



Oversight and Governance

Chief Executive's Department
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CABINET

Monday 14 August 2023
2.00 pm
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

Agenda

Part I (Public Meeting)

1. Apologies

To receive apologies for absence submitted by Cabinet Members.

2. Declarations of Interest

Cabinet Members will be asked to make any declarations of interest in respect of items on this agenda.

3. Minutes (Pages 1 - 12)

To sign and confirm as a correct record the minutes of the meeting held on 10 July 2023.

4. Questions from the Public

To receive questions from the public in accordance with the Constitution.

Questions, of no longer than 50 words, can be submitted to the Democratic Support Unit, Plymouth City Council, Ballard House, Plymouth, PL1 3BJ, or email to democraticsupport@plymouth.gov.uk. Any questions must be received at least five clear working days before the date of the meeting.

5. Chair's Urgent Business

To receive reports on business which, in the opinion of the Chair, should be brought forward for urgent consideration.

6. Leader's Announcements: (Verbal)

7. Cabinet Member Updates: (Verbal)

8. First 100 Days: (To Follow)

9. Cost of Living update on plan: (Verbal Report)

10. Director of Public Health Annual Report: (Pages 13 - 32)

11. Finance Monitoring Report: (Pages 33 - 42)

12. City Centre Regeneration Leadership: (Pages 43 - 56)

13. **Modern Slavery Annual Update:** (Pages 57 - 74)
14. **Bereavement Service Project update:** (Verbal Report)

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Cabinet

Monday 10 July 2023

PRESENT:

Councillor Evans OBE, in the Chair.

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

Apologies for absence: Councillors Haydon, Laing and Lowry.

Also in attendance: Emma Crowther (Interim Head of Commissioning), Joanne Green (Strategic Commissioning Manager), Tracey Lee (Chief Executive), Hannah Shaw (Commissioning Officer), Jamie Sheldon (Senior Governance Advisor) and Gary Walbridge (Head of ASC and Retained Functions).

The meeting started at 2.00 pm and finished at 3.08 pm.

Note: The full discussion can be viewed on the webcast of the City Council meeting at www.plymouth.gov.uk. At a future meeting, the Council will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

15. **Declarations of Interest**

No declarations of interest were made.

16. **Minutes**

The Cabinet agreed the minutes of the meeting held on 12 June 2023 as a correct record.

17. **Questions from the Public**

There were three questions from members of the public:

The following question was received from Mr Richard Paltridge and answered by The Leader:

Question: When I was in business, I would catch the Plymouth flight to Heathrow on a monthly basis and I believe PCC underestimates the importance of business to our Ocean City. I would like to know if the council have any intention of progressing the opening of Plymouth Airport?

Answer: It was a huge disappointment when Sutton Harbour Group closed the Airport in 2011 - No one in the city wanted to see it close least of all me. As Leader of the labour administration, we did everything we could to support the creation of a new airline, Air South West, when Brymon Airways and BA left the Plymouth with no air connectivity. Had we not done so the airport would have closed at that point.

	<p>In 2011 when the Conservative administration accepted the closure notice from Sutton Harbour, I for one would have done more to keep the airport open, but we were in opposition at that time.</p> <p>Since the Airport closed Sutton Harbour Group, who have a lease of the site, announced their intentions to develop the site for housing – something we have strongly resisted. The Council owns the freehold of the site but currently has limited control over the site because of Sutton Harbour's lease.</p> <p>The current situation has been going on long enough and I have instructed officers to do everything possible to see if we can acquire that lease, which would give the Council control over what happens to the site. These negotiations are ongoing. If we are able to acquire the lease this would allow the Council to re-gain control of the site so that we can make our own decisions about its future. It should be the Council making these decisions on such an important site for the benefit of the public not private property developers.</p> <p>I hope that we will be able to provide further updates on these discussions soon.</p>
<p>The following question was received from Mr Tim Forth and answered by The Leader:</p>	
<p>Question: As part of the lease agreement with SHG, the airport was to be maintained at a functional level, although it clearly has not, what is the estimated cost to undo SHG's neglect of Plymouth City Airport?</p>	<p>Answer: The Airport lease places various obligations on SHG to maintain the infrastructure of the site as well as setting out how the Airport land is to be dealt with when the airport is not viable. I can take the opportunity now to reassure you that the Council will seeking to assert its full rights under the lease.</p> <p>We have recently commissioned a consultant to undertake an inspection</p>

	<p>of the site and they have advised us of the condition of the various buildings within the airport demise. However, the costs of improving the buildings and reinstating the equipment necessary to support aviation would vary significantly depending on the type of aviation proposed, i.e. general aviation or commercial flights.</p> <p>What is clear to this administration is that issue has gone on too long since Sutton Harbour closed the airport under the Conservative administration in 2011.</p> <p>It is the Council that should be determining the strategic future of this site and I have therefore instructed council officers to do everything in our powers to acquire the lease and get control of the airport.</p> <p>It is only then that the future of the site can be properly considered.</p>
<p>The following question was received from Hon. Alderman George Wheeler and answered by Councillor Mark Coker (Cabinet Member for Strategic Planning and Transport):</p>	
<p>Question: Thank you for your reply to my question at the last Council meeting. Your reply said that construction of the transport improvements at St Budeaux is scheduled to commence from September 2023. Can you tell me when the work is scheduled to finish, with the shelters re-installed please?</p>	<p>Answer: Unfortunately, we are currently unable to provide the information that you have requested as we have not yet been able to finalise the programme's completion. In order to finalise the programme we require detailed estimates and final design from the utility companies. These have not yet been received. Once the dates are finalised, installation of the replacement bus shelters will be programmed to tie in with the works. Thank you.</p>

18. **Chair's Urgent Business**

There were no items of Chair's urgent business.

19. **Leader's Announcements**

The Leader gave the following announcements:

- a) With regards to the Armada Way redevelopment The Leader formally confirmed that they were committed to establishing an independent review into the Armada Way decision and he had asked officers to prepare a draft terms of reference for such a review for Cabinet to consider and:
- i. The review would be truly independent, and would have an independent and senior chair;
 - ii. It would look in detail at the decision making process that took place, both in terms of legality and governance;
 - iii. It would examine how well the Council engaged with stakeholders throughout the process and the extent to which feedback was incorporated into the plans;
 - iv. It would examine the impact of the project on the local environment;
 - v. It would set out the financial implications of what had happened, including the costs directly to the Council;
 - vi. It would commence before the end of the year and it would be presented to Council on its completion;
- b) The Leader added that there would be lessons for everyone to learn, and he wanted to ensure they were learnt; the new Corporate Plan was very clear about the administrations values – and this review would demonstrate their commitment to delivering against them;
- c) Encouraged the public to view The Leader’s Forward Plan of Key Decisions to see what announcements and major scale investments were upcoming;
- d) Two business cases would be put forward:
- i. The first for a £6.5 million investment in a further phases of the Oceansgate development which would deliver 1,772 square metres of high quality, let space for manufacturing and synthetic testing and would create 49 jobs;
 - ii. The second was for a £9.1 million investment in industrial units at Langage Business Park which would deliver 5,615 square metres of flexible, high quality, sustainable workspace, and split across four different units at Beaumont Way and would create 18 jobs;
- e) The administration was committed to bringing Plymouth forward as a net-zero port and to ensure the city benefitted from large green investment from projects such as the Celtic Array and The Leader had approved tender documents to find a specialist consultant to work on developing Plymouth’s first ports strategy which would be funded by the Shared Prosperity Fund and would look at all 4 ports;

- f) The Box – Summer of Colour and Light had launched;
 - i. It had received 20,000 visitors within the first two weeks;
 - ii. Retail had taken nearly £5,000 in opening week with a book on Reynolds being the best seller;
 - iii. There had been a city-wide marketing campaign and it had featured on BBC Spotlight, BBC Sounds and BBC Radio Devon in opening week;
 - iv. It was one of the Guardian’s ‘must-see’ exhibitions and one of Time Out’s 12 best exhibitions of the summer, as well as being one of The Arts Funds top 10 exhibitions in July 2023;
- g) The first international food market, ‘The Bazaar’ had been held at The Box in partnerships with Diversity Business Incubator and the event would be held on the last Saturday of each month;
- h) Armed Forces Day had been a success after a week of events and gave the people of Plymouth the chance to show their support for the armed forces, with over 50,000 people in attendance;
 - i. The Leader congratulated Widey Court Primary School for retaining their title in the Junior Field Gun tournament;
 - ii. The Leader thanked the key sponsors for making the event possible – Babcock, AECOM and the Royal British Legion;
- i) Brittany Ferries would be celebrating their 50th Anniversary in 2023 and would be sponsoring the British Firework Championships to celebrate, an event that brought over 100,000 visitors to the city to watch the displays from the companies competing for the title.

20. **Cabinet Member Updates**

Councillor Mark Coker (Cabinet Member for Strategic Planning and Transport) provided the following updates:

- a) 1,213 Velocity repairs had been made in its first month with South West Highways (SWH) achieving a further 563 Highways Defect Repairs as well which totalled 1,776 repairs over 2 months and based on these figures, it could be expected that 17,934 Highways Defect Repairs could be achieved 2023/24, although it was weather dependent;
- b) He had attended an LCRIN (Local Council Innovation Road Network) meeting in Lincoln where velocity was shown via video and there had been a lot of interest from others at the meeting.

Councillor Sue Dann (Cabinet Member for Sport, Leisure and HR & OD) provided the following updates:

- c) Following the administration's pledge to develop a Cost of Living Action Plan within its first 100 days, there would be a city-wide event on 25 July 2023 to ask a wide range of representatives across Plymouth to identify actions that could make a real difference as it was important for the action plan to be as robust as possible;
 - i. If anyone else felt that they could contribute and wanted to be invited they were encouraged to contact Councillor Sue Dann via email;
 - ii. 167,000 people had accessed the Citizen's Advice Bureau (CAB) website for cost of living support with 5220 people from Plymouth asking for support and 64% of those requests linked to cost of living issues;
- d) A full-sized replica of a 17th Century Spanish galleon would visit Plymouth in August, moored with Cattewater, and would be open to the people of Plymouth and visitors to the city, to step onboard and experience the 'living museum';
- e) Tennis Courts at Devonport Park, Hartley Park and Tothill Park had been refurbished with new Lawn Tennis Association (LTA) approved surfaces as well as new nets and posts and would run in similar way to the Central Park and West Hoe courts with a Clubspark online booking system and the Council would be working with the LTA to deliver a range of activities across the sites, including weekly organised free park tennis sessions for all ages, playing levels and experience, where equipment would be provided.

Councillor Chris Penberthy (Cabinet Member for Housing, Co-operative Development and Communities):

- f) Since 2021, Plymouth City Council had been part of the National Changing Futures Future programme and had received £2.1 million to support work for 3 years and was due to finish in March 2023 but would continue to March 2025 thanks to further funding and the programme included;
 - i. Support for women involved in on-street prostitution, or other abusive situations through the Trevi Spark project to help them take steps to a safer and better life;
 - ii. Support for men who had perpetrated domestic abuse and young people displaying harmful behaviours through Ahimsa's behaviour change programme to prevent future harm;
 - iii. Support for women who were rebuilding their lives after substance misuse, homelessness and contact with the criminal justice system by connecting them with new laptops and mobile phones as they start their journeys back into the world of work through the Gifted Women programme;
 - iv. Support for young people making the transition from children's services to adult services;

- v. Support people leaving prison by connecting them with people with similar experiences and supporting them to reduce the risk of them re-offending and being returned to prison;
- g) He had worked with Young Devon to bring forward provision of supported accommodation for vulnerable young homeless people with a home for 4 people going 'online' over the course of the summer;
- h) The Council would be renewing its registered provider status and increasing the amount of housing it owned;
- i) Plan for Homes funding would be awarded to Plymouth Community Homes to develop the former North Prospect Library site;
- j) £2,813,781 would be added to the capital programmes for the provision of Disabled Facilities Grants to help people to enjoy a better quality of life and stay in their own homes for longer;
- k) The work to support co-operative development would be reinvigorated and a new strategy would be launched on the next International Co-operatives Day;
- l) The focus on investment from the Inclusive Economy Fund would be on the green/blue co-operative economy and the Council wanted to be innovative in its approach with more details to be announced with a potential investment of £150,000.

Councillor Sally Cresswell (Cabinet Member for Education, Skills and Apprenticeships) provided the following updates:

- m) She had visited several education settings since taking on the portfolio and looked forward to visiting more in the Autumn term;
- n) Mission Mammoth STEAMFest 2023 took place in the week commencing 26 June 2023 in partnership between Building Plymouth and The Box and Arts at University Plymouth, which involved 514 Year 5 and 6 children in creative experiences designed to raise aspirations, opportunities and attainment, with the involvement of 81 construction professionals who volunteered their time;
- o) The school attendance campaign was due to be launched in the new September term and the Plymouth Attendance Strategy had been refined.

Councillor Tom Briars-Delve (Cabinet Member for Environment and Climate Change) provided the following updates:

- p) Feedback from the public and councillors had been listened to and there were 3 priorities in relation to grass cutting; safety at busy junctions, cutting grass in play parks to give families pleasant areas for recreation and public engagement on biodiversity benefits of wildflower meadows;

- i. Additional flail decks had been purchased for ride on mowers and flail decks for pedestrian mowers which were better suited for cutting long grass;
 - ii. The Council had recently established a separate cemeteries grass cutting team and the feasibility of a similar approach to play parks was being explored;
 - iii. A business case would be developed for the next grass cutting season;
 - iv. The next higher risk highways verge cut was scheduled to commence that day and would take approximately two weeks;
- q) Plymouth had been allocated £7.1 million in grant funding to improve thermal efficiency of social housing in partnership with LiveWest and Plymouth Community Homes and an executive decision would be taken later that week and retrofitting was key in the route to net-zero, including supporting homes with the cost of living crisis who could save £300 a year.

Councillor Mary Aspinnall (Cabinet Member for Health and Adult Social Care) provided the following update:

- r) The first Dental Task Force meeting had taken place as a proactive step to working better together to improve local services for local people;
 - i. NHS Devon committed to working with the main providers of NHS dental care in Plymouth to look at the possibility of local underspends in other areas of NHS dental provision could be re-prioritised;
 - ii. NHS Devon agreed to work with Peninsula Dental School's new high street practice in the city centre as well as Livewell South West agreeing to work with the dental school to increase capacity across their organisations;
 - iii. Plymouth City Council would work with the NHS to find other opportunities in the city to locate a service for the funding for the five dental chairs initially meant for the health hub at Colin Campbell Court that had been planned.

21. **Administration Priorities Update**

The Leader introduced the report and highlighted the following points;

- a) The report demonstrated which Cabinet Member was responsible for which priorities, their lead officers, background information and accelerated actions;
- b) A number of the priorities' progress had been mentioned in the Cabinet Member updates;
- c) The Leader and Chief Executive had attended a meeting in the previous week to discuss Celtic Array opportunities and the administration would work with South Yard businesses;

- d) Work would be undertaken with the city Business Park on green jobs and capitalising on green technologies;
- e) The administration was committed to working with the police on tackling crime and anti-social behaviour and The Leader and Chief Executive had met with Will Kerr OBE KPM, the Chief Constable for Devon and Cornwall Police and agreed to meet on a regular basis;
- f) A performance framework to measure the progress against these priorities would go to scrutiny later in the year.

The Cabinet agreed to:

- 1. Note the actions completed and planned accelerated actions;
- 2. Ensure that arrangements were put in place to ensure that progress towards delivery of the administrations priorities were monitored and reported.

22. **Commissioning of Resettlement Support Service (formally Refugee Integration and Support Service)**

Councillor Chris Penberthy (Cabinet Member for Housing, Co-operative Development and Communities) introduced the report and highlighted;

- a) Plymouth had been designated a dispersal City for Asylum Seekers under the 1999 Immigration and Asylum Act and had a proud history of accepting and settling refugees from before the act and since;
- b) The services offered by PCC helped those arriving in Plymouth to navigate their way through the cultural and organisational systems, enabling them to resettle, connect and become part of the city in a positive way;
- c) Many refugees experienced traumatic experiences in their home countries and in their journeys to their new country of residence as well as during the process of gaining status and it was important to improve legal support, access to education and employment opportunities, and improve housing conditions;
- d) The report recommended the approval for the recommissioning of the previous Refugee Integration Service to support the smooth resettlement and integration of people with refugee status into the community;
- e) The voluntary and community sector organisations across the city provided integral support;
- f) There were approximately 350 asylum seekers living in Home Office commissioned dispersal accommodation at any given time in Plymouth and that was increasing.

Emma Crowther (Interim Head of Commissioning) added;

- g) The service was jointly funded by Community Connections, Strategic Commissioning and NHS Devon Integrated Care Board and would take an asset-based approach to provide help and support with access to housing, improved English language skills, increased self-sufficiency via employment and community integration;
- h) The work would also contribute towards community cohesion within Plymouth and support other organisations to become more culturally aware;
- i) The service would learn from what had and hadn't worked in the past and reflect the current migration patterns and the latest legislative requirements.

The Cabinet agreed to:

- 1. Approve the business case, including the proposed procurement process for the resettlement support service to ensure continuity of provision of an integration and resettlement service;
- 2. Delegate to the Strategic Director for People the authority to award contract(s) where they would not already have the authority to do so;
- 3. Ensure providers evidence co-production and co-delivery at the heart of the service, with local providers, and those with lived experience, having a clear voice woven through both delivery and management of the service.

23. **Options for the future delivery of extra care housing and social inclusion**

Councillor Mary Aspinall (Cabinet Member for Health and Adult Social Care) introduced the report and highlighted:

- a) Extra care housing and social inclusion was vital to support residents of Plymouth to be able to live independently for longer without the need to move into more expensive and inappropriate social and nursing care;
- b) The aim was to ensure that residents were able to continue participating in social activities that supported mental health and wellbeing;
- c) Without sufficient provision in place, there was a risk that the needs would be unmet and lead to an increase in demands on housing support and care services;
- d) Through the commissioning approach, services would work co-operatively with partners such as LiveWell and those in the voluntary sector to serve the best interests of the community as detailed on Page 60 of the report.

Emma Crowther (Interim Head of Commissioning), Hannah Shaw (Commissioning Officer) and Joanne Green (Strategic Commissioning Manager) added:

- e) The proposal was to procure new contracts for both extra care provision and social inclusion within all of the seven existing extra care schemes and this would include a core care service for all tenants, self-directed support for individual care needs, and

social inclusion for all tenants;

- f) The team intended on holding market engagement sessions to support and encourage collaborative and co-operative bidding from providers;
- g) The demand for housing with care provision was going to increase over the next 10 to 12 years and was reflected through the population data which predicted an increase in the older population of 27% from 2020-2035 and so the business case allowed for the potential to build on and increase the extra care housing stock in the city through the proposed contract term which would mean the council could flex the contract to meet growing demand;
- h) Feedback showed that social inclusion was a critical part of the service, helping residents moving into schemes and making them feel settled and welcome;
- i) The existing service needed to be provided whilst the commissioning work so it was recommended that the current provider continued for another eight months.

Councillor Chris Penberthy (Cabinet Member for Housing, Co-operative Development and Communities) added:

- j) He would be working with Councillor Mary Aspinall through the Plan for Homes, which would ensure that there was enough supported housing in the pipeline to meet future demand.

In response to questions, it was reported:

- k) That the aim was to encourage companies and organisations that would normally be in competition to work collaboratively;
- l) Contracts would go live at the beginning of April 2024.

The Cabinet agreed to:

1. Approve the Business Case;
2. Approve the direct award of a new contract to the current Extra Care provider, Gemcare Southwest T/A Cera Care, for a period of 8 months to 31st March 2024 in order to bridge the gap in provision of services whilst a procurement exercise is undertaken (with a contract value for 8 months of circa £2.3m);
3. Approve the decision to commence a procurement process for the commencement of new contracts in April 2024 for extra care housing service for older people (care element) and social inclusion (total potential contract value for full contract term and potential additional ECH stock to address future demand – circa £50m);
4. Delegate authority to the Strategic Director for People to make the contract award decision, and other relevant decisions in relation to this contract where authority to do so is not already delegated to officers.

Cabinet



Date of meeting:	14 August 2023
Title of Report:	Director of Public Health Annual Report
Lead Member:	Councillor Mary Aspinall (Cabinet Member for Health and Adult Social Care)
Lead Strategic Director:	Ruth Harrell (Director of Public Health)
Author:	Ruth Harrell
Contact Email:	Ruth.harrell@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

It is a requirement that the Director of Public Health sets out a report annually, covering a topic or topics of their choosing.

This year, my Annual Report sets out updates around Thrive Plymouth, our ten year programme to tackle health inequalities. It considers a range of outcomes that we look at around health and wellbeing of the population, from how long people live, to how healthy their lives are.

It also contains a range of appendices, available online (rather than in the pack, due to length) which enable people to look at some of the services that are commissioned from the Public Health budget. Unfortunately, the report also notes the potential impact that the Cost of Living Crisis may have on health and wellbeing across Plymouth.

Recommendations and Reasons

It is recommended that Cabinet;

1. Note the contents of the report, and in particular, the concerning impact of the cost of living crisis on health and wellbeing
2. Require the DPH to return to Cabinet in the Spring with a proposal for the future of Thrive Plymouth

Alternative options considered and rejected

It is a requirement for the DPH to publish an annual report.

Relevance to the Corporate Plan and/or the Plymouth Plan

The DPH annual report summarises some of the work that has been carried out in the city under the Plymouth Plan, and reports on some of the success but also the challenges that may impact achievement of some of the Plymouth Plan aims around health and wellbeing.

Implications for the Medium Term Financial Plan and Resource Implications:

None

Financial Risks

None

Carbon Footprint (Environmental) Implications:

One of the areas for the action plan to address will be increased awareness of home energy efficiency measures which will improve the carbon footprint of the housing stock in the city

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

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	DPH Annual Report							

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	DJN 23.24. 69	Leg	LS/00 00131 2/1/A C/3/8/ 23	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Ruth Harrell (Director of Public Health)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 24/07/2023											

Cabinet Member approval: *Approved verbally Cllr Aspinall (Cabinet Member for Health and Adult Social Care)*

Date approved: 05/08/2023

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DPH ANNUAL REPORT

2022



I INTRODUCTION

For my annual report summarising 2022, I will cover three areas. The first is a discussion around Thrive Plymouth, reflecting back on the origins of the programme, and looking ahead to what the future holds. Were it not for the hold put on the programme due to Covid19, we would be reaching the start of the 10th year of our ten year programme; and so it is timely to review.

In the second Chapter, I have included some information on what is measured around the health of the population, and what that is telling us. The short story here is a mixed and complex picture, where the national and global situation needs to be taken into account since it impacts on the health and wellbeing of people in Plymouth. The third chapter reports on some of the indicators linked to Thrive Plymouth and of course to life expectancy (LE).

There are some very significant positives, with life expectancy in Plymouth, for men and women, the longest compared to our statistically similar areas (though shorter than for England on average). We also have the smallest gap in life expectancy between the most deprived and the wealthiest groups across all of these statistical neighbours and compared to England; this combination of high average life expectancy and a small gap is exactly what we would hope to see when health inequalities are successfully being reduced.

But this is against a backdrop of difficult times. First, there was a slowing down of the growth in life expectancy nationally, for around a decade, linked to austerity. See my DPH report for 2019 for more details around that. This was of course followed by a global pandemic; there have been 223,185 deaths with Covid19 on the death certificate in the UK to date (coronavirus.data.gov.uk). With the pandemic came multiple challenges, with mental health and wellbeing impacted as well as the economy, and now we have been plunged into a cost of living crisis with high inflationary costs of food and fuel. Wage rises have been behind and so every month the gap between household income and outgoings increases. Even when we see inflation reducing, it is unlikely that we will see costs fall as quickly – if at all – and so we will still see many households struggling.

In this context, it is clear that the challenge to continue to reduce inequality and to improve other factors such as the length of life lived in good health, should not be underestimated.

Finally, I have included, on our website, a number of updates around key public health topics, including those where the public health grant supports the commissioning of services. These include a range of varied services, from health visitors who do such a lot to help to set babies and their families on the right course for health and wellbeing, to treatment services, supporting those who already have challenges to their health which they are working to overcome.

Public health is not about a Director, or a team, or even the people working in those wider commissioned services. It is about everyone all pulling together to try to nudge things in the right direction, each of us knowing that our individual contribution is small, but together we can make a difference. We have seen this working in Plymouth, and I would like to thank all of those who have been working together across the city. Please keep going and when you remember the struggle, think of the voices of those who you have helped.

2 THRIVE PLYMOUTH

Thrive Plymouth was launched in November 2014. Its aim was to tackle the early development of chronic diseases and the shorter life expectancy of some groups across the population. It was evident that certain factors such as obesity, unhealthy diets, alcohol, a lack of physical activity and tobacco use was associated with the chronic diseases and so Thrive Plymouth was launched to tackle these; and most importantly the situations and circumstances that tend to lead to more harm linked to these behaviours in certain groups of the population.

Thrive Plymouth is a social movement, which has varying definitions along the lines of;

“a loosely organized but sustained campaign in support of a social goal, typically either the implementation or the prevention of a change in society’s structure or values. Although social movements differ in size, they are all essentially collective. That is, they result from the more or less spontaneous coming together of people whose relationships are not defined by rules and procedures but who merely share a common outlook on society”

Our many partners do not work with us because of contracts or legal requirements or money changing hands; they do so because the goal of supporting people – all people – to have healthier, happier and longer lives is one that we share.

Throughout Thrive Plymouth, we have built up a wide supportive network of collaborators who have joined the movement and have remained with us. We have previously described Thrive Plymouth as setting the destination and the route for a long voyage. We are all on the voyage together, but just in the way that you might expect a submarine to have differences to a sailing boat in how the journey is undertaken, we each use our own unique skills and experiences to guide our own journey. Our annual campaigns serve to add more partners to the journey, joining all the rest to widen the spread and the influence.

Thrive Plymouth is not a public campaign. Public campaigns have a tendency to widen - or at least continue - existing inequalities. Those who are most likely to hear, understand and take action on campaigns around their health are those who are already likely to be aware of the steps they can take to support their own health and acting on them. One of the points of Thrive Plymouth is recognising that we need to be there for those people who need us, which means working together as partners so that someone who is in contact with a person who might benefit from an intervention can signpost them to it.

2.1 The annual campaigns of Thrive Plymouth

Thrive Plymouth has gathered partners and collaborators through a series of Annual Campaigns. The annual campaigns of Thrive Plymouth included;

- 2014 Year 1 Healthy Workplaces
- 2015 Year 2 Healthy Schools
- 2016 Year 3 One You Plymouth – Health Improvement
- 2017 Year 4 Wellbeing
- 2018 Year 5 Connect through food

- 2019 Year 6 Arts, heritage, culture and hospitality
- Pause due to Covid19
- 2022 Listen and Reconnect

Late in 2019, we launched Year 6 of Thrive Plymouth to coincide with the Mayflower 400 commemorations, only to be diverted by Covid19 shortly into 2020. We had to put on hold any work around our annual campaign, and, to continue our nautical theme, we had to get on a warship, forging ahead under close command and control. Though we still had a similar destination – supporting health, tackling health inequalities, and in particular recognising that infectious diseases usually have an unequal distribution across the population – our roles in a world-wide emergency were very different.

As well as the health improvement interventions, the spirit of Thrive Plymouth certainly lived on; our many partners excelled themselves, whether gearing up to treat covid patients or sorting out community schemes to get food, medicines and some sort of companionship to those people who desperately needed it; and contributing in many other ways as well.

In 2022, we relaunched Thrive Plymouth with a year focussed on listening and reconnecting. There were a number of reasons for this, not least of which was that we had all developed so much as a system through the pandemic, and we wanted to understand what we had learnt about ourselves, each other, and the population groups that we serve, to be able to navigate a way forward. We also wanted to widen and embed the principles around asking people what they need, really listening to what they say, and then acting upon it. We have delivered training widely around Appreciative Inquiry and motivational interviewing, promoted tools to help with mental health and wellbeing such as Every Mind Matters, and worked to widen awareness of Compassionate Friends.

2.2 The Future of Thrive Plymouth

Looking back over the original papers that set out Thrive Plymouth in the first instance, there is much that has remained the same – our strong focus on the four factors that lead to premature deaths, namely smoking, eating unhealthy diets, drinking too much alcohol and not being physically active, and the recognition that all of us can benefit from making small changes, wherever our starting point.

Thrive Plymouth always recognised the impact of the wider determinants of health; where you live, the relationships that you have with others, your work and your income, and the wider societal issues around you. But our understanding of these wider determinants has strengthened.

Some of the key areas where Thrive Plymouth has evolved includes;

- We have consciously moved away from the language of behaviours and lifestyles unless recognising the context.
- This means a move away from the word ‘choice’; language is important, and use of the word ‘choice’ is really only appropriate when comparing like with like. Some people have almost unlimited choice; some have barely any. Some people are forced to make choices to prioritise their children going to bed without hunger over long term health goals.
- Mental health and wellbeing has become a central pillar of Thrive Plymouth

- Understanding and appreciating the role that mental health and wellbeing plays on our resilience to the challenges that life throws at us, and ability to lead healthier lives.
- Trauma informed – as a city, we have recognised the impact of trauma; the way in which experiences in our past, especially our childhood, can change the way in which our brain chemistry works.
- Using appreciative enquiry to understand more about what is important to people
- Developed the community support – each year of Thrive Plymouth has grown partners, wellbeing hubs, community empowerment, covid response

In widening out to the context we have also involved more of our directorate and our partners

In October 2023, we will enter the tenth year of Thrive Plymouth. We are working on a more in depth review of the outcomes from Thrive Plymouth; clearly, there are multiple factors which influence our lifestyle and our health, which cannot be cancelled out by a programme such as this and so it is not as simple as comparing these factors before Thrive Plymouth and now. The impact of national policies on health and life expectancy, a global pandemic and an economic downturn have all played a very significant role. However, there are a number of factors that we can surmise about Thrive Plymouth;

- Many organisations across the city have come together around this clear ambition, producing a diverse and strong partnership. There is a shared ownership of the problem, and a willingness for diverse organisations to work together and to give of their time freely towards this aim
- Our partners are all aware of the importance of tackling inequalities, of some of the barriers and difficulties faced by some of our communities, and also of many of the interventions that can and do help
- Programmes such as our Wellbeing Hubs, Social Prescribing, Community Builders and Volunteering have been developed using Thrive Plymouth to focus our attention on the factors that influence health
- Plymouth has a coherence to the work being carried out to achieve its ambition, through Thrive Plymouth. This sense of a coherent programme has supported us in seeking funding from various sources
- The funding for Thrive Plymouth is negligible, at around £5k per year. No one is employed specifically to run Thrive Plymouth, we see it as a part of all of the roles within the Public Health team.

I will therefore be recommending formally in the near future that Thrive Plymouth is continued for the foreseeable future.

3 LIFE EXPECTANCY AND HEALTHY LIFE EXPECTANCY

3.1 Life expectancy

Life expectancy is an estimate of how long someone might live; it can be calculated from any age e.g. LE at birth. We use LE at birth throughout this document.

It is worth noting that someone who has already survived past childhood will have a longer LE than given at birth. For example, if someone had a life expectancy at birth of 88 years but has lived to 88, then their life expectancy is now 93 years.

This is based on the age that people in the area die, and is calculated using death certification data; three years worth of data is used to help us to see trends.

3.1.1 Summary

Nationally, Life expectancy (LE) had been increasing, with a relatively steady gradient over the last 50 years. This gradient reduced over the last decade meaning that LE on average was increasing, but increasing slowly. Further analysis shows that LE was still increasing quickly for wealthier groups but was actually dropping for more deprived groups, for females in particular. This was reported on in the Plymouth DPH Annual Report 2019 '[Building wellbeing and resilience in a time of austerity](#)' The Covid-19 pandemic caused a sudden reduction in LE; with a larger drop for men than for women. Again, this was larger in more deprived groups than in wealthier ones.

In Plymouth;

Smaller numbers make the trends more difficult to prove but we believe we had seen similar patterns in LE general trends pre-pandemic.

Our lower death rates due to Covid19 during the pandemic mean that for the pandemic year 2020, Plymouth's LE was very similar to England average. LE in Plymouth for both males and females compares very well to statistically similar neighbours. The inequality gap by deprivation was lower in Plymouth for female than for England, and the same for males.

3.1.2 What causes differences in life expectancy?

Life expectancy is a calculation of the average age that a baby born into the area might be expected to live to. Much information is contained within this, and it does not take account of the distribution of the death, purely the average. Therefore the life expectancy data which has to be interpreted along with other sources of information. It is worth considering historical data to put this into context.

Historically, there has been a persistent story of improvement since detailed records began. Childhood vaccinations and antibiotics made a huge positive difference, as did improvements in living and working conditions. As healthcare improved, and became accessible to all, we have continued to see improvements.

Though the main trend has been to improve, there have been variations to this. Some events had an immediate and marked effect; the two World Wars, and particularly virulent strains of influenza. Others have a more gradual impact, which can be much harder to spot, such as the rise of smoking where the impact can be seen from years to decades after the behaviour starts. It can be difficult to understand how much of a contribution each element makes, and of course different things can interact at the same time.

Since records began, women have tended to live longer than men. The extent of the gap has varied, as have the underlying patterns; in the 19th century, the gap was relatively small as infectious diseases (often but not always in childhood) killed many and so dominated the statistics. The gap

began to widen, peaking at over 6 years in 1971 as poor working conditions and smoking reduced men's LE, but improved maternity care and lower rates of TB increased women's LE.

England and Wales, 1841–2000

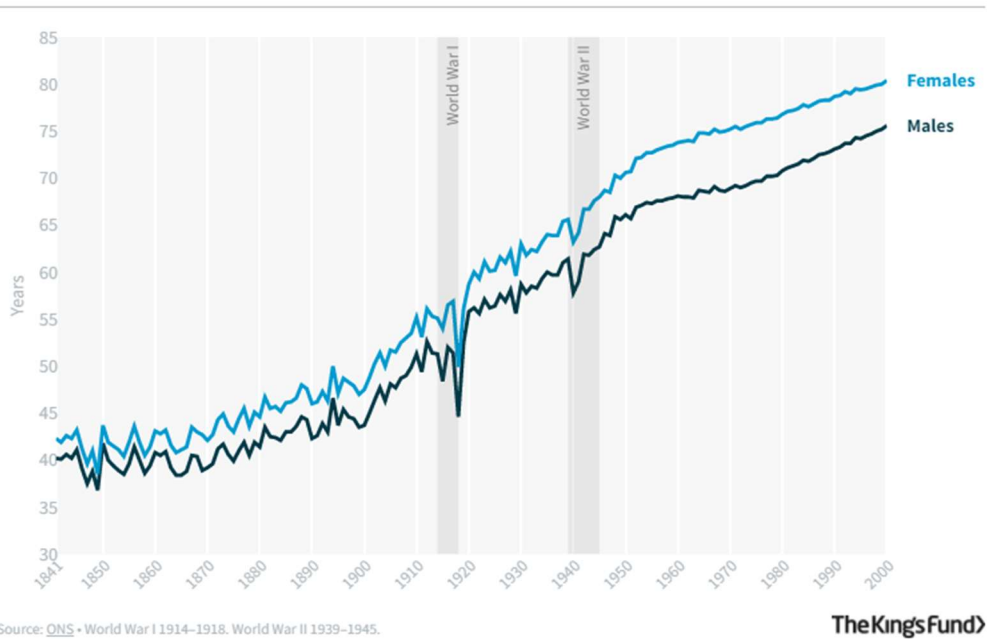


Figure 1LE at birth, England and Wales, Kings Fund [Error! Bookmark not defined.]

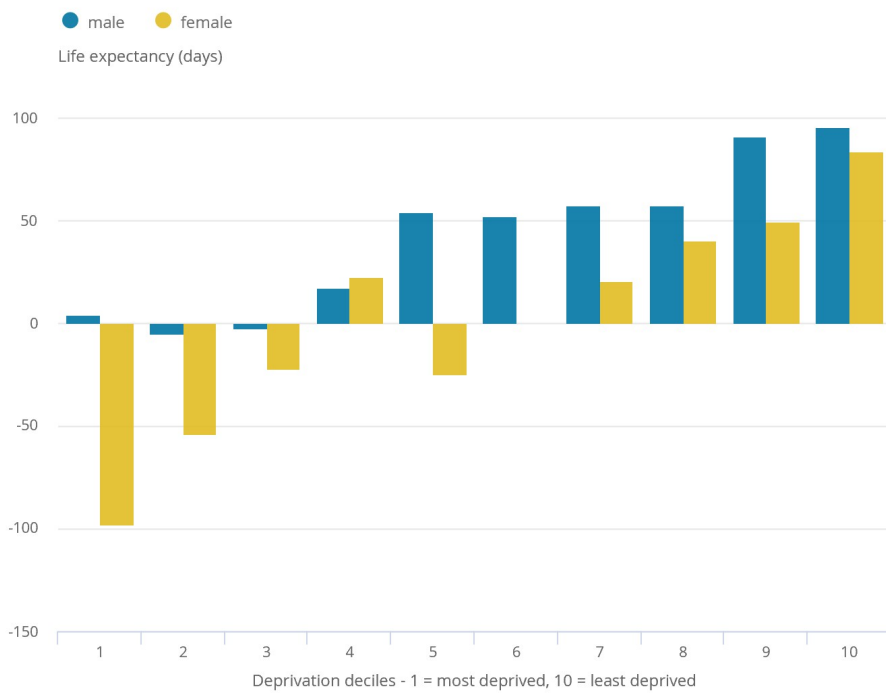
3.1.3 National trends pre-Covid-19

In my Annual Report 2019, I highlighted that there had been a slow-down in the increasing trend of life expectancy. This was highlighted by the Office of National Statistics

1. Life expectancy at birth in the UK did not improve in 2015 to 2017 and remained at 79.2 years for males and 82.9 years for females.
2. ONS, September 2018
3. In England, the growth in the female inequality came from a statistically significant reduction in LE at birth of almost 100 days among females living in the most deprived areas between 2012 to 2014 and 2015 to 2017, together with an increase of 84 days in the least deprived areas.
4. ONS, March 2019

The slowdown had been seen across the UK, at similar rates but with some slight differences in details of trends. The UK was not alone in seeing this slowdown of improvements; many other developed countries saw this too. However, the UK was second only to the US in terms of severity of the slowdown.

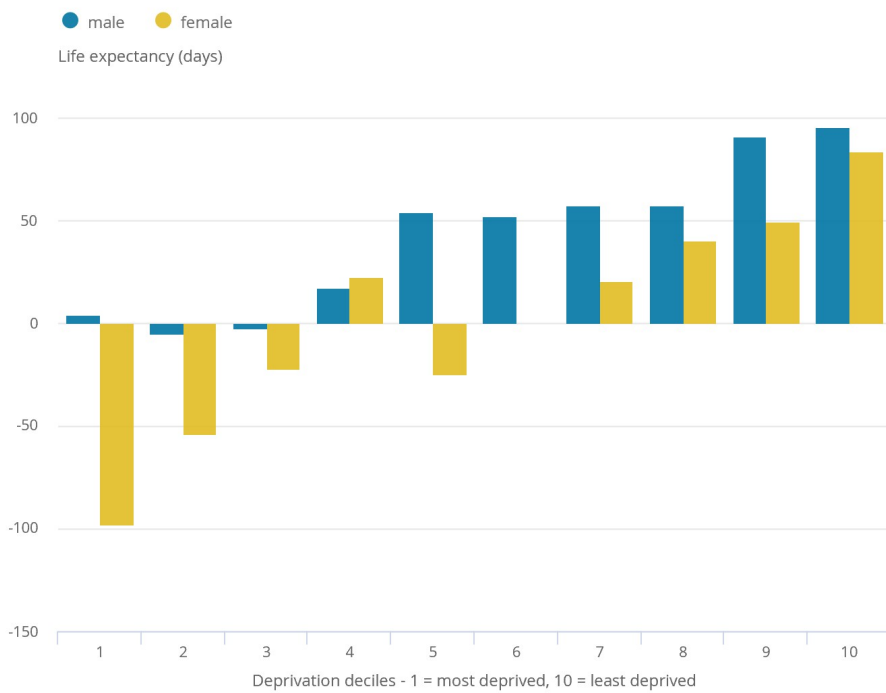
This was especially important as there was a very clear change with deprivation (see



Source: Office for National Statistics

Figure 2), which showed that LE had continued to grow for the less deprived groups (male and female) but had reduced for women in the more deprived groups.

Since then, further data has been released still covering the pre-covid-19 times, which uses data from 2017-2019. That showed a slight improvement in LE; positive news, although still well below the trajectory which might have been expected had the slow down not occurred.



Source: Office for National Statistics

Figure 2 Change in LE in days between 2012 to 2014 and 2015 to 2017, by national deprivation decile, England and Wales, 2015 to 2017, ONS published March 2019 Health state life expectancies by national deprivation deciles, England and Wales: 2015 to 2017, ONS, published March 2019

3.1.4 National trends through Covid-19

Clearly, an event as significant as a global pandemic such as Covid-19 might be expected to change life expectancy. This can clearly be seen, for example the Kings Fund report that:

By 2019, life expectancy at birth in England had increased to 79.9 years for males and 83.6 years for females. However, the Covid-19 pandemic caused life expectancy in 2020 to fall to 78.6 years for males and to 82.6 years for females, the level of a decade ago.

As can be seen on the graph, the data for 2021 is a little better, but still a very significant drop from pre-pandemic levels. Data for 2022 is not yet available.

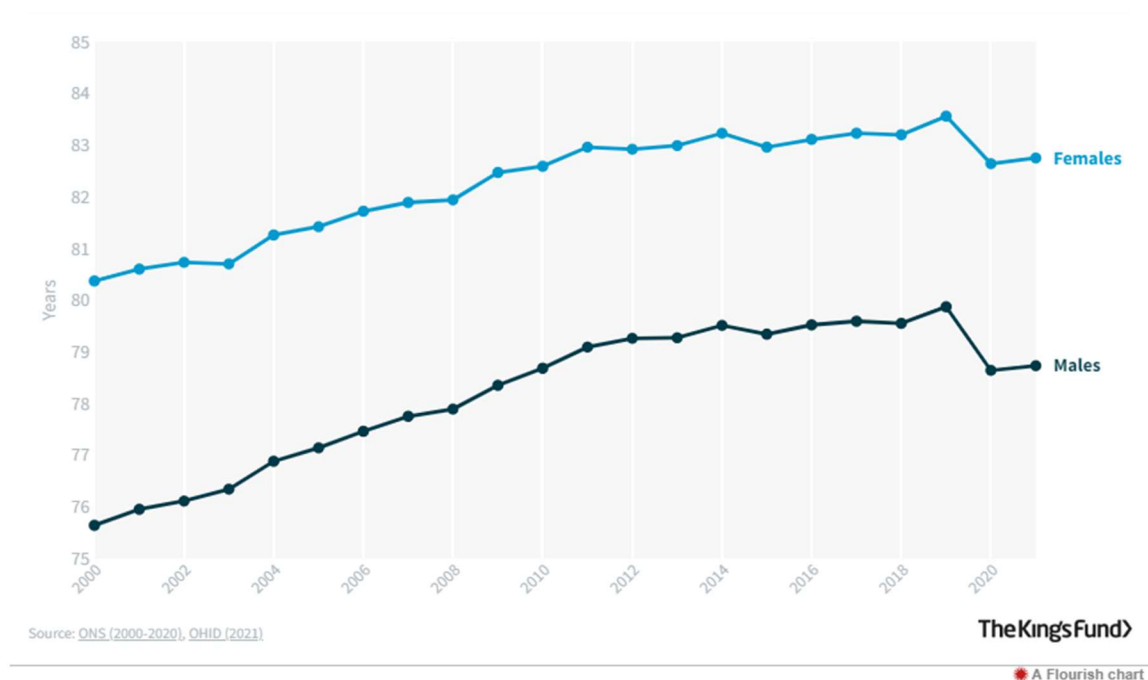


Figure 3 LE at birth for single years, including 2020 and 2021 ([What is happening to Life expectancy?](#) Updated Aug 2022, Kings Fund)

3.1.5 Forward Look

Life expectancy is calculated when all of the relevant data sources have been received, checked, analysed and then added to the calculation, and so is not available quickly or for part-years. However we can consider excess deaths – simply considering whether there have been more deaths in a given time period than we might expect from history.

Unfortunately England does have a continuing trend of having more deaths than might be expected when considering the 5 years pre-pandemic.

The graph below compares the data for every week since the start of the pandemic, with the average from the same week in the years 2015, 16, 17, 18 and 19 i.e. a five year average; this is referred to as the 'expected' number of deaths. The bottom curve shows the total numbers of deaths across England, with those known to be caused by Covid-19 highlighted in yellow. The

dotted line shows the expected deaths. In the top graph, each bar shows the mortality rate for that week minus that 'expected'; pale green (above the line) are excess deaths and the darker bars below the line are those under the average. Peaks can very clearly be seen that respond to the peaks of covid-19 caused by subsequent variants, but also it is notable that the deaths have been higher than expected since April 2022.

If we consider the time period since 'Living with Covid' which marked the end of the mitigations, due to the very widespread take-up of the vaccination, then we are still seeing excess deaths at the rate of 8% overall. Although the number of deaths is highest in older people, if we consider the ratios of those expected to those that we have seen, then from March 2022 til April 2023, there were;

- Overall excess of 8% more deaths than expected
- At 8% for young people (0-24 year olds)
- At 9% for 25 – 49 year olds
- highest for 50-64 year olds, at 13%
- Lowest in 75-84 year olds at 6%
- At 8% for those 85 and above

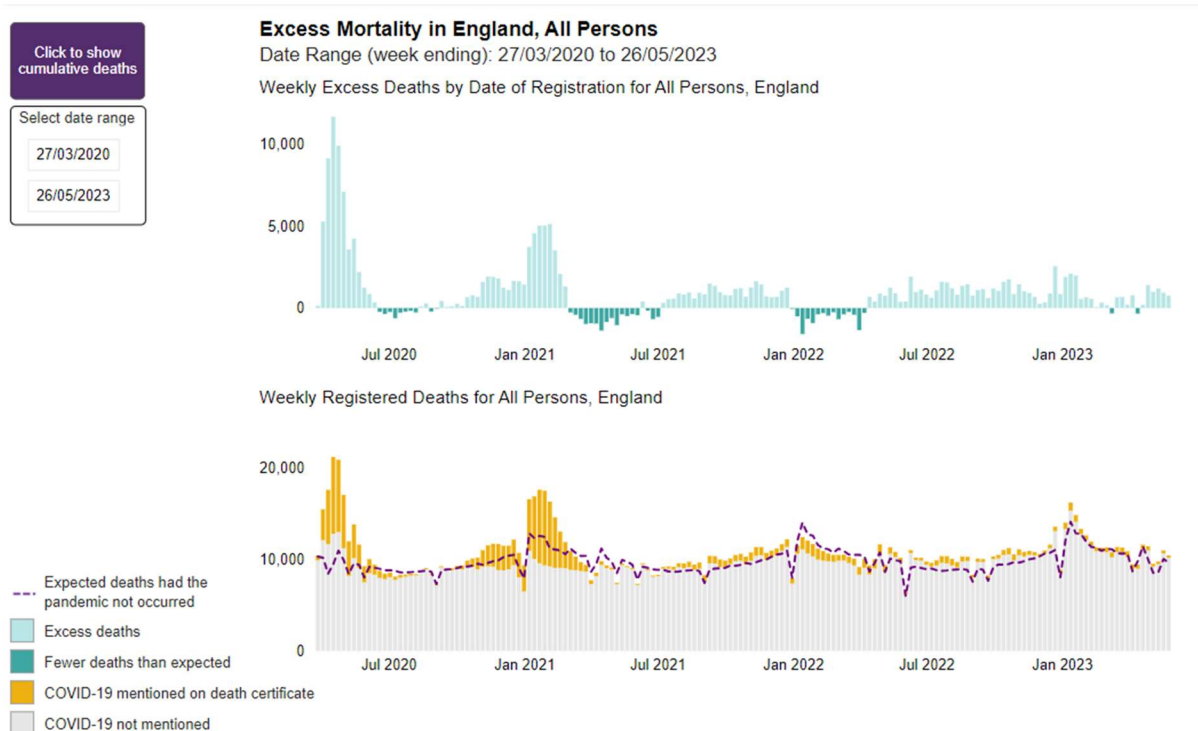


Figure 4 Excess mortality in England for all persons from the start of the pandemic, compared to the average mortality by week for the previous 5 years – our best estimate of what the mortality would usually be. Source; Excess Mortality Reports [Public health profiles - OHID \(phe.org.uk\)](https://publichealthprofiles.org.uk)

The reasons behind these excess deaths is being looked into but is probably related to a number of issues; this includes Covid 19, both short term (i.e. on the death certificate) and longer term

impacts, such as cardiovascular issues for which the evidence base seems to be increasing. There have also been issues with access to care both within the pandemic and now with the NHS under increasing pressure. Further analysis is required before this can be fully understood.

3.1.6 Local trends in life expectancy

Comparative data at Local Authority level is provided by UK Health Security Agency as part of the Public Health Outcomes Framework (PHOF).

Calculations of LE for these smaller areas is less accurate and a single figure can be a little misleading. The three-year average is generally considered to be more accurate as it includes more data points, and when we look at this for Plymouth, both male and female LE are below that for England, with a gap of 0.6 years on average.

However, when we compare with other places that have similar populations¹, Plymouth compares favourably, having a longer LE for both men and women than these similar places. This is very positive – though it should be noted that there is some uncertainty in the estimate and the differences are small.

Life expectancy at birth	Plymouth Value	England Value	Gap	Rank compared to similar areas
<i>Using three- year rolling average for 2018-2020</i>				
Females	82.5	83.1	0.6	1 (i.e. longest)
Males	78.8	79.4	0.6	1 (joint longest LE)

Table 1 Showing data taken from the UK HSA PHOF. The rank uses 15 comparator areas identified by Chartered Institute of Public Finance and Accountancy (CIPFA) and a high rank means that LE in Plymouth is high

When we look at the trend over time, unfortunately we see that LE in England dropped in 2018-2020 due to the impact of the pandemic in the 2020 data. Plymouth was impacted slightly less, and had fewer deaths than many other areas. This meant that the gap between Plymouth and England as a whole reduced. Although of course the reduction in the gap is a positive outcome, this has been achieved through the LE for England worsening which is not the way in which we would have wanted to see this come about.

It should be noted though that there is significant variation from year to year and these figures are estimates.

¹ The rank uses 15 comparator areas identified by Chartered Institute of Public Finance and Accountancy (CIPFA) and includes places such as Sheffield, Bolton and Wigan

3.1.7 Inequality in LE

Inequality in Life Expectancy is a measure of the gap in LE between the most deprived 10% of the population and the least deprived 10%. It is calculated using three year averages.

This shows that for both men and for women, the inequality in LE is lower in Plymouth than it is for England as a whole.

- For females, the gap is 7.9 years for England and 5.2 for Plymouth
- For males, the gap is 9.7 years for England, and is 8.7 years for Plymouth

For both men and women, inequality is smaller in Plymouth compared to England.

3.2 **Healthy Life Expectancy**

Healthy life expectancy (HLE) is a measure of how long a person would expect to live in good health based on contemporary mortality rates and prevalence of self reported good health. This is calculated from responses to a question on general health in the Annual Population Survey (APS) conducted by the Office for National Statistics (ONS).

This has only been calculated since 2011 and so is a relatively new data set, with limited trend data.

3.2.1 National Trends

HLE for England has shown little change since 2009-11 when the data was first calculated.

- HLE for males at birth in 2009-11 was 63.0 years. It reached a peak of 63.4 between 2012 and 2018, and has slightly reduced since them to 63.1 years for 2018-20.
- HLE for females at birth in 2009-11 was 64.0 years. It has fluctuated a little and was 63.9 in 2018-20.

3.2.2 Local trends

HLE for Plymouth population is;

- 59.3 years for women (significantly lower than England). There has been a reduction over time, though this is not statistically significant, and there is no evidence of a worsening trend.
- 64.3 years for men (similar to England). There have been changes over time but these are small; previously (up until 2015-17) Plymouth was significantly below England but we have seen relative improvement and it is now similar.

When we consider Plymouth's HLE compared to similar areas using the CIPFA comparator areas, we see that;

- For females, despite having the highest ranking LE, the HLE is one of the worst compared to similar areas (12/16)

- For males, as well as having the highest LE of the comparators, Plymouth also has the highest HLE

This means that a female in Plymouth tends to report worse health than a similar woman (age, deprivation etc), but does not die any earlier.

3.2.3 **Why is female HLE lower in Plymouth than we would expect?**

Looking at the range of information available, there are some statistics around health and wellbeing that appear to support this HLE and some which do not, and no clear cause for this difference. For example;

- Plymouth does have a low disability-free LE for women – below the England average,
- Social isolation is highlighted as an issue for adults in Plymouth – often (but not always) women
- In terms of self reported wellbeing, Plymouth does not have low rates for satisfaction, happiness, or high rates for anxiety.
- Under 75 mortality rate considered preventable – Plymouth has higher rates than England, but is one of the lowest rates compared to similar areas.
- Health improvement
 - Adult obesity is slightly worse than England but mid table compared to similar areas
 - Adult smoking is much worse than England and high compared to similar areas
 - Physical inactivity is similar to England and mid table compared to similar areas
 - Admissions due to alcohol are similar to England and low compared to similar areas

Looking wider, there is emerging evidence that starts to point us towards considering issues such as childcare provision and the availability of employment in Plymouth.

Although there may be some pointers, there is no conclusive reason as to why Plymouth female HLE is low. HLE has not been used for long enough to have evidence from places who have managed to improve HLE; there is no concrete evidence to differentiate between the risk factors for LE and for HLE. And yet, there are large variations. This is an area for further work and research.

4 **THRIVE PLYMOUTH INDICATORS**

The following gives a brief over view of the indicators relevant for Thrive Plymouth. For a wider set of data and analysis, please see the [Plymouth Report 2023](#)

4.1 **Smoking**

Our smoking rate has shown a continuing downward trend. In 2021, our rates were showing as statistically similar to England, though still higher at 15.5%, compared to 13% for England. These figures are based on a sample and there is a wide range so although the estimate is 15.5%, it may lie between 11.4% and 19.5%.

There is considerable scope for these levels to drop further. We have recently been recognised nationally for some of the positive work that we have been doing around the use of vapes as a smoking cessation tool.

4.2 Healthy diets

Plymouth's figures for the number of adults who eat five portions of fruit and vegetables a day show that around 36% of us are managing this. This exceeds the England average of 32.5%.

4.3 Overweight and Obesity

Our figures for childhood overweight and obesity are higher than England, at 24.4% for those in Reception compared to 22.3% for England. This shows a slight drop over the last three years. Childhood obesity is very closely linked to deprivation, and if we compare Plymouth to other similar areas we sit around the middle of the table.

However, the very positive finding is that in Year 6 we have a smaller proportion than one might expect – at 35.1%, we sit below England (37%) and below all but one of our statistical neighbours. Even though this is positive, there is still an increasing trend over time.

Figures for estimates of adults overweight and obesity are 68.5% for Plymouth, slightly higher than England at 63.8%, and around the middle of the table compared to similar areas.

4.4 Physical activity

Physically active children and young people – we were doing extremely well around this indicator, very easily exceeding England levels, but in 21/22 have had a drop back to levels similar to England as a whole. There is no obvious reason for this and we hope to see it increase again.

Our numbers of physically active adults (i.e. reaching or exceeding the amounts recommended for good health) are almost the same as England, at 66.3%. Numbers of adults that are inactive is slightly above the England average at 23.6% (England 22.3%) – this is classed as similar as they are broad estimates.

4.5 Alcohol

We do not have figures for estimates of alcohol consumed. Instead, we look at the impacts of alcohol harm in terms of hospital admissions which are for conditions directly related to alcohol. Plymouth's figures sit a little below England for this, at 446 per 100,000; some of the lowest figures across our statistically similar neighbours.

4.6 Mental Health and Wellbeing

The prevalence of depression in adults who are seeing the GP for the condition is 15.4% of the registered population in Plymouth, compared to 12.7% for England as a whole (2021/22). This is comparable to our statistical neighbours. There has been an increasing trend for Plymouth and for England since these measurements were first recorded in 2012/13.

Emergency admissions for self-harm are higher than the England average, using figures for 2021/22 which is the most recent data; though this lower than the South West average.

Mental wellbeing measures tend to be self-reported through a variety of surveys such as the Annual Population Survey. The Plymouth scores for 21/22 in self-reported wellbeing measures (such as happiness, anxiety, satisfaction with life) are similar to those for England, however, only a small sample of data is collected from within Plymouth, and as a result it is difficult to conclude whether there are differences compared to England.

4.7 Summary

Overall then we have a mixed picture. For physical activity, alcohol harm and healthy diet (as measured by fruit and vegetable consumption), we are doing fairly well as a city. But there is plenty of room to improve around smoking, and healthy weight, and we are also concerned about mental health and wellbeing.

Also, we are very aware that the context has been changing since many of these metrics were measured, with increasing pressure on household budgets. Economic downturns and the impact on people's income tends to have a negative impact on health and wellbeing.

5 UPDATES ON KEY PUBLIC HEALTH TOPICS

Further information on the following Public Health topics is covered in the following sections. Rather than extend the length of the report, these are available on the website here;

<https://www.plymouth.gov.uk/director-public-health-annual-report-2022>

1. Sexual Health
2. Health Improvement
3. Public Health Nursing
4. Substance misuse
5. Physical activity
6. CYP Healthy Weight



Councillor Mary Aspinall
Cabinet Member for Health and Adult Social Care

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Cabinet



Date of meeting:	14 August 2023
Title of Report:	Finance Monitoring Report June 2023
Lead Member:	Councillor Mark Lowry (Cabinet Member for Finance)
Lead Strategic Director:	David Northey, (Interim Service Director for Finance)
Author:	Stephen Coker, Lead Accountancy Manager (CEO & CCS) Wendy Eldgridge, Lead Accountancy Manager (Capital and Treasury Management)
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 and capital monitoring position of the Council forecast to the end of the financial year 2023/24 at Period 3.

Recommendations and Reasons

That the Cabinet:

1. Notes the forecast revenue monitoring position at Period 3 as set out in this report in the sum of £7.500m.
Reason: controlling the outturn within budget is essential to maintain financial control.
2. Notes the Capital Budget 2023-2028 is revised to £556.722m as shown in Table I and agree to recommend these amendments to Full Council for approval.
Reason: Cabinet to recommend these amendments to Full Council for approval in line with the Constitution.

Alternative options considered and rejected

There are no alternative options – our Financial Regulations require us to produce regular monitoring of our finance resources.

Relevance to the Corporate Plan and/or the Plymouth Plan

The 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 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 concerning period 3 reporting are discussed in the body of the report and relate to the attainment of a balanced budget position in financial year 2023/24.

Carbon Footprint (Environmental) Implications:

There are 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

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</i>						
		1	2	3	4	5	6	7

Background papers:

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	HS0408 23	Leg	LS/000 01312/ AC/2/4 /8/23	Mon Off		HR		Assets		Strat roc	
Originating Senior Leadership Team member: David Northey (Interim Service Director for Finance)											
Please confirm the Strategic Director(s) has agreed the report? Yes CMT											
Date agreed: 02/08/2023											

Cabinet Member approval: Cabinet Member for Finance, after discussion with Cabinet colleagues

Date approved: 03/08/2023

SECTION A: EXECUTIVE SUMMARY

Table 1: End of year revenue forecast

	Budget £m	Forecast £m	Variance £m
Total General Fund Budget	218.440	225.940	7.500

1. This report highlights a revised monitoring position at Month 3 (June 2023) of £7.500m over budget. A breakdown of this is set out in Table 2.
2. Considerable work will be required to reduce spend and increase income. The one off use of reserves has not been considered at this stage.
3. The planned in-year savings targets amount to £23.435m. A review of the delivery of these savings has taken place and an update of this is included below. Officers will continue to pursue these savings to ensure full delivery by the end of the financial year.

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	5.997	6.105	0.108	over
Customer and Corporate Services	49.646	51.205	1.559	over
Children's Directorate	61.883	64.695	2.812	over
People Directorate	95.387	99.108	3.721	over
Public Health	2.628	2.628	0.000	nil variance
Place Directorate	27.086	27.086	0.000	nil variance
Corporate Account & Council wide items	(24.187)	(24.887)	(0.700)	under
Total	218.440	225.940	7.500	over

Executive Office

Executive Office	Variance £m
Pressures	
3 x By Elections	0.080
Other	0.028
	0.108

Executive Office pressure is due to 3 by-elections which were not budgeted and the decision for planned subscriptions savings being reversed. Work is underway to find management savings to offset this pressure.

Customer and Corporate Services Directorate (CCS)

Customer and Corporate Services	Variance £m
Pressures	
Legacy savings from 2022/23	1.559
	1.559

The Directorate is forecasting an overall pressure of £1.559m. This is due to legacy savings budgets brought forward from 2022/23 relating to ICT, Business Support and Directorate savings. The Directorate will continue to seek ways to offset the pressure.

Children's Directorate

Children's	Variance £m
Pressures	
Home to School Transport	0.852
High cost childrens placements and pending SGO judicial review	1.960
	2.812

Within Children's social care, June has seen an emerging pressure of £1.960m. This reflects four new high cost placements (£1.342m) and a pending Special Guardianship Order (SGO) Judicial review (£0.618m). We are working with our Improvement Partner on outcomes for children plus a Children's Service Transition Board, chaired by the Chief Executive meet regularly to review the finances of the department.

To date home to school transport additional costs reflect the impact of additional routes and increased number of children requiring transport. This is a statutory function. The department has undertaken a peer review and will consider the findings once the report is received.

People Directorate

People	Variance £m
Pressures	
Strategic Commissioning Care Packages	1.298
Community Connections	2.423
	3.721

People Directorate is forecasting a net overspend at month 3 of £3.721m. ASC care packages shows a pressure of £3.499m, this is offset by an increased forecast for client income of an extra (£0.301m) plus grant funding offset (£1.900m) which brings a net pressure of £1.298m.

Community Connections are reporting a pressure of £2.423m relating to BAU pressures within emergency accommodation for homelessness. This is a national issue, with rising demand and falling supply. For Plymouth, a full review is underway to fully understand the drivers of the financial pressures and to look at short, medium and longterm remediations.

Office of the Director of Public Health (ODPH)

ODPH	Variance £m
	0.000
	0.000

No variance is reported for ODPH. The net budget now includes Registration Service (previously CCS) and Leisure Management (previously People).

Place Directorate

Place	Variance £m
Pressures	
Offset by Savings	
	0.000

The quarter 1 Place DMT position is a net nil variation to revenue budget.

In summary, £0.902m of savings delivery plans are considered at risk, alongside £0.441m of other BAU pressures.

The BAU pressures include items such as annual legacy savings and increased costs in areas such as grass cutting. The savings risks are attributed to areas such as reduced savings through route optimisation, as well as a lack of clarity on funding support linked to the Environment Act. Management actions are in place and being pursued which will monitor all spend profiles, to seek additional and new income, to minimise spend and to re-negotiate commercial contracts to seek higher income.

Corporate Items & Council wide

Corporate Items	Variance £m
Pressures	0.000
Offset by Savings	
Budget savings identified corporately	(0.700)
	(0.700)

A

A saving of £0.700m is being reported for this first quarter report.

Any uncertainties such as pay award are being monitored closely and potential mitigations are being identified to manage them within budget. In month 3 savings have been identified and reported.

Savings Budgets

The budget includes £23.435m of savings to be delivered in 2023/24. The current position is that full delivery is still being forecast but some have not been fully achieved by month 3. The full year forecast is still to fully achieve all savings. The table below sets out the position at month 3.

Table 3 Savings Status

Savings Proposals 2023/24	Achievability Forecast £m				
	£m	Q1	Q2	Q3	Q4
Customer & Corporate services	(3.898)	(3.026)	0.000	0.000	0.000
Chief Executives Office	(0.601)	(0.416)	0.000	0.000	0.000
Childrens	(4.575)	(0.250)	(0.758)	(1.995)	(1.572)
People	(5.780)	(5.280)	0.000	0.000	0.000
ODPH	(0.542)	(0.542)	0.000	0.000	0.000
Place	(7.289)	(6.387)	0.000	0.000	0.000
Corporate Items	(0.750)	(0.750)	0.000	0.000	0.000
Grand Total Savings 23-24	(23.435)	(16.651)	(0.758)	(1.995)	(1.572)

Further analysis continues to mitigate any shortfalls with alternative savings, and will be reported in full detail in the Quarter 2 (September) Report.

Section C - Capital Finance Report Quarter I 2023/24

The approved capital budget (representing forecast resources) includes the Capital Programme made up of approved projects and future funding assumptions.

These assumptions are estimates of capital funding the Council is likely to receive in the future or has received, and is awaiting business case approval to add to the capital programme.

The forecast for five-year capital budget 2023-2028 is £338.052m as at 30 June 2023. Movement from the previous 2022 – 2027 programme reported to cabinet on 12 June 2023 as part of 2022/23 capital outturn as at 31 March 2023 is detailed in Table 1 with main change being the actual years within the 5 year scope.

Table 2 provides a further breakdown of new projects added to capital programme.

Capital Programme movement

Table 1 The Capital budget consists of the following elements:

Description	£m
Capital Programme as at 31 March 2023 for 5 year period 2022 - 2027	407.502
Change of years within 5 year scope – remove 2022/23	(86.653)
Addition of 2027/28 to 5 year scope	10.454
Slippage to 2028/29 now outside 5 year scope	(0.092)
New Approvals – April to June 2023 breakdown see table 2	7.461
Variations – April to June 2023	(0.620)
Capital Programme as at 30 June 2023	338.052
Future Funding Assumptions	218.670
Total Revised Capital Budget for Approval (2023/24 -2027/28)	556.722

Table 2 Breakdown of new approvals

Governance	New Approvals Q1	5 Year Programme Approvals
		£
S151	Theatre Royal Car Park - Solar Scheme	199,000.00
S151	Eastern Corridor Strategic Cycle Network (Colesdown Hill)	34,108.00
Subtotal Strategic Planning & Infrastructure		233,108.00
S151	Derriford Community Park - Phase 1 Biodiversity Improvements	107,844.59
S151	Central Park Improvements	60,000.00
S151	Ply & S.Devon Community Forest	25,000.00
S151	Street Furniture Replacements	150.00
Exec Decision	TCF T2 Signal Optimisation / ITS (citywide) and Traffic Control Centre	738,815.00
Exec Decision	Various annual Highway projects	3,719,000.00
S151	Tennis Improvements - Devonport Hartley and Tothill Park	680.00
Subtotal Street Services		4,651,489.59
S151	Mount Edgcumbe Mower	9,000.00
Exec Decision	Derriford District Centre	1,036,196.00
Subtotal Economic Development		1,045,196.00
Exec Decision	Local Authority Housing Fund	1,531,181.00
Subtotal People		1,531,181.00
Total Capital Approvals		7,460,974.59

A breakdown of the current approved capital budget by directorate and by funding is shown below in Table 3.

Table 3 Capital Programme by Directorate

Directorate	2023/24	2024/25	2025/26	2026/27	2027/28	Total
	£m	£m	£m	£m	£m	£m
Children's Services	3.426	0.130	0.130	-	-	3.687
People	9.576	5.837	0.241	-	-	15.654
Place - Economic Development	49.449	38.666	18.428	7.126	10.397	124.067
Place - Strategic Planning & Infrastructure	72.935	47.317	0.981	-	0.608	121.841
Place - Street Services	35.595	9.523	1.609	0.023	0.023	46.773
Customer & Corporate Services	6.753	4.101	0.582	-	-	11.436
Office for Director of Public Health	11.923	2.671	-	-	-	14.594
Total	189.657	108.246	21.972	7.149	11.028	338.052
Finance by:	2023/24	2024/25	2025/26	2026/27	2027/28	Total
	£m	£m	£m	£m	£m	£m
Capital Receipts	7.524	1.125	0.811	0.026	0.608	10.094
Grant Funding	74.741	24.158	1.136	0.023	0.023	100.080
Corporate Funded borrowing	51.672	36.902	5.667	0.243	0.043	94.528
Service dept. supported borrowing	50.382	39.855	14.165	6.856	10.336	121.594
Developer contributions	4.599	6.073	0.150	-	0.018	10.840
Other Contributions	0.739	0.133	0.043	-	-	0.916
Total	189.657	108.246	21.972	7.149	11.028	338.052

Capital Programme 2023/24 monitoring

A review of the annual profiled spend of projects has resulted in spend original forecast for 2023/24 being restated into future years.

Month 2 - May 2023 identified £26.799m reprofiling which included:

- Chelson Meadow Solar Farm (£6.574m)
- Woolwell to the George (£9.774m)
- Armada Way (£4.217m)
- St Budeaux to Dockyard TCF (£2.491m)

Month 3 – June 2023 identified a further £22.933m, this included:

- Property Regeneration Fund projects (£15.694m)
- IT projects (£2.376m) including laptop replacement
- Pounds House (£1.702m)

With projects funded by borrowing this is mitigating some of the interest rate risk within the capital programme.

Changes to grant funded projects involves ongoing discussions and approval with grant funders.

Table 4 below includes a breakdown by directorate of actual cash spend as at June 2023 shown as a value and percentage against latest forecast, overall 6.63%. This low figure reflects outstanding accruals processed in 2022/23 accounts which are yet to be matched off with actual invoice payments.

Comparable percentage for 2022 was 5.3%.

Profiling of the capital programme will continue to review robustness of forecasts to spend as project officers assess the inflationary impact to schemes and challenges to meet grant funding conditions.

Table 4 2023/24 Programme including actual spend and % spent compared to latest forecast

Directorate	Latest Forecast 2023/24	Actual Spend as at 30 June 2023	Spend as a % of Latest Forecast
	£m	£m	%
Children's Services	3.426	0.022	0.64%
People	9.576	0.609	6.36%
Place – Economic Development	49.449	1.953	6.79%
Place – Strategic Planning & Infrastructure	72.935	4.394	3.95%
Place – Street Services	35.595	4.059	6.02%
Customer & Corporate Services	6.753	0.458	11.40%
Office for Director of Public Health	11.923	1.088	9.12%
Total	189.657	12.582	6.63%

Finance Officers will continue to challenge spending profiles in preparation for budget setting. With further work planned to incorporate an assessment of inflationary impact to overall capital programme and project officer review planned project delivery across 2023 to 2028.

Capital project and funding risk

Originally, the £51.264m TCF2, grant awarded by the DfT, to facilitate more sustainable transport links in the city, was due to be fully spend by 31st March 2023. Following Change Control and an Independent Assurance Reviews, £6.075m has now slipped into 2024/25 and a further £1.656m has slipped beyond into 2024/25. The delivery of the Western Corridor, City Centre, Woolwell to the George and the Mobility Hubs programmes have all been re-profiled.

A detailed monitoring project forecast has been issued to Service Directors highlighting projects with grant risk, specifically within Children's services £15m grant funding has been awarded by Department for Education with an element at risk of clawback unless specific devolved funds received up to 2020/21 is spent.

Freeport seed capital funding which is currently shown as future funding assumptions with business cases to be approved before added to capital programme have a spend deadline of 31 March 2024 before any further drawdown of funding is approved. Reviews of Plymouth element of programme are ongoing including consideration on interest rate risk.

Individual projects within the National Marine Park programme are being brought forward for approval onto the capital programme where funding is secured, further data submissions to National Lottery Heritage fund is ongoing and the underwriting of final funding is subject to final outcome of bid awarded.

Funding through use of Right to Buy capital receipts are being reviewed by officers to balance both covering asbestos liability on properties transferred to Plymouth Community Homes and availability to release monies for Housing Delivery projects.

Additional risks are arising through the interest rate environment with PWLB short term rates now approaching 6% and Other Local Authority (OLA) borrowing at circa 5.8% for 1 year. Both Arlingclose, the Councils Treasury Management advisors and financial brokers used to secure short-term borrowing with OLA are predicting further increases with the Bank of England base rate.

Challenges with the cost of borrowing to repay existing borrowing maturing during 2023/24 and further management action is needed based on the current forecast of £102.054m being required through corporate and service borrowing for 2023/24.

Cabinet



Date of meeting:	14 August 2023
Title of Report:	City Centre Regeneration Leadership
Lead Member:	Councillor Mark Lowry (Cabinet Member for Finance)
Lead Strategic Director:	Anthony Payne (Strategic Director for Place)
Author:	Anthony Payne
Contact Email:	anthony.payne@plymouth.gov.uk
Your Reference:	AP 14082023
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The city centre remains the major strategic priority for Plymouth in terms of Regeneration and Growth. There has been significant investment, diversification and activity to support regeneration of the city centre over the last ten years. However there are still significant challenges to address in order to unlock the city centre's full potential. This report proposes to recast existing governance structures such as the current Plymouth Strategic Regeneration (and Levelling Up) Board and refocus existing city centre groups to deliver against the priorities for the regeneration and growth of the city centre.

Recommendations and Reasons

That Cabinet:

1. Note the report and agree to the establishment of the structures set out in section 3 of the report.
Reason: The establishment of the proposed Boards will support the future growth and regeneration of the city centre.
2. To delegate authority to agree the terms of reference of the proposed Boards to the Cabinet member with responsibility for the city centre and the Strategic Director for Place.
Reason: To provide clarity on the purpose, scope and membership of each Board and ensure that the appropriate governance arrangements are put in place.

Alternative options considered and rejected

1. Option 1 – Do nothing. This option has been considered and rejected. The refocusing of existing city centre regeneration groups working alongside key partners is now required to support the next stages of the city centre's regeneration and growth.

Relevance to the Corporate Plan and/or the Plymouth Plan

The proposals directly support the vision for the city as set out in the Plymouth Plan 'to be one of Europe's most vibrant waterfront cities where an outstanding quality of life is enjoyed by everyone' and will also support the delivery of the Council's priorities to 'Build more homes – for social rent and affordable ownership' and 'Green investment, jobs, skills and better education' as set out in the Corporate Plan 2023-26. The proposals also help to deliver the aspirations for Plymouth's City Centre and Waterfront area as set out in the Plymouth and South West Devon Joint Local Plan Strategic Objective 3 'Delivering growth in Plymouth's City Centre and Waterfront Growth Area: To realise the potential of the City Centre and Waterfront Growth Area as a regionally significant growth hub' and the City Centre Policy PLY6 'Improving Plymouth's city centre'.

Implications for the Medium Term Financial Plan and Resource Implications:

None arising directly from this report. Where there are new resource implications arising as a result of the establishment of the proposed structures, decisions will be made about the allocation of resources in line with the Council's decision making procedures.

Financial Risks

None arising directly from this report.

Carbon Footprint (Environmental) Implications:

Tackling climate change is one of the Council's top priorities having pledged to make Plymouth carbon neutral by 2030. All future business cases and projects arising as a result of plans to regenerate the city centre will consider Carbon emissions as part of their development.

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

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

None arising directly from this report. Any future decisions will be considered on a case by case basis in line with the Council's decision making procedures.

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	City Centre Regeneration Leadership Briefing							
B	Equalities Impact Assessment							

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	DJN. 23.24. 74	Leg	LS/00 0013 12/A C/4/8 /23	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Anthony Payne, Strategic Director for Place											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 04/08/2023											
Cabinet Member approval: Councillor Mark Lowry (Cabinet Member for Finance) approved by email.											
Date approved: 03/08/2023											

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CITY CENTRE REGENERATION LEADERSHIP



I. INTRODUCTION AND CONTEXT

- 1.1. The city centre remains the major strategic priority for Plymouth in terms of Regeneration and Growth. The proposals in this report will help to deliver the aspirations for Plymouth's City Centre and Waterfront area as set out in the Plymouth and South West Devon Joint Local Plan Strategic Objective 3 'Delivering growth in Plymouth's City Centre and Waterfront Growth Area: To realise the potential of the City Centre and Waterfront Growth Area as a regionally significant growth hub' and the City Centre Policy PLY6 'Improving Plymouth's city centre'.
- 1.2. On many measures the city centre is a significant challenge but also a major opportunity. Many of the challenges stem from its post war re-construction as primarily a retail-anchored centre with few other primary uses. These are exacerbated by the current challenges that are being faced, as evidenced by continuing increases in interest rates, cost of living and overall financial pressures. The proposals put forward here are designed to support city centre regeneration and demonstrate how working with partners, the city council can help address in regenerating challenging spaces such as our city centre.
- 1.3. The physical space it occupies is of a significant scale and provides more opportunity and challenge than the vast majority of cities of its size and indeed many larger metropolitan cities. The scale of the opportunity is immense. Plymouth's City Centre is of a similar acreage to Manchester, Liverpool and Southampton city centres. And if unlocked, could support a similar number of residents, businesses and GVA. That said, our city centre plays a significant role in supporting approximately 18,000 jobs and provides an estimated £700m GVA to the city's economy. Maximising that still further is a key priority.
- 1.4. City centres and in particular their retail offer have struggled to compete with the growth of on-line shopping and increased levels of remote and hybrid working. Having said that, the retail offer provided in the city centre both in terms of the high street offer anchored in the eastern side of the city and primarily by Drake Circus and the independent offer in the city's West End remain extremely important to ensuring the future success of the city centre.
- 1.5. The residential offer in the city centre is extremely limited. The density of residents is much lower than most regional cities of similar size. Today Plymouth City Centre has approximately 1,000 residential units. City centres of comparative spatial size have around 8,000 residences. The potential for 5,000 residential units in the immediate city centre and nearby locations provides the opportunity to address this.
- 1.6. It should not be forgotten, that over the past decade there has been significant investment, diversification and activity to support the city centre's regeneration. This has attempted to address the need for a greater diversification of uses across the city centre and neighbouring areas. Our city centre is a space for residents and visitors to enjoy and take advantage of. The civic pride engendered in the city centre influences the overall impression of the city as a whole. Some of the prominent investments and changes that have taken place have included:
 - The £50m cultural investment in the Box museum, gallery and archive
 - The delivery of the Barcode to bring in a significant leisure offer for the city centre
 - Investments on the campuses of the University of Plymouth and Arts University Plymouth
 - A proposed and on-going programme of public realm investments worth around £26m

- Re-purposing of the former BHS retail unit
- Development of the form Co-Operative / Derry's store to a 110-bed Premier Inn and 500-bed student accommodation block
- The 95-bed OYO hotel in the former Woolworth store
- Investment and diversification of the covered Plymouth market
- Acquisitions and site clearance for the re-development of Colin Campbell Court
- Phase I of the regeneration of the Railway station gateway, including a new Gateline, public realm improvements and the refurbishment of Intercity Place to provide new teaching facilities for allied health professionals.

1.7. The overall value of investment into Plymouth city centre over the past five years has been in the order of £300 million.

1.8. None of the above would have been delivered without partnership working between the city council, landlords, other public sector partners, the private sector, educational establishments, central government and a variety of funders.

2. WHAT NEXT

2.1. Despite all of the above, there is still significant challenge and opportunity that needs to be addressed and exploited. Following a recently completed Place Commission assessment by Homes England of the challenges that need to be addressed, there are two headlines which jump out. These are:

- 1) Project Viability – i.e. the difference in costs of delivering a project and the return on investment.
- 2) The limited levels of capital funding available to bridge viability gaps - the paucity of funding to address gaps and provide the capital required to acquire assets and to deliver projects.

2.2. The above also needs to be seen within the context of a changing approach from government and new strategic plans from key national regeneration agencies.

2.3. The government is proposing that funds associated with Levelling Up Regeneration will now be devolved directly to local government. Homes England have recently launched their Strategic Plan 2023-28 and now refer to themselves as “The Housing and Regeneration Agency”. A new approach of working with places of opportunity with potential new funding streams and devolution is being taken forward for Devon, Plymouth and Torbay (DPT) through the emerging DPT Devolution deal.

2.4. Given all of the above, it is proposed to recast existing structures that are in place to support and prioritise regeneration opportunities in the city centre. The current Plymouth Strategic Regeneration (and Levelling Up) Board has served its purpose in light of the funds being passed directly to local government. Existing city centre regeneration groups will therefore be refocused and we will pivot in a new direction working with key partners to support the next stages of city centre regeneration and growth.

3. PROPOSALS

3.1. The work to deliver against priorities for the regeneration and growth of the city will be taken forward through the creation of:

- a. A Strategic Investment and Regeneration Board (made up of senior council officials, chaired by the Chief Executive and senior government and agency officials) – meets quarterly.
 - b. A City Centre projects oversight and delivery board of key city partners tasked with the delivery of existing in-train city centre projects (Chaired by City Centre portfolio holder) – meets quarterly.
 - c. A City Centre (officers) working group/Programme board focused on addressing detailed regeneration project delivery working with delivery partners, reporting to the Operations Board – meets monthly (Chaired by the Service Director for Economic Development).
- 3.2. These structures should be seen as organic in their nature. They will evolve over time as opportunity and purpose for the city centre develops and are taken advantage of. The terms of reference will be developed to include funders and delivery partners as appropriate.
- 3.3. The **Strategic Investment and Regeneration Board** will provide an oversight of opportunities in the city centre and co-ordination of key government and relevant agency stakeholders providing an interface with those tasked with supporting the regeneration of cities.
- 3.4. The **City Centre Oversight and Delivery Board** will focus on the completion and delivery of major city centre regeneration projects (e.g. Railway station, Civic, Community Diagnostic Centre) and identify the pipeline of priority projects for recommendation to the Strategic Board for consideration and potential funding.
- 3.5. This will be created out of the existing city centre regeneration board and be sharpened up to concentrate on delivery of existing major city centre regeneration projects. It will task all city partners that have live regeneration projects to deliver projects, to identify areas of challenge and to define solutions for delivery. It will provide a programme management function for city centre regeneration and growth projects.
- 3.6. The **City Centre Programme Board** will focus on the daily delivery of live regeneration projects. It will include the city council, project deliverers and funders. The delivery board will be supported by an Operations structure which will focus on individual projects and report to the delivery board on their progress. Issues will be raised to the Operations Board as and when required.
- 3.7. A city centre team will be created, anchored within the economic development department working through a matrix team from across the Place directorate and with a range of external public and private sector partners.

4. CONCLUSION

- 4.1. This new structured approach will create the conditions to take forward the further development and regeneration of the city centre. It will hold all delivery partners to account, ensure that the existing projects are delivered and that funding opportunities are focused on the city centre's most important, strategic priorities, which are identified through the recent Place Commission worked that Homes England have completed.
- 4.2. The structures proposed will provide space for funders to be confident that their investment is being used for the greater good of the city, unblocking and delivering homes, jobs and wider regeneration benefits for the city centre and the wider Plymouth population.
- 4.3. Plymouth City Centre is a priority for the city council and the city as a whole. The putting in place of these new structures to support interventions will help deliver that priority.

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EQUALITY IMPACT ASSESSMENT – CITY CENTRE REGENERATION LEADERSHIP

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Laura Hill, Policy and Intelligence Advisor	Department and service:	Policy and Intelligence Team	Date of assessment:	02/08/23
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Anthony Payne, Strategic Director for Place	Signature:	Anthony Payne, Strategic Director for Place	Approval date:	03/08/23
Overview:	The city centre remains the major strategic priority for Plymouth in terms of regeneration and growth. There has been significant investment, diversification and activity to support regeneration of the city centre over the last ten years. However this paper notes that there are still significant challenges to address in order to unlock the city centre’s full potential. This report proposes refocusing existing city centre groups to deliver against the priorities for the regeneration and growth of the city centre.				
Decision required:	The paper recommends that Cabinet: <ul style="list-style-type: none"> • Note the report and agree to the establishment of the structures set out in section 3 of the report. • To delegate authority to agree the terms of reference of the proposed Boards to the Cabinet member with responsibility for the city centre and the Strategic Director for Place. 				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p>Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	<p>Yes</p>		<p>No</p>	<p>x</p>
<p>Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	<p>Yes</p>		<p>No</p>	<p>x</p>
<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>A full EIA is not required as there are no adverse impacts anticipated from this decision being taken.</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>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

	<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</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

	(extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.			
Disability	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)	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Gender reassignment	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).	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 per cent 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).	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Pregnancy and maternity	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.	No adverse impacts are anticipated.	Not applicable.	Not applicable.

<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>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</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>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</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>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts are anticipated.	Not applicable.	Not applicable.

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Pay equality for women, and staff with disabilities in our workforce.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	No adverse impacts are anticipated.	Not applicable.	Not applicable.

Cabinet



Date of meeting:	14 August 2023
Title of Report:	Modern Slavery Annual Update
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development, and Communities)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Laura Hill, Policy and Intelligence Advisor
Contact Email:	Laura.hill@plymouth.gov.uk
Your Reference:	MS14.0823
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

This report provides an update to Cabinet on the ongoing work within the Council to tackle and prevent modern slavery. The Council has made a commitment to tackle modern slavery and publish a modern slavery statement annually.

Recommendations and Reasons

The paper asks Cabinet to:

- Note the progress made on the delivery of the Modern Slavery Statement and the next steps required to further tackle modern slavery.
- Agree the updated Modern Slavery Statement.

Alternative options considered and rejected

The option to do nothing has been rejected as the Council has made a commitment to combat modern slavery within its supply chains. A failure to publish an up-to-date Modern Slavery Statement and take action to prevent modern slavery could lead to the council incurring financial and legal penalties and could cause reputational damage.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Council's Corporate Plan sets out our ambition to be one of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone. Taking action to eradicate modern slavery either within our own supply chains or within the wider community aligns with our corporate values.

Implications for the Medium Term Financial Plan and Resource Implications:

No financial costs will be incurred by approving the updated modern slavery statement. Any resource requirements will be met from existing staff resources.

Financial Risks

No financial risks are anticipated by approving this paper.

Carbon Footprint (Environmental) Implications:

There are no implications for the Council's Carbon Footprint.

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.*

There are no anticipated equality impacts associated with this decision. An equality impact assessment will be published alongside the final paper to demonstrate that the Council has given 'due regard' to equality under its Public Sector Equality Duty.

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	Modern Slavery Statement							
B	Equality Impact Assessment							

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	DJN. 23.24. 68	Leg	LS/00 0013 12/A C/2/3 /8/23	Mon Off		HR	PM.2 3.24. 001	Asset s		Strat Proc	HG/PS/68 9/CP/0723
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Originating Senior Leadership Team member: Giles Perritt, Assistant Chief Executive

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

Giles Perritt, Assistant Chief Executive

Date agreed: 03/08/2023

Cabinet Member approval: Cabinet Member for Housing, Cooperative Development and Communities - Councillor Chris Penberthy approved the paper verbally.

Date approved: 11/07/2023

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MODERN SLAVERY UPDATE 2022/23

Cabinet - 14 August 2023



1. SUMMARY

This paper asks Cabinet to note the progress the Council has made in tackling and preventing modern slavery within the past year. Building on the success of the previous Modern Slavery Statement, this paper summarises the content of the new Modern Slavery Statement, including the further action we plan to take.

2. BACKGROUND AND POLICY CONTEXT

Modern slavery is defined by the Government as 'the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. It includes holding a person in a position of slavery, servitude, forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.' Modern Slavery is a crime under the Modern Slavery Act 2015¹. The Modern Slavery Act (2015) (MSA) sets out a range of measures on how modern slavery and human trafficking should be dealt with in the UK.

As reported last year, in May 2022 the Government set out the Modern Slavery Bill within the Queen's Speech. The Bill reflects the recommendations from the Home Office's Second Interim Report from the Independent Review of the MSA which recommended that the MSA be strengthened. The Modern Slavery Bill is continuing its journey through Parliament.

In March 2023, the Immigration Migration Bill was introduced to Parliament. Under current proposals, once enacted, it will change the law so that those who arrive in the UK illegally will not be able to stay here and will instead be detained and then promptly removed, either to their home country or a safe third country. We are following the progress of the Bill through Parliament and aim to better understand its possible impacts on our approach to combatting modern slavery in Plymouth.

The Council's recently refreshed Corporate Plan sets out the vision for the city and showcases our strong commitment to our co-operative values. In June 2023, the Council re-joined the Co-operative Councils' Innovation Network as a full member. We are committed to upholding the commitments set out in [The Co-operative Party's Charter Against Modern Slavery Charter](#) and, these have been embedded into the work which we are doing.

3. MODERN SLAVERY NATIONALLY

The National Referral Mechanism (NRM) and Duty to notify (DtN) statistics found below provide a summary of the number of potential victims of modern slavery referred to the NRM nationally during 2022. The statistics show that:

- 16,938 potential victims of modern slavery were referred to the Home Office in 2022, representing a 33% increase compared to the preceding year and the highest annual number since the NRM began in 2009.
- Of all referrals in 2022, 52% (8,854) were for potential victims who claimed exploitation as adults (compared to 50% in the preceding year), whilst 41% (7,019) claimed exploitation as children (compared to 43% in the preceding year).
- Of the 16,938 potential victims referred in this year, 78% were male and 21% were female.

¹ Definition of modern slavery via Public Health England, (2017) Research and analysis Modern slavery (Online) Available at: <https://www.gov.uk/government/publications/modern-slavery-and-public-health/modern-slavery-and-public-health#definition-of-modern-slavery>

- Albanian nationals overtook UK nationals as the most commonly referred nationality in 2022, with Eritrean nationals being the third most referred.
- Overall, potential victims were most commonly referred for labour exploitation only, which accounted for 30% (5,135) of all referrals.

4. MODERN SLAVERY IN PLYMOUTH

Modern slavery is relatively uncommon in Plymouth. So far in 2023, Plymouth City Council has been involved with three enquiries / investigations relating to modern slavery. The most common forms of modern slavery in the city are sexual exploitation and labour exploitation. However one of the cases this year was suspected domestic servitude.

Despite the low levels of modern slavery in the city, the Council is committed to combatting modern slavery. We are committed to ensuring the safety of women and girls in the city following the publication of the Violence Against Women and Girls Commission recommendations.

We are involved in extensive partnership work and work closely with partners such as the Police and Unseen who have extensive experience in this area. Plymouth City Council chairs Plymouth's Local Anti-Slavery Partnership and also represents Plymouth on the Regional Anti-Slavery Partnership alongside Devon & Cornwall Police's Modern Slavery Crime Lead.

Over the past 12 months, Community Connections has been involved in the National Crime Agency's Operation Aidant. This is a proactive engagement across the city following nationally set themes. The last Operation Aidant focused on high sophistication offending, Chinese organised crime groups and sexual exploitation as part of a national project. The next Operation Aidant will focus on labour exploitation and will take place in July 2023. The intelligence gathered during these operations helps to shape our understanding of the modern slavery risks within the city.

We take a trauma informed approach to our work with victims and, though the support provided to victims of modern slavery may vary, there is always a strong focus on the safety and wellbeing of the victim(s). Where appropriate, this includes the provision of temporary accommodation, access to support services, food and clothing provision and, consideration if a referral into the National Referral Mechanism (NRM) is required.

We are committed to continually improving our practices, for example, in January 2023, changes were made to the NRM referral form. This change aimed to assist First Responders in obtaining the details required for a Reasonable Grounds decision to help us ensure that victims receive the appropriate support.

We have also acknowledged the risk of modern slavery facing people fleeing from the war in Ukraine and have put processes in place with our partners to mitigate this risk. An employment pathway is in place for people when they arrive in Plymouth to try to mitigate the risk of modern slavery by ensuring they are connected with the appropriate agencies and are supported to search for legal employment independently. In addition, working with providers we carry out wellbeing and property checks which helps us identify any red flags.

5. OUR PROGRESS AND MODERN SLAVERY STATEMENT

During the past 12 months, the Council has made progress in delivering against the commitments it made in its last Modern Slavery Statement, though it is acknowledged that further work is required to fully mainstream modern slavery within the organisation. **Table One** provides additional details by exception where actions are yet to be completed.

Table One	
Action	Update
Create a modern slavery procurement guide to help officers understand modern slavery risks during their procurement activities	We have started to draft a modern slavery procurement guide and will be publishing a final version shortly.
Roll out modern slavery training to Disabled Facilities Grant contractors. We will also aim to provide training to business areas in high-risk sectors such as delivery drivers.	We have not yet delivered this training as feedback from drivers and representatives of diverse communities are not currently indicating that this is an area of concern. We did however provide training on the 2022 contractors' day.
Bring forward a proposal for use of the Modern Slavery Assessment Tool (MSAT) tool (to include contract non-compliance).	A proposal to adopt the MSAT tool has been drafted. If approved, next steps include the piloting of the tool with a small selection of suppliers.
Refresh the Modern Slavery Tool Kit and share it with employees and partners.	The Modern Slavery Toolkit is a partnership document owned by the Safer Communities Partnership and so, any review would need to be a multi-agency exercise. It is proposed that we postpone the review until the practical and financial implications of the Illegal Migration Bill can be fully understood as it is likely to require significant changes to operational practice.

Our new Modern Slavery Statement for reiterates our commitment to tackling modern slavery and builds upon our progress to date. It can be found in **Appendix A**.

Good progress has been made to ensure that our supply chains are transparent, the most vulnerable members of our community are safeguarded and our employees are supported to identify and tackle modern slavery. One area which has been identified as needing vigilance for risk of exploitation through modern slavery is in the delivery of care and support to vulnerable children and adults, particularly as challenges in the recruitment and retention of the social care workforce continue.

Strategic Commissioning have been working to embed robust systems of intelligence relating to care providers, to ensure that any risks related to modern slavery are picked up as early as possible. This includes robust checks on providers prior to using them for the first time, ongoing vigilance including collecting feedback from staff and service users and the development of an intelligence dashboard for adult services where all available information is scrutinised.

Examples of our other activities during the past 12 months include;

- Providing training for commissioning and procurement colleagues on ethical procurement.
- Continuing to require tendered contractors where applicable, to adopt a whistle-blowing policy.
- Raising awareness of modern slavery amongst employees via internal communications.

APPENDIX A: MODERN SLAVERY STATEMENT

1. INTRODUCTION

This is Plymouth City Council's Modern Slavery Statement for the financial year ending March 31, 2023. This Statement meets the voluntary requirements of Section 54 of the Modern Slavery Act (2015). It explains the steps that the Council took in the past year to identify, prevent and mitigate modern slavery in its operations and supply chains as set out in the [Co-operative Party Charter Against Modern Slavery](#) which the Council first signed up to on 17 September 2018.

Plymouth City Council and its group of companies acknowledge the risk that modern slavery poses to individuals and communities. It supports implementation of the Modern Slavery Act (2015), and the strengthening of the legislation as set out in the Queen's Speech in May 2022. It also acknowledges the forthcoming changes to the Government's approach to modern slavery following the introduction of the Immigration Migration Bill to the House of Commons in March 2023.

Plymouth City Council is committed to eliminating the practices and conditions which may allow modern slavery to occur. The Council is part of the [Anti-Slavery Partnership](#) and works with partners and agencies across the South-West Peninsula and takes a collaborative approach to tackling the issue of modern slavery.

Progress has been made in addressing the content required within this Statement. We have made several commitments within this statement to ensure that we continue to monitor and take steps to tackle modern slavery within the city and our supply chains.

2. OUR POLICIES AND PROCEDURES

Our commitment and overarching approach to tackling modern slavery is set out in our *[Modern Slavery Policy]*. The Council also has several policies and processes which promote transparency and accountability when combatting modern slavery, such as our *[safeguarding]* and *[whistleblowing policies]*. We encourage our staff to blow the whistle on any suspected examples of modern slavery.

During the financial year 22/23 we have:

- Undertaken an annual review of our Modern Slavery Policy and checked alignment to our new Corporate Plan.
- Continued to monitor legislation passing through parliament to identify any impacts on how we work with communities.

3. OUR PROCUREMENT ACTIVITY AND SUPPLY CHAINS

Plymouth City Council is an organisation with over 2,000 employees with an annual contracted spend of approximately £350m across both a local and national supply chain of over 3,500 different organisations. The Council, alongside its family of companies,

delivers a range of services and support to Plymouth residents, communities and businesses.

The Council works in partnership with Destination Plymouth, Plymouth Waterfront Partnership, Plymouth City Centre Company and Plymouth Science Park, amongst others to bring investment into the city and to support our visitor economy.

During the financial year 22/23, to minimise the risk of modern slavery within our supply chains we have:

- Required contractors to comply fully with the Modern Slavery Act (2015), wherever it applies – this is set out within Plymouth City Council (PCC) terms and conditions, which cover the large majority of our procurement and commissioning activity.
- Required our contractors to adopt a whistle-blowing policy so that they can blow the whistle on any suspected examples of modern slavery.
- Challenged abnormally low tenders as part of our standard procurement approach.
- Worked with Catered to develop and publish a Corporate Social Responsibility Policy including considerations on Modern Slavery
- Managed our illicit activity risk log for the Plymouth and South Hams Freeport to identify the risk of modern slavery from the initiative.
- Highlighted to our suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.
- Registered for the Modern Slavery Assessment Tool and have begun exploring how it can be used within the Council.

To further combat the risk of modern slavery within our supply chains in the financial year 23/24 we will:

- Fully understand the Modern Slavery Assessment Tool and its potential impacts to the supplier base and explore rolling it out across Council contracts.
- Report by exception on tender submissions which have been omitted due to the tenderer failing on modern slavery exclusion grounds within our standard procurement documentation.
- Continue to work with our family of companies to ensure compliance with the Modern Slavery Act (2015).

- Continue to carry out robust checks on providers prior to using them in high risk areas such as adult social care.
- Develop a bespoke modern slavery dashboard in high risk areas such as adult social care to allow information to be easily accessible and scrutinised.

4. OUR EMPLOYEES AND MEMBERS

Our belief in democracy, responsibility, fairness and co-operation alongside our commitment to the Nolan Principles of Public Life minimises the likelihood of modern slavery occurring within the Council. We have rigorous procurement and commissioning procedures and HR policies in place and expect high standards and behaviour from all our employees. We acknowledge the important role that our employees and members have in tackling modern slavery.

Our People Strategy 2020 - 2024 sets out our vision for how we will work successfully, both with those who currently work for us and our future colleagues and partner organisations. We are committed to ensuring an equitable, transparent and fair approach to rewarding our employees and are proud of our adoption of the principles of the Foundation Living Wage, which sit alongside our job evaluation and grading system.

During the financial year 22/23, to minimise the risk of modern slavery within our organisation we have:

- Ensured the effective implementation and monitoring of our HR policies.
- Provided an employee assistance programme (EAP) to help support employees to deal with difficult and distressing situations including modern slavery.
- Required employees and members to conduct themselves in accordance with the 'Officers Code of Conduct' and 'Councillor's Code of Conduct' respectively.
- Provided specific training and awareness for staff and partners in high-risk areas to address and highlight the requirements of the Modern Slavery Act.
- Required commissioning and procurement colleagues to complete the CIPS Ethical Procurement and Supply training module.
- Followed our safeguarding policy and processes when appropriate.
- Refreshed the Council's modern slavery webpages and shared communications to staff on our internal network to raise awareness
- Provided training to members on how they can identify and report suspected modern slavery.

To further reduce the risk of modern slavery within our organisation in the financial year 23/24 we will:

- Continue to raise awareness of modern slavery and promote the referral mechanisms (and any changes arising from the Immigration Bill) for employees, suppliers and those in our communities, for reporting any concerns around modern slavery.
- Continue to promote our modern slavery e-learning course to all employees.
- Refresh the Modern Slavery Tool Kit and share it with employees and partners.
- Publish a modern slavery procurement guide to help officers understand modern slavery risks during their procurement activities.

5. UNDERTAKING DUE DILIGENCE AND MANAGING RISK AND PERFORMANCE

This statement recommit us to continue to tackle modern slavery within our organisation and supply chains. This can be found on our website. We will ensure that progress against this statement is tracked and that the take up of any learning and development opportunities is closely monitored.

The Council is prioritising steps to achieve greater supply chain visibility. By increasing the visibility of our supply chains, the council will gain a better understanding of how and where to target our due diligence activity and what measures and goals we will need to set for ourselves in the future.

From an operational perspective, the Council has collaborated extensively with partners to identify and address modern slavery in the city - supporting the identification of victims and working to disrupt offenders.

6. REPORTING CONCERNS

If you suspect that someone is in immediate danger, always contact Devon and Cornwall Police on telephone 999.

If a Council employee suspects modern slavery they should contact their line manager at the earliest opportunity and report their concerns.

Managers should ensure that Community Connections are aware of any suspected modern slavery cases and should contact the Community Connections Strategic Manager with responsibility for modern slavery (Tracey Naismith, tracey.naismith@plymouth.gov.uk).

Further information, help and assistance in combatting modern slavery can be found on our website.

Information about the Modern Slavery Act can be found below:

<http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

7. APPROVALS

This Statement was approved by Plymouth City Council's Cabinet on:

Cllr Tudor Evans, Leader Plymouth City Council

This statement was approved by Plymouth City Council's Corporate Management Team on:

Tracey Lee, Chief Executive

EQUALITY IMPACT ASSESSMENT – MODERN SLAVERY

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s):	Laura Hill, Policy and Intelligence Advisor	Department and service:	Policy and Intelligence Team	Date of assessment:	04/08/23
Lead Officer:	Giles Perritt	Signature:	Giles Perritt	Approval date:	04/08/23
Overview:	Although cases of modern slavery are low in Plymouth, the Council remains committed to tackling modern slavery. This paper asks Cabinet to note the progress the Council has made in tackling and preventing modern slavery within the past year. Building on the success of the previous Modern Slavery Statement, this paper summarises the content of the new Modern Slavery Statement, including the further action we plan to take.				
Decision required:	<p>The paper asks that Cabinet:</p> <ul style="list-style-type: none"> ▪ Note the progress made on the delivery of the Modern Slavery Statement and the next steps required to further tackle modern slavery. ▪ Agree the updated Modern Slavery Statement. 				

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
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)	Yes		No	x

If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	No adverse impacts are anticipated from this decision.
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SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<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. 	No adverse impacts are anticipated.	Not applicable.	Not applicable.

	<ul style="list-style-type: none"> 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			
<p>Care experienced individuals</p> <p>(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>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</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.</p> <p>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>No adverse impacts are anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

Gender reassignment	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).	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Marriage and civil partnership	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).	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Pregnancy and maternity	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.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Race	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) 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) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese,	No adverse impacts are anticipated.	Not applicable.	Not applicable.

	Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).			
Religion or belief	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). 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).	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Sexual orientation	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).	No adverse impacts are anticipated.	Not applicable.	Not applicable.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
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	No adverse impacts are anticipated.	Not applicable.	Not applicable.
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SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Pay equality for women, and staff with disabilities in our workforce.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	No adverse impacts are anticipated.	Not applicable.	Not applicable.