



## **ADVANCE PUBLICATION OF REPORTS**

This publication gives five clear working days' notice of the decisions listed below.

These decisions are due to be signed by individual Cabinet Members  
and operational key decision makers.

Once signed all decisions will be published on the Council's  
Publication of Decisions List.

- 1. EXPENDITURE OF THE UK SHARED PROSPERITY FUND, SUPPORTING LOCAL BUSINESS ALLOCATION (Pages 1 - 22)**
- 2. EXPENDITURE OF THE UK SHARED PROSPERITY FUND, PEOPLE AND SKILLS ALLOCATION (Pages 23 - 42)**

This page is intentionally left blank



## London Borough of Enfield

<b>Title of Report:</b>	Expenditure of the UK Shared Prosperity Fund, Supporting Local Business allocation
<b>Report to:</b>	Cllr Anyanwu, Cabinet Member for Public Spaces, Culture and Local Economy
<b>Cabinet Member:</b>	Cllr Anyanwu
<b>Directors:</b>	Brett Leahy, Director of Planning and Growth
<b>Report Author:</b>	Nat Buckeridge, Partnership and Relationship Manager, Employment and Skills Service
<b>Ward(s) affected:</b>	All
<b>Key Decision Number</b>	5687
<b>Classification:</b>	Part I Public

### Purpose of Report

1. The purpose of this report is to seek approval for the expenditure of the UK Shared Prosperity Fund (UKSPF), Supporting Local Business grant to enable service managers to deliver existing business support projects that would otherwise be subject to reduced delivery or non-delivery.

## Recommendations

- I. Approve the expenditure of £564,704.00 against the UK Shared Prosperity Fund allocation.
- II. Note that individual projects are subject to their own approvals ahead of implementation.
- III. Agree to delegate authority to the Director of Planning and Growth, in consultation with the Cabinet Member, to approve any changes.

## Background and Options

2. In April 2022, the UK Government launched (UKSPF). UKSPF is central to the Levelling Up agenda and provides funding for local authorities to deliver projects against three strands; people and skills; supporting local business and communities and place.
3. The allocation to the Council for supporting local business is £564,704. The allocation is spread evenly across F22/23, F23/24 and F24/25. However, the GLA have given approval for boroughs to spread the expenditure across any timeframe with the caveat that there can be no expenditure beyond the end of March 2025.
4. The Council will condense all its expenditure into F24/25.
5. The GLA have provided confirmation that the allocation to the London Borough of Enfield is £564,704.00. The GLA have also issued forecast outcomes and outputs which must be achieved through the expenditure of the grant:

*Table 1: Outputs and outcomes set out in the grant funding agreement*

<b>Intervention</b>	<b>Outputs</b>
Number of SMEs receiving non-financial support	310
<b>Intervention</b>	<b>Outcomes</b>
Number of jobs created	2
Number of jobs safeguarded	250
Number of enterprises engaged in new markets	38

6. Projects were selected by identifying existing workstreams that aligned with manifesto commitments, the recent Council Plan, their feasibility within the timescales and whether the projects had the capacity to comply

with the grant funding agreement. Projects have been approved by the Director of Planning and Growth.

7. The projects will either be delivered in-house, commissioned via a competitive tender process or directly awarded to existing local providers. The table below explains the appointment of providers for each project.
8. The borough has agreed the expenditure of the grant to be spread across the projects in the table below.

*Table 2: Agreed projects to be delivered against the UKSPF Supporting Local Business grant fund.*

<b>Project Title</b>	<b>Description</b>	<b>Lead Service</b>	<b>Expenditure</b>	<b>Delivery</b>	<b>Process</b>
Festival of Industries	A cultural and capacity building programme celebrating Enfield's industrial heritage.	Culture	£20k	In-house	Delivered by Journey and Places Team existing staff
Create Enfield Skills Exchange Programme	An extension of the Festival of Industries Programme beyond March 2024.	Culture	£60k	In-house	Delivered by Journey and Places Team existing staff
Angel Yard – Fore Street for All	To extend the existing programme of business support delivered by Launch It in Angel Yard.	Journey & Places	£100k	Local provider	Direct award.
Palmers Green Creative Workspace	To extend the affordable workspace in Palmers Green and developing a markets programme in Devonshire Square	Journey & Places	£25k	Local provider	Direct award
Community Improvement District	To develop key engagement and strategy for a Community Improvement District in Enfield Town.	Journey & Places	£45k	Local provider	Direct award.
Made in Enfield	To invest in the Made in Enfield gift shop in the Dugdale Arts Centre.	Culture	£30k	In-house	Delivered by existing council staff in the Culture Team
Young Producers Programme	To provide a 6-month programme of	Culture	£71k	Local provider	Provider to be appointed via competitive

	upskilling young people into becoming entrepreneurs within the creative sector.				tender process
The Business of Music Programme	A development programme to work with educational settings and provide showcasing opportunities for entrepreneurs.	Culture	£50k	Local provider	Provider to be appointed via competitive tender process
Presenting Enfield	To programme a series of cultural events with local entrepreneurs operating within the creative sector.	Culture	£50k	Local provider	Provider to be appointed via competitive tender process
BIPC Local	To create a business information centre in Edmonton Green Library, co-designed with the British Library and to follow a national hub-and-spoke model of business information and research provision.	Libraries	£118,704.00	National provider	Appointment via expression of interest. British Libraries offer hub-and-spoke business information centres and have been endorsed by GLA in the UKSPF call-out. Direct award.
<b>Total</b>			<b>£564,704.00</b>		

9. Service managers will be responsible for monitoring the performance of their projects against the grant funding agreement. All expenditure and progress on targets will be reported quarterly to the GLA, with the claims to be signed off by the Section 151 Officer at the Council. The Partnership and Relationship Manager in the Employment and Skills service is responsible for coordinating the quarterly claims.

#### **Preferred Option and Reasons For Preferred Option**

10. The preferred option is for the Council to accept the funding grants that have been made available in order to deliver the Council Plan objectives and ensure the continued work of the Employment and Skills Service.

#### **Relevance to Council Plans and Strategies**

11. **Support local businesses and encourage inward investment in growing sectors which offer sustainable employment** – investment in the creative sector through a number of projects listed in table 2.
12. **Develop town centres that are vibrant, healthy and inclusive** – further investment in Palmers Green, Enfield Town and Fore Street to extend existing work improving the opportunities for Enfield residents.
13. **Enable local people to develop skills to access good quality work** – programme offering skills development through educational settings up to the age of 25 in the creative sector.

### **Financial Implications**

1. The project will be entirely funded by GLA. There is no requirement for match-funding from Enfield Council.
2. Grant to Enfield is up to a maximum of £564,704.00 covering a three-year period from 01 April 2022 to 31 March 2025 and including the costs of starting the project. Like similar projects the ability to get qualifying clients will be critical. The grant will predominantly be used to cover the cost of contracts to be awarded, existing local providers, but some will also be required to cover the cost of council resources allocated to work on the project.
3. Payments of the funding from the GLA will be made in quarterly tranches in arrears following the initial implementation 1st quarter payment. Underspends from each quarter may be rolled forward so the overall budget is available over the full 36 months of the contract subject to performance being maintained.
4. Payment of each quarterly tranche is subject to the submission of a grant claim and performance data for the preceding period; hence the council will be collecting grant for each quarter in arrears. Enfield will therefore be providing the cashflow support for the project. This may result in a relatively small potential interest cost over the life of the project but is considered to be immaterial.

### **Legal Implications**

5. The general power of competence in s.1 (1) of the Localism Act 2011 states that a local authority has the power to do anything that individuals generally may do provided it is not prohibited by legislation and subject to public law principles. By virtue of s.111 of the Local Government Act 1972, the Council has the power to do anything (whether involving the expenditure, borrowing or lending of money or the acquisition or disposal of any property or rights) which is calculated to facilitate, or is conducive or incidental to, the discharge of its functions. The proposals in this report are in consistent with these general powers and duties of the Council.

6. The proposed projects described in paragraph 8 are each of a value which is below the threshold for the procurement exercise requirements of the Public Contracts Regulations 2015 to apply. Instead, the Council's own below-threshold procurement rules (as set out in the Contract Procedure Rules (CPR)) should be adhered to according to the value of each proposed project (noting in particular that CPR requires that for projects over £25,000 multiple quotations should be obtained and appraised, unless a Waiver of this requirement and a direct award instead can be justified).
7. Legal Services notes that the UK Shared Prosperity Fund has an objective of supporting local business. Legal Services understands that each project will be awarded (whether by competitive process or a proposed & justifiable direct award) to a provider who will provide valuable services to the Council/the Council's objectives in return for payment from the Council of the fund allocation (thus, the award will have the characteristics of a contract for services under the CPR) and each such project will be subject to individual approval. If any project deviates from this service contract model/assumption and instead has the characteristics of a grant to the recipient to support its own business purposes (even if those purposes then benefit a wider cohort of business/individuals), consideration should be given to whether such grant comprises a subsidy within the meaning of the Subsidy Control Act 2022 and if so the Act should must be complied with including the transparency obligations (although it is likely that the proposed numbers in paragraph are likely to fall within the minimal financial assistance exemption).
8. The Council will also have to comply with any grant terms associated with deployment of UKSPF funds (whether terms imposed by UK Government and back-to-backed by GLA as intermediary and/or additional terms imposed by GLA) including any reporting or misuse of funds 'clawback' provisions, to ensure that the Council is not exposed (i.e. required to return funds to Government/GLA without being able to recoup such funds from a service provider) and any reporting/transparency requirements, so Council officers must ensure they have appropriate monitoring systems in place.

## **9. Procurement Implications**

10. Procurement Services note the intention of going to competitive process for some elements of the delivery plan. These must be inline with the Council's Contract Procedure Rules (CPR's) and carried out in the councils e-tendering system (London Tenders Portal).
11. It is noted that some of the contracts will be 'direct award'. The CPRs allow for direct award via a Waiver for below threshold values. The waivers need to be endorsed at the Procurement Assurance Group and then approved by the Executive Director of Resources. It should be noted that all Waivers are reported annually to the General Purposes Committee, as no Value for Money test has taken place.



12. Whilst these are low value contracts, it is important that contract management is carried out to ensure that the deliverables of the grant conditions are met, and the outcomes delivered.

### **Equalities Implications**

13. EQIA completed on 08/01/24 by Nat Buckeridge.

### **Public Health Implications**

14. Funding to support local businesses and entrepreneurs in Enfield will provide both services and employment opportunities to the local population, providing a positive public health outcome.

---

**Report Author:** Nat Buckeridge  
Partnerships and Relationship Manager  
[Nat.buckeridge@enfield.gov.uk](mailto:Nat.buckeridge@enfield.gov.uk)  
0208 132 3050

### **Appendices**

N/A

### **Background Papers**

N/A

**#Departmental reference number, if relevant:**

This page is intentionally left blank

## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>UK Shared Prosperity Fund, Supporting Local Business</b>
<b>Team/ Department</b>	<b>Inclusive Growth and Skills</b>
<b>Executive Director</b>	<b>Simon Pollock</b>
<b>Cabinet Member</b>	<b>Councillor Anyanwu</b>
<b>Author(s) name(s) and contact details</b>	<b>Nat Buckeridge</b> <a href="mailto:Nat.buckeridge@enfield.gov.uk">Nat.buckeridge@enfield.gov.uk</a>
<b>Committee name and date of decision</b>	<b>Portfolio Decision</b>
<b>Date of EqIA completion</b>	<b>20/12/23</b>

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Head of Service, Inclusive Growth and Skills</b>
<b>Name of Director who has approved the EqIA</b>	<b>Brett Leahy</b>

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

## Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?

What are the reasons for the decision or change?  
 What outcomes are you hoping to achieve from this change?  
 Who will be impacted by the project or change - staff, service users, or the wider community?

1. In April 2022, the UK Government launched (UKSPF). UKSPF is central to the Levelling Up agenda and provides funding for local authorities to deliver projects against three strands; people and skills; supporting local business and communities and place.
2. The allocation to the Council for supporting local business is £564,704. The allocation is spread evenly across F22/23, F23/24 and F24/25. However, the GLA have given approval for boroughs to spread the expenditure across any timeframe with the caveat that there can be no expenditure beyond the end of March 2025.
3. The Council will condense all its expenditure into F24/25.
4. The GLA have provided confirmation that the allocation to the London Borough of Enfield is £564,704.00. The GLA have also issued forecast outcomes and outputs which must be achieved through the expenditure of the grant:

*Table 1: Outputs and outcomes set out in the grant funding agreement*

<b>Intervention</b>	<b>Outputs</b>
Number of SMEs receiving non-financial support	310
<b>Intervention</b>	<b>Outcomes</b>
Number of jobs created	2
Number of jobs safeguarded	250
Number of enterprises engaged in new markets	38

5. Projects were selected by identifying existing workstreams that aligned with manifesto commitments, the recent Council Plan, their feasibility within the timescales and whether the projects had the capacity to comply with the grant funding agreement. Projects have been approved by the Director of Planning and Growth.
6. The projects will either be delivered in-house, commissioned via a competitive tender process or directly awarded to existing local providers. The table below explains the appointment of providers for each project.



## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)**

### Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

There is no age cap to accessing the support provided by UK Shared Prosperity Fund Supporting Local Business. However, you must be a registered business owner to access support. According to the Federation of Small Business, 50 is the average age of a small-business owner in the UK. Small or 'micro' businesses make up over 90% of the businesses in Enfield. The grant will provide a positive impact on all age groups.

#### Mitigating actions to be taken

Promote the offer as wide as possible to ensure a diverse range of business owners are aware of the offer.

### Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

Any business owner in Enfield will be able to access the support offered through UK Shared Prosperity Fund for no cost – regardless of any disability the business owner might have. It is important that the offer provided is promoted as widely as possible to ensure all business owners are aware of the support. This will have a positive impact on residents with disabilities.

#### Mitigating actions to be taken

**No mitigating action to be taken**



### Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

The support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of gender or gender reassignment. The GLA expects boroughs to report and monitor the breakdown of business owners by sex, race, age, disability and address – the borough should analyse this information regularly to ensure a diverse number of business owners are accessing support.

*Table 2: Figure The transgender community of Enfield (2021 Census)*

	<b>Number</b>	<b>%</b>
Gender identity the same as sex registered at birth	<b>232,329</b>	<b>90.34</b>
Gender identity different from sex registered at birth but no specific identity given	<b>1652</b>	<b>0.64</b>
Trans Women	<b>518</b>	<b>0.20</b>
Trans Man	<b>486</b>	<b>0.19</b>
Non – Binary	<b>74</b>	<b>0.03</b>
All Other gender identities	<b>58</b>	<b>0.02</b>
Not answered	<b>22,065</b>	<b>8.56</b>
<b>Total</b>	<b>257,182</b>	<b>100</b>

### Mitigating actions to be taken

**No mitigating action to be taken**

### Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners

must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

The support offered through UK Shared Prosperity Fund does not monitor recipients of support by their marriage status – this is not a considered criteria for support and there will therefore be no discrimination against business owners that are either single, married or engaged in a civil partnership.

**Mitigating actions to be taken**

No mitigating action to be taken.

**Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

All business owners can access UK Shared Prosperity Fund. However, if a business owner is on maternity leave it is unlikely, they will personally receive support through the grants. However, their business will be able to access support.

**Mitigating actions to be taken**

**No mitigating action to be taken**

**Race**

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people of a certain race?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>The support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of their ethnicity. The GLA expects boroughs to report and monitor the breakdown of business owners by sex, race, age, disability and address – the borough should analyse this information regularly to ensure a diverse number of business owners are accessing support.</p>
<p><b>Mitigating actions to be taken</b></p>
<p><b>No mitigating action to be taken</b></p>

<p><b>Religion and belief</b></p>
<p>Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.</p>
<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people who follow a religion or belief, including lack of belief?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>UK Shared Prosperity Fund services will not monitor religion/belief in their reporting. However, any business owner can access support funded by UK Shared Prosperity Fund regardless of their religion/belief.</p>
<p><b>Mitigating actions to be taken</b></p>
<p><b>No mitigating action to be taken</b></p>

**Sex**

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

The support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of their sex. The GLA expects boroughs to report and monitor the breakdown of business owners by sex, race, age, disability and address – the borough should analyse this information regularly to ensure a diverse number of business owners are accessing support.

**Mitigating actions to be taken**

**No mitigating action to be taken**

**Sexual Orientation**

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of their sexual orientation. The GLA is not mandating boroughs to collect information on the sexual orientation of business owners accessing the funded support.

**Mitigating actions to be taken**

**No mitigating action to be taken**

**Socio-economic deprivation**

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

UK Shared Prosperity Fund will be directing support at businesses at risk of closure, including directing support at the Eastern corridor of the borough including wards in Edmonton Green, Upper Edmonton, Ponders End and Bullsmoor. This will not exclude business owners from other wards in the borough to accessing support.

**Mitigating actions to be taken.**

**No mitigating action to be taken**

## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The Head of Service for Inclusive Growth and Skills will monitor and review this EQIA on a quarterly basis ensuring that any mitigating actions are taken.  
The GLA reporting templates will ensure that service managers are aware of the recipients of their support in order to re-direct the promotion of the offer if necessary.

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments

This page is intentionally left blank





## London Borough of Enfield

<b>Title of Report:</b>	Expenditure of the UK Shared Prosperity Fund, People and Skills allocation
<b>Report to:</b>	Cllr Anyanwu, Cabinet Member for Public Spaces, Culture and Local Economy
<b>Cabinet Member:</b>	Cllr Anyanwu
<b>Directors:</b>	Brett Leahy, Director of Planning and Growth
<b>Report Author:</b>	Nat Buckeridge, Partnership and Relationship Manager, Employment and Skills Service
<b>Ward(s) affected:</b>	All
<b>Key Decision Number</b>	KD5695
<b>Classification:</b>	Part I Public

### Purpose of Report

1. The purpose of this report is to seek approval for the expenditure of the UK Shared Prosperity Fund, People and Skills to enable the Employment and Skills service to continue its existing provision from January 2024 – March 2025.

## Recommendations

- I. Approve the expenditure of £1,042,560.00 against the UK Shared Prosperity Fund allocation.
- II. Approve the signing of the Funding Agreement for the UK Shared Prosperity Fund with London Local (London Borough of Redbridge Accountable Body)
- III. Note that individual projects are subject to their own approvals ahead of implementation.
- IV. Agree to delegate authority to the Director of Planning and Growth, in consultation with the Cabinet Member, to approve any changes.

## Background and Options

2. In April 2022, the UK Government launched the UK Shared Prosperity Fund ('UKSPF'). UKSPF is central to the Levelling Up agenda and provides funding for local authorities to deliver projects against three strands; people and skills; supporting local business and communities and place.
3. The allocation to the Council for people and skills is £1,042,560.00. The allocation is spread across 15 months beginning in January 2024, with all expenditure and projects to be completed by March 2025.
4. The Employment and Skills service at the Council has, since January 2021, had access to the European Social Fund grant aimed at supporting economically inactive residents into accessing local training and employment.
5. The GLA has devolved their allocation of UKSPF, People and Skills, to sub-regional partnerships to contract and manage employment initiatives. Enfield is a member of the Local London sub-regional partnership, covering Northeast and Southeast London. The Council obtains its funding pursuant to a grant funding agreement with Local London (London Borough of Redbridge Accountable Body).
6. The expenditure of the grant must be used to meet commitments in the grant funding agreement. The commitments can be seen below.

*Table 1: Output and Outcome commitments as per the grant funding agreement*

<b>Output/Outcomes</b>	<b>Name</b>	<b>Target</b>
Output	Number of residents enrolled onto programme	304
Output	Number of residents engaged with keyworker services	304
Outcome	Number of people engaged in job-search	82

	following support	
Outcome	Number of people reporting increased employability following support	48
Outcome	Number of people in any form of employment following support	46
Outcome	Number of people in London Living Wage paid roles following support	8

7. The target cohort of residents enrolled and support on the programme has been narrowed from the previous target cohort under European Social Fund. If a resident is unemployed but does not face any barriers to work, they are no longer eligible for support. A resident can only enrol onto the UKSPF-funded programme if they are an economically inactive Enfield resident, aged 16+ and with recourse to public funds. To be defined as economically inactive, a resident must face one or more of the following barriers to work:

- An ex-offender
- Childcare duties (children under statutory school age)
- Dependent caring duties
- Language barrier
- Housing barrier (temporary accommodation or rough sleeper)
- Disability (self-declared or diagnosed)
- Digital illiteracy
- Financial barrier
- Alcohol or substance misuse

8. The breakdown of the target cohort can be seen in the table below:

*Table 2: Equality targets of UKSPF People and Skills*

<b>Equality characteristic</b>	<b>% of all clients</b>
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

9. The Council has existing infrastructure in the Employment and Skills service to begin delivery against these grant funding commitments from January 2024. The outputs and outcomes will be delivered by the Employment and Skills Service, with the possibility of diverting funds to other internal services that deliver employment initiatives to economically inactive residents.

10. Both expenditure and performance will be reported into Local London on a quarterly basis, each claim will require executive sign-off provided by the Section 151 Officer. Local London will provide management of performance.
11. The profiled expenditure and proposed areas of spend can be seen in the tables below:

*Table 3: Proposed breakdown of spend:*

<b>Expenditure category</b>	<b>Spend</b>
Staff Costs	£846,980.00
Commissioning bespoke support	£100,00.00
Overheads including marketing, printing, delivery site and events	£95,580.00

### **Preferred Option and Reasons For Preferred Option**

12. The preferred option is for the Council to accept the funding grants that have been made available in order to deliver the Council Plan objectives and ensure the continued work of the Employment and Skills Service.

### **Relevance to Council Plans and Strategies**

13. **An economy that works for everyone:** UKSPF funding will equip the borough to work alongside a range of local employers to offer opportunities to unemployed residents and shift them into economic activity.
14. **Thriving children and young people:** the decrease in age to allow 16-year-olds and above to enrol on the programme will allow young people to access the free employment and training support that they could not access under the European Structural Investment Fund.

### **Financial Implications**

1. This report seeks the approval expenditure of £1,042,560.00 against the UK Shared Prosperity Fund allocation. The project will be entirely funded by GLA and there is no requirement for match-funding from Enfield Council.
2. Grant to Enfield is up to a maximum of £1,042,560.00 covering from 01 Jan 2024 to 31 March 2025. The grant will predominantly be used to cover the cost of contracts to be awarded, existing local providers and council resources allocated to the project.
3. Payments of the funding from the GLA will be made in quarterly tranches in arrears based on the actual LBE costs or its delivery partners as detailed in the grant Claim submissions.

4. Payment of each quarterly tranche is subject to satisfactory submission of a grant claim and performance data for the preceding period; hence the council will be collecting grant for each quarter in arrears. Enfield will therefore be providing the cashflow support for the project.

### **Legal Implications**

5. The Council has the power under section 1(1) Localism Act 2011 to do anything individuals generally may do providing it is not prohibited by legislation and subject to public law principles. In addition, under s.111 of the Local Government Act 1972, the Council has the power to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of its functions.
6. The grant funding agreement must be in a form approved by Legal Services on behalf of the Director of Law and Governance. Officers must ensure that the terms attached to the grant funding are complied with, noting and understanding in particular the obligations on the Council and the circumstances in which the grant can be withdrawn or repayment required.
7. When accepting and distributing the funding, the Council must ensure that there is no breach of the Subsidy Control Act 2022 and advice must be taken as needed. In signing up to the grant funding agreement, the Council acknowledges it has undertaken its own independent assessment of the compatibility of the project with subsidy control rules and confirms to the Lead Authority and the Secretary of State that the project is structured so that it is compliant with such rules.

When entering into any contracts in connection with this report, the Council must comply with its Contract Procedure Rules and, if relevant, the Public Contracts Regulations 2015 (or, once in force, the Procurement Act 2023). In addition, the Council must ensure that it complies with minimum procedures set out in the Secretary of State's guidance published at: <https://www.gov.uk/guidance/uk-shared-prosperity-fund-procurement-8>.

### **Equalities Implications**

8. EQIA completed on 11/01/24

### **Public Health Implications**

9. Being in good work is better for your health than being out of work. 'Good work' is defined as having a safe and secure job with good working hours and conditions, supportive management and opportunities for training and development.

10. There is clear evidence that good work improves health and wellbeing across people's lives and protects against social exclusion. Conversely, unemployment is bad for health and wellbeing, as it is associated with an increased risk of mortality and morbidity.

---

**Report Author:** Nat Buckeridge  
Partnerships and Relationship Manager  
[Nat.buckeridge@enfield.gov.uk](mailto:Nat.buckeridge@enfield.gov.uk)  
0208 132 3050

### **Appendices**

N/A

### **Background Papers**

N/A

**#Departmental reference number, if relevant:**

## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>UK Shared Prosperity Fund, People and Skills</b>
<b>Team/ Department</b>	<b>Inclusive Growth and Skills</b>
<b>Executive Director</b>	<b>Simon Pollock</b>
<b>Cabinet Member</b>	<b>Councillor Anyanwu</b>
<b>Author(s) name(s) and contact details</b>	<b>Nat Buckeridge</b> <a href="mailto:Nat.buckeridge@enfield.gov.uk">Nat.buckeridge@enfield.gov.uk</a>
<b>Committee name and date of decision</b>	<b>Portfolio Decision</b>
<b>Date of EqIA completion</b>	<b>22/01/24</b>

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Head of Service, Inclusive Growth and Skills</b>
<b>Name of Director who has approved the EqIA</b>	<b>Brett Leahy</b>

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

## Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?



What are the reasons for the decision or change?  
 What outcomes are you hoping to achieve from this change?  
 Who will be impacted by the project or change - staff, service users, or the wider community?

1. In April 2022, the UK Government launched the UK Shared Prosperity Fund ('UKSPF'). UKSPF is central to the Levelling Up agenda and provides funding for local authorities to deliver projects against three strands; people and skills; supporting local business and communities and place.
2. The allocation to the Council for people and skills is £1,042,560.00. The allocation is spread across 15 months beginning in January 2024, with all expenditure and projects to be completed by March 2025.
3. The Employment and Skills service at the Council has, since January 2021, had access to the European Social Fund grant aimed at supporting economically inactive residents into accessing local training and employment.
4. The GLA has devolved their allocation of UKSPF, People and Skills, to sub-regional partnerships to contract and manage employment initiatives. Enfield is a member of the Local London sub-regional partnership, covering Northeast and Southeast London. The Council obtains its funding pursuant to a grant funding agreement with Local London (London Borough of Redbridge Accountable Body).
5. The expenditure of the grant must be used to meet commitments in the grant funding agreement. The commitments can be seen below.

*Table 1: Output and Outcome commitments as per the grant funding agreement*

<b>Output/Outcomes</b>	<b>Name</b>	<b>Target</b>
Output	Number of residents enrolled onto programme	304
Output	Number of residents engaged with keyworker services	304
Outcome	Number of people engaged in job-search following support	82
Outcome	Number of people reporting increased employability following support	48
Outcome	Number of people in any form of employment following support	46
Outcome	Number of people in London Living Wage paid roles following support	8

## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)**

## Age

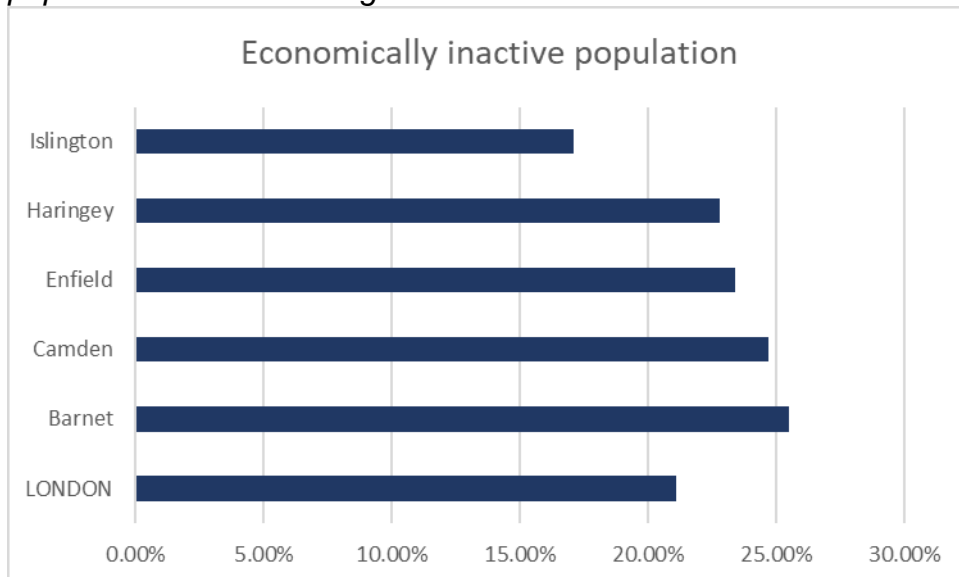
This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

Enfield has a higher than average level of economic inactivity amongst 16+ year-olds compared to the London average:

*Table 1: North Central London Boroughs economic inactivity of 16+ year olds. % of population of each borough. Source: ONS*



The UKSPF People and Skills strand is designed to support economically inactive residents aged 16+ into moving closer to work. This will have a positive effect on people aged 16+ and particularly for residents aged 50 and above as there are specific equality targets regarding this cohort:

*Table 2: equality targets for UKSPF people and skills recipients*

Equality characteristic	% of all clients
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

### Mitigating actions to be taken

No mitigating actions to be taken.

### Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

Any resident with a disability that is out-of-work, and aged 16+ will be eligible for UKSPF. This programme will have a positive effect on residents with disabilities. The service is mandated to work with at least 101 disabled residents as per the equality targets below.

*Table 2: equality targets for UKSPF people and skills recipients*

Equality characteristic	% of all clients
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

### Mitigating actions to be taken

**No mitigating action to be taken**

### Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

Any resident that has one or multiple barrier to work and is aged 16+ will be able to access the UKSPF funded programme for free. Local London have requested that we monitor gender reassignment recipients and report this into the sub-regional

areas pooled outputs.

**Mitigating actions to be taken**

**No mitigating action to be taken**

**Marriage and Civil Partnership**

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

Any resident that faces barriers to employment and is over the age of 16 can be a beneficiary of the UKSPF people and skills funding. There will be a neutral impact on Enfield residents that are married or in civil partnerships.

**Mitigating actions to be taken**

No mitigating action to be taken.

**Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

It is unlikely that women late into pregnancy or on maternity leave would require the service provided by the UKSPF People and Skills grant. However, any 16+ resident facing barriers to employment can become a beneficiary. If a resident would like support in advance of giving birth then they would be able to, as childcare is included as a barrier to employment.

<b>Mitigating actions to be taken</b>
<b>No mitigating action to be taken</b>

<b>Race</b>										
This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.										
Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people of a certain race?  Please provide evidence to explain why this group may be particularly affected.										
The project team delivering the UKSPF People and Skills funded programme are mandated to work with ethnic minority groups, with 45% of the recipients on the programme as a minimum target must be from an ethnic minority group. This equates to 165 residents (minimum) from an ethnic minority group receiving free employment and training support.  <i>Table 2: equality targets for UKSPF people and skills recipients</i>										
<table border="1"> <thead> <tr> <th>Equality characteristic</th> <th>% of all clients</th> </tr> </thead> <tbody> <tr> <td>Ethnic minority group</td> <td>45%</td> </tr> <tr> <td>Residents aged 50 and above</td> <td>32%</td> </tr> <tr> <td>Female beneficiaries</td> <td>49%</td> </tr> <tr> <td>Disabled beneficiaries</td> <td>30%</td> </tr> </tbody> </table>	Equality characteristic	% of all clients	Ethnic minority group	45%	Residents aged 50 and above	32%	Female beneficiaries	49%	Disabled beneficiaries	30%
Equality characteristic	% of all clients									
Ethnic minority group	45%									
Residents aged 50 and above	32%									
Female beneficiaries	49%									
Disabled beneficiaries	30%									
<b>Mitigating actions to be taken</b>										
<b>No mitigating action to be taken</b>										

Equality characteristic	% of all clients
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

<b>Religion and belief</b>
Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including

lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

Any resident that faces barriers to employment and is over the age of 16 can be a beneficiary of the UKSPF people and skills funding, regardless of any religious affiliation.

#### **Mitigating actions to be taken**

**No mitigating action to be taken**

#### **Sex**

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

The project team delivering the UKSPF People and Skills programme are mandated to work with female beneficiaries of the funding. This will have a positive impact on female Enfield residents that require support identifying training or employment pathways.

*Table 2: equality targets for UKSPF people and skills recipients*

<b>Equality characteristic</b>	<b>% of all clients</b>
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

#### **Mitigating actions to be taken**

**No mitigating action to be taken**

--

### Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

Any resident of Enfield that faces barriers to employment can access the support, regardless of their sexual orientation. Sexual orientation is not monitored and reported on.

### Mitigating actions to be taken

**No mitigating action to be taken**

### Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The UKSPF People and Skills grant is designed to tackle rising rates of economic inactivity across the UK. In Enfield, the project team delivering the programme will focus on the Eastern corridor of Enfield across the Lee Valley including the neighbourhoods of Bullsmoor, Edmonton Green and Edmonton Fore Street. The service will operate out of Edmonton Green Library, a ward with one of the highest rates of socio-economic deprivation in London.

### Mitigating actions to be taken.



**No mitigating action to be taken**

## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

Reporting on the UKSPF People and Skills delivery will be on a monthly basis and will include a number of protected characteristics such as sex, race, age and disability status. The service must ensure it reaches the minimum commitments of the grant in terms of reaching protected groups.

Should the service fall behind on these commitments, an evaluation of how we are performing our outreach duties will need to take place.

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments

This page is intentionally left blank