



Mallard Pass

Solar Farm

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Draft Outline Employment, Skills and Supply Chain

May 2022

1.0 Outline Employment, Skills, and Supply Chain

1.1. Introduction

- 1.1.1. Mallard Pass Solar Farm Limited (the “Applicant”) proposes to submit an application to the Secretary of State for Business, Energy & Industrial Strategy (the “Secretary of State”) for a Development Consent Order (“DCO”) to authorise a ground mounted solar photovoltaic generating station exceeding 50MW (the “Development”).
- 1.1.2. Generating stations of a capacity that exceeds 50MW are classified as a Nationally Significant Infrastructure Project (“NSIP”) under the Planning Act 2008 (the “Act”). The Development is therefore an NSIP for which development consent is required from the Secretary of State under the Act.
- 1.1.3. The Applicant wishes to make provision for the Development to:
 - 1) create opportunities for the improvement and employment of local skills; and
 - 2) engage in the ethical procurement of the supply chain.
- 1.1.4. This draft Outline Employment, Skills, and Supply Chain Plan (the “Plan”) proposes how the Applicant will work with local stakeholders to achieve this. This includes focusing on:
 - 1) the opportunities for the involvement of local companies in the construction and operation supply chain;
 - 2) the ability of local residents to access employment opportunities associated with the construction and operation of the Development; and
 - 3) the ability of research organisations to use the site to enable research and innovation in the renewable energy sector.
- 1.1.5. The Applicant proposes to work with the organisations set out in Table 1.1 to achieve these objectives and welcomes views on whether there are other organisations it should consult.

Table 1.1 - Public and Private Sector Organisations

Primary Public Sector Partners	South Kesteven District Council
	Rutland County Council
	Lincolnshire County Council
Education and Training Providers	ARU Peterborough
	Inspire Education Group (which includes Peterborough College, Stamford College and University Centre Peterborough)
	University of Lincoln
Business Sector Groups	Peterborough and Stamford Chamber of Commerce
	Lincolnshire Chamber of Commerce
	Greater Lincolnshire Local Enterprise Partnership

- 1.1.6. The Applicant proposes to update this Plan in response to consultation. The revised version will be submitted with its DCO application, with a view to the Plan being secured by requirement in the DCO, should the Secretary of State be minded to grant development consent. Requirements included in DCOs are very similar in format and effect to conditions on planning permissions granted by local planning authorities under the Town and Country Planning Act 1990. They impose controls on the authorised development, which are enforceable by the relevant local planning authority.
- 1.1.7. An example of a comparable requirement can be found at Requirement 16 of The Cleve Hill Solar Park Order 2020 (a DCO granted in May 2020 for the 350MW Cleve Hill Solar Park), which can be viewed on the Planning Inspectorate's website, and is expressed as follows:

“Local skills, supply chain and employment

16 – (1) No phase of the authorised development may commence until for that phase a skills, supply chain and employment plan in relation to the authorised development (which accords with the outline skills, supply chain and employment plan) has been submitted to and approved by the relevant planning authority.

(2) The skills, supply chain and employment plan must identify opportunities for individuals and businesses to access employment and supply chain opportunities

associated with the construction, operation and maintenance of the authorised development, and the means for publicising such opportunities.

(3) The skills and employment plans must be implemented as approved.”

1.2. Principles of Approach

1.2.1. The Applicant proposes three main areas of focus:

- 1) Provide information and communication – ensuring effective communication with stakeholders within the organisations in Table 1. The aim of this activity will be to make sure that businesses and public sector agencies have time to understand and plan for the supply chain and skills opportunities associated with the Development;
- 2) Understand intervention needs – working with local stakeholders set out in Table 1 to assess whether there is a case for targeted actions to develop supply chain or labour market capability; and
- 3) Deliver other supportive activities – identify other opportunities where construction and operation could be configured to help maximise the potential for local economic benefits.

1.2.2. Examples of the activities proposed to be undertaken are set out in the Appendix to this Plan.

1.3. Timescales

1.3.1. The activities set out in this Plan will commence after the DCO has been granted.

1.3.2. In order for the Plan to be successful, it will need to be implemented as early as practicable prior to the commencement of construction. This is to ensure that local organisations are aware of upcoming opportunities and will be able to prepare appropriately.

1.3.3. The proposed activities referred to in Section 2 and the Appendix to this Plan would be undertaken in advance of the procurement and appointment of construction contractors.

1.4. Monitoring the Success of the Plan

1.4.1. The Applicant is committed to realising local economic benefits. The activities set out in this Plan are central to realising those benefits. Monitoring the scale and type of local economic benefits that the Development realises would provide intelligence about the

success of particular measures proposed, as well as improving the wider evidence base about the local economic benefits associated with similar scale ground mounted solar photovoltaic generating stations.

- 1.4.2. The Applicant proposed that the monitoring would include the use of the Development's supply chain and employment records. Subject to obligations under the General Data Protection Regulation ("GDPR"), this would include anonymised information on the home and workplace locations of direct employees and additional supply chain and employment information from the main suppliers. This information would be made available to the local planning authority on request, again subject to GDPR obligations.

1.5. Enabling Research & Innovation in Renewable Energy

- 1.5.1. The Development will be a significant renewable energy project, both locally and nationally. It presents an opportunity in terms of advancing the knowledge base around operational solar generating stations. The Applicant proposes to enable research and innovation in the renewables sector, by facilitating access to the operational Development for appropriate research organisations on request.

1.6. Ethical Procurement

- 1.6.1. The Applicant wishes to ensure the construction, operation and decommissioning of the Development is undertaken pursuant to an ethical procurement policy and that this is a legal obligation on anyone who has the powers under the DCO. That would be achieved by securing this Plan by a requirement of the DCO.
- 1.6.2. The Applicant proposes the following ethical procurement policy:
- 1) any potential supplier must participate in a modern slavery supplier due diligence exercise as part of the tender exercise;
 - 2) any potential supplier, whether or not they meet the statutory thresholds under section 54(1) of the Modern Slavery Act 2015, must publish annually a modern slavery and human trafficking statement;
 - 3) the modern slavery and human trafficking statement must be informed by a risk assessment;
 - 4) any potential supplier must have a modern slavery policy;

- 5) any potential supplier must provide relevant employees with modern slavery training that has been produced by a certified provider of such training;
- 6) any contract to be entered into with a potential supplier must include the following warranties:
 - a) the supplier has not been and is not engaged in any form of slavery, forced labour, labour exploitation or human trafficking anywhere in the world;
 - b) the supplier pays and treats its workers in compliance with applicable employment laws and minimum wage requirements; and
 - c) the supplier will take reasonable steps to prevent slavery and human trafficking in connection with its business anywhere in the world;
- 7) any contract to be entered into with a potential supplier must include:
 - a) an obligation on the part of the potential supplier to report any circumstances that give reasonable cause to suspect possible slavery, forced labour, labour exploitation or human trafficking in connection with its business anywhere in the world;
 - b) a right of audit;
 - c) a right to require an action plan to be initiated by the supplier in the event that the Applicant considers the controls implemented by the supplier to be inadequate; and
 - d) a right of immediate termination in the event of any instances of slavery, forced labour, labour exploitation and human trafficking connected to the supplier.

1.7. Proposed Requirement

- 1.7.1. The Applicant proposes the following draft requirement in the draft DCO that will be included in the application to the Secretary of State. It is based on that approved by the Secretary of State in relation to The Cleve Hill Solar Park referred to in section 1 of this Plan.

“Employment, Skills, and Supply Chain Plan

[xx] – (1) No phase of the authorised development may commence until for that phase an employment, skills, and supply chain plan in relation to the authorised development (which accords with the outline employment, skills, and supply chain plan) has been submitted to and approved by the relevant planning authority.

(2) - The employment, skills, and supply chain plan(s) must identify opportunities for individuals and businesses to access employment and supply chain opportunities associated with the construction, operation and maintenance of the authorised development, and the means for publicising such opportunities.

(3) - The employment, skills, and supply chain plan(s) must include an ethical procurement policy for the construction, operation and decommissioning of the authorised development.

(4) - The employment, skills, and supply chain plan(s) must be implemented as approved.

(5) - The undertaker must retain records of its compliance with the employment, skills, and supply chain plan(s) and make those records available for inspection by the relevant local planning authority upon request.”

Appendix 1

Potential Commitments for Supply Chain Development and Skills Activity

Intervention	Supply Chain Development	Skills Activity
Information and Communication	<p>Communication with business groups: maintain open lines of communications with the business groups identified in Table 1 to provide updates on the development, notify of up-and-coming opportunities and encourage them to post opportunities on their web portals where applicable.</p> <p>Encourage engagement: use supply chain events to bring together upper tier suppliers from the industry with local companies, including encouraging upper tier suppliers to work on a collaborative basis with local suppliers in order to bid for contracts</p> <p>General awareness raising: continue to work with stakeholders to provide updates to local businesses on the progress of the project.</p>	<p>Communicate demands effectively to education and training providers: maintain communication with local education and training providers as construction and operation plans emerge and our understanding of the likely employment opportunities associated with the project emerges.</p> <p>Communicate strategic messages about general skills demands to the LEP: provide market insight and intelligence to the LEP about industry trends, technology developments and associated pressure on skills to inform strategy development</p> <p>Promote job opportunities locally: provide information on the expected employment opportunities to local job seekers in an accessible format. This could include posting on the project's web portal, advertising in local news publication and working with local Job Centres.</p> <p>Communicate with businesses to identify skills needs: identify the</p>

Intervention	Supply Chain Development	Skills Activity
		skills needs associated with the various supply chain opportunities and communicate these to businesses.
Identify Intervention Needs	<p>Identify supply chain development needs: work alongside the stakeholders, working on insights from local companies, business intermediaries and major component and service suppliers to identify any particular sector development needs locally so that firms will be better placed to access opportunities.</p> <p>Highlight gaps in provision: work with stakeholders to highlight any identified needs which are not being addressed by current business support provision in the local area. This will help to ensure that education and skills providers are able to tailor their provision to the requirements of industry.</p>	<p>Identify skills development needs: Work alongside the Local Enterprise Partnership, Local Authorities and relevant public sector agencies, as well as businesses in the supply chain, to ensure that relevant stakeholders are well informed about the labour requirements associated with the Development and any particular gaps in the skills base of the local population that might need to be addressed to help ensure that local people have a good chance of accessing opportunities that arise in the area.</p> <p>Highlight gaps in provision: work with stakeholders to highlight any identified needs which are not being addressed by current skills development programmes in the local area. This will help to ensure that education and skills providers are able to tailor their provision to the requirements of industry.</p>

Intervention	Supply Chain Development	Skills Activity
Other Supportive Activities	Monitor local content: monitor the local supply chain and employment impacts associated with the construction and operation of the Development. This involves using the Applicant's data (on supply chain spend and direct employment) as well as data collected from suppliers to the Development.	Promote opportunities widely: ensure that opportunities associated with the Development and the renewables sector generally are promoted widely, including to groups that are disadvantaged in the labour market.