

South Ayrshire Council

**Report by Director – Place
to Cabinet
of 30 August 2022**

Subject: UK Shared Prosperity Fund

1. Purpose

- 1.1 The purpose of this report is to provide an update on the UK Shared Prosperity Fund and; to seek approval from the Council to submit the proposed three year Investment Plan.

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 approves the submission of the South Ayrshire Investment Plan as outlined at [Appendix 1](#), covering financial years 22/23; 23/24 and 24/25, with South Ayrshire Council acting as Lead Authority;
- 2.1.2 approves the programme of work and priority areas as set out in the draft Investment Plan ([Appendix 1](#));
- 2.1.3 notes that the SPF programme will enable the continuation of the ERDF/ ESF projects led by the Council and approves that the staff currently employed on temporary ERDF/ ESF contracts will transfer to the SPF programme as detailed in [Appendix 2](#);
- 2.1.4 notes that the Multiply programme is a new activity for the Council and approves the recruitment of new staff as set out in [Appendix 3](#) to be funded by the ringfenced Multiply allocation in the SPF programme;
- 2.1.5 notes the future aspirations for a pan-Ayrshire regional approach to delivering the priorities of the Shared Prosperity Fund; and
- 2.1.6 notes the ongoing review of Regional Governance arrangements as outlined at 3.10.

3. Background

- 3.1 The UK Shared Prosperity Fund (SPF) is part of the UK Government's Levelling Up agenda. The UK Government has a commitment to 'level up' all parts of the UK,

reducing regional disparities, spreading opportunities and ultimately restoring a sense of community, local pride and belonging

- 3.2 SPF will be managed by the Department of Levelling Up, Housing and Communities (DLUHC) UK Government and awards will go directly to 'lead' local authorities. Investment plans will be developed and submitted by lead authorities to form a contract with UK Government and allow for SPF to be drawn down.
- 3.3 From April 2022 to March 2025, SPF will provide £2.6bn of funding across the UK. There are three investment priorities for SPF: Community and Place; Supporting Local Business and; People and Skills. The overarching aim of SPF is to build pride in place and increase life chances.
- 3.4 There are four levelling up objectives underpinning this:
- i) boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging;
 - ii) spread the opportunities and improve public services, especially in those places where they are weakest;
 - iii) restore a sense of community, pride and belonging, especially in those places where they have been lost; and
 - iv) empower local leaders and communities, especially in those places lacking local agency.
- 3.5 SPF is split into two allocations for each area, a core SPF amount and a further allocation targeted at adult numeracy known as the Multiply Fund. The allocation for South Ayrshire over the three-year programme is £5,048,981 which comprises £4,177,069 core SPF and £871,912 Multiply Fund.
- 3.6 A detailed investment plan is required for submission to UK Government which must be approved and signed off in advance of payment of funding, however eligible costs can be incurred at risk from 1 April 2022.
- 3.7 The fund will operate within the restrictions of annual allocations, with 15% of the total funding being made available in Year 1, 27% in Year 2 and 58% in Year 3. In addition to annual totals, a minimum percentage must be allocated to capital expenditure. The funding is paid annually in advance with a review of actual against predicted expenditure at year end with no opportunity for carry forward currently available.
- 3.8 There are four investment objectives set out in [UK Shared Prosperity Fund: prospectus](#), and the investment plan, including financial tables, is structured following the investment objective categorisation:
- Communities and Place;
 - Local Businesses;
 - People and Skills; and
 - Multiply.
- 3.9 A new regional economic strategy is being developed for Ayrshire that will inform and guide future regional working. Each of the Ayrshire authorities has indicated an

intention to submit individual investment plans that reflect a regional consistency in approach.

- 3.10 A review of regional governance arrangements is due to conclude shortly and be presented to Ayrshire Economic Joint Committee for approval. This review will also include options and proposals to support collaborative working on SPF and other funding opportunities.
- 3.11 The UK Government announced that SPF would act as a replacement for existing EU Structural and Investment Funds (ESIF). The funds being replaced are ESF (European Social Fund) and ERDF (European Regional Development Fund). These funds have provided support to economic development and social inclusion programmes in Scotland for an extensive period. The Council has been a recipient of ESIF, supporting staff posts, Council services and contracts including those with third sector organisations.
- 3.12 It is hoped to sustain and continue to deliver these services and secure a smooth transition from ESIF funds to SPF.

4. Proposals

- 4.1 SPF funding can be allocated in a number of ways by South Ayrshire Council as follows:
- Grant award to public or private organisations;
 - Commissioning third party organisations;
 - Procurement of service provision; and
 - In-house provision.
- 4.2 This flexible approach enables continuity of services through a transition from EU Funds to SPF. This is particularly important given other economic and social factors as a result of disruptions in the global and local economy. Sustaining and maintaining support mechanisms within Council services is particularly critical at this time. Therefore, we would propose that funds under the four investment priorities would be aligned towards existing local ESIF workstreams of activity.
- 4.3 It is proposed that the Council's Strategic Economic Plan [Vision 2030] provides the framework and policy direction of the SPF investment. This will enable robust scrutiny and ensures that investment are robustly targeted to achieve maximum impact.
- 4.4 The investment plan ([Appendix 1](#)) is structured following the template provided by UK Government. The plan requires that the lead authority identifies a number of interventions from a pre-determined list. In order to maintain flexibility and avoid unnecessary monitoring requirements, it is proposed to select interventions, as set out in [Appendix 1](#).
- 4.5 A business process for the delivery of the Shared Prosperity Fund has been designed to enable the Council to respond flexibly to opportunities, whilst maintaining a robust approach to selection into the programme. It is proposed that the SPF programme is primarily a commissioned programme that delivers on agreed strategies, but has the flexibility to secure projects on a challenge fund principle if required. It is proposed that the newly established Member/ Officer

Working Group for Economic Development provides oversight of the SPF programme and ensures that reports are presented to Cabinet for approval of new projects into the programme. It is also proposed that the Service Leads for Thriving Communities and Economy and Regeneration establish a Delivery Group to ensure effective delivery of the programme. Governance diagram is included in [Appendix 4](#).

4.6 Locally, the Community Learning and Development (CLD) Partnership will have the responsibility for Multiply, however there will be opportunities for collaboration with neighbouring authorities through the CLD South West Network. The Regional Skills Group will consider all proposals ensuring the roll out of this new service adds value to existing services.

4.7 Engagement across the Council, with local stakeholders, groups and North and East Ayrshire Council reps has taken place to develop proposals and engagement will continue throughout the duration of the programme. It is proposed that the existing Ayrshire Economic Joint Committee could act as the group accountable for ensuring engagement takes place at the highest levels; at both political and operational levels, and that the new regional economic strategy, currently in development, will influence proposals as part of future SPF rounds.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report. UKSPF Investment Plans will be required to comply with the assessment criteria contained within the UK Government guidance and as such there are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 SPF will provide funds directly to the Council over 3 years to replace ERDF and ESF funds and to further deliver a new Multiply Fund (Adult Numeracy Fund). Allocations are annualised and not equally profiled, which may have implications for continuity of services on a like for like basis, particularly in year 2. It is proposed that (Economy and Regeneration and Thriving Communities will align activities and use service budgets to manage any profiling issues

6.2 Funds allocated to South Ayrshire Council are noted below:

Year	Core	Multiply	Total
2022/2023	£506,926	£263,601	£770,527
2023/2024	£1,013,852	£304,155	£1,318,007
2024/2025	£2,656,291	£304,155	£2,960,446
2022/2025	£4,177,069	£871,912	£5,048,981

6.3 There is a requirement from government to allocate funding against each of the selected interventions. [Appendix 5](#) provides a summary of the proposed allocations.

7. Human Resources Implications

- 7.1 There are approximately 27 Council staff that are currently funded as part of existing ERDF and ESF programmes. The staff delivering the ESF programme are on temporary contracts to coincide with the funding deadline and as the employability delivery is transferred between ESF/ERDF and UKSPF transitional arrangements will require to be introduced to ensure that both fund criteria are met with the delivery of the respective programmes. Additionally, as performance management of employability outputs has transferred from the national bodies such as SDS to the Lead Authority there will be a need to strengthen the dedicated resources to support and oversee the programme, its output for the UKSPF Investment Plan and this work is being considered as part of the delivery proposals.
- 7.2 It is proposed that a numeracy project team will be created to complement the existing adult learning team based within Thriving Communities. Officers will form part of the recently established locality-based Thriving Communities teams and have the responsibility for developing and delivering numeracy provision across South Ayrshire. The proposed new staffing structure includes 1 Team Leader, 3 Development Officers and an Administration Assistant. The Literacy Development Officer posts will be responsible for a locality with one of the posts being split across two localities as detailed in [Appendix 3](#).

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

- 8.1.1 The investment plan is building on the Council's Strategic Economic Plan and current successful delivery of ERDF and ESF projects. Therefore there are no risks associated with adopting the recommendations in relation to the Investment Plan.
- 8.1.2 There is a risk that the Government will not approve the proposed interventions, which could delay implementation or require a different approach. This could mean that current project activity will cease. A delay would also create a risk that the Council will not be able to invest the allocation that has been set by Government for year 1.
- 8.1.3 There is a risk in adopting the recommendations that the services will be unable to find sufficient resources from within the services to manage expenditure profile for year 2. The impact of this risk occurring would be early termination of proposed activities or scale down delivery activities.

8.2 *Risk Implications of Rejecting the Recommendations*

- 8.2.1 There is a risk that if the recommendations are rejected, then the Council will not be able to submit an Investment Plan by the deadline of 1 September and/or draw down any funds from the UK Shared Prosperity Fund, thus disadvantaging residents and communities in South Ayrshire.

9. Equalities

- 9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities

Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as [Appendix 6](#).

10. Sustainable Development Implications

- 10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy, or strategy.

11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to Commitments 2 and 4 of the Council Plan: Closing the Gap/ Reduce poverty and disadvantage; and South Ayrshire Works/ Make the most of the local economy.

13. Results of Consultation

- 13.1 There has been no public consultation on the contents of this report.
- 13.2 Consultation has taken place with Councillor Bob Pollock, Portfolio Holder for Economic Development, and the contents of this report reflect any feedback provided.
- 13.3 Consultation and engagement has taken place with North and East Ayrshire Councils to develop proposals.
- 13.4 Engagement has taken place for People and Skills / Multiply through the Local Employability Partnership and CLD Partnership, consisting of representatives from DWP, Skills Development Scotland, Ayrshire Chambers of Commerce /DYW, Ayrshire College and Voluntary Action South Ayrshire (VASA) as the 3rd sector interface.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director – Place will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the ‘Council and Leadership Panel Decision Log’ at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Submit Investment Plan to UK SPF online portal	1 September 2022	Service Lead – Economy and Regeneration/ Service Lead – Thriving Communities

Implementation	Due date	Managed by
Provide an update to Members on the outcome of the Investment Plan submission once known	1 November 2022	Assistant Director - Place

Background Papers [UK Shared Prosperity Fund: prospectus – updated 1 August 2022](#)

Person to Contact Louise Reid, Assistant Director – Place
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 612032
E-mail louise.reid@south-ayrshire.gov.uk

Theo Leijser, Service Lead – Economy and Regeneration
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 616332
Email theo.leijser@south-ayrshire.gov.uk

Jamie Tait, Service Lead – Thriving Communities
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 559393
Email jamie.tait@south-ayrshire.gov.uk

Date: 24 August 2022



UK Shared Prosperity Fund

Investment Plan Drafting Template

Version 2
May 2022

Your location

To be eligible for funding, you will need to be applying on behalf of a lead authority in one of the [delivery geographies](#).

Select the lead authority

For Scotland and Wales only: Who else is this investment plan being submitted on behalf of? Select all that apply

Your details

Name Theo Leijser
 Email address theo.leijser@south-ayrshire.gov.uk
 Phone number 01292 616332
 Organisation name South Ayrshire Council

Local challenges and opportunities

In this section, we will ask you:

- If you've identified any challenges or opportunities, you intend to support
- Which of the UKSPF investment priorities these fall under

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

The Shared Prosperity Fund programme for South Ayrshire is designed to support the implementation of our Strategic Economic Plan Vision 2030 which is closely aligned to the emerging Regional Economic Strategy. The SPF programme also provides an important lever to strengthen the Ayrshire Growth Deal regional programme and provides the necessary ingredients to achieve sustainable and inclusive growth and ultimately supports the government's Levelling Up policy. The programme will build on current ESIF supported interventions, strengthen their outcomes and enables more effective regional collaboration. The interventions have been selected on the evidence base provided both at a regional and local level.

Many of South Ayrshire's communities and places face persistent and deep-rooted challenges meaning that, especially for those living in the most deprived areas, access to economic opportunity, standard of health and quality of physical environment is significantly below the Scottish and UK average. These challenges can be summarised as follows:

Deprivation, Poverty, Inequality – SIMD

19,619 people or 17.4% of South Ayrshire's population live in the 20% of most Income Deprived data zones in Scotland.

The Scottish Index of Multiple Deprivation (SIMD) 2020 showed the depth of deprivation in South Ayrshire to have increased since the previous study in 2016, with more data zones included within Scotland's most deprived areas. There are now eight South Ayrshire data zones, included in Scotland's overall most deprived vigintile1 (0-5%) compared to six data zones in SIMD 2016. This equates to 16.5% of the South Ayrshire population (18,633 people)

Concentrations of severe deprivation are evident in several neighbourhoods (data zones) within the main town of Ayr, with data zones in Girvan and Troon also falling into the 15% of overall most deprived areas of Scotland. The two most deprived data zones in South Ayrshire (S01012492 and S01012489) are in the Wallacetown area of Ayr, with SIMD rankings of 22 and 25 respectively meaning in relative terms they are the 22nd and 25th most deprived data zones of Scotland's 6,976 data zones. The SIMD 2016 rankings for these two data zones were 64 and 37 respectively.

Rurality – access to services, care, facilities, transport, broadband

28,079 people or 24.9% of South Ayrshire’s population live in the most access deprived 20% of data zones. This proportion is higher than Scotland’s 20.4%. These communities, therefore, face significant challenges in accessing facilities, services (including public transport), opportunities for education and employment.

Health

24,350 people or 21.6% of South Ayrshire’s population live in the most health deprived 20% of data zones. This proportion is higher than Scotland’s 19.6%.

The most health deprived data zone in South Ayrshire (S01012491) is located in Wallacetown, Ayr. It’s ranked the 18th most health deprived data zone out of Scotland’s 6.976 data zones.

The variation in people’s health and life expectancy, between South Ayrshire most and least deprived areas is stark:

- Average male life expectancy in Ayr North is just 72.5 years compared with 79 in Prestwick and 76.8 for Scotland overall
- Early mortality rate per 100,000 in Ayr North is 284 compared to 116 for Scotland
- 27.6% of the population in Ayr North (and 25% in Girvan) is prescribed medication for Anxiety, Depression & Psychosis – Scottish average is 20%

Ageing population

South Ayrshire has an ageing population. Across the South Ayrshire Health & Social Care Partnership area, 26% of the population is aged 65+, compared to the Scottish average of 19%.

Environment

The Scottish Vacant & Derelict Land Survey 2021 shows 72 sites registered as vacant or derelict across South Ayrshire.

Our Town Centres

There are 5 main towns in South Ayrshire, all of which are facing significant challenges. Prior to the pandemic out-of-town development associated with changing retail and shopping patterns removed many activities and assets from them and reduced reasons to visit and dwell. Then Covid-19 struck, accelerating the rise of e-commerce alongside the growth in homeworking, and crucially keeping people, and their money, away from our high streets. Footfall on the UK’s high streets has fallen by 22.2% since 2007.

The state of our town centres is leading to poor productivity, poor service, low investment and sluggish growth. Now towns and town centres must compete against each other, attempting to attract people and business back and only those who understand and capture their market will survive.

Thus, we need to re-evaluate how we look at and manage our towns and town centres.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?

(If yes) Describe these opportunities, give evidence where possible

OPPORTUNITIES

South Ayrshire Council’s Strategic Economic Plan: Vision 2030 sets out an ambition for South Ayrshire to be ‘the place businesses thrive, and people enjoy an outstanding quality of life.’ The Plan is supported by opportunities grouped under three pillars, one of which is the creation of ‘Great Places’ delivering Vibrant Communities and Inclusive Growth. Based

on engagement and consultation, mapping and analysis of assets, South Ayrshire Council intends to pursue the opportunities below with support from the Shared Prosperity Fund:

- Develop the economic vibrancy of town centres
- Enable Community Led Local Economic Development
- Invest in natural capital and environmental growth
- Promote/support social enterprise
- Support the unemployment of public realm and amenities in our places

The Council has adopted a Place Based Regeneration approach, working collaboratively with communities to identify local priorities and wherever possible, enable those communities to lead on the design and implementation of new activity. South Ayrshire is blessed with a stunning natural environment and rich heritage both of which are important to a sense of local identity and will provide the focus for many initiatives moving forward.

Alongside this, the incorporation of active travel and the 20 Minute Neighbourhood principle will contribute to more cohesive, sustainable communities and the achievement of a Net-Zero South Ayrshire.

The Council's commitment to Community Wealth Building, aligned to a regional Ayrshire-wide approach (and the Ayrshire Growth Deal) will bring additional, complementary resources to SPF supported activity.

Likewise, the Council's Community Asset Transfer Team will look to maximise investment in local communities through use of SPF alongside other opportunities including the Community Ownership Fund and Scottish land Fund.

EVIDENCE

The Council is engaged in a Place Planning programme, working with every community across the entire area to identify assets, issues and needs for each village, town or neighbourhood. The resulting Place Plans capture the context and priorities at local level alongside a shortlist of short, medium and long-term actions.

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

The three local authorities across Ayrshire and Scottish Enterprise are committed to supporting businesses to prosper and grow. We recognise that good quality advice and support is one of the key ways to do this, encouraging people to start up, grow and be innovative in their business thinking. A consistent approach and offer has been developed based on 5 design principles:

1. Evidence and needs based – rather than being product led or jumping to solutions, an approach which prioritises the gathering of evidence and understanding the complexity of needs will achieve more sustainable outcomes
2. Business relationships are central – and will require building of service capacity to ensure appropriate skills and expertise can sustain those relationships.
3. Incorporate a Place based approach– recognising the importance of local businesses to improving local resilience and offering flexible support, (eg islands, rural, towns, etc)
4. Deliver new offerings to support recovery and renewal—including a bespoke offer for 'strategic companies', digital, environmental, Brexit support, etc
5. Recognises the role of the wider partnership and beyond the 3 LAs and SE

CHALLENGES:

South Ayrshire Council's Strategic Economic Plan: Vision 2030 sets out an ambition for South Ayrshire to be 'the place businesses thrive, and people enjoy an outstanding quality of life.' The Plan is built upon three pillars, two of which are: "Strong Businesses", and "Good Growth"

The Council has recognised a number of challenge areas in its Vision 2030 which it seeks to address through various programmes. The main areas are:

1. Impact of the covid-19 pandemic

As with the rest of the UK and globally, a large number of businesses were affected by the covid-19 pandemic. Across multiple sectors for varied reasons. Within South Ayrshire, retail, tourism and aviation/aerospace were particularly affected and the Council seeks to build on the lessons learned through this period to support businesses grow and thrive. This could be through expert business support to help retail and tourism businesses unlock new revenue streams and customer groups through the application of technology, all the way through to advancing manufacturing techniques to save time and money within aviation, aerospace, space and engineering.

2. Impact of Economic shocks:

Economic shocks have impacted many businesses throughout the UK by making supply chains more challenging and also reducing staff availability which saw a drop in available staff for the care, hospitality and aviation/aerospace sectors. It is critical that we upskill the existing workforce and make training more inclusive across all socio-economic backgrounds to increase the local workforce and attract more to the area. It is also key that we create more local supply chain opportunities for local companies in significant sectors such as aviation and aerospace. This could be addressed by helping smaller companies overcome perceived access to these supply chains by technical, expert support.

3. Large number of jobs in low-wage sectors and areas of deprivation:

Low wages and poor productivity make it hard for businesses and the area, to compete nationally and internationally. The social benefits of growth must not be underplayed. Enterprises that are willing and able to pay more and produce more will ensure that economic success transforms our communities and delivers more inclusive growth. While employment was increasing prior to COVID-19, average earnings were still below the Scotland and UK average. In 2016, almost 12% of the population lived in the 15% most deprived areas. With a high wage aerospace cluster and with a large percentage of our workforce self-employed, the true picture is likely to be even worse as incomes in this group are traditionally lower still. The consequences of such wage gap are severe, leading, for example, to high rates of child poverty (24%), to poor health and low educational attainment (only 40% HNC/HND and above)

4. Productivity

Low productivity is a problem across Scotland. Of great concern is that the productivity gap is widening. It is through productivity improvements that living standards rise. Improving productivity is a long-term economic challenge which requires investment in better infrastructure, technology and skills.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?

(If yes) Describe these opportunities, give evidence where possible

OPPORTUNITIES

There is a consistent local authority offer across Ayrshire which can be categorised in three distinct offers:

- Business Gateway Provision
- Adviser Resources
- Financial Resources

This consistent offer is freely available to all and has the ability to touch every business positively. It is flexible and can be adapted to reflect need. The model is also scalable depending on resources and provides an excellent vehicle to support business growth and investment.

With every challenge set to a local economy, new opportunity areas present themselves. The Council has already undertaken work to improve and embed local supply chains for the aerospace sector in alignment with the sector as it recovers from covid-19 and global supply chain issues. There has already been early success in this work and we now seek to broaden access to the expert support.

Additionally, the Council have made investments in technology (ie. Virtual and Extended Reality) and are offering free access to this to help local companies make virtual business improvements prior to their own capital spend. This helps de-risk projects for local businesses, with a view to supporting productivity which is a core strategic objective of the South Ayrshire Strategic Economic Plan: Vision 2030.

A project has also been piloted in upskilling the local workforce to meet the opportunity of decommissioning of aircraft. This has been a success and it could be extended to other areas of engineering and align local business staffing requirements to an agile training solution. It is also planned that this project would be specifically targeted to female, people of diverse ethnic backgrounds and people from areas of social deprivation to increase inclusivity.

Retail businesses will continue to need to learn new technological routes to market and creative ways of accessing new revenue streams and customer bases. There is an opportunity through the SPF to unlock new expert support programmes to offer new mechanisms to help local businesses survive and thrive.

As a Lead Authority, South Ayrshire Council has been supporting two projects through the UK Community Renewal Fund (UKCRF) programme. It is anticipated that funding via the SPF can build upon the work to date that was initially enabled by the UKCRF.

These projects have already contributed positive results for participating partners and it is envisaged that additional interventions will bring further benefits. In particular, the Council will support SMEs in South Ayrshire to identify the changes needed to create achievable net-zero action plans in collaboration with its partner the University of West of Scotland. The Council aims to deliver a comprehensive framework mechanism against which any organisation in South Ayrshire can assess their capabilities in reaching the national ambitions in net-zero goals and their progress in achieving these aims and identifying practical solutions, through a fair and unbiased transition.

South Ayrshire communities will benefit as the assessment will give rise to net-zero initiatives which will improve the local environment and create employment opportunities across a multitude of sectors such as: manufacturing, engineering, hospitality, transport, logistics, construction, commercial and business services, to name but a few.

Furthermore, the Council will focus on sectors and communities already experiencing skills deficiencies (e.g. ageing workforce and minority groups) along with those most likely to struggle with meeting net-zero targets, and work with membership organisations/sector bodies when recruiting organisations. This will create a pathway and pipeline of development for upskilling local businesses through collaborations with higher education.

In addition, and in association with North Carrick Community Trust, the Council will support an intensive programme to convert community and business aspirations, ideas, and proposals into investment-ready projects maximising opportunities for local businesses and increasing community capacity.

The Shared Prosperity Fund will build on these opportunities and strengthen outcomes for our economy. The SPF doesn't sit in isolation but is closely integrated into the core provision of the Council and the Regional Ayrshire Growth Deal.

EVIDENCE

Studies and analysis have been undertaken in shaping the Ayrshire Growth Deal and the emerging regional economic strategy. This work has identified priority clusters, particularly in emerging sectors likely to have significant impact on our economic growth. Our priority clusters identify a limited number of emerging sectors where South Ayrshire has a competitive advantage. These sectors have the potential to exploit new markets and drive growth through innovation and research. This is not to say that we will ignore other sectors, i.e. the visitor economy, and food

& drink which will remain core bedrock industries. Support in these sectors will be focused on productivity increases and linking to innovation within the priority clusters, for example through digital innovation. The rural economy and the opportunities for agritech/marine innovation require action across the foundations of productivity to deliver the right mix of interventions. There is no 'one size fits all' solution to lifting productivity in our region. The evidence is clear that emerging global growth market areas can be identified for South Ayrshire on the basis of our physical assets (such as buildings and connectivity); knowledge assets (academic and vocational strengths); and business assets (businesses that can exploit new market opportunities). These can be grouped under two priority clusters – although it should be noted that there are elements of crossover and interdependency between the clusters:

- Advanced Manufacturing/Engineering
- Aerospace / Space

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)

(If yes) Describe these challenges, give evidence where possible

Low wages and poor productivity make it hard for businesses and the area, to compete nationally and internationally. The social benefits of growth must not be underplayed. Enterprises that are willing and able to pay more and produce more will ensure that economic success transforms our communities and delivers more inclusive growth.

While employment was increasing prior to COVID-19, average earnings were still below the Scotland and UK average. Poverty and deprivation remain the key barriers and challenges progressing people into employment, training or education in South Ayrshire.

17.4% of South Ayrshire’s population live in the 20% of most income deprived data zones in Scotland. Within South Ayrshire 19.9% of households are workless compared to the Scottish average of 18.1% and UK average of 13.6%.

South Ayrshire is also above the Scottish and UK national average for Economic Inactivity at 27% against 23.8% Scottish average and 21.6% UK average.

Despite progress being made to improve the disability employment gap, improve outcomes for young people who are care experienced and improve the number of young people on leaving school progressing to a positive destination, through local initiatives/provision including European Social Fund programmes, Young Person Guarantee and No One Left Behind, Covid-19 has presented significant challenges for those furthest away from the labour market.

Six groups identified as being at greatest risk of child poverty, with some belonging to more than one group, include: lone parent families, ethnic minority families, families with a disabled adult or child, families with a young mother, families with a child under 1 and larger families (3+ children). Supporting these client groups through the People and Skills interventions may help address child poverty in South Ayrshire, however other challenges and barriers such as the cost-of-living crisis, food insecurity and rural & digital poverty must also be considered when planning provision.

Consideration must also be given to the growth of the aerospace sector in South Ayrshire and the impact this may have on widening the pay gap between those already in poverty and those taking on self-employed or higher paid employment.

Economic shocks have impacted many businesses throughout the UK by reducing staff movement which saw a drop in available staff for the care, hospitality and aviation/aerospace sectors. In South Ayrshire a significant strain has been placed on the care and hospitality sector and a lack of skills and experience has also presented challenges for the aerospace industry that continues to develop through the Ayrshire Growth Deal. An aging population in South Ayrshire will continue to present challenges alongside an everchanging economic landscape, therefore it is critical that we upskill the existing workforce and make training more inclusive across all socio-economic backgrounds to increase the local workforce and attract more to the area.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)

(If yes) Describe these opportunities, give evidence where possible

In September 2021 South Ayrshire CLD Partnership published a Community Learning and Development Plan 2021-24. This plan sets out the key priorities for Community Learning and Development in South Ayrshire. Following consultation with communities, practitioners and relevant stakeholders, Adult Learning, Employability and Volunteering were identified as key priorities, these priorities align with the interventions set out in both People and Skills and Multiply.

The Employability and Lifelong Learning Partnership (ELLP) has the strategic responsibility for coordinating provision and identifying opportunities locally while aligning

to the regional and national forums, networks and priorities. There is also clear links to Community Planning Partnership (CPP) with Employability and Lifelong Learning (ELLP) one of the CPP priorities in South Ayrshire.

The recently published No One Left Behind Delivery Plan sets out where there are gaps in provision and a need for targeted employability resources across South Ayrshire. There are opportunities to enhance existing provision while developing new initiatives through the UKSPF, with a focus on outcomes relating to People and Skills.

In June 2022 the Scottish Government published the Adult Strategy 2022-2027 creating pathways for adult learners, particularly those furthest away from learning. UKSPF provides an opportunity to align actions from the new strategy to the interventions set out in multiply allowing the local partners, including 3rd sector, to develop new opportunities.

Building on the recent consultations, self-evaluations, existing infrastructure and the implementation of the local plans presents opportunities to further enhance provision ensuring it meets the needs of South Ayrshire. It is important that provision in South Ayrshire is aligned with local, regional and national priorities therefore it is key that UKSPF People and Skills is used to enhance progress already made to improve adult learning, unemployment, participation measure and school leavers destinations.

There is also an opportunity to continue developing links with the Ayrshire Growth Deal and aerospace sector ensuring young people and adults from marginalised or underrepresented groups benefit from training, learning and employment opportunities. Skypath training centre provides an opportunity to channel investment effectively and support skills development. Whilst originally established to supply skills needed in aircraft de-commissioning, the reception from the wider aerospace and space sector has been extremely positive, with a recognition of a market gap between on-the-job training and academic training, particularly for practical bespoke courses delivered in a work-like environment.

As a result of industry demand, Skypath Aerospace Training C.I.C has now evolved from aircraft decommissioning to offer a wider range of training covering aerospace, space and practical skills such as confined space training, working at heights and hands-on disassembly of complex equipment.

Courses continue to evolve at Skypath in response to industry demand and to meet near term employment opportunities. Operationally Skypath has established a framework of training providers, which includes Ayrshire College, the University of Strathclyde, trainers from local industry and private sector training providers. Through the development of this framework, in conjunction with strong relations with industry and employability partners, Skypath is in a unique position to identify both long and short-term industry skill needs, help fill the skills gap, develop training informed by industry and link this training to those under employed or unemployed.

Interventions

In this section, we will ask you about:

- Interventions you've chosen for each year of funding
- Outcomes you want to deliver
- Any interventions that are not listed here

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DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE COMMUNITIES AND PLACE LIST?

State the name of each of these additional interventions and a brief description of each of these

N/A. the interventions included in the programme cover our plans and priorities

Explain how each intervention meets the Communities and Place investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

**Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention’s planned activity?
All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).**

Yes	No
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Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

Describe these projects, including how they fall under the Communities and Place investment priority and the location of the proposed project.

Two South Ayrshire projects were awarded funding through the UK Government’s Community Renewal Fund. One of those successful projects – Foundations for Recovery (FFR) – is led by a community based charity and will deliver a range of complementary workstreams across North Carrick, a rural area with a total population of around 9,000 consisting of several small villages grouped around the town of Maybole. FFR includes a number of studies into the feasibility of physical and economic regeneration initiatives linked to previous community consultation work. Following completion of those studies, the expectation is that Shared Prosperity Fund support will enable delivery of viable projects in collaboration with South Ayrshire Council and other funders. FFR will be completed by the end of September 2022.

The Council will issue a call for further Communities and Place themed projects, to be delivered during 2024-25, with SPF support. The focus of this call will be on capital projects across South Ayrshire’s five tows: Troon, Prestwick, Ayr, Maybole and Girvan.

Appendix 1: INVESTMENT PRIORITIES

<p>Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.</p>	
Yes	No
<p>Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.</p>	
<p>The programme of support proposed will primarily provide direct support to communities across South Ayrshire. Any grant provision to business will be assessed, recorded and declared by South Ayrshire Council to the Subsidy Control Unit within the Competition and Markets Authority (CMA) as per published subsidy control guidance.</p>	

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.	
Outcome	Tick if applicable
Jobs created	X
Jobs safeguarded	X
Increased footfall	
Increased visitor numbers	
Reduced vacancy rates	
Greenhouse gas reductions	X
Number of new businesses created	X
Improved perception of markets	
Increased business sustainability	X
Increased number of businesses supported	X
Increased amount of investment	
Improved perception of attractions	
Number of businesses introducing new products to the firm	X
Number of organisations engaged in new knowledge transfer activity	
Number of premises with improved digital connectivity	
Number of businesses adopting new to the firm technologies or processes	X
Number of new to market products	
Number of R&D active businesses	
Increased number of innovation active SMEs	
Number of businesses adopting new or improved products or services	X
Increased number of innovation plans developed	
Number of early stage firms which increase their revenue following support	X
Number of businesses engaged in new markets	X
Number of businesses increasing their export capability	X
Increased amount of low or zero carbon energy infrastructure installed	
Number of businesses with improved productivity	X
Increased number of projects arising from funded feasibility studies	
Increased number of properties better protected from flooding and coastal erosion	
None of the above	

Appendix 1: INVESTMENT PRIORITIES

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention

A full list of nation-specific interventions is available in the relevant annex to the Prospectus.

S15: SME development grants and support, aligned with local and regional sectoral priorities and growth potential. This could include, providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics. The support is proven to leverage high levels of private investment into technologies that drive growth, productivity, efficiency and resilience in manufacturing.

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE SUPPORTING LOCAL BUSINESS LIST?

State the name of each of these additional interventions and a brief description of each of these

N/A. the interventions included in the programme cover our plans and priorities

Explain how each intervention meets the Supporting Local Business investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

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Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention’s planned activity? All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes	No
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Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

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HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

Describe these projects, including how they fall under the Supporting Local Business investment priority and the location of the proposed project.

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Three projects have been developed under supporting local business investment priority

1. Business Support and Development
2. Advanced visualisation
3. Supply Chain Development

Our focus is to respond to what businesses need in the current economic environment and how our resources can be deployed to greatest effect to build local resilience and opportunities for growth and employment across the region. Many businesses have struggled to maintain their financial viability, to retain staff and their supply chains are at risk. We will act as change agents by running growth and skills innovative support programmes which deliver new and invaluable support to South Ayrshire businesses to help them improve productivity and compete locally, nationally and internationally. Our business support programme will provide support through expert help and grants. A programme of support has been designed under the Ambition heading. The programme includes, Green Ambition, Productivity Ambition, Ambition to Grow and Digital Ambition.

Our Advanced Manufacturing Challenge Fund projects, one focussed on supply chain development and the other on providing state of the art augmented reality technology, will be timely and targeted to the needs of our local economy and are original methods of LA economic development support.

We will manage this suite of projects including Business Gateway, Supply Chain, ADVS and Skypath. Business growth and skills advice, innovation support and supply chain development enable growth and resilience building in local businesses. These interventions are closely aligned to the Ayrshire Growth Deal and form part of the future operations of the Aerospace and Space Technology Application Centre. We will also support businesses with skills development, regulatory matters, climate action, access to finance, sourcing commercial and coworking space, community wealth building, and place-based local economic development. Creating more high-quality jobs for the people of South Ayrshire by attracting inward investors, enabling growth in incumbent businesses and ensuring that opportunities are created for our people, especially young people, to gain the necessary skills. By doing so, addressing the inequalities of income and outcome across the people of South Ayrshire.

We will deliver climate action advice and support to our businesses to enable greener, healthier and more sustainable commercial activities, targeting inward investment opportunities which align with creating a greener South Ayrshire. We will support local companies to enter the public sector supply chain to reduce the carbon footprint of South Ayrshire Council procurement. We will also assist businesses with match-making to identify opportunities within the supply chain to enhance resilience and help cope with shocks to the economy and to plan for both economic growth and contraction.

We seek to identify opportunities for local businesses to benefit from economies of scale in the supply and delivery of energy in various localities where group purchasing can be agreed. This support programme will enable businesses to address new ways to improve productivity and reduce costs. We will also further develop our capacity to support businesses to maximise the impact of their online presence, making use of innovative online tools and techniques to promote their goods and services competing locally but increasingly at a national and international level.

Appendix 1: INVESTMENT PRIORITIES

In all our interventions, we will seek to provide flexible, tailored solutions for businesses, addressing their particular needs, to help them consolidate, innovate and grow.

The development of UKCRF projects focused on providing net-zero advice to South Ayrshire residents (businesses and communities) and supporting communities with expert advice to develop robust business cases to help their communities grow and thrive. With the support of SPF we will continue this support to our local businesses and mainstream these activities into the business support offer

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes

No

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

The programme of support proposed will primarily provide expert support or open-access to technological equipment. Any grant provision will be assessed, recorded and declared by South Ayrshire Council to the Subsidy Control Unit within the Competition and Markets Authority (CMA) as per published subsidy control guidance.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Outcome	Tick if applicable
Number of economically inactive individuals in receipt of benefits they are entitled to following support	X
Increased active or sustained participants of UKSPF beneficiaries in community groups [and/or] increased employability through development of interpersonal skills	X
Increased proportion of participants with basic skills (English, maths, digital and ESOL)	X
Number of people in supported employment [and] number of people engaging with mainstream healthcare services	X
Number of people sustaining engagement with keyworker support and additional services	X
Number of people engaged in job-searching following support	X
Number of people in employment, including self-employment, following support	X
Number of people sustaining employment for 6 months	X
Increased employment, skills and/or UKSPF objectives incorporated into local area corporate governance	
Number of people in education/training	X
Increased number of people with basic skills (English, maths, digital and ESOL)	
Fewer people facing structural barriers into employment and into skills provision	X

Appendix 1: INVESTMENT PRIORITIES

Increased number of people familiarised with employers' expectations, including, standards of behaviour in the workplace	X
Fewer people facing structural barriers into employment and into skills provision	
Number of people gaining a qualification or completing a course following support	X
Number of people gaining qualifications, licences, and skills	X
Number of economically active individuals engaged in mainstream skills education, and training.	
Number of people engaged in life skills support following interventions	
Number of people with proficiency in pre-employment and interpersonal skills (relationship, organisational and anger-management, interviewing, CV and job application writing)	
Multiply only - Increased number of adults achieving maths qualifications up to, and including, Level 2.	X
Multiply only - Increased number of adults participating in maths qualifications and courses up to, and including, Level 2.	X
None of the above	

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE PEOPLE AND SKILLS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention

A full list of nation-specific interventions is available in the relevant annex to the Prospectus.

S31: Employment support for economically inactive people:

S35: Support for employability programmes and advice places should have regards for the No One Left Behind agenda, the Young Person's Guarantee, Fair Start Scotland and Scottish employability pipeline.

S39: Support for education and skills targeting vulnerable young people leaving school, places should have regard for the Young Person's Guarantee, modern apprenticeships and related policy.

S42: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications

S43: Courses for parents wanting to increase their numeracy skills in order to help their children and help with their own progression

S45: Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career

S49: Courses designed to help people use numeracy to manage their money

S50: Courses aimed at those 19 or over that are leaving, or have just left, the care system

S51: Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE PEOPLE AND SKILLS LIST?

State the name of each of these additional interventions and a brief description of each of these

N/A. the interventions included in the programme cover our plans and priorities

Appendix 1: INVESTMENT PRIORITIES

<p>Explain how each intervention meets the People and Skills investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.</p>	
<p>Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.</p>	
Yes	No
<p>Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.</p>	

<p>ENGLAND ONLY: People and Skills interventions can only be used in 2022-2023 and 2023-2024 if you have identified a local voluntary and community provision, previously supported by the European Social Fund, at risk of closure. If you have not identified a suitable provision, you will not be able to select interventions for 2022-2023 and 2023-2024 and your investment plan will not be approved.</p>	
<p>HAVE YOU ALREADY IDENTIFIED ANY PROJECTS for 2024-2025 WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?</p>	
Yes	
<p>Describe the projects for 2024-25, including how they fall under the People and Skills investment priority and the location of the proposed project.</p>	
N/A	
<p>Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.</p>	
Yes	
<p>Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.</p>	
N/A	
<p>HAVE YOU IDENTIFIED A LOCAL VOLUNTARY PROVISION AT RISK AS PART OF YOUR PEOPLE AND SKILLS INVESTMENT PRIORITIES?</p>	
Yes	No
<p>(If Yes) Describe the local voluntary provision at risk and your rationale for supporting it.</p>	

Appendix 1: INVESTMENT PRIORITIES

N/A		
Provide the European Social Fund Project Names and Project References for this voluntary and community provision at risk.		
What year do you intend to fund these projects? Select all that apply.		
2022-2023	2023-2024	2024-2025
Describe the projects for 2022-2023 and 2023-2024, including how they fall under the People and Skills investment priority and the location of the proposed project.		
N/A		
Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.		
Yes	No	
Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.		
N/A		

SCOTLAND, WALES & NORTHERN IRELAND ONLY											
HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?											
Yes	No										
Describe the projects, including how they fall under the People and Skills investment priority and the location of the proposed project.											
<p>It is anticipated the majority of delivery will replace the existing European Social Fund projects that end March 2023. The employability pipeline noted below sets out the different stages of the pipeline and the support and provision at each stage.</p> <p>Employability Pipeline</p> <table border="1"> <tr> <td>Stage 1</td> <td>Outreach, tracking, referral and self-referral, assessment of needs, action planning</td> </tr> <tr> <td>Stage 2</td> <td>Barrier removal, literacy and numeracy, work tasters, confidence building</td> </tr> <tr> <td>Stage 3</td> <td>Vocational activity, work experience, employment skills</td> </tr> <tr> <td>Stage 4</td> <td>Careers information, job search support, employer engagement, job brokerage, job specific training</td> </tr> <tr> <td>Stage 5</td> <td>Skills development, aftercare</td> </tr> </table>		Stage 1	Outreach, tracking, referral and self-referral, assessment of needs, action planning	Stage 2	Barrier removal, literacy and numeracy, work tasters, confidence building	Stage 3	Vocational activity, work experience, employment skills	Stage 4	Careers information, job search support, employer engagement, job brokerage, job specific training	Stage 5	Skills development, aftercare
Stage 1	Outreach, tracking, referral and self-referral, assessment of needs, action planning										
Stage 2	Barrier removal, literacy and numeracy, work tasters, confidence building										
Stage 3	Vocational activity, work experience, employment skills										
Stage 4	Careers information, job search support, employer engagement, job brokerage, job specific training										
Stage 5	Skills development, aftercare										

The programme will support individuals to progress through the strategic employability pipeline leading to sustainable employment. In conjunction with the provision of employer recruitment incentives to local employers through No-One-Left-Behind there will be increased sustainable job opportunities, the availability of which will decrease the risk of poverty and social exclusion.

The employability pipeline will be delivered on an in-house basis as this is the most cost-effective method of delivery. South Ayrshire Council's Thriving Communities employability service is well-established and clearly demonstrates a consistently high-quality level of support to participants across South Ayrshire.

Building on the strengths of the existing provision ensures priorities are aligned to local needs which have been identified by the Local Employability Partnership (LEP) who recently carried out a self-evaluation that helped shape the development of a new No-One-Left-Behind Delivery Plan for South Ayrshire

Intended programmes include:

Keyworker Service

The existing keyworker service will continue the work that has been established through ESF programmes. SAC Thriving Communities currently work with people experiencing barriers to employment, including those negatively impacted by cost-of-living crisis, mental health issues, welfare reform and Covid-19.

Targeted Transition Support

In addition to the universal keyworker support there will be an enhance offer of support to assist specific target groups including young people who are care experienced, young carers, people with disabilities, people residing in areas of multiple deprivation and people living in rural areas

Progress has already been made in South Ayrshire to 'close the gap' for these specific target groups, however there is still a clear commitment from SAC's Community Planning Partners (CPP) to continue improving outcomes in line with CP priorities and the LOIP

Training and Skills

Elements of the service may be procured to allow specialised training or skills for participants. Needs will be identified by the LEP or through the Ayrshire Growth Deal sub-groups and will be procured via SAC's Procurement Team or the National Framework - Scotland Excel. Arrangements are already in place and funding is available to help align UKSPF to local and regional priorities

Multiply

Multiply intervention will be delivered similar to the People and Skills employability interventions.

A small team of Adult Learning Development Officers will deliver the interventions supported by an assistant who will help coordinate and support the administration of the project. This new team compliments the already established adult learning team and will deliver across South Ayrshire.

There will also be a challenge fund for 3rd sector and further education partners to bid in and secure funding to deliver provision. The CLD partnership will be responsible for coordinating the interventions in South Ayrshire however there will also be an opportunity

to coordinate provision with East and North Ayrshire through the CLD South West Network.

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?
All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes	No
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Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

The programme of support proposed will primarily provide training advice, opportunities and courses. Any grant provision will be assessed, recorded and declared by South Ayrshire Council to the Subsidy Control Unit within the **Competition and Markets Authority** (CMA) as per published subsidy control guidance.

Approach to delivery and governance

In this section, we will ask you about:

- Structures you have in place to support delivery
- Support you have from stakeholders and the local community
- How you've engaged with MPs as part of your investment plan
- Opportunities you have identified to work with other places

Places need to show how MPs that cover the lead local authority have been engaged on the investment plan and whether they support it. More detail on the role of MPs can be found here.

STAKEHOLDER ENGAGEMENT AND SUPPORT

Have you engaged with any of the following as part of your investment plan? Select all that apply.

Public sector organisations x	Private sector organisations x	Civil society organisations x
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Describe how you have engaged with any of these organisations. Give examples where possible.

The proposals have been discussed and approved by the Ayrshire Joint Economic Committee. This ensures that a common approach is adopted by the three Ayrshire lead authorities, whilst maintaining the flexibility to support interventions that each local area requires. The committee approved that each of the three Councils would prepare individual Investment Plans for financial years 2022/23, 2023/24 and 2024/25, and set out how UKSPF funding will be used. It was also agreed that these Plans would align with shared, regional objectives, including the new Regional Economic Strategy and Action Plan, currently under development.

The Strategic Economic Plan for the Council, Vision 2030, involved all partners and stakeholders in South Ayrshire. This co-designed plan reflects the views of partners which was established through a range of focus discussions, with private sector, public partners and third sector organisations.

The investment plan does align with relevant national priorities and policies including the Scottish Government's National Strategy for Economic Transformation (NSET) and the Scottish National Transport Strategy 2 (SNTP2).

Appendix 1: INVESTMENT PRIORITIES

Within Ayrshire, the respective Local Employability Partnerships (LEPs) play an important role in terms of co-ordinating, commissioning and delivering employability services. It is planned that the LEP will have an important role in terms of the delivery of the People and Skills theme.

South Ayrshire's Local Employability Partnership (LEP) is a well-established partnership and has clear links to local strategic plans, including Community Learning and Development Plan, Strategic Economic Plan and Child Poverty Action Plan.

The LEP is made up of representative from South Ayrshire Council, Skills Development Scotland (SDS), Ayrshire College, Department for Work and Pensions (DWP), Ayrshire Chamber of Commerce & Developing Scotland's Young Workforce (DYW), and Voluntary Action South Ayrshire (VASA), as the 3rd sector interface. The LEP lead the planning, decision-making and implementation of employability provision across South Ayrshire to ensure individual needs and labour market demands are met.

The LEP have been consulted on employability proposals and further consultation will take place with wider Community Planning Partnership (CPP) partners.

Community Learning and Development (CLD) Partnership has been consulted on the proposals for Multiply. The CLD Plan was published in September 2021 following consultation with communities, partners, education and practitioners and adult learning was identified as a key priority. This demonstrates the need for provision to support adult learners with both literacy and numeracy.

Summarise the governance structures you have in place, including how any advisory panels or associated partnership groups are made up

There are two principal governance groups, two scrutiny groups and one specialist programme management office that comprise the South Ayrshire Shared Prosperity Fund (SPF) operational and delivery governance structure:

Principal Governance Groups:

- **MOWG** – this group acts as the South Ayrshire Prosperity Board. It reviews and monitors the SPF programme interventions as set out in the Terms of Reference
- **SPF Programme Management Delivery Group** – this group comprises senior staff that manage the four departments that each have projects falling under the remit of the SPF.

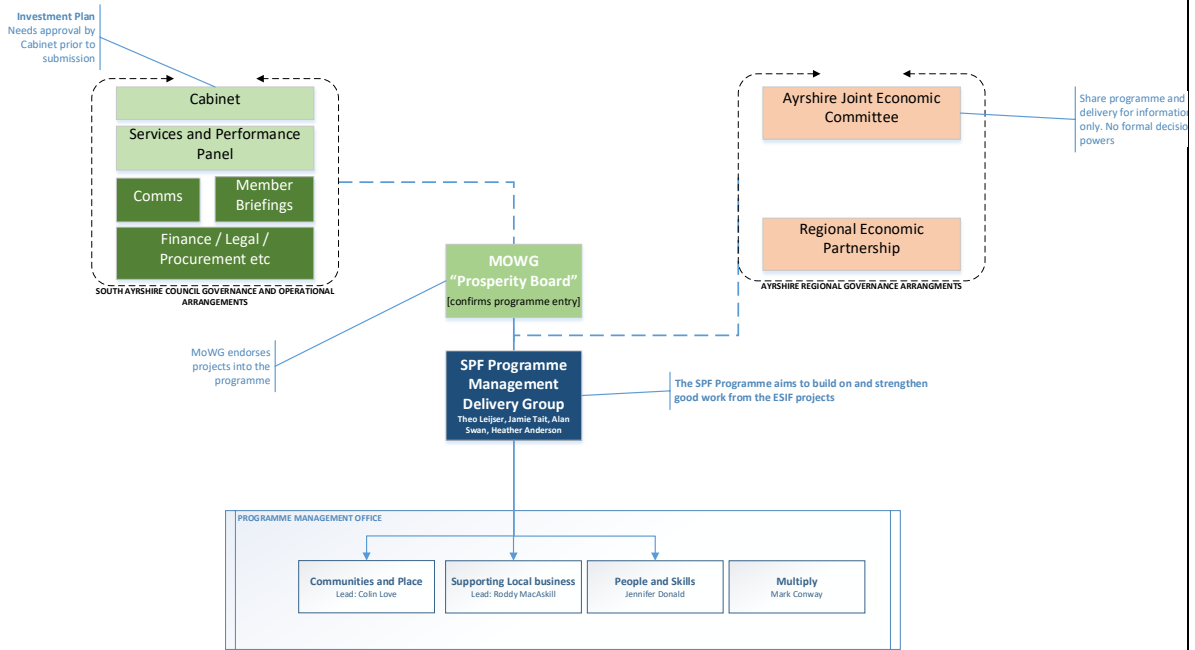
Scrutiny Groups:

- **Ayrshire Growth Deal Group** – this comprises two key groups, the Ayrshire Joint Economic Committee and Ayrshire Regional Economic Partnership. These groups will have South Ayrshire SPF programme information and delivery methods shared with them for information only, they will have no decision-making power.
- **South Ayrshire Council** – Council governance applies to the SPF activities. The responsibility for approving the SPF investment plan is with the Council Cabinet

SPF Programme Management Office:

- This group will be comprised of the four operational leads within South Ayrshire Council in the areas of “communities and place”, “supporting local business”, “people and skills” and “multiply”. The four leads will manage projects day to day and report progress to the SPF Programme Management Delivery Group.

The SPF governance arrangements are depicted in the diagram below:



Confirm all MPs covering your lead local authority have been invited to join the local partnership group.

Yes No

Are there MPs who are not supportive of your investment plan?

Yes No [tbc]

(If Yes) Who are the MPs that are not supportive and outline their reasons why.

PROJECT SELECTION

Are you intending to select projects in any way other than by competition for funding?

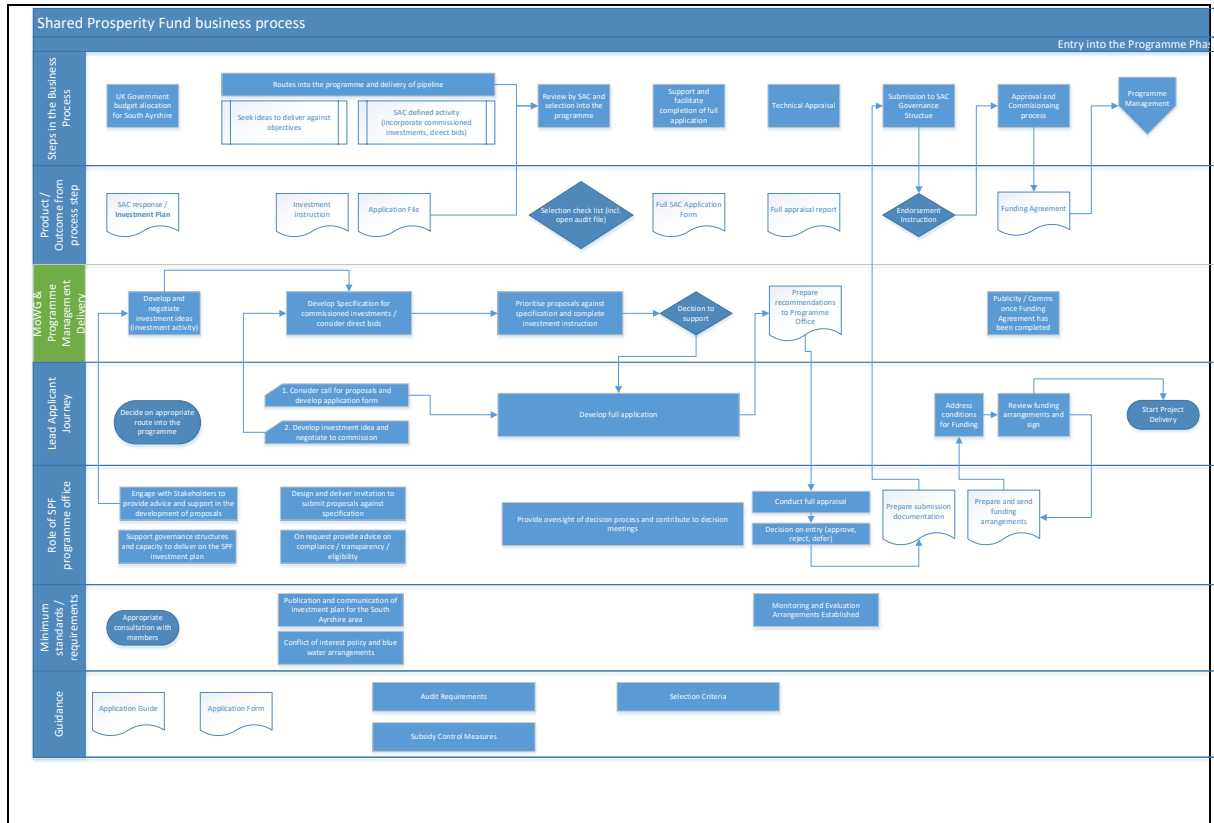
Yes No

(If Yes) Describe your approach to selecting projects, and why you intend to do it this way.

Vision 2030 provides the framework for this investment plan and a portfolio management approach has been adopted to monitor risks, results and resources. The plan aims to deliver on the Strategic Economic Plan and build on current experience. The SPF programme comprises a commissioned element and a challenge element as set out in the business process. The majority of projects selected are continuation projects from the ERDF, ESF and CRF activities currently managed by the Council and are fully aligned to the overarching strategic framework.

The SPF business process for commissioning and selecting projects is shown below:

Appendix 1: INVESTMENT PRIORITIES



DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

Which interventions do you intend to collaborate on? Select all that apply.

Intervention	Tick if applicable
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>	
NSET - Scotland's National Strategy for Economic Transformation	X
Ayrshire Growth Deal – City and Regional Deal Programmes	X

Describe any interventions not included in this list?

Regional Economic Strategy for Ayrshire, including the emerging joint action plan
Community Wealth Building Programme through the Ayrshire Growth Deal

Who are the places you intend to collaborate with?

North Ayrshire
East Ayrshire

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

Appendix 1: INVESTMENT PRIORITIES

Which interventions do you intend to collaborate on? Select all that apply.	
Intervention	Tick if applicable
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>	
S15: SME development grants and support, aligned with local and regional sectoral priorities and growth potential. This could include, providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics. The support is proven to leverage high levels of private investment into technologies that drive growth, productivity, efficiency and resilience in manufacturing.	X
Describe any interventions not included in this list?	
<ul style="list-style-type: none"> • Regional approach to Business support • Ayrshire Growth Deal interventions <ul style="list-style-type: none"> ○ Community Wealth Building ○ Fair work ○ Healthier Workforce ○ Regional Skills Development 	
Who are the places you intend to collaborate with?	
Primarily our regional partners in the Ayrshire Growth Deal ie. North Ayrshire and East Ayrshire.	

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?	
Which interventions do you intend to collaborate on? Select all that apply.	
Intervention	Tick if applicable
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>	
S31: Employment support for economically inactive people:	X
S32: Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills** provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above	
S33: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.	
S34: Intervention to increase levels of digital inclusion, with a focus on essential digital skills, communicating the benefits of getting (safely) online, and in-community support to provide users with the confidence and trust to stay online	
S35: Support for employability programmes and advice places should have regards for the No One Left Behind agenda, the Young Person's Guarantee, Fair Start Scotland and Scottish employability pipeline.	X

Appendix 1: INVESTMENT PRIORITIES

S36: Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that is not being met through other provision.	
S37: Green skills courses to ensure we have the skilled workforce to support the Just Transition to a net zero economy and climate resilience, with a particular focus on vulnerable or low-income groups who will be disproportionately affected by climate change. Retraining support for those in high carbon sectors, providing career guidance and supporting people to seek employment in other sectors.	
S38: Funding to support local digital skills.	
S39: Support for education and skills targeting vulnerable young people leaving school, places should have regard for the Young Person's Guarantee, modern apprenticeships and related policy	X
S40: Support for community learning and development	
S41: Funding to support new partnership project-based entrepreneurial between businesses and education to develop a culture that celebrate entrepreneurship	
S42: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications	X
S43: Courses for parents wanting to increase their numeracy skills in order to help their children and help with their own progression	X
S44: Courses aimed at prisoners, those recently released from prison or on temporary licence.	
S45: Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career	X
S46: Additional relevant maths modules embedded into other vocational courses	
S47: Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace	
S48: New intensive and flexible courses targeted at people without Level 5 maths in Scotland, leading to an equivalent qualification	
S49: Courses designed to help people use numeracy to manage their money	X
S50: Courses aimed at those 19 or over that are leaving, or have just left, the care system	X
S51: Activities, course or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners	X
Describe any interventions not included in this list?	
N/A	
Who are the places you intend to collaborate with?	
Through our regional employability and South West CLD networks there will be opportunities to collaborate to plan provision in Ayrshire.	

How have you considered your public sector equality duty in the design of your investment plan?

South Ayrshire Council is fully committed to the general principles of fairness, equality and human rights and seeks to apply these principles in all that it does as a community leader, service provider and employer, Education Authority and Licensing Board by:

- Challenging and eliminating unlawful discrimination, harassment and victimisation wherever it can;
- Being inclusive, fair minded and transparent in all that it does;
- Tackling prejudice and promoting understanding and inclusion; and
- Consulting and engaging with service users and employees

The Council developed its [Equality and Diversity Strategy in 2013](#). It provides in detail the Councils arrangements for meeting the requirements of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations.

The Council has responsibilities under this legislation as:

- A Service Provider
- An Employer
- An Education Authority
- A Licensing Board

The Strategy explains these responsibilities along with more detailed information on:

- How equality is built into everything the Council does (mainstreaming) and
- The improvements and changes from the work it is taking forward on its own and in partnership to meet the equality and diversity needs and priorities identified by its communities (equality outcomes).

The South Ayrshire Investment Plan for the SPF will require review and approval by the Council Cabinet. As part of this process, a paper (with supplemental data/information as required) will be prepared and put to the Council leadership for review, the paper requires that an equalities assessment is undertaken to measure if there will be any significant positive or negative equality impacts.

How will you consider your public sector equality duty when implementing your investment plan, including in the selection of projects?

The Council, over the past years has reported its progress by delivering and publishing its Equality Outcomes and the Equality Outcomes and Mainstreaming Progress Reports. These reports include the progress the Council made in mainstreaming equalities across the Council, the Education Authority and Licensing Board. The Council also has a duty to publish the latest Pay Gap information and workforce data on the protected characteristics is also detailed in these reports. View the latest Equality Outcomes and Mainstreaming Progress Report 2019-2021 and the Equality Outcomes, which have been set for 2021-2025.

RISKS

Appendix 1: INVESTMENT PRIORITIES

Have you identified any key risks that could affect delivery, for example lack of staff or expertise?	
Yes	No
(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.	
<p>A portfolio management approach has been adopted by the Council in the implementation of its Strategic Economic Plan. This enables effective monitoring, mitigating and managing our activities. The portfolio management approach puts a focus on: risks, resources and results.</p> <p>As part of the portfolio management approach a separate risk register will be established for the SPF programme. Details are yet to be developed, but there will be a number of risks that require mitigation action ie.</p> <ul style="list-style-type: none"> • Delay in starting may result in key staff leaving their roles • Delay start may create a challenge to deliver on spend profile for year 1 • Sufficient participant in the skills and employability interventions • Poor performance of expert consultants • Community engagement • Increased cost due to inflationary pressures • Potential for ineligible expenditure including fraud on the challenge fund element of the programme. (mitigated by governance, audit and effective contract management) 	
Have you identified any key fraud risks that could affect UKSPF delivery?	
Yes	No
(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.	

Capacity and capability

In this section, we will ask you about:

- The capacity and capability of your team to manage funding
- The resources you have in place for work related to UKSPF

Your answers here will help us know how to support you with delivery. They will not affect the amount of funding you will get.

Answer as honestly as possible.

TEAM RESOURCE

How many people (FTE) will be put in place to work with UKSPF funding?

The management of the UKSPF is supported by two core service from the Place and People Directorates. Economy & Regeneration and Thriving Communities. This joint approach ensures that projects are aligned and enables the core SPF delivery team to draw on the extensive experience with these services.

We have an excellent team in place with in-dept experience of delivering programmes and projects, including ERDF/ESF programmes and the UKCRF programme. We have identified leads for each investment priority and strategic oversight is jointly provided by the services leads for Economy & Regeneration and Thriving Communities.

Describe what role these people will have, including any seniority and experience.

--

- Strong capability: Has extensive experience and/or a proven track record of delivery in this area.
- Strong capacity: High degree of confidence that there is enough staffing/resource to manage funding in this area.
- Some capability: Has previous experience of delivery in this area.
- Some capacity: Confident that there is enough staffing/resource to manage funding in this area.
- Limited capability: Does not have previous experience and/or no track record of delivery in this area.
- Limited capacity: Limited confidence that there is enough staffing/resource to manage funding in this area. Additional resource may be needed to support delivery.

CAPACITY AND CAPABILITY		
How would you describe your team's current experience of delivering funding and managing growth funds?		
Very experienced	Some experience	No previous experience
How would you describe your team's current capability to manage funding for procurement?		
Strong capability	Some capability	Limited capability
How would you describe your team's current capacity to manage funding for procurement?		
Strong capability	Some capability	Limited capability
How would you describe your team's current capacity to manage funding for procurement?		
Strong capacity	Some capacity	Limited capacity
How would you describe your team's current capability to manage funding for subsidies?		
Strong capability	Some capability	Limited capability
How would you describe your team's current capacity to manage funding for subsidies?		
Strong capacity	Some capacity	Limited capacity

COMMUNITIES AND PLACE CAPACITY AND CAPABILITY		
Does your local authority have any previous experience of delivering the Communities and Place interventions you have select?		
Yes	No	
How would you describe your team's current capability to manage funding for Communities and Place interventions?		
Strong capability	Some capability	Limited capability
Describe the key capability challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.		
<p>The council works as one team and the UKSPF team has ample access to specialists within the council. This includes an established and embedded 'Thriving Communities' service delivering Community Learning & Development and Community Engagement activity in every area of South Ayrshire. This work is supported and, in-turn, informs initiatives delivered in partnership with the Council's Economy & Regeneration service including the Place Based Regeneration and Community Wealth Building teams. Some communities need support to develop greater confidence and capability. The Council seeks to provide this through our on-going work with the involvement of external agencies as required. Other communities already demonstrate considerable capability and are already leading on ambitious, complex projects.</p>		

Appendix 1: INVESTMENT PRIORITIES

Describe what further support would help address these challenges.		
n/a		
How would you describe your team’s current capacity to manage funding for Communities and Place interventions?		
Strong capability	Some capability	Limited capability
Describe the key capacity challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.		
See above		
Describe what further support would help address these challenges.		

SUPPORTING LOCAL BUSINESS CAPACITY AND CAPABILITY		
Does your local authority have any previous experience of delivering the Supporting Local Business interventions you have select?		
Yes	No	
How would you describe your team’s current capacity to manage funding for Supporting Local Business interventions?		
Strong capability	Some capability	Limited capability
Describe the key capability challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.		
N/A		
Describe what further support would help address these challenges.		
How would you describe your team’s current capacity to manage funding for Supporting Local Business interventions?		
Strong capability	Some capability	Limited capability
Describe the key capacity challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.		

Appendix 1: INVESTMENT PRIORITIES

The team involved in supporting local business interventions have experience of managing and supporting extended portfolio of business interventions. The strength of this capacity was evident in the agile and effective approaches that the team delivered during the Covid pandemic.

There may be some capacity challenges as additional interventions for supporting local businesses are put in place, as new interventions will result in additional business support enquiries and requirements to assess and deliver support.

Describe what further support would help address these challenges.

Internal capacity challenges will be addressed through additional staffing capability per project/intervention, recruitment and the design of efficient assessment and delivery processes.

PEOPLE AND SKILLS CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the People and Skills interventions you have select?

Yes

No

How would you describe your team's current capability to manage funding for People and Skills interventions?

Strong capability

Some capability

Limited capability

Describe the key capability challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.

South Ayrshire Council Thriving Communities Service have 'Strong Capability' on delivering the interventions set out in People and Skills and Multiply themes.

The service has experience coordinating, delivering and managing a range of employability programmes including ESF and No One Left Behind. The service has an excellent track record of delivering high quality outcomes and has established relationships with local, regional and national partners including DWP and Skills Development Scotland.

The Service Lead is the chair of the Local Employability Partnership (LEP) that has the responsibility for coordinating and monitoring employability in South Ayrshire. Officers are also member of the national SLAED network and meet with national employability representatives fortnightly.

The main challenges with the delivery of employability provision across Scotland is the short term or reactive funding model. SAC have demonstrated through recent structural funds that they have the capability to maximise funding to deliver services effectively.

Being responsible for both the management and delivery of UKSPF ensure the provision will be aligned to local, regional and national priorities.

Multiply

Appendix 1: INVESTMENT PRIORITIES

Thriving Communities have an established Community Learning and Development team that have experience delivering CLD provision including adult learning programmes focussing on numeracy.

In 2020 Education Scotland showcased South Ayrshire work as part of numeracy week. In 2021-22 South Ayrshire Council in collaboration with VASA, as the 3rd Sector interface, coordinated and managed adult learning grants across five learning community partnerships effectively.

CLD provision is aligned to the South Ayrshire CLD Plan 2021-24 and the Service Lead has the responsibility for chairing the CLD Partnership in South Ayrshire.

Describe what further support would help address these challenges.

N/A

How would you describe your team's current capacity to manage funding for People and Skills interventions?

Strong capability

Some capability

Limited capability

Describe the key capacity challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.

South Ayrshire Council has a strong capability to deliver the interventions set out through People and Skills and Multiply.

The Council has significantly invested in employability in recent years to enhance the support available across South Ayrshire. Investment compliments both Scottish and UK Governments financial support and demonstrates South Ayrshire Councils ability to manage funds effectively.

Describe what further support would help address these challenges.

N/A

SUPPORT TO DELIVERY UKSPF

All lead authorities can use up to 4% of their UKSPF allocation to support the delivery of their chosen interventions but by exception, lead authorities will be able to use more than 4%. Are you planning to use more than 4%?

Yes

No

(If Yes) Explain why you wish to use more than 4%.

Approvals

Before submitting your investment plan, you should have approval from your:

Appendix 1: INVESTMENT PRIORITIES

- Chief Executive Officer
- Section 151 Officer
- Leader of your lead authority

Do you have approval from your Chief Executive Officer for this investment plan?

- Yes
- No

Do you have approval from your Section 151 Officer for this investment plan?

- Yes
- No

Do you have approval from the leader of your lead authority for this investment plan?

- Yes
- No

If you do not have approval from any of these people, please explain why this is:

--

Additional documents

You will have received an email giving you access to a folder where you will need to upload supporting evidence to your investment plan. All applicants must complete and upload the following spreadsheet to the folder prior to submitting their investment plan:

- UKSPF Expenditure Profile spreadsheet
- UKSPF Indicative Deliverables spreadsheet

Your investment plan submission will be considered incomplete without the required documents.

Have you completed and uploaded the two spreadsheets to the SharePoint folder as requested?

- Yes
- No

Appendix 2: Proposed Staffing Structure

The UKSPF is building and strengthening projects that are currently funded through the ERDF and ESF programmes. The proposals are to transfer the current temporary staff complement onto the UKSPF programme and establish an additional new team to deliver on the multiply element. The required staffing structure for delivering the SPF investment plan is set out below and will be funded by SAC core revenue budgets and a contribution from the SPF programme. The budget requirements from SPF is set out below.

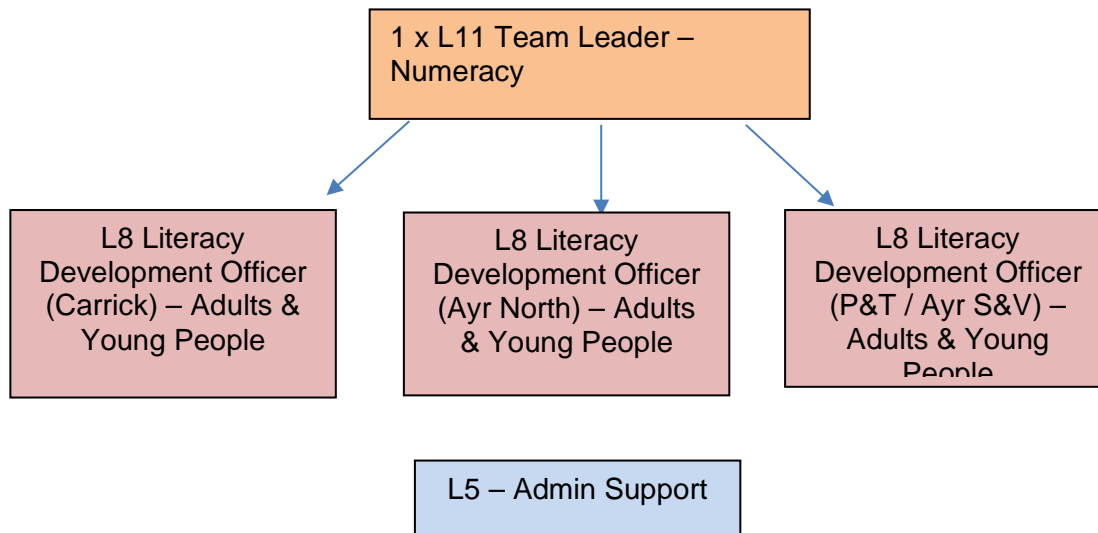
SPF PROGRAMME STAF RESOURCE	YEAR1	YEAR2	YEAR3	TOTAL
COMMUNITIES AND PLACE				
These activities will be delivered by the existing staff establishment				
SUPPORTING LOCAL BUSINESS (9 * FTE)	127,800	434,000	520,000	1,081,800
Growth and Skills advisor (L10) no 1				
Enterprise officer (L2) no 1				
Application Engineer (L10) no 3				
Software Engineer (L10) no 1				
Supply Chain Expert (L10) no 1				
Procurement Expert (L10) no 1				
Programme Officer (L9) no 1				
PEOPLE AND SKILLS (26 * FTE)		393,000	753,000	1,146,000
Programme Lead employability (L12) no 1				
Team Leader (L11) no 1				
Programme Officer Admin/Compliance (L9) no 1				
Programme Administrator (L7) no 1				
Programme officers / lcoality development worker / Specialist provision (L9) no 5				
Employability & Skills Officers (L7) no 17				
Multiply (5 * FTE)	105,457	210,915	210,915	527,286
Team Leader - numeracy (L11) no 1				
Literacy Development Officer (L8) no 3				
Admin support (5) no 1				
SPF CONTRIBUTION TO STAFFING	233,257	1,037,915	1,483,915	2,755,086

UKSPF Multiply

It is proposed that a numeracy project team will be created to complement the existing adult learning team based within Thriving Communities. Officers will form part of the recently established locality-based Thriving Communities teams and have the responsibility for developing and delivering numeracy provision across South Ayrshire.

The proposed new staffing structure includes 1 Team Leader, 3 Development Officers and an Administration Assistant. The Literacy Development Officer posts will be responsible for a locality with one of the posts being split across two localities.

Proposed Structure



It is anticipated that the staffing structure will be implemented by October 2022, however it is likely this will be impacted by the timeline for approval on the proposal and recruitment processes for the new staffing structure.

In addition to the internal staffing and resource structure, a new challenge fund will be created to allow 3rd sector, private sector and educational establishments to bid in to. The Strategic Community Learning and Development Partnership and Local Learning Community Partnerships will monitor progress and respond to local needs that can be addressed through multiply.

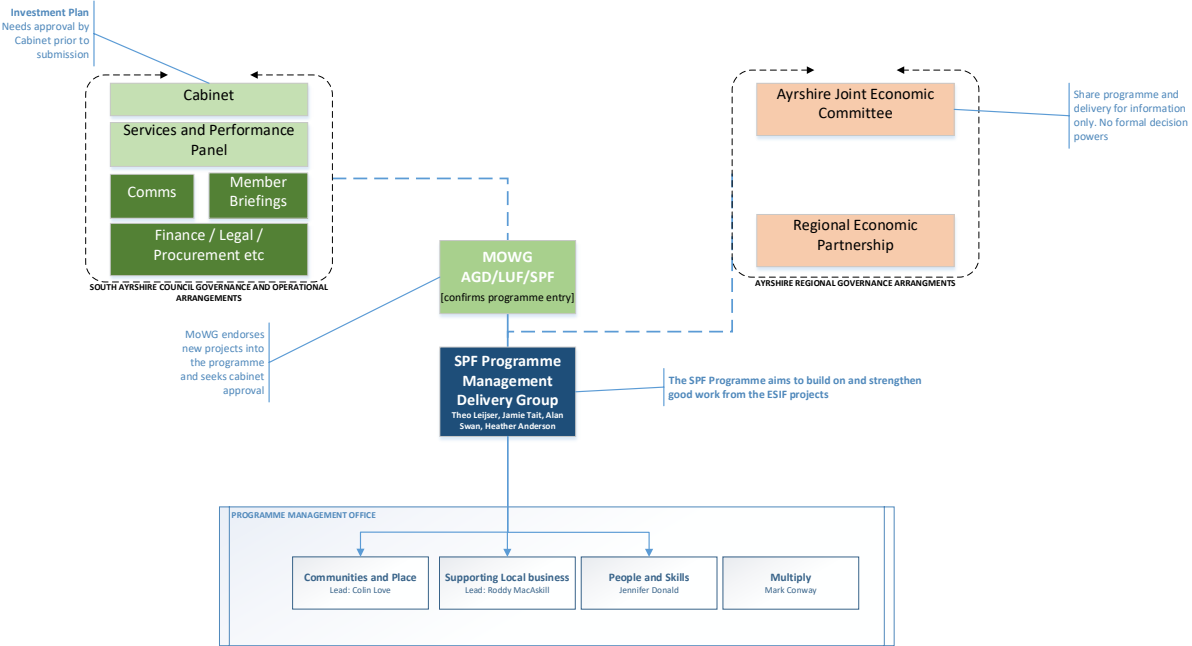
Budget / Finance

Total Budget

	Year 1 2022/2023	Year 2 2023/2024	Year 3 2024/2025
Multiply Allocation	£263,601	£304,155	£304,155
Core Salary Costs	**£105,457.28	£210,914.56	£210,914.56
Sessional Salaries	£10,000	£15,000	£15,000
Resources / CPD	£55,000	£37,500	£37,500
Challenge Fund	£93,143.72	£40,740	£40,740
Total	£263,601	£304,155	£304,155

**based on 6months employment

Appendix 4: Governance diagram



Appendix 5: Summary financial allocation

SPF PROGRAMME BUDGET	INTERVENTION	YEAR1 Q1		YEAR2		YEAR3		TOTAL	TOTAL		Minumum capital
ALLOCATION SPF		506,926		1,013,852		2,656,291			4,177,069	yr1	10.40%
ALLOCATION MULTIPLY		263,601		304,155		304,155			871,911	yr2	12.50%
										yr3	17.90%
		-Revenue	- Capital	-Revenue	- Capital	-Revenue	- Capital				
COMMUNITIES AND PLACE									496,891		
Town Deals	S1							42,000			
- consultant support											
- town monitoring equipment			42,000								
Continued support for CRF	S2	50,000						50,000			
Community Wealth Building	S2					154,891		154,891			
Place Challenge Fund	S1						250,000	250,000			
SUPPORTING LOCAL BUSINESS									2,542,600		
Business support	S15							1,136,500			
- employee cost		76,500		50,000		60,000					
- expert help				60,000		70,000					
- grants				320,000		500,000					
CRF continuation programme	S15	50,000						50,000			
Visualisation	S15							856,400			
- employee cost		24,000		192,000		230,400					
- capital assets / equipment					135,000		240,000				
- facilities				22,000							
- events & travel				13,000							
Supply Chain	S15							499,700			
-employee cost		27,300		192,000		230,400					
- expert consultants				16,000		18,000					
- events & travel				6,400		9,600					
									2,515,036		
PEOPLE AND SKILLS											
Employability	S31, S35, S43, S50							1,406,000			
- employee cost				393,000		753,000					
- programme cost				120,000		140,000					
Training	S31, S15							237,126			
- Skypath training cost		63,028									
- Skypath operations		134,098	40,000								
Multiply	S42, S45, S49, S51							871,910			
- employee cost		105,457		210,915		210,915					
- seasonal staff cost		10,000		15,000		15,000					
- resources / CPD		55,000		37,500		37,500					
- grants for delivery		93,144		40,740		40,740					
SPF OPERATIONS TOTAL		688,527	82,000	1,688,555	135,000	2,470,446	490,000	5,554,527			
Funded by SAC service budgets				505,548							
SPF BUDGET TOTAL		688,527	82,000	1,183,007	135,000	2,470,446	490,000	5,048,979			

SPF PROGRAMME BUDGET	INTERVENTION	YEAR1 Q1		YEAR2		YEAR3		TOTAL	TOTAL
ALLOCATION SPF		506,926		1,013,852		2,656,291			4,177,069
ALLOCATION MULTIPLY			263,601		304,155		304,155		871,911
		-Revenue	- Capital	-Revenue	- Capital	-Revenue	- Capital		
COMMUNITIES AND PLACE									496,891
Town Deals	S1							42,000	
- consultant support									
- town monitoring equipment			42,000						
Continued support for CRF	S2	50,000						50,000	
Community Wealth Building	S2					154,891		154,891	
Place Challenge Fund	S1						250,000	250,000	
SUPPORTING LOCAL BUSINESS									2,542,600
Business support	S15							1,136,500	
- employee cost		76,500		50,000		60,000			
- expert help				60,000		70,000			
- grants				320,000		500,000			
CRF continuation programme	S15	50,000						50,000	
Visualisation	S15							856,400	
- employee cost		24,000		192,000		230,400			
- capital assets / equipment					135,000		240,000		
- facilities				22,000					
- events & travel				13,000					
Supply Chain	S15							499,700	
-employee cost		27,300		192,000		230,400			
- expert consultants				16,000		18,000			
- events & travel				6,400		9,600			
									2,515,036
PEOPLE AND SKILLS									
Employability	S31, S35, S43, S50							1,406,000	
- employee cost				393,000		753,000			
- programme cost				120,000		140,000			
Training	S31, S15							237,126	
- Skypath training cost		63,028							
- Skypath operations		134,098	40,000						
Multiply	S42, S45, S49, S51							871,910	
- employee cost		105,457		210,915		210,915			
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- resources / CPD		55,000		37,500		37,500			
- grants for delivery		93,144		40,740		40,740			
SPF OPERATIONS TOTAL		688,527	82,000	1,688,555	135,000	2,470,446	490,000	5,554,527	
Funded by SAC service budgets				505,548					
SPF BUDGET TOTAL		688,527	82,000	1,183,007	135,000	2,470,446	490,000		5,048,979

South Ayrshire Council Equality Impact Assessment Scoping Template

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	UK Shared Prosperity Fund
Lead Officer (Name/Position/Email)	Theo Leijser, Service Lead – Economy and Regeneration – theo.leijser@south-ayrshire.gov.uk Jamie Tait, Service Lead – Thriving Communities – jamie.tait@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys		Yes
Disability		Yes
Gender Reassignment (Trans/Transgender Identity)		Yes
Marriage or Civil Partnership		Yes
Pregnancy and Maternity		Yes
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers		Yes
Religion or Belief (including lack of belief)		Yes
Sex – (issues specific to women & men or girls & boys)		Yes

Community or Groups of People	Negative Impacts	Positive impacts
Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight		Yes
Thematic Groups: Health, Human Rights & Children’s Rights		Yes

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing		Yes
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future		Yes
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies		Yes
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)		Yes
Socio-economic Background – social class i.e. parent’s education, employment and income		Yes

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Positive - Medium
Advance equality of opportunity between people who share a protected characteristic and those who do not	Positive - High
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Positive – High
Increase participation of particular communities or groups in public life	Positive – High
Improve the health and wellbeing of particular communities or groups	Positive – High
Promote the human rights of particular communities or groups	Positive – High
Tackle deprivation faced by particular communities or groups	Positive – High

