

## PERFORMANCE SCRUTINY COMMITTEE

**Thursday, 29 September  
2022**

**6.00 pm**

**Committee Rooms 1-2, City  
Hall**

- Membership: Councillors Gary Hewson (Chair), Pat Vaughan (Vice-Chair), David Clarkson, Thomas Dyer, Rebecca Longbottom, Adrianna McNulty, Lucinda Preston, Clare Smalley and Loraine Woolley
- Substitute member(s): Councillors Liz Bushell, Martin Christopher and Joshua Wells
- Officers attending: Francesca Bell, Steve Bird, Simon Colburn, Democratic Services, Kate Ellis, Jaclyn Gibson, Scott Lea, Graham Rose and Simon Walters

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## A G E N D A

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1. Confirmation of Minutes - 18 August 2022	<b>3 - 10</b>
2. Declarations of Interest	
Please note that, in accordance with the Members' Code of Conduct, when declaring interests members must disclose the existence and nature of the interest, and whether it is a disclosable pecuniary interest (DPI) or personal and/or pecuniary.	
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**Present:** Councillor Gary Hewson (*in the Chair*),  
Councillor David Clarkson, Councillor Thomas Dyer,  
Councillor Rebecca Longbottom, Councillor  
Lucinda Preston, Councillor Clare Smalley, Councillor  
Loraine Woolley and Councillor Pat Vaughan

**Apologies for Absence:** Councillor Adrianna McNulty, Jaclyn Gibson,  
Daren Turner, Tracey Parker and Robert Marshall

**90. Declarations of Interest**

Councillor Pat Vaughan declared a Personal Interest with regard to the agenda item titled 'Income and Arrears Monitoring Report'. Reason: His daughter worked in the Benefits Team.

Councillor Thomas Dyer declared a Personal Interest with regard to the agenda item titled 'Income and Arrears Monitoring Report'. Reason: He is a Director at Lincoln BIG.

**91. Portfolio Holder under Scrutiny - Customer Experience and Review**

Due to the absence of the Portfolio Holder the Customer Experience and Review Portfolio Holder Report was not scrutinised and therefore would be moved to a future meeting.

**92. Performance Quarterly Monitoring: Quarter 1**

Simon Walters, Director for Communities and Environment;

- a) presented a report to Performance Scrutiny Committee with an outturn summary of the council's performance in Quarter 1 of 2022/23
- b) explained that the full report was attached as Appendix A of the report, with the Strategic Measures Dashboard attached as Appendix B and the Annual Measures as Appendix C
- c) invited members' comments and questions.

Question: Could the notice period for staff in Customer Services could be lengthened as it took 3-6 months to train new staff.

Response: The notice period was being reviewed with HR.

Question: Could more publicity could be done for Yarborough Leisure Centre as the little pool was still open but wasn't well known by customers.

Response: Officers were liaising with Communications about publishing a further message informing the public that the little pool and the gym remained open. Once all the scaffolding had been erected there would be a further media push regarding the works that were taking place at Yarborough Leisure Centre.

Question: Car Park utilisation was lower than pre covid but improving. Members asked if there were and reason for this and what car parks were under performing.

Response: Car park income was improving and had been above target since April. In the last month there had been a slowing in income. Due to the time of year, all the uphill car parks were doing well while the down-hill car parks not so much (except Central car park). This was mainly down to new ways of working and commuters being on holiday etc. Once the summer break had ended, the figures would be reviewed further to see if the cost of living crises is having an effect also.

Question: Members asked why the performance target for Planning was behind if there were less applications.

Response: Only one planning target was not being met due to the complexity of some of the applications being reviewed

Question: Members asked if there were any customers waiting for Disabled Facilities Grant works to be carried out before they came out of hospital or nursing homes.

Response: There were no cases outstanding at present however Officers confirmed that they would carry out further checks.

Question: Would there be an intake of apprentices this year and how much funding had been received from the apprenticeship levy.

Response: Officers confirmed that once this information had been received they would feed it back to the committee.

Question: Members asked why call answer times had increased.

Response: This was mainly down to the reduction in staff and there were currently 3.5 full time vacancies within the team. There had been a lot of staff turnover and it took around 3-6 months to train a new operative. The move to online communications had not been as expected as customers still preferred to talk to someone on the phone and some customers were not digitally prepared.

Question: Some customers repairs had been logged and then cancelled without the works being carried out. This was causing the Council to get a bad reputation. Why was this.

Response: All repair jobs were cancelled at one point due to the pandemic and residents were asked to re-apply for a repair. Some historical repairs had been lost which had led to negative feedback.

The committee passed on their thanks to the Customer Services Team for all of their hard work and for the excellent service they provide to the public.

Question: Members asked if radio could be used as a form of communication with customers as not all of them use social media.

Response: Using the radio as a form of communication could be an option as this was used when the park and Ride was closed at the Christmas Market and was effective

Question: How did students that didn't pay Council tax effect income.

Response: The updated Lincoln City Profile included the latest census data which showed the spike in student population. There were around 18,000 students in Lincoln currently.

Question: Historically, performance data for Major Developments wasn't reported to Performance Scrutiny Committee on a quarterly basis, could this information be reported more regularly rather than just annually.

Response: Performance data from Major Developments got reported to Performance Scrutiny Committee on an annual basis via the portfolio holder, which was considered more effective due to the work in this area being project based.

RESOLVED that:

1. The little pool and gym and Yarborough Leisure centre would be promoted as they were still open to the public.
2. Officers agreed to check if there were any outstanding cases of customers who were waiting for Disabled Facility Grant works to be carried out before they could move out of hospital or a nursing home.
3. Information on whether there would be an apprentice intake this year and how much funding had been received back from the apprentice levy be fed back to the committee.
4. The report be noted.

### **93. Income and Arrears Monitoring Report**

Martin Walmsley, Head of Shared Revenues and Benefits;

a) provided members with an update on the position regarding amounts of monies owed to the City Council as at 1<sup>st</sup> April 2022, (and Business Improvement District (BID) levy to the end of June 2022)

b) highlighted that:

- The net collectable debit for 2021/22 after Council Tax Support, discounts and exemptions had been granted was £47,790,772, amounting to an increase of £2,738,406 from 2020/21.
- Total payments received in respect of 2021/22 were £44,923,761 amounting to an increase of £2,211,848 from 2010/21.

c) explained that

- The net Business Rates collectable debit for 2021/22 after empty voids, charity entitlements and other reliefs had been granted was £34,939,946. This was an increase of £16,419,697 from 2020/21.

- Total payments received in respect of 2021/22 were £35,816,640. This was an increase of £17,488,076 from 2020/21.
- d) advised that the City of Lincoln Council was responsible for the administration and collection of the BID Levy and the net collectable debit raised in respect of the levy was £417,094
- e) explained that the net Housing Rent debit for 2021/22 (collectable rent) excluding Housing Benefits and other adjustments was £28,688,341 of which 100.18% was collected, amounting to an increase of 0.72% on 2020/21 collection of 99.46%
- f) highlighted that a total of 10,844 new debtor accounts were raised in 2021/22 amounting to £15,213,812.93 in cash terms
- g) explained that the balance of outstanding Housing Benefit Overpayments as at 1<sup>st</sup> April 2022 was £2,661,801 compared to £3,153,505 at 1<sup>st</sup> April 2020, a decrease of £491,704
- h) invited members' questions and comments.

Question: If previous tenants that had former tenant arrears could they be taken to court to try and re-coup lost income.

Response: Yes there were a number of avenues that would be taken to try and re-coup monies owed.

RESOLVED that the report be noted.

#### **94. Council Tax Rebate (Energy) - Update**

Martin Walmsley, Head of Shared Revenues and Benefits;

- a) presented Performance Scrutiny Committee with a report on progress made delivering the Council Tax Rebate scheme
- b) explained that in Lincoln, 44,617 properties were in Council Tax Bands A-D, which was equivalent to 95.7% of the total number of domestic properties within the City. However, not all would be eligible for the Council Tax Rebate as some would fall into an ineligible category under the scheme rules.
- c) highlighted that as of 19 August 2022 24,501 rebate payments had been made to households in council Tax Bands A-D paying by direct debit. Any that remained unpaid had either had a query regarding their bank account or were not eligible under the mandatory scheme.
- d) highlighted that as of 19 August 2022 7,861 payments had been made to household in Council Tax Bands A-D who did not pay by direct debit.
- e) invited member's comments and questions.

Question: Were there any lesson learnt when it came to the distribution of the £150 Council Tax Rebate payment and had there had not been any errors in payments.

Response: Assumptions were made on customers digital literacy matters which would need to be re-considered. The Council could be considered to have done a good job when compared to other authorities with the distribution of the money and no errors had been made in payments due to checks that had been put in place before payments were made. More engagement with communities regarding digital inclusion would be good progression now that COVID restrictions had lifted.

Comment: The committee passed on thanks to the Council Tax Team and wider project team for their agility and all of their hard work.

RESOLVED that the report be noted.

**95. Work Programme for 2022/23**

Clare Stait, Democratic Services Officer:

- a) presented the draft work programme for 2022/23 as detailed at Appendix A of her report
- b) advised that the work programme for the Performance Scrutiny Committee was put forward annually for approval by Council; the work programme was then regularly updated throughout the year in consultation with the Performance Scrutiny Committee and its Chair
- c) reported that items had been scheduled in accordance with the existing work programme and officers' guidance regarding the meetings at which the most up-to-date information could be reported to the committee; the work programme also included the list of portfolio holders under scrutiny
- d) requested any relevant comments or changes to the proposed work programme for 2022/23.

RESOLVED that:

- 1. The Portfolio Holder report for Customer Experience and Review be re-scheduled to a future meeting.
- 2. The work programme 2022/23 be noted.

**96. Strategic Risk Register - Quarterly Report**

Simon Walters, Director for Communities and Environment;

- a) presented Performance Scrutiny Committee with a status report of the revised Strategic Risk Register as at the end of quarter 1 2022/23.
- b) reported that the strategic risk registers currently contained twelve risks as follows:
  - 1) Failure to engage & influence effectively the Council's strategic partners, council staff and all stakeholders to deliver against e.g., Council's Vision 2025

- 2) Failure to deliver a sustainable Medium-Term Financial Strategy (that supports delivery of Vision 2025).
- 3) Failure to deliver the Towards Financial Sustainability Programme whilst ensuring the resilience of the Council.
- 4) Failure to ensure compliance with statutory duties/functions and appropriate governance arrangements were in place.
- 5) Failure to protect the local authority's vision 2025 due to changing structures and relationships in local government and impact on size, scale and scope of the Council.
- 6) Unable to meet the emerging changes required in the Council's culture, behaviour and skills to support the delivery of the council's Vision 2020/2025 and the transformational journey to one Council approach.
- 7) Insufficient levels of resilience and capacity exist in order to deliver key strategic projects & services within the Council.
- 8) Decline in the economic prosperity within the City Centre.
- 9) Failure to deliver key strategic projects.
- 10) Failure of the Council's key contractors and partners to remain sustainable and continue to deliver value for money
- 11) Failure to protect the vulnerable in relation to the Council's PREVENT and safeguarding duties.
- 12) Failure to mitigate against the risk of a successful cyber-attack against the council.

RESOLVED that the Strategic Risk Register as at the end of quarter 1 2022/23 be noted.

#### **97. Exclusion of Press and Public**

RESOLVED that the press and public be excluded from the meeting during consideration of the following item(s) of business because it is likely that if members of the public were present there would be a disclosure to them of 'exempt information' as defined by Section 100I and Schedule 12A to the Local Government Act 1972.

#### **98. Strategic Risk Register - Quarterly Review**

Simon Walters, Director for Communities and Environment;

- a) provided members with the revised Strategic Risk Register as attached at Appendix A.
- b) invited members' questions and comments.



RESOLVED that the Strategic Risk Register as at the end of quarter 1 2022/23 be noted.

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## Portfolio Holder Responsibilities

### **Economic Growth**

1. Building Control
2. Car Parks
3. Climate Change (linkage to Local Plan)
4. Commercial Development
5. Contaminated Land
6. Cultural Activities Including:
  - Christmas Market
  - Christmas Lights
7. Economic Development and Growth, including:
  - Western Growth Corridor
  - Sustainable Urban Extensions
8. Heritage
9. Innovation and Inward Investment including:
  - Lincoln Science and Innovation Park
  - Smart City initiatives
10. Markets
11. Planning, including:
  - Central Lincolnshire Local Plan
  - Regional and National Planning Policies
12. Public Realm including:
  - City Centre Masterplan
  - Cornhill Area Redevelopment
13. Regeneration Including:
  - Neighbourhood Revitalisation
  - Community Planning
14. Small Business Support
15. Tourism and Marketing
16. Transport including:
  - Transport Hub
  - Connectivity
  - Infrastructure

### **Reducing Inequality**

1. Anti-Poverty Strategy
2. Asylum Seekers
3. Benefits Advice and take-up, including:
  - Housing Benefit
  - Council Tax Support
4. Community Cohesion Strategy
5. Community Strategies and Policies
6. Corporate Social Responsibility including:
  - Hate Crime
  - Lincolnshire Safer Communities
7. Discretionary Rate Relief Policy
8. Equality and Diversity:
  - Employer perspective
  - Service user perspective
9. Financial Inclusion, including:
  - Adult Learning;
  - Young People.
10. Prevent
11. Public Protection including:
  - Antisocial Behavior
  - Noise Nuisance
  - CCTV
  - Domestic Violence
11. Skills and Training, including The Network;
12. Social Value Policy
13. Universal Credit
14. Welfare Advice
15. Welfare Reform

## **Portfolio Holder Responsibilities**

### **Quality Housing**

1. Affordable Housing
2. Discretionary Housing Payments
3. Estate Management
4. Fleet Management
5. Health and Wellbeing, particularly its links to good quality housing
  - Physical and Mental Health
  - Suicide
6. Homelessness Prevention
7. House Building
8. Housing Investment and Decent Homes
9. Housing Repairs and Maintenance
10. Housing Revenue Account and Landlord Services including:
  - Tenant Engagement
  - Housing Stock Options
11. Lettings and Allocations including:
  - Rogue Landlords
  - Trusted Landlord Accreditation Scheme
12. Rough Sleepers
13. Strategic Housing
14. Supported Housing

### **Remarkable Place**

1. Allotments
2. Cemeteries and Crematorium
3. Community Centres
4. Environmental Contracts including:
  - Refuse Collection and Recycling

- Highways
  - Open Space and Grounds Maintenance
  - Public Conveniences
  - Cleansing
5. Food Health and Safety
  6. Licensing
  7. Low Carbon Agenda
  8. Parks and Recreation
  9. Pollution Control
  10. Sport and Leisure facilities to promote physical activity

### **Our People and Resources**

1. Asset Management
2. Civic and Twinning
3. Corporate Communications and Media Relations
4. Corporate Strategy including
  - Strategic Plan (Vision 2020)
  - Annual Report
  - Strategic Partnerships
5. Corporate Health and Safety
6. Emergency Planning
7. Finance including:
  - Financial Strategy
  - Financial Position
8. Human Resources including:
  - People Strategy
  - Apprenticeships
  - Trade Union Liaison
  - Organisational Culture and Core Values
9. Legal Services (excluding Electoral and Democratic Services)
10. Procurement (excluding social value)

## **Portfolio Holder Responsibilities**

- 11. Regional and Sub-Regional Governance Arrangements including Devolution
- 12. Revenues
- 13. Risk Management and Governance including
  - Insurance
- 14. Specific Major Projects (Excluding Major Developments)
- 15. Towards Financial Sustainability including Commercialisation

## **Customer Experience and Review**

- 1. Audit
  - 2. Central Support Services
  - 3. Complaints Handling
  - 4. Corporate Reviews
  - 5. Customer Engagement including:
    - Customer Services
    - Contact Centre
  - 6. Democratic and Electoral Services including
    - Voter Registration
    - Democratic Engagement
  - 7. ICT
  - 8. Performance including Systems and Process
  - 9. Strategic Information including:
    - Corporate Evidence Bases
- Lincoln City Profile

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**REPORT UNDER RULE 2(vi) OF THE COUNCIL PROCEDURE RULES**

**REPORT BY COUNCILLOR N MURRAY–PORTFOLIO HOLDER FOR ECONOMIC GROWTH**

**ECONOMIC REGENERATION**

I made a report to Full Council in November last year and a lot has changed since then. Inflation has increased dramatically and the insecurities of Covid have been replaced by the insecurities of a Cost Of Living Crisis.

Public Services are in crisis after 12 years of Austerity and the new Prime Minister insists that too much emphasis has placed on the redistribution of wealth. Levelling Up seems to have been abandoned.

We will do whatever we can to help our local economy and my report is a political overview of our activities in recent months. Officers will provide statistics and performance data for committee to scrutinise.

**SWANPOOL. THE BIGGEST LEVELLING UP PROJECT IN LINCOLN'S HISTORY?**

At long last the development of the Swanpool/Western Growth Corridor is in sight. This development was held up for years by our colleagues at the County Council when they could, as the Highway Authority, have assisted us with access into the site. Our Conservative colleagues on the City Council opposed the development to a man, and, to reinforce their clear opposition to the single biggest Levelling Up project in Lincoln's history. They even recorded their opposition for posterity.

Now it appears that the project has the wholehearted support of our Conservative colleagues and even the city MP. I am told he is supporting a bid to the Government's Levelling Up fund which will, if successful, make access to the site much quicker and easier. I am sure colleagues will welcome the new position of the opposition and the MP. Converts to genuine Levelling Up are always welcome.

It is encouraging that the MP has changed his view about Levelling Up after choosing not to support a project which would have substantially improved connectivity in the city centre area as I reported to the Council in November 2021.

Whilst we await the results of the Levelling Up Funding Process officers have been working jointly with the other Swanpool landowner Lindum Western Growth Community Limited focussing on the technical details of the opening up of infrastructure from Skellingthorpe Road. Approval for these plans is expected by the close of 2022.

Once the approval is in place the works can be tendered and commenced in mid 2023. We will be consulting with residents in the next few months to fully explain the detail of the works in order to mitigate problems and keep disruption to a minimum.

As I said earlier the Council is working with Karl McCartney as the local Member of Parliament on a bid for £20 million which will accelerate the delivery of a vehicle/cycle/pedestrian bridge from Tritton Road into the Swanpool area and a pedestrian/cycle bridge which will replace the existing pedestrian rail crossing at Oak Farm.

This is vitally important as it could enable the bridge to be constructed in 2025, significantly ahead of the original date and would further minimise disruption in the area. Officers will present a full report to the Executive when we know the outcome of the Levelling Up funding process.

#### TOWNS FUND PROJECTS IN LINCOLN CENTRAL MARKET TRANSFORMATION

The transformation of the Central Market and the adjacent area is well underway. The old Butcher's corridor has been demolished to make room for a new food/beverage venue. Some of the blind arches have been removed and glazing will be installed and the roof will be glazed. The next phases will see further refurbishment of the market building and the upgrading of the public realm across City Square.

##### Delivery Timescales

- New A3 food and drink unit, handover to tenant for fit-out in summer 2023.
- Market Hall – Summer 2023.
- City Square repaving works – Autumn 2023.

#### OTHER TOWNS FUND SCHEMES IN LINCOLN

- Lincoln City Football Club Community Skills and Education Hub.
- Development of the Drill Hall Arts Centre Project.
- The Barbican Production and Maker Hub for Creative Industries.
- Lincoln Made Smarter.
- Store of Stories.
- Re-Imagining Greyfriars.
- HEAT Institute.
- Lincoln Connected.
- Sincil Bank Regeneration.
- Wigford Way.
- Tentercroft Street.
- Lincoln Science and Innovation Park.

#### UNITED KINGDOM SHARED PROSPERITY FUND - UKSPF

This fund partially replaces the former ESF/ERDF European Social Fund which Britain was a part of before Brexit. As part of the Levelling Up agenda, it is designed to be spent on improving skills, community cohesion and economic activity.



The City Council has been allocated £ 2,810,773 and we are awaiting confirmation from Government that our plans for local delivery are in line with their aspirations and we will be working with our communities to deliver the activities which contribute to the Levelling Up process.

## LINCOLN'S HERITAGE

It has been announced very recently that the National Lottery Heritage Fund will be putting £1.95 million towards the refurbishment and regeneration of the Greyfriars building. The Council will also utilise Towns Fund money to finally make the Re-imagining project a reality.

This is very good news but has taken an age and highlights how the Government ignores our heritage despite its obvious cultural value. I hope we do not have to wait till other ancient monuments start to fall over for Central Government to wake up to the problem and opportunities in regard to historic monument preservation.

Some of the highlights of the Heritage Team's recent work –

- Archaeological Borehole sampling at the former large Co-op shop on Waterside South confirms the former course of the River Witham in the area and shows where archaeological remains could be found. This includes Narrowing down the area in which nationally significant Middle Saxon remains are likely to be found. This will be used to inform new development in the area.
- The Council facilitated a student training excavation at the Lawn in the summer by the Archaeology department of Bishop Grosseteste University in the grounds. This revealed some interesting finds from the Medieval period including a Viking gaming piece in the style of the Lewis chess men and a coin from the reign of King Stephen (1135-1153).
- For their next training dig BGU would like to investigate in the Swanpool area looking at the Monastic settlement of Haw Hill. This could be a multi-year excavation and has the potential to create new educational and tourist opportunities in the area.

## HIGH STREET HISTORIC ACTION ZONE PROJECT (HSHAZ).

This project has successfully utilised Heritage England funds to improve historic buildings in and around the High Street. Among these are –

- St Mary's Guildhall. Long awaited refurbishment of the fabric of this historic building is now ongoing. New roofing materials have been used to match the original tiles. The stonework has been repaired and new buttresses added to keep the building safe.
- Central Market. Some of the historic features have been repaired using HAHAZ funding.

- St Mary Le Wigford Church. We are hoping to build a new wall around the historic church.
- North End of Sincil Street. HAZARD funds have been used to repair historic features of rare back to back houses.
- The Albion Hotel/Barbican. Work is being carried out to repair and clean the stonework and repair the windows. Discussions continue regarding internal works.

## PLANNING POLICY

### SWANPOOL

The Council's Planning Officers did great work in conducting the planning process for the Swanpool project. The project is massively important for the future of Lincoln and there will be great boost to the local economy. I was very pleased at the response of members of the public who attended the Planning meeting or watched it unfold on the internet. They were all impressed by the professionalism of the officers and the event itself which reflects very positively on the Council as a whole. Well done.

That was an exceptional event and application. The day to day performance of Development Control is also impressive with the targets set by Central Government being met comfortably. Tellingly no planning applications have been overturned at appeal by Inspectors up to now which highlights the robustness of the decisions made by the Planning Committee.

### LOCAL LISTING

I would like to thank the volunteers from the Society for Lincolnshire History and Archaeology for their help in the Local Listing project. This is valuable work in helping the Council identify significant buildings in the City which merit Listing.

### LOCAL PLAN

The Local Plan rolls on and the draft document has been submitted to the Planning Inspectorate. Public Hearing sessions are due to begin in November.

Milestones in the last year or so.

- Central Lincolnshire Joint Strategic Planning Committee (CLJSPC) Annual General Meeting took place in June 2021 where the committee agreed the consultation draft of the plan and the eight week consultation period which took place during July and August 2021.
- Analysis of the public responses to the draft plan and preparation for the next stage of the process.
- In February, this year agreement by the CLJSPC of amended draft plan for submission.

- Late July Plan submitted for Examination and Hearing sessions to come in November and adoption of the Plan expected in April 2023.

## FUTURE POLICY.

It is important to think how we can improve our planning policies where we are not so strong. I think we need to look closely at the way in which community assets can be easily changed into development opportunities. We need a more robust policy on the retention of buildings which have a social value to neighbourhoods. For example, I am thinking of pubs which are valued by residents.

## SMALL BUSINESS SUPPORT.

The Council operates two managed workspaces in the City, the Terrace for the creative industries and Greetwell Place which is open to all businesses. At Greetwell Place we provide excellent reception services for the tenants and administrative services including typing, photocopying and telephone answering services. Our occupancy rates are consistently high and we have a waiting list. Officers will provide details.

## CAR PARKS/PARKING

As we are all aware our car parking services are important for people to get to work, into town or for leisure. We also manage on street parking in the Resident Parking Scheme areas.

Our car parks are also important in terms of revenue income to the Council. Over the years we have invested heavily in the car parks and we provide a good service to the public.

Usage of the car parks recovered well after covid but it could reduce again as the Cost of Living Crisis gets worse. Parking income for September 2021 and August 2022 was £ 5.4 million as against a target of £ 4.6 million. Usage dipped in August and it could well be a new, downward, trend.

After a very long, frustrating delay, the County Council have approved new RPS zones in Boutham and Park wards. Zone 5B should be implemented in February 2023. They will be advertising the proposed Zone 5C in the next few weeks and hopefully 5D will follow next year.

I was very surprised the County Council chose to ignore residents of the Bailgate who requested an extension of the RPS scheme into their area. The City Council put forward a compromise solution which would have shared parking in the area between shoppers and residents. The compromise was supported by the local County Councillors but ignored by their County Council colleagues. It is a good example of why we need local people deciding on our services rather than people who do not represent Lincoln wards.

## RESIDENT'S PARKING SCHEME.

The RPS scheme is not a magic system to cure parking issues but it is a useful way of bringing some order to parking chaos. It can transform an area from a free car park for shoppers and commuters into a quieter, less busy area with room for residents to park near their homes.

## PARKING STRATEGY REVIEW

An Internal Review group met recently and it will discuss vision and the timeline for the review.

## WELL DONE

I would like to thank the Parking Services team for their efforts since my last report. They get on with their jobs in sometimes very difficult circumstances.

## PARK WARD REGENERATION.

Planning for the transformation of Hermit Street continues. We look forward to reconfigured and refurbished flats and new houses to regenerate the area. In the wider Sincil Bank area the introduction of RPS will have a beneficial effect on the quality of life of residents.

## TOURISM

Tourism in Lincoln bounced back from Covid. The Staycation phenomenon was evident in the City when restrictions were lifted. We await figures from this Summer and it will be interesting to see if the Cost of Living Crisis affects visitor numbers as we go forward. On a positive note, well done to the staff at the Visitor Information Centre who were awarded the Travellers Choice 2022 status by Tripadvisor.

## CHRISTMAS MARKET 40<sup>th</sup> ANNIVERSARY

Our Christmas Market came back last year and it was excellent. Council officers' preparatory work and the public's appetite for enjoying the Christmas period made it a great success.

This year is the 40<sup>th</sup> anniversary and something we should be very proud of. The market is a world class event organised by a small District Council. We are in a difficult financial moment again but hopefully the market will attract lots of people to the City again this year and we can enjoy the special anniversary. We have some new ideas to mark our 40<sup>th</sup> and make it really special.

**COUNCILLOR NEIL MURRAY**  
**EXECUTIVE MEMBER FOR ECONOMIC REGENERATION.**

<b>SUBJECT:</b>	<b>VISION 2025 ANNUAL INCLUSIVE ECONOMIC GROWTH REPORT ON PROGRESS</b>
<b>DIRECTORATE:</b>	<b>MAJOR DEVELOPMENTS</b>
<b>REPORT AUTHOR:</b>	<b>FRANCESCA BELL – ASSISTANT DIRECTOR OF GROWTH AND DEVELOPMENT</b>

## **1. Purpose of Report**

- 1.1 The purpose of the report is to provide Performance Scrutiny Committee with an update on Economic Growth across the City including contextual measures and the City Council's activities that influence Inclusive Growth within the City and surrounding areas.
- 1.2 The report will, where possible, consider pre Covid-19 measurements to provide a comprehensive overview and understanding of direction of travel.

## **2. Executive Summary**

- 2.1 This report provides an update on progress of the Vision 2025 priority area of Inclusive Economic Growth.
- 2.2 The report included updates on Vision 2020 priorities and work such as Covid-19 business support grants administered, as well as updates on Vision 2025 projects and a forward look at priorities over the coming year.
- 2.3 The report also considers other contextual economic growth indicators and how these are recovering post Covid-19 Pandemic.

## **3. Background**

- 3.1 Economic growth is a term used to describe people's real income and the price of what they can buy. This can be measured by considering a range of broader factors including job growth, income, deprivation measures and should also consider how this can impact on health and wellbeing and locality as a measure of wealth.
- 3.2 City of Lincoln Council has 'let's drive inclusive economic growth' as one of its Vision 2025 priorities. Economic growth when considered as a broader term also has the ability to directly influence, albeit slow to be realised, the other 4 Vision 2025 priorities, namely, 'let's reduce all kinds of inequality', 'let's deliver quality housing', 'let's enhance our remarkable place' and 'let's address the challenge of climate change'.

### 3.3 This report will:

- Provide an update on the projects delivered as part of Economic Growth since the end of Vision 2020;
- Provide an update on Vision 2025 projects to date;
- Provide information on contextual indicators either directly or indirectly influenced by the Councils efforts to increase inclusive economic growth, and where appropriate;
- Will provide narrative on what this data means and how we could affect it in the future.

## 4. Vision 2020 Updates

4.1 The updates below are extracted from the update report provided in July of 2020 and are therefore representative of where the projects were up to at that point in time.

Key activities	Completed by	Summary of outcomes achieved
New Homes Programme:	DMD	<ul style="list-style-type: none"><li>- Board &amp; Cross-Departmental working established</li><li>- Contracts let/start on site @ Markham House; QER demo;</li><li>- Feasibility and planning underway for Rookery Lane</li><li>- Masterplan review and market testing underway for QER</li><li>- Options appraisal and pipeline of smaller sites identified for development</li></ul>
WGC	DMD	<ul style="list-style-type: none"><li>- Planning process underway, target to secure outline pp summer 2020</li><li>- Funding secured for Phase 1a</li><li>- Bid submitted to HE for Phase 1b and c</li><li>- Architectural services commissioned</li><li>- Proposals for leisure village progressed</li><li>- Delivery Agreement with Lindum and joint working on common infrastructure</li></ul>
Transport Hub	DMD	<ul style="list-style-type: none"><li>- Monitoring of outcomes</li><li>- Further award nominations</li><li>- Premises and lease for Dial A Ride completed</li></ul>
Cornhill	DMD	<ul style="list-style-type: none"><li>- Contract let for kiosk demo and tree safeguarding works</li><li>- Public realm designs and costs for phase 2</li></ul>

Key activities	Completed by	Summary of outcomes achieved
Central Market	DMD	<ul style="list-style-type: none"> <li>- Feasibility work commissioned to develop full business case for Town Fund support</li> </ul>
Tentercroft Street	DMD	<ul style="list-style-type: none"> <li>- Masterplan and appraisal revisited for PRS and workspace to develop business case for support</li> </ul>
Growth Strategy & Town Investment Plan (Town Deal)	DMD	<ul style="list-style-type: none"> <li>- Evidence base completed</li> <li>- Governance for Town Deal in place</li> <li>- Emerging Town Investment Plan</li> </ul>
Be Lincoln	DMD	<ul style="list-style-type: none"> <li>- Negotiations with Visit Lincoln and opportunity identified for support through Town Fund to develop place marketing brand</li> </ul>
Transport Strategy	LCC	<ul style="list-style-type: none"> <li>- Work in partnership as a key stakeholder on Transport Board to develop this sustainable transport strategy, now finalised</li> </ul>
Low Carbon	DMD/Housing Strategy	<ul style="list-style-type: none"> <li>- Work towards a road map completed;</li> <li>- Expertise and resource commissioned</li> </ul>

## 5. Covid-19 Business Grants Administration

- 5.1 During the Covid-19 pandemic the Government introduced a range of grant schemes to support businesses financially through the pandemic. This was a corporate effort supported by the Major Developments, Finance, Audit and Business Rates teams. During that period a total of 16 Grant schemes were administered across 8 cohorts. The amount of grants administered to support businesses was £44,829,767.53 made up of 9228 payments. The number of business that have been supported through the schemes is 2294.

## 6. Town Fund Projects and Updates

- 6.1 Lincoln is one of 101 Towns identified through the Government Town Deal programme to be invited to submit a Town Investment Plan and funding bid submission for up to £25 Million over the next five years. The objective of the Fund is to drive the economic regeneration of towns to deliver long term economic and productivity growth through, Urban Regeneration, planning and land use, Skills and Enterprise Infrastructure and Connectivity.

Lincoln is among four cities and towns in the county in line for a share of £3.6bn of Government funding. Boston, Skegness, Mablethorpe, Grimsby and Scunthorpe also made the list of those eligible to place a bid.

- 6.2 Of the 13 projects originally in the programme, 12 have submitted business cases, completed the due diligence process and been approved by the Investment Committee, subject to conditions. One project has withdrawn from the programme. Summary documents for all 12 approved projects have been submitted to government.

Following the withdrawal of the Hive project, expressions of interest were sought for existing or new projects which were aligned with the Lincoln Investment Plan, and could produce a business case by the end of February 2022 and would add value to the programme.

Independent assessment was undertaken of the proposals and three projects invited to submit business cases. The Investment Sub Committee approved, subject to conditions, additional funds for the Barbican Production and Maker Hub and LCFC Community Skills & Education Hub as well as a new project – the Lincoln Science and Innovation Park Innovation Hub. Final sign on these approvals is awaited from Government..

- 6.3 Overall, the programme is progressing well with all business cases approved and project summaries submitted to Government. A number of projects still have conditions to meet before a Grant Funding Agreement can be issued and projects should prioritise ensuring these conditions are signed off as soon as possible. This will overall help to reduce the risk to the programme as many of the conditions are linked to key risk points such as planning, leases, cost certainty and co-funding.

- 6.4 A summary of the position is shown below.

- a) LCFC Community Skills & Education Hub - Lincoln City Football Club, through Lincoln City Foundation will deliver a transformational project which will provide a community centre for learning and improving people's physical, mental and social wellbeing in one of the most deprived areas of the City. The project will create new education and skills training facilities for the Lincoln City Foundation and rejuvenate an existing outdoor community facility to support the delivery of health, wellbeing and activity programmes.

Business Case has been approved and all pre contract conditions have been met. A Grant Funding Agreement has been issued.

- b) Development of the Drill Hall Arts Centre Project - The provision of a renewed venue that will provide a wide range of services, drive a sustainable economic future for this iconic space and strengthen this local cultural asset. Located on the edge of one of the most economically deprived wards in Lincolnshire, the Drill Hall will offer a leisure venue for local community groups to meet, adult training provision that will provide both routeways to employment and Continuous Professional Development for local priority sectors. In the evenings the centre will focus on making the arts more visible and easier to access by delivering a range of performances to support a holistic cultural offer within Lincoln, working in collaboration with other arts venues. All conditions have been met, Grant Funding Agreement is in place and the project is nearing completion.



- c) Lincoln Central Market - This project will restore and repurpose the Grade II listed Central Market Building within Lincoln City Centre to create a modern and diversified market offer, combining retail, food, leisure and technology. The scheme will create an 'anchor destination' with the Cornhill Quarter, which is emerging as a prime leisure and retail area, directly served by the City's multi-modal Transport Hub.

The business case has been approved and pre contract conditions met. The project is in its delivery phase and work on site started in April. A further update on this is given in section 15.8

- d) The Barbican Production & Maker Hub for Creative Industries - Development of a Production and Maker Hub for the Creative Industries (County Hub) on the vacant Barbican Hotel Site (St Mary's Street). The space would enable clustering and incubation of creative businesses and the establishment of a creative business network. In addition, the space would allow for public facing educational activity and community access to production spaces, gallery and café spaces. This would be a distinctive, visible and high-quality offer in the heart of the City.

The Business Case has been approved subject to conditions and there are some pre-contract conditions which still need to be met. With funding from Lincolnshire Co-op and the Heritage Action Zone the project is fully funded. Opening up works are currently underway to better understand the condition of the building and help to reduce risks.

- e) Lincoln Made Smarter (LMS) – The scheme will accelerate the adoption and development of industrial digital technologies (IDTs) through focused support to SMEs to drive productivity. LMS will support SMEs from basic awareness of the potential of digital adoption through to making transformational changes in the use of technology and the development of new products and systems.

The business case has been approved, all due diligence conditions met, and a Grant Funding Agreement is in place.

- f) Store of Stories - This project will support the development of a purpose built, centrally located food supermarket, that would alleviate issues of food poverty, address food wastage and support health issues leading to economic opportunities and longer-term productivity. With a focus on helping local people build resilience, The Store of Stories will provide low cost locally supplied waste and surplus food and other essential items, alongside a programme of advice, support and training, volunteering, and work placements opportunities.

The Business Case has been approved subject to conditions and Listed Building Consent has been secured.

- g) Re-imagining Greyfriars Project - Greyfriars is an internationally important, listed building in the heart of Lincoln dating from the 13th century, in desperate need of repair and a new use. This scheme will repair the historic fabric of the building and open it to the public as a heritage attraction with a

mix of a digital and tactile, immersive interpretation scheme, temporary exhibitions, events, conferencing and educational activities. The scheme will add to the popular heritage offer in Lincoln, increasing dwell time and spend.

The Business Case has been approved subject to conditions and there are some pre-contract conditions which still need to be met. The second-round application to the National Lottery Heritage Fund has been submitted with a decision expected in September. Opening up and investigation works have commenced to mitigate further cost risks and Ancient Monument Consent has been secured.

- h) HEAT Institute - The development of the UK's first Hospitality, Events and Tourism (HEAT) College, delivering bespoke support to the sector. This will support the changing nature of the industry and the international skills required to successfully operate within it. The new College will have a direct, positive impact on the performance of the local economy through the provision of employer-led training, offering both cross-cutting support, as well as sector-specific courses for two priority areas, Digital and the Visitor Economy. Indirectly, increasing the quality of the offer will have an impact on visitor spend, as well as contributing to a dynamic town centre that tends to be at the heart of thriving tech communities.

The Business Case has been approved subject to conditions and there are some pre-contract conditions which still need to be met.

- i) Lincoln Connected - Lincoln Connected project will reimagine Lincoln's High Street using digital technology to connect people to the City's heritage, culture, retail and leisure offer. It will enhance the visitor experience, encourage local spend and promote a thriving city centre through 4 key interventions:
  - Open Content Management (CMS) will connect and share electronic sources of information between different businesses and make this information available to visitors in one place, putting the user at the heart of the digital journey through Lincoln
  - Smart Signage: to promote access to and interpretation of a wider range of attractions more readily
  - Light up Lincoln: delivery of planning and lighting infrastructure to showcase Lincoln's historic assets and support the visitor economy
  - Lincoln Creates: providing grants to support digital arts installations, supporting and showcasing creative talent

The Business Case has been approved subject to conditions and there are some pre-contract conditions which still need to be met.

- j) Sincil Bank Regeneration - The project will support the regeneration of the Sincil Bank area of Lincoln incorporating the plans and proposals developed by the Sincil Bank Revitalisation Partnership. It includes a range of interventions covering a 20mph vehicle zone, improved place-setting,

creation of a green corridor, pedestrian, cyclist and environmental improvements together with car-parking measures.

The Business Case has been approved subject to conditions and there are some pre-contract conditions which still need to be met.

- k) Wigford Way - The project will produce detailed design and business case for schemes to improve the walking and cycling environment and public realm along Wigford Way and St Mary's Street, a key east west corridor in the centre of Lincoln, linking the Lincoln Transport Hub with key retail and commercial areas including High Street and Brayford Wharf.

The business case has been approved and conditions signed off and the Grant Funding Agreement has been issued.

- l) Tentercroft Street - This project will support the redevelopment of a strategic brownfield site to create new workspace and city living in the heart of the City Centre. The scheme will address the unfulfilled demand for start-up and move-on space as part of a portfolio of new workspace to serve different business needs across the City. This is alongside a new city living offer which will provide sustainable accommodation in an accessible location adjacent to the main transport hub, the regenerated Cornhill Quarter and in close proximity to the University. Town funding will support feasibility and design to enable this scheme to proceed.

The business case has been approved and feasibility work is progressing.

- m) LSIP HUB (yet to be approved) – The Business Case has been assured subject to conditions and is awaiting confirmation of Programme Adjustment to include from Government.

## **7. Western Growth Corridor**

- 7.1 Planning consent was obtained on 12 January 2022. The Secretary of State refused a request to call the planning application in and no Judicial Review processes were initiated.
- 7.2 Joint work between the City Council as landowner and Lindum Western Growth Community Limited as the other landowner has been focused on working with Lincolnshire County Council on the detailed technical approval of the highways and drainage elements of the opening-up infrastructure from Skellingthorpe Road into the site. The formal submission of the detailed plans are now ready to be submitted with the approval process scheduled to be complete before the end of 2022. Once approval is in place, the works can then be priced and let to enable a start on site in late Spring/Summer 2023. A series of consultation events with local residents will take place in the next few months to ensure that the impact and disruption of the planned works in 2023 can be minimised, although it will inevitably mean inconvenience for local residents and businesses. Current draft proposals for traffic management are seeking to enable Skellingthorpe Road to remain open during the day-time to local traffic throughout the works with a minimal number of night-time closures.

7.3 The City Council in conjunction with Karl McCartney as the local Member of Parliament submitted a Levelling-Up capital funding bid on 2 August 2022 for £20million to enable the accelerated delivery of the overbridge linking the development into Tritton Road. The outcome of the bid is expected later in 2022. If successful, the funding would see an all vehicular/cycle/pedestrian bridge over the railway from the development into Tritton Road and a pedestrian/cycle bridge replacing the existing pedestrian rail crossing at Oak Farm (opposite the new LN6 development). The funding would enable the bridge to be delivered in 2025 which would be significantly ahead of the original date, to open up more housing and accelerate the development to further minimise short-term negative impacts of the development on the existing communities.

7.4 A full report on the next stages of the Western Growth Corridor will go to Executive once the outcome of the Levelling-Up funding is known.

## **8. UK Shared Prosperity Fund (UKSPF)**

8.1 UKSPF was launched earlier 2022 and is a key strand to the Governments Levelling Up agenda.

8.2 UKSPF replaces European Funding. Specifically, ESF/ERDF (European Social Fund aimed at skills and business support) and European Regional Development Fund (larger predominantly capital schemes).

8.3 It is a key funding pot for delivering the Government's Levelling Up agenda. The purpose of the UKSPF is to Improving life chances in our area by providing equality of opportunity. The fund gives local leaders the flexibility to use the fund to enhance and support their area and communities to be levelled up

8.4 Building pride in place and increasing life chances, by investing in:

- Community and Place
- Supporting local business
- People and Skills

8.5 The funding is allocated to unitaries/districts/devolved areas. Should Greater/Lincolnshire become a devolved area then any future UKSPF programmes would be delivered by that body.

8.6 City of Lincoln Council has been allocated £2,810,773. An investment has been submitted to Government setting out how we intend to use and deliver the funding.

8.7 We are currently setting up governance structure and preparing award criteria in preparation for funding draw down expected in October.

## **9. Climate Change Agenda**

9.1 We continue to deliver the climate change agenda as part of Vision 2025 and also continue to look for opportunities to embed this work across all areas of business.

- 9.2 Strategies we have produced include City of Lincoln Council (CoLC) Decarbonisation Strategy and Action Plan, CoLC Travel Plan, Lincoln 2030 Climate Action Plan, Waterside East Development Area Capacity Study and Energy Strategy Report and Queen Elizabeth Road Energy Strategy Report have all been produced since 2020. We have also influenced and had input in the Central Lincolnshire Local Plan climate policies, Lincoln Transport Strategy and Greater Lincolnshire Electric Vehicle Strategy.
- 9.3 Some examples of projects that we have supported include the Home Energy Upgrade Scheme, Lincoln Sustainable Toolkit, expansion of Electric Vehicle Charging points and climate conscious infrastructure. We have also supported Town Fund projects such as Central Market and the Drill Hall.

## **10. Business Support and Managed Workspaces**

- 10.1 The Council has two managed workspaces within its management these are The Terrace which is a creative workspace and supports a range of creative businesses and Greetwell place which supports more conventional office-based businesses.
- 10.2 The Terrace has 1 cafe, 38 offices, 15 workshops and 1 conference room. Greetwell Place has 82 offices and 4 conference rooms.
- 10.3 Both workspaces provide a reception service. The reception service offered prides itself on being to an excellent level ensuring tenants are represented to a very high professional standard, and offers a range of administrative services for tenants, including typing, photocopying, faxing and telephone answering services and there are meeting rooms within the workspaces available to hire by both internal and external companies
- 10.4 The Council also owns the Think Tank which is currently managed by the University of Lincoln. The Think Tank has 9 Workshops, 22 offices and two conference rooms.
- 10.5 In addition to providing managed workspaces business support is also available to businesses or those looking to start a business.

Breakdown of occupancy rates is contained in **Appendix A**  
Analysis of Managed Workspace waiting lists is shown in **Appendix B**  
Business Enquiry breakdowns are contained in **Appendix C**

## **11. Business Growth**

- 11.1 Prior to the advent of the Covid-19 pandemic, Lincoln's economy was proving to be particularly buoyant and growing steadily, with most indicators showing improvement. This was also shown in the Lincoln Economic Evidence and Growth Study 2020 completed in support of the Town Investment Plan.
- 11.2 New businesses are being created and surviving – however this data reflects up to 2018 and will not yet include any of the negative effects on business felt during and after the pandemic.

- 11.3 Lincoln has seen: 89.2% of new businesses survived their first year in 2018 – but this remains the 2nd lowest of our Lincolnshire district neighbours. Business counts, births and survival rates are shown in **Appendix D**.

## **12. Job Growth and Labour Market Changes**

- 12.1 There are a number of contextual indicators that when considered together give an indication of whether the labour market, including employment levels, wages, skills levels and job density is increasing and improving or shrinking and worsening. Whilst these indicators are not directly controlled by the Council and our work, the role we play in supporting growth, sustainable business growth and future skills is indirectly influencing these measures. The measures also inform us of where further future investment and support may be required.

- 12.2 A full range of figures are shown in **Appendix E**. The key points of note are that post Covid 19 economic activity is rising and inactivity decreasing across 16-64yr olds. 76.5% of 16-64 years olds are economically active in 2020/2021.

Median annual earnings for full time workers increased by £3,116 to £29,442 in 2020. Median annual earnings for part time workers increased by £1,038 to £10,949 in 2020 (much nearer EM and England rates).

Gross weekly pay for full time workers increased by £56.70 to £577.50 in 2020.  
Gross weekly pay for part time workers increased by £24.80 to £199.20 in 2020.

NVQ levels 2, 3 and 4 have increased however level 1 NVQs saw a marginal decrease with levels 2 and 3 both being above the east midlands average.

Lincoln's job density decreased slightly to 0.90 in 2019 as opposed to England and East Midlands who have both increased in 2019 but remain under the Lincoln density – this figure may have changed post 2019.

Disability employment rates have increased within Lincoln by >18% during 2021.

## **13. Population Growth and Demographic Changes**

- 13.1 The 2021 Census Data regarding demographics was released in June 2022. The demographics for Lincoln based upon this data are as follows:

- 13.2 Population size and density:

In Lincoln, the population size increased by 11.1% from around 93,500 in 2011 to around 103,900 in 2021. This increase was higher than the overall increase for England (6.6%) and higher than the overall increase for the East Midlands (7.7%)

Lincoln ranked 230th in 2021 for total population out of 309 local authority areas in England, moving up 19 places in the decade

Lincoln also ranked the fourth most densely populated local authority area out of 35 across the East Midlands in 2021

### 13.3 Population gender make up:

Lincoln saw an increase in male population of 12.3% to 51,400 and an increase in female population of 9.7% to 52,400 in 2021

### 13.4 Population ages:

The largest change in population in Lincoln was in the age group 70-74, which saw an increase of 33.2% in population (996 people) between 2011 and 2021.

The age groups 5-9 (+25.5%), 20-24 (+21.5%), 30-34 (+21%) and 55-59 (+26.4%) also saw relatively large increases

In comparison, the age group 45-49 saw the largest decrease in population in Lincoln by 9.4% (581 people) during the ten year period. The age groups 0-4 (-7.5%), 25-29 (-0.2%), 40-44 (-1.7%), 80-84 (-3.6%) and 85-89 (-2.6%) also saw decreases in population between these years

### 13.5 Residential status:

The number of usual residents in Lincoln per square kilometre increased by 290 to 2,911 between 2011 and 2021, an increase of 11.1%

Lincoln also saw an increase of 2,675 (6.7%) in the number of households with at least one usual resident, bringing the total number of households in the City to 42,500.

## 14. Vision 2025 update

- 14.1 There are a number of projects under the Council Vision 2025 that are directly or indirectly connected to Economic Growth. **Appendix F** gives further updates against progress of these projects

## 15. Forward Look

- 15.1 Looking ahead to the next 12 – 18 months the key priorities that we will deliver are:

### 15.2 UKSPF

We will continue to work with partners to deliver the aims and objectives of the UKSPF investment plan. Working with our communities to deliver a range of projects designed to level up our population both within the city boundary and when compared with other areas locally and nationally. Part of this work will also include the creation of a Place Board

### 15.3 Inclusive Growth Strategy

We will work to deliver an Inclusive strategy that will set out our current position and provide a framework for development, identify opportunity, and build on our strengths. The partnerships we have established through the Town Deal fund, UKSPF and the health and wellbeing work with districts will underpin this strategy.

#### 15.4 Town Deal

We will continue to work with those projects awarded funding through the Town Deal to ensure that they deliver and that opportunities these projects present to the city are maximised and supporting the projects, where appropriate, to continue beyond the town deal funding end in March 2025.

#### 15.5 Health and Wellbeing Strategy

We will continue to work collaboratively with Lincolnshire districts to adopt a Health and Wellbeing Strategy. We will also continue to work with Health Colleagues to align priorities, share data, identify opportunities to work together with shared aims of improving our community's health and wellbeing, improving life chances and driving down deprivation.

#### 15.6 Western Growth

A comprehensive update on this is given in point 6 above. A full report on the next stages of the Western Growth Corridor will go to Executive once the outcome of the Levelling-Up funding is known.

#### 15.7 Supporting Council Development and Housing Stock Projects

Economic growth across the City is being supported by cross directorate and cross departmental working on a number of projects to increase council housing stock and development of multi-use sites. These include Hermit Street, Queen Elizabeth Road, Tentercroft Street, Rookery Lane and Waterside South

#### 15.8 Central Market:

Construction works have now commenced on Lincoln Central Market to deliver a new market offer. The former 'butchers' corridor' has now been demolished to create a new food/beverage unit, some of the 'blind arches' have been removed to enable glazing to be installed to open-up the market into the external space and the roofing glazing is being replaced. The next stages will include the further refurbishment of the market building and upgrading of the public realm across City Square.

##### 15.8.1 The detailed works include:

- Interior Refurbishment & Mezzanine Floor to Western End of Market Hall
- Opening of the principal facades to the north and east elevations through the removal of the "blind" arches and the insertion of new full height glazing, with associated internal alterations to relocate stalls away from the glazing (essential in improving visibility and footfall to the building) The original 1938 design was in fact open colonnades so the new design seeks to bring the building back to its originally intended design
- New heating and lighting with a more sympathetic design.
- The introduction of new freestanding stalls to the interior spaces, these would be of a contemporary minimal design to avoid conflict with the historic fabric.
- An area would be created within the centre of the Market Hall to accommodate seating for the associated food outlets within the stalls.



- New perimeter market stalls to the western end of the Market Hall to replicate the existing 1938 stalls located to the eastern end of the Market Hall.
- New public unisex WCs will be provided included disabled and baby changing facilities, accessed internally from the market hall. This will encourage visitors into the Market and provide new facilities for customers of the new food court.
- A new A3 food & beverage unit (ground and first floor) with balcony at first floor with its own dedicated entrance at ground floor level from
- Relocating the existing butcher and fishmonger stalls into the main market hall under the mezzanine incorporating its own glazed entrance
- Public realm improvements to City Square to create an extension to the market building which will provide a flexible space for events as well as for the public and visitors incorporating seating and greenery and a place for people to dwell and meet as well as a place where people can enjoy a meal or drink by the market building as well as the riverside. The surface will also be level with the removal of the kerbs to enable easy accessibility for all.

#### 15.8.2 Delivery timescales:

- New A3 food & beverage unit – Handover to tenant for fit-out in Summer 2023.
- Market Hall – Summer 2023.
- City Square re-paving works – Autumn 2023.

#### 15.9 Climate Change Agenda

Whilst Climate Change is part of a separate agenda under Vision 2025 and sits within the Portfolio of Cllr Bushell we try and ensure that the principals of the climate change agenda are delivered within the economic growth work programme. Examples of this can be seen in the following projects:

##### 15.9.1 Work with partners on the Lincoln Climate Commission and deliver Lincoln Climate Action Plan

- Support the Lincoln Climate Commission
- Working with partners to deliver the CAP's zero carbon pathways – city wide energy, transport, fair transition, sustainable innovation, carbon sequestration and adaptation

##### 15.9.2 Make current and future business premises as energy efficient as possible.

- Supporting businesses to improve energy efficiency and set up their own environmental management systems (EMS) creating allow carbon supply chain.
- Develop a Sustainable business toolkit.
- Maintain CoLC Green environmental management accreditation

##### 15.9.3 Climate conscious infrastructure projects developed as part of Town Fund Board Vision

- Working with TF project leads to ensure projects maximise opportunities for climate adaptation and mitigation

#### 15.9.4 Green Homes Grant Local Authority Delivery Scheme

- Deliver Home Energy Upgrade Scheme in Lincoln through the Central and South Lincs consortium.
- Support a growing market for low carbon retrofit solutions
- Support growth of skills in low carbon technology.

#### 15.9.5 Expand Lincoln's Electric Vehicle Infrastructure Network

- Working with private sector, Lincolnshire Highways to secure grant funding and private investment to expand the network within Lincoln and Lincolnshire.

#### 15.9.6 Setting the Lincoln Standard for Zero Carbon Homes

- Review and set the Lincoln standard for council homes
- Work with developers to expand demand and supply locally for low carbon solutions for new homes.
- Support growth of skills in low carbon technology and modern methods of construction (MME)

15.9.7 Currently underway we are inputting in the Greater Lincolnshire Energy Options Analysis, supporting Lincoln City Football Club to develop an Environmental Management Plan and carbon reduction target which is a support service we are offering to local businesses, developing a Sustainable Business Toolkit, engaging with private sector on opportunities to invest in District Heat Networks and battery storage solutions for Lincoln.

### 16. Strategic Priorities

#### 16.1 **Let's drive inclusive economic growth**

The work of the team directly seeks to address increasing inclusive economic growth through a range of projects and actions working with a wide range of cross sector stakeholders.

#### 16.2 **Let's reduce all kinds of inequality**

The work completed and planned looks to reduce inequality by increasing economic wealth and benefiting the place which in turn improves a range of determinants of health based upon the built and natural environment.

#### 16.3 **Let's deliver quality housing**

A number of the projects being supported are working to deliver quality housing across the city.

16.4 **Let's enhance our remarkable place**

By increasing inclusive economic growth, and ensuring development and strategies support a vibrant and inclusive city we are supporting enhancing our remarkable place.

16.5 **Let's address the challenge of climate change**

The work being undertaken both directly in response to addressing the challenge of climate change and by embedding policy where climate impacts are at the forefront of them allows us to continue to work to address climate change. Additionally, we are working hard to lead by example as a council on tackling climate change

17. **Organisational Impacts**

17.1 **Finance (Including Whole Life Costs Where Applicable)**

As the report provides an update only there are no additional financial implications at this stage

17.2 **Legal Implications including Procurement Rules**

As the report provides an update only there are no additional legal implications at this stage

17.3 **Equality, Diversity and Human Rights**

The Public Sector Equality Duty means that the Council must consider all individuals when carrying out their day-to-day work, in shaping policy, delivering services and in relation to their own employees.

It requires that public bodies have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

17.4 **Human Resources**

n/a

17.5 **Land, Property and Accommodation**

n/a

17.6 **Significant Community Impact &/or Environmental Impact**

*Please see the Council's [Environmental Policy \(sharepoint.com\)](#) for further guidance*

n/a

**17.7 Corporate Health and Safety implications**

n/a

**18. Risk Implications**

**18.1 (i) Options Explored**

n/a

**18.2 (ii) Key Risks Associated with the Preferred Approach**

n/a

**19. Recommendation**

19.1 Performance Scrutiny Committee is asked to consider and comment upon the details of the report

**Is this a key decision?** No

**Do the exempt information categories apply?** No

**Does Rule 15 of the Scrutiny Procedure Rules (call-in and urgency) apply?** No

**How many appendices does the report contain?**

6

Appendix A – Occupancy of managed workspaces  
Appendix B – Analysis of waiting lists at the Terrace and Greetwell Place  
Appendix C – Business enquiries by type  
Appendix D – Business counts, births and survival  
Appendix E – Job growth and labour market changes  
Appendix F - Vision 2025 update sheet

**List of Background Papers:** None

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Appendix A  
Breakdown of occupancy rates in Managed workspaces

**Managed workspaces**

Table 12: Greetwell Place

History	2020 - 2021	2019 - 2020	2018 - 2019	2017 - 2018	2016 - 2017	2015 - 2016	2014 - 2015	2013 - 2014
Summary of Tenants Greetwell Place			No. of Tenants					
Yearly Room Occupancy	96%	99%	98%	93%	97%	96%	93%	97%
Tenants Moved Into Greetwell Place	8	6	7	10	18	13	10	4
Tenants Moved Out Of Greetwell Place	3	7	7	12	12	9	7	10
Tenants who have Remained in same Office	45	45	42	37	35	47	37	42
Tenants Who Expanded Within Complex	3	5	7	5	5	4	5	2
Tenants Who Downsized Within Complex	2	2	2	1	2	0	1	0
Tenants Who relocated to same size office Within Complex	0	0	0	1	1	0	1	0
Total	61	65	65	66	73	73	61	58

Source: SBST Files

Table 13: The Terrace

History	2020 - 2021	2019 - 2020	2018- 2019	2017 - 2018	2016 - 2017	2015 - 2016	2014 - 2015	2013 - 2014
Summary of Tenants The Terrace			No. of Tenants					
Yearly Room Occupancy	93%	94%	93%	96%	94%	94%	89%	84%
Tenants Moved Into Terrace	6	11	9	8	7	9	11	20
Tenants Moved Out Of Terrace	8	12	10	6	9	9	9	13
Tenants who have Remained in same Office	30	27	31	34	30	28	26	21
Tenants Who Expanded Within Complex	4	6	4	4	2	6	6	6
Tenants Who Downsized Within Complex	1	1	3	1	1	2	1	1
Tenants Who relocated to same size office Within Complex	1	0	0	0	3	1	0	0
Total	50	57	57	53	52	55	53	61

Source: SBST Files

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Enquiry Reference	Enquiry Date	Size Under 200 sq ft	Size 200 to 400 sq ft	Size 400 to 600 sq ft	Business Sector	Category	Greetwell Place Only	MWS facility
1824	30/04/19			√	Health	Counselling Training	√	
1269	24/04/18		√		Health	ULHT		√
1369	11/01/19	√			Health	Counselling	√	
1378	23/01/19		√		Electronics	IT Programming		√
1935	28/06/19	√			Health	Counselling	√	
1573	28/01/20		√		Creative Industries	Photography		√
1725	01/03/21	√			Health	Counselling	√	
1739	23/03/21	√			Electronics	IT		√
1775	28/01/22		√		Health	Primary Care Trust		√
1782	04/06/21			√	Service	Legal Advice		√
1799	05/07/21		√		Transportation	Freight		√
1811	02/08/21	√			Health	Domiciliary Care		√
1817	18/08/21		√		Health	Psychotherapy	√	
1838	27/09/21	√			Health	Counselling	√	
1868	06/10/21		√		Health	Health Recruitment		√
1839	14/10/21		√		Electronics	Drones		√
1834	19/10/21	√			Health	Osteopath		√
1852	22/10/21	√			Health	Counselling	√	
1854	25/10/21	√			Service	Health & Safety Consultant	√	
1855	28/10/21	√			Health	Counselling		√
1863	09/11/21	√			Service	Repair Management		√
1865	11/11/21			√	Service	Nutritionist		√
1866	11/11/21	√			Health	Care Agency		√
1873	25/11/22	√			Health	Sports therapy		√
1882	31/12/21	√			Service	HR		√
1883	31/12/21	√			Service	Security		√
1885	13/01/22	√			Health	Care Agency		√
1894	31/01/22		√		Construction	Regen projects	√	
1902	18/02/22	√			Health	Nursing/Care	√	
1903	01/03/22	√			Health	Counselling	√	
1908	15/03/22			√	Charity	Samaritons		
1913	29/03/22	√			Health	Counselling		√
1929	17/05/22	√			Leisure	Outdoor childrens activity clubs		√
1933	10/06/22	√			Service	Training	√	

Sector Breakdown	
Service	7
Charity	1
Health	19
Construction	1
Leisure	1
Electronics	3
Transportation	1
Creative Industries	1

Size Breakdown	
Under 200 sq ft	21
200 - 400 sq ft	9
400 to 600 sq ft	4

Enquiry Reference	Enquiry Date	Size Under 250 sq ft	Size 251 sqft to 550 sqft	Size 551 sqft - 1000 sq ft	Business Sector	Category	the Terrace Only	Workshop	Office/Studio
928	03/08/16		√		Beauty	Lash Technician	√	√	
240	26/03/13		√		Beauty	Make up artist	√	√	
Internal				√	Beauty	Barber	√	√	
1402	13/03/19		√		Textile	Up Cycling	√	√	
1477	23/08/19		√		Beauty	Beauty Therapist	√	√	
1500	07/10/19		√		Music	Music Tutor	√	√	
1531	10/01/20		√		Textile	Fashion Design	√	√	√
1609	19/06/20		√		Beauty	Beauty Therapist	√	√	√
1575	03/03/20		√		Tattoo	Tattoosit	√	√	√
1643	07/08/20		√		Retail	Flortist	√	√	
1692	24/11/20		√		Creative	Artisit	√	√	
1485	24/11/20		√		Beauty	Asethetics	√	√	
1711	09/09/19		√		Creative	Photographer	√	√	√
1742	08/01/21		√		Beauty	Hairdresser	√	√	
1758	29/03/21		√		Beauty	Hairdresser	√	√	
1779	05/05/21		√		Textile	Vintage Fashion	√	√	
Internal	13/07/21		√		Gaming	Gaming PC's	√	√	
1828	15/09/21		√		Creative	Arts & Crafts	√	√	
1875	30/11/21		√		Silversmith	Jeweller	√	√	
1904	02/03/22		√		Beauty	Hairdresser	√	√	
1912	16/03/22		√		Creative	Media Production	√	√	√
1524	17/12/19	√			Creative	Media Supplies	√		√
1584	03/03/20	√			Creative	Digital / Tech	√		√
1608	18/06/20	√			Creative	Digital / Tech	√		√
1650	17/08/20	√			Service	Counselling			√
1704	14/12/20		√		Service	Life coach			√
1723	25/02/21	√			Service	Construction			√
1727	04/03/21	√			Creative	Digital /Marketing			√
1768	19/05/21		√		Service	H&S			√
1805	26/07/21		√		Creative	Sports marketing PR and events			√
1811	02/08/21		√		Service	Care			√
1834	22/09/21				Service	Osteopath			√
1846	07/10/21			√	Creative	PR Marketing Digital			√
1848	15/10/21		√		Beauty	Beauty Therapist			√
1865	11/11/21			√	Service	Nutrition and health			√
1871	22/11/21	√			Creative	Events / Marketing			√
1888	17/01/22		√		Service	Therapies			√
1896	03/02/22	√			Creative	Clothes & Jewellery Design			√
1990	15/02/22	√			Creative	Digital / Marketing			√
1907	11/03/22	√			Beauty	Beauty Therapist			√
1910	21/03/22		√		Creative	Fashion Design			√
1930	30/05/22	√			Service	Architecture			√
1942	07/07/22		√		Beauty	Hairdresser			√
1944	13/07/22	√			Service	Counselling & Psycotherapy			√

Sector Breakdown

Service	10
Creative Industries	13
Beauty	12
Gaming	1
Textile	3
Music	1
Retail	1
Tattoo	1
Silversmith	1

Size Breakdown

Under 250 sq ft	12
251 - 550 sq ft	28
501 - 1000 sq ft	3



## Appendix C – business enquiries by Type

### Business enquiries

Table 3: Year on Year Comparison on the Nature of Enquiries received over the last 5 years.

Nature of enquiries	2016/17	2017/18	2018/19	2019/2020	2020/2021
Start Up	57	45	32	38	23
Expansion	32	61	80	83	71
Relocation district to district	16	12	7	2	3
Relocation within district	27	31	22	34	23
Inward Investment	5	8	3	1	1
Business Advice	58	60	20	27	31
Unknown/Other	8	7	35	5	6

Source: SBST – Enquiry Register

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## Appendix D – Business counts, births and survival

### BUSINESS COUNTS 2020 (LINCOLN VS EAST MIDLANDS)

	Lincoln (Numbers)	Lincoln (%)	East Midlands (Numbers)	East Midlands (%)
<b>Micro (0-9)</b>	2,185	85	163,960	89.1
<b>Small (10 to 49)</b>	310	12.1	16,350	8.9
<b>Medium (50 to 249)</b>	55	2.1	2,990	1.6
<b>Large (250+)</b>	25	1	715	0.4
<b>Total</b>	2,570	N/A	184,015	N/A

Figure 35

Source – ONS 2021

Figure 35 shows the majority of businesses in Lincoln fall under the micro size (0-9 employees) with a figure of 2,185 in 2020. As expected, Lincoln had the least number of large businesses (250+ employees) with a figure of 25.

### BIRTHS OF BUSINESSES IN 2018 AND THEIR SURVIVAL

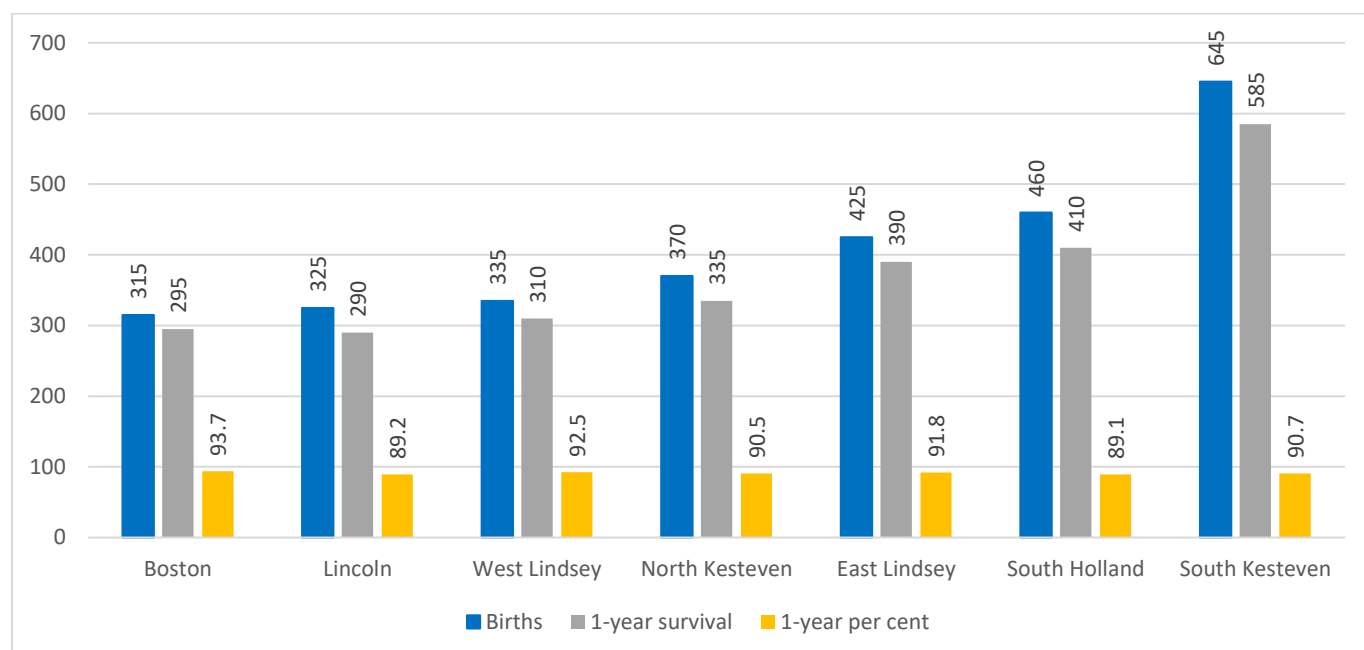
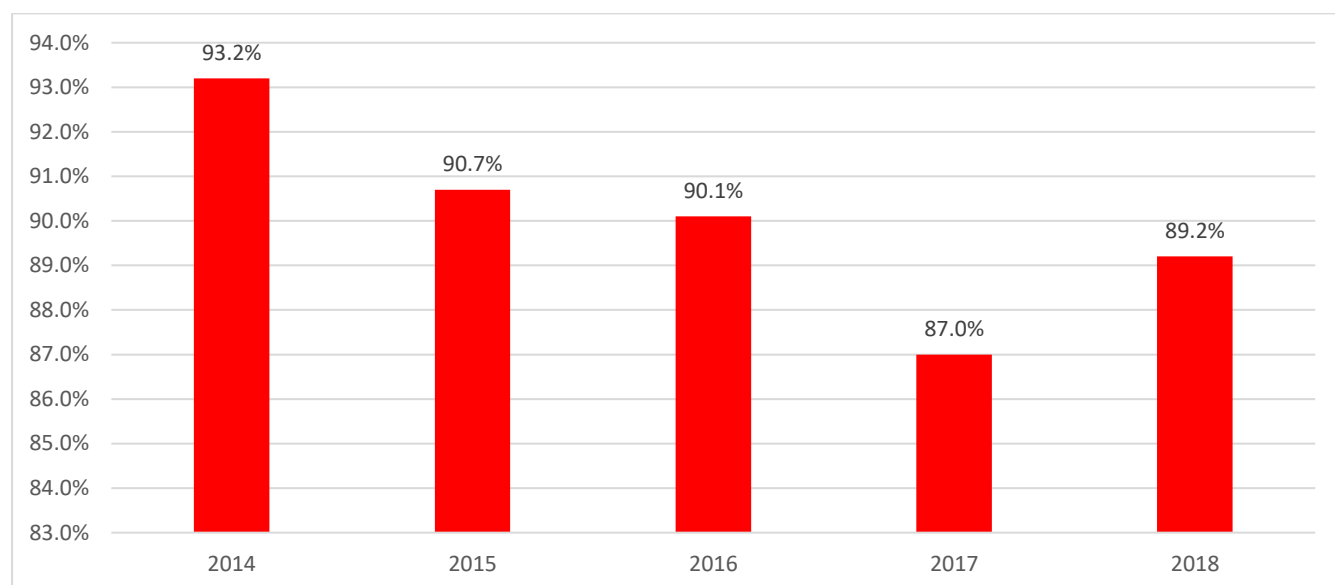


Figure 32

Source – ONS 2021

Figure 32 shows Lincoln had the second lowest number of business births in Lincolnshire in 2018, with 325 births, and a one year survival rate of 89.2%. In comparison, South Kesteven had the highest number of business births in Lincolnshire at 645, with a one year survival rate of 90.7%.

**PERCENTAGE OF BUSINESSES IN LINCOLN THAT SURVIVED THEIR FIRST YEAR OF TRADING 2014-2018**



*Figure 33*

[Source – ONS 2021](#)

Figure 33 shows the percentage of businesses that survived their first year of trading started to increase again in 2018, with a figure of 89.2%. This follows a previously downward trend from 2014 to 2017.

## Appendix E - Job Growth and labour market changes

### 1. Job growth

Table 1 below shows the job growth in Lincoln since 2012 (baseline) and shows 2018, 2019 and 2020. The data shows that since 2012 there has been an increase of 3000 jobs. However, we can see that pre Covid in 2018 the job growth was greater than it is now. It appears from the data that the jobs growth is stable currently and may be likely to have increased further since 2020

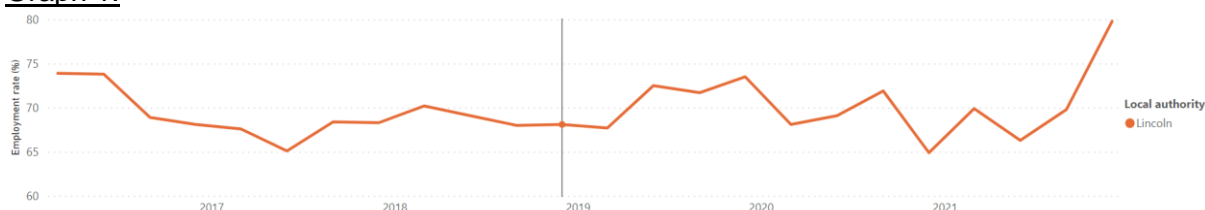
Table 1:

ENA target/presumption/measure	Indicator	Baseline (2012 unless otherwise stated)	data report 2018	data report 2019	Data report 2020
<b>JOB GROWTH</b>					
7% FTE job growth target for Lincoln 2012-2036  The Lincoln job growth target of is the basis for establishing Central Lincolnshire Local Plan Economic and housing need.	*Nomis Total jobs includes employees, self-employed, government-supported trainees and HM Forces 2012 baseline. Latest 2017  ** Nomis Total Employee jobs excludes self-employed, government-supported trainees and HM Forces. Data excludes farm-based agriculture <b>2015 baseline</b> Latest 2017	*58,000 (Lincoln)  **55,000 (Lincoln)	*64,000 Lincoln 10% increase  **55,000 Lincoln	*61,000 Lincoln 8.6% increase from baseline  **53,000	*61,000 Lincoln 8.6% increase from baseline  **54,000

### 2. employment rate

The graph shown below in Graph 1. Shows the employment rate in Lincoln quarterly from 2016 to December 2021. The data shows that there has been some disruption in employment rates throughout Covid. However the last 3 quarters of 2020 appears to show the employment rate increasing quarter upon quarter.

Graph 1:

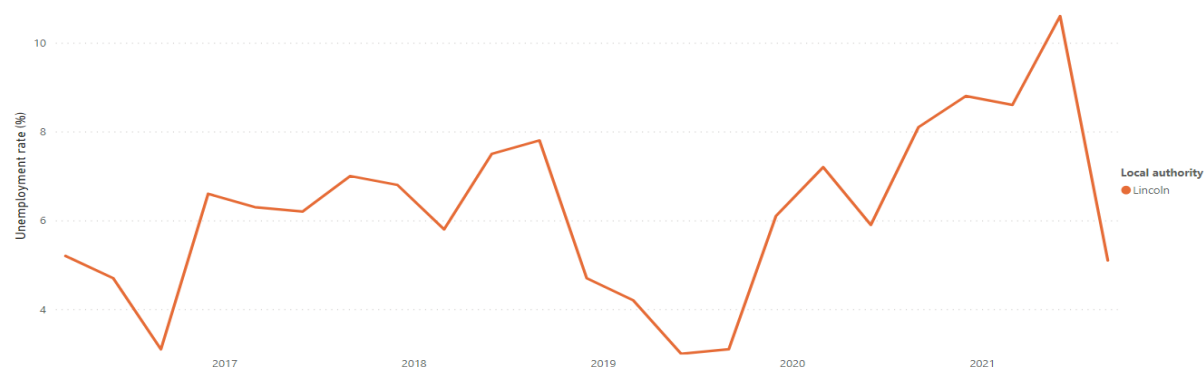


Date	Lincoln	Date	Lincoln	Date	Lincoln
01 March 2016	73.90	01 June 2018	69.10	01 December 2019	73.50
01 June 2016	73.80	01 September 2018	68.00	01 March 2020	68.10
01 September 2016	68.90	01 December 2018	68.10	01 June 2020	69.10
01 December 2016	68.10	01 March 2019	67.70	01 September 2020	71.90
01 March 2017	67.60	01 June 2019	72.50	01 December 2020	64.90
01 June 2017	65.10	01 September 2019	71.70	01 March 2021	69.90
01 September 2017	68.40	01 December 2019	73.50	01 June 2021	66.30
01 December 2017	68.30	01 March 2020	68.10	01 September 2021	69.80
01 March 2018	70.20	01 June 2020	69.10	01 December 2021	79.80

### 3. unemployment rate

Graph 2 below shows that the unemployment rate has fallen sharply since June 2021 following a high in March 21.

Graph 2:



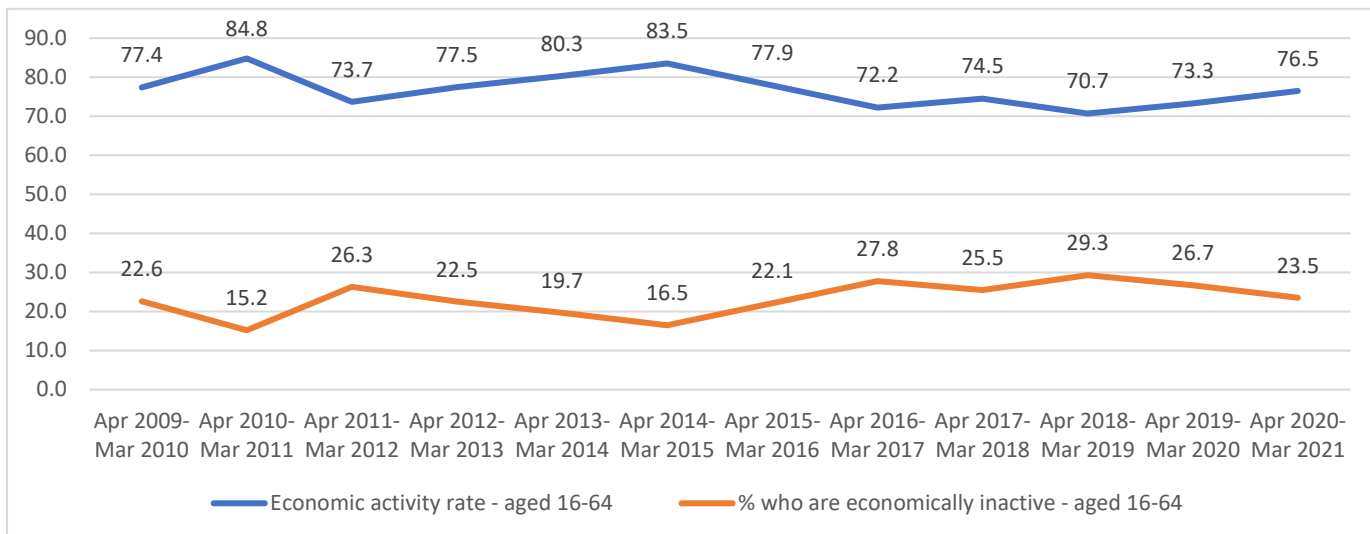
Source: Analysis of Annual Population Survey

Date	Lincoln	Date	Lincoln	Date	Lincoln
01 March 2016	5.20	01 June 2018	7.50	01 September 2019	3.10
01 June 2016	4.70	01 September 2018	7.80	01 December 2019	6.10
01 September 2016	3.10	01 December 2018	4.70	01 March 2020	7.20
01 December 2016	6.60	01 March 2019	4.20	01 June 2020	5.90
01 March 2017	6.30	01 June 2019	3.00	01 September 2020	8.10
01 June 2017	6.20	01 September 2019	3.10	01 December 2020	8.80
01 September 2017	7.00	01 December 2019	6.10	01 March 2021	8.60
01 December 2017	6.80	01 March 2020	7.20	01 June 2021	10.60
01 March 2018	5.80	01 June 2020	5.90	01 September 2021	5.10

Graphs 3 and 4 below show further information on economic activity within Lincoln.

Graph 3 (figure 37):

**PERCENTAGE OF PEOPLE AGED 16-64 WHO ARE ECONOMICALLY ACTIVE/INACTIVE APRIL 2009 - MARCH 2021**



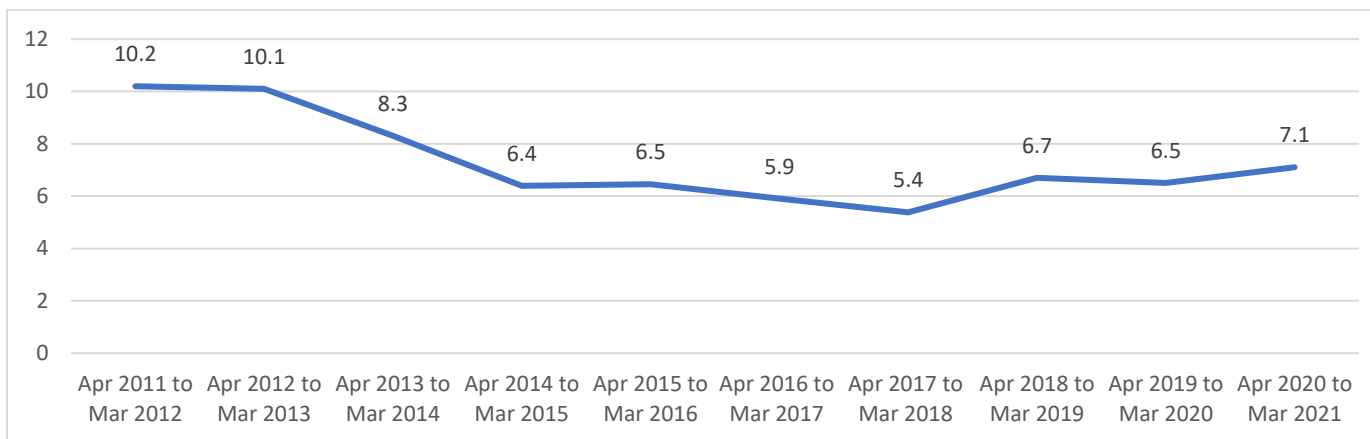
**Figure 37**

**Source – NOMIS 2021**

Figure 37 shows the economic activity rate in Lincoln has increased slightly from 73.3% in 2019/20 to 76.5% in 2020/21. Also, the percentage of those who are economically inactive has thus decreased from 26.7% in 2019/20 to 23.5% in 2020/21.

**Graph 4 (figure 38):**

**PERCENTAGE OF UNEMPLOYED PEOPLE (MODEL BASED) APRIL 2011 – MARCH 2021**



**Figure 38**

**Source – NOMIS 2021**

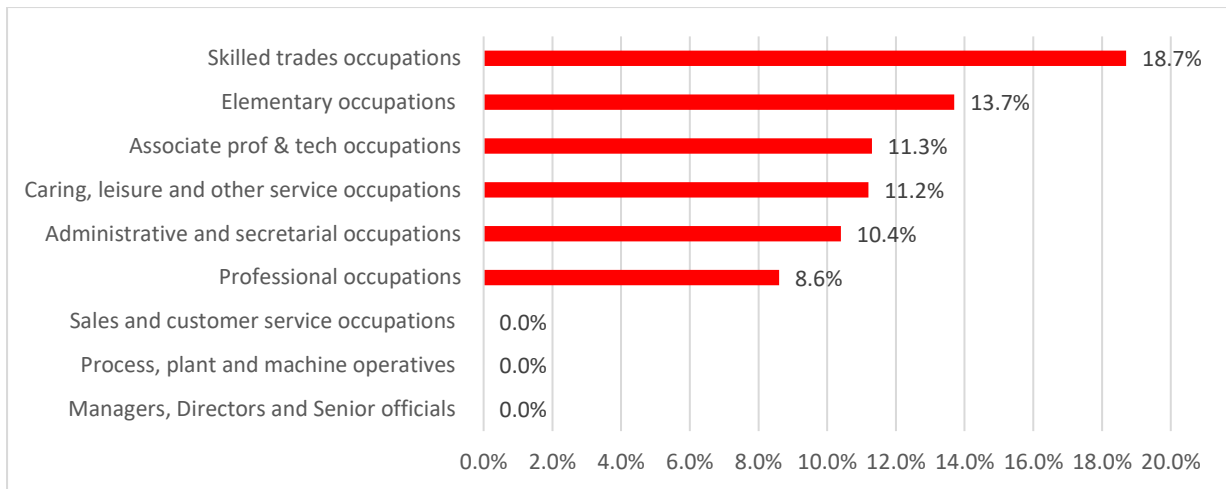
Figure 38 shows Lincoln has seen an increase in model-based unemployment rates, increasing from 6.5% for the period April 2019 to March 2020, to 7.1% for the period April 2020 to March 2021. Model based unemployment rates use a statistical model to provide better estimates of unemployment due to very small sample sizes which may be unreliable.

#### **4. Employment type**

Graph 5 below shows the breakdown of employment type across Lincoln between April 2020 and March 2021.

**Graph 5 (figure 39):**

**PERCENTAGE OF EMPLOYMENT BY OCCUPATION TYPE IN LINCOLN APRIL 2020 – MARCH 2021**



**Figure 39**

**Source – NOMIS 2021**

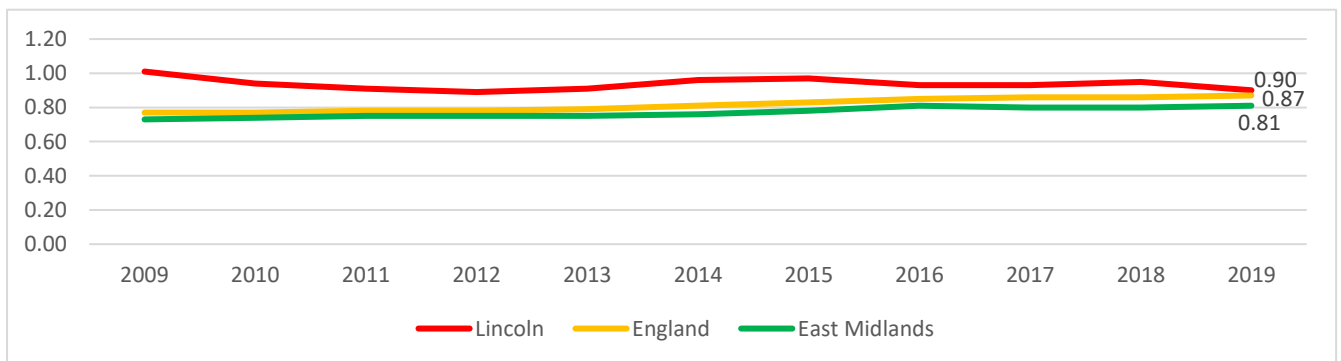
Figure 39 shows in the year 2020/21 skilled trades occupations occupied the majority of employment in Lincoln with a figure of 18.9% as opposed to professional occupations which was the lowest at 8.6%. Please note the values marked as 0.0% are not available due to the sample size being unreliable for this period. 'Elementary Positions' are those roles that don't require prior training and are lower skilled. N.B. This data may be unreliable during this period as it is collected via survey and covers the period of the covid lockdowns.

## 5. Job density

Graph 6 shows the Job density for Lincoln compared to Est Midlands and England. The data shows that there has been a dip in 2019 however from Job Growth in Table 1 above we can see that this is likely to show as recovering as further up to date data becomes available.

Graph 6 (figure 40):

### **JOB DENSITY 2009-2019 (LINCOLN VS EAST MIDLANDS AND ENGLAND)**



**Figure 40**

**Source – NOMIS 2021**

Figure 40 shows Job Density is the level of jobs per resident aged 16-64. For example, a job density of 1.0 would mean that there is one job for every resident aged 16-64. Lincoln's job density decreased slightly to 0.90 in 2019 as opposed to England and East Midlands who have both increased in 2019 but remain under the Lincoln density.

## 6. Disability employment levels



Table 2 below shows the current Disabled Employment Rates compared to the previous reporting period.

\*\*In this context 'disabled' means those who have a long-term disability which substantially limits their day-to-day activities or affects the kind or amount of work they might do (it is not related to what benefits they may be claiming).

Table 2:

October 2020 – September 2021				January 2021 – December 2021			
Local authority area	Working age disabled in work	All working age disabled	Disabled employment rate	Working age disabled in work	All working age disabled	Disabled employment rate	Change quarter
Lincoln	12,600	25,800	48.84%	15,700	23,400	67.09%	18.26%

## 7. skills levels

Graph 7 (figure 104) below shows the percentage of adults in Lincoln with NVQ level qualifications

Graph 7 (figure 104)

### **PERCENTAGE OF RESIDENTS AGED 16-64 IN LINCOLN WITH NVQ QUALIFICATIONS LEVELS 1-4 AS OF 2020**

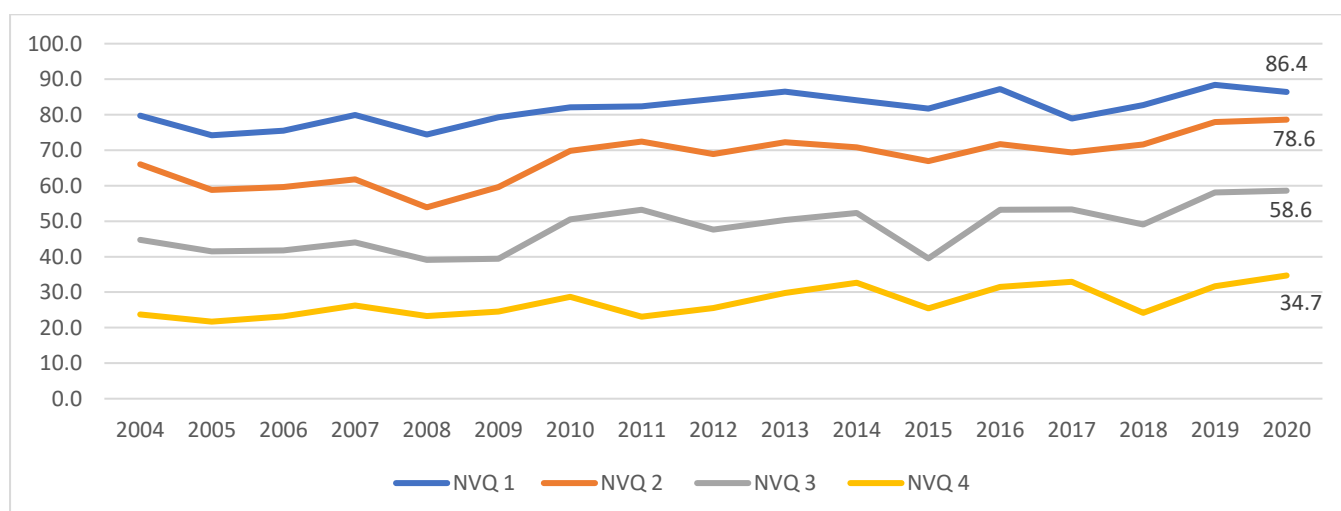


Figure 104

Source – NOMIS 2021

Figure 104 shows the percentage of residents 16-64 in Lincoln with NVQ qualifications Levels 1-4. Residents with NVQ Level 1 qualifications decreased slightly from 88.4% in 2020 to 86.4% in 2020. NVQ Levels 2,3 and 4 all saw increases in 2020. This may be because students already studying when Covid started found it easier to continue whilst new intake was reduced.

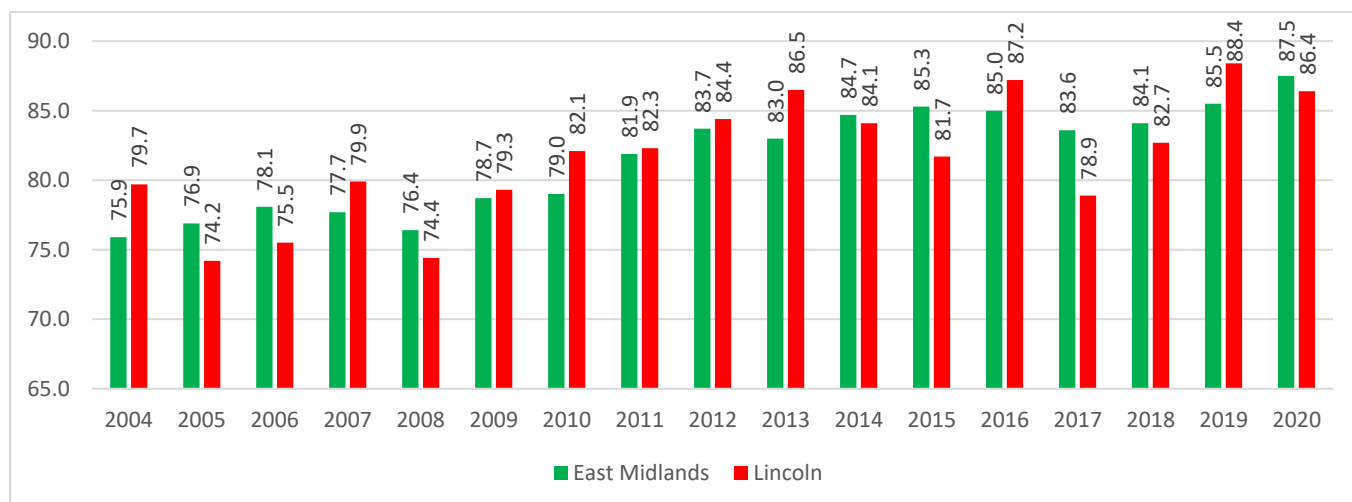
Please note that data for no qualifications has not been included due to the sample size being too small consecutively for the last three years.

Graph 8 (figure 105), graph 9 (figure 106), Graph 10 (figure 107) and Graph 11 (figure 108) below show the number of adults in Lincoln with NVQ levels 1, 2, 3 and 4 since 2004

compared to the East Midlands. For NVQ levels 2 and 3 Lincolns rate is higher than the East Midlands. Narrative on each of the graphs is provided below.

Graph 8 (figure 105):

**PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 1 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)**



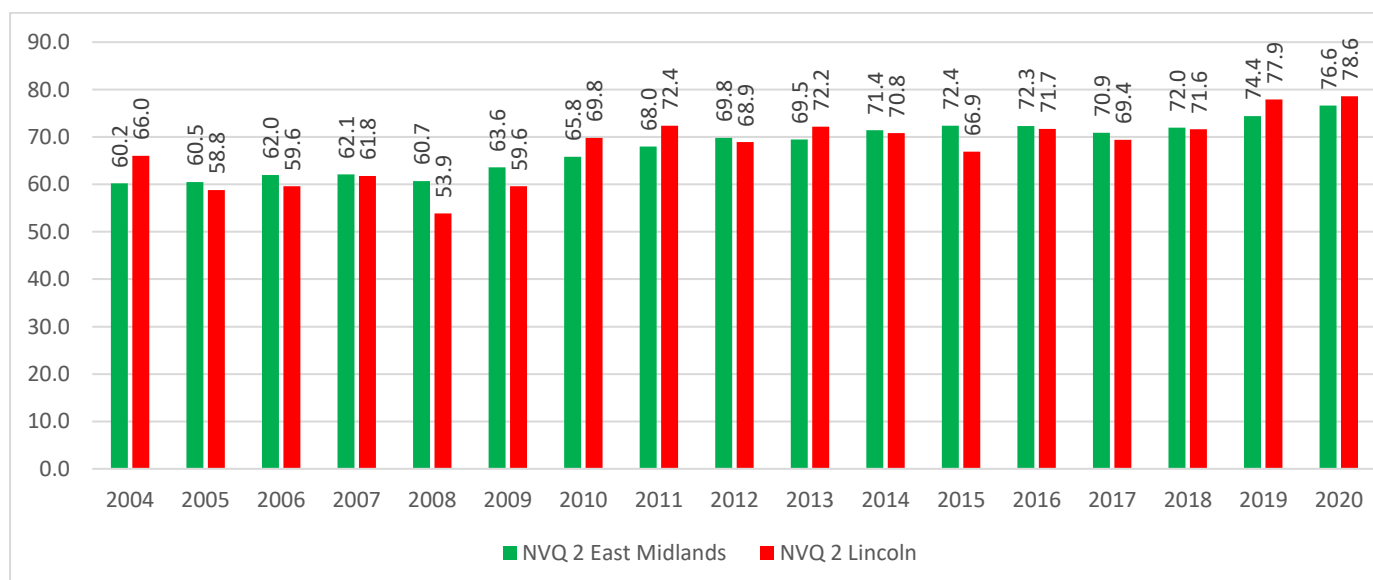
*Figure 105*

Source – NOMIS 2021

Figure 105 shows the percentage of residents aged 16-64 with NVQ Level 1 qualifications in Lincoln decreased in 2020 to 86.4%. In comparison the East Midlands figure increased to 87.5% in 2020 from 85.5% in 2019.

Graph 9 (figure 106):

**PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 2 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)**



*Figure 106*

Source – NOMIS 2021

Figure 106 shows the percentage of residents aged 16-64 with NVQ Level 2 qualifications in Lincoln increased in 2020 to 78.6% and was higher than the East Midlands figure of 76.6% for 2020.

Graph 10 (figure 107):

**PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 3 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)**

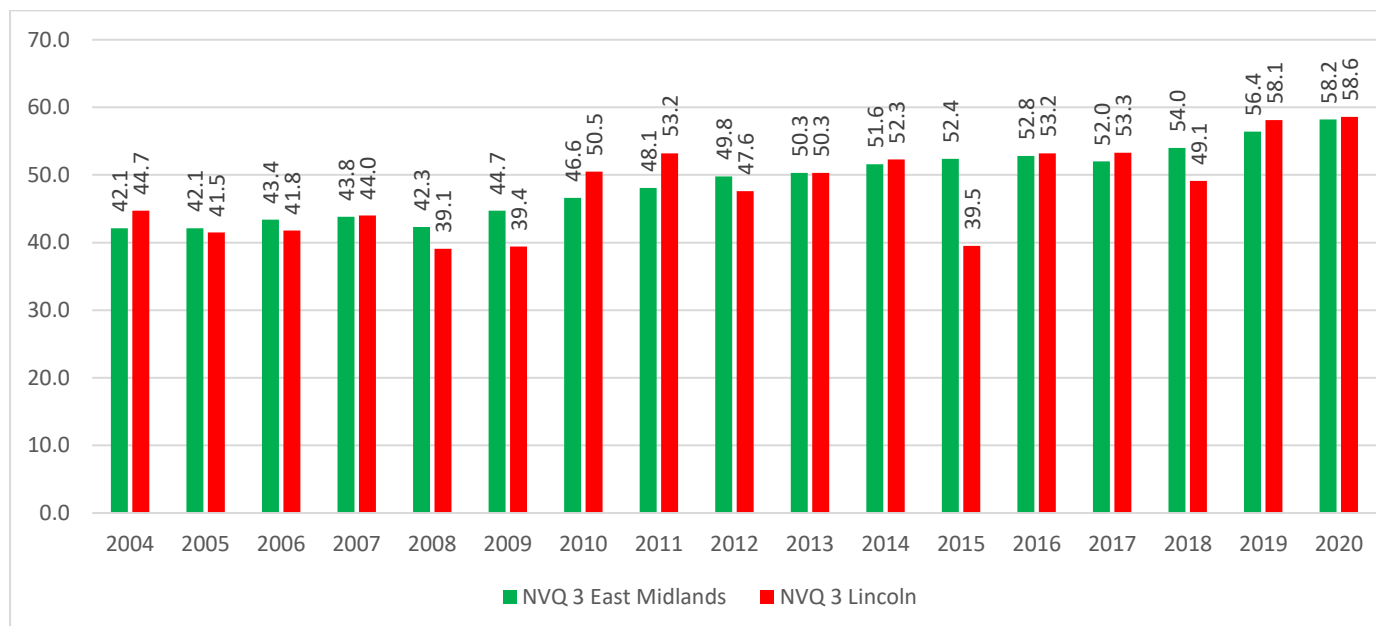


Figure 107

Source – NOMIS 2021

Figure 107 shows the percentage of residents aged 16-64 with NVQ Level 3 qualifications increased in Lincoln in 2020 to 58.6% and remained above the figure for East Midlands which reported at 58.2% in 2020.

Graph 11 (figure 108):

**PERCENTAGE OF RESIDENTS AGED 16-64 WITH NVQ LEVEL 4 QUALIFICATIONS AS OF 2020 (LINCOLN VS EAST MIDLANDS)**

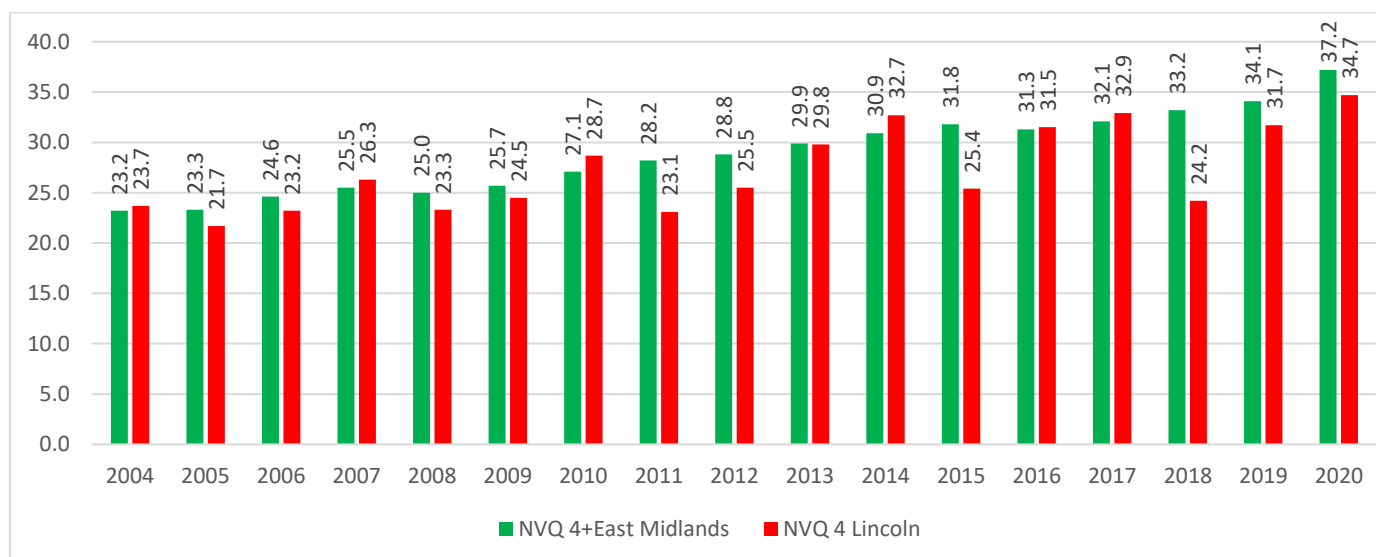


Figure 108

Source – NOMIS 2021

Figure 108 shows the percentage of residents aged 16-64 with NVQ Level 4+ qualifications in Lincoln increased in 2020 to 34.7%, however this continued to remain below the East Midlands figure which reported at 37.2% in 2020.

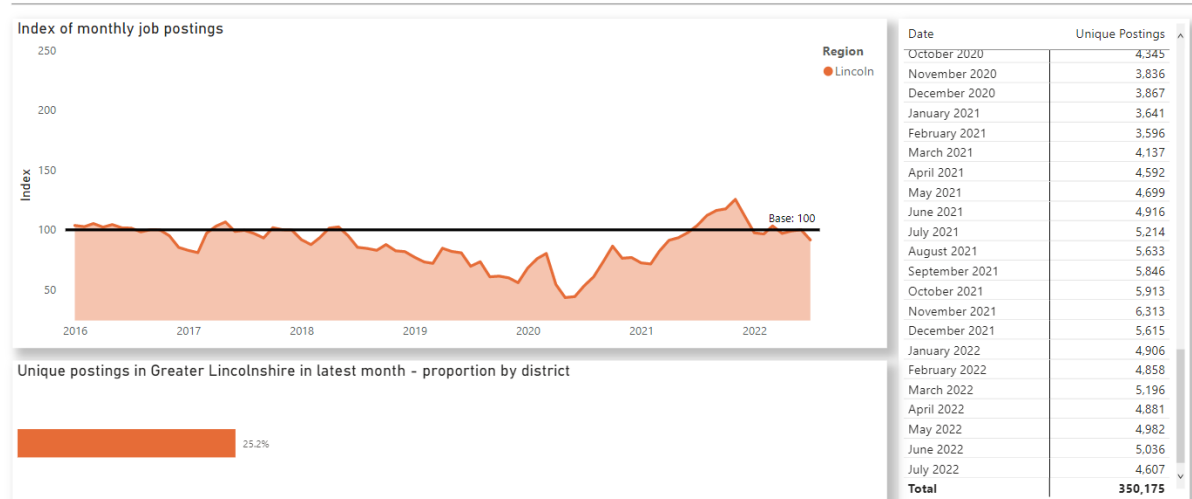
## 8. Pay

- 76.5% of 16-64 years olds are economically active in 2020/2021
- Median annual earnings for full time workers increased by £3,116 to £29,442 in 2020
- Median annual earnings for part time workers increased by £1,038 to £10,949 in 2020 (much nearer EM and England rates)
- Gross weekly pay for full time workers increased by £56.70 to £577.50 in 2020
- Gross weekly pay for part time workers increased by £24.80 to £199.20 in 2020

## 9. Job vacancy rates

Graph 12 below shows the job vacancy postings for Lincoln City since 2016. The data shows that leading up to 2022 vacancies were increasing however through 2022 the number has stabilised with only minor fluctuations.

**Graph 12:**



Source: EMSI Job Postings. Index based on average number of monthly job postings in 2016

Vision Priority	Programme/Project name	Brief description	Directorate	Scheduled start date	Scheduled end date	TO BE DELIVERED IN 2022/23? - Y/N	COMMENTS ON DELIVERY	Individual Projects that are part of the wider Vision 2025 activity (new or incomplete - does not include business as usual activity)	DMD Updates September 2022
Let's drive inclusive economic growth	Delivery of Western Growth Corridor	Western Growth Corridor is the creation of an inclusive and sustainable new community within the heart of Lincoln, providing 3,200 new homes, a local centre with a range of neighbourhood service provision including a new primary school and a new Leisure Village with a range of commercial opportunities. Work on site is expected to start in 2023 with up to 300 new homes delivered by 2025.	DMD	2020	2025+	Y	Delivery will start on site in 2023	1 - To gain outline planning permission in 2022  2. Phase 1a - commence infrastructure and housing work on site  3. Phase 1b/c - continue infrastructure and wider delivery  4. Support services to deploy significant levels of capacity to support this development	1. Planning permission consent obtained in January 2022  2. Detailed work underway to enable Phase 1a infrastructure to start on site in 2023  3. £20 million LUF 2 Bid to accelerate provision of Tritton Road overbridge and pedestrian/cycle bridge submitted in August 2022 - awaiting outcome from central government.  4. Additional capacity being put in place to support the project
Let's drive inclusive economic growth	Transport Task Force and Transport Strategy	Working with partners, we will seek to deliver key schemes identified within the Lincoln Transport Strategy. The Transport Taskforce will review all forms of movement in and around the city seeking to improve rail connectivity, increase rail passenger numbers, increase bus service frequency and improve the cycle and walking paths across the city.	DMD	2022	2025+	Y	Look to re-establish the Transport Task Force as part of the development of the new Place Board for the City - continue working with LCC through the Lincoln Transport Board that they have established for the public sector.	1. Deliver the agreed actions in the Transport Strategy including neighbourhood mobility hubs and the bus services improvement plan (linked to the Parking strategy (3) and Place Board (11))	Support given to the Bus Service Improvement Plan and the work of the Lincoln Transport Strategy Board
Let's drive inclusive economic growth	Inclusive Growth Strategy	In response to the Health and Wellbeing work, we will develop an inclusive Growth Strategy to set out how we will address the economic inequalities within the city (e.g. low household income) as part of tackling the wider determinants of health	DMD	2022	2023	Y	Provides the overarching strategy for the levelling-up agenda for Lincoln and the direction for funding such as the UKSPF (UK Shared Prosperity Fund)  Includes delivery of the UKSPF programme	1. Develop the Inclusive Growth Strategy and identify the interventions required (This links to the Place Board)  2. Develop with partners and submit an Investment Plan for UKSPF for 22/23- March 2025  3. Deliver the Lincoln UKSPF Programme	1. Draft strategy by March 2023  2. UKSPF Investment Plan submitted August 2022 - awaiting government feedback  3. Ready to start once government approval obtained
Let's drive inclusive economic growth	Review our parking strategy in response to Covid 19 and the aspirations articulated within the Lincoln Transport Strategy	Deliver a comprehensive parking strategy for the city council operated car parks in the city, addressing numerous objectives for the work. Also to interface with transport planning across various modes of travel at a city and county level	DMD and DCE	2020	2022	Y	Commissioning work during April	1. Review our parking strategy in response to Covid 19 and the aspirations articulated within the Lincoln Transport Strategy	Work starting in September 2022
Let's drive inclusive economic growth	City Centre Vibrancy - Central Market & City Square	By restoring the grade II Lincoln Central Market and City Square, we will create a strong, sustainable indoor and outdoor market offer in Lincoln. This will create an anchor destination within the Cornhill Quarter which will support high quality independent trading, promoting local produce and start-up retail and creative businesses.	DMD	2020	2023	Y	Started on site in April 2022 with an 18 month build time.	1. Finalise contract and costs for a start on site in April 2022 - Central Market and City Square - due to complete Autumn 2023  2. Agree management arrangements for the Markets and if necessary commence letting - 2022/2023	1. Costs finalised within budget and contract let that enabled a start on site in April 2022. Work on schedule.  2. First letting currently in legals. Management arrangements yet to be agreed.

Let's drive inclusive economic growth	City Centre Vibrancy - Tentercroft Street	We are transforming this area of the city into a new “city living” concept, which will nurture the development of apartment living, entrepreneurial businesses and job opportunities next to the Transport Hub, Lincoln Central Railway Station and High Street. The development of Tentercroft Street will connect the emerging green corridor in Sincil Bank, along Tentercroft Street, right into the heart of the city	DMD	2020	2025	Y	Feasibility work on the scope and phasing for development will start in Autumn 2022 with procurement through a Framework agreement for a developer partner.	1. Undertake a detailed feasibility study for a mixed use development and identify funding (2022) in order to take the development forward	Discussions with partners underway. Further feasibility and scoping delayed - will commence in 2023.
Let's drive inclusive economic growth	Becoming a Digital City	Lincoln’s sustainable and inclusive economic growth is centred on it becoming a smart place that is truly digitally enabled. Having smart digital networks will support business innovation as well as access to transport, healthcare and a range of other services. We will work with partners to implement this digital network to ensure access for all across the city.	DMD	2020	2025	Y	Facilitation role underway	1. Supporting private sector investment in fixed fibre provision to premises/homes across the city  2. Supporting delivery of the Lincoln Made Smarter project  3. Supporting delivery of the Lincoln Connected project	1. Officer support given to City Fibre and discussions with another broadband provider underway.  2. Town Deal projects progressing.
Let's drive inclusive economic growth	Small Business Growth & Support Strategy (Inc. managed workspaces)	Building upon the support we already provide to start up and small businesses, we will continue to develop our workspaces and business premises offer so that businesses of all sizes and types can make Lincoln their home. Lincoln Science and Innovation Park, alongside BG Futures, Mosaic and Spark house will continue to drive partner collaboration in support of small businesses.	DMD	2020	Mar-23	Y	Work to commence Autumn 2022	1. Develop a strategy for small business support  2. Identify and deliver the programme resulting	Strategy to be completed in 2023 following realignment of resources.
Let's drive inclusive economic growth	Waterside East	Currently a forgotten area of the city, Waterside East has brilliant potential to become another type of “city living”. We will develop a masterplan that will regenerate the area, by maximising the waterside location and the easy cycle and walking routes.	DMD	2022	2025	Y	Community engagement to take place in 22/23 to inform next phases of delivery	1. Further feasibility work including a masterplan, an energy plan and a contaminated land remediation strategy (2022)  2. Identify phasing and funding for delivery of the masterplan work	Review of high level capacity study to understand scope and feasibility of future development underway - further work subject to resources/capacity.
Let's drive inclusive economic growth	Be Lincoln	Be Lincoln is a marketing campaign that promotes Lincoln as a visitor, business and educational destination. This partner led campaign will promote the trade, talent and tourism offering of the city, making it clear that Lincoln is proud, welcoming, ambitious and extraordinary.	DMD	2020	2025	Y	Work on scoping a Place Board has commenced	1. To develop and establish a Lincoln Place Board  2. Be Lincoln marketing campaign	Place board work ongoing with contractor and key stakeholders - will develop further as part of delivery of UKSPF and the Inclusive Growth Strategy
Let's drive inclusive economic growth	<b>Town Deal programme</b>	<b>As Lincoln is receiving Government funding for the Town Deal - a programme of specifically designed projects has been built to ensure the Town Deal Partnership delivers the key aims (this follows the development of the Town Investment Plan in Y1). Following receipt of agreement to then deliver the action plan</b>	<b>DMD</b>	<b>2020</b>	<b>2022</b>	<b>Y</b>	<b>All business plans approved - now at project delivery, monitoring and evaluation stage</b>	1. Manage monitor and evaluate the Town Deal programme as the accountable body  2. Commence delivery of priority transport schemes identified in the Town Deal (Sincil Bank and Wigford Way)	<b>Project updates given in section 5 of the main report</b>

Let's drive inclusive economic growth	Heritage Asset Programme - Deliver phase 1 plans for Heritage Action Zone	The cities heritage is a key part of its identity and supports the investment and attraction to the city. Key to the visitor economy is working with communities and partners across the city. This scheme aims to maintain, protect and restore city centre shop fronts, historical buildings and heritage sites at risk  Funding a range of projects including the Market, St Mary's Guildhall and the Shopfronts	DMD/DCE	2020	2024	Y	Project well established now	1. Delivery of the HAZ programme - Continue the excellent progress already made in the cultural, physical intervention and community engagement strands of this key project delivering high quality heritage led regeneration, reinforcing the special character and history of this part of the city  2. Delivery of the City Council HAZ projects (central market, Greyfriars etc.)	1. Recognised as a high-performing HAZ programme.  2. Central Market underway and further funding decision on Greyfriars expected in Autumn 2022.
Let's reduce all kinds of inequality	Work with training providers, businesses and partners to increase opportunities for local people to access training and employment	This will help people access training and employment through working with employers to develop training programmes for staff with low pay, targeted training for disadvantaged groups, work with schools for careers advice geared to the local economy and improve community access to education and training providers with a particular focus on supporting adults into work.	DMD	2023	2025	N	Opportunity with UKSPF to work with partners and fund part of this work - some scoping work therefore may need to be brought forward into 22/23 with delivery still in 23/24	1. A project from the Inclusive Growth Strategy will be to work with training providers, businesses and partners to increase opportunities for local people to access training and employment	UKSPF will accelerate this work providing opportunities to connect charity and faith sector with providers and the community.
Let's reduce all kinds of inequality	Supporting the third sector to develop innovative solutions to train and upskill our communities	This project will have a specific focus on signposting residents to relevant advice and guidance, providing a greater training offer and upskilling our communities. Collectively the support offered will assist residents to move out of poverty and into stable employment, with increased opportunity for career progression.	DMD	2023	2025	N	Link to UKSPF - may need to bring scoping work forward but keep delivery in 2023/4	1. Supporting the third sector to develop innovative solutions to train and upskill our communities	UKSPF will accelerate this work providing opportunities to connect charity and faith sector with providers and the community



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**PEFORMANCE SCRUTINY COMMITTEE****29 SEPTEMBER 2022**

**SUBJECT: WORK PROGRAMME FOR 2022/23**

**DIRECTORATE: CHIEF EXECUTIVE AND TOWN CLERK**

**LEAD OFFICER: CLARE STAIT, DEMOCRATIC SERVICES OFFICER**

**1. Purpose of Report**

- 1.1 To present members with the Performance Scrutiny Committee work programme for 2022/23 (Appendix A).

**2. Background**

- 2.1 The work programme for the Performance Scrutiny Committee is put forward annually for approval by Council. The work programme is then regularly updated throughout the year in consultation with the Performance Scrutiny Committee and its chair.
- 2.2 Items have been scheduled in accordance with the existing work programme and officers' guidance regarding the meetings at which the most up-to-date information can be reported to the committee.
- 2.3 The work programme includes the list of portfolio holders under scrutiny.

**3. Recommendation**

- 3.1 That members offer any relevant comments or changes on the proposed work programme.

**Key Decision**

No

**Do the Exempt Information Categories Apply**

No

**Call In and Urgency:** Is the decision one to which Rule 15 of the Scrutiny Procedure Rules apply?

No

**Does the report contain Appendices?**

Yes

**If Yes, how many Appendices?**

1

**Lead Officer:**

Clare Stait, Democratic Services Officer  
Telephone 873239

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**16 June 2022**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Financial Performance (Detailed): Outturn 2020/21 Quarter 4	Jaclyn Gibson/ Colleen Warren	Quarterly Report Professional High Performing Services
Treasury Management Stewardship and Actual Prudential Indicators Report 2020/21 (Outturn)	Jaclyn Gibson/Colleen Warren	Six Monthly Report Professional High Performing Services
Performance Monitoring Outturn 2020/21 Quarter 3&4	Rob Marshall	Quarterly Report-Professional High Performing Services
Strategic Risk Register – Quarterly Report Q3&4	Jaclyn Gibson/Colleen Warren	Quarterly Report Professional High Performing Services
Lincoln's GEO – Sense Footfall Data	Graham Rose	Requested Report

**4 August (moved from 14 July 2022)**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Confirmation of Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2021-22 - Update	Democratic Services	Regular Report
Portfolio Under Scrutiny Session – Our People and Resources	Portfolio Holder	Annual Session  Professional High Performing Services
<b>Monitoring Item(s)</b>		
Central Lincolnshire Local Plan Annual Report 2020/21 including Financial Update	Toby Forbes-Turner	Annual Report Lets Drive Economic Growth

**18 August 2022 (Monitoring Overview)**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Confirmation of Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2021-22 - Update	Democratic Services	Regular Report
Portfolio Under Scrutiny Session – Customer Experience and Review	Portfolio Holder	Annual Session Vision 2020 (Mixed)
<b>Monitoring Items</b>		
Performance Quarterly Monitoring: Quarter 1	Rob Marshall	Quarterly Report Professional High Performing Services
Quarterly Strategic Risk Register Report-Quarter1	Jaclyn Gibson	Quarterly Report Professional High Performing Services
Income/Arrears Monitoring report	Martin Walmsley	Annual Report Professional High Performing Services
Council Tax Rebate Payments	Martin Walmsley	Requested Report

**29 September 2022 (Thematic Reviews)**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2021-22 - Update	Democratic Services	Regular Report
Portfolio Under Scrutiny Session – Economic Growth	Portfolio Holder	Annual Session Lets Drive Economic Growth
<b>Other Item(s)</b>		
Financial Performance (Detailed) – Quarterly Monitoring: Quarter 1 (moved from 18 August)	Colleen Warren	Quarterly Report Professional High Performing Services
Pre-Christmas Market 2022 verbal event report	Simon Colburn	Requested Lets Drive Economic Growth
Vision 2025 Annual Inclusive Economic Growth Report on Progress	Francesca Bell	Annual Report

17 November 2022

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2021-22 - Update	Democratic Services	Regular Report
Portfolio Under Scrutiny Session – Reducing Inequality	Portfolio Holder	Annual Session Reducing Inequality
<b>Monitoring Items</b>		
Financial Performance (Detailed) – Quarterly Monitoring: Quarter 2	Colleen Warren	Quarterly Report Professional High Performing Services
Performance Quarterly Monitoring: Quarter 2	Rob Marshall	Quarterly Report Professional High Performing Services
Strategic Risk Register – Quarterly Report Quarter 2	Jaclyn Gibson	Quarterly Report Professional High Performing Services Services
Treasury Management and Prudential Code Update Report – Half Yearly Report	Colleen Warren	Half Yearly Report Professional High Performing Services
<b>Other Items:</b>		
Budget Theme Group – Nominees	Jaclyn Gibson	Annual Appointment Professional High Performing Services

**8 December 2022**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2021-22 - Update	Democratic Services	Regular Report
Portfolio Under Scrutiny Session – Remarkable Place	Portfolio Holder	Annual Session Lets Enhance Our Remarkable Place
Climate Change update Vision 2025	Kate Bell	Annual Report
Portfolio Under Scrutiny Session – Customer Experience and Review	Portfolio Holder	Annual Session Vision 2020 (Mixed)



19 January 2023

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Work Programme for 2021-22 - Update	Democratic Services	Regular Report
Portfolio Under Scrutiny Session – Quality Housing	Portfolio Holder	Annual Session Lets Deliver Quality Housing
<b>Monitoring Item(s)</b>		
Fire Safety Update	Andrew McNeil/Matt Hillman	Annual Report

**15 February 2023 (Monitoring Overview)**

Item(s)	Responsible Person(s)	Strategic Priority/ Comments
<b>Standard Items</b>		
Housing Scrutiny Sub-Committee Minutes	Democratic Services	Regular Report Lets Deliver Quality Housing
Draft Work Programme for 2023-24	Democratic Services	Regular Report
<b>Monitoring Items</b>		
Financial Performance (Detailed) – Quarterly Monitoring: Quarter 3	Colleen Warren	Quarterly Report Professional High Performing Services
Performance Quarterly Monitoring: Quarter 3	Rob Marshall	Quarterly Report Professional High Performing Services
Strategic Risk Register – Quarterly Report Quarter 3	Colleen Warren	Quarterly Report Professional High Performing Services
Feedback from Budget Review Group	Colleen Warren	Annual Report Professional High Performing Services
Christmas Market 2021 Outturn Report	Simon Colburn	Annual Report Lets Drive Economic Growth
Section 106 Contributions Update	Nicola Collins	Annual Report Lets Drive Economic Growth
Scrutiny Annual Report	Democratic Services	Annual Report Professional High Performing Services

### Portfolio Under Scrutiny Sessions

Date	Portfolio
4 August 2022	Our People and Resources
18 Aug 2022	Customer Experience and Review
29 September 2021	Economic Growth
17 November 2021	Reducing Inequality
8 December 2022	Remarkable Place
19 January 2023	Quality Housing

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