

Leicester
City Council

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

DATE: WEDNESDAY, 12 OCTOBER 2022

TIME: 5:30 pm

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

Members of the Commission

Councillor Joel (Chair)

Councillor Fonseca (Vice-Chair)

Councillors Porter, Rae Bhatia, Singh Sandhu, Valand, Waddington and Whittle

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

For Monitoring Officer

Officer contacts:

Aqil Sarang (Democratic Support Officer),

Tel: 0116 4546350, e-mail:

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

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- ✓ where filming, to only focus on those people actively participating in the meeting;
- ✓ 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.**

AGENDA

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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 - 6)**

The minutes of the meeting of the Commission held on 31 August 2022 are attached and Members are asked to confirm them as correct record.

4. 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.

The following questions have been received from Nicola Royale:

- 1. Does the Council have plans to ensure the electricity grid is upgraded so there is more capacity for increased electricity demand, for example to heat homes and power cars?*

- 2. Is the Council developing an action plan, with the County, to reduce and/or consolidate use of HGVs and shift freight onto trains? If so, what is the plan?*

5. PETITIONS

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

6. LEICESTER LABOUR MARKET ANNUAL REPORT AND TEXTILES COMMUNITY RENEWAL FUND PROJECTS **Appendix B
(Pages 7 - 40)**

The Director for Tourism, Culture and Inward Investment submits a report that presents the latest Leicester Labour Market Partnership Review, and updates on the Leicester Textiles Renewal project which is funded by the Community Renewal Fund.

Members of the Commission are recommended to note the report and pass any comments to the Director for Tourism, Culture and Inward Investment.

7. INWARD INVESTMENT AND PLACE MARKETING **Appendix C
(Pages 41 - 50)**

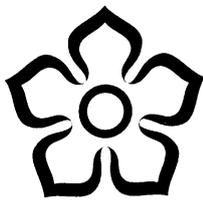
The Director for Tourism, Culture and Inward Investment submits a report providing an update on progress with the Inward Investment and Place Marketing elements of the economic recovery plan.

Members of the Commission are recommended to note the report and pass any comments to the Director for Tourism, Culture and Inward Investment.

8. WORK PROGRAMME **Appendix D
(Pages 51 - 58)**

For Members' consideration, the work programme for the Commission is attached.

9. ANY OTHER BUSINESS



Leicester
City Council

Appendix A

Minutes of the Meeting of the
ECONOMIC DEVELOPMENT, TRANSPORT AND CLIMATE EMERGENCY
SCRUTINY COMMISSION

Held: WEDNESDAY, 31 AUGUST 2022 at 5:30 pm

P R E S E N T :

Councillor Fonseca - Vice-Chair (in the Chair)

Councillor Porter Councillor Sandhu
Councillor Valand Councillor Waddington
Councillor Whittle

In Attendance:

Councillor Clarke - Deputy City Mayor (Transport, Clean Air and Climate Emergency)

* * * * *

94. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Joel (Chair). Councillor Fonseca assumed the Chair for the meeting as Vice-Chair of the Commission.

95. DECLARATIONS OF INTEREST

There were no Declarations of Interest.

96. MINUTES OF THE PREVIOUS MEETING

AGREED:

That the Minutes of the meeting of the Economic Development, Transport and Climate Emergency Scrutiny Commission held on 23 June 2022 be confirmed as a correct record.

97. QUESTIONS, REPRESENTATIONS AND STATEMENTS OF CASE

The Monitoring Officer reported that no Questions, Representations or Statements of Case had been received, in accordance with Council procedures.

98. PETITIONS

The Monitoring Officer reported that no Petitions had been received, in accordance with Council procedures.

99. TRAFFIC REGULATION ORDER - A50 FIVE WAYS JUNCTION

The Director for Planning, Development and Transportation Purpose submitted a report which enabled the Commission to give their views to be taken into account when considering whether or not to approve the proposed Traffic Regulation Order.

In summary it was noted that the works were planned to reconstruct the junction of Groby Road/Blackbird Road/Woodgate/Fosse Road North (known as "Five Ways") for the purpose of enabling development at Waterside, to improve road safety, to improve the amenity of Woodgate, to improve amenity and access for pedestrians, cyclists, and access for public transport and for the strategic management of traffic flow.

It was reported that the scheme was presented to the Commission 23 March 2022 alongside other Transforming Cities Fund projects. The Commission supported the scheme, with some concerns raised regarding flooding. Due to the changed nature of the roads, it was therefore proposed that a Traffic Regulation Order should be implemented, and the proposed Order was advertised from Monday 11th July 2022 to Monday 1st August 2022.

It was confirmed that two objections were received within the objection period. One objection was received after the deadline and had been rejected from the formal process although the objectors' points have been included in the consultation report for the scheme. Written replies were sent to objectors and a meeting was held with two of the objectors on Thursday 11th August 2022. Officers explained to the objectors the reasons for proposing the scheme and asked the objectors to reconsider their objections in light of the information given and it was noted that none of the objections had been withdrawn.

It was noted that objections had been received and officers had engaged with the objectors to explain the purposes of the order and to resolve their concerns. In relation to the proposed prohibition of the left turn from Blackbird Road into Woodgate. It was also noted Officers had noted this objection but do not agree that while there would be some limited inconvenience to some residents, that this would not be disproportionate when compared to the benefits of the overall scheme.

In discussing the impacts of the scheme, members of the Commission expressed concerns as raised with them by constituents. It was also clarified that although listed as a single objection, the representation received from the Woodgate Residents Association involved a significant number of residents.

The principal concerns raised related to the scheme potentially creating increased traffic through adjoining terraced streets, and this view was acknowledged, although in response it was considered that these concerns and the concerns of residents were disproportionate to the substantial benefits of the junction improvements.

The Deputy City Mayor (Transport, Clean Air and Climate Emergency) and the Director for Planning, Development and Transportation thanked the Commission for their deliberation on the scheme and confirmed that their comments would be considered when designing the final proposals.

In conclusion the Chair advised and clarified that through the ongoing process, further adjustments and modifications could be made.

AGREED:

That Director of Planning, Development and Transportation be asked to take into account the views of the Commission when considering whether or not to approve the proposed Traffic Regulation Order.

100. LEICESTER ENHANCED BUSES PARTNERSHIP

Councillor Clarke, the Deputy City Mayor (Transport, Clean Air and Climate Emergency) was invited to open the item. He referred to the Bus Services Improvement Draft Plan 2022-2030 and the outline DfT additional funding bid for 2022-25.

The Director of Planning, Development and Transportation gave a presentation, which detailed the Enhanced Buses Partnership Plan which would be implemented over forthcoming years under a registration process. It was noted that the agreement would be reviewed regularly with an annual variation mechanism being in place.

The Aims were to increase electric vehicles, to ensure frequent, and reliable services which were easy to use and provided good value.

The draft customer charter was being prepared, and recent improvements to the network, including Savoy Street enhancements, the newly refurbished and opened St Margaret's Bus Station and new real time information totems with text-to-speech facilities were noted.

In response to questions and comments, recent improvements to the network and the upgraded standard of vehicles and services were acknowledged. Other initiatives such as the 'green' roofs to bus shelters where planting had

been undertaken were also welcomed, in this regard the maintenance and ongoing upkeep of those shelters was discussed.

The effect of Covid was also noted and it was confirmed that services had operated well during the pandemic, although some contracts could not be extended at the present time. This included the suggested extension of 'green' services to include the Train Station.

In terms of later reviews of the effect of the scheme, it was confirmed that a satisfaction survey would be undertaken in due course to ensure that services were effectively targeted to meet demand.

AGREED:

That the presentation and update be noted.

101. LEVELLING UP FUND 2 BID - CONNECTING ST MARGARET'S

Councillor Clarke, the Deputy City Mayor (Transport, Clean Air and Climate Emergency) was invited to open the item. He referred to the environmental improvement initiatives to enhance the St Margaret's area, principally by filling in the underpasses.

The Director for Planning, Development and Transportation submitted a report which enabled the Commission to give their views on the Levelling Up Fund 2 bid which had been made with Vaughan Way/Burleys Way identified as a potentially strong scheme with links to the recent works to St Margaret's Bus Station and adjacent cycleways/paths. It was also reported that there was the potential for improved cycle, walking and bus connectivity, and regeneration potential in the area would be unlocked. Strong stakeholder support for the bid proposal had been received.

It was further noted that the current proposals were only at the concept design stage and that there would be further stakeholder engagement throughout the design process should the bid be successful.

In response to questions concerning crime levels, and the perception of crime in the area, it was clarified that the police had fully supported the filling in of the underpasses to ensure that public safety was improved. In conclusion and in terms of future programming, it was confirmed that the ongoing design work, consultation with stakeholders, and public engagement was expected to be carried out in the summer of 2023.

AGREED:

That the concept design of the connecting St Margaret's scheme be supported and that further updates be submitted to the Commission in due course.

Councillor Porter requested that his vote against be recorded.

102. CARBON NEUTRAL ROAD MAP

Councillor Clarke, the Deputy City Mayor (Transport, Clean Air and Climate Emergency) opened the item and commented on the content of the Leicester Carbon Neutral Roadmap which included recommendations for achieving carbon neutrality.

The Director for Planning, Development and Transportation gave a presentation to describe the overview and scope of the initiative.

In respect of the ambitions in the Roadmap, it was noted that some 142 actions had been included, and that the allocation of resources and identification of external grant opportunities were currently being investigated. In that regard, it was expected that the Roadmap would be updated and reviewed/refreshed on an annual basis.

Commission members congratulated the Team involved in producing the documents for their work to date, it being noted that the Council's ambitions were in excess of the suggested targets set by Government.

AGREED:

That the update be received and noted, and a further report on progress be submitted in due course.

103. WORK PROGRAMME

The Commission's Work Programme was submitted for information and comment.

It was suggested that a paper be prepared to allow a discussion on the effect of the cost of living crisis, and suggestions for a coordinated approach, in terms of energy, food, employment and any other issues relevant to the terms of reference of the Commission.

AGREED:

That the Work Programme be noted.

104. CLOSE OF MEETING

The meeting closed at 7.55 pm.

Appendix B



Economic Development, Transport and Climate Emergency Commission

Date of Commission Meeting: 12th October 2022

Textiles - Leicester Labour Market Partnership Review and Community Renewal Fund project

Report of the Director of Tourism, Culture and Investment

Useful information

- Ward(s) affected: All
- Report authors: Peter Chandler
- Author contact details: 0116 454 6415, peter.chandler@leicester.gov.uk

Suggested content

1. Purpose of report

- 1.1 This report presents the latest Leicester Labour Market Partnership Review, and updates on the Leicester Textiles Renewal project which is funded by the Community Renewal Fund.

2. Recommendations

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

3. Report

- 3.1 Leicester has the second largest concentration of textile firms in the country, and the largest for garment manufacture, employing over a fifth of the UK workforce. The sector is worth over £500m to the local economy and is a priority sector for our economy.

Labour Market Partnership

- 3.2 The Leicester Labour Market Partnership was launched in September 2019 to bring together key partners to look at ways to proactively address concerns of non-compliance in Leicester's garment sector. This initiative complements related economic development work to support Leicester's textiles manufacturing sector.
- 3.3 In response to subsequent negative media attention focused on Leicester's textiles sector in Summer 2020, the Gangmaster and Labour Abuse Authority (GLAA), HMRC, the Health and Safety Executive, the National Crime Agency and Leicestershire Police established Operation Tacit. This saw a significant ramping up of enforcement agency activity in the city, particularly focused on the identification and investigation of labour abuse and modern slavery, with a view to tackling any existing exploitation of workers in the textile sector.
- 3.4 Around that time, Leicester City Council also assumed a leading role helping to align the work of a range of organisations engaged in supporting local communities and textiles workers. This community engagement work is an ongoing endeavour that is constantly evolving to meet and suit the needs of the community.

3.5 The latest update on the work of the Labour Market Partnership has just been published, covering the period from November 2020 to March 2022, and is attached as an Appendix. The extended period covered by the review is to align with the financial year. The review captures the work of partners around enforcement, community engagement and economic development, including a range of initiatives where the Council has taken a proactive and leading role. All partners who actively work on the textiles sector agenda have contributed to the document.

Community Renewal Fund project: Leicester Textiles Renewal

3.6 Leicester City Council secured £500,000 from the Community Renewal Fund in November 2021 to deliver a partnership project to support Leicester's fashion and textiles manufacturing sector. Activities have been delivered by a partnership comprising Leicester City Council, Fashion Enter and De Montfort University. This partnership brings together into a single programme industry-led skills and sector development (via Fashion Enter), specialist HE innovation support (via De Montfort University), and local authority-led business and community engagement (via Leicester City Council).

3.7 The 'Leicester Textiles Renewal' project has been delivering an integrated support programme of garment skills/ training, support for innovation and encouraging best practice within the city's textiles industry. Key elements are as follows:

- **SKILLS:** Delivery of accredited skills and training via the new Fashion Technology Academy, offering Level 1 Workers Rights and Labour Exploitation and Level 1 in Fashion and Textiles – Industrial Sewing courses
- **INNOVATION:** Technical innovation/ diagnostic support for local manufacturers
- **GRANTS:** Productivity grants for local manufacturers to support investment in equipment, linking businesses to research and development and innovation to improve productivity
- **COMPLIANCE:** Compliance consultancy for a cohort of textiles manufacturers to adopt best practice compliance procedures, thereby enhancing the image and reputation of the sector in terms of ethical trading
- **CAPABILITY:** Website showcasing local ethical manufacturers to promote local manufacturing capability at <https://leicestermade.co.uk/>, with PR/ marketing/ engagement activities to promote Leicester's textiles manufacturing sector and improve the image and profile of the sector. This included a Fashion and Textiles trade show at Athena attended by over 400 people, including over 40 manufacturers and 150 design students from De Montfort University.

3.8 The project set out to recruit a cohort of 20 textiles manufacturers to participate in an intensive five-month development programme featuring a bespoke package of support including business support, skills/training support, technical/innovation diagnostic support, productivity grants and ethical compliance support. Businesses have been able to select interventions that are thought to be most relevant and important to them.

- 3.9 The beneficiaries of the project are:
- Textile manufacturing businesses
 - Employees of local textiles manufacturing businesses participating in training/ skills development - to retain/ upskill to support business productivity.
 - Unemployed people or people working in low skilled occupations looking to develop their career in the fashion and textiles sector

3.10 A summary of project delivery is as follows. Note that final evidence is still being gathered for several of the outcome indicators.

Table 1: Outputs

	Target	Actual
Number of people supported to gain a qualification	175	191
Number of people supported to engage in job-searching	38	50
Number of businesses receiving grants	20	20
Number of businesses receiving non-financial support	20	44

Table 2: Outcomes

	Target	Actual
People gaining a qualification	175	191
People engaged in job-searching	38	50
Businesses introducing new products to the firm	5	7
Employment increase in supported businesses	20 FTE	12.3 FTE
Jobs safeguarded as a result of support	100 FTE	122 FTE
Organisations engaged in knowledge transfer activity following support	10	19
Innovation plans developed	16	21

3.11 There has been a strong appetite from businesses looking to engage with the programme, with 44 businesses enrolling compared with an initial target of 20 businesses. 21 businesses have developed innovation plans, with 19 of those accessing follow on support from other programmes. 191 individuals have gained a qualification, compared with an initial target of 175 people.

3.12 Skills support has been delivered primarily to people categorised as economically inactive or employed. For both metrics, the project has performed better than expected. Although not the primary focus for the project, 12 of the learners have also gone on to gain full time employment. The project has primarily engaged with women (86% of participants), 85% of participants are Asian/ Asian British and 9% are Black/ African/ Caribbean/ Black British.

Table 3 – People Engaged

	Target	Actual
Economically Inactive	38	103
Unemployed	75	11
Employed	62	77
Total	175	191

Table 4 – Ethnicity

	Actual	%

White	14	7%
Mixed/ Multiple	0	0%
Asian/ Asian British	155	81%
Black/ African/ Caribbean/ Black British	18	9%
Other	2	1%
Prefer not to say	2	1%
Total	191	100%

Table 5 – Gender

	Actual	%
Male	26	14%
Female	165	86%
Total	191	100%

Table 6 – Disability

	Actual	%
Yes	0	0%
No	188	98%
Prefer not to say	3	2%
Total	191	100%

3.13 An independent evaluation of the project has been completed, involving interviews with project partners and beneficiaries. This has commented:

“With all outputs achieved and a strong waiting list for Level 2 courses already, the project has performed better than expected in terms of skills, innovation, and product development.”

“The project is driving growth through the development of vocational skills. Of the 67 learners who have completed their Level 1 Industrial Sewing qualification, around 40% are looking for full-time work, with most of the others looking for part-time work to fit around their children’s schooling; this is thought to be a wider issue for the industry, with full-time only contracts thought to be inaccessible for lots of women with children. 12 people have already been supported to secure full-time work.”

“As well as the prescribed economic outputs surrounding job creation and skills development, the skills courses are improving learners’ communication, independence, confidence and connection to each other and the local textiles industry – by developing creative learning skills, the ability to solve problems, and negotiations.”

3.14 Businesses have primarily used grant funding to invest in digital technology solutions to reduce costs. For example, some businesses are looking to develop digital sampling solutions, which eliminates the cost of material samples and reduces the carbon emissions associated with producing physical goods, whilst maximising profitability. Grants have also been used to develop websites.

3.15 The compliance reviews have identified both areas of compliance and areas for improvement across the cohort of businesses; in many of the areas over 90% of the businesses are performing well. Notably, one area of improvement – in which

only 28% of businesses are performing well – is environmental management, which represents an opportunity to support businesses further with tailored support.

3.16 The independent evaluation notes that:

“It is worth acknowledging the intangible nature of many of the additional/ non-contracted outputs produced as a result of enterprises’ involvement with the Leicester Textiles Renewal project. Anecdotal evidence suggests that the project has a distinct social impact element too.

“Although the skills elements of the project were initially designed to drive new skills within existing businesses, an unexpected outcome has been the support provided to local communities; the project is fast becoming a hub for the local community, upskilling people in textiles manufacturing whilst providing ESOL courses simultaneously, giving people a new purpose and developing new skills at the same time.”

“In the local community, the project is seen as a safe haven; through the provision of ESOL classes and Level 1 Industrial Sewing courses, the project is thought to be giving economically inactive people opportunities and purpose in a country perhaps unfamiliar to them. The classes give people a chance to interact socially. Some beneficiaries have been referred to the project via the Job Centre Plus who might have suffered with mental health problems; the project has given them a new focus, developing new skills and keeping them engaged.”

“The project forms an important part of a wider effort to raise awareness of workers’ rights in the city and to empower people with the confidence required to challenge poor practice when it occurs, allowing people to take responsibility for themselves. Workers’ rights training is thought to be valuable to people working in any sector as it enables them to understand their employment environment and how their salary, tax and rights apply to their position.”

“There is definitely scope for a future programme utilising the same project partnership and delivering interventions that are needed to support the sector appropriately around the core areas of skills, innovation and compliance. There is a stated demand for continued skills support, particularly Level 3 and Level 4 learners, who are more skilled, combining higher speed with greater accuracy in their production.”

3.17 Following the successful delivery of the Leicester Textiles Renewal project a follow-on support programme for the textiles sector is being developed. This will build on the successful elements of the CRF funding project and deliver ongoing support for skills, innovation, compliance and engagement.

3.18 Funding for textiles sector support has been allocated with Leicester’s Shared Prosperity Fund Investment Plan which was submitted to government on 1st August 2022, with a decision expected in October 2022. Subject to that approval this will support ongoing activities delivered by the City Council and partners until March 2025.

5. Financial, legal, and other implications

5.1 Financial implications

Funding of £500k from the Community Renewal Fund is being used by the Council to support the work outlined in this report.

Stuart McAvoy – Acting Head of Finance

5.2 Legal implications

The report is an update report on the Leicester Textiles Renewal Project and therefore previous comments are reiterated - the Authority will need to continue to comply with any obligations in respect of the Community Renewal Funding.

Any forward funding (or otherwise) to funding recipients will need to continue to ensure the use of the funding and the grant awards of the funding to recipients will need to reflect the requirements on the Authority (and step-down obligations where appropriate) under the CRF Funding terms. In addition, a subsidy control assessment has been undertaken, details of which will need to be provided for in the CRF Funding Agreement prior to signing up.

The CRF Funding Agreement explicitly requires a project delivery funding agreement be in place between the Authority and the Recipient(s) to secure the respective rights and obligations of the Recipients before passing of any funds.

Mannah Begum, Principal Solicitor (Commercial, Property & Planning) ext 37 1423

5.3 Climate Change and Carbon Reduction implications

Industry, including the city's textile sector, is a major source of carbon emissions within Leicester. Following the city council's declaration of a Climate Emergency in 2019, and its aim to achieve carbon neutrality, addressing emissions from the city's businesses through engagement projects can therefore play an important role in achieving this.

As noted in this report environmental management has been identified as a potential key area for future interventions. Work in this area could help to reduce carbon emissions and other environmental impacts of businesses. Additionally, as also identified in the report, grant funding can support projects which help to reduce carbon emissions. Any future grant support could deliver further benefits, for example through investment in efficient machinery and the energy efficiency of premises.

Aidan Davis, Sustainability Officer Ext 37 2284

5.4 Equalities Implications

Under the Equality Act 2010, public authorities have statutory duties, including the Public Sector Equality Duty (PSED) which means that, in carrying out their functions

they have 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. In doing so, the council must consider the possible impact on those who are likely to be affected by the recommendation and their protected characteristics.

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 updates on activities that are demonstrating positive impacts for people from that are potentially across a range of protected characteristics. The race profile demonstrates that many of the people engaged are from a range of backgrounds, with this in mind, as the communications continue, consideration should be given to make all comms accessible and cater to the many different languages of people in the city. The project may benefit from understanding its profile in terms of the other protected characteristics, to ensure that needs of all people are being met, particularly those with a disability, where reasonable adjustments may need to be made.

Kalvaran Sandhu, Equalities Manager, 0116 454 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:

Appendix One: Project Images

Appendix Two: Leicester Labour Market Partnership Review

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 One: Project Images

Training Certificate Award Ceremony at the Fashion Technology Academy



Fashion and Textiles trade show at Athena





Leicester Labour Market Partnership (Textile) Review

November 2020 - March 2022

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1.0 Foreword

We remain committed to promoting the textile industry as an important facet of our local economy. In convening the Leicester Labour Market Partnership, a unique initiative, we aim to promote the highest standards of employment, supporting the local sector to be the best it can be, and to set an example for others to follow.

The Leicester Labour Market Partnership has a three-pronged approach:

- Enforcement
- Engagement with communities and partners
- Economic regeneration of the textile sector

Since the last review our unique partnership can boast several successes (outlined in this review at appendix A) which we are proud to share, such as:

- Established high profile campaigns with CrimeStoppers and Unseen to raise awareness of modern slavery and labour abuse
- Established business support programmes directed at smaller textile manufacturers
- Actively supported an enforcement plan as part of Operation Tacit to investigate and tackle exploitation and modern-day slavery (MDS), wherever concerns for workers in our textile sector exist.

The Government has committed to establishing a new single enforcement body for employment rights. We await firm proposals to respond to for such a body through the passage of legislation.

In February 2022 Sir Brian Leveson, eminent former judge, Head of Criminal Justice and President of the Queen’s Bench published an annex to his Boohoo commissioned report. The work, published as part of the Agenda for Change programme, sought to investigate steps required and taken to improve practices in the industry. Sir Brian took special interest and dedicated his final annex to the work undertaken in Leicester.

Sir Brian’s analysis accurately reflects both the historical context and the nature of the current issues. The full extract from the annex is set out at appendix B. Sir Brian sums up the work undertaken by partners in Leicester. We were particularly pleased to hear about Sir Brian’s recognition and endorsement of the work of Leicester City Council, finding that “all that Leicester City Council is doing in this area is to be applauded”.

We remain committed to doing all we can to ensure that the textile industry continues to play an important role in Leicester’s local economy, and are, of course, determined to promote the highest standards of employment, with good pay for well-trained workers in safe, productive, and rewarding working environments — and will continue to support and enable our factories to be the best they can be, to set an example that others can follow.

We welcome all stakeholders that join us in our endeavours and share our vision and our values.

Cllr Adam Clarke



2.0 Commitment

The Leicester Labour Market Partners are committed to working with all parties who have an interest in assisting the city's garment manufacturing businesses, and in supporting promoting good jobs so that residents of the city can lead productive lives. Further to this, we have a desire to ensure Leicester has the highest standards of employment in the highest quality environments with the best possible pay and conditions.

Partners:

- ✓ Leicester City Council
- ✓ Citizens Advice
- ✓ Crimestoppers
- ✓ Department for Work and Pensions
- ✓ Employment Agency Standards Inspectorate
- ✓ GAIN
- ✓ Gangmaster and Labour Abuse Authority
- ✓ Health and Safety Executive
- ✓ HM Revenue and Customs
- ✓ Hope for Justice
- ✓ Immigration Enforcement
- ✓ Labour Market Enforcement
- ✓ Leicestershire Police
- ✓ Unseen

3.0 Partnership Objectives



As partners our objectives are:



To promote and encourage compliance across the textile sector operating in Leicester by addressing concerns around labour exploitation and modern slavery.



To ensure that communities and employees within the sector are fully aware of their rights and how to seek support should they need it.



To ensure that the textile sector is fully supported to develop, including supporting the development of manufacturing skills and processes to ensure a sustainable textiles and garments sector.

4.0 Overview of Work Undertaken

Over the course of the last 17 months, the partnership has continued community engagement work with key agencies such as Crimestoppers, Hope for Justice, Citizen's Advice, Gangmasters and Labour Abuse Authority (GLAA), HMRC and other organisations. This engagement work involves agencies working together to ensure that our communities are aware of their rights and how and where to access support.

Alongside proactive engagement work, the last twelve months has also seen further activity through the work of the GLAA, HMRC, the Health and Safety Executive, the National Crime Agency and Leicestershire Police under the auspices of Operation Tacit. Operation Tacit has involved the identification and investigation of labour abuse and modern slavery, with a view to tackling any existing exploitation of workers in our textile sector. We are clear workers have a right to fair, safe, equitable and legally compliant employment, that sustains their health and well-being and that of their families. Wherever there is concern we work with our partners to ensure a joined-up response from those with enforcement powers to robustly investigate and deal with issues.

Whilst our partnership arrangement has focussed on engagement, awareness raising and support from those with enforcement powers, the council has been taking a proactive and leading role around business and textile sector development.

The Council has been delivering a comprehensive business support programme for the textiles sector, working as part of the Business Gateway Growth Hub and with funding from the European Regional Development Fund. We have engaged with more than 200 textiles businesses, providing free impartial advice and enabling access to business grants.

Over £3m of investment/grants from the European Regional Development Fund and Regional Growth Fund have been secured by textiles businesses over recent years. We have also delivered a popular webinar/events programme for textiles businesses around ethical and legal compliance, alongside general business growth support topics.

In November 2021 the City Council launched the Leicester Fashion Technology Academy, working with leading skills delivery provider Fashion Enter and industry partners. We have invested £300k to establish and launch this initiative to support its first two years of operation. The Academy offers apprenticeships and accredited training for people who work in, or want to work in, the textiles industry. Trainees are now enrolled and learning garment making skills as well as learning about workplace rights and responsibilities.

This investment has secured additional funding from the private sector, and we were delighted to be awarded £500,000 from the government's Community Renewal Fund to deliver a new support programme for an initial cohort of Leicester textiles manufacturers, working with partners Fashion Enter and De Montfort University.

Through the work of the Leicester Labour Market Partnership, we aim to prevent anyone from undermining our proud Leicester textile heritage, in whatever way such activity manifests itself. During 2022, we will continue to seek to raise awareness amongst the textile sector work force of their rights to safe, fair and legally compliant employment and we will continue to shine a light on activity to root out exploitation, labour abuse and modern-day slavery whilst we seek, at the same time, to promote a vibrant and appropriately productive textile sector in our great city.

5.0 Areas of Work Undertaken 2021–22 Against Each Objective

5.1 Enforcement — To promote and encourage compliance across the textile sector operating in Leicester by addressing the concerns around labour exploitation and modern slavery.

Outlined below are some examples of work undertaken.

- a. Investigators across the labour market enforcement bodies have constantly been on the ground in Leicester and working with communities in the city for a number of years, meaning they have a well-established knowledge of what is and isn't occurring in its textile industry.
- b. Through Operation TACIT enforcement bodies undertook 386 visits to businesses as of 31 March 2022, providing advice and support to employers to get it right and educating workers to know their rights. Where enforcement bodies have identified non-compliance, they have taken steps to correct this.
- c. However, based on extensive experience, enforcement body findings are that the risks associated with labour market non-compliance in the Leicester textile industry are in line with the rest of the UK manufacturing sector.
- d. Whilst evidence gathered from extensive on the ground operations have found little to suggest widespread non-compliance in the Leicester textiles trade, enforcement bodies recognise that not all businesses are fully compliant, so stand ready to act on any complaints or information received.
- e. Enforcement bodies are committed to ongoing engagement with relevant NGOs in this sector, and direct contact with workers outside of the workplace, helping to break down barriers and encourage people to come forward with concerns in a way that works for them, whilst also working with brands who source from Leicester textiles manufacturers.
- f. All of the enforcement bodies welcome any information on illegal and unsafe employment practices, including for garment workers. Anyone who thinks that they might be being underpaid or their employer has unsafe working practices have continued to be encouraged to contact ACAS (in confidence) by visiting the **pay and work rights** page on the gov.uk website.

5.2 Engagement with Communities and Partners — To ensure that communities and employees within the sector are fully aware of their rights and how to seek support should they need it.

Outlined below are some examples of work undertaken.

Case Study 1

I moved to UK with my husband from Uganda in the 70s. My family is of an Indian descent, I worked in textiles all my life. I never learned how to speak English.

I was forced by my supervisor to give him £270 every month from my pay, saying if I don't pay that I will lose my job, I paid him the money as I didn't want to be jobless. I felt lost. This is when my husband contacted Hope for Justice, who listened to my story and said that they will help me. Somehow, they manage to come into my factory and speak with the owner who believed my story and send the supervisor away. He also paid me all the money that I was forced to give him. I was told that the supervisor will be investigated.

- a. Voluntary Action Leicestershire initiated a communication campaign, which involved offering training to organisation within their database; the training offered ensured that the organisations are better equipped at spotting and recognising signs of modern-day slavery and reporting these appropriately. The message reached over 500 voluntary and community sector organisations.
- b. In November 2020 Crimestoppers ran a 6-week modern-day slavery campaign in Leicester targeting the areas mostly affected by textile non-compliance. The campaign was supported by Leicester City Council and GLAA at the Leicester Business Festival. The campaign consisted of posters and billboards being displayed within the LE5 area, leaflets were distributed to local households together with a targeted social media campaign.

“ We are working closely with our partners to raise awareness of modern slavery and to help businesses and organisations identify the factors that may indicate that a member of their workforce is being exploited.

The garment sector remains extremely vulnerable to labour exploitation. Seasonal or temporary workers are also particularly vulnerable to exploitative practices. We work together to empower residents of Leicester to look for any suspicious signs that forced labour is happening and pass on any information to the Police.

”

Crimestoppers

Case Study 2

I moved to England from Pakistan, I'm in my 50s and never learnt English. If I worked over 16 hours per week my employer would pay me less than minimum wage. I accepted this because I thought that there isn't anyone else who would give me work. My boss eventually told me that he doesn't have work for me anymore and I became jobless.

Because I thought that I won't be able to find another job I started claiming benefits. It wasn't until I contacted Hope for Justice, they told me that there are many ways that I can find a new job, they helped me and now I am working and earning minimum wage.

- c. Unseen conducted a four-week awareness raising campaign during March 2021, this campaign specifically focussed on labour abuse in the clothing and fast fashion sector. The campaign was funded by Leicester City Council. The campaign resulted in increased calls to the Crimestoppers helpline to report issues related to labour abuse in Leicester.
- d. Leicester City Council worked with Citizen Advice's project called Fairpay to establish face-to-face engagement sessions with the community affected by textile non-compliance. The project involved the establishment of a community engagement officer for a period of six months in 2020/2021 whose role involved building trust with textile workers and supporting the wider community.
- e. Hope for Justice (H4J) established the Leicester Hub offering direct community engagement and training. H4J are now a key partner in delivering the partnerships objectives within the community. The support offered by H4J has ensured that the work started by Project Fairpay continues.

“ Allegations of modern slavery offences in Leicester's textile sector triggered Operation Tacit in the Summer of 2020. Working together the GLAA, HM Revenue and Customs, policing, Health and Safety Executive, National Crime Agency, Fire and Rescue Service and Leicester City Council have visited more than 386 factories in the city, securing warrants on premises that presented a high-risk and where business owners did not grant access.

We know that forced and compulsory labour issues are complex given victims are very often unaware they are being exploited, can be worried about their individual circumstances, and are also anxious about engaging with law enforcement. More often than not labour exploitation is not in plain sight, it is hidden, insidious and manifests itself in a number of different ways.

That's why we continue to work in partnership across Leicester highlighting the issue through awareness raising training for workers and exploring opportunities to introduce the GLAA's qualification in workers' rights to employees within the textiles sector in the city.

A new Crimestoppers reporting line has also allowed workers to report their concerns in confidence. ”

Frank Hanson, GLAA Head of Prevention and Partnerships

- f. The community safety (labour market) coordinator has developed training sessions for frontline council staff. A total of 10 sessions have been completed to date with more scheduled to be undertaken. The training is being delivered in conjunction with Hope for Justice and the intention is that all frontline staff within the council will receive it.
- g. BooHoo and Hope for Justice established a process for workers to report concerns. Where issues are identified both organisations work together to follow up on any concerns. This work has led to identifying issues of non-compliance and employers have been offered improvements in working conditions for the workers concerned.
- h. Leicester City Council assisted Nottingham University's Rights Lab with their research into the textile sector. The council acted as a conduit by introducing partners to the research, some of which, Hope for Justice for example, became actively involved in the research. The research is due to be published in 2022 and will inform the activities of the newly formed Leicester Garment and Textile Workers Trust.

Case Study 3

I'm an Indian male in my late 30s from the Daman region. I was working in a textile factory and was paid less than the minimum wage, I was also learning English in the evenings. I contacted Hope for Justice to seek help and to report what was happening to me at work. Hope for Justice helped me to pass the details about the factory to GLAA.

I am glad that I received help and I feel confident after learning English, I found a new job with Royal Mail.

- i. GLAA has worked with the Skills and Education Group to engage with education partners in the Leicester and Leicestershire area to raise awareness of the Level 1 Award in Workers' Rights and Labour Exploitation which has since gone live.
- j. Highfields Community Centre, TUC Midlands, fashion brands and local partners established FAB-L (Fashion-workers Advice Bureau) project. This initiative involved the recruitment and establishment of two community engagement officers who raise awareness, educate and signpost textile workers to specialist services; and share the benefits of trade union membership to protect their rights.
- k. HMRC have undertaken a range of engagement activities. They have written to more than 2,500 textiles businesses across the UK and to more than 18,000 textile workers to raise awareness of the National Minimum Wage and how to find support or make a complaint. Their officers have distributed more than 2,600 multi-lingual advice leaflets to workers during their visits to Leicester textile factories.
- l. Alongside this HMRC have worked with Hope for Justice to engage with workers at community venues and staffed a stall in Leicester City Centre with GLAA and Hope for Justice colleagues during Modern Slavery Week (W/c 18 October).

More details about engagement initiatives are included within Appendix A to this document.

“

We've made a great deal of progress over the last 12 months since our joint round table with Leicester City Council. We know what needs to be done to eradicate malpractice and worker exploitation in the garment industry. We now need to move to implementation, working in partnership with national brands and local suppliers to embed trade unionism into the garment industry in Leicester.

GMB and Unite the union are leading the way in building a union presence in the workplace. Their work in supporting workers and in building confidence of vulnerable and exploited workers is of immense importance.

What's more, once we can show that this approach is successful, we know that brands will invest more in sourcing from Leicester. So, the next 12 months is crucial. Let's get this right, end exploitation and grow an industry based on good, decent jobs.

”

Lee Barron, TUC Midlands Regional Secretary



5.3 Economic Development in the Textiles Sector — To ensure that the textile sector is fully supported to develop, including supporting the development of manufacturing skills and processes to ensure a sustainable textiles and garments sector.

Outlined below are some examples of work undertaken.

- a. Textiles remains an important local employer in Leicester — employing around 5000 people in the city alone, more than 10,000 people across the city and county. Sources: EMSI occupational data, Office for National Statistics Inter-Departmental Business Register (IDBR) 2020.

Leicester still has the second largest concentration of textile firms in the country, and the largest for garment manufacture, employing over a fifth of the UK workforce. The sector is worth over £500m to the local economy and is a priority sector for our economy*.

Many retailers are looking to source more garments from the UK, and this gives Leicester a great opportunity given the concentration and breadth of textiles manufacturing businesses in the area.

If we are to realise the potential of UK textiles manufacturing, and Leicester's central role in that, then that requires cultivation of a new generation of skilled talent. Our major achievement during 2021 has been the development and launch of the Fashion Technology Academy (Leicester). Working with leading skills provider Fashion Enter and industry partners, the two-year initiative offers apprenticeships and accredited training for people who work in, or want to work in, the textiles industry. This is a significant milestone to accelerate the resurgence of Leicester's fashion and textiles manufacturing sector.

**Source: Leicester and Leicestershire Enterprise Partnership — Textiles Manufacturing Sector Growth Plan 2015*

Fashion Technology Academy (Leicester)

Launched in November 2021, the fashion technology academy will train people in the skills they need to work in the textiles industry. Leicester City Council has invested £300,000 in the project and teamed up with leading training provider Fashion-Enter Ltd to develop the new skills centre, including funding of £100,000 administered by the Leicester and Leicestershire Enterprise Partnership (LLEP).

The academy offers apprenticeships and accredited training for Leicester textiles workers and unemployed people who want to work in the sector. Current courses are free to people who are unemployed, and apprenticeships at various levels are available to employers.

The academy is based in Stonebridge Street, at the heart of Leicester's garment industry, sharing a state-of-the-art building with renowned local clothing company Ethically Sourced Products Ltd, which has made the second floor of its premises available for the project.

Trainees have already started on some of the academy's first courses, with an event held for partners, industry professionals, fashion retailers and guests in November 2021 marking the official launch of the project.

“The opening of this academy is the result of years of hard work, and ideas that were first formulated at a ground-breaking textiles coalition event hosted by Leicester's city mayor in 2017. This project has been developed to help tackle the problems that we know exist in the garment industry locally and are determined to address — despite having no enforcement powers ourselves.

Creating a highly-skilled and specialist workforce is an important and crucial step in creating workplaces where staff are valued, leading to higher standards of workplace compliance.

”

Cllr Adam Clarke, Deputy City Mayor

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“The opportunity for ethical ‘speed of response’ fashion from Leicester is enormous for retailers and e-tailers today. Fashion-Enter is delighted to be working collaboratively with partners to train a further generation of multi-skilled workers. Thank you to all involved; this is just the start!”

Jenny Holloway, Director Fashion-Enter

Other partners supporting the project include suppliers Triumph Needle and Alvanon, plus fashion e-tailer I Saw It First, which has invested £150,000 in training to be delivered by the new academy.

“I Saw It First is committed to the British textiles industry, and our latest investment in the academy reinforces our desire to strengthen the sector and improve standards.”

Greg Pateras, CEO I Saw It First

Leicester City Council's Adult Education team is also working closely with the academy to offer English courses at the venue for speakers of other languages.

Anyone who is interested in finding out more about courses at the Fashion Technology Academy (Leicester) can visit the website [fcfta.com](https://www.fcfta.com).

- b. Leicester City Council has continued to deliver a comprehensive business support programme for the textiles sector, working as part of the Business Gateway Growth Hub and with funding from the European Regional Development Fund. We have engaged with more than 200 textiles businesses, providing free impartial advice and enabling access to business grants. Over £3m of investment/ grants from the European Regional Development Fund and Regional Growth Fund has been secured by textiles businesses over recent years.

The support has included delivery of a popular rolling webinar/ events programme for textiles businesses around ethical and legal compliance, alongside general business growth support topics. For example, in November 2020 the Business Gateway Growth Hub launched a further series of webinars, bespoke consultancy support and interactive, practical workshops. These cover a range of topics prioritised by business leaders themselves, including leadership and management, digital transformation/ digital marketing, compliance with ethical, sustainable and quality standards, Brexit readiness, innovation and the identification of new market opportunities, and help to access grants, funding and investment.

Leicester and Leicestershire Enterprise Partnership (LLEP)

The fashion and textile sector continues to be of significant importance to the LLEP with activities factored in strategically through the development of an updated sector profile and prioritisation of the sector in the Economic Growth Strategy, and practically via various business support programmes of activity delivered with partners in the Business Gateway Growth Hub.

A focus on innovation:

For the fashion and textiles sector to survive and thrive in Leicester and Leicestershire, businesses need to innovate, look to new ways of working and modernise, embrace new technologies in terms of the latest equipment, the digitalisation of business processes, and support workers to develop higher level skills.

To help drive this change the textile sector is represented on the LLEP Innovation Board by two textiles SMEs, to ensure that the voice of the SME textile community is heard. This provides a focus for work to support the SME community to embrace and implement opportunities for innovation. Textile sector small and medium enterprises are represented to ensure that the challenges and opportunities faced by this important sector can be addressed to drive forward the changes needed in terms of sustainability and business growth.

Chaired by LLEP Board member Dr Nik Kotecha, representation on the Board includes Innovate UK, De Montfort, Loughborough and Leicester Universities, corporate companies include Dunelm who have a large textile manufacturing unit in Leicester, and the finance sector via Nat West and the British Business Bank.

- c. The City Council has also recently secured £500,000 from the Community Renewal Fund to deliver a new support programme for an initial cohort of Leicester textiles manufacturers, working with partners Fashion Enter and De Montfort University. This important development programme launched in early 2022 and will be a significant focus of our work to support Leicester’s textiles industry during 2022.

Community Renewal Fund

In a further boost to the industry locally, a successful bid to the UK Government’s Community Renewal Fund has secured £500,000 for Leicester City Council and partners Fashion-Enter and De Montfort University to offer co-ordinated support to textiles manufacturers and local textiles workers.

The project will be delivered during 2022 and will provide lots of practical support to participating businesses to ensure ethical compliance and best practice, support innovation and develop their workforce skills.

“ This is great news for Leicester and demonstrates our commitment to the garment sector locally, which is a vital part of our economy. We’re determined to help raise standards and promote best practice in the industry — and this funding will help us to do that, by working intensively with local businesses. ”

Cllr Adam Clarke, Deputy City Mayor

“The funding is imperative and excellent timing. It will allow us all to work with the factories on programs that will make a direct difference on ethics and efficiently. These are exciting times, and we are delighted to be working on this ground-breaking programme.”

Jenny Holloway, CEO Fashion-Enter

“The city of Leicester and DMU share a rich history in fashion and textiles, and the university is delighted to be part of this far-reaching project. We will be working closely with companies of all sizes on this plan, which has the potential to re-imagine business models and develop a more sustainable future for the industry.”

Professor Katie Normington, Vice-Chancellor
De Montfort University

The project will work with local manufacturers and textiles workers on accredited skills and training via the newly launched Fashion Technology Academy, develop links to research and innovation to drive productivity, offer support for manufacturers to adopt best practice ethical compliance procedures, and work to promote the best of Leicester manufacturing.

The funding award is part of an overall £3million package secured by Leicester City Council from the Community Renewal Fund. The UK Community Renewal Fund is a government programme which aims to support people and communities most in need across the UK, investing in skills, community and place, local business, and supporting people into employment.

During the last year the council's economic regeneration service and community safety and protection service have been:

- Working with a broad cross section of organisations, sector agencies, regulators
 - Establishing the Leicester Labour Market partnership — a catalyst for aligning the work of the range of agencies and organisations around ethical compliance and enforcement. Leicester City Council has created and funded a coordinator to drive this work forward — the first of its kind in the country
 - Working with trade union colleagues to support local workers with their employment rights.
- d. The Leicester and Leicestershire Economic Partnership (LLEP) published an updated Fashion and Textiles sector profile (October 2021). Part of a series looking at a range of different sectors, this provides a snapshot of how the textiles sector is performing in relation to economic contribution to the region, growth, businesses, skills and jobs. The report can be found on the llep.org.uk website and shows that the sector has been particularly badly hit since the start of the Covid-19 pandemic.
- e. The council continues to work with the Apparel and General Merchandise Public Private Protocol (AGM PPP) to ensure joint working on key areas. In December 2018 some of Britain's biggest fashion retailers joined forces with enforcement bodies through **The Apparel and General Merchandise Public and Private Protocol** which committed signatories to work together to raise awareness, prevent worker exploitation, protect vulnerable and exploited workers, disrupt exploitative practices and help bring criminals to justice.
- f. The GLAA, Hope for Justice and the Council's Economic Development team have undertaken training to employers and employees — these have been online and via webinars. The training sessions recorded good numbers of attendees and raised awareness of labour exploitation and MDS Issues.

Fast Forward

- g. In August 2020, not-for-profit, labour standards and improvement programme Fast Forward, launched a subscription-based Supplier Engagement Programme (SEP). Open to any supply chain business in the UK, the SEP supports suppliers to make proactive improvements in the management of ethical labour standards in their business. The Ethical Labour improvement actions, with the online guidance, webinars and monthly newsletters keep them up-to-date on industry developments and changes to law. Suppliers are given an active voice in the programme through Supplier Forums, where they can share current challenges and best practice, and feedback on the development priorities for the programme. Fast Forward aims to grow subscribers to 250 by the end of 2022.
- h. Throughout 2021 Fast Forward partnered with the Leicester Business Gateway Growth Hub and Leicester City Council to deliver a series of nine Ethical Compliance workshops and supporting topic-focussed webinars.

“We believe that the UK has the potential to build a world-leading, innovative, ethical fashion and homewares manufacturing industry, delivering decent and highly skilled creative jobs. To accomplish this all stakeholders, have a role to play.”

**Hannah Newcomb, Managing Director
Fast Forward**

- i. Since Autumn 2020, nearly 20 new brands and retailers with UK production have joined the programme, committing to driving ethical practices in their UK supply chains. This critical mass presents an opportunity for the programme to help drive industry-wide improvements. A Programme Integrity Manager role was introduced in September to support brands more actively on their responsible sourcing, purchasing and remediation strategies.
- j. Strengthening worker outreach, in March 2021 Fast Forward partnered with Just Good Work, a free, interactive mobile app giving jobseekers and workers critical information and advice on recruitment and employment. Just Good Work is available in six languages including English, Albanian, Bulgarian, Gujarati, Polish and Romanian. The Fast Forward audit now requires businesses to display the Just Good Work poster.

Apparel and General Merchandise Public Private Protocol

- k. In October 2020, recognising the need to act together to remedy the anecdotal denial of rights and exploitation of workers in unethical UK fast fashion manufacture, a wide group of stakeholders came together to work collaboratively within The Apparel and General Merchandise Public and Private Protocol (AGM PPP).
- l. There has not to date been a coordinated approach that brings together retailers, brands, manufacturers, local government, enforcement bodies, trade associations, trade unions, NGOs and others to “Work together to improve employment and working conditions and eradicate slavery and exploitation in the Apparel and General Merchandise supply chain”.

The AGM PPP objectives are to:

- Develop an integrated approach to tackle the underlying problems and promote good practice
- Enhance co-operation and collaboration between stakeholders
- Identify and work collaboratively on jointly agreed policy and strategic workstreams
- Develop a formal binding ‘Joint Responsibility’ agreement with accountable commitments signed by stakeholders committing to the AGM PPP’s joint mission.

All AGM PPP stakeholders actively participated in at least one joint workstream as follows:

1. Worker and community voice, grievance mechanisms, worker support, protection and remediation
2. Intervention mechanisms — audit, intelligence sharing and enforcement
3. Business accountability — Transparency pledge and responsible purchasing practices
4. Regulation, legislation and political engagement.

Work is ongoing and a Joint Responsibility Initiative Agreement is anticipated to be agreed in the near future.



6.0 Forward Planning

6.1 Our partnership commitments planned for 2022/2023, aligned to our objectives include:

- a. To understand current and emerging threats within the garment sector supported by appropriate analysis and evidence, delivered through an Action Plan.
- b. To identify cross-cutting themes and issues to ensure on-going collaborative approach.
- c. To understand local capability, capacity, and resources available to respond to these threats.
- d. To seek out and identify funding streams and make use of available resources to establish the best way forward for ensuring compliance and encouraging good practice.
- e. To identify and share regional and national good practice.
- f. To support partners in addressing the issues identified.
- g. To promote public confidence and reporting.
- h. To utilise available evidence, and the feedback from partners on the review of the Leicester Labour Market Partnership in order to develop a strategy that provides a long-term plan for tackling labour market compliance issues in the textile sector and opportunities for economic growth.

7.0 Appendices

Appendix A — Engagement Activities November 2020–March 2022

Engagement with communities and partners to ensure that communities and employees within the sector are fully aware of their rights and how to seek support should they need it.

Partners participating in engagement initiatives:

- ✓ Leicester City Council
- ✓ Citizens Advice
- ✓ Crimestoppers
- ✓ Gangmasters and Labour Abuse Authority (GLAA)
- ✓ HMRC National Minimum Wage
- ✓ Hope For Justice
- ✓ Unseen
- ✓ Voluntary Action Leicester

Leicester Labour Market Partnership Activity November 2020–March 2022

DATE	PARTICIPATING PARTNERS	ACTIVITY	DURATION
Ongoing throughout the period.	✓ Leicester City Council	Leicester City Council has hosted since September 2019 quarterly Leicester Labour Market Strategic Partnership meetings. The meetings offer a forum for discussion around emerging issues and join-up at a senior level ensuring improved working between key agencies.	3 monthly
Ongoing throughout the period.	✓ Enforcement agencies	Investigators across the labour market enforcement bodies have constantly been on the ground in Leicester and working with communities in the city for a number of years, meaning they have a well-established knowledge of what is and isn't occurring in its textile industry. Through Operation TACIT enforcement bodies have undertaken over 380 visits to businesses, providing advice and support to employers to get it right and educating workers to know their rights. Where enforcement bodies have identified non-compliance, they have taken steps to correct this.	Ongoing

DATE	PARTICIPATING PARTNERS	ACTIVITY	DURATION
Ongoing throughout the period.	✓ Citizens Advice	Commencing from September 2020 Leicester City Council worked with a Citizens Advice project called Fairpay to establish face-to-face engagement sessions with those who may be affected by textile non-compliance. The project involved the establishment of a community engagement officer for the period of six months in 2020/2021 whose role involved building trust with textile workers and the wider community.	6 months
Ongoing throughout the period.	✓ GLAA ✓ Hope for Justice	GLAA, Hope for Justice and the Council's Economic Development team have undertaken training to employers and employees — these have been online and via webinars. The training sessions recorded good numbers of attendees and raised awareness of labour exploitation and modern-day slavery issues.	Ongoing
Ongoing throughout the period.	✓ Hope for Justice	Hope for Justice's work has involved accommodating the individual needs of garment workers, respecting their distinct idea of justice and meeting their immediate needs directly or through signposting them to appropriate organisations, such as English for Speakers of Other Languages (ESOL), Advisory, Conciliation and Arbitration Service (ACAS), Citizens Advice, food banks, garment training.	Ongoing
Ongoing throughout the period.	✓ Hope for Justice	Hope for Justice is working in collaboration with fashion brands and facilitating visits to garment factories with brands to raise awareness, educating and empowering garment workers in the factories about their employment rights.	Ongoing
Ongoing throughout the period.	✓ Hope for Justice	Hope for Justice takes part in fortnightly meetings with fashion brands to enable the sharing of information pertaining to instances of both good and bad practise in the industry, as well as opening referral pathways into ethical and sustainable employment.	Ongoing
Ongoing throughout the period.	✓ GLAA	The GLAA worked with the Skills and Education Group to engage with education partners in the Leicester/Leicestershire area to raise awareness of the Level 1 Award in Workers' Rights and Labour Exploitation. There are few local education providers that are accredited to deliver this training. The course is being delivered locally by Fashion Enter via the Fashion Technology Academy, with funding from the Community Renewal Fund.	Ongoing

DATE	PARTICIPATING PARTNERS	ACTIVITY	DURATION
November 2020	<ul style="list-style-type: none"> ✓ Crimestoppers ✓ Leicester City Council 	<p>A 6-week modern-day slavery campaign in Leicester targeting the areas mostly affected by textile non-compliance. The campaign was supported by Leicester City Council and the Gangmasters and Labour Abuse Authority (GLAA) at the Leicester Business Festival. The campaign consisted of posters and billboards being displayed within the LE5 area, and leaflets were distributed to local households. There was also a targeted social media campaign.</p>	6 weeks
January 2021	<ul style="list-style-type: none"> ✓ All 	<p>Creation of regular three-weekly meetings with engagement partners to discuss ongoing and future engagement initiatives which informed the work highlighted in this report.</p>	Ongoing
March 2021	<ul style="list-style-type: none"> ✓ All 	<p>Voluntary Action Leicestershire initiated a communication campaign, which involved offering training to organisations within their database. The training offered ensured that the organisations are better equipped at spotting and recognising signs of modern-day slavery and reporting these appropriately. The message reached over 500 voluntary and community sector organisations.</p>	4 weeks; recirculated to members on different occasions
March 2021	<ul style="list-style-type: none"> ✓ Unseen ✓ Leicester City Council 	<p>The charity Unseen conducted a four-week awareness raising campaign during March 2021. This campaign specifically focussed on labour abuse in the clothing and fast fashion sector. The campaign was funded by Leicester City Council. The campaign resulted in increased calls to the helpline to report issues related to labour abuse in Leicester.</p>	4 weeks
April 2021	<ul style="list-style-type: none"> ✓ Hope for Justice 	<p>Hope for Justice (H4J) established the Leicester Hub offering direct community engagement and training. H4J are now a key partner in delivering the partnerships objectives within the community. The support offered by H4J has ensured that the work started by Project Fairpay continues.</p>	Ongoing
April 2021	<ul style="list-style-type: none"> ✓ Leicester City Council 	<p>The community safety (labour market) coordinator has established links with the foodbank facilities at Wesley Hall, where a number of those individuals affected by changes within the textile sector sought assistance. The organisers of activities at the Hall provided a base for a lot of community engagement initiatives. As part of this work, Hope for Justice held a community training event attended by local community.</p>	Ongoing

DATE	PARTICIPATING PARTNERS	ACTIVITY	DURATION
Summer 2021	<ul style="list-style-type: none"> ✓ Leicester City Council ✓ Hope for Justice 	Leicester City Council and Hope for Justice assisted Boohoo with the recruitment process for staff to work in their new centre of excellence; this assisted Boohoo to attract from within the local community.	One off arrangement
July 2021	<ul style="list-style-type: none"> ✓ Leicester City Council ✓ Hope for Justice 	The community safety (labour market) coordinator has developed training events for all frontline council staff. A number of sessions have been completed to date with more scheduled to be undertaken. The training is being delivered by Hope for Justice and the intention is that all frontline staff within the council will receive it.	Ongoing
September 2021	<ul style="list-style-type: none"> ✓ Leicester City Council ✓ Hope for Justice 	The community safety (labour market) coordinator has delivered presentations in collaboration with Hope for Justice to East Midlands Money Advice Group. This training has received positive feedback from attendees, and as a result there is scope to deliver more training to other regional debt advisors.	One off arrangement
October 2021	<ul style="list-style-type: none"> ✓ Leicester City Council ✓ Hope for Justice ✓ GLAA ✓ HMRC 	To raise awareness of modern-day slavery to the public, during the Modern Slavery Intensification Week, a stall was set up in Leicester city centre. This activity was supported by colleagues from Hope for Justice, GLAA, Her Majesty's Revenue and Customs (HMRC) and Leicester City Council. Officers spoke to passing members of the public and handed out leaflets to raise awareness.	One day during Modern Slavery Intensification Week
October 2021	<ul style="list-style-type: none"> ✓ Hope for Justice 	Introduction of garment production projects, for the city's garment factories to support the positive image and positive media attention, such as Dorcas Dress, an enterprise that supports sustainable employment in the poorest communities across the world. The project has been facilitated in the city's garment factory. This factory is producing 150 dresses without buttons and zip, fitted by belts only. The fabric and dresses are manufactured in Leicester's garment factory, promoted and marketed by fashion and design students of DMU Leicester and finally, the product was displayed in John Lewis Leicester in April 2022. Media promotion will support a more positive image of Leicester's garment production.	Ongoing

DATE	PARTICIPATING PARTNERS	ACTIVITY	DURATION
Autumn 2021	<ul style="list-style-type: none"> ✓ Leicester City Council ✓ Hope for Justice 	<p>Leicester City Council assisted Nottingham University’s Rights Lab with their research into the textile sector. LCC acted as a conduit by introducing partners to the research. Some partners, such as Hope for Justice are actively working with the researchers. The research is due to be published in 2022 and will inform the activities of the Boohoo Trust.</p>	Ongoing
Autumn 2021	<ul style="list-style-type: none"> ✓ TUC 	<p>TUC introduced FAB-L (Fashion Workers Advice Bureau), working in collaboration with fashion brands and local initiative. Two community engagement officers were recruited to work within the Leicester garment industry to encourage and educate workers of the benefits of trade unions to protect their rights.</p> <p>FAB-L will guarantee access for unions to recruit, to undertake Health and Safety inspections and to raise individual and collective issues with factory management. They leverage the purchasing power of brands (in the absence of a unionised workforce) to enable worker representation when necessary.</p>	Ongoing
December 2021	<ul style="list-style-type: none"> ✓ Leicester City Council ✓ Hope for Justice 	<p>Through partnership links with GLAA the community safety (labour market) coordinator has established relationship with WEA (an adult education provider) offering a wide range of learning courses. Together with Hope for Justice, WEA was introduced to a local garment producer who was keen to offer basic English learning to his non-English speaking workforce. A short pilot is taking place in 2022.</p>	Ongoing

Appendix B — February 2022: Sir Brian Leveson, Boohoo Report — Agenda for Change programme

Extract from the Report

Leicester Labour Market Partnership

5. It is clear that Leicester has a long history of garment manufacture with companies that included the largest knitwear producer and the producer of some 18 million garments for British and allied troops in the First World War. Since then, these larger manufacturers have moved out of the city leaving new, smaller, textile businesses in their place with the development of fast fashion and the consequent concern about exploitation in the marketplace. These concerns were highlighted in Human Rights and Business 2017, a report of the Parliamentary Joint Committee on Human Rights, followed up by the Environmental Audit Committee of the House of Commons Report Fixing Fashion: Clothing Consumption and Sustainability published in February 2019. As the Levitt Review expressed it:

“The problems in Leicester are complex and of long-standing.”

6. Leicester City Council (‘the Council’) does not have enforcement powers over working conditions or pay. These are vested in the Health and Safety Executive, the Employment Standards Agency Standards Inspectorate, the Gangmasters and Labour Abuse Authority, Immigration Enforcement, Her Majesty’s Revenue and Customs and, ultimately, in relation to modern-day slavery the police and the National Crime Agency. It has nevertheless been proactive in this area. Thus, in October 2019, The Leicester Labour Market Partnership was formed, led by the Council but including many of those with enforcement powers. Its overall objectives are:
- a. To promote and encourage compliance across the textile sector operating in Leicester by addressing the issues around labour abuse, exploitation and modern-day slavery.
 - b. To ensure that communities and employees within the sector are fully aware of their rights and how to seek support should they need it.
 - c. To ensure that the textile sector is fully supported to develop, including supporting the development of manufacturing skills and processes to ensure a sustainable textiles and garment sector.
7. At the end of 2019 and into early 2020, the Council recruited a Community Safety (Labour Market) Officer who started work in March and following the publicity in mid-2020, Hope for Justice and Slave Free Alliance (NGOs working in the field) joined the Partnership which, by then, had developed an Action Plan modelled on:
- a. **Prevent:** to support local businesses and employees to report issues; prevent and improve; ensure that information, prevention and enforcement activities are leading to proactive action and positive change.
 - b. **Protect:** to support the sector, ensuring the development of thriving and sustainable businesses and employment opportunities.
 - c. **Prepare:** to test through an intelligence led approach (understanding threat, risk and harm) the perception that there are a number of Leicester businesses in the supply chain for the retail sector who act outside the law, where they exploit workers and do not pay their legal dues.
 - d. **Pursue:** where multiple non-compliance is identified to undertake joint working between state enforcement bodies to seek to tackle this.
8. Later in 2020, the Deputy Mayor (Councillor Adam Clarke) conducted discussions with senior representatives of retailers (including boohoo), the British Retail Consortium, Alliance HR (working with retailers on Fast Forward ethical auditing), Labour Behind the Label (a campaign group for garment workers worldwide), Fashion Enter (a specialist not for profit social enterprise provider of accredited qualifications in fashion and textiles). The Council convene a summit with the TUC and hold meetings with Leicester Primary Partnership regarding schools and their role in understanding and acting upon issues in the textile sector.

9. In October, Citizens Advice Leicestershire recruited a Community Engagement Officer and the following month there was a Crimestoppers Event in relation to modern-day slavery supported both by the Police and Crime Commissioner, Lord Willy Bach and Councillor Clarke. This has been followed throughout the last twelve months by continuing to take on a lead role in community engagement and continuing activity to support the need to investigate and tackle exploitation by working with the GLAA, HMRC, the Health and Safety Executive, the National Crime Agency and the Leicestershire Police under the umbrella of Operation Tacit.
 10. Over the same period, the Council has engaged with Voluntary Action, Leicestershire, the charity Unseen (which resulted in increased call to the helpline), Wesley Hall, a Citizen's Advice Project (Fairpay), Highfields Community Centre with the TUC and others (establishing a Fashion Workers Advice Bureau (FAB-L) and, in particular, Hope for Justice, with which it has worked to undertake training events for frontline Council staff, to improve systems for reporting concerns, to raise awareness of modern-day slavery, support garment production products and, most important, to provide presentations on money and debt. A pilot is also due to commence which will provide a range of learning courses including (for one manufacturer) the teaching of English to its non-English speaking workforce. The Council has also assisted Nottingham University's Rights Lab which has been undertaking research for boohoo's Garment and Textile Workers Trust.
 11. Of particular importance is the Council's development of a comprehensive business support programme for the textile sector working with funding from the European Regional Development Fund engaging with more than 200 textile businesses by providing free impartial advice and enabling access to business grants delivering an events programme for textile businesses around ethical and legal compliance. In that regard, the textile sector is represented on the Innovation Board of the Leicester and Leicestershire Enterprise Partnership thereby ensuring that the challenges and opportunities faced by this sector can be addressed.
 12. Furthermore, in November 2021, the Council secured substantial funding from the UK's Community Renewal Fund and is working with leading skills delivery provider, Fashion-Enter, and De Montfort University to offer co-ordinated support to textiles manufacturers and workers. It has opened the Leicester Fashion Technology Academy which offers apprenticeships and accredited training for those who work in, or aspire to work in, the textiles industry; trainees are learning garment making skills and, in addition, about workplace rights and responsibilities. It has been supported by private sector funding and a substantial grant from the Community Renewal Fund to deliver a new support programme. This also involves working with Fashion Enter and de Montfort University.
 13. I have identified in the Report the extent to which boohoo also is offering skills training to those employed within its supply chain with the aspiration that many will obtain NVQ as a result. Any help that individuals can receive to improve their understanding of their rights, their skills. Similarly, assistance given to those who run manufacturing businesses so that they better understand, at a fundamental level, what the law requires and the ways in which they can demonstrate both legal and ethical compliance is very worthwhile, and all that Leicester City Council is doing in this area is to be applauded. The extra link, however, is the mechanism of allowing those businesses to be able to provide sufficient evidence that retailers (whether or not they are presently working in Leicester) are prepared to bring them into their own supply chain with confidence that garments that they manufacture will be produced both lawfully and ethically. That requires dealing with the challenge of obtaining a recognised and acceptable audit of the way in which they conduct business.
- It is believed that Leicester City Council as well as all partners involved in efforts to tackle and transform the garment sector have showed their commitment and drive to do so long term. We manifested how well organised partnership can secure a commitment from wide range of partners to successfully deliver multilevel objective. This has been achieved in Leicester and it is one-of-a-kind collaborations. We believe that these efforts are here to stay, and we look forward to seeing how they will adapt to the changing landscape of raising numbers of compliant businesses and community engagement being able to reach the communities and support them in seeking help, education, and improvements to their lives.



Appendix C



Economic Development, Transport and Tourism Scrutiny Commission

Date of Commission Meeting: 12th October 2022

Inward Investment and Place Marketing

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 updates on progress with the inward investment and place marketing elements of the economic recovery plan. It follows on from previous updates in March 2022 and August 2021.

2. Recommendations

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

3. Supporting information

Background

- 3.1 The report highlights how the Accelerator programme is progressing to support Leicester City. The £185K LLEP funding stream is aimed at supporting the visitor economy and inward investment with the project scheduled to complete by 31st March 2023.
- 3.2 The report will also touch upon complementary workstreams that support the facilitation of Inward Investment and the visitor economy in the city and surrounding areas.

Visitor Economy

- 3.3 The Accelerator programme funded a tourism marketing campaign called Fitcation to tie in with the Commonwealth Games. Launched in June 2022, it featured over 45 sport or family fun activities from across the county with 35 businesses taking part. In addition, a Visit Leicester 3-day Fitcation short break itinerary has been developed, recommending local hotels to book and stay. The Fitcation campaign reached over 40,286 people through social media and generated 217 newsletter subscribers. The Fitcation website has received over 1,700 unique visits, with 346 of the visits coming from attendees of the Commonwealth Games, who engaged with a paid social media campaign. Visitors came from a wide range of postcodes, successfully reaching people outside of Leicester and Leicestershire.
- 3.4 As well as targeting consumers through tourism marketing campaigns, 2022 has seen a focus on promoting Visit Leicester's tourism offer to the national

and international travel trade (travel and coach operators, group organisers, travel agents etc). A new Travel Trade Guide has been produced for 2022 with over 40 bookable visitor experiences and 10 accommodation providers all willing to work with the trade, offering products suitable for both independent travellers and groups. The guide was launched at a Visit Britain event in March and was used to inspire a destination feature in the June edition of Group Leisure & Travel Magazine. As part of a new marketing plan, the group tourism offer will be promoted through trade press and a stand at the Group Leisure & Travel Show in October, in partnership with Leicester City Council, Harborough and Melton district councils. The show specifically targets group organisers and coach operators.

3.5 Each year the place marketing team commission a tourism economic impact report for the sub-region. The report is based on data from local and national sources. Locally the report is informed by hotel occupancy rates, car parking data, footfall data for city centre, retail parks and visitor attractions. Key findings are summarised below:

- In 2021, total visitor numbers to Leicester and Leicestershire were 28.15 million (20.4% below the pre-pandemic benchmark of 2019).
- In 2021, the economic impact of the sector was £1.63 billion (17% below the 2019 benchmark).
- In 2021, 17,510 people were employed in the sector (22.9% less than 2019)
- Leicester & Leicestershire recover rates are stronger than the national average. Economic impact was 8% stronger than the national average and visitor numbers were 10% stronger.
- 2022/23 Quarter 1 performance among the hotel sector looks strong with occupancy higher than in 2019.
- Reported visitor numbers have been strong across all attractions, helped by the return of school visits, corporate business, and events programmes.

3.6 In August 2021, the department for Culture Media and Sports commissioned a review of local visitor economy partnerships (LVEP's), such as the place marketing team. The aim of the review is to bring coherence across England using an accreditation process, to create a national portfolio of high performing visitor economy partnerships that would receive core funding. In July work began drawing up the accreditation system for LVEPs.

3.6.1 Criteria is likely to include evidence relating to destination management and engagement, not just marketing, and close collaboration with key public and private sector stakeholders. There can only be one accredited LVEP in each designated area (currently in Leicestershire there are two). In addition, a pilot scheme is being developed and Expressions of Interest are being invited by the Department for Culture Media and Sport.

3.6.2 The Place Marketing team are appraising the process of becoming accredited, supporting the ambitions for the East Midlands to become the pilot for England. A consortium, led by Marketing the Peak District and Derbyshire, are submitting an expression of interest in August and require

letters of support from key partners in Leicester City, LLEP, and Leicestershire County Council.

3.6.3 No timetable has been shared to date, but it is expected that LVEP criteria will be announced in early September and followed immediately by Regional Round Table events to discuss issues arising.

3.6.4 The Tourism Advisory Board has been established for 5 years, meeting bi-monthly and championing issues of importance to the visitor economy. Since its establishment, it has overseen the development, launch and delivery of a 5-Year Tourism Growth Plan for the area and has been instrumental in setting up a new Business Tourism Service. The Tourism Advisory Board has played a critical role in the positioning of Visit Leicester to be a natural choice for an LVEP. The Board is also responsible for providing strategic direction the Tourism Forum, a subgroup established to share intelligence, pool expertise, grow economic impact and champion the tourism and hospitality sector for the city and county. Membership of the Board has remained consistent throughout the past five years however, four new appointments have recently been made, including a leading hotelier from the city and the new General Manager of the King Richard III Visitor Centre. The tourism advisory board is in search of a new chair, following the departure of Dr Sharron Redrobe at Twycross Zoo. Chas Bishop, CEO of the National Space Centre is currently acting as interim chairman with a permanent appointment to be made by the Board in the Autumn.

3.7 The accelerator funding has enabled the business tourism team to attend 2 national exhibitions to raise the profile of Meet Leicester. The events showcased over 60 Leicester and Leicestershire venues, responding to a total of 10 conference proposals. Over 200 contacts were made during the event and are now receiving post show promotional and marketing material.

3.8 A new, updated leisure map is to be created to encourage walking and cycling routes for city access, egress and along the Canalside. The format of the existing document will remain, and Leicester City Council stakeholders are in the process of amending text narrative. Additionally, new road layouts will be included to accommodate any recent highways changes. The Canal and Rivers Trust will part fund the design and print costs for the document with an early draft to be produced and final document anticipated to be live by the end of October 2022.

3.9 The 'Uncover the Story' destination marketing campaign has received significant enjoyment numbers in the last reporting period since March 2002. The online material now features more than 50 different stories across city and county. Campaign activity is supporting high volume website traffic with 214,098 visitors to the Visit Leicester website in Q1 alone. Key campaign highlights for 'Uncover The Story' include:

- 1.1m potential customers have viewed the campaign on social media
- 191,561 have watched at least 50% of the promotional video
- 1,814 clicks to the 'Uncover the Story' website

- 1,229 newsletter sign ups to access future tourism information and campaigns

Inward Investment

3.9 The inward investment element of the LLEP Accelerator has enabled the development of a suite of promotional videos for our key growth sectors. Seven videos were created for:

- Space technologies
- Professional and Financial Services
- Life Sciences
- Advanced Manufacturing and Engineering
- Advanced Logistics
- Food and drink manufacturing
- Creative and Digital
- Low carbon

Videos will be used at future events, conferences and online marketing. The videos can be viewed in each sector here www.invest/businesssectors.

3.10 In March 2022, the City and County Council sent four delegates to MIPIM, the world's largest property conference. Leicester and Leicestershire promoted sites on a global stage to increase investment into capital projects within the region and raise the profile of our area as an investment location. Additionally, strengthening the Leicester and Leicestershire brand proposition for internationalisation – creating a buzz around trade, investment, tourism and higher education. Invest in Leicester provided sponsorship to Team Leicester for MIPIM 2022, which contributed towards networking events for over 100 delegates. The events showcased development and investment opportunities across Leicester and Leicestershire, whilst also enabling professionals to build beneficial, long-standing relationships with each other and the local authorities.

3.10 The City and County Councils hosted a 'Place Showcase' and 'Meet the Investor' events at the UKREiiF conference in Leeds in May 2022. The conference provided local areas the opportunity to showcase the scale of their development progress and profile future investment opportunities to investors, developers and occupiers from around the globe. UKREiiF attracted over 5,000 attendees, over 300 high level speakers and 80 exhibitors with attendees ranging from senior public and private sector employees including Government ministers and senior officers from multiple local authority areas, investors, developers and occupiers. The events attracted 50 people, highlighting how Leicester and Leicestershire are working together to plan for the future, showcasing our hugely ambitious growth plans focusing on urban regeneration, addressing high street and transport challenges, providing future housing and employment space and achieving our Net Zero ambitions. Subsequently, new relationships have been forged with developers and investors interested in working across the city and county with particular interest in sites such as Ashton Green. A list of active inward investment enquiries can be found in appendix 2.

3.10 The inward investment team will be working hard over the next few months to raise awareness of the Invest in Leicester brand through several events, including:

- Site Match, Sept 2022 – A ‘speed-dating’ style event for the public and private sector in London. This will allow the team to make relevant connections through focused one-to-one meetings with developers and investors.
- Business Insider East Midlands Property Awards, Sept 2022 – Event sponsorship and a city feature focused on city investment at Space Park, with a strong focus on the benefits for businesses.
- Leicester Business Festival, Nov 2022 – A joint event with Team Leicester to showcase Leicester’s investment potential and relocation opportunities and why it should be a destination of choice.
- Investment Round Tables, from Nov 2022 - to be held quarterly to provide an opportunity for developers to discuss how they can work with Leicester City Council to support its corporate objectives relating to regeneration, investment, carbon neutrality and inclusive growth.
- UKREiIF May 2023 - showcase the scale of our development progress and profile future investment opportunities to investors, developers and occupiers from around the globe.

A detailed calendar of inward investment marketing activity can be found in Appendix 1.

4. Financial, legal, and other implications

4.1 Financial implications

There are no direct financial implications arising from this report.

Stuart McAvoy, Acting Head of Finance, Ext 374004

4.2 Legal implications

It is understood that the Authority will explore the possibility of becoming LVEP once the qualifying criteria is published. Should the Authority apply to become accredited then it must ensure that it can comply with accreditation requirements and any contractual conditions will need to be assessed prior to this. Legal services can review any associated terms and conditions.

It is also understood that a LVEP can/will receive core funding from central government, subject to the above advice any external funding will need to ensure it complies with any specified conditions imposed by the conditions of funding together with an assessment against subsidy control of the incoming funds.

Legal advice and assistance to be sought as required as the above is only for early consideration.

Mannah Begum, Principal Solicitor (Commercial) Ext. 37 1423

4.3 Climate Change and Carbon Reduction implications

There are limited climate emergency implications directly associated with this report. However, more widely, both new business and development and the tourism sector are significant sources of carbon emissions within the city. This includes emissions from travel and transport, buildings and consumption. Following the city council's declaration of a Climate Emergency in 2019, and its aim to achieve carbon neutrality within Leicester, addressing these emissions is therefore vital to achieving this ambition.

As such, opportunities to tackle carbon emissions and reduce environmental impacts through tourism and inward investment work should be considered wherever possible. This could include supporting and encouraging new and existing businesses to reduce emissions and improve the energy efficiency of their buildings, encouraging the use of low carbon and sustainable transport, and using events to communicate around the climate emergency and promote opportunities for sustainable business and tourism within Leicester.

Aidan Davis, Sustainability Officer, Ext 37 2284

4.4 Equalities Implications

There are no direct equality implications arising from this report, however with regards to any engagement or marketing campaigns need to ensure these are accessible for all groups, including those with access needs such as for example BSL, visual impairments.

Sukhi Biring, Equalities Officer, 0116 454 4175

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

5. Background information and other papers:

None

6. Summary of appendices:

Appendix 1.

Appendix 1. Inward Investment Marketing Activities 2022/2023

Date	Activity	What is the activity?	What are we going to do?	Promotional Channels	Outcome
PURPOSE: Raising the profile of Leicester & Leicestershire to Regional Developers, Agents and Property Experts					
8th September	East Midlands Property Awards	The annual property business event for the region's property sector.	Identify and invite minimum of 10 developers as guests. Aim is to encourage future award applications to raise the profile of investment into the area whilst improving relationships with agents and developers.	Connect with the developer attendees on LinkedIn. Use organic LinkedIn/Twitter to create a buzz around the event.	Engagement with developers & raise awareness of Invest Leicester brand/team
Sep-22	Business Insider Feature	Full page advertorial	Write up on Space Park, Leicester showcasing other developments in Leicester.	Opportunity to pilot LinkedIn Sponsored Content Video Ads targeted at agents, developers to promote the opportunities featured as well as the Compilation video	Raise awareness of opportunities available, video views, lead generation
8th September	Site Match 2022	Event in London to meet developers to showcase sites in Leicester and Leicestershire.	Engage with developers using the current collateral to highlight opportunities & USPs	Use LinkedIn/Twitter to promote site map opportunities using branded social media to raise awareness of Invest Leicester brand	Increase in website traffic to the site pages on Invest website, increase in LinkedIn engagement
Oct-22	Invest in Leicester Property Luncheon.	Mike to confirm?	Work with a private sector partner to deliver and showcase the Council's regeneration activity. Common subjects Local plan, City Centre regeneration, Investment overview. To be held biannually	Connect with relevant individuals on LinkedIn. Use organic LinkedIn to create a buzz around the event.	Engagement with developers & raise awareness of Invest Leicester brand/team, increase in LinkedIn followers and engagement
Oct-22	Business Insider - Best Boroughs in the East Midlands	Full page advertorial	East Midlands feature focused on what is planned, who is investing with a strong focus on the benefits for businesses.	Opportunity to pilot LinkedIn Sponsored Content Video Ads targeted at agents, developers to promote the opportunities	Raise the profile of L&L as a place to invest, raise awareness of the Invest Leicester brand/team
10th Nov	LBF - Why Invest in Leicester? 10th Nov 10.30am	Joint event with Team Leicester .	Short 10 minute presentations & Q&A to showcase Leicester investment potential and relocation opportunities and why it should be a destination of choice.	Team Leicester channels, City & County Council, Invest channels targeting investors & developers outside the area.	Raise awareness why Leicester is the place to invest
15th Nov	LBF - The impact of climate emergency and net zero strategies on the property and construction sector	Joint event with East Midlands Chamber Property & Construction Forum at Mattoli Woods	Short 10 minutes presentations & Q&A Opportunity to bring sector together to learn about developments affecting the industry as a result of climate change emergencies declared by public sector	Partner channels incl Team Leicester, EMC, City & County Councils, Invest channels targeting Property & Housing developers, construction businesses & supply chain, consultants, architects	Raise awareness of the Invest Leicester brand
Nov-22	Investment Round Tables	Round Table event	Organised by Invest in Leicester. Invite circa 12 businesses from the investment world to discuss a topic relating to inward investment and public/private partnership working.	Connect with attendees on LinkedIn and share relevant content to create buzz around the event	Build relationships with key individuals from inward investment, raise the profile of L&L as a place to invest
PURPOSE: Raising the profile of Leicester & Leicestershire to National Developers, Agents and Property Experts					
Sep-22	Property Week Magazine	Supplement focused on Inward Investment - Office & Workspace opportunities	Targeted at commercial property professionals, key business decision makers and end users.	300,000 readers across online & print	Raise awareness of office & workspace opportunities in Leicester.
	Business Desk - East Midlands - Jack Hickey - Head of East Mids. Business Desk				
Sep-22	Commercial Property Monthly : East Midlands Stand Alone	Double page advertorial, option to include advertisement alongside	Print & Digital Advertorial targeted at developers, estate agents, estate managers, property managers, investment managers. 786,000 subscribers. Focus on recent successes, current projects, future opportunities.	Commercial Property Website Commercial Property database 786,000 Invest website blog, Invest social media channels	Raise awareness of current projects, successes, future opportunities in Leicester.
PURPOSE: Promote Key Sectors County, Lifesciences Charnwood and LUSEP					
Sep-22	British Science Festival 13th-17th September	Celebrating stories, people and ideas at the heart of Science	Opportunity to use the event to promote science related USP's the area	Social media promotion, Invest Leicester blog.	Raise awareness of USP's in science related fields Engagement with universities
Sep-22	UKSPA Autumn Conference Charnwood Campus	Event promoting & supporting science parks, research campuses and innovation centres. To be held at Charnwood Campus	Opportunity to use the event as a springboard for the Life Sciences & Aerospace opportunities that exist in the area. Focus social media activity sharing university content but use the event as an opportunity to showcase the Space & Life Science videos.	Utilise partner channels to amplify messaging including Charnwood Campus, LUSEP. Utilise the relevant sector videos on social media	Promote and raise profile of Life Sciences & Space sectors in L&L

Date	Activity	What is the activity?	What are we going to do?	Promotional channels	Outcome
Feb-23	Business Insider - INVEST IN Leicestershire feature	Invest Leicester branded feature.	Encourage developer partners to take pages and showcase their offers. Aim for 6-8 pages featuring key developments	Promote using LinkedIn Sponsored Content Video Ad targeted at relevant audience. Use the videos to support the messaging including lead generation form.	Raise awareness of the L&L offer and raise awareness of the Invest in Leicester brand, increase website traffic & increase social media engagement. Generate leads
Apr-23	Invest in Leicester Property Luncheon.	New to area businesses invited to hear about investment and regeneration activity in the city and county.	Work with a private sector partner to showcase the Council's regeneration activity, local plan, City Centre regeneration, investment overview. To be held biannually	Connect with these individuals on LinkedIn. Use organic LinkedIn to create a buzz around the event.	Engagement with developers & raise awareness of Invest Leicester brand/team, increase in LinkedIn followers and engagement
PURPOSE: Raising the profile of Leicester to National Developers, Agents and Property Experts					
Mar-23	Property Week	Advertorial Feature	focused on L&L attendance at MPIM, showcasing the development opportunities	Property Week Promotional Channels, Invest website and social media channels, LinkedIn Boosting based on geographic location/job title	Raise awareness of Invest brand and attendance at MPIM
Mar-23	Invest in Leicester AGM	AGM	Invite key contacts to discuss the last 12 months, showcasing achievements & key development sites, Mayor, Leicestershire County CEO and Private sector to speak.		Raise awareness of the achievements in the last 12 months.
May-23	UK REIFF	The UK's Real Estate Investment & Infrastructure Forum	3x Fringe events, UK REIFF Award Entry. Private dinner for 10 people max., invite only to include selected developers, agents or investors we want to build a relationship with	UKREIFF digital channels, website, Invest LinkedIn/Twitter	Raise awareness of Invest brand at UKREIFF, increase social media engagement
Jun-23	Investment Round Tables. Organised by the Invest Leicester.	Round Table event	Circa 12 businesses invited from the investment world to discuss a topic relating to inward investment and public/private partnership working. Photographer to be on hand, meeting to be recorded to be showcased online.	Connect with these individuals on LinkedIn. Use organic LinkedIn to create a buzz around the event.	Raise awareness of the Invest brand, issues discussed can be used for invest website content/social media
Jul-23	Estates Gazette				
PURPOSE: Raising the profile of Leicester to International Developers, Agents and Property Experts					
Mar-23	MPIM	A 4 day real estate exhibition, conference and networking event gathering 26,800 international property professionals in Cannes	Attend & promotes L&L at MPIM, connect & network international property professionals	Targeted LinkedIn ads - Invest Leicester awareness ads. Work with Sandstar to put together a	Gain followers, views, greater engagement
PURPOSE: Promote Key Sectors County, Lifesciences Charnwood and LUSEP					
Sep-23	Property Week	Full page feature		Property Week distribution channels	Focus on the USP's in the Lifes Sciences sector, highlight HPO opportunity

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

Economic Development, Transport and Climate Emergency (EDTCE) Scrutiny Commission

Work Programme 2022-23

Date	Meeting Items	Actions Arising	Progress
23 Jun 22	<ol style="list-style-type: none"> 1. TROs – standing item (Beauville Drive) 2. Construction Skills Hub update and Employment Hub Update 3. Verbal update re: Workplace Parking Levy Consultation 	<p>Items 2 deferred from the previous civic year.</p> <p>Under Questions, Representations of case: from ‘Climate Action Leicester’ re: <i>will the new Beaumont Leys Park and Ride site include installation of solar panels for renewable energy generation?</i></p> <p>In response by officers: <i>the department was currently at the design stage and were looking at the inclusion of solar panels as part of the scheme.</i></p> <ol style="list-style-type: none"> 1. TRO – members comments to be taken into account by officers. 2. Members welcomed the report, requested further updates on outcomes in the future and any information on obstacles for ethnic minority groups. 3. Verbal summary of progress provided, still working on processing the results of the consultation, once available will report back to the commission. 	

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Date	Meeting Items	Actions Arising	Progress
31 Aug 22	<ol style="list-style-type: none"> 1. TROs – standing item <ul style="list-style-type: none"> • A50 FiveWays 2. Leicester Enhanced Bus Partnership (from 23rd June) presentation 3. Carbon Neutral Road Map report 4. Levelling Up Fund Round 2 – Connecting St. Margaret’s submission presentation. 	<ol style="list-style-type: none"> 1. TRO Five Ways item: Officers to take into account the points raised by Cllrs Bhatia and Waddington e.g. impacts to increased traffic and pollution on narrow side streets like Duncan and Bonchurch Streets. 2. Members praised and welcomed the report, esp the new green line hop free service. Comm to receive report back in 6 months. 3. Members praised the detailed report. Comm to receive report back in 6 months. 4. The report bid proposal to remove the underpass agreed by members. 	
22 Sept 22	<p>Additional Special meeting: Draft Local Plan item</p> <p>EDTCE comm members invited to the Housing Scrutiny Comm meeting for JOINT scrutiny of the local plan.</p>		
12 Oct 22	<ol style="list-style-type: none"> 1. TROs – standing item (if any) 2. TCF Schemes: tbc (if any) 3. Questions, Representation etc..(a question has come in - to be added to agenda) 4. Leicester Labour Market Annual Report and Textiles CRF project 5. Inward Investment & Place Marketing Update 		

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30 Nov 22	<ol style="list-style-type: none"> 1. TROs – standing item (if any) 2. TCF Schemes: tbc (if any) 3. Accessibility Update 4. Levelling Up 1/2 Update 5. Local Transport Plan 6. Waterside Regeneration 7. Findings and Analysis of Workplace Parking Levy Consultation 		
26 Jan 23	<ol style="list-style-type: none"> 1. TROs – standing item (if any) 2. TCF Schemes: tbc (if any) 3. City Centre Economic Plan - Update 4. Draft General Fund Revenue Budget & Draft Capital Programme 2023-24 5. Biodiversity Action Plan 6. Cycle Action Plan 7. LLEP Update? 	LLEP item will require co-ordination with LLEP officers to include information on future funding.	
22 Mar 23	<ol style="list-style-type: none"> 1. TROs – standing item (if any) 2. TCF Schemes (if any) 3. Adult Education Service – Update 4. Connecting Leicester/TCF Programme Update 		

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Draft Forward Plan / Suggested Items for 2022-23

Topic	Details	Proposed Date
<p>ONGOING City Mayor & Executive Plan of Key Decisions</p> <p>Leicester Smart City Strategy – Richard Sword</p> <p>Local Plan – Andrew Smith</p>	<p>Commission to keep a watching brief and receive regular reports / updates on executive key decisions planned to relate to this portfolio.</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>TBC</p> <p>TBC – a special meeting in 2022</p>
<p>ONGOING Spending Review Programmes linked to: a) Councils General Fund Revenue Budget Report b) Capital Programme Projects</p>	<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 2023-24 (if any) – General Fund Budget Report, prior to OSC in Feb 2023</p>	<p>Ongoing</p>
<p>ONGOING Consultations</p> <p>Workplace Parking Levy</p>	<p>Members to consider relevant items to this commission from planned or live consultations to provide scrutiny comments and views</p> <p>The consultation was completed in March 2022 and a special meeting was held in Feb 2022 on this.</p>	<p>Findings and Analysis of Consultation to be considered in Summer 2022.</p>
<p>Connecting Leicester Projects</p>	<p>Commission agreed to be involved at the early stages of development of plans</p>	<p>Ongoing updates</p>
<p>Economic Recovery Plan Update – now the - City Centre Economic Plan</p>	<p>Review of progress – this was split into 2 updates. First update was in February 2021 and included a</p>	<p>Second update completed in June 2021; follow up update in late 2022.</p>

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Topic	Details	Proposed Date
	LLEP update. Format of latest update to be considered by the service	
Local Plan	Item to be considered by all Commissions	Joint scrutiny with Housing scrutiny EDTCE members invited to housing sc meeting 22 September 2022.
Smart Cities	Information on proposed strategy	Deferred from Dec 2019 meeting to 2022/23.
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	Deferred to new municipal year due to the number of items on the agenda.	Summer 2022
Major Transport Projects (including NPIF projects)	Report on progress	TBC
Neighbourhood Highway Safety schemes	Report on progress	TBC
Inward investment and Place Marketing	Report on progress including recent web site investment and general progress e.g., Visit Leicester.	Completed in Aug 2021. Next update in October 2022.
Leicester, Leicestershire Enterprise Partnership (LLEP)	Last update given in March 2021 and was linked to Economic Recovery Plan.	Next update expected early 2023.
Transforming Cities Programme	A series of TCF schemes will be coming to the Commission throughout the year.	a. Soar Valley Way – Summer 2022
Bus services/ bus related issues: Leicester Enhanced Bus Partnership	Enhanced Bus Partnership Plan 2022-2030: sets out a range of commitments by all partners to be delivered from 1 May 2022 to 31 March 2025.	August 2022.

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Workplace Parking Levy	Item considered in September 2021 and February 2022 (mid-consultation). Findings and analysis of the consultation to be presented in Late Summer 2022.	Expected Autumn 2022.
Corporate Estate Management	More information on corporate managed estate (Estates and Building Services) was raised on 19 November 2020 meeting, where the Executive Members confirmed an annual report would be put together on this. Last update was in April 2021. An updated report was deferred to this municipal year due to a busy agenda.	Next update expected in October 2022.
Emergency Active Travel Fund (EATF) Overview	Report on government scheme to encourage walking or cycling. Informal sessions would be planned before this.	TBC where updates are available.
LASALS Update	Annual Report from the service. Latest update was given in March 2022.	March 2023.
Accessibility Update	Report taken to the Commission in June 2021, with a request for a further update in the next civic year.	November 2022.
Draft Revenue Budget 2022-23	Report to go to all Commissions – an Officer from Finance to be present at the scrutiny meeting.	January 2023.
Draft Capital Programme 2022-23		
Leicester Labour Market Partnership and the delivery of the successful CRF bids, which includes the project placed within the textiles sector	This update follows the Leicester’s Textile Sector (Modern Slavery and Exploitation) item that was considered by the Commission since September 2020, along with CRF bids in January 2022.	Initial reports taken in October 2020 and April 2021. Next update October 2022.
Carbon Neutral Road Map	A report from the Sustainability Team.	August 2022
Construction Skills Hub and Employment Hub Update	Report on progress – deferred to the next municipal year due to length of the agenda for March 2022.	August 2022.
Economic Recovery Dashboard		TBC

Topic	Details	Proposed Date
Discussion on Potential Items for Upcoming Commission Meetings	<p>In the March 2021 meeting, Commission Members were asked to give suggestions on potential items. This was added to by the previous Commission in June 2021: Included:</p> <ul style="list-style-type: none">• An item on “Reserving Rights of Way of former Central Railways”.• 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”	TBC .

