

Magnox Socio-economic Plan 2016-19



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1. Introduction

The Nuclear Decommissioning Authority's (NDA) objective "to support the creation of dynamic, sustainable local economies for communities living near our sites" is underpinned by four thematic priorities.

NDA thematic principles:

- Employment - with a preference for higher value job creation
- Education / skills - both to support decommissioning and clean-up and diversification into other sectors
- Economic and social infrastructure - including environmental remediation and improvements and cultural and natural heritage
- Economic diversification
- Diversification into other industries and sector - including support for the local supply chain.

Our socio-economic strategy and plan supports the NDA's vision and thematic priorities.

Whilst we are not directly accountable for regeneration in the areas around our sites, Cavendish Fluor Partnership (CFP) and Magnox recognise the important role we play in supporting the communities and partner agencies to develop plans and deliver initiatives which help mitigate the impact of decommissioning the sites.

The Magnox contract places socio-economic commitments on CFP, and Magnox (see **Appendix 2**). A summary of the commitments are provided below.

Socio-economic commitments (summary):

- Support the NDA's strategy to take account of the socio-economic consequences of its plans
- Support the NDA's socio-economic objectives and policy through engagement with the NDA, Local Authorities, development agencies and other key stakeholders
- Prepare and deliver a three-year rolling socio-economic development plan in partnership with NDA, consulted upon with stakeholders
- Work/support local and national regeneration/economic development agencies through a complementary Socio-economic Plan
- Plan will consider: local skills retention, workforce transition, apprentice schemes, supply chain/small-medium-enterprises (SMEs) optimisation, engagement with local educational establishments, re-use of land
- Publish an annual review of socio-economic performance against the plan, and against specific, measurable, attainable, relevant and timely (SMART) targets
- Prioritise socio-economic interventions; timescale to care and maintenance and prevailing socio-economic conditions.

2. Stakeholder engagement and consultation

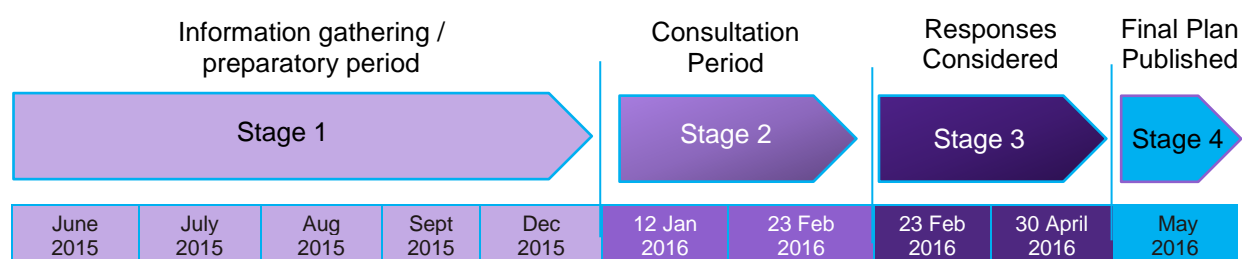
In developing the three-year rolling Magnox Socio-economic Plan 2016-19, we engaged with key stakeholders to seek views and feedback during a six week consultation period (12 January to 23 February 2016).

The stakeholder groups engaged as part of this process were as follows:

- Nuclear Decommissioning Authority (NDA)

- Local Authorities in England, Scotland and Wales
- Members of Parliament (MPs), Members of the Scottish Parliament (MSPs) and Welsh Assembly Members (AMs).
- The UK, Scottish and Welsh Governments
- Site Licence Company management teams
- Site Stakeholder Groups (SSGs) / Local Community Liaison Council (LCLC)
- Non-government organisations
- Socio-economic partnerships
- Regional economic development agencies
- Local Enterprise Partnerships (LEPs) and Enterprise Zone Boards
- Magnox workforce
- EDF Energy and EDF new nuclear build
- Horizon Nuclear Power
- Trade Unions
- Supply Chain forums
- The Nuclear Legacy Advisory Forum (NuLEAF) and the Scottish Councils Committee on Radioactive Substances (SCCORS).

Figure 1: Stakeholder engagement and consultation timeline



Post consultation report

A summary of responses and comments on the draft Magnox Socio-economic Plan 2016-19 was published in May 2016. This included the consultee’s name and describes how the responses/comments received were considered in developing the final document.

Engagement 2017-2019

During 2017-2019 (the duration of the existing three-year rolling plan) we will engage and inform stakeholders of any fundamental changes which are made to the plan and consider any feedback in updating the existing plan or formulating the next version. Formal consultation on the Magnox Socio-economic Plan will take place every three years following the conclusion of the previous three-year rolling plan.

What has changed in the 2018/19 update to the Magnox Socio-economic Plan 2016-19?

- The targets for year 3, identified in Table 1, have been reviewed based on progress against the year 1 and year 2 targets, the emerging Magnox strategies and the development of local community initiatives and priorities. The overarching approach and objectives remain unchanged
- The individual site pages have been revised to reflect the 2017/18 socio-economic achievements and deliverables

3. The Magnox Socio-economic Plan

3.1. PBO/SLC socio-economic strategy

Our socio-economic strategy and objectives cascade from the NDA's Socio-economic strategy, through the Parent Body Organisation (PBO) and Site Licence Company (SLC) to the sites, ensuring consistency of messages and approach. The Magnox Socio-economic Scheme is the mechanism for distributing grant funding that supports the strategy and objectives. More information on this scheme is available on the [Magnox website](#).

Socio-economic strategy:

Key areas of our overarching socio-economic strategy include:

- Employing a holistic approach that enriches learning from experience across the sites yet still recognises individual site requirements
- Building upon existing stakeholder relationships and socio-economic initiatives
- Enhancing economic diversification and opening up new employment opportunities
- Leveraging the parent organisations' experience in education and training to enhance the potential opportunities for people in the supply chain
- Achieving value for money through targeted use of funds for socio-economic initiatives that offer the biggest impact for the lowest cost at prioritised sites for funding.

Our plans consider:

- Existing local socio-economic development plans
- The prevailing socio-economic conditions in each Magnox site's locality
- Relevant Government policy, including in Wales and Scotland
- Results of local stakeholder engagement
- Skills retention in localities/skills transfer from each Magnox site to local communities
- Transfer of learning from the PBO to Magnox
- Apprentice scheme development
- Maximising the potential/capacity of local supply chains to bid for work from each Magnox site
- Engagement with local education establishments, supporting curricula and raising aspirations
- Supporting the spin-out of functions from the Magnox sites to the local economy; and
- Availability of NDA-owned, proximate land to divest for socio-economic benefit.

3.2. Prioritisation of interventions

The three-year rolling socio-economic development plan provides a rationale for prioritisation to ensure that socio-economic interventions are targeted where they can have the greatest impact, deliver the best value for money and are sustainable in the long term. Taking account of NDA thematic priorities, the sites have been prioritised according to the following factors:

- Workforce profile
- Lifecycle transition dates from generation to defueling or from decommissioning to care and maintenance
- Working age population and employment statistics (2014)
- Regional Gross Value Added and Index for Multiple Deprivation statistics (compared to National average) (2013)
- Geographical distance to urban employment

- Results of the Magnox Socio-economic Scheme and direct NDA funding invested to date
- Development of the opportunities highlighted in the former Magnox socio-economic development plan (2011-15), the former Research Sites Restoration Limited (RSRL) socio-economic development plan and implementation of existing independent socio-economic impact assessment report recommendations and action plans
- External factors – inward investment employment opportunities, new nuclear build and sister nuclear site lifecycles
- Prevailing socio-economic conditions in the surrounding area.

The prioritisation of sites will be regularly reviewed in order to take account of changing factors.

Site prioritisation is one factor that will be taken into account when making decisions on funding. It is important to note, however, that if a robust transformational project is submitted to the Magnox Socio-economic Scheme that fits the criteria, then irrespective of the site prioritisation it would be given due consideration based on its merits alongside other applications.

The output of this prioritisation exercise, the detail of which is summarised in **Appendix 1**, has categorised the sites as high, medium or low as follows.

High priority areas/sites:

- Bradwell
- Dungeness A
- Hunterston
- Trawsfynydd
- Wylfa

Mid priority areas/sites:

- Chapelcross
- Hinkley Point A
- Winfrith

Low priority areas/sites:

- Berkeley
- Harwell
- Oldbury
- Sizewell A



Site Lifetime Plans

The contract awarded to the Cavendish Fluor Partnership (CFP) by the NDA in September 2014 was to take the 12 historic Magnox nuclear sites into the final stages of decommissioning in line with the NDA's strategy.

As noted in the previous revision of this plan, although CFP have delivered a strong performance since September 2014, it has been agreed by the NDA and CFP to mutually terminate the Magnox contract due to the material differences identified in the tender documentation. The two year termination notice period began in September 2017 and thus

CFP will cease operating the contract on 31 August 2019. We expect no change to the Socio-economic Plan or funding as a result of this announcement.

3.3. The Magnox Socio-economic Scheme

The Magnox Socio-economic Scheme provides funding to support activities that benefit the social or economic life of communities, in support of the NDA's responsibilities under the Energy Act (2004) to mitigate the socio-economic impact of its work programme where it operates. The scheme has three funding aims:

1. Being a good neighbour
2. Helping to build sustainable communities
3. Supporting transformational projects that mitigate the impact of decommissioning Magnox sites.

Funding is prioritised towards aims 2 and 3, where the biggest and most sustainable socio-economic benefit can be achieved.

Funding

Magnox Ltd, Cavendish Fluor Partnership and the NDA work together to manage a funding portfolio of almost £1million each financial year. Funding is available on a rolling programme to support our aims on three levels:

1. Up to £1,000 for small projects neighbouring Magnox sites (good neighbour funding)
2. Up to £10,000 capital expenditure towards a sustainable project
3. Over £10,000 to support large projects that make a significant contribution towards mitigating the impact of decommissioning in the areas around Magnox site/s.

More information on the scheme and funding criteria is available at <https://magnoxsocioeconomic.com/>

4. Socio-economic objectives

Our objectives for the three-year rolling Magnox Socio-economic Development plan cascade from the NDA's Socio-economic policy, through the PBO and Site Licence Company to the sites. These objectives are detailed in **Table 1**. Overall progress against these objectives is discussed in **Section 7**, with site-specific achievements highlighted alongside the site specific objectives in **Section 4.2**.

TABLE 1

Employment – with a preference for higher value job creation			
Strategic objectives	Magnox objectives	SMART Targets	Performance measures
<p>Optimise the potential of local suppliers to bid for site work by establishing a supply chain transformation programme:</p> <ul style="list-style-type: none"> To encourage opportunities for, and the use of, Small and Medium Enterprises (SMEs) To develop a robust and healthy supply chain To develop a Magnox estate approach to supply chain management activities To develop strategic supplier partnerships focused on added value for Magnox and its suppliers. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Improve visibility by developing the Magnox supplier web pages, with particular attention to the development of SME content, update supplier Top 20 list, monitor web traffic and add a link to NDA website 2. Improve accessibility by providing opportunities for the supply chain to engage directly with Magnox. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Improve the visibility and accessibility of supply chain opportunities based on feedback identified via a supplier survey 2. Explore the opportunity to standardise the pre-qualification questionnaire process and approach, to make it easier for the supply chain, including SMEs, to apply <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Improve the visibility and accessibility of supply chain opportunities based on feedback identified via a supplier survey. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Publish the 2016 procurement plan on www.magnoxsites.com by 29 July 2016 2. Attend the annual NDA Estate Supply Chain Event 3. Deliver the first phase of the supply chain transformation plan by 29 July 2016. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Deliver an annual supplier survey and action plan based on the feedback provided by end October 2017 2. Develop the Magnox supplier web pages, with particular attention to the development of SME content 3. Regularly promote supplier web pages and monitor web traffic throughout the year 4. 2017/18 Procurement Plan published and publicised on time and updated monthly 5. Consider standardisation of supplier tendering interface through technology deployment 6. Establish baseline of traffic to supplier pages of website. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Deliver an annual supplier survey and action plan based on the feedback provided 2. Regularly promote supplier web pages and monitor web traffic 3. Publish summary of supplier survey and action plan on website by March 2018. 4. 2018/19 Procurement Plan published and publicised on time and updated monthly 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. No of contract opportunities posted annually on www.magnoxsites.com and the Achilles Utilities Vendor Database 2. No of Regional NDA SME Steering groups attended annually. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Evidence promotion and development of supplier web pages by Sep 2017 2. Evidence that the opportunity to standardise the pre-qualification questionnaire process and approach has been explored and considered. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Evidence promotion of supplier web pages 2. Increase in traffic to supplier pages of website.
<p>Use parent organisation’s business experience to establish a programme for the supply chain and, in particular, SMEs to enhance their capability and establish a structured approach to supplier development that is consistent with public procurement regulations and optimises the potential for local supply chain opportunities.</p>	<p>2017/18 Year 2</p> <p>Understand the changes in value and % overall supply chain spend. with SMEs</p> <p>2018/19 Year 3 as year 2</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Monitor the value and % overall supply chain spend with SMEs based on criteria agreed with the NDA. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Monitor the value and % overall supply chain spend with SMEs based on criteria agreed with the NDA. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Monitor the value and % overall supply chain spend with SMEs based on criteria agreed with the NDA. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Establish a reporting mechanism for Value and % supply chain spend with SMEs by 01 July 2016 and report on a quarterly basis. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Value and % supply chain spend with SMEs reported on a quarterly basis based on criteria agreed with the NDA. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Value and % supply chain spend with SMEs reported on a quarterly basis based on criteria agreed with the NDA.

Employment – with a preference for higher value job creation			
Strategic objectives	Magnox objectives	SMART Targets	Performance measures
<p>Develop opportunities for spin-off businesses from site.</p>	<p>Explore opportunities for new or spin off business.</p> <p>Where opportunities exist put in place mechanisms to support staff in the development of such opportunities.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> For staff in transition, work with Penna to develop support and workshops on how to start new businesses Summary of feedback produced by 28 February 2017. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> Evaluate the performance and feedback of support being made available by 28 February 2018 Explore opportunities to extend support to other sites as they near closure by 28 February 2018. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> Explore opportunities to extend support to other sites as they near closure by 28 February 2017. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> No. of people who attend a workshop/meeting/access support annually Value and number of new or spin off businesses supported annually via existing Magnox support schemes. <p>2016/19 Year 3</p> <ol style="list-style-type: none"> No. of people who attend a workshop/meeting/access support annually. Value and number of new or spin off businesses supported annually via existing Magnox support schemes.
<p>Identify and optimise opportunities for local resource redeployment, secondment and training.</p> <p>Align with the NDA and Magnox people strategy, particularly in respect to supporting reskilling and redeployment into other parts of the NDA estate and, where possible, trying to retain skills within the localities.</p>	<p>Ensure staff are aware of opportunities for local redeployment, secondment and retraining.</p> <p>Maximise awareness and knowledge of local opportunities among employees.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> Work with Penna to establish a process for making staff in transition aware of local redeployment, secondment and retraining opportunities both within the parent companies and the wider supply chain Work with Penna to understand local employers' skills requirements. <p>2017-19 Year 2-3</p> <ol style="list-style-type: none"> Continue to work with Penna to make staff in transition aware of opportunities for local redeployment, secondment and retraining Engage with local stakeholders so that employers have sight of talent and skills as staff become available Annual Resource plans published and publicised by 31 March 2018 and annually thereafter, to ensure stakeholders and employers have sight of talent as staff become available. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> Communicate local redeployment, secondment and retraining opportunities both within the parent companies and the wider supply chain by 29 July 2016 No of local employers contacted annually, to understand local employers' skills requirements by 30 September 2016 Work with Penna to establish a Magnox skills database of staff in transition and local employer's skills requirements by 30 September 2016. <p>2017-19 Years 2-3</p> <ol style="list-style-type: none"> Report no of employees referred to Penna by end FY Report no of employee Personal Development Plans created by end FY Report no of internal redeployment opportunities offered to staff annually Report no of staff in transition attending outplacement support/workshops annually Report no of employees securing their desired personal aspirational outcome.

Education/skills – both to support decommissioning and clean-up and diversification into other sectors			
Strategic objectives	Magnox objectives	SMART Targets	Performance measures
<p>Develop wide-ranging and accessible training and reskilling programmes, including apprenticeships, to support workforce transition to suitable employment.</p> <p>Align this with existing Cavendish Nuclear and Fluor apprentice schemes to maximise opportunity and benefit of the nuclear industry.</p>	<p>Consolidate SLCs' training programmes and provide a single training gateway for SLC staff, to support workforce transition to suitable employment.</p> <p>Deliver the Talent Management Programme, which identifies rising stars in the organisation and places them on a structured development programme to enhance their career progression.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Develop a plan for combining the pre-existing Magnox and former RSRL training programmes into a single programme and gateway by 30 September 2016 2. Create and implement a Talent Management Programme (TMP) by Sep 16 3. Single SLC training programme and gateway in place by 31 January 2017. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Deliver the Talent Management Programme 2. Combine the pre-existing Magnox and former RSRL training programmes, where appropriate, into a single programme by end Jan 17 3. Augment single SLC training programme further by exploring synergies within the parent companies' training portfolios 4. Continue to deliver the SLC training programme, to support workforce transition to employment 5. Parent companies' training portfolios opened up by 31 May 2017. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Continue to deliver the Talent Management Programme 2. Continue to deliver the SLC training programme, to support workforce transition to employment. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Plan to create a single SLC training programme and gateway in place on time 2. Create and implement a Talent Management Programme (TMP) and identify individuals to attend this by 30 September 2016 3. Number of individuals identified for the Talent Management Programme <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Number of individuals identified for the Talent Management Programme 2. Number of training opportunities and qualifications aligned to industry standards created annually. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. No of individuals identified for the Talent Management Programme 2. No of training opportunities and qualifications aligned to industry standards created annually.
	<p>Establish a process for supporting individuals with their transition plans and access to transition support.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Work with Penna to provide access to appropriate information so that individuals can develop their transition plans i.e. appropriate resources, templates, and opportunities to transfer to parent organisations 2. Establish an effective process for facilitating staff to transition to parent body organisations. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Deliver the process for facilitating staff to transition to parent body organisations 2. Provide access to appropriate information so that individuals can develop their transition plans. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Deliver the process for facilitating staff to transition to parent body organisations 2. Provide access to appropriate information so that individuals can develop their transition plans. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Evidence of resource support available to staf. 2. PBO transition plan and process in place on time by 29 July 2016 3. No of people in transition offered alternative employment to the PBO. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. No of people in transition offered alternative employment to the PBO 2. Evidence of resource support available to staff. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. No of people in transition offered alternative employment to the PBO 2. Evidence of resource support available to staff.

Education/skills – both to support decommissioning and clean-up and diversification into other sectors			
Strategic objectives	Magnox objectives	SMART Targets	Performance measures
<p>Deliver and establish a process for transitioning Magnox staff into the parent body organisations at the appropriate time, when their work on the Magnox programme has concluded.</p>	<p>Deliver and communicate the process for transitioning Magnox staff into the parent body organisations at the appropriate time, when their work on the Magnox programme has concluded.</p>	<p>2016-19 Years 1-3</p> <ol style="list-style-type: none"> 1. Develop and deliver a communications plan for publicising the opportunities in the parent body organisations by end 2016 2. Deliver ongoing communications in support of the above throughout the duration of this plan. 	<p>2016-19 Years 1-3</p> <ol style="list-style-type: none"> 1. No of opportunities made available in the parent organisation companies annually 2. No of staff offered opportunities in the parent organisation companies annually.
<p>Work with skills bodies, the National Skills Academy for Nuclear (NSAN), local authorities and local educational establishments to support apprentice programmes and to provide mentoring and support to supply chain apprentice schemes.</p>	<p>With PBO support and guidance, work with skills bodies, the NSAN, local authorities and local educational establishments to support apprentice programmes and to provide mentoring and support to supply chain apprentice schemes.</p> <p>This will include assessing the impact of the new government apprenticeship levy and development of an appropriate Magnox apprenticeship programme.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Assess the impact of the new government apprenticeship levy and identify what industry apprentice programmes exist in Magnox communities, including PBO schemes to identify an appropriate Magnox apprentice programme 2. Establish relationships with the relevant skills bodies and identify the support Magnox can provide to external apprentice programmes by 31 October 2016 3. Identify what industry apprentice programmes exist in Magnox communities, including PBO schemes to identify an appropriate Magnox apprentice programme by 30 April 2016. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Develop and deliver an appropriate Magnox apprenticeship programme which supports the UK Government's apprenticeship levy. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Deliver an appropriate Magnox apprenticeship programme which supports the UK Government's apprenticeship levy. 	<p>2016-19 Years 1-3</p> <ol style="list-style-type: none"> 1. Number of industry apprentice-related meetings attended annually i.e. NSAN 2. Number of apprentice placements taken at Magnox sites annually.

Economic and Social infrastructure, including environmental remediation and improvement and cultural and natural heritage			
Strategic objectives	Magnox objectives	SMART Targets	Performance measures
<p>Support economic and social infrastructure regeneration initiatives through targeted use of the socio-economic fund and SLC support where appropriate.</p> <p>Support opportunities to divest land for socio-economic benefit.</p>	<p>Support economic, environmental remediation and social infrastructure projects that align with NDA policy and meet funding/prioritisation criteria.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Work with socio-economic partnerships to identify social infrastructure projects and opportunities to divest de-licensed land for socio-economic benefit throughout 2016 2. Continue to support transformational economic or social infrastructure projects via the Magnox Socio-economic Scheme, which align with NDA policy and meet funding/prioritisation criteria. <p>2017/19 Year 2-3</p> <ol style="list-style-type: none"> 1. Consider if new medium priority sites require a socio-economic impact assessment report and action plan commissioning, which can be supported through the Socio-economic Scheme via match funding 2. Continue to support transformational economic or social infrastructure projects via the Magnox Socio-economic Scheme, which align with NDA policy and meet funding/prioritisation criteria. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Number /value of social infrastructure projects supported through the socio-economic fund annually 2. Number of opportunities supported to divest land for socio-economic benefit annually 3. Gearing ratio of match funding achieved for FY 16/17 4. Socio-economic benefits delivered by the projects supported measured and reported by end of FY 16/17. <p>2017/19 Year 2-3</p> <ol style="list-style-type: none"> 1. Where a requirement is identified, No of socio-economic impact assessment reports/action plans commissioned 2. Gearing ratio of match funding achieved for FY 17/18 3. Socio-economic benefits delivered by the projects supported measured and reported by end of FY 16/17 4. Report on outcomes for medium priority sites by 30 April 2018.
<p>Work with local education establishments to support the curriculum and raise aspirations.</p>	<p>Identify a programme for capturing, publishing and reporting on Magnox STEM activities/voluntary support.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Identify a process for capturing and reporting existing STEM/voluntary support (online form, booking code, line manager approval) 2. Identify what STEM activities are available locally and nationally e.g. Business in the Community (BITC), STEMNet, STEM workshops that require volunteer time or financial support. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Establish a programme to support the curriculum and encourage pupils to pursue STEM disciplines by 20 September 2017 2. Publicise staff volunteering opportunities and encourage staff to support appropriate social infrastructure initiatives <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Deliver the programme to support the curriculum and encourage pupils to pursue STEM disciplines 2. Continue to publicise staff volunteering and encourage staff to support appropriate social infrastructure initiatives by January 2017. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Employee volunteering reporting mechanism in place by 29 July 2016 2. Identify what resource is needed to support education activities by 31 March 2017 3. STEM activity report published on time, which also includes the STEM activity supported through the Magnox Socio-economic Scheme 4. Agree approach to maximise impact of local and national STEM activities by 30 September 2016. <p>2017/18 Year 2</p> <ol style="list-style-type: none"> 1. Number of 'active' STEM Ambassadors, Nuclear Graduates and voluntary supporters 2. No of education visits and STEM initiatives delivered annually. <p>2018/19 Year 3</p> <ol style="list-style-type: none"> 1. Number of 'active' STEM Ambassadors, Nuclear Graduates and voluntary supporters 2. Number of education visits and STEM initiatives delivered annually.

Ref 4 NDA thematic priority	Encourage diversification into other industries and sectors, including support for the local supply chain		
Strategic objectives	Magnox objectives	SMART Targets	Performance measures
<p>Encourage diversification and business development by working with local economic development agencies to encourage inward investment.</p>	<p>Work in partnership with regional development agencies and local authorities to identify opportunities for inward investment and support these with appropriate SLC resource.</p> <p>Work in partnership with regional development agencies and local authorities to identify opportunities to encourage and support diversification and business development.</p>	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Identify and make suitable socio-economic resources from the site available to work alongside the lead stakeholders to identify opportunities to secure investment into the Travel to Work Area and to encourage and support diversification and business development 2. Identify and attend meetings with all the regional economic development agencies and local authorities throughout 2016 3. Work in partnership with regional development agencies and local authorities to identify opportunities for diversification at all high priority sites throughout 2016. <p>2017-19 Years 2-3</p> <ol style="list-style-type: none"> 1. Identify and make suitable socio-economic resources from the site available to work alongside the lead stakeholders to identify opportunities to secure investment into the Travel to Work Area and to encourage and support diversification and business development 2. Identify and attend meetings with all the regional economic development agencies and local authorities throughout 2016 3. Support appropriate applications which support diversification and business development and which align with the Magnox Socio-economic Scheme criteria. 	<p>2016/17 Year 1</p> <ol style="list-style-type: none"> 1. Number of inward investment opportunities for high priority sites identified. <p>2016/19 Years 1-3</p> <ol style="list-style-type: none"> 1. Number of socio-economic meetings supported by Magnox 2. Number /value of appropriate funding applications supported via the Magnox Socio-economic Scheme annually 3. Gearing ratio of match funding achieved 4. Number of new businesses created annually.

Note 1: Penna - Third party who provides redeployment and outplacement support to staff who are transitioning. This will include, but is not limited to, helping staff develop techniques for coping with change, identify skills and competencies in demand elsewhere in the organisation or wider.

4.1. Site socio-economic objectives

Recognising that the socio-economic development plan needs to focus on those sites identified as high or medium priority, additional objectives have been identified for these particular sites. These are in addition to the company-wide objectives outlined in **Table 1**.

4.2. Site Descriptions

High Priority Sites

4.2.1 Bradwell

Workforce numbers (as of April 2018):

76 Magnox staff

Socio-economic stakeholders

Maldon District Council

Essex County Council

Bradwell Working Group

Bradwell Legacy Partnership Group

Bradwell Local Community Liaison Council (LCLC)



Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £544,374

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012

Fiscal Year	Organisation	Project	Funding awarded
2012/13	West Mersea Town Council	Mersea Island Recreational Park	£50,000
2013/16	Maldon District Council	Bradwell Socio-economic Action plan (over three years)	£150,000
2015/16	Bradwell-on-Sea Community Shop	Bradwell-on-Sea Community Shop (fittings and equipment)	£25,000
		Sub total	£225,000
2016/17	Stow Maries Great War Aerodrome	Discovering the Wildlife at Stow Maries Great War Aerodrome	£10,000
2016/17	Maldon District Council	Bradwell Legacy Partnership Secretariat (over two years)	£33,000
2107/18	Maldon District Council	Feasibility study for Business Enterprise Centre in Maldon District	£60,000
		Total	£328,000

Key projects and initiatives in 2017/18:

- **Bradwell Legacy Partnership (BLP):**

- £33,000 awarded to Maldon District Council towards the cost of providing secretariat support for the BLP for two years (now in second year)
- The BLP continues to meet regularly to look at various options in terms of Businesses and Tourism
- Themes remain the same and in line with the Bradwell Socio-economic Action Plan:
 - Tourism – Website created and branding for the area has been achieved for the Maldon District, www.visitmaldondistrict.co.uk
 - Skills – Exploring options to provide skills training locally
 - Business and Community Support – available
 - Business Premises – Feasibility study being undertaken to identify need and possible site for a Maldon District Enterprise Centre to support new and existing businesses. Outputs expected later in the year.

During 2017/18 Magnox has supported 10 local organisations resulting in one job safeguarded, and at least 10 volunteering and 68 training opportunities. 22 schools have benefitted either directly or through other projects supported. The projects supported have also realised £116,111 match-funding.

HIGH PRIORITY SITE – Bradwell
<p>Opportunities / objectives for 2018/19</p> <p>Continue to work with the Bradwell Legacy Partnership on the plans to mitigate the impact on the local economy and the future job losses at Bradwell in alignment with the outputs from the Bradwell Socio-economic Action Plan and the Maldon District Economic Prosperity Strategy document.</p> <p>Fully consider any proposals that emerge which would mitigate the closure of the site expected in late 2018.</p> <p>In discussion with the LCLC and Bradwell Legacy Partnership, consider the future arrangements for providing socio-economic support in the period after the site enters care and maintenance, including the duration of any continuing financial support.</p>

4.2.2 Dungeness A

Workforce numbers (as of April 2018):

161 Magnox staff

Socio-economic stakeholders

Kent County Council

Folkestone & Hythe District Council (formerly
Shepway District Council)

Ashford Borough Council

Rother District Council

East Sussex County Council

Romney Marsh Partnership Group (RMPG)

Marsh Million Board

Dungeness Site Stakeholder Group

New Romney Coastal Communities Team



**Direct NDA Socio-economic funding invested in local projects between 2005-18:
£41,250**

**Cumulative value of Magnox Socio-economic Scheme funding invested in local
projects between 2012-18: £1,549,413**

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012:

Fiscal Year	Organisation	Project	Funding awarded
2012/13		No applications	£0
2013/14	Kent County Council	Marsh Million Fund	£500,000
2013/14	Romney Marsh Partnership	Romney Marsh Coordinator (over three years)	£120,000
2013/14	Shepway District Council	New Romney Business Incubator Units (over three years)	£99,709
		Sub total	£719,709
2014/15	The Marsh Academy	Apprentices on the Marsh – This was a three year project for £43,000 with a successful first year. However due to significant issues and changes that could not be overcome, the project could not progress beyond this point leaving £25,660 unspent.	£17,340
		Sub total	£17,340
2015/16		No applications	£0
		Sub total	£0
2016/17	Romney Marsh Partnership	Romney Marsh Coordinator (3 year funding of £20k/annum)	£60,000
2016/17	Shepway District Council	Mountfield Road Feasibility Study	£40,000

		£35k and New Romney Town Council Coastal Communities Team £5k	
2016/17	CineMarsh	To support the creation of a cinema in New Romney (subject to other funding being secured)	£50,000
			£150,000
2017/18	Romney Resource Centre	To provide training for adults (19+) in Maths, English, ICT and Levels 2 & 3 NVQs	£38,260
		Sub total	£38,260
		Total	£899,649

Key projects and initiatives 2017/18:

- **Romney Marsh Partnership (RMP) Group:** The RMP continues to work towards the delivery of the Romney Marsh Socio-economic Plan which focuses on:
 - Highlighting some of the area's significant economic and social challenges
 - Bringing people together and making the most of the projects already being delivered on Romney Marsh
 - Involving local people and giving them more of a stake in their local community and local economy
 - Providing a framework and a strategy to bring new funding into the area through new projects and new approaches.

Members of the partnership include Kent County Council, Folkestone & Hythe District Council, Ashford Borough Council (ABC) and Rother District Councils (RDC), East Sussex County Council (ECC), Dungeness Site Stakeholder Group, the NDA and Magnox amongst others.

The role of coordinator is funded by Magnox, Folkestone and Hythe District Council, Ashford Borough Council, Rother District Council and East Sussex County Council to continue the role. Currently into second year of this three year project.

- **The Marsh Million Fund** is currently closed for general applications. The Marsh Million Board meet regularly to review the situation on repayments whilst also looking at and exploring opportunities that could benefit the area in line with the work of the RMPG
- **New Romney Mountfield Road Industrial Estate Feasibility Study:** Folkestone & Hythe District Council are contributing £40k along with £35k from Magnox to assess the infrastructure needs, create a site master plan and investigate various options to maximise the benefit of the land available. Work on this study is progressing with consultants appointed and work underway with draft proposals developed
- **CineMarsh** is a project put forward by the Marsh Academy to set up a small cinema in New Romney. Magnox has confirmed £50k funding support to this project providing that additional funding is secured.

In 2017/18 Magnox funding created at least 16 employment opportunities and safeguarded four jobs. There were more than seven volunteering and 67 training opportunities. Training opportunities through JAM on the Marsh have enabled 18 individuals to experience some community skills coaching and opportunities. The area has benefitted from at least £28,750,000 additional income through local events. Eight schools have also benefitted through this scheme. Overall the projects supported by Magnox have realised £279,842 match-funding.

HIGH PRIORITY SITE – Dungeness

Opportunities / objectives for 2018/19

Continue to work with the Romney Marsh Partnership Group moving forward.

Monitor and assess the impact of larger projects to evaluate their effectiveness.

Look for opportunities to work with partners in the future to mitigate the closure of the site.

Monitor any changes that may affect Dungeness as the contract termination (CFP) date approaches.

4.2.3 Hunterston A

Workforce numbers (as of April 2018):

142 Magnox staff

Socio-economic stakeholders

Scottish Government

North Ayrshire Council

Scottish Enterprise

Hunterston Site Stakeholder Group

North Ayrshire Hunterston Regeneration Steering Group



Direct NDA Socio-economic funding invested in local projects between 2005-18: £250,000

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £788,283

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012:

Fiscal Year	Organisation	Project	Funding awarded
2012/13	West Kilbride Community Centre	West Wing Development	£20,000
		Sub total	£20,000
2013/14	Ardrossan Quayside Offices	Ardrossan Quayside Offices	£375,000
		Sub total	£375,000
2014/15	Field Studies Council	Marine Biological Station at Millport	£300,000
		Sub total	£300,000
2015/16		No applications	£0
		Sub total	£0
2016/17	Portencross Castle	Provision for WC facilities for staff and visitor	10,000
		Sub total	£10,000
2017/18		No applications	£0
		Sub total	£0
		Total	£705,000

Key projects and initiatives in 2017/18:

- There were no applications supported over £10,000 in 2017/18. Largs Organic Gardens received £8,632 for the volunteer run garden at the railway station towards the Viking Longship and tools for the community garden project. £1,500 was supported to purchase an outboard motor for the Maritime Volunteer Service at Ardrossan Harbour to provide maritime training sessions for local groups.

During 2017/18 34 local schools were supported. A number of organisations were supported with over 30 training opportunities through the Maritime Volunteer Service and 10

volunteering opportunities at the Largs Organic Garden project. Six sports clubs have also benefitted from new kits and equipment. The projects supported also realised £88,824 match-funding.

HIGH PRIORITY SITE – Hunterston A

Opportunities / objectives for 2018/19:

Restart work with North Ayrshire Hunterston Economic Steering Group or develop a Socio-economic Sub-group of the Hunterston Site Stakeholder Group to mitigate the impact on the local economy of the future job losses at Hunterston A.

4.2.4 Trawsfynydd

Workforce numbers (as of April 2018):
152 Magnox staff

Socio-economic stakeholders

Welsh Government
Gwynedd County Council
Menter Môn
North Wales Economic Ambition Board
Trawsfynydd Oversight Group
Traws-Newid
Snowdonia National Park Authority
Snowdonia Enterprise Zone Board
Grŵp Llandrillo Menai
Trawsfynydd Site Stakeholder Group



Direct NDA Socio-economic funding invested in local projects between 2005-18: £2,750,500

- Towards the end of the financial year 2017/18, Trawsfynydd Transition Phase 3 received £465,500 NDA direct funding. This is a continuation of Phase 2, which received £350,000 funding in 2011/12 creating two jobs – Enterprise Zone Manager and Enterprise Zone Officer implementing the Site Action Plan and further improvements to Trawsfynydd Lake, including improved signage and access for paths and cyclists. The café created five indirect jobs. Phase 3 is a much broader programme with the opportunity to secure multimillion-pound investments at both Trawsfynydd Site, with the potential of Small Modular Reactors (SMRs) opportunity and the nearby Snowdonia Aerospace Centre in Llanbedr.

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £1,028,967

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012:

Fiscal Year	Organisation	Project	Funding awarded
2012/13	Coleg Meirion Dwyfor	CaMDA	£360,000
		Sub total	£360,000
2013/14	Antur Stiniog	Y Siop, Blaenau Ffestiniog	£40,000
	Gwesty Seren Cyf	Gwesty Seren, Llan Ffestiniog	£50,000
	Gwynedd County Council	Llwyddo'n Lleol (Anglesey & Gwynedd)	£36,000
	Urdd Gobaith Cymru	National Eisteddfod 2014, Meirionnydd	£35,000
		Sub total	£161,000
2014/15	Bryncrug Community	Bryncrug Business Centre	£14,459

	Centre		
	Prysor Angling Association	Trawsfynydd Lake Development Phase II	£25,825
		Sub total	£40,284
2015/16	Cellb	Digital cinema project	£21,280
2015/16	Porthmadog Football Club	Y Traeth Skills Academy	£40,373
		Sub total	£61,563
2016/17	Outdoor Partnership	3 year project to encourage women and girls into the outdoors sector	£30,000
2016/17	Grwp Llandrillo Menai	2 year Youth Entrepreneurship Scheme	£15,000
		Sub total	£45,000
2017/18	Cylch Y Llan	Transform grade II listed church into heritage centre and tourism hostel (Dependent on securing match funding)	£50,000
2017/18	Gwynedd Council, STEM Gogledd	Four year project to develop a bespoke STEM Hub to compliment mainstream services supported by STEM coordinators and mentors.	£201,000
		Sub total	£251,000
		Total	£918,847

Key projects and initiatives in 2017/18:

- Outdoor Partnership:** The project is progressing well and following the approval of a gate review, is now beginning the final year of 'This Girl's Adventure'. This project is inspiring more women and girls from North Wales to participate in outdoor activities for health, social and economic reasons, in turn giving them the confidence to follow a pathway to employment in the outdoor sector, a sector where women are very much under represented. New groups, such as women's climbing and water-sports committees have been formed and are self-sufficient thanks to the help of the partnership.
- Cylch Y Llan:** Cylch Y Llan Trust intend to transform the former Grade II, St Deiniol's Church in Llanuwchllyn. The overall £1.2M project is to purchase, restore and repair the former church building and churchyard for new sustainable use as a Community Heritage Centre and accessible and affordable 5* hostel accommodation to generate income. Magnox support will provide interpretation and learning resources of the locally and nationally important visual, oral and written histories. The project has employment opportunities for a full time Heritage Learning and Facilities Officer and volunteering roles. The Trust are currently seeking match funding
- STEM Gogledd:** Gwynedd Council has developed a Project Development Group with representation from various sectors for a new Science, Technology, Engineering and Mathematics (STEM) Gogledd project. The group has been awarded £201,000

over four years from the Magnox Socio-economic Scheme to increase the take up and attainment in STEM subjects amongst 11-19 year olds in North-west Wales, It is expected that young people continue to study STEM subjects post 16 and go on to complete training in STEM subjects. The project will create a bespoke STEM hub to complement main stream services with the assistance of a STEM co-ordinator and STEM mentors. STEM Gogledd will create five job opportunities and reach out to at least 600 participants.

During 2017/18, the Magnox Socio-economic Scheme supported six local schools. A number of organisations also received funding for equipment for mud kitchens and outdoor play equipment. Harlech Library Institute also received backing to purchase a computer and printer. A new local produce business hub created by Antur Nantle Cyf was supported, creating two part time jobs in the old bank in Dyffryn Nantle. The projects supported have also realised £2,974,414 match-funding.

HIGH PRIORITY SITE - Trawsfynydd
<p>Opportunities / objectives for 2018/19:</p> <p>Work with Gwynedd County Council, Welsh Government and regional partners regarding future socio-economic interventions for North West Wales to mitigate impacts of end of work at Trawsfynydd.</p>

4.2.5 Wylfa

Workforce numbers (as of April 2018):

392 Magnox staff

Socio-economic stakeholders

Welsh Government

Isle of Anglesey County Council

Menter Môn

North Wales Economic Ambition Board

Grŵp Llandrillo Menai

Wylfa Site Stakeholder Group



Direct NDA Socio-economic funding invested in local projects between 2005-18: £5,870,000

- In 2017, the NDA awarded £2M along with Welsh Government, Grwp Llandrillo Menai and Horizon for the development and construction of the Engineering Centre in Llangefni.

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £1,183,930

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012

Fiscal Year	Organisation	Project	Funding awarded
2012/13	Anglesey County Council	Energy Island Apprentices	£16,000
		Sub total	£16,000
2013/14	Môn Communities First	Vocational Training Academy Joinery Skills Programme	£140,533
2013/14	North Wales Watersports	Ysgol y Môr Phase II (Anglesey & Gwynedd)	£32,970
		Sub total	£173,503
2014/15	Anglesey County Council	Anglesey Cycling Festival	£60,000
2014/15	Menter Mechell	Llanfechell Community Shop and Post Office	£21,754
		Sub total	£81,754
2015/16	Anglesey Agricultural Showground	Infrastructure improvements	£40,000
2015/16	Menter Mon Morlais	Tidal Energy Development	£300,000
2015/16	Mon Communities First	Mon Communities First - Driving Skills Programme and Construction Skills Test Centre	£99,282
		Sub total	£439,282

2016/17	Gwynjim Gymnastics Club	Purchased equipment in new facility.	£32,000
2016/17	National Eisteddfod	Science Pavilion in week-long festival	£30,000
2016/17	Anglesey County Council (Energy Island Programme)	Phase 3 Strategic Infrastructure.	£100,000
2016/17	GeoMôn - Mapping Geology of South Anglesey	Three year mapping geology project	£10,500
		Sub total	£172,500
2017/18	Cemaes Community Interest Company	Transform Capel Bethlehem in Cemaes into a 100 cover chef school restaurant and Charles Henry Ashley lifeboat visitor centre, including a 70 seat cinema (Dependent on match funding secured).	£150,000
2017/18	Môn Communities First	£300,000 awarded over 3 years - Academy costs to continue the delivery of the academy services whilst purchasing and transferring to new premises to become self- sustainable. Two jobs safeguarded, 40 indirect jobs created and over 275 training opportunities.	£300,000
		Sub total	£450,000
		Total	£1,333,039

Key projects and initiatives in 2017/18:

- Môn Communities First (Môn CF)**, Journey to Work programme is progressing well in their second year. A further £300,000 has been awarded for the next three years to continue with the successful delivery of the Academy whilst having purchased and currently converting the two new premises in Holyhead town centre. This funding has safeguarded two roles. In 2017/18, 128 individuals moved into employment and 933 training opportunities were undertaken. The academy will be self-sustainable on completion, saving on rental costs of the current buildings
- Anglesey County Council, Energy Island** project is progressing well with the strategic infrastructure areas of Llangefni and accelerated the Amlwch Regeneration Masterplan which is near completion
- Cemaes, Capel Bethlehem Project**, £1.7M project to purchase and transform Capel Bethlehem in Cemaes into a 100 cover chef school restaurant and the Charles Henry Ashley lifeboat visitor centre which will include a 70 seat cinema. The project will create five new business enterprises; three direct and 26 indirect employment opportunities within the restaurant, 15 voluntary employment opportunities for the visitor attraction and over 200 training and skills development opportunities.

During 2017/18 Magnox funding created 113 employment opportunities, mainly through the Môn CF Driving Skills programme. There were two jobs safeguarded and 66 indirect jobs created from the Mon CF Next Steps project and the Capel Bethlehem project. Last year there were 18 volunteering opportunities realised, the majority being in the Capel Bethlehem project and 911 Community Skills Trainings opportunities supported through the Magnox scheme. 13 schools and nurseries benefitted as did four youth football clubs.

Overall the projects supported by Magnox have realised £1,998,446 of match-funding.

HIGH PRIORITY SITE - Wylfa
<p>Opportunities / objectives for 2018/19:</p> <p>Continue to work with Anglesey Council, Welsh Government and regional partners regarding future socio-economic interventions for Anglesey and the surrounding areas following from the defuelling phase at Wylfa.</p>

Medium priority sites

Although these sites are identified as medium priority, it is important to note that if a robust transformational project is submitted to the Magnox Socio-economic Scheme which fits the criteria, then irrespective of the site prioritisation it would be given due consideration based on its merits alongside other applications.

4.2.6 Chapelcross

Workforce numbers (as of April 2018):

213 Magnox staff

Socio-economic stakeholders

Scottish Government

Dumfries & Galloway Council

Scottish Enterprise

Chapelcross Joint Co-ordination Group

Chapelcross Site Stakeholder Group

Annan Regeneration Steering Group

Gretna Regeneration Steering Group

Chapelcross Site Stakeholder Group



Direct NDA Socio-economic funding invested in local projects between 2005-18:

£4,395,000

In 2018, the NDA awarded £495,000 for the development of the second phase of the Beyond Chapelcross Project.

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £252,195

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012:

Fiscal Year	Organisation	Project	Funding awarded
2012/13		No applications	£0
2013/14		No applications	£0
2014/15	Dumfries & Galloway Council	Chapelcross Site Masterplan	£20,000
		Sub total	£20,000
2015/16		No applications	£0
2016/17		No applications	£0
2015/17		Sub total	£0
2017/18	Eastriggs and Gretna Heritage Group	Chapelcross Heritage Project at Devil's Porridge museum.	£36,000
		Sub total	£36,000
		Total	£56,000

Key projects and initiatives in 2017/18:

- **Eastriggs and Gretna Heritage Group** - £36,000 Magnox funding supported a two year employment opportunity for an Access and Learning Officer at the Devil's Porridge museum to create a Chapelcross Heritage exhibition, including a very popular virtual reality tour of Chapelcross site. Also within the exhibition are oral testimonies of real life experiences of past employees describing their working lives and the huge impact Chapelcross has had on the local community.
- **Youth Beatz World of Wonka**, an annual free event hosted by Dumfries and Galloway Council attracting over 12,000 young people addresses the issues of suicide, drugs and alcohol abuse through music and workshops. Magnox supported the 'Toon' production with £2,000 towards the event.
- **Annandale and Eskdale Sports Partnership - PEPAS Calendar (Physical Education, Physical Activity and Sport)**, Magnox funded £7,650 towards the annual project providing training opportunities for over 60 individuals within the sports activities which are held throughout the year.

During 2017/18 Magnox funding supported 62 schools with sports activities through the PEPAS calendar and Year of the Young People lantern making workshops. The Youth Beatz World of Wonka performances provided 55 voluntary opportunities for youngsters. Another 40 voluntary opportunities were generated to assist with the Annan Riding of the Marches annual event. Overall the projects supported by Magnox have realised £339,381 match-funding.

MEDIUM PRIORITY SITE - Chapelcross
<p>Opportunities / objectives for 2018/19:</p> <p>Work with the Chapelcross Joint Co-ordination Group to mitigate the impact on the local economy of the future job losses at Chapelcross.</p>

4.2.7 Hinkley Point A

Workforce numbers (as of April 2018):
164 Magnox staff

Socio-economic Stakeholders:

- Somerset County Council
- West Somerset Council
- Sedgemoor District Council
- Hinkley Point Site Stakeholder Group
- Business West
- Nuclear South East



Direct NDA Socio-economic funding invested in local projects between 2005-18: £450,000

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012–18: £100,005

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012:

Fiscal Year	Organisation	Project	Funding awarded
2012/13	Bridgwater Education Trust	Changing Life Opportunities	£37,550
2013/14	Spaxton Community Shop	Development project	£20,000
		Sub total	£57,550
2015/16		No applications	£0
2016/17		No Applications	£0
2017/18		No applications	£0
		Total	£57,500

During 2017/18 several organisations received Magnox funding to help support community events and organisations which offered volunteering opportunities and community cohesion. These projects, along with others, realised £ 41,825 of match funding.

MEDIUM PRIORITY SITE – Hinkley Point A
<p>Opportunities / objectives for 2018/19:</p> <p>Keep a watching brief of opportunities and developments in the area.</p> <p>Discussions starting with Somerset Council and another community organisation to explore possible opportunities in the area.</p>

4.2.8 Winfrith

Workforce numbers (as of April 2018):
156 Magnox staff

Socio-economic stakeholders

- Purbeck District Council
- Dorset County Council
- Winfrith Site Stakeholder Group
- Bridgwater/Weymouth College
- Dorset Local Enterprise Partnership (LEP)



Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £25,397

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012:

Fiscal Year	Organisation	Project	Funding awarded
2016/17		No successful applications	£0
2017/18		No successful applications	£0
		Sub-total	£0
		Total	£0

During 2017/18 Magnox funding helped to facilitate four volunteering opportunities across three schools in the area. Funding was also given in support of another four schools to enhance learning. Two sports organisations were also helped with kits and equipment. 12 people also received community skills training in First Aid. These projects realised £1,450 of match funding.

MEDIUM PRIORITY SITE - Winfrith
<p>Opportunities / objectives for 2018/19:</p> <p>Keep a watching brief on developments and opportunities in the area.</p>

Low Priority Sites

LOW PRIORITY SITES

Berkeley, Harwell, Oldbury and Sizewell

Opportunities / objectives for 2018/19:

Low priority sites are typically supported at good neighbour level (applications up to £1,000), but this is not exclusively the case and a number of more significant applications have been awarded in recent years.

The following provides a summary of that support.

Applications will continue to be considered on a case by case basis on their own merit and alignment with the Magnox socio-economic criteria.

Keep a watching brief on developments and opportunities in the area.

4.2.9 Berkeley

Workforce numbers (as of April 2018):

140 Magnox Staff

Socio-economic stakeholders:

Gloucestershire County Council
Berkeley Site Stakeholder Group
Business West



Direct NDA Socio-economic funding invested in local projects between 2005-18: £206,782

- £206,782 - South Gloucestershire and Stroud College (SGS) Green. Funding to buy engineering machinery for Engineering Workshops installed 2017 with official opening due in 2018.

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £89,286

Key projects and initiatives in 2017/18:

During 2017/18 Magnox enabled at least 100 people to learn something new. A business event to support students on their career choices engaged with eight schools benefitting over 1,000 students. Three other schools were also supported for equipment along with two STEM activities. Four sporting organisations benefitted from new kits, training and equipment through Magnox Socio-economic Scheme. Overall the applications realised £32,821 of match funding.

4.2.10 Harwell

Workforce numbers (as of April 2018):
227 Magnox staff

Socio-economic stakeholders:

Oxfordshire County Council
Vale of White Horse District Council
Harwell Site Stakeholder Group



Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £25,858

Key projects and initiatives in 2017/18 Awaiting

- **Harwell Innovation and Science Park development**, established in 2000 continues to expand with over 5000 people working in some 200 organisations. The focus is on a range of commercial applications including healthcare, medical devices, space, detector systems, computing, green enterprise and new materials
- **A quarter of the original Harwell licensed area has been delicensed (2014)**. One area on the Eastern boundary, adjacent to land already released has seen development commence to create new science/technology facilities; this is part of the Science Vale UK Enterprise Zone.

In the last financial year, Harwell had 11 successful applications under the Good Neighbour Scheme totalling £5,968. These projects helped support five schools and a couple of sporting events as well as local events and organisations to promote community involvement. This support realised £43,097 of match funding.

4.2.11 Oldbury

Workforce numbers (as of April 2018):
 Oldbury Technical Centre 233 Magnox Staff
 Oldbury Site 153 Magnox Staff
Total 386 Magnox Staff



Socio-economic stakeholders:
 South Gloucestershire Council
 Business West
 Oldbury Site Stakeholder Group

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £78,877

Projects awarded Magnox Socio-economic Scheme funding over £10k since 2012:

Fiscal Year	Organisation	Project	Funding awarded
2012/13	Bristol Storm Basketball Club	Storming the Streets	£15,000
2015/16		No applications	£0
		Sub total	£15,000
2016/17		No applications	£0
		Sub total	£0
2017/18		No applications	£0
		Sub total	£0
		Total	£15,000

During 2017/18 the funding enabled 80 people to benefit from community skills training. Two schools received funding towards equipment including STEM projects. Three sporting organisations were also helped with kit and equipment and a youth organisation received funds towards the purchase of a minibus. The £8,219 funding allocated to successful applicants was match-funded by £8,233 from other sources.

4.2.12 Sizewell A

Workforce numbers (as of April 2018):

189 Magnox staff

Socio-economic stakeholders:

Suffolk County Council

Suffolk Coast District Council

Waveney District Council

Sizewell Site Stakeholder Group



NDA Socio-economic funding invested in local projects between 2005-17: £25,000

Cumulative value of Magnox Socio-economic Scheme funding invested in local projects between 2012-18: £46,285

During 2017/18, three football clubs benefitted from Magnox support for new kits. Backing was also given to Beekeepers to showcase their skills and the benefits of bees by the purchase of equipment to help inform the public. These projects realised another £2,480 of match funding from other sources and fundraising.

5. Care and maintenance (C & M)

In line with the NDA's strategy, the appropriateness, availability and level of socio-economic support for sites as they enter C&M will be agreed on a case by case basis and discussed with NDA and stakeholders.

The socio-economic support and arrangements as sites move towards and enter C&M will be assessed and will:

- Take in to account each site's local area, timescales to quiescence
- Describe what options and support will/will no longer be available
- Identify the point at which we will engage with stakeholders e.g. ~12mths before the site's C&M date.

6. Monitoring and reporting

As part of the development of the three-year rolling Socio-economic Plan, appropriate performance measures and reporting arrangements were agreed with the NDA to track progress against the objectives and targets outlined in this Socio-economic Plan.

The Socio-economic Plan will be reviewed annually as a minimum.

7. Progress against targets during 2017/18

7.1. Employment - with a preference for higher value job creation

- We are continuing our work on a supply chain transformation programme and delivered the first phase on time. As before, this has included monthly publication of our Procurement Plan, our 'Top 20' contractors and information on standards and expectation on our suppliers. In addition, we continue to promote the procurement plan and supply chain successes through our social media presence, where we have a significant number of business users as followers. Expenditure through the supply chain is regularly reported to the NDA. Mentoring opportunities for suppliers will be considered after we complete the consolidation Procurement & Supply Chain. We are incorporating the SME mentoring activity into our regional SME forums so it has been removed from this
- Once again we sent a large team of procurement specialists to the NDA Supply Chain event in November 2017 and provided a speaker to present major procurement opportunities during the afternoon programme. We continue to meet with SME Steering Groups on a quarterly basis in two regions and provided a speaker to the North West Nuclear Forum
- A Supplier Survey with 50 current Magnox suppliers was undertaken. Action points revolved around visibility of opportunity so significant efforts have been applied to the Procurement Plan to address these during the year
- Over the year 32.5% of procurement spend was directly or indirectly, through SMEs, against a target of 25.5%. SMEs make up 61% (by number) of the Magnox supply base over the last rolling 12 months
- With the bulk of restructuring completed in the previous year the number of employees leaving the business or being re-deployed has fallen substantially, with the majority being managed by redeployment
- Around 50 employees have received outplacement support from Penna. Estate wide vacancies are also shared with Penna.

7.2. Education/skills - both to support decommissioning and clean-up and diversification into other sectors

- The company's Talent Management programme for technical and professional staff was rolled out in November 2016. Succession plans are in place and have been reviewed by Function/Programmes/Sites. We now have common processes across the business for training and authorisation arrangements and the E.Academy is available to all staff. Three Talent Management Boards have been established and there are 49 employees on the talent management scheme
- The L&D Manager chairs the NSAN South West meeting where apprenticeships are a standing agenda item. Magnox have agreed to support the new L8 trailblazer qualification that is to be developed. Support has also been given to ECITB in the development of the Project Controls apprenticeships
- Six staff are being reskilled from operations to radiological protection utilising the apprentice standard. One cyber-security apprentice has been taken on via Energus who have pulled down levy to support this. Six other apprentices are in place across Magnox and a further apprentice is being recruited in Finance. Other reskilling opportunities are being followed up, utilising the initial trailblazer standards.

7.3. Economic and Social infrastructure – including environmental remediation and improvement and cultural and natural heritage

- Magnox continues to attend a range of meetings with local authorities and development organisations, in its own right and in conjunction with the NDA
- We have continued to work with the NDA and regional providers on a number of major schemes, including the Mentor Môn Morlais wave and tidal energy programme on Anglesey and the Marsh Million business grant and loan scheme on Romney Marsh. More details are provided in the site-specific pages of this report. Magnox supported the applications for a number of major schemes during the year - see site specific pages for details
- Levels of match funding and the socio-economic benefits delivered are addressed in the individual site pages. For every £1 invested by the Magnox Socio-economic Scheme during 2017/18, £8 has been secured from other sources
- Two new business were created with the help of Magnox funding - Dyfryn Nantlle community hub with local produce deli shop (Trawsfynydd site) and Marine Education and Research (Bradwell site).

7.4. Encourage diversification – into other industries and sectors, including support for the local supply chain

- The company's E.Academy has been developed to enable individuals in the business to record the support they provide for STEM/local educational activities and significant internal attention is being given to encouraging staff to participate in these events. We have 50 staff members formally recognised as STEM volunteers

7.5. Future targets

Note that the wording of the targets section has been revised to clarify what this plan is setting out to achieve, and how we are measuring ourselves. We are working with the NDA to further improve these targets, and in particular to make them more SMART (Specific, Measurable, Achievable, Relevant and Time-based).

Appendix 1 – Prioritisation matrix

Magnox socio-economic funding prioritisation matrix May 2016

The statistical information on which this table is based is revised periodically. The prioritisation table will normally, therefore, be updated every three years or following a significant site transition point: e.g. upon a site's entry into care and maintenance.

Site	Hunterston A	Chapelcross	Dungeness A	Bradwell	Sizewell A	Oldbury	Berkeley	Hinkley P A	Wylfa	Trawsfynydd	Harwell	Winfrith
Previous Site Ranking 2012-15	Mid	Mid	High	High	Low	Low	Low	Low	Mid	High	n/a	n/a
Existing workforce profile as at April 2018 * 3	142	213	161	76	189	* 3 Site 153 OTC 233	140	164	392	152	227	156
Care & Maintenance Interim End State date *1	2022/3	2028	2027	2016-19	2027	2027	2021-22	2025-27	2025-26	2027-28	2027-28	2022-23
2016 -19 = 3 points 2020 -23 = 2 points 2024 + = 1 point	2	1	1	3	1	1	2	1	1	1	1	2
Working age population 2014	84,600	90,200	65,200	37,700	71,100	171,800	35,000	34,300	41,000	74,100	76,800	26,300
% unemployed 2014-15	9.3%	4.4%	4.9%	3.4%	2.6%	3.6%	3.1%	2.8%	5.7%	5.3%	2.6%	2.5%
7.00% + = 3 points 5.00 - 7.00% = 2 points Under 5.00 % = 1 point	3	1	1	1	1	1	1	1	2	2	1	1
Regional GVA per head National Average (NA) £24,958	£13,546	£17,343	£20,006	£19,585	£20,750	£24,342	£24,342	£19,648	£13,162	£18,608	£30,485	£19,719
30-50% below NA = 3 points 20% below NA = 2 points 10% below NA = 1 point	3	3	1	2	1	0	0	2	3	2	0	1
Multiple Index of Deprivation Ranking - 1 being most deprived Regional %	3953 6505 60.76%	4363 6505 67.07%	9822 32,844 29.90%	18,085 32,844 55.06%	13,426 32,844 40.87%	21,562 32,844 65.64%	23,249 32,844 70.78%	11,380 32,844 34.64%	980 1909 51.33%	1174 1909 61.49%	27,839 32,844 84.76%	18,034 32,844 54.90%
10-35% = 3 points 35-55% = 2 points 55-65% = 1 point	1	1	3	1	2	0	0	3	2	1	0	2
Distance from major employment	Glasgow 37 miles	Sellafield 63 miles	Canterbury 36 miles	Chelmsford 25 miles	Ipswich 28 miles	Bristol 20 miles	Bristol 22 miles	Bristol 47 miles	Chester 93 miles	Chester 60 miles	Oxford 15 miles	Southampton 52 miles
Up to 30 miles = 1 point 30 – 50 miles = 2 points Over 50 miles = 3 points	2	3	2	1	1	1	1	2	3	3	1	3
Magnox/RSRL funding 2012-16 *2 Direct NDA funding 2005-16 Total	£756,440 £250,000 £1,006,440	£176,702 £3,900,000 £4,076,702	£1,358,378 £41,250 £1,399,628	£401,168 0 £401,168	£39,971 £25,000 £64,971	£67,214 0 £67,214	£64,918 £206,782 £271,700	£87,756 £450,000 £537,756	£671,926 £3,870,000 £4,541,926	£816,334 £2,285,000 £3,101,334	£15,000 N/A £15,000	£15,000 N/A £15,000
High/Medium priority sites only Up to £500k = 4 points Up to £1.5M = 3 points £1.5 - £3.5M = 2 points Over £3.5M = 0 points	3	0	3	4	N/A	N/A	N/A	N/A	0	2	N/A	N/A
Sub Total	14	9	11	12	6	3	4	9	11	11	3	9

Site	Hunterston A	Chapelcross	Dungeness A	Bradwell	Sizewell A	Oldbury	Berkeley	Hinkley P A	Wylfa	Trawsfynydd	Harwell	Winfrith
Sub Total carried forward	14	9	11	12	6	3	4	9	11	11	3	9
External factors/ opportunities	Youth Employment Scheme Irvine Enterprise Zone	Beyond Chapelcross Project Annan Industry Park Chapelcross Site Development	Marsh Million Fund Romney Marsh Partnership Romney Marsh Business Centre	Bradwell Socio-economic impact assessment Action Plan Bradwell B Bradwell Power Station Legacy Partnership	Sizewell C	Oldbury B Stroud & South Gloucester College	Stroud & South Gloucester College Oldbury B	Hinkley Point C Stroud & South Gloucester College	Wylfa Newydd Biomass plant Leisure Village Morlais Tidal Energy	Snowdonia Enterprise Zone Small Modular Reactors Snowdonia Aerospace Centre	UK Science Vale Enterprise Zone	Purbeck Enterprise Zone
New nuclear build generating date	N	N	N	Not known	2025	Not known	N	2025	2020-25	N	N	N
EDF B site C & M date	2023	N	2028	N	2035	N	N	2023	N	N	N	N
Total Points	14	9	11	12	6	3	4	9	11	11	3	9
New Site Ranking 2016-19	Hunterston A High	Chapelcross Mid	Dungeness A High	Bradwell High	Sizewell A Low	Oldbury Low	Berkeley Low	Hinkley Point A Mid	Wylfa High	Trawsfynydd High	Harwell Low	Winfrith Mid

* ¹ Subject to future funding and validation of the programme by the NDA. * ² including future year commitments for multi-year projects

* ³ Staff figures adjusted from 2016 figures to reflect movement of support office to Oldbury Technical Centre

Magnox Socio-economic Plan 2016-19 site ranking

High priority funding sites (11-15 points) Bradwell, Hunterston A, Dungeness A, Trawsfynydd, Wylfa

Medium priority funding sites (7-10 points) Chapelcross, Hinkley Point A, Winfrith

Low priority funding sites (1- 6 points) Berkeley, Harwell, Oldbury, Sizewell A

Data source:

Scotland Index of Multiple Deprivation 2012, Welsh Index of Multiple Deprivation 2014, English Index of Multiple Deprivation 2015 – Lower Super Output Area for site postcode

Office of National Statistics - Regional Gross Value Added NUTS3 Data 2014.

Nomis Official Labour Market Statistics – Working age population (16 – 64) in the site postcode's County in 2014, % of working age population unemployed January – December 2015

RAC Route Planner

Appendix 2 – Client specification / contract

<p>6.8</p>	<p>Critical Enablers: Socio Economics: To support the creation of dynamic, sustainable local economies for communities living near Sites SOD Reference: SMS/TS/F4/SOD001 (Version V2 February 2012)</p>	<p>To support the Authority's Strategy to take account of the socio-economic consequences of its plans, engaging with agencies for economic development, providing financial support to the Contractor for socio-economic expenditure and providing direct socio-economic funding support, the Contractor shall commit sufficient human and financial resources to do the following, to the Authority's reasonable satisfaction:</p> <p>6.8(a) apply the principles and approval systems as previously agreed by the Authority for any socio-economic support;</p> <p>6.8(b) work to support the Authority's socio-economic objectives, as set out in the Authority's Socio-Economic Policy, through engagement with the Authority, Local Authorities, development agencies and other appropriate bodies ensure that three year rolling Socio-Economic Development Plans are prepared in partnership with the Authority, consulted upon with stakeholders and submitted to the Authority and are in line with the requirements detailed in the Authority's Socio-Economic Policy and in the socio-economic section(s) of the LTP Performance Plan;</p> <p>6.8(c) prepare, consult upon and publish an annual review of socio-economic performance against the LTP Performance Plan detailed in 6.8(b) above; the plan should include clear objectives, desired outcomes, SMART targets and performance measures;</p> <p>6.8(d) influence, work with and support local and national regeneration/economic development agencies in the delivery of their objectives through the development and execution of a complementary Socio-economic Plan;</p> <p>6.8(e) prioritise its socio-economic interventions according to both the timescale towards Quiescence at sites and the prevailing socio-economic conditions in the travel to work area;</p> <p>6.8(f) Whilst cognisant of 6.8(e) above, plans should consider, as a minimum:</p> <ul style="list-style-type: none"> [i] skills retention in localities/skills transition from the sites to jobs in local communities; [ii] the transfer of learning from the PBO to the Magnox Contractor and the RSRL Contractor in order to engender a more diversified and skilled workforce; [iii] apprentice scheme development, including community apprentices; [iv] optimising the potential/capacity of local supply chains to bid for work from sites; [v] engagement with local education establishments - supporting curricula and raising aspirations; [vi] supporting the spin-out of functions from the sites to the local economy as new SMEs; and
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		<p>[vii] re-location of associated staff/offices/businesses within the travel to work area for individual sites;</p> <p>6.8(g) communicate with employees and trades unions to develop, at the appropriate time, workforce transition plans;</p> <p>6.8(h) develop individual transition plans and transition training/support programmes as appropriate;</p> <p>6.8(i) work with the supply chain to inform and support them in their own workforce transition plans;</p> <p>6.8(j) make available to appropriate stakeholder organisations the Annual Resource Plans produced; and</p> <p>6.8(k) jointly develop and enter into a stakeholder and Socio-Economic Partnering Agreement with the Authority to support development and delivery of the Socio-Economic Development Plan. This agreement will provide clarity on how the parties intend to collaborate and co-operate in order to deliver stakeholder and socio-economic activity requirements.</p>
6.8.1	SLC Programme Requirement (Magnox) Develop plans suited to Magnox sites	<p>The Contractor shall:</p> <p>6.8.1(a) prioritise areas for support. The plan(s) prepared and maintained by the Contractor pursuant to Requirement 6.8 above should take into account:</p> <ul style="list-style-type: none"> [i] Magnox Socio-economic Plans; [ii] local Socio-Economic Development Plans; [iii] availability of Authority-owned, proximate land to divest for socio-economic benefit; [iv] the prevailing socio-economic conditions in each Magnox Site's locality; [v] results of local stakeholder engagement; [vi] skills retention in localities/skills transfer from each Magnox Site to local communities; [vii] transfer of learning from the PBO to the Magnox Contractor; [viii] apprentice scheme development; [ix] maximising the potential/capacity of local supply chains to bid for work from each Magnox Site; [x] engagement with local education establishments, supporting curriculum and raising aspirations; [xi] supporting the spin-out of functions from the Magnox sites to the local economy; and [xii] re-location of associated staff/offices/businesses to locality around the Magnox Site(s).
6.8.2	SLC Programme Requirement (RSRL) Develop plans suited to	<p>The Contractor shall:</p> <p>6.8.2(a) prioritise areas for support. The plan(s) prepared and maintained by the Contractor pursuant to Requirement 6.8 above, should take into account:</p>

	RSRL sites	<ul style="list-style-type: none">[i] local Socio-Economic Development/Regeneration Plans;[ii] availability of Authority-owned, proximate land to divest for socio-economic benefit;[iii] the differing stages of each RSRL Site's life-cycle;[iv] the prevailing socio-economic conditions in each RSRL Site's locality;[v] results of local stakeholder engagement;[vi] skills retention in localities/skills transfer from each RSRL Site to local communities;[vii] transfer of learning from the PBO to the RSRL Contractor;[viii] apprentice scheme development;[ix] maximising the potential/capacity of local supply chains to bid for work from RSRL sites;[x] engagement with local education establishments, supporting curriculum and raising aspirations;[xi] supporting the spin-out of functions from each RSRL Site to the local economy; and[xii] re-location of associated staff/offices/businesses to locality around the RSRL Site(s).
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