



Oversight and Governance

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Published 01 September 2023

CABINET

Monday 11 September 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 - 16)

To sign and confirm as a correct record the minutes of the meeting held on 14 August 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. National Marine Park Horizons Project (Presentation)

9. Cost of Living Action Plan (Pages 17 - 48)

10. Medium Term Financial Strategy 2023/24 - 2027/28 (Pages 49 - 78)

11. Unlocking Plymouth's Potential 2023 - 2025 (Pages 79 - 110)

Cabinet

Monday 14 August 2023

PRESENT:

Councillor Evans OBE, in the Chair.

Councillor Laing, Vice Chair.

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

Apologies for absence: Councillor Cresswell.

Also in attendance: Matt Bromley (Partner, Ward Williams), David Haley (Interim Director of Children's Services), Tracey Lee (Chief Executive), David Northey (Interim Service Director for Finance), Anthony Payne (Strategic Director for Place), Sandra Pentney (Project Manager), Giles Perritt (Assistant Chief Executive), Jamie Sheldon (Senior Governance Advisor) and Gary Walbridge (Head of ASC and Retained Functions).

The meeting started at 2.00 pm and finished at 4.21 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.

24. **Declarations of Interest**

There were no declarations of interest made.

25. **Minutes**

The minutes of the meeting held on 10 July 2023 were agreed as a correct record.

26. **Questions from the Public**

There were two questions from members of the public:

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| The following question was received from Mr Stephen Dart and answered by The Leader: | |
| Question: Is the £2.75 million Council funding agreed by the Cabinet in March 2023 for the Brickfields redevelopment a one off capital payment or an annual revenue payment? | <p>Response: Firstly, I think it's worth reminding ourselves about the context of this decision and the scale of investment that it is helping to unlock. We recently concluded the agreements and then did a media release about it a couple of weeks ago.</p> <p>It is a £21m investment in Brickfields that will not only transform the</p> |

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| | <p>Brickfields site, but will transform opportunities for the Devonport community, for sport in the City and also our professional sports clubs. This project is the result of an amazing and long-term partnership between the Council, Plymouth Argyle, the Argyle Community Trust, Plymouth Albion, Devonport Community Leisure Ltd and existing users of the site.</p> <p>This deal is about massive investment in new facilities and making the most of the Brickfields site. It is clearly also a significant inward investment - in particular from Argyle who are investing £18m across the club and the community trust. But for me this deal is about ambition for our communities, it is about better health outcomes for the people of Devonport and it is also about better access to facilities for our local residents.</p> <p>The entire complex will be reconfigured and upgraded creating some of the finest outdoor sports facilities in the South West. The new community hub will deliver outcomes that residents and stakeholders have told us they want to see (including dedicated space for young people and youth service provision/ education and employment programmes/ wellbeing services / soft play and an affordable gym).</p> <p>The question we've received from Mr Dart asks whether the Council's funding is a one-off capital payment or an annual revenue payment. This is a one-off commitment for a maximum of £2.75m. The majority of this is capital funding that helps to support the costs of delivering the project. Some of it will be paid to Argyle to support the costs associated with delivering the new infrastructure required at Brickfields. A significant amount of the funding has been earmarked to support the ongoing provision of hockey in the city, as well</p> |
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| | <p>as the relocation of the petanque rink to a suitable location nearby. Some of the funding will be provided to Devonport Community Leisure Ltd to support their ongoing role in the community and the oversight of the Brickfields project. And there is also an allowance for ongoing maintenance of the athletics track, which as you may know we invested in very recently as well. In fact, aside from all of the other benefits that I've already mentioned, this project will actually help the Council achieve some revenue savings as outlined in the original report that went to Cabinet. I would like to thank Councillor Mark Coker for the time he has spent in the last few months getting the deal over the line and played an incredibly important brokering role between the aspirations of the project and the aspirations of the local community.</p> |
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| <p>The following question was received from Alderman George Wheeler and answered by Councillor Mark Coker (Cabinet Member for Strategic Planning and Transport):</p> | |
| <p>Question: Thanks for your reply to my previous question indicating that the St Budeaux bus shelters would not be replaced imminently. Could the unused bus shelter at the top of Penrose Road, owned by Tamar Crossings, be re-sited to the square to help passengers over the coming winter?</p> | <p>Response: Thank you Alderman Wheeler for your question.</p> <p>It has been estimated that the suggested relocation would cost the council approximately £12,000 and would take between 10-14 weeks to relocate the shelter to allow for necessary conditions, utility ground and ground checks, as well as a possible need for a temporary traffic regulation order for which there is no budget provision. The transforming cities funds in St Budeaux Square is scheduled to start in quarter three of 2023/24, which would be before any temporary relocation could be undertaken. The relocation would also delay the commencement of this scheme, leading to further abortive costs. The relocation of the shelter from Penrose Road to St Budeaux Square is, therefore, not practical or</p> |

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| | <p>good value for money and would therefore not be taken forward. Instead, the city council will focus on delivering the transforming cities funds scheme for this area which includes the provision of two brand new clear channel shelters.</p> |
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27. **Chair's Urgent Business**

There were no items of Chair's urgent business.

28. **Leader's Announcements**

The Leader made the following announcements:

- a) At the end of August the brush and tree stacks would be scanned to ensure that all nesting birds had flown the coop and once that was confirmed a new scheme for the area would be brought forward with the opportunity for feedback from all residents and businesses in Plymouth.
- b) A video was played at this point in the meeting demonstrating what had been achieved in the [first 100 days by the administration in relation to Armada Way](#);
- c) Explained that work on the first port strategy had commenced and would look at the economic potential of the 4 ports for the first time as they had previously been looked at individually; the strategy would identify a huge opportunity for Plymouth to increase its number of green jobs and Government would be lobbied for large scale infrastructure investment;
- d) The Leader had attended a number of important meetings to ensure that Plymouth would be at the forefront of the economic opportunities that would result from the massive national investment in the Celtic Array and an investment prospectus was being developed as well as a major event to highlight what Plymouth had to offer;
- e) He had also attended meetings to look at how to ensure that Plymouth benefitted from the scale of investment going into the Naval Base, in particular the 10% social requirement in MOD contracts, and more work would be done in this area in the coming months;
- f) An important visit from the CEO's of ABP and Brittany Ferries (Christophe Mathieu and Henrik Pedersen) was being hosted that week, where opportunities of how to work together to unlock significant new investment into Millbay Port would be discussed and The Leader was hopeful to make an announcement following the meeting;
- g) An important meeting was taking place later that week with Sutton Harbour Group, the Environmental Agency and the fishing industry to make sure that the fishing industry was protected during the repair works to the lock grates, as the fishing industry remained essential to Plymouth and it was essential the council did

everything it could to support it;

- h) The Leader had also attended a meeting with Brett Phaneuf from MSUBS to learn more about the investment plans for Oceansgate Phase 3 and the Leader wanted to invite more businesses to follow into South Yard;
- i) The Leader had hosted a meeting with Rachel Reeves to Barden Corporation in Plymouth to hear about their unique global business and growth ambitions, as well as about the fact that they had 380 employees doing high-quality work, and 75% of what they make there is exported and items such as ball bearings, made in Plymouth, are being used in missile systems in Ukraine and in the Curiosity Rover on Mars, which helped reinforce Plymouth's position as a manufacturing hub, alongside other companies of quality in the city.

29. **Cabinet Member Updates**

Councillor Jemima Laing (Deputy Leader and Cabinet Member for Children's Social Care, Culture, Events and Communications) provided the following updates:

- a) August had seen the second busiest day ever at The Box with 3196 visitors and, at that point during the summer holidays, they had been averaging 10,000 visitors a week, with a range of family holiday activities;
- b) The British Firework Championships would be taking place later that week, which would be sponsored by Brittany Ferries, and this year the event would feature the Young People's Choice Award, where a group of care-experienced young people would give their verdict, and the award was sponsored by Plymouth Citybus;
- c) The Plymouth Culture Project Vending Machine with a difference, which stocked plays, poems and pin badges, all made by local Plymouth artists and it only cost £1, had proved extremely popular and had had to be restocked 3 times its first week, one poem had been contributed by Councillor Laing herself, and she was very happy to see how it had been embraced.

Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Communities) gave the following updates:

- d) Nearly 8,000 households would be receiving a one-off £25 payment towards their Council Tax bills to help those struggling with the cost of living crisis and payments would be made automatically to people who had completed their Council Tax Support forms and he encouraged anyone who was struggling to pay their Council Tax to check whether they were eligible for their Council Tax Support Scheme.

Councillor Mark Lowry (Cabinet Member for Finance) provided the following updates:

- e) Contractors were starting work that week on creating rain gardens as part of the new sustainable urban drainage system as part of the New George Street public realm improvements, which would collect rain water for irrigation of plants in the scheme and he thanked the hard-working staff involved in the project and he was pleased to see it underway after delays due to voids, Blitz rubble, filled-in cellars and

a maze of utilities under the tarmac which had slowed the scheme down;

- f) The development of the Community Diagnostics Centre had only been made possible because of the proactive approach taken by the Council over recent years and a planning application had been submitted for a temporary facility, with the main building expected for completion by 1st April 2025 and confirmation of funds had been received that morning;
 - i. The new facility would undertake a range of 280,000 diagnostic checks a year, easy access for people from a variety of city centre car parks, and cover 3,000 sq. ft.
Councillor Mark Coker (Cabinet Member for Strategic Planning and Transport) provided the following updates:
- g) A bus champion, Councillor Kevin Sproston, had been announced, as the industry was struggling to recover following the COVID-19 pandemic and it was important to have a Councillor as a single point of contact for bus companies, support groups such as PADAN, and for bus users;
- h) Councillor John Stephens would be officially announced as the walking and cycling champion later that week to give residents and involved companies a single point of contact;
- i) Plymouth City Council's Active Travel team, in partnership with the Plymouth School Sports Partnership had been announced as the top performing local authority in the country for training Year 6 pupils, by the BikeAbility Trust and he also took the opportunity to thank the active social prescribing team, who have been delivering adult cycle safety training.

Councillor Sally Haydon (Cabinet Member for Community Safety, Libraries, Cemeteries and Crematoria) provided the following update:

- j) During the school summer holidays in 2022, 3,018 children registered for the Summer Reading Challenge, and the numbers were already higher with 3,358 children registered by 10 August 2023, an 11.5% increase and she thanked the librarians who helped this happen, and volunteers;
- k) The Community Safety had been signed to tackle anti-social behaviour, whose aim was to involve a wide range of local organisations, charities, businesses and groups in crime prevention and she had worked with Councillor Coker to have Plymouth CityBus on board to promote this.

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

- l) The Fit and Fed programme had continued to support disadvantaged families, co-ordinated by the Sports Development Unit, and there had been over 78 holiday clubs and 30 teen-taster sessions providing free activities and food for children and young people on benefit-related free school meals and other eligible children;

- m) Plymouth Active were also hosting a variety of free and low cost summer activities throughout the summer holidays, including diving tasters and Family fun Swims at the Life Centre with 24,066 spaces available across the activities in total;
- n) A well-supported community open day had been hosted at Brickfields on 20 July 2023 for local residents and stakeholders to learn more about the sports centre refurbishment and the vision for the future of the site, and give them a chance to provide feedback on the proposals;
 - i. To enable the refurbishment work to be carried out, the sports centre would be close from 1 September and Plymouth Active would cease to manage the site;
 - ii. The trust had been working with Plymouth Active Leisure to ensure existing customers and hirers had been invited to use alternative local facilities in the meantime;
 - iii. The pitches and athletic track would remain open until the end of March 2024, when the second phase of the redevelopment would begin.

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

- o) At the end of July 2023, eight parks in Plymouth were awarded the prestigious green flag for their high standard of quality and cleanliness and he took the opportunity to thank the hard working staff as well as the dedicated friends groups and volunteers across the city, who gave up their time to look after Plymouth's green spaces;
- p) The Council had celebrated Love Parks Week 2023 with a range of free events, tying in with what had been mentioned by Councillor Sue Dann already, as well as the online promotion of the week reaching over 60,000 people who were given the opportunity to enter a competition by providing feedback on their favourite parks;
- q) Upgrades had been made to the Pattinson Drive playground in Mainstone with a focus on inclusivity for all abilities and work would also be undertaken with the probation team, artists and local families to create nature-based murals;
- r) As part the solar rooftops project, 7 of the 8 projects had been completed at Prince Rock Depot, Chelson Meadow, Ballard House, The Council House, The Box, Crownhill Court and Prince Rock Admin Block with the installation of the 8th project at Theatre Royal due to commence shortly;
- s) To date the Council had installed over 2,200 solar panels, reducing carbon emissions by an estimated 198 tons year;
- t) The heat decarbonisation programme was progressing well, with 5 sites complete and a further 4 sites with heat pumps in the design stage.

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

- u) She thanked Whitley Primary School for inviting her to a session on the Dental Task Force with year 6 pupils, for them to ask questions.

30. **First 100 Days**

The Leader introduced this agenda item and highlighted:

- a) Renewed energy and urgency had been brought to key issues that concerned Plymouth residents, such as the cost of living crisis and the regeneration of the city centre, as well as working closely with partners to tackle issues such as lack of access to NHS vendors;

Councillor Jemima Laing (Deputy Leader and Cabinet Member for Children's Social Care, Culture, Events and Communication) added:

- b) It had been 87 days on the day of the meeting;
- c) She was proud to be part of a committed and hard-working cabinet who wanted to get things done.

At this point in the meeting, a video was played which can be found at: [The first 100 days of Building a Better Plymouth - YouTube](#)

- d) She then highlighted the opening of the four family hubs on Day 14, part of a commitment to making Plymouth the best place to grow up in;
- e) On day 40, she and The Leader visited a disused building, which had been transformed into self-contained flats for care experience young people who were ready to live more independently.

Councillor Mark Coker (Cabinet Member for Strategic Planning and Transport) highlighted;

- f) Ensuring that Mount Wise Pools access was free;
- g) 4,150 road defects had been fixed up from May to 6 August (in the previous two years around 5,000 had been completed annually).

Councillor Sally Haydon (Cabinet Member for Community Safety, Libraries, Cemeteries & Crematoria) added:

- h) Plymouth had received the Purple Flag accreditation for its evening and night-time economy on Day 20;
- i) On Day 46 Plymouth joined a national campaign to tackle antisocial behaviour and the council went to residents and she wanted to thank all agencies involved for going out to visit residents and making it easier for people to express their concerns.

Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Communities) added:

- j) On Day 22 PWC commended Plymouth on good growth and spoke about some of the things that the previous Labour administration had done;
- k) On Day 49 the redevelopment of the Co-operative Development Strategy had been announced, which would be carried out over the following year, to underpin how Plymouth could achieve having a good, working economy throughout the city;
- l) Tracey Lee (Chief Executive) and himself would be co-chairing a housing task force, and he was working with Councillor Mark Lowry on how more temporary accommodation could be brought forward in relation to homelessness, and housing remained an important issue and the BBC had used Plymouth as a case study to demonstrate the impact of the housing crisis on families with no fault evictions etc.

Councillor Tom Briars-Delve (Cabinet Member for Environment and Climate Change) added:

- m) On Day 32 the administration recommitted to a net-zero goal of 2030 and it was exciting working on an issue that was being addressed by multiple portfolio holders.

Councillor Jemima Laing (Deputy Leader and Cabinet Member for Children's Social Care, Culture, Events and Communication) summed up and highlighted the following points:

- n) The work was the result of a hard-working cabinet who were working with Council officers and teams to make things happen;
- o) They were accountable to the people of Plymouth and this showed what they had done since the elections in May 2023;
- p) This was just the beginning, there was much more to come and they were committed to making Plymouth the best city to grow up and grow old in.

The Cabinet agreed to note the report.

31. **Cost of Living update on plan**

Councillor Sue Dann (Cabinet Member for Customer Services, Sport, Leisure and HR & OD) introduced the item and highlighted:

- a) On Day 71, of the administration having been in power, the council had a cost of living workshop and on Day 96 they would be officially launching the Cost of Living Plan;
- b) Work had been carried out with the Citizens Advice Bureau to try and articulate what the cost of living crisis meant for residents in Plymouth, 66% of whom were worried about how to make their money stretch to what they needed;
- c) The plan would be a multi-agency approach to effectively share and signpost information to local people;

- d) 60% of people who were affected by the cost of living crisis would be in work;
- e) Lobbying of national government needed to take place to enable local authorities to better support people;
- f) The first communication wave would be aimed at households that were families with children, or young people in education, so that when they went back to school or college, they got all the support that they could;
- g) It was important to help people's money go further and help them to access free and low-cost activities to improve mental health as well as offering crisis support for their housing, food and heating;
- h) It would also be important to tackle poverty in general;
- i) She would report back at the next meeting with feedback from the launch as well as a communications plan.

Councillor Mark Lowry (Cabinet Member for Finance) added:

- j) There were clear connections between the pressures residents were experiencing and impacts on the council's budgets too, for example increases in energy costs.

32. **Director of Public Health Annual Report**

Ruth Harrell (Director of Public Health) introduced the report and highlighted:

- a) It was a requirement that the Director of Public Health set out a report annually covering a topic, or topics, of their choosing, which this year was Thrive Plymouth, launched in 2014 as a ten year programme to tackle health inequalities, focusing on how lifestyle factors impact health and wellbeing;
- b) There are external factors that can influence health wellbeing such as a global pandemic or an economic downturn, so not all factors could be controlled locally, but the department could do their best to support people;
- c) Around 2010, life expectancy continued to increase, but not at the same rate as previously or as much that had been expected, and part of the reason for this was that life expectancy for people in more deprived areas was slowing down as the improvements were less than those available to wealthier people, due to national policies and the impact of austerity;
- d) The latest data shows a decrease in life expectancy in data set 2018-2020, impacted by the COVID19 pandemic;
- e) More deaths were still being experienced per week than expected, and research was being carried out to look into whether this was a result of the COVID19 pandemic, whether directly from the virus, or complications caused by it, or perhaps if it has been impacted by the lack of health care available during the pandemic;

- f) The difference in life expectancy between Plymouth and England, for both males and females, was 0.6 years, but Plymouth had the highest expectancy in comparison to areas of similar sizes;
- g) Healthy life expectancy had also been looked at, as living a long life could be different to living a long life but in bad health and in Plymouth male healthy life expectancy had gone above the England average, whilst the same data for females showed below the England average;
- h) Every year Thrive Plymouth had had a different annual focus, bringing in more partners, and that network had been highly valued through the COVID19 pandemic;
- i) It had been recognised that the language of behaviours and lifestyle was not solely about choice because external factors weight those choices, something that was more apparent at this time than when the programme launch;
- j) Mental health and well-being had become a central pillar of Thrive Plymouth, and it was important to understand the role it played in how people could lead healthier lives, reduce the impact of trauma and how they could be resilient to challenges;
- k) A considerable amount of momentum and learning had been gained over the length of the programme and her recommendation moving forward would be to continue the programme.

Councillor Mary Aspinall (Cabinet Member for Health and Adult Social Care) added:

- l) Thanks to the teams for their work on the report;
- m) It was important to look into why women had a longer life expectancy but a shorter healthy life expectancy;
- n) There were long-lasting effects of COVID19 that were still impacting people;
- o) The news that only 5,000 steps a day were needed was welcome news to those with mobility issues;
- p) She was looking forward to working more with the Director of Public Health to improve the health of Plymouth residents.

On reflection Councillors mentioned:

- q) The importance of determining why women's healthy life expectancy was lower than the England average and looking at addressing the causes, which would link with the Aging Well agenda;
- r) The Child Poverty Action Group had discussed the need to tackle the issue of women's skills development and the importance of women's financial contribution to the home;

- s) It was important to work with multiple departments on tackling poverty in order to improve health;
- t) Certain aspects of health across the city had been improved since the launch of Thrive Plymouth;
- u) Preventative treatment and improvements in mental health were vital to the improvement of health overall;
- v) Research could be done into the health offer Plymouth had received through the NHS and national government and if that had impacted health, particularly women's health;
- w) The council were doing a number of other things, such as promoting active travel and providing low-cost or free access to activities that supported Thrive's aims of keeping everybody active.

The Cabinet agreed to:

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 Director of Public Health to return to Cabinet in Spring 2024 with a proposal for the future of Thrive Plymouth.

33. **Finance Monitoring Report**

Councillor Mark Lowry (Cabinet Member for Finance) introduced the report and highlighted the following:

- a) Thanked David Northey (Interim Service Director for Finance) who had agreed to postpone his retirement to the end of the financial year;
- b) The budget for 2023/24 had been set by the previous, Conservative administration;
- c) At the end of the first three months of the financial year (April-June 2023) there was a reported revenue net forecast overspend of £7.5 million for the full financial year;
- d) Unachievable forecast savings of £1.5 million from the Customer and Corporate Services Department had been reported and a workshop had been held with relevant cabinet members and officers to understand the issues and he would report the findings in the long-term mitigation actions in the future to address it;
- e) There was a pressure of £2.8 million in Children's Services and a further pressure of £852,000 for a home to school projections and a peer review was being undertaken to look at this, and there was a further £1.3 million pressure of four new high-cost placements as well as £600,000 covering a pending special guardianship order judicial review. Tracey Lee (Chief Executive) and the Children's Services transition board were reviewing the departments finances and the issues within the department to do

their best to achieve a preferable financial outcome;

- f) There were net pressures in care packages, mostly in long-stay nursing;
- g) Community Connections was forecasting an overspend of £2.423 million, which was a significant increase and there were reviews underway looking into why this was happening, although it was a trend being experienced across the country;
- h) There were a number of proposed capital projects in the report such as the Theatre Royal car park solar scheme, phase one biodiversity projects of Derriford Community Park, Plymouth and South Devon Community Forest; Central Park improvements.

In response to questions it was reported that:

- i) The Leader's scheme of delegation set out the different ways in which different financial decisions needed to be taken and David Northey (Interim Service Director for Finance) agreed to meet with The Leader following the meeting to discuss the specific example he had, and reminded members that there was an ongoing review of the constitution where there would be opportunities to feedback;
- j) The cost of the by-elections was considered an overspend rather than a new line in the budget as there was an existing budget for elections in the Chief Executive's department.

The Cabinet agreed to:

1. Note the forecast revenue monitoring position at Period 3 as set out the report at the sum of £7.5 million;
2. Note the Capital Budget 2023-2028 had been revised to £556.722 million and agreed to recommend the amendments to Full Council for approval.

34. **City Centre Regeneration Leadership**

Councillor Mark Lowry (Cabinet Member for Finance) introduced the report and highlighted:

- a) The report set out the administration's new vigour to deliver a better city centre for residents, businesses and visitors to Plymouth;
- b) There were approximately 18,000 jobs in the city centre and the area contributed and estimated economic value to Plymouth's economy of £700 million per annum;
- c) City centres in similar places to Plymouth had far more people residing within their city centres and there was considerable opportunity in Plymouth to increase this;
- d) There were projects totalling £250 million in the pipeline with a potential further £700 million and Plymouth had a track record of successfully delivering projects;

- e) The report set out a new strategy and structure to achieve positive progress in the city centre of Plymouth;
- f) The establishment of the proposed Boards would support the future growth and regeneration of the city centre.

Anthony Payne (Strategic Director for Place) added:

- g) There were significant opportunities and challenges within the city centre;
- h) There had been approximately £300 million worth of investment in the city centre over the previous 5 years;
- i) The structures were being put in place to ensure opportunities were taken forward even in a challenging economic environment.

The Cabinet agreed to:

1. Note the report and agree to the establishment of the structures set out in section three of the report;
2. 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.

35. **Modern Slavery Annual Update**

Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Communities) introduced the report and highlighted:

- a) The Council had signed the Modern Slavery Charter around 5 years previously and part of that was to present an annual report;
- b) There were relatively low levels of modern slavery in Plymouth, but the council continued to proactively take steps to minimise the likelihood of it happening;
- c) It was important to raise awareness of the issues across the city and tackle those issues by working well with partners;
- d) The Illegal Migration Bill that was going through central government, if enacted, would deny potentially thousands of people trafficked into slavery any protections.

Councillor Sally Haydon (Cabinet Member for Community Safety, Libraries, Cemeteries & Crematoria) added:

- e) Modern Slavery remained a largely hidden crime and work would continue with the police service and other partners and organisations across the city to support vulnerable individuals who had been identified as potentially being exploited.

Councillor Mary Aspinall (Cabinet Member for Health and Social Care) proposed an additional recommendation to Lobby the Government to reconsider the Illegal Migration Bill, this was seconded by Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Communities).

The Cabinet agreed to:

1. Note the progress made on the delivery of the Modern Slavery Statement and the next steps required to further tackle modern slavery;
2. The updated Modern Slavery Statement;
3. Lobby the Government to reconsider the Illegal Migration Bill.

36. **Bereavement Service Project update**

Graham Smith (Head of Bereavement Service) introduced the update and highlighted:

- a) The Park was due to open in Spring 2024, a site of 17 acres;
- b) 522 trees were being planted before the opening with a further 361 to be planted in a phased approach that would be able to be memorialised by families and there would be electric car charging points at the site;
- c) The project had already been shortlisted for awards;
- d) At this point a video was played which could be viewed at: [The Park: Construction fly-thru August 2023 - YouTube](#), which showed the progress that had been made up to early August 2023;
- e) It was important to have a site where the services could be personalised for families experiencing a bereavement so they were supported in the best way.

Councillor Sally Haydon added the following remarks:

- f) Encouraged Cabinet members to visit the site if they had not already;
- g) The video would be shared on social media channels to reach members of the public;
- h) Positive feedback had been received on social media on the project via social media comments.

In response to questions it was added:

- i) The project had not been without its challenges but it was progressing very well and projected for completion in Spring 2024;
- j) The weatherproofing would be done imminently which would enable more work to be carried out within the buildings;

- k) The new cremators would be 40% more efficient than what was already in use in the city;
- l) Solar array would provide 20% charge back to the building and heat pumps were being looked into for the café and a sustainable drainage system would be included;
- m) The project was still within budget, but there were challenges as there had been some increases in costs, as well as changes that needed to be made to the cremators to make them compliant with legislation that was due to be implemented in 2027 and inflation costs;
- n) The installation of the cremators would be filmed as part of a further update video.

Cabinet



Date of meeting: 11 September 2023

Title of Report: **Cost of Living Action Plan**

Lead Member: Councillor Sue Dann (Cabinet Member for Customer Services, Sport, Leisure, HR and OD)

Lead Strategic Director: Ruth Harrell (Director of Public Health)

Author: Rachel Silcock (Community Empowerment and Operational Lead)

Contact Email: Rachel.silcock@plymouth.gov.uk

Your Reference:

Key Decision: No

Confidentiality: Part I - Official

Purpose of Report

To present the Cost of Living Plan that Plymouth City Council and partners have developed, published on August 23rd 2023, in response to the cost of living crisis that is affecting the City's residents.

Recommendations and Reasons

That Cabinet note the Cost of Living Plan

Reasons: The impact of Covid-19 and the economic downturn, on top of more than a decade of austerity alongside historically high levels of deprivation, have led to a cost of living crisis in Plymouth.

As the cost of living increases, disposable income reduces and more households start to face serious choices around heating, eating and debt. Even when inflation falls, we are left with a gap between income and outgoings which will leave many people in the city with little or no disposable income potentially for years to come. The cost of financial exclusion is high, both to households affected and to society; poverty is such a strong determinant of future health and wellbeing, and reaches across into so many areas of lives. Even a relatively short term issue (such as over the winter) can have a lasting impact on finances; especially if debts are incurred with high interest rates.

The newly elected Labour City Council took action immediately following the May Election and pledged to develop a Cost of Living Plan within 100 days of coming to office.

The plan is a City Plan and not just a Council Plan and builds on all of the fantastic work that is being done in the city to ensure that we provide as much support to the people who need it over the next few months. The development of the Cost of Living Plan has been really closely informed by those organisations who are already supporting people in need. In addition to working with these groups, we also sought to get wider support across the city, and had more than 85 individuals from nearly 70 organisations join us for a Cost of Living Workshop to develop the plan, share ideas, and importantly offer support.

Even before the plan was in place, a new 'Free Things to do in Plymouth' page was promoted widely at the start of the summer holidays which has been very popular and is being added to all the time.

The Plan was launched on August 23rd 2023, less than 100 days from the new Labour Administration taking office, with a refreshed online Cost of Living Hub and a hard copy leaflet that has been distributed across the city in Council and Community venues.

During the autumn and winter we will regularly update the plan and will produce timely campaign materials to promote initiatives over the next 100 days and beyond including help for children going back to school, information on benefit entitlements, help with energy & food costs and promoting 'Welcoming and Warm Spaces' coming up to winter. There is a full campaign plan in place to support communication through the council and its partners as different themes are promoted.

Ultimately, the plan will develop into a wider anti-poverty plan to start reversing the inequalities that have risen under the last 13 years of austerity and the recent cost of living crisis.

Alternative options considered and rejected

To not have a cost of living plan. If the City Council was to fail to respond to the cost of living crisis, this would have a detrimental effect on both individual residents' personal circumstances and the City's economy. The cost of financial exclusion is high, both to households affected and to society. It impacts on general wellbeing and is closely related to poverty and social exclusion.

Relevance to the Corporate Plan and/or the Plymouth Plan

The work described in this paper to develop a Cost of Living Plan supports the City's aim to be fair, by promoting a fairer society and better opportunities for all residents. The plan is also part of the Council's collaborative approach, working with partners to ensure we use our collective resources to address the issues facing residents

Implications for the Medium Term Financial Plan and Resource Implications:

There is an allocation of £25,000 in the revenue budget to support the work of the Cost of Living Working Group, specifically to build on the existing Cost of Living Crisis webpage to ensure that all available financial support is clearly signposted and promoted.

There is an allocation of £25,000 in the revenue budget to support the work of the cross-party Cabinet Advisory Group on Child Poverty, to be used to allow Plymouth City Council to build on its existing active commitment to tackling child poverty.

Further funding may come from schemes such as the Government's Household Support Fund which is £4.5m in 2023/24. Otherwise the plan will use existing staff resources and budgets, for example, to ensure there is improved visibility of all the benefit entitlements and discounts available to residents of the City.

Financial Risks

There are no financial risks.

Carbon Footprint (Environmental) Implications:

One of the areas addressed by the plan is increased awareness of home energy efficiency measures which will improve the carbon footprint of the housing stock in the city. The plan also promotes low cost public transport options such as the current £2 cap on single bus fares and cycling.

| | | | | | | | | | | | |
|---|----------------------|-----|--------------------------------|------------|--|----|--|--------|--|---------------|--|
| Fin | DJN. 23.24. 36 | Leg | LS/01 735/J P/020 623 | Mon Off | | HR | | Assets | | 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: 23/08/2023

Cabinet Member approval: Councillor Sue Dann (Cabinet Member for Customer Services, Sport, Leisure, HR and OD)

Date approved: 31/08/2023

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Help IN Plymouth

Tackling the Cost of Living in Plymouth



Foreword

During the run up to the election, time and time again we heard from voters that the cost-of-living crisis was hitting people in the city hard.

On top of energy, food and fuel prices, mortgages have jumped hugely since the disastrous budget last year – and this has had a knock on effect on rental costs too.

More people than ever before are needing crisis support, and record numbers of people are needing support just to keep a roof over their heads, with more households in temporary accommodation.

Parents are going without food themselves so that they can make sure their children are fed; and the Government's own figures shows that of the 20 per cent of children are living in low income families, with nearly three quarters of them in households that work.

Working people are paying the price of this national crisis – working hard, paying more and getting less.

One of our first actions when we took control of the Council was to convene a working group to bring together all of the resources across the city that could be used to support people; whether this is helping them to access the support that they are entitled to, or signposting them to free and fun activities, many of which have been available to families across the summer holidays.

So many partners across the city have joined with us, and this, the resulting Cost of Living Plan, would not have been possible without their support.

We may not be able to change the economic, social and political conditions that have led to this cost of living crisis, but together, across our city, we can support each other through it.



Councillor Sue Dann
Cabinet Member with responsibility for the
Cost of Living Plan



The Cost of Living Crisis

The impact of Covid-19 and the economic downturn, on top of more than a decade of austerity have led to a cost of living crisis across England. This is being felt particularly in Plymouth, where there are areas with high levels of deprivation, and where wages are below the national average.

As the cost of living increases, disposable income reduces and more households face serious choices around heating, eating and debt. With recent increases in mortgage rates, just the costs of keeping a roof over your head have also increased; the vast majority of households are impacted by this cost of living crisis.

Even when inflation falls, we are left with a gap between income and outgoings which will leave many people in the city with little or no disposable income, potentially for years to come.

The cost of financial exclusion is high, both to households affected and to society. Poverty is a strong determinant of future health and wellbeing, and reaches into so many areas of lives. Even a relatively short term issue (such as over the winter) can have a lasting impact on finances; especially if debts are incurred with high interest rates. All of these concerns, with people facing stark choices between different competing costs, has a very significant impact on mental health and wellbeing.

Plymouth has very strong community, voluntary and social enterprise sectors, and there has been close engagement between these groups and the Council for many years. The development of Wellbeing Hubs and initiatives such as Plymouth Energy Community and Food Plymouth (with the Food Aid Network) are just some examples of these strong collaborations.

The development of the Cost of Living Plan has been really closely informed by those organisations who are already supporting people in need. In addition to working with these groups, we also sought to get wider support across the city, and had more than 80 organisations join us for a Cost of Living Workshop to develop the plan, share ideas, and importantly offer support.

The result of this is Plymouth's Cost of Living Plan.

This has informed our [Cost of Living Hub](#), which has been newly designed and updated with a wide range of information.

The plan focusses on the next three months in terms of key priorities and offers of support. However, we all recognise that the Cost of Living crisis will not be over within this time and so the Cost of Living Hub will continue to be



updated, and new or continuing work streams will be developed as required as part of our overall aim to reduce levels of poverty in the city.



Plymouth’s Cost of Living Action Plan

People in our city are struggling to meet their basic needs due to the cost of living crisis. This is likely to impact more and more of us, as the impact of increased interest rates cuts even deeper.

We are a city that cares for each other. This is our city-wide Cost of Living Plan to help the people of Plymouth through this crisis.

Offers and Discounts

There are a huge range of offers available to the people of Plymouth, whether you are looking for fun for free over the summer holidays, or to learn a new skill. We want organisations across the city both to offer discounts or fun for free, and to work with us to promote all of these opportunities to the people that need them.

Making the money go further

We want to support people to make the money go further. This might be access to good quality financial advice, low cost ways to save money, home improvements to lower energy costs. It includes support for people to find and remain in work – and to access training. And it also includes helping people to access the benefits that they are entitled to.

Crisis Support

If people are in crisis, or are close to it, they need support urgently. They may need food, warmth, clothes, white goods or they may need help in managing their finances and tackling their debts. They might need someone to talk to and support with their mental wellbeing. We want to help people when they need it most, but also support them in getting their finances and other challenges back on track.

Asks of Government

There are some things that we might want to see happen in Plymouth that require the Government to support us. This might be new initiatives, or about how we manage or operate current ones. There may also be elements of government policy that we might hope to see changed.

Partnerships, Co-ordination and Communications

Offers and discounts

There are many activities across the city that are either free, or have reduced costs if you are on certain benefits. Being able to enjoy a day out now and then, without breaking the bank, is a great way to support your health and wellbeing and give you a welcome break from worrying about money.

Fun for free

Fun and relaxation are still important – perhaps even more so in a cost of living crisis. We have developed a [list of free events and activities](#), aimed mainly at families over the summer holidays, to promote fun for free. This will be updated as we hear of new events across the city.

Concessionary discounts

We will review all of the services that Plymouth City Council is involved in delivering and consider whether the concessions that are offered are sufficient. Where there are concessions, we will consider how best to advertise them and to make sure that they are easy to access and not stigmatising. We will ask others to do the same.

Employee discount

We know that most of the larger employers across the city offer employee discounts. We will review our own offer, and how we ensure that our own employees who might not have access to a computer get to use these offers. We will ask other employers to do the same; especially where they have a large proportion of staff classed as being in 'routine and manual' roles.

Help with Childcare Costs

We will work with partners to promote the [Government's scheme around help with childcare costs](#), but also to help Plymouth develop a larger supply of affordable childcare. All families with children aged 3 and 4 can access 15 hours of free childcare a week and others may be eligible for more

Transport costs

Plymouth and its surrounding areas offer lots of opportunities to get out and about, promoting wellbeing. We will promote the range of travel cards and other discounts available to certain groups – including the £2 cap scheme which caps any child or adult single trip anywhere on the Citybus network to just £2, and the Student Bus discount. For example, many people know that there is a student railcard, but there are also railcards for the over 60s, Veterans, any two named adults when they travel together, and a Devon & Cornwall Railcard for journeys in the two counties. To promote healthy travel, Social Prescribers in GP practices can give out free Beryl Bike vouchers.



Healthy Start

If you are more than 10 weeks pregnant or have a child under 4 and receive certain benefits, you may be able to access Healthy Start. This helps you to buy healthy foods and provides you and your child with vitamins. Uptake of this scheme is low, and we will develop a campaign working with partners to increase this uptake.

Students and Young People

There are a range of ways in which colleges and universities support their students and we will work with them to enhance and promote these, for example we are launching a Veg Box scheme with Plymouth University. Plymouth City Council recently agreed to review all of its activities to ensure that care experienced young people were given as much support as possible to combat the disadvantage they currently experience.

Making the money go further

When money is tight, there are many ways in which we can help to make the money that we do have stretch that little bit further.

Energy Costs

The cost of heating our homes in Plymouth is expensive. Working with Plymouth Energy Community, there is help available to keep your energy costs down, whether through better tariffs or energy efficiencies in the home. The Council has secured £20 million for retrofitting the city housing stock which will help reduce the everyday heating and energy costs.

Managing Money

Local banks will work with Citizens Advice to promote early advice for people getting into debt, for example with increased mortgage payments. Promoting local banks' financial education workshops and the 'Let's Talk Money' guide for talking to children in schools. We will also promote helpful websites such as The Money Helper which joins up money and pensions advice, making it quicker and easier to find the right help. It brings together the support and services of three government-backed financial guidance providers: the Money Advice Service, the Pensions Advisory Service and Pension Wise. There are links to online tools and advice about a huge range of topics, including banking, credit, pensions and savings.

The ['Worrying About Money' leaflet](#) is distributed in hard copy across the city.

Digital skills

Digital skills are becoming more and more essential, from accessing services and support, to searching out the best offers and deals on goods and services. The Council will run digital skills boot camps for 200 people to improve digital skills, helping people reduce their costs by teaching people how to use cost comparison website and improve their budgeting skills.

Buy with Confidence scheme

Where you do have a large expense, perhaps car repairs or work done on the home, you need to be sure that the tradesmen are reliable and honest. [Buy with Confidence](#) provides you with a list of local businesses which have given their commitment to trading fairly. Every business listed has undergone a series of detailed checks by Trading Standards before being approved as a member of the scheme.

Working with Employers

Business Ambassador Summit. Using the Plymouth Charter, the Council will deliver a summit on the business benefits of being a good employer, e.g.



through offering flexible work, diversity and paying the living wage. The summit will target 100 businesses to agree to be ambassadors and commit to championing good employer practices within the business community, business benefits of better jobs.

New 1000 club

Young people in the City who are not working or on a training programmes (NEET) are particularly effected by the cost of living crisis and long-term scaring effects of youth unemployment are well documented. The Council will support 1,000 young people through supported employment opportunities to transition into paid employment i.e. apprenticeships, supported apprenticeships, supported internships, work experience and volunteering placements etc.

Benefit Uptake

Where people are entitled to receive benefits, they should be receiving them. We will look at those benefits where we know the take up is low and produce targeted campaigns to target those who might be eligible. We will also consider where people's circumstances may have changed and promote the relevant support. We will also promote tools such as the [Citizen's Advice benefits checker](#), which can be used to check your own benefit entitlement. Citizens Advice also provide the Universal Credit '[Help to Claim](#)' service that includes telephone and web chat help

Stop smoking: Improve your health and your budget

Stopping smoking is one of the best things that you can do for your health and it's also good for your pocket. [One You Plymouth](#) offers face to face or telephone appointments, and will help you to cut down or stop altogether.

Promoting reuse schemes

There are a wide range of organisations and networks in the city that offer second hand goods at a much reduced price, or can help to repair damaged items. We will offer a space for these to be promoted through our Cost of Living Hub. This is not only good for the budget but for the planet too!

Grow, Share, Cook, Food is Fun and Fit and Fed

Working with Food is Fun and Tamar Grow Local, we will promote the wide range of classes and groups available to support people in accessing healthier foods, which might include growing your own, and in preparing healthier meals on a budget. We will continue to offer holiday food and fun for children with our 'Fit and Fed' programme for families on low incomes, as well as park events for all residents

**Welcoming Spaces**

We will continue to offer our Welcoming Spaces this winter which offer safe, warm, places for people to come and simply be without the expectation of spending money.

Skills trading and volunteering

We will encourage people to help each other. This could include a skills trading platform and subsidised handyman service.

Skills Launchpad Plymouth

We are planning to expand our Skills Launchpad Plymouth to include support for over 50s, veteran and military service leavers, and young people not in education or training.

Crisis Support

For some people, there is a need for clear and rapid help. They are either in a crisis already, or know that they are rapidly getting to that stage.

Comprehensive financial support

We will work with organisations across the city, including banks, to ensure there is a joined up and comprehensive offer and advice. This will include tailored services for young people and specific mortgage advice for those that need it. We will promote these services so people know where to access them.

Housing support

Our Community Connections team can provide support for people at risk of becoming homeless. Discretionary Housing Payments may be available if currently receive either Housing Benefit or the housing element of Universal Credit and you need more financial support with housing costs.

Utility bills

We will signpost you to how to reduce the costs of utility bills if you are in crisis. For example, 'social tariffs' are available for broadband and phone packages, and Virgin Media offer a National Databank like a foodbank but for free mobile data, texts, and calls.

Provide advice to avoid scammers

We will ensure people are aware of what to look to avoid them to become victims of scams. This will include promoting the [Trading Standards campaigns](#).

Support for people to stay in work

We know that it can be very difficult to stay in work if you have health problems. Working with the DWP and SEETEC we will signpost people to schemes which can help them to get the right support to stay in work.

Help people who are seeking work

We will promote the range of help available to those that looking for work including volunteering, job seeking and interview skills.

Mental Health support

Mental health can suffer when money is a worry. We will promote the Five Ways to Wellbeing and a range of opportunities to engage in those. We will ensure that people are signposted towards services that can help them such as QWELL is an online digital mental health support offer for adults (18+). It offers activities, content and a peer support community with self-articles, forums and discussions boards that are monitored by medical experts.

**Advice in communities**

We have been increasing the number of Wellbeing Hubs across the City and working closely with the social prescribers in Primary Care. Wellbeing Hubs and social prescribers can help with a whole range of issues including financial problems, housing and mental health. Citizens Advice Plymouth are training volunteers to give advice in some Wellbeing Hubs and Children's Centres/Family Hubs and we will continue to increase access to advice in this way. We will also continue to work towards advice being available in venues such as Food Clubs and Community Larders

The network of Wellbeing Hubs can be found on [Plymouth Online Directory](#).

Food Support and Pay it Forward

We are working with the food support organisations to develop citywide access to emergency food and then ongoing food support through food clubs and social supermarkets, which we will combine with other help and advice. We will encourage local food businesses and charities to operate a 'pay it forward' system so that people can pay for someone in need and promote it widely.

Asks of Government

We will ask the Government for:

Funding to create a pilot Green Trades Business centre in Plymouth.

This funding will be used to address the issue that there are not enough skilled trade people in the supply chain to improve housing and business stock. The Green Trades Business Centre would enable a space for peer-to-peer learning and specialist on-site training provision, focusing on upskilling the building trades and supply chains needed to reduce energy use. This would create a cluster of SMEs and trade-based businesses who can:

- Install and retrofit better insulation
- Install and service wind generation, air source pumps, solar panels and domestic batteries
- Install domestic electric vehicle points

Flexibility around adult education skills budget

Flexibility would enable us to better use this budget to improve career progression and employability of our workforces so they can get better paid jobs.

Household Support Fund

Provide a long term commitment to the Household Support Fund (years not months). Or, replace the Household Support Fund with the return of the social / welfare funding with a long term budget commitment.

PIP waiting times

DWP review PIP waiting times so people have access to the right financial support for their disability.

Benefit deductions

Deducting benefits at unaffordable rates further reduces the ability of low-income families to cope with rising costs of living. We would ask that the cap on total deductions should be lowered to 15 per cent.



Partnerships, Co-ordination and Communications

Partnerships

We will continue to develop, support and participate in the partnerships that are making a difference across Plymouth. Longer term actions in the plan will be picked up as part of our longer term approach to tackling poverty in Plymouth.

Physical spaces

Physical spaces, such as our Wellbeing Hubs, Children's Centres and many partners' spaces offer their local populations a wide range of services and support, as well as being welcoming places for people to come and join in with their community. We will seek to widen awareness of the support that is available to people, including physical spaces and what they offer, especially with partners who may be in contact with people who might benefit.

Communications

We will ensure that we communicate across a broad range of media including online, through social media, hard copy posters and leaflets and local press. We will work with all of our partners across the city to promote the cost of living hub and ensure frontline workers are able to signpost people to help.

Longer Term Plans

Alongside the immediate goals we have also set out some long-term plans to provide ongoing support to our residents.

Jobs and Skills

Promoting good quality [jobs and skills](#) to people in work and seeking work will continue to be a key priority, working with employers and organisations such as Plymouth Social Enterprise Network

Food Co-ops

We will set up an additional five food clubs or food co-ops by 2024. We will also support the establishment of a Food Buying Collective CIC that will be a co-operative approach to securing cheap, good quality food.

Youth Investment Funds

We will work hard to secure funding into the city such as through the Youth Investment Funds. We will focus on young people with special educational needs or from disadvantaged communities, to reduce the impact of the COL on these groups.

Shared Prosperity Fund

We will ensure that the community call for over £500k of Shared Prosperity Funding helps address the cost of living and helps those most in need.

Social Housing Decarbonisation Fund

We have partnered with Plymouth Community Homes and LiveWest to secure funding to improve the energy efficiency of social homes in Plymouth. The money will be spent on upgrading 725 social homes in the city bringing properties below EPC C up to this standard. This will contribute towards more warm, energy-efficient homes, reducing carbon emissions and fuel bills, tackling fuel poverty, and supporting green jobs.

Business Summit

We will work with Champions from the 340 Charter signatories, to use a Summit of 100 Charter Champions and business leaders, to agree a campaign focussed on giving everyone the chance to maximise their income while balancing work and life. The campaign will be supported by national experts and pilot new approaches that will be nationally significant in improving productivity, social mobility and work-related wellbeing.

Childcare Campaign

We will run a campaign to recruit more people to childcare services to ensure a supply of good quality childcare in the city. This will enable more parents to return to work should they wish to do so.

**Apprentice Levy Funding**

We will be exploring ways of how the Council and other large businesses can spend all of their Apprenticeship Levy Funding so it is not handed back to the HM Treasury.



Partners

With thanks to our key partners and all the organisations that attended our Cost of Living workshop.


Citizens Advice Plymouth
Plymouth Energy Community
Food Plymouth
Transforming Plymouth Together
Improving Lives Plymouth
Four Greens Community Trust
Plymouth Argyle Community Trust
Food is Fun
Plymouth Food Aid Network
Plymouth Children in Poverty
Department for Work and Pensions
Plymouth Hope
Oasis Project
Hamoaze House
Shekinah
Plymouth Racial Equality Council
Plymouth Active Leisure
Elder Tree
Plymouth Community Homes
Jobcentre Plus
Barnardo's
Livewell Southwest
Seetec Pluss
Thrive Network Plymouth
HSBC
Santander
Provide Devon
Healthwatch
Wolseley Trust
Devon & Cornwall Food Action
Age UK

Community Builders
Co-op
Kintsugi Project Stonehouse
Keyham Green Places
On Course South West
Plymouth Soup Run
Redeemer Church
Devonport Help a Neighbour
Trussell Trust
YMCA
Discovery College
The Stoke Village Hub
Plymouth Waterfront Partnership
Plymouth Scrapstore
POP
Plymouth RC Diocesan Trust
Borrow Don't Buy
Lark Children's Centre
Qwell
Plymouth Chronicle
Pause Plymouth
Grow Plymouth
Growing Resilience
ProActive
ReThink
MIND
Path
Red Cross
St Luke's Hospice
University of Plymouth
University of Exeter

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EQUALITY IMPACT ASSESSMENT – [COST OF LIVING ACTION PLAN]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

| | | | | | |
|---|--|--------------------------------|---|----------------------------|-------------|
| Author(s): This is the person completing the EIA template. | Rachel Silcock | Department and service: | Department of Public Health | Date of assessment: | 25 May 2023 |
| Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA. | Ruth Harrell, Director of Public Health | Signature: |  | Approval date: | 25 May 2023 |
| Overview: | <p>When considering this EIA it is important to have due regard to the public sector equalities duties imposed upon the Council by section 149 Equalities Act 2010.</p> <p>Plymouth residents are struggling with the rising cost of living. Food and non-alcoholic beverage prices rose by 16.7% in the 12 months to February 2023, up from 16% in January. The annual rate of inflation for this category had risen for 17 consecutive months, from minus 0.6% in July 2021 however January saw a very slight drop in the rate. In May 2023 there is ongoing double digit inflation in basic food stuffs. For many the very basics are becoming unaffordable with many parents worrying about how they will feed their children in the schools holidays.</p> <p>The price of home fuel is one of the biggest drivers for increased cost of living and this remains a pressure with an increase of 66.7% in Electricity and 129.4% in gas over the last 12 month.</p> <p>Research undertaken during December 2021 to January 2022 found that 20% of Plymouth households are food insecure (either with very low or low security) and levels of insecurity were even higher in some types of households. Specifically, the impact of the COVID-19 pandemic on food security had been most severe in households with:</p> <ul style="list-style-type: none"> • Income below £20,000 pa: • 1+ person with mental health condition: • Children present: and/or • Single adult households. | | | | |

| | |
|----------------------------------|---|
| | <p>Furthermore, reflecting the diverse levels of deprivation and prosperity in the city, significant differences in food security were found in different areas of Plymouth. A quarter of households in the Western & Waterfront wards were currently food insecure (27%). Those in social housing or private rented accommodation are also much more likely to be food insecure than those people with mortgages. Households with children/young people were significantly more likely to be experiencing food insecurity (28%) than those without (16%). Nearly half of lone adult households with children/young people said that they were experiencing insecurity (45%), making them among the most likely of all groups to need food support.</p> <p>There has been an 89.4% increase in approaches to CAB for the period of April to December 2022 compared to the same period in 2021 when considering the five key cost of living issues. Notably the biggest increase in approaches relates to charitable support and food banks which has risen by 346% in the same period this is followed by energy related approaches which saw a 140% increase. There has however been a 32% decrease in council tax arrears issues and smaller drops in approaches for energy debts and Personal Independence Payment claims.</p> <p>The Cost of Living Working Group will develop an Action Plan to support residents to become more resilient to energy, food and financial insecurity.</p> |
| <u>Decision required:</u> | It is recommended that Cabinet note the Cost of Living Plan |

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 | x | No | |

If you do not agree that a full equality impact assessment is required, please set out your justification for why not.

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. | <p>No. Our strategic intentions confirm the ambition to truly give every child “A Bright Future” by commissioning and providing place based Integrated Children, Young People and Families services covering wellbeing, physical and mental health, social care and education. Children, young people and families will be supported to stay safe, healthy, achieve and aspire. The Cost of Living Action Plan will support our ambitions, during these challenging times, which includes support to other vulnerable groups</p> | <p>To include;</p> <p>Provide funding from the Household Support Fund to our most vulnerable children, young people and families in our society, across the full range of ages, specifically food vouchers during the school holidays to those families on Free School Meals and other vulnerable families.</p> <p>Review opportunities to ensure that families and older people are signposted to good quality information and advice for income maximisation</p> | <p>To be further developed through the Cost of Living Working Group</p> <p>Ruth Harrell and David Haley</p> |

| | | | | |
|---|--|-------------------------------|--|--|
| | <ul style="list-style-type: none"> 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</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>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> | No. | <p>The plan supports the provision of additional help for people facing homelessness, including Household Support Fund payments to people who are at risk of homelessness or in temporary accommodation. There are also actions to promote education, employment and training. Care experienced people will be targeted within these interventions</p> | <p>To be further developed through the Cost of Living Working Group</p> <p>Ruth Harrell and Director for Children, Young People and Families</p> |
| Disability | <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> | No adverse impact identified. | <p>Households with a disability or long-term illness will be prioritised for support from the Household Support Fund. A take-up campaign of under</p> | <p>To be further developed through the Cost of Living Working Group</p> <p>Ruth Harrell</p> |

| | | | | |
|---------------------------------------|---|--|--|---|
| | | | claimed benefits will target these groups | |
| 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 gender identity or reassignment related impact has been identified. | | Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles |
| 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 marriage or civil partnership related impact has been identified | | |
| 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 pregnancy or maternity impact has been identified | | |
| 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) | No adverse impact has been identified | Support measures will be promoted in partnership with a wide range of BAME organisations. Appropriate measures need to be put in place to ensure that language barriers do not adversely | Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles |

| | | | | |
|---------------------------|---|--|---|--|
| | 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). | | affect people's ability to access support. | |
| 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). | This programme will not discriminate against faith, religion or belief. | All information provided will be circulated to faith groups with options to have multi-language versions | Ongoing. Policy and Intelligence Team Office of the Director of Public Health |
| Sex | 51 per cent of our population are women and 49 per cent are men (2021 Census). | This programme will not discriminate on the basis of gender, except where single parent households will be prioritised for funding, the majority of which are female | | Ongoing. Policy and Intelligence Team/Public Health England Child Health Profiles |
| 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 impact has been identified | The Household Support Fund and other support measures in the plan will be promoted in partnership with a wide range of LGBTQ+ organisations | Ongoing Ruth Harrell |

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
|--------------|---|--------------------|--------------------------------------|
| | It is important that all residents are treated fairly, their views are taken into account and that their human rights have been respected. No adverse impact on human rights has been identified. | | On-going Ruth Harrell |

SECTION FIVE: OUR EQUALITY OBJECTIVES

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

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Cabinet



Date of meeting: 11 September 2023

Title of Report: **Medium Term Financial Strategy 2023/24 – 2027/28**

Lead Member: Councillor Mark Lowry (Cabinet Member for Finance)

Lead Strategic Director: David Northey (Interim Service Director for Finance)

Author: David Northey, (Interim Service Director for Finance) and Stephen Coker, Lead Accountancy Manager (CEO & CCS)

Contact Email: David.northey@plymouth.gov.uk

Your Reference:

Key Decision: No

Confidentiality: Part I - Official

Purpose of Report

Under the Council's Financial Regulations, the Responsible Financial Officer (Section 151 officer) is required to report the medium term budget prospects. Cabinet is asked to consider the Medium Term Financial Strategy for the period 2023/24 to 2027/28.

The Medium Term Financial Strategy (MTFS) reflects the latest funding projections and sets out the forecasted budget shortfall in each year. The Strategy does not set out projected savings over the plan period; savings required for 2024/25 will be incorporated into the annual budget to be presented to Council in February 2024 and incorporated into future MTFS reports.

The Strategy is recommended by Cabinet to Council.

Recommendations and Reasons

That Cabinet recommends the Medium Term Financial Strategy 2023/24 – 2027/28 to City Council for approval.

Reason: The MTFS forms a key part of the budget setting process, which itself is essential to maintain financial control.

Alternative options considered and rejected

None: This is the Council's first MTFS since November 2018 and in need of an update - our Financial Regulations require us to produce regular reports on 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:

The resource implications are set out in the body of the report

Financial Risks

The Medium Term Financial Strategy (MTFS) is the Council's primary financial strategic and planning document linking the revenue budget, the capital programme and the treasury management strategy.

The Strategy sets out the financial planning assumptions for the next five years and ensures resource allocation is in line with Plymouth's priorities. The report includes a section on financial risks.

Carbon Footprint (Environmental) Implications:

There are no impacts directly arising from this report.

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

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

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

Appendices

**Add rows as required to box below*

| Ref. | Title of Appendix | Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i> | | | | | | |
|------|---|--|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| A | Medium Term Financial Strategy 2023/24 – 2027/28 | | | | | | | |

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 | CH 01.09. 23 1103 | Leg | | Mon Off | LS/00 0013 12/1/ AC/1/ 9/23 | HR | | Assets | | Strat Proc | |
| Originating Senior Leadership Team member: David Northey (Interim Service Director for Finance) | | | | | | | | | | | |
| Please confirm the Strategic Director(s) has agreed the report? Yes | | | | | | | | | | | |
| Date agreed: 30/08/2023 | | | | | | | | | | | |
| Cabinet Member approval: Councillor Mark Lowry (Cabinet Member for Finance) after discussion with Cabinet colleagues. | | | | | | | | | | | |
| Date approved: 30/08/2023 | | | | | | | | | | | |

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Plymouth City Council

MEDIUM TERM FINANCIAL STRATEGY

2023/24 – 2027/28

CITY VISION: Britain's Ocean City

One of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone

Plymouth
Britain's Ocean City





Councillor Tudor Evans OBE
Leader of Plymouth City Council

“As part of our Manifesto commitment we made the following priorities. These cover the things that are important to the residents of Plymouth; working with the Police to tackle crime and anti-social behaviour; fewer potholes, cleaner, greener streets and transport; building more homes for both social rent and affordable ownership; green investment, jobs, skills and better education; working with the NHS to provide better access to health, care and dentistry; keeping children, adults and communities safe. This MTFS will provide the financial framework to deliver our commitments and our work to ease the cost of living crisis for the people of Plymouth”



Tracey Lee
Chief Executive of
Plymouth City Council

“The Medium Term Financial Strategy shows how our commitment to service improvements link to the City; people’s jobs, homes, health and how we will pay for the services we provide. Local Authority finances are not getting any easier, with reduced funding and increased costs, and we are not alone in facing these challenges. We must work hard to overcome these pressures whilst continuing to provide over 300 core services ”



Councillor Mark Lowry
Cabinet Member for Finance

“The financial outlook will continue to be tough due to the ongoing reductions of financial support from Government and the impact of national issues outside of our control, including inflation. However despite these challenges we will ensure we deliver on our promise of building a better Plymouth as we maximise the limited resources to provide value for money across all services. This Strategy is key in setting out our financial assumptions as we set about bringing stability to the City’s finances whilst maintaining our ambitions. The Capital Programme remains a cornerstone of our financial strategy despite the impact of the current high interest rates”



David Northey
Service Director for Finance (Section 151
Officer) - Interim

“To ensure we meet the needs of Plymouth residents for high quality services despite the difficult financial environment, we need a strong, robust Medium Term Financial Strategy. By providing a financial framework within which financial stability can be both achieved and sustained, this will enable the Council’s strategic priorities and services to be delivered.”

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Introduction

The Medium Term Financial Strategy (MTFS) links the revenue budget, capital programme, treasury management strategy and capital strategy. It provides the strategic framework to achieve long term financial sustainability for the Council, taking into account known and anticipated pressures together with local and national and international issues which impact on finances. The Strategy helps the Council to respond to internal and external influences, including rising costs and additional demand. It is a key document of our financial and service planning and runs in parallel with the annual budget setting process.

The MTFS enables integrated service and financial planning over the medium term. It provides the framework within which decisions relating to future service delivery can be made. It does not replace the detailed annual budget which will continue to be reviewed over the period and the Council is required to set the level of council tax on an annual basis.

The 2023/24 local government finance settlement was for 1 year only, however the accompanying policy statement published in December 2022 outlined the core principles to be applied for 2024/25, providing some degree of certainty over government funding for that year, with no indication on the quantum of funding thereafter. For 2024/25, the core council tax referendum principles will continue the same as 2023/24 and the referendum limit for increases to council tax will remain at 3% per year. In addition, local authorities with social care responsibilities will be able to increase the adult social care precept by up to 2% per year. Any changes to the local government finance system, including the re-setting of business rates baselines and any change to the proportion of locally retained rates, have been deferred to beyond the life of this parliament. In addition, the adult social care charging reforms have been delayed for 2 years and the funding that had been set aside for this has been repurposed. Any decisions on the funding to be made available for implementing the reforms have also been deferred to the next parliament. It remains to be seen whether such funding will be sufficient to meet the costs. The high levels of inflation and energy prices, increased interest rates and major demand pressures being felt across adults and children's social care plus the continuing homelessness demand remain key factors in the sustainability of local government finance.

This MTFS covers a 5 year period from 2023/24 to 2027/28, recognising that the 2023/24 financial year is already set as an approved budget, whilst latter years are provided for illustrative purposes only. It is prepared in the context of continuing one year financial settlements from central government, as the long-awaited review of funding is still outstanding. With a strategy in place, we can ensure the annual budgets are prepared in line with the Plymouth priorities, whilst identifying sustainable, alternative and increased sources of income. This is particularly important during the current period when the Council continues to face the twin challenges of reducing resources and increasing demand for services, as well as significant external pressures

Financial Principles

1. The Council will achieve a balanced budget each year, and managers must contain their expenditure within their approved budget.
2. Services will be charged for under the Council's agreed Fees and Charges Policy, with annual increases for inflation.
3. Provision for pay inflation will be made centrally and allocated to service budgets when agreed.
4. Specific grants will be included in service budgets. Any later reduction in a grant must be absorbed by the service budget, except in exceptional circumstances.
5. In-year savings will be reported separately as part of the finance monitoring cycle. Savings will be deducted from service budgets in the year of implementation.
6. Service departments are expected to meet the capital financing costs of projects. Corporate or cross cutting schemes may be funded centrally.

- 7. ICT expenditure is financed by service departments. Corporate or cross cutting schemes will be funded centrally.

Financial Objectives

- 1. Ensure the Council sets a balanced and sustainable budget
- 2. Generate the maximum possible funding towards delivering the priorities as set out in the Corporate Plan
- 3. Ensure that the Council manages and monitors its financial resources effectively so that spending commitments do not exceed the resources available in each service area; where ring-fenced government funding is reduced, the service area takes action to reduce expenditure accordingly
- 4. Prioritise capital projects based on the delivery of measurable outcomes whilst being aware of the revenue impact of borrowing costs; ensuring projects are considered in the context of delivering against the Corporate Plan.
- 5. Council Tax will be set in accordance with central government limits.
- 6. Maximise current income opportunities whilst continuing to maximise savings and explore new income and savings opportunities
- 7. Work towards the ambition of a general fund revenue (working) balance of at least 5% of net expenditure to protect the long term financial health and viability of the council

Corporate Plan

The vision for our city remains for Plymouth to be one of Europe’s most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone. The MTFS is framed by the council’s Corporate Plan and how we will achieve the vision.

Tackling crime and anti-social behaviour, filling in potholes, creating cleaner streets, building new homes, green investment, jobs and skills and better access to healthcare and dentistry are front and centre of the administration’s vision for Plymouth’s future.

At the heart of the plan is the council’s ambition to make Plymouth a fairer, greener city where everyone does their bit, making Plymouth a great place to grow-up and grow old, whilst minimising the impact of the cost of living crisis.

This will be achieved through continuing to work with partners across the city and using evidence and our experience to make intelligent decisions. The plan outlines six priorities and the things both the council and others in the city are doing to achieve them. There is a strong recognition of the importance of the work of other organisations the council works with in delivering a city where people age well, where older residents are supported and empowered to live life to the fullest.

OUR PLAN

BUILD A BETTER PLYMOUTH



CITY VISION: Britain's Ocean City

One of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone

Plymouth
Britain's Ocean City

OUR MISSION:

Making Plymouth a fairer, greener city, where everyone does their bit

WE BELIEVE IN:

DEMOCRACY
Because we listen and hear what people want

RESPONSIBILITY
Because we care about the impact of our decisions and actions

FAIRNESS
Because we want to address inequality and inequity in our city

CO-OPERATION
Because we achieve more together than we would alone

WE WILL:

Make Plymouth a great place to grow up and grow old
Minimise the impact of the cost of living crisis

OUR PRIORITIES:

- Working with the Police to tackle crime and anti-social behaviour
- Fewer potholes, cleaner, greener streets and transport
- Build more homes - for social rent and affordable ownership
- Green investment, jobs, skills and better education
- Working with the NHS to provide better access to health, care and dentistry
- Keeping children, adults and communities safe

DOING THIS BY:

- Providing quality public services
- Trusting and engaging our communities
- Focusing on prevention and early intervention
- Spending money wisely
- Empowering and engaging our staff
- Being a strong voice for Plymouth

www.plymouth.gov.uk/ourplan

5

National Context

This MTFS is set within the context of national economic and public expenditure plans and takes into account the national legislation setting out the Council's ability to borrow and to raise income from Council Tax and other sources.

Cost of Living

The Institute for Government describes the 'cost of living crisis' as the fall in 'real' disposable incomes (that is, adjusted for inflation and after taxes and benefits) that the UK has experienced since late 2021.

Since inflation peaked at 11.1% in October 2022 the rate has been gradually coming down, although it spiked up a little in February 2023. The latest forecasts from the Bank of England and the Office for Budget Responsibility both expect inflation to fall sharply this year, but the latest forecast from the Bank implies it will not return to the 2% target until 2024.

Cost pressures have been apparent since mid-2021, driven by a range of issues from depleted gas supplies in Europe to semiconductor shortages in Asia. Impacts from both the pandemic and Brexit increased prices, but the main contribution to higher prices has been the Russian invasion of Ukraine. The biggest impact has been on gas prices, as Russia has dramatically reduced gas sales in particular to Europe.

Although the cost of living crisis affects all residents, it is expected that more deprived households are experiencing the biggest impact on their family budgets. As the cost of living increases, disposable income reduces and more households start to face serious choices around heating, eating and debt. Even when inflation falls, we are left with a gap between income and outgoings which will leave many people in the city with little or no disposable income potentially for years to come. Plymouth City Council has convened a working group to consider what the issues are that people face, what is already in place to support them, and what more needs to happen.

Reform of local Government funding

In July 2016 the Government began a fundamental review of how local authorities are funded. Two consultation papers were issued on Fair Funding and 100% Business Rates Retention (BRR). These were to be two of the biggest changes to local Government finance in decades. The purpose of fair funding was to design a fairer, transparent and less complex methodology for allocating resources to local government and BRR was to meet the government's commitment to allow local government to retain 100% of business rates collected locally. The changes proposed would inevitably have a significant impact on the Council's budgets, but as at the time of writing these proposals have not been implemented.

Working together to grow the wider economy

Heart of the South West LEP (Local Enterprise Partnership): Somerset Council is the Accountable Body, and following the Government's announcement in August 2023 that it will cease to sponsor or fund Local Enterprise Partnerships from April 2024, we are seeking clarity on a number of issues. The technical guidance provided makes a clear statement that Government expects any reserves or assets built up using public funds should remain within the public domain (i.e., transferred to the relevant local authority) where there are no existing arrangements. It also set out a clear timeline for LEPs and their Accountable Body to agree the transfer of assets by March 2024.

We are now working closely with Devon and Torbay colleagues on the Devon Devolution Deal to understand and agree the financial implications for the future.

Plymouth City Council continues to play the key role of administrator of the Devon Business Rates Pool.

Plymouth and South Devon Freeport



The Plymouth and South Devon Freeport will supercharge the South West economy by building on our region's unique national capabilities in marine, defence and space technology. Our outstanding location means the Freeport is prime for growing marine autonomy, renewables and innovative businesses. The Plymouth and South Devon Freeport will attract new investment and provide supply chain opportunities, embedding our commitment to tackle climate change, deliver clean growth and marine decarbonisation. We will provide innovation, investment and infrastructure to build a more resilient, sustainable, and productive economy and upskill the local workforce for the high quality future proof jobs the Freeport will bring.

Autumn Statement 2022

The government published the Autumn Statement 2022 on 17 November 2022, setting out spending plans for the 2 year period 2023/24 to 2024/25 and guidelines for the medium term. The key points relevant to local government were:

Adult Social Care:

- Additional grant funding of £1 billion for 2023/24 and £1.7 billion the year after.
- The implementation of the Dilnot Adult Social Care reforms has been delayed for 2 years. Funding set aside for these reforms in 2023/24 and 2024/25 will be paid to local authorities (£1.3 billion in 2023/24 and £1.9 billion in 2024/25).
- NHS budget to be increased for the next two years by £3.3 billion in each year.

The Government will implement a skills reform programme. This will be coupled with an increase of the school's budget with an additional £2.3 billion to be invested per annum for the next two years.

There will be no cuts to the funding allocations announced in the Spending Review 2021. Growth in spending from 2025/26 will increase at 1% per year.

Departmental budgets have been adjusted to remove compensation for the Health and Social Care Levy (no longer going ahead from April 2023).

Councils will be given the power to increase core council tax by up to 3% without the need for a local referendum. Local authorities with social care responsibilities will be able to increase the adult social care precept by up to 2% per year (a combined maximum increase of up to 5% per annum).

£1 billion investment to continue the Household Support Fund for an extra year.

Government had been consulting on a rent cap for housing. The Statement set this cap at 7% for 2023/24

Local Economy

Plymouth is 'Britain's Ocean City' and the largest urban area southwest of Bristol, with a population of 264,700, and 115,000 jobs, making it a key location for growth. The city has an annual total Gross Value Added (GVA) of £5.44bn (2021), an increase from £5.03bn in 2020. Following years of sustained output and growth Plymouth's productivity gap with the national average was narrowing up until 2018. However, the impact of the Covid-19 pandemic has widened this gap and the city's productivity has still yet to return to pre-pandemic levels. Plymouth's GVA per hour worked now stands at the equivalent to 81.5 per cent of the UK average (2021). Plymouth has three significant economic strengths to draw on to address this low productivity and help grow the economy: marine and defence industries, particularly marine autonomy applications; health technologies and immersive digital technology. These represent the city's high potential opportunities to work with Government to attract significant inward investment, and to build global trade and research links that deliver higher value jobs for the city, and the wider region. They are the city's future priority growth areas and the labour market and business environment is being developed to capitalise on these.

Key city economic data:

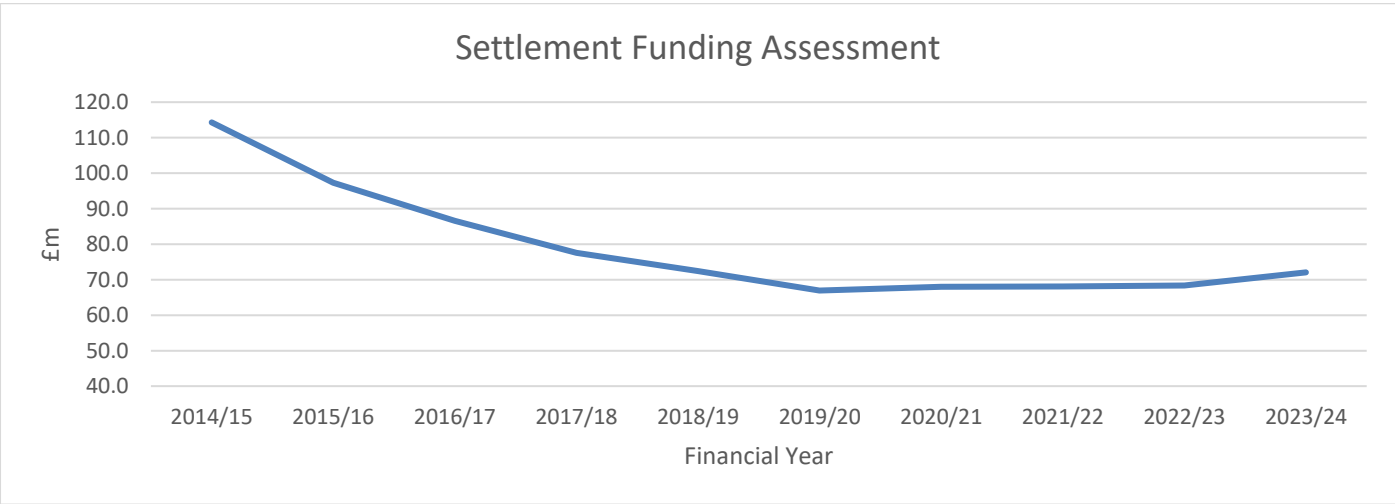
- Plymouth's annual total GVA is £5.44 billion (2021).
- 115,200 jobs in 2021.
- 169,653 people in the city are of working age population (64.1 per cent) which is higher than both the England and South West averages (Census 2021).
- Plymouth has a slightly lower employment rate than nationally (73.6 per cent compared to 75.6 per cent in 2022). However the estimate of the city's unemployment rate remains lower than the national average and is now below the pre-pandemic level seen in March 2020 (3.3 per cent compared to 3.7 per cent nationally).
- Wages in the city are lower than nationally with Plymouth workers receiving £553.40 per week compared to over £642.20 (full-time workers by place of residence, 2022).
- In 2022, the maximum wages of the lowest paid 20 per cent of workers saw a significant increase of 22 per cent to £286.20 per week while the highest paid 80 per cent of workers saw an increase of 4.6 per cent to £682.20 per week. As a result the wage gap shrunk from 2021 to 2022.
- Census 2021 data shows that nearly half of all Plymouth residents (16+) have a Level 3 qualification or above (49.2 per cent) broadly in line with the South West and England (51.6 per cent and 50.8 per cent respectively). Currently 17.3 per cent of Plymouth residents hold no qualifications compared to England 18.1 per cent. This is significantly lower than the number of Plymouth residents with no qualifications in 2011 (22.3 per cent compared to 22.4 per cent in England, Census 2011).
- Plymouth has more apprentices (7.2 per cent) than both England (5.3 per cent) and the South West (6.0 per cent).

Local Financial Forecast

Settlement Funding Assessment

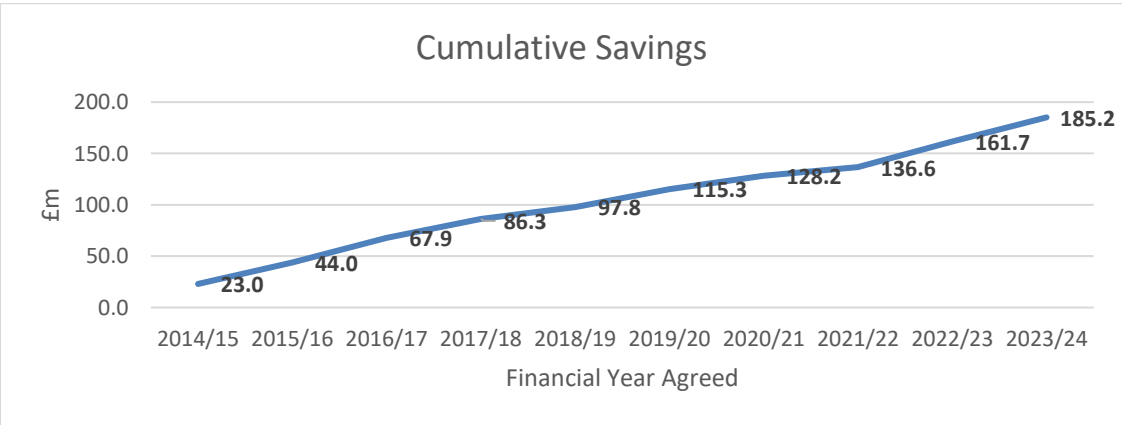
The settlement funding assessment is the Government's measure of funding required by a local authority to meet net revenue expenditure after allowing for income generated from council tax. It is used to distribute revenue support grant to local authorities. In line with the Government's plans in the previous decade to reduce public sector spending, the settlement funding assessment was reduced over a number of years to 2019/20, and hence the amount of revenue support grant distributed to local authorities. For 2023/24 there has been an inflationary increase in the SFA, with real- terms additional resources announced in the 2022 Autumn Statement being allocated via specific grants rather than being applied to the SFA. The inflationary uplifts applied since 2020/21 don't go very far in restoring the reductions made in previous years.

The chart below shows the settlement funding assessment for Plymouth City Council since 2014/15.



Savings

In response to the reducing Government funding, plus additional expenditure pressures, the council has agreed a cumulative total of £185.2m savings in the period 2014/15 to 2023/24.



It is becoming more and more difficult to sustain this level of savings required to balance the annual budgets. We are facing increasing cost pressures reflecting general inflation and the cost of living crisis, plus increasing demand on our statutory services including in particular but not exclusively adult and children's social care plus homelessness. We will continue to make savings from delivery efficiencies and grant and income maximisation, to protect the delivery of essential services.

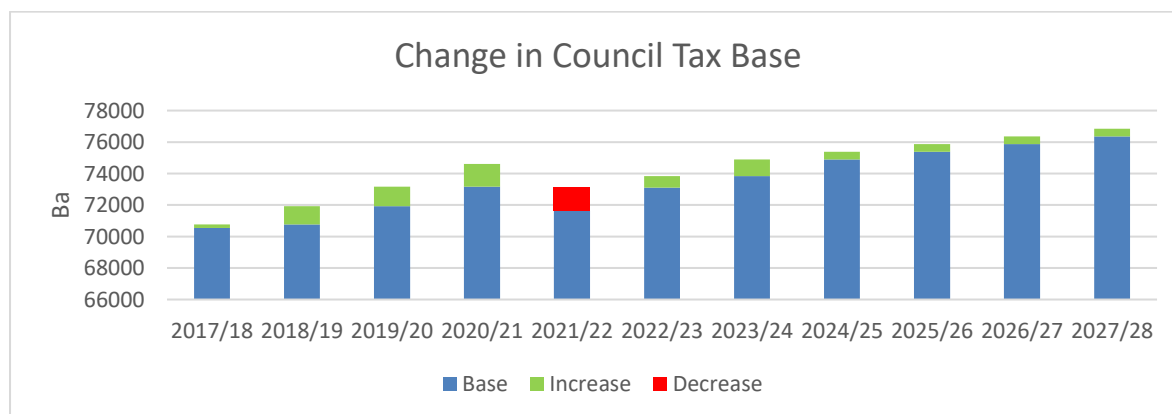
Council Resources

Council Tax and Adult Social Care Precept

In the local government finance settlement local authorities were given the ability to apply an increase in core council tax of up to 3% and an increase in the adult social care precept of up to 2% for 2023/24 without the need for a local referendum. These increases were applied in 2023/24. The Autumn Statement 2022 stated that the 3% core and 2% adult social care precept increases would also be available in 2024/25. The Government have assumed we will maximise this when referencing Council's Core Spending Power. For Plymouth, every quarter percent (0.25%) increase in the Council Tax would yield an additional £0.330m in 2024/25.

The council tax base that has been assumed for each financial year is detailed in Table I. The tax base for future years includes assumptions about growth in the number of residential properties and the impact of the cost of living crisis on the number of local council tax support claimants (LCTS). The 2021/22 tax base assumed an increase in the number of LCTS claimants due to the pandemic, however this was not as severe as anticipated, hence there was a 'bounce back' effect in 2022/23.

The Full Council meeting in January 2023 approved the Council Tax Base report for 2023/24. It set the number of Band D equivalent properties at 74,891, an increase of 1,061 on 2022/23. The rise in the tax base for 2023/24 primarily reflects the increase in the number of properties within the City, offset by an increase in the number of residents claiming Council Tax Support. The assumed collection rate continues at 97.5%; this is realistic and prudent due to the current economic climate.



Council Tax Income

| | 2023/24 Budget £m | 2024/25 Forecast £m | 2025/26 Forecast £m | 2026/27 Forecast £m | 2027/28 Forecast £m |
|---|-------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Council Tax - General | 128.13 | 136.33 | 142.74 | 148.03 | 153.03 |
| Council Tax - Adult Social Care Precept | 2.50 | 2.64 | 1.40 | 1.45 | 1.50 |
| Total Council Tax Income | 130.63 | 138.98 | 144.14 | 149.48 | 154.53 |

Council Tax Discounts and Premiums

Changes contained in the Levelling Up and Regeneration Bill are currently making its way through Parliament. The Bill sets out changes impacting on council tax collection in relation to second homes and long term empty dwellings. The Bill proposes to allow billing authorities to reduce the period before which a premium can be charged for empty homes and introduces the ability to charge a premium for properties which are furnished but not occupied as a primary residence.

The Levelling Up and Regeneration Bill has been brought forward with the intention to address geographical disparities between different parts of the UK. The specific provisions around council tax are primarily aimed at allowing councils to raise additional revenue and to acknowledge the impact that second and empty homes can have on some communities, with a view that especially in the case of empty properties this would incentivise property owners to bring those properties back into use at the earliest opportunity.

At present an empty homes premium can only be charged in respect of dwellings which are unoccupied and substantially unfurnished. This term is not defined by legislation and instead use must be made of case law. Dwellings which are no one's sole or main residence and furnished are classed as second homes. The Levelling Up and Regeneration Bill will introduce powers for billing authorities to apply a premium to dwellings which have no resident and are "substantially furnished". The maximum council tax charge in these cases would be a standard 100% plus a further 100% premium, resulting in a total council tax charge of 200%.

The Bill was due to be approved before 31 March 2023 which, allowing for the twelve month lead-in time, would have allowed the Council to implement the new charges from April 2024. Given the delay in parliament, the earliest implementation would now be April 2025. It is forecast this additional charge would see an additional £1m of council tax income each year. No provision has been made in this MTFS but the position will be kept under review.

Business Rates

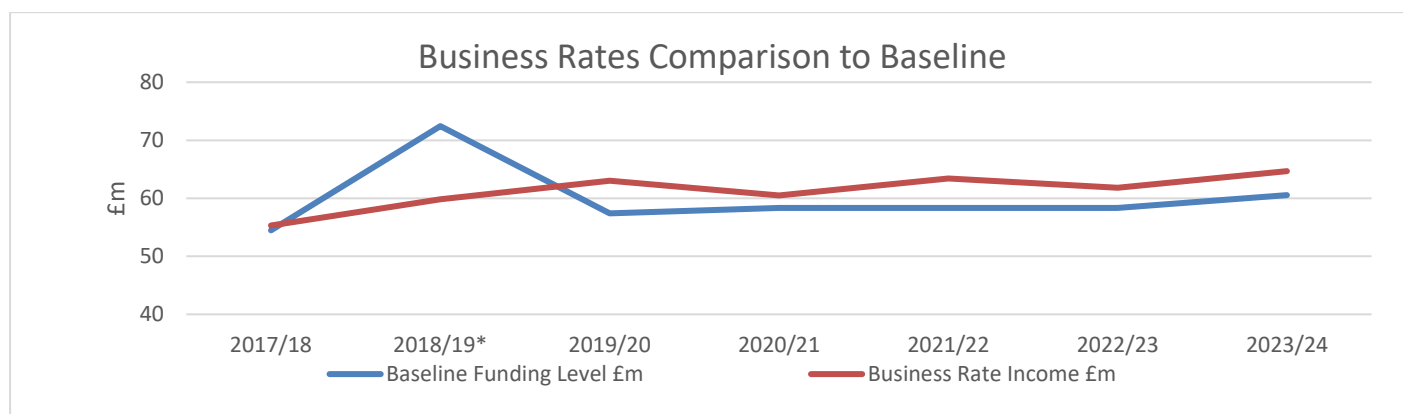
Under the Government's funding arrangements for local authorities the business rate retention scheme means councils retain a proportion of their business rates, including growth, which is currently 49% of receipts. Authorities also take the risk of reductions in business rates during times of recession, although there are 'safety net' arrangements in place to protect against very large reductions. Local authorities are compensated by way of S31 grant for reductions to business rates arising from changes in Government policy since the retention scheme was introduced e.g. additional reliefs and a lower uplift or freezing of the business rates multiplier.

The final calculation of resources from Business Rates is determined by the completion of the Government return NNDR1 (National Non Domestic Rates). The timing of this report sits outside of the budget setting timetable, and 2023/24 was particularly difficult to predict due to the uncertainty of inflation on the multiplier, the impact of the three-year business rates revaluation exercise and the first year without the complexities of Covid grant payments to business rate payers.

Business Rates Comparison to Baseline

| | 2017/18 | 2018/19* | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|---------------------------|---------|----------|---------|---------|---------|---------|---------|
| Baseline Funding Level £m | 54.477 | 72.436 | 57.400 | 58.335 | 58.335 | 58.335 | 60.518 |
| Business Rate Income £m | 55.308 | 59.801 | 63.011 | 60.467 | 63.435 | 61.839 | 64.677 |

* 2018/19 was the 100% Business Rates Pilot year



Government Grants

Revenue Support Grant (RSG)

Revenue Support Grant is a central government grant given to local authorities which can be used to finance revenue expenditure on any service. The amount of Revenue Support Grant to be provided to authorities is established through the local government finance settlement.

In past years, RSG has been a major source of funding for the Council however since the austerity measures in the previous decade were introduced this grant has been reduced drastically. In comparison to 2013/14 which is the first year of a straight comparison, with the introduction of rates retention, the authority's RSG was £76.6m. In 2023/24 this is now £11.562m. The increase from the previous year's allocation £10.045m includes rolled in grants totaling £0.497m. Excluding this the increase represents a CPI increase of 10.1% (£1.020m). The MTFs assumes inflationary uplifts in RSG for 2024/25 onwards based on the assumed increase in the business rates multiplier.

New Homes Bonus (NHB)

The allocation for New Homes Bonus payment in 2023/24 is £0.022m. It reflects the Government changes which is now simply a one-year retrospective payment and it should be noted this allocation settlement is for one year only and there is still no indication of what the replacement will be.

Public Health Grant

The Public Health grant is another key source of income and is used to improve the health of the population, and in particular to tackle large differences in health outcomes that we see between local areas.

| | 2017/18 £m | 2018/19 £m | 2019/20 £m | 2020/21 £m | 2021/22 £m | 2022/23 £m | 2023/24 £m |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Public Health Grant allocations | 15.735 | 15.330 | 14.925 | 15.322 | 15.504 | 15.940 | 16.460 |

This Government Grant supports the Council's public health responsibilities. Grant conditions apply including responsibilities for 0-5 children services.

Grant funds may only be spent on activities whose main purpose is to improve the public health of our local population. This includes some specific requirements around health improvement, sexual health, drug and alcohol services, children and young people's PH services, NHS Health checks and health protection, as well as providing healthcare public health advice to support the commissioning of health and wellbeing services.

Financing the Council

Financial Planning Assumptions

The Medium Term Financial Strategy is based on the national and local economic context and local strategic direction. This table below sets out the Council's key funding assumptions, with percentages indicating the year-on-year changes. The resultant impact on the resources are set out in a later table.

A key assumption is that the Devon-wide Business Rates Pool continues into future years covered by the MTFs, however there is still uncertainty as to whether Rate Pools will remain, particularly if there is a fundamental review of the rating system. This would generate an additional £1m of business rates each year.

This MTFs works towards restoring a minimum 5% Working Balance. This reserve was steadily built up over the years and stood at £9.4 million as at March 2017. It currently stands at £8.7m. This equates to approximately 4.0% of the Council's net revenue budget. By 2027/28 this would need to be £11.8m, an increase of £2.9m to equate to 5%, which is about the average for Unitary Councils.

Key Funding Assumptions

| 2023/24 | Item | 2024/25 | 2025/26 | 2026/27 | 2027/28 |
|-----------|---|---------|---------|---------|---------|
| £1,719.81 | Increase in Core Council Tax Charge | 2.99% | 1.99% | 1.99% | 1.99% |
| £33.40 | Increase in Adult Social Care Precept | 2.00% | 1.00% | 1.00% | 1.00% |
| 74,891 | C. Tax Base (No. of Band D equivalents) | 75,386 | 75,873 | 76,361 | 76,848 |
| 49.9p | Increase in Small Business Rates Multiplier | 5.41% | 0.57% | 0.02% | 0.66% |
| £11.562m | Increase in Revenue Support Grant* | 5.41% | 0.57% | 0.02% | 0.66% |
| £15.077m | Increase in Top Up Grant | 5.41% | 0.57% | 0.02% | 0.66% |
| £1.685m | Reduction in New Homes Bonus | -99% | -100% | 0% | 0% |

Key Financial Planning Considerations

- Continuing one-year Revenue Support Grant settlement, with annual inflation uplift.
- The cap on council tax increases, reflecting central Government's direction of the confirmed 2.99% for 2024/25, will revert to 1.99%.
- The forecast, reflecting central Government's direction, assumes there will be a further 2% Adult Social Care precept in 2024/25 with 1% modelled for future years. The final decision on core Council Tax and ASC Precept changes will require Full Council approval as part of the annual budgets.
- Uncertainty to future funding due to the delay in 100% Business Rates Retention. Assumption is the current system remains, with assumed annual inflation uplift.
- Reductions in other Government grant funding without matching reductions and responsibility for related services provision.
- Uncertainty about any future Fair Funding Review.
- A continuing range of increasing costs in order to meet the demands on the Council and maintain key services, particularly in Adult Social Care, Children's Social Care and Homelessness.
- Increased costs of meeting new initiatives.
- General inflation relating to external spend and contracts have not been accounted for on the understanding that smarter procurement practices will continue to contain significantly increased spending.

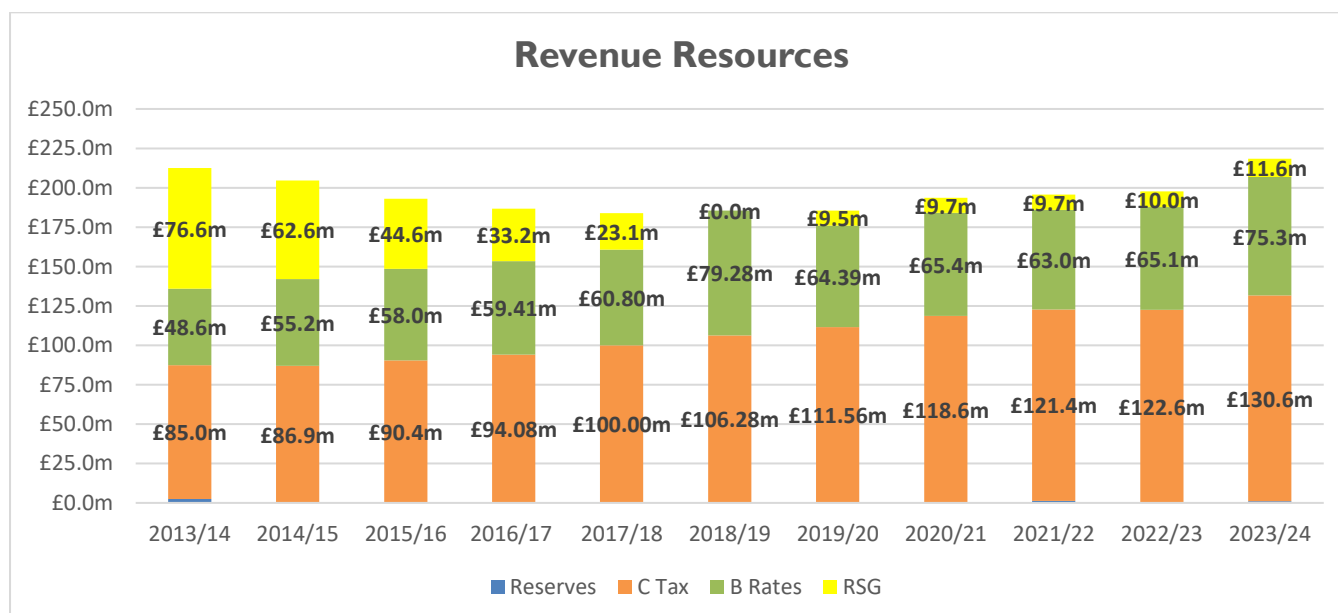
Revenue Resources

Plymouth City Council, in line with all other Local Authorities, continues to face diminishing resources and increasing demand and costs. Council Tax assumptions reflect a steadily increasing tax base, and the levying of an additional 2.99% Council Tax increase in 2023/24 plus an additional 2% Adult Social Care precept, reflecting Government policy. The Business Rates forecast assumes a full growth dividend. It is expected that Devon Business Rates pooling gains will continue.

It is very clear that the strategy since the start of the austerity period in 2010/11 for local government, has been to shift the funding resources from national to local sources. A comparison between 2013/14 key resources, when the current funding system was introduced, and 2023/24 shows the movement.

| Resource | 2013/14 | 2023/24 | 2013/14 | 2023/24 |
|----------------|---------|---------|--------------|--------------|
| RSG | £76.6m | £11.6m | 36.0% | 5.3% |
| Business Rates | £48.6m | £75.3m | 40.0% | 34.5% |
| Council Tax | £85.0m | £130.5m | 22.9% | 59.8% |
| Reserves | £2.4m | £1.0m | 1.1% | 0.4% |
| Total | £212.6m | £218.4m | 100% | 100% |

The scale of the funding reductions is the financial challenge facing the Council over the next four years. Although the core central funding from the Revenue Support Grant is increasing in line with inflation, this is not enough to cover the growing cost pressures. This MTFS has the expectation this will continue in the medium term, although it is likely to move towards zero in the longer term.



Treatment of Specific Grant Funding

Housing Benefit Subsidy

Normal housing benefit payments are subsidised at 100%. Housing Benefit Subsidy Grant is estimated to be £58m for 2024/25, down from the high of £79m in 2018/19. However overpayments attract only a 40% subsidy rate.

Dedicated Schools Grant

The largest specific grant that the Council receives is the Dedicated Schools Grant (DSG) which is a net £81m for 2023/24 and £260m gross including monies allocated for academies. The funding is spent either directly by Schools, (Primary, Secondary and Special), through their formula allocations, or by the authority on their behalf. The Schools Forum, (a representative group of Head Teachers and relevant stakeholders), are consulted on the local authority's formula distribution and the amounts administered centrally.

Any over or under spends on the DSG are carried forward to the following financial year with a neutral impact on the Council's general fund. However, accumulated school balances do form part of the Council's overall reserves and provisions.

Pupil Premium

In addition to the Dedicated Schools Grant the Council also receives additional schools funding through the Pupil Premium. This allocates additional funding to schools that have pupils who are eligible for free school meals; looked after by the City Council; have parents who are currently serving in the armed forces.

Better Care Fund (BCF) and Improved Better Care Fund (iBCF)

Since 2015, the BCF has been crucial in supporting people to live healthy, independent and dignified lives, through joining up health, social care and housing services seamlessly around the person. This vision is underpinned by 2 core objectives, to 1) enable people to stay well, safe and independent at home for longer; and 2) provide people with the right care, at the right place, at the right time

The BCF achieves this by requiring integrated care boards (ICBs) and local government to agree a joint plan, owned by the health and wellbeing board (HWPB), and governed by an agreement under section 75 of the NHS Act (2006). This continues to provide an important framework in bringing local NHS services and local government together to tackle pressures faced across the health and social care system and drive better outcomes for people. 94% of local areas agreed that joint working had improved as a result of the BCF in 2021 to 2022.

The Improved Better Care Fund was first announced in the 2015 Spending Review. This is paid as a Specific Grant to us as the local authority with a condition that it is pooled into the existing local BCF plan with the Clinical Commissioning Group (CCG). This is additional funding for the provision of adult social care and this is therefore not an on-going revenue stream and cannot be subsumed into "business as usual" to close the funding gap for adult social care. There are clear ministerial guidelines on the areas this money can be used for and Plymouth City Council, working in partnership with key stakeholders such as NHS Devon will ensure the funds are invested in transforming the social care system and reducing delayed transfers of care.

Income Collection

The 2023/24 revenue budget and MTFS assumptions are based on achieving the collection targets as set out. Bad debt provisions are kept under regular review by the Section 151 Officer.

These collection rates have been achieved through the Covid-19 and subsequent financial years. They will be kept under monthly review.

| Type of debt | Target % |
|------------------|----------|
| Council Tax | 97.5 |
| Business Rates | 97.5 |
| Commercial Rents | 97.5 |
| Sundry Debt | 97.5 |

Right-sizing the Budget

Additional costs accepted within the MTFS are exceptional in nature with the inherent assumption that spending departments will absorb the increased cost of service demand and inflation through proactive management action and efficiencies through “business as usual” operations. A clear business case must be approved through the Corporate Management Team (CMT) in order to incorporate future year funding allocations.

Utilities have been a significant additional cost in recent years. However, through office rationalisation, carbon reduction investment and recent falling prices, we have been able to reduce the additional 2023/24 budget allocation in our MTFS going forward. The additional costs and adjustments within the 2023/24 to 2027/28 MTFS are detailed below. These are additional costs which are kept under constant review as part of on-going budget monitoring, but are seen as required to meet budget requirements.

| Additional Costs – right-sizing the budget | 2024/25 £m | 2025/26 £m | 2026/27 £m | 2027/28 £m |
|---|---------------|---------------|---------------|---------------|
| Salary and Pension inflation | 4.000 | 3.090 | 3.183 | 3.278 |
| Schools PFI (Private Finance Initiative) | 0.181 | (0.014) | - | - |
| Revenue costs arising from capital investment | 1.171 | 0.364 | (0.183) | - |
| Repay S106 monies | 0.590 | - | - | - |
| Replenish Working Balance | 0.750 | - | - | - |
| National Living Wage | 2.648 | 3.027 | 3.230 | 3.446 |
| One-off 2023/24 Budget allocations - reverse | 1.495 | | | |
| Total | 10.835 | 6.467 | 6.230 | 6.724 |

Salary and Pension Inflation

Pay awards have been significantly increased over recent years, including a prolonged period of uncertainty for 2023/24 which is still to be settled. A one per cent increase in our payroll roughly equates to circa £1m added revenue spend within our base budget. Looking forward, we have assumed a three per cent award for each year, although with inflation expected to reduce, the later years could be settled at below this mark. No additional funding has been allocated towards our pension deficit following the buy-out in 2019/20.

Schools PFI (Private Finance Initiative)

A Private Finance Initiative (PFI) is a long-term contract between a private party and a government entity (in this case Plymouth City Council) where the private sector designs, builds, finances and operates a public asset and related services. In a PFI contract the private party bears the risks associated with construction and maintenance and management responsibility, and remuneration is linked to performance. The additional £0.181m, reducing by fourteen thousand in 2025/26 will ensure the overall resources match the total costs of the project.

Revenue costs arising from capital investment

£1.171m has been included in 2024/25 for the revenue costs arising from capital investment decisions in previous years. Included as an example is the reinstatement of an additional £0.250m to finance £2m of Climate Fund resources. Borrowing costs associated with investment projects such as this follow the “Invest to save” principle and are expected to be repaid by the project. For some specific projects, there will be the potential need for gap funding of projects in the short term that will provide longer term benefits through potential increased council tax and NNDR. There will be other cases where investment is required, such as Transport projects, Schools and Health and Safety, where there is no financial payback. The loan repayments will be funded corporately. The cost of replacing our current stock of ICT equipment, covering desktop and laptop equipment and printers etc. will fall on revenue resources rather than the capital programme.

Repay S106 monies

Planning obligations under Section 106 of the Town and Country Planning Act 1990 (as amended), commonly known as S106 agreements, are a mechanism which make a development proposal acceptable in planning terms, that would not otherwise be acceptable. In previous years, in order to bridge the budget funding gap, monies have been borrowed from the rolling S106 reserve, with a clear indication to repay in full when practicable. The MTFS includes an allocation to the base budget of £0.590m in 2024/25. This will stay in the base for five years, totalling an allocation of £2.950m and be withdrawn from 2028/29 when the original drawdown has been fully replenished.

Replenish Working Balance

The required additional contribution starting in 2024/25 and running for four years will see the Working Balance restored to the sector average 5% of the annual net budget. This commitment was made as part of the 2023/24 budget setting process.

National Living Wage

The council is committed to passing on to our adult and children’s social care providers the additional cost of the annual review, and increase, of the National Living Wage (NLW). There was a larger than expected rise from April 2023 to £10.42/hr. The latest modelling suggest a 4.6% increase to £10.90 from April 2024. This increasing cost is shown separately in our additional costs analysis but in reality is a key driver in the increasing costs of providing our adult social care packages and services.

For our own workforce, the Council pays the Foundation Living Wage which is also currently projected to be £10.90 from April 2024.

One-off 2023/24 Budget allocations - reverse

To balance the 2023/24, a number of one-off adjustments (savings) were made. In order to right-size the base budget going forward, these need to be added back in 2024/25. This sum of £1.495m includes

reinstatement of £1m for the Minimum Revenue Requirement (MRP) “holiday” in 2023/24 and one-off savings, mainly held within the Place Directorate.

| SENSITIVITY TO 1% CHANGE IN INFLATION ASSUMPTIONS | | £m |
|--|--|-----------|
| Pay Award | | 1.000 |
| National Living Wage | | 0.575 |
| Interest Rate changes to borrow £1m | | 0.010 |
| General Contract Inflation (excluding Social Care contracts) | | 0.100 |

Capital Budget and Programme

Planned capital expenditure and the associated financing is detailed within the budget report approved by Council in February 2023. Amendments to the budget are approved by Council on a quarterly basis, with a full updated programme being prepared for approval by Council in February 2024. The programme has been reviewed and re-profiled in light of the economic environment (increasing inflation and interest rates) and changing priorities.

At the end of quarter one (June 2023) the amended Capital Programme for the period 2023/24 to 2027/28 stands at £556.722m. This includes approved projects £338.052m plus future funding assumptions £218.670m. The £338.052m consists of three main components; grant funding received from other organisations, but mainly government departments £100.080m (29.6%); borrowing funded by departments £121.594m (35.7%) and borrowing funded from corporate resources £94.528m (28%). The remaining 7.3% comes from funds released by the sale of assets, known as capital receipts £10.094m and contributions from other organisations, mainly developers £11.756m.

Officers will remain proactive at securing external grant funding wherever possible in order to continue to deliver significant, ambitious capital investment in the city. The budget will be continually updated as further details of funding are made available.

Projects seeking to fund proposals from service borrowing will be required to meet the principle of “Invest to save”. Business cases will evidence that a loan to fund capital spend can be repaid from the net revenue benefits achieved from the investment, as evidenced in a discounted cash flow.

We remain committed to a significant capital investment programme. The Council will engage with partners in major regeneration of the city, not only contributing towards improvements, but also to sustain local work opportunities, for example, the construction industry. We will ensure that we maximise the outcomes and revenue savings generated through capital investment. For example, we will grow businesses in the city and build more houses to generate business rate income, and Council tax.

Key Financial Strategies

Treasury Management

The Treasury Management practices, principles and schedules are in place to ensure the Council’s Treasury Management Policy Strategy is adhered to and that working practices are in place to meet the approved strategy. It is reviewed annually and affects the Council’s budget in terms of borrowing costs and investment returns. The Treasury Management Strategy sets the authorised limits and operational boundaries within which investment and borrowing decisions are taken and risks managed. Effective treasury management will provide support towards the achievement of its business and service objectives.

We maintain regular engagement with our Treasury Management advisors, Arlingclose, and constantly seek their advice on our strategic direction and key operational decisions.

Full Council will receive reports on its treasury and investment management policies, practices and activities including, as a minimum, an annual strategy and plan in advance of the year, a mid-year review and

an annual report after its close, in the form prescribed in its treasury management practices and investment management practices.

Borrowing Limits

The Council must have regard to the Prudential Code when setting its Authorised Borrowing Limit, which essentially requires it to ensure that total capital investment remains within sustainable limits and, in particular, that the impact upon its future Council Tax and Council rent levels is acceptable.

Minimum Revenue Provision (MRP) Policy

The Council is required to put aside cash each year from its revenue budget to provide for the repayment of loans taken out to finance capitalised expenditure. The Government's Capital Financing Regulations place the duty for an authority to make an amount of Minimum Revenue Provision which it considers to be "prudent". The prudent provision is to ensure that debt is repaid over a period reasonably in line with that over which the assets provides benefits.

Flexible use of Capital Receipts

A Flexible Use of Capital Receipts Strategy was submitted to Council as part of the 2023/24 budget process. Flexible use supports local authorities to deliver more efficient and sustainable services by allowing local authorities to spend up to 100% of their fixed asset receipts (excluding Right to Buy receipts) on the revenue costs of transformation projects.

The Councils Reserves

The Council has created a number of specific reserves and provisions in order to plan in advance for known and anticipated future revenue costs. We will regularly review the appropriateness and use of these reserves throughout each financial year. As a minimum, all specific reserves will be reviewed on an annual basis in as part of the end of year accounting closedown.

Unusable Reserves

The Council holds a number of unusable reserves in the Balance sheet. Some are required to be held for statutory reasons and some are needed to comply with proper accountancy practice. The largest balance is the Asset Revaluation Reserve at £295m; the revaluation reserve contains the gains made by the Council arising from increases in the value of its Property, Plant and Equipment. Unusable reserves also includes the accounting valuation of the pension fund. The large movement between the last two years from a negative balance of £24m to the March 2023 positive balance of £322m is largely explained by the change in the pension valuation from an accounting deficit of £383m to the revised £37m. The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions.

Usable Reserves

The Council also holds a number of Usable Reserves which are those reserves that the Council may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve may only be used to fund capital expenditure or repay debt, or with Council approval to finance transformation projects).

Main reserves held at the end of the 2022/23 financial year.

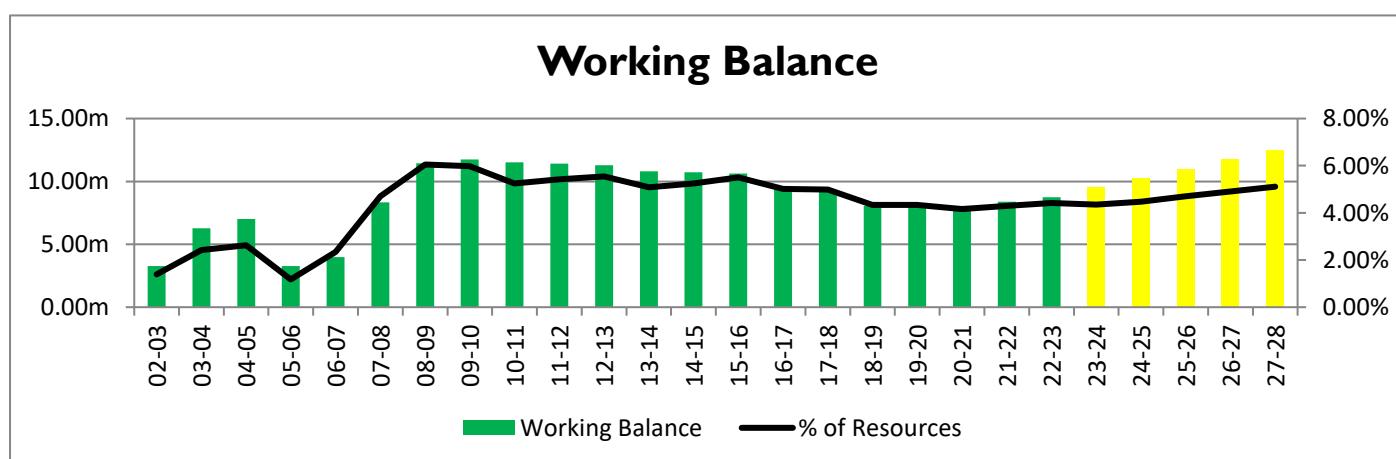
| Reserves | 31 March 2022 £m | 31 March 2023 £m |
|--|------------------------|------------------------|
| General Fund Balance (Working Balance) | 8.743 | 8.743 |
| Earmarked General Fund Reserves | 79.750 | 43.469 |
| Capital Receipts Reserve | 16.982 | 17.207 |
| Capital Grants and Contributions Unapplied | 18.669 | 45.874 |
| Total Usable Reserves | 124.144 | 115.293 |
| Total Unusable Reserves | (24.136) | 322.115 |
| Total Reserves | 100.008 | 437.408 |

Reserve use and retention is an important part of the medium term financial strategy.

A brief description of the purpose of each of our significant reserves and provisions is as follows:

General Fund Balance (Working Balance)

The Council's Working Balance is the revenue reserve that is put aside to cover any significant business risks that might arise. As previously stated, this MTFS works towards restoring a minimum 5% Working Balance. Given the significant constraints that will be placed on public sector spending for the foreseeable future, the Council's reserves should be adequate to cover potential risks. Plymouth has significantly improved its approach to risk management over recent years. Our strategic and operational risk registers are comprehensive and are regularly reported to, discussed and challenged by senior officers and members. Given the size of the financial challenges in this MTFS it is even more appropriate that we are working to restore our working balance. The green shaded areas are actuals; the yellow are forecast balances.

**Earmarked General Fund Reserves**

Provide financing for future expenditure plans and policy initiatives. The main earmarked reserves and their purpose are as follows:

Education Carry Forwards – A number of reserves are held on behalf of several educational establishments which operate under devolved budgets, whereby any surpluses or deficits are carried forward to the following financial year.

School Budget Share – Represents unspent balances at the year-end against schools' delegated budgets. The 31 March 2023 balance relating to the School budget share was £3.662m (31 March 2022: £2.926m).

PFI Reserve – The Council receives PFI credits towards the schools PFI contract at Wood View Campus in equal instalments over the course of the contract. Credits received in excess of costs are carried forward in a reserve to meet future expenditure, thus smoothing expenditure and income over the term of the contract.

Collection Fund Reserve – The Collection Fund Reserve holds balances to 'smooth' the impact and movement of COVID-19 grant funding for Business Rates and Council Tax across multiple financial years.

Financing and Investment Income and Expenditure

This contains corporate items of income and expenditure arising from the Council's involvement in financial instruments and similar transactions involving interest or the unwinding of discounts. This heading also includes the income and expenditure relating to investment properties.

Financial outlook for 2024/25 and after

The 2023/24 local government finance settlement was for 1 year only, however the accompanying policy statement published in December 2022 outlined the core principles to be applied for 2024/25, providing some degree of certainty over government funding for that year.

The 2022 Autumn Statement outlined local government resources for 2023/24 and 2024/25, with no indication on the quantum of funding thereafter. Any changes to the local government finance system, including the re-setting of business rates baselines and any change to the proportion of locally retained rates, have been deferred to beyond the life of this parliament. In addition, the adult social care charging reforms have been delayed for 2 years and the funding that had been set aside for this has been repurposed. Any decisions on the funding to be made available for implementing the reforms have also been deferred to the next parliament. It remains to be seen whether such funding will be sufficient to meet the costs.

The high levels of inflation and energy prices, increased interest rates and major demand pressures being felt across adults and children's social care remain key factors in the sustainability of local government finance.

Medium Term Financial Forecast

The Council's current forecast financial position is detailed below and includes the implications of the local government finance settlement. It will be reviewed each year of budget setting to reflect any new pressures, changes in funding assumptions and any revision to the Council's Corporate Plan.

The forecasted resources and right-sizing additional costs and adjustments are set out in the report.

In addition we need to take into account the following demand-led cost pressures, currently under review. These are the current known pressures and other areas of pressure in the defined areas and other potential areas may materialise and we need to monitor closely going forward, taking particular account of the impact of any emerging pressures in 2023/24 on the assumptions for 2024/25.

Adult Social Care – Modelling of the current increases in both demand and costs indicate the requirement for a further allocation of £5.047m in 2024/25 with further allocations as set out in the table. Homelessness – we are experiencing increasing demand and increasing costs, with households in Bed & Breakfast as at March 2023 totaling 222, an increase from the previous year's high of 151, with a further 35 families in B&B.

Emergency accommodation is an expensive but necessary option. This is projected to require an additional £3.287m in 2024/25 to provide adequate budget going forward. Children's Social Care - £3m reflecting increased costs and demand pressures. Home 2 School Transport - we are experiencing additional cost every year for Home to School transport. Despite putting an additional £1m into the 23/24 budget, we are still estimating nearly £1m overspend in 23/24 due to increase in costs and volume. Increases in fuel costs, lack of mini bus/taxi drivers and an increase in pupils attending independent

special schools outside the county are contributing to the increase. The SEND service is experiencing increasing costs particularly in the 0-25 team and administration. £0.5m will correct the budget. These additional cost have been offset by a £2m reduction to the budget allocation for the corporate estate's energy costs. The 2023/24 budget included an additional £4m uplift to the budget; with prices starting to come down and predictions of further reductions the MTFs reduces this uplift over the following two years.

Feeding these into our financial model together with the right-sizing adjustments and revised resources gives us the following position.

| Pressure | 2024/25 | 2025/26 |
|--|---------------|--------------|
| Adult Social Care | 5.047 | 3.543 |
| Homelessness | 3.287 | |
| Children's social care | 3.000 | |
| Home 2 School Transport | 1.000 | |
| SEND (DSG amendment) | 0.500 | |
| | | |
| Energy – Corporate Estate (reduce costs) | (2.000) | (2.000) |
| Sub Total | 10.834 | 1.543 |

| | 2023/24 £m | 2024/25 £m | 2025/26 £m | 2026/27 £m | 2027/28 £m |
|-----------------------|------------------|------------------|------------------|------------------|------------------|
| RSG | (11.562) | (12.188) | (12.257) | (12.259) | (12.340) |
| Council Tax | (130.625) | (138.979) | (144.138) | (149.480) | (154.525) |
| Business Rates | (75.253) | (77.728) | (77.406) | (77.409) | (77.516) |
| Reserves | (1.000) | - | - | - | - |
| Core Resources | (218.440) | (228.894) | (233.801) | (239.149) | (244.381) |

| | | | | | |
|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| Expenditure b/forward | 218.440 | 218.440 | 240.109 | 248.119 | 258.130 |
| Add Right-sizing costs / adjustments | - | 10.835 | 6.467 | 6.230 | 6.724 |
| Add Demand-led pressures | - | 10.834 | 1.543 | 3.781 | 4.035 |
| Total Net Expenditure | 218.440 | 240.109 | 248.119 | 258.130 | 268.889 |
| Forecast shortfall | - | 11.215 | 14.318 | 18.981 | 24.580 |

| Forecast Shortfall | 2023/24 £m | 2024/25 £m | 2025/26 £m | 2026/27 £m | 2027/28 £m |
|---------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Brought Forward shortfall | - | - | 11.215 | 14.318 | 18.981 |
| In Year shortfall | - | 11.215 | 3.103 | 4.664 | 5.526 |
| Total | - | 11.215 | 14.318 | 18.981 | 24.508 |

The table above sets out the current overall position, which shows the Council is required to achieve annual savings of around £4m from 2025/26 after achieving savings of £11.2m in 2024/25. This is still a significant budget shortfall to address over the medium term and no uncommitted reserves available to help with this. Cost pressures, particularly within demand-led services, that were already being faced by the Council have been exacerbated by high levels of inflation, increased pay costs and high energy prices. The MTFS already includes additional funding for 2024/25 announced in the November 2022 Autumn Statement, so there is no expectation of further new government funding in that or later years.

Work will continue to reduce and mitigate both the right-sizing additional pressures and the demand-led service area pressures detailed above to address the budget gap.

Closing the financial gap and Medium Term Financial Plan

The MTFS highlights a budget shortfall of £11.2m in 2023/24 rising, without mitigations to £24.5m by 2027.28. Local Government is changing rapidly as traditional sources of funding are reducing and the demand for our services is increasing. We know we cannot continue to deliver services in the same way we have done in the past and our transformation portfolio is taking a pioneering and ambitious approach to addressing these challenges while seeking to improve outcomes for Plymouth citizens.

This means providing services in new ways, joining up with partners wherever possible, investing in ways of doing things more efficiently, making the most of our assets, raising income by taking a more commercial approach and a focus and clarity on our organisational purpose.

Our current areas of focus to close the forecast financial gap, after a robust challenge of all of the additional cost pressures and resource assumptions, are:

In the Children's Directorate we will focus on:

- meeting the needs of children and young people in our care in less expensive residential settings and with foster carers and family and friends where children can live safely in Plymouth and closer to their school and community
- supporting children, young people and families through locality based early help services that meet their needs without the need for statutory social work intervention and helping partners to provide help and support for families at the earliest point of need at the lowest point of intervention
- meeting the Council's statutory requirements for home to school transport that meets children's needs as cost effectively as possible

The Place Directorate will continue to prioritise growth and ensure the delivery of frontline services to meet the needs of residents across the city by maximising income. In addressing year-on-year budgetary pressures, all income streams and potential grants will be sought to reduce the continual pressures on revenue budgets, with further work building on past successes in relation to efficiency and commercialisation initiatives to the overall benefit of council revenue.

In the People Directorate, the Community Connections department is continuing to work on reducing demand for homelessness services through early intervention and prevention including ensuring assessment processes are robust. Work is also on-going to increase access to alternative provision to help reduce reliance on high cost nightly paid accommodation and supporting delivery of increased affordable provision to support move on from temporary accommodation.

The Adult Social Care and Strategic Commissioning department are working closely with system partners increasing the focus on improving access to health care and outcomes for those leaving hospital. Also working to increase the system's intermediate care capacity and capability to manage higher demands and complexity more effectively, improving people's independence and reducing long term needs; and supporting our care markets and voluntary organisations to develop the range of skills and services required to meet these higher demands and complexities.

Transformation Portfolio and Corporate Support Services, as well as playing a key role in supporting the demand-led services with financial, legal, procurement and HR expertise, will be reviewing their own operating models.

The HR and OD Service has been working with the Corporate and Senior Leadership teams to prioritise the critical areas of work which will support the organization to work much more efficiently with the resources it has, including ensuring that our culture is developed to achieve a 'one team approach' to ensure we deliver vital services to our communities and residents whilst building the people management capability to manage performance ensuring that everyone is clear about what is expected of them and the priorities we must deliver over the next 3 years. The HR and OD emphasis will also be on reducing the demand for HR heavy case work support by coaching and mentoring managers to be confident to deal with performance issues proactively and at the earliest opportunity. We will refocus our learning and development on our critical skills gaps ensuring that we maximize the apprenticeship levy funding to upskills and bring new talent into the organization.

The Transformation department will also be supporting the other services, whilst focusing on two prime projects. "New Ways of Working" is focused on the council's accommodation rationalisation and delivery of the financial savings from the exit of both Windsor House and Midland House. It is important to complete this work in order not to create a bigger shortfall in our budget. "One Council" will focus on Intelligent Automation, the website upgrade and Cyber Security.

Conclusion

The financial risks facing the Council in the medium term are assessed within the MTFs. This includes assessing the risks around Government funding and other income streams of the Council, the subsequent budget shortfalls that the Council would then face and overall local and national economic factors which can affect the financial stability of the Council. The cost of living crisis, including energy costs, has increased the level of risk faced by the Council, both in the cost pressures faced and the economic impact on income streams. In setting the annual budget and the MTFs the Council will ensure potential risks are assessed and actively managed so that their impact is minimised or can be contained within Contingencies, Balances or Earmarked Reserves as is necessary. In year, the Council will monitor its revenue and capital budgets on a monthly basis and report to Cabinet on a quarterly basis.

The key factors that could have a material effect on the financial position of the Council include:

- Wider economic changes and government policy and funding reforms
- Unmanaged service pressures; increases in demand and unachieved savings targets
- General inflation assumptions
- Impact of National Living Wage
- Projected income levels from fees & charges
- The level of contingencies and reserves in any one period
- Treasury Management and interest rate changes

The MTFS highlights the budget shortfalls from 2024/25 onwards and the need to take action to ensure the Council can continue to be financially sustainable over the medium term. The current forecast position is extremely challenging, with additional budgetary pressures, particularly in children's social care, adult social care and homelessness all growing faster than the funding available.

The Council continues to improve its financial and governance arrangements. Financial Management has improved, performance management has improved, scrutiny has developed and an independent audit and governance committee is operating well.

The Council's medium term strategy focuses on joining up the individual elements to ensure effective, integrated monitoring and management of:

- Corporate Plan and Priorities
- Benchmarking spend and key performance indicator information
- Revenue budget and spending linked to priorities
- Delivery against revenue delivery plans
- Delivery of the capital programme

The cost of living crisis that is being experienced nationally has only made the cost pressures being felt in 2023/24 more acute. At this stage, savings have not been identified to help offset the future pressures. With reserves having been depleted to balance the 2022/23 Outturn and little opportunity to replenish in the short term, we will require robust challenge of the additional pressures before accepting them into future budgets plus urgent action will need to be taken to find solutions for addressing the future years' budget shortfalls. An MTFS does not replace the annual budget setting process; it supplements and sets out a future view of risks and opportunities. The final say on key elements, including any changes to the Council Tax, including the Adult Social Care precept, rests with Full Council at the February budget meetings each year.



Medium Term Financial Strategy

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Cabinet



| | |
|--------------------------|---|
| Date of meeting: | 11 September 2023 |
| Title of Report: | Unlocking Plymouth's Potential 2023 to 2025 |
| Lead Member: | Councillor Sally Cresswell (Cabinet Member for Education, Skills and Apprenticeships) |
| Lead Strategic Director: | David Haley (Interim Director for Children's Services) |
| Author: | Tina Brinkworth (Head of Skills and Post 16) |
| Contact Email: | Tina.brinkworth@plymouth.gov.uk |
| Your Reference: | TB/2023/003 |
| Key Decision: | No |
| Confidentiality: | Part I - Official |

Purpose of Report

This paper seeks to gain approval to formally implement Unlocking Plymouth's Potential 2023 to 2025 as a strategic skills plan.

We recognise that there are an unacceptably high number of young people not in Employment, Education or Training (EET). In response we have developed the city's first strategic plan committed to reducing the high levels of young people Not in Employment, Education or Training (NEET) or where their EET status is not known. Spending time NEET can be detrimental to physical and mental health and can lead to unemployment or low pay, low quality work later in life.

Unlocking Plymouth's Potential is a single integrated three year plan which supports the future of Plymouth's young people to enable them to move confidently into becoming Seeking Employment, Education and Training (SEET) so that they successfully transition into employment, education and training.

The plan sets out critical issues to be addressed by Plymouth City Council and key partners and is an ambitious plan to improve high quality opportunities for all of our young people, so they are confident about their future and successfully transition into adulthood and beyond.

The plan has been circulated widely through the diverse membership of the Employment and Skills Board and with schools. The consultation process, along with wider stakeholder engagement, has greatly shaped the priorities and interventions going forward, with oversight and strategic direction of the detailed plans proposed under the leadership of the Employment and Skills Board. This plan aligns to corporate plans including the Skills 4 Plymouth Plan and SEND Employment Forum activity already delegated to the ESB.

Recommendations and Reasons

That Cabinet approve the Unlocking Plymouth's Potential strategic plan.

Alternative options considered and reject

1. Do nothing

The above option is the only alternative option available and has been rejected. Without a localised plan in place there will be uncoordinated and silo activity which will not address some of the more complex issues for example creating high quality employment opportunities for some of our most vulnerable and disadvantaged young people

Relevance to the Corporate Plan and/or the Plymouth Plan

Unlocking Plymouth's Potential has been designed to support and align with both the Corporate Plan and Plymouth Plan:

- Corporate Plan (2021 – 2025) – it helps deliver the 'Green investment, jobs, skills and better education' and 'Keeping children, adults and communities safe' priorities by contributing towards 'focusing on prevention and early intervention'.
- Plymouth Plan (2014 – 2034) - it contributes to a number of key policies, particularly a 'Growing City', specifically GRO1 'Creating the conditions for economic growth' and GRO2 'Delivering skills and talent development'

Implications for the Medium Term Financial Plan and Resource Implications:

- No direct financial implications, but may provide opportunity to access external grant funding to support interventions / initiatives.
- No direct implication on resources as this work will be subsumed into the Employment and Skills Board (sub groups).

Financial Risks

There are no financial implications or risks.

Carbon Footprint (Environmental) Implications:

None identified

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.*

This plan will positively support the Cost of Living plan – by creating new and innovative opportunities for young people to transition into work.

| Potential Risks Identified | | Likelihood | Impact | Overall Rating |
|--|--|-------------------|-----------------|-----------------------|
| Risk | Ineffective governance of Unlocking Plymouth Potential | Low | Medium | Medium |
| Mitigation | Report into the Employment and Skills Board to ensure alignment to Plymouth's strategic plans, including the Local Economic Strategy, regional skills plan, Skills 4 Plymouth plan, SEND Employment Forum etc. | Low | Low | Low |
| Calculated risk value in £ (Extent of financial risk) | £ N/A | Risk Owner | Tina Brinkworth | |

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 | Unlocking Plymouth Potential 2023 - 2025 | | | | | | | |
| 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 | D N. 23.24. 87 | Leg | | Mon Off | LS/00 0013 12/A C/30/ 8/23 | HR | | Assets | | Strat Proc | |
| Originating Senior Leadership Team member: Annie Gammon (Interim Service Director for Education, Participation and Skills) | | | | | | | | | | | |
| Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 30/08/2023 | | | | | | | | | | | |
| Cabinet Member approval: Councillor Sally Cresswell (Cabinet Member for Education, Skills and Apprenticeships) Date approved: 31/08/2023 | | | | | | | | | | | |

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Unlocking Plymouth's Potential 2023 to 2025

Supporting the future of Plymouth's young people

Young
people Not in
Employment,
Education or
Training
(NEET)

Young
people Seeking
Employment,
Education or
Training
(SEET)

Young
people in
Employment,
Education or
Training
(EET)

Unlocking potential through early identification and interventions to support young people so that they confidently move into employment, education or training

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I Foreword

Plymouth is an amazing place to live and work and we have a vision that all children and young people aspire and achieve, and are healthy, happy, safe and thriving in communities. A place where families, services, schools, colleges and employers work together to help children and young people achieve their full potential.

We are committed to reducing what has been agreed as an unacceptably high level of young people not in employment, education or training (NEET) and those where the situation is unknown. Spending time NEET can be detrimental on physical and mental health. Young people who are NEET are more likely to be unemployed, or in low paid, low quality work later in life. The effects of NEET young people do occur equally across the population, as the chance of being NEET can be affected by various factors such as living in areas of deprivation, social-economic position, parenting factors (such as employment, education or attitudes), growing up in care, having special educational needs and school experiences. Some young people find the transition from school into further education or employment challenging and they may have a lack of awareness or understanding of the opportunities available to them, or they may have low self-esteem. The coronavirus pandemic has had a significant impact on the labour market status of young people, with a large fall in employment and a rise in unemployment of 16 to 25 year-olds in 2020. Three years on our NEET, situation unknown and unemployment figures for young people under 25 still remains high.

We recognise that priority groups of young people will require additional support and no single agency can address the NEET or youth employment challenge in Plymouth on their own due to the range of factors that has resulted in a young persons' ability to engage with education, employment and training. Successful engagement and integration into the labour market and/or education and training requires strong multi-agency partnership at a strategic and operational level and early interventions.

Unlocking Plymouth's Potential is a single integrated plan which sets out the critical issues to be addressed over the next three years by Plymouth City Council and key partners. Together we will drive forward this ambitious plan, raise aspirations and improve outcomes through high-quality local opportunities and early interventions so that our young people are confident about their future and successfully transition into adulthood and beyond.



I am delighted to share with you our Unlocking Plymouth's Potential plan which supports the future of Plymouth young people to enable them to confidently transition into adulthood. Through this single integrated plan and early interventions we will transition young people from NEET and Unknown to SEET to EET.

Councillor Sally Ann Cresswell
Cabinet member for Education, Skills and Apprenticeships



2 The Plymouth Plan

The Plymouth Plan is a ground-breaking plan which looks ahead to 2034. It sets a shared direction of travel for the long-term future of the city bringing together a number of strategic planning processes into one place. It talks about the future of the city's economy and it plans for the city's transport and housing needs. It looks at how the city can improve the lives of children and young people and address the issues which lead to child poverty. It sets out the aspiration to be a healthy and prosperous city with a rich arts and cultural environment. It sets out the city's spatial strategy, incorporating the Plymouth-specific elements of the Plymouth and South West Devon Joint Local Plan.

The plan outlines the vision for Plymouth and how this will be implemented around three strategic themes:

- ◆ Healthy city
- ◆ Growing city
- ◆ International city

Each theme has a strategic outcome and objectives, underpinned by individual policies to achieve them. Skills 4 Plymouth aligns with a number of these, but is most directly connected with: Policy GRO1 'Creating the conditions for economic growth' (through its support for business start-ups, entrepreneurship, innovation and social enterprise) and Policy GRO2 'Delivering skills and talent development' (through its support for lifelong learning). It helps to create the conditions for people and communities to thrive.

There are two further strategic themes running through the plan: a Welcoming city and a Green city.



3 A Bright Future

Working in partnership, we want to make sure all children and young people in Plymouth have a Bright Future, supported by a system which works seamlessly to spot difficulties early, responds quickly and effectively, and makes sure help is there as long as it is needed.

Everyone has their part to play in achieving this, whether they work directly with children and young people or not. We recognise the central role parents and carers have in determining the best outcomes for their children and that supporting parents and carers alongside children and young people will be key in determining our success.

We will continue to work together with partners to address our shared priorities so that our children and young people can stay healthy and happy; be safe and aspire and achieve, making our vision for a Bright Future for all children and young people in Plymouth a reality.

Skills 4 Plymouth is an ambitious transformation programme that has been co-designed with local employers and businesses, skills providers and wider stakeholders. It is designed to make sure:

- ◆ People have the right skills they need now and in the future to get a job and progress in work
- ◆ Employers and individuals invest in skills and lifelong learning
- ◆ Employers have people with the right skills they need for recovery and growth

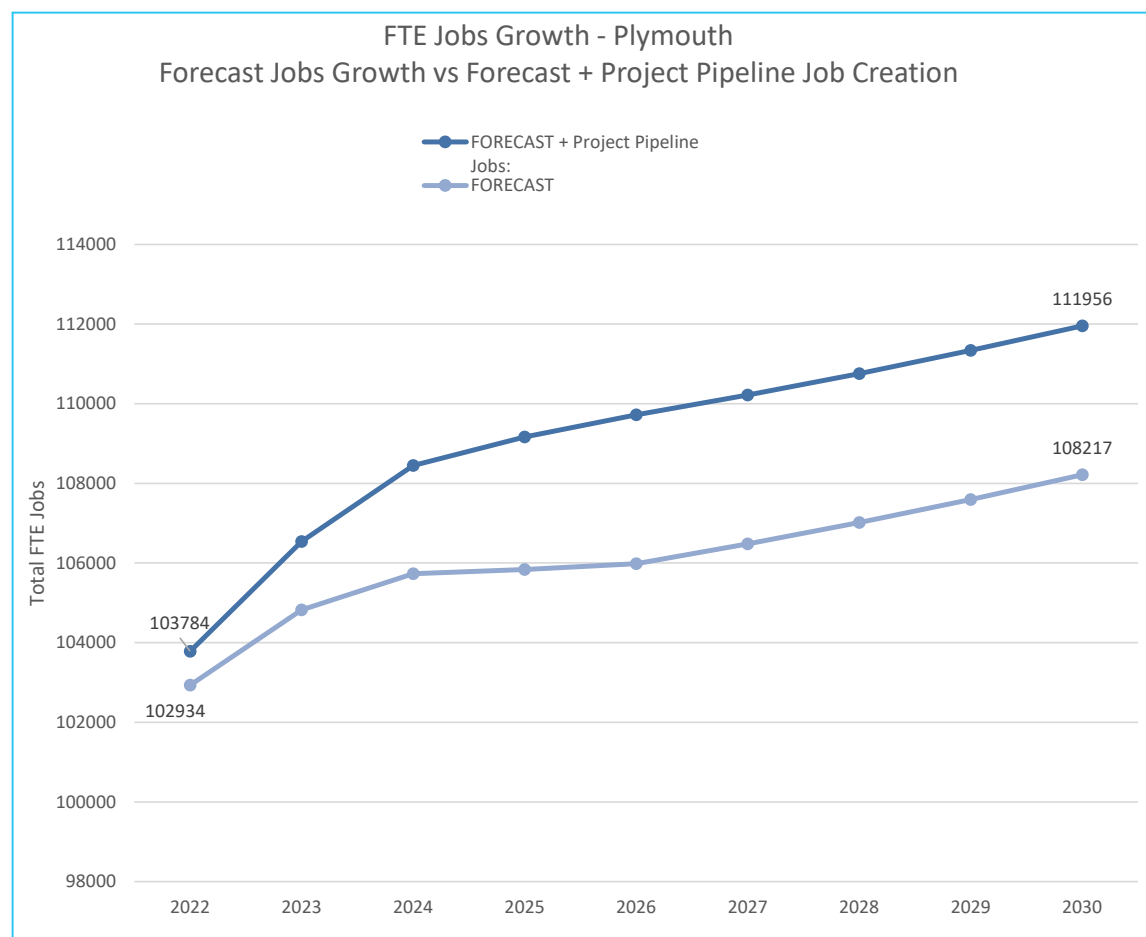
The key aim of Skills 4 Plymouth is to close the skills gaps (in the current workforce) and skills shortages (difficulties in recruiting) that have been holding Plymouth back economically. As a city we do not have enough engineers, technicians, construction professionals, tradespeople, health care professionals, social care workers or hospitality and tourism workers, to meet the growing demand of our local businesses and key sectors. Employers report recruiting difficulties in these areas as a key constraint; redressing this is critical to improving productivity, competitiveness and growth. We also recognise that social enterprises are a vital partner in the city's economy, they address social need, strengthen communities and create a fairer, more inclusive economy. Employers are at the heart of defining the local skills needs and post-16 provision to ensure that technical education and training aligns to what employers want and need.

Skills Demand

Current skills demand is best illustrated by the Advanced Modelling of Regional Economies (AMORE) forecast carried out by Plymouth City Council's Economic Development team in November 2021. The AMORE is used by a number of organisations, including local authorities, to forecast future jobs and is built on the Business Register and Employment Survey (BRES) produced by the Office for National Statistics (ONS).

Using the AMORE model, Plymouth is projecting growth of **5,283 Full Time Equivalent (FTE) jobs** between 2022 and 2030. These forecasts are based primarily on the Office for Budget Responsibility (OBR) national forecasts (including the impact of the Covid-19 pandemic) as well as the historical trends seen for each sector in Plymouth. However, this forecast does not include the pipeline of projects for Plymouth and subsequent job creation, such as the developments at the Plymouth and South Devon Freeport, Devonport Naval Base, Derriford Hospital and the Civic Centre and Guildhall. When this local data is factored in, the growth rises to **8,173 Full Time Equivalent (FTE) jobs**.

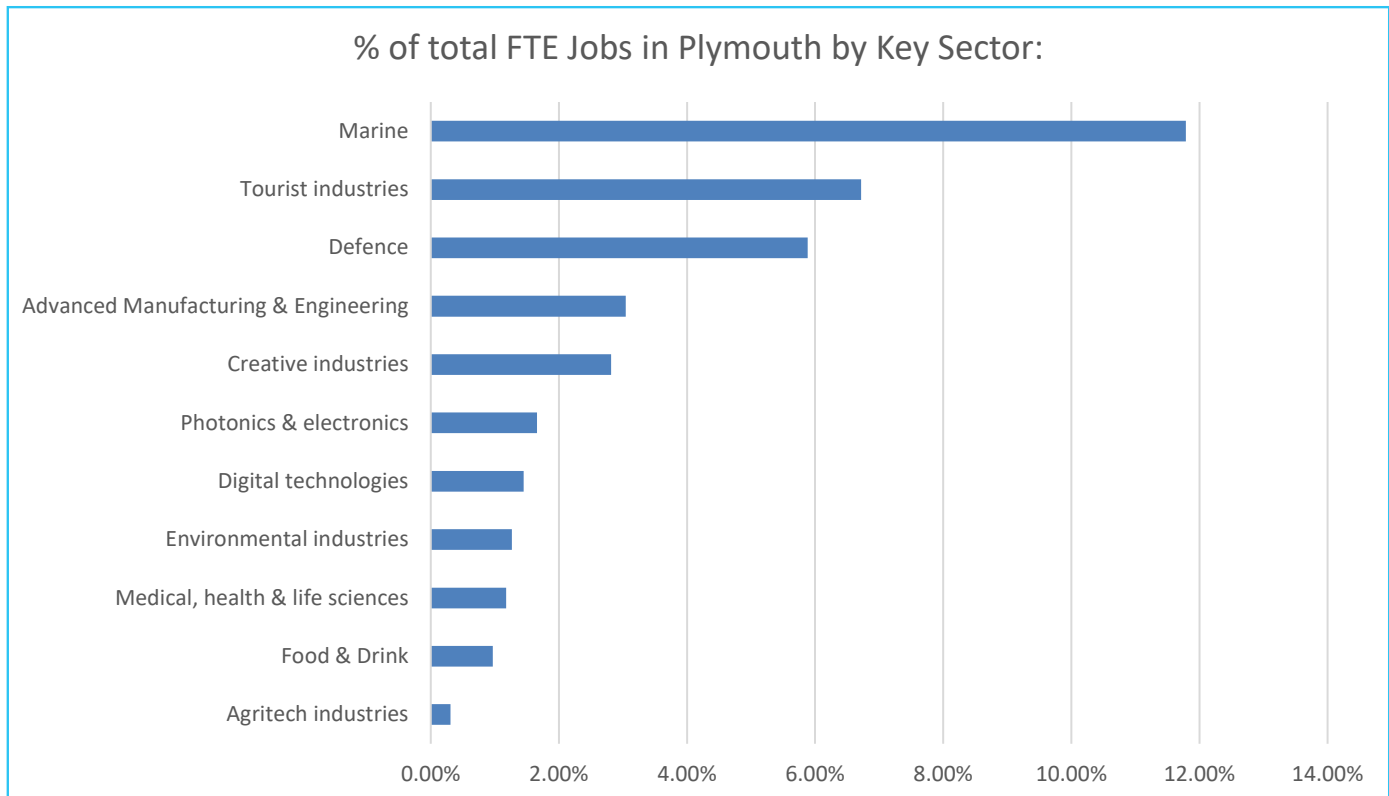
This is shown in the graph below:



The data also reveals that 43 per cent of the job growth will be in graduate level and higher skilled roles, with the majority of these roles in marine (75 per cent) followed by: environmental industries, photonics and electronics, advanced manufacturing and engineering and medical, health and life sciences. This is largely reflected in the city's key sectors, where the highest employing sectors are:

- ◆ Advanced manufacturing and engineering
- ◆ Agritech industries
- ◆ Creative industries
- ◆ Defence
- ◆ Digital technologies
- ◆ Environmental industries
- ◆ Food and drink
- ◆ Marine
- ◆ Medical, health and life sciences
- ◆ Photonics and electronics
- ◆ Tourist industries

In addition to the higher skilled roles, which will drive Plymouth's productivity, the importance of traditional sectors such as tourism and hospitality should not be ignored. This is also highlighted in the graph below:



One final observation concerns the high number of job roles in defence and infrastructure. It is worth noting that security clearances are required for these roles and this needs to be factored in to planning.

Skills Gaps

Current skills gaps are best illustrated by the number of unique job vacancy postings in Plymouth. This data is sourced from Lightcast, the market leader in labour market data. In Plymouth there were 61,903 total job postings through the whole of 2022, of which 27,122 were unique. These numbers give us a Posting Intensity of 2-to-1, meaning that for every 2 postings there is 1 unique job posting.

The table below shows the number of unique job vacancy postings per month.

| Unique Job Vacancy Postings | |
|-----------------------------|---|
| Year | Average number of unique job vacancy postings per month |
| 2019 | 1,360 |
| 2020 | 1,543 |
| 2021 | 2,104 |
| 2022 | 2,260 |

Source: Lightcast

As can be seen, Plymouth has seen relatively higher than average levels of job vacancy postings in 2022 when compared to pre-pandemic levels, up by over 60 per cent since 2019.

This is compounded by the number of vacancies requiring a Level 4 qualification or higher. Over 60% of unique job postings require a Level 4 qualification or higher, but only 27.5 per cent of Plymouth residents are qualified to this level (some apprenticeships are Level 4). The city also fares poorly in comparison to England as a whole, with 33.9 per cent of the population holding a Level 4 qualification or higher; a gap of 6.4 per cent.

This is highlighted in the two tables below:

Education Demand

| Qualification Level | Unique Postings | % of Postings with Qualification Level Required |
|---|-----------------|---|
| Level 1 and 2 (GCSE or equivalent) | 1,641 | 19.57% |
| Level 3 (A levels or equivalent) | 1,395 | 16.63% |
| Level 4 and 5 (HNC/HND or equivalent) | 1,106 | 13.19% |
| Level 6 (Bachelor degree or equivalent) | 2,856 | 34.05% |
| Level 7 (Master's Degree or equivalent) | 1,047 | 12.48% |
| Level 8 (Doctorate or equivalent) | 342 | 4.08% |

Source: Lightcast

Census 2021

| Highest Level of Qualification | % of People in Plymouth | % of People in England |
|------------------------------------|-------------------------|------------------------|
| No Qualifications | 17.3% | 18.1% |
| Level 1 (1 - 4 GCSEs) | 9.8% | 9.7% |
| Level 2 (Grade 5 or above GCSEs) | 14.1% | 13.3% |
| Level 3 (2 or more A Levels) | 21.7% | 16.9% |
| Level 3 and 4 Apprenticeship | 7.2% | 5.3% |
| Level 4 (HNC) or above | 27.5% | 33.9% |
| Other (Vocational or work-related) | 2.4% | 2.8% |

Source: Office for National Statistics

A further analysis of Plymouth's most in-demand industries is also revealing, with 56 per cent of unique job postings in only two areas in 2022:

- ◆ Administrative and Support Service Activities
- ◆ Human Health and Social Work Activities

| Industry | Total Postings | Unique Postings |
|--|----------------|-----------------|
| Administrative and Support Service Activities | 14,809 | 7,281 |
| Human Health and Social Work Activities | 15,990 | 3,854 |
| Professional, Scientific and Technical Activities | 4,115 | 1,927 |
| Education | 2,320 | 1,373 |
| Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 2,555 | 1,128 |
| Accommodation and Food Service Activities | 2,257 | 950 |
| Manufacturing | 1,742 | 736 |
| Construction | 923 | 474 |
| Information and Communication | 1,064 | 460 |
| Public Administration and Defence; Compulsory Social Security | 678 | 386 |
| Transportation and Storage | 830 | 328 |
| Other Service Activities | 556 | 297 |
| Real Estate Activities | 531 | 286 |
| Financial and Insurance Activities | 565 | 240 |
| Arts, Entertainment and Recreation | 228 | 133 |
| Water Supply; Sewerage, Waste Management and Remediation Activities | 64 | 39 |
| Electricity, Gas, Steam and Air Conditioning Supply | 43 | 35 |
| Mining and Quarrying | 21 | 13 |
| Agriculture, Forestry and Fishing | 5 | 4 |

Source: Lightcast

5 What is meant by NEET and SEET?

Most young people succeed in education and make a positive transition to adult life and the world of work. But there is a proportion (approximately 1 in 10 in young people) who do not and become NEET or are in an unknown situation.

When we use the term NEET we are referring to those young people 'Not in Education, Employment or Training'. NEET young people are unemployed (people who have been seeking work in the last four weeks and are available to start work within the next two weeks) or economically inactive (which means they are not working, not seeking work in the last four weeks and/or not available to start work in the next two weeks).

A person is considered to be in education or training if they:

- ◆ Are enrolled on an educational course and are attending or waiting for the term to start or restart
- ◆ Are doing an apprenticeship
- ◆ Are on a government supported employment or training programme
- ◆ Are working or studying towards a qualification
- ◆ Have had job-related training or education in the last four weeks.

Anyone aged 16 to 24 years-old who is not in these forms of education or training and who is not employed, is NEET.

The national measure includes all 16 to 17 year-olds who are not in any form of education, or training. In the city we will also look at all 16 to 24 year-olds and anyone under 25 years-old that may be unemployed or:

- ◆ Young people who are assessed as 'not yet ready' to enter any form of work or learning
- ◆ Young people taking part in personal development opportunities to help prepare them for learning
- ◆ Those waiting for an appropriate place to learn
- ◆ Those who have a start date but have not yet started
- ◆ Those who are unavailable for EET because they are young carers, teenager parents, in the stages of pregnancy, suffering from continued ill-health, not available on religious grounds or are unlikely to ever be economically active.

In addition, there are those in a 'situation not known', where despite best efforts, it has not been possible to determine what they are doing in relation to EET or NEET activity or inactivity.

The term NEET itself can be unhelpful, as it encourages interventions to focus on the symptoms rather than the causes of disengagement. Through a trauma informed approach, we will use the term SEET externally to employers, educators and training providers as young people seeking employment, education or training (SEET), so that the interventions focus on actions and support that will ultimately lead to enabling our young people to become financially independent (through employment or business start-up).

6 Where we are now

- ◆ Significant volume of job vacancies, with a further 8,173 new jobs forecast by 2030
- ◆ High number of unique vacant job postings in the city and a high number of early career vacancies
- ◆ High number and growing number of apprenticeships and other early careers opportunities in the city
- ◆ High number of vacancies in the early career opportunities in the city, across all sectors
- ◆ High number of social enterprises in the city and business start ups in comparison to region
- ◆ The proportion of 16 to 17 years olds NEETs in 2022 was 4.2 per cent compared to 2.9 per cent across the South West and 2.6 per cent across England. In addition our situation Unknown numbers remained high in Plymouth: 8.7 per cent compared to 5.3 per cent across the South West, and 4.7 per cent across England
- ◆ Significantly fewer people in the city go on to study at a higher level
- ◆ Attainment and engagement in education amongst our disadvantaged children including those with special educational needs and disabilities (SEND) and care experienced young people is below average
- ◆ Increase in mental health and anxiety challenges in young people following the Covid-19 pandemic.

Year 12 - 14 NEET and not known % - Last 3 months

| Month | Cohort | NEET | Not known | % NEET | % Not known |
|------------------------|--------------|------------|------------|-------------|-------------|
| January 2023 | 8,386 | 501 | 280 | 6.0% | 3.3% |
| February 2023 | 8,386 | 481 | 265 | 5.7% | 3.2% |
| March 2023 | 8,390 | 508 | 301 | 6.1% | 3.6% |
| 3 month average | 8,387 | 497 | 282 | 5.9% | 3.4% |

Year 12 - 14 NEET and not known % - For year 2022

| Month | Cohort | NEET | Not known | NEET % | % Not known |
|------------------------|--------------|------------|------------|-------------|-------------|
| January | 8,184 | 438 | 281 | 5.4% | 3.4% |
| February | 8,179 | 425 | 272 | 5.2% | 3.3% |
| March | 8,178 | 444 | 257 | 5.4% | 3.1% |
| 3 month average | 8,180 | 436 | 270 | 5.3% | 3.3% |

Year 12 - 14 NEETs

- ◆ 148 NEET not available
- ◆ 211 NEET not yet ready for placement
- ◆ 103 NEET seeking employment or training
- ◆ 38 NEET seeking employment only
- ◆ 5 NEET on a personal development opportunity
- ◆ 3 NEET with an agreed start date

3,698 UC Claimants 16 to 24 years old

- ◆ 251 16 to 19 year olds and 759 20 to 24 year olds, total of 1,011 young people searching for work
- ◆ 129 16 to 19 year olds and 912 20 to 24 year olds, total 1,041 in work claimants
- ◆ 258 16 to 19 year olds and 1,384 20 to 24 year olds, total 1,642 available, planning and preparing for work

Young people with experience of the care system

There are currently 500 young people (aged 0 to 17 inclusive) in care in Plymouth, with 187 aged 14 to 17. There are a further 180 young people aged 18 to 20 and 82 aged 21 to 24. At 91 per 10,000 children, Plymouth has more looked after children than the South West (56) and England (67) average. This has risen from 78 per 10,000 in 2019, showing how the pandemic has hit this target group. Our entrants into care in the pandemic fell into two groups broadly - very young children and adolescents where family relationships broke down.

The number of looked after children, with at least one fixed term exclusion from school increased from 12.06 per cent in 2017 to 16.04 per cent in 2019. This compares to 11.38 per cent nationally. Unauthorised absences have also increased from 0.9 per cent to 2.3 per cent over the same period, also higher than the national average.

Young people in care are also more likely to have additional / complex needs, with the number of looked after children identified as having Special Educational Needs (SEN), but not necessarily with a statement or plan, at 44.4 per cent in 2019 compared to a national rate of 28.1 per cent. Substance misuse is also a more prevalent issue with 5 per cent in 2021 identified as having a problem, compared to 3 per cent nationally.

Young people with experience of the criminal justice system

In 2019, 340 young people aged 10 to 17 were first time entrants to the Youth Justice System. This is again higher than the South West (195) and England (208) average. The number of young people, within the same age group, who have been cautioned or sentenced is 43.6 per 10,000, compared to 31.5 for the South West and 34.90 for England.

Young people with physical or learning disabilities

In 2021, 2.4 per cent of pupils in Plymouth secondary school have an Education, Health and Care (EHC) Plan, compared to 2 per cent in England and 2.3 per cent in the South West. This rises to 13.1 per cent of Special Educational Needs secondary school pupils without a plan.

As of September 2022 the total number of students with an EHCP in Plymouth is:

| | | | |
|----------------|-----|----------------|-----|
| Year 9 | 278 | Year 12 | 155 |
| Year 10 | 140 | Year 13 | 150 |
| Year 11 | 186 | Year 14 | 177 |

Young carers

It is estimated that there are over 700 young carers in Plymouth and 1 in 3 of these young people are likely to experience educational difficulties or miss schooling. If unsupported, young carers can continue to struggle in school and have significantly lower educational attainment at GCSE level, but when supported young carers achieve. 1 in 2 young carers report mental health problems linked to their caring responsibilities and get up through the night to care for loved ones.

Service children

Over 5 per cent of children in the city have a parent or parents who are service personnel. Many service personnel are actively deployed, and their families are highly mobile and this can have a detrimental impact on the children's or young person's emotional well-being and their educational attainment (particularly for those young people with SEND who transfer to different areas).

Low-income families

Children in low-income families has increased from 12.9 per cent in 2017 to 14.1 per cent in 2020. This continuous upwards trend is also above the South West average (10.8 per cent to 11.7 per cent). Educational attainment continues to be an issue for Plymouth, with a 5.2 per cent deficit gap in the number of pupils achieving Grade 5 or above in English and Maths at Key Stage 4 in 2019. This gap grows to 7.5 per cent for those identified as disadvantaged i.e. those who attract pupil premium funding.

One of the more worrying trends for Plymouth is the growing gap in the employment rate between those with a long-term health condition and overall employment. Since 2016, this gap has increased from 9.1 per cent to 13.7 per cent. The gap has reduced in England (from 11.5 per cent to 10.6 per cent) and only slowly widened (from 9.3 per cent to 10.3 per cent) in the wider South West.

Children Missing Out On Education (CMOOE)

All children, regardless of their circumstances, have a right to a full time education which is suitable to their age, ability, aptitude and any special educational needs they may have. A child missing out on education is a potential indicator of abuse or neglect, they are also at increased risk of underachieving, being a victim of abuse, being sexually exploited and/or becoming NEET on reaching school leaving age.

Children missing out on education is defined as a child or young person of statutory school age who does not or cannot attend full time school education in the usual way. Some of these children are not on a school, others are on a school roll but are not attending full time or are attending alternative provision.

In October 2022 there were in excess of 700 students (2 per cent) of children missing out on education in the city. 7 out of 10 children of secondary school age and 3 out of 10 children of primary school age, of which 40% (in total) had received SEND support.

Attendance is inextricably linked to attainment levels and in 2022, 59% of KS2 pupils in Plymouth met the expected standard in reading, writing and maths:

- ◆ 64.6% of pupils who had more than 90% attendance achieved expected standard in reading, writing and maths
- ◆ 43.8% of pupils who had less than 90% attendance achieved expected standard in reading, writing and maths
- ◆ 7.1% of pupils who had less than 50% attendance achieved expected standard in reading, writing and maths

In 2022 45.9% of KS4 pupils achieved a strong pass in English and maths

- ◆ 58.7% of pupils who had more than 90% attendance achieved a strong pass in English and maths
- ◆ 30.7% of pupils who had less than 90% attendance achieved a strong pass in English and maths
- ◆ 3% of pupils who had less than 50% attendance achieved a strong pass in English and maths

Detailed analysis of the 1,000 pupils with the lowest attendance:

- ◆ 11.6% in year 7
- ◆ 17.9% in year 8
- ◆ 27.7% year 9
- ◆ 23.5% year 10
- ◆ 24.3% year 11

Of which:

- ◆ 1% have been excluded (10)
- ◆ 13.5% have been suspended (135)
- ◆ 2.9% are part of a service family (29)
- ◆ 3.8% speak English as an additional language (38)
- ◆ 17.7% are from Black, Asian, Minority Ethnic background (177)
- ◆ 7.1% have an ECHP (71)
- ◆ 34.4% receive SEN Support (344)
- ◆ 13.5% known to Children's Social Services (135)

Reduced Timetable

A child subject to a reduced timetable will attend school for less hours than the specified day. A reduced timetable over a fixed time period can be a successful strategy to reintegrate a child back into full-time education. However, where a pupil is subject to a reduced timetable without a plan to return to school full time they are missing out on education. As of October 2022 there were 190 children on reduced timetables (81 primary, 88 secondary, 21 SEND). The key reasons for missed education are behaviour, SEND and medical needs.

Children Missing Education (CME)

Refers to any child of compulsory school age who is not registered at any formally approved education activity e.g. school, alternative provision or elective home education and has been out of education for a substantial period (usually agreed as two months). There were 105 children missing as of October 2022 (38 primary and 67 secondary). The Key reasons for being CME include moving out of area (waiting for confirmation of a new school), resident of Plymouth and waiting to be admitted to a school or failed elective home education.

Electively Home Educated (EHE)

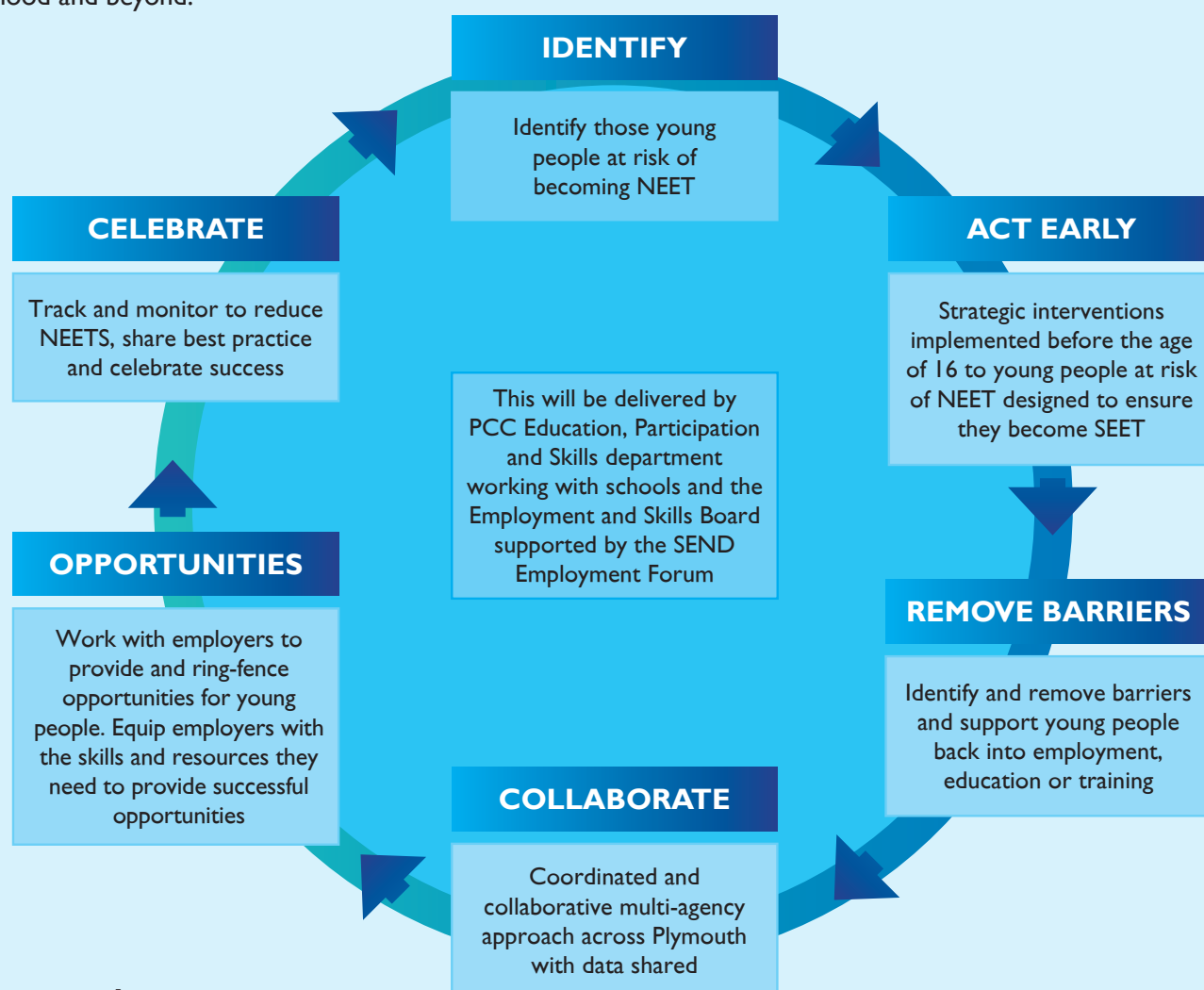
The numbers of statutory school aged children being de-registered from schools to be electively home educated continues to increase (an increase in 29 children in year, compared to the previous year). As of October 2022 139 children were being home educated (40 primary and 99 secondary) of which 45 required SEN support and 50 are known to Children's Social Care. The key reasons for home education are issues with school, mental health and health/medical conditions.

Labour Market

The labour market in Plymouth remains strong with over 8,000 new jobs being created by 2030 and on average 2,000 job vacancy postings per month. Many local employers are struggling to attract, recruit and retain people with the right skills, and skills shortages are evident across all sectors. The employment and skills board and local employers recognise that they need to find new ways to unlock and reach new potential talent in the city.

8 Vision

We will deliver a responsive, single system through early identification and interventions of young people 'at risk' of becoming NEET to move them confidently into employment, education or training, so they transition successfully into adulthood and beyond.



A system where:

- ◆ Systems are in place for early identification (from year 8) and interventions are embedded to keep children and young people in education to prevent young people becoming NEET
- ◆ Systems are in place to progress young people that are NEET so they can confidently move into SEET and they are fully prepared for the world of work
- ◆ Young people can access skills, jobs and support (on their doorstep) to thrive in Plymouth
- ◆ Employers, colleges and training providers are supported to provide opportunities and create new opportunities and new innovative pathways
- ◆ A system that works for all young people, across all communities, so that every young person and their parents or carers can access impartial careers advice and access the support necessary to enable them to make informed decisions as they enter into adulthood
- ◆ By the end of year 10, all young people are equipped with information, skills and the ambition to make informed choices about their next stage of their education, employment or training
- ◆ At the end of year 11, leavers enter into high quality further education, key stage 5, employment or training
- ◆ We collectively grow the post-16 curriculum and employment offer so that it provides high-quality courses and employment opportunities for every young person
- ◆ We have a simplified, responsive single system that shares best practice and innovates, providing a clear plan and measures outcomes and progress
- ◆ Young people are embedded in the design and make operational delivery decisions
- ◆ Young people have the opportunity to sit on boards eg Employment and Skills Board (ESB), SEND Employment Forum etc, where they will be involved in making decisions.

Unlocking Plymouth's Potential will be underpinned by a delivery plan, delivered through the Employment and Skills Board to coordinate the actions of employers, sectors, educators, training providers and other stakeholders, working together in partnerships to deliver the following priorities:

We will improve the support offered to young people who are NEET by:

- ◆ Working with key partners to co-design and deliver an effective and efficient place-based approach, particularly focused on neighbourhoods/wards where challenges and barriers for NEET young people are most prominent
- ◆ Working with social housing providers to co-design and deliver employment and training opportunities, with specific focus to those living in supported accommodation, care experienced young people and young offenders
- ◆ Work with key stakeholders across the city to embed youth participation into NEET actions, interventions and decisions. By offering a range of roles from consulting young people to allocating opportunities for them to be in a position to make decisions or govern eg representation on Employment and Skills Board, SEND Employment Forum and other Task and Finish groups established to deliver particular projects
- ◆ Ensuring young people live in suitable accommodation to meet their needs, whether at home or independently
- ◆ Sharing data and data agreements to enable a shared understanding of the young person and interventions to date
- ◆ Focusing support and interventions to help transition those young people ready for and seeking work into employment, education or training opportunities
- ◆ Fast tracking support and interventions for those young people not ready for work
- ◆ Developing sector insight programmes of inspiring site visits, taster days, paid or unpaid work experience and volunteering for those post-16 seeking employment opportunities with local businesses
- ◆ Removing barriers for those who are not currently available for work such as mental or physical health issues and housing problems
- ◆ Actively encouraging NEET young people to become members of Skills Launchpad Plymouth, so they can access personalised information, advice and guidance and develop a personalised action plan to support them into employment, education or training
- ◆ Embedding youth voice, participation into design and delivery of interventions
- ◆ Developing a system where parents and carers buy-in, and support interventions and programmes that lead to nationally recognised qualifications or employment
- ◆ Supporting and access to mental health services and advice so that young people can think positively about their next steps
- ◆ Review the post-16 curriculum offer (map current provision and complete gap analysis)
- ◆ Establish a post-16 provider forum
- ◆ Supporting training providers to develop new post-16 offer
- ◆ Making sure young people know how they can participate, if they want to
- ◆ Committing to make opportunities accessible for everyone
- ◆ Ensuring all staff and volunteers on key boards such as the ESB, SEND Employment Forum etc. are trained and they have the right resources to champion youth voice and participation.

Additional support to SEND NEET young people

- | | |
|---|--|
| <ul style="list-style-type: none"> ◆ Starting conversations from the age of 14 years and onwards to help young people make an informed choice on where they want to live and learn independent living skills ◆ A programme of employability skills to help SEND young people understand relationships at work and personalised support to help them confidently transition into employment, education, training and volunteering opportunities ◆ Training and support for employers and educational providers so that they can successfully on board and employ SEND young people and adults | <ul style="list-style-type: none"> ◆ Working with employers to ring-fence SEND Internships and Supported Apprenticeship opportunities ◆ Establish a SEND Employment Forum ◆ Develop personalised EET action plan for SEND NEET young people ◆ Celebrate contribution that children and young people with SEND make to their communities ◆ Bespoke mentorship programme which is responsive to need with those with the most complex needs to help identify and remove barriers for employment, education and training |
|---|--|

Increase the number of young people who make positive transitions from NEET to SEET to EET through:

- ◆ Coordinating services through Skills Launchpad Plymouth to ensure targeted and personalised IAG support and action plans
- ◆ Enhancing the post-16 training offer through pre-employability programmes, traineeships, internships, apprenticeships and other early career opportunities. Increase number of Supported Internship placements and Supported Apprenticeships by developing an effective Plymouth City Council-led Supported Internship Programme
- ◆ Support parents and carers with the skills, resources and opportunities to ensure their children successfully transition into EET
- ◆ Work alongside Job Centre Plus and Department of Work and Pensions youth work coaches and school liaison teams, to ensure that NEET young people are swiftly transitioned into SEET through bespoke actions plans, skills assessments and pre-employment course
- ◆ Working with employers to grow new entrant opportunities in future demand areas and develop an effective model for work experience, volunteering, apprenticeships, higher apprenticeships, and T-Level placements co-designed with employers
- ◆ Working with employers to ring-fence opportunities and create short term paid jobs where individuals receive support to help them transition from NEET and UC Claimants into permanent roles
- ◆ Embedding Labour Market Intelligence (LMI), and run a programme of high-profile careers and sectoral careers events across the city, so that every child can attend at least one event a year (with multiple employers and post-16 training providers)
- ◆ Developing an Employer Hub as part of Skills Launchpad Plymouth including a specific focus to aid inclusive recruitment and employment, and support/resources for employers to better navigate the skills and employment landscape and support young people from disadvantaged or vulnerable backgrounds
- ◆ Embedding a trauma-informed approach in the sourcing of opportunities (including upskilling and training for employers)
- ◆ Establishing multi-agency panels to collectively identify and propose personalised options for young people who are SEET to enable them to move swiftly into EET
- ◆ Establish a pool of inspiring young people from further education and higher education who will mentor and coach young people from NEET into education and training
- ◆ Embedding youth voice, participation into design and delivery of interventions.

Additional support for SEND young people

- ◆ Work with employers to significantly increase the number of SEN Internships and Support Apprenticeships across the city
- ◆ Support employers in understanding SEND workplace adjustments
- ◆ Support employers so they have the confidence to offer SEND Internships, SEND Apprenticeships and other employment opportunities
- ◆ Ensure young people with SEN are encouraged to make their own decisions, are listened to and get the support they need

Additional support for Care Experienced Young People

- ◆ Work with employers to ring fence employment opportunities for care experienced young people and put additional support eg work buddy in place to enable care experienced young people to confidently transition into and progress in work

Additional support for young people known to the criminal justice system

- ◆ Work with employers and training providers to ring fence opportunities and provide mentoring / coaching support

Additional support for young parents

- ◆ Work with employers and training providers to secure part time and flexible work and upskilling opportunities with supporting child care / crèche facilities

Early identification and interventions of young people 'at risk' of becoming NEET will provide young people with the best chance of remaining in education or training and reduce the risk of disengagement.

- ◆ Improving vital integrated support with education at key transition points
- ◆ Working closely with schools to improve the understanding and identification of young people who are at risk of becoming NEET and providing early personalised support to the school and young person to ensure that they stay in education

- ◆ Working with schools and alternative settings to identify year 9 students who are 'at risk' of NEET
- ◆ Supporting schools and alternative settings with the most vulnerable / highest risk of becoming NEET young people with speedy, robust personalised support and guidance with effective feedback to support next steps
- ◆ Working with post-16 providers and employers to develop a personalised programme of support to re-engage those young people identified 'at risk' of becoming NEET
- ◆ Rolling out the 5E Plymouth Education Careers model and career pathways so that we have a systematic and independent service across the city, where young people can meet more employers and visit workplaces
- ◆ Supporting schools to involve parents/carers more in Careers Education Information Advice and Guidance (CEIAG), through public careers events, local LMI, post-16 sectoral pathways, high quality work experience, mentoring and coaching programmes
- ◆ Developing a compelling career route map with progression pathways aligned to growth sectors.

Additional Support to SEND young people

- ◆ Encourage young people and adults with SEND to share their employment experiences with their peers and develop case studies
- ◆ Develop the SEND skills of early year practitioners in the city
- ◆ Establishing a post-16 working group to help shape and influence delivery of transition activities and interventions of those at risk of becoming NEET
- ◆ Roll out trauma-informed training across nurseries, schools and educational settings (trauma informed practitioners)

Additional Support for Inclusion

- ◆ Monitor across all schools and settings with less than the agreed attendance rate and support schools and settings with effective interventions to re-engage those children and young people
- ◆ Work with employers to prioritise work experience, site visits and taster days to priority cohorts of young people
- ◆ Establish a multi-agency panel for young children 'at risk' of becoming NEET to implement rapid interventions

10 Outcomes and measure of success:

Outcome 1

Higher percentage of young people employed and employed in highly skilled jobs

Outcome 2

Employers, colleges and training providers ring fencing opportunities for NEET young people to enable them to transition from SEET to EET

Outcome 3

Effective systems in place to identify barriers and young people 'at risk' of becoming NEET

Outcome 4

Increased engagement of young people, higher percentage of young people 'at risk' of becoming NEET have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness

Outcome 5

More NEET young people and young people 'at risk' of NEET progressing into higher education and further education, achieving a level 4 qualification or above

Outcome 6

More employer engagement by our large employers and growth sectors to provide an agreed level of support through their social value schemes to support coaching and mentoring programmes for young people and a commitment to create opportunities such as work experience, taster days, site visits and paid / unpaid work experience programmes

Measures

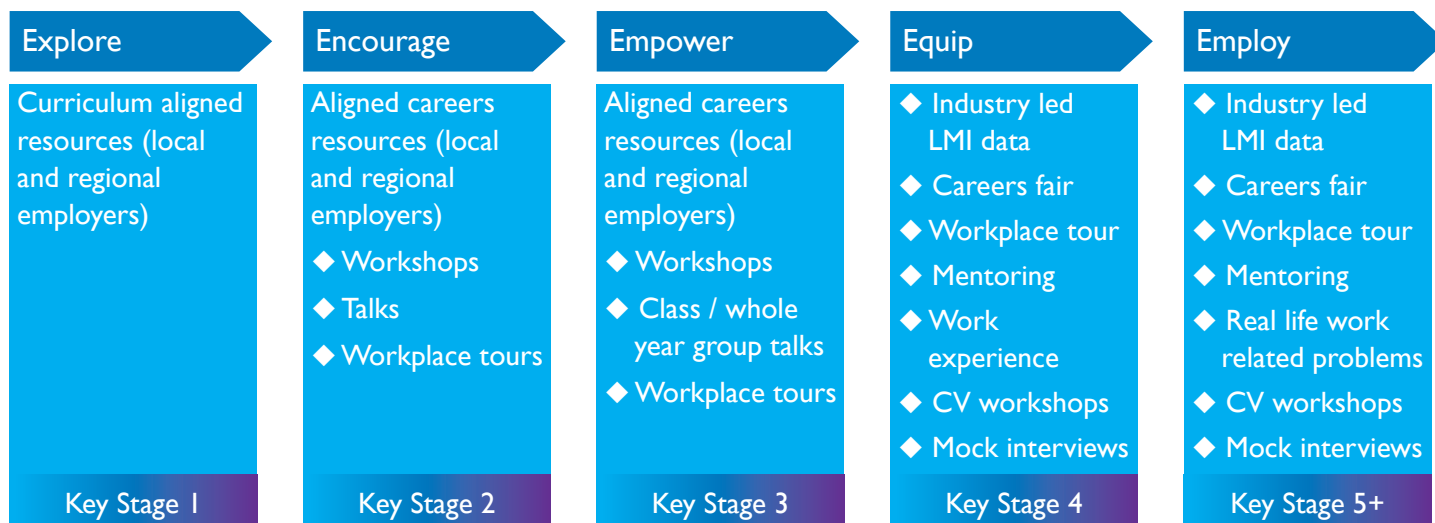
| Outcome | Measure | Year 1 | Year 2 | Year 3 |
|--|---|--------------------------------------|--------------------------------------|--------------------------------------|
| Outcome 1 Higher percentage of young people employed and employed in highly skilled jobs | 1.1 Apprenticeships starts and completions for NEET young people (includes supported apprenticeships) | track | 5% increase | 5% increase |
| | 1.2 Apprenticeship starts and completions for young people 'at risk' of NEET (includes supported apprenticeships) | n/a | n/a | track |
| | 1.3 Traineeship starts and completions for NEET young people | track | 5% increase | 5% increase |
| | 1.4 Traineeship starts for young people 'at risk' of NEET | n/a | n/a | track |
| | 1.5 T-Level starts and completions for young people | track | 5% increase | 5% increase |
| | 1.6 Supported Internship starts | track | 10% increase | 10% increase |
| | 1.7 NEET 16 to 18 year olds | at 5% or below | at 4% or below | at 3% or below |
| | 1.8 UC claimants 16 to 24 years old | national average or below | 0.5% below national average | 1% below national average |
| | 1.9 Number of unique visitors to Skills Launchpad Plymouth website and sign ups | ongoing reporting for trend analysis | ongoing reporting for trend analysis | ongoing reporting for trend analysis |
| | 1.10 Number of personalised action plans through Skills Launchpad Plymouth and destination | ongoing reporting for trend analysis | ongoing reporting for trend analysis | ongoing reporting for trend analysis |
| | 1.10 % of young people moving from NEET to SEET | ongoing reporting for trend analysis | ongoing reporting for trend analysis | ongoing reporting for trend analysis |
| | 1.12 % of young people moving from SEET to EET | ongoing reporting for trend analysis | ongoing reporting for trend analysis | ongoing reporting for trend analysis |
| Outcome 2 Employers, colleges and training providers are ring fencing opportunities for young people to enable them to transition from SEET to EET | 2.1 Number of supported apprenticeships started and completed in the city | track | 10% increase | 10% increase |
| | 2.2 Number supported Internships completed across the city | track | 10% increase | 10% increase |
| | 2.3 Number of employers offering supported Internships | track | 10% increase | 10% increase |
| | 2.4 Number of new pathways created to transition young people from SEET to NEET to EET | track | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 2.5 Number of employment opportunities ring fenced for NEET | track | 10% increase | 10% increase |
| | 2.6 Number of employers ring fencing opportunities | track | 10% increase | 10% increase |
| | 2.7 Number of training opportunities ring fenced for NEET | track | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |

| Outcome | Measure | Year 1 | Year 2 | Year 3 |
|--|--|--------------------------------------|--------------------------------------|--------------------------------------|
| Outcome 3 Systems in place to identify barriers and young people 'at risk' of becoming NEET | 3.1 Number of data sharing agreements in place with schools, colleges and settings | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 3.2 Number of young people identified from year 9 'at-risk' of NEET | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 3.3 Number of interventions / programmes in place to support schools, colleges and setting | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 3.3 % of ECHP plans at year 9 that record the young persons aspirations for adult life | | | |
| | 3.4 % of ECHP plans at year 10 that record the young persons aspirations for adult life | | | |
| | 3.5 % of ECHP plans at year 11 that record the young persons aspirations for adult life | | | |
| Outcome 4 Increased engagement of young people, higher percentage of young people 'at risk' of becoming NEET have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness | 4.1 % if young people transitioning into EET | national average or above | 0.5% above national average | 1% above national average |
| | 4.2 Attainment | national average or above | 0.5% above national average | 1% above national average |
| | 4.3 Destination | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 4.4 Number of educational interventions (Plymouth 5E Careers Education model) | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 4.5 Number of events attended across the city (schools and students) | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 4.6 Number of schools achieving Gatsby Benchmarks | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 4.7 % of English and Maths retake | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| Outcome 5 More NEET young people and young people 'at risk' of NEET progressing into higher education and further education, achieving a level 4 qualification or above | 5.1 Number of NEET young people transitioning into, staying and completing FE | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 5.2 Number of NEET young people transitioning into, staying and completing HE | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |
| | 5.3 Number of 'at-risk' NEET young people transitioning into, staying and completing FE | n/a | n/a | Ongoing reporting for trend analysis |
| | 5.4 Number of 'at-risk' NEET young people transitioning into, staying and completing HE | n/a | n/a | Ongoing reporting for trend analysis |

| Outcome | Measure | Year 1 | Year 2 | Year 3 |
|---|---|--------------------------------------|--------------------------------------|--------------------------------------|
| Outcome 6 More employer engagement by our large employers and growth sectors to commit an agreed level of support through their social value schemes to support, coach and mentoring young people and a commitment to create opportunities such as work experience, taster days, site visits and paid / unpaid work experience programmes | 6.1 Number of employers signed up to provide opportunities | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.2 Number of students on mentoring and coaching programmes with employers | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.3 Number of work experience opportunities across the city for 'at-risk' or NEET | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.4 Number of Supported Internship Programmes | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.5 Number of Supported Internship Placements | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.6 Number of Supported Apprenticeships | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.7 Number of at-risk or NEET people on a traineeship | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.8 Number of at-risk people on a T-Level | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.9 Number of 'at-risk' or NEET young people on a new pathway | Ongoing reporting for trend analysis | 10% growth | 10% growth |
| | 6.10 Number of STEM and Industry Ambassadors | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis | Ongoing reporting for trend analysis |

Plymouth 5E – Careers Education Model

Provides a new strategic framework to embed local Labour Market Intelligence and careers, information, advice and guidance across primary, secondary, SEND, further and higher education institutions to focus on preparing children and young people for the world of work so they that they are better informed about the city's career opportunities and confidently transition from education into positive destinations.





Plymouth

Britain's Ocean City

Skills4Plymouth
Education, Participation and Skills
Plymouth City Council
Ballard House
Plymouth
PL1 3BJ

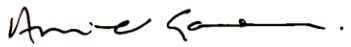
skillslaunchpad@plymouth.gov.uk

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NEETS Strategy v2.2 230623

EQUALITY IMPACT ASSESSMENT – SEET STRATEGY

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

| | | | | | |
|---|--|--------------------------------|---|----------------------------|------------|
| Author(s): This is the person completing the EIA template. | Tina Brinkworth (Head of Skills and Post 16) | Department and service: | EPS Access to Learning | Date of assessment: | 29/8/23 |
| Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA. | Annie Gammon (Interim Service Director for Education, Participation and Skills) | Signature: |  | Approval date: | 01/09/2023 |
| Overview: | <p>We recognise that there are an unacceptably high number of young people not in Employment, Education or Training (EET). In response we have developed the city's first strategic plan committed to reducing the high levels of young people Not in Employment, Education or Training (NEET) or where their EET status is not known. Spending time NEET can be detrimental to physical and mental health and can lead to unemployment or low pay, low quality work later in life.</p> <p>Unlocking Plymouth's Potential is a single integrated three year plan which supports the future of Plymouth's young people to enable them to move confidently into becoming Seeking Employment, Education and Training (SEET) so that they successfully transition into employment, education and training.</p> <p>The plan sets out critical issues to be addressed by Plymouth City Council and key partners and is an ambitious plan to improve high quality opportunities for all of our young people, so they are confident about their future and successfully transition into adulthood and beyond.</p> <p>The plan has been circulated widely through the diverse membership of the Employment and Skills Board and with schools. The consultation process, along with wider stakeholder engagement, has greatly shaped the priorities and interventions going forward, with oversight and strategic direction of the detailed plans proposed under the leadership of the Employment and Skills Board. This plans aligns to corporate plans including the Skills 4 Plymouth Plan and SEND Employment Forum activity already delegated to the ESB.</p> | | | | |
| Decision required: | That Cabinet approve the Unlocking Plymouth's Potential strategic plan. | | | | |

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. | The decision being taken is unlikely to have any adverse impacts on individuals with protected characteristics. Work is ongoing to ensure that all communities within Plymouth have access to the support available. | | | |

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 | Plymouth <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. | No adverse impact | No action required | No action required |

| | | | | |
|---|--|-------------------|--------------------|--------------------|
| | <ul style="list-style-type: none"> • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>NEETs data shows the proportion of 16 and 17 year-olds Not in Employment, Education or Training.</p> <p>In June 2023 against a cohort of 5651 young people in year 12 and 13 of which 273 (4.8%) where NEET and 120 (2.1%) where the situation is Unknown</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> | | | |
| Care experienced individuals (Note that as per the Independent Review of Children's Social Care | 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. | No adverse impact | No action required | No action required |

| | | | | |
|---|---|--|--------------------|--------------------|
| recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic). | <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>In addition we also collate NEET data for 16 to 25 year-olds for vulnerable groups for example SEND, Care Experienced etc.</p> | | | |
| Disability | <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>In June 2023 against a cohort of 331 SEND young people in year 12 and 13 of which 39 (11.8%) where NEET and (0.6%) where the situation is Unknown</p> <p>However when we look at the 16 to 25 year-olds against a cohort of 981 young people 186 (19%) where NEET and 286 (29%) where the situation is Unknown</p> | No adverse impact is anticipated. The plan has been designed with interventions and support focused on SEND young people to positively impact the number of young people transitioning into employment, education or training. | No action required | No action required |

| | | | | |
|---------------------------------------|---|-------------------|--------------------|--------------------|
| 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 impact | No action required | No action required |
| 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 impact | No action required | No action required |
| 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. There are 13 young people in year 12 and 13 who are teenage parents of those 9 (69%) are NEET, of which 2 are preparing to become EET. | No adverse impact | No action required | No action required |

| | | | | |
|---------------------------|--|--|--------------------|--------------------|
| Race | <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> | No adverse impact is anticipated, however further engagement with partners will ensure that young people from Black, Asian and Minority Ethnic backgrounds and who are refugees benefit from the strategy. | No action required | No action required |
| Religion or belief | <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> | No adverse impact | No action required | No action required |
| Sex | 51 per cent of our population are women and 49 per cent are men (2021 Census). | No adverse impact | No action required | No action required |
| 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 impact | No action required | No action required |

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
|--------------|---|--------------------|--------------------------------------|
| | No adverse impacts on human rights are anticipated. | No action required | No action required |

SECTION FIVE: OUR EQUALITY OBJECTIVES

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

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