



## WMCA Board

<b>Date</b>	24 May 2019
<b>Report title</b>	Inclusive Growth: Update and Next Steps
<b>Portfolio Lead</b>	Cohesion & Integration and Public Service Reform
<b>Accountable Chief Executive</b>	Deborah Cadman, West Midlands Combined Authority email: <a href="mailto:deborah.cadman@wmca.org.uk">deborah.cadman@wmca.org.uk</a> tel: (0121) 214 7200
<b>Accountable Employee</b>	Henry Kippin, Director of Public Service Reform email: <a href="mailto:henry.kippin@wmca.org.uk">henry.kippin@wmca.org.uk</a> Tel: (0121) 214 7880  Claire Spencer, Senior Policy Adviser (Public Services and Inclusive Growth) email: <a href="mailto:claire.spencer@wmca.org.uk">claire.spencer@wmca.org.uk</a> tel: (0121) 214 7669
<b>Report has been considered by</b>	Programme Board - 10 May 2019

### Recommendation(s) for action or decision.

#### The WMCA Board is recommended to:

- (1) Note the progress that has been made in developing a regional approach to supporting inclusive growth.
- (2) Note the Inclusive Growth Framework, Decision-Making Toolkit, and Policy Tests, and encourage their application within local and regional initiatives.
- (3) Advise as to how WMCA and its Inclusive Growth Unit can support the Board and partners to promote and embed inclusive growth over the next 12 months.

## 1. Purpose

1.1 The overall purpose of the report is to update WMCA Board on a specific element of the region's inclusive growth work: the tools, processes, and research that will guide our policy, strategy, and investment practice. In detail, this report is designed to do the following:

1.1.1 To provide WMCA Board with an update on the work of the WMCA Inclusive Growth Unit (IGU). The IGU, which is embedded within the WMCA, was established to build the confidence, evidence base and tools to support sustained inclusive growth in the West Midlands. Partners include the Joseph Rowntree Foundation, Barrow Cadbury Trust, TUC West Midlands, Public Health England, and others.

1.1.2 To introduce a set of specific products to the Board which have been developed with the IGU. These are focused on the application of inclusive growth principles into practice. They are:

- i. The updated Inclusive Growth Framework – this sets out the goals of inclusive economic growth in the West Midlands, and the progress that the region is making against those goals. These are not exclusively economic in nature, but are also social, environmental, and democratic. As such, the Framework establishes a virtuous circle between economic activity and public service outcomes.
- ii. The Inclusive Growth Decision-Making Toolkit – this provides decision-makers with a practical way of embedding the same inclusive growth goals into key policies, strategies and delivery plans. It represents a shift in how collective investment works, and will need to be piloted in order to assess its operational implications.
- iii. A set of Inclusive Growth 'Tests' – a way to interrogate policy proposals by asking a set of focused questions. These were developed at the request of the Overview & Scrutiny Committee, which requested that each WMCA report should account for its inclusive growth impact.

1.1.3 To share the results of several pieces of third-party research undertaken by IGU partners, and others. This research gives citizen, civil society, academic, and policy perspectives on the region's potential to shape a more inclusive economy, and is part of ensuring that inclusive growth policies and processes are designed collaboratively.

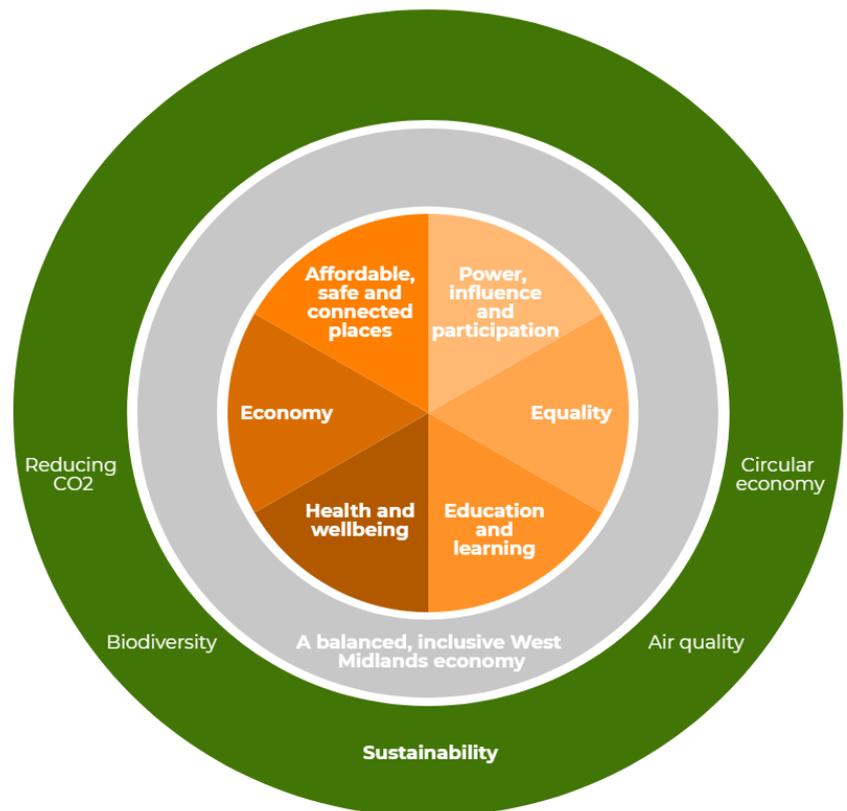
1.1.4 To propose a set of next steps to use these tools in practice, including the application of these products on pilot areas, and the creation of a strategic narrative for inclusive growth and public service collaboration which can form the basis of future devolution proposals.

## 2. Background

- 1.2 WMCA has been firm in its commitment to inclusive growth. This is because, at its heart, it is a coalition of partners which have been using the power of good public services and investments to support people and places to meet their needs, and to achieve their aspirations, for many years now. At all levels, these investments have something to teach us about inclusive growth. The challenge put to WMCA, and by extension the IGU, is to add value: build the support that enables all parts of the region to establish what good looks like, and to get this right, more often.
- 1.3 To be meaningful, inclusive growth has to permeate each investment made by WMCA and its partners into people and places, and everyone has a part to play. This is easy enough to put into words, but challenging to deliver, as it will require many people to change how they work, and how they judge what good looks like at each stage of the process. For example, growth strategies tend to be evaluated based on GVA uplift, jobs created, and homes built – which leaves a lot of room for people to be excluded from shaping and benefiting from economic activity. The gender and ethnicity employment gap bears this out – for example, in the WMCA 3-LEP area, 79.1% of white men are in employment, compared to just 53.4% black or minority ethnic women.
- 1.4 The West Midlands Combined Authority has defined inclusive growth thus: “*A more deliberate and socially purposeful model of economic growth – measured not only by how fast or aggressive it is; but also by how well it is created and shared across the whole population and place, and by the social and environmental outcomes it realises for our people.*” This can be shortened to a simple statement: an economy that shares the values of its citizens. This is echoed in the ‘*grand challenge*’ concept of the industrial strategy. For example, as our citizens care about remaining healthy for as long as possible, our economy should care about that too – and on the reverse, it should not be that a consequence of economic activity is unhealthy people.
- 1.5 The work presented in this paper has been developed in earnest over the last 18 months. In January 2018, WMCA Board approved a programme of work to develop an underlying evidence base and set of tools to support inclusive growth within the West Midlands. It did this by consensus: recognising the need to understand and measure the region’s progress by more than GVA, productivity, and trade. Some key components are:
  - 1.5.1 *WMCA Inclusive Growth Unit*: a collaborative analytical and policy hub, to support the region in building the confidence, evidence base and tools to support sustained inclusive growth in the West Midlands.
  - 1.5.2 *The Leadership Commission*: a piece of work designed to highlight and shift the imbalance between a diverse region and its senior leadership; leading amongst other things to the forthcoming launch of a Youth Combined Authority.
  - 1.5.3 *The Social Economy Taskforce* – recognising the role non-profit and social enterprise organisations can play in a more balanced economy, and recommending specific ways to boost their role and profile.
  - 1.5.4 *The Inclusive Growth Framework* – sets out the goals of inclusive economic growth in the West Midlands, and the progress that the region is making against those goals.

- 1.5.5 *Practical work with our partners*: applying inclusive growth in the real world will be led by local authorities and their partners at local level. We have therefore supported approaches such as Dudley’s Community Wealth Building commission, Sandwell’s Vision 2030, and Birmingham & Solihull’s ‘*East Birmingham North Solihull Growth Corridor*’.
- 1.5.6 *Applying IG principles within WMCA policies and decision-making*: including within the development of the Housing Team’s single commissioning framework; and ensuring that inclusive growth considerations are embedded within the technical appraisal process for investment board decisions. The forthcoming Industrial Strategy similarly contains some key commitments on inclusive economy.

Figure 1 The Inclusive Growth Framework, illustrated to show the balance between meeting needs and aspirations, and working within environmental limits



1.6 Our approach in developing this work with the IGU and other regional partners has been to focus on practical tools rather than an over-arching strategy. We have developed a solid definition, framed a set of priorities, collaborated to improve the region’s ‘*inclusive behaviours*’, and – most importantly – begun the journey to changing business as usual to something that is inclusive by design.

### 3. Three Inclusive Growth products

This section outlines three distinct products which have been developed to support and enable the work noted above. The source material is included as web-links where possible. In the interests of brevity, the Excel workbook has not been included, but is available on request<sup>1</sup>.

<sup>1</sup> For this and any other question or request, email Claire Spencer (*Senior Policy Advisor, Public Services & Inclusive Growth*): [claire.spencer@wmca.org.uk](mailto:claire.spencer@wmca.org.uk).

## 1.1 The Inclusive Growth Framework.

1.2 *Summary*: the Inclusive Growth Framework defines the social, democratic, and environmental outcomes of economic activity. The intention of this is to ensure that the West Midlands prioritises that which it hopes to gain from economic activity: thriving citizens.

1.3 *Stakeholder feedback*: Following on from Public Service Reform (PSR) Board and WMCA Board in September 2018, the Inclusive Growth Framework was discussed with members of the IGU, and other stakeholders in the broader networks around WMCA and the IGU. The following four points came out particularly strongly:

- Many organisations felt that what the Inclusive Growth Framework gained in comprehensiveness, it lost in focus. They recommended reducing the number of metrics within the framework, with a stronger alignment to WMCA's priorities, as expressed through the Strategic Economic Plan (SEP) and its workstreams.
- Several IGU organisations remarked that '*GVA per employee*' needed to be a lower priority than '*Gross Disposable Household Income*' (GDHI). Both are important, but the inclusive element of inclusive growth is not illustrated by the former, as productivity can increase without resulting in citizens having a higher income.
- Finally, it was felt that the '*citizen voice*' was not strong enough – each indicator, where possible, should be paired with an equivalent which expresses how citizens feel. For example, the violent crime indicator needs to be paired with an indicator relating to fear of crime – in this case, something which is already measured by *The Crime Survey for England & Wales*<sup>2</sup>.
- More clarity was needed on how local authorities and others could use the Inclusive Growth Framework in practice, leaving space for local leadership to establish different priorities to the WMCA, where desired.

1.4 *The updates - structural*: retaining the seven themes, but taking the feedback on focus and citizen voice on board, the new framework has a tighter focus, with one Headline indicator, three Priority indicators, and a new '*Citizen Voice*' indicator to pair with each (where practical).

1.5 *The updates – priorities*: GDHI is now the Headline indicator of the Economy theme, with GVA becoming the second of three Priority indicators. Subject to any amendments at WMCA Board, these indicators should be largely stable henceforth. In the event of shifts in these priorities, it is recommended that if an indicator is added, an existing indicator from the same theme should be removed, in the interest of keeping the framework focused.

1.6 *Next steps*: we suggest that Inclusive Growth Framework metrics should be reported to WMCA Board twice a year, and any suggestions as to how this information should be presented will be welcome. In particular, the WMCA PSR team would like the Board's view on whether there should be an interactive, public-facing, digital platform. There is also the opportunity for partners to take this structure and fill it with their own priorities.

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<sup>2</sup> See: <http://www.crimesurvey.co.uk>

The PSR Team and IGU are in the early stages of discussions with the ‘*inclusive growth corridors*’ and some of the Constituent Authorities about where this will be most useful. Again, the Board’s ideas on how to develop this will be welcome.

### 1.7 The Inclusive Growth Decision-Making Toolkit.

1.8 *Summary*: a simple and structured process to help decision-makers at regional, local, and project level to understand what inclusive growth means in practice, and how best to define and deliver it within scope of a project, investment, or policy. The toolkit is included as an appendix to this report. It is in draft form – with a view to improving it via comments from the Board and other regional stakeholders, as well as through real-life application. Piloting will also enable WMCA and local authorities to understand how large a cultural and operational shift this means in practice.

1.9 *Developing the Inclusive Growth Toolkit*: the WMCA Inclusive Growth Toolkit<sup>3</sup> has been developed by three of our partners from the IGU, namely the Joseph Rowntree Foundation, MetroDynamics, and The Centre for Progressive Policy. It draws on comparative evidence from other UK cities and internationally. It is designed to integrate with existing investment decision-making processes, and to provide whoever is using it with a clear structure to assess whether the investment is likely to make a positive contribution to inclusive growth. By following this process in the early stages of project development, it is hoped that opportunities to improve the impact of the investment can be identified and built in.

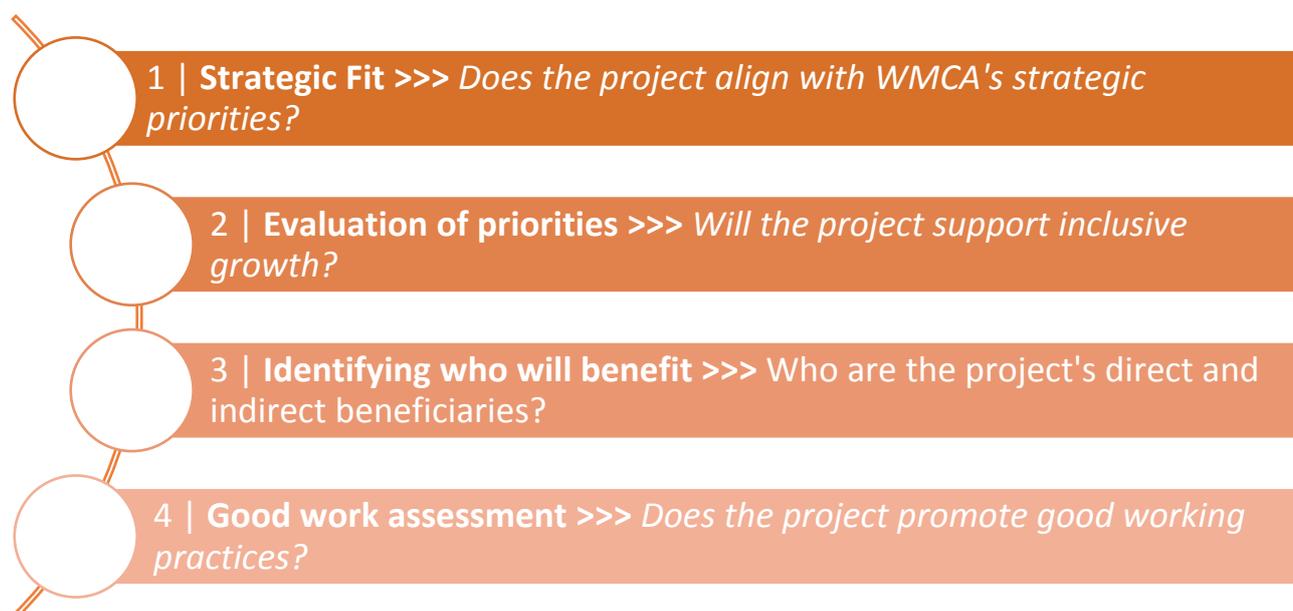


Figure 3 – The four stages of the Inclusive Growth Decision-Making Toolkit.

1.10 *How it works*: The Inclusive Growth Decision-Making Toolkit has four stages (Figure 3). Each stage contains a set of questions, and provides guidance and evaluation criteria. There is also an overall worksheet, where the responses to the following can be recorded:

- In **Stage 1**, the project is matched to the relevant elements of the SEP – this will then determine which areas to focus on in Stage 2;

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<sup>3</sup> Appendix 1.

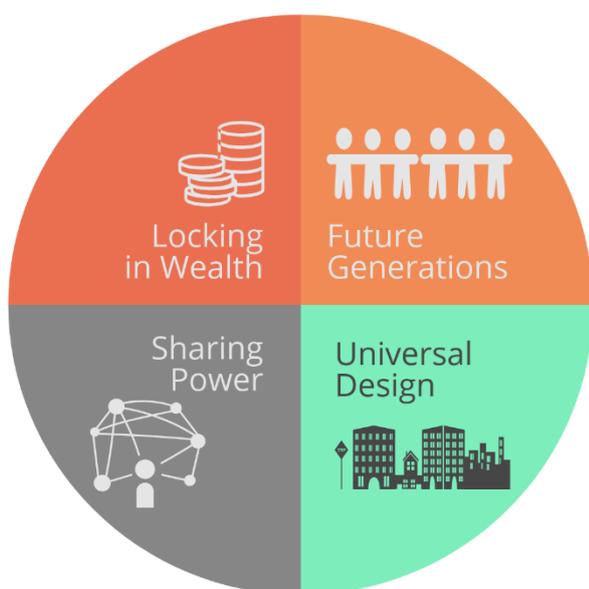
- In **Stage 2**, the project is evaluated by *how* it delivers inclusive growth. Each assertion as to a project's social or environmental benefits needs to be backed up by a scored evaluation and outline delivery plan – this strengthens the current appraisal process.
- In **Stage 3**, the project is evaluated by *who* will benefit, either directly or indirectly. This can draw on any existing population data that exists for the project.
- In **Stage 4**, the project is evaluated by the *quality* of the work it will create.

1.11 *Next steps:* in the first instance, feedback from WMCA Board, and from Member Authorities more broadly, would be welcome. However, the test of the Decision-Making Toolkit will be applying it to real projects or investments. We are working with colleagues in several member authorities, and with WMCA's Housing and Transport teams, to explore this. Suggestions as to how this can be expanded, and how the WMCA can facilitate this, would also be helpful.

## 1.12 The Inclusive Growth Tests.

1.13 *Summary:* a quick guide to enable officers to complete the '*Inclusive Growth Implications*' section of Board reports, developed at the request of the WMCA Overview & Scrutiny Committee.

1.14 *Developing the Inclusive Growth Tests:* At its meeting in September 2018<sup>4</sup>, the WMCA Overview & Scrutiny Committee requested that all Board papers should include a section where the '*Inclusive Growth Implications*' are considered, as below. It is important to the credibility of the inclusive growth agenda that this section of the report is filled in accurately, and the Inclusive Growth Tests are written to enable doing that in an intuitive light-touch way. The aim is to provoke thinking and reflection, rather than becoming another 'tick box'. Four such tests are outlined below:



- **1 | Are we locking in wealth?** Wealth is driving inequality faster than income – so WMCA should always consider the ways in which it can '*lock in*' wealth into places, as well as creating the conditions for people to create their own. For example: this could be investments into people – e.g. skills development – or into community-owned assets such as community land trusts.

- **2 | Are we considering Future Generations?** Inspired by Wales' '*The Wellbeing of Future Generations Act*', this test will help policymakers and decision-makers to think about the long-term impact and resilience of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health

inequalities and climate change. When writing reports, people should ask themselves what those decisions mean for young people, and what they mean for the next generation, as well as ours.

<sup>4</sup> See: '*Overview & Scrutiny Committee Tuesday 4th September 2018 10.00 am*': <https://governance.wmca.org.uk/ielistDocuments.aspx?Cid=138&Mid=254&Ver=4>

- 3 | **Are we Sharing Power?** This test both considers how the proposal in question has involved ‘*citizen voice*’, but also, whether WMCA is bolstering those parts of the economy and democracy which involve people being able to influence how things are done. In policymaking, this covers all of the ways that citizens are involved in designing and informing policy, from consultation, to conversation, to co-production. In commissioning and procurement, this is about working with co-operatives and mutuals, where staff and customers are involved in how the business operates.
- 4 | **Are we promoting Universal Design principles?** This test is about being deliberate in how we ‘design-in’ inclusivity. It draws on the seven principles of Universal Design, which relate to creating products and environments that suit all people who need to make use of them<sup>5</sup>. As such, people should consider whether the investment or proposal has the following qualities:

<b>Equity</b>	...useful and appealing regardless of ability.
<b>Flexibility</b>	...accommodates different preferences and abilities.
<b>Simplicity</b>	...easy to use, regardless of experience, knowledge, language skills or concentration levels.
<b>Perceptibility</b>	...communicates necessary information, regardless of ambient conditions or sensory abilities.
<b>Tolerant of error</b>	...minimises adverse consequences of unintended actions.
<b>Low physical effort</b>	...usage results in minimal fatigue.
<b>Spacious approach</b>	...enough space for approach, reach, manipulation, and use.

1.15 *Next steps:* the IGU is in the process of designing learning materials that will enable people to apply the Inclusive Growth Tests at the very beginning and very end of the decision-making process, and would like to involve Overview & Scrutiny in this development work. This will help the IGU to determine whether it is on the right track, particularly on the framing, and the balance between detail and ease of use.

## 2. Citizen, Civil Society, and Policy Engagement: The Social Economy Taskforce, Localise West Midlands, Harvard Kennedy School, and New Policy Institute.

2.1 At the soft launch of the IGU, there was a commitment to develop an approach to inclusive growth which is outward-facing, and which listens before and throughout the policymaking process. Since September, the WMCA has therefore been involved in four important pieces of third-party research which are summarised below:

- *The Social Economy Taskforce*<sup>6</sup> – This independent, sector-led Taskforce was established in spring 2018, and will report its findings at the WMCA Board meeting in June. Its focus has been on boosting the size and impact of social economy organisations in the region; and the things that WMCA and partners can do to enable this. These findings will include mechanisms to support growth in social enterprise across the region, and specific ways in which social value approaches to commissioning and procurement can be used to drive social and economic outcomes.

<sup>5</sup> See ‘The 7 Principles’: <http://universaldesign.ie/What-is-Universal-Design/The-7-Principles/>

<sup>6</sup> See ‘WMCA Board Friday 9th February 2018 11.00 am’: <https://governance.wmca.org.uk/documents/s1221/Report.pdf>

- ‘*Connecting Cranes with Communities – How WMCA can create inclusive growth*’: this research was led by IGU partner Localise West Midlands, and funded by another IGU partner, Barrow Cadbury Trust. The research was commissioned by the WMCA as a means of reaching out to civil society to support the defining and development of our approach to inclusive growth. The focus of this piece of work was therefore to draw on civil society insight from across the region, to inform the development of WMCA’s inclusive growth products and priorities.
- ‘*Reshaping the Economy – Intermediary Bodies and Inclusion in the West Midlands*’: this is a third-party piece of academic research led by Adam Hawksbee at the Harvard Kennedy School (HKS). It explores the support mechanisms needed to enable greater economic inclusion, and to grow what it calls the ‘foundational economy’ across the region. The report describes how investing into ‘*intermediary bodies*’ is a crucial part of building that support and channelling investment. These terms are explained in more detail below.
- ‘*The State of Economic Justice in Birmingham and the Black Country*’<sup>7</sup>: this is an independent piece of research led by the New Policy Institute (NPI) and funded by Barrow Cadbury Trust. It focuses on ‘*economic justice*’, and in particular the extent to which the West Midlands economy is delivering financial security and general wellbeing to the population of the region. It concludes that more must be done.

2.2 While each piece of work had slightly different objectives, there are some common themes that the Board should note:

- **Intermediaries drive inclusion:** the LWM, HKS, and Social Economy Taskforce reports all highlight the role that so-called ‘*intermediary bodies*’ play in driving investment and improving performance. In essence, this means building networks, or umbrella organisations that create scale, act as a channel for investment, and can help to stimulate innovation. This can happen in a variety of ways: at neighbourhood level via community development trusts, focusing on a group of people, as Shelforce<sup>8</sup> in Erdington do, or at regional scale, as with Energy Capital, which focuses on innovation, investment, and capacity building in regional energy systems. Each report is clear as to the value of boosting (or creating) intermediary bodies which focus on struggling, low productivity, social or foundational areas of the economy.
- **Inclusive leadership:** in the LWM and HKS reports, both highlight the link between who makes the decisions and who benefits from them. This backs the WMCA commitment to inclusive leadership made as part of the Leadership Commission, and which in turn is reflected in actions emanating from the Commission.

2.3 *Connecting Cranes with Communities – summary of recommendations.* Some of these recommendations are already in place, others will need further reflection, consideration, collaboration, and development before becoming policy.

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<sup>7</sup> See: <https://www.barrowcadbury.org.uk/news/economic-justice-in-birmingham-and-the-black-country-research-report-flags-up-warnings-and-opportunities/>

<sup>8</sup> See: <https://www.shelforce.com/>

1   <b>Investment in civil society</b>	The year-on-year reductions in local government spending power over the last ten years have had an impact on civil society organisations in the West Midlands. If civil society-focused intermediary organisations are to bolster an inclusive economy, they need to be invested into – potentially via a ‘ <i>topslice</i> ’ of other regional funding streams.
2   <b>Community wealth-building</b>	Learn from local authorities are adopting community wealth-building approaches <sup>9</sup> , like Birmingham and Dudley, to increase the resilience and diversity of local supply chains.
3   <b>Representation</b>	Increase presence of civil society representation in WMCA decision-making and delivery structures.
4   <b>WMCA training, development, and performance management</b>	Explore ways for WMCA learning and development for staff to include modules on building an inclusive economy, and for personal development plans to include related objectives.
5   <b>Citizen voice</b>	Replicate ‘ <i>Poverty Trust Commission</i> ’ approaches <sup>10</sup> in each inclusive growth corridor, to ensure that the voices of intended beneficiaries are heard.
6   <b>Foundational economy</b>	Ensure that the Local Industrial Strategy (LIS) is not the sum total of the region’s focus. Invest into repositioning the foundational economy – e.g. retail, care, and construction – to build economic value beyond the urban cores.
7   <b>Locking in wealth</b>	Design in wealth (and risk) sharing approaches so that communities benefit from land value uplift, instead of being displaced by it.
8   <b>Skills</b>	Ensure that some of the Adult Education Budget is invested into building confidence and life skills among those who are furthest from the labour market, ideally by replicating or investing into successful, civil society-led schemes.
9   <b>Inclusive economy metrics, monitoring, and data</b>	Establish, monitor, and report on inclusive economy metrics.
10   <b>An inclusive Local Industrial Strategy</b>	Ensure that inclusive economy principles are embedded within the commitments made in the LIS.
11   <b>A natural capital approach</b>	Take a natural capital <sup>11</sup> approach to all development: importantly, with a commitment to biodiversity net gain. Ideally, this should be built into the Design Charter and the Single Commissioning Framework.

<sup>9</sup> Community wealth building is an approach to regeneration framed around self-help, participation, social responsibility and democratic accountability – it often involves ‘*anchor institutions*’ like local authorities using their commissioning and procurement spending to bolster the local economy.

<sup>10</sup> See (e.g.) ‘*Wolverhampton Poverty Truth Commission*’: <https://www.wolvespovertytruth.org/about>

<sup>11</sup> See ‘*Natural Capital, an Overview*’: <http://researchbriefings.files.parliament.uk/documents/POST-PN-0542/POST-PN-0542.pdf>

12   <b>An efficient built environment</b>	Ensuring that economic activity in the built environment sector is focused on reducing greenhouse gas emissions, and on conserving resources. Suggested mechanisms include refreshing the Birmingham ‘ <i>Mini Stern</i> ’ <sup>12</sup> , investing into a Energy Capital-led fuel poverty scheme, and in general, to eliminate the energy efficiency “ <i>performance gap</i> ” of new homes via improved monitoring.
13   <b>Universal design in transport</b>	Ensure that new transport schemes are accessible to all users.

2.4 *Connecting Cranes with Communities – next steps*: WMCA and the IGU will continue to work with Localise West Midlands via the IGU in order to evaluate, prioritise, and work through these recommendations. The full report is available on request.

2.5 *Reshaping the Economy – Intermediary Bodies and Inclusion in the West Midlands – summary of recommendations*. This report has focused specifically on how the region can boost economic production systems in the foundational economy, or in sectors that do not feature in the LIS:

1   <b>Building capacity and capability in intermediary bodies</b>	The WMCA should increase its focus on intermediary bodies as it delivers the LIS and its broader economic development agenda. Specifically, it should invest in and facilitate the creation of intermediary bodies in geographies and sectors that are currently experiencing low growth, high unemployment, and significant deprivation. Revenue funding for this activity could be acquired from an advance on the UK Shared Prosperity Fund <sup>13</sup> .
2   <b>Boosting investment</b>	The WMCA should design a series of contracts for financial intermediary bodies to increase the absorption capacity of firms in struggling sectors and geographies for public and private investment.
3   <b>Raising productivity</b>	The WMCA should bring together anchor institutions and intermediary bodies to conduct rapid assessments of high productivity firms in struggling sectors and geographies. They should then fund and support community - based intermediary bodies to disseminate lessons to low productivity firms.

2.6 *Reshaping the Economy – Intermediary Bodies and Inclusion in the West Midlands – next steps*: This report has some specific learning relating to the implementation of the LIS, as well as how WMCA and its Member Authorities undertake work via the inclusive growth corridor and Town Centre programmes, and will be used to inform that work. The full report is available on request.

<sup>12</sup> See ‘*The Economics of Low Carbon Cities – A mini-Stern review for Birmingham and the wider urban area*’: [https://www.sustainabilitywestmidlands.org.uk/wp-content/uploads/Mini\\_Stern\\_review\\_for\\_Birmingham.pdf](https://www.sustainabilitywestmidlands.org.uk/wp-content/uploads/Mini_Stern_review_for_Birmingham.pdf)

<sup>13</sup> See ‘*The UK Shared Prosperity Fund*’: <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8527>

2.7 *The State of Economic Justice in Birmingham and the Black Country – key findings:* NPI and Barrow Cadbury Trust are keen that their work informs discussion, policymaking, and decision-making at a local and regional level, but do not make any policy recommendations per se. Nonetheless, the report highlights the roll out of Universal Credit as a particular risk – a concern that has also been expressed by the West Midlands Homelessness Taskforce – and pushes for economic investments that result in better outcomes for people living in deprived neighbourhoods. A selection of the key findings can be found on the Barrow Cadbury Trust website (Footnote 7).

2.8 *The State of Economic Justice in Birmingham and the Black Country – next steps:* WMCA's PSR team is working with Barrow Cadbury Trust on how the report can be disseminated across Birmingham and the Black Country, and will invite the authors to present at a future PSR Board.

#### **4. Financial Implications**

4.1 There are no immediate financial implications arising from this report. However, there will be financial implications in embedding inclusive growth goals into investment proposals: this is all about investing differently, and on some occasions, that will mean investing more. It is a different approach to the Benefit Cost Ratio (BCR) process, and as it is expanded, it should change both culture and practice. This is something that WMCA and its partners will only learn by doing, and will be closely monitored to ensure that these investments deliver the promised social or environmental returns.

#### **5. Legal Implications**

5.1 There are no immediate legal implications arising from this report, although any economic intermediary which involves WMCA could create such implications.

#### **6. Equalities Implications**

6.1 These inclusive growth products have been designed to ensure that all people benefit from economic growth – and the Inclusive Growth Decision-Making Toolkit in particular highlights a series of groups who are affected by economic exclusion, insecure work, and low pay. Nonetheless, there will need to be significant join-up across the region to ensure that the disparities between places, between genders, between ethnicities, between people who have disability and those who do not, and combinations of all of the above, are taken into account when determining Stage 3 of the Toolkit (*'Who will benefit?'*).

#### **7. Inclusive Growth Implications**

7.1 These inclusive growth products are designed to move the region from *'business as usual'* to inclusive growth. Testing them will help WMCA and its Member Authorities to determine whether they are on the right track, and keeps inclusive growth at the heart of WMCA's work. The implications of this are positive, and will be even more so if the products work, and are widely used.

## **8. Geographical Area of Report's Implications**

8.1 The Inclusive Growth Framework, Decision-Making Toolkit, and Tests can be applied across the West Midlands. As the initial testing is likely to be in the inclusive growth corridors, it will focus (in the first instance) on the Constituent Authorities. However, the WMCA PSR team is open to any approach, from any part of the region, with regards to testing and adapting these products.

## **9. Other Implications**

9.1 There are no other implications.

## **10. Schedule of Background Papers**