



Oversight and Governance

Chief Executive's Department
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CABINET – SUPPLEMENT PACK

Monday 18 March 2024
9.30 am
Council House, Plymouth

Members:

Councillor Evans OBE, Chair

Councillor Laing, Vice Chair

Councillors Aspinall, Briars-Delve, Coker, Cresswell, Dann, Haydon, Lowry and Penberthy.

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

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Tracey Lee

Chief Executive

Cabinet

- 6. City Centre Skills Hub: (Pages 1 - 22)**

EXEMPT BUSINESS

To consider passing a resolution under Section 100A(4) of the Local Government Act 1972 to exclude the press and public from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

- 7. City Centre Skills Hub: (Pages 23 - 34)**

Cabinet



Date of meeting:	18 March 2024
Title of Report:	City Centre Skills Hub
Lead Member:	Councillor Mark Lowry (Cabinet Member for Finance)
Lead Strategic Director:	Anthony Payne (Strategic Director for Place)
Author:	David Parkes
Contact Email:	david.parkes@plymouth.gov.uk
Your Reference:	CC 18.03.24
Key Decision:	Yes
Confidentiality:	Part I - Official

1. Purpose of Report

This report seeks approval to accept grant funding and enter into agreements with City College Plymouth (CCP) and Urban Splash (US) which will enable the delivery of a new skills hub in the city centre.

2. Recommendations

It is recommended that Cabinet:

- (i) Approves the Council entering into an agreement for lease with City College Plymouth in relation to parts of the Civic Centre.
- (ii) Approves the allocation of £8.5m of the Levelling Up Funding (LUF) received (L44 23/24) to support future capital works that would enable the occupation of the lower floors of the Civic Centre by City College Plymouth.
- (iii) Notes that a further report will be submitted by Autumn 2024 outlining agreed terms for a lease to City College Plymouth and a capital budget, programme and funding options for stage 2 of the works including cladding the building.
- (iv) Approves the strategy as set out in the briefing at Appendices 1 and 2 for the Council to take back ownership and control of the Civic Centre to enable the first stage of restoration works to progress within the Future High Streets Fund (FHSF) grant window.
- (v) Approves the freehold purchase of the Civic Centre from Urban Splash for £1.00.
- (vi) Approves the virement of £2.45m of FHSF grant from the Civic Centre project to the Guildhall project, therefore releasing corporate borrowing of £2.45m to be earmarked for a future programme of works at the Civic Centre.
- (vii) Notes the financial appraisal at Appendix 2i and the requirement for the Council to provide a financial underwrite until additional gap funding and / or investment has been secured.

- (viii) Grants authority to the Service Director for Economic Development in conjunction with the Section 151 Officer to approve the terms of the property agreements and associated hand over arrangements, as well as any contracts for works, consultant appointments, warranties and any other legal agreements required to progress the skills hub and other works associated with the refurbishment of the Civic Centre, and to seek the most economic funding arrangement from agencies and other relevant partners to support project delivery which would reduce the Council's exposure to financial risk.

3. Alternative Options Considered and Rejected

(i) Do nothing:

CCP would not be able to expand their teaching facilities and the provision of much-needed students that are trained in skills relevant for the growing green and blue sectors in Plymouth would lag behind. £19m of FHSF and LUF grant would be lost. Without intervention the Civic Centre project would be mothballed and the building would continue to decline. Doing nothing offers no long-term solution.

The closing date for the commitment of FHSF grant is September 2024 and the LUF must be spent by 31 March 2026. Urgent action is required to ensure the existing grant allocation is spent in the most productive way and in accordance with a plan for the full restoration of the building.

(ii) The Council takes back the building end of December 2024:

Under the terms of the current funding agreement for Civic Centre between the Council and US, the Council is able to re-purchase the building at the end of the calendar year.

However, waiting until December adds additional build cost inflation and risk without the Council having control. A "holding position" for 9 months also adds risk to the draw down of grant funding and reprogramming of works in order to meet the requirements of CCP.

(iii) The Council abandons the refurbishment and looks to Historic England to revise the listing or even de-list the building on the grounds that the project is not viable.

This is not at this stage considered practical. There would be no guarantee that this could be achieved and the consequential disruption to the programme risks the loss of the existing funding and the current negotiations with CCP would be put at risk.

4. Background Summary and Objectives

During the reconstruction of the City Centre in the 1960s, the development of the Civic Centre and the adjoining Civic Square and Gardens were seen as the centrepiece of the post-modern reconstruction. The reoccupation and re-use of this iconic building is a priority for the Council to build confidence in the wider City Centre regeneration programme.

The Council has secured £10.5m of gap funding through the Governments FHSF programme to bring this building back to life. Around £2.5m of that funding has been spent to date.

Since the building was sold to US in 2015 they have obtained planning consent and listed building consent that will allow the building to be transformed into apartments in the tower and around 45,000sqft of commercial space in the “podium” (the basement, ground and first floors). Since obtaining planning consent US have carried out strip out works to the inside of the building and have secured contract prices for the first stages of concrete repairs and refurbishment works.

Aligned to the growth of the marine and defence industries in Plymouth, and to help address the skills shortages in these areas, CCP are proposing to establish a new blue/green skills hub that would take up all of the commercial space in the building. The hub would offer 60 new courses and teach up to 2,000 new students per annum, including training:

- engineers to work across the blue/green production cycle from design to manufacturing;
- for the nuclear sector, including safety culture, construction practices, project management and leadership;
- for net zero, including green energy, sustainable futures and retrofit; and
- in green energy sources, including solar, hydrogen, battery storage and energy management systems.

CCP’s vision for the Civic Centre will be supported by an allocation of £8.5m of LUF. The restoration of the building continues to be one of the Council’s highest regeneration priorities in the city centre and the ambition to accelerate the completion of the project is shared by a number of government departments, including Homes England and the Department for Levelling Up, Housing and Communities (DLUHC). As a result of the increase in public investment in the project (through FHSF, LUF and CCP), it is considered that it would be more appropriate for the project to be delivered directly by the Council. It is therefore proposed that the freehold of the building will be transferred to the Council for £1.00, allowing the Council to directly procure the works and enter into an agreement for lease with CCP.

Careful consideration has been given to the risks associated with this project which are highlighted in the background papers. Whilst the challenges should not be understated, the goal of bringing this iconic building back into life and reuse is considered achievable and the prize would be to kickstart the residential revival of the City Centre with new homes and bring a new skills and training centre into the heart of the City focussed on building capacity in Plymouth’s future blue and green industries.

In order to mitigate risk, future works to the building would be split into 3 stages:

- Stage 1, 2024/25: scaffolding, concrete repairs and minor demolitions to former 1970s extensions. The cost of these works will be covered by the FHSF grant.
- Stage 2, 2024/26: removal of existing cladding, installation of new cladding, roof repairs, fire protection, services and public realm / landscaping. This stage will complete the external works to tower and allow handover of the podium to CCP. Part funded by LUF, corporate borrowing transferred from the Guildhall and capitalised income from CCP rent. These works will make the building watertight and will de-risk the future delivery of the housing.
- Stage 3, 2026 onwards: Residential fit out. Expected to be cost neutral.

The Council’s priorities will be to:

- Reprofile the FHSF grant programme to ensure full draw down within the funding window.
- Negotiate and agree a new lease agreement with CCP to enable their occupation of the podium. £8.5m of LUF grant to be secured to help deliver the building in time for their occupation.
- Install District Heating that will serve not only this building but also the Theatre Royal and Council Chamber.
- Identify and secure additional gap funding and / or investment.

- Ensure compliance with current legislation including the Building Safety Act and identify, manage and mitigate associated risks.
- Take back legal ownership and establish contract management to deliver the works programme.

5. **Relevance to the Corporate Plan**

The City Centre was rebuilt in the 1960s largely to service the needs of visitors and shoppers. Today however a new vision is emerging of transforming the Centre into a place where people choose to live and work. Armada Way which links the station to the sea is the backbone of the City Centre, and the Civic Centre and the public square adjoining are the centrepiece.

The Civic restoration project has strong correlation to the Plymouth Plan, adopted in 2021 which sets out a plan for growth for the City until 2034. The policy framework has a strong emphasis on sustainable growth, the three leading policies being:

GR01 Creating the conditions for Economic Growth

GR02 Delivering Skills and Talent Development

GR03 Accelerating the delivery of New Homes

This project aims to deliver skills and training opportunities through the proposed collaboration with CCP who will also promote new active frontage uses such as the proposed cookery school restaurant. The 2,000 students attending daily courses along with 200 residents who will occupy the new homes in the building will bring new life and vitality to this area.

6. **Implications for the Medium Term Financial Plan and Resource Implications:**

The briefing papers attached at Appendices 1 and 2 highlight some of the financial challenges this restoration project faces. These include abnormal costs associated with the listed status of the property, new fire safety regulations and the need to carry out extensive concrete repairs, rising construction costs, rising interest rates and softer investment yields on both resident property and commercial space.

The current estimate of costs to complete the project (including the housing) is £51.2m. The Council has secured external funding of £19m of external funding, of which £16.5m remains available, made up of the unspent FHSF (£8m) and the LUF (£8.5m) grants.

Pressure on programme and the added complication of being drawn into the regulatory framework of the Building Safety Act means the scope (and cost) of the early stage works will be reduced. To avoid the risk of having to pay back part of the £8m FHSF grant it is proposed that £2.45m is transferred to the Guildhall project which will release the Council's capital investment in that project of a similar value. This would be earmarked for reinvestment into the Civic at a later stage.

The staged programme enables costs and funding to be apportioned between phases and accordingly minimises commercial risk. For example, the commitment to proceed with stage 2 (which includes the cladding works) will only be made once an agreement for lease has been exchanged with CCP. The proposed stages can be summarised as follows:

Stage / Programme	Description of Works	Estimated Cost (£m)	Funding (£m)	Gap (£m)
1 2024-25	Scaffolding, concrete repairs and demolitions	5.55	5.55 (FHSF)	0
2 2024-26	Removal of existing cladding, installation of new cladding, roof repairs, fire protection, services and public realm / landscaping – completes external works to tower and allows handover of podium to college	25.65	14.52 (8.50 LUF, 2.45 corporate borrowing, 3.57 service borrowing)	11.13
	sub-total for works before residential fit-out	31.20	20.07	11.13
3 2026+	Residential fit out	20.00	20.00 (value)	0
	total project costs	51.20	40.07	11.13

These costs are provisional and will be subject to variation.

It would be appropriate to assume at this point that, once the building has been re-clad and made weathertight, the residential scheme to fit out the interior of the tower is cost/value neutral. The appraisal shows a 13% surplus which would in a commercial context represent developer profit. Rental values and yields are estimated based on local agents' advice and UK market indicators respectively.

This is a relatively high level assessment and there are many risks that are at this stage unquantifiable. It is therefore proposed to seek further approvals from Cabinet in the Autumn to progress with the stage 2 works, at a time when it is expected that the transfer of the building from US will have been completed, the CCP lease agreement finalised and the building cost, programme and funding position is clearer.

Taking back the project in house will have an impact on support costs and staffing. The intention is to employ an internal project director along with an external Project Manager / Quantity Surveyor. Existing contracts with US will be novated to the Council as part of the transfer agreement.

The Section 151 Officer has stipulated that before any further commitment to additional corporate borrowing they need to be satisfied that all other funding avenues have both been pursued and maximised before any future stages can proceed. This includes Maximising all grants available, further applications to grant funders, to also include a full review of our existing assets and any sales opportunities. There needs to be a clear gateway process to ensure full visibility of any future financial risks in the event that external borrowing is required.

The Place directorate will seek to cover any potential gap from within its own resources wherever possible and will look to take opportunity of all possible funding sources. Failing that, the overall capital programme review will consider how any remaining gap will be dealt with, using composite solutions, maximising opportunities and managing creatively.

7. Carbon Footprint (Environmental) Implications:

Identifying a viable reuse of this building is the most environmentally sustainable approach. The Grade II listing ostensibly prevents redevelopment but a concrete structure of this nature and scale has a significant embodied carbon footprint.

The upgrade of the building specification to meet modern building regulations means creating a new thermally efficient envelope through the proposed recladding and refenestration. Added to that, this building will be connected to the City Centre District Heating system which will also feed the Council Chamber and Theatre Royal.

On site car parking will be limited and future residents will be encouraged to use alternative means of transport to car ownership. It is intended to provide access to an on-site car club and electric vehicle charging for use by residents and students.

In terms of minimising the impact of the “build” on the environment this will be in the Council’s hands in considering the appointment of contractors and supply chain.

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

The Building Safety Act which came into force in October 2023 has already been mentioned in this report. In a post-Grenfell world and with recent RAC collapse scares in schools it is essential that the Council ensures that this restoration project is fully compliant with the new regulatory framework.

In practice, this means that designs for the re-use of the building must be approved before the majority of the work can start on site; it is envisaged that initial works under stage I will therefore be limited to concrete repairs, demolition, installation of drainage, etc.

9. Appendices

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	8	9	10	11	
1	Part I Briefing Paper												
2	Part II Briefing Paper, Viability Assessment, Cashflow & Risk Register			x									
3	Equality Impact Assessment												
4	Carbon Assessment												

Background papers:

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	CH 07.03. 24 1656	Leg	LS/0 0001 312/ 1/AC /6/3/ 24	Mon Off	Click here to enter text.	HR	Click here to enter text.	Asset s	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Anthony Payne											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 27/02/2024											
Cabinet Member approval: Date approved: 06/03/2024											

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PART I CABINET BRIEFING

18 March 2024



INTRODUCTION

This briefing note has been prepared for Plymouth City Council's Cabinet to provide an update on the Civic Centre project.



BRIEF HISTORY

- 1962 The new Civic Centre is opened by HM Queen Elizabeth II
- 2007 The Civic is Grade II listed. The adjoining "Civic Square" is designated a Grade II Registered Park and Garden.
- 2014 City Council vacate the Civic Centre offices but the Council Chamber remains the seat of the Administration.
- 2015 The building is transferred to Urban Splash for £1.00 after open competition.
- 2020 Planning and Listed Building Consent granted for refurbishment and reuse of the tower for 144 private apartments and commercial units on the ground and first floor "podium".
- 2021 £10.5m funding award from the Government's Future High Streets Fund to address a significant commercial viability gap.
- 2022 Grant Funding Agreement between the Council and Urban Splash sets out terms for grant allocation.
- 2023 Work starts to strip out the building. Grant Funding Agreement between the Council and Urban Splash revised to extend completion date. £19.946m Levelling Up Fund Round 3 secured for Plymouth.
- 2024 City College Plymouth proposal for a blue/green city centre skills hub, including £8.5m of Levelling Up Fund grant.

SUMMARY OF PROPOSALS

- The Council has been working with Urban Splash (US) since they purchased the building in 2015 to unlock the regeneration of this iconic listed building.
- Planning and listed building consent have been secured for change of use and £10.5m of Future High Streets Fund has been secured for the project.
- The Council has entered negotiations with City College Plymouth (CCP) for them to take a long lease of the podium levels (ground and first floors and basement; a total of 45,000 sq ft). CCP intend to create a new training and skills centre in the City Centre which will provide training in the blue and green sectors. This will include teaching in four key areas of engineering, construction, energy and science, each with a focus on preparing students for

work in the blue and green sectors – for example, in careers such as nuclear, off-shore wind, battery technology and energy capture, net zero, electric vehicle charging, project management, digital and retrofit. This new focus on blue / green skills will help to address the skills shortage which currently exists, driven in particular by the Plymouth & South Devon Freeport, the growth in the defence sector at Devonport dockyard, as well as the growing marine sector in a number of locations within Plymouth, such as Oceansgate, Turnchapel and the Cattewater. The CCP proposal will include around 60 new courses and will teach around 2,000 new students per annum.

- To facilitate this new skills hub, £8.5m of the Levelling Up Fund recently awarded to the City has been allocated to the project.
- As a result of the increase in public sector investment and the requirement for a financial underwrite, the Council and US have agreed to work together to pass ownership and control of the building back to the Council.
- The final phase to complete the project would be the interior fit out of the Tower which, based on the existing consented scheme, would provide 144 private rented apartments. As things stand this element, costed at ca. £20m this would appear to be commercially viable and could be undertaken either by the Council or a private sector partner.

FINANCE & RISK

- As set out in the covering paper, whilst a total of ca. £19m of grant funding has been secured for the project (£10.5m FHSF and £8.5m LUF), this is unlikely to cover all of the funding gap for the project.
- Any further delays will put at risk the opportunity to secure the new skills and training hub and also risk funding that is already secured having to be returned.
- The remaining project costs are likely to be in the region of £51m. At this stage precise cost budgeting is not possible due to a number of unknown costs, including further survey work on the frame, planning and building regulation controls, cost inflation and market movements etc. For this reason, the Council has built in significant contingency allowances in its cost review.
- The forecast however is at this point that there could be a funding gap of around £11m.
- There are a number of ways in which the Council is looking to mitigate this cost risk by:
 - pressing ahead with preparation and stabilisation works which would be funded entirely by the existing FHSF grant;
 - concluding negotiations with CCP which will crystallise a revenue from rental income;
 - clarifying construction costs, procurement options and requirements of the Building Safety Regulator; and
 - identifying a pathway to further public sector grant funding and investment.

- By developing the building in phases the Council will manage risks at each stage. It is imperative the first stage works start as soon as possible to ensure the existing grant can be fully utilised.
- The Council may be asked to underwrite any funding shortfall for the second stage works which would enable CCP to take occupation but before these works commence, Cabinet will be given the opportunity to review the cost plan and programme in Autumn 2024.

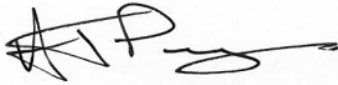
CONCLUSION

- Whilst there are a number of risks associated with this project, there are some significant benefits that will be achieved by creating a new city centre campus for CCP and enabling the delivery of new homes.
- £19m of grant funding has already been secured and this therefore presents an excellent opportunity to help deliver the regeneration of this iconic building in the heart of the city centre.
- If the project does not progress, CCP would lose the opportunity to establish a new centre for training in blue / green skills and work on the building would stop, which would have a negative impact on the wider city centre.
- Since US acquired the building in 2015 they have been able to obtain planning and listed building consent for the conversion of the building into a mixture of residential and commercial space. US have also completed internal strip out works, carried out various building surveys and have progressed the detail design and contractor procurement processes. However, due to the increase in public investment in the building now proposed, US have agreed to step back from the project and work with the Council to ensure there is a smooth transition.

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EQUALITY IMPACT ASSESSMENT – CITY CENTRE SKILLS HUB

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	David Parkes	Department and service:	Economic Development	Date of assessment:	23 February 2024
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Anthony Payne	Signature:		Approval date:	11 March 2024
Overview:	Proposal to establish a new Skills Hub in the City Centre.				
Decision required:	To accept grant funding and enter into agreements with City College Plymouth and Urban Splash which will enable the delivery of the project.				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	x
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	x

<p>Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)</p>	<p>Yes</p>		<p>No</p>	<p>x</p>
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	<p>The scheme will be implemented in accordance with an existing planning consent. The project will increase opportunities for young people from a range of backgrounds to access skills and training opportunities.</p>			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

<p>Protected characteristics (Equality Act, 2010)</p>	<p>Evidence and information (e.g. data and consultation feedback)</p>	<p>Adverse impact</p>	<p>Mitigation activities</p>	<p>Timescale and responsible department</p>
<p>Age</p>	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. 			

	<p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			
<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>			

<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census)</p>			
<p>Gender reassignment</p>	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p>			
<p>Marriage and civil partnership</p>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>			
<p>Pregnancy and maternity</p>	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p>			

<p>Race</p>	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>			
<p>Religion or belief</p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>			
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
<p>Sexual orientation</p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>			

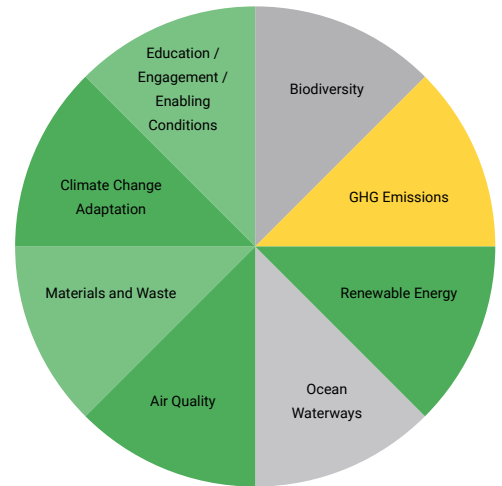
SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.			
Pay equality for women, and staff with disabilities in our workforce.			
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024			
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.			
Plymouth is a city where people from different backgrounds get along well.			

Civic Centre FINAL



Assessment ID: CIV815

Assessment Author: David Parkes

Assessment Initial Summary:

Restoration of the Civic Centre

Assessment Final Summary:

This project brings back into use a building that has been redundant for over 7 years. A new skills hub focussed on offering training courses for new marine and environmental (blue and Green) industries will see 2000 students attending courses here. In addition the proposed 144 new apartments on the upper floors will benefit from a new energy efficient re-clad building and access to cycle and car club facilities

Biodiversity Score: 3

Biodiversity Score Justification: Existing building

Biodiversity Score Mitigate: No

GHG Emissions Score: 2

GHG Emissions Score Justification: Building works over three years. Re-use of the building however is a significantly better outcome than redevelopment

GHG Emissions Score Mitigate: No

Renewable Energy Score: 5

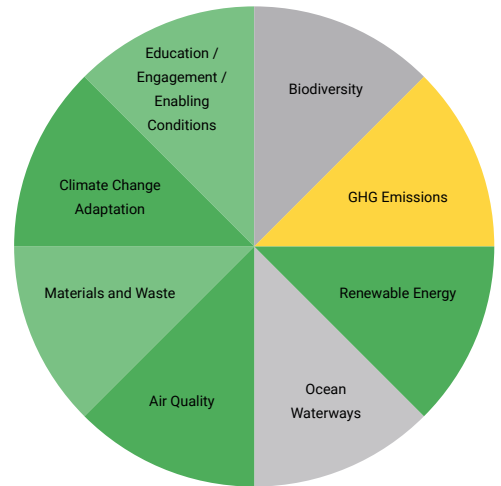
Renewable Energy Score Justification: Existing building will be re-clad in modern thermally efficient envelope to current building regs and connected to the Councils district Heating network

Renewable Energy Score Mitigate: No

Ocean and Waterways Score: 3

Ocean and Waterways Score Justification: Existing building

Civic Centre FINAL



Ocean and Waterways Score Mitigate: No

Air Quality Score: 5

Air Quality Score Justification: restricted on site car parking encourages alternative to private car ownership... Car club/ cycle storage. City Centre location is highly sustainable with access to facilities and amenities without recourse to car.

Air Quality Score Mitigate: No

Materials and Waste Score: 5

Materials and Waste Score Justification: Reuse and repurposing existing building. Recycling facilities on site. Construction management monitoring

Materials and Waste Score Mitigate: No

Climate Change Adaptation Score: 5

Climate Change Adaptation Score Justification: Reuse of the building rather than demolition. Sustainable living goal for City Centre reduces new development footprint and take up of green field sites in less sustainable locations.

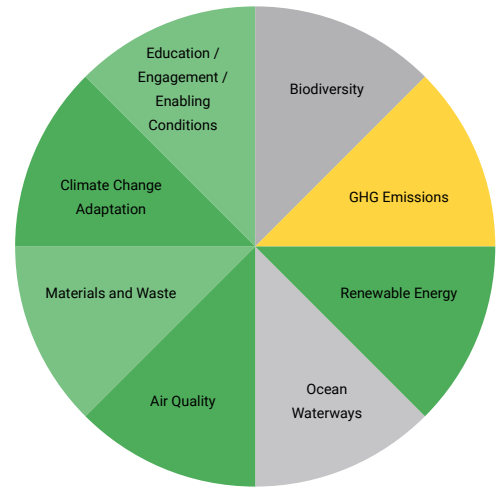
Climate Change Adaptation Score Mitigate: No

Education / Engagement / Enabling Conditions Score: 5

Education / Engagement / Enabling Conditions Score Justification: Encouraging lifestyle changes e.g. car clubs, cycling, cleaner healthier City. Reducing fossil fuels by new enveloping. Low cost Low Carbon living. The proposal is to create a new education and training hub for blue and green skills run by City College Plymouth.

Education / Engagement / Enabling Conditions Score Mitigate: No

Civic Centre FINAL



Wheel Key

- Long lasting or severe negative impact
- Short term or limited negative impact
- No impact or neutral impact
- Short term or limited positive impact
- Long lasting or extensive positive impact

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