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# **Get LLR Working Plan**

EDTCE Scrutiny Commission

Date of meeting: 27<sup>th</sup> August 2025

Lead director/officer: Peter Chandler/Joanne Ives

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## Useful information

- Ward(s) affected: All
- Report author: Joanne Ives
- Author contact details: joanne.ives@leicester.gov.uk
- Report version number: V1

### 1. Summary

- 1.1 This briefing provides an overview of the development of a Get Leicester, Leicestershire and Rutland Working Plan.

### 2. Recommendations

- 2.1 To note the development of the Get Leicester, Leicestershire and Rutland Working Plan. Scrutiny members are invited to comment on the report and the actions being undertaken, and in particular to comment on the six key issues referenced in section 3.7.

### 3. Background and options with supporting evidence

- 3.1 Local areas have been invited by the Department of Work and Pensions (DWP) to develop detailed plans that address the challenges related to labour force participation (employment, unemployment and economic inactivity) and progression in work. Ideally DWP intend that these set out the ambition for the next 10 years alongside more immediate goals and actions.
- 3.2 DWP has tasked Leicester City Council as the responsible lead for leading the development of a local Get Britain Working plan for Leicester, Leicestershire, & Rutland, working with Leicestershire County Council, Rutland County Council, Jobcentre Plus and the Integrated Care Board.
- 3.3 There a small budget of £100k from DWP in development of this plan which will be used to support staff working on the proposal and external costs. Government have not confirmed if there will be any funding following the development of the plan but if this is not the case it is worthwhile to undertake this piece of work as this type of plan currently does not exist and can be used to help strengthen the relationships and work around Health, Work and Skills for our residents/businesses.
- 3.4 Local Get Britain Working plans are central to the Government's ambition for a thriving labour market where everyone has the opportunity for good work and to get on in work and where we achieve the ambition of an **80% employment rate**.
- 3.5 Latest data show that to reach the 80% employment rate across LLR, 37,040 people would need to move into employment. The table below shows the split across the LLR area, noting significant moves in geographical areas over the 12-month period:

Table 1: Employment Rate by Area

Data timeframe	2021	Jan-Dec 24		Apr-Mar 25	
Area	Population	Employment Rate / No's	Individuals to move into employment	Employment Rate	Individuals to move into employment
Leicester City	366,940	72.0%	19,000	65.8%(157,100)	34,020
Leicestershire County	712,632	79.1%	4,000	79.1% (337,800)	3,720
Rutland County	41,342	68.1%	2,500	83.4% (17,100)	0
Total LLR	1,120,914	76.3%	25,500	74.6% (512,000)	37,040

Table 2: Individuals Economically Inactive

Economically Inactive Rate by Reason (Apr 24- Mar 25)												
	Student		Looked After Family/Home		Temp Sick		Long Term Sick		Retired		Other	
Area	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
City	18,900	28.6	17,600	26.6	-	0.0	15,400	23.3	3,300	5.0	10,100	15.3
County	25,800	31.7	11,900	14.6	1,500	1.8	18,700	23.0	11,500	14.1	12,000	14.7
Rutland	1,100	34.4	-	-		0.0	-	0.0	700	21.9	-	0.0
	45,800	30.4	29,500	19.6	1,500	1.0	34,100	22.6	15,500	10.3	22,100	14.7

3.6 Table 2 provides an overview of the reasons why individuals are inactive. As you will note a significant number is attributed to people on long term sick, students or looking after family.

3.7 The local Get Britain Working plans are intended to tackle the six key issues identified in the government's Get Britain Working White Paper:

- too many people are excluded from the labour market – especially those with health conditions, caring responsibilities or lower skill levels
- too many young people leave school without essential skills or access to high-quality further learning, an apprenticeship or support to work so that they can thrive at the start of their career
- too many people are stuck in insecure, poor quality and often low-paying work, which contributes to a weaker economy and also affects their health and wellbeing
- too many women who care for their families still experience challenges staying in and progressing in work
- too many employers cannot fill their vacancies due to labour and skills shortages, holding back economic growth, driving up reliance on overseas labour, and undermining living standards
- there is too great a disparity in labour market outcomes between different places and for different groups of people

3.8 Local areas have been asked to **prioritise focusing on addressing economic inactivity at the local level**, and to initially prioritise the following key aspects:

- establishing the formal governance arrangements
- agreeing ways of working with partners
- analysing economic inactivity data and causes
- mapping existing provision for inactive cohorts
- identifying any duplication, gaps, and opportunities for future action

3.9 Areas have the flexibility to develop local Get Britain Working plans which will have the maximum impact within their areas. However, there are some core elements which will be expected in all plans:

**1) Labour market analysis** - analysis of key local labour market challenges for different groups of people across the economy, ensuring collective agreement on these key local issues

**2) Drivers and Causes of Economic Inactivity** (and wider labour market issues where possible) - a thorough analysis documenting the primary drivers and causes of economic inactivity within the region

**3) Current System and Offer** – Detail of the current support landscape across organisations (for individuals and employers) and the differing responsibilities and contributions of different stakeholders

**4) Working with partners** – an outline of how stakeholders can collaborate to increase engagement with support, ensure provision is aligned and improve outcomes

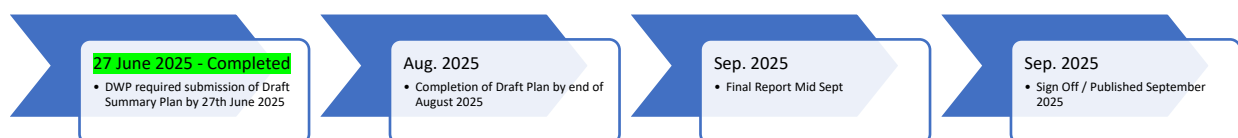
**5) Systemic changes** - the changes which are required to local systems to improve outcomes and enhance the effectiveness of the system, as a whole.

**6) Priority Actions and Longer-Term Goals** - a clear action plan for how partners will collaborate to develop support and services that address local priorities and improve local outcome indicators. This should cover actions for the next 12-24 months and steps towards achieving longer-term objectives.

**7) Governance, local engagement, and future iterations** – detail of governance arrangements in place related to sign-off, how the partnership will continue to be involved and the process for updating plans and monitoring progression.

#### Design of Leicester, Leicestershire & Rutland Working Plan (GLLWP)

3.10 We were required by DWP to submit initial summary information on a DWP template by no later than 27<sup>th</sup> June 2025 (completed). Followed by a published final plan by September 2025. To achieve this we are aiming to have a draft plan completed by the end of August 2025 to allow this to be signed off by project partners.



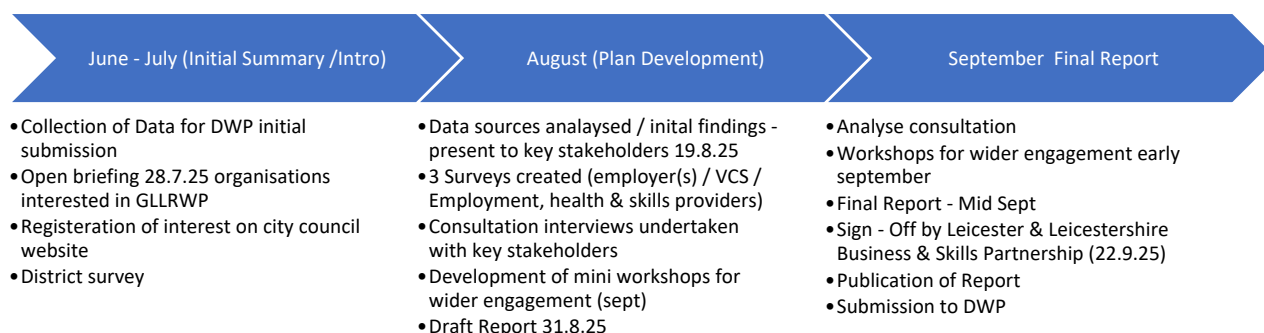
3.11 The development of local Get Britain Working plans is being overseen by a formal partnership of key local stakeholders from:

- Leicester City Council
- Leicestershire County Council
- Rutland County Council
- District Councils (through engagement via questionnaire)
- Integrated Care Board

- Jobcentre Plus

3.12 Specialist consultancy (Amion Consulting) has been appointed to help develop the final plan as we do not have existing resources in house to undertake this exercise across the LLR area.

3.13 An overview of the work undertaken and scheduled in outlined below.



3.14 We will be aligning with other local plans that relate to the labour market such as the Connect to Work delivery plan, Local Skills Improvement Plan, Integrated Care Board Work and Health strategies and WorkWell pilot, and the various UK Shared Prosperity Fund programmes. A key to the plan and benefit will be the bringing together more closely the work of the health, employment and skills leads.

## 4. Financial, legal, equalities, climate emergency and other implications

### 4.1 Financial implications

As referenced within the body of this report, the Council has been allocated £100k of grant funding for the development of a Get LLR Working Plan. Local delivery of the initiatives identified within the plan will be subject to their own funding arrangements, and these will require consideration as they develop.

Stuart McAvoy – Head of Finance

Signed: Stuart McAvoy, Head of Finance

Dated: 14<sup>th</sup> August 2025

### 4.2 Legal implications

This report recommends that the Council becomes the responding lead for the delivery of the Get Britain Working Plan. Should this require entering into and complying with the Department of Work & Pensions' grant agreement conditions and guidance. The Council will also need to enter into agreements with the relevant Partnership Authorities to govern accountabilities and responsibilities.

The Council has the power under Section 1 of the Localism Act 2011 to do anything that individuals generally may do (general power of competence), this includes the ability to enter into the aforementioned agreements. Whilst the report does not suggest this, the Council in its capacity as the lead will need to ensure that the funding to be used whether forward funded (by way of a grant) or in the commissioning of procured activity, the Council must comply with the Procurement Act 2023 and the Council's Contract Procedure Rules or

undertake Subsidy Control assessments where applicable legal support to be sought as required.

Signed: Mannah Begum, Principal Solicitor, Commercial Legal

Dated: 7<sup>th</sup> August 2025

#### 4.3 Equalities implications

Public authorities have a continuing Public Sector Equality Duty (PSED) which means that, in carrying out their activities (including designing and operating complaints procedures), they have a statutory duty to pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation, to advance equality of opportunity between people who share a protected characteristic and those who don't and to foster good relations between people who share a protected characteristic and those who don't. Protected Characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The paper outlines the development of the "Get Leicester, Leicestershire and Rutland Working Plan," which aims to address labour market challenges and economic inactivity. Economic inactivity, refers to people out of work and not actively seeking employment, has notable disparities across different demographics. The plan focuses on improving the local labour market by addressing issues like skills gaps, unemployment, and the quality of work available. Initiatives that aim to help more people find jobs and get on at work should lead to positive impacts for people from across many protected characteristics.

Signed: Equalities Officer, Surinder Singh, ext. 37 4148

Dated: 11<sup>th</sup> August 2025

#### 4.4 Climate Emergency implications

There are no direct climate emergency implications associated with this report.

Signed: Phil Ball, Sustainability Officer, Ext: 372246

Dated: 12 August 2025

#### 4.5 Other implications (You will need to have considered other implications in preparing this report. Please indicate which ones apply?)

None

#### **5. Background information and other papers:**

The link to the Government White paper is as follows: [Get Britain Working White Paper - GOV.UK](#)

#### **6. Summary of appendices:**

**7. Is this a private report (If so, please indicate the reasons and state why it is not in the public interest to be dealt with publicly)?** No

**8. Is this a “key decision”? If so, why? No**