

South Ayrshire Council

**Report by Assistant Director - Place
to Leadership Panel
of 18 January 2022**

Subject: Skypath Training Community Interest Company (CIC)

1. Purpose

1.1 The purpose of this report is to update Members on the Skypath Training Community Interest Company (CIC) and proposed reporting arrangements.

2. Recommendation

2.1 It is recommended that the Panel:

2.1.1 notes progress in setting up successful operations of the Skypath Training CIC; and

2.1.2 approves that further updates be provided on an annual basis to the Partnerships Panel.

3. Background

3.1 At its meeting on 7 October 2021, the Council decided:

3.1.1 to approve the appointment of Calum McPhail, Co-ordinator, Economy and Regeneration, as the Council's representative on Skypath Aerospace Training CIC (as Board member); and

3.1.2 that officers should consider the reporting requirements for this CIC and its inclusion within the Transformation Programme and report back to Leadership Panel on this matter.

3.2 In response to the impact of Covid-19 on the Aerospace sector, plans were developed to mitigate job losses and improve skills retention. In particular, the rapidly developing Aircraft decommissioning market was identified as an opportunity to create new employment opportunities and as a means to retain skills within the area.

3.3 Prior to Covid-19, plans to utilise decommissioning aircraft as a means to provide hands on training within a near live working environment had been developed as part of the proposals for the Ayrshire Growth Deal under the Aerospace and Space Innovation Centre. Following consultation with Chevron Aircraft Maintenance, Strathclyde University and Ayrshire College, a funding submission was made by Strathclyde University to the Scottish Funding Council under the National Transition Training Fund (NTTF). Funding of £360,000 was secured in December 2020.

- 3.4 Early in 2021 space was leased at the Prestwick Airport Bravo Freight Centre to provide a facility for the training centre. Whilst the training centre was being kitted out, a comprehensive six-week training course aimed at providing people with valuable skills in aircraft decommissioning to improve their employment prospects was developed.
- 3.5 In May 2021 this new practical training course was offered free of charge to people recently made redundant or under threat of redundancy who were keen to develop new skills and potentially secure new employment in the fast-growing aircraft decommissioning sector. The process of identifying those who could benefit was supported by the Employability and Skills team.
- 3.6 Skypath Aerospace Training aims to address the evolving human resource requirements (skills, training, careers) of the aerospace and space sectors in Ayrshire. The centre will work actively to anchor aerospace and space in the Prestwick campus by leveraging the strengths and resources of the whole Ayrshire region. This focus on strategic resourcing fits neatly with South Ayrshire Strategic Economic Plan Vision 2030 and the economic plan for Ayrshire developed both through the Ayrshire Growth Deal and the Ayrshire Regional Aerospace and Space Group.
- 3.7 Three highly successful six-week courses have been completed and many positive reviews received from students. Further NTTF funding secured allowing the programme to be extended to March 2022. Skypath Aerospace Training CIC was incorporated in early June to provide a legal entity to manage and develop the centre. The Skypath name was chosen to build on the Skypath initiative developed in 2019 by Economy and Regeneration to promote STEM (Science, Technology, Engineering and Mathematics) and Career Opportunities in Aerospace and Space to young people and a wider demographic.
- 3.8 The Skypath Training Centre will form a core element of the Aerospace and Space Technology Application Centre which is being developed through the Ayrshire Growth Deal. Discussions have taken place with 4 potential technology partners, who are interested in utilising the centre to develop and demonstrate new technologies with use in Aircraft MRO (Maintenance, Repair and Overhaul) and Space Sectors close to industry.
- 3.9 Three Aircraft Decommissioning Pathway programmes have now been delivered with just over 30 trainees completing the 6 week training course. Currently course numbers are limited to 12 per course due to social distancing measures. A series of shorter taster courses has been developed in conjunction with Ayrshire College, with the first of these due to be delivered at the end of January.
- 3.10 Skypath Directors are exploring additional income generating opportunities to support and sustain the Centre. These include delivering bespoke training for potential customers including Spirit AeroSystems and the Ministry of Defence.

4. Proposals

- 4.1 Officers have considered appropriate reporting arrangements and whether Skypath CIC should be included within any new transformation governance arrangements.
- 4.2 Although these new arrangements are still in discussion, with the preferred governance model being developed, it would be more appropriate for the Council's

Partnerships Panel to consider the outcomes achieved and for this to be reflected as part of the overall Ayrshire Growth Deal reporting.

- 4.3 It is recommended that an annual update (progress report) on the Skypath Training Centre be taken to the Partnerships Panel for consideration up until the time that the facility is fully integrated into the Aerospace and Space Technology Application Centre. Reporting thereafter will be in line with the Ayrshire Growth Deal reporting arrangements.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Not applicable.

7. Human Resources Implications

- 7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

- 8.2.1 There are no risks associated with rejecting the recommendations.

9. Equalities

- 9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as [Appendix 1](#).

10. Sustainable Development Implications

- 10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

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12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to Commitment 4 of the Council Plan: South Ayrshire Works / Make the most of the local economy

13. Results of Consultation

- 13.1 There has been no public consultation on the contents of this report.
- 13.2 Consultation has taken place with Councillor Peter Henderson, Portfolio Holder for Corporate, and Councillor Chris Cullen, Portfolio Holder for Economy and Culture, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, Assistant Director - Place will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the 'Council and Leadership Panel Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Update on progress presented to the Partnerships Panel	January 2023	Service Lead – Economy and Regeneration

Background Papers **Report to South Ayrshire Council of 7 October 2021 – [Representation on Outside Bodies](#)**
[South Ayrshire Council – 7 October 2021 – Minutes](#) (item 5, page 4)

Person to Contact **Theo Leijser, Service Lead - Economy and Regeneration**
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 616332
E-mail theo.leijser@south-ayrshire.gov.uk

Date: 12 January 2022

South Ayrshire Council Equality Impact Assessment Scoping Template

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: [Equality Impact Assessment including Fairer Scotland Duty](#)

Further guidance is available here: [Assessing impact and the Public Sector Equality Duty: a guide for public authorities \(Scotland\)](#)

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. See information here: [Interim Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018.

1. Policy details

Policy Title	Skypath Training CIC
Lead Officer (Name/Position/Email)	Theo Leijser, Service Lead – Economy and Regeneration - theo.leijser@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	-	-
Disability	-	-
Gender Reassignment (Trans/Transgender Identity)	-	-
Marriage or Civil Partnership	-	-
Pregnancy and Maternity	-	-
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	-	-
Religion or Belief (including lack of belief)	-	-
Sex – gender identity (issues specific to women & men or girls & boys)	-	-
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	-	-
Thematic Groups: Health, Human Rights & Children's Rights	-	-

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage? (Fairer Scotland Duty). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	-	-
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	-	-
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	-	-
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	-	-
Socio-economic Background – social class i.e. parent’s education, employment and income	-	-

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Rationale for decision:	
This report advises the Panel of reporting arrangements. Members’ decision on this has no specific equality implications	
Signed : <i>Theo Leijser</i>	Service Lead Economy and Regeneration
Date: 16 December 21	