

ANTHOLOGY  
GFIRST LEP  
THE PROJECTS  
2012-2024

# THE LAST WORD



## DAVID OWEN

CEO of GFirst LEP and Director of Economy and Environment for Gloucestershire County Council

“Well, what a journey...

When back in 1995 the business community of Gloucestershire got together to form the GFirst LEP predecessor, Gloucestershire First, they can't have imagined what the next thirty years would bring, and neither could I when I took the helm fifteen years ago. Our economic community in Gloucestershire is strong and business has always been and will continue to be at the heart of sustainable growth.

Never more so than when local enterprise partnership status was achieved for the county by GFirst LEP back in 2012. There have been so many highlights over the years:

- Successfully bidding for over £113 million of Government investment plus 41 million euros of investment from the EU into Gloucestershire
- Launching our amazing Growth Hub network
- Supporting regeneration through the Gloucester Transport Hub
- Driving forward agri-tech with the centre at Hartpury University
- Working with partners to deliver the Golden Valley development transport infrastructure
- Funding business parks at Gloucestershire Airport
- Providing the first funding for the Berkeley site developments
- Training the next generation at Cirencester College's Applied Digital Skills Centre I could go on and on!

A huge thank you to all LEP Board members and staff and County Council Cabinet members and staff for their support during these transition discussions.

Change often brings innovation and growth, and we're excited to embrace this new chapter in our journey.

With the opportunity for even stronger partnerships getting behind a new economic strategy for the county we will continue to work with businesses to shape a brighter, greener, more prosperous future for Gloucestershire.”

“  
**CHANGE OFTEN BRINGS  
INNOVATION AND GROWTH,  
AND WE'RE EXCITED TO  
EMBRACE THIS NEW CHAPTER  
IN OUR JOURNEY.**”



## RUTH DOOLEY

Chair of GFirst LEP

“It has been an absolute privilege and an honour to have Chaired Gloucestershire's Local Enterprise Partnership, GFirst LEP.

Dr Diane Savory, the original Chair, did an incredible job to fly the flag for Gloucestershire and to raise our profile at the Government table. Thank you Diane, you were an inspiration.

Government confirmed the transfer of Local Enterprise Partnership functions and assets to upper tier local authorities in August 2023. It is credit to all involved that the transition in Gloucestershire has moved smoothly and at pace.

I'm so pleased to see that all of the important initiatives and activities that have been led by GFirst LEP will continue. This includes the Growth Hubs, our Business Groups, an Economic Growth Board, Invest in Gloucestershire and Made in Gloucestershire. This is testimony to the hard work of the LEP staff, Board members, Business Group members and indeed all our business stakeholders.

My personal highlights have been seeing the Growth Hub network itself grow and expand across Gloucestershire over the last ten years and the value it has brought to so many local businesses; the strategic investments for the cyber-tech and agri-tech futures of our county and the recognition in the business community of the many and varied valuable achievements of GFirst LEP.”



## MARK HAWTHORNE

Leader of Gloucestershire County Council

“I have been an LEP Board member since its inception back in December 2014 and have seen first-hand the excellent work that the LEP team have achieved.

Attracting over £113 million of investment into the county from central Government that has boosted our economy and generated thousands of new jobs is a fantastic legacy.

We worked hand in hand with the LEP on a number of high-profile infrastructure projects including; the West Cheltenham Transport Improvement Scheme, the South West Bypass, Lydney Cycling Improvements and the Berkeley Bridge replacement to name just a few.

We know not all LEPs are the same, but we have been extremely lucky to have had GFirst LEP as a key strategic partner.

Moving forward, we look forward to welcoming the LEP team into the County Council and utilising their experience to help deliver a sustainable growth agenda in partnership with the business community.”

# GLOUCESTERSHIRE: FUTURE-PROOFED

## WE'RE GFIRST LEP - THE LOCAL ENTERPRISE PARTNERSHIP FOR GLOUCESTERSHIRE.

We are the independent business voice for Gloucestershire striving to make our county the best place to live, work and play. We do this by driving sustainable economic growth through investing millions in infrastructure, generating inward investment opportunities, flying the flag for Gloucestershire internationally, providing business support through The Growth Hub, supporting education and skills development, and championing our local food and drink producers through Made in Gloucestershire.

Our mission? Growing Gloucestershire.

THE GROWTH HUB

Invest in  
Gloucestershire  
Invest. Innovate. Grow.

MADE IN  
Gloucestershire





# THE GROWTH HUB

**GROWTH DEAL FUNDING**

**£9.4 million**

The Growth Hub project is a network of business support centres around Gloucestershire, designed to stimulate economic growth for SMEs.

In 2012, Lord Heseltine published his 'No stone unturned' report, which set out to uncover the most likely strategies for accelerating UK economic growth. One of his strongest recommendations was the introduction of devolved business support, in the form of Growth Hubs.

Two years later, in 2014, GFirst LEP and the University of Gloucestershire opened one of the first Growth Hubs in the country, in Gloucester. Since then, additional centres were opened in Tewkesbury, Cirencester, Stroud, the Forest of Dean and Cheltenham.

Through a mix of online resources, in-person consultancy, and events, The Growth Hub network continues to help Gloucestershire businesses to remove their own barriers to growth.



## WHY IS THE GROWTH HUB IMPORTANT TO GLOUCESTERSHIRE AND THE LOCAL ECONOMY?

The ultimate goal of The Growth Hub is to boost Gloucestershire's economy and help it compete on the regional and national stage. By supporting the thousands of SMEs in the local area, the county stands a much greater chance of competing with larger nearby business hotspots like Birmingham and Bristol.

The project also aims to create employment opportunities, through the hundreds of projected job outcomes as a result of the support available to businesses.

Students in Gloucestershire also now have greater access to business and industry, and so will graduate with much greater employment prospects from their exposure to the real skills and characters required by future employers.



## WHO HAS THE GROWTH HUB HELPED?

The Growth Hub is designed to help SMEs throughout Gloucestershire, which account for the vast majority of the business make-up. By simplifying the business support landscape, and removing the need to go to multiple providers for different answers, The Growth Hub provides a 'one-stop-shop' for all things business growth.

Its co-working space is home to freelancers, entrepreneurs, business leaders, and employees of local firms - who often collaborate on new projects and make connections which they might otherwise have missed.

The Growth Hub also provides experiential learning opportunities for students, by providing work experience and exposure to potential future employers.

**VISITORS THROUGH ITS DOORS**

**34,000+**

**GLOUCESTERSHIRE SMES SUPPORTED**

**1,300+**

**HIGH-GROWTH BUSINESSES SUPPORTED**

**500+**

**JOBS CREATED**

**1,700**

# GLOUCESTER SERVICES



GLOUCESTERSHIRE INFRASTRUCTURE INVESTMENT FUND (GIIF)

**£3 million**

Gloucester Motorway Services fully opened in May 2015 in partnership with a social regeneration charity, the Gloucestershire Gateway Trust. Gloucester Services is dedicated to local produce and a commitment to the local community.

A £40 million project which currently employs 400 people mainly from the local area, it will redistribute an estimated £10 million over 20 years back to local charitable community projects. Gloucester Services is providing local stakeholders with significant benefit that will extend to 2026 and beyond.

Gloucestershire Infrastructure Investment Fund (GIIF) was the catalyst for the completion of Gloucester Services. The GIIF loan supported the development of the M5 southbound motorway services at Gloucester, completing both arms of the motorway services in 2015.

# HONEYBOURNE GATE



GLOUCESTERSHIRE INFRASTRUCTURE INVESTMENT FUND (GIIF)

**£2.75 million**

Honeybourne Gate, Cheltenham is Extra Care Assisted Living in high quality apartments with 5 star communal facilities. The development was fully opened in April 2015, transforming a brownfield site and making great improvements to the local area.

The project has created 54 extra care apartments managed by Oak Retirement Ltd with a target to create new employment and make facilities available to local businesses and the community.

Gloucestershire Infrastructure Investment Fund (GIIF) supported this brownfield site development. GIIF awarded a £2.75 million loan to Markey Group towards the project and the project then attracted private sector investment of £13.4 million.

# PARK VIEW CARE HOME



GLOUCESTERSHIRE INFRASTRUCTURE INVESTMENT FUND (GIIF)

**£1.8 million**

Park View offers a range of care services for older people and is a state of the art care home situated in Gloucester with specialist dementia and nursing facilities, residential care, Close Care Plus apartments and respite care. The development was opened in September 2016, transforming a brownfield site and making great improvements to the local area.

This £6.9 million project has created a 97-bed care home with capacity for 102 residents supported by a dedicated team of care staff. The home, when at full capacity, will employ around 150 people.

Gloucestershire Infrastructure Investment Fund (GIIF) supported this brownfield site development. GIIF awarded a £1.8 million loan to Rusty Shilling Developments Ltd (Markey Group) towards the project.

# A38 BERKELEY BRIDGE



GROWTH DEAL FUNDING

**£1.99 million**

The Berkeley Bridge is the northernmost of a pair of bridges on the A38, a busy road connecting Berkeley, Dursley, Cam, and other local towns and villages. The bridge had fallen into a state of disrepair, and its poor structural integrity posed a risk of future failure and major disruption to traffic in the area.

A replacement of the bridge was proposed, with the same dimensions and traffic capacity. The only alternative to replacement was to install shuttle traffic signals on the southbound bridge, which would allow alternate northbound and southbound travel on the remaining single carriageway. The traffic demands of this route made this option impractical, and so a replacement has helped to future-proof the route.

# C11 CYBER SECURITY AND DIGITAL INNOVATION CENTRE



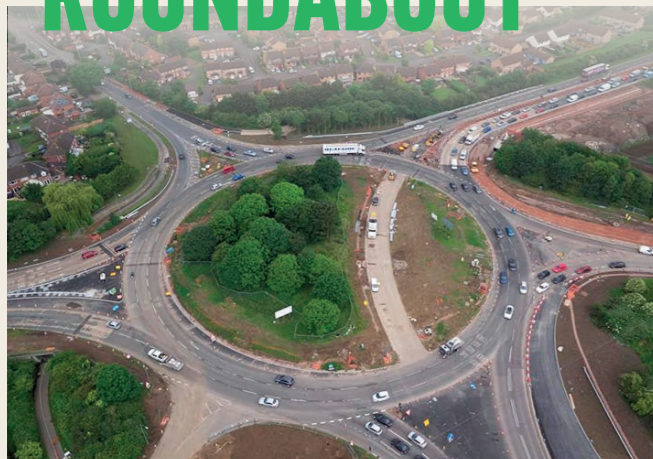
## GROWTH DEAL FUNDING £3 million

Gloucestershire is home to a number of the world's leading cyber security companies, plus the Government's intelligence and technology centre (GCHQ), and has established itself as a national force in cyber. Complementing early developments at the University of Gloucestershire's Park Campus, and the ongoing Cyber Park programme in Cheltenham, the C11 centre was proposed as an all-in-one solution for students and businesses to capitalise on the growing cyber landscape in the region.

The C11 Cyber Security and Digital Innovation Centre in Berkeley is equipped with cutting edge technologies and state-of-the-art digital security, to fire the growth and advancement of specialist firms, and specialist skills, in a discreet environment.

Operating an 'Open Zone' and a 'Closed Zone', the centre gives opportunities for tech entrepreneurs to collaborate (with each other and students), but also a government-grade, access-controlled space for discretion and security.

# ELMBRIDGE COURT ROUNDABOUT



## GROWTH DEAL FUNDING £9.07 million

The Elmbridge Court project was a large-scale ambitious transport programme, centred around a number of improvements to an important commuting roundabout that connects Cheltenham, Gloucester, The Forest of Dean, and other routes around the county.

With such rapid growth in usage, the area had become a congestion hotspot, a road traffic accident risk, and unfit for purpose for future growth plans in Gloucestershire. The scheme delivered a series of improvements to Elmbridge Court roundabout to improve its capacity, including a 'hamburger' through lane, widening of approaches and installation of the latest traffic signal technology.

The end result is a far more pleasant journey through this intersection, and significant reductions in both congestion and commuting times.

# FARM491



## GROWTH DEAL FUNDING £2.92 million

The Royal Agricultural University (RAU) in Cirencester holds an esteemed reputation for bringing modern thinking to ancient problems – namely agriculture. With years of experience training the best minds in the industry, the university wanted to build on its work in the agri-tech scene by building a world-leading facility to foster growth in this key industry.

Farm491 works with agri-tech entrepreneurs in a technology incubator environment, where the considerable network and contacts of the RAU make it a unique national offer. Utilising knowledge and experts from the academic, industry, and farming spheres, Farm491 provides support for raising investment, finding talent, and accessing new customers, all with the aim of helping the agri-tech industry grow to solve the significant world challenges in agriculture.

Farm491 offers physical space for businesses to operate and conduct research, access strategic advice, and test products on 491 hectares of farmland.

# GREEN SKILLS CENTRE



## GROWTH DEAL FUNDING £5 million

The GREEN (Gloucestershire Renewable Energy, Engineering and Nuclear) skills centre project was originally conceived as a response to the serious shortage of technical engineering skills.

The project initially involved re-purposing the engineering hall at the Berkeley site, previously the main engineering labs for the Magnox Nuclear programme. The building now contains classrooms, workshop space and a large multi-use space for large scale projects, exhibitions and conferences.

The project also provided a high-quality facility – the John Huggett Building – which enabled investment in the Berkeley Green University Technical College (UTC), a specialist school focused on advanced engineering and digital skills.

The site has since been redeveloped as the Gloucestershire Science and Technology Park and it is now the base for a cluster of energy-related businesses. It is also now home to the Sabrina Centre, the police training centre for Gloucestershire Constabulary.

# STRATEGIC ECONOMIC PLANS



**OUR STRATEGIC ECONOMIC PLAN (SEP) WAS PUBLISHED IN 2014. IT OUTLINED OUR PLAN TO GROW THE LOCAL ECONOMY.**

The SEP enabled us to support businesses and develop the skills of workers in high-growth sectors, including helping start-ups to grow and maximising the connections and opportunities of the motorway corridor.



We put this plan into action, achieving great things for Gloucestershire. In October 2014, we opened The Growth Hub, the first stop for business support in the county and in December 2016, we opened GREEN, the Gloucestershire Renewable Energy, Engineering and Nuclear Skills Centre. Farm491, a state-of-the-art space for agri-tech innovators, was opened in June 2017, and we're also implementing a Growth Zone, ensuring the availability of quality employment land in proximity to the M5 motorway and enabling excellent connectivity throughout Gloucestershire and the rest of the UK.

The SEP was submitted to the government in March 2014 to request Growth Deal funding. In July 2014, we had secured the full £62.5 million of Growth Deal funding we requested, followed by an additional £15 million in January 2015, and £29.13 million in February 2017.

The Strategic Economic Plan for Gloucestershire 2.0 was fully updated and refreshed in 2018.

**GROWTH DEAL FUNDING SECURED**

**£62.5 m**

**ADDITIONAL FUNDING IN JANUARY 2015**

**+£15 m**

**ADDITIONAL FUNDING IN FEBRUARY 2017**

**+£29.13 m**



# SHIELD HOUSE DATA CENTRE



GLoucestershire INFRASTRUCTURE  
INVESTMENT FUND (GIIF)

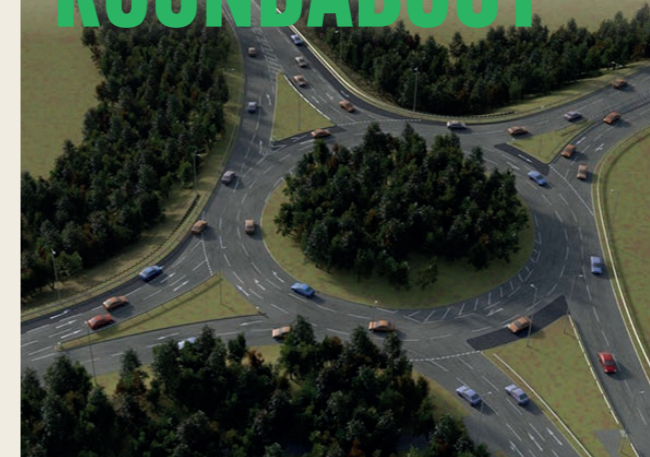
**£3 million**

The Shield House Data Centre project is the refurbishment and extension of disused premises in Barnwood, Gloucester.

As a three phase project, the proposals will commence by turning the site into a co-location data centre, housed in a state of the art building run by Indectron.

The strategic data centre will bring new high end technology employment to Gloucestershire, creating numerous new jobs, the data hub will service the needs of hundreds of businesses, both local and regional. As part of the plans for the site existing outbuildings and offices will be removed with new two-storey offices and large data centre block being created.

# A40 OVER ROUNDAABOUT



GROWTH DEAL FUNDING

**£2.23 million**

The A40 Roundabout is one of the busiest entry points toward Gloucester, providing access from the west of the county and the Forest of Dean. Use of this important route has increased significantly over the years, and improvements were made to it in 2009, 2015 and 2018.

The last round of improvements sought to future-proof the area and either avoid the need for redevelopment, should traffic volume continue to increase, or make them much less disruptive.

The main areas of focus for this project were upgrading both southbound and westbound approaches from two to three lanes and adding a third circulatory lane to the roundabout itself.

# STROUD METAL COMPANY



GLoucestershire INFRASTRUCTURE  
INVESTMENT FUND (GIIF)

**£3 million**

The Stroud Metal Company project facilitated the relocation of their factory and office space and created 100 local jobs.

The business has been producing precision components at their site in Stroud, for over 100 years. With roots dating back to the 19th century, Stroud Metal Company was officially incorporated in 1926 and is still a privately owned, family run business continuing to build upon their £6m turnover. More recently they have acquired Cotswold Plastics Ltd, thus further growing their workforce.

The loan enabled the organisation to bridge the gap in between the construction of the new premises and the relocation of the business to a new site located off Brunel Way in nearby Stonehouse.

# CINDERFORD NORTHERN QUARTER



GROWTH DEAL FUNDING

**£3.8 million**

The Cinderford Northern Quarter Project, also called the Cinderford Spine Road, was a transport infrastructure project to build the first part of the Northern Quarter Spine Road that would also provide access to the site of the new Gloucestershire College Campus. The new section of road would also enable early phases of the Northern Quarter to be developed in line with the masterplan for the area.

The project involved the construction of approximately 500m of new access road, linking with Newton Rd/Broadmoor Road, and crucially a new bridge and new wildlife corridors over the Old Engine Brook. It also included significant remediation work on site to improve the ground conditions as much of the soil consisted of spoil from the previous mine workings.

# GLOUCESTER CENTRAL TRANSPORT HUB



**GROWTH DEAL FUNDING**  
**£6.4 million**

The Gloucester Transport Hub project was an entire deconstruction and rebuild of the city's original bus station, with a catalogue of much-needed improvements. The growth of the city and the advancement of architectural trends meant that the original building wasn't meeting demand and was becoming an eyesore.

The primary challenge was that transport into and out of the city could not be interrupted, and so the original bus station must continue its function until the replacement development opened.

The reason for its name, as opposed to simply 'Gloucester Bus Station', was down to its incorporation of multiple types of transport. The new Gloucester Transport Hub has provided improvements to bus, rail, walking, and cycling within the city. The state-of-the-art centre also features 12 bus bays, electronic timetable displays, a manned ticket office, solar photovoltaic panels, and an on-site cafe.

# GLOUCESTERSHIRE AIRPORT SOUTH CAMP



**GROWTH DEAL FUNDING**  
**£550,000**

Situated in the heart of Gloucestershire's growth zone, mid-way between Cheltenham and Gloucester, and with easy access to both the M5 and A40: Gloucestershire Airport is an economic and transport hub for the county.

The south camp of the airport is a fully functioning aviation hub, but it was identified that further facilities would help boost the performance of the airfield. A number of new hangars, and an access road connecting them to the other provisions at the airport, was put forward and accepted.

The airport is home to more than 180 aircraft, 30 companies, and employs more than 500 people. This new development would provide the potential for growth in all three areas.

# GLOUCESTERSHIRE COLLEGE CINDERFORD CAMPUS



**GROWTH DEAL FUNDING**  
**£2.6 million**

With campuses across the county, Gloucestershire College has expanded on its Cheltenham and Gloucester sites by opening a state-of-the-art centre in Cinderford in the Forest of Dean. The new campus is an iconic lakeside building, with facilities available for the entire local community.

The project aimed to improve productivity and local skill attainment in the Forest, as well as creating an ambitious and aspiring educational scene. The new campus was designed to be sustainable, and ensure all future needs are met across its 6,000 square metres of high-quality learning and study space.

The project also had a broader economic aim for the local area – to attract £100m of private investment, create 1,000 new jobs, and deliver 195 new homes.

# STEM CENTRES



**GROWTH DEAL FUNDING**  
**£2.096 million**

It has been widely reported that STEM subjects are critical for the future productivity and prosperity of the UK, and this resonates very deeply in Gloucestershire, where more than half of all jobs are 'knowledge intensive' roles. To future-proof our county, we identified the need to invest in the development of centres, practices, techniques, and technologies that support the growth of these important subjects.

The development of Science, Technology, Engineering, and Maths skills are integral to continued economic growth in Gloucestershire. This proposal set out to build, refurbish and equip five specialist centres at Further Education college sites around the county: Cirencester, Cheltenham, Gloucester, Forest of Dean and Hartpury.



# GLOUCESTERSHIRE BUSINESS GROUPS

The Business Groups within GFirst LEP play a pivotal role in fostering collaboration between local businesses, driving innovation, and addressing economic challenges in the Gloucestershire region. These groups over the years have facilitated networking opportunities, knowledge-sharing initiatives, and collaborative projects aimed at enhancing the overall business environment.

It would be appropriate to highlight the many achievements and success stories attributed to the Business Groups, showcasing their impact on the local economy. Additionally, expressing gratitude to the members, partners, and stakeholders who actively participate in these groups would be a fitting way to recognise the collective efforts that contributed to the success of GFirst LEP's initiatives. We should emphasise the positive outcomes achieved through collaboration and the lasting legacy in supporting economic development in Gloucestershire.



**AGRI, FOOD AND RURAL**



**ENERGY**



**CONSTRUCTION AND INFRASTRUCTURE**



**CYBER TECH**



**BUSINESS AND PROFESSIONAL SERVICES**



**ADVANCED ENGINEERING AND MANUFACTURING**



**BANKING AND FINANCE**



**RETAIL AND THE HIGH STREET**



**VISITOR ECONOMY AND TOURISM**

GFirst LEP has demonstrated remarkable achievements through its various Business Groups, showcasing a commitment to fostering economic growth and development in the region. One notable success lies in the realm of innovation, where the Business Groups have played a pivotal role in supporting and promoting cutting-edge technologies and practices. By facilitating collaboration between businesses, research institutions, and local stakeholders, the LEP has cultivated an environment conducive to innovation, leading to the emergence of new products, services, and solutions that contribute to the region's economic competitiveness on a broader scale.

**“ THE BUSINESS GROUPS WITHIN GFIRST LEP PLAY A PIVOTAL ROLE IN FOSTERING COLLABORATION BETWEEN LOCAL BUSINESSES, DRIVING INNOVATION, AND ADDRESSING ECONOMIC CHALLENGES IN THE GLOUCESTERSHIRE REGION. ”**

# BLACKFRIARS AND QUAYSIDE REGENERATION



**GROWTH DEAL FUNDING**  
**£4.13 million**

Blackfriars & Quayside are two areas of Gloucester in the eastern side of the city near the docks. Both areas had needed redevelopment for a while, but a series of obstacles had prevented them from being carried out. This project addressed the need for a large-scale regeneration programme, which has enabled follow-up projects and developments to take advantage of both sites.

As a complex and multi-faceted project, in a difficult city centre location, the project was not without its challenges. But after its redevelopment, it now represents 2.53 ha of central commercial opportunity.

To achieve this, the project included demolitions of Quayprint, Ship Inn, County Garage, and Quayside House. Shire Hall, the home of Gloucestershire County Council's significant workforce, was also subject to a series of improvements – particularly in making it a more energy-efficient building.

# METZ WAY TO ABBEYMEAD AVENUE



**GROWTH DEAL FUNDING**  
**£500,000**

Metz Way has been one of Gloucester's central residential and commuting routes for many years, connecting the centre of the city with the eastern suburbs. Now, with 1,800 homes in the new Coopers Edge community, this stretch of road has become even more important.

The junction between Metz Way and Eastern Avenue was improved by the provision of a longer lane from the Abbeymead direction – a frequent area of congestion.

All pedestrian crossings were upgraded to the wider, cycle-friendly toucan crossings. All roundabouts along the route have been widened, and new smart traffic signals have been installed which can prioritise the junctions with highest levels of traffics.

# EDGE



**EUROPEAN SOCIAL FUND**  
**£9.07 million**

EDGE was an employment pathfinder project designed to help young people develop the skills required by businesses, based on the direct feedback of Gloucestershire employers.

Ambitious from the outset, the project set out to engage with hundreds of SMEs to better understand the issues and concerns they have of employing school or college leavers. Using this 'straight from the horse's mouth' feedback, EDGE then developed a work-focused curriculum to support main education curriculums and provided it to Gloucestershire's schools and colleges.

Led by South Gloucestershire and Stroud College, but working in conjunction with Gloucestershire College, Hartpury College and Cirencester College, EDGE provided bespoke training and support for more than 1,000 local SMEs, resulting in more than 500 work experience placements for young people.

# GOAL



**EUROPEAN SOCIAL FUND**  
**£874,555**

The GOAL project (Growing Opportunities for Apprenticeships Locally) was developed to help Gloucestershire SMEs better understand their training and skills needs, and encourage them to overcome these challenges by utilising the apprenticeship programme.

Research shows that there remains a disconnect between young people's perceptions of apprenticeships and their aspirations for learning. A stigma around apprenticeships, born from their heritage as industrial options for school leavers, seems to be holding back progress.

GOAL was designed to simultaneously change these perceptions and solve the gaps in skills and training throughout Gloucestershire's business community. Through direct consultations with employers, via a training needs analysis, GOAL helped to encourage greater take-up of apprenticeships, and helped SMEs prepare for putting them in place.

# SKILLS SUPPORT FOR THE WORKFORCE



**EUROPEAN SOCIAL FUND**  
**LOW CARBON** £2.388 million    **STEM** £1.018 million

Focusing on upskilling workers in priority STEM sectors, this project was designed to increase capacity and capability in Gloucestershire's growth businesses in order to deliver economic growth across the county.

Skills Support for the Workforce was delivered by Serco and provided training to the workforce of SMEs throughout the region. The support ranged from basic skills training including literacy and numeracy, English for Speakers of Other Languages (ESOL), employment skills such as communication and team working, and vocationally specific qualifications.

Further training was available at intermediate and higher levels, ranging from IT to leadership and management, as well as more vocational subjects which targeted STEM and wider business skill needs. The overall focus of the project was to create the right environment for growth in a number of priority sectors, thus helping to boost the county's economy.

# HARTPURY AGRI-TECH TO PLATE



**GROWTH DEAL FUNDING**  
**£1 million**

Historically, the livestock farming industry has been slow to adopt new technology. This project aims to address this inherent issue within Gloucestershire, regionally, and nationally.

As a recognised centre of excellence, Hartpury University and College has invested £50m across its premises in recent years to create a world-class facility. This project represents the next phase of growth, with the construction of three new buildings (making up a single centre), to provide training and education in the application of 'smart farming' technology, in a live farm environment:

- The Biosecurity building: providing the barrier between the 'clean' hub and 'dirty' livestock building, with changing facilities, storage for PPE etc.
- The Main Hub: with seminar rooms, kitchen, WCS, and easy access to the dairy unit from a 'clean zone'
- The Livestock Handling building: enabling users' access to the farm and therefore demonstrations in a 'live' farm environment.

# SUPPORT FOR ENTREPRENEURSHIP SKILLS



**EUROPEAN SOCIAL FUND**  
**£1.06 million**

This project supported the development of entrepreneurs, by providing training in the fundamental skills required to set up and grow a business. It also helped both the employed and unemployed develop entrepreneurial mindsets, and supported companies to create new positions within their workforce.

Delivered by Gloucestershire College, this project offered fully-funded workshops and short qualifications to suit the pace and lifestyle of busy young people. As well as entrepreneurial skills, it also offered specific upskilling opportunities in topics like social media, personal development, and health and well-being. With many users taking advantage of multiple workshops over longer periods, they had the option to progress onto other topics like leadership and management, which would become more important as they developed their business ideas.

# A419 CORRIDOR IMPROVEMENTS



**GROWTH DEAL FUNDING**  
**£4.36 million**

The A419 Corridor, which runs through Stonehouse and connects Stroud with the M5, has been redeveloped and upgraded for the benefit of all road users.

The corridor was in need of improvement to support the increased (and future) demand of traffic in the area. Changes were made to Chipmans Platt Roundabout, Oldends Lane Roundabout and Horsetrough Roundabout to widen entries and exits, introduce provisions for cyclists, and improve lighting, signage, lining, and pedestrian access. The Downton Road signals were upgraded, with the A419 Westbound exit widened to two lanes.

# CAREERS HUB



In partnership with:  
THE CAREERS & ENTERPRISE COMPANY



**THE GLOUCESTERSHIRE CAREERS HUB WAS CREATED WITH ONE SIMPLE AIM - TO INSPIRE AND PREPARE YOUNG PEOPLE THROUGHOUT GLOUCESTERSHIRE FOR THE WORLD OF WORK.**

We work in partnership with the Careers and Enterprise Company, supporting schools and colleges throughout the county, with the help of our committed Enterprise Advisers and volunteers.

The Gloucestershire Careers Hub works strategically with schools and colleges to link business with education, providing first-class careers education and opportunities for young people.



We currently support 58 local schools and colleges, who work together with employers, universities, training providers and careers professionals to improve careers education for young people across the county.

These establishments are supported by our Enterprise Coordinators, who sit at the heart of the Hub to help schools and colleges engage with business and work.

We are also proud to work with volunteer Enterprise Advisers – local business professionals who are successfully matched to a school or college to raise the aspirations of young people throughout Gloucestershire, implement the Gatsby Benchmarks, and engage with Senior Leadership Teams within educational facilities. They use their strategic skills to put opportunities with local employers at the heart of a young person's education.

**BUSINESS VOLUNTEERS ENGAGED**

**200+**

**ENTERPRISE ADVISERS**

**40+**

**SCHOOLS AND COLLEGES IN THE CAREERS HUB**

**58**

**SCHOOLS USING THE NEW COMPASS+ EVALUATION TOOL**

**75%**

**CORNERSTONE EMPLOYERS WORKING TO SUPPORT THE HUB**

**8**

**MONTHLY NEWSLETTERS PACKED WITH LOCAL CAREERS OPPORTUNITIES**

**12**

**GRIP**  
GLOUCESTERSHIRE RESEARCH  
AND INNOVATION PROJECT



**EUROPEAN REGIONAL DEVELOPMENT  
FUND (ERDF)**  
**£423,898**

Gloucestershire Research and Innovation Programme (GRIP) was a University of Gloucestershire project designed to encourage and enhance innovation throughout the county, by offering fully-funded access to specialist expertise and equipment for Gloucestershire businesses.

Formulated in response to many calls for greater innovation throughout the UK (particularly a report which cited that 70% of economic growth can be attributed to innovation, along with it enhancing health, welfare and energy), GRIP sought to bridge the gap between everyday businesses and the often misunderstood science of innovation.

GRIP provided access to various services, completely free-of-charge for businesses:

- Productivity, technology and design research
- Commercialisation and intellectual property exchange
- Clusters and networks
- Specialist supply chain activity

**GAINS**  
GLOUCESTERSHIRE'S  
ACCELERATED  
IMPACT NETWORK SUPPORT



**EUROPEAN REGIONAL DEVELOPMENT  
FUND (ERDF)**  
**£423,898**

GAINS, or Gloucestershire's Accelerated Intervention Network Support, was a project designed to stimulate fast, scalable growth in the region's SMEs, through subsidised business coaching.

Entering the gap left by the closure of the Business Growth Service, and other centralised business support systems back in 2016, GAINS set out to provide a local solution to this now-empty slot in the business toolkit.

Delivered through the University of Gloucestershire, it provided an affordable, subsidised route into relationships with approved, high quality business coaches. Alongside a series of half-day masterclasses and sector-specific growth networking events, the full programme offered wrap-around support for business leaders who needed an injection of expertise or advice that they otherwise wouldn't have accessed, or would have found too expensive.

**EXPORT  
FOR GROWTH  
SOUTH WEST**



**EUROPEAN REGIONAL DEVELOPMENT FUND**  
**£377,244**

Export for Growth supported SMEs in Gloucestershire to improve their international trade performance through tailored support packages and the removal of common barriers.

The project ran in two distinct strands, delivered by expert teams at Business West:

Export Essentials was targeted at younger businesses, or those new to international trade. It offered strategic advice, market research, business modelling, e-commerce support, intellectual property advice, expert manager resource and a 'Ready to Export' workshop for new and novice exporters.

Extend Your Global Reach dealt with the existing and mature exporters, offering strategic and pragmatic help to accelerate market entries, or increase sales, in challenging but profitable high growth markets like Latin America, India, China and the South East Asia.

The experience, focus and specialist resources from Business West was delivered through one-to-one and group experiences, in partnership with the Department for International Trade.

**RDPE GROWTH  
PROGRAMME**



**EUROPEAN AGRICULTURAL FUND  
FOR RURAL DEVELOPMENT**  
**£2.3 million**

Gloucestershire rural businesses have been helped to grow and create jobs with grant funding through the European Investment Programme, part of an EU wide 'Growth Programme'. Initially the Gloucestershire focus was on rural tourism, which later broadened out to include business development and food processing.

By selecting projects that developed tourism attractions, extended the season, built infrastructure outdoor activities, created jobs or supported film and TV, Gloucestershire's rural economy had a massive boost.

Building on this, a long list of exciting applications was processed in response to the final opportunity, a national fund, which invited applications from businesses carrying out projects to create jobs or bring more money into the rural economy. As well as meeting national objectives, the chosen projects will meet Gloucestershire's own priorities, selected to respond to the county's distinctive opportunities and strengths.

# LYDNEY CYCLING IMPROVEMENTS



**GROWTH DEAL FUNDING**  
**£1 million**

This project has created a pleasant, safe and accessible network of pathways, linking Lydney town centre to Aylburton, the railway station, Dean Academy, and the local residential areas.

This project was made up of the improvement and development of 5 key routes in and around Lydney, in the Forest of Dean:

- Purple Link: Lydney Railway Station to Swan Road
- Blue Link: Oakdale Estate to Purple Link
- Orange Link: Blue Link to Hams Road
- Green Link: Purple Link to Red Link via Dean Academy
- Red Link: Lydney Town Centre to Aylburton

The overall objective of the project was to improve cycle access and usage, and reduce car journeys in the area. By focusing on cycling routes to key destinations, the improvements will provide alternative routes that can be taken by bike, rather than by a motorised vehicle. Lydney and the wider Forest of Dean area can benefit by an overall increase in cycling, both for the local residents and by enhancing the offer for cycling tourism in the area and for longer-distance leisure routes.

# CHELTENHAM SPA RAILWAY STATION IMPROVEMENTS



**GROWTH DEAL FUNDING**  
**£1.49 million**

Cheltenham Spa Railway Station is currently undergoing an extensive development to provide easier access and an improved travel experience.

Cheltenham Spa Railway Station ferries more than 2.5 million passengers every year, and as a tourist destination for festivals and horse racing, undergoes significant seasonal traffic increases. With its heritage dating back to 1840, originally called Lansdown, it's safe to say that the station has needed a number of improvements since then.

Cheltenham is an expanding town with ambitious plans for economic growth, based around the cyber security industry, particularly the establishment of a National Cyber Security Centre. Over 10,000 homes are planned around the town in coming years as well as major employment locations. Enhanced rail connectivity to London will be an important part of this growth, and this project will deliver sub 2-hour journey times, with 12,000 additional seats.

# ACCEL CONSTRUCTION CENTRE



**GETTING BUILDING FUND**  
**£1.956 million**

The construction education centre branded as AccXel with the KW Bell Group Ltd is a new multipurpose conference and training facility based in the heart of the Forest of Dean.

Thoughtfully designed to link the construction industry with education by providing a learning environment that is digitally advanced, safe, interactive and relevant. The centre is co-funded by privately-owned family business, KW Bell Group Ltd, which has been in operation for over 50 years, founded and operating within the Forest of Dean.

The project will facilitate a cross sector network of learning opportunities, enabling the development of higher-level skills and creating a coherent higher education presence. By collaborative partnering with local educational facilities, such as Gloucestershire College and the University of Gloucestershire and industry giant JCB, the project will be able to assist in delivering the number of construction workers needed to sustain the economic growth within the sector and region.

# FIVE VALLEYS SHOPPING CENTRE



**GROWTH DEAL FUNDING**  
**£3 million**

**GLOUCESTERSHIRE INFRASTRUCTURE AND INVESTMENT FUND**  
**£1 million**

Merrywalks Shopping Centre, now known as Five Valleys, has undergone a large scale renovation of its site at King Street in Stroud. As the primary shopping centre in the market town, it represents vast potential for economic growth, increased visitor numbers, higher gross value added, and new job creation. The increased value of the centre will also generate additional business rates, which can be used for further development of Stroud.

New retailers who have joined include JoJo Maman Bebe, fashion store Sub Couture and Medulla Hair Salon.

The building boasts six luxury apartments above the retail units and a basement apartment below. These are accessed by an attractive new stairway and access courtyard.



# INNSWORTH GATEWAY



## GROWTH DEAL FUNDING £4.53 million

The A40 Innsworth Gateway Scheme, which includes the improvement and construction of roundabouts and roads around Innsworth, was awarded £4.53m in Growth Deal funding in 2017.

Often referred to as the 'Innsworth Gateway Project', this was a programme of improvements to roundabouts and roads around the village of Innsworth in Gloucester.

The project improved capacity of the A40 Longford Roundabout and built a new roundabout on the A40 Gloucester Northern Bypass to enable the construction of thousands of new homes in Innsworth and Twigworth.

A new access road will also be constructed, connecting the new roundabout to Innsworth Lane. All of these improvements seek to reduce delays along the A40 corridor.

# CYBER INCUBATION UNITS



## GETTING BUILDING FUND £950,000

The 'Cyber Incubation Units' at Gloucestershire College were a range of new office space, shared and dedicated laboratories, workshops and co-working facilities designed specifically for high-tech, cyber-based entrepreneurs and innovators, with access to educational facilities. Known as 'Hub8 at Gloucestershire College', the space welcomed its first members on 1st September 2021.

The innovation centre will be able to develop a countywide test bed where businesses and education can come together to access a wealth of intellectual capital, services and share ideas in a collaborative and trusted community.

SMEs are encouraged to take part in projects that involved academic staff and students mixed with staff from the SMEs. The College facilitates these projects and activities with the use of this space and the new IoT space and resources.

This project has led to economic growth for Gloucestershire by providing start-up businesses with space to grow and share ideas through networking and interlinking with similar enterprises.

# IMPROVING BROADBAND IN GLOUCESTERSHIRE



## EUROPEAN AGRICULTURAL FUND FOR RURAL DEVELOPMENT £4 million

These projects are working to improve the connectivity and broadband for businesses throughout Gloucestershire, and properties in rural or unserved areas.

In a joint programme between The Marches and Gloucestershire, a Business Broadband Grant (BBG) provides funding of up to £25,000 to qualifying SMEs that require access to Gigabit Capable broadband. The main focus of the grant is for individual or small groups of businesses, which are in locations not able to access standard broadband connections capable of 30mbps. Businesses with this

## EUROPEAN REGIONAL DEVELOPMENT FUND £340,778

capability, but an operational need for faster connections, may also be eligible for the grant.

Another joint venture between The Marches and Gloucestershire, called the Viable Clusters Broadband Project (VCBP), works in partnership with Airband to supply groundbreaking Hybrid FTTP broadband to more than 1,000 properties throughout Gloucestershire. Focusing mainly on Oxenton and the central areas of Forest of Dean, the project will connect businesses and residences in these localities.



# GLOUCESTERSHIRE'S COVID RESPONSE

The Covid-19 pandemic was a life changing experience for us all. It will leave a lasting imprint on the world economy, causing permanent changes and teaching important lessons.

GFirst LEP worked closely with our local authority partners, the private sector and the voluntary sector to provide as much support as possible in a timely manner to Gloucestershire's businesses.

## THIS SUPPORT INCLUDED

- Setting up a taskforce
- Allocating £11.3 million to five new infrastructure projects including the AccXel Centre in the Forest of Dean, the Digital Innovation Farm at Hartpury University and the Gloucestershire Applied Digital Skills Centre at Cirencester College
- Providing Covid Recovery Business Grants for SMEs (£500k)
- Providing Digital Business Grants (£360k), in partnership with our local authorities, to SMEs to get them online and trading online
- Launching a Peer Networks programme
- Launching a Hub Mentors programme
- Redeploying our Inward Investment team during Covid lockdown to support existing foreign owned businesses in the county as opposed to trying to attract new ones
- Running a 'Think Gloucestershire' marketing campaign to encourage countywide collaboration to 'shop local'
- Lobbying central Government to confirm existing infrastructure commitments eg A417 Missing Link and improvements to Junction 10 on the M5

### ALLOCATING FUNDS TO FIVE NEW INFRASTRUCTURE PROJECTS

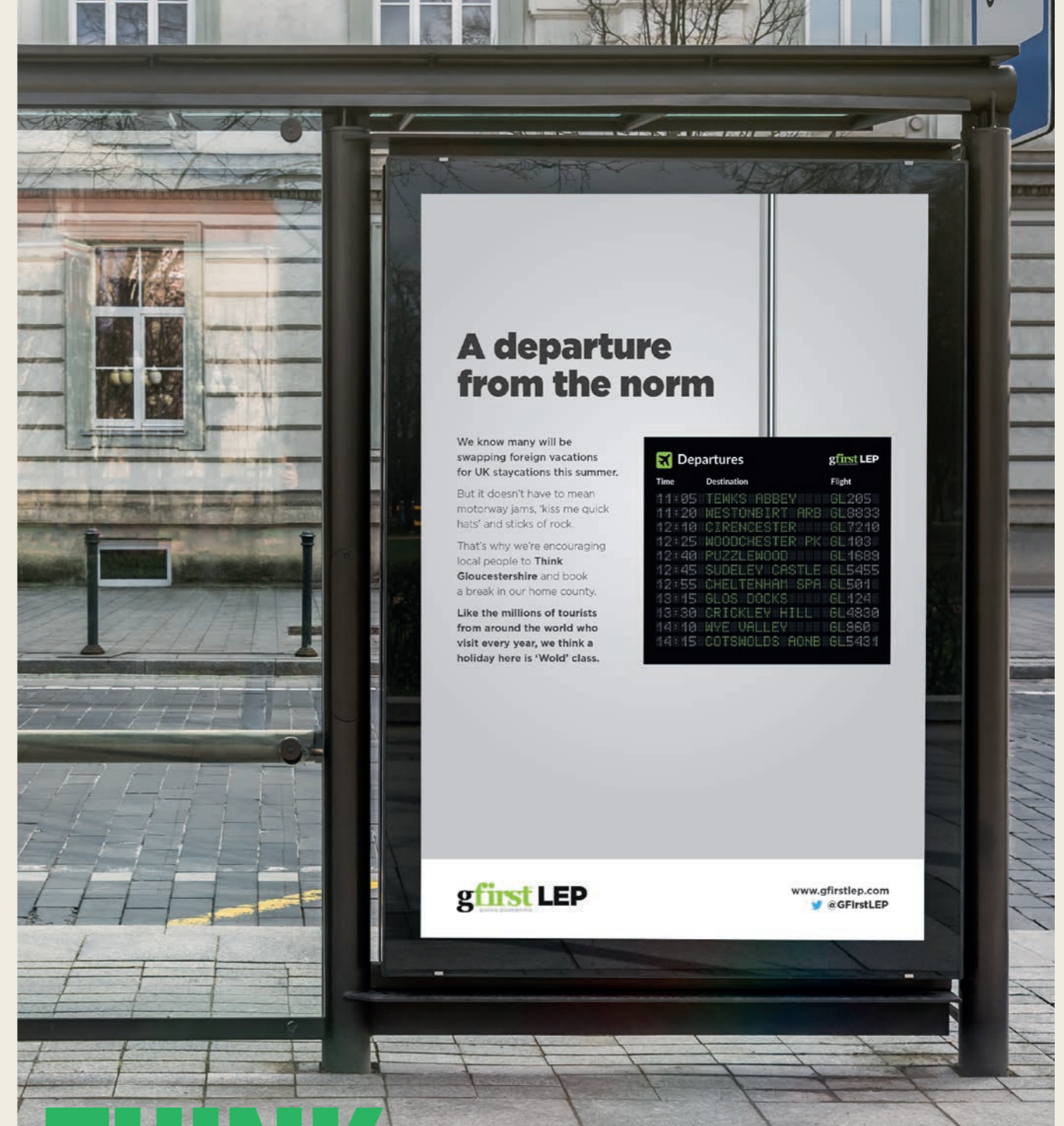
# £11.3million

### PROVIDING COVID RECOVERY BUSINESS GRANTS FOR SMES

# £500k

### PROVIDING DIGITAL BUSINESS GRANTS, IN PARTNERSHIP WITH OUR LOCAL AUTHORITIES, TO SMES TO GET THEM ONLINE AND TRADING ONLINE

# £360k



# THINK GLOUCESTERSHIRE

One element of the LEP's Recovery Plan for the county is a promotional campaign to encourage everybody to 'Think Gloucestershire'.

'Think Gloucestershire' includes encouraging staycations within the county, supporting your local shops and restaurants, and from a business point of view, trying to support and buy from local businesses wherever possible.

# FARM491 - INSPIRING AGRITECH INNOVATION



**EUROPEAN REGIONAL DEVELOPMENT FUND**  
**£550,000**

Inspiring AgriTech Innovation (IAI) is a project which helps farmers access the technology, expertise and resources they need to run successful, thriving businesses.

Based at the Royal Agricultural University, IAI complements the incubation and innovation services available at the university's Farm491 complex. The project works mainly with Gloucestershire businesses, but also supports national and international firms to relocate to the county. The aim is to have a lasting legacy in driving the global future of farming, in three ways:

- By providing strategic business support, helping agritech companies go from pre-commercial to commercial
- By providing physical space across the RAU's buildings, for companies to utilise for business, or base their company from
- By providing access to the RAU's vast expertise and resources, applying the leading agricultural research and thought leaders to real business.

# GOING THE EXTRA MILE (GEM)



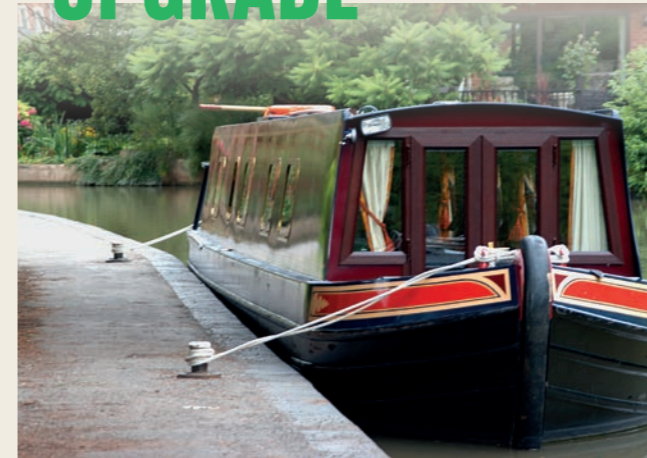
**EUROPEAN SOCIAL FUND  
(& NATIONAL LOTTERY COMMUNITY FUND)**  
**£5.875 million**

The Gloucestershire GEM Project was an employability and social inclusion programme, helping people to overcome challenges and move them closer towards, or into, work, education, or training.

GEM was a unique partnership of over 30 community based organisations, managed by Gloucestershire Gateway Trust on behalf of Gloucestershire County Council, jointly funded by the National Lottery Community Fund and European Social Fund.

GEM offered participants one-to-one personalised support from a Navigator Developer to help them identify and achieve their career goals. The project also works with a range of community partners and local employers to provide the opportunity to develop the skills and confidence required to compete in the labour market.

# GLOUCESTERSHIRE CANAL TOW PATHS UPGRADE



**EUROPEAN REGIONAL DEVELOPMENT FUND**  
**£434,000**

This project will deliver upgrades to Gloucestershire's canal towpaths, to provide an improved experience for both walkers and wildlife. The work carried out by Gloucestershire County Council will include extending the width, and providing a level, self-draining surface.

As well as providing aesthetic and experiential improvements for walkers, there will be a number of biodiversity improvements and benefits along and adjacent to the canal towpaths, such as extension of waterway bank habitats, installation of bat roosting and bird nesting boxes, sheltering structures for otters, amphibians and reptiles, and sympathetic management of canalside trees and hedgerows.

# HABITAT CHELTENHAM



**EUROPEAN REGIONAL DEVELOPMENT FUND**  
**£635,448**

Habitat Cheltenham aims to bring natural habitats into the built-up and urban spaces of Cheltenham town centre, and link these to the existing network of green spaces on the edges of the town.

By the nature of narrow busy streets, the habitat pockets created will be compact but fruitful in providing foraging and nesting places to support solitary bees, and flying invertebrates. Both species will be able to move between the habitat pockets, creating a virtual nature corridor through the centre of the town.

Further changes including meadow creation, tree planting, community orchard creation, pocket parks, rain gardens, perennial planting, and bulb planting; will support a wider variety of wildlife and habitats.

# GLOUCESTERSHIRE: FUTURE-PROOFED

We need to make sure that today's businesses are ready for tomorrow.

That's why we've partnered with the University of Gloucestershire to create The Growth Hub, a specialist centre that has already worked with thousands of local businesses to help them plan, learn, network and expand.

It's an idea that we think is just the business.

Find out more at [gfirstlep.com/projects](http://gfirstlep.com/projects)



**gfirst LEP**  
growing gloucestershire

[www.gfirstlep.com](http://www.gfirstlep.com)  
@GFirstLEP

# THE VOICE OF THE REGION

The GFirst LEP adverts have gained some cult status over the years. After all, how do you explain what you do when projects can take years to come into fruition? With a bit of tongue in cheek. Over the last eight years, we've worked with Cheltenham based brand agency Mighty to develop eye-catching and thought-provoking ads that bring our projects to life, explaining what we do and who we do it for.

### GLOUCESTERSHIRE: FUTURE-PROOFED

To give farming a sustainable future, we'll need new and innovative techniques.

That's why we're working with the Royal Agricultural University and investing £2.92 million in Farm491, a visionary agritech research facility in Cirencester, where bright minds can cultivate new practices that will place Gloucestershire at the centre of the agricultural economy worldwide.

That's the power of combined thinking.

Find out more at [gfirstlep.com/projects](http://gfirstlep.com/projects)

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

### GLOUCESTERSHIRE: FUTURE-PROOFED

A growing county will be powered by planes, trains and automobiles.

So, we're investing over £14 million into air, rail and road improvement projects, creating better connectivity throughout Gloucestershire, and the rest of the world, too.

All aboard! Next stop, a better Gloucestershire.

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

### GLOUCESTERSHIRE: FUTURE-PROOFED

Whether it's Silicon Valley or Golden Valley, it's all the same to us.

That's why we're investing £22 million to create the UK's first dedicated Cyber Business Park, putting Gloucestershire at the heart of Britain's digital economy.

Now that's the 2020 vision we all want to see.

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

### A departure from the norm

We know many will be swapping foreign vacations for UK staycations this summer. But it doesn't have to mean motorway jams, kiss the quick hats and sticks of rock.

That's why we're encouraging local people to **Think Gloucestershire** and look a break in our home county.

Like the millions of tourists from around the world who visit every year, we think a holiday here is 'Wold' class.

Time	Destination	Flight
11:05	TEKES / ARBEV	GL205
11:20	WESTON KEY / WRB	GL533
12:10	CIRENCESTER	GL7210
12:25	WIDDICOMBE	GL103
12:40	MIDDLEWOOD	GL155
12:45	BLADELEY / CRISTLE	GL455
12:55	CHELTENHAM SPA	GL501
13:15	GLS / BUCKS	GL124
13:30	CRICKLEY HILL	GL4839
14:10	WPE / VALLEY	GL568
14:15	WOTWOLD / WOND	GL5431

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

### Stop minding your own business

We know when times are tight, businesses will look far and wide for the best deal.

But there is little value in saving a few quid by sourcing products from the other side of the world, when they're already available from the other side of the county.

That's why we're calling upon local companies to **Think Gloucestershire** when it comes to purchasing for their business.

Now's the time to build a strong economy, not a false economy.

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

### All cut from the same cloth

We know that online shopping has been the saviour of Britain in recent months. But now's the time to swap back from internet clicks to high street bricks.

That's why we're encouraging residents to **Think Gloucestershire** and shop locally, supporting workers and their families - people just like themselves.

It's time to get behind local shops, bars and restaurants, and support the fabric of our communities.

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

### Support that's just the job

The last year has shown us just how far local businesses will go to protect the jobs of their employees. But despite the current government support available, and the hard work of bosses, it's clear that not every job can be saved.

That's why we've created the **Gloucestershire Skills Portal** - a free online resource to help local job hunters get back on track.

It's about helping people create a 'you normal', not a new normal.

**gfirst LEP** Gloucestershire [www.gfirstlep.com](http://www.gfirstlep.com) To find out more, visit: [www.skillsportalglos.com](http://www.skillsportalglos.com)

### Add a bit of Glos to your Christmas

We know that online shopping has been the saviour of Britain in recent months. But now's the time to swap back from internet clicks to high street bricks.

That's why we're encouraging residents to **Think Gloucestershire** and shop locally in the run up to Christmas, supporting workers and their families - people just like themselves.

So get behind your local shops, bars and restaurants. Your support could make all the difference this festive season.

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

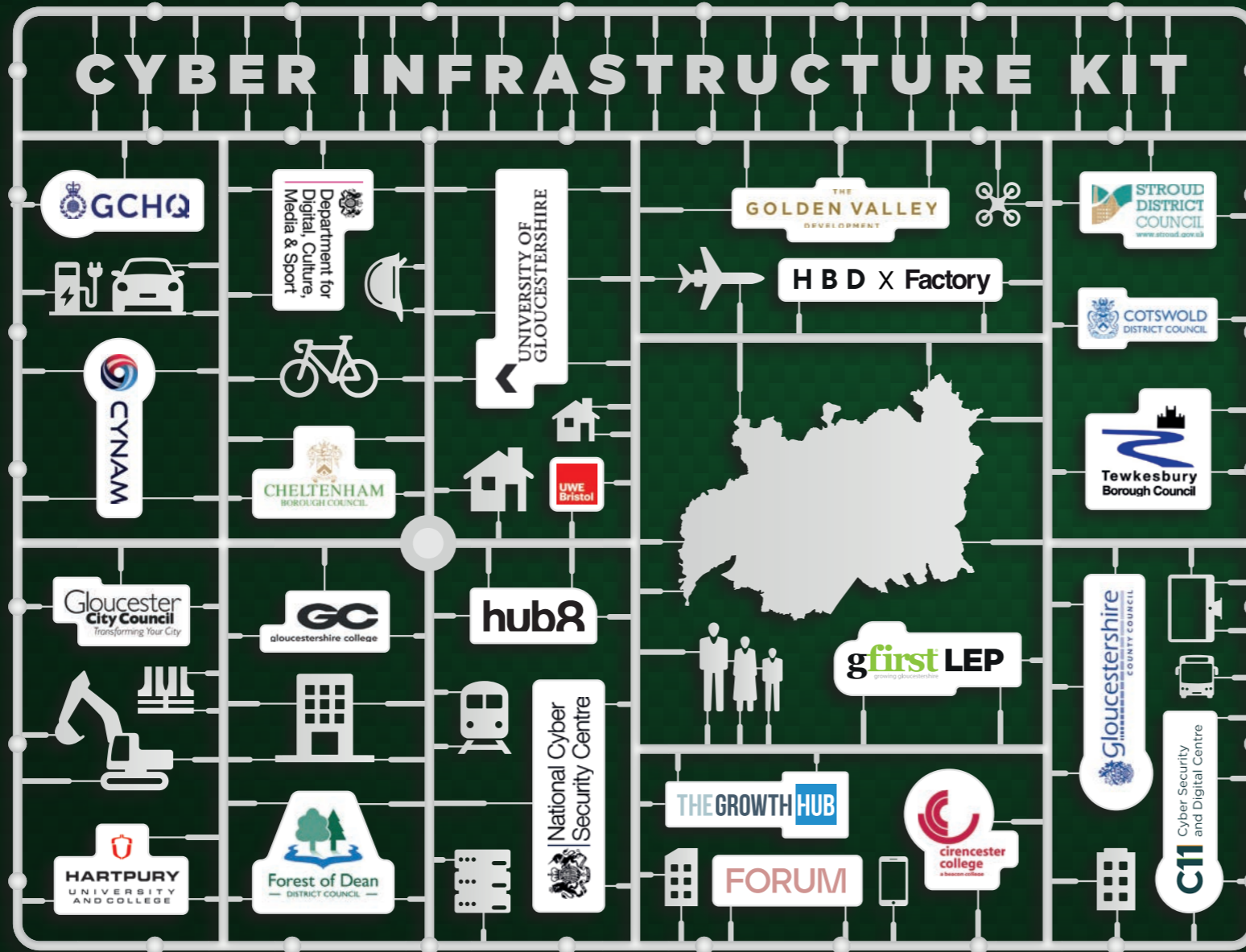
### HELP US WORK TOWARDS BETTER DAYS, NOT WAIT FOR THEM.

Storyteller, Placemaker, Innovator, Communicator, Lightshower, Friendmaker, Signposter, Cheerleader, Visioner, Inspirer, Deal-closer, Eyespinner, Strategic thinker, Influencer, Leader, Ambassador.

You will have been seen as some of these things in your career. Now we need you to be all of them.

GFirst LEP is looking for its new Chair. If you think you have what it takes to lead Gloucestershire through economic recovery and beyond, apply at [www.gfirstlep.com/Chair](http://www.gfirstlep.com/Chair)

**gfirst LEP** [www.gfirstlep.com](http://www.gfirstlep.com) @GFirstLEP

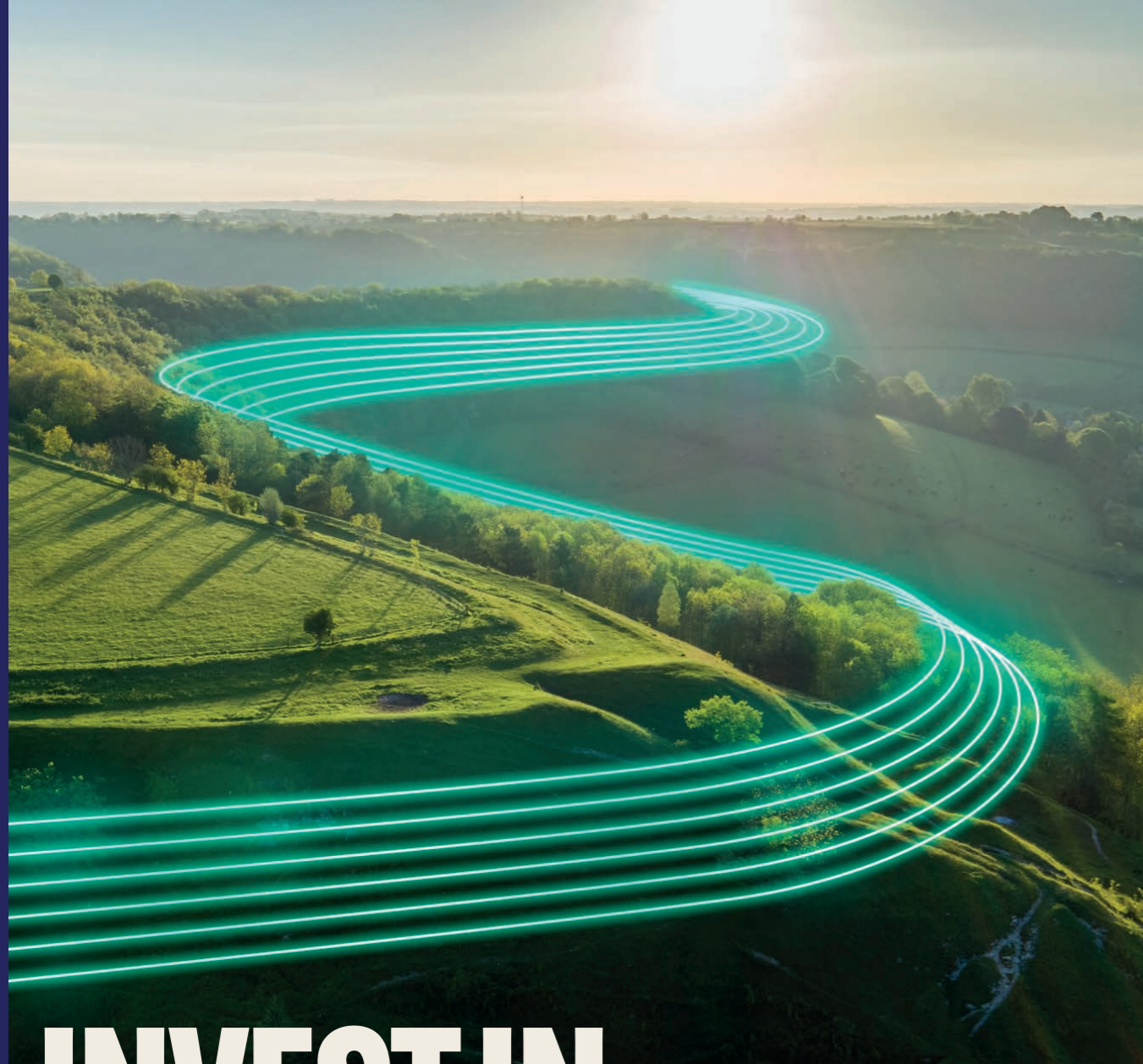


# A MODEL OF THE FUTURE

You don't have to be a computer whizz to see how Gloucestershire's cyber infrastructure will benefit the region.

And with a sector worth an estimated £8.3 billion set to call the county home, the knock-on effect for local businesses will be enormous.

So, as we take our place at the heart of Britain's digital economy, you could say our future is building.



# INVEST IN GLOUCESTERSHIRE

Invest in Gloucestershire, originally a four-year ERDF-funded initiative set up in early 2019 by GFirst LEP, has the strategic ambition of facilitating international businesses to relocate or expand in the county in order to drive growth in the local economy and create new jobs for the local and wider community.

The project has been led by the Invest in Gloucestershire team at GFirst LEP, working in partnership with the County Council and the six districts, along with central Government (particularly the Department for Business & Trade) and local partners such as our very supportive academic institutions and industry groups, like CyNam.

Whilst ERDF funding was completed in March 2023, the valuable contribution the initiative has made to the County has enabled further funding to be ring-fenced to ensure the project's continuation.



A Summative Assessment was undertaken at the conclusion of the ERDF funding. This was done by an independent research consultancy, which identified the following key benefits the project had made to the local economy.

#### JOB CREATION:

The project, initially funded by the EU between January 2019 and March 2023, with targets set in partnership with central Government, created 144 new jobs, with another 55 scheduled to be created in 2024.

#### ADDED VALUE:

The consultancy calculated that the net Gross Value Added benefit to the local economy up to March 2023 was £11.17m, meaning that for every £1 of public investment, a further £11.60p was generated in the local economy.

#### VALUE FOR MONEY:

The cost per job, at £16,637, was also highlighted as delivering good value, comparing favorably against similar inward investment projects that typically have figures between a range of £25,700 and £71,000 per job.

#### NEW APPROACH:

It was concluded that the project created a step change in the way Gloucestershire promoted its key sectors internationally, via a highly targeted and proactive programme.

#### COMMUNICATIONS AND PUBLICITY:

The project team quickly established a coordinated 'offer', acting as a single voice and also a channel for inquiries. This created compelling communication channels with partners and investors, with effective systems in place. These points were praised by central Government.

#### NEW JOBS

144

#### NET GROSS ADDED VALUE

£11.17m

#### COST PER JOB

£16,637

The team's development of a comprehensive suite of collateral material for the county's target sectors of cyber security, agri-tech and advanced engineering and manufacturing (in both hard copy and digital format), supported the ability to engage quickly with investors, in what is a crowded and competitive environment.

The team also directed a very well-received promotional video that has been played extensively to potential investors and at global meetings and events. It continues to be used by companies in the county as they seek to hire new staff, and as such, is part of the project's legacy of continuing to add value.



## ADDITIONAL SUPPORT FROM CENTRAL GOVERNMENT

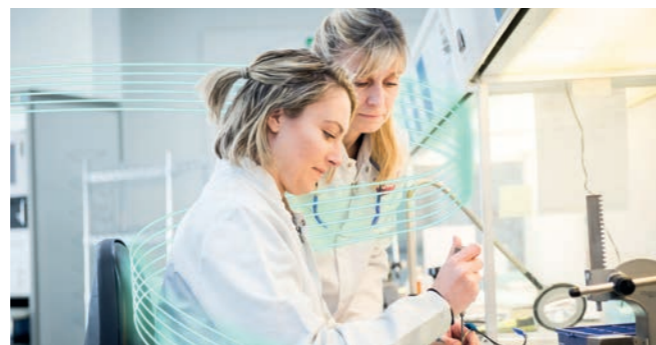
A huge asset to the project was the development of the cyber High Potential Opportunity (HPO) programme, in partnership with central Government.

Gloucestershire was chosen by the Department for Business & Trade (DBT) to be showcased as a world-leading cyber cluster through the HPO programme. The HPO digital summary is now available via DBT's digital Investment Atlas.

It has greatly assisted the international promotion of Gloucestershire's strengths in this sector, especially through the British Embassy network overseas, as well as senior figures in the UK. Put simply, the Gloucestershire cyber 'offer' is firmly on the map. The HPO has directly contributed to the County hosting cyber delegations from Canada and the US as well as a host of webinars to a wider international audience. In addition, the team has been invited to present at UK Government events at home and overseas. This in turn has led to the county hosting a range of firms and indeed winning new investment projects.

## ONGOING ACTIVITIES

Other important initiatives created by the programme that continue include The Gloucestershire Agri-tech Partnership, comprised of experts from the Royal Agricultural University, Hartpury University and Hartpury College, the University of Gloucestershire (CCRI) and Campden BRI. The Partnership was formed to foster collaboration and promote the unique cluster strengths the county has to offer and hosted a high-level visit from the Department of Business & Trade in early 2024.



## THE FUTURE OF INVEST IN GLOUCESTERSHIRE

With the recent confirmation that the project will continue as the LEP transitions across into Gloucestershire County Council, the team have an ever-increasing pipeline of enquiries and plans to bolster lead generation activities. This will include building on the 'offer' through strengthening partnerships, good quality commercial spaces, sustainable supply chains and showcasing Gloucestershire on the international stage as a great place to live and work.

## PROJECT SUCCESSES AND WINS INCLUDE:



### AGRI-TECH

Uncovering a variety of funders that are looking to support the £100m+ needed for a new Innovation Village at the Royal Agricultural University. The team promoted this major scheme at the UK Real Estate Investment & Infrastructure Forum (UKREiIF) event in Leeds (summer 2022), meeting with potential funders, and continue to input to the scheme as a formal planning application is developed.



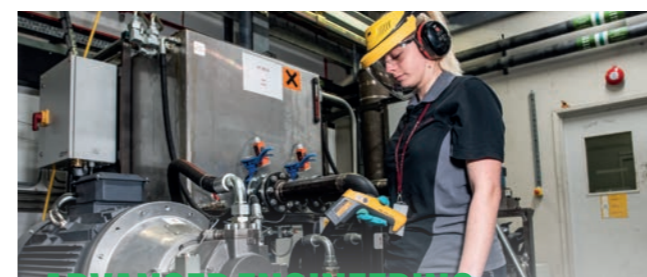
### CYBER

The arrival of Turkish cyber firm TR7, establishing their global HQ in Cheltenham in October 2023. This follows initially meeting the firm in January 2023 at the request of the British Government in Istanbul, presenting our cyber offer to a carefully selected audience of potential investors. They were then hosted twice in the county before deciding on Cheltenham.



### AEROSPACE

The attraction of US aerospace firm ZeroAvia to Cotswold Airport at Kemble, together with ongoing account management as they scale up. Initially the firm set up in the county with 15 staff in April 2021 and now employs in excess of 100.



### ADVANCED ENGINEERING

In January 2024, a South West based composites business chose Gloucester as its new manufacturing hub. They have scheduled Spring 2024 to move into their facility, which is forecast to create 100 new jobs in the first two years of operation. Access to talent was cited as a major driver and work is already underway to make introductions to our academic institutions.



### DIGITAL TECHNOLOGY

Australian digital tech firm Geospatial, specialising in the use of data from satellites, is hiring specialists for their new European HQ that they will establish in the county (expected Spring 2024). This follows initial discussions at the Farnborough Airshow in the summer of 2022 and then hosting senior management from Australia on three separate occasions.



## WORKSTART PROVISION IN GLOUCESTERSHIRE



### EUROPEAN SOCIAL FUND

## £3.325 million

WORKSTART supports the unemployed to learn new skills, behaviours and attitudes to help them to find work. It particularly supports those with further challenges, like those with disabilities, criminal convictions, or lone parents.

Delivered by Dimensions Training Solutions across Gloucestershire, the project offers tailored advice including help writing cover letters, CVs, and job applications. Training also covers interview skills, job search, and specific topics and subjects related to different career paths.

Every participant is supported for an entire year of job searching, plus up to six months after finding employment, to help them settle into their new careers. Training is delivered online or in-person across Gloucester, Cheltenham, Tewkesbury, Cinderford, Cirencester and Stroud.

## SCALE UP 4 GROWTH



### EUROPEAN REGIONAL DEVELOPMENT FUND

## £1.482 million

Scale Up 4 Growth Gloucestershire (S4GG) was a programme of business support and £1m of grant funding available to help the county's SMEs scale and grow.

Led by UWE Bristol, delivered in partnership with NatWest and Gloucestershire College, Scale Up 4 Growth aimed to accelerate the growth of SMEs throughout Gloucestershire, to reach their ambitions and potential, and Scale Up status. By providing funding and specialist business support, the project enabled its client businesses to attract investment and grow in regional, national and international markets.

SMEs with growth potential and an interest in developing/adopting new digital or cyber technologies were able to participate in 'Scale Up Workshops' free-of-charge. They were also able to apply for match funded-grants of between £10,000 and £40,000.

## APPLIED DIGITAL SKILLS CENTRE



### GETTING BUILDING FUND

## £4.48 million

The Gloucestershire Applied Digital Skills Centre at Cirencester College is a new landmark building, modelled on digital industries delivering the skills needed in the Cyber and Digital sectors. The doors officially opened on Friday 27 May 2022.

This project aligns strongly with the LIS ambitions and will help realise the cyber-tech and green ambitions and contribute to all 5 of the foundations of productivity. In many ways it is a missing piece in the jigsaw, through addressing local and national demands for skills and the needs of people to gain skills and not be left behind by the growth of high-value employment.

Its design creates a professional training environment with emphasis on the well-being of those working and studying within it and the green campus outside.

It will enable the College to attract students, staff and employers and substantially increase to the capacity to deliver skills needed in the future in Gloucestershire.

## DIGITAL INNOVATION FARM



### GETTING BUILDING FUND

## £1.25 million

The Digital Innovation Farm with Hartpury University and Hartpury College, now known as the 'Tech Box Park' has been designed to create new innovation and demonstration workspace for high growth SMEs in the growth phase already operating within the agri-tech sector to explore, test, trial, research and develop products, or enhance existing ones.

Hartpury's aim is that, by 2030, the Tech Box Park will have expanded and grown into a state-of-the-art complex, attracting leading agri-tech companies, and supporting a 10-year mission of creating the National Centre for Agricultural Data Management. It will benefit the local, regional and national economy, and contribute to increased productivity in Gloucestershire and the UK.

This project established the first phase and pilot tech box park, delivering five sustainable and high spec units to support agri-tech firms' acceleration to market, drive productivity and create jobs.



# GLOUCESTERSHIRE AIRPORT ANSON PARK



**GROWTH DEAL FUNDING**  
**£1.885 million**

Gloucestershire Airport (formerly known as Staverton Airport) has an ambitious 10-year growth plan, and in 2019, GFirst LEP approved a £1.885m Growth Deal investment to support this.

Gloucestershire Airport is situated mid-way Cheltenham and Gloucester, near the M5 and A40. It uniquely offers charter and pleasure flights, as well as flight training and lessons. Gloucestershire Airport is a vital economic hub in the county.

On the north of the complex lies Anson Park, a business park which is home to a number of companies, and which provides additional commercial potential for the airport.

This funding is a contribution to the provision of new infrastructure, including an access road and site services, to enable further development through an extension to Anson Park.

# MANUFACTURING ADVISORY PROGRAMMES: LMAP & GMAP



**EUROPEAN REGIONAL DEVELOPMENT FUND**  
**£853,767**

LMAP, the Local Manufacturing Advisory Programme, and its successor GMAP, the Gloucestershire Manufacturing Advisory Programme, are programmes designed to stimulate growth in Gloucestershire's manufacturing businesses through advice, consultancy, grants, training and more.

Delivered by SWMAS, the project aims to equip these companies to develop their capacity to grow. By providing a team of specialist consultants from manufacturing backgrounds, the project can call upon years of expertise and experience to guide SMEs and help them with their various challenges.

Funded support includes free business reviews and diagnostics, to help identify priorities to improve productivity and introduce business leaders to other support providers, like The Growth Hub, with whom SWMAS works closely alongside.

After this review, businesses can access more in-depth support through on-site projects (with SWMAS's specialist manufacturing consultants), to explore particular and unique issues.

# URBAN GREENING



**EUROPEAN REGIONAL DEVELOPMENT FUND**  
**£729,265**

The Urban Greening Project is about creating new interconnected habitats thereby increasing the quality of life and well-being for residents thus ensuring Gloucestershire continues to be a destination for inward investment and growth while allowing wildlife to flourish.

Fundamentally, the project gives those living in urban areas the chance to experience nature and wildlife on their doorstep while also providing safe passage for the wildlife within these areas and the wider countryside. Given the changing climate, increasing the resilience and mobilisation of our county's wildlife is more important than it has ever been. This kind of work is often referred to as green infrastructure, or GI, and it was a focus of the county's Joint Core Strategy as an avenue for growth.

# WILD CAMPUS CIRENCESTER



**EUROPEAN REGIONAL DEVELOPMENT FUND**  
**£1.097 million**

This project is improving habitat environments across three neighbouring educational sites – the Royal Agricultural University, Cirencester College, and Cirencester Deer Park School. The result will be a Wild Campus connecting Cirencester to the surrounding countryside.

This will create a haven for birds, small mammals and amphibians, as well as pollinators and their insect prey, plus a dark corridor for bats. Bats are protected, iconic and account for over a quarter of mammal species in the UK. Alongside protection laws, projects to enhance habitat have helped bat populations to stabilise after a century of decline.

This project will include planting wildlife-friendly native shrubs and wildflowers, replacing outdoor lighting in line with Bat Conservation Trust guidance, diversifying large areas of lawn, and installing over 100 bat and bird boxes. Signs will promote the improvements, increasing understanding and access to wildlife for our 4,250 students and over 10,000 annual visitors.



# GLOUCESTERSHIRE SKILLS PORTAL

## SKILLS PORTAL SUPPORTS GLOUCESTERSHIRE JOBS, SKILLS AND BUSINESS

The Skills Portal was created to make it easier for those looking for a new job, to learn new skills or set up their own business.

The Skills Portal was developed by GFirst LEP and Gloucestershire County Council, bringing together and simplifying available national and local skills support.



The portal is specifically designed to help those who may have recently become unemployed, those who have been made redundant, individuals looking to learn new skills, 16 to 24 year olds looking for support and individuals looking to set up a new business.

The Skills Portal has been developed as a resource for anyone facing redundancy, looking to retrain or for work, or seeking apprenticeship, learning and training opportunities. It's also there to help local businesses who need to know what support they can bring in to help their staff. The idea is to have all this information easily available in one place.

GFirst LEP are very grateful to Gloucestershire County Council for funding the development of the portal and enabling us to keep it up-to-date. The LEP worked with local training providers and partner organisations such as Adviza and Job Centre Plus, to develop more tailor-made support packages.

“  
**THE SKILLS PORTAL WAS CREATED TO MAKE IT EASIER FOR THOSE LOOKING FOR A NEW JOB, TO LEARN NEW SKILLS OR SET UP THEIR OWN BUSINESS.**  
 ”

# WEST CHELTENHAM TRANSPORT IMPROVEMENT SCHEME



## GROWTH DEAL FUNDING £23.6 million

A £22m transport improvement scheme to create network capacity and improved cycling and walking infrastructure along the eastbound A40 to facilitate the Cheltenham Cyber Park/ Golden Valley Development.

The West Cheltenham Transport Improvement Scheme was initially split into three main parts along the A40 corridor running eastbound from M5 J11 to the Benhall Roundabout and included carriageway, walking and cycling infrastructure improvements with the work lasting for about two years in total.

- M5 Junction 11 slip road and Arle Court Roundabout upgrade
- Telstar Way and Benhall Roundabout up to Gloucester Road Junction
- Walking and Cycling improvements linking A40 and Cheltenham Station

# DIGITAL INNOVATION IN AGRI-TECH



## EUROPEAN REGIONAL DEVELOPMENT FUND £740,000

Digital Innovation in Agri-Tech provides an innovation workspace, and dedicated support programme, to Gloucestershire's agri-tech SMEs. The aim is to stimulate productivity and growth opportunities, through the creation, development and improvement of products.

Based at Hartpury's dedicated product development and testing facilities, the project is supported by a team of highly qualified and experienced applied researchers. Working with businesses enrolled on the programme, they explore, test, trial, research, and develop new products (or enhance existing ones), in a unique environment.

This innovation space also provides facilities to demonstrate products to clients, both physically and virtually. Collaboration between businesses, project staff, external advisors, technicians, users, and clients can be carried out in secure digital and physical environments. The workspace is made up of environmentally sustainable and purpose-built container units, on a Tech-Box Park located on-site and equipped with high-speed internet, wireless stems, and 24/7 electronic access.

# START AND GROW ENTERPRISE



## EUROPEAN REGIONAL DEVELOPMENT FUND £1.252 million

Start and Grow Enterprise is a fully-funded business support programme for budding entrepreneurs and early-stage enterprises, offering workshops, training, coaching and access to finance.

Delivered by a specialist team at the University of Gloucestershire, Start and Grow Enterprise works with those just getting started in the business world; whether that's a student with a big idea, or a new business hitting bumps in the road. All support is tailored to the individual circumstances, and the project is split into different programmes for those at different stages in their journey.

The most prominent support service offered are the training courses and workshops, which vary from the basics of starting a business, to more advanced topics. All business leaders who progress through the programme have the opportunity to apply for a £1,000 grant to help their business overcome its challenges, and also may apply for a Growth Session with a qualified Business Coach as well as one-to-one support from members of the team.

# THE SOUTH INTERNATIONALISATION FUND



## EUROPEAN REGIONAL DEVELOPMENT FUND £500,000

The South Internationalisation Fund provided over £12 million of co-investment funding to Small and Medium Enterprises (SMEs) in the South of England until early in 2023. The fund was announced on 16 October 2020 by Department for International Trade (DIT) Ministers as part of the Government's Export Growth Plan to help businesses in England 'build back better' following the pandemic. The purpose of the fund is to encourage SMEs to invest in advice and support to grow their overseas trading and strengthen their business through international trade.

The level of ERDF grant funding, matched by the business, varies between £1K and £9K. Eligible expenditure included specialist advice to help to prepare for international trade including market research; market selection and entry advice; advice on Intellectual Property Rights; cross cultural negotiation support; translation and cultural advice and much more.

# SUPPORTING NEETS



## EUROPEAN SOCIAL FUND £1.8 million

The NEET project supports young people who are aged between 15 and 24, and either not in education, employment or training (NEET) or at risk of becoming NEET. These young people are often those who face multiple barriers to their participation and need a different type of offer of 15-24 provision to engage them in learning and keep them engaged.

To engage with these young people and meet their needs, Prospect Training Services provides individually tailored solutions locally, leading to the onward progression of the individual employment or training. This in turn leads to an increase in participation in education and training and a reduction in the number of young people who are at risk of being NEET or are already NEET.

# WILD TOWNS



## EUROPEAN REGIONAL DEVELOPMENT FUND £1.03 million

Wild Towns is a project designed to create, connect and enhance green spaces for wildlife in 7 towns across Gloucestershire.

Delivered over 3 years, but with a legacy that will last long into the future of these towns and habitats, the primary aim of this Gloucestershire Wildlife Trust project is to improve the biodiversity of market towns.

In each of these environments, Wild Towns will deliver improved ecological networks, enhanced green infrastructure, and natural solutions to water management. These are achieved through the creation of new grasslands and wetlands, the felling and planting of woodlands, removal of barriers to fish in rivers, creating refuges for key and endangered species, and the creation of pond networks.

# GLOUCESTER RAILWAY STATION IMPROVEMENTS



## GROWTH DEAL FUNDING £4.3 million

Complementing the previous investment in the new Gloucester Transport Hub, this project will improve links to the Transport Hub and city beyond to create an integrated transport interchange that will provide high quality facilities to users and provide an attractive 'gateway' to Gloucester.

This new interchange will be directly adjacent to the £100m Forum Digital development in Gloucester and will be a key factor in the commercial success of this development.

The project's aims are to open up new access to Metz Way to improve traffic flows, improve the front access of the station for both pedestrians and vehicles and re-modelling the station forecourt.

Finally, major improvements to the pedestrian underpass will make it accessible to all, more secure and create a safe and attractive link to the city centre from the north side of the station/Gloucester Royal Hospital.

# SOUTHWEST BYPASS IMPROVEMENTS



## GROWTH DEAL FUNDING £2 million

The South West Bypass development project was approved in 2019, and sought to ease traffic flowing through Gloucester City Centre at the A430 Llanthony Road junction.

If you've ever driven through Gloucester at rush hour, you will probably have found yourself in some traffic around the A430. There has been a lot of development on the main thoroughfares around the city, and particularly those which connect to the M5. Llanthony Road, which many people will know for its famous swing bridge, is the final improvement to complete the overall scheme.

The scheme saw the section between Llanthony Road and St Anne Way widened, and the traffic lights refurbished to make traffic flow better. The side road junctions, pedestrian crossings, and cycle facilities were also improved.

## TARGET 2020/30



## EUROPEAN REGIONAL DEVELOPMENT FUND £1.806 million

Target 2030 is a continuation of Target 2020, a project designed to increase energy efficiency in SMEs throughout Gloucestershire.

Delivered by Severn Wye Energy Agency, this project aims to deliver a profound impact on Gloucestershire's green credentials. Target 2020 helped many of these firms to monitor and change their energy consumption, putting them on a more sustainable footing for the future. Using their 20 years of sustainability experience, Severn Wye Energy Agency have been offering two main branches of support to Gloucestershire businesses:

- A free energy efficiency survey from an expert Business Energy Advisor, along with an analysis of past energy bills and a detailed energy action plan report highlighting the key points and recommendations
- A grant system, which follows the report guidelines, for businesses to apply for partial funding to fulfill the recommending energy efficiency measures.

## MINSTER EXCHANGE



## GETTING BUILDING FUND £3.114 million

The 'Minster Exchange' with Cheltenham Borough Council is a low carbon modular construction that will deliver innovative co-working space in central Cheltenham. It will provide a purpose-built performance, event and community venue, and connect to the High Street through upgraded historic linkages from the Cheltenham Minster grounds. It will also act as a pilot for developments at the Cyber Central campus.

The project consists of: 14,053ft<sup>2</sup> of innovative and flexible workspace including offices, dedicated desks, hot desks and meeting rooms to accommodate more than 50 businesses and create 225 jobs in three years; a state-of-the-art multi-functional performance area, events, entertainment and community arena that will welcome over 10,000 visitors per year; a purpose-built Cyber Innovation Facility ("CIF") for cyber-tech and digital up-skilling, training, R&D and start-up acceleration; and the inclusion of a Tier 2 Growth Hub for Cheltenham.

# GLOUCESTERSHIRE AGRI-TECH PARTNERSHIP



Photo Credit: Jack Wiseall, LettUs Grow

Gloucestershire has one of the largest concentrations of agricultural education and training in the UK, including the Royal Agricultural University and Hartpury University & Hartpury College, as well as R&D centres of excellence such as Campden BRI and the Countryside & Community Research Institute at the University of Gloucestershire. Facilities include demonstration farms and various business incubators.

Food and agriculture are one of the largest and fastest growing sectors in the County. The County's extensive facilities allow start-ups and established businesses to research, test and scale-up their Agri-tech propositions.

GFirst LEP set up the Gloucestershire Agri-Tech Partnership to facilitate and encourage collaboration across these partner organisations, with the aim to share best practice and to work together to highlight the offer to an international market via its Inward Investment activity.





# MADE IN GLOUCESTERSHIRE

Championing the county's best food and drink, Made in Gloucestershire is flying the flag for local producers. Made in Gloucestershire is a new initiative from GFirst LEP and is backed by an impressive array of partner organisations.

Gloucestershire is home to rolling hills, stunning villages, exhilarating sporting events, quirky traditions, and experiences you won't find anywhere else. The county has also got a grand tradition for getting stuck in and making things by hand, so it's lucky enough to be home to hundreds of outstanding local food and drink producers, who put their heart into everything that's made in the county.

There's plenty to celebrate about Gloucestershire food and drink – that's why Made in Gloucestershire was formed.

MADE IN  
*Gloucestershire*





**DEV CHAKRABORTY,  
DEPUTY CEO, SAID:**

“From globally recognised brands like Wall’s Ice Cream and Ribena to fast-growing start-ups like Tubby Tom’s and Non Solo Pasta, we want to show local people, visitors and the world everything that’s great about food and drink in Gloucestershire.

Through the Made in Gloucestershire initiative, we want to champion our producers, increase local procurement, and encourage residents and tourists to buy local.

When customers see the Made in Gloucestershire mark, they know that they’re supporting our diverse, world-leading community of producers and helping to put money back in the local economy, securing jobs and income.”

The Made in Gloucestershire website is where local food and drink producers can sign up to become members. The first two years of the Made in Gloucestershire scheme are fully funded, so all businesses who joined before 31 August 2022 received free membership for two years.

**TOM HUGHES,  
FOUNDER OF TUBBY  
TOM’S SAID:**

“We’ve always had amazing support from local people from ever since we first started to now. To me, Made in Gloucestershire means home. It also means opportunities. We have so many hidden gems here, whether that’s events, street food, artisan makers and small businesses. The Made in Gloucestershire website means you can find these incredible businesses all in one place and support them.”

**MEMBERS AND AFFILIATES**

**140+**

**KEY PARTNERS**

**10**





# GLOUCESTERSHIRE NET ZERO

GFirst LEP in partnership with The Growth Hub have now hosted two Gloucestershire Net Zero Conferences aiming to inspire the business community to start their Net Zero journey. The events brought together a wide array of Net Zero and Sustainability business leaders from across the county. Attendees came away having learnt how to plan their Net Zero strategy, implement green skills in to their workforce, and accelerate their marketing and finance plans.

Gloucestershire has a hive of sustainable businesses, experts, help and support available, and is aiming to be recognised as a leading example of Net Zero and Sustainability innovation. The Growth Hub also offers fully funded business support on Net Zero via a Specialist Business Guide, helping SMEs on their Net Zero journey.

# PEER NETWORKS



## PEER NETWORKS IS A PEER-TO-PEER NETWORK FOR SMES THAT WAS DELIVERED LOCALLY BY THE GROWTH HUB NETWORK ACROSS GLOUCESTERSHIRE.

The Growth Hub created diverse cohort groups of individuals to collaboratively work through common business issues. Through interactive action learning, business leader were able to discuss their your own challenges, gain and reflect on valuable feedback and implement practical solutions to overcome them.

From finance and HR to sales, marketing and more, our expert facilitators were able to create a trusted support network, that helped to build and strengthen businesses and improve its overall performance. Peer Networks was designed for business leaders who wanted to grow and develop their organisation for future success.





# GLOUCESTERSHIRE NATURE + CLIMATE FUND (GNCF)

The Gloucestershire Nature + Climate Fund (GNCF) is a non-profit organisation established to support Landowners, Developers and Local Planning Authorities through the biodiversity net gain process.

Mandatory biodiversity net gain (BNG), as set out in the Environment Act, means that most developments will have to demonstrate that they are able to enhance wildlife on-site. If this cannot be done on-site, the developer will be required to provide off-site biodiversity improvements, by paying for off-site biodiversity net gain units. The biodiversity net gains will be secured through the planning system and a development will have to show how the net gains will be achieved to obtain planning permission.

The GNCF has been established by the Gloucestershire Local Nature Partnership and GFirst LEP. The GLNP is backed by Gloucestershire's Local Authorities who fund and partner the initiative, as well as around 30 nature-based bodies from the county. The GNCF operating principles will ensure that the gold standard in offsite biodiversity net gain is met. The GNCF will administer funds from BNG sales to support the Joint Central Plan Green Infrastructure Strategy, the Local Nature Recovery Strategy, enable improvement of green spaces within Gloucestershire's urban centres and restore nature at a larger scale in rural areas.

Website: [glosncf.com](https://glosncf.com)

# YOUR GFIRST TEAM



**DAVID  
OWEN**



**DEV  
CHAKRABORTY**



**JUTE  
BLACKMON**



**KAREN  
CAMPBELL**



**PHIL  
CLEMENT**



**SARAH  
DANSON**



**PATRICK  
FORDE**



**JESSICA  
GRAY**



**SAM  
HOAD**



**NEIL  
HOPWOOD**



**SUZIE  
LEW**



**KIMBERLEY  
SEVILLE**



**RUB  
SHOTT**



**ABY  
TOMSON**



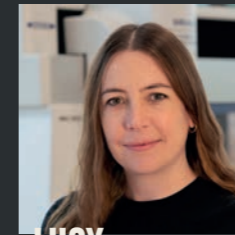
**PAUL  
WOODHOUSE**

# GFIRST BOARD MEMBERS PAST AND PRESENT

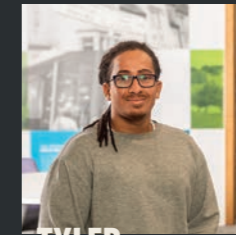
PRESENT



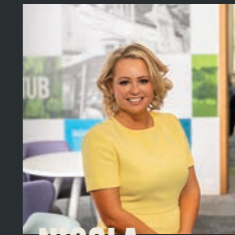
**RUTH  
DOOLEY**



**LUCY  
ACKLAND**



**TYLER  
ATTWOOD**



**NICOLA  
BIRD**



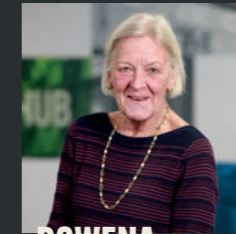
**MATT  
CHARMAN**



**RICHARD  
COOK**



**MARK  
HAWTHORNE**



**ROWENA  
HAY**



**JACKIE  
LABBE**



**MATT  
LENNARD**



**IAN  
MEAN**



**DEBORAH  
POTTS**



**JENNY  
RAYMOND**



**JOE  
ROBERTS**

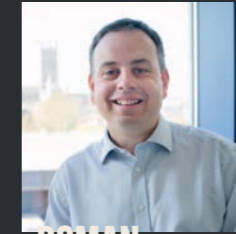
PAST



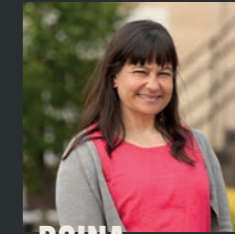
**DR DIANE  
SAVORY**



**MATTHEW  
BURGESS**



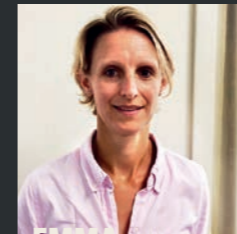
**ROMAN  
COOPER**



**DOINA  
CORNELL**



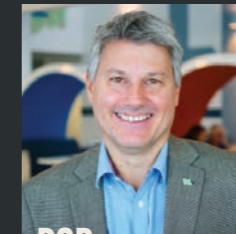
**JIM  
GRANT**



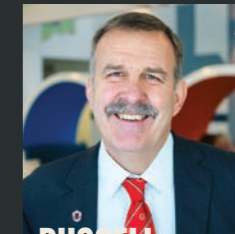
**EMMA  
HANBY**



**STEPHEN  
JORDAN**



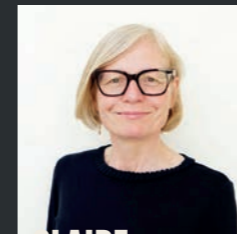
**ROB  
LOVEDAY**



**RUSSELL  
MARCHANT**



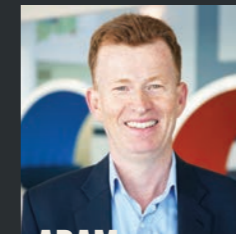
**STEPHEN  
MARSTON**



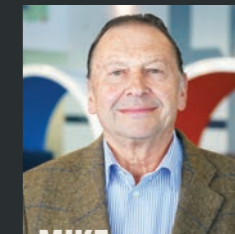
**CLAIRE  
MOULD**



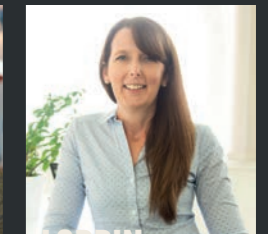
**NEILL  
RICKETTS**



**ADAM  
STARKEY**



**MIKE  
WARNER**



**LORRIN  
WHITE**

**EVERYTHING  
HAS CHANGED,  
NOTHING  
HAS CHANGED.**

THEY SAY IT'S UNCERTAIN TIMES. THAT THINGS HAVE CHANGED FOREVER. THEY TALK OF A NEW NORMAL. BUT WHAT DO THEY REALLY KNOW? YOU KNOW NOTHING IS CERTAIN WHEN YOU RUN A BUSINESS. EAT, SLEEP, GRAFT, REPEAT! NOW THAT WAS A NEW NORMAL. BACK THEN, YOU WERE DRIVEN BY FEAR. ENOUGH TO MOTIVATE YOU, NEVER ENOUGH TO STOP YOU. REMEMBER HOW QUICKLY FEAR TURNED TO FEARLESS? DO YOU RECALL THAT HUNGER? THAT PASSION? REMEMBER THE PRIDE WHEN YOU HIT THAT MILESTONE? WE NEED YOU TO CALL UPON IT AGAIN. NOT JUST FOR YOU, NOT JUST FOR YOUR FAMILY. BUT FOR YOUR COLLEAGUES, YOUR SUPPLIERS, FOR GLOUCESTERSHIRE. FOR TOMORROW'S GENERATION, AS WELL AS TODAY'S. THEY SAY THAT A RISING TIDE LIFTS ALL SHIPS. **FOR THE LAST 12 YEARS, WE'VE BEEN PROUD TO BE THAT TIDE.**

**gfirst**<sup>®</sup> **LEP**  
growing gloucestershire



DESIGNED BY  
**MIGHTY**  
MIGHTY-AGENCY.CO