



# Shared Prosperity Fund

# Good Growth

# Policy

V8

## What do we mean by Good Growth?

Prosperity for many decades has been measured by hard economic outputs e.g., jobs created, sales generated and Gross Domestic Product (GDP) or Gross Value Added (GVA) with secondary consideration for the type of jobs created or the wider impact on society and the environment.

Cornwall Council and the Council of the Isles of Scilly are committed to ensuring that projects supported through the Shared Prosperity Fund (SPF) deliver clean and inclusive economic prosperity. That the jobs created are well paid quality jobs, that all of our communities are able to access the opportunities available and that our environment benefits from this economic growth.

The good growth principles are an integral part of each application and the project scoring criteria as defined in the project initiation forms.

## The Cornwall and Isles of Scilly Good Growth Principles

### Clean and Green

- Reduction in CO2 emissions
- Circularity - reduction in use of virgin raw materials. Recycle-reuse principles
- Nature recovery
- Attracting private sector green finance income to CloS
- Projects that contribute to the Environmental Growth Strategy for CloS

### Business/Economy

- Increase % of workforce earning the real living wage
- Improve productivity of businesses in CloS
- Contribute positively to CloS economy, environment and equality through purchasing /procurement
- Upskilling the workforce

### Equality

- Invest in projects that encourage a healthy lifestyle
- Reduce the gender pay gap
- Increase levels of functional numeracy and literacy in the adult population
- Maximise opportunity for people with disability and ill health (including mental health)
- Maximise work-based opportunities for those with special educational needs (SEND), particularly relating to spectrum disorders and dyslexia

- Support for the ageing population to remain economically active
- Support young (under 30) entrepreneurs
- Levelling up of towns and neighbourhoods throughout CloS
- Increase capacity and place-based leadership in our communities
- Advance equality of opportunity between people who share a protected characteristic and those who do not (Equality Act 2010)
- Assist individuals with complex barriers to employment to access opportunities
- Have a positive impact on children and promote and uphold children's rights under United Nations Convention on the Rights of the Child (UNCRC).<sup>1</sup>

All projects supported through the Cornwall and Isles of Scilly Shared Prosperity Fund (SPF) will be assessed against the contribution they make towards delivering the good growth principles. Contribution to achieving Good Growth will be assessed at appraisal stage based on the information provided in the Application Form, with performance monitored during the delivery phase and through project evaluations. A number of good growth principles will form specific clauses within the funding agreements, and may set precise expectations on the project deliverer, depending on the amount of funding awarded.

It is accepted that every project will not be able to contribute to each principle, the Initiation Forms will define which good growth principles are applicable to which opportunity.

## Gateway Criteria

The gateway criteria has been established as a simple pass/fail assessment of whether a project should proceed to appraisal. They apply to all applicants including those applying through a delegated grant scheme.

Up to £50,000 Grant Intervention	Over £50,000 Grant Intervention
Recipient commits to paying all staff employed by the Recipient (including any subsidiary company) no less than the Real Living Wage, by the date on which the Recipient submits its final Claim Form.  <a href="https://www.livingwage.org.uk/">https://www.livingwage.org.uk/</a>	Recipient commits to paying all staff employed by the Recipient (including any subsidiary company), no less than the Real Living Wage, by the date on which the Recipient submits its final Claim Form.  <a href="https://www.livingwage.org.uk/">https://www.livingwage.org.uk/</a>
Environmental Sustainability Policy to be submitted at the point of final claim submission.	Environmental Sustainability Policy to be submitted at time of application.

<sup>1</sup> UNCRC - [https://www.unicef.org.uk/wp-content/uploads/2010/05/UNCRC\\_summary-1.pdf](https://www.unicef.org.uk/wp-content/uploads/2010/05/UNCRC_summary-1.pdf)

Equality and Diversity Policy to be submitted by point of final claim submission.	Equality and Diversity Policy to be submitted at time of application.
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\*This does not apply to apprentices

Evidence of Real Living Wage must be provided that demonstrates that this principle has been achieved. Please note that personal information can be redacted.

The Equality and Diversity Policy and Environmental Sustainability Policy will be reviewed and if unsatisfactory you will be notified by the Good Growth Team.

## Application and Appraisal Stage

Section 7 of the Cornwall and Isles of Scilly SPF application form provides specific questions regarding the good growth outcomes and the opportunity to make an assessment of impact. Applicants will self-assess the impact rating of their project ranging from very detrimental to very beneficial this will be examined, and sense checked in the appraisal process.

Applicant guidance has been prepared to support this process, the good growth principles will be covered in the applicant support webinars and there are a number of sources the Good Growth Team can refer applicants to for specialist advice. The Delivery Facilitation Team will work with Applicants prior to submission of their application and post-approval to identify and deliver these requirements. The Delivery Facilitation Team can provide external specialist support and training, which will be available for Applicants.

The following good growth principles will be assessed at appraisal stage, and information will be required to monitor and evidence impact and performance for some projects in relation to these principles;

- Attracting private sector green finance income to Cornwall
- Projects that contribute to the Environmental Growth Strategy for CIOs
- Levelling-up of towns and neighbourhoods throughout CIOs
- Increase capacity and place-based leadership in our communities
- Support young (under 30) entrepreneurs

## Contracting and Monitoring

The Good Growth outputs identified in the application form will be a part of the conditions of a grant, and performance against achieving these targets will be monitored.

Applicants will be expected to report on their progress towards meeting the Good Growth outcomes as identified in their application.

Applicants will be monitored against their Good Growth commitments at any point during the programme, and Applicants must commit to work constructively and collaboratively with Cornwall Council to ensure that all proportionate and reasonable requests related to the achievement of Good Growth are met.

The good growth principles are summarised below with contract clauses. Contract clauses are split proportionately based on award of SPF, and where an investment is close to a threshold boundary it is for the determination of the Fund Team to decide which category the project falls within dependant on the specifics of the project. Clauses may be tailored per project. Policies, statements or plans will be required, which are defined below:

### Definitions:

- Skills and Employment Action Plan: means an action plan that describes a series of activities to support employment and skills opportunities in CloS
- Equality and Diversity Policy: means a policy about how the Recipient will avoid unlawful discrimination, harassment and victimisation that is prohibited by the Equality Act 2010.
- Equality and Diversity Action Plan: means an action plan that describes how the Equality and Diversity Policy will be implemented.
- Environmental Sustainability Policy: means a policy that promotes responsibility for the environment within the Recipient organisation.
- Environmental Growth Action Plan: means an action plan that describes how the Environmental Sustainability Policy will be implemented.
- Carbon Reduction Plan: means an action plan for the Recipient to detail their organisational carbon footprint and confirm their commitment to achieving Net Zero 2050.
- Circular Economy Statement: means a statement which details their organisations commitment to reducing waste and supporting the circular economy.
- Healthy Lifestyle Action Plan: means an action plan that describes how the Recipient or Project will encourage and create healthy lifestyle choices for its employees, communities or individuals.

## Delegated Grant Schemes

The good growth principles apply across the whole Programme, delegated grant schemes are expected to:

- Encourage applications to contribute to achieving the good growth outcomes.
- Use the good growth principles within their assessment criteria, which may involve utilising the flexible grant rate model.
- Report on the good growth contribution of the projects they have funded.

Delegated grant schemes may opt to establish a flexible grant rate, where projects with a strong contribution to the good growth principles receive higher intervention rates.

## Implementation of Good Growth Principles with Contractual Clauses

The good growth principles are summarised below with contract clauses. Contract clauses are split proportionately based on award of SPF, and where an investment is close to a threshold boundary it is for the determination of the Fund Team to decide which category the project falls within dependant on the specifics of the project. Clauses may be tailored per project. These clauses also apply to delegated grant programmes and will need to be managed/implemented as appropriate by the programme deliverer.

The General Clause (A) and Mandatory Clause (B) MUST be completed in all agreements. Specific clauses (C) are only applicable if selected within the Initiation Form, and applicable to the project/organisation. Monitoring of clauses will be managed by the Fund Team, and performance tracked through data collected from projects. In addition, project and programme evaluation will also include assessment and monitoring of the achievement of these principles as a result of SPF investment.



**(a) General Clause (All Recipients):**

Cornwall Council and the Council of the Isles of Scilly are committed to ensure that projects supported through the Shared Prosperity Fund deliver clean and inclusive economic prosperity ('referred to as Good Growth'). The Recipient commits to work constructively and collaboratively with Cornwall Council to ensure that all reasonable requests related to the achievement of Good Growth are met. Commitments made, action plans or policies developed, will be monitored by the Good Growth Team for the duration of the Agreement.

**(b) Mandatory Clause (All Recipients):**

Good Growth Overarching Principles	What this means	Mechanism	Contract clauses up to £50,000	Contract clauses £50,000 - £200,000	Contract clause over £200,000
Upskilling the workforce	As the accountable body for the Shared Prosperity Fund (SPF), we have put skills at the heart of our efforts, recognising that skills are a key driver for productivity improvements and as a route to better paid jobs. On basic skills, more than a quarter of the working-age population in England have low literacy or numeracy skills. Employers have told us	Skills and Employment Action Plans, containing the following: <ul style="list-style-type: none"> <li>• Working with the Local Digital Skills Partnership and the Employment and Skills Board to set out the skills requirements for the sector and the training which could be developed locally, with reference to cultivator</li> <li>• Setting out the level and number of apprenticeships that the organisation will commit to each year</li> </ul>	Recipient uses best endeavours to work with partners in the skills and employment sector in CloS (including Growth and Skills Hub), and to deliver apprenticeships, traineeships, outreach, internships, and work experience.	Recipient commits to work with partners in the skills and employment sector in CloS (including Growth and Skills Hub), and to deliver apprenticeships, traineeships, outreach, internships, and work experience.  The Recipient will provide relevant information to Cornwall Council to monitor and evidence	The Recipient will create a Skills and Employment Action Plan to be submitted within 6 months of signing the funding agreement.  The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle.





	<p>that there are skills gaps and shortages which hold their employees back. Evidence shows that differences in skill levels can partly explain differences in outputs and wages across the UK. Therefore, uplifting skill levels should be a key principle of all SPF projects and we will also deliver skills programmes in their own right. We will use all investments under SPF as a route to providing training and skills opportunities to the CloS population as widely as possible. This may mean for example; using local talent to assist in capital build projects and/or ensuring that contracts embed skills and training plans in their outcomes.</p>	<ul style="list-style-type: none"> <li>• Setting out the number of traineeships and/or internships that the organisation will commit to each year</li> <li>• Setting out the number of work experience opportunities that the organisation will commit to each year</li> <li>• Stating how the organisation will support the Careers Hub to provide engagement opportunities within schools and at careers/skills shows</li> <li>• Stating how the organisation will provide outreach opportunities to ensure that those furthest from the labour market are offered employment or training opportunities</li> </ul>		<p>impact and performance in relation to this principle.</p>	
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<p>Advance equality of opportunity between people who share a protected characteristic and those who do not (Equality Act 2010)</p>	<p>The nine protected characteristics are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex and sexual orientation. Facilitating equality of opportunity is important in order to eliminate discrimination, ensuring that everyone is treated with dignity and respect, which in turn fosters a more cohesive society.</p>	<p>Support can be provided to organisations in the form of training, toolkits, action plans, or external consultancy, to assist the organisation to meet its obligations under the Equality Act 2010 and to also go above and beyond to advance equality.</p> <p>Example measures include:</p> <ul style="list-style-type: none"> <li>• Amount of land made wheelchair accessible/step free (m2).</li> </ul>	<p>Recipient to create and submit an Equality and Diversity Policy at the point of final claim submission.</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle.</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>If not already included in the Equality and Diversity Policy, the Recipient must produce an Equality and Diversity Action Plan (at the point of final claim submission) which identifies how the Recipient organisation or project will advance equality of opportunity between people who share a protected characteristic and those who do not.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in</p>
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					relation to this principle.
<p>Increase % of workforce earning Real Living Wage</p> <p><b>Note: This is a gateway clause.</b></p>	<p>Over 28.4% of all employee jobs are paid below the Real Living Wage in CloS compared to 20.2% for the UK as a whole. Yet despite low relative earnings, living costs in CloS are high, such as high typical housing and transport costs. The consequences of low wages are significant. Low earnings are correlated with poorer health, lower educational attainment and lower levels of social mobility.</p> <p>Means the <a href="#">UK Real Living Wage</a> as determined and amended on an annual basis by the Living Wage Foundation.</p>	<p>Applicants must commit to pay as a minimum the <a href="#">Real Living Wage</a>.</p> <p>This applies to any jobs created as a result of this intervention and for any posts on the organisation’s payroll.</p> <p>However, if applicants are bound by nationally set pay scales and/or are constrained by funding formulas which are determined by central government, where all reasonably practicable measures have been taken to working towards lifting all employee pay awards to the Real Living Wage, due considerations may be applicable. ALL roles paid for by SPF must pay RLW as a minimum.</p> <p>Example Measures:</p>	<p>Recipient commits to paying all staff employed by the Recipient, no less than the Real Living Wage, by the date on which the Recipient submits its final Claim Form.</p>	<p>Recipient commits to paying all staff employed by the Recipient (including any subsidiary company) no less than the Real Living Wage, by the date on which the Recipient submits its final Claim Form.</p>	<p>Recipient commits to paying all staff employed by the Recipient (including any subsidiary company) no less than the Real Living Wage, by the date on which the Recipient submits its final Claim Form.</p>



		<ul style="list-style-type: none"><li>• Jobs created or safeguarded earning real living wage (No of Jobs)</li><li>• People supported to access employment opportunities that provide a real living wage (No of People Supported).</li></ul>			
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(c) Specific Good Growth Clauses:

*The following contract clauses will be included in the funding agreement if selected within the Initiation Form*

Good Growth principles	What this means	Mechanism	Contract clauses up to £50,000	Contract clauses £50,000 - £200,000	Contract clause over £200,000
Reduction in CO2 emissions	<p><a href="#">Cornwall Council declared a climate and ecological emergency in 2019.</a></p> <p>It is vital that all businesses, communities and the Council work together to find a way to reduce consumption and lower our carbon emissions to avert climate and ecological breakdown. For more information, please see Cornwall Council's <a href="#">Climate Change Action Plan</a>.</p>	<p>Environmental Sustainability Policy includes some of the following areas:</p> <ul style="list-style-type: none"> <li>• The recipient organisation's commitment to Net Zero by 2050 in the UK.</li> <li>• Estimated carbon dioxide equivalent reductions as a result of the project.</li> <li>• Increased take up of energy efficiency measures as a result of the project.</li> <li>• Increased use of cycleways or foot paths as a result of the project.</li> <li>• Increased amount of low or zero carbon energy infrastructure installed as a result of the project.</li> <li>• Provision of other associated environmental growth infrastructure e.g., EV charging points or building</li> </ul>	<p>Recipient to submit Environmental Sustainability Policy at the point of final claim submission.</p>	<p>Recipient must produce an Environmental Sustainability Policy as part of the gateway criteria, at the time of submitting their application.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>If not already included in the Environmental Sustainability Policy, the Recipient must produce a Carbon Reduction Plan within 6 months of signing the funding agreement which details their organisational carbon footprint and confirms their commitment to achieving Net Zero by 2050. If necessary, the Recipient will resubmit their Environmental Sustainability Policy at the point of final claim submission which commits the organisation to reduce CO2 emissions in the long term.</p> <p>The Recipient will provide relevant information to</p>



		<p>performance monitoring equipment.</p> <ul style="list-style-type: none"> <li>• Increased business sustainability as a result of the project.</li> <li>• Number of trees planted as a result of the project.</li> <li>• Travel planning to reduce the number of vehicle movements.</li> <li>• Training / raising awareness amongst staff, participants or beneficiaries about how they can reduce their carbon footprint.</li> <li>• Consider opportunities for mitigation of negative practices where possible to work towards delivering net zero.</li> <li>• All organisations proposing capital builds should consider their construction methods and materials, heat and power generation and storage options, transport connections and contribution to biodiversity net gain.</li> <li>• The environmental management measures that</li> </ul>			<p>Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>
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		<p>are in place and which will be in effect and utilised during the performance of the contract. These measures must combat climate change and/or contribute towards nature recovery and/or any other activities outcomes that constitute environmental growth.</p> <ul style="list-style-type: none"> <li>• Carbon emissions reduced (KG/Tonnes);</li> <li>• Renewable energy capacity installed (kWh);</li> <li>• Mode shift towards active travel or public transport (No Miles Saved);</li> <li>• Reduction in consumer energy demand/use through energy efficient purchasing (kWh);</li> <li>• Households supported to take energy efficiency measures (No of Households);</li> <li>• Participants attending carbon reduction training (No of Participants).</li> </ul>			
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		<ul style="list-style-type: none"> <li>Amount of green or blue space created or improved (m2).</li> </ul>			
<p>Circularity - reduction in use of virgin raw materials. Recycle-reuse principles</p>	<p>In our current economy, we take materials from the Earth, make products from them, and eventually throw them away as waste – the process is linear. In a circular economy by contrast, we stop or reduce the amount of waste being produced in the first place. Measures to move towards a more circular economy may include improving recycling rates, sustainable production of natural resources (such</p>	<p>A Circular Economy can be defined as one where materials are retained in use at their highest value for as long as possible and are then reused or recycled, leaving a minimum of residual waste.</p> <p>A Circular Economy Statement could include the following areas:</p> <ul style="list-style-type: none"> <li>Reducing waste, consider zero landfill policies, onsite composters.</li> <li>Improved resource efficiency, utilising recycled / reuse principles, reduction in use of virgin raw materials.</li> <li>Reducing food waste.</li> <li>Training of staff.</li> <li>Explain how resource efficiency is communicated to your customers.</li> <li>What channels do you give them to improve their own resource efficiency e.g., compostable / recycled packaging.</li> </ul>	<p>Recipient to submit Environmental Sustainability Policy at the point of final claim submission.</p>	<p>Recipient must produce an Environmental Sustainability Policy as part of the gateway criteria, at the time of submitting their application.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>If not already included in the Environmental Sustainability Policy, the Recipient must produce a Circular Economy Statement within 6 months of signing the funding agreement which details their organisations commitment to reducing waste and supporting the circular economy. If necessary, the Recipient will resubmit their Environmental Sustainability Policy at the point of final claim submission which commits the organisation to the reduction in use of virgin raw materials and principles of recycling.</p> <p>The Recipient will provide relevant information to Cornwall Council to</p>



	<p>as timber and minerals), and tackling pollution and food waste. Striving towards a circular economy is important because we need to preserve our world's finite resources for future generations.</p>	<p>Increased percentage of waste recycled (% increase in Waste Recycling);</p> <ul style="list-style-type: none"> <li>• Reduction in waste production (KG/Tonnes);</li> <li>• Products designed to be recyclable and/or reusable (No of Products);</li> </ul> <p>A Circular Economy Statement would primarily be relevant to projects which have physical inputs. The Statement will set out the management measures that they have in place, including, the strategic approach, a bill of materials, recycling and waste reporting form.</p>			<p>monitor and evidence impact and performance in relation to this principle</p>
<p>Nature recovery</p>	<p>In line with the rest of the UK, <a href="#">nature is in serious decline in Cornwall</a>. Over the last 30 years, nearly half of terrestrial mammals and three-fifths of butterflies are</p>	<p>An <a href="#">online resource</a> has been launched by the Department for Environment, Food and Rural Affairs (Defra) to help ensure better environmental decision-making by valuing our 'natural capital'. For the first time, a comprehensive and integrated set of evidence and guidance about UK natural capital is now accessible from one place. It is intended to help policy makers, businesses, landowners and public</p>	<p>The project must deliver a net biodiversity gain and provide evidence to demonstrate that this aim has been achieved.</p>	<p>The project must deliver a net biodiversity gain and provide evidence to demonstrate that this aim has been achieved.</p> <p>The Recipient will provide relevant information to Cornwall Council to</p>	<p>The project must deliver a net biodiversity gain and provide evidence to demonstrate that this aim has been achieved.</p> <p>Additional clause if applicable; a <a href="#">Conservation covenants</a> can be included to conserve either the:</p> <ul style="list-style-type: none"> <li>• natural environment or the</li> </ul>

	<p>found in fewer places. Almost half of breeding birds have declined. In order to avert ecological breakdown, we must go beyond decarbonising our economy and endeavour to conserve our natural environment.</p> <p>Nature recovery is about improving natural capital. Natural capital is the elements of nature that have value to society, such as forests, fisheries, rivers, biodiversity, land and minerals. Stocks of natural capital provide flows of services and assets over</p>	<p>sector organisations make better planning decisions in order to protect and to boost natural capital.</p> <p>‘Natural capital’ is the sum of our ecosystems, providing us with food, clean air and water, wildlife, energy, wood, recreation and protection from hazards. The natural capital approach will make it easier for public and private organisations to better assess and value the environment. This will help deliver benefits including long-term flood risk reduction, boosts to wildlife, improvements to water and air quality, and opportunities for biodiversity net gain.</p> <p>A <a href="#">conservation covenant agreement</a> may be suitable for some contracts and projects. A conservation covenant agreement is a private, voluntary agreement to conserve the natural or heritage features of the land. This can include buildings on the land. Conservation covenants can be used to secure the benefits delivered by biodiversity net gain</p>		<p>monitor and evidence impact and performance in relation to this principle</p>	<p>natural resources of the land (or the setting of land)</p> <ul style="list-style-type: none"> <li>land as a place of archaeological, architectural, artistic, cultural or historic interest (or the setting of land)</li> </ul> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>
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	<p>time and are incredibly beneficial for a society. Services and assets may include commodities with a market value (minerals, timber, freshwater) or non-market value (such as outdoor recreation, landscape amenity).</p> <p>At its simplest, a natural capital approach is about thinking of nature as a set of assets which benefit people. The ability of natural assets to provide goods and services is dependent on their quality, quantity and location.</p>	<p>and other measures for the long term.</p> <p>In general, most projects will need to demonstrate nature recovery and net biodiversity gain as part of their Environmental Sustainability Policy, as stated in the gateway criteria and application form guidance. Within the Environmental Sustainability Policy, applicants will need to explain how their organisation can support nature recovery through their project. If the project involves development, they may wish to show how they have built with nature in mind by integrating nature, including through green infrastructure, sustainable drainage and wildlife friendly features, for example:</p> <ul style="list-style-type: none"> <li>• Protecting and creating natural functioning habitats to generate biodiversity gain;</li> <li>• Providing wildlife corridors (green and blue) to allow wildlife movements;</li> <li>• Blurred boundary design to patchwork habitats.</li> </ul>			
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		<p>If the project involves use of a building or land that is not being developed, recipient's should consider how they could enhance it to be more nature-friendly through:</p> <ul style="list-style-type: none"> <li>• Installing creature features e.g., bird or bat boxes, insect hotels or bee bricks;</li> <li>• Creating wildflower meadows;</li> <li>• Creating a wildlife pond;</li> <li>• nature-friendly lighting;</li> <li>• pollinator-friendly mowing regimes;</li> <li>• Appropriate tree planting;</li> <li>• stopping the use of artificial pesticides and/or wider land-management improvements.</li> </ul>			
<p>Improve productivity of businesses in CloS</p>	<p>Increasing productivity underpins increasing prosperity. Low productivity is a key challenge for businesses in CloS, and of greater concern is that the productivity gap</p>	<p>Business productivity in Cornwall is below the national average, the vision for SPF is that all projects will contribute to improving our current baseline. Projects should consider how they will contribute to this vision:</p> <ul style="list-style-type: none"> <li>• For single business applicants explain how your project will make your business more efficient, for example by</li> </ul>	<p>Within six months of signing of the funding agreement the Recipient to provide a statement explaining how the business or businesses supported by the</p>	<p>Within six months of signing of the funding agreement the Recipient to provide an action plan explaining how businesses supported by the Funding will improve productivity.</p>	<p>Within six months of signing of the funding agreement the Recipient to provide an action plan explaining how businesses supported by the Funding will improve productivity.</p> <p>The Recipient will provide relevant information to Cornwall Council to</p>

	<p>between CloS and the rest of the country is widening. By 2020 GVA per head had increased to £18,524 (64.1% of UK average) and GVA per filled job was £41,984 (74.1% of the UK average) and whilst our progress has outstripped that of comparable areas of the UK, we have yet to reduce the gap between our performance and that of the UK overall. Increasing productivity is essential to improving the life chances of all our residents.</p>	<p>increasing turnover, reducing manufacturing times, investing in your workforce e.g. through training and development. Where possible applicants should provide a numerical measure; a simple input over output calculation is sufficient.</p> <ul style="list-style-type: none"> <li>For larger projects supporting multiple businesses explain what improvement your project will have at sector level.</li> </ul> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>Improved productivity for businesses (Output per Hour Worked (£) or Revenue per Employee).</li> </ul> <p>Only applicable to businesses.</p>	<p>Funding will improve productivity.</p>	<p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>monitor and evidence impact and performance in relation to this principle</p>
<p>Contribute positively to CloS economy, environment and</p>	<p>There is a need to apply Social Value requirements in procurement, as it</p>	<p>Procurement Policy to be submitted at time of application. Cornwall Council will expect suppliers to be treated fairly and consistently, and if</p>	<p>Recipient commits to contributing positively to the</p>	<p>Recipient commits to contributing positively to the</p>	<p>Recipient commits to contributing positively to the Cornwall and Isles of Scilly economy,</p>

<p>equality through purchasing /procurement.</p>	<p>has clearly been shown to have a significant and positive impact on the local economy, environment and equality.</p> <p>The programme will unlock significant purchasing value within the economy and it is a priority (where applicable) that the impact is retained in CloS.</p>	<p>not prohibited, measures should be put in place to consider local suppliers and to facilitate Small and Medium Size Enterprises or Voluntary, Community and Social Enterprises bidding for contracts.</p> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>Increased percentage of supplies sourced or procured from suppliers located within CloS (% of Supplies).</li> </ul>	<p>Cornwall and Isles of Scilly economy, environment and equality through purchasing /procurement;</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>Cornwall and Isles of Scilly economy, environment and equality through purchasing /procurement;</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>environment and equality through purchasing /procurement;</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>
<p>Invest in projects that encourage a healthy lifestyle</p>	<p>The Shared Prosperity Fund should deliver the UK Government’s levelling up missions at a local level, which means narrowing healthy life expectancy between different areas and social groups in the UK. Sub-optimal health</p>	<p>Explain how your project will encourage and create healthy lifestyle choices for communities and individuals. This could include:</p> <ul style="list-style-type: none"> <li>Access to green and blue space;</li> <li>Healthy food;</li> <li>Healthy workplace initiatives;</li> <li>Provision of health and wellbeing training;</li> <li>Active leisure;</li> <li>Active travel;</li> <li>Social prescribing.</li> </ul>	<p>At the point of final claim submission, the Recipient to create and submit a statement on how it intends to deliver a healthy lifestyle plan for its employees, communities or individuals.</p>	<p>At the point of final claim submission, the Recipient to create and submit a statement on how it intends to deliver a healthy lifestyle plan for its employees, communities or individuals.</p> <p>The Recipient will provide relevant</p>	<p>At the point of final claim submission, the Recipient to create and submit a Healthy Lifestyle Action Plan demonstrating how the Recipient organisation or project will encourage and create healthy lifestyle choices for its employees, communities or individuals.</p>



	<p>and wellbeing can limit opportunities to access employment and skills development, ultimately <a href="#">restricting economic prosperity</a>. Coastal communities, including in CloS, have some of the worst health outcomes in England, with low life expectancy and high rates of many major diseases. It is imperative that this Fund enables gains in health outcomes.</p>	<p>Example Measures:</p> <ul style="list-style-type: none"> <li>Residents supported by projects that encourage a healthy lifestyle (No of People Supported).</li> <li>Amount of public realm created or improved (m2).</li> </ul>		<p>information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>
<p>Increase levels of functional numeracy and literacy in the adult population</p>	<p>Employers in CloS report that core employability skills are lacking within the local workforce, with insufficient literacy and numeracy identified as key barriers both</p>	<p><i>Please see the upskilling the workforce entry.</i></p> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>People supported to participate in educational programmes increasing</li> </ul>	<p>Recipient use best endeavours to work with partners in the skills and employment sector in CloS (including Growth and Skills Hub),</p>	<p>Recipient commits to work with partners in the skills and employment sector in CloS (including Growth and Skills Hub), and deliver apprenticeships, traineeships, outreach, internships, and work experience.</p>	<p>Recipient commits to work with partners in the skills and employment sector in CloS (including Growth and Skills Hub), and deliver apprenticeships, traineeships, outreach, internships, and work experience.</p>

	<p>to employment and also further skills development. Alongside this, evidence suggests that inadequate foundational skills across the population inhibit productivity gains and workforce participation.</p>	<p>numeracy and literacy (No of People Supported).</p> <ul style="list-style-type: none"> <li>• Number of people supported to access basic skills (numerical value).</li> <li>• Number of people gaining a qualification or completing a course following support (numerical value)</li> <li>• Number of people supported to engage in life skills (numerical value).</li> </ul>	<p>and deliver apprenticeships, traineeships, outreach, internships, and work experience.</p>	<p>outreach, internships, and work experience.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>Recipient to create and submit a Skills and Employment Action Plan within 6 months of signing of the funding agreement.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>
<p>Reduce the gender pay gap</p>	<p>The gender pay gap is an equality measure that shows the differences in average earnings between women and men. The UK Government estimates that the gap is currently around 18%. To build a more equitable society, this gap must be reduced.</p>	<p>Men and women carrying out equal work for the same employer are entitled to the same terms and conditions of employment. The right derives from both European legislation (Article 157 of the EU Treaty) and from the domestic Equality Act 2010.</p> <p>All applicants should be able to demonstrate an equal pay policy or to issue a declaration that they adhere to the section on equal pay in the Equality Act 2010.</p>	<p>Recipient to create and submit an Equality and Diversity Policy at the point of final claim submission.</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle.</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>If not already included in the Equality and Diversity Policy, the Recipient must produce an Equality and Diversity Action Plan (at the point of final claim submission) which identifies how the Recipient organisation or project will reduce the gender pay gap within</p>



		<p>The Applicant should demonstrate how the project will reduce the gender pay gap as part of their application.</p> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Reduction in the Gender pay gap (on a same-job basis) (Change in % Difference);</li> <li>• Businesses committing to remove gender-based pay disparities (No of Businesses);</li> </ul> <p>Reporting management split/ gender split of board positions</p>			<p>their organisation or as part of their project.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle.</p>
<p>Maximise opportunity for people with disability and ill health (including mental health)</p>	<p>There are 26,000 (15%) workless households in CioS which is higher than the UK average of 13.8%, with physical and mental ill health as well as disabilities as barriers to employment. In the UK more broadly, the disability employment rate was 52% in 2021, compared to 81.0%</p>	<p>All applicants should be able to demonstrate how they maximise opportunity for people with disability and ill health (including mental health).</p> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Facilities supported/created (no of facilities created);</li> <li>• People supported to access skills (no of people supported).</li> <li>• Number of people in employment engaging with the skills system (numerical value).</li> </ul>	<p>Recipient to create and submit an Equality and Diversity Policy at the point of final claim submission</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>If not already included in the Equality and Diversity Policy, the Recipient must produce an Equality and Diversity Action Plan (at the point of final claim submission) which identifies how the Recipient organisation or project will maximise the opportunity for people with disability and ill</p>

	for non-disabled people. Finding ways to enable the potential of these groups will both be beneficial to them individually as well as for the overall economy by addressing workforce shortages.				health (including mental health).  The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle.
Maximise work-based opportunities for those with special educational needs (SEND) particularly relating to spectrum disorders and dyslexia	At school age, around 12.6% of all pupils receive some special educational need (SEN) support and a further 4% have an education, health and care (EHC) plan or a Statement of SEN, which means they have been assessed as being entitled to additional support. After school age, individuals may still need more support to access work	All applicants should be able to demonstrate work-based opportunities for those with special educational needs (SEND) particularly relating to spectrum disorders and dyslexia.  Example Measures: <ul style="list-style-type: none"> <li>• Participants with SEND supported (No of People Supported);</li> <li>• Participants with SEND able to find and/or retain a job (No of People Supported).</li> <li>• Number of people in employment engaging with the skills system (numerical value).</li> </ul>	Recipient to create and submit an Equality and Diversity Policy at the point of final claim submission.	Equality and Diversity Policy to be submitted at time of application.	Equality and Diversity Policy to be submitted at time of application.  If not already included in the Equality and Diversity Policy, the Recipient must produce an Equality and Diversity Action Plan (at the point of final claim submission) which identifies how the Recipient organisation or project will maximise work-based opportunities for those with special educational needs (SEND) particularly relating to

	<p>based opportunities. Unlocking the potential of SEND individuals will not only help build a fairer society where everyone can contribute to their best ability, but it will also help address labour shortages.</p>	<ul style="list-style-type: none"> <li>• Number of people receiving support to gain a vocational licence (numerical value).</li> </ul>			<p>spectrum disorders and dyslexia</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle.</p>
<p>Support for the ageing population to remain economically active</p>	<p>CloS has a rapidly ageing population, and healthy life expectancy for CloS is worse than the national average, at 62.5 years for men and 62.3 for women. An ageing workforce means that more people in employment will have long-term conditions and disabilities. Employers need to adapt</p>	<p>All applicants should be able to demonstrate support for the ageing population to remain economically active.</p> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Individuals supported into work or to search for employment (aged 50+) (no of people supported);</li> <li>• Individuals encouraged to take up volunteering opportunities to train or mentor future generations (aged 50+) (no of people volunteering).</li> </ul>	<p>Recipient to create and submit an Equality and Diversity Policy at the point of final claim submission.</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>If not already included in the Equality and Diversity Policy, the Recipient must produce an Equality and Diversity Action Plan (at the point of final claim submission) which identifies how the Recipient organisation or project will support the ageing population to remain economically active.</p>

	to this with occupational health support for those with long term conditions and by taking a stronger role in prevention of poor health in order to maintain overall productivity.	<ul style="list-style-type: none"> <li>• Number of people in employment engaging with the skills system (numerical value).</li> <li>• Number of people receiving support to gain a vocational licence (numerical value)</li> <li>• Number of people retraining (numerical value)</li> </ul>			The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle.
Assist individuals with complex barriers to employment to access opportunities	There are 26,000 (15%) workless households in CIOs which is higher than the UK average of 13.8%. Finding ways to enable the potential of groups which are furthest from the labour market will both be beneficial to them individually as well as for the overall economy by addressing the workforce shortages.	<p>All applicants should be able to demonstrate that their organisation is mindful of assisting individuals with complex barriers to employment to access opportunities.</p> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Individuals with complex barriers to employment supported into work, volunteering or to look for work/retain employment (no of people supported).</li> </ul>	Recipient to create and submit an Equality and Diversity Policy at the point of final claim submission.	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle</p>	<p>Equality and Diversity Policy to be submitted at time of application.</p> <p>If not already included in the Equality and Diversity Policy, the Recipient must produce an Equality and Diversity Action Plan (at the point of final claim submission) which identifies how the Recipient organisation or project will assist individuals with complex barriers to employment to access opportunities.</p>

					The Recipient will provide relevant information to Cornwall Council to monitor and evidence impact and performance in relation to this principle
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**(d) Non-contract clauses (To be assessed as part of the appraisal process)**

Good Growth principles	What this means	Mechanism
<p>Attracting private sector green finance income to Cornwall;</p>	<p>Combatting, mitigating and adapting to climate change is expected to present economic challenges and opportunities as the UK seeks a <a href="#">green industrial revolution</a>. Green finance is <a href="#">defined as</a> “aligning private sector financial flows with clean, sustainable and resilient growth”, and it is important because green finance is seen as central to the broader net zero transition.</p>	<p>Applicant match funding for the project is sourced from an organisations that has a demonstrable track record of making investments into ethical investment that promote socially and environmentally practices.</p> <p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Attracting private sector investment designed to support green objectives and investment (No of projects receiving Green Investment Funds).</li> </ul> <p>Applicant to provide evidence of private sector green finance funding.</p>

<p>Projects that contribute to the <a href="#">Environmental Growth Strategy for CIOS</a>.</p>	<p>A guiding principle of the Council’s declaration of an ecological emergency in 2019 was the recognition that nature is in serious decline, with species and habitats diminishing significantly over recent decades. Shared Prosperity Fund projects should seek to realise environmental growth, which is about not just protecting but also enhancing nature.</p>	<p>The Environmental Growth Strategy encompasses many areas such as clean air, sustainable food, forest planting, making space for nature ext. Clustered under the umbrella of environmental growth, projects could be asked to identify the opportunities and priorities for environmental growth and supporting wider objectives.</p> <p>Environmental Growth Action Plan could state how they would contribute to environmental growth and confirm the project and organisation’s commitment to the Environmental Growth Strategy 2020-2065 and setting out the environmental management measures and monitoring and evaluation mechanisms that will be in place and which will be in effect and utilised during the performance of the contract.</p> <p>Please see above for a detailed breakdown of possible topics to be included in the Environmental Sustainability Policy.</p> <p>Measures include:</p> <ul style="list-style-type: none"> <li>• New or improved cycleways or paths helping to connect communities and workplaces through green infrastructure (m2 of footpaths and cycleways created or enhanced);</li> <li>• Access to new green leisure opportunities designed to support access for local communities to nature (no of projects);</li> <li>• Targeted skills programmes or training available for individuals, organisations, professionals and communities to improve understanding of Cornwall’s natural environment. (No of participants);</li> <li>• Catchment or coastal management schemes set with the goal of improving biodiversity (No of new schemes);</li> </ul>
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		<ul style="list-style-type: none"> <li>• Increased native tree cover (Ha/ No of Trees);</li> <li>• Increased length of Cornish hedgerows (metres length).</li> <li>• Employees attending training sessions on carbon literacy,</li> <li>• All applicants to raise awareness of climate change and work with their staff / volunteers to develop an action plan</li> <li>• Produce a carbon reduction plan, start to monitor their carbon footprint, understand how their project can benefit nature and biodiversity etc</li> </ul>
<p>Support young (under 30) entrepreneurs</p>	<p>Supporting young entrepreneurs is important in order to foster innovation. Given the significance in the economy of young entrepreneurs as the seedbed for new start-up companies it is vital that this group has the support needed to flourish and drive the companies of the future.</p>	<p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Young entrepreneurs supported to start a businesses (number of people supported).</li> </ul>



<p>Levelling-up of towns and neighbourhoods throughout CloS</p>	<p>The key metrics identified in the Levelling Up White Paper show CloS as one of the areas in the UK most in need of levelling-up.</p> <p>All projects are expected to deliver the Governments Levelling Up “Missions”.</p> <p>CloS towns, high streets and villages, once dominated by retail shops, local service provision and local employers, are changing fast in response to evolving shopping habits, new lifestyles and working patterns and the impact of the Covid-19 pandemic. This change is leading to an increase in the number of empty shops on our high streets which in turn is leading to reduced footfall in most of our towns and villages, especially in those that are not in tourism ‘hot spots’.</p>	<p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Empty properties or land brought back into use (No of Projects/ (Ha/m2));</li> <li>• Neighbourhood improvements undertaken (No of Improvements Supported);</li> <li>• Employment created or supported in projects direct neighbourhood area (No of People Supported or Jobs Created).</li> </ul>
<p>Increase capacity and place-based leadership in our communities</p>	<p>Applications are encouraged from organisations that can demonstrate leadership in their community. Place based leaders should strive to improve the quality of life of communities living in a particular place.</p>	<p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Community consultation events or questionnaires undertaken (No)</li> <li>• Local people engaged at project development stage (No of People Engaged).</li> </ul>

<p>Have a positive impact on children and promote and uphold children’s rights under United Nations Convention on the Rights of the Child (UNCRC)</p>	<p><a href="#">Cornwall Council’s Business Plan 2022-26</a> identified making Cornwall a brilliant place to be a child and grow up as one of the four organisational priority outcomes.</p>	<p>Example Measures:</p> <ul style="list-style-type: none"> <li>• Children positively impacted and supported to remain EET (in Education, Employment or Training). (No. of children under age 18).</li> <li>• Families with children under age 18 supported e.g. health &amp; wellbeing, housing, into work or skills provision or to claim benefit entitlements (No. of families with children).</li> </ul>
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