



**Oversight and Governance**

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Published 09 March 2021

## **CABINET – SUPPLEMENT PACK**

Tuesday 9 March 2021  
2.00 pm  
Virtual Meeting

**Members:**

Councillor Evans OBE, Chair

Councillor P Smith, Vice Chair

Councillors Haydon, Coker, Dann, Lowry, Penberthy, Jon Taylor, Laing and Kate Taylor.

Members are invited to attend the above meeting to consider the items of business overleaf.

Please find enclosed additional information relating to item 10, 16, 17 and 19.

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**Tracey Lee**

Chief Executive

## **Cabinet**

- 10. Completed Pledges: (Pages 1 - 10)**
- 16. Brexit Scrutiny (Fishing) Recommendations: (Pages 11 - 28)**
- 17. Brexit (Border Issues): (Pages 29 - 38)**
- 19. Community Empowerment Programme: Working together for a Fairer, Greener, Healthier Plymouth: (Pages 39 - 62)**

# Cabinet



Date of meeting:	09 March 2021
Title of Report:	<b>Completed Pledge Report</b>
Lead Member:	Councillor Mark Lowry (Cabinet Member for Finance)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Andrew Loton
Contact Email:	Andrew.Loton@plymouth.co.uk
Your Reference:	CAB/009/03/2021
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

The administration continues with its four year programme to deliver against the 100 pledges, by March 22, for a better, greener and fairer Plymouth. Following the completion of pledges 5, 8 and 48 in February, the total number of pledges completed is 86 of the 100.

A pledge on a page has been completed for:

**Pledge 5:** We will continue to invest in science and innovation by supporting the growth of the Plymouth Science Park - the largest in southern England.

**Pledge 8:** To support Plymouth's ever-growing tourism industry and to capitalise on the legacy of Mayflower 2020, we will attract more high-quality hotels to open in the city.

**Pledge 48:** We will look to provide support for care leavers up to the age of 25, ensuring that the City Council plays its part in supporting young people leaving care, including guaranteeing a work placement with the City Council to help them start their working lives.

## Recommendations and Reasons

1. Cabinet are invited to note the completion of pledges 5, 8 and 48 in February 2021, bringing the total number of completed pledges to 86.

## Alternative options considered and rejected

Not applicable.

## Relevance to the Corporate Plan and/or the Plymouth Plan

The 100 Pledges and manifesto priorities continue to inform development and delivery of the Corporate Plan and therefore have been adopted by the Council as part of delivery of the Corporate Plan.



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**Sign off:**

Fin	pl.20. 21.25 3.	Leg	3559 2/Ac/ 8/3/2 1	Mon Off		HR		Asset s		Strat Proc	
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Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)

Please confirm the Strategic Director(s) has agreed the report? Yes  
 Date agreed: 03/03/2021

Cabinet Member approval: *Councillor Mark Lowry (Cabinet Member for Finance)*  
 Date approved: 04/03/2021



# FOR JOBS AND PROSPERITY

## Pledge 5 – Invest in science and innovation

**What we said we would do:** We will continue to invest in science and innovation by supporting the growth of the Plymouth Science Park – the largest in southern England.

**What we wanted to achieve:** Plymouth Science Park (PSP) seeks to develop a vibrant environment for innovation and entrepreneurial development by supporting the growth of knowledge-based businesses.

**What we have done:** We have continued to drive the direction of the PSP as it seeks to develop a vibrant environment for innovation and entrepreneurial development, through supporting the growth of knowledge-based businesses. PSP provides an environment that encourages beneficial exploitation of the research and education activities of the HEI community, and fosters exchange and collaboration among Park tenants, industry primes and supports innovators with their businesses. We have supported the establishment of the Plymouth Health Innovation Alliance; a collaboration between PCC, UoP, UHP NHS Trust, PSP and private sector medical/health businesses. This has raised national awareness to the breadth and scale of health related activities around the science park.

We encouraged the Park to broaden its offer to tenants and the wider Plymouth science and technology community. We encouraged investment in augmented reality equipment (e.g. HoloLens goggles) and a range of 3D printing machines to create an enabling technologies laboratory to help SMEs innovate and increase productivity. In 2020, we invited the PSP Chief Executive to coordinate the Health Care and Health Technology Sector recovery action plans. Three major success were achieved during 2020 as a direct consequence of our pledge to invest in Science and Innovation:

1. Lighthouse Laboratory – Plymouth selected to be the SW Regional Testing Hub for Covid by Department of Health and Social Care, part of the biggest diagnostic lab network in British history. Over £25m investment from DHSC, created over 200 jobs and 64,500ft<sup>2</sup> of facilities turning a vacant warehouse to world class biocontainment laboratories.
2. £1m HoTSWLEP Grant awarded to PSP to create a Health Technology Innovation Hub. The capital grant will deliver clean room life science laboratories, and specialist metal 3D printing capabilities that can produce clinical grade implants for surgery. The machines supplied in partnership with Renishaw and are the first this side of Bristol and can print in Titanium, Aluminium or Stainless Steel. A dedicated machine for medical grade implant production and a second R&D machine that can serve defence and marine sectors as well as med-tech. Included in this grant will be an additional 50KW solar array to help the park reduce its carbon footprint
3. PCC awarded a grant to PSP to install electric vehicle charge points encouraging uptake of electric vehicles and increase infrastructure capacity.

Despite covid-restrictions we supported the design and in-house production of modular, scalable lab-Pods, that allow individual workers to undertake experiments, research and studies that cannot be undertaken from home. The has since attracted a dental research company to relocated from the M4 corridor and helped demonstrate the City's innovation capabilities to DHSC.

**What's next:** We are recruiting a new Chair to help drive our strategy forward for the next decade. The Council will also continue with its work to integrate PSP with Resurgam Sector Action Plans, boost innovation, support high tech jobs and drive the skills agenda.

**Find out more!** Visit the PSP website for the latest news <https://plymouthsciencepark.com/>



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# FOR JOBS AND PROSPERITY

## Pledge 8 – Attract more high quality hotels to the city

**What we said we would do:** To support Plymouth’s ever-growing tourism industry and to capitalise on the legacy of Mayflower 2020, we will attract more high-quality hotels to open in the city.

**What we wanted to achieve:** We know that demand for hotel accommodation in Plymouth is high and that, compared to other UK cities, the number of hotel bed spaces is relatively low. Studies commissioned by the Council have demonstrated the need to encourage new hotels to the area. We wanted to attract new hotels to open in Plymouth to increase the city’s capacity to accommodate visitors. This would help meet existing demand from businesses, as well as those choosing to come for holidays or to enjoy specific events.

**What we have done:** The Joint Local Plan was adopted by the Council in March 2019 and this included a number of site allocations that support new hotel development. This includes the site of the former Quality Hotel on the Hoe, which the Council acquired in order to safeguard the site for the future development of a high quality hotel. The Council started a process to market this site for development in October 2020. Planning consent was granted in June 2020 for a 200-room Moxy Marriott hotel in Millbay, on land south of the Pavilions. A new masterplan for the regeneration of the city’s railway station (known as Brunel Plaza) was also agreed in 2020 and incorporated within a Site Planning Statement published by the Local Planning Authority: this includes a 228-bedroom hotel to be located on the main plaza. The Council has also been working alongside a number of partners, including Destination Plymouth, the Plymouth City Centre Company and the Plymouth Waterfront Partnership to further promote Plymouth as a visitor destination and increase the number of visitors to the city. New hotels have been completed in Plymouth City Centre: the OYO Hotel opened on New George Street in December 2020 and a new Premier Inn being provided as part of the conversion of the former Derry’s Store was completed in December 2020 and is due to open in 2021.

**What’s next:** We are expecting work to start on the new Moxy Marriott hotel in Millbay by summer 2021. The Council will also continue with its work to secure new high quality hotels in or close to Plymouth’s city centre, including on the former Quality Hotel site on the Hoe.



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# FOR CHILDREN AND YOUNG PEOPLE

## Pledge 48 – Provide support for care leavers up to the age of 25

**What we said we would do:** We will look to provide support for care leavers up to the age of 25, ensuring that the City Council plays its part in supporting young people leaving care, including guaranteeing a work placement with the City Council to help them start their working lives.

**What we wanted to achieve:** We wanted provide a range of meaningful work placements and opportunities to care leavers up to the age of 25 to aid their journey into the world of work. Through working closely with other partners who are ‘Corporate Parents’, we wanted to understand young people’s aspirations so we could develop relevant opportunities that broaden horizons, inspire and engage care leavers. Our aim has been to integrate this into the daily work of professionals who support care leavers, including Social Workers, Personal Advisors and colleagues from education.

**What we have done:** An aspirations audit with care experienced young people aged 14+ helped us to understand their ambitions and aspirations in life. Young people have also asked for mentoring opportunities as an alternative to work experience. Other highlights include:

- A register of work experience offers from council departments, councillors, partner agencies and businesses across the city.
- The monthly **Post 16 Not in Education Employment or Training (NEET) Panel** offers a creative solutions approach to supporting young people accessing post 16 education, employment and training. The Panel operates with representatives from the Children, Young People and Families Service; the Virtual School; Special Educational Needs and Disability (SEND) Team; Education, Participation and Skills; key partner agencies; and our local training providers.
- **The Plymouth Skills Launchpad (Skills4Plymouth)** links young people with key training and employment opportunities. The Youth Hub is now ready to be launched. A Personal Advisor will be co-located in the Youth Hub to ensure direct access for care experienced young people is well supported.
- Despite the challenges presented by COVID-19, there have been some positive examples of young people securing apprenticeships in recent months, for example: a 17 year old young woman has secured a Business Administration apprenticeship with the NHS at the Royal Eye Infirmary. She had been out of education for over a year. This has inspired her sister, who had also been out of education or training for a long time, to secure a Healthcare Assistant role.
- We currently have 23 active offers of work experience/mentoring opportunities; 20 of these have been on hold due to COVID-19 restrictions. Three matches are due to commence and all others will go ahead when the restrictions are lifted.
- Plymouth Safeguarding Children Partnership, Barnardo’s and Plymouth City Council have created an Assistant Project Worker role to work support the work of the Young Safeguarders group. A care leaver has been appointed to the role and will start in March 2021.

**What's next:**

- We have increased the number of Personal Advisors to support intensive work with each young person to support their education, training and employment. This work stream is accountable to the Corporate Parenting Group, chaired by the Lead Member for children. An operational group monitors all progress.
- Regular quarterly bulletins will be sent to key stakeholders sharing information, as well as extending offers of potential work experience and mentoring opportunities.
- The Corporate Parenting Operational Group is responsible for the coordination of an update to the aspirations audit undertaken with all young people in care to inform the menu of placements that Plymouth City Council and partners need to develop.



# Cabinet



Date of meeting:	09 March 2021
Title of Report:	<b>Fisheries Scrutiny Event</b>
Lead Member:	Councillor Darren Winter
Lead Strategic Director:	Anthony Payne (Strategic Director for Place)
Author:	Kevin McKenzie
Contact Email:	kevin.mckenzie@plymouth.gov.uk
Your Reference:	BILCO/001/02/2021
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

To make recommendations to Cabinet following the meeting of the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee held on 12<sup>th</sup> February which considered: -

- The impact of the Trade Agreement and deal that was struck on fishing
- The impact of the new rules governing the export of fish introduced on January 1st 2021
- What can be done to support our fishing, export, supply chain business

To provide an overview and summary of the evidence reviewed by the panel which included written reports and evidence given by expert witnesses drawn from fisherman, fisheries exporters and technical experts.

## Recommendations and Reasons

Cabinet calls on the government to recognise: -

That the Trade and Cooperation Agreement fails to deliver on the promises that were made to British fishermen, and, that insufficient effort was made by ministers to prepare for foreseeable problems that would accompany the UK's departure from the single market and customs union at the end of the Brexit transition period.

Government is asked to: -

### A/ UK territorial waters

- Consider regulatory measures based on scientific evidence that will help protect the interests of the UK inshore fleet.
- Continue to seek a fairer share of the quota in the western channel for Cod, Haddock and Sole that are important to the South West fleet.

### B/ Export barriers and additional burdens

- Extend the scope and duration of the compensation scheme to fully cover the cost of the additional burdens placed on the fishing industry until at least 1st April 2022;

- Lead on the integration and digitalisation of regulatory data systems so that data can be shared electronically with industry to support exports; and,
- Negotiate facilitation measures based on common or equivalent animal health and food safety standards to reduce the frequency of physical checks and extend the use of electronic certification.

### **C/ Support local fishing communities**

- Utilise the crown procurement service and public sector purchasing power to stimulate the domestic market for seafood and support schemes to get fresh locally caught fish to consumers;
- Ensure the voice of coastal communities with a stake in the industry is heard by giving local authorities a statutory role in developing fisheries management plans; and,
- Invest in the workforce of the future by establishing suitable apprenticeship schemes; and,
- Provide funds to upgrade the infrastructure the industry depends on, the quays and auctions, whether they are in private or public ownership.

That Cabinet agrees to:

### **D/ Measures we can promote as a regional response or take independently**

- Work with Brittany Ferries, Associated British Ports and our partners across the South West peninsula, and in Brittany and Finisterre to secure the Plymouth/Roscoff trade route;
- Maintain a direct sales market with support for branding and selling of locally caught fish and work with CATERed to put fish on school meals menus.
- Continue to work with the industry locally, to improve the facilities at Sutton Harbour including a wet fish sales outlet, and to promote marine safety.

### **Alternative options considered and rejected**

Draft recommendations made on the day which officers were asked to review with the expert panel members and industry witnesses.

A/ Cabinet is asked to call on the UK government to consider:-

1. Reviewing the regulatory framework established by the TCA to identify;-
  - Changes the UK can make independently to facilitate trade and ensure a level playing field for UK fisherman, e.g. the regulation of fishing within the 6 – 12 mile limit and the role of IFCAs;
  - Flexibility that can realistically be negotiated with the EU through the mechanisms afforded in the TCA, e.g. the regulations governing the depuration of bivalves, and;
  - Where regulatory barriers cannot be changed but their application places an additional burden on the fishing industry to provide an effective subsidy arrangement that ensure a level playing field with their EU counterparts, covering the costs of compliance, e.g. export health certificates and catch certificates.
2. Supporting the industry through measures to stimulate the domestic market for fish; -
  - Reviewing the role of the Crown Procurement Service in supporting initiatives like Fish on Fridays in UK schools; and,
  - Requiring UK supermarkets to ensure that the fish they sell sourced locally where possible.
3. Ensuring that the voice of the UK fishing industry is heard,
  - Securing a role for local authorities in agreeing the statutory fisheries management plans envisaged by the Fisheries Act and a corresponding duty to consult with the local industry.
4. Considering the future of the fishing industry
  - Securing the workforce of the future and establish suitable apprenticeship schemes.

- Upgrading the infrastructure the industry depends on, the quays and auctions
- The potential for electronic auction technology to be integrated with customs to reduce the administrative burden on the export industry.

B/ Cabinet is asked to consider measures that Plymouth City Council can take independently: -

- Work with Brittany ferries and AB ports and the French customs authorities to secure the Plymouth/Roscoff route.
- Continue to support the industry across the SW peninsula and beyond through measures like call4fish.
- Work with Sutton Harbour Holding and other partners to upgrade the fish quay
- Explore how we can work with large retailers locally to improve the opportunities for selling local fish and work with CATERed to get fish into our schools.
- Review the opportunities are available within the city to improve training and apprenticeships within the fishing industry.

### **Relevance to the Corporate Plan and/or the Plymouth Plan**

The recommendations are consistent with our corporate values and our growing city priorities to achieve economic growth that benefits as many people as possible, quality jobs and skills and a green and sustainable city that cares about the environment. The scrutiny process was delivered in accordance with our commitment to listen to our customers and our communities and to being a strong voice for Plymouth, regionally and nationally.

### **Implications for the Medium Term Financial Plan and Resource Implications:**

There are no financial implications to the report beyond officer time. Scrutiny committees can only recommend action to cabinet and any decision to commit resources would be made by virtue of a separate cabinet report.

### **Carbon Footprint (Environmental) Implications:**

There are no environmental implications to the report. Scrutiny committees can only recommend action to cabinet and any decisions which might have environmental impacts would be made by virtue of a separate cabinet report.

### **Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

*\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

An Equality Impact Assessment will be carried out on the paper setting out the Cabinet response to these recommendations which will constitute a formal decision.

### **Appendices**

*\*Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>

		1	2	3	4	5	6	7
A	Overview of the Fisheries Scrutiny Event - Feb							
B	<a href="#">Agenda reports pack</a>							
C	<a href="#">Supplement Pack</a>							

**Background papers:**

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable)						
	1	2	3	4	5	6	7

**Sign off:**

Fin	pl.20. 21.2 54.	Leg	MS/3 /04.0 3.21	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 08/03/2021											
Cabinet Member approval: <i>Approved verbally by Chair and Vice Chair.</i>											
Date approved: 08/03/2021											

# OVERVIEW OF THE FISHERIES SCRUTINY EVENT - FEB 12 2021

## 1.0 Introduction

- 1.1 Following media reports of disruption to the fisheries export trade and ongoing concerns expressed by the industry about the impact of the UK/EU Trade and Cooperation Agreement a fisheries specific session of the Brexit, Infrastructure and Legislation Overview and Scrutiny Committee was held on 12 February 2021 to hear evidence from industry experts.
- 1.2 Export reports were commissioned from RB Anderson Associates and Sarah Holmes from Womble Bond Dickinson covering the impact of the Trade and Cooperation Agreement and the export of fishery products. A call for evidence was widely publicised in the local media and through our network of fishing industry contacts. At the request of industry representatives the option of providing a short video clip was offered as an alternative to a written submission.

## 2.0 Overview and summary of evidence presented to the panel

*"We want to hear from the experts in fisheries policy, technology and the law, but above all we want hear from the fishing industry, from our exporters and from our fishermen." Tudor Evans speaking to the panel 12/02/2021.*

- 2.1 Witnesses were generally appreciative of the effort the Council was seen to be making to listen to the industry and to provide them with an opportunity to air their views. The role the Council had played in supporting Plymouth Trawler Association to establish Call4fish and our ongoing efforts to keep fishers safe at sea through our lifejacket scheme were cited as specific examples of the good work we are doing to support the industry.
- 2.2 The importance of the maritime safety was underlined by the observance of a minute's silence at the outset of the meeting to acknowledge the tragic loss of Leigh Spencer, a fisherman from Millbrook who was fatally injured in an accident at sea on Saturday 6 February 2021.
- 2.3 In general terms the witnesses' statements supported the view that the terms agreed with the EU fell well short of the deal they had been led to expect and they felt badly let down by the Government.
- 2.4 The leader summed up the mood in his opening remarks: -
- We were promised a new era of prosperity for English fishing, one where.....*
- *we took back full and absolute control of UK waters out to 200 miles*
  - *our 12 mile limit was secured for the exclusive use of UK boats*
  - *we have a greater share of the catch in our own waters,*
  - *and continued unrestricted access to European markets.*

*But somewhere along the line we were let down..... I might even say betrayed.*

## 3.0 UK-EU Trade and Cooperation Agreement - Fisheries

*"In summary there needs to be a much clearer strategy - Marine Scotland has a strategy and it's vital that the UK government has a strategy." Rodney Anderson giving evidence to the panel 12/02/2021.*

- 3.1 The report was presented to the panel by Rodney Anderson of RB Anderson Associates who began by explaining that the deal was a huge disappointment to the industry. The evidence he gave to support this contention is outlined below.
- 3.2 The £140m uplift in the value of the UK catch claimed by the Government assumes that the additional quota for individual species agreed between EU and UK can actually be caught. The

most extreme example is North Sea Sole where the actual catch has only been about half of the total allowable catch in recent years and the mechanisms that will be used to determine this in future will not feel very different to the fishing community than those employed under the Common Fisheries Policy.

- 3.3 The element that really crossed a red line for the fishing industry was that EU boats will still be able to fish inside the 12 mile limit. The deal leaves EU vessels with greater access to UK territorial waters than vice versa. The majority of boats in the UK fleet are under 10m and the concentration of their effort is inshore and in relation to non quota species. Over 1500 EU boats are registered to fish and most are over 24m. They can only fish inside the UK 12 mile limit if they have established a historical pattern of fishing in the area but arrangements for monitoring are not yet in place.
- 3.4 The Trade and Cooperation Agreement gives the UK greater policy and regulatory freedom. The UK can unilaterally change the quota distribution and the rights of access but 'level playing field' arrangements give the EU the right to put retaliatory tariffs on fishery products or other goods if any change affects competition in the market. The agreement does provide for a specialised committee where changes to the arrangements might be agreed however this is unlikely to be established before the summer.
- 3.5 Plymouth Trawler Association made significant efforts to be prepared for the end of the transition period but it was very difficult as there was a lack of detailed information. Questions asked of DEFRA in early 2019 were not answered before December 2020. The advice and guidance on Export Health Certificates was significantly changed three times between 13 December and the end of the year and we are now seeing the consequences of this unfold.
- 3.6 There are big problems to overcome in relation to export; some of these will be of a temporary nature as the industry and government and officials in the EU get used to new systems. Some will be permanent - the EU have every right to follow the processes that have been agreed and these will remain.
- 3.7 Questions from panel members established that there was no active monitoring taking place of the activity of EU boats in UK territorial waters, no system to establish where fish were caught, beyond the entries made by skippers in their log books, and that the UK no longer had any right to access data held in the EU covering fishing activity.

#### **4.0 Exports of fishery produce from Great Britain to the EU and NI**

*"Frictionless trade was not possible from the moment we decided to leave the single market and customs union." Sarah Holmes giving evidence to the panel 12/02/2021.*

- 4.1 The report was presented to the panel by Sarah Holmes, a Legal Director at Womble Bond Dickinson LLB. She described how she had spent several hundred hours drilling down into export regulations and the barriers Brexit would create to trade on behalf of clients. She apologised for the complexity of her report but pointed out that members had more time to read it than the industry had been afforded to understand the new regulations.
- 4.2 She described her attempts to engage with MPs to point out that there was no way for shellfish consignments to reach the EU and her experience of being passed around from department to department. Even in September 2020 DEFRA were still not explaining that these impacts would be felt even if we did not have a no deal outcome.
- 4.3 The scale of bureaucracy the industry was having to deal with was evident from the forms included in the appendices to the report. The average cost to the industry of completing the necessary paperwork was estimated at £750 per consignment and this represented a permanent loss of competitiveness for the industry in its biggest market.
- 4.4 There is a need for an evidence based and honest discussion about the best way to continue exports from Plymouth and the wider UK. A continued insistence on UK regulatory autonomy

will make it more difficult. There were options to explore, including trans-shipment but none of these would result in more fish being landed in UK ports.

- 4.5 Despite the efforts of the Department for International Trade to agree new trade agreements with countries outside the EU there has been no net gain in UK trade with the rest of the world and certainly not for fishing. Any new markets would have their own regulatory requirements and given any new trade deals would not be subject to parliamentary scrutiny it will be difficult for local politicians to promote the interests of the fishing industry.
- 4.6 Members asked if the EU faced similar barriers in exporting fishery products to the UK, Sarah Holmes had thought that they did, but in fact this is not currently the case as the UK Border Operating Model will not introduce checks on products of animal origin entering the UK until 1<sup>st</sup> April 2021 and does not anticipate Border Control Posts operating until 1<sup>st</sup> July 2021. Some UK ports have said they will not be ready to meet this requirement until September 2021 at the earliest.
- 4.7 Members also wanted to know what had changed as we used to trade with countries before there was single market. However the single market does exist now and through it EU member states have preferential trade arrangements with each other and a large number of other countries with whom they have trade agreements. It's a question of the terms on which trade takes place, and we are now at a significant disadvantage as we have to prove we meet EU standards whereas when we were a member state this was assumed.

## 5.0 Panel of local fishermen

*"We feel betrayed because the government promised a better deal and it's hard to see the positives." David Stevens giving evidence to the panel 12/02/2021.*

- 5.1 David Stevens, skipper of the Crystal Sea, a modern 20 meter trawler which is equipped with a twin rig demersal trawl. Demersal trawling is efficient allowing unwanted species and undersized fish to escape. David has taken part in several Fisheries Science Partnership projects, and most recently has been working with the catch quota trials; where CCTV cameras record everything caught in order to prove the effectiveness of measures to improve selectivity. The Crystal Sea is a family run business and the Stevens family have been fishermen for many generations.
- 5.2 David thanked the Leader and the Council for their ongoing support for the Fishing Industry and particularly welcomed Call4fish. He explained that 92% of fishermen voted for Brexit because 'we wanted to be able to make our own rules'. He explained that the industry view had been that the quota uplift would have offset costs of bureaucracy, but that in practice the expected quota gains had been traded away.

STOCK	2020 UK SHARE OF TAC (RELATIVE STABILITY SHARE)	2021 UK SHARE OF TAC	2025 UK SHARE OF TAC (END OF 5 YEAR PHASE IN PERIOD)	ZONAL ATTACHMENT UK SHARE OF TAC *	AGREEMENT RESULT IN RELATION TO UK OBJECTIVE OF ZONAL ATTACHMENT QUOTA SHARES
Cod 7 e-k	8%	9%	10%	51%	-41%
Haddock 7 b-k	10%	16%	20%	51%	-31%
Whiting 7b-k	11%	11%	11%	52%	-42%
Sole 7fg	28%	31%	32%	91%	-59%
Sole 7e	59%	61%	62%	100%	-48%
Sole 7hjk	17%	17%	17%	36%	-19%
Hake 6/7	18%	20%	21%	25%	-4%
Monk 7	18%	21%	23%	28%	-5%
Megrim 7	14%	19%	22%	26%	-4%
Pollack 7	17%	22%	25%	48%	-23%
Saithe 7	14%	15%	15%	12%	+3%
Ling 6/7	34%	36%	38%	62%	-24%
Plaice 7fg	23%	25%	26%	64%	-38%
Plaice 7hjk	13%	16%	18%	38%	-20%
Plaice 7de	29%	30%	30%		
Rays 7	26%	29%	31%		

*Note: Zonal attachment was the stated objective of the UK government in these negotiations and was calculated by CEFA's and DEFRA using a number of scientific criteria. Relative stability is the method used by the Common Fisheries Policy to apportion quota it relies mainly on historical catch data. TAC refers to the total allowable catch set at annual negotiations.*

- 5.3 The above table is drawn for information provided to the panel by the Cornish Fish Producers Association and focusses on the specified uplift in particular the shortfall in species that are important to the South West fishing fleet, Cod, Haddock and Sole. The reality is that apart from some limited gains from selling haddock to the UK domestic market, the uplift of 25% is mainly in species we don't rely on in the South West.
- 5.4 The weak market in the UK is our Achilles' heel since it leaves us dependent on EU market access. Norway is currently in dispute with the EU and won't let EU vessels into their waters at all; we are unable to do this as we have given away our leverage. Our Government was wholly unprepared as we can see.
- 5.5 It is hard to assess the damage at the moment because of the ongoing impact of COVID, but perhaps that gives us some time to sort out the problems now before the industry goes back to work. Enforcement is important and very little is going on partly because of COVID but currently it's not happening.

*"Browbeaten and heartbroken: we were promised the world and the government have delivered nothing, The government need to be held to account and need to be shown the feeling of the country on what they have done." Steve Walker giving evidence to the panel 12/02/2021.*

- 5.6 Plymouth fisherman Steven Walker is part of the under 15 metre registered length fleet and an active member of Protest for Fishing Rights, which has 10,000 members from across the UK, many of which are working fishermen. Their goal is to enable the public to better understand the UK fishing industry, "from sea to plate", and to build support for UK fishermen.
- 5.7 Steve thanked the council and the Leader again for their support and help in making the public aware of the quality of fish landed by the local fishing fleet. He asked the council to 'step up' to improve infrastructure saying that if we had got the quota we were promised we wouldn't be able to catch it anyway.

- 5.8 Plymouth is perfectly placed we have the fish quay and the ferry service. On paper, fishing is a small part of UK GDP but it has the potential to be much bigger and the government are not seeing how important it is to coastal communities. We need to rebuild the industry from the ground up and we need the support of our government. The French have the support of their government and their community but I feel that here in the UK we don't have that, we are pushed to one side and forgotten.
- 5.9 People don't know where to buy our fish, there are not wet fish counters in the supermarket. We need people in the UK to eat more fish; they will go abroad and eat it but we need them to buy a lot more at home and then we would not be wholly dependent on exporting to the EU. We should consider Fish Friday in schools.
- 5.10 We need to think about the future, the fleet we will need, and we need to get young people interested; we need to have apprentices. The hardest part is getting the government behind us to stand up to the EU and say we don't want your vessels in our 12 mile limit. We need technical changes applied to everyone so they can't say it's discriminating. Government need to listen to the industry and follow through not do their own thing as they tend to do.
- 5.11 Member questions covered the use of cameras which it was stated could be required on larger 24m plus boats fishing in our waters as they are already by Norway, the quality of fish in supermarkets and the need to restore wet fish counters and the demand for UK fish in the EU and how they would meet it. The Chair sought clarity on whether the deal left room for us to rejuvenate our fishing industry. The fishermen's panel thought that the industry was still one worth supporting and that we needed to tackle the issue around the 12 mile limit and to rebuild the industry and our coastal communities.
- 5.12 Members concluded by observing that we need to continue to lobby on quota allocation in the context of the capacity of the industry to fish sustainably and also to look at apprenticeships.

## 6.0 Panel of Fishery products exporters

*"Over the last 6 weeks or so we feel like we have been used as guinea pigs for the new export process" Charlie Samways giving evidence to the panel 12/02/2021*

- 6.1 Samways Fish Merchants & International Transporters Ltd are a family run business with a long standing relationship with over 150 inshore vessels operating across the South Coast. Samways have a distribution fleet of vehicles crossing the channel on a daily basis to supply some of Europe's largest seafood suppliers. The key to Samways' success is their ability to make competitive and timely delivery ensuring that every minute of precious shelf life is passed on to the customer.
- 6.2 Charlie thanked the City Council for giving exporters the opportunity to share their concerns about the problems affecting the fisheries export trade. He explained that he had been sat in many meetings over the last few weeks with government officials where people had told horror stories about the problems they were facing in Calais and Boulogne.
- 6.3 It was important that people realised that the industry knew that costs would increase. Samways had estimated the additional costs at around £200,000 per year and had planned to pass these on to their customers, however they could not charge more for a worse service. Governments on both sides of the channel had failed to prepare their borders for the changes.
- 6.4 The short term goal was to persuade government to widen the scope of the Seafood Disruption Scheme to support the businesses that were trying to make the system work despite the challenges. Samways did not want to lose the trust of local fishermen but this meant they were having to absorb costs in areas not covered by the scheme:-
- Additional driver hours and mileage

- Additional container costs
- The costs of hiring vets to certify export certificates because their local Environmental Health service did not have the capacity
- Additional admin and operational time because handling agents and custom agents were not trained
- The cost of freezing fish due to lost sales

6.5 In the longer term Samways' business plan was to expand their operations in the EU but this required that government provide a smooth transition for exporters. An ICT system that simplified the paper work would reduce the costs Samways and other exporters are facing.

*'One company that I do business with in France uses the Plymouth Roscoff route to import £6m of crustaceans per year, all sourced from the UK market'. Robin Turner giving evidence to the panel 12/02/2021*

6.6 Robin Turner is a consultant for fish sales both in the UK and Europe and a consultant for fish processing and product development. He echoed earlier contributors in thanking the Council for the opportunity to give evidence and advised that panel that it had been obvious since the decision was made to leave the single market and customs union that the fishing industry would face additional bureaucracy and costs.

6.7 The Council were advised to work closely with their counterparts in Roscoff to synchronise the sanitary and phytosanitary checks they carry out as Roscoff is currently licensed for crustaceans but not molluscs and this meant diverting trucks via Portsmouth and Caen to the markets in Brittany. This added more than 1000 miles to the journey which would take 24 hours instead of 11 and require two drivers, by comparison it was only 82 miles from West Cornwall to Plymouth.

6.8 The cost of environmental health certificates is a major burden as each customer has to have a certificate costing between £30 and £62 per and as many as 8 per van might be required. Catch certificate are also onerous and you need to have extra staff to get the paperwork cleared before the trucks can be loaded. You need to have a VAT agent in the country you are exporting to which can cost up to £1000 per month and a shipping agent at around £300 per load. Altogether these costs add up to between £750 and £1000 on a 2 tonne load and we will send one per week, 2 in the summer.

6.9 We have boats landing a diversity of species: a mix of green crab, live prawn, velvet crab and spider crab. This was not a problem until 31st December last year, prior to that we had been able to send mixed loads for 25 - 30 years. Now we have third country status and to get a mixed load of shellfish and molluscs out is currently impossible as the regulations do not allow mollusc from sea class B to be imported into the EU. The sailboat oyster and scallop fishery on the Fal rely on this so for 6 weeks they have been tied up which is crippling for a small business.

6.10 We can't change the Export Health rules for molluscs; the EU is applying rules that we wrote whilst we were a member state. The EU and UK came to an agreement that allowing a third country to import without this paperwork would breaking World Trade Organisation rules. The only way to resolve the problem would be to join the European Economic Area or rejoin the single market and customs union. If we do not go back and renegotiate, this problem will become permanent and if we try to change the rules unilaterally we could have tariffs imposed on us which would make us uncompetitive on price.

6.11 Looking elsewhere for markets is difficult as international markets are limited in terms of species and quantity, and the price for containers has doubled and may go up three fold by the time we reach the second quarter of this year. IT systems such as Auxcis which we already have in Plymouth, Brixham and Newlyn could help streamline the process as they allow you to input

catch data direct from electronic log books which include catch details and the catch area which you need for Environmental Health Certificates and customs and VAT agents.

*“The market need a diversity of buyers to make it successful. If you take away the smaller buyer ultimately it will affect prices.” Andrew Trust giving evidence to the panel 12/02/2021.*

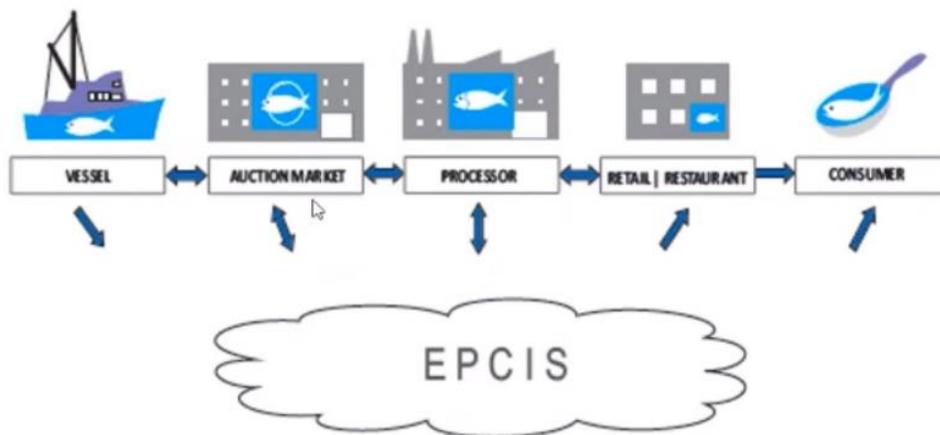
- 6.12 Andrew Trust is a fish merchant, auctioneer and proprietor of Ocean Harvest based in Looe and a fish shop in Plymouth. Andy described how he had successfully auctioned fish in Looe for the last 13 years. He advised the panel that the main priority was to be able to continue to sell fish into the EU.
- 6.13 The EU takes about 80% of the fish we catch in the South West and ultimately we need a smoother and clearer path to get it there as we haven't been able to export at all this year. Previously we were able to send 100 kilo lots to 7 or 8 customers but that level of business is going to disappear.
- 6.14 We are quite small merchants, the margins are very small and we have to stay competitive. Cornwall Council are reviewing the costs of health certificates and that is likely to go up. You need one per customer and if you have 8 customers you are having to pay for 8 certificates. Previously that didn't exist and now the margin will be eaten up by extra costs.
- 6.15 There is a lot of talk about quotas and exclusion zones but our main priority is that we need to be able to sell to the EU. Fishermen need to make money and the industry is very volatile on price. Dover sole can make £23 per kilo when it is in demand and only £8 when it isn't. At the end of the day it is down to supply and demand.
- 6.16 Members asked about delays in crossings which they were advised could be as long as 15 hours and which sometimes resulted in missed connections with other transport services. They also asked whether IT systems would cut down bureaucracy. The panel felt this would need to be led by government as it would need negotiation to ensure systems met the requirements imposed by French customs.
- 6.17 The Chair asked whether we still had the opportunity to expand the fishing industry as we had envisaged in our plan for fishing. The exporters' panel felt it would take action from government to ensure a sustainable business model, that is wasn't the success story they were claiming and would take years to adjust. It was suggested they could act to expand our domestic market and protect it from cheap imports from outside the EU such as Russian Cod. A follow up question from the Vice Chair revealed that most companies were unable to reclaim their losses from the Seafood Compensation Scheme.

## **7.0 Electronic Auction Systems**

*“Kosmos could provide this in a matter of days if we were able to share data and it was clear exactly what each form required.” Patrick Bauwens giving evidence to the panel 12/02/202.*

- 7.01 Patrick Bauwens is Manager of E-trade & Process Control Systems at Auxcis who are a Belgium based company specialising in business automation, Radio Frequency ID solutions, E Trade systems and process control. Their system allows the identification and localisation of perishable products via RFID technology, for example fish boxes using the GSI EPCIS standard for easy sharing of data.
- 7.02 Auxcis already supply their software to the fish markets at Brixham, Newlyn and Plymouth, which was the first to adopt the system in the UK, among 65 other fish markets worldwide and they are a market leader in this niche market. The system runs using a Dutch falling clock system which ensures the highest possible price for any given lot.
- 7.03 The latest version of their software known as KOSMOS was introduced in 2019. It is a cloud based system and users only require a standard PC to run the system and users can connect

using android and IOS apps. The system can connect with E log books and with Government platforms and is already operating in Brixham.



7.04 Members asked why, given the data originates from E log books, it was not already available to help overcome these issues. Auxcis has not been asked to provide technical reports and could not access Government platforms to exchange data although they were capable of providing almost everything the UK industry needed.

## 8.0 Recommendations

8.1 Officers drafted a list of recommendations for discussion based on the evidence presented by the witnesses. Members proposed some amendments including one that we should consider joining the EEA. It was agreed this was one to consider in the future, the government had signed up to the deal because they wanted divergence and were unlikely to agree to reverse their direction of travel at this early stage. A further recommendation that we should ask CATERed about the potential to promote Fish on Fridays was accepted.

8.2 As a corollary to the recommendations it was agreed that they would be circulated back to the expert witnesses for comment. A week was allowed for this to take place and this generated 3 written replies. These and the draft recommendations were discussed at a meeting of the Council's Fisheries Group on Tuesday 16 January. The meeting was attended by several of the expert witnesses who had appeared at the panel and this discussion was further supplemented by one to one conversations with key individuals before the recommendations were finalised.

8.3 The main changes were that: -

- In the section relating to regulatory frameworks the recommendations relating to the depuration of bivalves were dropped as there was no reasonable prospect of achieving them through further negotiation with the EU.
- Based on the written feedback and further discussion a four point plan was agreed to address the problems around barriers and additional burdens. This combined short term relief with practical propositions for how the problems might be mitigated in the longer term, through the use of ICT and by negotiation with the EU.
- The remaining recommendations were revised so that they were reduced in number and correctly targeted at the institutions capable of implementing them and then restructured to aid clarity and coherence.

# Cabinet



Date of meeting:	09 March 2021
Title of Report:	<b>Fisheries – Cabinet response to scrutiny recommendations</b>
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Anthony Payne (Strategic Director for Place)
Author:	Kevin McKenzie
Contact Email:	kevin.mckenzie@plymouth.gov.uk
Your Reference:	CAB002/09032021
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

To consider the recommendations made to Cabinet following the meeting of the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee held on 12<sup>th</sup> February, which considered: -

- The impact of the Trade Agreement and deal that was struck on fishing
- The impact of the new rules governing the export of fish introduced on January 1st 2021
- What can be done to support our fishing, export, supply chain business

To consider the recommendations in the context of the Council's wider strategic agenda for fishing.

## Recommendations and Reasons

Cabinet calls on the government to recognise: -

That the Trade and Cooperation Agreement fails to deliver on the promises that were made to British fishermen, and, that insufficient effort was made by ministers to prepare for foreseeable problems that would accompany the UK's departure from the single market and customs union at the end of the Brexit transition period.

Government is asked to: -

### A/ UK territorial waters and fishing opportunities

- Consider regulatory measures based on scientific evidence that will help protect the interests of the UK inshore fleet.
- Continue to seek a fairer share of the total allowable catch for stocks that are important to the South West fleet.

### B/ Export barriers and additional burdens

- Extend the scope and duration of the compensation scheme to fully cover the cost of the additional burdens placed on the fishing industry until at least 1st April 2022;

- Lead on the integration and digitalisation of regulatory data systems so that data can be shared electronically with industry to support exports; and,
- Negotiate facilitation measures based on common or equivalent animal health and food safety standards to reduce the frequency of physical checks and extend the use of electronic certification.

### **C/ Support local fishing communities**

- Utilise the crown procurement service and public sector purchasing power to stimulate the domestic market for seafood and support schemes to get fresh locally caught fish to consumers;
- Ensure the voice of coastal communities with a stake in the industry is heard by giving local authorities a statutory role in developing fisheries management plans; and,
- Invest in the workforce of the future by establishing suitable apprenticeship schemes; and,
- Provide funds to upgrade the infrastructure the industry depends on, including quays and auction space, whether they are in private or public ownership.

Cabinet agrees to:

### **D/ Measures we can promote as a regional response or take independently**

- Work with Brittany ferries, Associated British Ports and our partners across the South West peninsula, and in Brittany and Finisterre to secure the Plymouth/Roscoff trade route;
- Work with the Marine Stewardship Council to investigate options for potential fisheries improvement schemes and certification of local important stocks.
- Establish a Plymouth Seafood Trail and work with CATERed to put more local fish on school meals menus.
- Continue to work with the industry locally, to improve the facilities at Sutton Harbour including a wet fish sales outlet, and to promote marine safety.

### **Alternative options considered and rejected**

- Renegotiate the terms of the Trade and Cooperation Agreement after 5 years so that our territorial waters within the 12 miles limit are reserved exclusively for the UK fleet;  
Reason – unachievable.
- Flexibility that can realistically be negotiated with the EU through the mechanisms afforded in the regulations governing the depuration of bivalves.  
Reason - unachievable.
- Continue to seek a fairer share of the quota in the western channel for Cod, Haddock and Sole that are important to the South West fleet.  
Reason - An increased share of Total Allowable Catch is more likely to enable the local fleet to catch more fish than a quota increase.
- Maintaining a direct sales market with support for branding and selling of locally caught fish and work with CATERed to put fish on school meals menus.  
Reason – A stronger commitment to supporting the local market for fish is needed.

### **Relevance to the Corporate Plan and/or the Plymouth Plan**

The recommendations are consistent with our corporate values and our growing city priorities to achieve economic growth that benefits as many people as possible, quality jobs and skills and a green and sustainable city that cares about the environment. The scrutiny process was delivered in

accordance with our commitment to listen to our customers and our communities and to being a strong voice for Plymouth, regionally and nationally.

### Implications for the Medium Term Financial Plan and Resource Implications:

Support for the Plymouth Sea Food Trail will impose a revenue pressure of £20,000: budget provision will be made from existing resources to accommodate this pressure.

### Carbon Footprint (Environmental) Implications:

The net impact of the proposals will be consistent with the Council's aspiration to achieve Carbon neutrality by 2030. Sourcing a greater proportion of our seafood from local fishermen and decreasing the mileage associated with exporting fishery products will reduce transport related carbon impacts.

### Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

An Equality Impact Assessment is being prepared. Fishing is addressed as a risk associated with Brexit in the relevant risk assessments covering organisational and City wide risks. Fishing is a dangerous occupation and relevant Health and Safety concerns are addressed in the recommendations.

### Appendices

\*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Fisheries – Cabinet response to scrutiny							
B	Fisheries Scrutiny Event							

### Background papers:

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

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**Sign off:**

Fin	pl.20. 21.2 54.	Leg	MS/3 /04.0 3.21	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 08/03/2021											
Cabinet Member approval: <i>Councillor Tudor Evans OBE (Leader)</i> Date approved: 08/03/2021											

**FISHERIES – CABINET RESPONSE TO SCRUTINY****1.0 Introduction**

- 1.1 The Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee held on 12 February was a strong example of nonpartisan scrutiny of a technically complex subject. The witnesses were carefully chosen to strike a balance between technical expertise and industry experience. The format gave ample time for witnesses to provide their evidence.
- 1.2 The approach taken by the Chair of endorsing draft recommendations ensured ample time for a due diligence process, ensuring that the quality of the evidence submitted was reflected in the final recommendations. For this reason Cabinet is endorsing them with only minor amendments and one addition which seeks to give immediate effect to the committee's call for the Council to act independently to support our local fishing industry.
- 1.3 It is appropriate to record Cabinet's thanks to the expert witnesses, the fisheries exporters and the fishermen who gave up their time to give evidence to the Committee. They can be assured that we are listening, and will continue to listen, and that should we be accorded a role in the development of future fisheries management plans, our contribution will be to give them the voice they deserve to have when matters that deeply affect their industry are discussed.

**2.0 EU fishing rights in UK territorial waters**

- 2.1 In March 2018 the Chief Executive wrote to the Secretary of State for Environment, Food and Rural Affairs. We received a reply from the Minister for Agriculture, Fishing and Food setting out the Government's position. The Minister's letter advised us that the Government's position on the Common Fisheries Policy was that,

"By December 2020, the UK will be negotiating fishing opportunities for 2021 as a third country and independent coastal state completely outside the Common Fisheries Policy."

The letter goes on to say that the government had also given notice of its intention to withdraw from the London Fisheries Convention and that therefore after 2020, "we will be in fully control of access to British waters".

"Leaving the EU will also provide an opportunity to secure a fairer share of fish in our waters and to safeguard the long-term profitability of the industry."

- 2.2 The Minister subsequently left the government in protest at Prime Minister Theresa May's promise to allow MPs a vote on delaying Brexit if her deal failed to get through. He stated "it would be dangerous to go to the EU cap in hand at the 11th hour and beg for an extension" On

13 February 2020, he was appointed as the new Secretary of State for Environment, Food and Rural Affairs. He called the post his "dream job".

- 2.3 On 6 December 2020 the minister responded to a question from journalist Andrew Marr about whether he could deliver on his promise to British fishermen to secure a better deal and simultaneously secure the Free Trade Agreement promised to the farming community. He replied that, "we have a very clear principle and that is that Britain cannot be the only country in the world that doesn't have control of its own waters, international law is very clear that you should have control out to 200 miles, or the median line, and we want to do that just like Norway or any other country".
- 2.4 The amendment we have considered, and reluctantly rejected on the advice of experts, called on the government to secure fishing rights within our territorial waters, inside the 12 mile limit, exclusively for the UK fleet. Our advice is that the EU would respond by imposing tariffs, not only on our fishery exports, but potentially across all our exported goods. The majority of our market for fishery products is in the EU so we would achieve nothing but to worsen the industry's situation by inviting such a response from Brussels.
- 2.5 Having a theoretical power is not the same thing as having control. International law does indeed confirm that fish stocks in our Exclusive Economic Zone, which extends for 200 miles from our shores, or at least to the median point between them and those of another independent coastal state, are ours to do with as we see fit. Our territorial waters, within 12 miles are our sovereign territory, and foreign vessels can only enter there with our permission.
- 2.6 We chose to give up those rights in order to secure the Trade and Cooperation Agreement with the EU. On 6<sup>th</sup> December the Minister was reported in the media as saying that EU demands on future fishing rights were "ludicrous" and would mean the bloc would have access to British waters "in perpetuity". In theory the Trade and Cooperation Agreement allows for renegotiation after 5 year; the problem is that we will start from a position of weakness having already surrendered our rights in international law.

### **3.0 Regulatory Divergence**

- 3.1 In February 2020 the newly appointed environment secretary said that the government was expecting to sign a "sensible" trade deal with the EU before its self-imposed December deadline that would leave us free to diverge from future European regulations. The reality is that that this was never a realistic ambition and despite the headlines it remains the case that EU and not UK regulations continue to govern our fishing industry for the simple reason that we sell most of our fisheries products to EU markets.
- 3.2 A case in point are the regulations covering the depuration of bi-valves. Following the evidence we heard at the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee we wanted to include a recommendation that we should negotiate these regulations with the EU through the mechanisms afforded in the Trade and Cooperation Agreement, since they operate as an effective barrier to the export of certain shellfish that are produced locally.
- 3.3 We are advised that there is no prospect of success, because these regulations, which we helped to devise when we were a member state, were specifically designed to prevent third countries from importing shellfish to the EU and undercutting our own industry. The EU cannot apply them to other third countries and not to the UK without breaking World Trade Organisation rules. Instead we will have to seek facilitation measures, a process rendered more difficult by our government's insistence on a theoretical right to regulatory divergence on animal health and food safety standards.
- 3.4 The government have sought to put the blame for the indefinite ban on the export of affected UK bivalve molluscs on the EU claiming it represents a change in their policy. However correspondence from the Minister shows that the government knew that this would be the

case in early December last year, before the Trade and Cooperation agreement was ratified and the opportunity for an accommodation within the agreement, such as are included for other products of regional significance, e.g. wine and cheese, was missed.

#### **4.0 Marketing support for our local Fishermen.**

- 4.1 The report of the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee makes it clear that our ability to negotiate with the EU for a fairer deal for our fishermen is hampered by our dependence on EU markets to sell the fish they catch. That is why we have been happy to endorse the recommendation calling on the government to do more to expand the domestic market. However we think we can do more locally.
- 4.2 The Council will therefore work with the Marine Stewardship Council to investigate options for potential fisheries improvement schemes and certification of locally important stocks. This will enable Call4fish to establish a Plymouth Seafood Trail which will ensure that customers eating at local restaurants, or buying fresh fish know that that fish was caught by our local fishermen and that they can rely on it not only being the freshest and best tasting fish but also that they are supporting our local fishing industry by eating it.

# Cabinet



Date of meeting:	09 March 2021
Title of Report:	<b>Ports and Borders</b>
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Kevin McKenzie (Brexit Office) and Katharine O'Connor (Port Health Authority)
Contact Email:	Kevin McKenzie
Your Reference:	CAB/003/09032021
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

This report provides an update to cabinet on the city's readiness for the implementation of Phases 2 and 3 of the UK Border Operating Model.

## Recommendations and Reasons

Cabinet is asked to endorse the following recommendations:-

- Officers to continue to work closely with Associated British Ports with the aim of Plymouth being among the first local authorities to host a designated Border Control Post.
- Officers to continue to work on the South West logistic hub and consider the potential for it to be aligned to our Freeport.

## Alternative options considered and rejected

Take no action; the resumption of Brittany Ferries services from Millbay in May 2021 require arrangements to be in place to support revised import and export requirements following the ending of the EU transition period.

## Relevance to the Corporate Plan and/or the Plymouth Plan

The recommendations are consistent with our corporate values and our growing city priorities to achieve economic growth that benefits as many people as possible, quality jobs and skills and a green and sustainable city that cares about the environment.

## Implications for the Medium Term Financial Plan and Resource Implications:

None arising directly from the recommendations of this report

**Carbon Footprint (Environmental) Implications:**

The net impact of the proposals will be consistent with the Council’s aspiration to achieve Carbon neutrality by 2030. Sourcing a greater proportion of our seafood from local fishermen and decreasing the mileage associated with exporting fishery products will reduce transport related carbon impacts.

**Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

\* When considering these proposals members have a responsibility to ensure they give due regard to the Council’s duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

None arising directly from the recommendations of this report

**Appendices**

\*Add rows as required to box below

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A	Ports and Borders							

**Background papers:**

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**Sign off:**

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Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)

Please confirm the Strategic Director(s) has agreed the report? Yes

Date agreed: 08/03/2021

Cabinet Member approval: *Councillor Tudor Evans OBE (Leader)*

Date approved: 08/03/2021

## PORTS AND BORDERS

### 1. Introduction and Background

- 1.1 We have provided Cabinet with regular updates about our state of Brexit preparedness. These reports have had a specific focus on the potential impacts that could arise at our port, not only because we are the Port Health Authority but also because of the importance of the Plymouth to Roscoff trade route to the sub regional economy.
- 1.2 Following the end of the Brexit transition period the UK Border Operating Model came into force on the 1<sup>st</sup> January 2021. The impact on us as a Port Health Authority has to date been minimal due to early decision of Brittany Ferries to suspend the ferry service. There has however been significant economic disruption across a number of industrial sectors.
- 1.3 The government has suggested that this disruption can be characterised as teething problems as industry comes to terms with our new trading relationship with the EU. The reality is that many of the problems are in fact a direct consequence of our leaving the Single Market and Customs Union, which not only could have been foreseen but which were specifically drawn to the attention of ministers by the Leader of the Council.
- 1.4 In December 2020 we reported to Cabinet that our survey of local business readiness revealed that 20% of respondents exported to the EU and that whilst 75% understood that the Border Operating Model would affect their trade with the EU only 8% felt well prepared for the end of the transition period. Through the Chamber of Commerce we were also aware that there was a feeling that many companies did not appreciate that these changes would be implemented whether or not we secured a trade agreement with the EU.
- 1.5 The impact of the changes on sectors like the shell fishing industry has been well documented and the Government have suggested that this is the result of a change of policy by the EU. In fact the Government was aware that the rules would apply permanently once the transition period ended and the Secretary of State acknowledged that fact in a letter sent on 10 December 2020. It is less well known that these rules also affect other products of animal origin used in food manufacture.

### 2.0 Port Health Impacts

- 2.1 The UK has operated a full, external border from January 2021, introducing new border controls in three stages up until July 2021. The key categories of goods and the processes for moving goods between GB and the EU are set out in the Border Operating Model.
- 2.2 From 1 January 2021, we have had a duty to issue catch certificates (for Illegal, Unreported and Unregulated Fisheries regulations) for EU fishery products being imported into Plymouth. We anticipate that requests for Export Health Certificates for fishery products leaving Plymouth will significantly increase. These are accompanied by a requirement to undertake extra checks and inspections to facilitate the proposed risk based regime. Because of the suspension of ferry services we have yet to feel the impact of this but these are new duties for us and we will have to make preparations to implement them when ferry services resume.
- 2.3 From April – July 2021, we are required to make 10% documentary checks on products of animal origin entering the port (meat, fish, dairy). We will not be required to do this from 1<sup>st</sup> April but we must ensure appropriate staffing levels and veterinary cover are in place for when the ferry service begins operating again. At the time of writing we are awaiting advice from DEFRA about how to carry out these checks and whether they are cost recoverable. This is making it very difficult to tender for veterinary services which are in short supply.
- 2.4 From July 2021, we are required to operate a fully staffed Border Control Post at the port to undertake documentary and physical checks on products of animal origin entering the port. We may also be required to detain some goods while samples are sent for analysis. There are no

existing facilities or staff at the port to undertake this function, and still many unanswered practical questions about the securing the Border Control Post within such tight deadlines, however plans are in place. They are further complicated by a lack of clarity from the Department of the Environment, Food and Rural Affairs on key specifications such as which rooms need to be chilled and the lighting requirements. We are aware through our partnership with Associated British Ports that where advice has been offered to other ports it is often inconsistent with the advice we have received.

- 2.5 Associated British Ports are striving to complete the facility by 1 July 2021 following an award of two thirds of the funding they sought in their Port Infrastructure Bid in December last year. Other ports have already said publicly that they will not be ready in time. On 3<sup>rd</sup> March the Deputy Director at the Department of the Environment, Food and Rural Affairs responsible for SPS Borders wrote to us advising that in order to mitigate the impact of any infrastructure delays physical checks on products of animal origin would be implemented at designated BCPs and the implementation of some aspects of the Border Operating Model would be delayed until 2022.
- 2.6 In addition to the necessary infrastructure all staff will require update training and we already know that additional Environmental Health Officers are not easy to recruit due to a national shortage. We understand that the Government is undertaking discussions to review essential qualifications for Port Health staff.
- 2.7 Discussions are ongoing with Department of the Environment, Food and Rural Affairs and South West Local Authorities regarding a South West logistics hub for the export of fishery products and products of animal origin. This may make the export health certificate process more efficient for exporters. A logistics hub would make 'groupage', where one lorry carries a range of different products, a lot easier and simpler. Exports might be further facilitated if the hub was located in close proximity to Millbay, or within our Freeport footprint.
- 2.8 French customs authorities have designated Boulogne sur Mer as the principal point of entry for fisheries products. There is a Border Control Post at Roscoff and this is designated for products of animal origin. At present it is not licensed for live animal exports which would have implications for the viability of the route for some exporters who have traditionally used this route, including the shellfish industry.

### **3.0 Economic and other impacts**

- 3.1 The severe economic impact on our fisheries export sector is comprehensively documented in the report to Cabinet from our Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee covering the recent Fisheries Scrutiny Event. It says that that insufficient effort was made by ministers to prepare for foreseeable problems that would accompany the UK's departure from the single market and customs union at the end of the transition period.
- 3.2 We have not yet had time to comprehensively review the impacts on other sectors. The LEP has received funding to deliver a range of EU Transition focussed support, including specific telephone outreach and 1:1 support, plus workshops. The funding covered the period from November 2020 through to the end of March 2021 but as no offer letter arrived until February 2021 much of the activity started in the New Year, with a very compressed delivery window.
- 3.3 It is notable that Brexit related enquiries now outstrip COVID enquiries by a significant degree, the telephone outreach service has received 263 enquires related to EU transition and overseas trade compared with 30 around COVID and related support schemes. The enquiries are mainly coming from SMEs and Microbusiness who it may be reasonably assumed would be less likely to be able to easily absorb the administrative burden imposed by the new export checking regime.
- 3.4 As we predicted in the Cabinet update in December 2020 the impact of the end of the transition period is compounded by the ongoing COVID pandemic. The most obvious

consequence is the decision of Brittany Ferries to extend the suspension of ferry services until May 2021. Their corporate press office have made the following statement: -

“The move follows continued stringent travel restrictions for passengers on both sides of the Channel. Only essential travel is currently permitted, and there is little prospect of this easing in the near future. Four ships that are currently laid-up, but which had been due to resume service in late March, will not now resume service until mid-May at the earliest.”

The ROPAX system where commercial freight taken by passenger ferries is effectively subsidised by tourism. Low demand means that it is not viable to run freight only services.

- 3.5 Whilst this has given us a longer window to prepare for the impact on our Port Health service it is not good news for our shell fish exporters whose main market is in Brittany and who are faced with a 1000 mile round trip to get the products to market. The extended trip adds 13 hours to the journey and directly affects the price they receive when their goods are sold. This represents a ‘double whammy’ of increased costs and reduced market prices. The shellfish industry is relatively quiet at this time of year but begins to ramp up from April onwards.
- 3.6 The resumption of ferry services may raise again the question of delays at Millbay due to hauliers not having the correct paperwork. The situation remains problematic at other UK ports and whilst we have not seen the predicted queues in Kent this appears to be because the volume of UK/EU trade transiting the ports has significantly reduced. UK exports to the EU are reported to have fallen by 68% in January 2021. At the same time the price of containers has doubled, suggesting that more freight is being moved through other routes. This is not a realistic option for the Shellfish industry or for exporters of most other products of animal origin.
- 3.7 Hauliers carrying export goods leaving the South West peninsula to cross via other routes are required to have a COVID test before they are able to board. At present the closest COVID testing facility is in Reading. The advice of the Department for Transport has been that drivers should take the test before picking up their load but this is clearly an impractical option for a driver whose load may be in the far west of Cornwall and will certainly be an unsatisfactory option for hauliers seeking to board at Millbay when the ferry service resumes.
- 3.8 The Customs Declaration System which will replace the aging CHIEF system was supposed to be delivered by January 2019 and fully operational before the end of the transition period. In 2018 the National Audit Office flagged up the risk that it would not be delivered in time and criticised contingency plans to continue to run CHIEF in parallel as a temporary solution at a time when an estimated additional 145,000 UK businesses would begin to trade with the EU as a third country. HMRC were specifically criticised for their poor engagement with businesses who trade with the EU who would need to make customs declarations for the first time.

#### **4.0 Conclusion**

- 4.1 Whether these are teething problems as the government suggests, or simply the new reality of trade with our geographically closest trading partners they could and should have been on the government’s radar long ago. In September last year when we updated Cabinet on our organisational and city wide risk registers, the majority of the problems identified in this report were included in the update and had in fact been included in our risk register since it was first established in late 2018.
- 4.2 The fact that such apparent lack of preparation is spread across so many Government departments can perhaps be partially attributed to the need to simultaneously manage the COVID pandemic. With the benefit of hindsight the Government’s decision to fix the date for the end of the transition arrangement in primary legislation was a mistake. The withdrawal agreement allowed for an extension which would have given more time for critical systems and infrastructure to be put in place.

- 4.3 The fact that the Department for Business, Energy and the Industrial Strategy, the Department for Transport and HM Revenues and Customs have all been late in delivering important contributions to our preparedness, should not distract our attention from the critical role played by the Department for the Environment, Food and Rural Affairs.
- 4.3 The likely impact of Brexit on our fisheries has been no secret. In fact the Leader has written to Ministers in the Department on four occasions flagging up the potential impact of Brexit on our industry and how this would be conflated by the ongoing COVID pandemic. We have repeatedly asked to meet with the Fisheries Minister on behalf of the South West industry, for whom the Leader is the designated regional Local Authority spokesperson. We have secured an invitation to, and attended, the cross departmental Border Delivery Group and the Leader has attended the All Party Parliamentary Group on Fishing to speak out for the industry.
- 4.4 Our response to the crisis that this has precipitated for the fishing industry is set out in the recommendations made by the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee covering the Fisheries Scrutiny Event.
- 4.5 We are, despite the challenges making good progress in our preparations to implement the necessary system and infrastructure at Millbay thanks to a good partnership with our port operator Associated British Ports. Their decision to prioritise delivery of a Border Control Post should enable us to be among the first to be operational.
- 4.6 We have an opportunity to secure for our City not only the trade that we already had prior to Brexit, but also to provide an alternative route to market for trade that would ordinarily go via other south coast ports. It will not be easy but we will work with Brittany Ferries to ensure that our freight services are viable and our Port Health Authority will work with their colleagues on the other side of the Channel to secure the route for our shell fishermen.
- 4.7 We will continue to work with our civil service colleagues at the Department for the Environment Food and Rural Affairs on a logistics hub for the South West and consider the benefits of aligning this to our Freeport.

**Appendix I**

Extract from Brexit Organisation Risk Assessment Update for Cabinet September 2020

Ref	Risk Description	Mitigation	Residual Risk
EU/S02	<p><b>Description:</b> Failure to respond to new burdens relating to new port responsibilities</p> <p><b>Cause:</b> Insufficient staffing resources to prepare for likely Port Health responsibilities/lack of clarity about specific responsibilities for import/export port health role and likely volume of work</p> <p><b>Impact:</b> Breach of legislation Reputational damage</p> <p>Mitigated score 12</p>	<p>Border Operating Model published and Port Health responsibilities clarified.</p> <p>Cost of providing Border Control Post included in ABP bid to be submitted on Friday.</p> <p>Bid already made for additional officer resources to issue Export Health Certificates and Catch Certificates from 01 January.</p>	<p>Bid for BCP costs may not be successful and commercial model is not viable on current volumes.</p> <p>Trained staff for Port Health functions will have to be diverted from Food Safety inspections which are a statutory duty and we are already expecting a negative report from the FSA.</p>
EU/I01	<p><b>Description:</b> Failure to manage stakeholder Brexit information, advice and guidance due to ongoing uncertainty</p> <p><b>Cause:</b> Large volume of enquiries from Businesses, EU nationals, tourists, expats and hauliers</p> <p><b>Impact:</b> Lack of information availability to stakeholders Businesses unable to make adequate preparation for business continuity prior to Brexit Wrong advice given Impact on internal capacity (may struggle to meet increasing demand due to continuing uncertainty)</p> <p>Mitigated score 12</p>	<p>Advice provided for business on Growth Hub webpage.</p> <p>Government publicity campaigns are aimed at encouraging business to prepare for an Australia type deal.</p> <p>Meetings with Plymouth Business Brexit Group re-established, briefing of current trade developments delivered to last meeting 7 October.</p>	<p>Many of the issues affecting business are still unclear e.g. Trade Bill and Immigration Bill are still transiting parliament.</p> <p>Government has yet to publish customs arrangements because trade talks are ongoing.</p> <p>PBBG concerned about lack of clarity and recruitment of EU staff from 01 January and immigration rules.</p>
EUEI03	<p><b>Description:</b> Brexit impacts worsen economic impacts of COVID 19 and drive increased service demand</p>	<p>Brexit food, medicines and group met and concluded we were</p>	<p>Bank of England MPC assessment of a failure to agree a trade deal</p>

	<p>Cause: Cost of living increases drive poverty</p> <p>Impact: Greater demand on needs assessed services</p> <p>Mitigated score 12</p>	<p>duplicating the COVID response which is currently a stronger driver. We will feed Brexit issues into COVID food security group.</p> <p>No current signs of community tension around Brexit.</p>	<p>with the EU could lead to a deeper recession and slow the economic recovery from COVID in the medium term.</p>
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# Cabinet



Date of meeting:	09 March 2021
Title of Report:	<b>Community Empowerment Programme: Working together for a Fairer, Greener, Healthier Plymouth</b>
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing and Co-operative Development)
Lead Strategic Director:	Craig McArdle (Strategic Director for People)
Author:	Rachel Silcock
Contact Email:	Rachel.silcock@plymouth.gov.uk
Your Reference:	CE Report 09.03.21
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

This report aims to update Cabinet on how we are going to work with individuals, communities and organisations to make Plymouth a Fairer, Greener and Healthier City. Our Engagement Framework and Empowerment Action Plan sets out how we will work in partnership with others and our priorities for action.

## Recommendations and Reasons

The report makes the following recommendations:

- Cabinet to endorse the Council's renewed approach to engagement and the principles that will be set out within it.
- Cabinet to approve the Community Empowerment Action Plan 2021.

## Alternative options considered and rejected

Community Empowerment is a corporate priority and the option to not take forward the programme was not considered. There is a strong need and appetite to ensure that we are effectively engaging and working with residents, communities and businesses across the city to achieve better outcomes for all.

## Relevance to the Corporate Plan and/or the Plymouth Plan

The Community Empowerment programme supports the implementation of the Plymouth Plan in which the city is committed to making Plymouth a fairer city where everyone does their bit. The Corporate Plan commits the Council to being democratic, providing strong leadership and involving communities in decisions that affect them, which is the underlying aim of Community Empowerment. It also supports the Council's commitment to being a Fair and Co-operative Council in treating everyone with respect and working together with communities to create the city we all want to see.

We value the views of our customers and communities. We want to ensure that everyone is treated with respect, has equal opportunity to have their voice heard and get involved, is listened to and feels that their contributions are valued. The refreshed engagement framework will help to ensure that the Council is effectively listening to their customers and communities as detailed in the Corporate Plan

and demonstrates the importance of engagement as detailed in the Plymouth Plan Statement of Community Involvement.

### **Implications for the Medium Term Financial Plan and Resource Implications:**

The Community Empowerment programme draws on several strands of work that are taking place across the Council including Equality and Diversity, the development of an Engagement Framework, Climate Emergency, Commissioning, Digital Plan, Inclusive Growth and others, whilst creating an overarching framework in which these work streams can be integrated into a common vision and approach to working with communities.

As a Council, we are keen to embed the learning from COVID-19 within the Council to ensure that we continue to value the skills, knowledge, and insight which residents, communities and businesses provide. We acknowledge the active engagement which took place between the Council and businesses during the pandemic to deliver Resurgam, our economic recovery plan. We need to embed effective engagement with the business sector across the Council to ensure a more equal, sustainable and prosperous city post-Covid-19. As a Council committed to ensuring sustainable and healthy communities, the programme will embed the learning and innovation happening within the Green Minds programme.

The aim is for the Community Empowerment approach to become business as usual, through a programme of workforce development and sharing of best practice and targeting of existing resources to communities where the need is greatest. This work links closely with Our People Strategy and reflects our commitment to provide our workforce with the skills and knowledge required to deliver high quality services.

There are no direct financial implications arising from this report.

### **Carbon Footprint (Environmental) Implications:**

The programme will work with individuals, communities and organisations to promote the aims of the Climate Emergency programme.

### **Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

*\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

The Community Empowerment programme includes actions to support community resilience, including tackling financial and food insecurity, which will help to tackle child poverty. We are committed to discharging our Public Sector Equality Duty. The strands of work set out within the programme will help us move closer to our ambition of achieving 'Excellence' on the Equality Framework for Local Government (EFLG) as it directly works towards the outcomes within the 'Understanding and working with communities' modules within EFLG.

### **Appendices**

*\*Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		<i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Stakeholder engagement							
B	Community Empowerment Action Plan 2021							

C	Equality Impact Assessment							
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**Background papers:**

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable)						
	If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.						
	1	2	3	4	5	6	7

**Sign off:**

Fin	pl.20. 21.24 7.	Leg	LS/3 6284 /JP/0 1032 1	Mon Off		HR	0103 2021. KB	Asset s		Strat Proc	
Originating Senior Leadership Team member: Craig McArdle (Strategic Director for People)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 25/02/2021											
Cabinet Member approval: Approved via email by Councillor Chris Penberthy (Cabinet Member for Housing and Co-operative Development)											
Date approved: 05/03/2021											

## 1. INTRODUCTION

Community Empowerment refers to the process of enabling communities to increase control over their lives. Plymouth City Council is committed to supporting local communities to do things for themselves, and to make their voices heard in shaping the services they use and the places they live.

## 2. OUR VISION

As a Council we value the contribution that people and communities can make and want to harness that potential to work together for a fairer, greener and healthier city in which everyone does their bit.

In order to unlock this potential we will change the way we work with others, moving from a position of “we’ll tell you what we want to do and what we think the city needs”, to “we’ll collectively find out what our communities need and collectively work together to deliver the city we want”. Our approach will be to do things with people, involving them every step of the way and encouraging them to do more things for themselves.

## 3. WHY NOW?

COVID-19 has proven that when we work together as one City we can transform our City:

- Through the Plymouth Good Neighbours Scheme, in excess of 70 small ‘mutual aid’ organisations spring up to support local communities and initially over 800 individuals volunteered to carry out tasks to support people.
- At Christmas Plymouth Good Neighbours supported the Christmas in a Box project, packing and delivering 2500 food boxes.
- There are 843 volunteers working at the mass vaccination centre at Home Park.
- Over 2,500 people volunteering to support the mass vaccination programme in January 2021.
- Larger voluntary and community organisations, social enterprises and partners across the health and social care system come together to support Caring for Plymouth.
- Smaller voluntary and community organisations, co-operatives and social enterprises have shown their willingness to work together to support people and communities also, with support from the Plymouth Octopus Project (POP) and the Plymouth Social Enterprise Network (PSEN).
- Businesses come together to shape the future of Plymouth’s economy by developing Resurgam and a wide variety of related projects led by the Plymouth Growth Board, supported by the Devon and Plymouth Chamber of Commerce and the Federation of Small Businesses Plymouth.

By working together we have started to build a fairer, greener, healthier Plymouth as the examples below highlight:

### **Fairer – supporting people with food and financial help during COVID**

We have worked in partnership with Food Plymouth, Provide Devon and FareShare to support over 50 food aid organisations in Plymouth with over £343,000, to help them provide food and essentials to people in need over the winter. This has included co-ordinating the supply of surplus food from supermarkets so that it is fairly distributed across the city. There has been a direct referral route into Citizens Advice for people accessing food aid, many of whom may not otherwise have asked for advice, as a means of breaking this cycle through advice and support with benefits, debt, housing, and employment. Plymouth Energy Community has been provided with additional funding to ensure that people on low incomes can pay their bills and are able to keep warm during the winter.

**Greener – Wild Flower Mad**

In 2020, with support from the Future Parks Accelerator programme, we took a radical new approach to grass cutting. After gathering evidence to show that there are twice the number of pollinating insects and species found in meadow areas compared with amenity grassland, we decided to reduce the amount of grass being cut on over 1000 areas across the city to support more plant and animal species thrive. We ran a social media campaign to inform people why they were taking this approach and encouraged residents to tell them what wildflowers they had seen. A survey on one innocuous roadside verge in Prince Rock highlighted 17 wild flower species spotted in one June day - including a Bee Orchid. Customer reports of problems with grass cutting were reduced by one-third of 2019 volumes. As a result of this trial, the Council plans to roll this approach out more widely next year. Through our Green Mind project, we will be supporting residents to take action for nature through events, networking opportunities and resources.

**Healthier – Grow, Share, Cook**

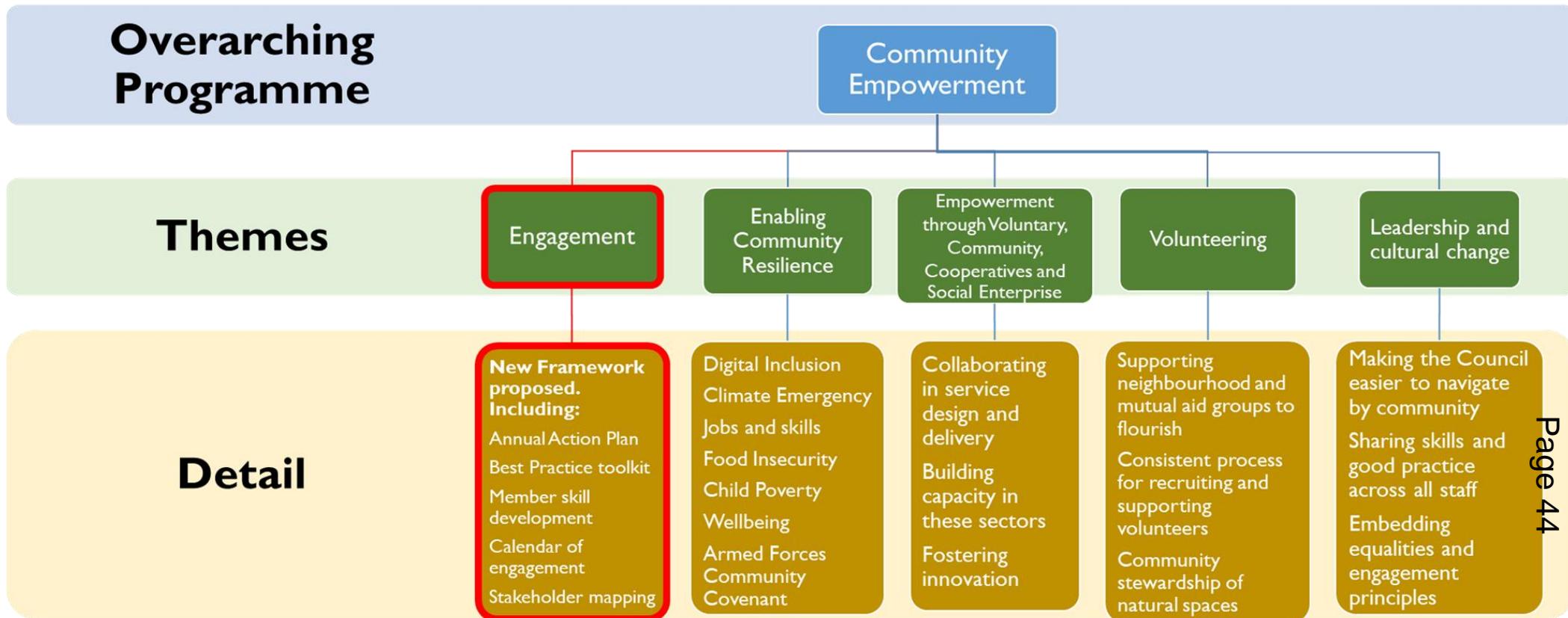
Plymouth City Council worked with volunteers to co-design Grow, Share, Cook handing the power to local residents to find the best solutions. This volunteer led project has seen volunteers grow food in and around the city on council land and on private land owned by farmers. This produce is then shared with communities via volunteer drivers and volunteer cooks and community cooking sessions. Plymouth City Council fund Grow, Share, Cook who work with Tamar Grow Local and Food is Fun to manage the project, enabling a new yearly cohort of 50 families to receive free fruit and vegetables for a year, deliver support and advice to the existing 250 families who have completed the scheme and the 50 families who are the current cohort and manage. They also support the 158 volunteers who work on the scheme. This highly commended project started in October 2014 following a recommendation by the Fairness Commission.

**4. WHAT WILL THE COMMUNITY EMPOWERMENT PROGRAMME SEEK TO DO?**

We have already started to see the benefits of working differently with our communities but we want to achieve more and our Community Empowerment will seek to:

- **Improve access to the information, advice and evidence** needed to support collaborative decision making and ensure communities and voluntary organisations are informed of their rights.
- **Promote self-help and targeted volunteering**, reducing the need for 'professional help' and support positive outcomes for all.
- **Provide guidance and support to those communities** who want to protect local services, own assets or run services in the city.
- **Recognise and support the benefits of temporary and meanwhile uses** of empty shops and public spaces that can add value to local communities.
- **Support children and young people's rights** to play an active role in the civic life of the city.
- **Ensure that as a city we understand and recognise the social value** and impact that businesses and the voluntary and community sector make and that there is a joined-up approach to attracting investment.
- **Share knowledge through open data and information** which enables communities to have informed engagement, make suggestions for changes and initiate actions relating to their services and lifestyles.
- **Provide specific support to local communities** and targeted regeneration in disadvantaged neighbourhoods to promote inclusive growth.
- **Strengthen communities to build upon social value and social movement** so that people have control of the communities where they live.
- **Recognise the unique and vital role which members play** in communities and the important relationships they hold with stakeholders across the city.

5. HOW WILL WE DO THIS?



## 6. OUR ENGAGEMENT FRAMEWORK

The development of each of the Community Empowerment themes is underway (see Appendix B for Action Plan). However, initially the focus will be on developing a new Engagement Framework. The purpose of the framework is to outline how the Council will engage with local residents, communities and businesses and empower them to shape policies, strategies and services that affect their lives. There are some great examples of good engagement activity happening across the City, some of which are included in this document.

This new framework will:

- Establish a common understanding of and commitment to engagement across the Council.
- Set clear and specific standards for engagement and consultation activity.
- Identify priority actions to be progressed.

We value the views of everyone who lives, works, studies and volunteers in the city and we want to ensure that everyone has an equal opportunity to have their voice heard and get involved, is listened to and feels that their contributions are valued. We want to ensure that our approach to engagement is inclusive and representative of the different people and views in our city including those groups who are 'seldom heard'. We have engaged with some of our stakeholders as part of the development of this paper (see Appendix A).

Through the framework, we will:

- **Work together with residents, communities and businesses** to capitalise on what we have learnt from the COVID-19 pandemic to build upon the opportunities that have been accelerated by the emergency response.
- **Build on best practice** examples and develop an understanding of how we best engage residents, communities and businesses.
- **Recognise the unique role of members** as leaders and as community navigators, providing learning and development opportunities where required.
- **Embed the learning** from our Equality and Diversity Review (2020), ensuring that our engagement methods are accessible and tailored.
- **Use a range of innovative approaches** to increase involvement using both formal and informal methods and channels. This will include using appreciative enquiry methodology.
- **Harness the skills and values** within our own workforce and allow employees to build upon existing relationships to create shared values.

## 7. OUR ENGAGEMENT PRINCIPLES

Our approach to engagement will be guided by our corporate values, our Statement of Community Involvement and the following principles:

**Democratic** - We will provide strong community leadership and work together to deliver our common ambition. Engagement;

- Exemplified by strong community leadership by elected members and residents.
- Where community leaders are accountable to the communities they serve.
- Based on honest and open sharing of issues and solutions.

**Responsible** - We take responsibility for our actions, care about their impact on others and expect others to do the same. Engagement that;

- Champion's community led initiatives.
- Is outcome focused and is based upon a trauma informed approach to ensure we are sensitive to the needs of residents and communities.
- Is consistent, sustainable and builds relationships into the future.

- Reflects an awareness of the climate emergency and the sustainability agenda.
- Communicates any decisions resulting from our engagement activities.
- Respects all views and maintains confidentiality (where appropriate).

**Fair** - We will be honest and open in how we act, treat everyone with respect, champion fairness and create opportunities. Engagement that;

- Is accessible, flexible and inclusive.
- Spans communities of identity, interest and geography to create a voice for all.
- Is timely to fully involve residents, communities or businesses throughout the decision-making process.
- Is transparent and provides clarity about the scope of the engagement.

**Cooperative** - We will work together as partners to serve the best interests of our city and its communities. Engagement that;

- Is collaborative and works towards shared goals.
- Is informed by shared intelligence to support community led decision making.
- Supports people to have the power and confidence to influence decisions that affect them
- Listens, acknowledges, explores and responds.

## **APPENDIX A: STAKEHOLDER ENGAGEMENT – ENGAGEMENT FRAMEWORK**

COVID-19 highlighted the importance of effective engagement across the city with various stakeholders. We have been presented with an opportunity to harness the learning and build on the collaborative environment and partnership working that has developed as a result of the pandemic. We have sought to engage with a wide range of stakeholders as part of the development of the engagement framework.

We identified relevant stakeholders to consult with both internally and externally in the development of our engagement framework including:

- Consultation and initial scoping exercise with Cabinet Member for Housing and Co-operative Development.
- Three two-hour engagement workshops which were attended by 30 different representatives of voluntary and community sector organisations.
- Attendance at an informal Scrutiny Management Board meeting to enable members to offer insight into how they see their role in the context of engagement.
- Engagement with business representatives from the Spend 4 Plymouth group to gain insight from the business community.
- Attendance at a Trauma Informed Network subgroup to ensure that our engagement approach is sensitive to the needs of our residents.
- Collaborative working with colleagues within the Community Empowerment Programme.

Stakeholders were provided with an opportunity to contribute to the development of our engagement principles. We have incorporated this feedback in the development of the final version of the principles within this report. Our stakeholders agreed that effective engagement is key and acknowledged that it can be difficult to do well, especially in a large and complex organisation. There was broad agreement that there are some great examples of successful engagement work across the Council (see case studies for examples), however despite this, it was noted that there is often a lack of consistency in the way that different Council services engage with communities and organisations.

Feedback from our engagement activities suggests that engagement is often carried out in a disjointed manner and in isolation from other services and organisations. This can often result in ‘over surveying’, ‘engagement fatigue’ and even over burdening smaller organisations.

Organisations in the city are keen to share their expertise and knowledge and want to work with us to more effectively engage. Several organisations commented that they are keen to be involved in the planning/development of engagement activities to help ensure that it is appropriately tailored to different audiences.

All our stakeholders agreed that clearer and accessible information about proposed changes to services or policies is key. Feedback suggested that our engagement activities could at times be more organised and better communicated. Stakeholders used examples such as providing further clarity on what is/isn't in scope within consultations/engagement, appropriate timeframes and lead in times and also providing feedback on the outcome of any engagement activity.

A key theme which emerged from the discussions with all our stakeholders was the important role that listening plays when carrying out engagement. Equally, relationships and the importance of acknowledging issues and collaboratively working together to solve a problem also featured heavily amongst the discussions.

**APPENDIX B: COMMUNITY EMPOWERMENT ACTION PLAN 2021**

Themes	Aims/Objectives	Key deliverables - Projects	Progress December 2020	Next Steps	Lead
Leadership and Cultural Change within PCC	<ul style="list-style-type: none"> <li>Encouraging customers, partners, staff and councillors to feel involved in how services are delivered</li> <li>Helping individuals and communities to take responsibility for themselves</li> <li>Changing the relationship between the Council and residents</li> <li>Working with partners to help communities and councillors engage, find information and access the best resources to meet their needs</li> <li>Making PCC easier to navigate by the community by consistency in approach, removing duplication and barriers and identifying opportunities to join up</li> <li>Ensuring a shared understanding of our the Council's approach to empowerment amongst employees, Members and stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Vision and outcomes defined using review of existing frameworks, pledges, policy and business plans</li> <li>Communications</li> <li>Training and cultural change</li> <li>Capture examples of empowerment work, best practise and lessons learned</li> <li>Community of Practice to share knowledge, expertise and best practice with peer support</li> </ul>	<ul style="list-style-type: none"> <li>Working group established</li> <li>Governance process in place</li> <li>Strategic vision and outcomes to be finalised (as per governance above)</li> <li>Community of Practice set up with officers from across the Local Authority</li> <li>Currently gathering examples of best practice, sharing Appreciative Enquiry examples</li> <li>Next steps are to create a library of case studies to share with senior managers and other Council officers</li> </ul>	<ul style="list-style-type: none"> <li>Recruit lead and agree priority actions</li> <li>Training for appropriate staff in working with communities and Members, e.g. Appreciative Enquiry</li> <li>Case examples of good practice to be shared across CMT/SMT/Team Plymouth</li> <li>Collate examples of good practice engagement from Members</li> <li>Use of Our Engagement Framework to take change process forward</li> <li>Capturing progress we are making centrally. E.g. potentially capture a baseline of staff knowledge and skills. Embed our approach to engagement into member induction</li> </ul>	Rachel Silcock
Development of Our Engagement Framework	<ul style="list-style-type: none"> <li>Engagement supports delivery of empowered residents, communities and businesses</li> <li>Longer term the aim is to share and devolve power, through existing democratic processes, to enable local communities to engage with decision makers</li> </ul>	<ul style="list-style-type: none"> <li>Refresh of the Framework for working with residents and communities to include best practice examples for members, reaching diverse groups, relationship with VCS/SE.</li> <li>Display document in a visually engaging manner – this could online as an</li> </ul>	<ul style="list-style-type: none"> <li>Reviewed and drafted engagement framework.</li> <li>VCS/SE network established through Caring for Plymouth; mutual aid groups engaged</li> <li>Embedded learning from the Equality and Diversity Review - recognising that</li> </ul>	<ul style="list-style-type: none"> <li>Consultation with voluntary and community sector and businesses on draft framework – Jan 2021</li> <li>Draft engagement framework to CMT – Jan 2021</li> <li>Updated version to Cabinet 09 March 2021</li> </ul>	Caroline Marr

		<p>interactive document with constantly updated good examples or a 'designed' publication.</p>	<p>our engagement needs to be accessible and tailored to ensure all voices are heard - especially 'seldom heard groups'.</p>	<ul style="list-style-type: none"> <li>• Develop and produce an engagement toolkit to encourage best practice within the organisation.</li> <li>• Enhance the skills of members to develop their role through learning and development opportunities.</li> <li>• Work with the VCS to map the different communities within our city</li> <li>• Development of Engagement Calendar including Member led events.</li> <li>• Embed engagement within the Scrutiny process and share good practice examples with scrutiny members to help ensure consistency across the organisation.</li> </ul>	
<p>Informal Volunteering and Formal Volunteering</p>	<ul style="list-style-type: none"> <li>• Increasing the number of people who take action within communities of geography or interest to support an empowered community</li> <li>• Supporting the creation of conditions needed for community/mutual aid groups to flourish</li> <li>• The Council as an employer recognises the contributions of volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Increased networks of mutual aid and community groups</li> <li>• Increased opportunities for citizens to take action</li> <li>• Develop and manage the Plymouth Good Neighbours Scheme</li> <li>• Work with Our Plymouth as the digital volunteering platform</li> <li>• Understand the Local Authority's requirements for volunteers and support best practice</li> <li>• Integration of the NHS responder volunteers into</li> </ul>	<ul style="list-style-type: none"> <li>• Business case for PGNS roles</li> <li>• Volunteer Manager and Coordinator in place</li> <li>• Setting up Care Volunteers scheme;</li> <li>• Establish a robust recruitment and selection process for volunteers</li> <li>• Successful 30k Embedding and Evaluating NHS Volunteer Responders programme funding bid</li> <li>• Co-ordinating the PGNS volunteer response to Covid-19 e.g. Prescription/food parcel deliveries</li> </ul>	<p><b>Informal volunteering - community action</b></p> <ul style="list-style-type: none"> <li>• Working with VCS/SE to agree role and support needs of neighbourhood and mutual aid groups</li> <li>• Work with informal groups such as the Rebel Botanists to understand the barriers to citizen action</li> <li>• Support for Time banks to thrive</li> </ul> <p><b>Formal volunteering</b></p> <ul style="list-style-type: none"> <li>• Roll out of the Care Volunteer Scheme</li> </ul>	<p>Neil Minion Anna Peachey</p>

		<p>the Plymouth Good Neighbours Scheme</p> <ul style="list-style-type: none"> <li>• Implement the Council's volunteering policy for employees</li> <li>• Work with directorates to encourage volunteering within the boundaries of the City</li> </ul>	<ul style="list-style-type: none"> <li>• Work with partners to promote opportunities for volunteering</li> <li>• Identify different opportunities for example mentoring and coaching with different groups within the City.</li> </ul>	<ul style="list-style-type: none"> <li>• Review and evaluate the overall effectiveness of the scheme.</li> <li>• Continue Plymouth's award winning Cities of Service citizen engagement work with residents</li> <li>• Work with Our Plymouth to improve digital platform for volunteering</li> <li>• Establish a clear and consistent process for matching service users with volunteers</li> <li>• Continue to support COVID response - Caring for Plymouth/PGNS</li> <li>• Developing opportunities for community stewardship of natural spaces through the Green Minds and Future Parks programme</li> <li>• Continue to develop our employee volunteering offer</li> </ul>	
Empowerment through the Voluntary and community, Co-operative and Social Enterprise Sectors	<p>Creating the conditions for VCS/SE and Co-ops to empower citizens by:</p> <ul style="list-style-type: none"> <li>• developing VCS/SE and Co-ops capacity</li> <li>• Building better understanding of the VCS/SE and Co-ops amongst PCC staff and stakeholders</li> <li>• Improving our service design by working with VCS/SE and Co-ops as suppliers and through their relationships with users and communities</li> </ul>	<ul style="list-style-type: none"> <li>• Sector strategy mapping and providing intelligence and data to support needs analysis and including partner management with support organisations</li> <li>• Training materials about these sectors and their ability to socially innovate</li> <li>• Bringing together cross sector collaborations for social innovation</li> <li>• Co-production and design initiatives for delivery of</li> </ul>	<ul style="list-style-type: none"> <li>• Community Map of support groups started</li> <li>• Domestic Abuse co-design initiative</li> <li>• Alliance co-design ongoing</li> <li>• Mental health service design</li> <li>• BRP programme review (80 support interventions June to Dec 2020)</li> <li>• POD updated with Covid response, pharmacy, shopping, mental health information</li> </ul>	<ul style="list-style-type: none"> <li>• Secure funding for training materials to raise awareness across Council and stakeholders</li> <li>• State of the sector review post COVID</li> <li>• Identify Funding for more cross sector collaborations for social innovation (Inclusive Growth)</li> <li>• Create a repository of sector videos and materials</li> <li>• Continue to share best practice examples of co-design and delivery</li> </ul>	Anna Peachey Neil Minion

	<ul style="list-style-type: none"> <li>Maintaining mechanisms to facilitate their innovation and autonomous delivery of services</li> </ul>	<p>services by the Council and externally</p> <ul style="list-style-type: none"> <li>A Community Map of support groups</li> <li>Update and promotion of POD</li> <li>Network support to PCC VCS/SE and Co-op suppliers</li> <li>Business Relationship Programme with key VCS/SE organisations and Co-ops</li> </ul>	<ul style="list-style-type: none"> <li>Creating new tenancies through Community Asset Transfer and Meanwhile Use</li> <li>Supporting social innovation in Food Banks</li> </ul>	<ul style="list-style-type: none"> <li>We will increase resilience in communities, empowering citizens by making them more aware of existing resources in their community</li> </ul>	
Enabling Community Resilience	<ul style="list-style-type: none"> <li>Ensuring that community resilience activity addresses the latest priorities through regular reviews</li> <li>Improving resilience in communities to address their priority needs e.g. support people to improve their wellbeing, tackle the climate emergency, improve equality of opportunity</li> <li>Providing targeted support to communities that need it</li> <li>Empowering communities to tackle the causes of poverty and exclusion through support such as co-operative development and mutual aid</li> <li>Supporting the Digital Plan themes, in particular to create Digital Communities</li> <li>High quality, accessible public natural spaces for recreation, sports, access to nature for HWB -particularly in deprived areas where less access to private outdoor space</li> </ul>	<ul style="list-style-type: none"> <li>Build community profiles</li> <li>Build priority framework</li> <li>Map Council activities in relation to priorities e.g. Financial Security, Food Insecurity, Digital Inclusion, Climate Emergency, Fuel poverty, Natural Infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Current priorities are food insecurity, unemployment, financial insecurity, digital inclusion, skills, wellbeing and mental health and climate emergency</li> <li>Increased funding to Advice Plymouth to provide targeted debt and benefit advice to people using food aid</li> <li>21 organisations have received funding of nearly £140,000 including Food Plymouth, which will help to co-ordinate food supply in the city.</li> <li>Working with FareShare on co-operative approaches to food poverty</li> <li>Distribution of 2000 copies of a survey to explore where and why people are digitally excluded</li> </ul>	<ul style="list-style-type: none"> <li>Link with Child Poverty Working Group to agree strategic approach to poverty</li> <li>Working with Advice Plymouth on community-based information and advice approach, training volunteers and community activists</li> <li>Working with Food Plymouth to develop sustainable approaches to food insecurity;</li> <li>Implementation of Digital Plan</li> <li>Digital Champion qualification to be available by March 2021.</li> <li>Signposting Tool to locate access to devices, training and free connectivity is available for those in need by May 2021</li> <li>Food Co-operatives – sustainable food provision</li> <li>Implement and learn from Sport England Pathfinder with Active Devon –</li> </ul>	<p>Rachel Silcock Anna Peachey Melanie Rawles Zoe Sydenham</p>

				maximising physical activity in CYP <ul style="list-style-type: none"><li>• Implementation of Future Parks programme</li></ul>	
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# EQUALITY IMPACT ASSESSMENT

Community Empowerment Programme: Working together for a Fairer, Greener, Healthier Plymouth



## STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

### What is being assessed - including a brief description of aims and objectives?

This report aims to update Cabinet on how we are going to work with individuals, communities and organisations to make Plymouth a Fairer, Greener and Healthier City. Our Engagement Framework and Empowerment Action Plan sets out how we will work in partnership with others and our priorities for action.

The report recognises that effective and accessible engagement is key to facilitating communities to be more involved in the decisions which affect them. The report also sets out the proposed organisational approach to engagement.

The report makes the following recommendations:

- Cabinet to endorse the Council's renewed approach to engagement and the principles that will be set out within it.
- Cabinet to approve the Community Empowerment Action Plan 2021.

To inform the development of the engagement framework principles we identified relevant stakeholders to consult with both internally and externally. We recognise that this may not be representative of all views held across the city.

We engaged with the following stakeholders:

- Consultation and initial scoping exercise with Cabinet Member for Housing and Co-operative Development.
- Three two-hour engagement workshops which were attended by 30 different representatives of voluntary and community sector organisations.
- Attendance at an informal Scrutiny Management Board meeting to enable members to offer insight into how they see their role in the context of engagement.
- Engagement with business representatives from the Spend 4 Plymouth group to gain insight from the business community.
- Attendance at a Trauma Informed Network subgroup to ensure that our engagement approach is sensitive to the needs of our residents.

	<ul style="list-style-type: none"> <li>• Collaborative working with colleagues within the Community Empowerment Programme.</li> </ul> <p>As a Council we are committed to discharging our Public Sector Equality Duty. We value the views of everyone who lives, works, studies and volunteers in the city and we want to ensure that everyone is treated with respect, has equal opportunity to have their voice heard and get involved, is listened to and feels that their contributions are valued.</p> <p>We are committed to engaging with people from different backgrounds to ensure that participation through our engagement activities reflects the diversity of our residents and the different viewpoints held in the city. This will require us to engage differently with different communities which might include communities of identity, interest or geography.</p> <p>Our toolkit will include guidance for staff on how to ensure that those groups who are ‘seldom heard’ are captured within our engagement activities. It will also set out the different things employees should consider to ensure that engagement is accessible to ensure that engagement and consultation is representative of the diversity of our city.</p> <p>The strands of work set out within the broader programme will help us move closer to our ambition of achieving ‘Excellence’ on the Equality Framework for Local Government (EFLG) as the programme works towards meeting the outcomes within the ‘Understanding and working with communities’ module within EFLG.</p> <p>Individual elements of the programme will follow the usual EIA process in line with our policy.</p>
<b>Author</b>	Laura Hill, Policy and Intelligence Advisor
<b>Department and service</b>	Policy and Intelligence Team
<b>Date of assessment</b>	22/02/2020

**STAGE 2: EVIDENCE AND IMPACT**

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact <small>See <a href="#">guidance</a> on how to make judgement</small>	Actions	Timescale and who is responsible
<b>Age</b>	The average age in Plymouth (39 years) is about the same as the rest of England (39.3 years) but less than the South West (41.6 years).	Older people are statistically less likely to have access to the internet and digital devices. If all consultation/ engagement activity were to be delivered	We will raise awareness of digital exclusion by signposting to relevant resources such as the Digital Inclusion project	Policy and Intelligence Team  Individual services are responsible for ensuring that

	<p>ONS projects a rise in the percentage of the Plymouth 65+ population from 17.9 per cent in 2016 to 22.7 per cent by 2034. An ageing population suggests an increasing need for care and support services and also an increasing burden placed on the working age population (Plymouth Plan, 2019).</p> <p>Older people are less likely to use modern technology than younger people, which can also impact upon social isolation as well as being a potential barrier in the workplace. Over 90 per cent of men and 81 per cent of women use the internet frequently at aged 50 but this drops to a third of men and 14 per cent of women by age 80 (GEO, 2016).</p> <p>In 2018/19, 65–74 year olds are the age group most likely to volunteer formally on a regular basis: More than one quarter (28%) volunteered at least once a month while more than a third (39%) volunteered at least once a year (NCVO, 2020).</p> <p>In 2018/19, about one-fifth (21%) of 16–24 year olds volunteered regularly for a</p>	<p>electronically there is a risk that this age demographic may be excluded.</p>	<p>and organisations such as Age UK within the engagement toolkit.</p>	<p>their engagement activities are accessible.</p>
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	<p>group or organisations (NCVO, 2020).</p> <p>These numbers may not reflect any changes to volunteering trends which have resulted from COVID-19.</p>			
<p><b>Disability</b></p>	<p>A total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK 11.6m (2011 Census).</p> <p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p>National evidence suggests a substantially higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled.</p> <p>Disabled people also are significantly less likely to live in households with access to the internet than non-disabled people.</p>	<p>People with disabilities face a number of barriers to participation in public life. For example, they may require information in different formats such as ‘easy read’, large print or brail etc. Buildings which are being used for engagement activities must also be accessible for wheelchair users and people who require hearing loops etc.</p>	<p>To raise awareness of the different barriers that people with disabilities face we will ensure that the engagement toolkit includes references to accessibility and in particular information formats and venue accessibility such as hearing loops and lifts etc.</p> <p>We will ensure that to build community resilience we target communications to people who require specific help, for example advice on employment and finance, including people with long-term health conditions or disabilities. We will start by including reference to this within our engagement toolkit.</p>	<p>Policy and Intelligence Team.</p> <p>Individual services are responsible for ensuring that their engagement activities are accessible.</p>

	<p>Nationally, in the year ending March 2018, for both types of volunteering (formal and informal), the proportions of disabled and non-disabled people who had participated were similar.</p> <p>These numbers may not reflect any changes to volunteering trends which have resulted from COVID-19.</p>			
<p><b>Faith/religion or belief</b></p>	<p>Christianity is the biggest faith in the city with more than 58% of the population (148,917).</p> <p>32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim was just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p> <p>0.5 per cent of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>	<p>No adverse impact anticipated.</p>	<p>To ensure cultural and religious awareness when carrying out engagement activities we will include guidance within the engagement tool kit. This will include reference to for example, existing faith channels along with guidance on the timing of events.</p>	<p>Policy and Intelligence Team.</p> <p>Individual services are responsible for ensuring that their engagement activities are accessible.</p>

<p><b>Gender - including marriage, pregnancy and maternity</b></p>	<p>50.2 per cent of our population are women and 49.8 per cent are men.</p> <p>Women were more likely than men to have formally volunteered at least once in the last year (37% vs 34%) however levels of regular volunteering are similar (22% vs 21%) (NCVO 2020).</p>	<p>No adverse impact anticipated.</p>	<p>To raise awareness of the different barriers that people face we will ensure that the engagement toolkit includes references to the location and timings of meeting to ensure that are accessible as possible to people with children or caring responsibilities.</p> <p>We also need to ensure that engagement activities are representative of the local community.</p>	<p>NA</p>
<p><b>Gender reassignment</b></p>	<p>There are no official estimates for gender reassignment at either national or local level. However, in a study founded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	<p>No adverse impact anticipated.</p>	<p>To ensure that different voices are heard within our engagement process we will raise awareness of the different barriers that people face.</p> <p>We will ensure that the engagement toolkit includes references to the different organisations in Plymouth who are useful channels for communicating messages.</p>	<p>Not applicable.</p>
<p><b>Race</b></p>	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black, Asian or Minority Ethnic (BAME) with White</p>	<p>People who do not speak English or who speak English as an additional language may need information interpreted/translated where relevant.</p>	<p>We will raise awareness of the importance of interpretation translation when carrying out engagement within our toolkit.</p>	<p>Policy and Intelligence Team</p> <p>Individual services are responsible for ensuring that their engagement activities are accessible.</p>

	<p>Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three.</p> <p>Plymouth is a refugee dispersal location under the Vulnerable Persons Resettlement Scheme.</p>		<p>We will also explore the importance of ensuring that engaging is representative and inclusive of local communities.</p>	
<b>Sexual orientation - including civil partnership</b>	<p>There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth, but based on the ONS Annual Population Survey 2017 estimates, approximately 1.7 per cent of the UK population is lesbian, gay or bisexual (LGB) . This would mean that there are approximately 3,649 LGB people in the city (Plymouth Report, 2019).</p>	<p>No adverse impacts anticipated.</p>	<p>To ensure that different voices are heard within our engagement process we will raise awareness of the different barriers that people face.</p> <p>We will ensure that the engagement toolkit includes references to the different organisations in Plymouth who are useful channels for communicating messages.</p>	<p>Not applicable.</p>

**STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN**

Local priorities	Implications	Timescale and who is responsible
<p><b>We have set one overarching objective to celebrate diversity and ensure that Plymouth is a welcoming city.</b></p>	<p>Effective and meaningful engagement with residents, communities and businesses are key to improving participation and involvement and ensuring that Plymouth is a welcoming city for everyone. Effective engagement will also help to ensure that everyone has an opportunity to have their voice heard regardless of their background. This may include organising/attendance at</p>	<p>Not applicable.</p>

	community events to build and maintain relationships and to celebrate the diversity in the city.	
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No implications.	Not applicable.
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	Community Empowerment is about cultural change within the City Council, sharing good practice and developing skills to enable staff to work effectively with communities. We anticipate that there will be a workforce development programme led by a community of practice, supporting departments to understand the equality and engagement principles and how to work with communities to co-design and deliver services.	Community Empowerment Programme Board and Human Resources and Organisational Development.
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	No implications.	Not applicable.
<b>Plymouth is a city where people from different backgrounds get along well.</b>	Effective and meaningful engagement with residents, communities and businesses are key to improving participation and involvement, not only with the Council and other lead agencies, but between residents and communities themselves. We are keen to involve our residents and encourage participation in public life to make Plymouth a fairer city where everyone feels welcome and empowered to do their bit.	Not applicable.
<b>Human rights</b> Please refer to <a href="#">guidance</a>	The following human rights are relevant: <ul style="list-style-type: none"> <li>▪ Freedom of thought, conscience and religion</li> <li>▪ freedom to express your beliefs</li> <li>▪ freedom of expression</li> <li>▪ freedom of assembly and association</li> </ul> <p>We will be mindful of the need to appropriately deal with unacceptable or discriminatory comments from consultation/ engagement activities to ensure</p>	Policy and Intelligence Team

	<p>we are facilitating a safe environment for staff and communities when carrying out consultation.</p> <p>We will include appropriate guidance on this within our engagement toolkit.</p>	
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**STAGE 4: PUBLICATION**

<p>Responsible Officer <i>C. Arcole</i></p> <hr/> <p>Strategic Director, Service Director or Head of Service</p>	<p>Date</p> <p>25 February 2021</p>
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