



Oversight and Governance

Chief Executive's Department

Plymouth City Council

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Delegated Decisions

Delegated Executive/Officer Decisions

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

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

Notice of call-in for non-urgent decisions must be given to the Democratic Support Unit by 4.30 pm on Friday 17 February 2023. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

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

The non-key officer decision below may be implemented immediately.

Delegated Decisions

- I. Contract Award: Car Park Waterproofing and Structural works: (Pages 1 - 28)**

EXECUTIVE DECISION

made by a Council Officer



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

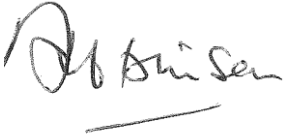
Executive Decision Reference Number – COD40 22/23

Decision			
1	Title of decision: Contract Award: Car Park Waterproofing and Structural works		
2	Decision maker: Philip Robinson, Service Director for Street Services		
3	Report author and contact details: Sandra Pentney, Senior Project Manager Sandra.Pentney@plymouth.gov.uk Tel 01752 305939		
4a	<p>Decision to be taken:</p> <p>To award a contract to the value of £1,619,276.54 to Concrete Repairs Limited on JCT Intermediate and Contractor Design Terms and Conditions.</p> <p>This award will be provisional and subject to the receipt from the highest scoring supplier of the satisfactory self-certification documents detailed in the suitability assessment questionnaire.</p> <p>In the event the highest scoring supplier cannot provide the necessary documentation the Council reserves the right to award the contract to the second highest scoring supplier.</p> <p>The overall investment in the project is £1,790,000.</p>		
4b	Reference number of original executive decision or date of original committee meeting where delegation was made: L37/19/20		
5	<p>Reasons for decision:</p> <p>The structural works are required to be undertaken to maintain the operation of the following car parks for a further 20 years:</p> <p>Mutley Plain, Western Approach, Regent Street, Theatre Royal and Mayflower East</p>		
6	<p>Alternative options considered and rejected:</p> <p>The 'Do Nothing' option was considered but rejected based on the risk to income and reduced parking availability and economic wellbeing of the city.</p>		
7	<p>Financial implications and risks:</p> <p>The investment will be funded through service borrowing from the Parking Trading Account.</p>		
8	Is the decision a Key Decision?	Yes	No
			Per the Constitution, a key decision is one which:

	(please contact Democratic Support for further advice)	X	in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total
		X	in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1 million
		X	is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.
8b	If yes, date of publication of the notice in the Forward Plan of Key Decisions	N/A	
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:	<p>An efficient transport network.</p> <p>Economic growth that benefits as many people as possible.</p> <p>A green sustainable city that cares about the environment.</p> <p>Policy HEA6 Delivering a safe, efficient, accessible, sustainable and health-enabling transport system:</p> <p>The car parks help promote the growth of the electric vehicle charging network.</p> <p>Policy GRO1 Creating the conditions for economic growth:</p> <p>Access to businesses through car parks supports encouraging business growth and investment</p> <p>Indigenous and inward investment helping local businesses to grow and supporting, attracting and providing the right conditions for new investment to the city, bringing in new jobs, skills and ideas.</p> <p>Policy GRO4 using transport investment to drive growth:</p> <p>Supporting and promoting car sharing and the establishment of co-ordinated car clubs in new developments</p> <p>Management of demand for travel through the application of accessibility-based car parking standards, charging policy for car parks to discourage commuting, and targeted fiscal based management strategies in major employment locations.</p>	

10	Please specify any direct environmental implications of the decision (carbon impact)	None.		
Urgent decisions				
11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support for advice)
		No	X	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
Consultation				
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes	X	
		No		(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?	Councillor Jonathan Drean (Cabinet Member for Transport)		
13c	Date Cabinet member consulted	9 February 2023		
14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		If yes, please discuss with the Monitoring Officer
		No	X	
15	Which Corporate Management Team member has been consulted?	Name	Anthony Payne	
		Job title	Strategic Director for Place	
		Date consulted	21 December 2022	
Sign-off				
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS105 22/23	
		Finance (mandatory)	pl.22.23.265.	
		Legal (mandatory)	MS/00001064/06.02.23	
		Human Resources (if applicable)		

		Corporate property (if applicable)		
		Procurement (if applicable)		SN/PS/666/ED/0223
Appendices				
17	Ref.	Title of appendix		
	A	Briefing report for publication (mandatory)		
	B	Contract Award Report (Part I)		
	C	Contract Award Report (Part II)		
Confidential/exempt information				
18a	Do you need to include any confidential/exempt information?	Yes	<input checked="" type="checkbox"/>	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below.
		No	<input type="checkbox"/>	
		Exemption Paragraph Number		
		1	2	3
		4	5	6
		7		
18b	Confidential/exempt briefing report title: Contract Award Report (Part II)			<input checked="" type="checkbox"/>
Background Papers				
19	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.			
Title of background paper(s)		Exemption Paragraph Number		
		1	2	3
		4	5	6
		7		
Council Officer Signature				
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act (2010) and those who do not. For further details please see the EIA attached.			

Signature		Date of decision	10 February 2023
Print Name	Philip Robinson		

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CAR PARK CAPITAL MAINTENANCE REPAIRS

Plymouth Highways



This briefing note sets out the investment requirements for the Council's 5 multi-storey car parks (Theatre Royal, Regent Street, Western Approach, Mayflower East and Mutley Plain) relating to essential capital maintenance works.

The structural works are required be undertaken to maintain the operation of these car parks for 20 years (subject to the continued routine maintenance over this period i.e. keeping drains clear).

The investment of £1.79m in structural maintenance of the car parks will ensure the continued operation of the car parks for the next 20 years where, based on current levels of income, the car parks can be expected to generate £39m of net income to the Council.

Background

The Council's car parks are subject to routine maintenance informed by periodic structural and condition surveys.

A number of these car parks are at, or beyond, the original intended design life of 50 years (see figure 1.1). Provided these assets are correctly surveyed and maintained, they will remain operation long after the initial design life. Ultimately, as the life of the asset increases the economic viability of the assets will reduce. None of the car parks in figure 1.1 are deemed uneconomical as an investment of £1.79m in planned preventative maintenance will ensure these assets can generate income for a further 20 years, which equates to £39m on current levels of income.

Figure 1.1 Multi Storey Assets

Car Park	Date of Construction	Age	Capacity	Surplus (21/22) £000's
Mayflower East	1966	53	292	380
Mutley Plain	1970	49	299	55
Regent Street	1976	43	268	269
Theatre Royal	1977	42	505	531
Western Approach	1980	39	881	285
Total			2,245	1.52m

Using the corporate framework the Facilities Management Team appointed Structural Engineers Brody Forbes in 2017 to undertake structural and condition surveys which identified a series of maintenance requirements across each of these car parks. Requirements ranged from 'low level' actions, such as clearing drainage, through to larger capitalised maintenance, such as replacing section membranes.

All low levels maintenance works, as set out in the structural survey report, have been completed. The capital maintenance works which relate to protecting the car parks from water ingress, is required to be undertaken to extend the asset life.

£1.79m of supporting borrowing is required to finance the works to extend the life of these cars parks. Undertaking these works can be expected to extend the operational life of these car parks by a further 20 years (subject to continued routine maintenance over this period i.e. keeping drains clear).

Figure 1.2 – Capital Maintenance Investment Requirement

Car Park	Investment (£000)	Scope of Work
Mutley Plain	£270	Waterproofing of top decks
Western Approach	£573	Anti-carbonisation of lower levels
Regent Street	£136	Concrete repairs to structure
Theatre Royal	£362	Replacement of expansion joints
Mayflower East	£254	
Design Fees and Surveys	£195	
Total	£1.79m	

The risks of not undertaking these works are financial and reputational. There would be a reduction in car park capacity with the likelihood of phased closure of the car parks reducing income to the Council, creating reputational risk (such as with the closure of Mayflower West in 2013).

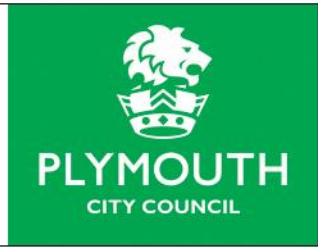
Any closure or reduction of car park capacity would be expected to significantly impact businesses and the economic wellbeing of the City. The structural survey highlighted works to be completed as soon as possible in order to avoid unnecessary risks.

There are no real alternative options to consider. If the Council is to maintain its ability to generate income from these car parks for the next 20 years, this investment is required. These works do not include any 'cosmetic' works or works to improve the look and feel of the car park and customer experience, these works are solely associated with the absolute minimum work required to extend the asset life.

Failure to deliver £1.79m of preventative maintenance will place £39m income at significant risk.

**PROCUREMENT GATEWAY 3 -
CONTRACT AWARD REPORT - PART I**

20139 - Car Park Waterproofing & Structural Works



1. INTRODUCTION

2. BACKGROUND

3. PROCUREMENT PROCESS

4. TENDER EVALUATION CRITERIA

5. SUMMARY OF EVALUATION

6. FINANCIAL IMPLICATIONS

7. RECOMMENDATIONS

8. APPROVAL

1. INTRODUCTION

This contract award report is in relation to the procurement of the refurbishment including the following: Concrete repairs to structure, replace expansion joints, anti-carbonation of lower levels, Painting where required and Waterproofing of top decks and line marking of four Plymouth City Council Car Parks i.e. Theatre Royal, Mayflower East, Napier Mutley Plain, Regent Street.

Contract Duration: approx. 12 months

2. BACKGROUND

The investment of £1.6M in structural maintenance of the car parks will ensure the continued operation of the car parks for the next 20 years where, based on current levels of income, the car parks can be expected to generate £39M of net income to the Council.

The Councils car parks are subject to routine maintenance informed by periodic structural and condition surveys.

A number of these car parks are at, or beyond, the original intended design life of 50 years provided these assets are correctly surveyed and maintained, they will remain operation long after the initial design life. Ultimately, as the life of the asset increases the economic viability of the assets will reduce. None of the car parks are deemed uneconomical as an investment of £1.6M in planned preventative maintenance will ensure these assets can generate income for a further 20 years, which equates to £39M on current levels of income.

Structural and conditional surveys undertaken by Brody Forbes in 2017 (appointed by Corporate Property under a corporate framework) identified a series of maintenance requirements across each of these car parks. Requirements ranged from 'low level' actions, such as clearing drainage, through to larger capitalised maintenance, such as replacing section membranes.

£1.6M of supporting borrowing is required to finance the works to extend the life of these cars parks. Undertaking these works can be expected to extend the operational life of these car parks by a further 20 years (assuming they are subjected to routine maintenance over this period i.e. keeping drains clear).

3. PROCUREMENT PROCESS

A competitive procurement was run following the Invitation to Tender procedure in accordance with the Council's Contract Standing Orders. This is a one stage process incorporating both suitability assessment criteria and contract award criteria. Under this process a minimum of 3 suppliers must be invited to submit written quotations. For this procurement, 6 suppliers were invited to this opportunity.

4. TENDER EVALUATION CRITERIA

Evaluation will be undertaken in accordance with the overall evaluation strategy for the project.

The Council will evaluate tender submissions as a two-part process.

The first part will consist of an assessment of the Tenderer's suitability in principle to deliver the works as detailed in the ITT document pack and checking that all required documents are

completed and submitted. Only Tenderers passing this first part will have their Tenders evaluated at the second part.

The second part is the award and considers the merits of the eligible Tenders in order to assess which is the most economically advantageous. In this part only quality, price and social value criteria that are linked to the subject matter of the contract are used.

Part I - Suitability Assessment - PAS9I

Part I assessments are made against the responses to the suitability schedule included at Schedule (I).

For ease of completion, where a question has been informed by PAS9I and you have completed a PAS9I for a separate procurement process, provided the PAS9I remains valid and accurate, you may submit this previously completed document as part of your response to this procurement process.

If it is your intention to submit a previous PAS9I, where a question has been informed by PAS9I please insert 'SEE PAS9I' into the response box provided and detail the relevant section number. Please Note: the submission guidance detailed above still applies to the PAS9I document and therefore you may be required to adapt your PAS9I as necessary.

Where the Council considers your PAS9I document as not providing a sufficient response to its question(s) you may be required to submit additional information.

Evaluation Criteria and Methodology

All Suitability Assessment questions will be evaluated on a PASS/FAIL basis. Each question will clearly indicate what response constitutes as PASS and what response constitutes as FAIL. In the event of the Tenderer being awarded a 'fail' on any of the criteria, the remainder of your Tender will not be evaluated, and you will be eliminated from the process. Your company will be disqualified if you do not submit these completed questions.

Wherever possible the Council is permitting Tenderers to self-certify they meet the minimum PASS/FAIL requirements without the need to attached evidence or supporting information. However, where the Council regards the review of certain evidence and supporting information, as critical to the success of the procurement this will be specifically requested.

The return document will clearly indicate whether 'Self-certification' is acceptable or whether 'Evidence is required' for each question.

Where Tenderers are permitted to self-certify, evidence will be sought from the successful Tenderer at contract award stage. Please note the successful Tenderer must be able to provide all evidence to the satisfaction of the Council at contract award stage within a reasonable period, if the successful Tenderer is unable to provide this information the Council reserves the right to award the contract to the next highest scoring Tenderer and so on.

Part 2 - AWARD

Tenderers passing all the pass/fail criteria in part I will have their responses made to part 2 evaluated by the Council to determine the most economically advantageous Tender based on the quality, price and social value criteria that are linked to the subject matter of the contract.

Award criteria

The high-level award criteria are as follows:

Criteria	Weighting
----------	-----------

Price	60%
Quality	35%
Social Value	5%
TOTAL	100%

Weightings for individual sub-criteria contained under each of the above are detailed in the return document.

Evaluation Methodology

PRICE (Schedule 4)

Evaluation made against comparison of pricing schedules.

PRI Total Tender Sum

The Tenderer's Total Tender Sum will be evaluated using the scoring system below:

$$\left(\frac{\text{Lowest Total Tender Sum}}{\text{Tenderer's Tender Sum}} \right) \times \text{Weighting} = \text{Weighted score}$$

QUALITY (Schedule 2 and Schedules 5-6)

Each question will be clearly identified as being evaluated on a pass/fail or scored basis.

Pass/Fail Questions- Questions identified as PASS/FAIL will be evaluated on a pass/fail basis. Each question will clearly indicate what response constitutes as PASS and what response constitutes as FAIL. In the event of the Tenderer being awarded a 'fail' on any of the criteria, the remainder of your Tender will not be evaluated, and you will be eliminated from the process. Your company will be disqualified if you do not submit these completed questions.

Scored Questions - Questions identified as SCORED will be evaluated in accordance with the following sub-criteria and weightings:

Where individual questions carry either more or less importance than others they have been grouped and weighted accordingly. Section weightings are identified at the top of each group of questions and sub-weightings are identified against individual questions. The question or group of questions will be allocated a score and the appropriate weightings will then be applied. The weighted score will be rounded to **2** decimal places.

Questions identified as SCORED will be evaluated using the Scoring Table I below:

Scoring Table I

Response	Score	Definition
Excellent	5	Response is completely relevant and excellent overall. The response is comprehensive, unambiguous and demonstrates a thorough understanding of the requirement/outcomes and provides details of how the requirement/outcomes will be met in full.

Very good	4	Response is particularly relevant. The response is precisely detailed to demonstrate a very good understanding of the requirements and provides details on how these will be fulfilled.
Good	3	Response is relevant and good. The response is sufficiently detailed to demonstrate a good understanding and provides details on how the requirements/outcomes will be fulfilled.
Satisfactory	2	Response is relevant and acceptable. The response addresses a broad understanding of the requirements/outcomes but lacks details on how the requirement/outcomes will be fulfilled in certain areas.
Poor	1	Response is partially relevant and poor. The response addresses some elements of the requirements/outcomes but contains insufficient/limited detail and explanation to demonstrate how the requirements/outcomes will be fulfilled.
Unacceptable	0	No or inadequate response. Fails to demonstrate an ability to meet the requirement/deliver the required outcomes.

Tenderers must achieve an average score of 2 or more for each scored item. Any scored criteria item receiving an average of less than 2 will result in the Tender being rejected and Tenderer being disqualified from the process.

Moderation will only be undertaken where there is a difference in evaluator scoring of more than 1 point. Moderation may also be undertaken where the Council deems it necessary. This is to ensure no errors have been made in the evaluation process. An example has been provided below:

E.g. Scores received of 3, 3 and 4= No moderation undertaken

Scores received of 2, 3 and 4= moderation undertaken

SOCIAL VALUE (Schedule 3)

Social value commitments will be assessed based on a combination of quantitative and qualitative assessment. Weightings are contained within the Return Document.

SVI- Total Social Value Commitment (£)

The Tenderer's Total Social Value Commitment will be evaluated using the quantitative scoring system below:

$$\left(\frac{\text{Tenderer's Total Social Value Commitment (£)}}{\text{Highest Total Social Value Commitment (£)}} \right) \times \text{Weighting} = \text{Weighted score}$$

SV2 – Social Value Method Statements

The method statements submitted in support of the social value commitments made in SVI will be allocated a single score **for all method statements** and the appropriate weighting will then be applied. The weighted score will be rounded to 2 decimal places.

The qualitative responses will be evaluated using **Scoring Table 1**.

Tenderers must achieve an average score of 1 or more for each scored item. Any scored criteria item receiving an average of less than 1 will result in the Tender being rejected and Tenderer being disqualified from the process.

5. SUMMARY OF EVALUATION

The procurement documentation was issued electronically via the, The Supplying The South West on 13th September 2022, with a tender submission date of 11th November 2022. Submissions were received from 4 suppliers.

The tender submissions were independently evaluated by Council Officers and an external Consultant all of whom have the appropriate skills and experience, in order to ensure transparency and robustness in the process.

In order to ensure fairness of the process the evaluation of Quality and Price were split, with Price information being held back from the Quality evaluators.

Suitability

The pass/fail evaluation were undertaken by the Procurement Services Function. The minimum pass/fail suitability questions were evaluated by the evaluation panel. The results are contained in the confidential paper.

Quality

The tenders were evaluated by the evaluation panel all of whom had the appropriate skills and experience in order to ensure transparency and robustness in the process. The resulting scores are contained in the confidential paper.

Price

Price clarifications were evaluated by Council's Quantity Surveyor and managed through The Supplying the South West Portal. The financial scores are contained in the confidential paper.

6. FINANCIAL IMPLICATIONS

Financial provision has been made for this contract within the project budget. Details of the contractual pricing are £1,619,276.54

The form of contract to be used for the main contract works is JCT Intermediate with Contractor Design 2016. This is a Design & Build style contract, which puts the responsibility on the contractor to design and construct the works in accordance with the requirements set out by PCC as the employer, and this means that minor discrepancies in quantities and chosen materials do not result in a valid variation to the contract. Only if PCC voluntarily change the scope of what we require from the contractor, or if any errors are found in the information we have supplied them with at Tender stage, will there be a valid variation or adjustment to the programme. Such changes will be assessed by the project team for validity, and the quantum of the cost/time adjustment.

Further financial information is contained within the confidential report.

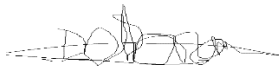
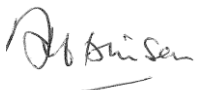
7. RECOMMENDATIONS

It is recommended that a contract be awarded to Concrete Repairs Limited on JCT Intermediate and Contractor Design Terms and Conditions.

This award will be provisional and subject to the receipt from the highest scoring supplier of the satisfactory self-certification documents detailed in the suitability assessment questionnaire.

In the event the highest scoring supplier cannot provide the necessary documentation the Council reserves the right to award the contract to the second highest scoring supplier.

8. APPROVAL**Authorisation of Contract Award Report**

Author (Responsible Officer / Project Lead)			
Name:	Darren Stoneman		
Job Title:	Civil Enforcement Manager		
Additional Comments (Optional):			
Signature:		Date:	30 January 2023
Service Director			
[Signature provides authorisation to this award report and award of Contract]			
Name:	Philip Robinson		
Job Title:	Service Director for Street Services		
Additional Comments (Optional):			
Signature:		Date:	30 January 2023


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

Document is Restricted

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EQUALITY IMPACT ASSESSMENT – CAR PARK REFURBISHMENT

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Darren Stoneman	Department and service:	Street Services - Parking	Date of assessment:	10 February 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Mike Artherton	Signature:		Approval date:	10 February 2023
Overview:	The Council is proposing to refurbish of 5 Plymouth City Council owned car parks to facilitate the following works. <ul style="list-style-type: none"> • Waterproofing and replacement of expansion joints to elongate the life of the assets these are limited to: <ul style="list-style-type: none"> ▪ Western Approach Car Park ▪ Theatre Royal Car Park ▪ Mayflower East Car Park ▪ Mutley Plain Car Park ▪ Regent Street Car Park 				
Decision required:	It is recommended that a contract be awarded to Concrete Repairs Limited on JCT Intermediate and Contractor Design Terms and Conditions.				

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 two)	Yes		No	X
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>All data is from the 2011 Census except for age and sex which has been updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.</p> <p>Plymouth</p> <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64. 18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> 17.4 per cent of people are aged 0 to 14. 	No adverse impact anticipated.		

	<ul style="list-style-type: none"> 64.2 per cent of people are aged 15 to 64. 18.4 per cent of people are aged 65 and over. <p>(Data sourced from the 2021 Census)</p>			
Disability	10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).	No adverse impact anticipated.		
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</p> <p>However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	No adverse impact anticipated.		
Marriage and civil partnership	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	No adverse impact anticipated.		
Pregnancy and maternity	There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population	No adverse impact anticipated.		

	<p>estimates show that there were 2,590 births in Plymouth.</p> <p>The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019.</p>			
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p> <p>Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three (2011 Census).</p>	No adverse impact anticipated.		
Religion or belief	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	No adverse impact anticipated.		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact anticipated.		
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impact anticipated.		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

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

