# ECONOMIC RECOVERY PLAN 2020/2021



**European Union** European Regional Development Fund



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# CONTEXT

The impact of Covid-19 and the enormous economic damage resulting from the lockdown is self-evident as more data and reports emerge each day. The consequences for the public finances, businesses and households have been and will continue to be, severe and drawn out. Local Authorities need to lead the way and respond to the challenge with imagination, determination and flexibility.

The UK Government has implemented a wide range of measures aimed at protecting jobs, saving businesses and ensuring that the national economy is strong enough to withstand the worst impacts of the Covid-19 pandemic and to respond to and create new opportunities in the future. This is a local Economic Recovery Plan that addresses the specific needs of Fareham. It sets out recommendations on the actions required to guide the economic recovery of the Borough over the next year.

The Plan includes a package of measures to be delivered by the Council and its key strategic partners to enable businesses to trade, restore business, build consumer and community confidence and to provide support to those who have lost their jobs. The Economic Recovery Plan is structured as follows:

#### PART1

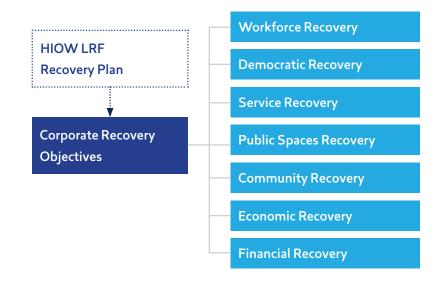
sets out a review, assessment and understanding of the impact of Covid-19 on the local economy;

#### PART 2

provides an economic recovery framework and priority interventions to address these impacts in the short-term, and local economy; and

#### PART 3

sets out implications and scenarios for the long-term to build future resilience against the backdrop of wider structural shifts brought on by the pandemic. The Economic Recovery Plan forms part of the Fareham Borough Council's Recovery Framework, which is illustrated below, following the Covid-19 pandemic.



This is a live Recovery Plan, which will be regularly updated to reflect changing circumstances and the latest business intelligence. The plan aligns with the Government's National Recovery Plan which sets out a roadmap for how and when the UK will rebuild the economy in response to Covid-19; and the economic actions that support the delivery of projects set out in the Council's public services and community recovery plans.

As well as outlining resource implications for delivering the plan, a key component of the Recovery Plan will be to ensure that it aligns with National, LEP-wide and County Council economic responses and recovery actions.

# PART 1: INTRODUCTION THE PRE-COVID ECONOMY

Fareham has a robust and diverse economy with a high employment rate, low unemployment and strong performing businesses. Its strengths mean that, with the right interventions to reflect the "new normal", the Borough is well-placed to withstand the most adverse economic impacts of the Covid-19 pandemic.



Fareham has a population of 112,900 residents – 3,300 more than in 2012. Almost all recent population growth has been amongst people aged 65+. Overall, Fareham's residents are well-qualified (27,500 working age residents hold a degree or equivalent qualification).

The employment impact of the Covid-19 pandemic is expected to disproportionately affect young people: The Borough has 10,200 residents aged 16–24 years.

Fareham is one of the best places to live in England. Only one Local Authority area in England (Fylde) has a higher Life Satisfaction score than Fareham's 8.26<sup>5</sup>; it ranks 268th out of 317 areas in the country in terms of the extent of Deprivation; its unemployment rate (2.2%) is amongst the lowest in England; and just under half (46%) of the Borough's working age residents hold a degree or equivalent qualifications.





<b>GVA</b> <sup>6</sup>	Employment <sup>7</sup>	GVA per job <sup>8</sup>	Median Salary <sup>9</sup>
<b>£2.9bn</b>	50,000	£57,940	£31,727

The Borough's economy is worth £2.9 billion and there are an estimated 50,000 people in work. Based on this, local productivity is £57,940, whilst median earnings for full-time workers are £31,727 per year.

Key economic sectors include Real Estate, Construction, Manufacturing, Wholesale & Retail and Public Administration & Defence. More specifically, activities that support the aviation industry and specialist construction and civil engineering are prominent in the Borough.

The Solent Enterprise Zone at Daedalus has clusters of businesses in the aviation, engineering and marine manufacturing and includes an Innovation Centre and an advanced engineering college, the Centre of Excellence for Advanced Manufacturing Skills Training (CEMAST). Retail, health, education, public administration and accommodation & food service are also important sources of local employment, providing nearly 20,000 of the Borough's jobs between them.



The Borough has 5,330 local business units, nearly a third of which are in two sectors: Construction (15%) and Wholesale & Retail (15%). There are only 20 large businesses employing over 250 people in Fareham and these include those providing public services. The three-year business survival rate (62%) of businesses born in 2015 is high, compared with England (55%). There are just under 8,000 self-employed people in the Borough.

# **1.1 POST-COVID IMPACT SCENARIOS** THE NATIONAL PROSPECTS

The Covid-19 pandemic has caused unprecedented disruption to cities and towns throughout the UK and there is considerable uncertainty as to its impact over the medium to long-term.

-18.6%	+1.37m	9.37m	24%
GVA Change <sup>14</sup>	Employment Change <sup>15</sup>	Number of Furloughed Workers <sup>16</sup>	Percentage of Businesses not Trading <sup>17 18</sup>

In the three months to May 2020, UK GVA was 18.6% smaller than it had been in the same period in 2019; the unemployment claimant count has increased by 1.37 million since February 2020; 9.37 million workers have been furloughed and at the peak of the lockdown, 24% of all businesses had temporarily ceased trading.

The Accommodation & Food and Arts, Entertainment & Leisure sector has been the most adversely affected with 80% of businesses temporarily closing.

At the other end of the scale, the health and social work sector has been stretched to its limits, with over 70% of organisations either unable to get the supplies that they need or having to having to change suppliers to do so.

So far, 9.6 million jobs across the UK have been protected through the Government's Coronavirus Job Retention Scheme, with more than one million businesses accessing loans to help them through the crisis. More than half a million entities have delayed paying over £30 billion worth of VAT as part of the VAT deferral scheme. Homeworking has increased significantly, particularly amongst people working in higher level managerial and professional occupations<sup>19</sup>.

Forecasts are highly uncertain and are subject to monthly revisions as the medium to long term impacts start to become clearer.

	OBR <sup>20</sup>	Bank of England <sup>21</sup>	HM Treasury Independent Forecasts <sup>22</sup>	OECD <sup>23</sup>		OBR <sup>24</sup>	Bank of England <sup>25</sup>	HM Treasury Independent Forecasts <sup>26</sup>	OECD <sup>27</sup>
2020	-12.4%	+14.0%	-9.1%	-11.5%	2020	7.3%	8.0%	7.9%	9.7%
2021	+8.7% 🛉	+15.0% 🛉	+6.2%	+9.0% 🛉	2021	6.0% 🕈	7.0% 🕈	6.4% 🕈	7.2%

**UNEMPLOYMENT RATE** 

### **GDP CHANGE**

There are differences in forecast reductions of the UK economy in 2020 of between 9% and 14%, with an expectation that some of the loss will be recovered by the end of 2021. The wide range of scenarios underlines the medium term uncertainties surrounding the impact of the pandemic on the national economy.

The Government's economic goal is to minimise the short term impacts and to prevent scarring of the economy over the longer-term. However, much will depend on potenatial further waves in the pandemic and on how people respond to the post-Covid new normal. Projections about levels of unemployment are also highly uncertain, but they all point towards higher levels of worklessness. The number of unemployed people could be 1.43 times higher than its pre-Covid rate of 4.0%<sup>28</sup> and current projections suggest that there will only be a modest fall in the rate in 2021. It seems likely that higher levels of worklessness will persist for some time.

ECONOMIC RECOVERY PLAN

## **1.2 POST-COVID 19 IMPACTS** IMPLICATIONS FOR FAREHAM

Data is beginning to emerge showing the Covid-19 impact on Fareham. Modelling national forecasts to the Borough provides an indication of the extent of the challenges that Fareham could face, notwithstanding its relative strengths and likely resilience.

**GVA CHANGE** 

	OBR <sup>29</sup>	Bank of England <sup>30</sup>	HM Treasury Independent Forecasts <sup>31</sup>	OECD <sup>32</sup>	
2020	–£366m	-£413m	-£269m	-£340m	
2021	+£225m 🛉	+£380m 🛉	+£166m 🛉	+£235m 🛉	_

Based on key national forecasts, the Fareham economy could have lost between £269m and £413m of its value in 2020.

The Construction, Retail, Transport & Storage and Manufacturing sectors are likely to suffer the biggest losses, but the Accommodation & Food Sector and the Arts, Entertainment & Leisure sectors are expected to be proportionately the hardest hit sector of the economy.

Whilst all forecasts suggest that 2021 will see some recovery, none of them expects a return to pre-Covid levels in the short to medium term. Despite expectations of recovery, by the end of 2021, the Fareham economy still could be up to +£145m smaller than it was before the pandemic.

### **UNEMPLOYMENT COUNT**

	OBR <sup>33</sup>	Bank of England <sup>34</sup>	HM Treasury Independent Forecasts <sup>35</sup>	OECD <sup>36</sup>
Pre-Covid	1,400	1,400	1,400	1,400
2020	2,555	2,765 🛉	2,800 🛉	3,395 🛉
2021	2,100 🕈	2,240 🕈	2,450 🕈	2,520 🕈

Fareham's unemployment claimant count has already more than trebled from 805 in February 2020 to 2,405 in July 2020<sup>37</sup>. So far 16-24 year olds have not been affected much more than other groups, but this could change as the Government's furlough scheme starts to be scaled back and businesses that employ young people struggle to keep them in work. Pre-Covid Fareham had 1,400 unemployed residents and an unemployment rate of 2.2%<sup>38</sup>. If the forecast increases in UK unemployment are applied proportionately to Fareham, the number of unemployed residents could rose to around 2,500 by June 2020, and stayed at the higher level until the end of the year. The Borough currently has 14,900 furloughed workers. If 15% of these lose their jobs the Borough would have 3,635 unemployed residents.

There were 744 job vacancies in Fareham in the week ending 9th August 2020<sup>39</sup>. This is 50.7% below the level of twelve months previously. If this persists, even Fareham, with its relatively high employment rate will need to respond to much higher levels of unemployment over the medium term. None of the national forecasts suggest that unemployment levels in the Borough will return to pre-Covid levels in the foreseeable future.

People most at risk are those who work in the "lockdown" sectors<sup>40</sup>, particularly in retail, leisure and hospitality. These sectors have been most adversely impacted by the pandemic and they tend to employ high proportions of younger people and women.

Fareham has 8,000 workers employed in these sectors. In previous recessions, young people have tended to remain in education for longer as an alternative to employment. The education sector is, therefore, likely to have a strong role in mitigating the worst economic effects of the pandemic in developing skills, training, apprenticeship and local employment programmes.

### **BUSINESS & INVESTMENT**

The Council is a key partner in the delivery of major regeneration and investment projects that have the potential to support the Borough's economic recovery. Currently the impact of Covid-19 on major investment projects is unclear. However, the Council needs to continue to work with partners to ensure that any adverse impacts are minimised over the short medium and long terms.

# **IMPLICATIONS SUMMARY**

The table below provides a summary of Fareham's strengths, weaknesses, opportunities and threats that inform the actions the Council and its partners can take to ensure that it is as resilient as possible to the worst effects of the Covid-19 pandemic, and so that it can also respond effectively to opportunities that it may present.



#### **STRENGTHS**

Low unemployment High life satisfaction Diverse economy Strong technical base Good connectivity Access to natural environment Good skills base Good business survival rate Well-developed existing apprenticeship and T-level

education offer



#### WEAKNESSES

Lack of clear identity Ageing population Underdeveloped visitor economy Low business start-up rate Modest Higher Education presence



#### **OPPORTUNITIES**

Strengthen local supply chains

- Develop town centres as community hubs
- Build on technical skills base (aviation and maritime)
- Promote high quality of life
  - Develop Daedalus Employment Z<u>one</u>

Strengthen digital infrastructure



#### THREATS

Rising unemployment – particularly young people On-going health risks from Covid-19 Consumer nervousness Risks to aviation sector Risks to town centre and district centre vitality: retail, hospitality etc Fareham has a relatively strong and diverse economy, which means that it may be more resilient to the impact of the Covid pandemic than many places. Much of its support infrastructure, including around learning and skills development, appears to be robust.

However, it faces similar challenges to other areas in reconnecting people to the town centre, supporting its leisure, cultural and retail businesses, encouraging businesses to adapt to a changing business operating environment, and responding to the increase in homeworking.

Strengthening local supply chains, building a circular economy that maximises resource use, and ensuring that the Borough benefits from hastening of the digital economy are likely to be key priorities for the Council and its partners in the future.

Mitigating actions to support employment, particularly amongst young people, within a context of far fewer job vacancies is likely to be one of the Council's major challenges.

There are still many unknowns about how different parts of the economy will be affected, including the Borough's strong construction, aviation and marine sectors. Effective dialogue with key local businesses to establish what they need and expect from the Council will make this clearer.

The impact of the Covid-19 pandemic on neighbouring Portsmouth and Southampton will also affect Fareham because of its close economic ties to them. This underlies the importance of taking the right actions at the right spatial level and working closely with neighbouring authorities to do this.

The Council is also likely to face its own financial challenges. Covid-19 has resulted in widespread disruption to services which generate significant income streams, for example, car parks, trade waste and commercial property. The Council set a new emergency budget in September 2020 to provide essential resources across a range of post Covid-19 recovery plans for the remainder of 2020/21.

### **CRISIS PERFORMANCE ASSESSMENT**

#### DURING THE FIRST LOCKDOWN PERIOD

Business Grants <sup>41</sup>	Businesses Supported <sup>42</sup>
£18.4m	1,492

FROM NOVEMBER 2020 - JANUARY 2021

Discretionary Grants Business Rate Relief £18.4m

The UK Government, local and regional partners and Fareham Borough Council have been working effectively together to support the Borough's businesses.

During the first national lockdown £18.8m of the £20.38m grant allocation was paid out by the Council, benefiting 1,492 of the 1,597 eligible businesses. In addition, £1,019,000 has been paid out in discretionary grants to 150 companies.

The Solent Local Enterprise Partnership (SLEP) supported businesses through its Restart, Restore and Recover Loan fund. This had two eligibility categories:

- Loans of between £250,000 and £1,500,000 for businesses providing Economic Lifeline and Essential services<sup>43</sup> and which cannot access other government support, such as the Coronavirus Business Interruption Loan Scheme (CBILS).
- Loans of between £100,000 and £1,500,000 where other Covid-19 support is not available, or the amount businesses can access is insufficient to deliver their recovery plan.

Significant financial support has been provided to local businesses. Business rates were suspended during the first lockdown period, and this relief has been extended throughout the pandemic. This has saved local businesses in the region of £18.4 million. Several new grants were also launched in the period from November 2020 to January 2021, with over 500 local companies benefiting from more than £4.64 million in discretionary grants.

Indeed, the Council has performed well in terms of award payments when compared with other local authorities in England. It is currently less clear what impact this financial support will have on local businesses in terms of mitigating the effects of the pandemic. At national level, at least, this is likely to be the subject of extensive evaluation in due course. Tracking Fareham's relative performance against a range of socio-economic measures set out in the supporting Fareham Data and Baseline Analysis Report provides an indication of local impacts.

# PART 2: FAREHAM ECONOMIC RECOVERY PLAN (THE NEXT 18 MONTHS)

This Economic Recovery Plan is the first of a two-staged economic development programme for the Borough. The plan focuses on actions for the next year, outlining a number of measures to support businesses, people and communities hardest hit by the crisis.

The second-stage will be a more detailed Economic Strategy for Fareham, which will set out a longer-term plan vision for jobs, investment and sustainable growth.

The Government's National Recovery Plan sets out its roadmap for how and when the UK will rebuild the economy in response to Covid-19 (further details are set out in section 2.2). As well as supporting the Government's strategy, the wider economic and political implications of Brexit will also have impacts on future business growth and the availability of the future workforce. These impacts will be included within the new Fareham Economic Strategy.

# 2.1 AIMS, OBJECTIVES AND PRIORITIES

Fareham's Corporate Strategy (2017-2023) includes a clear priority to maintain and extend prosperity in the Borough (Priority 4). Business growth is essential to the local economy, providing good quality jobs for local people and creating attractive, vibrant town and district centres. The Council will continue to invest and facilitate delivery of a number of priority projects that have an economic development focus, including:

#### Welborne Garden Village

- Regeneration of Fareham Town Centre (including Ferneham Hall and Osborn Road Car park)
- Implementing the vision for Daedalus (including Fareham Innovation Centre and Faraday Business Park)
- Supporting a range of infrastructure projects across the Borough, including the construction of major highway schemes.

The Council will protect and build on this investment and design and implement measures to restore business confidence and get businesses up and running. Critically, the Council will also promote delivery of a recovery that creates quality employment and which builds a more sustainable, inclusive and resilient local economy. The Council is central to supporting residents, businesses and visitors in these changing times. The plan aligns with economic actions that support the delivery of projects set out in the Council's public services and community recovery plans. The Economic Recovery Plan aims are:

#### SHORT-TERM

The focus is on actions for the next 18 months.

#### FLEXIBLE AND EVOLVING

The plan will be reviewed and updated regularly as impacts become clear.

#### **MULTI-PARTNER**

Recognising that delivery will require a multi-partner approach. The focus for the Council will be on delivering those actions where it is best placed to secure maximum impact and supporting partner agencies with the delivery of their priority actions.

The priorities are based on the assessment of local impacts and provide a strong foundation to create long-term stability, growth, investment and jobs for the people of Fareham. The Fareham Economic Recovery Plan outlines a programme of actions to mitigate the impacts of the crisis and take advantage of future opportunities.

#### The priorities are set out under five themes.



# 2.2 RECOVERY PLAN ALIGNMENT AND FUNDING STREAMS

In addition to the National Recovery Plan, local agencies in the region continue to play a leading role in developing and publishing recovery plans. The Economic Recovery Plan builds on the support package of measures delivered by partners locally and nationally.

The Government's **Phase 1** plan for economic recovery focussed on containing, delaying and mitigating any outbreak and using research to inform future policy development. Alongside social distancing, Phase 1 included a range of actions to support people and businesses including the Coronavirus Job Retention Scheme to help pay the wages of 6.3 million jobs in May 2020.

The Government's Phase 2 plan for economic recovery, 'Plan for Jobs', focuses on:

- Supporting jobs with direct help to find work and to gain the skills people need to get a job;
- Protecting jobs in the hard-hit hospitality and accommodation sectors and at attractions by supporting demand for these businesses; and
- Creating jobs with actions to get the property market moving, including increasing and bringing forward infrastructure investment, and stimulating a green recovery.

The Government's **Phase 3** plan will focus on budget setting in November, with an emphasis on:

- Investment to support innovation and growth-enhancing infrastructure, including a National Infrastructure Strategy; and
- Actions to grow global trade opportunities and 'levelling up' within the UK.

The **National Recovery Plan** will also help deliver other Government policy measures including:

- Accelerating the delivery of 'shovel ready' projects and infrastructure via the Getting Building Fund;
- Reforming the planning system and creating new flexibilities (e.g. permitted development rights); and
- Building a clean and resilient recovery, including the Green Jobs Challenge Fund.

A key component of the **Fareham Economic Recovery Plan** will be to communicate and raise awareness as to the support available, specifically:

- Ensuring that young people and training providers in Fareham take advantage and benefit from the £2 billion 'Kickstart' scheme;
- Making sure that the college and other local providers access the additional support for employment support schemes, training and apprenticeships and that provision is tailored to local need and opportunity;
- Supporting the local construction sector to adapt and take advantage of support through the Green Investment package; and
- Supporting and promoting the hospitality sector and ensuring that local residents take advantage of the existing and any future Eat Out to Help Out schemes.

#### The Solent Local Enterprise Partnership (LEP) has established the Coronavirus

**Support Hub**, which has put in place a range of initiatives to support the region's economy as a direct response to the pandemic. The Hub provides direct support and signposting to a range of advice and support for businesses, including: Business support tools and self-help resources for business; support for different sectors and industries; and direct financial support through the Restart, Restore and Recover Loan.

The LEP has finalised its own Recovery Plan for the region to align with its Solent Economic Development Strategy 2050 vision. Its recovery plan will:

- Support transition of the Solent's economy back to a state of relative normality, and restore the platform for future growth; and
- Focus on short term actions over next two years, including bridging immediate Covid-19 business support measures with longer term growth and productivity ambitions.

The LEP is taking a three staged approach to its recovery plan based on survival, stability and growth centred on six priorities:



A world-leading marine and maritime economy

A	

Pioneering approaches to climate change adaptation and decarbonisation



The UK's capital of coastal renaissance



A thriving visitor and cultural economy

Developing a world-class talent base



An outstanding business environment

There is likely to be a support focus for SMEs, (including sector-specific programmes) and it will be critical that businesses in Fareham are aware of and plug-in to the support package available.

The Hampshire Isle of Wight Resilience Forum has prepared its Covid-19 Recovery Timeline Plan, which will outline actions at a sub-regional level to support economic recovery post-Covid 19. The Council will ensure that local actions align with this plan, specifically with regards to improving intelligence gathering and impact assessment at a local level; and in ensuring that sector responses meet identified needs and opportunities.

Hampshire County Council has also worked on a county-wide economic recovery plan and a specific skills recovery plan with policy interventions to support a 'skills-led' economic recovery.

The Council will continue to work alongside regional and sub-regional partners to promote collaboration and cooperation to bring together all the support programmes and activities to benefit the local area.

The proposed changes to the Council's Parking Services have the opportunity to generate a significant new revenue stream and, through investment in car parking provision and payment options, enhance the retail experience. The cessation of charging for town centre car parks up until 1st June was also designed to stimulate retail activity.

This Economic Recovery Plan focuses on local needs and opportunities, building awareness and confidence and keeping town and district centres safe and welcoming. Where additional project funding has been identified, as a starting point, the Council will identify and apply for eligible national and regional funding opportunities and review its internal budget allocations to steer, where possible, existing resource to help deliver the agreed actions.

## 2.3 FAREHAM'S ECONOMIC RECOVERY PLAN: AN ACTION PLAN FOR SUSTAINABLE RECOVERY



Applying national forecasts to the Borough, the local economy could have lost between £271 million to £413 million of its value by the end of 2020. The Council has been successful in distributing millions in Covid-19 business grants and the Recovery Plan builds on support to businesses to survive through the crisis. The focus will be to support those businesses affected by the crisis to continue to recover.

The Council will also deliver schemes to support companies with sustainable business plans to start-up (including building on the increase in homeworking) and thrive. This includes supporting businesses in key technical sectors (e.g. aviation, construction and transport) to enable them to emerge stronger, more diverse and more resilient. The Council will focus support on sectors and activities that can best support sustainable growth, increase job creation and accelerate both recovery and the decarbonisation of the local economy.

#### **OBJECTIVES AND OUTCOMES**

- Ensure businesses are aware of and access national, regional and sub-regional support programmes
- Influence regional (LEP, County Council) support programmes to meet local business needs
- Support businesses in the Borough to start-up, invest and thrive within clean, high-value and growing sectors.

KEY OUTCOME: Business failure rate minimised and jobs safeguarded

Council Actions	Indicative Resources	Working with
Review and assess the impact of national support measures on Fareham businesses	In-House Finance and Economic Development Teams	Solent LEP
Improve signposting and access to business support programmes (e.g. web-based platform)	In-House Finance and Economic Development Teams	HIOW Recovery Group Neighbouring authorities
Research project and business survey to assess the local impact of Covid-19 on local businesses, and identify future business support needs	£10,000 (potential to secure sector funding from LEP)	(PfSH) (Partnership for South Hampshire)
Ensure future sector support interventions (developed by HIOW) are designed to meet the growth and development needs of key local sectors	In-House Economic Development	Chamber of Commerce
Provide on-going advice and guidance on available business support programmes to the Council's business tenants	In-House Economic Development and Property Teams	Fareham College Fareham Innovation
In response to national government focus on green, clean growth, research and procure a partner to design and implement a pilot 'Green Growth' programme for businesses (e.g. supporting local construction companies to deliver energy efficient retrofit programme)	£10,000 (potential to secure LEP / HCC or other national grant funding)	Centre
Support and work with key partners to help market and promote Daedalus as the Solent region's premier centre of excellence for aviation, aerospace, marine, engineering and advanced manufacturing	£4,000 (potential to secure LEP or other national grant funding)	
Encourage greater local trading amongst local companies, for example Meet-the- Buyer events, and continue to participate in the Federation of Small Businesses 'Small Business Engagement Accord' to encourage a more proactive approach to engaging with local businesses	In-House Finance and Economic Development Teams plus £10,000 (potential to secure funding via LEP / HCC)	
In partnership with Solent LEP, design and implement a local entrepreneurship plan to build resilience among pre-start-ups and the self-employed and encourage, support and generate more start-ups in Fareham	£5,000 (potential LEP funding)	
Investigate the role of the Council in working with private sector investors to improve business connectivity through increased ultrafast broadband provision	In-House Economic Development	



## TOWN CENTRE AND DISTRICT CENTRES

Despite high street stores coming out of lockdown during June, figures from retail experts Springboard reveal that footfall across UK retail centres fell by 56.6% in June compared to the same month in 2019. The Council will support its town and district centres to survive, grow and continue to be assets to the local community. The focus will be on designing and implementing a package of support (primarily under the European Regional Development Fund *Re-opening High Streets Safely Funding programme*) to safely reopen Fareham town centre and other district centres, including Portchester; to support retail businesses to trade; and to build confidence amongst consumers and shoppers.

#### **OBJECTIVES AND OUTCOMES**

Support the town and district centres to recover as retail destinations under the following priority themes:

- Boosting business and consumer confidence
- Business support and digital development
- Streetscape and public realm
- Re-imagining the town centre
- Town centre information and intelligence

#### **KEY OUTCOME:**

Fareham town centre and other district centres re-open and thrive through providing a safe and vibrant experience

Council Actions	Indicative Resources	Working with
Implement the ERDF Re-open High Streets Safely Fund Action Plan including:	£103,270	Solent LEP
<ul> <li>Communications and public information activity to safely reopen town and district centres,</li> </ul>	Secured external funding – ERDF Re-opening High Streets Safely Fund	HIOW Recovery Group
Place branding, marketing and showcasing of the town centres,		Chamber of Commerce
<ul> <li>Temporary additional communications team support to help manage Covid-19 messaging,</li> <li>Improved data collection and intelligence,</li> </ul>		Local retailers
Business support programme for independent retailers		Private sector digital
Work with local retailers to ensure the Council's proposed actions help businesses to survive and grow	In-House Economic Development and Communities Teams	providers
Work with HCC to develop improved public realm, signage, designated safe spaces and a regular programme of themed pop up shops on the public highway	In-House Economic Development, Leisure & Community, and PR and Marketing Teams	
Develop a business ambassadors programme to take on a mentoring / supervision role to provide training and leadership specifically to assist independent traders	In-House Economic Development	



The Council will review and assess the likely short-term impacts of the pandemic on the major development and regeneration projects in the Borough. These include: Welborne Garden Village; Fareham Town Centre (Including Ferneham Hall and Osborn Road Car Park); Daedalus Enterprise Zone (including Faraday Business Park) and Solent Airport.

#### **OBJECTIVES AND OUTCOMES**

- Secure economic development outcomes from the successful delivery of major development and regeneration projects in the Borough:
- Welborne Garden Village
- Daedalus (including Faraday Business Park)
- Fareham Town Centre regeneration (including Ferneham Hall and Osborn Road car park)
- Ensure delivery mitigates the impact of Covid-19

### **KEY OUTCOME:**

Successful delivery of economic growth outcomes through implementation of major Investment projects in the Borough.

Council Actions	Indicative Resources	Working with
In partnership with Solent LEP and Chamber of Commerce, undertake business research to assess	£5,000	Solent LEP
the impact of C-19 on businesses investment at Daedalus (including the Solent Airport and Fareham	(potential to secure match funding	Hampshire Chamber of
Innovation Centre) to assess potential effect on future development and expansion plans	from partners)	Commerce
Deliver new speculative industrial units at Faraday Business Park for existing businesses within the	In-House Economic Development,	Neighbouring authorities
Borough to expand and offer new inward investment opportunities	Property and Finance Teams	(PfSH – Partnership for
Deliver investment in Osborn Road Car Park to provide upgraded parking facilities for the town centre retail offer and to serve the visitors attending new cultural events at Ferneham Hall	In-House Economic Development, Property and Finance Teams	South Hampshire) Fareham Innovation
On-going review of the Council's capital projects and programmes to ensure they include an economic and social value impacts and plans to create local construction jobs, apprenticeship and skills training opportunities, new jobs and business space	In-House Economic Development, Property, Procurement and Finance Teams	Centre Solent Airport
Work with private sector developers to assess how the demand for homeworking is being addressed;	In-House Economic Development	Private sector
and review the potential for incorporating home working provision within new housing schemes	and Planning Teams	investment partners



There were 505 postings for jobs in Fareham Borough in the week ending 5th July 2020. This was a 70% reduction in the number of vacancies compared with the same period in 2019. Analysis suggests that there could be up to 2,000 more unemployed residents in the Borough in 2020. The Action Plan will focus on developing employment and skills schemes to ensure local people (particularly young people) are able to access local jobs, including equipping people with skills for key sectors.

#### **OBJECTIVES AND OUTCOMES**

- Support employment support schemes which meet the needs of socio-economic groups most impacted by the pandemic
- Ensure all local residents are aware of and able to access appropriate support scheme
- Ensure that local residents have the skills to meet the existing and future needs of local businesses
- The Council is recognised as an exemplar employer for career progression

#### **KEY OUTCOME:**

Unemployment and under-employment minimised including amongst the most disadvantaged socio-economic groups

Council Actions	Indicative Resources	Working with	
Participate in the Hampshire Careers Partnership to improve access and awareness to key vocational skills, apprenticeships and work experience for young people and vulnerable adults	In-House Economic Development	Solent LEP Hampshire County Council	
Ensure local providers design and deliver programmes to support people to find employment in those sectors that have grown during the crisis	In-House Economic Development	HIOW Recovery Group	
Work with colleges and training providers to promote apprenticeship recruitment in local businesses and investigate the application of the government's Kick Start programme, including at the Council	In-House Economic Development and Human Resources Teams	CEMAST Jobcentre Plus	
Research project to identify and highlight the most prominent skills gaps and recruitment challenges faced by businesses in Fareham, specifically in key local sectors; to assess whether the right skills infrastructure and support is in place; and provide recommendations on what interventions are required to overcome these challenges	£15,000 (potential to secure external research funding)	Fareham College Local training and skills providers	



The Council will improve its business intelligence through more effective and proactive activities. This will include communicating the Economic Recovery Plan and actions to key partners and businesses, as well as designing innovative place marketing campaigns to ensure that people and business know that Fareham is open for business. The Council will also continue to monitor evidence of the impact of the national and regional support to businesses in the Borough.

#### **OBJECTIVES AND OUTCOMES**

- Understand and respond to local business needs through effective engagement
- Communicate Fareham's recovery plans and action programme to key partners and the business community

#### **KEY OUTCOME:**

The local business community has a strong voice on shaping recovery programmes and new Economic Development vision and strategy.

Council Actions	Indicative Resources	Working with
Launch the draft Economic Recovery Plan to key partners and the business community; and consultation with partners on the new Economic Development Strategy	£5,000 (design costs) In-House Economic Development and PR & Marketing/Engagement & Consultation teams	Solent LEP Neighbouring authorities (PfSH)
Hold breakfast briefings themed on key employment sectors and economic recovery priorities	In-House Economic Development	Hampshire Chamber of Commerce Fareham College Local businesses
Develop a Fareham business database to improve business intelligence and support future economic development activities and enhance communications with businesses across the Borough	£5,000 (database development)	
Design and implement a business engagement programme targeted at the top 20 private sector companies in the Borough (by size and growth potential)	In-House Economic Development	
Maintain up-to-date local economic health trends and impacts dashboard with inputs from local businesses and key partners to assist future policy and programme planning	In-House Economic Development	

# 2.4 GOVERNANCE, MONITORING AND REVIEW

The Council has a key role in implementing and monitoring delivery of the Economic Recovery Plan. To do this, Fareham Borough Council will:

- Provide strong civic and community leadership to ensure the plan meets the needs and opportunities of the business community
- Help foster an engaged and informed business community
- Use the Council's assets, influence and expertise to deliver a recovery that creates quality employment and a sustainable, inclusive and resilient local economy

Working in partnership will be crucial and the Economic Recovery Plan will need to be seen within the wider context. The Council will continue to engage with regional partners, particularly Solent LEP and Hampshire County Council to align activities and to shape the regional response to the current crisis as appropriate.

The Council will establish an internal Economic Recovery Project Team (providing a co-ordinated corporate approach), which has the responsibility of delivering the plan through this 'recovery' phase. As well as monitoring delivery, the Project Team will take responsibility for shaping the design of the longer-term economic strategy for the Borough.

Precise terms of reference will be developed and it is envisaged that the Team will include Service Heads, including Finance, PR and Marketing, Leisure, HR and Property. The Council will also invite key partner and business representatives to drive forward the plan to relevant meetings.

A priority activity will be to discuss the Economic Recovery Plan with interested parties, including:

- Solent LEP
- Hampshire County Council
- Hampshire Chamber of Commerce
- Partnership for South Hampshire
- Fareham College
- Fareham Innovation Centre

When finalised, detailed performance metrics will be developed, which will be dependent upon the specific interventions undertaken.

A vast amount of funding has been allocated to the immediate crisis. Delivery of the Recovery Plan is likely to be funded through a range of funding sources, including national programmes (e.g. Reopening High Streets Safely Fund), Solent LEP and the private sector. Where local authority funding is required, the Council will ensure that any investment is prioritised to deliver those projects that ensure the greatest impact to the local economy.

Clearly, it will be crucial for the Council to be flexible and amend and reset priorities in light of any future changes including a second wave of the pandemic.

# PART 3: IMPLICATIONS FOR THE FUTURE 3.1 DEFINING FUTURE PRIORITIES

The immediate priority will be to work closely with key public sector partners and the business community to finalise and implement the recovery plan to mitigate the impacts of Covid-19 on the local economy and to take advantage of any opportunities, particularly in accessing new funding, it presents.

The pandemic has also resulted in a shift in priorities and business models, whilst the UK's withdrawal from the European Union presents further risks but also new opportunities.

The UK is entering a period of recession with fewer job vacancies and higher levels of unemployment. However, the longer-term impacts of Covid-19 are extremely difficult to forecast.

The new Economic Strategy will need to respond to this crisis, but it must also grasp the new, emerging opportunities to grow and transform the local economy in response to the 'new normal' and to reflect longer term trends that transcend current circumstances. An accompanying economic dashboard will also provide a set of headline economic indicators taken from publicly-available datasets that will be updated on a regular basis to monitor the health of Fareham's economy, compared to neighbouring Local Authorities and England, and to help inform where interventions are most likely to be needed.

The strategy will need to consider a range of scenarios to build resilience against the backdrop of wider structural shifts. While the lifting of lockdown restrictions has led to early positive economic impacts, there is clearly a risk that infections could once again increase, raising the risk of a second wave and the imposing of local lockdowns.

This is likely to create a 'bumpy exit' scenario and lead to a far deeper contraction in the local economy. Based on key national forecasts, the 'bumpy exit' would mean that the Fareham economy could lose over £400 million in its value in the following months.

Some of the implications that will inform a longer-term economic plan for Fareham are likely to include:

### (•) BUILDING ON DIGITAL CONNECTIVITY AND DELIVERING FULL FIBRE

The pandemic has hastened the advance of the digital economy, with larger numbers of homeworkers, more retail shifting to on-line platforms, and more business being conducted remotely. Places at the forefront of digital connectivity with full fibre are likely to be better able to take advantage of the opportunities that the post-Covid pandemic economy presents.

### DEVELOPING A CLEAN, GREEN, CIRCULAR ECONOMY

Mitigating and responding to climate change means everyone needs to play their part. The Council has a key role in championing waste minimisation, re-using materials and making best use of natural resources leading by example, and encouraging businesses and residents to follow.



Fareham is one of the best places in England in which to live. To sustain this, the Council needs to ensure that everyone shares in the Borough's future economic growth; that it builds strong and diverse communities; and that its most disadvantaged residents have opportunities to thrive.



#### **RE-IMAGINING THE TOWN AND DISTRICT CENTRES**

The Covid-19 pandemic has accelerated changes in shopping habits and may accelerate the change in role of town and district centres, increasing their roles as hubs of community activity; shifting them into places with diverse uses that provide rewarding and attractive experiences and opportunities for people from different backgrounds to meet and gather and share.



### DEVELOPING PEOPLE'S SKILLS, PARTICULARLY SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS [STEM]

Fareham has a strong learning sector and its strong aviation, marine and engineering sectors make it well-placed for its residents and businesses to develop the technical and well-being skills that are needed to thrive in the 21st century.



#### **REFOCUSING INTERNATIONAL TRADE**

The UK's withdrawal from the European Union presents risks and opportunities, particularly for businesses that trade with and/or recruit from the EU. Many of these businesses may require advice and support in how to refocus their trading activity in the post-Brexit world.

## 3.2 OPPORTUNITIES AND THREATS

The table below summarises some of the key opportunities and threats, which are likely to impact on future economic development planning.



#### **OPPORTUNITIES**

Supportive policy framework at a sub-regional and regional level

Fostering innovation and sustainability

Shift in remote co-working / homeworking

Strong technical business sectors

High performing education sector and well-qualified workforce



**THREATS** 

Significant economic downturn and deep-rooted recession

Business closures

Unemployment

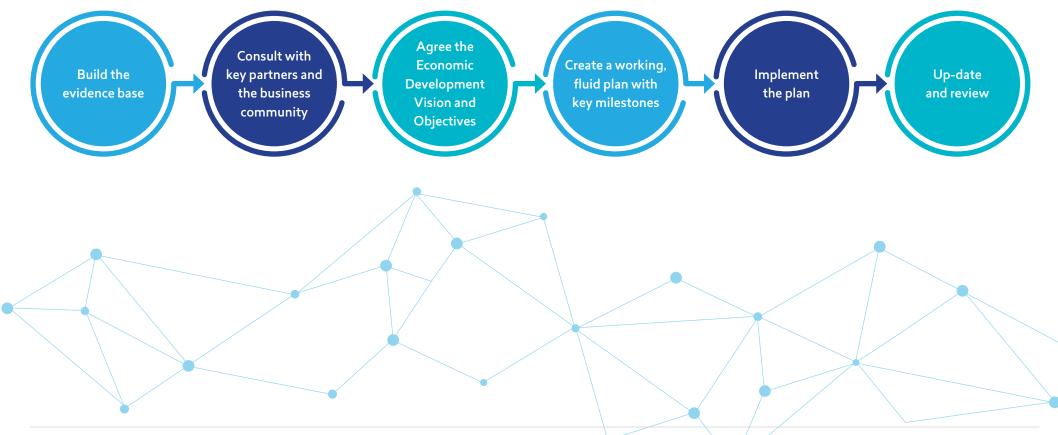
Second wave and the need to reinstate lockdown

Continued financial pressures on the public purse

# 3.3 ROUTE MAP TO A NEW ECONOMIC STRATEGY

The Economic Strategy will provide a pathway for the Council and partners to sustain and deliver inclusive economic benefits for the Borough. The Council will utilise external national and regional funding to deliver the new economic strategy actions and priorities.

The core steps in developing the strategy are outlined below.





### **RE-OPENING HIGH STREETS SAFELY FUND**

- 1. Support to develop an action plan for how the local authority may begin to safely reopen their local economies.
- 2. Communications and public information activity to ensure that reopening of local economies can be managed successfully and safely.
- 3. Business-facing awareness raising activities to ensure that reopening of local economies can be managed successfully and safely.
- 4. Temporary public realm changes to ensure that reopening of local economies can be managed successfully and safely.

No. A	Area of Scope	Using bullet points briefly set out the specific activities you will undertake	Briefly set out how the activity does not duplicate existing activity	Total Indicative Budget £ per item (Gross)
aı tł b	Support to develop an action plan for how the local authority may begin to safely reopen their local economies.	<ul> <li>Development of an Economic Recovery Plan:</li> <li>Fareham Data and Baseline Analysis: Analysis to identify and analyse current data concerning the economic and social impact of COVID 19 on the Fareham and sub-regional economy. This will include identifying and analysing the data that is available at national level and how this can be applied to the Borough.</li> <li>A detailed Economic Recovery Plan aligned to national, LEP and the Borough's priorities with a focus on Themed Action Plans on: <ul> <li>People and labour market</li> <li>Core Businesses &amp; Sectors</li> <li>Investment Projects and Place-making (including town centre)</li> </ul> </li> </ul>	<ul> <li>The Data and Baseline Analysis is a new commissioned project that will provide the Borough Council with on:</li> <li>Business closures (temporary or permanent), risk of closure, business diversification and drop in revenues as a result of the pandemic.</li> <li>The number of businesses that have furloughed staff and changes to working patterns.</li> <li>Eligibility for Government grant schemes.</li> <li>Estimated drop in GDP over a three month period and how this compares with national estimates.</li> <li>Specific sector impacts (including the skills implications), focusing particularly on creative &amp; digital; retail, cultural and tourism; manufacturing &amp; construction; aviation; horticulture and viticulture; education (including HE &amp; FE, post 16 and apprenticeships).</li> </ul>	£22,825

### ANNEX1 FAREHAM TOWN CENTRE: ERDF ACTION PLAN CONTINUED

No.	Area of Scope	Using bullet points briefly set out the specific activities you will undertake	Briefly set out how the activity does not duplicate existing activity	Total Indicative Budget £ per item (Gross)
		<ul> <li>Consultation and engagement</li> <li>Communications</li> </ul>	<ul> <li>Unemployment and its impact on financial exclusion, housing and homelessness.</li> <li>The Economic Recovery Pan is a new strategic document for the Council and will include:</li> <li>Part 1: a review, assessment and understanding of the impact of Covid-19 on the local economy;</li> <li>Part 2: an economic recovery framework and priority interventions to address these impacts in the short-term (12–18 months), and</li> <li>Part 3: implications and scenarios for the long-term to build future resilience against the backdrop of wider structural shifts brought on by the pandemic.</li> </ul>	
2	Communications and public information activity to ensure that reopening of local economies can be managed successfully and safely	<ul> <li>New poster frames affixed to exterior of council officers</li> <li>Signage informing the public how/when to access council officers during pandemic</li> <li>Signage to inform the public about how to use the shopping centres and car parks</li> <li>Hand sanitiser stations fitted in car parks</li> </ul>	All new activity to support the re-opening of high streets post-Covid pandemic lockdown.	£8,050 In line with Open Spaces Recovery Plan approved in August 2020



No.	Area of Scope	Using bullet points briefly set out the specific activities you will undertake	Briefly set out how the activity does not duplicate existing activity	Total Indicative Budget £ per item (Gross)
		<ul> <li>Signage implementing one way systems and informing lift usage in car parks</li> <li>Signage to support businesses reopening (provided to Environmental Health team)</li> <li>New signage for Lysses car park implementing a one-way pedestrian system</li> </ul>		
		Place branding and marketing: Develop a new town brand (with pooled resources) and a creative campaign, including a social media strategy, to build confidence in the town centre for existing and new markets. Phase 1 around West Street.	A new project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£10,000
		The Fareham Narrative: Showcasing the town centre through stories and narratives from retailers and businesses active in the town.	A new project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£5,000
		Animating the High Street: Develop and curate a programme of (social distanced) events and cultural activities to build confidence in the town centre specifically a vibrant street scene to welcome back shoppers:	A new project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£20,000 In line with Community Recovery Plan approved in August 2020

## ANNEX1 FAREHAM TOWN CENTRE: ERDF ACTION PLAN CONTINUED

No.	Area of Scope	Using bullet points briefly set out the specific activities you will undertake	Briefly set out how the activity does not duplicate existing activity	Total Indicative Budget £ per item (Gross)
		<ul> <li>using local groups / schools to create a programme of street buskers / performer</li> <li>Food events on West Street</li> <li>'Museum on the high street'</li> <li>Christmas market and lights switch on</li> <li>Free pitch for market traders in Fareham and Portchester until December 2020</li> </ul>		
3	Business-facing awareness raising activities to ensure	Additional part-time temporary support brought in (April-December) to assist the communications team with Covid-19 messaging.	A new project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£9,000
	that reopening of local economies can be managed successfully and safely.	Improve data collection and intelligence on the town centre through introducing an expanded programme of footfall counters (retail and vacant commercial units).	Additional footfall surveys will be new as they are currently only undertaken annually The council does not currently hold a vacant employment premises database	£2,900
		Develop a new town brand (with pooled resources) and a creative campaign, building on the Shop Safe Shop Local campaign, including a social media strategy, to build confidence in the town centre for existing and new markets	A new project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£5,000



No.	Area of Scope	Using bullet points briefly set out the specific activities you will undertake	Briefly set out how the activity does not duplicate existing activity	Total Indicative Budget £ per item (Gross)
		Business Support Programme: Design and implement (in partnership with the Chamber of Commerce) a tailored training / mentoring programme for independent retailers on recovery and future trends – Shop Doctor Programme. Focus will be on online content	A new project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£10,495
		Digital infrastructure: Develop and deliver a digital skills programme to facilitate use and application of online shopping development for independent retailers	A new project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£10,000
4	Temporary public realm changes to ensure that reopening of local economies can be managed successfully and safely.	Work with HCC to develop improved public realm, signage, designated safe spaces and a regular programme of themed pop up shops	A new temporary project designed to respond to the Covid pandemic lockdown and assist in successfully reopening the local economy.	£o

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- <sup>3</sup> Model-Based Estimates of Unemployment, Office for National Statistics via NOMISWEB (March 2020)
- <sup>4</sup> Annual Population Survey, Office for National Statistics via NOMISWEB (Jan-Dec 2019)
- <sup>5</sup> Health and Well-Being Index, Office of National Statistics (2019)
- <sup>6</sup> Gross Value Added (Balanced) by Local Authority, Office for National Statistics, uprated from 2018 estimates
- <sup>7</sup> Business Register and Employment Survey, Office for National Statistics via NOMISWEB, 2018
- <sup>8</sup> Marshall Regen Ltd Analysis, based on GVA (Balanced) by Local Authority and Business Register and Employment Survey, Office for National Statistics
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- <sup>15</sup> Claimant Count by Sex and Age, Office for National Statistics via NOMISWEB; Feb 2020 & June 2020
- <sup>16</sup> Coronavirus Job Retention Scheme Statistics; HM Revenue & Customs; July 2020
- <sup>17</sup> Business Impact of Coronavirus Survey; Wave 2: (23 March-5 April); Office for National Statistics; 2020
- <sup>18</sup> Note: In the period 15–28 June 2020, 11% of businesses had temporarily ceased trading
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- <sup>28</sup> ILO Unemployment Rate March-May 2020: UK: All: Aged 16-64 Years; Office for National Statistics;
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- <sup>41</sup> Local Authority Grant Payments; Department for Business, Energy & Industrial Strategy; 19 July 2020
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- <sup>43</sup> Economic Lifeline Services: An established business providing a paid for service that is necessary for the effective and efficient functioning of the local economy. Examples include privately operated passenger and freight transport services (not private hire vehicles), utilities (including broadband), freight distribution services, and ports handling passengers and freight. Essential Services: An established independent registered company providing a paid for service that is necessary for the effective and efficient functioning of the economy through the current COVID-19 health and economic emergency, including (but not limited to): food retailers (including food markets, supermarkets, convenience stores and corner shops), pharmacies (including non-dispensing pharmacies) and chemists, newsagents, homeware, building supplies and hardware stores, petrol stations, car repair and MOT services, bicycle shops, post offices, funeral directors, laundrettes and dry cleaners, dental services, opticians, audiology services, chiropody, chiropractors, osteopaths and other medical or health services, including services relating to mental health, veterinary surgeons and pet shops, agricultural supplies shop, freight storage and distribution facilities, privately operated passenger and freight transport services (not private hire vehicles), utilities (including broadband), and ports handling passengers and freight.

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