

North Lanarkshire Council Report

Housing Committee

Does this report require to be approved? Yes No

Ref PH/JS/NS Date 06/11/24

New Supply Community Benefits Update

From Pamela Humphries, Chief Officer (Place)

E-mail stevensonjam@northlan.gov.uk **Telephone**

James Stevenson
Housing Development
Manager
Tel. 07583098631

Executive Summary

The purpose of this report is to update Committee on community benefits activity related to the new build housing programme for the period 1 September 2023 to 1 September 2024 and provide an update on community benefits delivered in the last 3 years from 2021 to 2024.

Recommendations

It is recommended that Housing Committee:

- (1) Consider the contents of the report regarding the current position on the delivery of community benefits.
- (2) Note that an update on community benefits from the New Supply Programme will continue to be submitted annually.

The Plan for North Lanarkshire

Priority	Improve economic opportunities and outcomes
Ambition statement	(1) Ensure a housing mix that supports social inclusion and economic growth
Programme of Work	Transforming Places

1. Background

- 1.1 Community benefits are tangible, positive outcomes linked to public sector contracts, which help to improve the lives of local people in North Lanarkshire and help local communities to thrive. Community benefits help to boost employment and skills opportunities for local people and support local community initiatives, in addition to the general economic benefit the investment brings to each area such as increased opportunities for local businesses.

- 1.2 The Council is committed to maximising the delivery of community benefits. The procurements undertaken for any new supply project includes a community benefit requirement which is assessed as part of the quality evaluation.
- 1.3 The Council predominantly use procurement Frameworks to deliver its new build programme where a points-based approach is used, and the supplier must deliver a stated number of community benefits points depending on the contract value. A list of community benefit outcomes and associated points are provided which are specifically focused on recruitment and employment, however purchasers may agree on alternatives with the supplier depending on the needs of the local area.
- 1.4 As part of the Council's Plan for North Lanarkshire to support young people towards more positive outcomes, collaboration between New Supply; Education and Families; Supported Enterprise and Employability teams helps facilitate work experience and opportunities to positive destinations within construction. There is a particular emphasis on supporting key priority groups, as part of the delivery of the Plan for North Lanarkshire and the Workforce for Future Strategy to help tackle inequalities.

2. Report

- 2.1 Officers lead a community benefits development group which meets bi-monthly with the various stakeholders such as education, early careers, virtual schools, supported enterprise, community partnership team, and employability services. The group helps to co-ordinate and maximise opportunities created through the new supply programme, developing plans to deliver and achieve the targets set out in each tender to deliver the council's objectives. This group has also supported other service areas to manage their community benefits in a more consistent and collaborative approach.

External stakeholders such as, Developing the Young Workforce (DYW) and Routes to Work also attend the development group to ensure effective collaboration and implementation of the "Work it" system where young people have an opportunity to input their work experience and employment ambitions and contractors register on the system to help deliver benefits.

Community Benefits Menu

- 2.2 Each of the elements below describe the Community Benefits included in the council's tender process.

Employment - Targeted Recruitment and Employment

- 2.3 The new supply team collaborate at the preliminary stages of each project with arm's length organisation "Routes to Work" to maximise the partnership with the contractors to match the right job for the right person within North Lanarkshire and to tackle any training requirements to support people entering employment. Understanding the contractors' proposed community benefits activities and outcomes from future projects, helps with forward planning and the ability to collaborate with internal and external stakeholders prior to the commencement of the project to achieve maximum benefit. All relevant stakeholders meet at the Community Benefits Working Group to collaborate and discuss future requirements.
- 2.4 As outlined in Appendix 1, since 2021, there have been 34 local people employed through community benefits from key priority groups such as people who have been unemployed for more than six months and/or have no relevant experience and/or

women returning to the labour market. A further 13 employment opportunities for people from priority groups are projected. The posts provided must be a minimum of 30 hours per week and last a minimum of 26 weeks. In addition, 26 new start apprentices have been employed. The apprenticeship must be filled either by a person aged 16 years of age or older. There have also been 65 workplace placements which lasts a minimum of two weeks for an unemployed person 16 years or over and include vocational tasters, to enable the person to gain a meaningful insight into the construction sector and/or business operations evident with the supply chain. Collaboration at the initial stages of each development has proven to help secure a meaningful work placement or permanent position.

Education - Build Your Futures '24

- 2.5 In collaboration with the councils' partners within the construction Industry, Developing the Young Workforce (DYW) created a "Build Your Future" programme to inform and inspire young people to consider and explore careers within the built environment. Originally piloted in Forth Valley, the programme is now expanding nationally. As part of their community benefits commitments, MAST Architects delivered a session for twenty young people (S1-S3) and teachers from Bellshill Academy at the Old Town Hall, Motherwell which is undergoing a strip out contract prior to residential development. The challenge was to identify a derelict building in their community and re-imagine it for a new purpose. After a site visit, they had to measure and cost their design and present their proposal.

Construction Skills Certification Scheme (CSCS) Training for Additional Supported Needs (ASN) Sector

- 2.6 During 2024, five pupils from Buchanan High school and one pupil from Caldervale High School, took part in training for both SQA Health and Safety in a Construction Environment and CSCS. Each of these pupils has an added support need ranging from Global Learning Delay to Autism.
- 2.7 In 2024, five pupils passed their SQA and CSCS Exam with three via the No Limits Apprenticeship Scheme. One participant has moved on from the No Limits programme as has secured full time employment as an apprentice joiner. Another is currently undertaking work experience with a plumbing company with a view to securing an apprenticeship during their next recruitment intake. A third pupil is working as a trainee labourer for McTaggart Construction. Training has also been provided by the contractor to upskill teachers to support those willing to undertake CSCS training. As part of the plan for North Lanarkshire, helping to break down these barriers to achieve these accreditations will help our disadvantaged young people into a construction related career.

Paid Summer Placements

- 2.8 Two contractors agreed to take two young people within NLCs Brighter Futures Programme for a seven-week paid summer placement. The aim of the programme is to prepare students for future employment and address workforce challenges within their aspiring careers paths in the built environment. The first week they were given training and went through their CSCS qualification which they both passed. Contractors CCG at the Brandon Street housing development in Motherwell, and McTaggart Construction at Glenacre (Airdrie) development agreed to give a young person six weeks on site paid work experience to either decide which part of the built environment they would like to pursue or focus on the area they are most interested in.

Due to the success of this programme, New Supply have updated its community benefits menu to include “Paid Summer Placements” and have made some of them mandatory tender requirements for up-and-coming housing projects.

Enterprise – Supply Chain Development

- 2.9 As part of Supply Chain development, the Council encourage appointed contractors to get involved in “Meet the Real Buyer” events. These events facilitate engagement with small businesses within the area to help them develop and grow their business. A further seven Meet the Buyer sessions, and four business mentoring sessions for SME’s are forecast to bring meaningful benefits to SMEs to grow their businesses within NL.

Community Engagement - Financial support

- 2.10 There has been further engagement with the communities’ team to develop further approaches to implement community benefits including Participatory Budgeting (PB). This allows officers who understand local communities at grass roots level to create a process for giving community groups an input to how and where funds should be spent in a fair, transparent and democratic process. It is intended that PB will be the preferred method to implement community benefits financial support and will be part of a future Community Benefits Wish List process being developed.

Some examples of financial benefits provided to communities in this reporting period are outlined below:

- £1,080 donation pledged from the Brandon Street Project to Forgewood Allotments group to rebuild some raised beds for disabled plot holders.
- £3,000 earmarked for help at Muirhouse Primary School working with deprived young people.
- £2,000 from the Castlehill, Wishaw Project for the amenity housing common room, contributing towards the internal decoration, paint, wallpaper, fridge, games, external planters and a shed for their garden equipment.
- £3,200 from our Castlehill Project community benefits to support a paid summer placement within construction.

The financial support forecast outlined in Appendix 1 may still be apportioned through the participatory budgeting process and community projects outlined in the tender documents however the financial support for a community project will also be fulfilled through the new approach “Community Benefits Wish List” being trialled at present.

Non – Financial Support

- 2.11 The community benefits team receive requests or ‘wishes’ from local community groups. From 2021 to date, community benefits linked to the new supply programme has enabled over £37,282 worth of non-financial support to schools, community groups within North Lanarkshire. This includes several non-financial support activities carried out during 2024 with an approximate value of £9,750. Contractors have donated assorted items such as training time and excess materials that may otherwise have been re-cycled or sent to landfill. There are multiple benefits with this process including environmental and financial savings.
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3. Measures of success

- 3.1 Contract performance and community benefits are proactively managed against several Key Performance Indicators (KPIs) that are managed by the New Supply Team. Appendix 1 shows an extract from the New Supply Community Benefits Tracker showing measures of success from 2021 - 2024 and the forecast for the coming months.

4. Supporting documentation

Appendix 1 – Extract from Community Benefits Tracker 2021 – 2024



Pamela Humphries
Chief Officer (Place)

5. Impacts

<p>5.1 Public Sector Equality Duty and Fairer Scotland Duty Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p>If Yes, has an assessment been carried out and published on the council's website? https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p>5.2 Financial impact Does the report contain any financial impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant financial impacts been discussed and agreed with Finance? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.3 HR policy impact Does the report contain any HR policy or procedure impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant HR impacts been discussed and agreed with People Resources? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.4 Legal impact Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.5 Data protection impact Does the report / project / practice contain or involve the processing of personal data? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p>5.6 Technology / Digital impact Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>

Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)?

Yes No

5.7 Environmental / Carbon impact

Does the report / project / practice contain information that has an impact on any environmental or carbon matters?

Yes No

If Yes, please provide a brief summary of the impact?

5.8 Communications impact

Does the report contain any information that has an impact on the council's communications activities?

Yes No

If Yes, please provide a brief summary of the impact?

5.9 Risk impact

Is there a risk impact?

Yes No

If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?

5.10 Armed Forces Covenant Duty

Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)?

Yes No

If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

5.11 Children's rights and wellbeing impact

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes No

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

The report highlights positive benefits derived from Community benefits to support a number of young people, and in particular young people with additional support needs.

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes No

Appendix 1 - Measures of Success

Extract from New Supply Community Benefits Tracker

The table below shows the completed Community Benefits 2021 – 2024

* 1 year constitutes no. of completions from 1st Sept – 1st Sept of the following year.

Targeted Recruitment and Employment		2021	2022	2023	2024	Completed 2021-2024	Forecast 2024/2025
TRE01	New Entrants – Key priority Groups	10	4	12	8	34	8
TRE02	New Entrants – no relevant experience	2	6	3	2	13	1
TRE03	New Entrant - Graduate			1		1	1
TRE04	New Start - Apprentice	7	15	4		26	5

Targeted Skills & Training		2021	2022	2023	2024	Completed 2021-2024	Forecast 2024/2025
TST01	Work Experience Placement (16 + years of age)	10	9	23	23	65	16
TST02	Work Experience Placement (14 - 16 +years of age)	0	1	0		1	14
TST03	Work Experience Placement - Graduate			1		1	0
SKL10	Summer Placement (paid)				2		2
TST04	Careers Event	1	25	26	15	67	11
TST05	Site Visit		9	8	9	26	5
TST06	School Mentoring or Enterprise Programme	0	6	2	1	9	5

Supply Chain Development		2021	2022	2023	2024	Completed 2021-2024	Forecast 2024/2025
SCD01	Supply Chain Briefing with SME's	1	3	1	3	8	7
SCD02	Business Mentoring for a SME's						4

Community Engagement		2021	2022	2023	2024	Completed 2021-2024	Forecast 2024/2025
CCE01	Financial Support for a Community Project	3	7	3	12	25	16
CCE02	Non-Financial Support for a Community Project	7	7	4	9	27	8

Completed = Total of completed community benefits from 13 developments from 2021 to date. *Note total number of completions are higher than post contract award. Some pledges still to be achieved are included in the forecast figure.*

Note 2:- An additional outcome has been added to the CB Menu and this is the Paid Summer Placement (part of the Brighter Futures Programme). Due to the success of this we have included this in our Community Benefit menu.

Forecast = Total includes the community benefits still to be delivered from developments in progress or just started.

A further 29 projects, total of 1066 units still to commence post September 2024 – 2027 which will become part of the forecasted figures as they complete the tender process. These figures will continually change as developments complete and new developments begin.

Figures as per the New Build Summary update as at Sept 24. This does not include off the shelf purchases from developers.