



**Oversight and Governance**

Chief Executive's Department

Plymouth City Council

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[www.plymouth.gov.uk/democracy](http://www.plymouth.gov.uk/democracy)

Published 22/04/22

## Delegated Decisions

### Delegated Executive/Officer Decisions

Delegated Executive and Officer decisions are published and are available at the following link - <https://tinyurl.com/ms6umor>

Cabinet decisions subject to call-in are published at the following link - <http://tinyurl.com/yddrql6>

Notice of call-in for non-urgent decisions must be given to the Democratic Support Unit by 4.30 pm on Friday 29 April 2022. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

- on the Council's Intranet Site at <https://modgov/mgDelegatedDecisions.aspx>
- on the Council's website at <https://tinyurl.com/jhnax4e>

The Cabinet decision detailed below may be implemented on Monday 2 May 2022 if it is not called-in. The non-key Council Officer Decision may be implemented immediately.

## **Delegated Decisions**

**1. Councillor Charlotte Carlyle, Cabinet Member for Education, Skills and Children and Young People:**

1.1. School Term Dates 2023 - 2024 **(Pages 1 - 6)**

**2. Council Officer Decision - Anthony Payne, Strategic Director for Place:**

2.1. Plymouth and South Devon Freeport **(Pages 7 - 158)**

# EXECUTIVE DECISION

made by a Cabinet Member



## REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER

Executive Decision Reference Number – ESCYP06 21/22


Decision				
1	<b>Title of decision:</b> School Term Dates 2023-2024			
2	<b>Decision maker (Cabinet member name and portfolio title):</b> Councillor Charlotte Carlyle, Cabinet Member for Education, Skills & Children & Young People			
3	<b>Report author and contact details:</b> Julie Reed 01752 307355 / Amanda Paddison			
4	<b>Decision to be taken:</b> To approve the proposed school term and holiday dates for 2023-2024 as set out in the attached table.			
5	<b>Reasons for decision:</b> School term and holiday dates are set by the local authority for Community and Voluntary Controlled (VC) schools and maintained nursery schools. Own admission authority schools may not follow the term dates set by the local authority. However, it is proposed that model calendars be agreed and publicised in order to encourage consistency between schools and neighbouring local authorities.			
6	<b>Alternative options considered and rejected:</b> No action could result in schools within Plymouth setting different term and holiday dates from their neighbours creating problems for both parents and staff.			
7	<b>Financial implications and risks:</b> None			
8	<b>Is the decision a Key Decision?</b> (please contact <a href="#">Democratic Support</a> for further advice)	<b>Yes</b>	<b>No</b>	<b>Per the Constitution, a key decision is one which:</b>
			√	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
			√	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1 million</b>
		√	is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.	
<b>If yes, date of publication of the notice in the <a href="#">Forward Plan of Key</a></b>				

<u>Decisions</u>		
<b>9</b>	<b>Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</b>	<p>This decision support the Corporate Plan values and priorities:</p> <p>A Caring Council: Promoting standard school term dates and holiday calendars will help ensure that the holiday dates of parents and children coincide and help safeguard the health, safety and wellbeing of the most vulnerable and disadvantaged children, supporting them to make the most of their learning. Co-ordinating dates with neighbouring authorities will help reduce unauthorised pupil absence and prevent/reduce crime and disorder and anti-social behaviour by ensuring that the holiday dates of parents and children coincide.</p> <p>We Are Cooperative &amp; We are Responsible: Coordinating term dates with neighbouring authorities and standardising the length of terms promote planning and learning opportunities; support school staff in improving school performance; reduce stress levels of school staff with children at school in neighbouring authorities.</p> <p>We Are Fair: Coordinating term dates with neighbouring authorities will improve customer satisfaction by providing services designed around customer needs.</p> <p>We Are Democratic: The wide ranging consultation ensured local people were informed, consulted and involved in setting the proposed dates.</p>
<b>10</b>	<b>Please specify any direct environmental implications of the decision (carbon impact)</b>	None

### Urgent decisions

<b>11</b>	<b>Is the decision urgent and to be implemented immediately in the interests of the Council or the public?</b>	<b>Yes</b>		(If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)
		<b>No</b>	√	<b>(If no, go to section 13a)</b>
<b>12a</b>	<b>Reason for urgency:</b>			
<b>12b</b>	<b>Scrutiny Chair Signature:</b>		<b>Date</b>	
	<b>Scrutiny Committee name:</b>			
	<b>Print Name:</b>			

Consultation			
I3a	Are any other Cabinet members' portfolios affected by the decision?	Yes	
		No	√ (If no go to section I4)
I3b	Which other Cabinet member's portfolio is affected by the decision?	N/A	
I3c	Date Cabinet member consulted	N/A	
I4	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes	If yes, please discuss with the Monitoring Officer
		No	√
I5	Which Corporate Management Team member has been consulted?	Name	Alison Botham
		Job title	Director of Children's Services
		Date consulted	24 March 2022
Sign-off			
I6	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS140 21/22
		Finance (mandatory)	djn.21.22.317
		Legal (mandatory)	LS/38464/AC/20/4/22
		Human Resources (if applicable)	
		Corporate property (if applicable)	
		Procurement (if applicable)	
Appendices			
I7	Ref.	Title of appendix	
	A	Briefing report for publication ( <i>mandatory</i> )	
Confidential/exempt information			
I8a	Do you need to include any confidential/exempt information?	Yes	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

		<b>No</b>	√	publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.  (Keep as much information as possible in the briefing report that will be in the public domain)				
		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>18b</b>	<b>Confidential/exempt briefing report title:</b>							
<b>Background Papers</b>								
<b>19</b>	Please list all unpublished, background papers relevant to the decision in the table below.  Background papers are <u>unpublished</u> 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. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
<b>Title of background paper(s)</b>		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Cabinet Member Signature</b>								
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given 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. For further details please see the EIA attached.							
<b>Signature</b>			<b>Date of decision</b>	22 April 2022				
<b>Print Name</b>	Cllr Charlotte Carlyle							

**SCHOOL TERM DATES 2023/2024**

	September 23					October 23					November 23					December 23				
Monday		4	11	18	25	2	9	16	23	30		6	13	20	27		4	11	18	25
Tuesday		5	12	19	26	3	10	17	24	31		7	14	21	28		5	12	19	26
Wednesday		6	13	20	27	4	11	18	25		1	8	15	22	29		6	13	20	27
Thursday		7	14	21	28	5	12	19	26		2	9	16	23	30		7	14	21	28
Friday	1	8	15	22	29	6	13	20	27		3	10	17	24		1	8	15	22	29

	January 24					February 24					March 24					April 24				
Monday	1	8	15	22	29		5	12	19	26		4	11	18	25	1	8	15	22	29
Tuesday	2	9	16	23	30		6	13	20	27		5	12	19	26	2	9	16	23	30
Wednesday	3	10	17	24	31		7	14	21	28		6	13	20	27	3	10	17	24	
Thursday	4	11	18	25		1	8	15	22	29		7	14	21	28	4	11	18	25	
Friday	5	12	19	26		2	9	16	23		1	8	15	22	29	5	12	19	26	

	May 24					June 24					July 24					August 24				
Monday		6	13	20	27	3	10	17	24		1	8	15	22	29		5	12	19	26
Tuesday		7	14	21	28	4	11	18	25		2	9	16	23	30		6	13	20	27
Wednesday	1	8	15	22	29	5	12	19	26		3	10	17	24	31		7	14	21	28
Thursday	2	9	16	23	30	6	13	20	27		4	11	18	25		1	8	15	22	29
Friday	3	10	17	24	31	7	14	21	28		5	12	19	26		2	9	16	23	30

**The school year comprises:**

Teaching days (statutory)	190
Professional development days <sup>1</sup>	5
Occasional days <sup>2</sup>	5
<b>sub-total</b>	<b>200</b>
School holidays	53
Bank holidays	8
Saturdays and Sundays	104
<b>Total</b>	<b>365</b>

**School terms:**

term	start	end	days
1	4 Sep 23	20 Oct 23	35
2	30 Oct 23	19 Dec 23	37
3	3 Jan 24	9 Feb 24	28
4	19 Feb 24	28 Mar 24	29
5	15 Apr 24	24 May 24	29
6	3 Jun 24	23 Jul 24	37
<b>Total</b>			<b>195</b>

**Notes:**

- 1 Professional Development Days to be allocated by each school from within the specified term dates.
- 2 Occasional Days to be allocated by each school from within the specified term dates: an allocation as suggested would support the equal distribution of term lengths.

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# EXECUTIVE DECISION

## made by a Council Officer



### REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL COUNCIL OFFICER

Executive Decision Reference Number – COD25 21/22

Decision	
1	<b>Title of decision:</b> Plymouth and South Devon Freeport
2	<b>Decision maker (Council Officer name and job title):</b> Anthony Payne, Strategic Director for Place
3	<b>Report author and contact details: Report author and contact details:</b> Kevin McKenzie, Deputy SRO Plymouth and South Devon Freeport. T +441752304318 E <a href="mailto:kevin.mckenzie@plymouth.gov.uk">kevin.mckenzie@plymouth.gov.uk</a>
4a	<b>Decision to be taken:</b> Subject to due diligence and the agreement of our Section 151 officer and Head of Legal Services, to: - I. Approval of the Full Business Case for submission on 22 April 2022.
4b	<b>Reference number of original executive decision or date of original committee meeting where delegation was made:</b> L47 21/22
5	<b>Reasons for decision:</b> An executive decision delegating authority to the Strategic Director for Place was required so that we could: - <ul style="list-style-type: none"> <li>▪ Meet timelines set by government linked to the lead in time for laying legislation.</li> <li>▪ Approve the key principles and allow the team to finalise the Full Business Case for submission in April.</li> <li>▪ To enable all three local authorities partners to take decisions in common before the deadline.</li> <li>▪ Take a decision before the pre-election period</li> </ul> The conditions applied to the delegated authority are now met;- <ul style="list-style-type: none"> <li>▪ The Full Business Case is now finalised for submission.</li> <li>▪ All three local authority partners have now taken a democratic decision</li> <li>▪ The Shadow Board have approved the Full Business Case</li> <li>▪ The s.151 Officer and Head of Legal Services are satisfied that due diligence has been given.</li> </ul>
6	<b>Alternative options considered and rejected:</b>

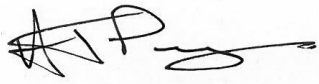
	<ul style="list-style-type: none"> <li>▪ Relevant alternative options considered and rejected in the Executive Decision included.</li> <li>▪ An alternative timeline was considered that would have pushed submission of our Full Business Case back until June, this was rejected as it would delay Freeport designation and shorten the window within which potential investors would be able to claim tax benefits.</li> <li>▪ The Department of Levelling Up Homes and Communities have imposed a condition that we must bring forward at least one site specific agreement before the 20th April 2022. The work required cannot be completed in time to bring this to cabinet for agreement before we enter the pre-election period.</li> </ul>																
7	<p><b>Financial implications and risks:</b></p> <p>The MTFP contains some resources in the initial years of the scheme both for revenue and capital. In the medium term there are proposals to engage in wider corporate borrowing, these to be funded from retained NNDR which will be received by The Council as Section 31 grant. Clearly The Council and Partners will need to ensure that available resources are not over committed at that point in the overall scheme.</p> <ul style="list-style-type: none"> <li>▪ The anticipated uplift in NNDR income from the areas designated as Freeport Tax and Customs sites in the Full Business Case will be retained and ring fenced for a period of 25 years,</li> <li>▪ Retained NNDR and rental income and legacy from Oceansgate phase 1 and 2 will be directed in the first instance to service borrowing, and, only in the event of a surplus, for future investment in the Freeport as may be agreed by the Local Authority partners.</li> <li>▪ The Medium Term Financial Plan already makes some provision for financial support.</li> <li>▪ Revenue funding will be required to support the establishment of 4.5 new posts and other Freeport running costs.</li> <li>▪ For the first five years this will be generated through fees and charges levied on landowners, supplemented with direct grant support from central government.</li> <li>▪ A successful Levelling Up Fund to support the Freeport is anticipated.</li> </ul> <p>There are risks but we have carefully assessed them and we are confident that they can be managed. The rewards are proportionately large, a vibrant economy delivering quality jobs, and new skills provision to ensure that residents in our most left behind wards can benefit.</p> <p>The governance arrangements are designed to deal effectively with these risks. The principle financial risks were set out in a high level risk assessment in the body of the report which accompanied the executive decision. All project related risks, including financial risks, are reviewed regularly by the Freeport development team to ensure they are appropriately mitigated.</p>																
8	<table border="1"> <thead> <tr> <th data-bbox="236 1451 767 1547">Is the decision a Key Decision? (please contact <a href="#">Democratic Support</a> for further advice)</th> <th data-bbox="767 1451 863 1547">Yes</th> <th data-bbox="863 1451 1015 1547">No</th> <th data-bbox="1015 1451 1505 1547">Per the Constitution, a key decision is one which:</th> </tr> </thead> <tbody> <tr> <td data-bbox="236 1547 767 1700"></td> <td data-bbox="767 1547 863 1700"></td> <td data-bbox="863 1547 1015 1700">x</td> <td data-bbox="1015 1547 1505 1700">in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total</td> </tr> <tr> <td data-bbox="236 1700 767 1839"></td> <td data-bbox="767 1700 863 1839"></td> <td data-bbox="863 1700 1015 1839">x</td> <td data-bbox="1015 1700 1505 1839">in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1 million</b></td> </tr> <tr> <td data-bbox="236 1839 767 1971"></td> <td data-bbox="767 1839 863 1971"></td> <td data-bbox="863 1839 1015 1971">x</td> <td data-bbox="1015 1839 1505 1971">is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.</td> </tr> </tbody> </table>	Is the decision a Key Decision? (please contact <a href="#">Democratic Support</a> for further advice)	Yes	No	Per the Constitution, a key decision is one which:			x	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total			x	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1 million</b>			x	is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.
Is the decision a Key Decision? (please contact <a href="#">Democratic Support</a> for further advice)	Yes	No	Per the Constitution, a key decision is one which:														
		x	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total														
		x	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1 million</b>														
		x	is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.														

8b	If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a>	
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:	<p>We have set out a number of strategic objectives in the Plymouth Plan that a free port could help us to achieve.</p> <p>SO2 - Strengthening Plymouth's role in the region SO3 - Delivering the international city</p> <p>SO11 – Delivering high quality development</p> <p>SO12 – Delivering infrastructure and investment</p> <p>The Freeport could also assist us to deliver priorities in our Corporate Plan: -</p> <ul style="list-style-type: none"> <li>▪ Strongly supports the delivery of economic growth that benefits as many people as possible.</li> <li>▪ Strongly supports the delivery of quality jobs and skills.</li> </ul>
10	Please specify any direct environmental implications of the decision (carbon impact)	Our Full Business Case sets out our ambitious plans to ensure that the Freeport contributes positively to our Climate Emergency Action Plan setting an overarching target that is consistent with our commitment to achieve a carbon net zero position by 2030.

#### Urgent decisions

11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact <a href="#">Democratic Support</a> for advice)
		No	x	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
<b>Consultation</b>				
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes	x	
		No		(If no go to section 14)

<b>I3b</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>	Freeport impacts will be wide ranging and are likely to affect all Cabinet member's portfolios.						
<b>I3c</b>	<b>Date Cabinet member consulted</b>	The report underpinning the Executive Decision was discussed with all Cabinet members on 15/03/2022.						
<b>I4</b>	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b>	<b>Yes</b>		If yes, please discuss with the Monitoring Officer				
		<b>No</b>	x					
<b>I5</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Anthony Payne					
		<b>Job title</b>	Strategic Director for Place					
		<b>Date consulted</b>	23/02/2022					
<b>Sign-off</b>								
<b>I6</b>	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	DS141 21/22					
		<b>Finance (mandatory)</b>	ba.22.23.08					
		<b>Legal (mandatory)</b>	EJ/36072/210422					
		<b>Human Resources (if applicable)</b>						
		<b>Corporate property (if applicable)</b>						
		<b>Procurement (if applicable)</b>						
<b>Appendices</b>								
<b>I7</b>	<b>Ref.</b>	<b>Title of appendix</b>						
	A	Equalities Impact Assessment						
<b>Confidential/exempt information</b>								
<b>I8a</b>	<b>Do you need to include any confidential/exempt information?</b>	<b>Yes</b>	x	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>I8b</b> below.				
		<b>No</b>						
		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>

<b>18b</b>	<b>Confidential/exempt briefing report title:</b>  Plymouth and South Devon Freeport – Full Business Case			x				
<b>Background Papers</b>								
<b>19</b>	Please list all unpublished, background papers relevant to the decision in the table below.  Background papers are <u>unpublished</u> 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. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
<b>Title of background paper(s)</b>		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Council Officer Signature</b>								
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given 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. For further details please see the EIA attached.							
<b>Signature</b>				<b>Date of decision</b>	22.4.22			
<b>Print Name</b>	Anthony Payne							

## **Plymouth and South Devon Freeport**

### **1. Full Business Case**

- 1.1 Our Full Business case is now complete and ready for submission. The Executive Decision taken by the leader on 23 March delegated authority to the Strategic Director for Place to sign off on the Full Business Case because the work could not be completed before the pre-election period.
- 1.2 The Full Business Case is appended to this decision, it sets out our plans to deliver the Plymouth and South Devon Freeport in full detail to Treasury Green Book standards. The content has been subject to the sign off procedures of the three Local Authority partners and due diligence by our commercial partners.
- 1.3 The Full Business Case is appended so that the Strategic Director of Place and his advisors are furnished with full details of the scheme so that they can make an informed decision. It is highly commercially sensitive and public disclosure of its content would potentially expose the council to reputational and financial risk.
- 1.4 We are further bound by the terms of a specific Non Disclosure Agreement signed with one of our commercial partners without which we would not have been able to complete the work required.

### **2. Recommendations**

- 2.1 It is recommended that the Strategic Director for Place exercises the authority delegate to him by the Leader in the Executive Decision ref L47 21/22.
  - Approves the submission of our Full Business Case to the Department of Levelling Up Homes and Communities on 22 April 2022.

The following relates to exempt or confidential matters (Para(s) 3 of Part 1, Schedule 12A of the Local Govt Act 1972). Any breach of confidentiality could prejudice the Council/person/body concerned & might amount to a breach of the councillors /employees codes of conduct.

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# EQUALITY IMPACT ASSESSMENT

Plymouth and South Devon Freeport



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

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

### Introduction

The Plymouth and South Devon Freeport is committed to equality and diversity and to ensuring that residents feel the benefit of this initiative. This high-level equality impact assessment explores the potential impacts for people with protected characteristics.

The Equality Impact Assessment (EIA) also considers wider social impact and inequality such as access to employment and skills development in areas of deprivation. The Freeport is committed to ensuring that a minimum of 10 per cent of the jobs created by the Freeport are directed towards our most deprived areas. The EIA has also considered the wider social impacts which the Freeport may have in the Plymouth, South Hams and Devon areas.

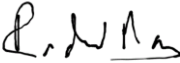
The shadow board have adopted the Equality and Diversity Statement and are committed to ensuring that residents and local people, especially those from deprived areas and marginalised communities, are able to reap the benefits of the Freeport. This EIA builds upon the commitment made by the shadow Freeport board to mainstream equality and diversity within the Plymouth and South Devon Freeport.

To minimise risks from the Freeport, a security and illicit risk assessment has been carried out separately to this EIA. The security and illicit risk assessment will be monitored separately and covers potential issues such as modern slavery and human trafficking.

Adverse environmental impacts such as reduced air quality and noise and disturbance identified in this equality impact assessment will be fed into our Freeport environmental impact assessment to ensure that impacts that we have identified which may adversely affect groups with protected characteristics will be appropriately mitigated.

Where additional formal decisions are required to inform the delivery and development of the Plymouth and South Devon Freeport, an EIA will be completed where required in line with the Council's usual EIA process.

This EIA will be periodically reviewed and monitored within the wider Plymouth and South Devon Freeport monitoring and evaluation framework.

<b>Author</b>	Kevin McKenzie, Deputy SRO, Plymouth and South Devon Freeport
<b>Department and service</b>	Policy and Intelligence Team
<b>Date of assessment</b>	August 2021 and updated March 2022
<b>Approved by</b>	Richard May – SRO, Plymouth and South Devon Freeport 
<b>Date of approval</b>	15 March 2022

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information	Any adverse impact	Actions	Positive impacts
<b>Age</b>	<p><b>Plymouth</b> The population of Plymouth in 2020 was 262,800, of which 165,900 63.1 per cent were aged between 16 and 64.</p> <p><b>Devon</b> The population of Devon County Council area in 2020 was 810,700, of which 470,900 (58.1 per cent) were aged between 16 and 64.</p>	<p><b>Noise and disturbance – impacts</b> Evidence has shown that both younger and older people are likely to have their physical and mental wellbeing negatively impacted by increased noise. For young people, for example, increased noise may impact on their wellbeing and ability to meet their educational potential. For older people noise disturbances can cause increased anxiety and exacerbate conditions such as dementia and tinnitus.</p> <p><b>Noise and disturbance – Plymouth Port</b> The Freeport may increase the number of ships using the Plymouth Port and it is likely that this will increase noise and disturbance.</p> <p><b>Noise and disturbance – Increased traffic</b></p>	<p><b>Noise and disturbance – Plymouth Port</b> As the port needs to operate at the time that the tide allows, it is not possible to mitigate against this impact given its nature. Although there is the potential for the increase in freight traffic to increase noise and disturbance for local residents, the parts of the Port that will be used are largely away from residential areas. The additional tax/customs sites will be on under-developed land, thus minimising impact to the extent that is</p>	The Freeport will provide extensive employment and educational opportunities.

		<p>The Freeport will increase the amount of traffic on Plymouth roads, especially on roads near to the Freeport and within the Freeport itself.</p> <p>A new road link is planned in response to increased demand - spine roads are going to connect to the A38 to improve connectivity.</p> <p><b>Noise and disturbance – construction</b></p> <p>It is likely that the Freeport will result in an increase in noise from both construction and business as usual. Increases in noise have been linked to poorer health outcomes including negatively effecting both mental and physical health.</p> <p><b>Emissions</b></p> <p>Poor air quality and pollution has negative consequences for health and the local environment. In particular, a high quantity of particulate matter is linked to poorer health outcomes including negatively effecting both mental and physical health. This negative impact is more likely to effect young people as their lungs are still developing.</p> <p><b>Emissions – Plymouth Port</b></p> <p>The Freeport aims to significantly increase the volume of freight through the Port of Plymouth. Increasing the volume of freight brought in through the Port of Plymouth, rather than more distant UK ports, will reduce national emissions from the transport sector, as well as reducing congestion on trunk roads elsewhere.</p> <p><b>Emissions – Freeport (onsite)</b></p>	<p>possible. South Yard is in close proximity to a local school and the Sherford employment zone is part of the wider Sherford village development. Langage, the largest site where most of the construction is going to take place, is greenfield and is not directly adjacent to residential area.</p> <p><b>Noise and disturbance – Increased traffic</b></p> <p>We will consider the possibility to explore noise monitoring and reduction initiatives in the vicinity if required. Any noise complaints will be monitored for trends.</p> <p>Our approach will require buildings to be built using sustainable materials, be well insulated and have renewables (such as solar or heat pumps) integrated.</p> <p>All construction will be delivered in line with local guidance to ensure minimal disruption to the local area.</p> <p>Within the Freeport we will use a combination of electric and hydrogen powered vehicles to move cargo between the port and</p>	
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<p><b>Disability</b></p>	<p><b>Plymouth</b></p> <p>10 per cent of the Plymouth population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p>The gap in the employment rate between those with long term health conditions and the overall employment rate was 13.7 per cent in Plymouth compared to 10.6 per cent for England.</p> <p><b>Devon</b></p>	<p><b>Noise and disturbance</b></p> <p>Evidence has shown that people with disabilities and underlying health conditions are more likely to have their physical and mental wellbeing negatively impacted by increased noise. For example, one study found that people living in areas with high levels of traffic noise were 25 per cent more likely than those living in quieter areas to develop depression.</p> <p><b>Noise and disturbance – Plymouth Port</b></p> <p>The Freeport will increase the number of ships using the Plymouth Port and it is likely that this will increase noise and disturbance.</p> <p><b>Noise and disturbance – Increased traffic</b></p>	<p><b>Noise and disturbance – Plymouth Port</b></p> <p>As the port needs to operate at the time that the tide allows, it is not possible to mitigate against this impact given its nature.</p> <p>Although there is the potential for the increase in freight traffic to increase noise and disturbance for local residents, the parts of the Port that will be used are largely away from residential areas. The additional tax/customs sites will be on under-developed land, thus minimising impact</p>	<p>The sites are the optimal choice for the area and offer the best value for money because they:</p> <ul style="list-style-type: none"> <li>▪ Are located in identified growth areas.</li> <li>▪ Are already fully or partially serviced, thus reducing infrastructure costs. Langage also has discounted hot water, high pressure gas and electricity from the adjacent power station and green energy from the adjoining solar park.</li> </ul>

	<p>8.6 per cent of people in the Devon County Council area say their day-to-day activities are limited a lot by a long-term health problem or disability (2011 Census).</p> <p>The Gap in the employment rate between those with long term health conditions and the overall employment rate was 7.2 per cent in Devon. The value for England is 10.6 per cent.</p>	<p>The Freeport will increase the amount of traffic on Plymouth roads, especially on roads near to the Freeport and within the Freeport itself.</p> <p>A new road link is planned in response to increased demand - spine roads are going to connect to the A38 to improve connectivity.</p> <p><b>Noise and disturbance – construction</b></p> <p>It is likely that the Freeport will result in an increase in noise from both construction and business as usual. Increases in noise have been linked to poorer health outcomes including negatively effecting both mental and physical health. This negative impact is more likely to be felt by people with disabilities, however this is not limited to this cohort</p> <p><b>Emissions</b></p> <p>Poor air quality and pollution has negative consequences for health and the local environment. In particular, a high quantity of particulate matter is linked to poorer health outcomes including negatively effecting both mental and physical health. This negative impact is more likely for people with disabilities due to the increased likelihood that they may have an underlying health condition related to their breathing or lungs.</p> <p><b>Emissions – Plymouth Port</b></p> <p>The Freeport aims to significantly increase the volume of freight through the Port of Plymouth. Increasing the volume of freight brought in through the Port of Plymouth, rather than more distant UK ports, will reduce national emissions from the transport sector, as well as reducing congestion on trunk roads elsewhere.</p>	<p>to the extent that is possible. South Yard is in close proximity to a local school and the Sherford employment zone is part of the wider Sherford village development.</p> <p>Langage, the largest site where most of the construction is going to take place, is greenfield and is not directly adjacent to residential area.</p> <p><b>Noise and disturbance – Increased traffic</b></p> <p>We will consider the possibility to explore noise monitoring and reduction initiatives in the vicinity if required. Any noise complaints will be monitored for trends.</p> <p>Our approach will require buildings to be built using sustainable materials, be well insulated and have renewables (such as solar or heat pumps) integrated.</p> <p>All construction will be delivered in line with local guidance to ensure minimal disruption to the local area.</p> <p>Within the Freeport we will use a combination of electric and hydrogen</p>	<ul style="list-style-type: none"> <li>▪ Have excellent road connectivity, minimising the need for large-scale transport costs.</li> <li>▪ Enable us to deliver the Freeport at pace.</li> </ul> <p>The employment and skills plan will include engagement with the Department for Work and Pensions and other partners working with people with disabilities to ensure they are able to access the benefits of the Freeport. Engagement will also take place with local voluntary and community sector partners working with people with disabilities to raise awareness of the employment and education offer available.</p>
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<p><b>Religion or belief</b></p>	<p><b>Plymouth</b>                  Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).                   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><b>Devon</b></p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable</p>	<p>Not applicable</p>

	<p>61.5 per cent of the population identified their religion as Christian making it the biggest faith. 1.6 per cent identified as having another religion including Buddhists, Muslims, Hindus and Jews. 28.5 per cent of people stated that they have no religion or belief.</p>			
<p><b>Sex - including marriage, pregnancy and maternity</b></p>	<p>50.2 per cent of the population in Plymouth are women and 49.8 per cent are men. 51.4 per cent of the population in Devon are women and 48.6 per cent are men.</p> <p>The employment rate in Plymouth shows that 83 per cent of working-age males are employed whereas 72 percent of working-age females are employed.</p> <p>The employment rate in Devon shows that 77.9 per cent of working-age males are employed compared to 73.4 per cent of working-age females.</p> <p>The rate for the whole of the UK shows a similar pattern with a higher working-age employment rate for males than females.</p> <p>The proportion of men working in the manufacturing sector in Plymouth is currently higher than the proportion of women</p>	<p>No adverse impacts are anticipated.</p>	<p>The employment and skills plan will include engagement with the Department for Work and Pensions, universities, schools and other partners working with young women and girls to promote STEM career and education pathways. Engagement will also take place with local voluntary and community sector partners working with women and girls to raise awareness of the employment and education offer available and communication materials will be shared.</p>	<p>The Freeport will provide extensive opportunities for females to gain experience in STEM subjects through apprenticeships, internships and jobs. Encouraging female representation in STEM subjects (and employment in high paying jobs) will likely positively impact any gender pay gaps within companies.</p>

	<p>(19.1 per cent, compared to 6.9 per cent).</p> <p>According to recent UCAS data provided by HESA, 35 per cent of STEM students in higher education in the UK are women.</p> <p>The science, technology, engineering and mathematics (STEM) sector is continuing to grow; however, females continue to be underrepresented in STEM at both employment and education level. Nationally, 23 per cent of the people working in science, technology, engineering and mathematics roles in the UK were female, while only 15.8 per cent of the current generation of engineering and technology graduates were female (PWC Women in Technology 2017).</p>			
<p><b>Gender reassignment</b></p>	<p>There are no official estimates for gender reassignment. However, the Gender Identity Research and Education Service (GIRES) estimate around 1 per cent of the population has some form of gender variance and about 0.2 per cent may undergo gender reassignment.</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable</p>
<p><b>Race</b></p>	<p><b>Plymouth</b></p> <p>92.9 per cent of Plymouth’s population identify as White British. 7.1 per cent identify as</p>	<p>No adverse impacts are anticipated.</p>	<p>The employment and skills plan will include engagement with the Department for</p>	<p>The Freeport Gateway Policy requires a commitment to our Freeport vision which encompasses a commit to</p>



	<p>Black, Asian or Minority Ethnic (BAME).</p> <p>The employment rate of working-age people who identify as being from an ethnic minority background in Plymouth is 73.3 per cent. This is higher than the rate for the whole of the UK at 66.8 per cent.</p> <p><b>Devon</b></p> <p>94.9 per cent of Devon’s population identify as White British. 2.5 per cent identify as White Other and 2.6 per cent identify as Black, Asian, or another minority ethnic group.</p> <p>The employment rate of working-age people who identify as being from an ethnic minority background in Devon is 80.6 per cent.</p>		<p>Work and Pensions, universities, schools and other partners working with people from Black, Asian and minority ethnic backgrounds to promote career and education pathways.</p> <p>Engagement will also take place with local voluntary and community sector partners working with this cohort and in particular refugees and asylum seekers to raise awareness of the employment and education offer available.</p> <p>Key information within the Freeport will be available in different languages, recognising the diversity of people using and passing through the Freeport.</p> <p>Staff employed by the Freeport will be trained in cultural awareness and cultural accessibility.</p>	<p>promote good employment practices.</p>
<p><b>Sexual orientation - including civil partnership</b></p>	<p>There are no official estimates for sexual orientation at a local level.</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable</p>	<p>Not applicable</p>

**SOCIO AND ECONOMIC IMPACTS**

	Evidence and information	Any negative impact	Actions (including timescale and lead)	Positive impacts
<b>Deprivation</b>	<p>Plymouth remains within the 20 per cent most deprived local authority districts in England on the Index of Multiple Deprivation (IMD) with:</p> <ul style="list-style-type: none"> <li>▪ 28 Lower Super Output Areas (LSOAs) in the most deprived 10 per cent in England</li> <li>▪ Three LSOAs within the most deprived 3 per cent in England; and,</li> <li>▪ Two LSOAs within the most deprived 1 per cent in England.</li> </ul> <p>Plymouth’s most deprived LSOAs (which are amongst the most 1 per cent deprived in England) are located in the wards of St Peter and the Waterfront and Devonport. These areas represent some of the city’s most entrenched pockets of deprivation and have consistently been amongst the most deprived neighbourhoods in England since 2007.</p> <p>Dartmouth Townstall area is the one area within South Hams that is included in the most deprived 20 per cent of areas nationally for overall</p>	<p>Due to the skills gap in Plymouth, which is more evident in deprived areas, there is a risk that people from deprived areas may not feel the benefits of the Freeport due to a lack of education and opportunity.</p>	<p>An employment and skills plan will help to ensure that people from protected and disadvantaged groups are able to access all opportunities within the Freeport. This will include a targeted skills/jobs brokerage programme to link people from deprived communities with opportunities. The Marine Skills Academy will assist with the development of apprenticeship and internship opportunities through and during construction phases. A local job club will be developed in the vicinity of South Yard in partnership with local communities to ensure that local residents have access to new skills and employment opportunities. Communications and engagement plans will be developed to raise awareness of these initiatives.</p>	<p>We are keen to ensure that people from Plymouth’s most deprived areas benefit from the Freeport. Businesses will be encouraged to sign up via the gateway criteria to initiatives which enhance social mobility.</p> <p>Devonport, the location of the Freeport has one of the lowest cohesion scores in the city. There is strong evidence which shows that reducing deprivation through employment and education can improve cohesion. It is thus likely that the Freeport will indirectly improve the cohesion score in Devonport and in doing so, contribute towards meeting one of Plymouth City Councils equality objectives - Plymouth is a city where people from different backgrounds get along well.</p>

	<p>deprivation. In addition, within South Hams South Brent is within the most deprived 20 per cent of areas nationally for income deprivation affecting children.</p>			
<p><b>Employment</b></p>	<p>Gross weekly pay for full-time workers in Plymouth for 2021 stood at £542.4. This is lower than both the gross weekly pay for Great Britain (£612.8) and the South West (£572.5) (NOMIS, 2021).</p> <p>Gross weekly full-time pay for Devon (as a whole) was £566.9. This is lower than both the gross weekly pay for Great Britain (£613.1) and the South West (£577.3) (NOMIS, 2021).</p> <p>Unemployment in Plymouth has been higher than the national average for the last five years (Annual Population Survey) and in Devonport adjacent to the South yard tax site it is double the City average.</p> <p>Claimant numbers remain higher than pre pandemic across the Freeport Area. The employment prospects of both younger and older people in our area have been negatively impacted by the pandemic. The Universal Credit claimant count rose by 81 per cent for under 25s and 92 per cent for</p>	<p><b>Workers' rights</b> Although there are concerns for workers' rights within the Freeport, there are no differences between employment rights between those employed within the Freeport and those outside of it. There is one exception as employers within the Freeport are given a national insurance holiday for three years employed within the Freeport. We have regularly engaged with trade union representatives.</p> <p><b>Displacement</b> There is little risk within the city from economic displacement and this includes movement from wealthier areas to more deprived areas and from business moving into the Freeport from outside of its boundaries. This is because there are few benefits for businesses moving into the Freeport from outside the Freeport boundary area.</p>	<p><b>Employment and skills</b> An employment and skills plan will help to ensure that people from protected and disadvantaged groups are able to access all opportunities within the Freeport. This will include a targeted skills/jobs brokerage programme to link people from deprived communities with opportunities. The Marine Academy will assist with the development of apprenticeship and internship opportunities through and during construction phases.</p> <p><b>Displacement</b> To mitigate any potential negative impacts the Freeport gateway criteria has a clear policy on moving into the Freeport if not in local area (including wider geography and outer boundary). For example, the Freeport gateway criteria means that businesses cannot relocate to the Freeport purely to get tax/tariff exemptions.</p> <p>We will further mitigate any potential displacement by putting</p>	<p><b>Employment and skills</b> The Freeport will increase the number of high-quality well-paid jobs in the city and will provide numerous skills development opportunities.</p>

	<p>over 50s from March 2020 to April 2021.</p> <p>In the South Hams the rise was 204 per cent for under 25s and 152 per cent for over 50s in the same period.</p> <p>As the economy begins to recover many will return to work or find new jobs but will face longer term challenges.</p>		<p>in place a gateway policy at all our tax sites. Businesses that express interest in the Freeport will need to demonstrate their compliance with the gateway policy.</p>	
<p><b>Local Services</b></p>	<p>Plymouth City Council, South Hams District Council and Devon County Council deliver a range of services to local people.</p>	<p>It is not possible to indicate potential impacts on local services until the modelling is complete.</p> <p>It is not anticipated that the Freeport will negatively affect housing availability and it is unlikely that the Freeport will increase demand for local housing. However, the Joint Local Plan identifies housing need until 2030 and based on the assumption of the sites which are being included in the Freeport being developed as employment spaces.</p> <p>Dependent on the numbers of people relocating to Plymouth there may be increased demand for local services such as dentists, primary care services and housing.</p>	<p>The Plymouth Plan topic paper 'Housing need and supply' sets out the strategy for housing provision in the city. The plan works towards supporting the ambitions within the Plymouth Plan of a 'growing city'. The Freeport is one component of the plan to grow the city and its economies.</p>	<p>The Freeport will help to accelerate the Sherford housing development, further enhancing the availability of good quality private housing stock.</p>