



12 SEPTEMBER 2019

STRENGTH IN PLACES FUND – SUBMISSION OF FULL BUSINESS PLAN TO UKRI FOR CS CONNECTED

REPORT OF CCR CITY DEAL DIRECTOR & COUNCILLOR PETER FOX

AGENDA ITEM 9

Appendices 1, 2 and 3 to this report are exempt from publication because they contain information of the kind described in paragraphs 14 (information relating to the financial or business affairs of any particular person) and 21 (public interest test) of parts 4 and 5 of Schedule 12A to the Local Government Act 1972 and in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information).

Appendix 5 to this report is exempt from publication because it contains information of the kind described in paragraph 16 (information in respect of which a claim to legal professional privilege could be maintained in legal proceedings) of part 4 of Schedule 12A to the Local Government Act 1972

Reason for this Report

1. Following the success of the Expression of Interest submission and award of seed funding in March 2019, to report back on progress with the development of the full business plan for submission to UK Research and Innovation's Strength in Places Fund (SIPF) on 18 September 2019. The full business plan has been developed by a consortium comprising Cardiff University (consortium lead), Swansea University, industrial partners and Cardiff Capital Region City Deal (CCRCD) and Welsh Government (WG). Specifically, this report will:
 - Seek approval for the submission to UKRI of the proposed £43.3m bid and the 'ask' of CCRCD in the context of the commitments and proposed contributions to be made by consortium partners; and,
 - Set out the detail of the proposal which, given the commercial sensitivities involved, is set out in the main in the confidential appendices, which include the draft bid itself and full economic impact assessment and background paper.
2. The report will further update on wider progress to support Compound Semi Cluster growth, firstly involving a land acquisition opportunity and, wider

discussions with Welsh Government regarding support for the sector. Again given the potential commercial sensitivities, especially in relation to the former, the detail for this is set out in the confidential appendices.

Background

Strength in Places Fund (SIPF) and CS Cluster

3. The SIPF is a UK Research and Innovation-led competition scheme that takes a place-based approach to Research and Innovation investment. The fund, currently valued at around £236m across the first and second rounds is aimed at developing emerging or established industrial clusters that are built upon a strong research base and research presence in Technology Readiness Levels 1-3. Eligible projects must show they are driven by a business need that can be met by existing research strengths.
4. The purpose of the Fund is to enact a range of Research and Innovation interventions that deliver demonstrable economic impact and growth. Investment will be awarded to consortia representing economic geographies across the UK. The specific criteria requires that:
 - consortia are able to demonstrate Research Excellence and a high quality innovation capability focussed on wealth creation opportunities and aligned to needs businesses and supply chains;
 - activities are likely to bring significant regional economic impact; and
 - outcomes are likely to include 'economic strength of place' and a reasonable expectation of competitive advantage.
5. Initial Expressions of Interest (EOIs) were required to be submitted by consortia by 25 July 2018. The CCR submission was made by consortium lead, Cardiff University. The consortium was notified in February 2019 that it was one of 24 successful submissions to secure passage to the next stage of the programme with a £50k seed corn fund (allocated to Cardiff University) to develop a full business plan. The draft full business plan has been drawn up with the input of various partners straddling government, expert industry data analysts Yole, industry and Higher Education and is attached at Appendix 2.
6. The submission of the final bid is significant because it represents an opportunity to comprehensively invest in building the kind of industrial cluster that is the acknowledged blueprint of economic strength. The focus on Compound Semiconductors is further significant. First set out as a commitment in the CCR City Deal Heads of Terms in 2016, supported by a £50m UK Government boost for the CSA Catapult and rapidly developed as the first CCRCD investment proposal, approved by Regional Cabinet in July 2017 – a significant priority is attached to the sector and the opportunity to embed sovereign technological capability in the region. Both these priorities, of growing key sector clusters and prioritising Compound Semiconductors within this, is further reflected in the CCR Industrial and Economic Growth Plan; and, at Welsh Government level in the Economic Action Plan and as one of three globally significant priority sectors in the draft Internationalisation Strategy.

Furthermore, in the first Baseline Report received by National Evaluation Consortium leads SQW, for the Gateway Review – the importance attached to growing the CS Cluster is underlined.

The SIPF Business Plan submission and ask of CCRCD

7. The SIPF business plan submission totals some £43.3m all of which is to be directed at cluster expansion under the banner of 'CS Connected' and making CCR the 'go to' place for Compound Semiconductor innovation. The proposal has been informed comprehensively by CCR, Welsh Government, academic experts from both Cardiff and Swansea Universities, specialist sector data analysts (Yole) and key regional industrial partners, IQE, SPTS, Newport Wafer Fab and Microsemi. This includes a full Economic Impact Assessment including an analyses of regional industrial competitiveness and commentary on the regional potential for cluster growth in the sector. This has been further complemented by insights and evidence from independent global industry data experts, Yole. The breakdown of the £43.3m – aspects of which are commercially sensitive – is set out in the confidential background paper at Appendix 1. For the purposes of this report, the investment contribution required of CCR City Deal is in respect of the CSC Foundry 'front of house' works and CS Connected Head Quarters and is a cap-ex requirement of £3.3m which is a 50% contribution to the full cost of conversion; marketing suite instalment, office space and the 'inward investment front door'. Since the Foundry is owned by CCR City Deal (via CSC Foundry Ltd) it is sensible to direct the City Deal contribution in this way.
8. In terms of leverage, the remaining £40m of investment required is proposed to come via a mix of SIPF funding, WG and industry contributions. The proposed CCRCD contribution will be subject to the Investment and Intervention Framework (to include the due diligence and the CCR decision-making process contained therein) with ROI realised through the projected value uplift achieved as a result of the enhancement works. An issue arises however, should IQE exercise their option to purchase within the current lease period since the acquisition cost is based on the provisions of the Development Agreement for Lease which has been State Aid assessed on the basis of the current deal and agreement. This will require, amongst other matters, the CS Connected HQ 'site' to be carved out of the terms of the Development Agreement for Lease such that it is completely de-coupled from the existing IQE option to purchase and will operate as a distinct and self-contained business unit. Legal and State Aid advice is currently being obtained in order to ensure the relevant safeguards are in place in order that there is no adverse impact for both CCRCD and IQE should the bid be successful.

Prospective Economic Impact

9. The impact of the above will be to accelerate GVA growth, productivity and job creation both direct and indirect, (as verified by Economic Impact Assessment) from 2025 onwards and a significant GVA contribution from 2025 onwards. The full Economic Impact Assessment, which is informed by the full proposal and some of the potential commercial endeavours and so – at this time is

confidential – is set out in Appendix 2. The impact assessment highlights potential for collaboration and although initially focussed on the nucleus of existing companies – sees the potential of growing the research base and establishing cross-region links, expanding supply chains and new inward investment into key locations across the region.

10. Productivity, innovation and new business formation are seen as further key outputs. Spin-off R&D will also be a key outcome – important in the context of the UK Government’s 2.4% R&D spend target. The opportunities for key collaborations are also identified. Prospective partnerships are named in Appendix 1 and 2 and emphasise the potential for access to major investment streams. Opening up and unlocking the talent pipeline, contributing to clean growth aims and developments in key future market segments such as 5G/ Communications, med-tech, LIDAR and Low Emissions and Electric Vehicles is also projected to feature. The creation of dedicated team – CS Connected – focussed on nurturing and stretching the cluster will provide a greater opportunity to exploit the opportunities presented and ensure wider benefits beyond the current core members of the cluster as outlined.
11. Data and intelligence sourced by global industry analytics experts Yole, also provides independent assurance that the bid is well positioned and plays into key market segments. Yole is a market research company based in France and has an industrial specialism in compound semiconductors and is recognised as the market leader in tracking power device mega-trends. Its recent report on Status of the Power Electronics Industry 2019 demonstrates that the power device market grew by 13.9% in 2018 (compared to 2017) and that specifically, the power electronics compound semiconductor market is now valued globally at \$17.5n. In order to provide important technical and independent input into the business plan, Yole was commissioned in August 2019 at a cost of £25,000 (£10,000 contribution from the ‘seed’ monies held by Cardiff University and £15,000 from CCR). It was important to move quickly to secure the commission and the report will be owned by CCR. The data and evidence extends beyond the SIPF bid and will be pertinent to the CCR Investment Framework and proposals that are likely to come forward from this sector in the future and opportunities for regional scale.

Land surrounding CSC Foundry and wider opportunities

12. Immediately surrounding and adjacent to the Foundry at Celtic Lakes in Newport is c19 acres of WG-owned industrial land. The site is a prominent one; and there will soon to be an opportunity to engage in discussions with Welsh Government regarding potential acquisition. Given the relationship of the wider site to the Foundry, which has been highlighted as an opportunity since the first investment proposal report in July 2017; potential for cluster expansion and some of the opportunities set out in the confidential background papers appended to this report – there are real prospects to explore. These are set out in further detail in the confidential attached Background Paper (Appendix 1).

13. Whilst there is much to consider, it is suggested that at this time, the City Deal Director is supported to engage in further discussions along with colleagues at Newport City Council, drawing on relevant professional advice as required. Significant progress will be reported to Cabinet and should scope for a proposal emerge, the relevant decision making process will be adhered to in accordance with the Investment and Intervention Framework.
14. It should be further noted that discussions are also progressing with Welsh Government regarding potential co-investment options aimed at supporting the future development of the CS industry in the region. With developments in the automotive industry around EV and LEV and the reliance this places upon semi and compound semiconductor technologies and facilities in the region – there is a real opportunity to develop resilience around growth of these core future industries. This will be especially important in the context of ‘sunset v sunrise economies’ and ensuring the region develops capability in the sectors that have sustainable futures.

Reasons for Recommendations

15. The reasons for the recommendations set out below are for Regional Cabinet to:
 - Have sight of and approve the consortium bid and business plan prior to submission to UKRI on 18 September 2019;
 - Understand and accept the contribution/ ‘match funding’ required of CCRCD should be the bid be successful (subject to the due diligence and Cabinet decision-making process under the Investment Framework and advice to be given regarding state aid considerations);
 - Note the potential for scalable economic impact and the opportunities to contribute significantly to CCRCD’s core targets of leverage, job creation and GVA impact;
 - Endorse the City Deal Director’s commissioning of Yole in order to provide independent assessments into the bid and to obtain data and evidence needed to create the wider Cluster narrative;
 - Endorse initial discussions and need for professional advice around land acquisition potential linked to the Cluster development.

Financial Implications

16. The attached report provides an update in respect of the Strength in Places Fund bid which secured seed funding earlier in the year and is being progressed by Cardiff University on behalf of a wider consortium of partners.
17. As outlined in the report, Regional Cabinet are being asked to note and approve the final bid, so it can be formally submitted to and assessed by UK Research and Innovation (UKRI). It is understood that the outcome of the UKRI assessment will be known in the spring of 2020. The bid totals £43.3m and includes a proposed funding contribution of £3.3m from the Cardiff Capital Region’s Wider Investment Fund (WIF).

18. The Cardiff Capital Region (CCR) City Deal 5 year Business Plan contains capital and revenue funding allocations in respect of the WIF over the medium term. There are sufficient uncommitted resources available within the plan at this time, to meet the proposed City Deal funding requirement outlined above.
19. However, the approval of any WIF funding request will need to be assessed as part of the CCR City Deal approved Investment & Intervention Framework (IIF) process. This will require the consortium lead (Cardiff University) to follow the 'Proportionate Business Case Development Process and submit a business case proposal to the Investment Panel. The Investment Panel will assess the proposal to ensure the necessary due diligence has been carried out and that project satisfies the City Deal Funding Terms and Conditions, prior to any recommendations being made to Regional Cabinet.
20. Further updates will be brought back to Regional Cabinet as part of the IIF process outlined above and a further assessment of the financial implications will be provided as part of those reports.

Legal Implications

In this case the CCRCDC has formed part of a consortium that is applying for UK Research and Innovation Strength in Places funding. The consortia in its application having set out its collaborative proposals. These proposals include the provision of potential funding from the CCRCDC Wider Investment Fund (as detailed in the report). It is noted that the CCRCDC funding is indicative at this stage and will be subject to (i) a further decision of CCRCDC Regional Cabinet and to ensuring that (ii) the proposals are in line with state aid rules, the WG and HMT funding conditions that attach to the Cardiff Capital Region Wider Investment Fund and all other legal requirements. It is important that the bid to be submitted clearly sets out such caveats, which is understood will be the case.

Reference is made to paragraph 8 of the body of the report and external legal advice is being obtained on the issues referred to. The external legal advice received is set out in exempt Appendix 5 to this report, to which members are referred.

Well-Being of Future Generations (Wales) Act 2015

21. The Well-Being of Future Generations (Wales) Act 2015 ('the Act') is about improving the social, economic, environmental and cultural well-being of Wales. The Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible. In discharging their respective duties under the Act, each public body listed in the Act (which includes the Councils comprising the CCRCDC) must set and published well-being objectives. These objectives will show how each public body will work to achieve the vision for Wales set out in the national well being goals. When exercising its functions, the Regional Cabinet

should consider how the proposed decision will contribute towards meeting the 'well-being duty' and in so doing assist to achieve the national well-being goals.

22. The well-being duty also requires Councils to act in accordance with a 'sustainable development principle'. This principle requires Councils to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Regional Cabinet must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, Regional Cabinet must:

- look to the long term;
- focus on prevention by understanding the root causes of problems;
- deliver an integrated approach to achieving the 7 national well-being goals;
- work in collaboration with others to find shared sustainable solutions;
- involve people from all sections of the community in the decisions which affect them.

23. Regional Cabinet must be satisfied that the proposed decision accords with the principles above.

24. To assist Regional Cabinet to consider the duties under the Act in respect of the decision sought an assessment has been undertaken, which is attached as an appendix to this report (Well-being of future generations assessment) for Member's consideration.

25. *In preparing reports due regard must be given to the Statutory Guidance on the Act issued by the Welsh Ministers, which is accessible using the link below:*

<http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

Equality Act 2010

26. In considering this matter regard should be had, amongst other matters, to the Councils' duties under the Equality Act 2010. Pursuant to these legal duties the Regional Cabinet must in making decisions have due regard to the need to (1) eliminate unlawful discrimination (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. Protected characteristics are:

- age;
- gender reassignment;
- sex;
- race – including ethnic or national origin, colour or nationality;
- disability;
- pregnancy and maternity;
- marriage and civil partnership;
- sexual orientation;

- religion or belief – including lack of belief.

RECOMMENDATION

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

- 1) Note and approve the proposed bid/ business plan submission by the CCR Consortium on 18 September 2019 to the SIFP aimed at growing the CS Cluster;
- 2) Note the request for a financial contribution and 'match funding' from CCRCD of an indicative £3.3m to build the £43.3m investment package. To further note that this proposed contribution will be subject to the due diligence and decision-making process under the Investment Framework; the legal position regarding the Development Agreement for Lease (which may require renegotiation with IQE to carve out the CS Connected HQ 'site'); and State Aid considerations, should the bid be successful and ;compliance with all other relevant legal requirements;
- 3) Endorse the commissioning of Yole to the value of £25k (from the approved Projects Development Fund) in order to secure independent data and evidence to supplement the bid and inform the future narrative around targeted regional cluster development;
- 4) Approve the principle of exploring options with regards to land acquisition potential (as detailed in the report) and seeking of all relevant professional advice. To note that any formal proposal constructed will be subject to the Investment Framework process and full cabinet decision-making; and,
- 5) Note progress made with WG regarding joint support for the sector and future growth of the cluster.

Kellie Beirne
Director, Cardiff Capital Region City Deal
12 September 2019

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Appendix 1 **EXEMPT** Confidential Background Paper
Appendix 2 **EXEMPT** Draft SIFP Bid/Business Plan submission to UKRI
Appendix 3 **EXEMPT** Background paper 2 Draft Economic Impact Assessment
Appendix 4 Future Generations Assessment Evaluation

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Appendix 5 **EXEMPT** Legal advice

Future Generations Assessment

<p>Name of the Officer completing the evaluation:</p> <p>Kellie Beirne</p> <p>Phone no: 07826 9219286 E-mail: kellie.beirne@cardiff.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>The proposal aims to seek UKRI support through the Strength in Places fund for the growth and development of the Compound Semiconductor Cluster. It builds upon the first investment made by Regional Cabinet in the CSC project and provides a collaborative means of embedding the industrial cluster in the region.</p>
<p>Proposal: Strength in Places submission</p>	<p>Date Future Generations Evaluation form completed: 4 September 2019</p>

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

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal seeks to build upon an already operational investment. It will seek to secure a wider investment package of some £40m in total through public and private resources. It aims to build the industrial cluster and supply chain opportunities around CSC Foundry and as a result, seeks to grow new companies, high value jobs, innovation programmes and investment in skills.</p> <p>Whilst wholly positive, we must work hard to ensure all cross-sections of the community have an</p>	<p>The actions taken to maximize impact are around:</p> <ul style="list-style-type: none"> • Consortium-led approach including CCR City Deal, Cardiff University and industrial partners ; • The categorization of the programme into sub-sets which seek to target different, but complementary outcomes – R&D programme to promote competition; front of house facility to leverage foreign and wider investment into building the cluster in our region; and,

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	opportunity to be involved – not just those with an existing high skill-level.	<ul style="list-style-type: none"> •Skills programme that will open the doors to as many people as possible to promote involvement in the sector through all phases of entry •Exploration of potential for land acquisition to expand cluster and create skills capacity programmes on site
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The proposal reflects an opportunity to ingrain and embed economic resilience and security through targeted investment in an evidenced growth sector. The sector itself is making a huge contribution to the future of energy security through being an enabling technology to photonics, LED and solar systems</p>	<p>Consideration is currently being given to energy security and resilience at the CSC Foundry site. Energy demands are significant and will grow through cluster aggregation. This challenge/opportunity will form a core area of focus under the wider energy related work of the City Deal</p>
<p>A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood</p>	<p>As above – the technology currently forms a key underpinning technology in wearable tech, electronic devices and health diagnostic tools. This is a key area of future development. In addition, providing a higher number of skilled work and opportunities for entry to training and development – will provide potential to get local people into steady and stable well paid work – reducing the stress burden around financial issues which is often a key contributor to mental health.</p>	<p>As the project and cluster opportunities develop, there will be opportunities to anchor companies that are leading the way on responding to societal challenges around health conditions.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>CSC Foundry will become a significant business destination – around which – the ambition is to grow a supply chain and network. This in turn will need to be supported by good clean growth and infrastructure. CSC Foundry can become the hub</p>	<p>The CSC Foundry and SIFP cluster opportunity will contribute to potential for integrated planning and building an ‘eco-system’ approach to good growth and resilience.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	from which a sustainable network and community can be built around.	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The project seeks to position our region for global competitive advantage. Currently, our levels of influence and global profile need to be improved. This sector offers an opportunity to not just promote the project or the industry – but a chance to position our City Deal and City Region as a proponent of good growth – which is smart, sustainable and inclusive.</p>	<p>This will sit alongside efforts to market our region competitively and globally – but to do so in a way that defines our approach to sustainability and economic self-reliance. For example, the project, offers the opportunity to make the ‘Circular Economy’ a feature of supply chain build.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The cluster project will have a strong ‘made in Wales’ connection and will help – on a global stage – to reinforce and promote our cultural and local heritage and distinction</p>	<p>The project – if finally successful – will build CCR’s reputation as a globally significant destination. Beyond the economic importance of this, it will unleash opportunities to grow the profile and reinforce the unique cultural heritage of the region.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>This proposal goes to the heart of inclusive growth. Creating a cluster is an opportunity for more people from different and diverse backgrounds to become involved and engaged. It does not just relate to ‘high skills’ and the best qualified – there will be entry-level opportunities to level access to the playing field.</p>	<p>The City Deal Skills agenda and its continued development, has specifically highlighted the need to optimize the skills opportunities – at all levels – through this important seminal investment.</p>

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

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposal is around an Industry of the Future. It provides opportunities for today – as well as sustained growth in an industry that will be relevant for the future.</p>	<p>Should the final bid be unsuccessful – the objective remains and the quest then becomes one of finding alternative ways to make it happen.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The bid led by a Research Body, Cardiff University, along with WG and a number of industrial partners. This ‘consortium’ approach uses skills and assets to best effect and shows the whole is greater than the sum</p>	<p>Additional action will include formally strengthening and reinforcing CS Connected – the brand and group with responsibility for driving forward co-innovation around CSCs</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This approach has straddled regions, sectors, businesses, skills bodies, government groups and universities.</p>	<p>If the EOI is successful and embedding the cluster and growing supply chains begins, more work needs to be done to engage the wider population, schools and communities in the project. Some work has started in schools and FE – this needs to be made relevant for a much wider audience.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The project supports growth in a long-term high-productivity sector which will not just drive industrial and economic benefits – but social ones too through the underpinning technology that will drive social betterment and innovation. This will impact energy, health, AI and sustainability</p>	<p>Not at this time</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This proposal seeks to straddle a whole supply chain, a region and regions. It has the potential to be economically advantageous and socially transformative.</p>	<p>Not at this time</p>

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

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Should the proposal be successful - in employment and training terms – opportunities will be open to all. However, there will be an opportunity to target younger people through more formative engagement in the sector and opportunities for transformation through schools	None arising – although particular attention will have to be paid to how the message and opportunities is conveyed as consistently as possible to all aspects of the future workforce.	Planning through the Regional Skills Partnership
Disability	Should the proposal be successful and investment is made in the Foundry to create a public facing ‘front of house’ – it will be open to all. Training and skills development will be done on a virtual basis ensuring accessibility and equality of access.	None arising – situation will be subject to ongoing monitoring should the EOI bear fruit.	
Gender reassignment	Should the submission prove to be finally successful – training and development processes will be focused on all equalities principles and matters, including gender.	As above	
Marriage or civil partnership	Should the proposal be successful, employment and recruitment processes will have regard to all of the protected characteristics including the rights of married couples or those in civil partnerships.	As above	
Pregnancy or maternity	Should the proposal be successful, proper regard will be had to the rights of any employees with regard to pregnancy/ adoption/ maternity and paternity.		

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

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

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	Any work with young people or in the context of schools/ learning establishments, will have proper regard to Safeguarding requirements and policy compliance.	Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.	

Corporate Parenting	If successful, an opportunity exists to advise and support our young people about the potential for careers, growth and personal development through engagement with this sector		Ensure information about the industry in which the ten LAs are investors – is conveyed to and shared with young people in the care of the LA. Consideration should be given to city deal employment opportunities being more closely referenced in Corporate Parenting Policies and Strategies.
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5. What evidence and data has informed the development of your proposal?

<ul style="list-style-type: none"> • Data and evidence on the CSC sector • Economic impact assessment • Yole data • Academic research • Impact assessments • Global reports and predictions • Future trends
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6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

<p><i>The proposal is a speculative one at this stage. The above narrative notes the potential impacts and examples of some of the work that can be deployed to mitigate and manage impact should the proposal be successful. Certainty, there are issues around people, inclusion and support, that in the main, will fall to fora and groups such as the RSP to oversee and co-ordinate.</i></p>
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7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
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<p>Should the final bid be successful – a more detail assessment will need to be undertaken based on the prospect of actual events and occurrences – at present it is speculative</p>			

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

<p>The impacts of this proposal will be evaluated on:</p>	<p>Subject to success of final bid in Spring 2020</p>
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