

GREATER MANCHESTER LOCAL ENTERPRISE PARTNERSHIP

DATE: Tuesday, 13 October 2020
TIME: 4.45pm - 5.30pm
PLACE: Via Microsoft Teams Live Events

AGENDA

Item	Pages
1. Welcome, Apologies & Introductions	
2. Declarations of Interest	1 - 2
3. Minutes of the Previous Meeting - 8 September 2020	3 - 8
To consider the approval of the minutes of the meeting held on 8 September 2020	
Strategy	
4. GM Young Person's Guarantee	9 - 24
Presentation by Diane Modahl	
Governance	
5. LEP Governance Update - Verbal	
Simon Nokes	
Performance	
6. Diversity and Inclusion Update	25 - 28
Vanda Murray	
7. Marketing and Comms Update - To Follow	
Lou Cordwell	

8. Date of Next Meeting

Tuesday 17th November 2020

Agenda Contact Officer:

Lee Teasdale

Governance and Scrutiny

Greater Manchester Combined Authority

07973875471

Lee.teasdale@greatermanchester-ca.gov.uk



DECLARATIONS OF INTEREST

13 October 2020

(To be completed as necessary by all board members and advisors)

Name:

Minute Ref / Item No	Nature of Interest

COMPLETE THIS FORM IF YOU HAVE AN INTEREST IN ANY PARTICULAR ITEM ON THIS AGENDA (SEE GUIDANCE OVERLEAF).

ANY COMPLETED FORMS SHOULD THEN BE HANDED IN TO ALLAN SPARROW AT THE START OF THE MEETING

GUIDANCE ON DECLARATION OF INTERESTS (AS PER DRAFT TERMS OF REFERENCE)

1. Subject to point 3) below, members (and advisors) must declare any interests (on the form provided), either at the **start of the meeting or as soon as any potential interest in an agenda item becomes apparent** during the course of the meeting.
2. Members must declare an their interest when the business being discussed specifically relates to
 - Their business
 - Any body of which they are a member
 - Any person or body who:-
 - Employs them
 - Makes payments to them
 - Has a contractual relationship with them
 - Any land or property in which they have an interest

This also applies to any close member of their family or person with whom they have a close relationship.

3. For the purposes of the above:
 - An interest of which a member has no knowledge and of which it is unreasonable to expect him or her to have knowledge shall not be treated as an interest of his or hers.
 - In relation to a non-pecuniary interest, a general notice given to the LEP that a member is to be regarded as having an interest, of the nature and the extent specified in the notice, in any transaction or arrangement in which a specified person or class of persons is interested shall be deemed to be a disclosure that the member has an interest in and such transaction of the nature and extent so specified.
4. Members (and advisors) with a declared interest in an item of business would usually be required to leave the room. **BUT** the board may want such an individual to contribute their knowledge and experience to the discussion despite the interest so declared. If this is the case the affected member can remain in the room - functioning as a resource that can be drawn upon to assist the board in their deliberations. The affected member should then withdraw when the decision on the matter is being taken and must withdraw at the decision-making stage if the member has a pecuniary interest unless otherwise determined by the Chair of the meeting. In the absence of the Chair or where an item of business relates to the Chair or an interest of the Chair, the meeting shall be chaired by a nominated Vice Chair if there is any or by a member selected by the meeting for that purpose.

DRAFT MINUTES FROM THE GREATER MANCHESTER LOCAL ENTERPRISE PARTNERSHIP BOARD HELD AT 16:45 ON TUESDAY 8 SEPTEMBER 2020 VIA MICROSOFT TEAMS LIVE EVENTS

Board Members:

Mo Isap (In the Chair)

David Birch, Mike Blackburn, Mayor Andy Burnham, Lou Cordwell, Lorna Fitzsimons, Sir Richard Leese, Juergen Maier, Vanda Murray, Dame Nancy Rothwell, Richard Topliss, Cllr Brenda Warrington & Cllr Elise Wilson

Advisors:

Lisa Dale-Clough (GMCA), Rebecca Drakeford (GMCA), Maria Gonzalez (GMCA), Gemma Marsh (GMCA), Simon Nokes (GMCA), David Rogerson (GMCA), Lee Teasdale (GMCA), John Wrathmell (GMCA), Simon Warburton (TfGM), Simon Donahue (Marketing Manchester), Mark Hughes (The Growth Company). Leila Mottahedeh (BEIS) & Sheona Southern (Marketing Manchester).

Apologies:

Amanda Halford & Chris Oglesby.

GM LEP/20/13 WELCOME, APOLOGIES & INTRODUCTIONS

The Chair welcomed all present to the meeting.

Apologies were received from GM LEP Members Amanda Halford and Chris Oglesby.

GM LEP/20/14 DECLARATIONS OF INTEREST

No declarations were received.

GM LEP/20/15 SUMMARY OF PREVIOUS MINUTES

The Board received the minutes of the last public meeting, held on 21 January 2020.

Summary notes were also included to capture discussions that had taken place amongst the GM LEP Membership during 2020 including a small number of emergency decisions taken using the written procedure protocol as set out in the Terms of Reference.

The Board received an update on GM LEP Communications which are being further developed in line with the LEP's approach to addressing the challenges and opportunities presented by the Covid crisis and the LEP's role in supporting GM's economic recovery.

The approach would be agile with a clear focus on innovation, addressing inequalities and building business confidence. Initial work had included the addition of an 'Insights' page to the GM LEP website highlighting the LEP's commitment to tackling inequality through inclusive growth and LEP investment in graphene to boost innovation.

It was agreed that consideration of the latest updates on marketing/communications would be added as a regular item to GM LEP meetings.

RESOLVED:/

1. That the minutes of the meeting held on 21 January 2020 be approved as a true and correct record of the meeting.
2. That the emergency decisions taken using written procedure be adopted by the Board
3. That the latest marketing and communications updates be added as a regular item at meetings of the GM LEP.

STRATEGY

GM LEP/20/16 LIVING WITH COVID RESILIENCE PLAN

Mayor Andy Burnham introduced the item which sets out a one year delivery plan highlighting the impacts arising from Covid and captures the actions to be taken in the short term to build resilience and begin to respond to those impacts.

The Plan recognises the significant and disproportionately impacts arising from Covid on Greater Manchester residents, businesses and places, but also seeks to acknowledge the positive gains and innovations which supported Greater Manchester's response to the pandemic.

The Plan sets out the range of support that would be required throughout the next year and the Board discussed a number of key factors such as the role of mental health; skills and employment support and securing the future of young people.

Comments and Questions

The Chair expressed the Board's support for the objectives of the one-year plan – stating that the LEP was keen to take on a leadership role in areas where they could add particular value including helping businesses safely return to work, the skills agenda and the support of SME's.

RESOLVED:/

1. That the Living with Covid Plan be endorsed by the Board, and supports its implementation as a system wide driver for change and improvement.
2. That the mechanisms that the GMCA is proposing to put in place to drive system wide change within the development and delivery of policies and activities to tackle inequalities highlighted and exacerbated by Covid be noted by the Board.

GM LEP/20/17 GREATER MANCHESTER INTERNATIONAL STRATEGY REFRESH

In July 2017, Greater Manchester had launched a three-year internationalisation strategy that outlined the city region's ambitions on the global stage to grow international exports, investment, research and innovation partnerships, as well as continuing to attract international visitors and students.

The report sets a review of the long-term international vision and enhanced strategic framework, identifying new and continued strategic objectives that supports the delivery of Greater Manchester's long-term ambitions in-light of new challenges and opportunities.

It also looks to address the immediate and emerging issues brought about by COVID-19 and any emerging challenges and opportunities from the UK's new relationships with the EU. Consequently, the refresh take on a 12 month time frame, in line with the Living with COVID-19 Resilience Plan. The Strategy will be reviewed in 2021 to include a more detailed analysis of priority markets and any further challenges post-COVID

Comments and Questions

The opinion of the Board was sought on four key areas: the proposed strategic objectives; future opportunities; how the strategy could benefit all parts of the city region; and promoting Greater Manchester as the gateway to the North.

It was agreed that given the time constraints of the meeting – that the four questions would be emailed to the Board members for consideration and response.

The Board also discussed how the increasing role of digital is breaking down the concept of geographical borders with businesses who had never previously traded internationally now taking advantage of these opportunities. It was considered that Greater Manchester could leverage this and offer the city region as a location for strong 'worldwide' HQ's.

RESOLVED:/

1. That the update on the International Strategy refresh be noted by the Board.
2. That the four questions listed above be emailed to the Board membership for consideration and response.

GOVERNANCE

GM LEP/20/18 LEP BOARD MEMBERSHIP REFRESH

The campaign to recruit new member of the LEP Board was soon to be launched with a view to filling the two current private sector vacancies.

Advice had also been received from the Cities and Local Growth Unit (CLGU) that LEPs should appoint a Deputy Chair as set out in the Local Growth Assurance Framework. Officers will explore with CLGU whether this is applicable to GM LEP given its Co-Chair model.

RESOLVED:/

That the update on the LEP Board Membership refresh be received.

PERFORMANCE

GM LEP/20/19 DIVERSITY AND INCLUSION/SOCIAL VALUE FRAMEWORK

An update was given on the refresh of the GM Social Value Policy and how this could strengthen delivery of the LEP's diversity and inclusion priorities.

Comments and Questions

The Board welcomed the report which reflects the LEP's commitment to diversity and inclusion and highlighted the economic evidence that businesses with diverse leadership are more successful.

RESOLVED:/

That the refreshed Greater Manchester Social Value Framework be endorsed.

GM LEP/20/20 SUPPORTING THE GM ECONOMY THROUGH COVID

The Board was provided with an update on GC Business Growth Hub's response to COVID-19.

GC BGH, working with the LEP, has taken a key role in supporting GM's collective response to COVID-19 impact on business: rapidly pivoting available resource; adapting the way in which its services are delivered; and developing a number of new campaigns and initiatives to support the business community through this period.

This has included the #HereForBusiness Campaign, business workshops, supporting businesses to access finance as well as coordinating the supply of PPE. The Growth Company has also provided a number of webinars including ones hosted by the LEP Co-

Chairs and the Mayor and GMCA portfolio holder for the economy focused on providing the latest information and guidance to business.

The Growth Hub has had a strong focus on employment and set up Employ GM – an integrated, one-stop-shop platform supporting newly unemployed and furloughed workers.

The Growth Company also established the Tourism and Hospitality Support Hub to provide sector specific support and has worked with Government and partners to support the wider national Growth Hub Network.

The report also highlighted the work to support growth and recovery in the longer term.

Comments and Questions

The Board welcomed the report and highlighted the need to support the recapitalisation of good quality businesses to safeguard their ability to continue to innovate.

RESOLVED:/

That the content of the report be noted by the Board.

Meeting ended: 17:30

The next meeting of the Board would take place on Tuesday 13th October.

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The GM Young Person's Guarantee

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GM Local Enterprise Partnership Board
13th October 2020

taskforce@greatermanchester-ca.gov.uk

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Agenda Item 4

Key themes and issues – what young people have told us...

On 25th June we carried out our first consultation event with young people to collect their views about the pandemic and how a Guarantee could support their futures. Prior to the event, young people were asked the following three questions:

Which of these is most important to you right now?

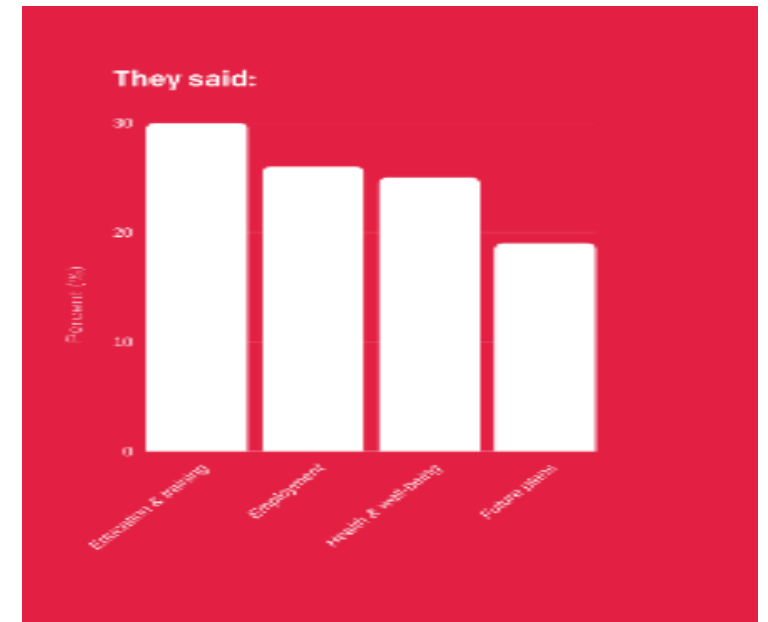
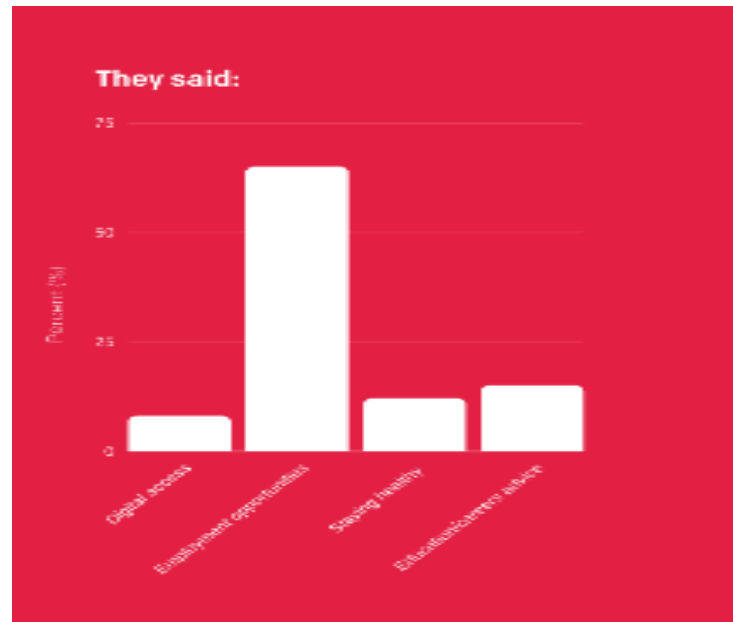
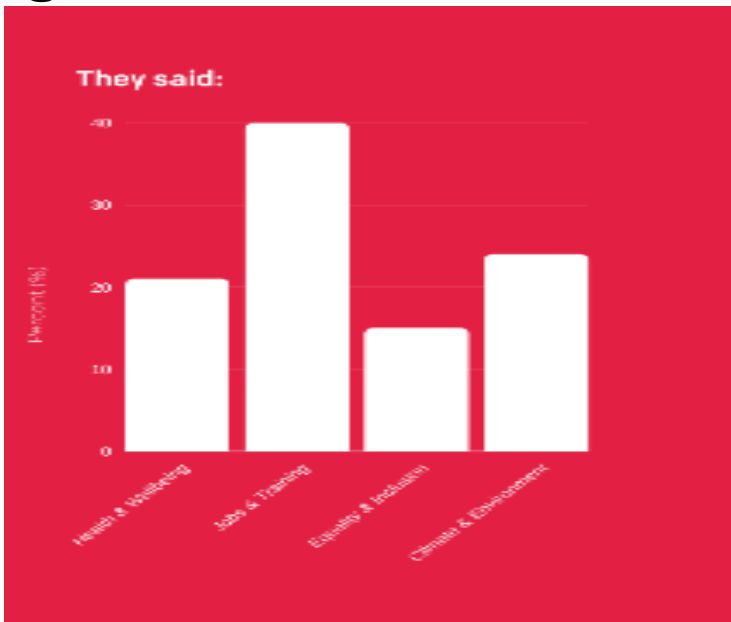
- Health & Wellbeing – 21%
- Jobs & Training – 40%
- Equality & Inclusion – 15%
- Climate & Environment – 24%

What do you most need support with right now?

- Digital Access – 8%
- Employment Opportunities – 65%
- Staying Healthy – 12%
- Education / Careers Advice – 15%

What has the coronavirus pandemic affected the most?

- Education & Training – 30%
- Employment – 26%
- Health & Wellbeing – 25%
- Future Plans – 19%



What GM's young people have said the Guarantee should do...

Keeping Connected

- Secure **better internet access** for digitally disadvantaged young people
- Increase the availability of **free and/or subsidised public transport**, particularly for those young people continuing to remain in education and training over the next 12 months
- Ensure young people's **use of public transport is safe and secure**
- Increase **alternative travel options** for young people (e.g. improved cycling schemes)
- Improve the level of support provided to young people who have **English as a second language or who are digitally excluded**

Staying Well

- Improve **access to mental health support** for young people who are not in education, employment or training (NEET)
- Improve the availability of **information about where to go if mental health support** is needed
- Increase the **availability of support for those young people impacted by redundancy and/or enforced career changes**
- Create more opportunities for young people to **carry out positive activities and social action**
- Improve the availability of information that **promotes participation and opportunities** to improve wellbeing and personal development
- Ensure **each learning environment is safe and secure** upon their return to school, college or university

Making Effective Transitions

- Ensure young people are **not disadvantaged by periods of missed education and/or exam results** not being what they expected
- Improve **access to professional careers advice**
- **Increase the availability of education and training opportunities** for those young people who are NEET and/or motivated to make a fresh start in learning
- The opportunity to **re-skill or re-train if made redundant or unable to find work**, through both FE and HE
- Increase the availability of **meaningful work experience** for those who can't find a job, have been unable to take up a placement because of COVID, or need an adapted work experience offer
- Increase access to **financial literacy and a life skills curriculum** in schools and colleges
- Make more support available to those young people interested in **self-employment and entrepreneurship**
- Increase the availability of **inspirational Leaders and Mentors** that better represent the diversity of our young people and their communities

Reducing Economic Inequalities

- Offer **more support to employers** to help encourage them to create more jobs and apprenticeships opportunities for young people
- Ensure the access given to new **employment opportunities and/or employability schemes is inclusive and equitable**, particularly for those with more needs and barriers (e.g. Care Leavers, LDD, autistic young people, young carers)
- Increase the level of support given to unemployed young people **to help to find a suitable job or an apprenticeship**
- Develop mechanisms that **increase job security**

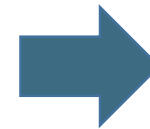
Building a Young Person's Guarantee for Greater Manchester

We want to ensure the Guarantee supports a wide range of young people – aged 11-30 – who have different needs, or are facing different challenges and circumstances because of the pandemic

I am...

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1. Returning to school or college in September
2. Looking for work or an apprenticeship
3. Recently unemployed or are at risk of redundancy
4. Unsure about their future career options
5. Interested in starting their own business
6. Wanting to make a positive contribution to their community or society
7. Wanting to learn new skills
8. Struggling with their mental health, physical health, or wellbeing
9. Disabled or have learning difficulties / complex needs
10. Digitally excluded
11. Feel disconnected or unrepresented



Creating the Youth Advisory Group

- 24 young people from across GM (at least two members from each area)
- Ages ranging from 11 to 30
- Responsible for shaping the Guarantee and helping to determine the work-plan
- Contributing to development and delivery – co-production, advocacy and challenge

Youth Advisory Group – an introduction to some of our members

"I am delighted to be a member of the GMCA Young Person's Guarantee. Youth Advisory Group and I am looking forward to working with and sharing my ideas with other young members of the Greater Manchester region to shape neighbourhoods that enhance young people's lives following the turmoil time of COVID19 for the young population."

Olivia



"I have truly been gifted a great opportunity to be part of the GM youth advisory group. I am very excited to be working with so many brilliant minds to ensure our post Covid 19 world is one that allows young people to thrive"

Faith



"I hope that in working with the Greater Manchester YAG, I can accurately represent the wishes and needs of disabled people across the region in what we expect from the response to COVID-19. It is important to me that we overcome this crisis together!"

Bobby



"I am very eager to begin my work with the Young Advisory Group and I am super honoured to be a part of the launching of the Young Person's Guarantee in conjunction with GMCA. I look forward to helping ensure the support and facilitation of young people's aspirations and futures regardless of background."

Arinola



Read about our other Youth Advisory Group members – and the work they are doing to support and shape the Young Person's Guarantee – by going to:

www.greatermanchester-ca.gov.uk/what-we-do/young-people/youth-task-force-and-young-persons-guarantee/youth-advisory-group/

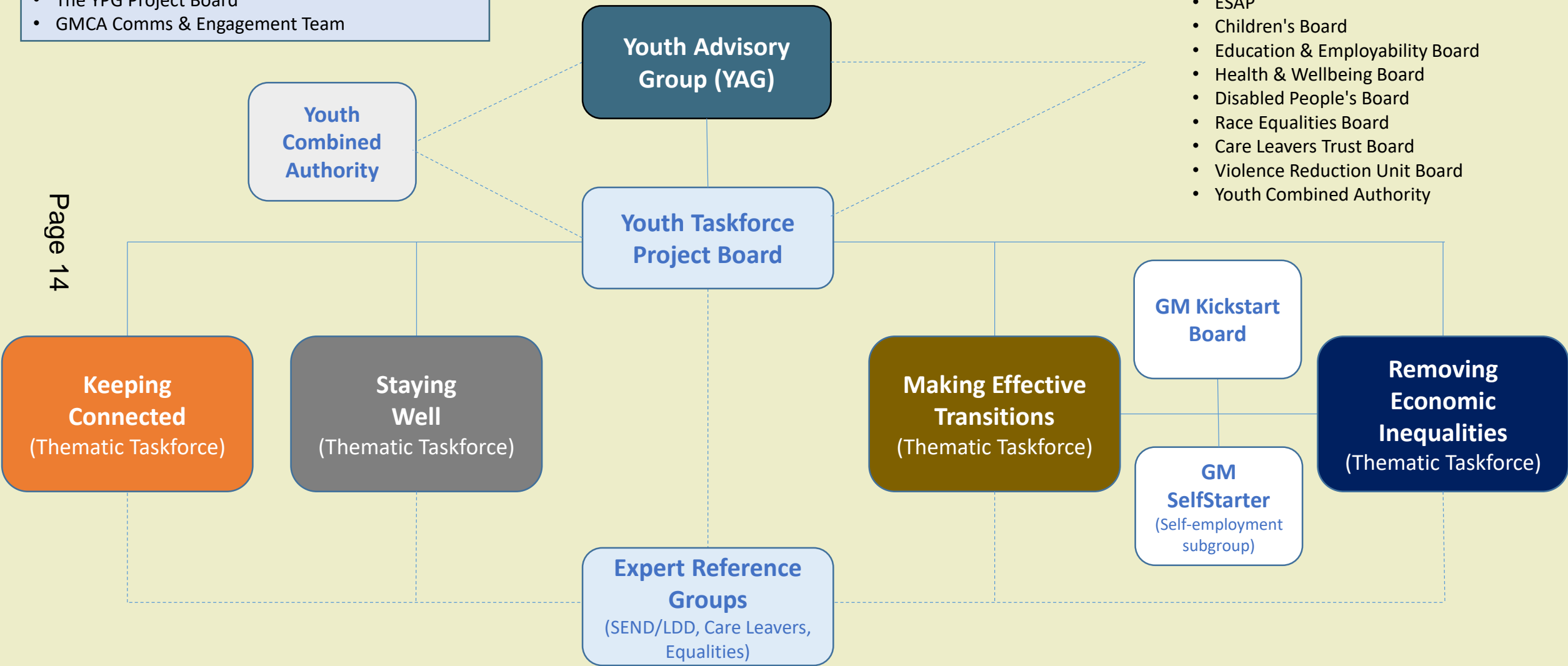
Creating a Thematic Taskforce Structure

Each Thematic Taskforce will be supported by:

- Youth Advisory Group members (Chairs)
- The YPG Project Board
- GMCA Comms & Engagement Team

- Taskforce reports to:**
- Mayor of GM / GMCA
 - Reform Board
 - ESAP
 - Children's Board
 - Education & Employability Board
 - Health & Wellbeing Board
 - Disabled People's Board
 - Race Equalities Board
 - Care Leavers Trust Board
 - Violence Reduction Unit Board
 - Youth Combined Authority

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Delivery Phases

1

Commitments: Maximising the current offer in GM by raising awareness, engagement and impact through existing assets and tangible resources

2

Developments: Identifying and developing new programmes and initiatives that can be delivered to young people in the short to medium term

3

Recommendations: Identifying areas where further support and/or investment is needed to overcome structural and system barriers to achieving longer lasting outcomes for young people including co-design of new programmes

Phase 1: Maximising the current offer in GM through tangible commitments

Organisations and services from across Greater Manchester are already working hard to develop and respond to what young people have asked for.

Through the Guarantee, we want to encourage more organisations to commit their support to young people and raise awareness about the great work that is already happening to help young people progress and prosper across the city-region

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**We have made a commitment
to support Greater
Manchester's Guarantee
for young people.**

#GMYPG

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Making a Commitment

You can find out how to make a commitment by going to our Commitment Webpage:

<https://www.greatermanchester-ca.gov.uk/what-we-do/young-people/youth-task-force-and-young-persons-guarantee/commitments/>

Phase 2: The role of the Thematic Taskforce Groups

- Four thematic Taskforce groups will be established to help drive forward activity recommended by the Youth Advisory Group – these activities will be associated to the themes and issues highlighted by young people (and partners and stakeholders) during the consultation phase
- Each Taskforce will contain partners and stakeholders that are responsible for progressing and/or contributing to the achievement of specific activities and outcomes contained with the Taskforce Delivery Plan
- The Taskforce groups will meet on a monthly basis – to review progress, ensure activities are delivering against what young people have said and identify areas of challenge and/or further development opportunities
- Each group will be co-chaired by Diane Modahl and different members of the Youth Advisory Group
- **The groups will contribute to the identification of asks, recommendations and legacy arrangements needed beyond November 2020**

Keeping Connected

Thursday 15th October
12.30pm – 2pm

Staying Well

Wednesday 14th October
11am – 12.30pm

Making Effective Transitions

Wednesday 14th October
1pm – 2.30pm

Removing Economic Inequalities

Wednesday 14th October
3pm – 4.30pm

Keeping Connected Taskforce

Taskforce Membership (provisional):

- **GMCA** – Engagement, Digital Inclusion, Adult Education Budget, Social Value Creative/Culture, GMACS
- **Transport for Greater Manchester**
- **Our Pass**
- **Jobcentre Plus** – Transport / Digital
- **GM Colleges Rep(s)** – Transport / ESOL
- **GMLPN**
- **The Prince’s Trust**
- **Local Authority Rep** – Digital Inclusion
- **SEND/Disabilities Transport Rep**
- **Cycling Lead**
- **Tech Rep(s)**
- **Housing Provider(s)**

Proposed Taskforce activities (by November 2020):

- ✓ **Increase the immediate availability and distribution of WiFi devices and connectivity** to digitally disadvantaged and marginalised groups of young people
- ✓ **Promote the digital/tech support offer for digitally excluded young people** more widely, using a wider range of “youth friendly” channels and non-digital formats
- ✓ Support the **design and development of a comprehensive digital inclusion programme for young people**, including more support for those who are NEET and/or out of scope from mainstream support
- ✓ Use the YPG’s communication channels to **raise awareness about existing travel support schemes for young people in GM** (e.g. Our Pass, discretionary travel offer) and work towards increase uptake and usage
- ✓ Explore (and implement) opportunities for **increasing the availability of free and/or discounted public transport for groups not eligible for support via existing GM transport initiatives**
- ✓ Explore the **creation of safe travel arrangements for young people with additional needs and/or exemptions**, in addition to **promoting young people’s safe use of public transport**
- ✓ Explore (and implement) opportunities for **increasing the availability and use of cycle schemes and/or by young people**
- ✓ Increase the availability of **translated learning materials and physical learning resources** for digitally disadvantaged and/or marginalised young people (e.g. ESOL learners)

Staying Well Taskforce

Taskforce Membership (provisional):

- **GMHSCP** – Mental Health, Wellbeing, Physical Health, I-Thrive, Engagement
- **GMCA** – Work & Health, Curriculum for Life, GMACS / Bridge GM, Culture, Communications
- **Jobcentre Plus** – Health / Youth Hubs
- **Local Authority Rep(s)** – Youth Services / Youth Employment
- **The Prince's Trust**
- **Youth Services Rep(s)**
- **Schools / Education Rep**
- **42nd Street**
- **VRU Education Lead**
- **GM Colleges Rep(s)**
- **Housing Provider(s)**

Proposed Taskforce activities (by November 2020):

- ✓ Develop a directory, and associated communications campaign, to **promote the benefits of young people taking part in positive engagement opportunities, volunteering and/or social action**
- ✓ Create a "youth friendly" communications campaign that **raises awareness about the digital mental health services that are available in GM** (e.g. Kooth, Shout), who they are for and how they can be accessed
- ✓ Increase awareness about the **safety measures being put into place by every school, college and university in GM to support the return of learners** – reflecting the changes in guidance and reflecting the new and emerging concerns of young people
- ✓ Further develop the **'Young Mental Health Champions' programme to help increase mental health awareness and self-advocacy** in GM's schools, colleges, Universities and within our local communities
- ✓ Design and implement a **"youth friendly" health and wellbeing support offer through GM's employment support programmes** (e.g. Kickstart, Working Well), with a particular emphasis on supporting young people with additional barriers and/or those who are dealing with redundancy
- ✓ **Embed sufficient mental health and wellbeing support into the new locality Youth Hubs**, including the provision I-Thrive into Hub networks and other youth service areas
- ✓ Carry out a **gaps analysis into the mental health support offer for young adults**, with a particular focus on increasing support for those not in scope for support from existing GM services (e.g. NEET).

Making Effective Transitions Taskforce

Taskforce Membership (provisional):

- **GMCA** – Careers & Participation, Curriculum for Life, GMACS, Bridge GM, Digital Skills, Adult Education Budget, Criminal Justice, Comms & Engagement
- **Youth Employment UK**
- **National Careers Service**
- **The Growth Company** – NEET / Employment Services Rep
- **Careers Service Rep(s)**
- **The Prince's Trust**
- **GMLPN**
- **GM Colleges**
- **Schools Rep(s)**
- **Business / Employer Rep(s)** – LEP

Proposed Taskforce activities (by November 2020):

- ✓ Develop and publish a 'call to action' that **encourages influential individuals and role models (e.g. alumni) to become Ambassadors for the Young Person's Guarantee** - promoting key messages and influential stories for young people via key "youth friendly" communication channels and networks
- ✓ Further develop and promote the use of GMACS, including the chat function, to **support and signpost young people towards appropriate careers advice and guidance**
- ✓ Work with the Guidance community in GM to **develop a collective commitment for young people, including guaranteed access points and a minimum service offer for all ages**
- ✓ Design and commission a **skills development offer that supports young people preparing for the Kickstart programme or other employability initiatives**, with a particular focus on priority employment sectors and young people facing additional challenges/barriers.
- ✓ Introduce a broader range of digital skills programmes – at intermediate and higher levels – for young people who are unemployed and/or seeking to develop their digital skills
- ✓ Develop and publish a 'call to action' for employers to engage in the delivery of virtual work-shadowing opportunities through Meet Your Future
- ✓ Further develop the GM Curriculum for Life project offer, including the promotion financial literacy resources
- ✓ Contribute to the development of a self-employment offer for young people interested in establishing their own business ("GM SelfStarter")

Reducing Economic Inequalities Taskforce

Taskforce Membership (provisional):

- **GMCA** – Youth Employment / Kickstart, Bridge GM, GMACS, Supported Employment, Apprenticeships, Skills Intelligence
- **Business Rep(s)** - NWBLT / LEP / GM Chamber of Commerce

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Public Sector HR Lead(s)

Good Employment Charter

- **Youth Employment UK**
- **LA Youth Employment Rep(s)**
- **JCP** – Youth Hubs / Kickstart
- **The Prince's Trust**
- **GMCVO**
- **Disabled People's Panel Rep**
- **Care Leavers Guarantee Rep**

Proposed Taskforce activities (by November 2020):

- ✓ Design and deliver a **comprehensive campaign that encourages businesses to create and develop more opportunities for young people** (e.g. jobs, apprenticeships, paid/voluntary work placements and work-shadowing opportunities), with concise information about the support on offer to employers to help them engage
- ✓ Promote the use of the **Apprenticeship Levy Matchmaking Service and other apprenticeship support** to businesses as part of the YPG's business engagement campaign
- ✓ Contribute to the **design and development of the Kickstart programme in GM**, ensuring opportunities and support can be offered to a wide range young people, including those who are long-term unemployed and/or have additional needs and barriers
- ✓ Work with public and private sector partners to **build exemplar employment and apprenticeship opportunities for vulnerable and marginalised groups of young people** (e.g. Care Leavers, young people with learning difficulties / autism)
- ✓ Make more support available to those (e.g. incentives, top-up payments) **young people facing financial barriers to work**
- ✓ **Improve the level of information provided to young people about vacancies and the current employment support offer in GM**, via existing online platforms and services (e.g. GMACS, EmployGM, GreaterJobs and the DWP Youth Hubs)

What will the impact of each Taskforce be?

By November 2020, we expect the Young Person's Guarantee to have contributed to the following outcomes:

Keeping Connected

- ✓ Fewer young people feel digitally excluded
- ✓ More young people feel safe and secure using public and/or alternative transport methods
- ✓ More young people have access to support that helps them to travel and access opportunities in GM

Staying Well

- ✓ More opportunities have been made available for young people to positively contribute to society and/or their local community
- ✓ More young people know where to access support for their mental health, physical health and wellbeing

Making Effective Transitions

- ✓ More young people are able to make well-informed choices about their next steps and/or future careers
- ✓ More young people feel better prepared for work and adult life
- ✓ More young people have access to pathways back into education, training and employment for all young people who are unemployed
- ✓ Young people have access to support if they are interested in becoming self-employed

Reducing Economic Inequalities

- ✓ Employers have the confidence and support to recruit young people into quality jobs and apprenticeships
- ✓ More employers are offering workplace experiences to young people through schools and colleges
- ✓ More disadvantaged young people are benefiting from the availability of paid employment opportunities and apprenticeships

Questions

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GM LOCAL ENTERPRISE PARTNERSHIP BOARD

SUBJECT: GM LEP Diversity and Inclusion Action Plan

DATE: 13th October 2020

FROM: Vanda Murray

PURPOSE OF REPORT

This report provides an update on the development of a GM LEP Diversity and Inclusion Action Plan

RECOMMENDATIONS

The LEP Board is asked to consider the report and provide feedback on the proposed way forward.

CONTACT OFFICERS:

Simon Nokes, Executive Director of Policy and Strategy
simon.nokes@greatermanchester-ca.gov.uk

David Rogerson, Economy and Strategy Principal
david.rogerson@greatermanchester-ca.gov.uk

1. INTRODUCTION

- 1.1 At their meeting in July, the Board discussed how the LEP could use its business experience and expertise to promote greater diversity and inclusion within the work of the LEP itself, the private sector and to add value to wider GM policy development and delivery.
- 1.2 At the subsequent meeting in August, the LEP Board received a report from the Diversity Champion setting out the initial thinking on how this could be taken forward including a number of ideas to help inform discussion.
- 1.3 At the September meeting, the Board had an update on the refresh of the GM Social Value Policy and how this could strengthen delivery of the LEP's diversity and inclusion priorities.

2. GM LEP DIVERSITY AND INCLUSION ACTION PLAN

- 2.1 Following the Board's discussion on the above and in consultation with the Diversity Champion, it is proposed that the LEP develops a more detailed Action Plan based on the following three themes.
- 2.2 ***Highlighting Equality Issues in LEP Decision Making***
The Board has explored how to best consider equality and diversity implications in all its decision making, including programmes such as the Local Growth Fund, as well as how it can feed into the development of wider GM policy including the Equality Advisory Panels; the Greater Manchester Tackling Inequalities Board; the Independent Inequalities Commission and the Social Value Framework.
- 2.3 As part of the current membership refresh, the Board also noted the opportunity to ensure the LEP is attracting a diverse range of candidates and increasing diversity in its Board moving forward.
- 2.4 It is therefore proposed that the all future Board reports will highlight equalities and environmental issues for any proposals or recommendations so that the Board can be fully informed of any implications for diversity and inclusion in its decision making.
- 2.5 ***Development of the LEP Economic Proposition***
The LEP is developing a LEP Economic Proposition setting out a bold vision led by business and the LEP, working with the GMCA, to set out the sort of Greater Manchester we want to help create as we build back better including the initial actions to achieve that vision.
- 2.6 This will include a commitment to tackle inequalities, embrace diversity and balance profit with people and sustainability to support productive, job rich, fair employment.
- 2.7 As part of this approach, it is proposed that the LEP prioritises the creation a new generation of leaders and managers through a world leading programme of Female Entrepreneurship and significantly increasing the number of female and BAME leaders
- 2.8 ***Champion of Best Practice in the GM Private Sector***
The LEP has a key role as the voice of business, sitting at the heart of Greater Manchester's governance arrangements, ensuring that business leaders are empowered to set the strategic course, determine local priorities and drive growth and job creation.

- 2.9 The Board have discussed how the LEP can use this position to act as a platform for the latest thinking in equalities within business, highlighting best practice and showcasing leading voices in this area.
- 2.10 It is proposed that the LEP hosts a diversity and inclusion event with the GMCA, bringing together business, academia and partners to explore key topics and help shape the actions needed to realise greater diversity in the private sector. This could include a number of key themes such as recruitment; training and development; communicating best practice and role models; and how supply chains can contribute to an inclusive economy.
- 2.11 The event will also be a good opportunity to promote the role of the Good Employment Charter in strengthening diversity in GM business as part of its wider vision to raise employment standards across GM.
- 2.12 Building on these principles, it is further proposed that the LEP develops a 'business case' for diversity, setting out the evidence that demonstrates that a diverse workforce is more creative, innovative and productive. This could draw on the evidence in Government commissioned reviews along with private sector led initiatives and GM specific data.
- 2.13 The business case could also underscore the strong link between gender-balanced organisations and corporate performance, underlining how businesses that fully embrace diversity perform better on measures like return on investment and total shareholder return.

3. NEXT STEPS

- 3.1 The LEP Board is asked to consider the report and provide feedback on the proposed way forward.

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