



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 Wednesday 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>

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 decisions detailed below may be implemented immediately.

Delegated Decisions

1. Councillor Mark Shayer - Acting Leader of the Council:

- 1.1. URGENT DECISION: Local Authority Housing Fund (LAHF) grant added to Capital Programme **(Pages 1 - 6)**

2. Council Officer Decision - Paul Barnard, Service Director for Strategic Planning and Infrastructure:

- 2.1. Woolwell to The George Transport Scheme - WSP UK Limited Phase 1 and 2 Project Manager Support **(Pages 7 - 26)**

URGENT EXECUTIVE DECISION

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



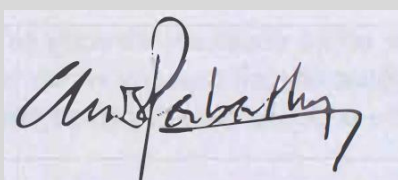
Executive Decision Reference Number – L42 22/23

Decision	
1	Title of decision: Local Authority Housing Fund (LAHF) grant added to Capital Programme
2	Decision maker: Councillor Mark Shayer – Acting Leader of the Council
3	Report author and contact details: Jackie Kings, Strategic Manager – Community Connections E: jackie.kings@plymouth.gov.uk
4	Decision to be taken: To add the Local Authority Housing Fund (LAHF) grant from (Department of Levelling Up, Housing and Communities; DLUHC) of £1,531,181 to the Capital Programme. Previous decision L35 22/23 refers.
5	<p>Reason for decision</p> <p>This decision should have been included as part of previous decision L35 22/23 but was omitted.</p> <p>The Local Authority Housing Fund is a £500m capital grant fund in financial years 2022/2023 and 2023/2024 to support selected local authorities in England to obtain and refurbish property. Administered by the Department for Levelling Up, Housing and Communities (DLUHC), the fund is designed to provide sustainable housing for those unable to secure their own accommodation who are here under the following schemes:</p> <ul style="list-style-type: none"> • Afghan Citizen Resettlement Scheme (ACRS), • Afghan Relocations and Assistance Policy (ARAP) • Ukraine Family Scheme, • the Homes for Ukraine • and the Ukraine Extension Scheme <p>Plymouth has been offered a capital grant allocation of £1,531,181 by DLUHC with an expectation to provide 16 homes (2-4 bedrooms) by March 2023. This is broken down to include:</p> <ul style="list-style-type: none"> • £1,055,600 to provide 13 homes with a minimum of 2 bedrooms. This includes £61,200 per property (40% of capital costs) plus an additional £20,000 per property for refurbishment costs. • £475,581 to provide 3 homes with a minimum of 4 bedrooms for Afghan families currently residing in bridging accommodation. This includes £138,527 per property (50% of capital costs) plus an additional £20,000 per property for refurbishment costs. • It has already been agreed that the Local Authority Fund Allocation is to be allocated to BCHA to source, acquire, refurbish and let sixteen family homes to the above-mentioned schemes.


	<ul style="list-style-type: none"> BCHA have agreed to deliver all sixteen homes by the 31st of March 2024, at an affordable rent. The timescales have been agreed by DLUHC. The funding has been received and now needs to be added to the Capital programme in order that the funds can be allocated. 			
6	Alternative options considered and rejected: None required as this is decision relates only to adding the funds to the Councils Capital Programme.			
7	Financial implications: No financial risk exists for Plymouth City Council, as the scheme will be fully delivered by BCHA (Bournemouth Churches Housing Association), a traditional registered housing provider and a member of the Plymouth Alliance. There are no penalty clauses for Plymouth City Council within the Memorandum of Understanding with DLUHC.			
8	Is the decision a Key Decision? (please contact Democratic Support for further advice)	Yes	No	Per the Constitution, a key decision is one which:
			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 £1million
			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.
	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>Providing 16 affordable homes for Afghan/Ukrainian refugees, refurbished to EPC C, aligns with the following PCC policies, plans and priorities:</p> <p>Policy HEA8 of the Plymouth Plan outlines aims to ensure everyone has access to a decent, safe and affordable home, achieved through identifying sites and delivery programmes to develop a range of new and affordable homes to rent and buy. Section 4.71 of the Plymouth Plan further outlines the significant need for more affordable homes in Plymouth.</p> <p>Policy SPT3 of the JLP makes provisions to deliver 4,550 new affordable homes by 2034. In addition, Policy DEV7 of the JLP outlines the need to ensure there is a broad range</p>		

		<p>of housing available to suit households with specific needs, including large family homes.</p> <p>This project will refurbish properties to an EPC C rating, thereby improving the energy efficiency of homes and supporting plans to improve the energy efficiency of homes in Plymouth as outlined in the Climate Emergency Action Plan (CEAP).</p> <p>A star action of the Plymouth's Future 'Our Opportunity, Our Delivery Plan' involves delivering affordable homes in the city through our housing partnership agreements with housing associations. Furthermore, the reduction in carbon emissions from housing is outlined as a key measure of success.</p>
10	Please specify any direct environmental implications of the decision (carbon impact)	<p>Refurbishing 16 homes up to EPC C will improve the energy efficiency of these homes, thereby reducing carbon emissions of these properties, whilst simultaneously reducing fuel poverty/energy costs, and improving tenant comfort. By commissioning these works, the delivery partner will also support Plymouth's green economy by further stimulating demand for green jobs, skills, products, services and local collaboration.</p>

Urgent decisions

11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes	<input checked="" type="checkbox"/>	(If yes, please contact Democratic Support (democraticsupport@plymouth.gov.uk) for advice)
		No	<input type="checkbox"/>	(If no, go to section 13a)
12a	Reason for urgency: BCHA have agreed to deliver the scheme and require the funds to progress in a challenging market and timescales. In order to achieve the grant funding must be included in the Capital Programme.			
12b	Scrutiny Chair Signature:		Date	03 May 2023
	Scrutiny Committee name:	Performance, Finance and Customer Focus Overview and Scrutiny Panel.		
	Print Name:	Councillor Chris Penberthy (Chair)		
Consultation				
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes	<input checked="" type="checkbox"/>	
		No	<input type="checkbox"/>	(If no go to section 14)

13b	Which other Cabinet member's portfolio is affected by the decision?	Councillor Rebecca Smith, Cabinet Member for Homes and Communities						
13c	Date Cabinet member consulted	8 March 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	N/A					
		Job title	N/A					
		Date consulted	N/A					
Sign-off								
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS144 22/23					
		Finance (mandatory)	PL.23.24.12 28/4/2023					
		Legal (mandatory)	LS.00001312/AC/28/4/23.					
		Human Resources (if applicable)	N/A					
		Corporate property (if applicable)	N/A					
		Procurement (if applicable)	N/A					
Appendices								
17	Ref.	Title of appendix						
Confidential/exempt information								
18a	Do you need to include any confidential/exempt information?	Yes		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)				
		No	X					
		Exemption Paragraph Number						
		1	2	3	4	5	6	7

18b	Confidential/exempt briefing report title:							
Background Papers								
19	<p>Please list all unpublished, background papers relevant to the decision in the table below.</p> <p>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 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</p>							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Cabinet Member Signature								
20	<p>I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.</p>							
Signature				Date of decision	03/05/23			
Print Name	Councillor Mark Shayer							

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EXECUTIVE DECISION

made by a Council Officer



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

Executive Decision Reference Number – COD56 22/23


Decision	
1	Title of decision: Woolwell to The George Transport Scheme – WSP UK Limited Phase 1 and 2 Project Manager Support
2	Decision maker (Council Officer name and job title): Paul Barnard, Service Director for Strategic Planning and Infrastructure
3	Report author and contact details: Lucy Pascoe Lucy.pascoe@plymouth.gov.uk
4a	Decision to be taken: To award the contract for undertaking project management, design work and other associated tasks to WSP for Phases 1 and 2 of Woolwell to The George Transport Scheme via the NHS Framework agreement. An SLA has been signed and agreed between WSP and PCC. The total contract award is £351,458.03.
4b	Reference number of original executive decision or date of original committee meeting where delegation was made: 09 November 2021 Cabinet - Minute 201
5	<p>Reasons for decision: The Woolwell to the George Scheme (WTTG) Transport Improvements Scheme will alleviate congestion at the notorious pinch-point between Woolwell and The George junction, on the A386 Tavistock Road. More than 30,000 vehicles use this section of road each day and there are regularly queues and delays at peak times, caused by traffic having to merge over very short distances. The impact of this congestion extends far beyond the immediate Woolwell area, affecting the A386 Tavistock Road as far south as Manadon Roundabout and also disrupts the reliability of the bus network. The route also has poor provision for pedestrian and cyclists and crossing the A386 in particular is very difficult in busy periods.</p> <p>Undertaking the WTTG Transport Scheme is necessary for the Council to maintain its commitment to expend central government grant money that is time restricted; and to progress the objectives of growth in the north of the City.</p> <p>With significant growth planned for the north of the city and traffic forecast to increase along this route, it is vital to provide improvements that will encourage more walking, cycling and bus travel, as well as minimise congestion and delays for general traffic. With future growth that is allocated to the Northern Corridor, the performance of the network is forecast to deteriorate further, with worsening journey times and reliability.</p> <p>The work to be undertaken by WSP will continue the work on Phase 1 and Phase 2 of the scheme which are funded by the TCF and LUF programmes respectively which are time critical for the spend of central government funding.</p>
6	Alternative options considered and rejected: Competitive Tender and frameworks. Framework: Awarded via the NHS Framework
7	Financial implications and risks: The contract award value is: £351,458.03. External funding

	(Levelling Up Fund), risk of loss of funding and reputational damage if work not completed by the funding deadline.			
8	Is the decision a Key Decision? (please contact Democratic Support for further advice)	Yes	No	Per the Constitution, a key decision is one which:
			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 £1million
		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			
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:			
		WTTG is linked to the following objectives/policies in the Joint Local Plan: Policy Ply47 – Strategic Infrastructure measures for Derriford and Northern Corridor growth Area Strategic Objective SO4 – Derriford and Northern Corridor Growth Area Policy PLY44 – Woolwell Sustainable Urban Extension		
10	Please specify any direct environmental implications of the decision (carbon impact)			
		This decision itself has no environmental implications no known impact this is a service provision		

Urgent decisions

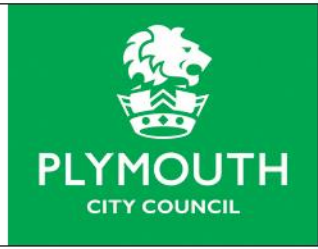
11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support for advice)
		No	x	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair signature:		Date	
	Scrutiny Committee name:			
	Print 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 Drean, Cabinet Member for Transport		
13c	Date Cabinet member consulted	03 May 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	03 May 2023	
Sign-off				
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS146 22/23	
		Finance (mandatory)	DJN.23.24.14	
		Legal (mandatory)	LS/00001312/AC/2/5/23	
		Human Resources (if applicable)	N/A	
		Corporate property (if applicable)	N/A	
		Procurement (if applicable)	KK/PS/680/ED/0523	
Appendices				
17	Ref.	Title of appendix		
	A	Briefing report		
	B	Equalities Impact Assessment		
Confidential/exempt information				
18a	Do you need to include any confidential/exempt information?	Yes	x	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

		No	publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below.					
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title: Contract Award Report Part 2			x				
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 and those who do not. For further details please see the EIA attached.							
Signature				Date of decision	24/04/2023			
Print Name	Paul Barnard							

BRIEFING REPORT

Woolwell to The George: WSP Phase 1 and Phase 2
Project Manager Support



I. INTRODUCTION

- 1.1. This Executive Decision approves the appointment of WSP UK Limited to act as project manager on Phases 1 and 2 of the Woolwell to The George (WTTG) transport scheme.
- 1.2. The work will involve WSP undertaking a project management role for Phase 1 pre-construction and construction and Phase 2 pre-construction, as well as acting as the main client interface, including day to day management of all stakeholders.
- 1.3. The proposed procurement approach is to direct award to WSP via the NHS Framework.

2. BACKGROUND

- 2.1. The Woolwell to the George (WTTG) Transport Improvements Scheme will alleviate congestion at the notorious pinch-point between Woolwell and The George junction, on the A386 Tavistock Road. More than 30,000 vehicles use this section of road each day and there are regularly queues and delays at peak times, caused by traffic having to merge over very short distances. The impact of this congestion extends far beyond the immediate Woolwell area, affecting the A386 Tavistock Road as far south as Manadon Roundabout and also disrupts the reliability of the bus network. The route also has poor provision for pedestrian and cyclists and crossing the A386 in particular is very difficult in busy periods.
- 2.2. With significant growth planned for the north of the city and traffic forecast to increase along this route, it is vital to provide improvements that will encourage more walking, cycling and bus travel, as well as minimise congestion and delays for general traffic. The scheme is needed to ensure that the additional travel demand generated by future developments can be accommodated. It will deliver targeted capacity improvements to address existing congestion problems and ensure that the transport network does not become a constraint to new developments coming forward.
- 2.3. The WTTG scheme will be delivered in three phases:
 - Phase 1 – New signal junction at Woolwell Crescent/Tavistock Road, cycle facilities on Tavistock Road (north of Woolwell Roundabout) and pedestrian/cycle improvements on Woolwell Road. Phase 1 has secured £5m from the Transforming Cities Fund (TCF)
 - Phase 2 – Woolwell Roundabout upgraded to a signalised junction and widening of the existing carriageway between Woolwell Roundabout and The George Junction in order to provide two lanes in each direction. Phases 2 and 3 have secured over £19m from the Levelling Up Fund (LUF)
 - Phase 3 - Increased parking capacity at the George Park and Ride site (500 additional spaces); including 100 spaces with Electric Vehicle charge points.
- 2.4. The carriageway widening to be delivered as part of Phase 2 will require the acquisition of a number of land plots from third party land owners and occupiers. Vickery Holman's services are being secured to assist the Council by undertaking surveys, valuations and negotiations in relation to affected land plots.

3. PROCUREMENT STRATEGY PROCESS

- 3.1. The proposed procurement route is a direct award to WSP via the NHS Framework. The following points set out why a direct award has been chosen as the most appropriate way to award the Woolwell to the George project management support work:

- The NHS Framework is an approved Framework that Plymouth City Council has signed up to and WSP are an approved consultant within the Framework;
- The NHS Framework was chosen over a tender process due to tight timescales on the project which relate to the spending of central Government funding;
- WSP have previously worked on the Woolwell to The George Transport Scheme and therefore have a significant amount of project background and experience;
- WSP's experience means that they have the full history and background, along with an understanding of the sensitivity and confidential nature of the scheme;
- The project is part way through the pre-construction and detailed design phase that WSP have been working on and for consistency and time constraints associated with the project and funding, WSP are the most appropriate to continue working on the scheme.
- Due to the size of the scheme, the other consultant available to undertake the type of work required by the project and listed on the NHS Framework is already undertaking design work on the scheme on behalf of the appointed contractor;
- The project is time critical, due to the funding timescales of TCF and LUF. Therefore having a team on board that already knows the project will allow them to hit the ground running and minimise any time lost in getting up to speed; and
- WSP have already established a good working relationship with the project team, contractor and stakeholders. Continuity through the process for residents/business affected by the scheme is considered to be an important consideration.

4. REQUIRED PROJECT APPROVALS

- 4.1. The WTTG Scheme Approval & In Principle CPO Resolution Cabinet Report was approved at the Plymouth City Council Cabinet meeting on the 9th November 2021.
- 4.2. Cabinet approved:
 - in principle to compulsorily acquire land and rights by way of a compulsory purchase order (CPO) for the Scheme
 - for the progression of documents required to make a side roads order (SRO); and
 - to place the necessary funding required for the Scheme onto the capital programme
- 4.3. Cabinet will be asked to consider a final scheme approval and CPO Resolution report at a future date. The work undertaken by WSP will continue to support the process of finalising the scheme design through the pre-construction phase.

5. CONTRACT PROGRAMME

- 5.1. It is expected that the contract period will run for up to 18 months. This is to allow enough time Phase 1 Pre-construction and construction and Phase 2 pre-construction.

6. CONTRACT MANAGEMENT

- 6.1. WSP have provided a Service Level Agreement setting out the work they will undertake, and the fees charged are the agreed rates set out in the NHS Framework. The Terms and Conditions used by PCC and WSP are those both parties have agreed to when joining the NHS Framework.

7. FINANCIAL IMPLICATIONS

- 7.1. This contract award is for WSP to undertake a project management role for Phase 1 pre-construction and construction and Phase 2 pre-construction, as well as acting as the main client interface, including day to day management of all stakeholders.
- 7.2. The total contract value under this award is £351,458.03.
- 7.3. The funding for this award has already been accounted for within the approved WTTG budget.

8. RECOMMENDED DECISION

- 8.1. It is recommended that the Service Director (SP&I):
 - Approves the appointment of WSP UK Limited to support the WTTG scheme via a direct contract award (NHS Framework).


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 – WOOLWELL TO THE GEORGE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Lucy Pascoe	Department and service:	Strategic Planning and Infrastructure	Date of assessment:	25.04.2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Heseltine	Signature:		Approval date:	03.05.2023
Overview:	<p>Aim: To increase capacity, reduce journey times and improve journey time reliability and to assist with accessing the George Park and Ride for public transport users whilst also bringing with it welcome benefits to cyclists and those who walk. A faster, more reliable road network will improve connectivity and unite local communities. The improvements that have been specifically identified are: 1. Road widening on the A386 between the George Junction and Woolwell Roundabout. 2. Removal of current roundabout to be replaced with a signal control junction. 3. Improvements to Woolwel Crescent, allowing new right turns out and left turns in.</p> <p>Objectives: 1. Reduce congestion 2. Support the Strategic Road Network 3. Support all road users 4. Support housing delivery 5. Support economic growth and rebalancing</p>				
Decision required:	To award the contract for undertaking project management, design work and other associated tasks to WSP for Phases 1 and 2 of Woolwell to The George Transport Scheme via the NHS Framework agreement. An SLA has been signed and agreed between WSP and PCC.				

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	no
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	no

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	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. 	The scheme is not anticipated to have any adverse impact on specific age groups	None	N/A

	<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>(2021 Census)</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>	The scheme is not anticipated to have any adverse impact on specific disability groups.	Formal crossing facilities will be upgraded to support the visually and mobility impaired.	Project Manager
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).	The scheme is not anticipated to have any adverse impact on gender reassignment	None	N/A
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	The scheme is not anticipated to have any adverse impact on marriage and/or civil partnership	None	N/A
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.	The scheme is not anticipated to have any adverse impact on pregnancy and maternity	None	N/A

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>	The scheme is not anticipated to have any adverse impact on race	None	N/A
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>	The scheme is not anticipated to have any adverse impact on religion or belief	None	N/A
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	The scheme is not anticipated to have any adverse impact on Sex	None	N/A
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).	The scheme is not anticipated to have any adverse impact on sexual orientation	None	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	It might not be possible to deliver the necessary improvements without land outside the Council's ownership, however impact on private landowners will be minimised as much as possible and every effort will be made to secure any necessary land through agreement.	<p>The design of the scheme has taken as little land from private landowners, and a redesign has taken place to further remove as much private property where possible.</p> <p>Throughout the scheme development regard has and must continue to be had to the fair balance that has to be struck between the competing interests of the individual and those of the community as a whole.</p> <p>Consultation and negotiation will take place with potentially affected landowners.</p>	Head of Transport 2025/2026

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impact has been identified		
Pay equality for women, and staff with disabilities in our workforce.	No adverse impact has been identified		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No adverse impact has been identified		

Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impact has been identified		
Plymouth is a city where people from different backgrounds get along well.	No adverse impact has been identified		