



**Oversight and Governance**

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## Delegated Decisions

### Delegated Executive/Officer Decisions

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

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

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 decision detailed below may be implemented immediately.

## **Delegated Decisions**

### **I. Council Officer Decision - Paul Barnard, Service Director for Strategic Planning & Infrastructure:**

- I.I. COD30 23/24 Contract Award: Car Club Operator Mobility Hubs **(Pages 1 - 30)**

# EXECUTIVE DECISION

made by a Council Officer




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

Executive Decision Reference Number – COD 30 23/24

Decision	
1	<b>Title of decision:</b> Contract Award: Car Club Operator Mobility Hubs
2	<b>Decision maker:</b> Paul Barnard, Service Director for Strategic Planning and Infrastructure
3	<b>Report author and contact details:</b> John Green, Net Zero Delivery Manager, SP&I <a href="mailto:john.green@plymouth.gov.uk">john.green@plymouth.gov.uk</a> T: 01752 306855
4a	<b>Decision to be taken:</b> Authorise the award of a 4-year Contract Agreement (extendable by a further 3 years) to Co Wheels CIC as the Car Club Operator for the Mobility Hubs project.
4b	<b>Reference number of original executive decision or date of original committee meeting where delegation was made:</b> L43 19/20 3 <sup>rd</sup> July 2020
5	<b>Reasons for decision:</b>  Provides authorisation to spend funds allocated within Tranche 2 of the Transforming Cities Fund awarded to Plymouth City Council.  This Decision is required as the previous provider, as awarded in COD17 21/22 ceased trading and a new provider is now required.
6	<b>Alternative options considered and rejected:</b>  a) Do not award a contract to the tenderer that achieved the highest score in the procurement of a Car Club Operator and instead restart the procurement process. This has been rejected as the successful tender from the procurement of a Car Club Operator was of very high quality at no cost to Plymouth City Council. The due diligence carried out on the successful tenderer has provided the assessment team with confidence regarding the capacity of the company to provide the services required of a Car Club Operator for the Mobility Hubs project.  b) Do not award a contract for a Car Club Operator and instead recommend that the Mobility Hubs project should not include a Car Club scheme. This has been rejected as this would affect the viability of the Mobility Hubs project, which is a key component within the portfolio of Tranche 2 Transforming Cities Fund projects being supported by the Department for Transport.
7	<b>Financial implications and risks:</b>  No payment by Plymouth City Council is required for this component of the Mobility Hubs project. Though the total contract value is £1,000,000 over the term of the contract this reflects the costs and benefits to the successful tenderer in undertaking the concession contract.  The Contract Agreement requires the successful tenderer to identify Plymouth City Council against any third party claims arising out of, or connected to, services provided under the contract. They are also required to maintain appropriate insurance policies. There are no significant financial liabilities resting with Plymouth City Council.

8	Is the decision a Key Decision? (please contact <a href="#">Democratic Support</a> for further advice)	Yes	No	Per the Constitution, a key decision is one which:
			X	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
			X	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b>
		X		is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.
8b	If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a>			
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:	<p><b>Supporting policies within the Joint Local Plan (JLP)</b>, specifically Policy SPT9 (Strategic principles for transport planning and strategy) as it will help deliver an integrated approach to transport based upon the following principle:</p> <p>5. Providing realistic sustainable transport choices and increasing the integration of transport modes so that people have genuine alternative ways to travel.</p> <p><b>Enabling action 2.38 of the Plymouth's Climate Emergency Action Plan (2021)</b> to "commence design work on the Mobility Hubs, that will offer a low carbon multi-modal network for travel throughout Plymouth and the surrounding area".</p>		
10	Please specify any direct environmental implications of the decision (carbon impact)	With all Car Club vehicles being electric, the Car Club component of the Mobility Hubs project will provide people with lower carbon transport options compared to using private internal combustion engine cars, which if utilised will reduce the carbon emissions within Plymouth.		
<b>Urgent decisions</b>				
11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact <a href="#">Democratic Support</a> for advice)
		No	X	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair signature:		Date	

	<b>Scrutiny Committee name:</b>			
	<b>Print Name:</b>			
<b>Consultation</b>				
<b>I3a</b>	<b>Are any other Cabinet members' portfolios affected by the decision?</b>	<b>Yes</b>	<b>X</b>	
		<b>No</b>		(If no go to section I4)
<b>I3b</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>	Councillor Mark Coker – Cabinet Member for Strategic Planning and Transport		
<b>I3c</b>	<b>Date Cabinet member consulted</b>	21st December 2023		
<b>I4</b>	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b>	<b>Yes</b>		If yes, please discuss with the Monitoring Officer
		<b>No</b>	<b>X</b>	
<b>I5</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Anthony Payne	
		<b>Job title</b>	Strategic Director for Place	
		<b>Date consulted</b>	21 December 2023	
<b>Sign-off</b>				
<b>I6</b>	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	DS93 23/24	
		<b>Finance (mandatory)</b>	DJN.23.24.183	
		<b>Legal (mandatory)</b>	LS/00001312/1/AC16/1/24	
		<b>Human Resources (if applicable)</b>		
		<b>Corporate property (if applicable)</b>		
		<b>Procurement (if applicable)</b>	PW/PS/712/ED/1223	
<b>Appendices</b>				
<b>I7</b>	<b>Ref.</b>	<b>Title of appendix</b>		
	A	Contract Award Report Part I		
	B	Equalities Impact Assessment		
	C	Climate Impact Assessment		
<b>Confidential/exempt information</b>				
<b>I8a</b>	<b>Do you need to include any confidential/exempt information?</b>	<b>Yes</b>		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

		<b>No</b>	<b>X</b>	publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.				
		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>18b</b>	<b>Confidential/exempt briefing report title:</b> Contract Award Report Part 2			<b>X</b>				
<b>Background Papers</b>								
<b>19</b>	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
<b>Title of background paper(s)</b>		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Business Case</b> <b>Transforming Cities Fund</b> <b>Tranche 2</b>								
<b>Council Officer Signature</b>								
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.							
<b>Signature</b>			<b>Date of decision</b>		04.01.2024			
<b>Print Name</b>	Paul Barnard							

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



**Plymouth Mobility Hubs  
Car Club Operator**

**Procurement Reference No.  
20559**

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## 1. INTRODUCTION

This contract award report is in relation to the re-procurement of Plymouth Mobility Hubs Car Club Operator.

The re-procurement exercise is a result of the demise of Co Cars who were originally awarded the Contract in January 2022.

The scope of the requirement includes Plymouth City Council (“The Council”) is seeking to procure an experienced CoMoUK (or equivalent) accredited Car Club Operator to deliver and manage a publicly accessible electric vehicle Car Club scheme across a network of Mobility Hubs within Plymouth.

The Car Club Operator must deliver and operate a Car Club scheme of at least 10 vehicles accessible 24 hours a day, 365 days per year.

Contract Duration: Initial period of 4 Years, with the option to extend by 3 Years at the discretion of the Council.

## 2. BACKGROUND

The Council utilising funding from the Department for Transport’s Transforming Cities Fund is seeking to deliver a network of Mobility Hubs across Plymouth. These Hubs will comprise of electric vehicle charging infrastructure, an electric vehicle car club and e-bikes.

The size of the Hubs will vary according to the need at each location and in total will consist of electric vehicle charging points for a minimum of 300 parking bays, at least 10 electric car club vehicles and will support approximately 390 e-bikes.

For more information on the Mobility Hubs project see:

<https://www.plymouth.gov.uk/parkingandtravel/transportplansandprojects/transportplans/transformingcitiesfund/mobilityhubs>

## 3. PROCUREMENT PROCESS

In line with the Council’s Contract Standing Orders and based on the anticipated contract value, this requirement sat within the ‘Over £25k – relevant Government Procurement (GPA) thresholds’ and was therefore subject to the requirement for a competitive procurement exercise to be undertaken and seek three formal quotations (non-verbal) / tenders: Two from PL Postcodes where possible.

## 4. TENDER EVALUATION CRITERIA

The following information concerning the evaluation criteria and scoring methodology was included in the ITT instructions.

A suitability assessment (also known as the selection stage) and an award stage.

### **Suitability Assessment**

This section assessed the Tenderer’s suitability to undertake the contract requirement.

### **Suitability Assessment Evaluation Methodology**

#### For Information Only Schedules

The following schedules were for information only and were not evaluated.

**Schedule - Suitability Assessment**

- SA Section 5: Parent Company
- SA Section 9: Business Capability: SA9.1
- SA Section 10: Data Protection – General: SA10.2, SA10.4, SA10.7 – SA10.10
- SA Section 11: Data Protection – ICT Systems: SA11.1, SA11.3 – SA11.5

**Pass/Fail Questions**

The following Schedules and questions were evaluated on a pass or fail basis. In the event of the Tenderer being awarded a 'fail' on any of the below criteria, the remainder of the Tender would not be evaluated and the Tenderer would be eliminated from the process. The Tender would be disqualified if a Tenderer failed submit these completed Schedules and questions.

Wherever possible the Council permitted Tenderers to self-certify they met the minimum PASS/FAIL requirements without the need to attach evidence or supporting information. However, where the Council regarded the review of certain evidence and supporting information, as critical to the success of the procurement this would be specifically requested.

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

Where Tenderers were permitted to self-certify, evidence would 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.

**Schedule - Suitability Assessment**

- SA Section 1: Tenderer Information
- SA Section 2: Insurance
- SA Section 3: Economic and Financial Standing
- SA Section 4: Health and Safety
- SA Section 5: Equality and Diversity
- SA Section 6: Modern Slavery Act 2015
- SA Section 7: Environmental Management
- SA Section 8: Technical and Professional Ability
- SA Section 9: Business Capability: SA9.2
- SA Section 10: Data Protection – General: SA10.1, SA10.3, SA10.5 and SA10.6
- SA Section 11: Data Protection – ICT Systems: SA11.2
- SA Section 12: CoMoUK Accreditation

**Award Evaluation Criteria and Methodology**

Tenderers satisfactorily meeting the Suitability Assessment evaluation had their Tender responses 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.

All responses were assessed against the Evaluation Criteria set out below:

## Award Criteria and Methodology

This section assessed how the Tenderer proposed to deliver the required service as detailed in the specification.

The Council intends to award any Contract based on the most economically advantageous offer.

The Council would not be bound to accept the lowest price of any Tender submitted.

### High-Level Award Criteria

The high-level award criteria for the project is as follows:

EVALUATION CRITERIA	WEIGHTING
Price	20%
Quality	70%
Social Value	10%

A Tender may not have been accepted if it significantly failed to satisfy any specific criterion, even if it scored relatively well against all other criteria.

In the event that evaluating officers, acting reasonably, considered that a Tender is fundamentally unacceptable on any issue, then regardless of the Tender's other merits or its overall score, and regardless of the weighting scheme, that Tender may have been rejected.

### Price (20%)

Tenderers were instructed to complete the Price Schedule within the ITT Document.

The price for each element submitted by a Tenderer was compared against the scores of other Tenderers by rank.

For example, if there were three Tenderers, the best priced (lowest) Tenderer would score '3' points, the second best Tenderer '2', and the least best priced Tenderer will score '1'. If there were four Tenderers, the best priced (lowest) Tenderer would score '4' points, the second '3' points and so on. Where prices are the same, the same (higher) score was applied.

The total score for each Tenderer accumulated from tables 1, 2 and 3 was then weighted against the 20% available for the pricing element of the Tender.

For example, if there were three Tenderers, the maximum score would be 30 (three points awarded for each of the ten pricing responses) and an example set of scores would be:

Tenderer 1 – 13 points in total out of 30 available =  $(13/30) \times 20 = 8.67\%$

Tenderer 2 – 24 points in total out of 30 available =  $(24/30) \times 20 = 16.00\%$

Tenderer 3 – 16 points in total out of 30 available =  $(16/30) \times 20 = 10.67\%$

### Quality – 70% Weighting

Tenderers were asked to provide a number of method statements within the ITT Return Document, which were intended to explain how they would meet specific requirements.

Each method statement was scored on a scale of 0 to 5 points, in accordance with the following scheme:

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

Tenderers scores for each method statement were multiplied by the relevant weighting to result in a 'weighted score' for that method statement. The weighted scores were then totalled, with the total expressed as an overall score out of 70.

Method Statement	Weighting	
	Tier 1	Tier 2
MS1 – Team Experience	30.00%	
MS1.1 – Details of the Vehicles to be used for the EV Car Club		15.00%
MS1.2 – Approach to growing the network of EV Car Club vehicles within the network of Mobility Hubs over the contract period		5.00%
MS1.3 – Approach to Operations, Maintenance and Contract Management		10.00%
MS2 – User Experience, Customer Service and Marketing	25.00%	
MS2.1 – Customer Service		5.00%
MS2.2 – Marketing		5.00%
MS2.3 – User Experience and Inclusivity		15.00%
MS3 – Partnership Working and Innovation	10.00%	

MS3.1 – Approach Partnership Working		5.00%
MS3.2 – Innovation		5.00%
MS4 – Data Sharing	5.00%	

### Social Value (10%)

Social value commitments were assessed based on a combination of quantitative and qualitative assessment.

### SVI- Total Social Value Commitment (£) – 5%

The Tenderer's Total Social Value Commitment was 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 – 5%

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

The qualitative responses were evaluated in accordance with the scoring table detailed above.

### Total Evaluation Methodology (100% of weighting)

To determine the overall total score and corresponding ranking for each Tenderer, it was necessary to add the total weighted price points score with the total weighted Quality points, and total weighted Social Value points.

### Moderation

The Council decided to take a '**consensus**' scoring evaluation approach to this procurement. This means that, following the independent evaluation of submissions, where there was a difference in individual evaluator scoring for one or more individual questions, a moderation session took place to arrive at an agreed, consensus score. In the event that the evaluators could not agree on a final score, the score awarded by the majority would be the consensus score.

## 5. SUMMARY OF EVALUATION

The Invitation to Tender was advertised and published electronically via, The Supplying the South West Portal – the Council's chosen procurement portal and advertised through Contracts Finder – a UK Government online portal on 29<sup>th</sup> September 2023 with a Tender submission date of 1200hrs, 9<sup>th</sup> November 2023.

The Tender opportunity received a good level of interest, with 13 organisations registering an interest, of which 1 submitted a Tender, 2 opted out and a further 10 not providing a Tender response.

The received Tender submission, was evaluated in accordance with the overall evaluation strategy set out above, and was independently evaluated by Council Officers, all of whom had 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, Social Value and Price were split, with Price information being held back from the Quality evaluators.

The resulting quality, social value and 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 contained in the confidential paper.

## 7. RECOMMENDATIONS



It is recommended that a contract be awarded to the highest scoring Tenderer, who is Co-Wheels CIC, for Plymouth Mobility Hubs Car Club Operator. The estimated value of this contract in its entirety is £1,000,000 for the full term of the Contract.

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

In the event Co Wheels CIC cannot provide the necessary documentation; the Council reserves the right not to award the Contract.

## 8. APPROVAL

### Authorisation of Contract Award Report

Author (Responsible Officer / Project Lead)			
<b>Name:</b>	John Green		
<b>Job Title:</b>	Net Zero Delivery Manager		
<b>Additional Comments (Optional):</b>			
<b>Signature:</b>		<b>Date:</b>	04/01/2024
Head of Service / Service Director [Signature provides authorisation to this award report and award of Contract]			
<b>Name:</b>	Paul Barnard		
<b>Job Title:</b>	Service Director – Strategic Planning & Infrastructure		
<b>Additional Comments (Optional):</b>			
<b>Signature:</b>		<b>Date:</b>	04/01/2024

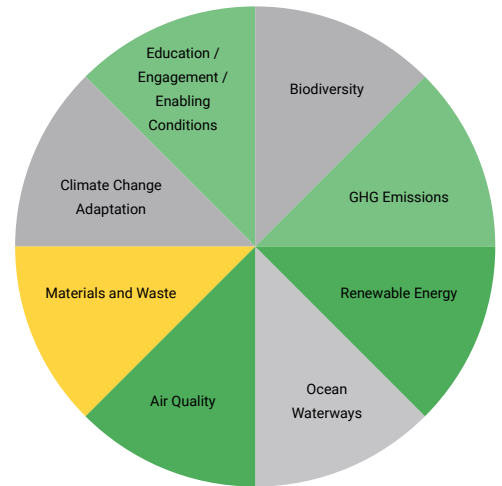
The following relates to exempt or confidential matters (Para(s) 3 of Part 1, Schedule 12A of the Local Govt Act 1972). Any breach of confidentiality could prejudice the Council/person/body concerned & might amount to a breach of the councillors /employees codes of conduct.

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# Car Club Tender FINAL



**Assessment ID:** CAR333

**Assessment Author:** Mark Summers

**Assessment Initial Summary:**

Tender Award for an All Electric Car Club in Plymouth

**Assessment Final Summary:**

**Biodiversity Score:** 3

**Biodiversity Score Justification:** No major impact although reduction in tailpipe emissions is less harmful for the general environment than a conventionally powered CI vehicle.

**Biodiversity Score Mitigate:** No

**GHG Emissions Score:** 5

**GHG Emissions Score Justification:** All electric vehicle reduces local emissions

**GHG Emissions Score Mitigate:** No

**Renewable Energy Score:** 5

**Renewable Energy Score Justification:** When powered using renewable electricity

**Renewable Energy Score Mitigate:** No

**Ocean and Waterways Score:** 3

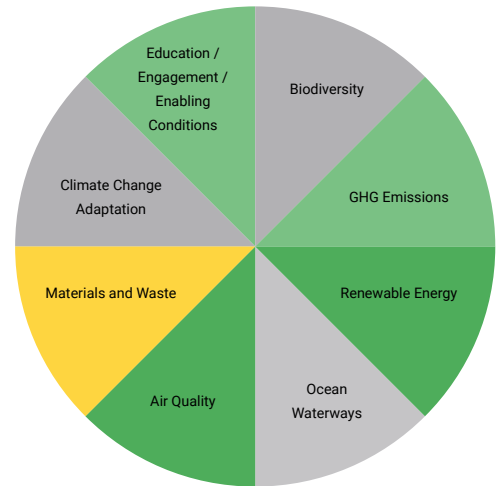
**Ocean and Waterways Score Justification:** N/A

**Ocean and Waterways Score Mitigate:** No

**Ocean and Waterways Revised Score Justification:** N/A

**Air Quality Score:** 5

# Car Club Tender FINAL



**Air Quality Score Justification:** Zero local fuel related emissions, zero emissions when powered using 100% renewable electricity

**Air Quality Score Mitigate:** No

**Materials and Waste Score:** 2

**Materials and Waste Score Justification:** Embodied Carbon but most components are chosen with opportunities to re-use or recycle

**Materials and Waste Score Mitigate:** No

**Climate Change Adaptation Score:** 3

**Climate Change Adaptation Score Justification:** Moves the mitigation agenda in a positive direction

**Climate Change Adaptation Score Mitigate:** No

**Climate Change Adaptation Revised Score Justification:** Moves the mitigation agenda in a positive direction

**Education / Engagement / Enabling Conditions Score:** 5

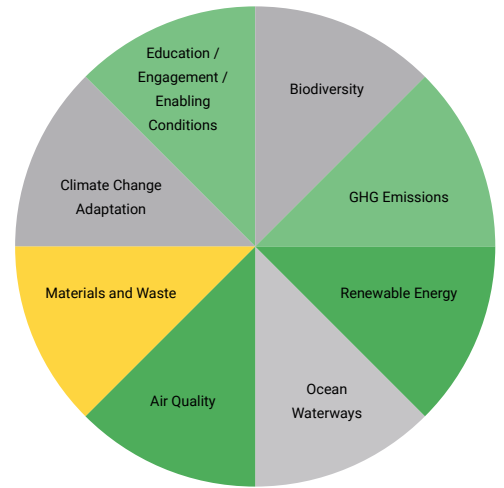
**Education / Engagement / Enabling Conditions Score Justification:** Promotes wider access to electric vehicles and the concepts of a car access service in contrast to individual ownership

**Education / Engagement / Enabling Conditions Score Mitigate:** No

Wheel Key



# Car Club Tender FINAL



Long lasting or severe negative impact

Short term or limited negative impact

No impact or neutral impact

Short term or limited positive impact

Long lasting or extensive positive impact

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# EQUALITY IMPACT ASSESSMENT – ELECTRIC CAR CLUB

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Mark Summers	<b>Department and service:</b>	SP&I	<b>Date of assessment:</b>	15/01/2024
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Jonathan Bell	<b>Signature:</b>	J A Bell	<b>Approval date:</b>	17/01/24
<b>Overview:</b>	All Electric Car Club creates the opportunity for wider access to modern all electric vehicle fleet in the city without the burden of ownership via a low cost membership and vehicle rental by the hour. This will increase social inclusion around the transition to EV technologies particularly in the transition period and beyond.				
<b>Decision required:</b>	Authorise the award of a 4-year Contract Agreement (extendable by a further 3 years) to Co Wheels CIC as the Car Club Operator for the Mobility Hubs project.				

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	NO
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	NO



	<ul style="list-style-type: none"> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>			
<p><b>Care experienced individuals</b> (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>No adverse impacts anticipated</p>	<p>N/A</p>	<p>N/A</p>

<b>Disability</b>	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	No adverse impacts anticipated	N/A	N/A
<b>Gender reassignment</b>	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impacts anticipated	N/A	N/A
<b>Marriage and civil partnership</b>	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	No adverse impacts anticipated	N/A	N/A
<b>Pregnancy and maternity</b>	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impacts anticipated	N/A	N/A



<p><b>Race</b></p>	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>No adverse impacts anticipated</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Religion or belief</b></p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>No adverse impacts anticipated</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Sex</b></p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impacts anticipated</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Sexual orientation</b></p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>	<p>No adverse impacts anticipated</p>	<p>N/A</p>	<p>N/A</p>

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	No adverse impacts anticipated	N/A	N/A
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No adverse impacts anticipated	N/A	N/A
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No adverse impacts anticipated	N/A	N/A
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	No adverse impacts anticipated	N/A	N/A
<b>Plymouth is a city where people from different backgrounds get along well.</b>	No adverse impacts anticipated	N/A	N/A