



Leicester
City Council

**MEETING OF THE ECONOMIC DEVELOPMENT, TRANSPORT AND
CLIMATE EMERGENCY SCRUTINY COMMISSION**

DATE: WEDNESDAY, 16 JUNE 2021

TIME: 5:30 pm

**PLACE: Meeting Rooms G.01 and G.02, Ground Floor, City Hall, 115
Charles Street, Leicester, LE1 1FZ**

Members of the Commission

Councillor Joel (Chair)

Councillor Sandhu (Vice-Chair)

Councillors Fonseca, Malik, Rae Bhatia, Singh Johal, Valand and Porter

Members of the Commission are invited to attend the above meeting to consider the items of business listed overleaf.

For Monitoring Officer

Officer contacts:

Sazeda Yasmin (Scrutiny Policy Officer)

Aqil Sarang (Democratic Support Officer),

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Leicester City Council, City Hall, 3rd Floor Granby Wing, 115 Charles Street, Leicester, LE1 1FZ

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- ✓ where filming, to (via the Chair of the meeting) ensure that those present are aware that they may be filmed and respect any requests to not be filmed.

Further information

If you have any queries about any of the above or the business to be discussed, please contact:

Aqil Sarang, Democratic Support Officer on 0116 4546350.

Alternatively, email , or call in at City Hall.

For Press Enquiries - please phone the **Communications Unit on 0116 454 4151.**

PUBLIC SESSION

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AGENDA

FIRE / EMERGENCY EVACUATION

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1. APOLOGIES FOR ABSENCE

2. DECLARATIONS OF INTEREST

Members are asked to declare any interests they may have in the business to be discussed on the agenda.

3. MINUTES OF THE PREVIOUS MEETING

**Appendix A
(Pages 1 - 8)**

The minutes of the meeting of the Commission held on 22 April 2021 are attached and Members are asked to confirm them as a correct record.

4. MEMBERSHIP OF THE COMMISSION

Members are asked to note the membership of the Commission for the 2021/22 Municipal Year, as follows:

Councillor Joel (Chair)
Councillor Sandhu (Vice-Chair)
Councillor Fonseca
Councillor Malik
Councillor Rae Bhatia
Councillor Singh Johal
Councillor Porter
Councillor Valand

5. DATES OF COMMISSION MEETING

Members are asked to note the dates of Commission meetings for the 2021/22 municipal year as follows:

Wednesday 16 June 2021
Wednesday 18 August 2021
Wednesday 13 October 2021
Wednesday 15 December 2021
Wednesday 19 January 2022
Wednesday 23 March 2022

6. QUESTIONS, REPRESENTATIONS AND STATEMENTS OF CASE

The Monitoring Officer to report on any Questions, Representations and Statements of Case received in accordance with Council procedures.

7. PETITIONS

The Monitoring Officer to report on any Petitions received in accordance with Council procedures.

8. ACCESSIBILITY UPDATE

**Appendix B
(Pages 9 - 18)**

The Director of Planning, Development and Transportation submits a report providing an update on accessibility following engagement conducted with working groups.

Members of the Commission are recommended to receive the report and pass any comments to the Director of Planning, Development and Transportation.

**9. TRANSFORMING CITIES FUND (TCF) SCHEME:
CONNECTED LEICESTER - AYLESTONE ROAD** **Appendix C
(Pages 19 - 30)**

The Director of Planning, Development and Transportation submits a presentation on the Transforming Cities Fund Scheme, which provides an update on the proposals for the Aylestone Road Scheme.

Members of the Commission are requested to receive the presentation and pass any comments to the Director of Planning Development and Transportation.

10. GRADUATE RETENTION - UPDATE **Appendix D
(Pages 31 - 40)**

The Director for Tourism Culture and Inward investment submits a report providing an update on the on the progress of the three-year Graduate Retention Scheme led by the Economic Regeneration Team.

Members of the Commission are requested to receive the report and pass any comments to the Director of Tourism, Culture and Inward Investment.

11. ECONOMIC RECOVERY PLAN - UPDATE **Appendix E
(Pages 41 - 48)**

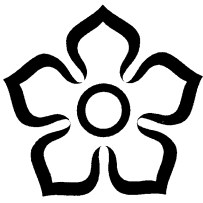
The Director for Tourism, Culture and Inward Investment submits a report updating the Commission on the city and city centre.

Members of the Commission are requested to receive the update report and pass any comments to the Director of Tourism, Culture and Inward Investment.

12. WORK PROGRAMME **Appendix F
(Pages 49 - 56)**

For Members consideration, Work Programme for 2021/22 is attached.

13. ANY OTHER BUSINESS



Leicester
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Appendix A

Minutes of the Meeting of the
ECONOMIC DEVELOPMENT, TRANSPORT AND TOURISM SCRUTINY
COMMISSION

Held: THURSDAY, 22 APRIL 2021 at 4:00 pm

P R E S E N T:

Councillor Waddington (Chair)
Councillor Sandhu (Vice Chair)

Councillor Broadwell
Councillor Fonseca

Councillor Joel
Councillor Porter

Councillor Rae Bhatia

Also in attendance:

City Mayor, Sir Peter Soulsby
Deputy City Mayor for Environment and Transportation Councillor Adam Clarke
Assistant City Mayor for Jobs, Skills, Policy Delivery and Communications
Councillor Danny Myers

* * * * *

134. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Valand.

135. DECLARATIONS OF INTEREST

Vice Chair Councillor Sandhu noted that as he had an interest to declare as his wife worked in the textiles industry, at the beginning of the item he would leave the meeting.

Councillor Broadwell noted that as she ran a business restoring and building bicycles she had an interest in items that relate to cycling.

136. MINUTES OF THE PREVIOUS MEETING

AGREED:

That the minutes of the meeting of the Economic Development, Transport and Tourism Scrutiny Commission 4 March 2021 were confirmed as a correct record.

It was noted that the Special Meeting that had been planned to discuss the accessibility and disability item, would no longer go ahead as there was no time to arrange this in this calendar of meetings. The disability and accessibility item would be postponed and added to the work programme for the new municipal year.

A request had been made for further updates and data on the city's economic recovery plan. It was noted that this data was now being collected to be explored and analysed at a future meeting.

Feedback had indicated that the proposal to close Buckminster Road was not popular to local residents and Officers should include alternative options when the consultation is carried out. It was noted that residents can formerly object and comment on the Experimental Traffic Regulation Order (TRO) to close Buckminster Road and other parts of the proposal being considered after it had been introduced. This will give residents up-to a six-month period to submit objections, with all representations being considered before taking any final decisions on permanent changes.

It was noted that Experimental Orders give the opportunity to analyse the practicalities and closely monitor the TRO, all Members would receive information on how to channel any information in regards to the proposals and detailed sessions would be arranged with the local Members to discuss the proposals.

137. PETITIONS

The Monitoring Officer reported that none had been received.

138. QUESTIONS, REPRESENTATIONS AND STATEMENTS OF CASE

The Monitoring Officer noted that none had been received.

139. QUESTIONS FOR THE CITY MAYOR

The Monitoring Officer noted that none had been received.

140. TCF SCHEME: CONNECTING LEICESTER - BEAUMONT LEYS PARK AND RIDE

The Director of Planning, Development and Transportation submitted a presentation on the Transforming Cities Fund (TCF) scheme and Connecting Leicester – Beaumont Leys Park and Ride.

The City Centre Streets Programme Manager delivered the presentation outlining the proposals and as part of the discussions it was noted that:

- One of the attractions to the scheme would be to ensure the park and ride

service into the city centre is as fast as possible to encourage users to leave their private cars and use the service. Intermediate stops on the service would detract users as the fast service would be compromised.

- Further considerations into bus priority measures along the major corridors into the city centre were being investigated to make improvements to public transport network as a whole in order to bring the same benefits to residents across the city.
- Current reflections into the governments Bus Strategy and looking into opportunities there to develop thinking around the local transport plan. A tram like bus network in the city was an attractive idea and that was something that would be considered in light of the Bus Strategy and opportunities that open up to create cross city movements.
- A press release and a consultation would allow residents in the nearby locality that would be most affected to be contacted to allow them to make comments on the proposals. Further considerations for an exhibition of the proposed plans at the adjacent Beaumont Shopping Centre were under review.
- The primary bus service into the city centre would continue to be the 74 service, which is the fastest route into the city whilst the 14 and 14a service would link the park and ride service to the Glenfield Hospital.
- The car park at the site would be exclusively for the park and ride service users and not an overflow for the adjacent site at the Beaumont Shopping Centre.
- The cost of the scheme to the City Council was the cost of the construction at the site, which was partly funded by the TCF Scheme. The bus services already operating were commercially viable. It was suggested having additional uses of the services would make them more attractive. The only obligation to the Council after this would be the maintenance of the car park.
- This scheme was part of a package which was submitted to the Department of Transport, which was well received, and the Council were successful in funding for the proposed schemes. It was suggested that the council had to undertake these sorts of schemes in order to reduce the reliance on use of the private car getting people to use other forms of transport.
- Studies were being undertaken into what steps would be most beneficial use of the adjacent land to provide for the extended bio-diversity and replacing the green space which would be lost by constructing the car park and these details will be included in the consultation.
- There were 15 spaces proposed for electric vehicle charging points, with the potential of adding more spaces in the future.

- The consultation was due to take place in May 2021 with the potential to start work in late summer. The construction period would be approximately a year for a scheme of this nature.

AFREED:

- 1) That the Members of the Economic Development, Transport and Tourism Scrutiny Commission thank the Officers for the presentation and look forward to the outcomes of the Consultation.

141. UPDATE ON LEICESTER'S TEXTILE SECTOR (MODERN SLAVERY AND EXPLOITATION)

The Director of Neighbourhood and Environmental Services and the Director of Tourism, Culture and Investment submitted a report and presentation updating the Commission on Leicester's textile sector.

The Chair invited additional Members to the Commission participating for this item to introduce themselves.

The Deputy City Mayor for Environment and Transportation introduced the item and noted that the publication of the 2019/20 annual review of the Leicester Labour Market Partnership had also been incorporated. It was noted that the council were in a long-standing role in supporting the textile industry and intervening when allegations into exploitation had arisen and the results from 2019/20 was a testament to the ongoing work prior to then. Concerns were raised last summer with two issues that have hindered the work, the use of the word slavery and the pandemic impacting market issues within the textile sector.

The Assistant City Mayor for Jobs, Skills, Policy Delivery and Communications introduced the Fashion Technology Academy as an example of the approach to economic recovery that will help drive the sustainable regeneration of the textile sector.

The Director for Neighbourhoods and Environmental Services, the Head of Community Safety and Protection, the Head of Enforcement from Gangmasters and Labour Abuse Authority (GLAA), the Head of Economic Regeneration and the Chief Executive of Fashion Enter, delivered the presentation updating on work to support Leicester's Textile Sector . As part of the discussions it was noted that:

- There was a very specific, legal definition of Modern Slavery and what was going on in the city did not meet that definition. However, there were still issues in the market within the city with concerns of labour abuse and exploitation.
- Data was being collected to provide analytical information including the number of engagements with individuals being collected by the Community Safety Labour Market Coordinator was collecting to bring forward to future Commissions.
- Work was ongoing with the trade unions to ensure workers felt supported and had a voice. Information on definitions of Modern Slavery

was available on the government website and issues arising with minimum wage had been referred onto HMRC.

- The Fashion Technology Academy lease runs for 2½ years and enabled the delivery of a pilot training initiative. This included delivery of Levels 1 to 5 qualifications in garment skills, Level 2 to 4 level apprenticeships, a Level 1 course in Worker's Rights and Labour Exploitation, and ESOL and employability courses delivered by the Council's Adult Learning Service.
- Members suggested that a date should be arranged to visit the site for interested Members.
- Updated work to assess the size of Leicester's textiles sector had been commissioned by the LLEP. It was suggested there were at least 600 and potentially up to 1000 textile factories within the city.
- The GLAA were aware that the issues from last summer were not unique to Leicester or the textile industry and there were similarities within other industries nationally.
- There was a licensing scheme proposal from the British Retail Consortium along with another separate proposal to establish a Garment Sector Adjudicator.
- Members of the Commission shared their concerns with the environmental impact the fast fashion industry has on the climate and the alleged accusations on the big companies worldwide. It was noted that the Council were in an intervening role to try and improve the sector for the benefit of the city and its residents.
- The GLAA had experience and arrangements with other agencies to support provide support for the vulnerable and exploited workers. Although the investigations may have not met the threshold for modern slavery, there were still other areas the GLAA could impact on. It was suggested that once the GLAA had completed its work in Leicester, there would be some prosecutions for other offences the GLAA investigate.
- Recruitment for the Fashion Technology Academy would be with other partner organisations and ESOL delivery was being incorporated into the programme. Exploring the options available for people who were entitled to the funding for the ESOL programme and how it can be accessed and support for those who were not eligible. A training session for ESOL tutors was being organised to look at recognising the signs and symptoms of modern slavery or exploitation.
- The Building Control Team did intervene when required to do so for inspections on buildings, but the development of grant funding would encourage companies to reinvest and improve. Lobbying government for additional investment for the sector would be an opportunity for companies to innovate and be more productive.
- Homeworkers were frowned upon within the industry as it was very difficult to control aspects such as right to work, safety and product quality. Homeworkers would be encouraged to access support from the Fashion Technology Academy.

AGREED:

- 1) Members of the Commission thanked those involved in the progressive work over the last few years and;
- 2) That the Head of Community Safety and Protection be requested to provide information on the number of people that have approached CrimeStoppers.

142. INFORMATION ON COMMUNITY RENEWAL FUND AND OTHER INITIATIVES

The Director of Tourism, Culture and Inward investment introduced and delivered the report.

It was noted that this was a one-year pilot transition programme and Leicester City Council were identified as the lead authority to promote the programme and endorse project bids up to £3 Million for the city.

Information sessions had been organised for potential project applicants with programme criteria encouraging bids for supporting people into employment, developing skills, supporting businesses and also investing in communities and place.

Although, the rules and guidance along with short time frames made it very difficult for smaller organisations to deliver the projects, some organisations may have the potential to expand on existing projects.

The Economic Regeneration team would be coordinating along with the Assistant Mayor for Jobs, Skills, Policy Delivery and Communications, prioritising what projects would be put forward following initial assessment and screening exercises. The final decisions would be made by central government on which projects, if any, were supported.

The Director for Tourism, Culture and Inward Investment noted that, the Levelling Up Programme, which was a capital programme set up to run to March 2025 was worth £4 billion for England. Noted there was no guaranteed allocation for Leicester, but it was identified as one of the 100 priority 1 areas.

The deadline for the first round of bidding was June 18. The council has the opportunity to bid for much larger capital, infrastructure projects. The number of projects an area could bid on was dependant on the number of constituency MP seats in the area. This gave Leicester the opportunity to submit 3 projects (up to £20 million) along with one other transport scheme (potentially £20 - £50 million). It was anticipated by government that there would be a second round of bidding but there were no details yet released.

As part of the discussions it was noted that:

- Work was underway with the City Mayor and the Executive Team developing a list of initial priorities for the first round of bidding. It was noted that MP's will be contacted for support including non-city MPs for the transport project.
- Ambitious plans to meet the strategic objectives were being considered

and there was an opportunity to bring these back to the commission at a later date.

- Although a tram system was over budget in relation to the funding that was proposed it was noted that the development in battery technology for new electric vehicles was an alternative approach.

AGREED:

- 1) That the Director of Tourism, Culture and Inward Investment be requested to provide this Commission with an update at a future date.
- 2) And that the Director of Tourism, Culture and Inward Investment be persuaded to present this report at a future Overview Select Committee meeting.

143. CORPORATE ESTATE MANAGEMENT

The Director for Estates and Building Services submits a report on Corporate Estate Management.

The City Mayor introduced the item and noted that the report had important corporate implications. The Corporate Estate was an important part of the council's activities, more recently the council used its assets creatively for regeneration and development on behalf of the city and this was an ongoing report that would be presented to scrutiny annually.

The Head of Strategy and Business Performance noted that:

- The report was modelled on other property portfolio reports and benchmarked on other business reports which looked into performance and market outlook. Although, this report was late due to the pandemic, the new report would be delivered in summer 2021.
- the Council had long invested in the commercial property market and therefore had a very stable portfolio that presented a low risk in terms of the overall contribution to the budget. The Corporate estate was valued at £114 million which brought a gross income of £7.1 million, this represents a good yield of 6.25%.
- Occupancy across the portfolio was very high as a result of good relationships with tenants. Suitable spaces for smaller businesses was an area that would be looked into in the future and that, some underperforming assets had been sold to produce capital receipts.
- The difference between the corporate estate and the regeneration estate was essentially, that the corporate estate was a diverse portfolio, with a range of both, long- and short-term leases. This helps balance risks and is managed as a commercial operation. The economic regeneration workspaces are managed workspaces that are held to focus on growth of priority economic sectors.

As part of the discussions it was noted that Officers managed a substantial

portfolio incredibly well and the fact the council outperformed other comparable portfolios was down to the Officers skills and competence. Over the decades the Corporate Estates initiatives had helped develop areas such as Beaumont Leys and the development in Hamilton.

A revised retail strategy was being put together to consider the options for retail development in the city. This was a two-stage process, firstly, the guiding principles to help city centre retailers get back on their feet and the commercial element of the estate and managing that commercially. The second stage would be looking at key factors and case studies, bringing back the strategy to the Commission would help answer questions Members may have on plans of developing the commercial property portfolio.

The valuations of the portfolio were done in accordance with Royal Institution of Chartered Surveyors global standards. Any Officers that were qualified, have to abide and conform to those requirements and it was also confirmed that the valuation of the estate as a whole was also subject to annual audit.

The Director for Tourism, Culture and Inward investment noted that the new Dock workspace at Pioneer Park was a new addition and was already 50% let, work was well underway with the Gresham Apart hotel would also feature a 10,000ft work space which would be operational from September. Some of the options that were being considered for the Levelling Up Fund would potentially include additional workspace schemes.

The Deputy City Mayor for Environment and Transportation noted that corporate estate had a real role to play in reducing the carbon footprint of the city and the council. Over 50% of the council's emissions came from the buildings and reducing the carbon footprint could also reduce the revenue costs of running those buildings.

AGREED:

- 1) That the report be welcomed and Officers were requested to present the report to the Overview Select Committee.
- 2) An updated report be brought to the Commission at a later date.
- 3) And Officers be thanked for their continuous efforts.

144. WORK PROGRAMME

AGREED:

That the work programme be noted.

145. ANY OTHER URGENT BUSINESS

The Chair noted that this was the last meeting of the municipal year and thanked Officers for their efforts.

Future engagement with accessibility user groups

Economic Development, Transport and Climate
Emergency Scrutiny Commission

Date of meeting: 16th June 2021

Lead director/officer: Andrew L Smith/Stuart Maxwell

Useful information

- Ward(s) affected: All
- Report author: Stuart Maxwell
- Author contact details: Stuart.maxwell@leicester.gov.uk
0116 454 1977
- Report version number: v1.8

1. Summary

This report outlines how accessibility user groups will be engaged on highways and transport related projects.

2. Recommended actions/decision

The commission are asked to note and support the proposals to set up a new disability access group to assist the Council with accessibility considerations on highways and transport related projects.

3. Scrutiny / stakeholder engagement

- 3.1 EDTT Scrutiny Commission 9th July 2020; a question was asked regarding the Council's approach to engagement with users with disabilities. It was explained that much progress had been made to develop expertise in house and that the council would continue to invest resources into accessibility and was committed to inclusive design. As part of the Council's street design guide a street assessment tool has been developed and the guide itself was produced with input from disability groups.
- 3.2 Engagement with the Chair of the Leicester Disabled Persons Accessibility Group took place on 9th December 2020. Email sent to accessibility groups in January 2021 inviting them to put forward representatives to take part in a proposed new forum.

4. Background and options with supporting evidence

N/a

5. Detailed report

Proposed Leicester Transport Accessibility Panel

- 5.1 As part of the design process, the department has previously engaged with accessibility user groups via the Leicester Disabled Access Person's Group (LDPAG) and Bus User Panel (BUP). This has highlighted the needs of different users and helped officers design for inclusive access. Since the COVID pandemic and lockdown in March 2020, these groups have been unable to meet as they had done previously although engagement has taken place wherever possible as outlined in paragraph 5.6. Proposals have now been developed for a new disability access group to ensure the

wide range of accessibility interests and issues are considered within both individual project designs and the wider management of the public highway and urban realm.

5.2 Officers met with the LDPAG Chair, Sujata Barot, in December 2020 to ascertain the status of the LDPAG group and to discuss future engagement options and opportunities. Sujata explained they were trying to get their members to adapt to using IT in order to set up online meetings, but this was proving difficult. A discussion took place around the need to organise a suitable group, including LDPAG, to appropriately represent the wide range of accessibility interests and provide informed comments on draft scheme designs being developed by the council. It was a very positive meeting and the LDPAG Chair welcomed the opportunity for their group to be represented in this new forum alongside other relevant groups. Following that initial meeting, we were informed of the very sad news that Sujata had passed away. Officers have since exchanged e-mails with Sally Williams of LDPAG who, on an interim basis, has agreed to administer invitations to any future consultation meetings.

5.3 A new disability access group is subsequently being formed called the “Leicester Transport Accessibility Panel” (LTAP). This will support the Council with accessibility considerations on highways and transport related projects by providing informed comments on:

- individual scheme designs.
- design standards and related guidance.
- technology which enhances accessibility; and,
- other relevant accessibility issues

5.4 The Panel will meet 3 times per annum chaired by the City Transport Director. Additional meetings focussed on specific schemes will be arranged as required, led by the relevant project leader. Officers have made contact with a number of groups to represent accessibility interests and, to date, have received an interest to join from the following:

- Mosaic
- LCC Disabled Employee group
- LDPAG
- VISTA

This can be kept under review and additional groups can be added as appropriate. Any suggestions from the Commission would be welcomed.

Officer Training on Accessibility

5.5 As part of our commitment to accessible design, all officers that are involved from a project delivery, planning or policy perspective will receive suitable training. The following are examples of training that is ongoing or proposed.

a) ***Equality Impact Assessments (EIAs) for each project***

EIAs are carried out for all relevant projects. They are reviewed and updated throughout the life of the project. Project Managers have training sessions on the requirements of an EIA and use of the corporate EIA template. Regular training sessions will be held to ensure officers are familiar with EIA requirements.

b) Design Guide Workshops

- Relevant officers have or will attend workshops on the new Leicester Street Design Guide. This promotes sustainable, healthier and accessible designs which reflect the characteristics and function of the particular streets within the scope of the project.

c) Inclusive Design Training

- Strategy managers, programme / project managers and scheme designers will be given ongoing inclusive design training opportunities relevant to their role. Officers are reviewing external and in-house training options. Examples of available courses include:

Ensuring Compliance with the Equality Act (Supplier – PTRC)

This course has been developed to help transport, highways and public realm professionals in unitary county and district authorities to understand the provisions of the Equality Act and what this means for their day-to-day work in policy development through to planning, designing and delivering schemes on the ground

Delivering Accessible and Inclusive Transport (Supplier – PTRC)

Retro-fitting high-quality cycling infrastructure is a significant challenge for engineers and planners.

This course explores the different approaches to making cycling feel convenient and safe in urban areas, illustrated by case studies of innovative cycling infrastructure design.

Inclusive Design – Examples of Inclusive Design & Engagement with Disability Groups

5.6 Core Features and Facilities – the following elements are routinely embedded within our scheme designs to improve accessibility:

- Tactile paving at crossings & on cycleways
- Tactile push-buttons and audible signals (when safe to do so) at traffic signal controlled crossing points
- Raised boarding platforms at bus stops

5.7 Consultation on Major Schemes (pre-Covid 19) – despite the absence of a formal access panel, designers have been able to consult relevant groups on accessibility issues associated with major projects. Examples include:

a) London Road Improvement

The London Road Highway Improvement scheme aimed to create a safer route for all users. Consultation on the scheme took place in Autumn 2017. Comments were received from members of LDPAG at exhibition events. A meeting was also held in September 2017 with different stakeholder groups including LDPAG and Vista. Comments from the meeting were fed into the public consultation which took place

in October 2017. The scheme was constructed between October 2018 and December 2019.

Photo: London Road – bus and cycle lanes outside railway station



b) Belgrave Gate Improvement.

This scheme creates a safer and more attractive route for all users, including cyclists and pedestrians. Stakeholders, including members of LDPAG, were consulted on the scheme in summer 2017

Photo: Belgrave Gate – segregated pedestrians, cyclists, buses and cars



c) Lancaster Road / Tigers Way & Victoria Park Road / Queens Road Junctions

Consultation with LDPAG was undertaken in 2019 and resulted in positive and effective design changes including:

- Introduction of a crossing on Lancaster Road adjacent to Tigers Way.
- Introduction of guidance paving on the path through Victoria Park.
- Simplified design at Victoria Park Road/Queens Road junction.

Photo: Tigers Way Crossing – with segregated pedestrians, cycles and vehicles



d) King Street

Design changes were not required following consultation with LDPAG in 2018.

Photo: King Street – shortlisted for national “Healthy Streets” Award



5.8 **Consultation during covid-19** - notwithstanding the limitations on engagement during scheme development through the Covid-19 pandemic, several projects have in the recent past been subject to engagement with members of LDPAG and other disability groups. Examples include:

a) Live Bus Information Signs with Audio Announcements

Our Transforming Cities Fund Programme includes the roll-out of live bus information signs along our major radial routes. For the first time in Leicester, the signs have the potential to include an audio announcement facility triggered by a push button.

A trial sign was installed in Charles Street (nr the junction of Church Street) and was available to any users making an essential trip to that area of the city centre. Recognising the constraints imposed by Covid-19, mobility impaired users were also consulted using a video clip of the Charles Street test sign in operation. Feedback has been positive.

In addition to improving accessibility, these battery powered signs are quick and easy to install – avoiding the expense and inconvenience of the excavations and cabling required for mains electricity connections. Removing the need for these on-site works is a further small but worthwhile benefit for mobility impaired pedestrians.

Photo: New Audio Sign & Next Bus Information Button



b) St Margaret's Bus Station Rebuild

Two separate meetings were held with LDPAG during the RIBA design stages. The first, in November 2020, outlined the scheme proposals and sought to understand any issues and requirements from an LDPAG perspective. Following this meeting, scheme designs were amended and presented to LDPAG in January 2021. Additional items were raised during the second meeting and have now been incorporated within the design and tender documentation. Minutes of the consultation meetings were sent to all those in attendance.

Going forward, our tender documentation stipulates that the successful contractor must continue engagement with LDPAG when finalising the RIBA stage 4 design work.

Artist's Impression: New St Margaret's Bus Station



5.9 Working with others to improve accessibility - the above examples illustrate projects which are designed and delivered by the city council. However, if the opportunity arises the council will work with partners to improve accessibility by building on systems and services which are outside our immediate control. For example:

a) Public transport – off-bus mobile ticketing

The challenge of increasing social distancing and reducing personal contact during Covid-19 provided a window of opportunity to work with bus operator partners and make rapid progress in the complex area of contactless and mobile ticketing. Building on existing bus operator platforms, the result is that our multi-operator

flexi-tickets can now be purchased off-bus and used across Leicester's commercial bus network.

Although many mobility and visually impaired bus users will benefit from the concessionary travel card scheme, it is not always the case. The provision of this cashless and contactless multi-operator ticket is therefore considered to be a positive step which will increase accessibility and improve safety during Covid-19 and beyond.

Photo: Flexi-Ticket Ad for Unlimited travel on any bus in Leicester



6. Financial, legal, equalities, climate emergency and other implications

6.1 Financial implications

There are no financial implications arising directly from this report.

6.2 Legal implications

There are no legal implications arising directly from this report.

6.3 Equalities implications

Under the Equality Act 2010, public authorities have a Public Sector Equality Duty (PSED) which means that, in carrying out their functions, they have a statutory duty to pay due regard to the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, 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 Equality Act 2010 also requires that reasonable adjustments be made so that disabled people are not excluded from places that serve the public, including publicly accessible open spaces. This duty is on-going and anticipatory and, therefore, reasonable and proportionate steps to overcome barriers which may impede people with different kinds of disabilities.

Accessible and inclusive design relating to highway and transport schemes in an around the City will support the general aims of the PSED and will be beneficial particularly in removing barriers to participation in public life. Ongoing engagement and consultation with key service user groups, disability groups and organisations is a vital aspect of ensuring that an inclusive approach which is consistent with the requirements of the Equality Act 2010 is taken. It is vitally important that less visible disabilities are taken into account, as they can pose just as much of a barrier as a physical disability.

As the report notes, equality impact assessments are carried out to ensure that any potential disproportionate negative impacts on any particular protected characteristic/s are identified and mitigated and to ensure that the schemes are inclusive of individuals and groups with different protected characteristics.

Engagement enables public authorities, and people with an interest in their work, to pool their knowledge and experience of eliminating discrimination, advancing equality of opportunity and fostering good relations. This evidence can then be used to improve decision making. Setting up of a new disability group to help to develop projects should make a positive contribution in achieving positive equalities outcomes. Engagement can also help to design more appropriate projects/services, which in turn are more likely to be effective, and make better use of resources.

Surinder Singh Equalities Officer, ext 37 4148

6.4 Climate Emergency implications

There are no specific climate change implications arising directly from this report.

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

There are no other implications.

7. Background information and other papers: there are no additional papers
8. Summary of appendices: there are no appendices attached
9. 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). Answer – No.
10. Is this a “key decision”? If so, why? Answer – No

Transforming Cities Fund Connected Leicester

19



EDTT Scrutiny – 16th June 2021

1. Aylestone Road

Scheme Objective is to create an environment which promotes increased movement by walking and cycling whilst maintaining existing capacity for other motorised traffic and maintains bus priorities.

- **Phase 1: Putney Road to Freeman's Common Road:**

- Tie in with new Putney Road scheme
- Widen existing cycleway on east side to 3m, maintain minimum 2m footway where possible
- Install tables at private access points to cycleway level

- **Phase 1a: Freeman's Common Road to Almond Road:**

- Narrow carriageway to provide 5m segregated footway/cycleway on east side, 3m carriageway lanes and 4m bus lane
- Freemans Park access road narrowed to 3.5m and cycleway continued over crossing to provide priority
- Service road exit removed, footway and cycleway provided

20.

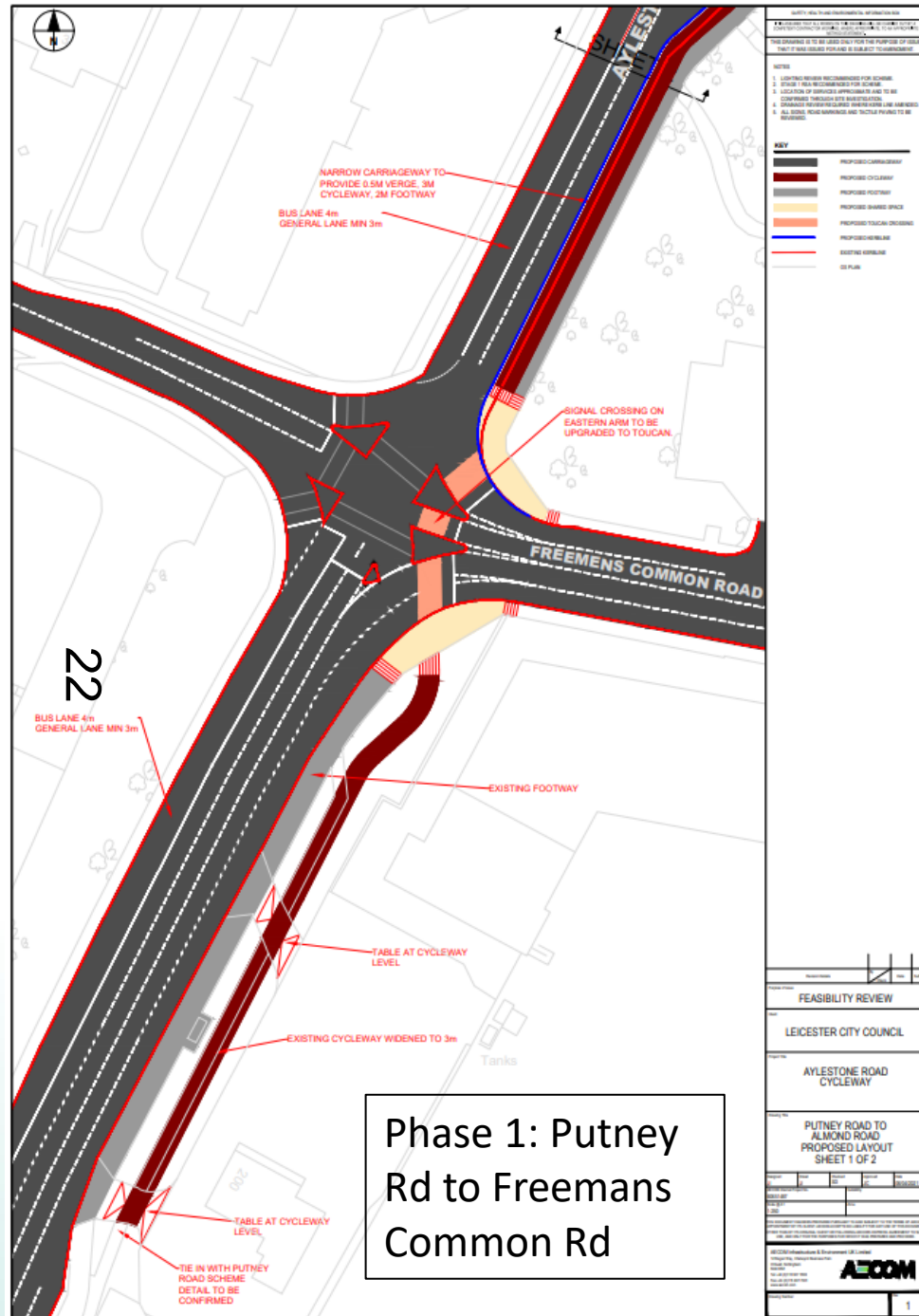


Leicester
City Council

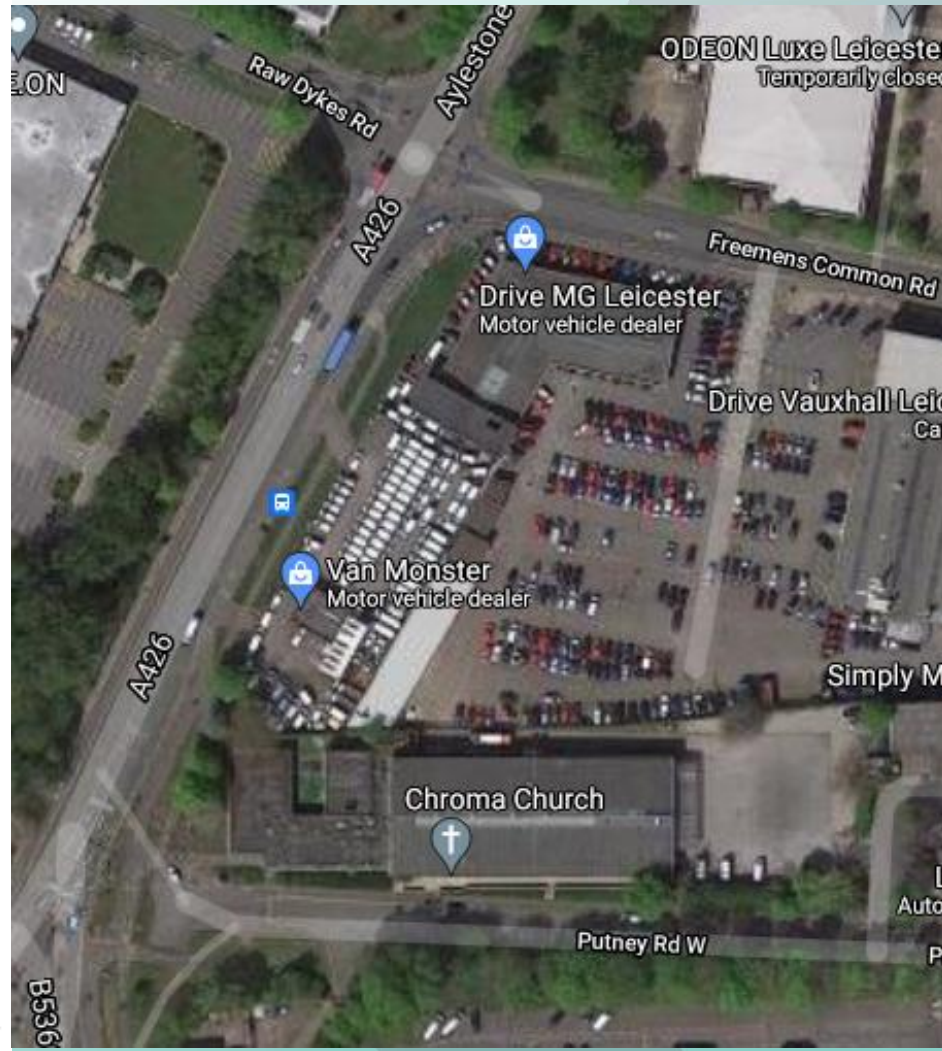
1a. Aylestone Road

Current layout (Aylestone Rd/Saffron Lane junction)





Phase 1: Putney Rd to Freemans Common Rd





NOTES

1. CONSULT WITH LOCAL HIGHWAY AGENCIES FOR CLOSURE
2. CHECK FOR REQUIREMENTS FOR SIGNAGE
3. LOCATION OF SERVICES APPROVED AND TO BE CONSIDERED BEFORE ANY WORK BEGINS
4. SIGNAGE REQUIREMENTS SHOWN HERE ARE BASED ON THE ASSUMED ROAD CLOSURE AND VEHICLE FLOW TO BE

KEY

- PROPOSED CARRIAGEWAY
- PROPOSED CYCLEWAY
- PROPOSED FOOTWAY
- PROPOSED BIKEWAY
- PROPOSED TOLLAGE/CHARGE
- PROPOSED SERVICE
- EXISTING SERVICE
- SEWER

FEASIBILITY REVIEW

LEICESTER CITY COUNCIL

AYLESTONE ROAD CYCLEWAY

PUTNEY ROAD TO ALMOND ROAD PROPOSED LAYOUT SHEET 2 OF 2

1



2. Aylestone Road

Phase 2: Almond Road to Tiger's car park

- Widen footway to provide segregated footway/ cycleway by taking nearside carriageway out.
- Make the temporary cycle and 2 lanes from Almond Road to Granby Halls permanent.
- Provide a 4m bus lane and two 3.25m running lanes, 3m cycleway and 2m footway

Phase 2a: Tigers car park to Walnut Street

- Look at possibility of closing left turn into Walnut Street to allow left turn lane to become a straight-ahead lane
- One right hand lane to be removed and used for widening footway to provide segregated facility
- Install kerbside security features

Phase 2b: Walnut Street to Lancaster Walk:

- Provide 3m cycleway and 2m footway on Aylestone Road by land take on former Granby Halls site
- Provide 3m cycleway and 2m footway on Welford Road by removing the former bus lane markings to accommodate segregated facilities for pedestrians and cyclists
- Future options to improve section at Infirmary Square as part of future LRI development works.



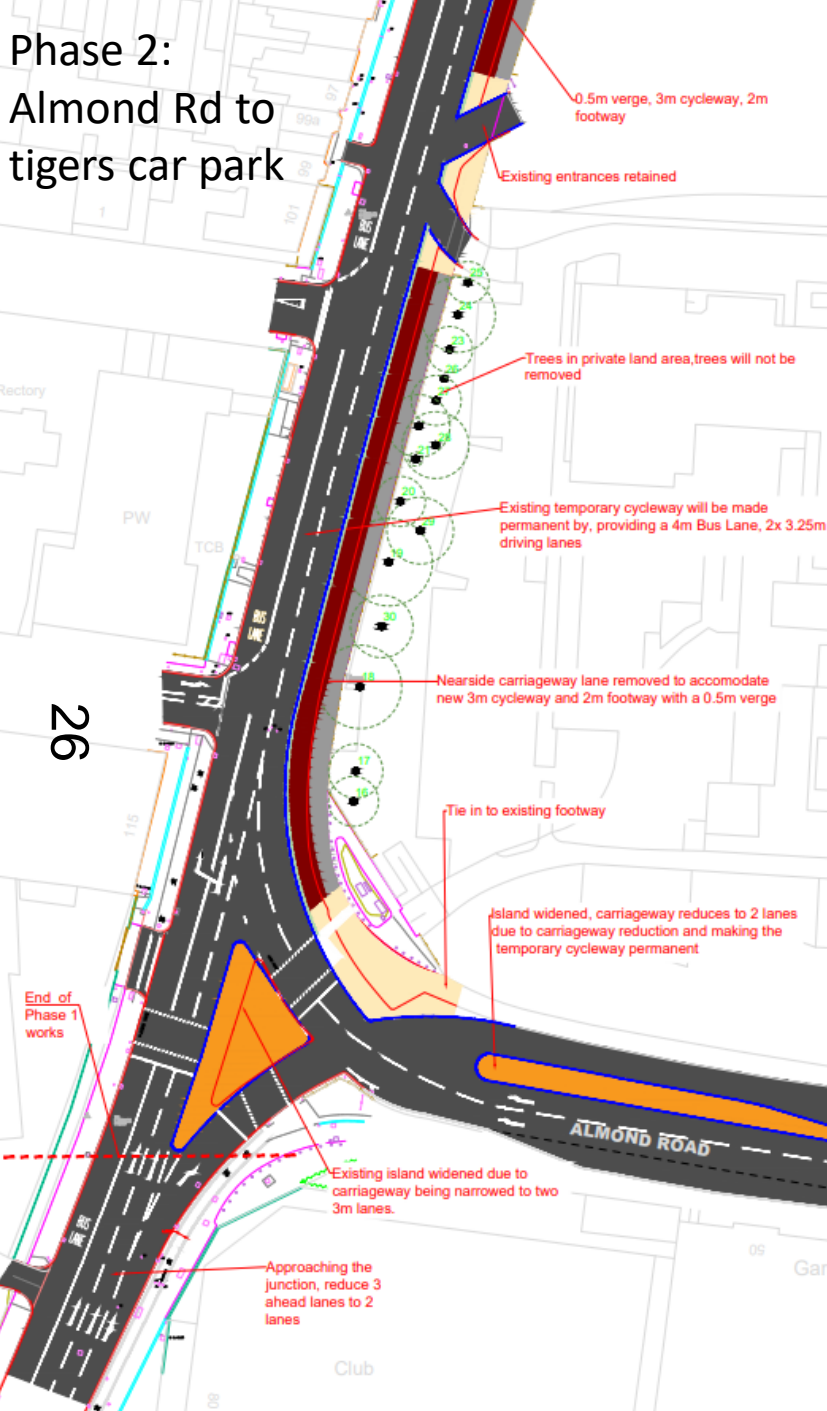
2a. Aylestone Road

Current layout (Aylestone Rd/Walnut Street junction)

25



Phase 2: Almond Rd to tigers car park



INDICATIVE

key

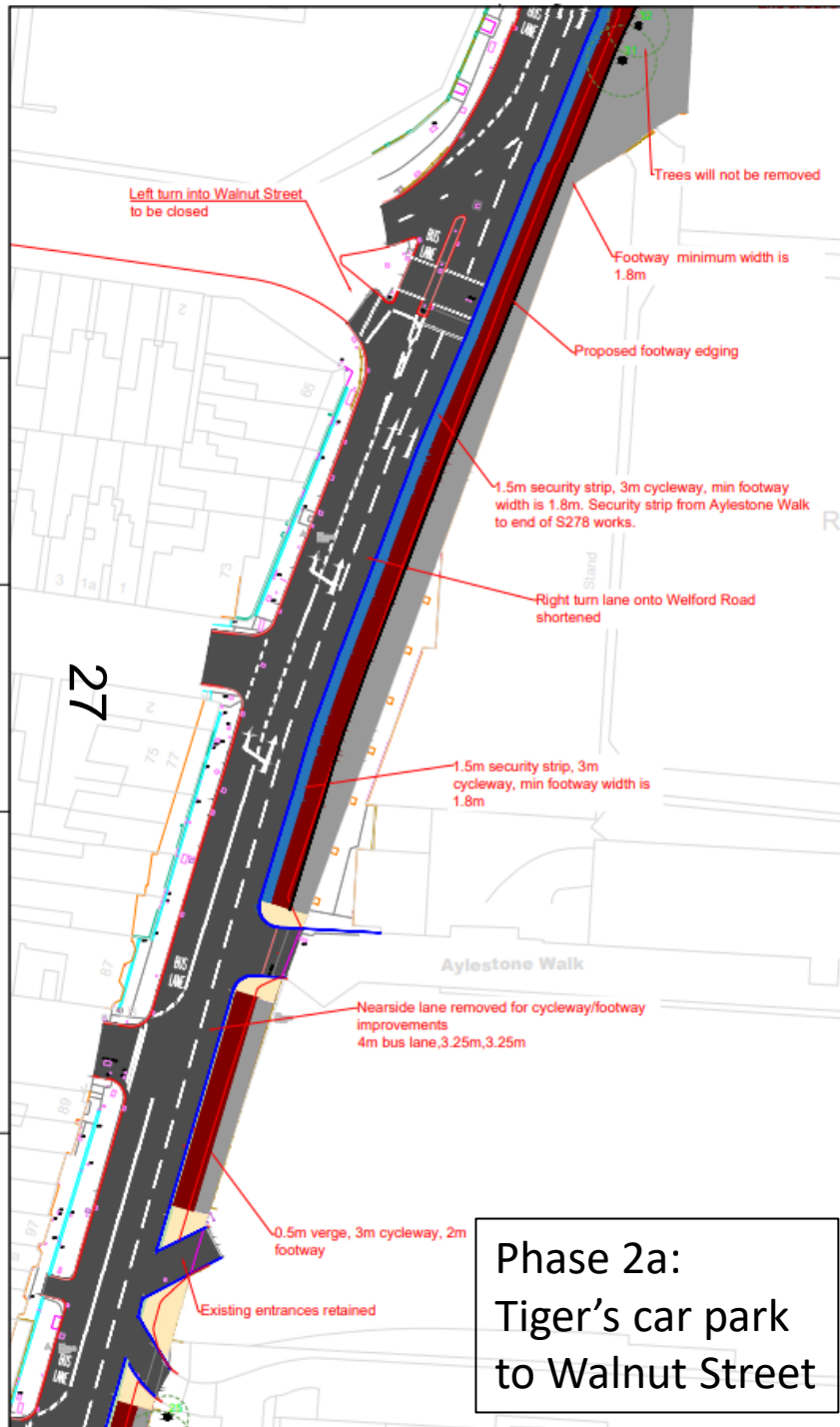
- OS Plan
- Existing kerbs
- Proposed kerbs
- Proposed footway edging
- Proposed carriageway
- Proposed footway
- Proposed cycleway
- Proposed shared space
- Proposed security strip
- Proposed verge
- Proposed island
- Existing Tree

Leicester City Council
Planning, Development & Transportation

LEICESTER CITY COUNCIL
AYLESTONE ROAD SCHEME
PHASE 2
SHEET 1 OF 4

Scale: 1:500





INDICATIVE

key

- OS Plan
- Existing kerbs
- Proposed kerbs
- Proposed footway edging
- Proposed carriageway
- Proposed footway
- Proposed cycleway
- Proposed shared space
- Proposed security strip
- Proposed verge
- Proposed island
- Existing Tree

Leicester City Council
Planning, Development & Transportation

LEICESTER CITY COUNCIL
AYLESTONE ROAD SCHEME
PHASE 2
SHEET 2 OF 4

**Phase 2a:
Tiger's car park
to Walnut Street**



Phase 2b: Walnut Street to Lancaster Walk

28



key

- OS Plan
- Existing kerbs
- Proposed kerbs
- Proposed footway edging
- Proposed carriageway
- Proposed footway
- Proposed cycleway
- Proposed shared space
- Proposed security strip
- Proposed verge
- Proposed island
- Existing Tree

Existing Kerb maintained

Tigers Development

proposed 50x150 footway edging

proposed 1.5m security strip with bollards, 3m cycleway, 5.5m footway/public realm

End of S278 works

Footway minimum width is 1.8m

Trees will not be removed

Leicester City Council
 Planning, Development & Transport
 LEICESTER CITY COUNCIL
 AYLESTONE ROAD SCHEME
 PHASE 2
 SHEET 3 OF 4



key

- OS Plan
- Existing kerbs
- Proposed kerbs
- Proposed footway edging
- Proposed carriageway
- Proposed footway
- Proposed cycleway
- Proposed shared space
- Proposed security strip
- Proposed verge
- Proposed island
- Existing Tree

End of Scheme

Tie in with Lancaster Walk works, 3m cycleway, 2m footway. Footway/Cycleway works provides strong linkage with LRI scheme.

Carriageway width reduced, maintaining 4 ahead 3m lanes.

Sports Facility

Trees will not be removed

New crossing location. Existing moved 4m back.

Tie in with existing footway/shared use

Existing Kerb maintained

Leicester City Council
 Planning, Development & Transport
 LEICESTER CITY COUNCIL
 AYLESTONE ROAD SCHEME
 PHASE 2
 SHEET 4 OF 4

Next Steps

- Engagement with ward councillors to commence July 2021
- Public engagement exercise to be carried out August 2021
- The scheme is programmed to be on site from late summer 2022

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Report to Scrutiny Commission

Economic Development, Transport and Climate Emergency
Date of Commission meeting: 16th June 2021

Graduate Retention

Report of the Director of Tourism, Culture and Investment



Useful information

- Ward(s) affected: All
- Report authors:
 - Sally Hackett, Graduate Retention Project Manager
 - Peter Chandler, Head of Economic Regeneration
- Author contact details: 0116 454 2080 / 0116 454 6415
- Report version number plus Code No from Report Tracking Database: 1

Suggested content

1. Purpose of report

- 1.1 This report updates on progress with the Graduate Retention project and the joint work being undertaken by Leicester City Council, the University of Leicester and De Montfort University to increase levels of graduate retention in the city.

2. Recommendations

- 2.1 To note the contents and comment on this report.

3. Overview

- 3.1 Attracting and retaining talent is increasingly critical for the success of city economies as the UK continues to specialise in ever more highly skilled, knowledge-intensive activities. Retaining graduates in Leicester after they graduate is a key enabler of economic growth, alongside other place-making and place-marketing activities. Leicester City Council is fully committed to doing everything it can to support graduate retention, and hence to support Leicester's vibrant business community to recruit skills that are critical for economic growth. This work is being delivered by a Graduate Retention Partnership comprising Leicester City Council, De Montfort University and the University of Leicester. The Portfolio Lead for this area of work is Cllr Myers.
- 3.2 Leicester City Council, De Montfort University and the University of Leicester have committed to work together to focus on improving graduate attraction and retention. There was much work already taking place, particularly in relation to the employability strategies of both universities, but partner organisations have been keen to develop a joint strategic approach. An allocation of £60,000 was approved for this work from resources set aside for the Economic Action Plan. This has been matched by equivalent contributions from University partners to jointly fund a dedicated Project Manager hosted by the City Council - a shared

resource to develop and coordinate delivery of a joint action plan to increase graduate retention.

- 3.3 In May 2019 the Council submitted a funding bid to the European Social Fund (ESF) to deliver a graduate internship project with local SME businesses. This additional external resource is helping to drive delivery of the graduate retention project and provides a good focus for our joint work. The 'Leicester Graduate City' bid was successful in obtaining £840,000 funding for a three-year project running until February 2023, with in-kind match funding provided by the Council and University partners.
- 3.4 This report updates on the work to increase the number of graduates that choose to stay in the city on graduation.

4. Report

Tracking Graduate Retention in Leicester

- 4.1 Graduate Destination data from 2017 indicated that graduate retention for the three Universities' in Leicester and Leicestershire is recorded at 26.9%, which is significantly lower than the England average of 48.4%. This is the latest available published data on levels of graduate retention.
- 4.2 Ongoing tracking and measurement of levels of graduate retention has been a challenge as the way that graduate outcomes / destinations are measured by the university sector has changed significantly since the start of the project. The new national methodology for this includes a new Graduate Outcomes Survey completed by all universities, and the results of this are expected later in the Summer 2021. This will, for the first time, provide comparable graduate retention data for different institutions and across different geographical areas.

'Student Voice' Research

- 4.3 In 2019 the partnership conducted a research project around student perceptions of the City. This involved holding a 'Leicester Student Voice' event at City Hall in partnership with both local universities. This was attended by 120 students from a broad range of courses and years of study from both the University of Leicester and De Montfort University. It is understood to be the first joint event of this kind engaging with students from both universities. Of those that attended, 86 students were not from Leicester originally (Home -UK), 14 were International students and 20 were originally from Leicester.
- 4.4 The event included facilitated workshops around student perceptions of Leicester – looking to discover what would encourage them to stay in Leicester after graduating, and wider perceptions of the city. The subsequent 'Leicester Student Voice' report suggested areas of focus for future project activity; and this informs the joint work undertaken by the partnership. A key finding was that students frequently saw themselves as a potential part of the solution, expressing a strong wish to be involved in solving city challenges through hands-on innovation, participation and engagement.

- 4.5 The research identified several key areas that the Graduate Retention project needed to focus on:
- (a) Implement policies and programmes that help to **integrate students with the City while they are studying** here
 - (b) Implement programmes and invest in schemes to **support the transition from student to graduate** in the city
 - (c) Continue to work closely with University partners to **develop and promote a defined and visible local graduate employment offer**. This will be particularly enabled via the ‘Leicester Graduate City’ ESF funded project.
 - (d) Deliver better **information and communication campaigns**

Graduate Employment opportunities

- 4.6 The Student Voice research identified graduate job opportunities as the top priority theme for students reflecting on whether they would, or wouldn’t, stay in Leicester after graduating.
- 4.7 A key positive finding from the research was that most students stated they would remain in Leicester if they could find suitable work to start their career. However, a key negative finding was that they lacked awareness of job opportunities and this seemed to lead to a perception that opportunities don’t exist; 36% of participants used the phrases ‘lack of’, ‘few’, ‘limited’, ‘not many’ or ‘no’ to describe the local graduate employment market. When looking at this information – and comparing it to the knowledge that we have of the skills need in Leicester and Leicestershire, more work needs to be done to highlight the local employment offer.
- 4.8 The research indicated that students often overlook the SME community and opportunities offered by small and micro businesses – compounded by the fact that these businesses do not identify roles as graduate opportunities in adverts – and there is clearly much work to do to connect the two parties. This is particularly relevant as the majority of local employers are SMEs. Practical work being done by the project with SME businesses includes showcasing SME businesses to graduates at the Leicester Business Festival and to students via Careers and Employability teams in both universities, and it is hoped that this will start to change this perception.
- 4.9 Students cited perceived pay levels in Leicester as a factor in looking for work outside the city on graduation, although this was often based on their experience of undertaking casual work while they are studying. Offering students relevant work for example supporting local elections is something that the project has been keen to promote where practicable and is in our gift. For example, the City Council’s YEN Network has worked with De Montfort University’s Graduate Champions Scheme to offer a student a funded internship opportunity, which has enabled the student to gain relevant work experience paid at the Living Wage, and this in turn has prompted an interest in working for the Council. Supporting students to gain relevant and fairly paid work in both the private sector and public sector will enable Leicester to be

seen as a place of opportunity, which in turn will have a positive impact on graduate retention.

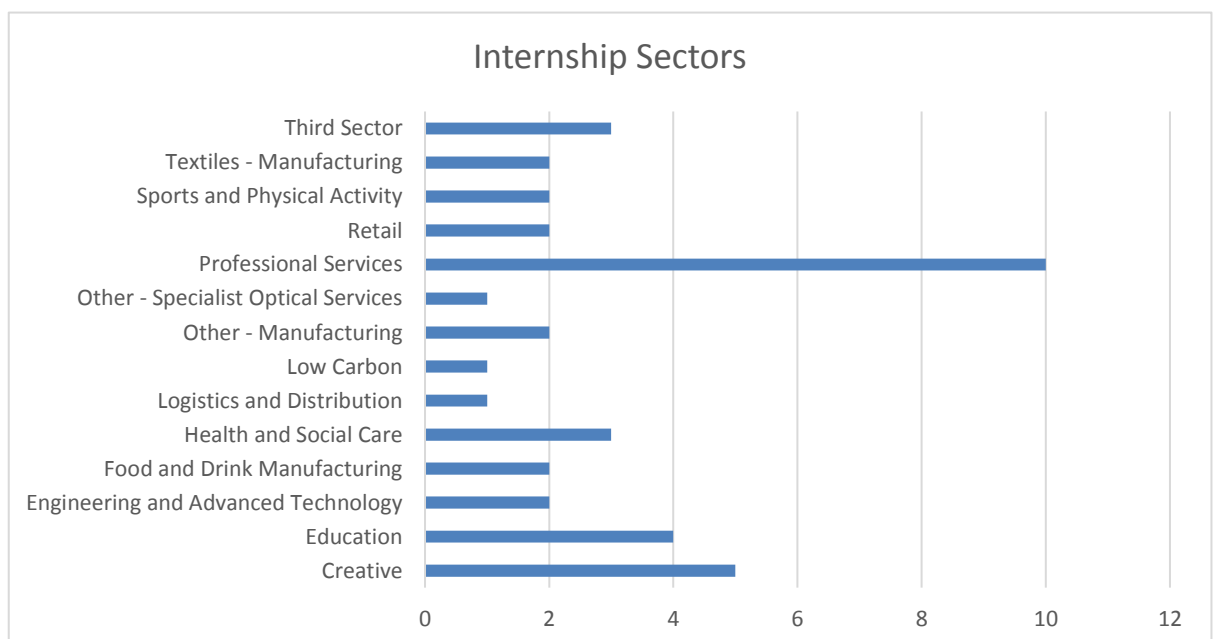
Employability Work

- 4.10 In direct response to these findings, the partnership is launching a **Leicester Graduate Jobs Page** that will sit on the Council's Employment Hub website. This establishes a specific place to promote 'Leicester graduate jobs' from both the public and private sector. As part of this work local employers will also be able to access support on how to advertise vacancies to attract graduate applicants.
- 4.11 The project is cascading **employability campaigns** being delivered by the Universities' to support local businesses via the network of business support services and other partner networks. This is helping the Universities to support 'new cohorts' of businesses in the local area and showcase the local employment offer to our University graduates.
- 4.12 Leicester City Council's Resourcing team have been introduced to University courses to showcase **employment opportunities in the Council** and engage students throughout their study. It is anticipated that earlier engagement may impact a student's decision to leave or stay in the city when they graduate. This has been of particular interest where these roles have been 'hard to fill', for example social workers.
- 4.13 Data being produced by the partnership will enable the City Council to **support inward investment activity** by identifying and showcasing the numbers of graduates and the courses that are being studied – matching potential business interest to high level skilled labour supply.

'Leicester Graduate City' Project – Graduate Internships

- 4.14 The project has been awarded £840,000 funding from the European Social Fund (ESF) to deliver the Leicester Graduate City project. This will provide internship opportunities at local SME businesses for graduates from the two city-based universities. The project is focused on identifying graduate internships across several priority sectors where higher level skills were to be needed in the future to support Leicester's economy.
- 4.15 The three-year project runs to 28th February 2023 and is delivering:
- Specific and bespoke quality engagement with local SME businesses to create student internships
 - Increased awareness amongst students of the opportunities available within the city for employment upon graduation. This will contribute more widely to the need for higher level skills levels within the local economy and increase the likelihood of graduates staying in the city when they finish their studies
 - Collaborative working between SME's and the city universities to identify solutions to technical and professional skills gaps in the area.

- 4.16 The project will support a minimum of 96 SME's and create 72 internship opportunities. The Students participating are second year undergraduates. The scheme has been designed to deliver developmental internships offering the business a chance to see the benefits of graduates and the student the local employability offer, alongside some skills development. The internships are fully funded at the Living Wage and will work 111 hours across 6 weeks, with the first cohort starting on 14th June 2021.
- 4.17 The internship scheme has been popular with local businesses and has been oversubscribed: from 120 initial enquiries we have received 75 Expressions of Interest. Of these 40 employers have engaged / signed up to offer an internship – and the project has also been able to refer more than 15 businesses to other schemes run by university partners.
- 4.18 A range of SMEs are participating, including some Third Sector organisations: 25 are micro businesses (less than 10 employees), 11 are small businesses (up to 50 employees) and 4 are medium sized businesses (up to 250 employees). The initiative is involving students in supporting both established and new businesses, which will showcase the variety of businesses locally. - 33 businesses were already trading pre COVID and 7 have started trading post COVID.



- 4.19 The response from students has also been encouraging, with more than 3000 online views of the scheme by students, and all roles have been successfully filled. Of the 40 internships 15 are with the University of Leicester and 25 are with DMU. By the end of the project we will be able to analyse how the students have impacted the businesses in terms of their business growth and how the experience has impacted the student. Several businesses are already indicating they will offer the students part time work in their third year of study - with a view to an offer of employment at the end of their course.

Place Marketing, Engagement and Communication

- 4.20 The project is looking to support the message that Leicester is a great graduate city – by informing and supporting the creation of content in Place Marketing activities that is relevant and key to our student population. Open Days and Freshers Events are key to engaging students, and materials being produced by the City Council are being shared for use at events to showcase the City offer.
- 4.21 The Student Union at both Universities are keen to support by cascading messages around specific initiatives for the City and involving students in key activities and ongoing consultations. A Student Engagement Forum led by the City Council will start once COVID restrictions allow.
- 4.22 The Place Marketing Team is working with the communications departments at both universities to develop an over-arching place project to unify and brand Leicester’s study offer and promote it to students. Titled ‘Study Leicester’ the project will be delivered in phases, with the first phase focusing on repurposing the current ‘Universities’ area on the Visit Leicester website, developing it into a branded ‘Study Leicester’ area. This will have enhanced information about the universities and greater linkage with the universities’ online student offers and is aimed to be completed by the end of 2021. Further phases for 2022 will focus on developing joint promotional activities and developing a new bespoke Study Leicester website offer.

Workforce Development

- 4.23 The City Council’s Economic Recovery Plan has committed to creating 10 additional Graduate Project Officer posts, and this is a positive commitment to retaining talent in the City. The project is promoting these opportunities into both universities, and we are exploring whether these posts can be ‘ring fenced’ for locally studying students to support the retention of local graduates.
- 4.24 The Youth Employees Network (YEN) are working hard to encourage our graduates to undertake development opportunities – which will support retaining graduates employed by the City Council’s following the completion of Graduate Project Officer 12-month posts.

Cross Cutting Themes

- 4.25 Climate Emergency/ Sustainability
- The Leicester Graduate City Interns are being offered cycle passes as part of the new Leicester City Council Santander Bike scheme.
 - Meetings with employers engaging with the Leicester Graduate City Project have all been conducted virtually. Should we need to visit an employer all travel will be done using the City Council’s pool of electric vehicles.
 - Participants in the Leicester Graduate City scheme will be advised on other environmentally friendly transport initiatives where practicable – car share schemes, electric buses etc.

4.26 Equality and Diversity

- Participants in the Leicester Graduate City internship scheme have been advised of Equality and Diversity best practice – to include reasonable adjustments being made in the workplace. The project will also monitor and track participants to assess the equality impact of the project.
- Leicester Graduate City is working with DMU's Leicester Future Leaders project to offer support for employers with knowledge on how to make their recruitment practices inclusive and supportive of those individuals from Black, Asian and Minority Ethnic backgrounds. We are planning to share best practice toolkits the Project has put together more widely with local Employers via the Employment Hub webpage.

5. Financial, legal, and other implications

5.1 Financial implications

The 'Leicester Graduate City' scheme referred to in the report is a £1.68m project over 3 years, with 50% funded from the European Social Fund (ESF) and the remainder match-funded from the three partners. In addition, the partners contribute towards a shared resource to develop and co-ordinate graduate retention across the city. The City Council contribution of £60k is funded from resources set aside in the Economic Action Plan.

Stuart McAvoy – Principal Accountant

5.2 Legal implications

There are no legal implications arising from this report.

5.3 Climate Change and Carbon Reduction implications

Whilst there are limited climate change implications directly related to this report, as noted in the paper there are opportunities to consider how this programme relates more widely to the council's ambition to achieve carbon neutrality in Leicester, with employment a major source of emissions in the city. Alongside support for graduates to use sustainable and active travel as noted, this could for example include considering opportunities to promote Leicester's climate-related credentials and encouraging placements involving low carbon skills or businesses.

Aidan Davis, Sustainability Officer, Ext 37 2284

5.4 Equalities Implications

Under the Equality Act 2010, public authorities have a Public-Sector Equality Duty (PSED) which means that, in carrying out their functions, 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 report references how the project is aiming to be more inclusive and supportive of those individuals from Black, Asian and Minority Ethnic backgrounds and this could lead to positive outcomes for those individuals. It may also be helpful to look at the other protected characteristics which may also benefit people from those backgrounds.

The project is funded until February 2023, so it will be important to consider sustainable pathways learnt from the project following this date to ensure promotion of diversity and inclusivity after this date.

Kalvaran Sandhu, Equalities Manager, ext. 37 6344

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

Not applicable

6. Background information and other papers:

None

7. Summary of appendices:

None

8. Is this a private report (If so, please indicated the reasons and state why it is not in the public interest to be dealt with publicly)?

No

9. Is this a “key decision”?

No

10. If a key decision please explain reason

N/A

Appendix E



Economic Development, Transport and Tourism Scrutiny Commission

Date of Commission Meeting: 16 June 2021

Economic Recovery Plan

Report of the Director of Tourism, Culture and Investment

Useful information

- Ward(s) affected: All
- Report author: Mike Dalzell
- Author contact details: 0116 454 4551 mike.dalzell@leicester.gov.uk

Suggested content

1. Purpose of report

- 1.1 This report is a further update noting progress against the economic recovery plan that was launched in October 2020. It concentrates on selected key areas including the progress being made to generate new entry to employment opportunities within the council; marketing campaigns and other initiatives to support businesses to re-open and to promote the visitor economy; the latest work being done make available data about the impact of the pandemic on the economy and on communities and the bids that will be made by the council in mid June to government funding programmes i.e. the Levelling Up Fund and the Community Renewal Fund. Further reports on progress will be provided later in 2021.

2. Recommendations

- 2.1 To note the contents and comment on this report.

3. Supporting information

Background

- 3.1 The published recovery plan has helped to guide short term responses to the economic impacts of the pandemic. Work is also now under way to generate a longer term plan for the wider city economy which will be reported to this scrutiny commission later in 2021. This report builds on the update provided to the EDTT scrutiny commission in March 2021.
- 3.2 This report will be supported by other presentational information illustrating the marketing strategies for business recovery and summary details of the bids intended for the Community Renewal Fund and the Levelling Up Fund.

Entry to Employment

- 3.3 A key element of the recovery plan was for the council itself to prioritise and support 70 extra entry to employment opportunities within the council workforce over the next two years. That work has been led by the Organisational Development Team and championed by senior managers including the Chief Operating Officer. A dedicated officer has been recruited to drive that work and a report of progress to date is attached as Appendix One.

Supporting Businesses to Re-open

- 3.4 Previous updates have concentrated on the significant work done to support local businesses with grant payments. This update focuses on the efforts to support businesses to re-open by way of marketing campaigns that encourage confidence and consumers to return. This has been exceptionally difficult, particularly in recent weeks as there has been uncertainty and mixed messaging from national media. Much of this work has been led by the City Centre Director deploying resource provided via the government and working with external stakeholders such as the Business Improvement District (BID). That resource is re-directed European Regional Development Funding (ERDF) which is very restrictive. Consequently we have not been able to proceed with all the things we might have wished to do, however much has been achieved.
- 3.5 The take up by businesses of the £500k allocation for outdoor furniture, shop improvement grants and café seating licensing has been extremely good. To date 95 businesses across the city have been paid £211,182 in outdoor furniture grants and a further £98,774 in shop improvement grants.
- 3.6 The ERDF Reopening High Streets Safely Funded £120k marketing campaign 'We've Missed You' launched with a bespoke video poem 'By The Clock Tower' reminding people of the wide range of things to do and see in the city centre and neighbourhoods. To date the video has been viewed over 700k times. Photography of business owners/manager and quirky animations are being used in a social media campaign running through to the end of June. On street and bus advertising is also part of the overall media plan. Poetry workshops for different communities will produce a collaborative poem filmed in the different areas of the city and released on 23rd June, National Writer's Day.

Promoting the Visitor Economy

- 3.7 The visitor economy has been particularly hard hit by the pandemic. Some attractions have been able to re-open since May 17 and it is hoped council facilities such as the King Richard Visitor Centre and our museums will re-open on June 21st, though that remains dependent on the overall picture of pandemic infection and the staffing requirements of our testing and vaccination initiatives.
- 3.8 As reported in March 2021 £185k has been secured via the Leicester and Leicestershire Enterprise Partnership (LLEP) to support Place Marketing initiatives across the city and county. This work is being co-ordinated through the Place Marketing team based at the city council. The first priority for that funding has been the launch of a destination marketing campaign for the whole city and county area under the title of Uncover the Story.
- 3.9 The title is of course a nod to the King Richard iii discovery but many other stories have now been developed to showcase the best that the city and county has to offer. The digital campaign has already started and details about all of the stories can be accessed via the Visit Leicester web site [Uncover the Story \(visitleicester.info\)](https://www.visitleicester.info). All the campaign material points to the Visit Leicester site. A physical launch of the campaign is intended for June 21st to feature the City

Mayor and the county council leader. This campaign will run continuously to develop awareness of the Uncover the Story brand and it is hoped this will raise the profile of our area and capture some of the UK visitor 'staycation' market. This work has been developed over several years working closely with visitor attractions and other areas and is being enthusiastically taken up and used by these other partners. For example see [Uncover the Story - Visit Harborough](#).

Economic Recovery Data

- 3.10 We are developing a basket of data indicators to track Leicester's economic recovery and performance. This work is being developed by the Smart Cities team using the Open Data Platform, and involves sourcing, collating, analysing and uploading data from a range of Council services and external organisations onto the platform, where it can be presented and visualised. The benefit of using the Open Data platform is that economic data for Leicester can be combined with other data sets, for example public health data, to inform decision making.
- 3.11 A range of economic indicators have already been uploaded onto the platform, including unemployment, Universal credit data and NEET data, and work to build the range of datasets on the platform continues. A brief demonstration/overview of the economic data dashboard will be provided to the committee at the meeting.

Funding Bids

- 3.12 As reported in March 2021 the government has released several new regeneration funding programmes. The Levelling Up Fund programme will run over several years until March 2025 and is intended for significant capital projects. The Community Renewal Fund is a short term, smaller scale revenue programme with criteria and objectives very similar to the European Social Fund. In both instances the city council has been designated as the lead authority responsible for submitting proposals and these are due on June 18 2021.
- 3.13 Levelling Up Fund : Under the rules of the programme Leicester can make up to three project bids and one additional transport related bid. It is anticipated the programme will be highly competitive. For this first round (details on round two are not yet available) the city will submit two projects and a transport bid. The project bids are to develop and support significant new workspace within the city centre and at Pioneer Park. The transport bid is for a substantial, first phase redevelopment of the railway station. Further information about the bids will be presented to the meeting.
- 3.14 Community Renewal Fund : The council has been tasked by government with the promotion of this opportunity. Leicester has been designated one of 100 Level 1 priority areas by government though this does not guarantee any funding. On behalf of the city bids up to a value of £3m can be submitted. Bids are encouraged by government to be at least £500k in value and since all monies need to be spent by March 2022 and as 90% of the funds are revenue, this is extremely challenging.

3.15 The council promoted the opportunity widely throughout the city and set a deadline for project submissions to be received by the council of 21st May. A total of 29 proposals were received requesting support of circa £18.5m. As at the time of writing this report those submissions are still being appraised by council officers. Information about projects that will be forwarded to government will be provided to the meeting.

Appendix One : E2E Employment Targets at Leicester City Council

1. Summary

- 1.1 This appendix summarises progress on the Entry to Employment targets within the Economic Regeneration plan. This includes kickstart posts, apprentices and graduates.

2. Background

- 2.1 The economic recovery plan outlined the following targets over the next 2 years (2021/2022):

- Up to 30 Kickstarts (within and outside of Leicester City Council through the Employment Hub)
- 30 additional Apprentices (in addition to ongoing commitment of 30)
- 10 additional Graduates (in addition to ongoing commitment of 10)

- 2.2 The impact of COVID-19 has had a negative effect on numbers of new staffing due to the challenges and need to redeploy current employees to different areas to assist with the plans for tackling COVID-19 in Leicester. Other challenges which have had an impact on staffing levels due to COVID-19 include: service area closures; a reduction in recruitment activity as staff continue to work from home; availability of equipment to enable working from home, potential budget cuts, inability to provide adequate coaching, mentoring and development opportunities remotely; alongside training providers postponing practical face to face learning (mainly trades apprenticeships); breaks in learning; and training providers having to furlough delivery employees. Considering this, and as we look to decreasing cases of COVID-19 and vaccines becoming available, we are looking at more efficient ways of working within our New Ways of Working project

- 2.3 Whilst COVID-19 had an impact on all three programmes, Kickstarts, Apprenticeships and Graduates, OD and resourcing are working closely together to streamline processes and promote these initiatives. To support our Kickstarts and give them the correct introduction/reintroduction back in to work, we are looking to fill potential face to face vacancies as opposed to home-working positions

3. Current E2E Data

- 3.1 Data since August 2020* shows the number of graduates recruited at figure 1. A further 11 Graduate roles are being advertised currently for Travel, Tourism and Inward Investment, City Barrister & Head of Standards, Finance and Neighbourhood and Environmental Services.
Data since August 2020 shows the number of new apprentices at figure 2. A further 24 apprenticeship posts are currently being advertised or awaiting approval for advertising.

4 Kickstart vacancies created within EBS and Employment Hub, with more to be confirmed in June/July

*Data taken since August 2020 aligned to when LCC received the government initiative funding

| Department | Division | No of Starters |
|-----------------------------------|----------------------------------------|----------------|
| City Development & Neighbourhoods | Estates & Building Services | 3 |
| | Planning; Development & Transportation | 3 |
| Corporate Resources & Support | Smart Cities | 1 |
| Corporate Finance | Finance | 2 |
| | Grand Total | 9 |

Figure 1: New starters from August 2020 in graduate positions

| Department | Division | No of Starters |
|-----------------------------------|-------------------------------------------------|----------------|
| City Development & Neighbourhoods | Tourism; Culture & Inward Investment | |
| | Capital Programmes | |
| | Estates & Building Services | |
| | Neighbourhood & Environmental Services | |
| | Planning; Development & Transportation | 2 |
| | Housing | 2 |
| | LLEP | |
| Corporate Resources & Support | Finance | 1 |
| | Delivery; Communications & Political Governance | 1 |
| | Non Divisional | 1 |
| | Housing | |
| Public Health & Sports Services | Public Health | |
| Social Care & Education | Adult Social Care & Commissioning | |
| | Learning & Inclusion | 1 |
| | Adult Social Care & Safeguarding | 6 |
| | Children's Social Care & Early Help | 6 |
| Grand Total | | 20 |

Figure 2: New starters from August 2020 with 'Apprentice' in their job title

4. Future Actions and Data Reporting

- 4.1 The Organisational Development (OD), Resourcing and Management Information team have created new data fields to record and monitor recruitment activity and new starters whether kickstarts, apprenticeships or graduates, alongside identifying existing employees who are undertaking an apprenticeship to upskill in their role.
- 4.2 The HR Management Information team have developed monthly dashboard reports for Directors which highlight numbers of new kickstarts, apprentices, and graduates as well as those upskilling in their areas to support the workforce planning conversations. The report gets sent from HR Management Information team to directors monthly. This clearly highlights divisions who have no entry to employment posts.

- 4.3 HR have recruited an additional specialist resource to lead the E2E strategy in terms of HR activity to include educating managers and advocating the three schemes. Part of this role is taking several key entry level job descriptions of Grade 5 and below to map them to apprenticeship standards with the help of our Quality Assurance Provider. This will support recruitment of entry level posts in service areas.
- 4.4 HR have created an increased education programme for leaders and managers regarding the three E2E options via digital resources, Interface, and webinar (now available on Interface). Internal resources have been developed and delivered by OD and resourcing to the following areas: Housing, Parks, Cleansing, Adult Social Care, Children's Social Care, Museums, Libraries, Public Health, Sports, De Monfort Hall, Estates and Buildings Services, Adult Skills and Learning.
- 4.5 Discussions with service areas have started and several more are planned in with several services during June/July with the workforce planning consultancy group to encourage managers to consider E2E when planning their future workforce.
- 4.6 Additional governance has been set in place so that when recruiting managers raise the Authority to Recruit (A2R) form, the resourcing advisors challenge to ensure the post cannot be converted to one of the three initiatives. If the decision by the manager is to proceed without conversion, the A2R is then scrutinised by strategic directors before authority to proceed with the recruitment process.
- 4.7 Monthly apprenticeship surgeries hosted by OD and Quality Assurance provider for any employee of LCC to join and find out more information about entry to employment initiatives and development opportunities for existing workforce.
- 4.8 The COO, Alison Greenhill, circulated a direct email communication to all Heads of Service explaining the 3 new incentives and our commitment on the three initiatives outlined in the Economic Regeneration Plan

Economic Development, Transport and Climate Emergency Scrutiny Commission

Work Programme 2021- 22

| Meeting Date | Meeting Items | Actions Arising | Progress |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|----------|
| 16 June 2021 | <ul style="list-style-type: none"> 1) Accessibility Update 2) Executive Response to Local Level Development Review 3) Economic Recovery Plan Update (Part 2) | Item 1 referred to in March 2021 scrutiny minutes | |
| 18 August 2021 | <ul style="list-style-type: none"> 1) Local Transport Plan 2) Inward Investment and Place Marketing 3) Analysis of impact of COVID19 and lockdown on residents of Leicester | Items 2 and 3 are actions from March 2021 scrutiny minutes | |
| 13 October 2021 | <ul style="list-style-type: none"> 1) | | |

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Appendix F

| Meeting Date | Meeting Items | Actions Arising | Progress |
|------------------|---------------|-----------------|----------|
| 15 December 2021 | 1) | | |
| 19 January 2022 | 1) | | |
| 23 March 2022 | 1) | | |

Draft Forward Plan / Suggested Items for 2021/22

| Topic | Details | Proposed Date |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| ONGOING City Mayor & Executive Plan of Key Decisions Construction Skills Hub – Mike Dalzell Leicester Smart City Strategy – Kieran O-Hea | <p>Commission to keep a watching brief and receive regular reports / updates on executive key decisions planned to relate to this portfolio.</p> <p>Accountable body for the delivery of the Construction Skills Hub, which will secure Construction Industry Training Board funding for the establishment.</p> <p>Adoption of a strategy that combines Leicester’s digital, physical and social environment to deliver an inclusive, thriving and sustainable city for all.</p> | <p>Ongoing</p> <p>On or after 1 Dec 2021</p> <p>On or after 1 Dec 2021</p> |
| ONGOING Spending Review Programmes linked to: a) Councils General Fund Revenue Budget Report b) Capital Programme Projects | <p>Commission to keep a watching brief and receive regular updates on issues related to budgets with this portfolio. Decisions consequential to the monitoring of expenditure in 2020/21 (if any).</p> <p><i>(Full council in February 2018 agreed Council’s General Fund Revenue Budget report 2018 to 2021).</i></p> | <p>Ongoing</p> |
| ONGOING Consultations Planning Policy – Call for Sites Additional Studies (Planning) | <p>Members to consider relevant items to this commission from planned or live consultations to provide scrutiny comments and views</p> <p>Both end in December: comments on Ec. Dev Needs Assessment, water cycle study and local housing</p> | <p>Ongoing</p> |

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| Topic | Details | Proposed Date |
|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| | needs assessment. Call for comments on site suggestions to meet home/job needs. | |
| | | |
| Connecting Leicester Projects | Commission agreed to be involved at the early stages of development of plans | Ongoing updates (Putney Rd decision has been called in) |
| Economic Recovery Plan Update | Review of progress – this was split into 2 updates. First update was in February 2021 and included a LLEP update. | Next update tbc. Proposed for summer 2021. |
| Smart Cities | Information on proposed strategy | Deferred from Dec 19 meeting to 2021/22. Planned to also go through OSC |
| Healthier Air for Leicester – Air Quality Action Plan 2015 – 2026 | Progress update on actions (joint with health & wellbeing scrutiny) | TBC |
| Cultural Quarter | Update | TBC |
| Waterside regeneration | Update | TBC |
| Major Transport Projects (including NPIF projects) | Report on progress | TBC |
| Neighbourhood Highway Safety schemes | Report on progress | TBC |
| Leicester's Biodiversity Action Plan 2011-2021 | Update on progress on actions | TBC |
| Employment Hub update Including Jobs, Skills, Training and Apprenticeships issues where appropriate | Report on progress | Update received in Feb 2021. Next update requested for Feb 2022 |
| Inward investment and Place Marketing | Report on progress including recent web site investment and general progress | Summer 2021 |

| Topic | Details | Proposed Date |
|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Leicester, Leicestershire Enterprise Partnership (LLEP) | Update/local Industrial strategy | Last update given in March 2021 and was linked to Economic Recovery Plan. Next update expected in March 2022. |
| Transforming Cities Programme | To report on developments / negotiations with government - two proposed updates on schemes; briefing sessions for members planned beforehand for January and March 2021 | Spring 2021 – Meetings held in January and March meetings respectively. April meeting included BL Park and Ride Scheme. More schemes expected to be discussed e.g. Granby Street |
| Business Support Update | To receive a report on progress – both central government grants and then European funded projects | Spring 2021 |
| Bus services/ bus related issues | To receive update following task group report | Planned for Spring 2020 but not taken due to COVID. TBC for Spring 2021 |
| Workplace levy | Update on progress and status following questions to Commission in December 2019 | Planned for Spring 2020 but not taken due to COVID. TBC for Summer 2021 |
| Corporate Estate Management | More information on corporate managed estate (Estates and Building Services – Matthew Wallace) – raised in 19 November 2020 meeting. Public report will be available in April 2021. | Update given in April 2021 – CM has confirmed this will become an annual report. Next update expected in March 2022. |
| Local Transport Plan | Report on Plan | Summer 2021 |
| Emergency Active Travel Fund (EATF) Overview | Report on government scheme to encourage walking or cycling. Informal sessions would be planned before this. | Initially proposed for early 2021 but deferred to summer. |
| LASALS Update | Report | Latest update given in January 2021. Next update planned for January 2022. |
| Accessibility Update | Progress update | Initially planned for April 2021 but deferred to June meeting due to large agenda. |

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| Topic | Details | Proposed Date |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Draft Revenue Budget 2021-22 | Report to go to all Commissions | Annual report completed in January 2021 – next due for January 2022. |
| Draft Capital Programme 2021-22 | Report to go to all Commissions | Annual report completed in January 2021 – next due for January 2022. |
| Update on Leicester’s Textile Sector (Modern Slavery and Exploitation) | Update report raised since activity conducted in September 2020 | Reports given in October 2020, with a follow up given in April 2021. Expected that another update will be required to the Commission in April 2022. |
| Executive Response to Local Level Development Review | Direction from the Executive that a response from them should be given to the Commission in relation to this review, as soon as possible. | Initially planned for April 2021 but deferred to the following meeting in June due the large agenda – a formal response from Exec to this review is required to be given to the Commission. |
| Analysis of impact of COVID19 and lockdown on residents of Leicester | Mentioned in March 2021 meeting during the Economic Recovery Plan Update item – that commission would like to see at a future meeting, some analysis and data on who was most impacted by Covid-19 and lockdown, their ages, where they live, are they men/women, are they with or without qualifications, in low skilled/paid jobs, which businesses affected, which sectors, etc and from that can identify where to direct effort and initiatives. | Planned for August 2021. |
| Discussion on Potential Items for Upcoming Commission Meetings | <p>In the March 2021 meeting, Commission Members were asked to give suggestions on potential items.</p> <p>This included:</p> <ul style="list-style-type: none"> • An item on “Reserving Rights of Way of former Central Railways”. | |

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| Topic | Details | Proposed Date |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| | <ul style="list-style-type: none">• Exploring issue of space in the urban realm and potential for building a fixed mass transit system for the future• An item to discuss The Impact on Climate Emergency in terms of Construction Projects• Insight into “Leicester Rangers proposing a new stadium using sustainable building”• A discussion around where lessons could be learnt about the £600k loan to Haymarket Consortium and a small investigation into what happened there. | |

