

Meeting:	Executive
Meeting date:	20/2/2024
Report of:	Corporate Director of Place
Portfolio of:	<p>Executive Member for Transport and Economy: Cllr P Kilbane</p> <p>Executive Member (joint) for the Environment and Climate Emergency; Cllr J Kent / Cllr. K Ravilious</p> <p>Executive Member for Children, Young People and Education: Cllr R Webb</p> <p>Executive Member for Housing, Planning and Safer Communities: Cllr M Pavlovic</p>

Decision Report: Construction Skills and Retrofit

Subject of Report

1. The report outlines the need for a new Construction Skills Initiative (CSI York) to support the development of local employment opportunities resulting from key housing and employment sites in the Local Plan and from the work needed to retrofit domestic and commercial properties across the city if York is to meet our carbon reduction targets.
2. The report sets out three projects responding to these drivers. Executive have already agreed in October 2023 to support two of these projects through the UK Shared Prosperity Fund (UKSPF). These two projects represent a short term pilot in York, with longer term potential for delivery across the York and North Yorkshire region subject to future funding being secured. These two projects aim to increase the local supply of appropriately skilled and qualified employees and businesses that respond to growth in demand.
3. Funding of £3.37m has recently been awarded by Innovate UK for the third project, which will develop a Retrofit One Stop Shop for York (ROSSY), with City of York Council as lead partner and delivery for

21 months from February 2024. This project is predominantly designed to develop demand for domestic retrofit, complementing the supply-side measures in CSI York. The two initiatives will work together to address our climate change and economic challenges, and the report recommends delegations from Executive to the Corporate Director of Place to enable swift implementation.

4. The work outlined in this report builds on the Green Jobs and the Green Economy in York report (Annex A) which made a series of recommendations on how to grow green jobs in the local economy. These included developing new ways of delivering training, more in tune with the needs of industry, and the need to work in partnership with industry and skills providers. In seeking to understand local opportunities and take practical steps to support development, York is leading the way in developing a practical skills approach to retrofit and green construction.

Benefits and Challenges

5. Approximately 5,000 people are employed in construction, real estate and allied professions and trades in York. The sector provides well-paid employment, with a mix of roles requiring technical qualifications and practical skills. As we move towards a greener economy, many of these jobs will adapt and change, and the skills of existing and future employees will need to be enhanced and updated. The measures outlined in this paper will support these changes.
6. Each year in York between 100 and 130 people begin Apprenticeships in construction trades and related professions, with around half of those being under the age of 19. There is scope to grow the number of York residents entering the sector through the Apprenticeship route, but this will require the development of better connections with construction companies working in York, as the standard approach means that many currently bring their existing apprentices from elsewhere to sites in the city.
7. The York Local Plan includes a series of strategic sites including the mixed development at York Central, Cliftongate and Langwith garden villages, and other housing and employment allocations around the city. These represent a significant employment opportunity in the construction and property industries for York residents, with scope to provide well-paid employment which will underpin the ambitions of our Economic Strategy. If we can develop a well-understood pipeline of sites, linked to Apprenticeship delivery, there is scope to support a

better matching of work experience between York residents and local developments.

8. York's Local Area Energy Plan has shown that achieving net zero will require 44,000 homes to be retrofitted, 70,000 heat-pumps to be installed and 24% of households to generate electricity from rooftop solar. Householder and consumer readiness for the adoption of these retrofit and low-carbon technologies (LCTs) is well below what is required to achieve our local, regional and national net zero targets. This lack of consumer readiness is the result of non-technical barriers:
 - Upfront costs - the current upfront costs are beyond the means of many people and the financing options are currently not appealing or accessible enough to drive consumer demand.
 - Practicalities and hassle factor - the potential benefits are deemed to be outweighed by invasive retrofit installation processes, space requirements and long lead-in times to realise the economic benefits.
 - Lack of access to clear information, advice and guidance to enable householders to understand the benefits, costs and longer-term implications of the measures specific to their circumstances.
9. Despite this clear need for retrofit measures, and the implied opportunity for existing and new contractors to develop the required expertise in LCTs, the lack of demand is resulting in market failure. The experience of colleges and training providers is that when they put on training in LCTs, there is very little take up from industry. The view of construction industry partners is that there is currently little benefit in undertaking training as there is currently very little customer demand for retrofit and LCTs. Intervention is clearly needed to overcome this market failure.
10. To achieve our targets for carbon reduction, there needs to be wide-scale retrofitting of domestic and commercial buildings across York, beginning as soon as possible.
11. While much of that will be down to private companies and individuals, the Council is taking the lead in retrofitting our own housing stock and working with Registered Providers of social housing (RPs) to broaden retrofitting across the housing stock.

12. We are also beginning to develop new housing to Passivhaus standard and are seeing private developers in York increasing the environmental standards to which they work as standard on new builds.
13. There is a skills gap emerging, exacerbated by market failure as the construction industry typically trains for immediate need rather than longer term prospect. This means that training providers are not able to develop the courses that are needed as they don't attract sufficient candidates to make them viable. We therefore struggle to train our own staff as local, practical courses are simply not available.

Policy Basis for Decision

14. York's Skills Plan recognises construction and property as a priority sector, noting that "large scale developments in the city require a boost in workers with modern construction skills and these skills must contribute to the ambition to deliver net zero carbon emissions in the next decade."
15. The Council Plan 2023-27 – One City, for all, includes commitments to develop a 'Green Skills Village' as part of a construction skills initiative, and to work with the Skills Board to deliver the 10-year Skills Strategy, which includes construction as a key sector. Specifically, the plan commits to:
 - a) Develop green skills, progressing to quality qualifications and employment, including the green skills of our own workforce focused on retrofitting council homes
 - b) Prepare options for a green construction skills plan to build retrofit and renewable energy expertise, with a 'Green Skills Village' at its heart.
16. The York Climate Change Strategy 2022-2032 highlights the need for significant improvements to domestic buildings across York, with around one third of carbon emissions currently coming from housing. If we are to meet the targets of the strategy, then by 2030:
 - Every home in York needs to appropriately insulated
 - The majority of homes must be heated by low-carbon sources, reducing emissions

- All new houses must be built to the highest energy efficiency standards, following the energy hierarchy and incorporating renewable generation as standard.
17. At its October 2023 meeting, Executive agreed to concentrate UKSPF skills funding on the two themes of inclusion and a new Construction Skills Initiative, and delegated responsibility for implementation to the Corporate Director of Place in consultation with the Executive Member for Economy and Transport and taking advice from the York SPF Partnership Board.
 18. In developing CSI York and ROSSY, partners have considered the key Council commitments of Equalities, Affordability, Climate & Environment and Health. The Key Priorities of the Strategy are well aligned to these Council commitments as follows:

Equalities and Human Rights – by focussing on the retrofit of social housing, and on developing employment opportunities for all, the projects will make a positive contribution to equalities and human rights.

Affordability - it is vital that the benefits of retrofit are not only available to homeowners and those who can afford to adapt their properties, and that the jobs that emerge from the programmes of construction and retrofit outlined in the report benefit York residents.

Climate & Environment – as discussed in the report, one third of York’s carbon emissions derive from domestic property, with both ROSSY and CSI York aimed at increasing levels of retrofit across the city to make a significant contribution to the city’s targets.

Health and Wellbeing is dependent both on good employment and good housing, with the projects improving both of those factors for people across York.

Financial Strategy Implications

19. All the work described in this report is entirely funded through external sources.

Recommendation and Reasons

20. That Executive:

(a) thank the founding members of the Construction Skills Partnership for the work they have begun and endorse their approach to developing a Construction Skills Initiative

Reason: To recognise the work undertaken by industry partners in developing the initiative, and to support the growth of the York economy and the Council's priorities of affordability, environment, equalities and human rights, and health and wellbeing.

(b) note the progress made on developing models for a Construction Skills Village, delivering on-site training and promoting construction as a career to young people and career changers.

Reason: To support Council Plan commitments and City Strategies

(c) delegate authority for implementing the Innovate UK-funded Retrofit One Stop Shop York project to the Corporate Director of Place

Reason: To support corporate objectives to combat climate change.

(d) approve that the Council enters into any necessary collaborative arrangements and/or contracts with its partners to deliver the ROSSY project, and to delegate authority to the Corporate Director of Place, in consultation with the Chief Finance Officer and the Director of Governance (or their delegated officers), to determine the terms and conditions, and any subsequent modifications and/or extensions thereto.

Reason: to ensure compliance with the Council's Contract Procedure Rules under Appendix 11 of the Council's Constitution and, where applicable, the Public Contract Regulations 2015;

(e) approve that the Council enters into any necessary grant funding agreements with the funder, Innovate UK, and any necessary onward grant funding agreements with its partners and/or any other third-parties to deliver the ROSSY project, and to delegate authority to the Corporate Director of Place, in consultation with the Chief Finance Officer and the Director of Governance (or their delegated officers), to determine the terms and conditions of any grant funding agreements entered into, and the provisions of any subsequent modifications and/or extensions thereto.

Reason: to ensure compliance with the Subsidy Control Act 2022, the Council's Financial Regulations under Appendix 10a of the Council's Constitution and the Council's Contract Procedure Rules.

Background

21. The construction and property sector is a significant employer in York, with around 5,000 people working in a wide range of small and medium sized firms, micro-businesses, and as sole traders. It has traditionally been a sector which provides well-paid skilled work without a requirement for higher-level qualifications, alongside a range of professional-level jobs in architecture, surveying and other associated fields.
22. With the Local Plan anticipated to be adopted in 2024, York is about to experience a growth in development including two new garden villages at Langwith and Cliftongate, the mixed development at York Central, and other strategic sites around the city.
23. If York's residents are to benefit from the employment opportunities that will come from these developments, we need to ensure that construction training is increased, is linked to the developments as they come on stream, and that a pipeline of potential new recruits is developed among young people and those seeking to change careers. Developers with options on the Local Plan sites have begun to approach the Council to discuss how we can work together to ensure that such a pipeline is grown, and that guidelines are put in place which will maximise the benefits to York.
24. In October 2023, Executive reviewed progress on the York Shared Prosperity Fund and concluded that the skills elements of the fund for 2024/2025 should be focussed on the two themes of inclusion and construction skills. There is £624k available for the construction skills element, with projects to start from April 2024. The work is applicable beyond York, and this phase of work should be seen as a pilot for delivery across York and North Yorkshire. In the medium and longer term, the new Mayoral Combined Authority for York and North Yorkshire will be the main conduit for skills and economy funds, and could provide a continued source of funding for the programmes, if they are shown to be successful.
25. In January 2023 CYC published new research on Green Jobs and the Green Economy in York undertaken by Warwick University's Institute for Employment Research (Annex A). This report provides

a useful snapshot of green jobs in York, outlining an approach for continued monitoring of the development of the green economy, and making a range of recommendations. For the work outlined in this report, the key recommendations were: that skills partnerships should be developed to support the development of green jobs; and that the Council should work with colleges and skills providers to adopting a micro-accreditation approach. These recommendations lie behind the establishment of the Construction Skills Partnership and the approach we are taking to both general construction training and retrofit training.

26. York is not alone in developing practical measures to develop the green construction sector. In developing our plans we have also drawn on research and innovative practice elsewhere, including the [West of England Combined Authority](#), [West Yorkshire MCA](#) and [Essex County Council](#). The Local Government Association has published a very useful guide to [green jobs](#) which explores how Councils are bringing together net zero and the skills system to develop the green skills and jobs that are needed for the future.
27. Using the National Skills Academy for Construction (NSAfc) Client Based Approach, the Council embeds Employment and Skills Plans in key capital projects to secure locally targeted employment, training, education, and community-based opportunities. This framework provides a starting point for developing guidelines that will not only create opportunities for residents but will champion inclusion and connect specific groups, such as care-experienced young people, with these skills and employment opportunities.
28. A Construction Skills Partnership for York has begun to meet, chaired by the MD of York developer Oakgate, and comprising Caddick, Simpsons of York (SYL), the Construction Industry Training Board (CITB), City of York Council, York Skills Board and York College. Other developers are being invited to join the Partnership as it expands and formalises, and it is already developing initiatives to promote construction to young people, coordinate work experience and Apprenticeship taster days. There is opportunity here to develop tailored communications and targeted partnership activity to support skills and employment opportunities for SEND young people, those who are care-experienced, or have other specific identified needs, and to inspire young people at risk of becoming NEET to consider construction as a career path.
29. On-site and appropriate training is a key element which needs to be developed. For new entrants, existing College courses provide a

good route into work, but for those seeking career change, and for existing Construction workers who want to upskill or diversify, formal education courses are not what is needed. Shorter training, delivered on-site in locations where construction is happening, following the model developed by projects such as the Scarborough Construction Skills Village, are what will attract trainees and enable upskilling at scale.

30. A key objective of the CSI York initiative is to develop a local model for such an on-site skills hub, with a facility which can move from site to site, building on the training expertise at York College and other providers in the region, and supported by the partners who are already working together. There are benefits to the private sector in such an approach, just as there is public benefit, and a co-created, co-funded model is therefore being developed by the Partnership.

Retrofit skills

31. The Council's approved [Retrofit Action Plan](#) of December 2022 (Annex B) identifies workforce skills and capacity as a key need in order to meet the council's decarbonisation aims, to provide energy efficiency upgrade works across homes of all tenures and to tackle fuel poverty. The skills landscape in the retrofit industry is in the process of transformation to meet the requirements of PAS 2030 and PAS 2035 (see [PAS 2035 requirements](#)). These standards recognise the complexity of building fabric and heating upgrades and are intended to minimise the risks from serious consequences that can result from design and installation failures, and support delivery of high quality upgrade projects as the norm.
32. The retrofit skills challenge is also recognised by the Climate Change Commission (CCC). In the CCC's latest [progress report to Parliament](#), Workers and Skills as a Red/Orange high risk rating and Retrofit is noted as an urgent priority (below). This is also reflected in the Council's experience of delivering around £5m grant funded retrofit work between 2021-2023.
33. The interaction between PAS 2035 / 2030 requirements, accrediting bodies, the TrustMark framework, skills/training providers, qualification organisations and employers within the industry creates a complex and evolving ecosystem in which retrofit training is delivered. This is particularly the case in the example of External Wall Insulation (EWI), which is expected to be a key need to decarbonise homes and tackle fuel poverty cost effectively, as established in the measures needs outline below. EWI training of existing construction workers involves its own "supply chain" of the following:

- A TrustMark accreditation provider confirming suitability of the qualification for PAS 2030
- External Wall Insulation system manufacturer who are key partners for training course delivery
- A skills provider such as Further Education college
- A construction employer of workers with prerequisite skills such as plastering, who agrees to the short-term cost of employee EWI training attendance

34. EWI is the most significantly challenging capacity to develop. Other areas such as Heat Pump System Installation and Retrofit Coordination have more established qualification pathways for existing workers. However, the need for trainers and providers of these qualifications remains a challenge for the industry which this UKSPF programme is designed to tackle for the City.

35. In the context of substantial construction price inflation since 2020 and [ongoing labour shortages in the industry](#), engaging private sector employers at sufficient scale to achieve viable course delivery presents a key risk. For this reason the 2024/25 programme strategy is to establish a cohort led by the council's own Building Services teams as part of its social housing landlord function, and through partnership with other Registered Provider social landlords with homes in the City.

36. Cohorts for priority courses and training have been identified as follows, with cohorts matched to individual qualifications for each skills area:

Skills area	Typical qualifications	CYC cohort individuals
Micro-accreditation [NB may be some cohort overlap with below]	"Retrofit awareness", for staff & tenants	50, including tenants
Assessment, quality assurance, project management (PAS 2035)	Retrofit Assessor (Level 4) Retrofit Coordinator (Level 5)	6

Mechanical and Electrical	Heat Pump Systems (BPEC award: Level 3) NICEIC Domestic Ventilation	15
City & Guilds “Insulation and Building Treatments” (PAS 2030)	External Wall Insulation - Boarder and Finisher (Level 2 or 3) Floor Insulation (Level 2)	22

Retrofit measures needs analysis

37. The Council’s [Local Area Energy Plan](#) (LAEP) identifies 44,100 of the City’s 93,000 homes as having building fabric upgrades as part of a cost effective decarbonisation pathway (p13). In many cases this will require External Wall Insulation and/or Underfloor Insulation, which are key skills gaps that this programme will begin to address.
38. The LAEP notes that “Heat pumps are the most widely suitable technology for decarbonising heating within York, with growing evidence that they can be installed in the full range of property archetypes.” (p18) Consequently 73,000 homes would be expected to have a heat pump system installed, this is also recognised in the UKSPF retrofit skills programme planning.
39. A similar approach is supported with the key needs for building fabric upgrades within the council’s own stock of around 7,500 properties, as well as a further 5,000 social housing homes owned by other Registered Providers.

Measure for Council housing stock	Number of installations planned over medium/long-term [% of stock]
External Wall Insulation (EWI) – part or all of property	1,250 [16.7%]
Suspended timber underfloor insulation	1,500 [20%]
Airtightness / draught proofing alongside appropriate ventilation	3,000 [40%]

Construction skills hub: Retrofit empty properties availability

40. Subject to confirmation of details with the Head of Housing Delivery & Asset Management and associated governance requirements, it is expected that allocation of 2 empty (“void”) council owned properties would be funded during 2024/25. This would enable skills and training delivery on site with practical, demonstrated experience opportunities available within a flexible provision approach.

Retrofit One Stop Shop York (ROSSY)

41. A partnership bid to Innovate UK has secured over £3.3m of funding to develop a Retrofit One Stop Shop for York as one of 8 national pathfinder projects. Each partner is responsible to Innovate UK for their element of the funding, with £146k being for CYC to coordinate delivery. Project delivery is for 21 months, commencing in February 2024 and completing at the end of October 2025.
42. The partners are City of York Council, Abundance Investment Ltd, Brightsparks Agency Ltd, Energy Systems Catapult Limited, North Yorkshire Council, University of York, Wrapt Homes Ltd, and York Community Energy CBS Limited. An internal project board will be established to assure the quality of delivery by all partners.
43. The ROSSY project aims to create a single end-to-end Retrofit One Stop Shop for York by combining innovative approaches to place-based engagement, digital tools and data systems, tailored training and advice, bespoke financing solutions, demonstrator homes and dissemination of information. The project brings together partners specialising in each element of delivery into a collaboration that will greatly accelerate the development of an area-based Retrofit One Stop Shop, improving the householder experience of retrofit and contributing to better energy efficiency standards of all building archetypes across the city. Homes will be warmer and cheaper to heat with complimentary technologies to maximise energy efficiency and mobility options.
44. The One Stop Shop service will be available to all residents and tenure types and will specifically support vulnerable and disadvantaged groups by addressing issues with fuel poverty and homes that are unsafe due to cold, drafts and damp. The project directly benefits our community with financial savings and health and wellbeing benefits. It also supports growth in the local low carbon supply chain, generating opportunities for new investment and job creation.
45. The scheme will be supporting the ambitions of the York Climate Change Strategy, Health and Wellbeing Strategy and Economic

Development Strategy, as well as contributing to regional and national targets for net zero. It will provide a replicable and scalable model for expansion into other areas of UK, offering the One-Stop-Shop-In-a-Box Toolkit, drastically reducing the time and cost associated with other area-based One-Stop-Shops.

46. Through ROSSY, partners will test, trial and deliver a range of innovative solutions to overcoming the non-technical barriers to retrofit and low carbon technologies associated with consumer acceptance and supply chain constraints.
47. ROSSY will help households to navigate the world of retrofit through:
 - Local promotion of low carbon technologies appropriate to different locations, demographics, tenures and building types.
 - A network of community champions, retrofit assessors and coordinators, working with building owners to pioneer a neighbourhood approach to retrofit
 - A web platform that takes households through the entire retrofit process, from understanding the need and benefits through to financing, finding suppliers and installation.
 - A Virtual Reality app to show what low carbon technology/retrofit looks and feels like within homes in a real-world setting.
 - Creating a network of retrofit co-ordinators and assessors for home visits and completion of retrofit plans, helping home-owners identify suitable measures and technologies for their property
 - Training of Retro-fit 'Community Champions', equipping residents with the knowledge to respond to FAQ's and support households through the retrofit process
 - Deep retrofit of two City of York Council properties to showcase retrofit and low carbon technology measures, with real-time metering and monitoring of performance
 - Site tours for interested residents to see the technology working 'in a home like theirs'. A programme of skills masterclasses for existing/potential installers will be created including videos of installation and site tours
 - Support to grow the retrofit supply chain and provide confidence to the market

48. ROSSY aims to help residents understand the benefits and potential of retrofit and make it easier for all to apply these new technologies. The project does this through a mix of technical advice and hand holding, with the community champions, website and demonstrator homes bringing retrofit closer to York's communities.

Consultation Analysis

49. Extensive consultation has taken place through a Construction Skills Partnership, through the development of York Skills Plan and for the Climate Change Strategy.
50. York SPF Partnership Board have considered the approach set out in this report and support the establishment of the CSI York initiative and retrofit skills work. They will receive reports on progress and will advise as further detail emerges.
51. York Skills Board and the Construction Skills Partnership will continue to be consulted as work develops and will steer the delivery of the CSI York initiative.
52. ROSSY was developed from the findings of extensive community engagement with residents, consisting of surveys and focus groups to identify the non-technical barriers to retrofit. The solutions developed for the project seek to directly address these barriers.

Options Analysis and Evidential Basis

53. Executive has already resolved to establish the CSI York initiative and retrofit skills programme in its October 2023 decision on the York SPF programme.
54. For the ROSSY project there are two options for Members to consider:
 - a) Decline the Innovate UK funding
 - b) Accept the Innovate UK funding and delegate delivery to the Corporate Director of Place
55. Option a) would remove over £3.3m of external funding from the 8 partners, and prevent the work being undertaken to promote the benefits of domestic retrofit to the residents of York. The outputs and outcomes of the ROSSY project would not happen, undermining delivery of the Council Plan and of City Strategies.

56. Option b) would support the delivery of the Council Plan and City Strategies.

Organisational Impact and Implications

57.

- **Financial:** All funding is from external sources.

CYC has been awarded a revenue grant of £146k from Innovate UK. This forms part of a £3.37m grant awarded by Innovate to eight partners including CYC to develop a Retrofit One Stop Shop for York (ROSSY). CYC will be the lead partner. Delivery is for 21 months from February 2024. Each partner has a separate grant with Innovate UK. Grants to the other partners are paid direct and CYC are not financially responsible for their outturn, hence reducing the risk to CYC.

CYC through the UK Shared Prosperity Fund (York SPF Investment Plan) has available £624k (revenue basis) to spend on construction skills as a pilot for delivery across York and North Yorkshire. The project will start from April 2024 and will end by 31st March 2025. In the medium and long term, if this pilot is shown to be successful, the new Combined Authority for York and North Yorkshire could potentially provide a continued source of funding for the programmes.

- **Human Resources (HR):** Any posts created within the council as a result of this project will be established, graded and evaluated in accordance with existing Council Policies.
- **Legal:** With regards to the delivery of the CSI York and ROSSY projects with the UKSPF funding under the York SPF programme the Council can accept external grant funding and award grant funding to any third party subject to:
 - Part E of the Council's Financial Regulations under Appendix 10a of the Council's Constitution ("Council's Financial Regs"); and
 - Rule 4 of the Council's Contract Procedure Rules under Appendix 11 of the Council's Constitution ("Council's CPRs")
 - the Subsidy Control Act 2022 (the "2022 Act")

Any external funding agreements for funding received by the Council or for the award of funding by the Council to third parties must comply with the Council's CPRs, the Council's Financial Regs, and (where applicable) the 2022 Act.

The Council is required to assess any proposed financial assistance provided to itself, and any assistance it intends to give to others, to ensure that it is consistent with the 2022 Act and any application must only be submitted and/or granted if consistent with the principles in the 2022 Act.

The Council and Innovate UK are satisfied that any UKSPF funding awarded to the Council will not constitute a controlled subsidy as defined in the 2022 Act. Other partners have obtained and will continue to obtain their own independent legal advice on this point. Further subsidy control assessments for any grant awards by the Council to any of its partners for these projects using the UKSPF funding may be required in due course in consultation with Legal Services. There are also transparency and disclosure requirements under the 2022 Act which will need to be complied with.

Any grant funding agreements entered into will have no procurement law implications under the Council's CPRs and (where applicable) the Procurement Regs as long as the Council does not elect to award grant agreements to any of its partners for these projects where the sole purpose for doing so would be to avoid conducting a competitive tender process in accordance with the Council's CPRs and (where applicable) the Procurement Regs.

Any agreements entered into by the Council (and any subsequent amendments and/or extensions thereto) using the UKSPF funding, whether these are collaborative arrangements with our partners or with suppliers for delivery of specific services, supplies and/or works for these projects, must be reviewed, negotiated, and concluded in consultation with Legal Services to ensure compliance with the Council's CPRs, the Council's Financial Regs, and (where applicable) the Procurement Regs.

- **Procurement:** Whilst there are no direct Procurement implications, should any match funding be required by the council, Procurement must be consulted to determine the best

route and to fairly achieve value for money. Should any agreements be required, both procurement and Legal Services must be consulted prior to assist in advice and drafting.

- **Health and Wellbeing:** Climate change is quite possibly the biggest public health challenge at the present time. York public health support the initiatives to retrofit homes and move to low carbon heating; these actions are an essential part of York being carbon neutral by 2030, as well as facilitating affordable heating for residents. We also welcome the focus within the ROSSY project to “specifically support vulnerable and disadvantaged groups by addressing issues with fuel poverty and homes that are unsafe due to cold, drafts and damp”. Nationally the NHS spends £2.5 billion a year treating people with illnesses directly linked to living in cold, damp and dangerous conditions (ref). We would encourage a specific outcome measure on the ROSSY project to monitor engagement with vulnerable and disadvantaged groups.
- **Environment and Climate action:** The built environment accounts for 60% of York’s direct carbon emissions; decarbonising our existing and future building stock is essential for meeting our net zero ambition. CSI and ROSSY are important projects to create the conditions for retrofit at the scale and pace required, combining both a supply and demand driven approach.
- **Affordability:** The Construction sector provides 5,000 well paid jobs for people in York and the initiatives outlined in this report seek to expand employment opportunities, particularly for the new developments emerging from the Local Plan. The ROSSY project seeks to support all York’s residents in benefiting from domestic retrofit, including through finding innovative approaches to fund work on all properties. The recommendations of this report therefore represent a positive impact for affordability.
- **Equalities and Human Rights,** Article 26 of the Universal Declaration of Human Rights states *‘Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.’* This initiative will increase access for York residents to high quality, technical

education and increase their chances of accessing jobs in this expanding sector.

EIAs will be completed for the funding decisions taken as part of the SPF Programme to ensure full consideration of the impacts, and will be published with the relevant decision paper. A separate EIA is thus not provided with this paper.

- **Data Protection and Privacy** - As there is no new personal data, special categories of personal data or criminal offence data being processed for this report, there is no requirement to complete a DPIA. This is evidenced by completion of DPIA screening questions - reference – AD-03094. Any future projects involving the collecting or processing of personal data will require a DPIA.
- **Communications:** Communications support to the projects will be made available as required in the course of delivery through communications support already funded by the UK Shared Prosperity Fund (UKSPF). Publicity in respect of the decision on this report will be undertaken in the form of a press release.

Risks and Mitigations

58. No identified risks.

Wards Impacted

59. The strategy covers the whole city.

Contact details

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Background papers

Annex A: Green Jobs and the Green Economy in York - Warwick Institute for Employment Research Dec 2022

Annex B: York Retrofit Action Plan Dec 2022