



A Working Town for Young People

Welcome

Councillor Alex Kay, Mayor of Bradford on Avon

Councillor Jim Lynch, Town and County Councillor

Speakers

- **A Youth Strategy for Bradford on Avon - Councillor Dom Newton, Bradford on Avon Town Council**
- **Community Land Trusts and Affordable Housing –Alex Neale, Community First and Vicky Bodman, Wiltshire Council**
- **Work Opportunities for Young People – Gerald Milward-Oliver, BoA Business**
- **Supporting people with Special Educational Needs and Disabilities into employment and internships – Sam Buchanan, Wiltshire Council**



Bradford on Avon Town Council

Wiltshire Council
Where everybody matters

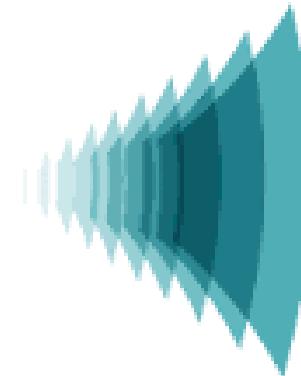




COMMUNITY FIRST[®]

STRENGTHENING LOCAL COMMUNITIES IN WILTSHIRE & SWINDON

Wiltshire Council
Where everybody matters



BoABusiness



WILTSHIRE Live MUSIC CENTRE

Wiltshire Council
 Where everybody matters



Career Directed Solutions

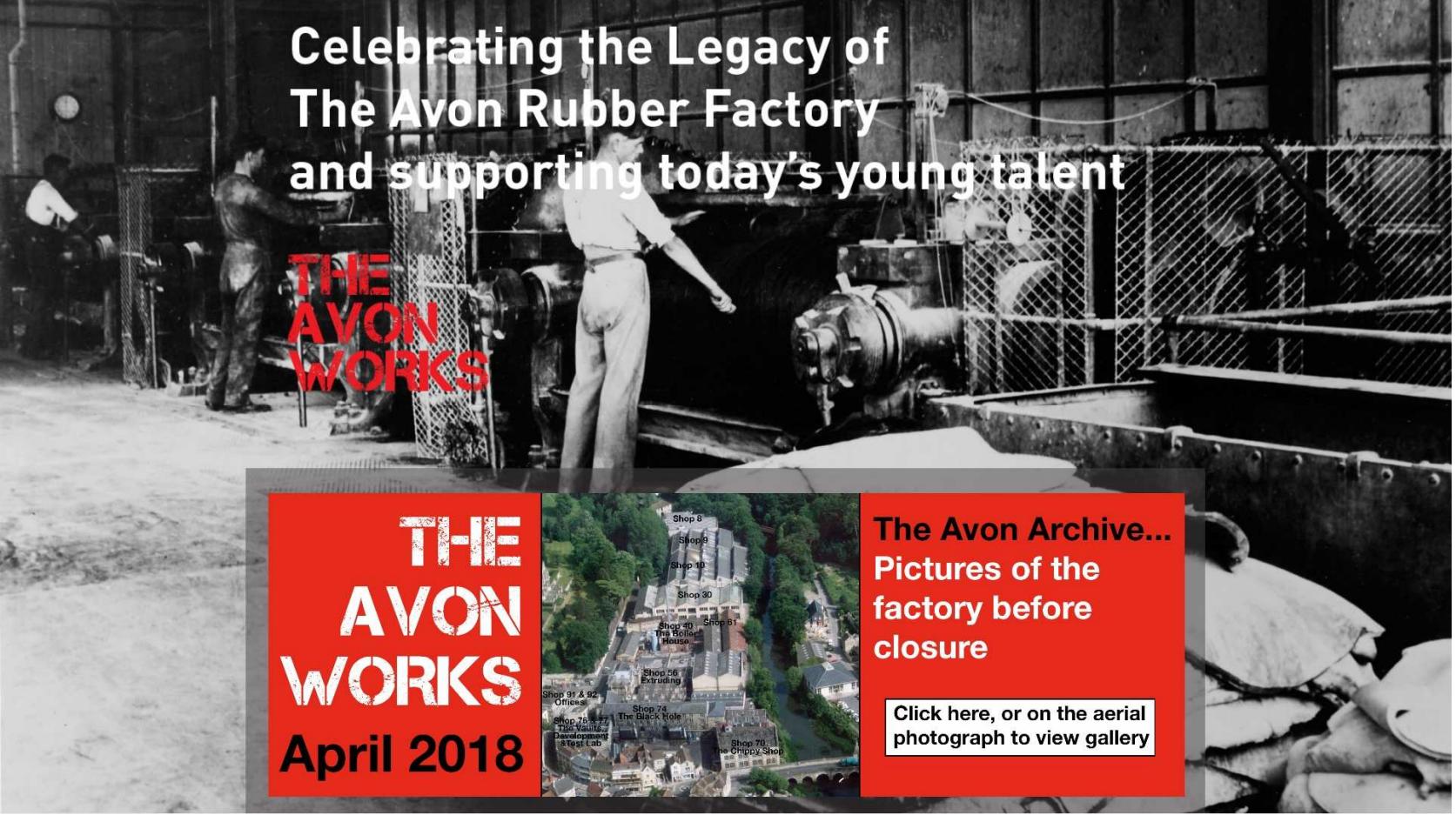


**Wiltshire
College**

Wiltshire Council
Where everybody matters



Wiltshire Council
Where everybody matters



Celebrating the Legacy of
The Avon Rubber Factory
and supporting today's young talent

THE
AVON
WORKS

THE
AVON
WORKS
April 2018



The Avon Archive...
Pictures of the
factory before
closure

[Click here, or on the aerial
photograph to view gallery](#)

Wiltshire Mighty Girls Exhibition

Portraits, Prints & Collages

Presenting the work of young female artists from the local area. Using the mediums of photography and collage the group have created exciting and reflective pieces of art on the complex themes of body positivity and self image.

Launch Event 03.05.2018

17.30 - 18.30 (Exhibition runs through May)

Bradford on Avon Library

Bridge Street, Bradford on Avon, BA16 1BY

Wiltshire Mighty Girls provide workshops & after school clubs to inspire, empower & help girls become the best version of themselves.



07638 421494

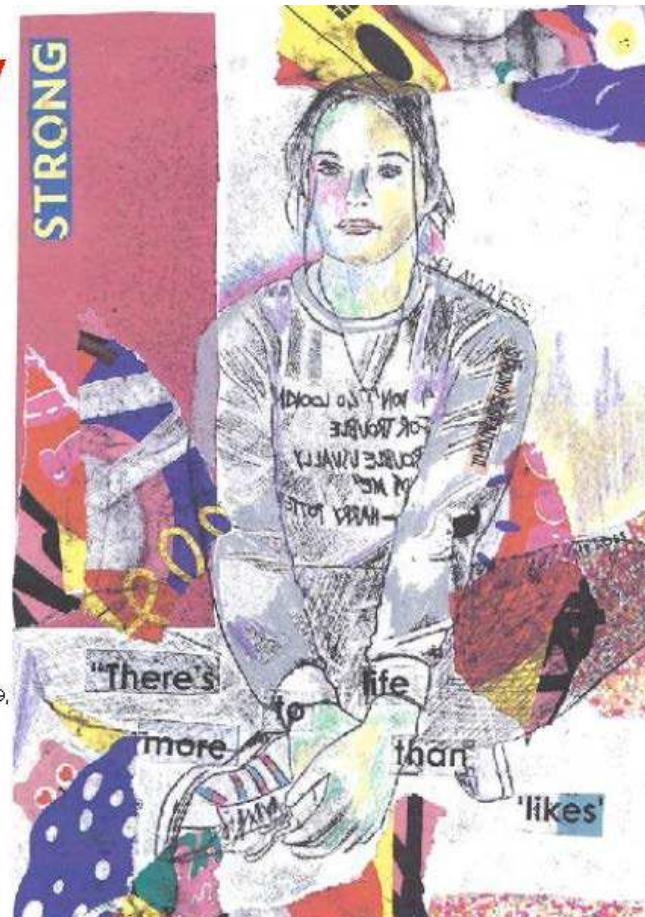


Wiltshire Mighty Girls



Wiltshire Mighty Girls is an affiliate member of Youth Action Wiltshire

We are supported by funding from Wiltshire Council Local Youth Network and the Sir Llewellyn Palmer Educational Trust



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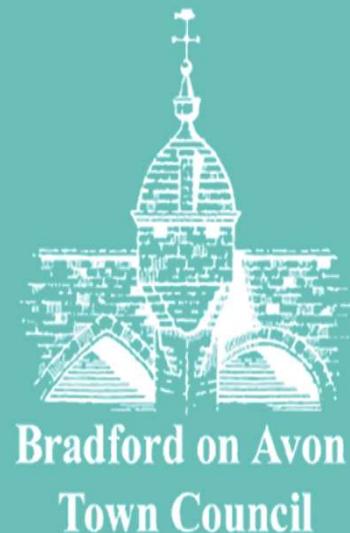
email: info@freshstartfilms.org

Wiltshire Council
Where everybody matters

A Youth Strategy for Bradford on Avon

**Councillor Dom Newton,
Bradford on Avon Town Council**

Youth Strategy



Youth services—identified needs



Meeting youth needs

- Providing safe spaces around the town for young people to meet;
- Addressing modern challenges around cyber and achievement pressures;



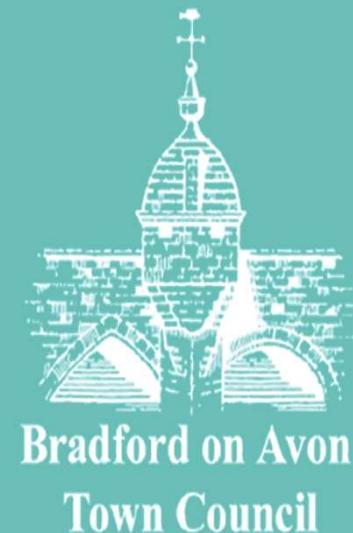
Preventative services

- Target young people identified as at risk of anti-social or criminal behaviour;
- Provide detached workers to engage harder-to-reach young people and families;



Building citizens and society

- Enabling young people to take part in decisions in the town;
- Treating them as part of civil society;
- Building a habit of engagement;
- Building cross-generational links.





Part one— A youth service that works

Recommendation: The Town Council should issue a Request For Proposals from service providers to design and operate a youth service in the town and surrounding area, and seek to work with the Area Board and other local Parish Councils to fund that service. This will be conducted in line with BOATC procurement policies.

The service specification should include:

- Staffing of up to 3 part-time staff;
- Targeted (referred) youth work;
- Detached youth-work;
- Planned and open-access youth provision in a variety of locations;
- Strategic engagement and co-ordination with other providers and activities in the area, including sports and arts groups to maximise the community input into the service;
- Design and delivery of participation services to enable and embed citizenship and community engagement at a young age;
- Open to all children from age 10-16 (Year 6–Year 11) within the defined area, to include age-appropriate activities for each age-group;
- Appropriate policies and insurances.

A Town to live and work in

A place to live

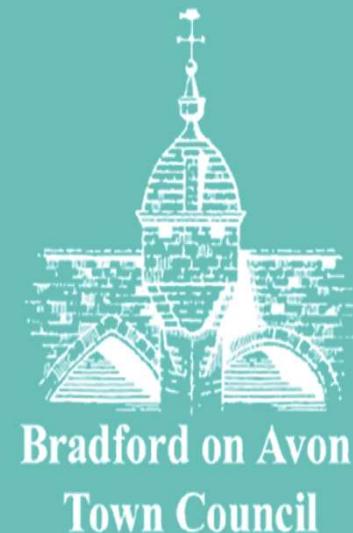


- The housing market in the town—rental or purchase—makes it unviable for most young people to even aspire to stay in the town;
- Identified as a key concern by Year 11 pupils at St Laurence School;

A place to work



- Work with large employers in the town to encourage placement and apprenticeship schemes, paying a living wage;
- Ensure that apprentices within the Town Council receive a living wage;
- Provide opportunities in the town to learn skills in a variety of sectors—tourism, retail and professional services.



Part two— Building for the future



Recommendation:

The Town Council should:

- Identify and negotiate to take on an appropriate site in the town;
- Identify or establish a community interest company or similar not-for-profit model to undertake and own the redevelopment, perhaps including community co-operative element;
- Develop a limited number of dwellings on the site, considered as a mix of 1 and 2-bed properties, probably apartments, including parking and shared amenity space;
- In addition, retain community space on the ground floor for use by youth workers and other local groups;
- Leases on the apartments would be limited to young people between 18-30 who have completed the majority of their secondary schooling in state-school provision while residing in the town, to enable them to maintain employment in the local area. Leases would run until the age of 30 (or until a significant breach occurs);
- The site and properties should be owned by a social enterprise that is not housing association, to ensure that the property remains available for future use (i.e. is not subject to the Right to Buy)—in essence a private, philanthropic body.

**COMMUNITY
FIRST**

**Community First
Wiltshire &
Swindon**



COMMUNITY FIRST

Community Development

- ✓ Community Organising
- ✓ Community Led Planning
- ✓ Volunteering
- ✓ Partnerships

Community-Led Planning

Community Organising

Strengthened Partnerships

Volunteering



COMMUNITY FIRST

Community Development

- ✓ Community Transport
- ✓ Local Councils (WALC)
- ✓ Village Halls and Community Buildings



Village Halls & Community Buildings

Wiltshire Associations of Local Councils



COMMUNITY FIRST

Creative Services

- ✓ Central Marketing & Communications
- ✓ Membership
- ✓ BOLD

Review & Audit of
Marketing &
Communications

Membership

BOLD
Affordable
creative services
by the sector for
the sector



COMMUNITY FIRST

Youth Action Wiltshire

- Young Carers
- Youth Clubs
- Support and Youth Volunteering
- Inspire and NEET support
- SPLASH

329 young people engaged in SPLASH 998 contact sessions attended

120 youth leaders and 48 young leaders completed accredited training courses

Across YAW 350+ young people have gained accreditation with 800+ accredited awards achieved

193 young carers supported (average of 48 hours)

66 young people engaged in Inspire learning programmes

350+ young people engaged in positive activities through our youth club programme

200+ young people from vulnerable groups engaged in volunteering



COMMUNITY FIRST

Jane Windle-Hartshorn
Head of Community Development &
Strategy

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www.communityfirst.org.uk



Community Led Housing

Vicky Bodman – Community Housing Project Manager
Wednesday 23rd May 2018

Community Led Housing

- Who we are
- What we do
- Where we cover
- When we'll do it
- Why are we doing this?

Who we are

2 x Project Managers



2 x Community Led Housing Enabler(Job share)



1 x Planner



Affordable Housing

Affordable housing means

- (1) Social Rented Housing;
- (2) Affordable Rented Housing; and
- (3) Intermediate Housing

provided to eligible households whose needs are not met by the market. Eligibility is determined with regard to local incomes and local house prices. Affordable Housing should include provision to remain at an affordable price for future eligible households or for the subsidy to be recycled for alternative Affordable Housing provision

NPPF definition

Affordable Housing

If a household has an income of less than £80,000 per annum they could qualify for affordable housing, eg. Shared ownership or discount market sale.



Community Led Housing

The criteria of community led housing are:

- That the community must be integrally involved throughout the process in key decisions
- Community groups can play a long term role in ownership, management or stewardship of the homes
- Benefits to the local area and/or specified community must be clearly defined and legally protected in perpetuity

Community Led Housing (CLH) Types

1. Community Land Trusts
2. Housing Co-operatives
3. Co-Housing
4. Self Build
5. Custom Build

CLH Types

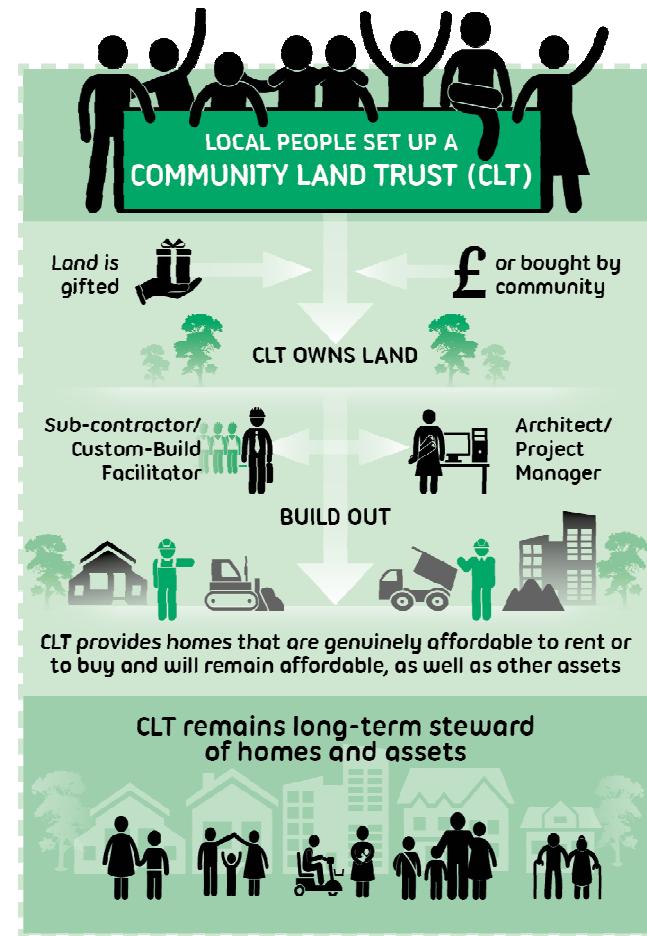
- **Community Land Trusts (CLTs)** provide affordable homes for local people in need – for rent or shared ownership - by acquiring land and holding it as a community asset in perpetuity
- **Housing Co-operatives** involve groups of people who provide and collectively manage, on a democratic membership basis, affordable homes for themselves as tenants or shared owners
- **Cohousing** schemes involve groups of like-minded people who come together to provide self-contained, private homes for themselves, but manage their scheme together and share activities, often in a communal space

CLH Types

- **Community self-build** schemes involve groups of local people in housing need building homes for themselves with external support and managing the process collectively. Individual self-build is not widely regarded as community-led housing.
- **Custom Build home** schemes involve groups of local people in housing need working with a developer and a design you like who takes care of everything. Typically this type of project will see the occupier finishing it off themselves.

CLTs

Community Land Trusts (CLTs) are a form of community-led housing, set up and run by ordinary people to develop and manage homes as well as other assets important to that community, like community enterprises, food growing or workspaces. CLTs act as long-term stewards of housing, ensuring that it remains genuinely affordable, based on what people actually earn in their area, not just for now but for every future occupier.



Source: <http://www.communitylandtrusts.org.uk>

Community Land Trusts build new homes...
and they want to build them now.



Community Land Trusts create housing opportunities...
they can win over local people who are otherwise opposed to new housing, and can bring forward land that would not otherwise be developed for housing.



Community Land Trusts build homes that people can afford and will always be able to afford... the homes built are genuinely affordable to rent or buy, based on what people actually earn in an area, and will remain affordable for this and future generations.



Source: <http://www.communitylandtrusts.org.uk>

Community Land Trusts create a resilient house building industry... they are small and medium sized providers of housing and are important customers to SME house builders.



Community Land Trusts bring innovation to house building... they are not using the same tried and tested models of building housing, but take innovative approaches to raising finance and engaging people in housing.



Community Land Trusts make good places... they are about more than bricks and mortar. They achieve environmentally friendly homes, green spaces and communities where people want to live.



Community Land Trusts take responsibility and control of the future of their community... these are local organisations formed in response to local problems and embody the principles of communities taking control.



Source: <http://www.communitylandtrusts.org.uk>

Why are we here?

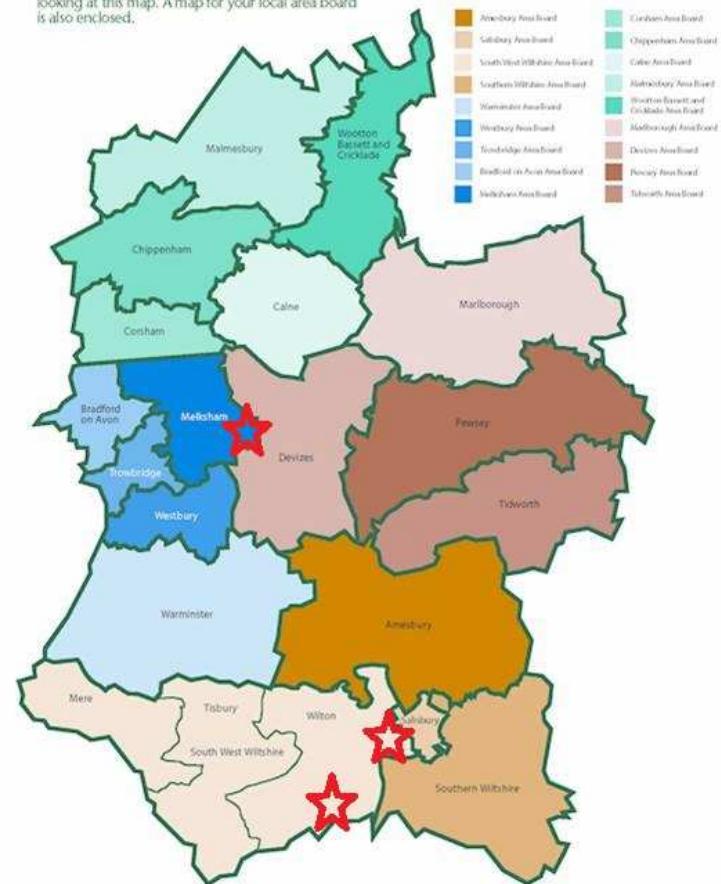
- £60 million given in grants to help 148 local authorities support more community-led projects from Homes England
- The grants, which ranged in size, were paid to authorities that had the least affordable homes or the highest density of second homes
- Wiltshire Council received £650,000 to support Community Led Housing primarily in Rural Areas of Wiltshire

What are we here to do?

- Encourage and Support Communities to come together to discuss Affordable Housing needs.
- Bring Forward much needed Affordable Housing in rural areas
- Assist in the Creation of Community Land Trusts

Area Boards

Find out which area board catchment you live in by looking at this map. A map for your local area board is also enclosed.



Where do we cover?

Covering all of Wiltshire

Wiltshire currently has 3 CLTs

- Wilton CLT
- Broad Chalke CLT
- Seend CLT

When can we help?



Funding

- The purpose of the CHF is to enable and help community led affordable housing opportunities.
- Grants can be applied for to cover project set up costs up to £10,000.
- There are other grant funding opportunities to enable Community Led Housing.

<http://www.wiltshire.gov.uk/housing-community-fund>

Useful Links

PARTNERS

- <http://www.communityfirst.org.uk/project/wiltshire-community-led-housing/>
- <http://wiltshirecommunitylandtrust.org.uk/>
- <http://www.wiltshire.gov.uk/housing-community-fund>

EXTERNAL RESOURCES

- <http://www.communitylandtrusts.org.uk/>
- <https://clhtoolkit.org/>

Contacts

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Cindy-Ann Carter

Cindy-Ann.Carter@wiltshire.gov.uk



BOA AREA BOARD : 23 MAY
2018

A WORKING
TOWN FOR
YOUNG ADULTS?

WHO ARE THE EMPLOYERS?

- ▶ BoA Business has c.400 members – from the largest companies in the town to sole traders.
For example:
- ▶ AB Dynamics ... they make pioneering test systems that engineers in the world's largest 25 vehicle manufacturers rely on to make tomorrow's vehicles.
- ▶ Steve Vick International ... a global engineering company innovating in trenchless renovation and decommissioning of pipes worldwide.

WHO ARE THE EMPLOYERS?

- ▶ Hitachi Information Control Systems Europe ... software products for UK & European railway signalling and operations, including simulators and automatic route setting systems.
- ▶ Moulton Bicycles ... Alex Moulton invented the first small wheel bicycle & the company continues to use advanced materials and technology to supply a global market.
- ▶ Systemagic ... award-winning IT support, advanced cloud and internet services to businesses in Bath, Somerset, Wiltshire and beyond.

WHO ARE THE EMPLOYERS?

- ▶ Varn ... digital marketing specialists. Bosun ... creative digital agency. Ojo Solutions ... helping organisations understand how to use technology to solve their business needs
- ▶ Glove Factory Studios ... home to more than 36 start-up and growing businesses
- ▶ St Laurence, Christ Church and Fitzmaurice Schools ...
- ▶ BoA Health Centre, other medical/dental/care providers ...

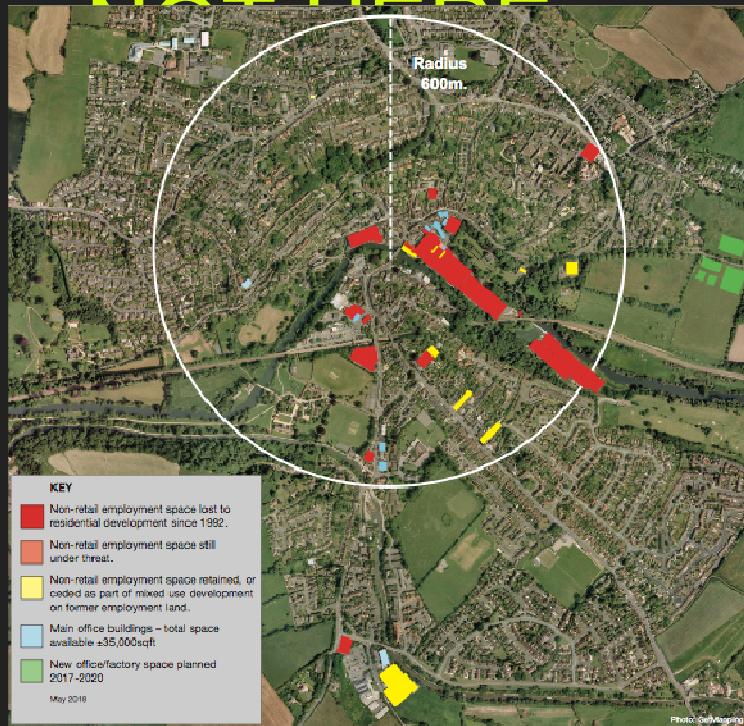
WHO ARE THE EMPLOYERS?

- ▶ Retailers, cafés, pubs, restaurants, estate agencies ...
- ▶ Web designers, graphic designers, PR companies, architects, interior/landscape designers, film companies, copywriters, educational companies, financial services advisers, business mentors, lifestyle coaches, journalists, accountants, lawyers, builders, plumbers, electricians, party planners etc.

WHERE ARE THEY WORKING?

- ▶ New ABD factory
- ▶ Manvers House
- ▶ Treenwood Industrial Estate
- ▶ The Hall Stables
- ▶ The Old Gas Warehouse
- ▶ The Old Brewery
- ▶ Glove Factory Studios
- ▶ The schools
- ▶ Health centres
- ▶ Nooks & crannies
- ▶ Home

WHERE ARE THEY WORKING NOT HERE



- ▶ Massive loss of employment space in last 25 years.

WHERE ARE THEY WORKING?

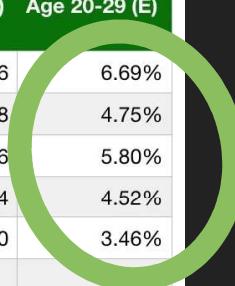
- ▶ Still a problem ... lost since 2017:

Limpley Mill	10,000 sqft
Griffin & Fudge	8,700 sqft
Kingston House	4,000 sqft
Vaults	3,300 sqft
KMills 'A'	2,500 sqft

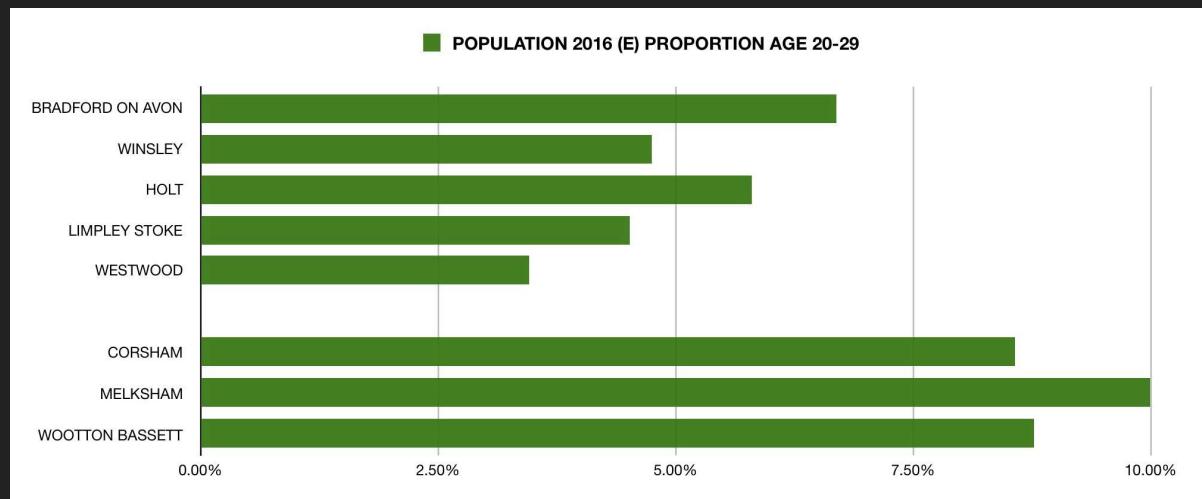
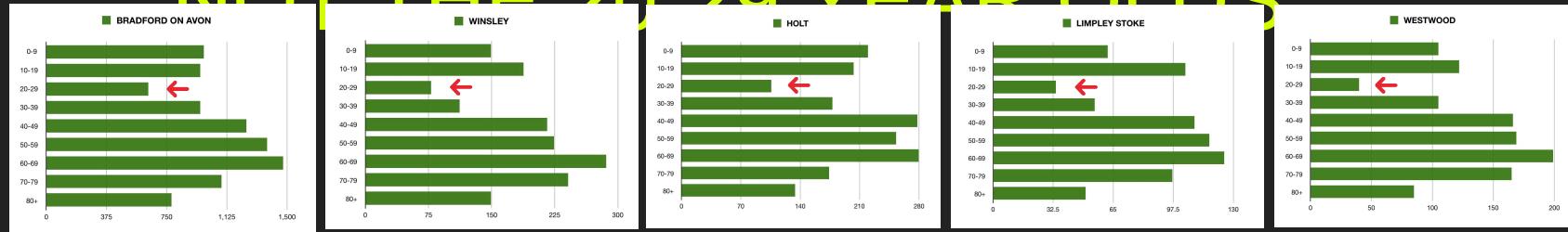
- ▶ Some new space coming on Kingston Farm: new HQ for Ashford Homes 10,000 sqft. Two new office buildings, each of 5,000 sqft
 - but already spoken for.

WHO ARE THE WORKERS? NOT THE 20-29 YEAR OLDS

	Population 2001	Population 2011	Population 2016 (E)	Population increase/ decrease 2001-2016	Population increase/ decrease 2001-2016	Population 2016 Age 20-29 (E)	Population 2016 Age 20-29 (E)
BRADFORD ON AVON	9,072	9,149	9,505	433	4.55%	636	6.69%
WINSLEY	1,716	1,677	1,643	(73)	(4.25%)	78	4.75%
HOLT	1,532	1,757	1,826	294	16.10%	106	5.80%
LIMPLEY STOKE	847	778	753	(94)	(11.1%)	34	4.52%
WESTWOOD	1,163	1,162	1,156	(7)	(0.60%)	40	3.46%
CORSHAM	11,320	13,432	13,600	2,280	16.76%	1,165	8.57%
MELKSHAM	18,210	19,357	19,452	1,242	6.38%	1,945	10.00%
WOOTTON BASSETT	10,936	11,265	12,495	1,559	12.48%	1,096	8.77%



WHO ARE THE WORKERS? NOT THE 20-29 YEAR OLDS



WHAT ARE THE ISSUES?

- ▶ **WHO** is working in the community area – and where?
- ▶ **WHY** are more 20-29 year olds leaving Bradford and the villages than other towns?
- ▶ The world of work has changed radically ... we need new style co-working communities for start-ups and incubation
 - but **WHERE** is that potential employment space?
- ▶ **WHERE** is the growing-on space for businesses as they succeed and employ more people?

WHAT ARE THE ISSUES?

- ▶ **WHERE** are they going to live?
- ▶ Some of our technology companies struggle to find the right people and skills. **CAN** we do anything to help?
- ▶ Our villages have falling populations. **CAN** we do anything to boost their local economies, e.g. learn from the experience of Glove Factory Studios?

WE CAN CHANGE THIS ...

- ▶ We have the perfect location – trains, boats and planes.
- ▶ We have the demographic base.
- ▶ **BUT** we need better connectivity (esp. mobile).
- ▶ **AND** we need employment space. But where?
- ▶ **AND** we need young adults with the skills local businesses need.
- ▶ More people working in the town and villages = greater footfall = more retail/hospitality opportunities = a more balanced economy = greater opportunities for all.



Employment and Community Skills (ECS)

**Wiltshire Employment Support Team and
Supported Internships**

Sam Buchanan

Employment and Community Skills

WEST is part of this wider team working in the SEND 0-25 service.
We hold the contract for supported employment with adult care and
we support the autism strategy.

The team is made up of:

- Wiltshire Employment Support Team
- Community Connecting
- Wiltshire Supported Internships
- Funded Travel Training
- Get Connected (Wiltshire)

Today we will be focussed on employment



WEST Short film

<https://youtu.be/WqaKMNE2PTQ>

What do we want?

As much coverage across Wiltshire as possible

- Local employers – large and small
- Charitable organisations
- Schools and colleges
- Independent traders

The more people talking about us the more chance we have of negotiating successful employment outcomes

Wiltshire Supported Internships



- A study programme for young people who have SEND and an EHC plan (My Plan), who want to move into employment and need extra support to do so.

Successful outcome from a supported internship?

Prepare young people by:

- Supporting them to develop skills valued by an employer
- Enabling them to demonstrate their value in the workplace
- Develop confidence in their own abilities to perform successfully at work
- **Paid employment**

Be part of something great!

Wiltshire Supported Internships

What do we want from employers in Wiltshire?

- **a job vacancy** that you are prepared to offer as a working interview with a view to becoming a paid job
- **a carved position** that matches the intern where a paid position can be given when they display the skills required consistently
- **regular feedback** that includes gaps in knowledge (support can then be put in place for this)
 - ◆ Working interviews will ideally be 16 hours a week for an agreed length of time.
Normally between 6-12 weeks
 - ◆ hours can be flexible and could start on lower hours gradually increasing

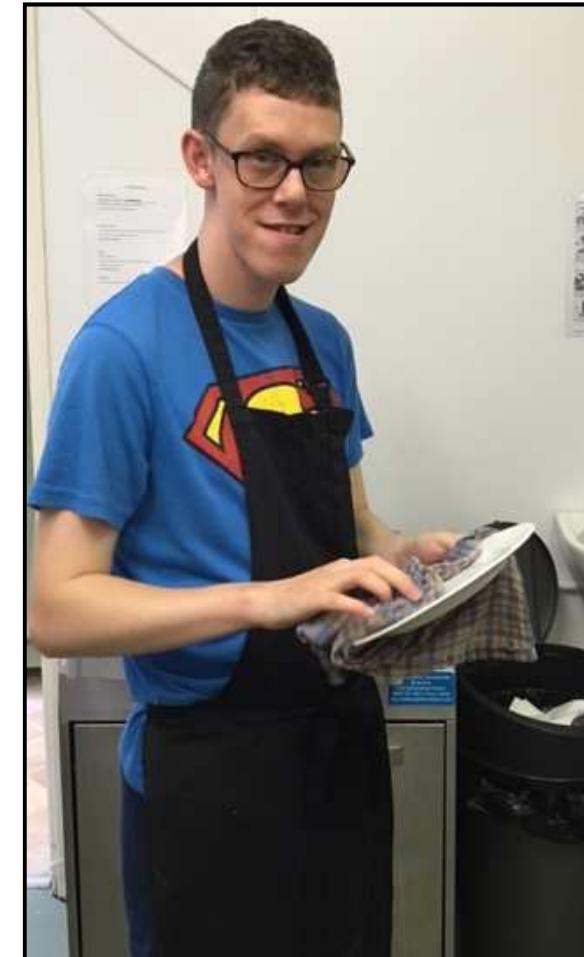
Real job vacancies that have a real chance of becoming a paid job!

Preparing young people with complex needs for paid employment by; supporting them to develop skills valued by an employer, enabling them to demonstrate their value in the workplace and develop confidence in their own abilities to perform successfully at work

What works well

- Clear instructions and guidelines
- Routine
- Time to process information
- A buddy or mentor in the workplace
- Initial job coach support
- Regular reviews with the job coach
- Looking creatively at how we work with each employer to reach a successful outcome

It is important to match skills to the job requirements



Challenges

- Recruitment processes that mean our customers cannot compete
- Rural county – Travel implications, limited public services, business locations
- Young people coming to the service now have much higher anxieties about becoming independent
- Social skills – most of our customers really struggle with appropriate social ‘norms’ or reading facial expressions
 - Stand too close to a person
 - Inappropriate conversation
 - Appear rude or insensitive
 - Literal understanding

Travel Solutions

- **Travel Training is provided by the team**
 - Working with Transport departments to feedback difficulties with travelling in Wiltshire
 - Bus pass applications
 - Working together with SEND transport
 - Get Connected Project working in specialist schools and colleges to promote independent travel at an earlier age ready for adulthood and employment
- **Access to Work**
 - Funding from Department for Work and Pensions
 - Help towards the additional costs of taxi fares if you cannot use public transport to get to work
 - Depends on hours of work and eligibility
 - Covers paid work, working element of a supported internship, interviews and apprenticeships

Why do we do it?

- Work plays a pivotal role in defining quality of life
- Level the playing field – Everyone should have the same opportunities to access employment
- Without support most of our customers would be unable to compete effectively to gain employment
- We love it!
- We know it works when it is done properly

Why should you do it?

- Our customer base can make effective and highly valued employees.
- People with autism are often very focussed
- Our customers want to work
- You get our support to make it work
- Save on recruitment costs
- Our service is free
- You get a diverse workforce
- Why wouldn't you?



Do you have any further questions?



Roundtable Discussions

“Living”

“Working”

“Playing”

- 1. What is our vision for the longer term?**

- 2. What can we do to make a start between now and September?**

Feedback and Actions

Councillor Jim Lynch