



## One City Economy and Skills Board

<b>Date/time</b>	Thursday 7 <sup>th</sup> April 2022, 10:00-13:00	
<b>Location</b>	The Bordeaux Room, City Hall	
<b>Co-chairs</b>	<b>Cllr. Craig Cheney</b> – Deputy Mayor and Cabinet Member for Finance, Governance and Performance, and <b>James Durie</b> – Chief Executive of Bristol Chamber of Commerce and Initiative & Executive Director of Business West	
<b>Meeting Attendees:</b>		
<b>In Attendance:</b>	Victoria Mathews [VM], James Durie (Bristol Chamber of Commerce and Initiative / Business West), Sado Jirde (Black South West Network - BSWN), Susan Macmillan (Bristol Creative Industries), Sue Cohen (Bristol's Women's Commission), Anesa Kritah (Economic Development - Bristol City Council), Sam Holliday (Federation of Small Businesses), Danny Cox (Hargreaves Lansdown), Carly Heath (Night Time Economy Advisor - Bristol City Council), Nick Lee (Paragon Costs Solutions), Jeremy Hayward (The Lloyds Bank South West), Dominic Ellison (The West of England Centre for Inclusive Living - WECIL), Barra Mac Ruairí (University of Bristol - UoB), Dan Knox (University of the West of England - UWE), Joe Hensey (upReach), Kathryn Davis (Visit West), Donna Speed (We The Curious)	
<b>Observers</b>	Derek Tanner (BSWN)	
<b>Invitees</b>	Sarah Lynch, (City Office), Octavia Clouston (City Office), Jane Taylor (Skills, Bristol City Council), Lucy Wicksteed (UWE)	
<b>Apologies</b>	Craig Cheney (BCC), Nigel Costley (Trade Union Congress – TUC), Joanne Ward (City of Bristol College – CoBC), Poku Osei (Babassa)	
<b>ITEM</b>	<b>ACTIONS</b>	
<b>1) Welcome and City Office Introduction – James Durie (JD), Victoria Mathews (VM), Sarah Lynch (SL)</b>		
<ul style="list-style-type: none"> <li>Welcome and Co-Chair Introductions</li> <li>Apologies were read for Craig Cheney (BCC), Nigel Costley (Trade Union Congress – TUC), Joanne Ward (City of Bristol College – CoBC), Poku Osei (Babassa)</li> <li>Victoria Mathews (Initiative Manager of Business West) was introduced as deputy co-Chair.</li> <li>Board Members introduced themselves and their organisations</li> <li>SL gave a presentation introducing the City Office and the One City Approach (see paper 3)</li> </ul>		
<b>2) Discussion of the Board Draft Workplan including Goals for 2022 and 2023</b>		

- SC asked what the role of the community sector is in goal 1 and whether there are initiatives to support women over 55 who are tradespeople
- VM suggested that this will be explored through task and finish groups
- SL flagged that the City Office is working with Cllr. Ellie King to consult with communities.
- SJ flagged that she does not see enterprise in the workplan.
- SL explained that we can add that as the goals are a guide for board members to adapt.
- CH flagged that the Night Time Economy is facing a struggle to access the grants and support offered to 'culture' as it is often overlooked within that category.
- JD agreed that those voices are not as strong as others
- CH flagged that the NTE is a huge industry with massive potential for individual growth.
- BMR flagged that the goals are very broad and asked whether they would be achievable within 18 months and asked whether there would be sub-goals that may be more achievable.
- SL explained that this is the purpose of the task and finish groups which can tackle work that is as broad or as narrow as the board wants.
- RECORDING.
- DM asked if we can co-opt existing work through the task and finish groups or if the work has to come from the board. He flagged that there are more parts of the chain than he had realised (referring to CH and the NTE).
- SL confirmed that pre-existing work can be picked up by T&F and flagged that we will also engage with cross cutting work with the other boards as well.
- KD raised the need to lobby central government.
- JD agreed that pre-existing work should be supported by the board which may be able to contribute new oxygen.
- BMR reiterated that delivering the 2022 goals on one year seems hugely ambitious and suggested that the 2023 goals are more statements than goals. He suggested extending the 2022 goals – SH agreed.
- AK agreed that goal 1 is very significant and requires an understanding of where work is needed and what is already working in that space and suggested that the board should ask what it can do to leverage an influence as a collective for this goal.
- AK asked if the goal will be broken into more manageable chunks through task and finish – SL reiterated that this can be done through T&F.
- SL flagged that AK raised a great point about the data that would be needed for goal 1 and suggested this as a logical T&F.
- SL pointed out that the deadlines are not hard lines and suggested that exploring the goals and working towards making a difference for the people of Bristol will have an impact even if the goal is not achieved by the end of the year.
- DT suggested that the 2022 goals look like a series of mission statements and do not seem as tangible and the 2023 goals.
- JD agreed that there needs to be specificity within a broader plan.
- CH flagged that there are crosscutting opportunities with the culture board which is looking at getting a central pot of funding that could lead into goal 2.
- CH gave apologies and left early.
- DC agreed that the goals are more aspirational than achievable but suggested that this is not a bad thing and asked what the board's role in making them happen is.

- JD asked whether the goals should be down to the board to achieve or if their role should be to make recommendations?
- BMR flagged that the board meets 4 times a year and suggested that members should try and focus on something that they can collectively achieve (e.g. goal 1) to address the past issue of not delivering.
- SC suggested that the T&F structure should facilitate delivery on the goal which she thinks is positive.
- JH (Jo Hensey) offered some resource that could be pulled together towards recruitment best practice.
- JD flagged that this could be a tangible outcome that the board works towards
- SJ agreed and reflected that focusing more on one goal could be productive as we need the baseline in the data.
- DS agreed that big goals should be broken down into achievable sections and suggested that big audacious goals can be positive and encourage thinking about what's next while limiting the likelihood of duplication.
- JD explained that it is the role of the Stakeholder and Engagement Managers in the City Office to limit duplication in workstreams.
- SM flagged that social mobility and social diversity underpin all of the goals on all the boards.
- DC suggested that having ambitious goals is not a problem but timeframes need to be adapted to facilitate their achievement and it should be clear what the board wants to achieve to contribute towards those goals.
- JD agreed that we don't want to lose the ambitious goals but we do want to set ourselves achievable targets - and flagged that there are huge organisations present on the board that can set a tone that others can follow.
- DS responded flagging that the board needs to listen to smaller organisations that can move quickly and can offer best practice but don't have the platform.
- KD flagged that Visit West has connections to those smaller businesses and can help with using data to set baselines.
- SC flagged that health and social care are the biggest employers in the city and encouraged getting representatives involved In Task and Finish.
- SL reported that there are H&SC representatives on the Health and Wellbeing Board and that the board is keen for cross-board collaboration workstreams and that T&F members will largely come from the board members but that the City Office can invite representative from the wider number of board applicants if needed.
- JD clarified that T&F groups will be set up today and will meet again soon.
- AK flagged that 15.7% of the workforce are in health and social care and women and POC are overrepresented in that sector - so it could be important for us to flip that representation goal and explore overrepresentation - and reported that there are workstreams around EDI with City Partners that should be shared with the group.
- SM suggested that the board works with people who are furthest from social mobility.

### 3) Current sector opportunities and challenges – Jane Taylor (BCC)

<ul style="list-style-type: none"> <li>Jane Taylor (JT) gave a presentation on the status of the sector (see paper 4)</li> </ul> <p>Discussion</p> <ul style="list-style-type: none"> <li>JD asked how many people BCC, WECA and the DWP are trying to get back into work? - JT answered 20,000 who are unemployed but not claiming.</li> <li>JD asked where the responsibility for work sits with the council and where it sits with WECA - JT answered that WECA has a strategic role around negotiating with central government. They are a commissioner, BCC articulates the needs of the city separate from the region.</li> <li>JD asked whether WECA funded projects are driven by BCC or by WECA - JT answered that this is dependent on the project.</li> <li>KD and SM endorse the need for flexible funding.</li> <li>AK flagged the recovery and reduction fund and the further funding round available to make SMEs more resilient, the business support package aimed at high streets, and the SME support target in communities as well as the cultural support facet of the funding package.</li> <li>DE asked how well the board can link up with Adult Social Care BCC strategies.</li> <li>JT was open to anything DE may have to feed in.</li> </ul>	
<b>4) Discussion of Goal 3 – Lucy Wicksteed, (UWE)</b>	
<ul style="list-style-type: none"> <li>Lucy Wicksteed gave a presentation on the University of West England's Green Skills Pilot Programme (see paper 5)</li> </ul> <p>Discussion</p> <ul style="list-style-type: none"> <li>BMR asked whether the 75 individuals on the Pilot scheme were students or employed? - Lucy answered that they are a mixture of students, in part time work, or unemployed.</li> <li>SC asked about the gender split of the students involved - SJ said 50/50.</li> <li>DE asked if his work on making workplaces more accessible for people with disabilities could feed into this pilot - LW encouraged DE to get in touch.</li> <li>VM discussed feeding these types of projects into T&amp;F work and invited LW.</li> </ul>	
<b>5) Task and Finish groups</b>	
<p>SJ and NL gave apologies and left early.</p> <ul style="list-style-type: none"> <li>Board members were split into 4 break-out groups to discuss changes they would make to the workplan and T&amp;F group ideas.</li> </ul> <p>Group 1/ Goal 1 feedback:</p> <ul style="list-style-type: none"> <li>AK suggested that goal 1 is reframed and that a clear focus, industries and sectors to target, and clear deliverable programmes are established.</li> <li>AK suggested that the board map all the initiatives that are ongoing in Bristol in this area to establish a baseline.</li> <li>AK advocated for using hard and soft powers as a city and a collective to promote these initiatives and demonstrate leadership in taking them up.</li> <li>AK flagged that social mobility is the bridge and the board needs to look at creating pathways.</li> </ul> <p>Group 2/Goal 2 feedback:</p> <ul style="list-style-type: none"> <li>KD suggested that there needs to be an understanding of the baseline/need in the cultural/creative/heritage sector to establish what is being asked for and why and to identify the gaps - and asked if there are enablers other than cash that are needed to make things happen</li> </ul> <p>Group 3/Goal 3 feedback:</p> <ul style="list-style-type: none"> <li>VM suggested that the priority needs to be understanding the barriers and challenges that are out there through a mapping task.</li> </ul>	

- VM suggested rephrasing and re-writing the goal to emphasize diversity and upskilling as a key part of the goal.
- VM flagged that a new goal will be sent round for sign off.

Group 4/Goal 4 feedback

- SL said that in their discussion around employment for under-represented groups, JH stated that we should access the data on representation in the city and then assess how that would scan across to organisations of varying sizes.
- SL stated that JH suggested that, using this data, we could then assess any gaps and work out how to close them. This could then be compared to national level averages data if any was available.
- SL stated that it was recognised by DC even in larger organisations there were challenges with collecting the right data that could feed into this assessment as not everyone wants to share that data.
- DC suggested a task and finish group to understand what ‘underrepresented groups’ actually means. Could this be broken down by businesses by ward to show the gaps in the city? This could then inform further project work as needed.
- JH shared that, although increased diversity is a goal for their organisation, they don’t get a lot of traction with the more traditional job recruitment channels, and could do more about this.
- DC shared that Hargreaves Lansdown have had a lot of success with outreach programmes and could share this with other organisations. He also stated that understanding the barriers for some citizens to even contemplating working for a larger financial institution was essential and they were researching this further.