

Bristol Local Development Framework
Supplementary Planning Document Number 6



Economic Contributions from New Development

October 2005



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COMMUNITY INVOLVEMENT STATEMENT

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POLICY GUIDANCE

1.0 INTRODUCTION

- 1.1 Development activity brings capital investment, business and employment to the city. There will be new jobs during construction and new opportunities for employment on completion. There will be opportunities for encouraging small businesses, for local purchasing and the growth of the social economy, for bringing community benefit and for improvement of the built environment.
- 1.2 Bristol City Council and its partners are committed to the sustainable economic regeneration of the city. Consideration of the social and economic impacts of new development plays an important part in sustaining the local economy, maintaining Bristol as an important location for business and investment, and in tackling economic exclusion by supporting excluded people and communities. This guidance document details the wide range of planning opportunities that have been taken across Bristol and elsewhere and aims to assist developers achieve their contribution to the city's sustainable economic development.
- 1.3 Traditionally, the jobs and benefits created by new development have not always been accessible to those local people who need them. SPD 6 provides a framework to

enable a wider distribution of economic benefit through a number of positive initiatives, including improvement in the skills of the local workforce. This is essential if development activity is to be sustainable and if the city is to remain competitive and economically vibrant. Developers will also find increased community support and goodwill towards their proposals by considering how they can contribute to these aims.

- 1.4 Planning agreements have been used in the past to ensure that any specific potential negative effects arising from a new development are "mitigated" or counteracted (e.g. to secure necessary improvements to highways). More recently, however, planning agreements have been used to secure measures of more general relevance to a proposed development, including measures aimed at fulfilling employment and economic development purposes which can legitimately be taken into account in the planning process.
- 1.5 Bristol City Council wishes to maximise the benefits of development by encouraging developers, contractors and sub-contractors to participate in voluntary agreements, Local Labour Agreements and consider other economic contributions that can positively address social exclusion. Much of this can be achieved through careful planning, with financial support and contributions playing a secondary role. Where financial contributions are required, this will usually be achieved through a section 106 agreement. SPD 4, 'Achieving Positive Planning Through The Use of Planning Obligations' looks at the use of section 106s and planning agreements in more detail.





- 1.6 The Council will seek to maximise contributions to communities from land development and will seek to ensure economic inclusion and regeneration through the planning process. It is intended that contributions are primarily secured for priority regeneration areas and residents in deprived communities. The section on established need provides more information on this. An Economic Impact Assessment (see appendix 1) may be required where appropriate and can be used to identify areas of need and to target resources.¹
- 1.7 Public bodies undertaking new development can contribute to the aims of SPD 6 but need to adhere to EU Regulations designed to prevent discrimination against suppliers from throughout Europe. See appendix 2 for guidance on how local and social contributions can be achieved whilst adhering to these regulations.



2.0 PURPOSE

- 2.1 SPD 6 will assist all those involved in the development process and regeneration in Bristol, including developers and agents in the understanding and implementation of the economic and sustainable development objectives of the Community Strategy and the Bristol Local Plan. This guidance identifies a range of local economic contributions that may be expected of development, details how they have been achieved in the past, how they can be delivered in the future and where help is available to guide provision.
- 2.2 SPD 6 provides supplementary guidance to the Bristol Local Plan (1997) and the Proposed Alterations to the Bristol Local Plan (2003) and will be a component of Bristol's Local Development Framework. SPD 6 is consequently a material consideration in the determination of

planning applications and should therefore be considered at an early stage of a development project.

- 2.3 The document aims to provide clear advice to all those involved in the development process to secure appropriate economic contributions, to maximise sustainable economic impact and help to meet a number of wider economic and regeneration objectives. It should allow developers to plan for desirable economic contributions in their feasibility studies and should assist in negotiations between developers and the council.
- 2.4 The summary and further information in sections 2 and 3 of this document identify and detail the full range of economic contributions. They also provide example clauses of development agreements and section 106 agreements where relevant.

¹ Urban development projects of over 0.5 hectares are normally required to submit an Environmental Impact Assessment, including an Economic Impact Assessment, under the Town and Country Planning Act 1999. An Economic Impact Assessment can also be requested by the Local Planning Authority of other developments where appropriate.



3.0 CONSULTATION

3.1 SPD 6 has been subject to extensive consultation and representations have been fully taken into account to ensure that the document is robust and soundly based. The Community Involvement Statement detailing the consultation undertaken, the representations received and the local authority's response to those representations is available as a technical annexe.

4.0 POLICY BACKGROUND

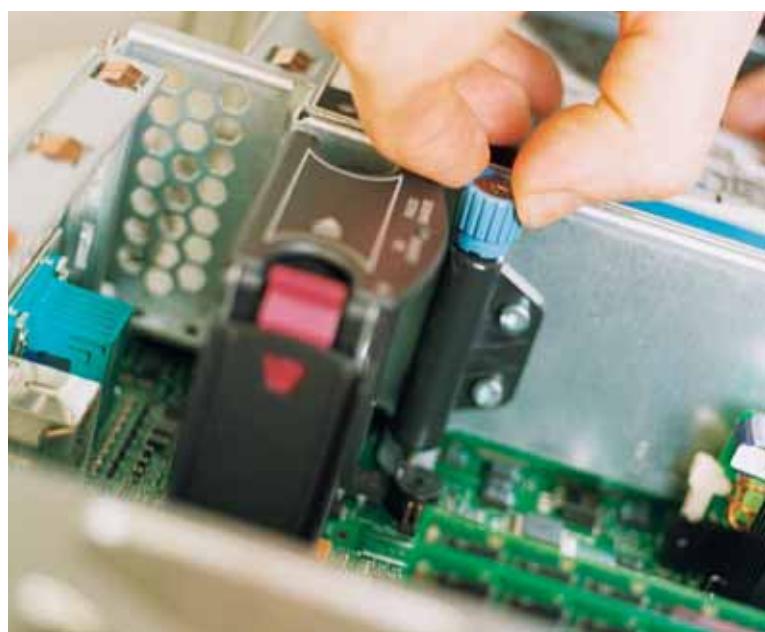
4.1 National, regional and local policy provides the justification for the drive to seek economic contributions from new developments as set out in this Supplementary Policy Document.

4.2 The use of planning obligations is outlined in Government Circular 05/2005 (Planning Obligations) and in recent guidance PPS1 (Delivering Sustainable Development). PPS 1 stresses the need for planning to *'facilitate and promote sustainable and inclusive patterns of urban and rural development by contributing to sustainable economic development'*. It also requires Planning Authorities to ensure that social inclusion, economic development, environmental protection and the prudent use of resources are at the forefront of policy making and implementation.²

4.3 In addition Regional Policy recognises the high levels of deprivation within Bristol and consequently that *'new development should be a positive force for change. It should facilitate regeneration and restructuring, particularly of pockets of disadvantage.'*³ With reference to strategic employment sites, Regional Planning Guidance suggests these should support... *'programmes of regeneration...'* and includes a policy of *'positively promoting and encouraging new economic activity in the areas where it can bring the greatest economic and social benefits...'*⁴

4.4 The Adopted Local Plan has a policy EC10 which states that *'in the case of major industrial and commercial development, a planning obligation will be sought through negotiation, to provide for new or improved social and community facilities'*. The Proposed Alterations to the Bristol Local Plan (2003) are of limited weight but are relevant in informing the emerging context of this document. They include a new policy IN1. It states that *'The City Council will expect developers to provide or make contributions towards social, economic or environmental investment to reduce the impact of development and ensure all needs are addressed.'*

4.5 The Bristol Local Plan recognises the clear benefits of sustainable economic development to achieve long-term returns. Tackling problems in areas of disadvantage, retaining existing jobs, creating new employment opportunities and enabling local people to gain access to jobs of a sufficient number, type and quality are some of the primary concerns of the adopted Local Plan.



² Government guidance is available on <http://www.odpm.gov.uk>

³ Regional Planning Guidance for the South West, September 2001. Paragraph 3.8

⁴ Regional Planning Guidance for the South West, September 2001. Paragraphs 5.15 and 5.5.



Key objectives also include:

- identifying and protecting employment land
- building a significant social economy
- and regenerating business trading areas.

4.6 Through these objectives, the Local Plan acknowledges that sustainable economic development and regeneration principles are legitimate criteria against which to assess development proposals.

5.0 POLICY STATUS

5.1 This Supplementary Planning Document will be taken into account as a material planning consideration when planning applications are being considered. The SPD has been prepared in accordance with national and regional policy, and derives out of the adopted development plan.

5.2 The content of this SPD is consistent with policies and policy justification in the adopted Bristol Local Plan. Policy IN1 - "Achieving Positive Planning" - of the Proposed Alterations to the Bristol Local Plan (2003) demonstrates the City Council's commitment to providing an explicit planning obligations policy. The City Council will seek to include this in the relevant future Development Plan Document.

5.3 It is acknowledged that at present there is no explicit adopted policy for economic contributions and that this is relevant to the weight, which can be given to this SPD. Nonetheless, it is considered that this SPD is demonstrably founded on adopted policy and also provides a valuable guide to the context of emerging policy in which appropriate contributions can be encouraged and negotiated. Appendix 3 demonstrates in more detail the policy basis of this SPD.

6.0 OTHER POLICIES

6.1 All relevant policies within the Bristol Local Plan and supplementary planning guidance must also be observed. The Supplementary Planning Document 'Achieving Positive Planning Through the Use of Planning Obligations' provides an overarching policy framework for the negotiation of planning agreements and is available at:

www.bristol-city.gov.uk/planningpolicy.

6.2 The City Council is currently developing its Economic Strategy 2005-2020, due for adoption in Autumn 2006, which will set out the key issues of sustainable development to be addressed in the medium to long term. The West of England Small Workspace Strategy and the City Council Retail Strategy, due for adoption in Winter 2005 and Autumn 2006 respectively, are also relevant. For further information on these documents please contact the Economic Regeneration Team.

7.0 ESTABLISHED NEED IN BRISTOL

7.1 There are ten priority neighbourhoods under the government's Neighbourhood Renewal Strategy and there are other smaller pockets of disadvantage in the city. The City Council is working primarily with these ten communities to develop local action plans for neighbourhood renewal. The Neighbourhood Renewal Strategy is



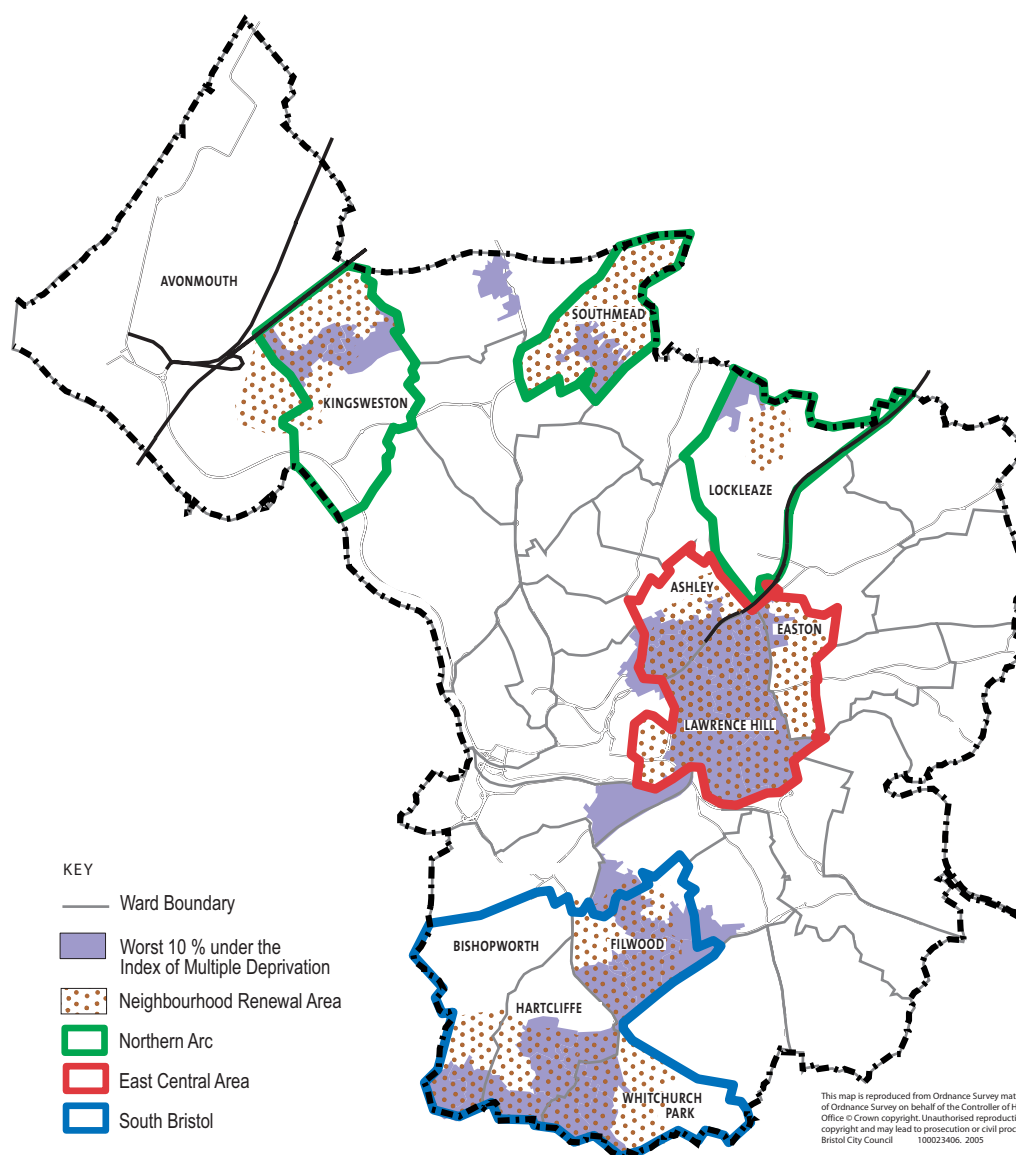


available on the City Council website at www.bristol-city.gov.uk/regeneration. Any development proposals arising within or near to these neighbourhoods, needs to assess the impact on them and support this local renewal agenda. Currently the priority neighbourhoods under the Bristol Neighbourhood Renewal Strategy are:

- Hartcliffe and Withywood
- Knowle West
- Easton
- Lawrence Hill

- Barton Hill, Redfield and the Dings New Deal For Communities Area
- Ashley, St Pauls and St Agnes
- Lockleaze and Upper Horfield
- Southmead
- Lawrence Weston.

Smaller pockets of disadvantage have been identified in other wards in the city, and residents from these areas should likewise be able to access the increased support and contributions secured.





ECONOMIC CONTRIBUTIONS SUMMARY

INTRODUCTION

Bristol is a thriving city with a vibrant business community. To ensure Bristol retains a sustainable economy and a competitive business environment, development needs to take account of social, environmental and economic issues.

Communities must be given opportunities to benefit from development, through improvements in quality of life. Ultimately this benefits the development, the community and the city as a whole. Community liaison groups such as the Broadmead Neighbouring Communities Forum can be used to minimise the impact of demolition and construction on local residents and businesses, by providing a forum for raising and addressing community concerns.

A summary of the types of economic contribution that can be achieved through new development follows. This supplements the primary policy guidance document, by providing practical and specific guidance on the nature and scope of various types of economic contribution. Further information on each of these is then provided in a series of information sheets, which provide examples of contributions and where appropriate, example clauses from formal legal agreements.

Developers are also referred to the Bristol Charter for Local Recruitment, Training and

Enterprise Support (in Appendix 4), which enables a developer to demonstrate commitment to the basic principles of supporting the local economy.

THE LEVEL AND TYPE OF ECONOMIC CONTRIBUTION

All developers should consider how their development can contribute to the city. The level of contribution sought will reflect the scale and nature of the development, although most developments will materially impact on the area within which they are to be located and a contribution may therefore be appropriate. A contribution will normally be sought from larger developments and those requiring an Economic Impact Assessment as part of their planning application.⁵ The range of contributions which are possible reflects the flexibility of approach that can be applied to individual sites and premises.

The City Council Economic Regeneration Team will evaluate the impact of a development to assess the type of contributions a development may deliver and this will inform the Development Control Case Officer in establishing the range of contributions appropriate to the development. The economic contribution that is appropriate will be considered alongside other planning obligations as part of a negotiated package. For further information, see Supplementary Planning Document 4 'Achieving Positive Planning Through the Use of Planning Obligations'.



⁵ Urban development projects of over 0.5 hectares are normally required to submit an Environmental Impact Assessment, including an Economic Impact Assessment, under the Town and Country Planning Act 1999. An Economic Impact Assessment can also be requested by the Local Planning Authority of other developments where appropriate.





EMPLOYMENT

In some parts of the city, people face barriers to employment such as limited childcare, low skills or lack of work experience. Skills gaps are reported by local employers, particularly in certain sectors, and the effects on business can include higher costs or limited output and growth.⁶ To address these needs, we positively encourage:

- Using Local Labour in Construction– there is a large pool of construction workers who can be accessed through the On-Site Construction Employment Agency and local Job Centre Plus offices. The Bristol First directory provides information on local construction firms at www.bristol-city.gov.uk/bristolfirst
- Apprenticeships - these are a valuable way of contributing to the future skills-pool in the city and assisting young people into work.
- Training funds and end-use employment for local people – funds can be administered by a joint management structure and are used to address the multiple barriers people may face in accessing work opportunities. Other opportunities can be secured by a simple

commitment to advertise vacancies in the local area and guarantee interview.

- Childcare – allows a return to work and a more easily achieved work-life balance through provision designed to suit local circumstances.

BUSINESS AND ENTERPRISE

Business and enterprise activity are viable and sustainable routes out of unemployment and underemployment. Small businesses and the self-employed support wealth creation and help to retain wealth within an area. Accessible business advice, premises for start-ups and small businesses and a viable trading environment are important factors in helping small businesses. The Small Workspace Strategy confirms a continuing demand for workspace and that a large number of businesses find a lack of suitable premises to be a problem.⁷ In order to address these needs, we encourage:

- Support of the local economy – through local procurement of goods and services as an alternative to purchasing those same goods and services from further afield. The Business Match website provides you with a quick and easy matching service on www.businessmatch.org.uk.

⁶ Bristol East Side Traders Business Survey.

⁷ Survey of Managed Workspace in the West of England 2002.



- Support of the social economy – through procurement of social economy goods and services as an alternative to purchasing those same goods and services from private-profit companies.
- Flexible business premises – especially of small and start-up units on accessible lease terms, for which there is high demand. This provision ensures continuing opportunities for business start-up.
- Retail space for independents and essential goods and services – by designing in smaller units and kiosks. Local people benefit from easy access to services and the development achieves a more diverse and interesting character.
- Provision of business support – the Bristol Means Business consortium and other Business Support agencies across the city can help to ensure a vibrant and successful business community is supported to achieve its potential.
- Retail and business area improvements – improving security, reducing dereliction and blight and improving retail and business trading environments attracts investment, supports socially responsible behaviour and increases trade.

COMMUNITY

Social problems and disaffection contribute to a decline in local business environments and add to business costs. Community empowerment, community engagement and involvement in decision making are important in sustaining long term benefits from new development. The insight of communities into problem areas and identifying needs is very valuable and wider community engagement raises the profile of new development and helps to create goodwill in the local area. We therefore encourage:

- Community Endowment Funds – administered by the Greater Bristol Foundation, funds can be accessed by local projects according to local priorities for social and economic facilities and services.
- Company sponsorship schemes – including mentoring, ‘buddy’ programmes and payroll giving, schemes allow employees opportunities to contribute to nearby communities as part of their personal training and development.
- Community facilities – including meeting and function space, workspace and training facilities.





ADMINISTRATION OF FUNDS

Economic contributions may be given in the form of funds for delivery of local projects. The City Council has a legal obligation to monitor and account for these funds and will consult with the developer or site-owner on the fund management and administration. Fund management will normally be handled at a local level using the experience of existing organisations. Where a management group is set up to assess applications, it will include local organisations, stakeholders, statutory agencies, the Council and the developer or site-owner.

Voluntary and community sector organisations, statutory agencies, and service providers will be eligible to apply for funding. Applicants must meet the standards of the City Council, including a demonstrable commitment to best practice in equal opportunities policies. Individuals applying for funding will usually be able to do so through a key organisation managing a small grants pot. For example, some funds are

administered by the Greater Bristol Foundation for community groups and local development trusts. The Temple Quay North Community Endowment Fund is being administered in this way for the residents of Barton Hill and the Dings.

SECTION 106 PLANNING AGREEMENTS

Contributions can be secured through a section 106 agreement to ensure that the economic contributions provided are secured and delivered as intended. A voluntary agreement may be appropriate, for example, where the On-Site Local Labour Agency is to be used but no financial contribution is required, and planning conditions can be applied where the aim is to regulate how the development is implemented.

Example of clauses from formal legal agreements are given in the further information sheets where appropriate.

FURTHER INFORMATION

EMPLOYMENT

Using Local Labour in Construction

Construction activity in and around Bristol has been rising in recent years. This upsurge offers a great opportunity for employment both during the construction phase and the end-use of each development but there are concerns about an increasing skills shortage. Traditionally labour shortages mean overdue work, contract penalties and loss of profit.

Local labour agreements are now widely accepted and are common practice with many private developers and contractors. As well as aiding with the development in question, they help establish a local workforce for future work. The employment of local labour has also been proven to reduce crime and increase community goodwill towards development.

The availability and development of a workforce in proximity to a major development reduces transportation problems and minimises commuting distances, thereby ensuring that new development has a reduced environmental impact on neighbouring communities and the city as a whole.

Measures to encourage or secure local labour can be implemented through either a voluntary agreement or (where appropriate) a section 106 agreement.

The On-Site Initiative aims to access employment opportunities for local people within the construction industry, and to raise skill and employability levels. On-Site acts as a specialist agency, maintaining one of the largest registers of local construction workers and local firms and contractors.

It provides a rapid job matching service, a direct link to training providers and regular advice. Retaining wage costs within Bristol circulates money within the city and assists in regenerating the local economy. Expanding the local employment base allows entry and apprenticeship training to reverse the trend of an increasing average age of construction workers.





All developments should be encouraged to use On-Site, as well as advertising all vacancies through local JobCentre Plus offices, though developers are free to source their own local labour or run their own schemes.

On-Site is free and accessible for all developers and where contributions to running costs may be sought for larger developments, these are comparable to the costs a developer would incur in employing any agency. It is suggested that projects of a value under £1 million are suited to voluntary agreements with On-Site to secure their commitment to employing local labour without the need to put their commitment through the formal planning process. Discussions may seek to achieve reasonable targets for the percentage of local employees or contractors and a funding element to cover On-Site costs, staffing and a site base where appropriate.

The Bristol First directory also provides information on local construction firms, it is available at www.bristol-city.gov.uk/bristolfirst

Examples of local labour initiatives:

Bristol:

- Local labour was utilised in construction of the new Children's Hospital.
- £25,000 towards the support of the On-Site Local Labour Initiative was secured from a redevelopment in Cheese Lane in the City Centre.
- £50,000 towards the setting up of an On Site local labour initiative within the the Temple Meads area was secured from the new development at Temple Quay North.

UK:

- 8 development sites around the Grand Union Canal, Paddington Basin, London, are subject to section 106 agreements to secure local labour.
- The Birmingham Alliance set up a comprehensive local labour programme for the redevelopment of the Bullring Shopping Centre.

Example planning agreement clause, as applied at Temple Quay North, Bristol, 2002:

The developer shall pay to the Council the sum of £50,000, index linked from the date of this committee, for use by the Council at its sole discretion or by any other formally constituted body approved by the Council, towards the setting up of an 'On Site' Local Labour Initiative within the Temple Quay/Temple Meads area, payable on or before the first material operation implementing the permission ('material operation' being defined in section 56 of the Town and Country Planning Act 1990). The financial contribution shall be returned to the developer if, after ten years from the date of the payment to the City Council, it has not been spent.

FURTHER INFORMATION

EMPLOYMENT

Apprenticeships for Local People

The sponsoring of apprenticeships during construction should be encouraged for all large developments and in some cases may be secured through a 106 agreement. By ensuring placement opportunities on new developments, it will be possible to provide good quality training for more of those looking to enter this sector and so address both unemployment and industry skills shortages.

The On-Site Construction Initiative can recruit and administer apprenticeships, usually based at the City of Bristol College. Apprentices work a three day week on site, with two days per week spent at college. The cost is favourable in comparison to labour costs, as outside funding is secured to match the contribution made by the developer.

Local labour can be secured either through a voluntary or a S106 agreement. Apprenticeships are usually secured through negotiation with

the main contractors and sub-contractors, or are undertaken by construction companies under their own apprenticeship schemes.

1 apprentice will cost £8,000 per year for three years.

3 apprentices will cost £20,000 per year for three years.

Examples of apprenticeship initiatives:

- Bagnalls Construction employ between 3 and 5 apprentices every year.
- Wimpy employ 10 apprentices every year and place them with their sub-contractors, 2 in each of the five trades of bricklaying, carpentry, plastering, painting and decorating and electrical work.





Example – letter of intent given for the Hengrove Park development in South Bristol:

Prior to the commencement of development the developer will agree and subsequently use all reasonable endeavours to implement an approved Construction Training and Employment Method Statement, that will achieve the following outcomes:

- 52 person-weeks of employment for a new construction trainee that is a resident of South Bristol, for each £1million (pro-rata) in construction cost (excluding land, fees, VAT, fittings, fixtures and equipment)
- each construction vacancy on site – including those in subcontractor organisations – to be advertised through the On Site Construction Initiative and in job centres in South Bristol
- the application of good equal opportunities recruitment procedures and management practices by contractors and subcontractors; and
- the provision of quarterly and cumulative monitoring information that will provide evidence of the implementation of the method statement.

FURTHER INFORMATION

EMPLOYMENT

Training Funds and End-use Employment for Local People

An Economic Impact Assessment can be used to identify disadvantage in areas adjacent to a new development and the difficulty existing residents would have in accessing jobs arising from that development. This is often due to lack of training and experience, as well as other barriers to work. Training funds are set up to support existing residents into work, thereby allowing them to access the economic benefits and investment being brought to the area. This helps to mitigate the negative effects of the otherwise increased socio-economic polarisation of existing and new residents and employees.

Training schemes also support local business sustainability by ensuring that new or expanding employers contribute toward the cost of their own training needs, rather than placing this cost on existing businesses through the informal practice of 'poaching' staff. A number of developments will have significant end-use employment, for example, large retail developments or financial services, which will require large numbers of trained employees. In the current buoyant economic situation employers are finding recruitment an increasingly difficult challenge, particularly in sectors with identified skill shortages. Developers should liaise with the Employment and Skills Section of the Economic Regeneration Team, who can then assist with links to relevant local organisations and training providers. Developers are encouraged to provide information on end-users at the earliest opportunity in order for the Employment and Skills Team to arrange appropriate end-use training and employment programmes.

Training funds and programmes are administered by local partners, including Job Centre Plus and West at Work. Contributions toward training provision are usually secured through a section 106 agreement. Local recruitment by end-users and the sponsorship of

local employment services can be secured through the developer stating a commitment by all successors in title, i.e. lessees or purchasers. End-users can commit to advertising job vacancies with local employment services prior to or alongside advertisement further afield.

Examples of training fund and end-use employment initiatives:

Bristol:

- At Imperial Park, Hartcliffe, a £750,000 training fund has been established through contributions from end-users and developers. A Joint Management Group oversees the allocation of funds.
- £50,000 has been secured from the Courage Brewery development for a training and employment initiative which will increase access to jobs for people in the Redcliffe area.
- £250,000 has been secured through the expansion of the Broadmead shopping centre. It is intended that this sum will help to fill the thousands of extra retail and leisure jobs created by the development. The adjacent disadvantaged wards of Ashley, Easton and Lawrence Hill will be targeted with extra support to enable residents to access these job opportunities.





UK:

- The Job Guarantee Scheme at Tesco Seacroft in Leeds, aimed to employ 300 local residents with high support needs and multiple barriers to work. Trainees were selected by an interview process called first impressions, which considered merits and potential. Those selected were guaranteed jobs on condition of attendance at literacy, numeracy and customer care courses at the local family skills centre. Free bus transport and childcare was provided for potential workers in order for them to attend. When the store opened, 230 of the new jobs went to the long-term unemployed. All but 12 were still working there a year later and of those who left, 10 went on to take up other jobs. Six of the original intake are on a fast-track trainee management programme.
- In-work support, including mentoring, benefits advice and meeting personal needs such as disability, debt, drug problems and other barriers
- Marketing of jobs, training, support and recruitment events
- Employer briefings and equalities training
- Transport costs, equipment and clothing
- Adult care costs for someone who is an unpaid carer or assistant to a disabled or older person
- School-age preparation for the world of work, work experience and awareness raising linked to sectors relevant to Imperial Park
- Pre-work support – mentoring during training and meeting personal needs such as disability, drug problems and other barriers

Example planning agreement clause and extracts from the terms of reference and papers of the Joint Management Group, as applied at Big W, Imperial Park, Bristol, 2002:

- The purpose of the Fund is to assist local residents in south Bristol to access employment opportunities created by the Site (either within businesses on the site or businesses providing a service to the site e.g. landscaping, security). Funding to be clearly linked to the progression of individuals within the labour market.
- The employment and training projects which will be eligible to receive allocations from the Fund and will include without limitation:
 - Basic and key skills training
 - Customised and pre-recruitment training
 - Childcare
 - Pre-vocational skills training including, time management, appearance/presentation, working with others and work experience
- Administration of the Job Guarantee Programme for Imperial Park
- Discretionary funds to cover all other financial barriers experienced by individuals in entering the employment market
- Neither the Owner nor any commercial operators located on the Site will be eligible to receive allocations from the Fund
- Projects must demonstrate a commitment to support the needs of equalities groups i.e disabled people, people from Black and Minority Ethnic communities, lesbians, gay men and bisexuals, women, young people and older people, young people looked after, travellers, refugees and asylum seekers, and offer targeted services which are accessible to all.

FURTHER INFORMATION

EMPLOYMENT

Childcare

Access to childcare facilities is a considerable barrier for many wishing to take up employment. Contributions to or provision of affordable childcare facilities can be achieved in different ways, as will best suit local circumstances, and in order to fill the gaps in existing provision.

Appropriate premises and equipment can be provided on-site, allowing nursery provision by community enterprise.

End-users may choose to run their own crèche facilities.

Funding may be provided to allow individuals to access childcare cover during training and job application.

Examples of childcare provision initiatives:

Bristol:

- Imperial Park, the £750,000 regeneration fund includes funding for childcare.
- North Redcliffe Village, a crèche building is being provided as part of a wider scheme.
- The Gatehouse Centre, Hartcliffe, includes a nursery scheme for local provision of childcare.

Example of projects supported by the Imperial Park regeneration fund from Big W, Imperial Park, Bristol, 2002:

Taken from papers of the Joint Management Group, administering the Training and Employment Fund

The Regeneration Fund Criteria include the following childcare projects as suitable for funding:

- 'Wraparound', daycare and pre-school nursery provision

- Signposting
- Support and advice in claiming appropriate childcare state subsidies, tax relief and benefit
- Support and advice on management of payments to providers.



FURTHER INFORMATION

BUSINESS AND ENTERPRISE

Support of the Local Economy

Support of the local economy retains a higher percentage of expenditure within the city and increases local wealth, creating new jobs and protecting existing ones. A 'Local Money Flows' analysis, as developed by the New Economics Foundation illustrates the additional benefit to the local economy by supporting a local firm.

Locally owned businesses tend to employ local people and to source locally, moreso than national or international bodies. For example, a national or international firm will have it's accountancy, marketing and many other functions undertaken at the place of it's headquarters, where a local firm will use a local practitioner.

Local money flows estimate that £1 spent with a local supplier can be worth £1.76 to the local economy, as the local supplier re-spends 76 pence of the original £1 in the local area. In contrast, £1 spent with a non-local supplier or business can be worth as little as 36 pence to the local economy as the majority of the money

is funnelled straight through the core of the business, which is outside the area. Only 36 pence may go to the local economy in the form of salaries and some supply contracts.

Larger, national or international firms can still seek to benefit the local economy as much as possible by sourcing their supplies and services from the local area wherever possible.

Generally, support of the local economy increases a sense of connection to the local area and goodwill. Locally and independently owned shops add local character to a new development, by offering something different and local sourcing adds character whether by use of local building materials or the use of local food produce.

The further information provided on 'Supporting the Social Economy' and 'Retail Space for Independents and for Essential Goods and Services' also provide useful examples of how to support the local economy.





Examples of local supply initiatives:

Bristol:

The Bristol Business Directory aims to strengthen the Bristol economy by increasing local trade, helping Bristol companies to identify local customers and suppliers. With around 6,000 companies listed under 800 categories, the Directory provides access to a huge range of different products and services.

- The Bristol Business Directory is available online, with a search facility, at www.businessmatch.org.uk. All Bristol businesses which sell to other businesses can register their company details free online.

- Business Link West organises regular 'Networks for Construction' events in Bristol and Bath. These provide opportunities for developers to deliver presentations on their current projects and to meet potential contractors and sub-contractors in the construction sector. Local supply contracts can be secured through these informal networks.

UK:

- The 'ReGain' programme in Coventry supports the local economy by encouraging local sourcing of goods and services. Its success has resulted in nearly £6.5m of trade being returned to the area over a period of five years.

FURTHER INFORMATION

BUSINESS AND ENTERPRISE

Support of the Social Economy

Schemes which encourage social enterprise development can bring benefit to the wider community through employment and volunteering opportunities, whilst providing vital support and community services or products. Community-based social and economic development can deliver projects that have a sustained impact on the problems of social exclusion and economic decline by emphasising local economic activity, ensuring that the wealth generated remains within the community and involving communities in shaping and managing their own future.

The social economy can benefit from planning and development in a number of ways. Developers and end-users are encouraged to:

- source service contracts from social or community enterprises

- provide premises, sites or workspaces for management or purchase by the social economy
- contribute to running, set-up or expansion costs
- offer sponsorship and technical or practical support
- or donate unwanted goods, furniture or computers.

Examples of social economy initiatives in Bristol:

- Aspire, a community enterprise catalogue service, offers high quality Fairly Traded and British gifts. Aspire provides a long-term solution to homelessness by providing jobs, support and training for homeless people.





- The SOFA project collects unwanted furniture and electrical appliances and redistributes them to people on low incomes to help alleviate poverty. SOFA provides New Deal placements and is developing training links with local colleges to offer work experience and training for people excluded from the job market.
- The Ashley Vale Self-Builders Cooperative facilitated the self-build of 20 sustainable, low impact, affordable homes on an old scaffolding yard in St Werburghs. The aim is to create a socially diverse, mutually supportive integrated community to include housing association bungalows for elderly people and the refurbishment of an existing office block for community facilities and workshops for rent.
- Kuumba Arts and Community Resources Project manages and runs workspace units, a library, café/bar, arts, training and education programmes, a nursery and meeting facilities. The Kuumba Project works primarily with the African Caribbean community promoting 'cultural diversity' in the inner city, Bristol and the region.
- The Clean Sweep Cooperative Ltd is an office cleaning company which specialises in small office cleaning contracts. It helps disabled people who are disadvantaged when looking for work, mainly people with learning difficulties.
- The Whole Baked Café provides training for people with learning disabilities who are looking to gain skills and qualifications for employment. The café is open lunchtime Monday to Friday and the outside catering service delivers excellent hot and cold lunches throughout the Bristol area.
- Community Developments Southmead Ltd and South Bristol Community Construction are two community businesses which provide training and work experience to marginalised groups, young people and the disaffected. They provide both construction and maintenance services that may be of interest to those with property management responsibilities.
- Mobile Gardening and Horticulture provides garden maintenance to home owners and businesses, as single jobs or on an ongoing contract basis. Run as a project by Mental Health Matters, a registered charity, it provides a variety of services for people during rehabilitation from severe mental health problems.
- Triodos is an ethical bank providing loans and current accounts for charities, community groups and social businesses. Loan projects are dedicated to social aims which benefit the community, care for the environment, respect human freedom and help to build a more sustainable future.
- The Ethical Property Company lets premises specifically to charities and community enterprises or people and organisations working in the 'social change movement' in the city.
- Neighbourhood centres are vital to communities. Easton Community Association provides rooms for hire, social events, play schemes, youth activities and environmental projects. There are neighbourhood centres across Bristol that can benefit from contributions, sponsorship and support.

FURTHER INFORMATION

BUSINESS AND ENTERPRISE

Flexible Business Premises

The local plan protects designated and valuable employment land and seeks to encourage its redevelopment for modern employment needs where the existing uses or premises are no longer suitable. The local plan also seeks to protect small businesses.

There is a high demand from small businesses for premises and the provision of small units suitable for business start-ups is desirable in the current climate. New developments should make provision for small and medium units suitable for independent businesses where possible.

Units should be designed so as to be suitable for the full range of B1 use classes, including B1c, defined as 'light industrial suitable for a residential area'. Workspaces with full-width retractable doors on the ground floor allow for the delivery and production of bulky goods, as well as other uses. In certain circumstances where workshop provision is more desirable than office uses, it may be desirable to restrict the use through a section 106 agreement or planning condition only to B1c, rather than allowing the usual flexibility of change of use to B1a (offices) or B1b (research and development).



Affordability is encouraged, and can be achieved by setting rents at the lower end of the market rate, but not, except in certain circumstances, by subsidising them. Accessibility is often more important to a new or start-up business and can be achieved through flexible lease or purchase terms. Rents including utilities and business rates increase affordability, and 'easy-in, easy-out' 1- or 2-month renewable leases reduce the risk for new businesses.

Premises can be privately managed or can be leased, sold, or transferred under a section 106 agreement to a local enterprise agency for management e.g. by BEST (Bristol East Side Traders), or the BRAVE Enterprise Agency. On-site business support can be provided alongside managed workspace. Referral systems can be put in place by these agencies to ensure that opportunities are taken by genuine start-ups.

Community Land Trusts, while in their infancy in the UK, also offer a model by which community ownership can be taken of land for the provision of affordable workspace. The advantage of this type of approach is that the economic value is captured for lasting community benefit.

Examples of accessible business space initiatives:

Bristol:

- Verve Properties Ltd is redeveloping The Central Trading Estate in a £15m scheme. The industrial buildings are being transformed into studios, offices, live/work units, workspaces and artist studios around a courtyard with café and event space. The Paintworks, as it is now called, will reinstate the traditional Victorian street pattern and recycle material from the existing buildings where possible.
- Live/work units will be built as part of the Godwin House development in St Paul's.



It is proposed that the live/work units will be leased for letting to new local businesses for a period of 5 years, after which time, first option to purchase will be given to local enterprise agencies for continued access by the local community.

- A new housing-led development on Hewlett Packard land in Lockleaze has secured 5,000 sq.ft of business incubator space on 2 acres reserved for employment use as part of a section 106 agreement. Alternatively, if an independent private developer can be found to deliver the employment element of the scheme, instead of building the incubator space, the developer of the housing element will contribute the equivalent cost of building the incubator space to a fund for business and employment initiatives in the Lockleaze area. The estimated fund amounts to £600,000.

UK:

- Wessex Community Reinvestment Trust manages work units and live-work units for rural enterprises.
- Greater London Enterprise run a large number of schemes including fifty 75 sq.m units on Villiers Road in Kingston.



GLE works with businesses to identify sites and undertakes speculative and grant-aided regeneration schemes.

- The Oxo Tower, South Bank London provides flexible studio workspace as part of a larger mixed use development.

An example of a section 106 clause to ensure the delivery of live/work units and a planning agreement clause to ensure the work element of the units is retained, as at Godwin House, St Paul’s, Bristol 2003.

The Owner will complete and make ready for occupation the Live/Work Units within two years of the date of completion of the first of the dwellings in Godwin House to be occupied.

As a condition of the decision notice, for Godwin House, St Paul’s, Bristol 2003:

To ensure the continued availability of live/work space together with the retention of an active ground floor use within the confines of the new building, the ground and first floor(s) to the live workspace hereby approved shall at no time be occupied independently for either employment or residential purposes unless otherwise agreed in writing by the Local Planning Authority.



FURTHER INFORMATION

BUSINESS AND ENTERPRISE

Retail Space for Independents and Essential Goods and Services

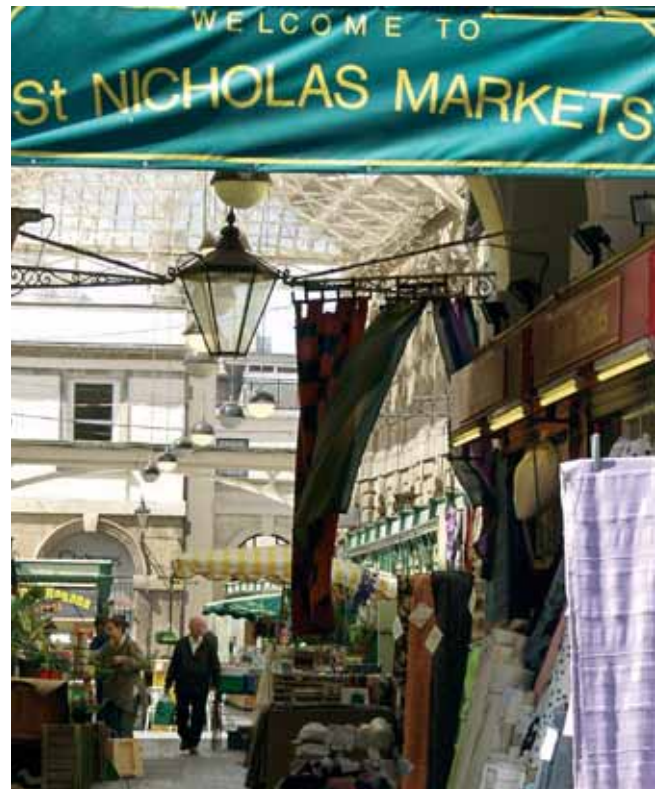
Many new developments provide mainly for chain retailers, high-street stores and national and multi-national companies. Local entrepreneurship can be encouraged at the design stage by larger developments, including supermarkets and department stores, by planning in the provision of counters and/or kiosk units.

A balance needs to be achieved between larger, 'anchor' stores and smaller or more independent and varied retailers. Achieving a local distinctiveness is a real attraction for retail areas, adding to local character and to the shopping experience.

Providing opportunities for low-risk business start-ups and self-employment of local people can encourage goodwill in the community and increase the sustainability of the development. 'Easy-in, easy-out' short term leases of 1 and 2 months allow low-risk trials by new and start-up businesses and encourage independently owned businesses. Affordability is often achieved more through this measure than by reducing rents below market rate, though rates can be kept at the lower end of the market scale to encourage local entrepreneurs.

Independently owned businesses broaden and complement the range of goods and services provided. They maximise and allow a local and unique identity and character of a new development to develop. Specifically providing this type of space also protects existing enterprises whose viability might otherwise have been threatened or supplanted by the new development.

All mixed use developments should include smaller units for independents and essential services in order to balance larger, multi-national stores. Essential services, such as tobacconists, dry cleaners and shoe repair for residents can be



encouraged by the provision of kiosks and smaller units. Opportunities for a sustainable mix of shop type and service, including bakers, greengrocers, butchers and hardware stores should be promoted and encouraged.

New Economics Foundation studies show on average that people withdrawing cash from a bank or cash point spend between 50-67% in nearby shops, that 70% of small businesses visit a bank at least once a week and 8% do so daily, yet some communities currently have no banking presence at all. Cashpoint and banking facilities are therefore also included in the range of goods and services deemed to be essential.

The New Economics Foundation recommend a minimum of 25% of new stores in retail developments are secured for local independents under section 106 agreements. In recognition of the economic and social benefits that local



enterprises bring to a community, it may be appropriate, depending on the circumstances of the application, to encourage this approach.

Examples of locally franchised space:

Bristol:

- The Exchange Hall, Glass Arcade and the covered market at St Nicholas Market in Corn Street provides for around 70 stall-holders, offering a wide range of goods, crafts and foods. Low costs and easy-in/easy-out terms encourage business start-ups and flexibility.
- In North Redcliffe units have been identified as suitable for essential shops and services, including banks, a Post Office, doctor, and leisure and cultural activities.

UK:

- Bradbury Street, Hackney. Ten pre-fabricated kiosk units are rented with an inbuilt 'get-out clause' to allow tenants to vacate before debilitating debts may be incurred from an unsuccessful venture. At the other end of the spectrum, successful businesses can make a further step into commercial retailing by renting a shop from the same non-profit organisation.

- Castlemilk Shopping Centre, Glasgow. The larger redevelopment of a local shopping precinct included kiosk units, which have proved popular. Kiosks range in size from 90 to 190 sq.ft with rents from between £2,000 to £4,000 per year. Castlemilk Economic Development Agency offers business advice to the start-ups.
- Hulme High Street in Manchester has been re-built with a mix of retail and service uses, a market hall, business centre and leisure facilities. The new development includes traditional street layouts with corner shops and neighbourhood shopping facilities.
- The London Borough of Hackney has undertaken the following in the Hackney Unitary Development Policy: 'to use its powers and its role as landlord where possible to protect essential facilities. The following uses will be considered 'essential local shops': food shops such as baker, butcher, greengrocer, grocer and specialist ethnic food shop. The following uses will be considered as 'essential service shops': dispensing chemist, launderette, newsagent and post office.'

FURTHER INFORMATION

BUSINESS AND ENTERPRISE

Provision of Business Support

Contributions to business advice and support to local businesses can help to mitigate any negative effects of new retail or mixed use developments by providing specific assistance to existing businesses in the area. This will help to improve their competitiveness in the market place and their ability to take advantage of any new opportunities that may become available. Businesses taking up the new space may also require help to become established.

Medium and large-scale developments introducing new business or retail space will be required to undertake a detailed Retail Impact Assessment to assess the impact of the proposed development on local businesses and small retailers in the immediate vicinity of the development and adjacent areas. The assessment can identify both the opportunities and the potential threats presented by the development going ahead.

The opening of a new supermarket or retail facility can affect small businesses. This may have undesirable consequences for communities, for example where the range of accessible goods and services in an area is substantially reduced. An existing small business under threat may make just enough to cover its trading costs but not its fixed costs, which it can cover by accessing any financial reserves. There is often therefore a time-delay of 2 to 3 years between a new supermarket or retail facility opening and any smaller shops closing due to its effect.

Retail Impact Assessments will be taken into effect in determining planning applications for new retail facilities or supermarkets, but applications which are approved may also be required to provide funds under a section 106 agreement to mitigate for any possible effects of the increased competition.



Funds can be focussed on business support and niche marketing to increase competitiveness. Advice on business planning, marketing and promotion, cost efficiency, diversification and options for business development can be vital in assisting small businesses to survive in the face of new competition. For retailers, while new shopping centres may offer competition, they can also draw new customers into the area, encourage footfall and an overall rise in retail activity in the area. It is possible, with careful planning and the right support, for existing businesses to benefit from new developments. Funding can be provided to one or more of the existing business support agencies to expand their services or to concentrate provision in the identified areas. In Bristol there is a network of business support organisations operating as part of the Bristol Means Business consortium, which cross-refers clients in order to ensure that they receive the most appropriate help, training and support.

Business support services can also be provided alongside managed workspace units.

Information on the range of business support services can be found on the Business Match website www.businessmatch.org.uk. Specific services to businesses in inner city areas can be promoted through this website.



Examples of business support initiatives:

Bristol:

- Bristol East Side Traders offer a range of support services to small businesses and business start-ups in the inner city. Workers dedicated to specific regeneration or retail areas can be funded by private development.
- BRAVE offers enterprise and business support services including grants and training.
- The Broadmead development has provided £250,000 under a section 106 to be used for a broad range of employment and enterprise initiatives including business support.
- The Hewlett Packard development in Lockleaze provides up to £600,000 for employment and enterprise initiatives including enterprise support alongside the land set aside for workspace development.

UK:

- Greater London Enterprise offers business advice and micro-loans of up to £20,000 to the small businesses occupying its units.
- Hackney Co-operative Developments assists prospective tenants of shops, workspaces and kiosks at Bradbury Street in Hackney with business support. Business plans are developed to show market research and a reasonable chance of business success, prior to letting. HCD's record in business development and move-on to commercial premises has demonstrated the success of this approach.



FURTHER INFORMATION

BUSINESS AND ENTERPRISE

Retail and Business Area Improvements

As retail and shopping patterns change, investment is diverted into new areas and other subtle influences like parking and traffic systems take effect. As a result certain shopping or trading areas can decline and investment is further reduced. Crime and vandalism increase along with vacant and derelict properties, and a once vibrant shopping area can become run-down and on the margins of viability. The cost of repairs to properties can be prohibitive and outside investment is needed.

Shop front refurbishment schemes and business area improvement schemes raise the attractiveness of the area, encourage further investment and even help to reverse spirals of decline. Vacant and derelict properties can be brought back into use. Often the upper floors can be converted to residential or other business use and funding can be available for buildings in conservation areas.

Residential developments can compensate for any loss of commercial floorspace by provision of commercial units off-site and new developments can contribute to shop front refurbishment schemes and environmental improvements, thereby enhancing the setting for the new development.

The safety and security of business premises and employees can be achieved by following the design guidelines as laid out in Policy Advice Note 14 on 'Safety and Security' and the recent 'Protocol on Designing out Crime'. A secure trading environment reduces opportunity for crime and anti-social behaviour and encourages trade.

Contributions to street wardens, radio link or local security can be made through a planning agreement or through subsequent agreements with other local traders. Traders can also join or initiate a Business Watch scheme and consider the Business Improvement District model.

Contributions to improvements should be linked to retail area improvement plans where possible like those developed for Stapleton Road, Church Road and Stokes Croft.

Examples of contributions to retail and business area improvements:

Bristol:

- The Cater Road Project was set up with SRB6 regeneration funding to address the ailing business environment on the trading estate. Contributions from businesses and new development are being made alongside the SRB funding, towards the environmental, security, legibility and management improvements, which are underway.
- Newland Homes in Eastville have contributed £75,000 towards the Easton Street Warden Initiative. The Street Wardens provide a number of useful functions on behalf of local residents and businesses.





- Residential development at Ducie Road on Lawrence Hill is contributing £500 per unit towards the retail area improvement scheme on Church Road. See www.redfieldtraders.co.uk for further information on the Redfield Action Plan.
- See www.stapletonroad.org.uk for more information on the Stapleton Road Action Plan.

Examples of the planning agreement clause, as applied to the Newland Homes section 106.

Contribution to the Neighbourhood Warden Scheme by Newland Homes, Eastville, Bristol, April 2003:

The Owner covenants with the Council as follows:

To pay the sum of Seventy-five thousand pounds (£75,000) Index Linked towards the provision of the Neighbourhood Street Wardens Programme in the Eastville Ward of the City of Bristol, or in the event of the failure of the Neighbourhood Street Wardens initiative, it will spend the Neighbourhood Street Warden Contribution on other community safety initiatives in the Eastville area.

The Council covenants with the Owner that upon receipt of the Neighbourhood Street Warden Contribution it will transfer the Neighbourhood Street Warden Contribution to United Housing Association or any subsequent organisation charged with administering the Neighbourhood Streets Warden Programme.

FURTHER INFORMATION

COMMUNITY

Community Endowment Funds

Where a wide range of economic contributions is to be achieved or a community wishes to direct the contributions in line with its own regeneration programme, a Community Endowment Fund can provide an opportunity for contributions from the developer.

In Bristol, the Greater Bristol Foundation may be able to administer funds in line with agreed guidelines. Other windfalls, donations or sponsorships or revenues generated can also be submitted to the fund.

Examples of community endowment initiatives:

Bristol:

- Temple Quay North has committed a sum of £250,000 in trust to New Deal for Communities at Barton Hill, Redfield and the Dings.
- The Temple Quay North development is worth around £1.2 billion and 4,800 people will be employed there. Adjacent to the Temple Quay site is a community where 50% of residents have an income of below £8,000pa, 42% of children live in

workless families and 68% of children qualify for free school meals. People who make donations will be invited to sit on the board to determine the projects qualifying for funding.

UK :

- Paddington was designated a Special Policy Area in the 1980s Local Plan with the intention of capturing opportunity from the then pending construction boom.

Funds of around £8m, approximately 10% of the planning contributions, were secured in a Social Community Fund in order to allow the community a say in where some of the planning gain went. The fund is ring-fenced for economic and social benefit and projects are determined according to set criteria. The City of Westminster council, local businesses and Paddington Development Trust meet to decide bids. Much of the funds are used to match SRB funding. The fund can plan ahead through scheduled payments and income from other projects such as affordable housing are also committed to this fund.





An example of a planning agreement clause, as applied at Temple Quay North, Temple Quay North, Bristol, 2002:

The developer shall pay to the Council the sum of £250,000, index linked from the date of this committee meeting, for use by the Council at its sole discretion or by any other formally constituted body approved by the Council, towards the setting up of a community endowment fund, with the objective of regenerating the area encompassed by the Community at Heart New Deal for Communities Project. The monies are to be used to provide new or improved social and community facilities within this area, to be approved by the City Council. Monies shall be payable on or before the first material operation of the residential component of the permission ('material operation' being defined in section 56 of the Town and Country Planning Act 1990).

FURTHER INFORMATION

COMMUNITY

Company Sponsorship Schemes

Where many economic contributions are achieved from the development phase, there are also opportunities to secure sponsorship from the end-users, individuals and businesses alike. Businesses have a wealth of professional skills to offer, including time and expertise, and not just financial support. Business in the Community works with member companies to help them put into practice their commitment to Corporate Social Responsibility. Employees who volunteer report a number of benefits including a wealth of experience, access to the community, open days and opportunities for involvement in a variety of initiatives.

Sponsorship can comprise mentoring and buddy programmes in local schools as well as various volunteering opportunities. Sponsorship schemes can also raise money for a community's social and economic regeneration programmes,

and build links and relationships between new organisations moving into the area and existing more deprived communities adjacent to a development site.

Examples of company sponsorship initiatives from Business in the Community:

Bristol:

- Through Business in the Community, the Bristol ProHelp Group supported the Barton Hill Settlement - a long established, multi-function community and training organisation, with architectural design support to help develop an application to the National Lotteries Millenium Fund for capital to redevelop the site. They were successful in their application and the new building has recently opened.





- Temple Quay North. New Deal for Communities in Barton Hill will offer employees of the large corporate organisations who are intending to move into the office space at the new development the opportunity to give sponsorship directly from their pay-cheques to projects being run by the Barton Hill NDC. Osborne Clark have donated £15,000 to the pot and they and a number of other organisations including the Bank of Ireland are aiming to establish pay-roll giving. A charitable trust will be set up and all 'donatees' will be given a stake at the AGM to determine priorities for projects in the following year and to elect the board.
 - The Business and Education Partnership at Community at Heart arranges for reading mentors and buddies to volunteer with learning support in schools in the Barton Hill area.
- UK:**
- Paddington Regeneration Partnership is a private partnership of businesses and end-users in Paddington. Chaired by HSBC, the business support group principally provides learning mentors, reading mentors and sponsorship to the Westminster Education Action Zone. They raise around £250,000 worth per year of support in cash and in kind.
 - Dresdner Kleinwort Benson has links with two primary and two secondary schools in East London. 100 volunteers act as Reading Partners, Number Partners and Mentors each week and have shown significant impact with Burbage school in Hackney improving from 52nd place out of 53 to 20th out of 53 one year later in 1999. Similarly English Martyrs school rose from a half way position in 1998 to become the second best performing primary in Tower Hamlets in 1999.
 - On the enterprise side, 11 Business Mentors from Dresdner Kleinwort Benson have been working with clients of the Prince's Trust and the East London Small Business Centre – both organisations help entrepreneurs who have been refused loans through conventional channels to set up businesses and the mentoring helps them to develop their business once it is set up. A further 10 East London businesses were started with funds from the Kleinwort Benson Charitable Trust.

FURTHER INFORMATION

COMMUNITY

Multi-function Community Facilities

Community buildings provide an important focus for local people and can include youth and out of school clubs, libraries and social service facilities, health centres and nurseries. They can contribute to the local economy by providing affordable space for meetings, training and functions, and workspace for local businesses, arts-based organisations and community enterprises.

They are important in residential developments, providing space where local people and groups can meet and interact. They help to support a sense of community spirit and a sense of place. Community facilities help to sustain neighbourhood centres and contribute to the economic, social and cultural life of neighbourhoods by providing leisure and recreational opportunities and education and job training facilities.

New facilities provided under a Section 106 agreement need to demonstrate long-term financial sustainability, usually through an agreement to lease to an established community organisation and the production of a viable business plan. Lease arrangements should be aimed at providing an asset base for the prospective tenant such as a local

development trust – a long lease allows the tenant to raise capital against it.

The Bristol Compact – available from Community Development, outlines a series of ‘landlording’ good practice guidelines.

Example of multi-function community facilities:

Bristol

- At Symes Avenue in Hartcliffe a scheme is being progressed by Wm Morrison Supermarkets Plc. in partnership with the city council.

Morrisons are developing a large food store with smaller shop units to provide a much greater range of fresh food and provisions than was previously available in the area. The development is also providing a new 1040 sq. m. community building under a section 106 agreement. The community facilities will house a replacement public library, meeting ‘pods’ for visiting advice services, a crèche, meeting/function rooms for hire and lettable office/training space.





GLOSSARY:

Accessibility	The issue of making something easily reached, obtained, understood or used by a person.
Accessible lease terms	Short lease terms, usually of one or two months, which allow businesses increased flexibility and reduced liability.
Bristol Means Business	A local consortium of business support agencies comprising: BACEN (Bristol Area Community Enterprise Network), BEDF, BEST (Bristol East Side Traders), BRAVE, Business Match, Business West, CDA, CEED, CSV Avon Training, East Bristol Enterprise and Knowle West Development Trust.
Buddy programme	A scheme through which employees can put themselves forward through their employer to volunteer in a local school. Volunteers act as Reading Partners, Number Partners and Mentors to assist children in their schoolwork.
Community Endowment Fund	A fund established to receive contributions through planning agreements and other sources for the benefit of a particular community. Community stakeholders will inform decisions on local social and economic priorities and the allocation of funds.
Community enterprise	A not-for-private-profit enterprise with a community base, such as a co-operative.
Community Strategy	The overarching strategy for a city or area which has been developed by a local strategic partnership representing all local stakeholders, agencies and public services. The strategy aims to jointly address local priority issues such as health, the environment, transport, community safety, opportunities for young people and the local economy.
Corporate Social Responsibility	An approach taken by corporations to continually improving their positive impact on society, on communities and the environment in which they are operating. Taking a responsible attitude.
Deprivation	Not having the basic things that are considered necessary in life, such as enough money, food or good living conditions. Deprivation is usually analysed and measured in terms of multiple deprivation; taking into account income, employment, health, education, skills, training and housing.
Development Trust	A development trust is an organisation engaged in the economic, environmental and social regeneration of a defined area or community. They are community owned and are actively involved in partnerships between the community, voluntary, private and public sectors.
Economically active	The proportion of people of working age who are active in the labour market, including all those who are working and who are available to work i.e. including those seeking Job Seekers Allowance.





Economic contribution	An increase in wealth, skills, experience and economic well-being.
Economic exclusion	The disadvantage and barriers experienced by people in accessing economic benefit and well-being.
Economic Impact Assessment	A framework for assessing the economic consequences, opportunities and threats of a proposed development.
End-user	The company or business who buys or leases a property once it has been built.
Local	Local is a relative term. The key aim in the SPD is to distinguish the local from the national or international, but local should also be considered on different levels. For example an inner city development should give first consideration to the local area, which is the local neighbourhood. Then consideration should be given to the wider inner-city, the city, the city region, wider sub-region and the West of England.
Local procurement	Sourcing goods and services from the local geographical area, thereby reducing the impact of freight transport and supporting the local economy.
Local Plan	The local land-use policy framework.
Mitigation	To make the effects of something less harmful, unpleasant or bad.
Mixed use development	The integration of land uses into an area, such as housing, employment and leisure, so that people can live in close proximity to all the facilities that they need, thereby reducing the need to travel and making places more attractive and safe.
Neighbourhood Renewal	A government strategy for regeneration which provides support for communities to develop their own priorities for action under Local Neighbourhood Action Plans covering themes such as health, education, the external environment, and employment and enterprise.
New Deal for Community	A government programme in Barton Hill, which aims to bridge the gap between some of the poorest members of society and the rest of Britain by focusing on the most deprived areas. Through local partnerships it addresses a wide range of themes including unemployment, health, crime and educational achievement.
Pay-roll giving	Donations made directly from a person's monthly salary payment.
Planning obligation	An agreement made between the local planning authority and another party, which concerns a particular aspect of a development; usually made in connection with granting of planning permission and often securing community benefits. A planning obligation can also be made unilaterally.
Regeneration	The process of putting new life back into derelict and degraded areas through environmental improvements, re-development and community investment.



Section 106 / S106	The section of the Town and Country Planning Act 1990, which allows for planning obligations, including economic contributions to be made.
Skills gap	The difference between the skills required by businesses and local organisations and the actual skills available in the workforce.
Social polarisation	Differences and divisions of interest and identity amongst people that may cause tensions. These divisions can arise from or be made worse and compounded by changes in economic or social circumstances.
Socio-economic group	Groupings according to a mix of wealth and employment status. Sometimes used in general terms, it also refers to set categories used commonly in market research.
Social economy	The not-for-private-profit sector including community enterprises, co-operatives and voluntary organisations.
Supplementary Planning Document (SPD)	Planning guidance, which details how a particular policy in a local plan can be implemented. For example, guidance on affordable housing, energy efficiency and conservation has been developed to support implementation of the current adopted plan.
Sustainable development	Commonly defined as ‘development that meets the needs of the present without compromising the ability of future generations to meet their own needs’ (Brundtland Commission 1987: Our Common Future). Generally it means taking economic, social and environmental considerations into account at the same time.
Sustainable Development Profile	A framework to assess the relative sustainability of development proposals and ensure development balances economic, environmental, social needs and expectations.





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APPENDIX 1:

Economic Impact Assessments

Urban development projects of over 0.5 hectares may be required to submit an Environmental Impact Assessment under the Town and Country Planning Act 1999. As part of this, or in certain other circumstances, the socio-economic impact of the proposed development will be taken into account. Presentation of this information should lead to an analysis of skills gaps and probable training needs, with a view to people in the area having an opportunity to access the jobs created by the development. The assessment may help to determine the number of apprenticeships that the development could support, or it can inform and demonstrate a need for business support work in the area to ensure that especially small and medium sized enterprises are able to counter any adverse effects arising from the development.

Many independents or existing businesses may appear to survive a new supermarket or retail facility opening, but are in fact using up financial reserves. A time delay of 2 to 3 years is not uncommon before existing businesses show signs of failing and this should be taken into account, particularly in Retail Impact Assessments.

The 'Local Money Flows' Analysis, developed by the New Economics Foundation, provides a means of looking into the benefit to the local economy of different types of business or proposed development, and should be undertaken.

The potential economic impact of a development may be to a wide as well as a small, local area, thus the use of a two-tier impact area is suggested –

- (i) the local area or neighbourhood that is studied in most detail (eg. Redcliffe or St Paul's) - and

- (ii) a wider "catchment" area, that is ward-based, but which may take into account more than one ward, the whole city or even the Bristol travel to work area, depending on what is appropriate for the size and type of development being proposed.

At the local area level, detailed profiles may have been produced by local regeneration projects such as Redcliffe Futures or the Neighbourhood Renewal partnerships. At the wider "catchment" area level, on the Bristol City Council web site there is a 'ward finder' facility where it is possible to access ward maps, ward profiles and a link to the Office for National Statistics Neighbourhood Statistics Service.

The Research and Monitoring web site www.bristol-city.gov.uk/statistics includes data on population by ward, unemployed claimants and deprivation in Bristol (deprivation is analysed in terms of multiple deprivation, income, employment, health, education skills and training and housing). 2001 Census Ward Information Sheets are also available.

The following information is usually required in an Economic Impact Assessment. Possible sources of data that developers will be able to access directly are also provided.

- Information on the numbers and types of jobs and the skills required by those jobs likely to be created by the development (including socio-economic categories).

The developer should use their own estimates, together with the total number of jobs by ward available from the Research and Monitoring web site (see above), to help show the relative impact of the development in terms of number of jobs.





- The projected number of labour hours in the different labouring categories of brickwork, electrical work, plumbing, decorating and carpentry needed to complete the construction phase of the development.

Developer to use own estimates.

- Information on current unemployment, economic activity and inactivity in the area, by age, gender, length of unemployment and any other relevant demographics

Unemployed claimant data is published on a monthly basis by the Office for National Statistics and is available from the Research and Monitoring web site.

Unemployed claimants are available on a ward basis by age, gender and length of unemployment.

2001 Census Ward Information Sheets: economic activity and inactivity.

- Information on skills levels in the area, by age, gender and any other relevant demographics

2001 Census Ward Information Sheet: qualifications by gender.

Learning Partnership West may have other data (contact: 0117 927 7116)

- Information on the socio-economic categories of people living in the area

2001 Census Ward Information Sheet: socio economic group of economically active residents.

- Information on the local economy, an appreciation of the types and sizes of existing businesses in the area

The number of units/firms at ward level is available on the Research and Monitoring web site. This includes those employing 10 or less employees, the number of manufacturing units and the number of service industry units. Source: ONS Annual Business Inquiry.

- Information on the potential for increased economic activity and the provision of services and facilities in the area caused by the development

The developer should use their own estimates

- Information on the anticipated loss of business and any effects of competition on existing enterprises in the area caused by the development

The developer should use their own estimates.



APPENDIX 2:

Public Procurement

Public bodies have to adhere to complex EU regulations designed to open up procurement to suppliers from throughout Europe and 'to ensure that there is no discrimination against nationals from other member states, or the products of those states, in the award of public contracts for works, supplies and services'. This is not to say that public bodies cannot include 'social clauses', in the awarding of contracts as long as they relate to the way in which a contract is executed and do not discriminate against contractors.

All government departments are required to tackle social exclusion, and it is a legitimate priority of public bodies, whether the police, health services, education or higher education services or registered social landlords, to identify social inclusion as one of their organisations objectives and consider this as an aim in the procurement process. The most important element to achieving this within EU regulations is to ensure that the community benefits are included in the 'core aims' of the procurement, that they are 'directly relevant to the product or service being procured' and that they are 'supported by the contracting authority's objectives'.

Group terms such as 'long-term unemployed', 'young people' or 'trainees' can be used, but contributions limited to a local area must be guarded against discrimination. To avoid this, particular groups can be targeted 'through supply-side actions that maximise the take-up by the local communities', including the provision of pre-recruitment promotions, support and training.

The final word on public procurement is that rules and regulations are complex and professional advice should be sought on a case by case basis.

More recently, e-procurement has raised new issues for SMEs and local micro-enterprises, as the e-procurement process tends to favour larger or non-local firms. Research commissioned by Bristol City Council into model clauses and procurement processes that will facilitate a targeting of some contracts to local firms, within the EU procurement and UK Best Value regulations has now been completed and the recommendations are being implemented. For further information contact the Business Support or Corporate Procurement Teams.





APPENDIX 3:

References to the Adopted Local Plan (1997) and the Proposed Alterations to the Bristol Local Plan (2003)

This Appendix provides cross-references to adopted and proposed policies and associated justifications. For this purpose the range of economic contributions are numbered as follows:

EMPLOYMENT

- 1: Using Local Labour in Construction
- 2: Apprenticeships
- 3: Training funds and end-use employment
- 4: Childcare

BUSINESS AND ENTERPRISE

- 5: Support of the local economy
- 6: Support of the social economy
- 7: Flexible business premises
- 8: Retail space for independents and essential goods and services
- 9: Provision of business support
- 10: Retail and business area improvements

COMMUNITY

- 11: Community Endowment Funds
- 12: Company Sponsorship Schemes
- 13: Multi-function Community Facilities

and then cross-referenced to the relevant policy or paragraph in the Adopted Local Plan (1997) or the Proposed Alterations to the Bristol Local Plan (2003).





Local Plan Ref.	Policy Statement	Desired Economic Contribution
EC10	In the case of major industrial and commercial development, a planning obligation will be sought through negotiation, to provide for new or improved social and community facilities on or easily accessible to the site where the need for these arises directly from the development concerned and is necessary for it to proceed. Provision should be fairly and reasonably related in scale and kind to the individual development.	No. 11, 12, 13
IN1 (2003)	The City Council will expect developers to provide or make contributions towards social, economic or environmental investment to reduce the impact of development and ensure all needs are addressed.	All
B4	Developments should aim to provide safe and secure environments	No. 10
6.1.2	Retaining existing jobs and creating new employment opportunities are principal priorities of the Local Plan. Local businesses, by providing employment and income for residents, contribute directly to the prosperity of the city . . . The city council is particularly concerned that there should be a wide range of employment opportunities to meet the needs and aspirations of the resident workforce.	No. 1, 2, 3, 5, 6, 7, 8 and 9
6.1.6 (2003)	. . . Key sectors . . . on which regional and national future prosperity depends . . . (include) vi) Social Economy.	No. 6
6.1.7 (2003)	The growth of the service sector has traditionally had a high proportion of female employees (e.g. medical services, retail, hotels, catering, office work) and as such should therefore be encouraged to be supported by the development of locally based, affordable and accessible childcare for both babies/young children and those of school age.	No. 4
6.3.7	Objective: To achieve community and environmental benefits as part of new economic development.	No. 10, 11, 12 and 13
6.4.4B (2003)	<p>The Local Plan can provide the land use policy framework for effective intervention to secure benefits which may include:</p> <ul style="list-style-type: none"> • An enhanced physical appearance of sites, buildings and their setting • Affordable, well managed premises meeting modern requirements • Better working environment for employees • A more attractive environment for private sector investment <p>Such intervention should be careful not to prejudice valuable existing business space, often small-scale affordable community-related uses.</p>	No. 10
6.4.9 (2003)	<p>Development of land for any employment use should promote employment and equal access to employment by addressing the following issues:</p> <ul style="list-style-type: none"> i) Training, local labour and apprenticeships ii) Childcare iii) Integrated employment opportunities through skills identification iv) Access for disable people; and v) Community benefit 	No. 1, 2, 3, 4, 6, 11, 12 and 13
7.1.7	The city council wishes to ensure good shopping services for all members of the community. Shopping is a basic need and also a major contributor to the physical and social structure of the city.	No. 8



APPENDIX 4

Bristol Charter for Local Recruitment, Training and Enterprise Support

Preface

Bristol, as a leading UK and European city, aims to sustain and strengthen its vibrant economy as one that attracts inward investment and has at its foundation a skilled and motivated local workforce. It is in the interests of local developers, contractors and employers to ensure that barriers to the effective utilisation and up-skilling of the local workforce in all its diversity are removed. Alongside this, there is a need to enable and support the local business community, especially small businesses, to engage with major development and regeneration projects across the city as contractors, sub-contractors and suppliers of goods and services.

In the context of the major development and regeneration activity on-going and scheduled in the city centre and south Bristol over the next 5-10 years, the Bristol Partnership wishes to promote a collective commitment on the part of developers and investors in Bristol to maximise local recruitment, equality of opportunity, training of the local workforce and support of local enterprise in the form of a 'Charter'. This document sets out some basic principles of approach, and refers to associated codes of practice, which investors, developers and major contractors involved in commercial development and mixed use regeneration projects around the city are invited to endorse and use their best endeavours to implement.

The Bristol Charter principles and practical mechanisms will be backed by existing and new public sector initiatives for local employment, training and enterprise support, as well as resources for 'local/community benefit' projects negotiated with developers under Section 106 of the Town and Country Planning Act 1990. Thus the Charter will be promoted to developers and investors from both private and public sectors at

local, regional and national levels. The prime movers of The Bristol Charter are already formally engaged in joint working through the Economy Group of the Bristol Partnership (the local strategic partnership). The initial sponsors so far include Bristol City Council, Jobcentre Plus, Business West and the Bristol Alliance (developers of Broadmead). This group now invites other investors, developers, contractors and local and national employers to endorse the Charter.

The Bristol Charter Commitments

Signatories to the Bristol Charter will use their best endeavours to advance and achieve the following principles and objectives:

1 Local Recruitment and Training

- Recruit from and engage pro-actively with Bristol's local communities, including support of employment and training initiatives operating at local and neighbourhood level, advertising in local media and following national and local models of good practice to ensure that the recruitment process is as open and inclusive as possible.
- Encourage and facilitate their construction and other contractors and employers relocating to commercial development and regeneration sites in Bristol to source their labour and skills needs, as far as possible, from the Bristol workforce – with particular regard to adjacent communities, disadvantaged social groups and neighbourhoods (i.e. the ten Neighbourhood Renewal areas).
- Promote a more diverse Bristol workforce by ensuring that, as far as possible, all contractors and sub-contractors are not





only complying with minimum legal obligations but also striving to follow best practice in equal opportunity recruitment and personnel management. This may include a 'Positive Action' process to recruit and develop employees who are from under-represented groups or are otherwise disadvantaged within the work force.

- Ensure that school and college leavers and people who have been economically inactive for some time are given due opportunity and sufficient training, mentoring or other support to enter or re-enter the local labour market successfully and develop their skills.
- Ensure that the skills and productivity of their existing workforce are enhanced through appropriate in-house or external training, learning and personal development programmes.
- To work with local agencies and networks to target local suppliers, private and social enterprises, including ethnic businesses, based in or serving disadvantaged areas of the city, e.g. Bristol Means Business Consortium, Bristol Social Economy Development Project, Black Business Association, the Asian Business Club, Community Regeneration Partnerships and Neighbourhood Renewal steering / task groups.
- To seek to make adequate provision within medium to larger-scale commercial developments for smaller units and workspace schemes, including flexible lease arrangements, which are designed to meet the needs of new and growing small businesses, including social and ethnic enterprises. (NB. a package of collaborative measures is being piloted by Broadmead Board and BEST, which may provide a model for other developments)

2 Local Enterprise Support

- To make all reasonable efforts to maximise purchasing and contracting of goods and services from appropriate local suppliers (within City of Bristol / West of England sub-region). These efforts should include pro-active measures to publicise and promote supply / tender opportunities to small firms; to facilitate tenders, e.g. considering approaches from consortia of smaller local firms, and dividing contracts into smaller lots.
- To make pro-active use of existing local supplier information bases such as the Bristol Business Directory and Business Match website, the Bristol First Guide to Construction, Planning and Development, Guide to Social Business, the Sustainable Construction Guide and other local directories, e.g. BEST (Bristol East Side Traders) and Avon Local Food Guide, lists of environmental services providers maintained by the CREATE centre and others.
- To undertake joint marketing, promotional and other support initiatives with small businesses located in the same or adjacent areas to the development or belonging to the same sector.
- To communicate and promote activity by their contractors and end users related to local supply and enterprise support objectives, and to undertake to monitor their performance, activities and impacts. To report on a regular basis to the Bristol Partnership and Bristol City Council.



Developer Commitments

Developers signing this Charter will seek to:

- Adopt appropriate operating procedures, consistent with their powers and regulatory framework, in order to implement the foregoing principles
- Cascade the commitments to their partners, contractors, agents, and end-user employers and
- wherever possible, incorporate these principles into their specifications and contract conditions and give them due weight in their procurement process and contract management.
- In the case of construction projects, support the On-Site Bristol Code of Practice.

Employer Commitments

Contractors and major employers signing this charter will seek to:

- Respond with goodwill to a client's commitments and requirements under the Charter
- Ensure that sub-contractors also co-operate fully to implement these commitments and requirements.
- Support the work of the relevant sector or trade training bodies and local training providers; and
- Wherever possible, incorporate these commitments into their specifications and contract conditions, and give them due weight in their procurement process and contract management.

Public Agency Commitments

The employment, training and enterprise support agencies and projects signing this charter will seek to:

- Maximise the resources that are available to support the above aims
- Provide advice to clients and contractors and major employers on a project basis in respect of appropriate Charter actions and sources of funding
- Provide appropriate training, job matching, monitoring and reporting services (within the limits of available resources) and
- Publicise locally the contractor's commitment to the local community, hence maximising local support for the Initiative.

Resources

Action on workforce training and equal opportunities is regarded today as an essential element of good corporate management practice and financial planning, as well as being reinforced by national legislation. These activities should be routine and mainstream with a dedicated budget, but companies and organisations may need to review whether they have allocated sufficient funds.

- To achieve the Charter aims it may be necessary to ask construction contractors and other employers to recruit individuals who cannot achieve productivity levels that are commensurate with that expected of people with their experience or wage requirements. It is recognised that in some circumstances this may only be viable where subsidies can be provided.
- To ensure that the support and monitoring services match the scale of development activity, developers may be asked to set aside a sum as a contribution towards the support, promotion, monitoring and reporting activity.

