**Jewellery Workspace Plan**

**De Beers UK & Anglo American Services - 17 Charterhouse Street**

**Summary of The Jewellery Initiatives & Cost Assessment**

**Diamond Courses** Provision of 5 x 5 day bespoke De Beers Diamond Pipeline courses per year for Hatton Garden business owners or employees with content as agreed (see separate schedule) at £2,000 per participant (minimum £20,000 per course). Attendees to be selected through Camden / Hatton Garden BID process and subject to Anglo American / De Beers (AA/DB) security screening protocols. For 10 people each course for a period of 5 years or until the total offset sum is reached, if longer. 10 x £2,000pp x 5 courses x 5 years = **£500,000.** (Note: should 5 courses not be possible in a given year, the courses will be rolled over into the following year, until the total offset sum is reached.) (See Appendix A for guide cost assessment)

**Facility Provision 1** Penthouse meeting room in St. Andrew’s House to be offered (dates subject to availability and catering at cost) to providers of training and support to the jewellery sector (i.e. Hatton Garden BID, GemA, etc.) free of change for 10 days per year, for a period of 5 years at £500 per day. 10 x £500 x 5 years = **£25,000**. (Note: 10 bookings are available, but should they not be fully taken in a given year they will not be rolled over into the following year. However, if AA/DB are unable to provide the facility for any reason then re-provision would be offered in subsequent years.)

**Facility Provision 2** Atrium / restaurant event space to be offered to the organisers of evening events (event nature to be mutually agreed, dates subject to availability and catering at cost) that benefit jewellery sector businesses. 2 events per year for a period of 5 years at £2,000 per event. 2 x £2,000 x 5 = **£20,000.** (Note:Should they not be fully taken in a given year they will not be rolled over into the following year. However, if AA/DB are unable to provide the facility for any reason then re-provision would be offered in subsequent years.)

**Apprenticeships** Anglo American / De Beers to commit to a rolling programme of apprenticeship recruitment, employing at least two apprentices at any one time for a minimum period of 5 years.  Apprenticeships can be employed in any job roles for which an apprentice framework is available (i.e. catering and facilities depts with reasonable endeavours for one to be more ‘business’ oriented). To be recruited through the Camden Apprenticeships service and being Camden residents or school leavers (subject to AA/DB security screening protocols). At £21,000\* per person (being £18.5k salary, £2.5k on-costs, £0.5k training provision). 2 person x £21,000 x 5 years = **£210,000**. \*Based on 2020 London Living Minimum Wage – will increase in future years.

**Work Experience** Anglo American / De Beers to host 2 work experience placements per annum (expected length 2 weeks per placement), for a minimum period of 5 years. At £500 admin costs pa = **£2,500.** Candidates to be selected and proposed by Camden / Hatton Garden BID and subject to AA/DB security screening protocols. Should they not be fully taken in a given year they will not be rolled over into the following year.

**Totals:**

Courses £ 500,000

Penthouse £ 25,000

Atrium £ 20,000

Apprentices £ 210,000

Work Exp £ 2,500

**Total £ 757,500**

**Notes**

* Offset required is £ 690,024 – any of above items may lapse before or continue after the stated 5 year period on fulfilling the monetary commitment, or as mutually agreed between Anglo American / De Beers and Camden Council. Camden Council will not however be liable for any costs incurred by AA/DB in the event there is an overspend against the required offset.
* References to ‘5 years’ are intended to be a guide to the duration of the proposals as opposed to specific start and stop dates.
* Anglo American / De Beers will meet with Camden Council and its relevant delivery partners to agree detailed arrangements for the delivery of each of the initiatives outlined. This should include, but not be limited to, reasonable eligibility criteria and booking arrangements (including notice periods) and a single point of contact each for the training courses, facilities bookings and apprenticeship recruitment.

**Monitoring and reporting**

Anglo American / De Beers to provide a report to Camden Council every 12 months on a calendar year basis (first year on a pro rata basis) following the date of occupation, detailing the following:

* A breakdown of activities delivered against the Jewellery Initiatives (i.e. Diamond courses run and attendance of Atrium & Penthouse bookings, apprentice and work experience numbers, etc)
* A breakdown of costs incurred against each initiative and a summary of the offset balance remaining against the Second Jewellery Workspace Payment In Lieu,
* In the event of a failure to deliver any or all of the above provisions, AA/DB and Camden Council will meet to jointly reassess the provisions to ensure the Jewellery Initiatives offset scheme commitments are met. Anglo American / De Beers will also provide a report to the Council at any other times, in such instances where the Jewellery Initiatives are not being delivered as agreed within the Jewellery Workspace Plan

If Anglo American / De Beers fails to deliver against the Initiatives agreed within Jewellery Workspace Plan and fails to engage with the council to reassess the measures to fulfil the Plan commitment, the Council reserves the right, at any time, to reclaim any remaining funds from the Second Jewellery Workspace Payment in Lieu for the development or retention of affordable jewellery workspaces and jewellery related businesses in the Hatton Garden area.

**Appendix A:**

**Diamond Courses Cost Assessment**

Breakdown of costs per course:

‘Consumables’

Tutors                 Based on Band 6 hourly rate of £180ph x 8h x 5 days                    £ 7,200

                           (Note, multiple tutors, all sourced from London &

                           Maidenhead offices – none from overseas)

Premises            Room at 600sqft @ £86 pa (rent, rates, utilities, cleaning)             £ 1,000

                           Per week

Catering              Breakfast, tea / coffee / refreshments, lunch @ £25 pp x 11        £ 1,375

Disposables       Post-Its, pens, flipchart paper, grading pouch, student workbooks  £    700

                            Plaster of Paris modelling, etc. Total

Admin                 Booking admin, security screening, access cards, etc                      £     750

                            Note: Security screening at £53pp

Sub-Total                                                                                                                           £10,825

In addition there are a number of resources that will be re-used with each course:

‘Reusables’         Purchase Flipchart stands, nameplates, exercise / course

laminates, 12 x miscroscopes, mobile sorting lamps, headloupes

rough diamond models, sorting pads, colour grading mats,

measuring calipers, etc. (£14k)

                            Availability of SYNTHdetect (£18k), DiamondSure (£18.2k) and

DiamondView (£36k) Synthetic detection machines.

Finally, there are initial set-up costs for the preparation of repeatable course content:

Course Prep        Bespoke editing of Mining and Beneficiation videos (£25k),

Overall Powerpoint presentation (£5k)

Shipping of appropriate Rough Diamond Training

stock samples from Botswana production (£25k),

Polished Diamond samples (£15k),

Synthetic stone samples (£23k),

synthetic animation & grown materials ((£25k),

Commercial Scenario exercise (£15k)