

Ayrshire Community Wealth Building Commission – Lead Officer Working Group

25 August 2021, 2pm – 4pm via Microsoft Teams

Attendees

Caitriona McAuley, Head of Service (Economic Development and Regeneration), North Ayrshire Council (Chair)
Kaileigh Brown, Co-Leader - Third Sector, The Ayrshire Community Trust (TACT)
Michael Breen, Vice Principle, Ayrshire College
James Thomson, Director of Finance, Student Funding and Estates, Ayrshire College
David McDowall, Interim Head of Planning and Economic Development, East Ayrshire Council
Donna Neilson, Workforce Planning Manager, East Ayrshire Council
Sarah Leslie, HR Director, NHS Ayrshire and Arran
Derek Frew, Ayrshire Divisions Partnership Lead Officer, Police Scotland
Brian Connolly, CWB Specialist, Scottish Enterprise
Paul Zealey, Skills Planning Lead, Skills Development Scotland
Sarah Smillie, CWB Business Locality Officer, South Ayrshire Council
Margaret Scott, CWB Business Locality Officer, South Ayrshire Council
Linda West, Strategic Lead for Representation, Voluntary Action South Ayrshire (VASA) (in place of Norah Williamson, VASA)

Secretariat

Mhairi Paterson, Community Wealth Building Coordinator, North Ayrshire Council

Apologies

Julie McLachlan, Senior Manager – Economic Policy, North Ayrshire Council
Vikki Kewney, Project Manager, Scottish Enterprise
Craig Watt, Team Leader, Scottish Enterprise
Allison Craig, Strategic Manager, Ayrshire Growth Deal
Paul Blackwood, Workforce Planning Manager, Scottish Fire and Rescue Service
Theo Leijser, Service Lead Economy and Regeneration, South Ayrshire Council

1. Welcome and Apologies

The Chair welcomed attendees to the Lead Officer Working Group (LOWG) for the Ayrshire Community Wealth Building Commission and noted apologies submitted.

2. Minutes

The minutes of the previous meeting on 19 May were agreed with no issues raised.

The Chair reiterated a call for members of the LOWG to share examples of good practice at future meetings. In light of interest from other regional Anchor Institutions, it was noted options

for expanding the Ayrshire Anchor Network would be desirable however until a dedicated resource is identified it is not possible to establish a Network at this time.

3. Third Sector and Community Wealth Building – Presentation by The Ayrshire Community Trust (TACT) and Voluntary Action South Ayrshire (VASA)

The Chair introduced Kaileigh Brown from The Ayrshire Community Trust (TACT) (North Ayrshire Third Sector Interface (TSI)) and Linda West from Voluntary Action South Ayrshire (VASA) (South Ayrshire TSI) to present on the opportunities and challenges for the Third Sector in relation to Community Wealth Building.

The presentation provided context on the Third Sector in Ayrshire and introduced the role of their organisations in relation to their remit as TSI for North and South Ayrshire respectively. Discussion following the presentation noted that North Ayrshire Council and TACT had undertaken a Stakeholder Mapping Exercise which mapped out the role of the TSI in supporting the delivery of Community Wealth Building in North Ayrshire. It was suggested there may be value in South and East Ayrshire Councils undertaking a similar exercise in relation to their TSIs and a copy of the Stakeholder Mapping exercise was shared with East and South Ayrshire colleagues for reference.

To develop further knowledge and understanding of the Third Sector, it was noted that North Ayrshire Council are currently supporting TACT to commission research which will scope the capacity of the sector, identifying areas of strength, potential collaboration and specific opportunities related to Community Wealth Building, with a specific focus on the procurement pillar as a first stage. A copy of the research brief was shared with colleagues in East and South Ayrshire Councils. When the research has been completed it was agreed the findings would be presented to both the Lead Officer Working Group and CWB Commission.

The example of [Evergreen Cooperative Laundry](#) in Cleveland, Ohio was noted as an example of how Anchors can think differently about engaging with local enterprises. Recent work by the [Carnegie UK Trust](#) on fair work was also noted as a catalyst for thinking differently.

4. Ayrshire College Fair Employment workstream lead

As the lead for the Fair Employment workstream, Michael Breen from Ayrshire College provided an update on recent activities. One-to-one meetings with all members of the workstream were held during July and August. The workstream participants cover a breadth of experience from HR and employability perspectives and all are enthusiastic about the opportunity to collaborate and share and learn from good practice.

Workstream members have been asked to complete a baseline questionnaire of their respective organisations which covers a range of themes including; Current programmes and partnerships, employee wellbeing policies, employment policies, training and progression and recruitment processes. Questionnaire responses will be collated and will help inform the future activities of the workstream.

Early discussions have indicated there is appetite to focus on recruitment practices within and across organisations and a workstream meeting to explore opportunities further will take place

in due course. It was suggested the workstream may benefit from engaging with other organisations at appropriate junctures, such as the Department for Work and Pensions, the private and third sectors.

The following points were noted by the LOWG:

- There is a need in some organisations to consider recruitment issues and ensure adequate succession planning. Graduate and apprenticeship schemes were identified as areas of focus.
- Many organisations are moving to flexible and agile working practices, and it will be necessary to ensure these changes are reflected in workstream activities.
- There is a need to focus on how to break down barriers within recruitment practices and being aware of future skill requirements. There are opportunities for Anchors to work together on the recruitment and exposure of roles.
- Regional Skills Assessments by Skills Development Scotland provide greater clarity on future skills gaps.
- Some organisations face national regulations preventing direct intervention, however appetite to ensure individuals are ready and available to take on roles was noted.

It was agreed that once the workstream has a set of objectives and list of potential collaborative opportunities for testing, these would be presented to the CWB Commission for agreement to proceed.

5. South Ayrshire Council Procurement workstream update

Attendees were advised that Zoe Fance, who was leading on the procurement workstream on behalf of South Ayrshire Council, has now moved to a new role within NHS Ayrshire and Arran. Before moving on, it was noted that one-to-one meetings with all workstream members had taken place and a workstream meeting was held at the end of July to update partners on progress.

The Secretariat are currently in discussion with partners regarding a suitable replacement for the role and will advise the LOWG and members of the procurement workstream when a lead has been identified.

6. Scottish Enterprise Land & Assets workstream update

The Land and Assets workstream is being led by Scottish Enterprise who made good progress in engaging with workstream Anchors via 1:1 meetings in June and July. However due to the project lead being absent on sick leave, it has been necessary to pause this work. The group were advised activity would recommence in the Autumn.

7. Anchor Charter Progress – Evidence Template

The timeline for capturing progress against the Ayrshire Anchor Charter pledges was outlined. Anchors who have signed the Charter will be contacted during September and October to discuss completion of the Anchor Charter Evidence Template. Feedback will then be collated and shared at the next LOWG in November. Feedback and insight on progress will also be

sought from the CWB Expert Advisory Panel. Progress against the pledges will be reported to the CWB Commission at its meeting on 10 December.

8. Ayrshire and Community Wealth Building Act

An introduction to the proposed Community Wealth Building Act in Scotland was provided and officers were asked to consider how an Act could be designed to support delivery of CWB across Ayrshire. The importance of Scottish Government providing support through additional local resources and capacity was noted during discussion. Further points raised during discussion include:

- Strong relationships between Community Planning Partners were noted as essential in taking forward CWB, however it was observed that more consideration of the relationship of CWB within CPP legislation may be required to ensure clarity.
- A lack of local spend data in relation to the Third Sector presents a challenge for setting goals and targets

It was agreed that LOWG members would continue to consider requirements of a CWB Act and identify any barriers which prevent local CWB activity. The LOWG were asked to review the draft letter proposed to be sent to Mr Arthur, Minister for Minister for Public Finance, Planning and Community Wealth on behalf of the CWB Commission.

9. Ayrshire Growth Deal Community Wealth Building project update

An update on the AGD Community Wealth Building project was provided by Mhairi Paterson. Key updates include:

- The Fair Work Ayrshire Programme Manager has been recruited and will start early September
- The post of CWB Programme Manager has been readvertised and partners were asked to promote the role amongst their networks
- South Ayrshire Council have appointed three CWB Locality Officers
- East Ayrshire Council have appointed two CWB Locality officers and are considering options for filling the third Locality Officer post
- North Ayrshire Council CWB Locality Officers are already delivering the fund and a number of projects are currently being supported.

10. Next Steps and future agenda items

Attendees were asked to consider contributions to future meetings, including potential guest speakers of areas of interest to explore further.

The next meeting of the LOWG will take place on Friday 5th November 2021, 2pm – 4pm.

11. AOB

No other business arising.