



Oversight and Governance

Chief Executive's Department
Plymouth City Council
Ballard House
Plymouth PL1 3BJ

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Published 03 October 2022

CABINET – SUPPLEMENT PACK

Thursday 6 October 2022
3.30 pm
Council House, Plymouth

Members:

Councillor Bingley, Chair
Councillor Shayer, Vice Chair
Councillors Drear, Carlyle, Dr Mahony, Patel, Smith, Stoneman and Wakeham.

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

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Tracey Lee
Chief Executive

Cabinet

- | | |
|--|------------------------|
| 8. Response to Scrutiny Recommendations | (Pages 1 - 4) |
| 9. Child Poverty Action Plan 2022-25 | (Pages 5 - 12) |
| 10. Cost of Living Update | (Pages 13 - 30) |
| 11. Finance Monitoring Report Month 5 | (Pages 31 - 42) |

Cabinet



Date of meeting:	06 October 2022
Title of Report:	Draft Child Poverty Action Plan 2022-25 – Scrutiny Management Board Comments and Cabinet Response
Lead Member:	Councillor Rebecca Smith (Cabinet Member for Homes & Communities)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Ross Jago, Head of Governance, Performance and Risk
Contact Email:	Ross.jago@plymouth.gov.uk
Your Reference:	SMBI - CPAP
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

In advance of the Cabinet consideration of the draft Child Poverty Action Plan, the Scrutiny Management Board met informally to discuss the plan.

Appendix A provides a report of the outcome of that discussion with comments which the Scrutiny Management Board have provided to Cabinet, and the Cabinet's response.

Recommendations and Reasons

That Cabinet consider comments from the Scrutiny Management Board and approves the prepared response.

Alternative options considered and rejected

Cabinet is required to take into account feedback from the scrutiny function.

Relevance to the Corporate Plan and/or the Plymouth Plan

The system of Scrutiny is an essential element of Local Government governance and by considering comments from the Scrutiny Management Board, Cabinet is supporting the "Democratic" value as defined in the Corporate Plan.

Implications for the Medium Term Financial Plan and Resource Implications:

None arising from this report.

Financial Risks

None arising from this report.

Carbon Footprint (Environmental) Implications:

None arising from this 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.

None arising from this report.

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	Scrutiny Management Board Comments and Cabinet Response.							

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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	1	2	3	4	5	6	7

Sign off:

Fin		Leg		Mon Off	EJ388 51/3. 10.22 /1	HR		Assets		Strat Proc	
Originating Senior Leadership Team member: N/A											
Please confirm the Strategic Director(s) has agreed the report? N/A											
Cabinet Member approval: N/A											

SCRUTINY REVIEW OF DRAFT CHILD POVERTY ACTION PLAN

Cabinet 6 October 2022



Scrutiny Management Board Review of the Draft Child poverty action plan

At an informal meeting on the 13 Sept 2022, members of the Scrutiny Management Board met to discuss the Draft Child Poverty Action Plan 2022-25.

Ming Zhang, Service Director of Education, Participation and Skills was in attendance and the Board also benefitted from the input of Councillors who sit on the Child Poverty Working Group.

Following and introduction from the service director the Board made a number of comments –

1. The City had seen a reduction in child poverty over the course of the last year. The increasing cost of living was having a very real, immediate impact and this should be reflected in the final Child Poverty Action Plan.
2. The Board reaffirmed the urgent and ongoing concerns that young people in the City were unable to access adequate dental care and were surprised to see that the proposed outcomes only included young people under the age of 16 years. There were also concerns that the proposed outcome measures of a year on year reduction to the waiting list was vague and that a more specific target / outcome was required.
3. With the current cost of living having a real impact on families, and with further expected increases, the Board considered that the Child Poverty Action Plan should remain flexible and able to accommodate emerging priorities over the lifetime of the plan. Whilst Councillors recognised that the plan could not be exhaustive there were elements which would require further action. For example urgent action was required to ensure that families can escape bed and breakfast and be found more suitable long term temporary accommodation until permanent accommodation can be found. The Board also remained concerned that young people in temporary accommodation experience disruption getting to and from their existing school placement and that this has a negative impact on family finances.
4. The outcomes and targets relied on a mix of quantitative and qualitative data and many did not describe the outcome adequately. The Board would suggest further work is undertaken to ensure that outcomes are more clearly specified.
5. The Board remarked that the plan was seeking to achieve significant changes for young people and families. Such changes required the commitment not only of the council but also some of its larger public sector partners, such as NHS England, to use their influence to improve outcomes for young people. The Child Poverty Working Group should seek to include these partners in future conversations during delivery of the plan.

Cabinet Response to comments

1. The data contained in the report to the scrutiny management board was, and remains, the latest available. The information will be updated when next data is available (Spring 2023).
2. Data used in the development of outcomes for the plan was based on the cohorts used by NHS England to strategically plan and deliver their services, this will ensure consistency of

reporting. The council will play its part by delivering against its aspiration for year on year increases to the supervised teeth brushing programme.

3. The Plan is a three year plan and as in previous years, will be monitored and reviewed every quarter. Any issues arising that are not covered by the 2022-2025 Plan, including those highlighted by the Scrutiny Management Board can be raised through the Chair for discussion at a Child Poverty Working Group.
4. Further work on outcomes would be discussed at a future Child Poverty Working group.
5. All partners have been fully involved in setting these outcomes and the Working Group and Cabinet will continue to work with external partners to deliver for Children and Young People in Plymouth.

Cabinet



Date of meeting:	06 October 2022
Title of Report:	Draft Child Poverty Action Plan 2022-25
Lead Member:	Councillor Rebecca Smith (Cabinet Member for Homes & Communities)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Alan Knott Policy and Intelligence Advisor
Contact Email:	Alan.knott@plymouth.gov.uk
Your Reference:	SMB - CPAP
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The current Child Poverty Action Plan 2019-22 is coming to an end and requires to be updated. The Child Poverty Cabinet Advisory Group(CPCAG), a cross party group, requested on the 6th October 2021 that a designated Task and Finish Group develop a DRAFT new plan for their consideration. The DRAFT Child Poverty Action Plan 2022-25 has been prepared and following agreement by the Cabinet Advisory Group, has been submitted to the Scrutiny Management Board for their consideration. Following their meeting on the 13th Sept 2022, they made a number of suggestions, which are described below and a response is given to each. Therefore, the revised Draft Child Poverty Action Plan 2022-25 is presented to Cabinet for approval.

Recommendations and Reasons

Cabinet approve the structure, content and outcomes of the DRAFT Child Poverty Action Plan 2022-25 so that the Cabinet Advisory working Group can continue to strengthen, provide leadership to and challenge, the city's performance and response to child poverty over the next three years.

Alternative options considered and rejected

The current plan ends in 2022, not refreshing it was rejected in favour of developing a new one.

Relevance to the Corporate Plan and/or the Plymouth Plan

The DRAFT Child Poverty Action Plan 2022-25 directly links to both the Plymouth Plan where Child Poverty sites within multiple policies and the Corporate Plan which it incorporates both "unlocking the city's potential" and 'caring for people and communities' priorities.

Implications for the Medium Term Financial Plan and Resource Implications:

None

Financial Risks

No new resource implications arise from this report

Carbon Footprint (Environmental) Implications:

Carbon emissions will be risk assessed on a case by case basis.

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.

In relation to 'due regard' of Child Poverty. This new Plan seeks to be one of the mechanisms used to tackle child poverty in the city.

Appendices

*Add rows as required to box below

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A	DRAFT Child Poverty Action Plan 2022-25							

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.22 .23.2 28.	Leg	EJ/38 851/2 7.9.22 /2	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Ming Zhang (Service Director for Education, Participation and Skills)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 22/09/2022											
Cabinet Member approval: Councillor Rebecca Smith Approved verbally.											
Date approved: 22/09/2022											





CHILD POVERTY ACTION PLAN

2022-25



PLYMOUTH
CITY COUNCIL

Breaking the cycle of Child Poverty – equipping Plymouth to deliver

Theme	Proposed priorities	Aspirations
Income and Employment	Tackling economic deprivation so that the benefits of growth are felt by everyone	<p>200 businesses ‘signed up’ to reduce in work poverty</p> <p>Improved levels of work readiness and aspiration</p> <p>Engage disadvantaged school children with a city employer</p> 
	Support the delivery of the Skills for Plymouth Plan	
	Promote inclusive employment practices which also encourage families’ access and take up Early Years settings.	
Health and Wellbeing	Support and improve disadvantaged children’s emotional Health and Wellbeing (with a focus on disadvantaged children)	<p>Children and young people feel supported, less isolated and see improvements in anxiety and performance</p> <p>Reduction in the prevalence of obesity</p> <p>Ensure a year-on-year increase in the number of Plymouth settings taking place in the supervised toothbrushing scheme</p> 
	Ensure children from disadvantaged households get access to Healthy Lifestyle opportunities	
	Continue the Oral Health improvement programme with a focus on disadvantaged children	
Education and Transitions	Boost child and parental literacy in the city	<p>More families enjoy opportunities to read together</p> <p>Children attend more ‘Good and above’ childcare settings</p> <p>Children and young people are aware of and take up amazing career opportunities</p> 
	Provide additional support to children in Early Years settings for school readiness	
	Build young peoples’ skills and capabilities	
Partnerships	Debt advice and finance awareness	<p>More debt advice and finance awareness offered and accepted</p> <p>Improve digital inclusion in disadvantaged families across the city</p> <p>Helping children to believe they can!</p> 
	Address the impact of digital poverty on disadvantaged families and children	
	Work in partnership with the private and voluntary sector to mitigate child poverty in the city	

Theme	Proposed Priority	Proposed Actions	Proposed Outcomes/Targets
Income and Employment PCC - Lead Anna Peachey Tina Brinkworth	Tackling economic deprivation so that the benefits of growth are felt by everyone	<ul style="list-style-type: none"> ■ Support and offer more opportunities to 'low income working families' on Universal Credit to better paid work with an emphasis on female employment ■ Support and offer more opportunities to 'low income non-working families' on Universal Credit to seek employment particularly females. ■ Run a campaign to raise awareness across businesses of the barriers to economic participation that are faced by groups with protected characteristics and experience of economic deprivation ■ Work with influencers across the city to ensure that policy is assessed for the impact on the lowest earners (Aligned with the Plymouth Plan 'Growing City') ■ Encourage clustering of businesses to increase skills, enable career progression and increase average wages ■ Support the Cost of living Taskforce achieve their objectives as required 	Increase opportunities for 'low income families' into work and into better paid jobs
	Support the delivery of the Skills for Plymouth Plan	<ul style="list-style-type: none"> ■ Support the City's SEETS and NEET program ■ Provide priority access to schools in deprived wards to high profile events such as STEM GP, MediFest, Skills Launchpad live etc ■ Ensure young people, their teachers parents/carers are aware of the highly skilled, highly paid jobs in the city, pathways and career progression routes ■ Develop and test a work readiness programme (for wider roll out) working with disadvantaged students in the city ■ Work with employers to support the Skills for Plymouth Plan so that every child has regular contact with local employers and inspiring role models 	Every child in the city had 4 interactions from early years to post 16 with inspiring role models and industry ambassadors
	Promote inclusive employment practices which also encourage families' access and take up Early Years settings	<ul style="list-style-type: none"> ■ Employers are helped to improve work accessibility resulting from mental and physical health limitations and caring responsibilities including becoming trauma informed in their recruitment practice ■ Work with employers to provide the opportunities for paid employment for Children and Young People from disadvantaged backgrounds ■ Monitor childcare places, particularly in areas of deprivation by implementing a new method for monitoring occupancy. ■ Put support in place to support childcare providers to grow and develop their business increasing childcare places, where required ■ Encourage new providers into the market and new childcare staff by supporting the sector with the national recruitment and retention crisis ■ Revise and embed the way we promote 2, 3 and 4 year old childcare funding to parents, especially in disadvantaged areas ■ Use new methods to publicise to families all associated childcare support and benefits available ■ Provide more opportunities of accessing Childcare through partnership working 	Increase and retain the number of childcare places available in areas of deprivation and increase the take up for all eligible children, especially 2 year olds

Theme	Proposed Priority	Proposed Actions	Proposed Outcomes/Targets
Health and Wellbeing PCC - Lead Rob Nelder	Support and improve disadvantaged children's emotional Health and Wellbeing (with a focus on disadvantaged children)	<ul style="list-style-type: none"> ■ Integrate loneliness into Children and Young People's training offers across City ■ Pilot (test) social prescribing offer connecting Children and Young people (identified as being lonely) to community / social network / services ■ Based on learning from Pilot; develop service across timeline of current CPAP 2022-2025 ■ Every state funded school should have at least one response in place to address loneliness 	90% of all schools in the city have at least one intervention in place by 2025
	Ensure children from disadvantaged households get access to Healthy Lifestyle opportunities	<ul style="list-style-type: none"> ■ Increase access to and take up of health promoting activities – including access to setting / travel / support (connecting) ■ Promote healthy food options across city in line with Plymouth's 'Best Food Forward' award scheme and "Grow Share Cook" ■ Support development of cookery 'classes' for students and parents in areas of high child poverty (sustainable / locally grown / supply chains / affordable) 	Reduce the prevalence of obesity in the most deprived areas of the city in Reception and Year 6 compared to baseline NCMP data (2021 / 2022 academic year)
	Continue the Oral Health improvement programme with a focus on disadvantaged children	<ul style="list-style-type: none"> ■ Ensure all early eligible years settings are invited to take part in the (free) supervised toothbrushing scheme, are aware of the offer, and are supported to participate ■ Invite businesses to sponsor a school(s) to enable the Fluoride Varnish Scheme to be expanded. ■ Ensure the First Dental Steps project is supported to continue and that oral health is permanently embedded into the Healthy Child Programme in Plymouth ■ Invite businesses to support delivery of the 'Open Wide and Step Inside' project across all primary schools ■ Work with dental commissioners and dental service providers to increase the capacity of and access to paediatric dental care and reduce the number of children on the NHS dental waiting list 	Reduce the number of children (<16 years) on the NHS dental waiting list year-on-year from 2022-2025

Theme	Proposed Priority	Proposed Actions	Proposed Outcomes/Targets
Education and Transitions PCC - Lead Jim Barnicott Tina Brinkworth	Boost child and parental literacy in the city	<ul style="list-style-type: none"> ■ Deliver annual Oracy and Early Language Learning training for teachers working in schools with high proportions of new arrivals learning EAL ■ Support the teaching of literacy through subject leader hubs, training opportunities and school to school support, and work closely in partnership with them ■ Help ensure that Schools, both maintained and Academies, prioritise working with parents to support adult literacy and promote the sharing of good practice 	Reduce the literacy gap in achievement between children in low incomes and children from more affluent families
	Provide additional support to children in Early Years settings for school readiness	<ul style="list-style-type: none"> ■ Implement the 'Setting of Concern Process' challenges which supports and monitors childcare settings judged less than Good by Ofsted and/or are in breach of the Providers Agreement ■ Ensure that interventions are put in place to deliver additional support for children with communication difficulties ■ Work with the Library Service to deliver Book Start packs to children living in deprived areas and those living in households in receipt of benefits 	Increase the percentage of Plymouth children under five attend Good and above childcare settings
	Build young peoples' skills and capabilities	<ul style="list-style-type: none"> ■ Implement the Skills 4 Plymouth Education Work Stream to raise aspirations and broaden horizons, work readiness programme to support the smooth transition into work, FE or HE, work experience and mentoring from early years through to post 16 ■ Actively seek funding to provide additional support which will narrow the attainment gap ■ Develop an annual programme of events to showcase the amazing career opportunities across the city, with priority access to disadvantaged young people i.e. MediFest, STEM GP, Skills Launchpad Live Career showcase etc 	Increase in the number of young people making the transition from school/college to further career paths and destinations by 2025

Theme	Proposed Priority	Proposed Actions	Proposed Outcomes/Targets
Partnerships PCC - Lead TBC	Debt advice and finance awareness	<ul style="list-style-type: none"> ■ Deliver financial life skills training to schools (year6) (Business sector going into schools) ■ Encourage partners to sign up to the national Stop Loan Sharks Recognition Programme ■ Promote the work of the Illegal Money Lending Team (IMLT) in communities ■ Encourage early referral to city partners eg: Money Advice Plymouth; Citizens advice Plymouth and Plymouth Energy Community. ■ Early signposting opportunities to Citizens Advice and others ■ Promotion of after school opportunities that are supported by child tax credits ■ Target information to low income families to help make the next step 	More debt advice and finance awareness offered and accepted
	Address the impact of digital poverty on disadvantaged families and children	<ul style="list-style-type: none"> ■ Support the work of the Digital Inclusion Network to help reduce digital exclusion in the city, offering support and opportunities to increase access to devices, training and connectivity ■ Support combined learning offers to recognise knowledge, skills, attitudes and values ■ Continued recognition as a City of Learning, utilising digital credentials (badges) to recognise informal learning and skills ■ Increase the number of digital champion volunteers with a standardised level of training in basic digital skills and soft skills ■ Supply families in poverty with broadband/data ■ Donate 'refurbished' laptops to families. Fund Borrowdontbuy to refurb these laptops so that families can benefit from them (Currently working with Nudge, Timebank and UHP) 	Improve digital inclusion in disadvantaged families across the city
	Work in partnership with the private and voluntary sector to mitigate child poverty in the city	<ul style="list-style-type: none"> ■ Deliver the PCiP roadmap. <ul style="list-style-type: none"> □ Inspiration - opportunities for children to achieve their full potential □ Aspiration – helping children to believe they can! □ Education – the toolkit of life from nursery to adulthood ■ Maximise partnership engagement ■ Engage city partners with Plymouth Argyle's P35 campaign/initiative. ■ Support the National Citizen Service ■ Explore ways to ensure the environment children live in is appropriate 	Create a network and share information with all city organisations trying to make a difference and eradicate child poverty from Plymouth

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Cost of Living



Proposed framework

Background



- The economic downturn, the impact of Covid-19 and increases in the cost of living, alongside historically high levels of deprivation, have encouraged a renewed focus on debt, poverty and promoting financial wellbeing in Plymouth.
- The cost of financial exclusion is high, both to households affected and to society. It impacts on general wellbeing and is closely related to poverty and social exclusion.

AIMS FOR OUR CITY RESPONSE



To set up a Cost of Living Task Force that will:

- Work together as partners, specialist agencies and stakeholders to deliver a range of relevant and supportive financial inclusion services that meets the needs of all residents
- Provide a joined up, multi-agency offer with access to other advice services so residents facing financial hardship are supported at the earliest opportunity
- To use key messages to promote awareness and improve access, signposting to existing and any new services

WHO IS AT RISK?



There are lists in the literature but we are at the stage where these cover a large percentage of the population, with very high proportions in the most deprived groups, for example

- Households on low incomes/ in social housing / entitled to means-tested benefits
- Homeless / vulnerably housed
- Single parents / Single person households
- People aged 60+
- People aged 18 to 24
- People with disabilities inc SMI
- Households where there has been an unexpected event which has caused a significant reduction in income.

As the cost of living increases, disposable income reduces and more households start to face serious choices around heating, eating and debt.

WHAT ARE THE IMPACTS?



- There are multiple impacts since poverty is such a strong determinant of future health and wellbeing, and reaches across into so many areas of lives.
- Even a relatively short term issue (such as over the winter) can have a lasting impact on finances; especially if debts are incurred with high interest rates.
- There are of course significant impacts on health and wellbeing;
 - Cold homes bring a significant increased risk of hospitalisation, and death, for people with existing cardiovascular, respiratory and circulatory problems.
 - Health issues caused by cold and damp also impact children; exacerbating the impact of illnesses such as asthma, and increasing the severity of viral and bacterial infections.
 - Poor nutrition; food that is cheap, energy dense and requires little to no preparation is often also unhealthy. This can lead to poor nutrition, as well as unhealthy weight (under or over weight).
- In addition, stress and worry has a negative impact on health, and may lead to unhealthy coping mechanisms

PLYMOUTH APPROACHES



- Plymouth as a city has already adopted joined up, system leadership approach to tackling many of its challenges, as signalled by the Plymouth Plan.
- Many of the approaches needed to support people through the challenges expected around the Cost of Living are already in place; at least to some extent.
- This includes for example; Wellbeing Hubs, Complex Lives Alliance, Plymouth Energy Community, Food Plymouth and the Food Aid Network.
- Sources of support can be accessed through the Cost of Living hub, which is regularly updated

[Cost of living support - Plymouth Online Directory](#)

THEMES



- Managing finances
- Managing at home – housing, heating and eating
- Supporting mental health and wellbeing

THEME; MANAGING FINANCES



■ Managing finances

- *Understanding of and access to financial products, including affordable and responsible credit, an appropriate bank account, the benefits of affordable repayment plans, and the risks of high interest loans*
- *To provide financial health checks and income maximisation through various partners across the city, working closely with residents to maximise income and sustain and maintain tenancies/homes, seek stable and secure employment.*
- *To ensure all frontline staff are knowledgeable and can offer or signpost residents to appropriate financial well-being advice/services across the city*

THEME; MANAGING AT HOME



- Managing at home – housing, heating and eating
 - *Reducing fuel poverty both by tackling the causes and by helping to meet the needs of people in crisis*
 - *To support a joined-up system in each community to provide enough no-cost, low-cost and affordable healthy food in moments of crisis and in long-term low-income households*
 - *To prevent people from becoming homeless, and support those living in poorer quality housing*

THEME; SUPPORTING MENTAL HEALTH AND WELLBEING



- Supporting mental health and wellbeing
 - *Recognising the impact on people's mental health and wellbeing and signposting to support available*
 - *Supporting people in choices which are healthier, within the limitations of their situation*

Graduated Response for each theme



- Urgent support – this is the support needed for people who are already in crisis
- Emerging needs – this is targeted to the households identified as being most at risk, both of financial hardship and of harm caused by that hardship
- Resilience – this is aimed at early prevention through a strength-based approach by working with communities and the voluntary sector to create an environment and opportunities that act, as far as possible, to prevent escalation and crisis. This is considered ‘business as usual’ for Plymouth, though the need is likely to grow.

Workstreams



- Managing Finances –CAB, PEC, digital inclusion, Food Plymouth
- Communications –comms strategy aimed at public and professionals for signposting
- Managing at home
 - Food aid network – crisis and the community larder. Skills and recipes, equipment
 - Housing – community connections
 - Heating linked to finance group
 - Warm spaces
- Mental health and wellbeing
 - Thrive Plymouth/ One you Plymouth

Enabling workstreams



- Community Empowerment
- Digital inclusion
- Inclusive growth (200+ businesses signed up to charter)
- Thrive Plymouth & Wellbeing Hubs
- Child Poverty Action Plan
- PH and ASC wellbeing workstreams / community builders

Emerging areas



- Signposting and joining up the offer
 - (helpline, face to face, sharing information)
- Tiered approach – including helping people to help themselves
- Collaboration around HSF and other resources
- Warm spaces
- What can employers do?

Warm Spaces



The costs of heating the home every day may be beyond the reach of many people, compromising their ability to manage at home. This may be a particular issue for households including those who are very young, older people, those with disabilities and/or chronic conditions. An emerging piece of work is to collate information on warm spaces (ones where you can stay somewhere warm with minimum cost). We are looking at the following;

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- Workplaces (employees, plus might they open to immediate family e.g. children?)
- Community spaces – will they be able to continue offering warm spaces without additional funding for their own energy bills
- Cafes, restaurants, pubs – any that will encourage daytime trade? Recognising this has to be commercial
- Spaces used by the public which are already warm – what's the messages we could be giving out
- Key Warm Spaces to have advice on energy, finance and job search

What can employers offer their staff? (1)



Plymouth City Council

- Plymouth City Council has adopted a wellbeing approach for its staff including financial management and mental wellbeing workshops.
- Economic Development team working on a wellbeing toolkit for employers
- Public Health workplace wellbeing champions
- Future collaboration with other major employers (public and private) across the city over initiatives and activities, e.g University Hospitals Plymouth

Money

- employee discount schemes
- Signpost to benefits check (them or their families) (online citizensadviceplymouth.entitledto.co.uk)
- Signpost to www.moneyhelper.org.uk – includes calculators for budgeting
- Highlight dangers of high interest loans
- Offer financial education seminars

What can employers offer their staff? (2)



PLYMOUTH
CITY COUNCIL

Mental health

- Talk about the issues, and remove the stigma around debt.
- Consider offering an employee assistance programme, and promote
- Adopt Workplace Wellbeing Charter (see Livewell) – inc 5 ways to wellbeing, to promote healthier coping strategies
- Promote Qwell

What can employers offer their staff? (3)



Food

- Subsidised staff food (costs org money)
- At cost staff food (no cost but loses profit)
- Help staff to set up food clubs which might;
- Bulk purchase food allowing people to buy a share of food at a much lower price
- Share advice and tips on lower cost foods and recipes

Warm spaces

- Can you identify any spaces which are heated and so could be used more for example by;
 - Staff before or after their shift to keep warm
 - Children – after school / before school to do homework and wait til parents finished work
 - Other family members – allow travel together, enable them to keep heating off for longer at home

Cabinet

Date of meeting:	06 October 2022
Title of Report:	Finance Monitoring Report August 2022
Lead Member:	Councillor Mark Shayer.
Lead Strategic Director:	Brendan Arnold (Service Director for Finance)
Author:	David Northey Head of Integrated Finance
Contact Email:	David.northey@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

This report sets out the revenue monitoring position of the Council forecast to the end of the financial year 2022/23 at Period 5.

Recommendations and Reasons

That Cabinet notes:

1. The forecast revenue monitoring position at Period 5;
Reason: controlling the outturn within budget is essential to maintain financial control.
2. To apply reserves that are no longer needed for their original purposes to offset the in year overspend (£1.585m)
Reason: to assist in maintaining expenditure levels within agreed Budget constraints set by Council.

Alternative options considered and rejected

None – our Financial Regulations require us to produce regular monitoring of our finance resources.

Relevance to the Corporate Plan and/or the Plymouth Plan

The financial outturn report is fundamentally linked to delivering the priorities within the Council's Corporate Plan. Allocating limited resources to key priorities will maximise the benefits to the residents of Plymouth.

Implications for the Medium Term Financial Plan and Resource Implications:

Robust and accurate financial monitoring underpins the Council's Medium Term Financial Plan (MTFP). The Council's MTFP is updated regularly based on on-going monitoring information, both on a local and national context. Any adverse variations from the annual budget will place pressure on the MTFP going forward and require additional savings to be generated in future years.

Financial Risks:

Financial risks are discussed in the body of the report and relate to the attainment of a balanced budget position in financial year 2022/23.

Carbon Footprint (Environmental) Implications:

No impacts directly arising from this report.

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

The reducing revenue and capital resources across the public sector has been identified as a key risk within our Strategic Risk register. The ability to deliver spending plans within budget is paramount to ensuring the Council can achieve its objectives.

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 1 of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	2022/23 Savings status							
B	Non Controllable expenditure							
C	Gross to Net Pressures							

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) <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

Sign off:

Fin	pl.22.2 3.233.	Leg	EJ/388 51/30. 9.22/1	Mon Off		HR		Assets		Strat Proc	
Originating Senior Leadership Team member: Brendan Arnold (Service Director for Finance)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 29/09/2022											
Cabinet Member approval: Deputy Leader and Cabinet member of Finance, after discussion with Cabinet colleagues											
Date approved: 29/09/2022											

SECTION A: EXECUTIVE SUMMARY**Table I: End of year revenue forecast**

	Budget £m	Net Forecast Outturn £m	Variance £m
Total General Fund Budget	197.750	204.406	6.656

- The previous Monitoring Report at Month 4 (July 2022) highlighted a gross £14.855m variance in the forecast revenue outturn and set out savings developed by officers. Following the application of identified net savings the forecast overspend reduced to £8.724m.
- After accounting for savings of £7.716m, the forecast revenue outturn is currently estimated at £6.656m over budget, which is a variance of +3.4% against the net budget. This is set out in Appendix C.
- Like all households and local authorities across the country, the Council is experiencing considerable inflationary pressure in the economy generally and especially in respect of fuel and pay. The current position includes c. £6m of non-controllable costs which could not have been foreseen at the time of Budget setting. Of this figure, £3.3m relates to energy price inflation and following the Chancellor's Mini-Budget of 23 September it has been possible to reduce this element of the forecast to reflect the Government's intention to support business and the public sector in meeting the additional costs associated with price inflation seen in energy supplies. Accordingly at the time of writing it is considered prudent to reduce the outturn forecast by £1.000m.
- In understanding the increases experienced to date the following *examples* may be helpful.
 - The Life Centre has additional costs of £0.575m.
 - Street Lighting costs have increased by £0.898m
 - The two crematoria have increased costs of £0.345m
- Aside from energy, the ongoing impact of the pandemic remains evident in terms of demand pressures and other changes which have seen a persistent increase in volumes of domestic waste and reductions in parking revenues as employees generally maintain homeworking. In adult social care and following the dislocation of the pandemic the numbers of people presenting as homeless has become more costly. The Council is not able to influence such demand pressures in the short term.
- The Council's Children, Young People and Families Directorate is currently facing additional gross costs of £3.8 million regarding specialist residential placements for vulnerable children and other demand pressures – part of a national trend.
- Negotiations at national level for pay in Local Government in 2022/23 are nearing agreement, and we anticipate this being settled by December. We have now allowed for an additional 2% increase on top of the 2% provision set aside in the Budget. This is a national issue.
- For the reasons described the variance is considerably higher than would normally be expected at this point of the financial year and in response management have developed a financial recovery plan with the aim of eliminating the forecast overspend.

9. The recovery plan includes searching reviews of:

- Fees and charges.
- Staffing costs.
- Procurement
- External contracts
- The Capital Programme
- Debt
- Reserves
- Grants and Subsidies
- Buildings and Estates
- Transformation

10. At Period 4 savings of £6.131m were applied to achieve the net overspend forecast of £8.724m. In order to achieve the Period 5 forecast, the following additional adjustments have been applied.

- a. Application of reserves that are no longer required for their original purposes in the sum of £1.585m.
- b. Following the Mini Budget of 23 September it is considered prudent to reduce the amount identified for energy price inflation within the forecast. This is because the Government has committed to assist businesses and the public sector in meeting the additional cost of energy. The adjustment is a reduction of £1.000m and is based on a preliminary view of the value which should accrue to the Council following the Government's proposals.

11. Given that additional pressures (£0.517m) have been identified during the latest review the forecast overspend at Period 5 is reported in the sum of £6.656m. Further savings will be identified at Period 6.

12. As shown in Appendix A, the planned in-year savings targets amount to £11.245m, of which £9.942m are reported as on track or scheduled for delivery. A more searching review is planned for the half year position at Period 6.

SECTION B: Directorate Review**Table 2: End of year revenue forecast by Directorate**

Directorate	Budget £m	Forecast £m	Forecast Net Variance £m	Status
Executive Office	5.352	5.604	0.252	over
Customer and Corporate Services	45.698	47.509	1.811	over
Children's Directorate	61.110	63.038	1.928	over
People Directorate	94.751	94.853	0.102	over
Public Health	(0.389)	(0.639)	(0.250)	under
Place Directorate	26.174	28.946	2.772	over
Corporate Account & Council wide items	(34.946)	(34.905)	0.041	over
Total	197.750	204.406	6.656	over

Executive Office

13. The Executive Office is reporting a gross pressure of £0.383m which is an increase of £0.075m on month 4 and is due to rising costs the Directorate. To date pressures include additional member allowances, plus savings target set for 2022/23 not on track due to service demand. Mitigations of £0.131m have been identified leading to a net variance of £0.252m.

Customer and Corporate Services Directorate (CCS)

14. The CCS Directorate is forecasting a net over spend of £1.811m which is net of £1.407m of savings, representing a reduction of 44%. The original overspend was significantly driven by energy supply pressures; new pressures of £0.442m at period 5 relate to unmet licence fee savings due to maintained levels of recruitment and demand pressures on business support services and library income.

Children's Directorate

15. At Period 5 there is no change from Period 4, reporting a gross adverse variance of £3.843m. The principal variations are; £1.404m relating to new exceptionally high cost bespoke and residential placement above previous growth assumptions, legal costs of £0.385m, specialist assessments £0.529m, pressures within EP&S relating to SEND Short Breaks £0.370m and School Transport £0.634m; there is also a level of savings which appears undeliverable at this juncture.
16. In response to this the directorate has identified mitigations of £1.915m leading to a net variance of £1.928m.

People Directorate

17. The People Directorate is currently forecast to overspend by £0.102m which is a £0.700m reduction on month 4 and is due to the release of unused reserves, maximisation of grants and further management actions and contract negotiations to bring the homelessness spend down.
18. The Department has challenging in year savings of £2.937m and whilst actions and plans are in progress a further stocktake as to progress will be made at Month 6.

Office of the Director of Public Health (ODPH)

19. Services within the Public Health office are reporting an under spend of £0.250m which has contributed to the Period 5 net position.

Place Directorate

20. The directorate is continuing to report a significant gross overspend of £3.860m. The net pressure is down on Period 4 by £0.587m due to Street lighting energy being lower as a result of the cap on energy and a release of unused reserves. The overall pressure is due to a combination of factors including utility costs and expenditures due to the Pandemic.
21. There is £1.088m of savings to reduce this to a net variance of £2.772m.

Corporate Items & Council wide

22. The overall position shows a net overspend of £0.041m. This position includes the possible value of the 2022/23 pay award offset by underspends in the treasury and corporate areas. Additional savings have been applied through use of reserves (£0.274m).

Appendix A 2022/23 Savings status (I) Summary

	Total	Achieved savings	On track for delivery	Working on for delivery	Planned, internal/external actions required to deliver
	£m	£m	£m	£m	£m
Children's	3.942	2.000	1.029	0.467	0.446
People	2.937	0.000	0.000	2.937	0.000
ODPH	0.037	0.000	0.037	0.000	0.000
Customer & Corporate	3.015	0.025	0.036	2.507	0.447
Place	0.964	0.175	0.308	0.071	0.410
Corporate Items	0.350	0.000	0.350	0.000	0.000
2022/23 Savings	11.245	2.200	1.760	5.982	1.303

Appendix A 2022/23 Savings status (2) Detail

Directorate / Plans	Target Savings	MTFS Savings	Achieved savings	Plans on track for delivery	Plans worked on for delivery	Planned, internal/external actions required to deliver
	£m	£m	£m	£m	£m	£m
Children's						
Placement Review	1.400	1.400	0.510	0.423	0.467	
AST	0.500	0.500	0.334	0.166		
Fostering	0.450	0.450	0.450	0.000	0.000	
Supporting Families	0.650	0.650	0.435	0.215		
Management Actions - CYPF	0.225	0.225		0.225		
Management Actions - EPS	0.717	0.717	0.271			0.446
Children - Savings	3.942	3.942	2.000	1.029	0.467	0.446
People						
Care Package Reviews	0.750	0.750			0.750	
Place Holder 1- reviews	0.430	0.430			0.430	
CES catalogue review	0.100	0.100			0.100	
Service Reviews	0.300	0.300			0.300	
Grant Maximisation	0.600	0.600			0.600	
Management Actions	0.100	0.100			0.100	
Advice / Information / Advocacy	0.050	0.050			0.050	
Social Inclusion	0.180	0.180			0.180	
Housing Services	0.250	0.250			0.250	
Alarms	0.112	0.112			0.112	
Leisure Management	0.065	0.065			0.065	
People – savings	2.937	2.937	0.000	0.000	2.937	0.000
ODPH						
Additional Income	0.037	0.037		0.037	0.000	
ODPH – savings	0.037	0.037	0.000	0.037	0.000	0.000
CCS and Chief Exec						
Efficiency	0.956	0.758			0.956	

Soft FM Income	0.020	0.020		0.020		
Digital	0.025	0.025	0.025			
SLAs	0.040	0.040			0.040	
Fees and charges Review	0.016	0.016		0.016		
Coroner	0.070	0.030			0.070	
Public Conveniences	0.100	0.100			0.100	
ICT (c/fwd 21/22)	0.691	0.000			0.691	
Hard FM (c/fwd 21/22)	0.550	0.000			0.550	
IT Service (Unitary) Charge reduction	0.300	0.000				0.300
CEX	0.100	0.100			0.100	
CEX Review and Scrutiny Panels	0.147	0.147				0.147
Cust. & Corp. Services and CEX savings	3.015	1.236	0.025	0.036	2.507	0.447
Place						
ED - Trust Lease review	0.075	0.075	0.075			
ED - TIC 3 year plan to break even	0.013	0.013			0.013	
ED - Theatre Royal SLA	0.100	0.100	0.100			
ED – Mt Edgcumbe break even position	0.045	0.045		0.045		
SPI - Capitalisation (Environmental Planning)	0.050	0.050		0.050		
SPI - Capitalisation (Strategic Transport)	0.030	0.030		0.030		
SPI – Planning Fee increase (pre-app, S38)	0.058	0.058			0.058	
SPI – Bus Shelter Advertising	0.075	0.075				0.075
SPI - Concessionary fares	0.183	0.183		0.183		
Highways – Invest To Save	0.230	0.230				0.230
Highways – Street Lighting	0.105	0.105				0.105
Place savings	0.964	0.964	0.175	0.308	0.071	0.410
Corporate Items						
Change Reserve	0.350	0.350		0.350		
Corporate savings	0.350	0.350		0.350	0.000	0.000
Overall Total savings	11.245	9.466	2.200	1.760	5.982	1.303

Appendix B Non Controllable Expenditure

The table shows the level of non-controllable pressures within the **Gross overspend** as shown in **Appendix D**.

Non Controllable Budget Pressures	£m
Corporate Estate energy costs	2.243
2022/23 Pay award	2.000
Street Lighting energy costs	0.898
Off Street Parking energy costs	0.132
Streets Services – Fuel / other	0.641
Total	5.914

Appendix C Gross to Net Pressures Month 5

Directorate	Gross pressures Month 4 (July) £m	Add't Pressures Movement Month 5 (Aug) £m	Energy Pressure Reduction Month 5 (Aug) £m	Gross Pressures Month 5 £m	Month 4 Savings £m	Month 5 Savings £m	Net Pressures £m
Executive Office	0.308	0.075	0.000	0.383	(0.131)	0.000	0.252
Customer and Corporate Services	3.218	0.442	(0.756)	2.904	(0.825)	(0.268)	1.811
Children's Directorate	3.843	0.000	0.000	3.843	(1.915)	0.000	1.928
People Directorate	1.382	0.000	0.000	1.382	(0.580)	(0.700)	0.102
Public Health	0.000	0.000	0.000	0.000	(0.250)	0.000	(0.250)
Place Directorate	4.104	0.000	(0.244)	3.860	(0.745)	(0.343)	2.772
Corporate Account & Council wide items	2.000	0.000	0.000	2.000	(1.685)	(0.274)	0.041
Total	14.855	0.517	(1.000)	14.372	(6.131)	(1.585)	6.656

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