

# BRISTOL ONE CITY

## Economy and Skills Board

<b>Date/time</b>	14.12.23
<b>Location</b>	City Hall
<b>Co-chairs</b>	Victoria Matthews (Business West) Cllr Craig Cheney (Bristol City Council) (Apolo)
<b>Attendees</b>	Anesa Kritah (Head of Economic Development, Bristol City Council) Carly Heath (Bristol City Council) Derek Tanner (BSWN) Dominic Ellison (WECIL) Sadie Fulton (Trade Union Congress, deputising for Ines Lage) Jane Taylor (Bristol City Council) Joe Hensey (upReach) Paul Bennett (UWE) Poku Osei (Babbasa) Sam Holliday (Federation of Small Businesses) Sue Cohen (Bristol Women's Commission)
<b>Apologies</b>	Adam Rainey (Lloyds Banking Group) Alex Hearn (Bristol City Council) Barra MacRuairi (UoB) Danny Cox (Hargreaves Lansdown) Donna Speed (We the Curious) Kathryn Davis (Visit West) Nick Lee (Parragon Costs Solutions)
<b>Presenters &amp; Observers</b>	Karen Blong (City Office), Naomi Lynch (Board Support), Imogen Oxley (City Office), Colin Chapman (Bristol City Council – Planning)
<b>ITEMS</b>	
<b>1) Welcome &amp; Introductions</b>	
<ul style="list-style-type: none"> <li>VM welcomed the board and invited attendees to introduce themselves</li> </ul>	
<b>2) Updates</b>	
<ul style="list-style-type: none"> <li><b>City Gathering:</b> VM announced that ESB Goal 58 (below) was selected as a priority goal for the year at the recent City Gathering (24<sup>th</sup> Nov). This goal was also nominated by the Culture</li> </ul>	

Board and VM will be meeting with the Chairs of the Culture board (Charlotte Geeves) in January to discuss a forward plan.

- **Autumn Statement:** There was concern that Bristol didn't receive much attention in the Autumn Statement, and that this is the second the time that Bristol has missed out in terms of Investment Zones and Freeports. Board members thought that more work could be done on levelling up political ambition for the West of England region.
  
- **Local Plan:** The plan is now at publication stage meaning the council has agreed to a document that will go out for examination and be reviewed by the planning inspector. Expecting to go through the examination process in mid-2024, with the plan formally being adopted/in-use by early-mid 2025. Any representations should be submitted by Friday 26<sup>th</sup> January 2024. For further details of the publication stage please visit:  
<http://www.bristol.gov.uk/localplanreview>
  - **Question around initial response** – The plan has gone through periods of consultation, and while there are specific details that have received criticism, there has been broad (though not total) on the overall strategy.
  - Board members expressed concern around the workforce requirements (particularly re builders and bricklayers) to deliver the ambitions set out in the plan, and the need for targeted recruitment and skills development.
  - **Question around mandate of the plan – is this just a vision/manifesto or is it set?** - Once the plan is adopted it becomes the first point of any decision around planning. It was prepared by a group of cross-party members in order to ensure there was broad political support
  
- **Temple Quarter**
  - Board members expressed concern that commitments around social value were not clear and they would welcome further engagement to ensure this piece is not superficial or glossed over.
  - Board members would like more information on what consultation work has been done and where the accountability for ensuring TQ delivers social value sits.
  - Board members were informed of a partner engagement meeting on 18<sup>th</sup> January which most members have now been invited to
    - ASK: for those who attend to feedback at the next ESB meeting
  - AK informed the Board that there is now an Inclusive Growth TQ working group – AK and NL are on that group and can be a voice for ESB.
  - There was a concern around cuts to the arts, and an ask that any Inclusive Growth strategy include the arts
  - There was a suggestion that TQ should be a Living Wage project, and should be promoting that on the hoarding around the site etc.
  - Board members felt that it was important that existing community infrastructure was used to facilitate conversations, and for people to be able to inform their own interventions, and describe the need for themselves.

- **Employment, Skills and Learning Plan**

- Board members were supportive of the ambitions of the ESL plan but wanted to understand more around the detail of how it would be delivered, monitored and evaluated.
- There was a question around whether this is a plan for the city or just for BCC (JT to respond)
- Board members were concerned that developers may focus their attention on sustainability over inclusion, and emphasised that social value needed to deliver on both.
- Board members recognised that the ambitions of this plan are huge and that it will take a long time to achieve meaningful change.
- Board members discussed the need for ESB to identify one goal to focus on over the longer term in order to really unlock change.
- *ASK: how can the ESB feed in to this plan?*

- **Bristol Women's Commission**

- SC presented on the BWC, a citywide partnership established to face multifaceted inequality for women and girls
  - In 2013, Bristol's Mayor signed the European [Charter for Equality for Women and Men in Local Life](#). Bristol is the only UK city to have signed up, and as part of this commitment we have to report on progress at a European level.
  - There are 5 multi-agency task groups of the BWC which include members from a wide range of partners e.g., the universities, Bristol Women's Voice, City of Bristol College, the police, TUC, North Bristol Trust, VCS organisations and local Councillors
    - Women's Safety
    - Women's Representation in Public Life
    - Women's Health
    - Women and the Economy
    - Women in Business
  - The Women & the Economy task group have been working on the caring economy for some time now
    - We are all cared for at some stage in our lives, and at some point we will be cared for by others. If you don't have care then you can't get people into work
    - The Women's Manifesto was recently supported by WECA
    - The task group are working to get the caring economy as infrastructure embedded into new strategies so that any new plan includes caring or has a care lens to it in terms of how that infrastructure is going to be supported (e.g., nurseries, employment conditions, transport etc.)
    - BWC have been working with TUC on care workforce – particularly the need to consider the poor and often piecemeal work conditions that women often have

- Board members discussed the WECA good employment charter, gender pay gaps and the need for equitable paternity leave policies
- ESB had a joint workshop in October with Health and Wellbeing Board and the caring economy/infrastructure was recognised as being particularly important
- BCC have been looking at local care providers and the need for co-production around social care
  - *ASK: Board members asked for the BSWN Make it Work project report to be circulated*

### 3) Review of goals and action planning

- There will be additional support/resources to tackle Goal 58 which has been nominated as a priority goal. For additional goals (listed below) we will be looking for more of a lead from partners to address these.
- Goal 58 covers a lot of areas including looking at double disadvantage and caring infrastructure / early years.
- Board members have requested that the next meeting be solely focused on action planning around this goal, and should also include:
  - Benchmarking exercise to see what the pay gaps are
  - Thinking about gaps at different levels (e.g., entry, progression)
  - Stakeholder mapping exercise – who are the key bodies we want to influence?

### 4) AOB

- **Discussion**
  - What role does the ESB have – what are we trying to influence or hold to account? Need clarity around our remit / intentions
  - Is there a project that we're going to agree to track or provide intelligence for or coordinate resources for?
  - We need an action-plan / tracker and to make sure we are adding value
  - The goals are massive, long-term projects (10-15 years) – we need to recognise this and be realistic in our planning
  - Concern about AI and how this will affect people's jobs – have we got a vision for what skills we're going to need (e.g., digital inclusion). Recent report that WoE is particularly at risk to AI because of our reliance on professional services and the potential for mass automation.
- **Venue & Timing**
  - There is an ask for venues/hosts for our board meetings so that we aren't always/only meeting at City Hall – please let NL know if you are able to host
  - There was an ask that we consider alternate timings as early morning meetings don't suit everyone especially given transport and childcare.

### **ASKS & Actions:**

- Any representations regarding the Local Plan should be submitted by Friday 26<sup>th</sup> January 2024. For further details of the publication stage please visit: <http://www.bristol.gov.uk/localplanreview>
- JT to clarify:
  - whether the ESL plan is for the city or just BCC
  - How the ESB can feed into the Employment and Skills Plan?
- Partners attending the Temple Quarter Placemaking Engagemnet event (18<sup>th</sup> January) to represent the concerns of ESB and feedback.
- ESB meeting times to alternate between early mornings- afternoons

### *Items for circulation:*

- Bristol Women's Voice have published [a Caring manifesto for Bristol and the West of England](#)
- The [BSWN Make It Work Programme](#) supports Black and Minoritised organisations to win adult social care contracts. Its primary goal is to strengthen their business position for securing commissioned programmes nin health and social care, which also boost overall business sustainability and development. You can read the [Make It Work Learning and Evaluation Report here.](#)

**Economy & Skills Board Goals 2023/24**

2023/24	2024/25
<ul style="list-style-type: none"> <li>The city is supporting Bristol’s early years and childcare sector by ensuring any national government legislation changes are most effectively benefitting Bristol</li> </ul>	<ul style="list-style-type: none"> <li>Gender, race, ethnicity and disability pay gaps are decreasing due to improved skills pathways and mentoring with routes to access senior employment opportunities (part-time and flexible)</li> </ul>
<ul style="list-style-type: none"> <li>There is an ongoing upward trend in employment opportunities for young people, care leavers, older people and adults with learning difficulties and disabilities through local coordination and support for appropriate paid work experience and trainee / apprenticeship programmes</li> </ul>	<ul style="list-style-type: none"> <li>Following work in 2023, Bristol’s skills provision reflects our economy’s required skills (e.g. jobs which address the climate and ecological emergencies) and builds career opportunities for those traditionally underserved and/or living in our most deprived communities</li> </ul>
<ul style="list-style-type: none"> <li>A major events and festival programme celebrating the 650th anniversary of Bristol becoming a city is part of a refreshed campaign (including the Bristol Homecoming Campaign) to increase sustainable tourism, in line with the findings from the International Year of Sustainable Tourism 2017</li> </ul>	<ul style="list-style-type: none"> <li>Provide increased business start-up and scale-up spaces with strong digital access to grow industry clusters and broaden entrepreneurship participation, particularly among underrepresented groups and sectors impacted by the pandemic and/or Brexit e.g. the care sector and hospitality</li> </ul>