in place to support sustainable travel modes and reduce congestion. Many local authorities in the region are increasing the number of cycle lanes and improving the public realm to facilitate walking whilst maintaining social distancing.

ACTIONS

- The Board should support Gatwick Airport's ask of Government in regard to the job Retention Scheme.
- The Board will support the local authority partner delivery of the Emergency Active Travel Fund schemes across the region such as the Bike Share scheme and improved cycling and walking infrastructure.
- The Board will support public transport providers to encourage users back onto the networks in a safe and socially distanced way
- The Board will lobby Network Rail to continue with the improvement plans to the Brighton Mainline.
- The Board will continue to lobby for improvements to the main transport corridors; A27, A259, A23 and A29.

⁷ WSCC Draft Economy Reset Plan



4.4 TALENTED

There were 25,870 claimants aged 16+ in West Sussex for June, over 2.5 times the number in March, though there has been some reduction in the last month. Crawley has seen the highest increase in the number of claimants from March – June 2020 (3,220) and Mid Sussex the highest percentage increase over March-June.

Young people (16-34 years) account for the majority of those claiming benefits and this is reflective of the UK as a whole. However, it is also believed that there is some under-reporting of job losses in this age range due to a reluctance to claim Job Seekers Allowance and/or Universal Credit if still living at home with parents.

In addition, many of those finding themselves out of work or facing significant job insecurity are experienced, high skilled individuals across a wide age profile.

The education, skills and employment landscape are being severely impacted, including opportunities for school leavers, apprenticeship provision, the impact on further and higher education settings, and graduate employment.

Crawley has the highest employment vulnerability of any town or city in the UK; 80% of the town's jobs have been identified as being impacted or vulnerable.

ACTIONS

- The Board will support the new 'Plan for Jobs announced by the Government in July including investment in apprenticeships, traineeships, the National Careers Service, and a new 'Kickstart Scheme' to fund the direct creation of high-quality jobs for young people at the highest risk of long-term unemployment. The Board will promote the scheme to employers and signpost to local providers'
- With a rise in unemployment, particularly in the 18-24 age range, and some sectors struggling to need the same number of employees as pre-COVID, the Board should promote schemes to support those who wish to retain and gain new skills for sectors that are growing such as Digital and Sustainability and Clean Growth.
- The Board and its partners should work closely with the region's colleges and employers to provide face to face and on-line professional development short courses, training and upskilling for unemployed so they can be matched to vacancies.
- The Board should support C2C's efforts with partners in the public and private sector to create a world-class innovation centre within Crawley, in the heart of Manor Royal, so Crawley can diversify to support other industries in addition to aviation.
- The Board supports WSCC, ESCC and Brighton and Hove to work together with the Sussex Learning Network to develop a collaborative 'pan Sussex' approach to ensuring education and training at all key stages is available locally; that learners of all ages are aware of them, including mature learners and employers; and progression pathways are highly visible.
- The Board should actively support the development of skills and employment opportunities that reflect a modern, low carbon economy. These include the huge opportunity around a large-scale retrofit programme, in which Greater Brighton could become a national exemplar.



- The Board should support the Coast to Capital LEP and the Energy Catapult with their bid to establish a Decarbonisation Skills Academy in the Greater Brighton City Region, with the support of BHCC, Crawley BC, Greater Brighton Metropolitan College, Chichester Colleges, and the University of Brighton. The Decarbonisation Skills Academy will aim to provide the skills training programmes required to deliver the skilled labour for large scale housing retrofit programmes.

4.5 RESILIENCE

Individuals, businesses and other institutions need to be agile and react decisively and positively to external forces, such as economic shocks or Government policy announcements. Resilience needs to be built in a proactive way, and technology will have an important role to play in embedding new solutions. For the Greater Brighton economy to continue to recover from the COVID-19 pandemic and grow into the future, there is a need to build resilience and security into our blue, brown and green infrastructure. There is also a need to build resilience in our communities and residents.

ACTIONS

- The Hatch report identified the Greater Brighton region as a focus for sustainable growth. In fact, both the recently completed Greater Brighton Energy and Water plans are testament to this and provide a number of projects to help the region become more resilient. There is an opportunity to use the region's strengths in green technology and innovation to support this type of recovery. This also offers potential for reskilling within a green economy. With the government and LEP focus on building back greener there is an opportunity to support the retrofitting of existing housing and public sector stock identified within the Greater Brighton Energy Plan. Government incentives for this include the Green Homes Grant and the Public Sector Decarbonisation Grants. The Board (and composite local authorities) should bid for this funding.
- The Board should support the University of Brighton's leading role in the national Clean Growth UK Programme that has 1343 local business as members undertaking green growth activity within the region.
- The Board should create a Greater Brighton hydrogen hub to accelerate private sector production of green hydrogen drawing on the expertise of the University of Brighton's Advanced Engineering Centre and Clean Growth UK business network, as part of a wider focus on sustainable transport which reflects academic/industry partnerships in Advanced Engineering notably University of Brighton & Ricardo.
- The Board should support partners to deliver retrofit programmes for homes and buildings at a regional scale, working with leading private and community sector providers across the Greater Brighton area.
- Taking into account the Planning White Paper, the Board must support all new housing with green energy and support working from home (space and connectivity). Proximity to community social space must also be considered.



- The Board should deliver the region's digital and energy infrastructure pipeline of projects, aligning skills provision with industry specialisms to create new jobs and deliver a clean recovery.
- The Board must support the Crawley Recovery Taskforce and Recovery Board led by the Borough Council, including the Government's Towns Fund activities linked to the Crawley Growth Deal.
- The Board must support C2C's efforts with partners in the public and private sector to create a world-class innovation centre within Crawley, in the heart of Manor Royal, so Crawley can evolve to support other industries in addition to aviation.
- The Board must continue to develop the region's project pipeline, potentially leverage Local Growth Funding/Shared Prosperity Funding and highlight the potential of channelling future Government funding to the wider region and further profile and stimulate the local economy and attract growth companies.
- The Board will support positioning Brighton as a 'quantum city' with quantum skills supported by leading edge technological skills training at the heart of any such a plan to make Brighton an incubator for future knowledge economy entrepreneurial activity as well as a hub to create a highly skilled, creative workforce.

5.0 Communications

The COVID-19 pandemic and the need for recovery means Greater Brighton can no longer operate on a business as usual footing in terms of communications activity. There is great instability and government uncertainty. It is likely that there will be large-scale unemployment and many previously thriving sectors will continue to struggle. In addition, looking forward, Brexit and the Devolution White Paper will also impact on residents and businesses, as well as the identity of the region moving forward.

Whilst work will continue on site visits and case studies, social media channels including the website, press releases and publications in trade press, utilising GBEB 'experts', the Greater Brighton communications function is advocating a shift in emphasis for the coming year with 12 months of work focussed on four broad themes.

- Economic Recovery (including green recovery)
- Resources for our growing economy
- Infrastructure for our growing economy
- Skills for our growing economy.

The GB Comms team are developing an enhanced communications plan for 2020/21, in conjunction with the Chair, which will be presented to the Greater Brighton Economic Board in October.



6.0 Conclusion

The Greater Brighton region has been impacted significantly by the COVID-19 pandemic, notably in the creative, arts, visitor economy, transport and education sectors. The Greater Brighton Economic Board must continue to lobby government for support in these hard-hit sectors. The Board should consider the opportunities provided by new Government programmes and new funding streams; recognise national calls for a 'greener, fairer and more resilient' recovery and use this to frame recovery actions making reference to Government narrative on 'levelling-up'.

Building back a more resilient economy, environment and society is a key focus of this recovery strategy. The region has strong emerging positions in the digital and green sector. There is great potential to maximise the knowledge economy technologies and promote the accompanying skills that could have a transformative impact on the city region's offer and fortunes. Brighton and Hove and the Universities of Sussex and Brighton will build on the early example set by the quantum computing spin out to create a wider eco-system in quantum technologies and other high-tech companies surrounded by a relevant supply chain, attracting and growing a highly skilled workforce.

Parts of the region are home to digital and tech clusters and have seen demand and productivity grow but need a support for an increased digital workforce. Increased connectivity is key. Digital infrastructure in rural parts of Greater Brighton are set to be boosted after Mid Sussex District Council and the Coast to Capital Local Enterprise Partnership secured £3.2 million from the Government. The new additional funding secured for the Digital Sussex Rural Connectivity Programme will accelerate the delivery of gigabit capable connections in the surrounding towns and villages.

The Board's energy and water plans demonstrate that the region is seizing the initiative to initiate, support and coordinate projects which will both help the environment and lead a sustainable economic recovery. The Board should focus on supporting delivery of the energy and water projects including retrofitting homes to improve energy efficiency, using solar power to supply energy to public buildings and the rail network and achieving water use neutrality in the region despite the influx of 97,000 more people by 2030. Supporting the skills capacity in these fields will be crucial.

It is important to consider recovery against the backdrop of Brexit. There will be opportunities and challenges to the economy presented by the UK's withdrawal from the EU. There may be job creation/availability at a time when unemployment has risen but matching skills to vacancies may be difficult.

Most important will be that the Board and its partners work collaboratively on the recommendations outlined in this plan. This will increase the potential added value and leverage the Board could gain by working with neighbouring organisations in achieving these objectives through partnership working.



Greater Brighton Economic Board

Covid-19 Sustainable Recovery Plan – January 2021 Update

1.0 Introduction

Like other parts of the UK, the Greater Brighton City region has been impacted by the Covid-19 pandemic, and this looks set continue into the spring at the earliest. Gross Value Added (GVA), or economic output, a key indicator of economic health, has shrunk since March 2020; unemployment, particularly in the 18-24 age group has increased, as has the number of businesses declaring insolvency. Two thirds of businesses have made use of the Government's job retention scheme which was originally due to be wound-down in October 2020, but has now been extended until April 2021.

Sectors such as retail and tourism; performing and creative arts, leisure and hospitality have been forced to close through three national lockdowns, the third of which is currently ongoing and with an uncertain end date. What is more certain, is that the impact has been not uniformly felt across the City Region. Throughout the pandemic the Centre for Cities has published data and reports on the effect of the pandemic on cities within England. It has consistently stated that Crawley is amongst the cities impacted most greatly, whilst Worthing is amongst the least affected.

In addition to Covid-19 crisis, businesses have also had to grapple with the ongoing uncertainty around the terms under which the UK would trade with the EU after the Transitional Period ended on 31 December 2020. This uncertainty remained until a few days before the deadline with a trade deal finally agreed on the 24 December and then ratified by the UK parliament on 30 December. Whilst the detailed terms of the post-Brexit Trade Deal will have a different impact across sectors and businesses, now there is an agreed deal some uncertainty has been removed. Businesses now have more clarity on the environment in which they operate and can plan accordingly.

With all of this uncertainty it was clear Board needed to act and to provide leadership around recovery and regrowth from the pandemic. To that end, Hatch were commissioned to undertake an impact assessment to understand the challenges based on the data available. The Hatch report provided a robust, evidence-based foundation upon which to develop a series of interventions that would target the areas needing support most, and to capitalise on any opportunities. The report was presented to the Board at the July 2020 meeting. The Greater Brighton Covid-19 Sustainable Recovery Plan was then produced for the October 2020 Board Meeting, and contained a number recommendations, chiefly actions, to take forward that were approved by the Board. The recommendations were framed around the Greater Brighton Five-Year Strategic Priorities, which were agreed in January 2019. The purpose of the current paper is to provide an update on progress and outline plans for the next quarter.



2.0 National Picture

At the time of publication all parts of the UK are currently in a national lockdown. There is some variation in the detail across territories within the UK, but essentially all jurisdictions have closed schools, except for vulnerable children and those of critical workers. All further and higher education establishments are shut, as well as non-essential retail, personal services (e.g. hairdressers, salons), and the hospitality sector including pubs, restaurants and hotels are also once again in hibernation. This lockdown took effect from 5 January and it is currently unclear when restrictions will start being lifted.

The reason behind the national lockdown was a surge in virus cases from early December. This sharp upswing started in Kent, and as December progressed numbers also increased quickly in Essex, London, and wider south east including the Greater Brighton Region. Previously, numbers in Greater Brighton had been low, with the local authority areas of Adur and Worthing having amongst the lowest cases per 100,000 population of the whole country.

The key to restrictions being lifted is successful deployment of the vaccine. On 8 December the first of the Pfizer-BiONtech vaccines were delivered and the Oxford/Astra-Zeneca vaccine followed in early January after being approved by the regulator in late December. Mass roll-out of the vaccine commenced in the second week of January following a commitment made by Government on 7 January to have vaccinated close to 15 million people by 15 February. The 15 million would include all those identified as being in the 4 groups most at risk from catching the virus and/or becoming acutely unwell; the over 70s, care home residents and staff, frontline NHS staff, those defined as being clinically extremely vulnerable. The Moderna vaccine was approved by the regulator on 7 January, but first deliveries of this are not expected until March.

The Government has suggested that once the highest priority groups have been vaccinated and infection rates have fallen significantly, restrictions could be eased. The Government has stated that schools are “last to close and first to reopen”, so we should not expect the economy to start reopening before schools do. It is most likely that the economy will open up in reverse order to which it was closed down, so we can expect that pubs, restaurants, and indoor entertainment venues will be amongst the last to reopen. This could still be some months away given the furlough scheme has been extended to April.

Whilst the national landscape was dominated by the Covid-19 Pandemic and Brexit in 2020, the autumn Spending Review also had implications for the City Region. Once again, the narrative from Government was around green recovery and levelling up.

Greater Brighton is well placed to support the Government in achieving its green objectives through its ongoing work on the Greater Brighton Energy and Water Plans, Greater Brighton 10 pledges, and ambition to shortly establish a Hydrogen Hub. There is an opportunity for Greater Brighton to be a real leader when it comes to decarbonising energy in homes, and around the scaling of hydrogen energy. Plans are in progress to maximise these opportunities.

In terms of levelling up, the Spending Review outlined a funding pot which roughly equates to £19m per Local Enterprise Partnership (LEP) area. It's not clear how the funds will be



distributed across or within LEP areas, and the Board will continue to make the strongest possible case for investment into the City Region.

3.0 Local Dimension

Local Greater Brighton Local Authorities continue to do everything they can to support businesses across the region. Local authority partners have awarded over £200 million in business grants to over 20,000 eligible businesses, and over £6 million in discretionary grants to support other businesses most in need at this critical time.

In addition, to the Government schemes, Local Authorities have worked collaboratively with partners to provide innovative support packages to businesses. These include Mid Sussex working with the Community Services Team on a £300,000 Covid-19 Recovery Fund to support local businesses. The emphasis of this fund was to help businesses with additional costs that are incurred whilst operating under Covid-19 restrictions and to help businesses reopen and return to business as usual in a Covid-secure way. Around half of the fund was distributed in November, following a first wave of applications, and the second wave of applications has closed recently.

It has been well documented that despite being responsible for 25% of the economic output in West Sussex, Crawley Borough Council has received some of the lowest grant funding in the county. This is largely because the funding is calculated on the resident population and not the number of businesses in the town. As Crawley remains one of the hardest hit economies in the UK, the Council continues to lobby Government for additional funding support.

Section 5 of this paper covers the role communications activity plays in supporting recovery. In addition to the work outlined in that section, communications are an important tool to reach out to businesses eligible for Government grants but have not applied. With this in mind, the Comms Team at Adur & Worthing are currently looking at boosting communications to their businesses, to look at direct sector targeting, the design of localised marketing collateral and also a local webinar in early February.

Whilst the majority of the economic news associated with Covid-19 is sobering, there have been opportunities, and some businesses have prospered through the pandemic. These businesses should be celebrated for showing entrepreneurship, resilience and adaptability in challenging times. Some examples of businesses within the City Region to have thrived over the last 12 months include;

The Real Pie Company

With restaurants closing in March as part of the national Covid-19 lockdown, many Greater Brighton businesses worked tirelessly to bring top-quality food to people's doors.

The Real Pie Company in Crawley was one of those companies stepping into the breach, its kitchen dealing with a surge in demand for its pies over the course of the lockdown.

The family-run business started life in 1999 in a Sussex butcher's shop, eventually moving into its Crawley kitchen where it ships handmade pies bound for London and towns across the south.



Just weeks before the first Covid-19 lockdown began, 14 of the company's pies were commended by the British Pie Awards, including a gold medal for its steak, mushroom and stilton pie.

So naturally The Real Pie Company's online delivery service was very popular as restrictions kept people at home.

Yet the Covid-19 pandemic has brought the firm closer to its roots than ever. In November it opened a shop in the Sussex village of Cowfold, its first retail outlet since the company closed its Crawley shop to expand its pie production.

The company hopes to open more shops in the future, buoyed by the fact its Christmas delivery slots were fully booked weeks in advance of the festive season.

Universal Quantum

If the global effort to create a Covid-19 vaccine has proved anything, it is that remarkable things can be achieved when great minds come together.

Universal Quantum in Brighton hopes to apply that formula to computing, aiming to create the world's first large-scale quantum computer able to make quicker calculations than any computer which exists today.

Founded in 2018 by Dr Sebastian Weidt and Professor Winfried Hensinger of the University of Sussex, the company has had a successful 2020 amid rising global interest in scientific collaboration.

In June Universal Quantum announced it had raised £3.6 million from investors including Village Global, a firm backed by tech giants Mark Zuckerberg, Bill Gates and Jeff Bezos. It has since signed a formal agreement with the University of Sussex's Ion Quantum Technology Group that will enable the company and the research group to work hand-in-hand in creating a new computer.

If the company is successful in its goal, its founders say their computer will be able to tackle "grand global issues of our time" such as creating new medicines and fighting world hunger by making fertiliser more efficiently.

Competitors in the field are attempting to construct quantum computers out of billions of lasers, a complicated approach which requires complex engineering and cooling the computer down to -273C.

But Universal Quantum is using different technology which they claim is more practical. This involves charged atoms and microwave technology similar to what is used in mobile phones, removing the need for laser beams and allowing the computer to operate at a 'warmer' -200C.

Since June the company is continuing to raise funds to make its futuristic vision a reality.



4.0 Greater Brighton Economic Board Vision and Priorities

The Board approved its Five-Year Strategic Priorities in January 2019, with the vision for the region to have a growing, modern economy that is international, creative, connected, talented and resilient.

The actions within the Sustainable Recovery Plan were set against the five themes. Progress updates and actions for the next quarter are highlighted below.

4.1 INTERNATIONAL

ACTIONS AGREED IN THE SUSTAINABLE RECOVERY PLAN

- Inward investment in the region is low. Greater Brighton's Inward Investment Desk currently being developed by the GBEB Business Support Team should continue to develop at pace, utilising the recently agreed place narrative for the region and an improved website and supporting businesses to relocate to the region. Funding should be identified to support this crucial work.
- The Board should also support R&D innovation led recovery and growth, through the global R&D networks of the universities and global companies across Greater Brighton, increasing the number of businesses benefiting from national schemes such as Knowledge Transfer Partnerships including by:
 - Highlighting recovery-relevant academic expertise at the University Brighton, notably in Clean Growth and Innovation Management
 - Highlighting skills growth programmes within the Universities.
- The Board must support establishing positioning Brighton as a 'quantum city' supported by leading edge technological skills training at the heart of any such a plan. The ambition is to make Brighton an incubator for knowledge-economy based entrepreneurial activity, as well as a hub to create a highly skilled, creative workforce which can generate young scale-up businesses.

PROGRESS MADE SINCE OCTOBER 2020

- Work on establishing the Inward Investment Desk has been ongoing. A CRM and tracking dashboard have been developed to scan for potential opportunities and monitor them.
- The final Inward Investment Desk proposition is to be discussed at the 26 January Board Meeting with the recommendation being that small, dedicated team is established to work on inward investment full time.

ACTIONS FOR FEBRUARY-APRIL 2021

- Subject to agreement from the Board and Department for International Trade (DiT) timescales, establish a steering group to look at preparing a bid for a High Potential Opportunity (HPO) for inward investment.
- Progress other actions within the Inward Investment Desk paper once agreed by the Board
- Consideration of key questions and scenarios – see below

As roll out of the vaccine progresses, infection rates and hospital admissions decline, we look ahead to a time when we gradually return to the freedoms enjoyed pre-March 2020. There are still many unknowns as to the order and pace at which current restrictions will be lifted, but there is also one big unknown around what life will be like post-Covid. Will it return to “normal”, or is there a new normal that looks very different to what we were used to before March last year? We can’t be sure but there are a several key scenarios that could be worth further exploration.

Future of Travel and the visitor economy

Travel, particularly overseas, has become extremely challenging during the pandemic, and the visitor economy has suffered as a consequence. Deployment of the vaccine, both here and abroad, will open up the possibility of people being able to travel safely and freely once again, both for business and leisure. The City Region is home to Britain’s second busiest airport and has a strong cultural and leisure offer, so getting people moving again is crucial to the long-term prosperity of the region.

There are a number of questions that need to be considered if we are to understand how the vaccine deployment will translate to a boost in our travel and visitor economy;

1. Need to understand how governments intend to recognise those who have been vaccinated as lower travel risk e.g. permits to travel or similar. We will be asking Government to be clear and timely with any announcements.
2. Currently there is a lack of understanding around whether the vaccine reduces transmission or just protects the vaccinated individual. We ask Government to share the data it collects in this regard so venues can make appropriate adjustments to social distancing requirements.
3. How is the UK going to recover its attraction for commercial, conference and visitor economy? How can Greater Brighton benefit from this?
4. Will Covid-19 tests still be needed if vaccinated?
5. What are the timescales around allowing the resumption of large attendance events be permitted – conferences, concerts etc? As for some of the points above, clarity and adequate notice is requested from Government.
6. If UK has a lower vaccination take up than other countries, how will it influence the above? Can Government share data around those receiving the jab vs those eligible for it?

4.2 CREATIVE

4.2.1 Business Support

ACTIONS AGREED IN THE SUSTAINABLE RECOVERY PLAN

- The Board will ensure that Businesses will continue to be supported to grow by the Business Hot House programme being run by the University of Chichester and C2C’s Growth Hub, in addition to innovation, growth and recovery programmes being run by the University of Sussex and the University of Brighton.
- As demand for flexible workspaces continues to rise, the region should build on the successful workspaces within the region such as Platf9rm, Plus X and the



Sussex Innovation Centre (Brighton & Hove) and the Track (Bognor) and promote these more widely. Further public sector investment may become available to support this and the Board should bid for this to expand the offer in the region.

- The Board officers will act as a centralised point to help identify gaps in our Business Support activity (e.g. self-employed and sole traders) and bring together key actors to ensure there is effective sign posting between the different programmes. The Board will actively seek to invest and sponsor such initiatives.

PROGRESS MADE SINCE OCTOBER 2020

- The Business Hothouse Programme continues to attract excellent interest. As of December, over 150 businesses/individuals have received coaching support, with 55 receiving over 10 hours. There have been 119 applications made to the Invest4 Grant Programme, with a number of these approved. The value of the approved grants is around £330,000, and this brings in around £520,000 of match-funding.
- Lewes DC has been awarded just over £5m in principle funding from the Future High Streets Fund (FHSF). Being home to the Enterprise Zone, Newhaven is a focal point for regeneration activity within the City Region, and the core objective of the FHSF is to renew and reshape town centres and high streets in a way that improves experience, drives growth and ensures future sustainability.
- The Crawley Economic Task Force (CERT) continues to meet quarterly to evaluate and monitor the ongoing impact of the crisis on the local economy and drive the development of a coherent recovery plan for the town.

ACTIONS FOR FEBRUARY-APRIL 2021

- The Local Authorities will be alert to any new grant schemes or other incentives announced by Government and will be ready to deploy resource quickly to distribute funds to where they are needed – as has been the case previously.

4.2.2 Creative Industries and the Visitor Economy

ACTIONS AGREED IN THE SUSTAINABLE RECOVERY PLAN

- The Board welcomed the £1.57 billion Government support package for cultural organisations and will lobby Government for other support packages for cultural and heritage organisations currently deemed ineligible.
- The Board will work with partners such as Visit England, Experience West Sussex and Visit Brighton to support the visitor sector promote the region for staycation breaks and holidays.
- The Board should work with local trade bodies and Visit Brighton and Experience West Sussex to lobby national government for a Tourism Sector Deal for the region



- The Board will seek out new opportunities for business growth projects in tourism and creative industries to transform the pace of growth in these sectors, attracting new investment and moving into new markets to build back stronger.

PROGRESS MADE SINCE OCTOBER 2020

- Local authority partners have continued to distribute Government grants to business adversely affected by the crisis.
- At the 26 January Board Meeting the universities will be presenting a paper around the opportunities presented by university led innovation as a catalyst for growth.
- A Recovery Plan for Culture has been prepared which will benefit creative businesses and self-employed people across the Greater Brighton area.
- Emerging from the Sussex Resilience Forum, The Sussex Tourism and Culture Recovery Group is chaired by Nigel Lynn from Arun District Council. This working group is preparing for funding opportunities to support Sussex-wide recovery actions.

ACTIONS FOR FEBRUARY-APRIL 2021

- Move ahead with recommendations in the university paper, subject to agreement from the Board.
- See above scenarios described under International as there is clear cut-across with the Creative and Visitor economies.

4.3 CONNECTED

4.3.1 Digital

ACTIONS AGREED IN THE SUSTAINABLE RECOVERY PLAN

- The Board supports the West Sussex Gigabit programme and will push for a speedy roll out of ultrafast digital infrastructure in a collaborative way, particularly within the region's rural communities to avoid digital exclusion
- The Board should develop a report on digital inclusion provision at each local authority, specifying funding levels, providers, numbers reached and future plans
- The Board should continue with the development of the Greater Brighton Digital Action Plan and stimulate the adoption of digital technologies and skills among non-digital businesses and residents, including the potential to focus on specific sectors or settings.
- The Board and its partners should work with the business sector to support local training providers to provide digital skills training required for vacant positions.
- The Board should support C2C's plan for two urban innovation districts within Brighton and Hove to provide much needed lab and commercial space, to facilitate collaboration, innovation and commercialization.

- The Board should support establishing Brighton as a 'quantum city' with quantum skills training at the heart of any such a plan to make Brighton an incubator for future entrepreneurial activity as well as a hub to create a skilled workforce.

PROGRESS MADE SINCE OCTOBER 2020

- City Fibre have confirmed their £80m investment in full fibre for Brighton & Hove, and will start the roll out of their programme in February 2021.

ACTIONS FOR FEBRUARY-APRIL 2021

- Brighton & Hove City Council will work with City Fibre to ensure the smooth running of the permitting process, enabling swift roll out whilst also minimising impact on residents and traffic flows.
- Brighton & Hove City Council and Coast to Capital LEP will finalise the Grant Fund Agreement for the Research and Innovation Fibre Ring in Brighton City Centre.

3.3.2 Transport

ACTIONS AGREED IN THE SUSTAINABLE RECOVERY PLAN

- The Board should support Gatwick Airport's ask of Government in regard to the job Retention Scheme.
- The Board will support the local authority partner delivery of the Emergency Active Travel Fund schemes across the region such as the Bike Share scheme and improved cycling and walking infrastructure.
- The Board will support public transport providers to encourage users back onto the networks in a safe and socially distanced way
- The Board will lobby Network Rail to continue with the improvement plans to the Brighton Mainline.
- The Board will continue to lobby for improvements to the main transport corridors; A27, A259, A23 and A29.

PROGRESS MADE SINCE OCTOBER 2020

- Board officers have been organising a meeting with Network Rail and regional stakeholders to push the Brighton Mainline (BML) upgrade agenda.
- In November 2020 a recommendation was made to [extend the successful BTN Bikeshare scheme](#) beyond the boundary of Brighton & Hove City Council.
- In late 2020 BHCC secured £2.37m (100% of its indicative allocation) for improvements to walking and cycling in the city from Tranche 2 of the renamed Active Travel Fund (previously Emergency Active Travel Fund). Five schemes have been proposed, and public consultations will run through February and March. Schemes need to be delivered by spring 2022. The latest award follows an award of around £660k from Tranche 1 of the fund.
- The imposition of the November national lockdown and then the latest lockdown since the last Board meeting, has made it difficult to engage with providers and



encourage users back on to public transport. This work will resume when restrictions on movement start to be lifted.

ACTIONS FOR FEBRUARY-APRIL 2021

- Hold the Network Rail stakeholder event to raise awareness of the proposed upgrades and encourage partners and stakeholders to make the strongest possible argument in support of the Programme.
- Greater Brighton to be represented on the Transport for the South East (TfSE) South Central Radial Area Study Forum, which is an opportunity to make clear to TfSE and other regional stakeholders the challenges, priorities and opportunities for transport within the Greater Brighton region.

Future of Transport

In the International Section we identified a number of questions to examine in relation mainly to visitors coming to the City Region. However, Greater Brighton's near 1 million people move around and in and out of the City Region, for work, education and leisure. Hatch mapped the mobility of people during the first lockdown and found that it was reduced by around 80%. To deliver an effective and safe travel network for Greater Brighton residents we need to quickly understand what the future mobility needs are going to be, specifically;

- How are commuting patterns associated with travel-to-work and travel-to-learn flows going to change over the longer term and what does this mean for our existing travel infrastructure?

4.4 TALENTED

ACTIONS AGREED IN THE SUSTAINABLE RECOVERY PLAN

- The Board will support the new 'Plan for Jobs announced by the Government in July including investment in apprenticeships, traineeships, the National Careers Service, and a new 'Kickstart Scheme' to fund the direct creation of high-quality jobs for young people at the highest risk of long-term unemployment. The Board will promote the scheme to employers and signpost to local providers'
- With a rise in unemployment, particularly in the 18-24 age range, and some sectors struggling to need the same number of employees as pre-COVID, the Board should promote schemes to support those who wish to retain and gain new skills for sectors that are growing such as Digital and Sustainability and Clean Growth.
- The Board and its partners should work closely with the region's colleges and employers to provide face to face and on-line professional development short courses, training and upskilling for unemployed so they can be matched to vacancies.
- The Board should support C2C's efforts with partners in the public and private sector to create a world-class innovation centre within Crawley, in the heart of Manor Royal, so Crawley can diversify to support other industries in addition to aviation.
- The Board supports West Sussex CC, East Sussex CC and Brighton and Hove to work together with the Sussex Learning Network to develop a collaborative 'pan



Sussex' approach to ensuring education and training at all key stages is available locally; that learners of all ages are aware of them, including mature learners and employers; and progression pathways are highly visible.

- The Board should actively support the development of skills and employment opportunities that reflect a modern, low carbon economy. These include the huge opportunity around a large-scale retrofit programme, in which Greater Brighton could become a national exemplar.
- The Board should support the Coast to Capital LEP and the Energy Catapult with their bid to establish a Decarbonisation Skills Academy in the Greater Brighton City Region, with the support of BHCC, Crawley BC, Greater Brighton Metropolitan College, Chichester Colleges, and the University of Brighton. The Decarbonisation Skills Academy will aim to provide the skills training programmes required to deliver the skilled labour for large scale housing retrofit programmes.

PROGRESS MADE SINCE OCTOBER 2020

- An initial meeting has taken place around decarbonisation, and there is an understanding of the requirements for Greater Brighton to take a lead role.
- Brighton & Hove City Council have been working with East Sussex and West Sussex County Councils to explore the options for skills collaboration to aid Covid-19 recovery. Possible areas of collaboration identified include;
 - Knowledge share for Young People e.g. DWP Youth Hubs, sector-based partnership working, Careers Hub engagement and delivery
 - Common approaches and similar delivery models for new interventions – e.g. Plan for Jobs, National Skills Budget, Shared Prosperity Fund.
 - Overcoming differences in the focus in the LEPs to enable cross border collaboration
 - Health and Social Care, Visitor economy and Creative sectors – ensuring a skilled and retained workforce.

ACTIONS FOR FEBRUARY-APRIL 2021

- Review Government White Paper, “*Skills for Jobs: Lifelong Learning for Opportunity and Growth*” published on 21 January, to understand the opportunities for the Greater Brighton region.
- Establishment of a working group to drive forwards the decarbonisation agenda and unlock the skills and other barriers to growing this sector.

4.5 RESILIENCE

ACTIONS AGREED IN THE SUSTAINABLE RECOVERY PLAN

- The Hatch report identified the Greater Brighton region as a focus for sustainable growth. In fact, both the recently completed Greater Brighton Energy and Water plans are testament to this and provide a number of projects to help the region become more resilient. There is an opportunity to use the region's strengths in green technology and innovation to support this type of recovery. This also offers potential



for reskilling within a green economy. With the government and LEP focus on building back greener there is an opportunity to support the retrofitting of existing housing and public sector stock identified within the Greater Brighton Energy Plan. Government incentives for this include the Green Homes Grant and the Public Sector Decarbonisation Grants. The Board (and composite local authorities) should bid for this funding.

- The Board should support the University of Brighton's leading role in the national Clean Growth UK Programme that has 1343 local business as members undertaking green growth activity within the region.
- The Board should create a Greater Brighton hydrogen hub to accelerate private sector production of green hydrogen drawing on the expertise of the University of Brighton's Advanced Engineering Centre and Clean Growth UK business network, as part of a wider focus on sustainable transport which reflects academic/industry partnerships in Advanced Engineering notably University of Brighton & Ricardo.
- The Board should support partners to deliver retrofit programmes for homes and buildings at a regional scale, working with leading private and community sector providers across the Greater Brighton area.
- Taking into account the Planning White Paper, the Board must support all new housing with green energy and support working from home (space and connectivity). Proximity to community social space must also be considered.
- The Board should deliver the region's digital and energy infrastructure pipeline of projects, aligning skills provision with industry specialisms to create new jobs and deliver a clean recovery.
- The Board must support the Crawley Recovery Taskforce and Recovery Board led by the Borough Council, including the Government's Towns Fund activities linked to the Crawley Growth Deal.
- The Board must support C2C's efforts with partners in the public and private sector to create a world-class innovation centre within Crawley, in the heart of Manor Royal, so Crawley can evolve to support other industries in addition to aviation.
- The Board must continue to develop the region's project pipeline, potentially leverage Local Growth Funding/Shared Prosperity Funding and highlight the potential of channelling future Government funding to the wider region and further profile and stimulate the local economy and attract growth companies.
- The Board will support positioning Brighton as a 'quantum city' with quantum skills supported by leading edge technological skills training at the heart of any such a plan to make Brighton an incubator for future knowledge economy entrepreneurial activity as well as a hub to create a highly skilled, creative workforce.

PROGRESS MADE SINCE OCTOBER 2020

- Hydrogen Group established to move forwards with the work to place the Greater Brighton Region as a new Hub for hydrogen
- Project pipeline continues to grow, so the City Region has a strong bank of shovel-ready opportunities that can be mobilised at short notice
- Brighton & Hove City Council agreed a new Circular Economy Route-map in December to facilitate a transition towards eliminating waste generation,



supporting a resilient economy through sustainable growth and innovation and supporting the city's pathway towards carbon neutrality by 2030.

ACTIONS FOR FEBRUARY-APRIL 2021

- Relaunch of the Hydrogen Group in the spring
- Following Board agreement of the GB10 pledges in October 2020, discussions with the One Public Estate Programme Partners will follow to determine how to maximise the opportunity for sustainable redevelopment of those sites

5.0 Communications

The Covid-19 pandemic and the need for recovery means Greater Brighton can no longer operate on a business as usual footing in terms of communications activity. Communications plays a key role in shaping the narrative around Greater Brighton's recovery while positing the City Region as an attractive place for investment for government and private enterprise.

Since the last board meeting, a 12-month communication strategy has been agreed by the chairman and board members which has Economic Recovery at its heart. This is supported by three key broad and interconnected themes: Resources for our growing economy; Infrastructure for our growing economy and Skills for our growing economy.

To reflect the board's increasing role as a regional leader in the locality and support the proposed inward investment strategy, increased emphasis has been placed on messaging to decision makers - be that in government, business or within the Greater Brighton network. More focus has been placed on using LinkedIn as a publishing platform with training provided to Greater Brighton business managers to use it as a way to generate interest in inward investment. There also continues to be increased efforts to build closer relationships with the City Region's MPs, with briefings on key topics being offered to parliamentary representatives.

Since the last board meeting, a new Covid-19 page has been created on the Greater Brighton website which includes a series of business success stories, highlighting local firms who are continuing to grow despite the challenges presented by Covid-19. These have also started to be shared on the City Region's social media networks and generated some interest with trade / regional media.

Despite the ongoing COVID restrictions limiting some activity (such as site visits) the approach remains agile and responsive to ongoing national picture. There are plans in place to move this activity online, with a virtual event on the BML scheme planned for the spring with MPs, DfT and Greater Brighton members.

Messaging continues to complement the work being done by local authorities (recovery in individual areas), business representatives and Coast to Capital LEP (funding, business support) and educational establishments (R&D, skills) - all of whom are represented on the Greater Brighton Economic Board.



The role of board members in supporting this overall strategy remains key and they - and their organisations - are requested to continue to supply narratives around recovery projects from their own areas to the Greater Brighton Communications Team.

6.0 Conclusion

The Greater Brighton City Region continues to be impacted significantly by the Covid-19 pandemic. Building back a more resilient economy, environment and society is a key focus of the Sustainable Recovery Plan agreed in October, and since then real progress has been made in a number of areas. Other papers on the agenda for the January 2021 Economic Board meeting show the progress that is being made in these areas, and that this work is not just limited to implementing the Recovery Plan.

The Board's energy and water plans demonstrate that the region is seizing the initiative to initiate, support and coordinate projects which will both help the environment and lead a sustainable economic recovery. The region has strong emerging positions in the green sector, particularly around decarbonisation of homes and hydrogen. There is great potential to maximise the knowledge economy technologies and promote the accompanying skills that could have a transformative impact on the city region's offer and fortunes.

It is important to consider recovery against the backdrop of Brexit. An eleventh-hour trade deal between the UK and EU was agreed, which removes much of the uncertainty. However, the Greater Brighton Business Survey of 2019 highlighted real gaps in Brexit readiness at that time. It is likely that some businesses still need support to understand what the new trade terms present in terms of the challenges and opportunities.

The Board will continue to lobby Government for support in our hardest-hit sectors – aviation, the cultural, hospitality and leisure sectors. In particular the Board will make clear that when it comes to levelling-up, the City Region should not be lumped in with London, and as a significant contributor to the UK economy should receive its fair share of any funding aimed at levelling up the regions.

END