

## **24<sup>th</sup> SEPTEMBER 2018 MEETING**

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### **EXPRESSION OF INTEREST INTO STRENGTH IN PLACES FUND FOR CS CONNECTED**

### **REPORT OF CARDIFF CAPITAL REGION PROGRAMME DIRECTOR**

### **AGENDA ITEM: 8**

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*Appendix 1 to this report is exempt from publication because it contains information of the kind described in Paragraph 14 of Part 4 and Paragraph 21 of Part 5 of Schedule 12A of the Local Government Act 1972.*

#### **Reason for this Report**

1. To set out the core elements of a recently submitted Expression of Interest (EOI) from a consortium comprising Cardiff University, Industrial partners, City Deal and Welsh Government, to secure UK Research and Innovation (UKRI) 'Strength in Places Fund' investment to build upon and grow the Compound Semiconductor Cluster.
2. To seek approval of funding in respect of part-time secondment arrangement with Cardiff University to take forward the work outlined in this report.

#### **Background**

3. The Strength in Places Fund is a new competition scheme that takes a place-based approach to Research and Innovation investment. The fund, currently valued at around £115m in the current round, (but with two or three further rounds expected in quick succession), is aimed at developing emerging or established industrial clusters – that demonstrate alignment with existing activity – and are built upon a strong research base and research presence in Technology Readiness Levels 1-3. Eligible projects must show they are driven by a business need that can be met by existing research strengths.

4. The purpose of the Fund is to enact a range of Research and Innovation interventions that deliver demonstrable economic impact and growth. Investment will be awarded to consortia representing economic geographies across the UK. The specific criteria requires that:
  - Consortia are able to demonstrate Research Excellence and a high quality innovation capability focussed on wealth creation opportunities and aligned to needs businesses and supply chains;
  - Activities are likely to bring significant economic growth and regional impact; and,
  - Outcomes are likely to include 'economic strength of place' and a reasonable expectation of competitive advantage.
5. Initial Expressions of Interest (EOIs) were required to be submitted by consortia by 25 July 2018. Our submission was made by consortium lead, Cardiff University. This is a pre-qualification round in which seedcorn funding of £50k will be awarded to successful applicants to work up bids over a 24-week period. If successful we will be informed at the end of October and have a period up until early spring 2019 to utilise the seedcorn fund to progress to a full funding application. UKRI expects to award between four to eight bids ranging from £10-50m (latter in exceptional case only) with funding allocated over 3-5 years. Further stages of the Strength in Places Fund will be announced in due course.

### **The EOI**

6. A bid from the Cardiff Capital Region (CCR) meets all of the above criteria and the consortium established to take the work forward includes Cardiff University (research lead), Swansea University (inter-regional working); IQE, SPTS, Newport WaferFab and Microsemi (Industry partners), CCR City Deal and Welsh Government (local leaders). It is known that around another 7 bids have been submitted from across Wales. The CS Connected bid however has support of all the relevant partners and is backed by a general acceptance that the continued growth of the Compound Semiconductor sector, offers the best chance of achieving clear competitive advantage.
7. Given the opportunity presented before a cabinet decision could be sought, and in view of this just being an expression of interest at this stage (not a formal commitment on behalf of CCRCD), it was determined the submission should be made with CCRCD as a partner. Should the EOI be approved to the next stage, Cardiff University as consortium lead will be the recipient of the seedcorn funding.

8. Our consortium EOI sets out the following:

- Our story to date – phases 1-3 of Cluster development
- New and emerging initiatives
- CS Connected structure and workstreams
- Potential Strength in Places Fund ‘asks’ – Innovation, Foreign Direct Investment (FDI), Marketing, Skills and Dissemination

### Our Story to Date

#### Phase 1 – Innovation Elements

Milestone	Value	Status
1) Compound Semiconductor Institute at Cardiff University	>£75m (comprising Cardiff University, Welsh Government WEFO, RPIF and IQE)	Commenced April 2015 New facility opens in 2020
2) Compound Semiconductor Centre for Excellence	>£42m (£21m Cardiff University: £21m IQE)	Co-located with IQE in Cardiff July 2016
3) CSA Catapult	>£50m IUK grant and industry leverage	Announced January 2016, to be co-located with CSC Foundry
4) Compound Semiconductor Hub	>£21m - £10m EPSRC, £11m Industry	7 year funding commenced October 2016

#### Phase 2 – Innovation Manufacturing Infrastructure

Milestone	Value	Status
1) CSC Foundry	£39m + £375m (CCR City Deal and IQE)	July 2017 commenced – 5 reactors installed to date
2) Newport Waferfab	Backed by WG	450 jobs saved through buyout in September 2017
3) C R&D Programme	£6m	9 competitive projects secured since 2017
4) Centre for Integrated Semiconductors	£30-45m	Outline bid submitted – full bid to be ready for October 2018

### Phase 3:

9. In 2018, further significant progress is being made around:

- Local skills partnership survey for Compound Semiconductors completed in 2018 (Q1)
- Centre for Doctoral Training bids submitted – applications now proceeding to full bids
- Higher Education Funding Council Wales (HEFCW) bid submitted for Higher and Further Education collaboration
- Joint recruitment structures agreed across the core cluster
- Bids also submitted for SMART expertise, Prosperity Partnership, multiple bids submitted to Innovate UK & EOIs to Industrial Strategy Wave 3 Challenges
- 10 major Foreign Direct Investment opportunities in play
- Development of marketing materials: 'CS International', Co-Innovate Conference and Open Innovation workshops, Wales Innovation Week and CS Connected website

### Future Phases

10. The KPMG report on Economic Impact, commissioned to support CCR City Deal investment in the Foundry in May 2017, set out three main critical success factors around developing the CS Connected Cluster vision:

- Governance
- Branding and Marketing
- (Patient) Finance

11. Our EOI recognises these core elements and builds upon the phases of growth achieved to date. Our proposal thus seeks to:

- Drive thought leadership and opinion forming around Compound Semiconductors and become the first line for all enquiries and FDI and inward investment interest;
- Control the cluster brand, vision and strategy through giving it proper definition and developing a clear vision and key messages. In essence, both an elevator pitch and 'moonshot' ambition statement; and,
- Communicate to the UK and wider world the importance and potential of the region as 'anchor' for the sector.

12. The main asks of the Strength in Places Fund are as follows:

1) Innovation support

- Establishing a Challenge Research & Development (CRD) programme aimed at pump priming the sector and aligned to Government commitment to meet target of 2.4% GDP invested in Research & Development by 2027. It is anticipated that such a programme would achieve 60% industry leverage;
- Supporting Wave 3 EOIs into the Industrial Strategy and developing them ahead of future challenge calls in order to build up the pipeline of projects and interventions;
- Building sovereign capability in the core enabling technology; and,
- Demonstration centres across the region aligned to data, health, and energy and power electronics.

2) Marketing

- 3-5 year business plan for all CS-related activity in the region
- Leveraging CRD participation
- Open innovation programme
- Regional prospectus
- Define next phase of work for future bids

3) Foreign Direct Investment

- Development of a front-of-house showcase to be situated at the CSC Foundry
- Alignment of CCR City Deal, Industry and WG resource around inward investment
- Identification and development of incubation space across the whole of the CCR

4) People and Skills

- Establishment of a 'virtual' CS Skills Academy – a collaboration across Higher and Further Education
- On-demand training and development in form of MOOCs

**The Ask**

13. Whilst at this stage, this is merely an EOI; consideration of potential resource requirements must be demonstrated.

14. The likely asks are set out as follows:

• SIPF	£21.5m
• INDUSTRY MATCH	£16.5m
• CCR	£3m
• WG	£3m

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£44m

15. In the case of CCR investment, one consideration might be to direct required funds into a specific component of the project. For example, the front of house development is proposed to be carried out in the CSC Foundry building which is owned by CCR. As regards the WG contributions, discussions are underway concerning the land surrounding the Foundry and the possibility of aligning existing programmes (such as SMART) to create additional value around the CS Connected proposition. This constitutes enough substance for the EOI at this stage.

16. CCR's investment will be met from its Wider Investment Fund as an approved project and therefore will need to follow the requirements of the Assurance Framework.

### **The Offer**

17. Beyond achieving strong investment leverage, developing the persistence and resolve of the Cluster will see the region move further towards realising the vision of the 5-6,000 high skill jobs set out in the KPMG Economic Impact Report.

18. The South Wales Compound Semiconductor sector is expanding at a rapid rate. To date, the industry has self-coordinated through CS Connected, which is currently loosely formed. Members span the whole of the supply chain and include Cardiff University and more recently, Swansea University. Swansea University's reference in this process is an important one given the opportunities for inter-regional work (a key strength to demonstrate to UKRI) and the development of activities across Physics and other elements of Engineering. Swansea's development of the Centre for Integrative Semiconductor Materials – lends further strength to this eco-system approach.

19. Participating in this consortium approach to the EOI for Strength in Places is a natural extension of the work City Deal has backed to date and is critical to ensuring that beyond the direct return on our investment, the full economic potential of the sector is unleashed and anchored in the region. Consortium partners are focussed; organised to deliver and highly influential representing

in excess of 1300 high-value manufacturing jobs in the region. We believe it is possible, with the right support and investment backing, to grow the high-order jobs output projected by KPMG (5-6k jobs) by 2023+.

20. High-level discussions are advancing between the Cluster, UKRI, the Welsh Government and Wales Office. It is important to note that any future challenges coming forward through the Industrial Strategy, are likely to be enabled by technology, which requires hardware capability. This requires an underpinning semiconductor technology. There is a further key ask for UK Government in that they recognise the need to support the inevitability and ubiquity of Compound Semiconductors as the core enabling technology of the future.

### **Approach to Investment**

21. This consortium-led approach to the SIPF EOI looks to realise £44m. Current estimates demonstrate this could be made up of c£21.5m direct investment from the fund, £16.5m industry leverage and a 'match' contribution of C£6m from City Deal and Welsh Government.
20. Should the EOI be successful, the £50k seedcorn funding will be used to
  - Extend and update the existing and potential GVA evidence to cover the existing ~1300 posts in the Cluster across the 4 industry partners (current bottom up evidence was based on IQE operation only in FY2014/15).
  - Identify the skills actions that will have the most dramatic short term impact on current growth constraints
  - Develop the headline business plan for the CSConnected entity.
21. In order to take this work forward the CCR Director has secured the part time secondment of a senior officer of Cardiff University which will be hosted by Monmouthshire County Council as portfolio lead for Innovation. Beyond the Strength in Places fund, the purpose of the input, is to develop the relationship across the CCR and UKRI, undertake sectoral analysis of competitive strengths, open up new opportunities and investment potential and connect the strengths in the research base to existing and emerging opportunities within the region.
22. The EOI was discussed with Programme Board at its meeting of the 15<sup>th</sup> June. Programme Board recognised the importance of this work and the wider value that it will generate for related City Deal projects and supported the request for £30,000 of development funding, in respect of this secondment.

### **Reasons for Recommendations**

23. The reasons for CCR City Deal taking part in the consortium approach to submitting the EOI for Strength in Places investment are:

- A unique opportunity presents to build out the next critical phases of the industrial cluster in the region and towards achieving the significant productivity impact and high order job creation opportunities;
- An important step in developing global competitive advantage around the Compound Semiconductor sector and moving towards wider recognition and opportunities;
- All of the partners together, demonstrate the strong research base, the industrial need and business focus and the local leadership credentials to qualify.

### **Financial Implications**

24. The attached report provides an update on an Initial Expression of Interest submitted by Cardiff University on behalf of a consortium of partners including Cardiff Capital Region to the Strength in Places Fund. If successful, it is understood that Cardiff University will be responsible for receiving and administering the £50k seedcorn funding that is being made available to work up bids.
25. The next stage of the process will involve a full funding application to UK Research and Innovation. If the application is reliant on funding from the Cardiff Capital Region's Wider Investment Fund, then it will be necessary to prepare a business case in-line with the requirements of the Assurance Framework. Compliance with the Assurance Framework is a key requirement of HM Treasury funding terms and conditions, as set-out by Welsh Government.
26. The report outlines that a part-time secondment has been agreed with Cardiff University in respect of this initiative for six months. The cost of this secondment is estimated at circa £30k and the recommendations seek approval of this sum from the Wider Investment Fund Programme Development and Support budget. There are sufficient resources available in the 2018-19 budget to meet this request, if approved by Regional Cabinet.
27. If the Expression of Interest is successful, then a further report will be brought back to Regional Cabinet to provide an update on matters and set-out the next steps, together with details of the associated timescales.

### **Legal Implications**

28. In this case the CCRCD has formed part of a consortia that is applying, via and expression of interest ('EOI'), for UK Research and Innovation Strength in Places funding. The consortia in its application having set out its collaborative proposals. These proposals include the provision of potential funding from the CCRCD Wider Investment Fund (as detailed in the report). Following assessment, successful EOIs will be selected to receive up to £50,000 in 'seedcorn funding' to further develop proposals for a full stage project. If the EOI submitted is successful then detailed work will be required to develop the

collaborative proposals. From the CCRC D perspective, this should include developing the detailed of the governance structure around the proposed collaborative arrangement, setting out the main commitments and responsibilities of each partner to the collaboration, ensuring that all proposed activities are in line with state aid rules, the WG and HMT funding conditions that attach to the Cardiff Capital Region Wider Investment Fund and all other legal requirements.

29. A further report, with supporting business case will be required for CCRC D Regional Cabinet approval before any detailed proposal (which is partially reliant on CCRCFD funding) is submitted.
30. If the EOI is unsuccessful then the report seeks authority for the CRCD to remain part of the consortium and to resubmit further applications in later grounds.
31. As regards the secondment, it is noted that Monmouthshire County Council is to act as lead and in that role will need to consider any employment or other implications that flow from the proposal.

### **Future Generations and Wellbeing Considerations / Well-being and Equalities Assessment**

32. Consideration to aspects concerning the Future Generations (Wales) Act 2015 and Well-being and Equality are described in Appendix 2.

### **RECOMMENDATION**

It is recommended that the Cardiff Capital Region Regional Cabinet:-

- (i) Note and endorse the Expression of interest ('EOI') application submitted to the Strength in Places Fund on 25 July 2018, as detailed in this report.
- (ii) Approve up to £30,000 from the CCRC D Wider Investment Fund's Programme Development & Support budget to meet the costs associated with the part-time secondment outlined in this report; noting that Monmouthshire County Council as lead for the Innovation Portfolio will host the secondment;
- (iii) Agree that if the EOI is successful and Strength in Places Funding is awarded to develop the proposal ('the Detailed Proposal') that:
  - (a) CCRC D, (with the partners to the bid and within the limits of the funding awarded), undertakes the work required to develop the Detailed Proposal; and
  - (b) a further report (with supporting business case) be submitted to Regional Cabinet to seek approval of the Detailed Proposal to be

submitted, including approval of any financial contribution required from the CCRCW Wider Investment Fund as part of the Detailed Proposal,

- (iv) Agree that if the EOI is unsuccessful in October 2018, to delegate authority to the CCRCW Director to work with the consortium partners to submit further EOI under successive rounds of the Strength in Places Fund programme (in line with the approach and principles set out in this report )

**Kellie Beirne**  
**Cardiff Capital Region City Deal Programme Director**  
**18th September 2018**

*The following Appendices are attached:*

<b>Confidential Appendix 1:</b>	Final version of EOI for Strength in Places
Appendix 2:	Future Generations Evaluation SIPP

## Future Generations Assessment Evaluation

<p><b>Name of the Officer completing the evaluation:</b></p> <p><b>Kellie Beirne</b></p> <p><b>Phone no: 07826 9219286</b>  <b>E-mail: <a href="mailto:kellie.beirne@cardiff.gov.uk">kellie.beirne@cardiff.gov.uk</a></b></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>The proposal aims to seek UKRI support through the Strength in Places fund for the growth and development of the Compound Semiconductor Cluster. It builds upon the first investment made by Regional Cabinet in the CSC project and provides a collaborative means of embedding the industrial cluster in the region.</p>
<p><b>Proposal: Strength in Places submission to UK Govt</b></p>	<p><b>Date Future Generations Evaluation form completed: 14 Sept 2018</b></p>

**1. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal seeks to build upon an already operational investment. It will seek to secure a wider investment package of some £40m in total through public and private resources. It aims to build the industrial cluster and supply chain opportunities around CSC Foundry and as a result, seeks to grow new companies, high value jobs, innovation programmes and investment in skills.</p> <p>Whilst wholly positive, we must work hard to ensure all cross-sections of the community have an opportunity to be involved – not just those with an existing high skill-level.</p>	<p>The actions taken to maximize impact are around:</p> <ul style="list-style-type: none"> <li>• Consortium-led approach including CCR City Deal, Cardiff University and industrial partners ;</li> <li>• The categorization of the programme into sub-sets which seek to target different, but complementary outcomes – R&amp;D programme to promote competition; front of house facility to leverage foreign and wider investment into building the cluster in our region; and,</li> <li>• Skills programme that will open the doors to as many people as possible to promote involvement in the sector through all phases of entry</li> </ul>

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The proposal reflects an opportunity to ingrain and embed economic resilience and security through targeted investment in an evidenced growth sector. The sector itself is making a huge contribution to the future of energy security through being an enabling technology to photonics, LED and solar systems</p>	<p>Consideration is currently being given to energy security and resilience at the CSC Foundry site. Energy demands are significant and will grow through cluster aggregation. This challenge/ opportunity will form a core area of focus under the wider energy related work of the City Deal</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>As above – the technology currently forms a key underpinning technology in wearable tech, electronic devices and health diagnostic tools. This is a key area of future development. In addition, providing a higher number of skilled work and opportunities for entry to training and development – will provide potential to get local people into steady and stable well paid work – reducing the stress burden around financial issues which is often a key contributor to mental health.</p>	<p>As the project and cluster opportunities develop, there will be opportunities to anchor companies that are leading the way on responding to societal challenges around health conditions.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>CSC Foundry will become a significant business destination – around which – the ambition is to grow a supply chain and network. This in turn will need to be supported by good clean growth and infrastructure. CSC Foundry can become the hub from which a sustainable network and community can be built around.</p>	<p>The CSC Foundry and SIPF cluster opportunity will contribute to potential for integrated planning and building an 'eco-system' approach to good growth and resilience.</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The project seeks to position our region for global competitive advantage. Currently, our levels of influence and global profile need to be improved. This sector offers an opportunity to not just promote the project or the industry – but a chance to position our City Deal and City Region as a proponent of good growth – which is smart, sustainable and inclusive.</p>	<p>This will sit alongside efforts to market our region competitively and globally – but to do so in a way that defines our approach to sustainability and economic self-reliance. For example, the project, offers the opportunity to make the 'Circular Economy' a feature of supply chain build.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The cluster project will have a strong 'made in Wales' connection and will help – on a global stage – to reinforce and promote our cultural and local heritage and distinction	
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	This proposal goes to the heart of inclusive growth. Creating a cluster is an opportunity for more people from different and diverse backgrounds to become involved and engaged. It does not just relate to 'high skills' and the best qualified – there will be entry-level opportunities to level access to the playing field.	The City Deal Skills agenda and its continued development, has specifically highlighted the need to optimize the skills opportunities – at all levels – through this important seminal investment.

## 2. How has your proposal embedded and prioritized the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The proposal is around an Industry of the Future. It provides opportunities for today – as well as sustained growth in an industry that will be relevant for the future.</p>	<p>Should the bid be unsuccessful – the objective remains and the quest then becomes one of finding alternative ways to make it happen.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The EOI is led by a Research Body, Cardiff University, along with WG and a number of industrial partners. This 'consortium' approach uses skills and assets to best effect and shows the whole is greater than the sum</p>	<p>Additional action will include formally strengthening and reinforcing CS Connected – the brand and group with responsibility for driving forward co-innovation around CSCs</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This approach has straddled regions, sectors, businesses, skills bodies, government groups and universities.</p>	<p>If the EOI is successful and embedding the cluster and growing supply chains begins, more work needs to be done to engage the wider population, schools and communities in the project. Some work has started in schools and FE – this needs to be made relevant for a much wider audience.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The project supports growth in a long-term high-productivity sector which will not just drive industrial and economic benefits – but social ones too through the underpinning technology that will drive social betterment and innovation. This will impact energy, health, AI and sustainability</p>	<p>Not at this time</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This proposal seeks to straddle a whole supply chain, a region and regions. It has the potential to be economically advantageous and socially transformative.</p>	<p>Not at this time</p>

**3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>Should the proposal be successful - in employment and training terms – opportunities will be open to all. However, there will be an opportunity to target younger people through more formative engagement in the sector and opportunities for transformation through schools</p>	<p>None arising – although particular attention will have to be paid to how the message and opportunities is conveyed as consistently as possible to all aspects of the future workforce.</p>	<p>Planning through the Regional Skills Partnership</p>

Appendix 2

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	Should the proposal be successful and investment is made in the Foundry to create a public facing 'front of house' – it will be open to all. Training and skills development will be done on a virtual basis ensuring accessibility and equality of access.	None arising – situation will be subject to ongoing monitoring should the EOI bear fruit.	
Gender reassignment	Should the submission prove to be finally successful – training and development processes will be focused on all equalities principles and matters, including gender.	As above	
Marriage or civil partnership	Should the proposal be successful, employment and recruitment processes will have regard to all of the protected characteristics including the rights of married couples or those in civil partnerships.	As above	
Pregnancy or maternity	Should the proposal be successful, proper regard will be had to the rights of any employees with regard to pregnancy/ adoption/ maternity and paternity.		
Race	Should the proposal be successful and a recruitment and appointment process begin, proper regard will be had at that time, regarding promoting equality of opportunity, translation services and general support to ensure opportunities are genuinely open to all members of the community/ workforce.		
Religion or Belief	As above.		

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sex	Again, should the proposal be successful, proper regard will be had to working conditions and rights and ensuring equity. Efforts in this regard need to be twinned with more support for women in particular in STEM related work.	Proportion of women employed in STEM related professions is generally lower than that of male counterparts.	Data and evidence through the activities of the RSP to inform any potential need for targeted recruitment processes.
Sexual Orientation	As with all of the section above.		
Welsh Language	Should the bid be successful we will discharge all of our duties in relation to the Welsh language Act.	Not at this time but the situation will be kept under review.	

**4. Safeguarding & Corporate Parenting. Are your proposals going to affect either of these responsibilities?**

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Any work with young people or in the context of schools/ learning establishments, will have proper regard to Safeguarding requirements and policy compliance.	Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.	
Corporate Parenting	If successful, an opportunity exists to advise and support our young people about the potential for careers, growth and personal development through engagement with this sector		Ensure information about the industry in which the ten LAs are investors – is conveyed to and shared with young people in the care of the LA. Consideration should be given to city deal employment opportunities being more closely referenced in Corporate Parenting Policies and Strategies.

**5. What evidence and data has informed the development of your proposal?**

- Data and evidence on the CSC sector
- Academic research
- Impact assessments
- Global reports and predictions
- Future trends

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

*The proposal is a speculative one at this stage. The above narrative notes the potential impacts and examples of some of the work that can be deployed to mitigate and manage impact should the proposal be successful. Certainty, there are issues around people, inclusion and support, that in the main, will fall to fora and groups such as the RSP to oversee and co-ordinate.*

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible	Progress

**8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.**

The impacts of this proposal will be evaluated on:	Subject to success of EOI
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