



Oversight and Governance

Chief Executive's Department
Plymouth City Council
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CABINET

Monday 12 August 2024
2.00 pm
Council House, Plymouth

Members:

Councillor Evans OBE, Chair

Councillor Laing, Vice Chair

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

Members are invited to attend the above meeting to consider the items of business overleaf.

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Tracey Lee

Chief Executive

Cabinet

Agenda

Part I (Public Meeting)

1. Apologies

To receive apologies for absence submitted by Cabinet Members.

2. Declarations of Interest

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

3. Minutes

(Pages 1 - 22)

To sign and confirm as a correct record the minutes of the meeting held on 8 July 2024.

4. Questions from the Public

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

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

5. Chair's Urgent Business

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

Items for decision

6. Plymouth City Centre BID renewal programme

(Pages 23 - 52)

7. Modern Slavery Statement 2023/24

(Pages 53 - 64)

8. Finance and Capital Monitoring report

(To Follow)

Items for noting

9. The King's Speech

(Pages 65 - 76)

10. Leader's Announcements

(Verbal Report)

11. Cabinet Member Updates

**(Verbal
Report)**

12. LGA Update

**(Verbal
Report)**

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Cabinet

Monday 8 July 2024

PRESENT:

Councillor Evans OBE, in the Chair.

Councillor Laing, Vice Chair.

Councillors Aspinnall, Briars-Delve, Coker, Cresswell, Dann, Lowry and Penberthy.

Apologies for absence: Councillor Haydon.

Also in Attendance: Liz Bryant (Monitoring Officer), Nigel Denning (Interim Service Director for Children, Young People and Families), David Haley (Director of Children's Services), Ruth Harrell (Director of Public Health), Ross Jago (Head of Governance, Performance and Risk), David Northey (Service Director for Finance), Anthony Payne (Strategic Director for Place), Temilola Salimon (Service Director for Children, Young People and Families), and Gary Walbridge (Head of Adult Social Care and Retained Functions).

The meeting started at 2.03 pm and finished at 3.49 pm.

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

1. **Declarations of Interest**

There were no declarations of interest.

2. **Minutes**

The minutes of the meeting that took place on 20 May 2024 were agreed as a true and accurate record.

3. **Questions from the Public**

Question was submitted by David Baker	
Question: Will the planning application for development of Wilmot Gardens be considered at a planning committee meeting and if not on what grounds is the matter justified being granted under a delegated authority?	Response: The constitution enables the Service Director for Strategic Planning & Infrastructure to refer a planning application to Planning Committee under one or more of three criteria. On July 5th, the Service Director for Strategic Planning & Infrastructure confirmed to Councillor Reilly that they were exercising their power to refer the Wilmott Gardens planning

	<p>application to the Planning Committee. As a result, the Planning Committee will now determine the application in the usual manner.</p> <p>The reason the planning application has been referred to Planning Committee by the Service Director is to reflect that fact that the City Council, as is often the case, plays different roles given its various legal powers and responsibilities. In this case it is the Local Planning Authority, it is the Local Highway Authority, and it is the Local Housing Authority. In its capacity as the Local Housing Authority this is a site that is being supported under the Plan for Homes. Because of this it is in the interests of openness and transparency for the matter to be determined by the Planning Committee.</p> <p>It is simply not the case that the City Council is ignoring the views of residents and to suggest otherwise is at best disingenuous. As the national planning guidance states: "Local opposition or support for a proposal is not in itself a ground for refusing or granting planning permission, unless it is founded on valid material planning reasons".</p> <p>The views of local people have formed part of the normal process of consideration of the planning application and will be taken into account by the Planning Committee when it considers the overall merits of the scheme.</p> <p>The Wilmott Gardens proposal is classed as a minor development which under the terms of reference of the Planning Committee is deemed to be delegated to officers unless referred. All planning applications are determined on their individual merits and therefore the outcome is not pre-determined. It is insidious to suggest that the determination of the application has</p>
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	<p>been pre-determined by either officers or Members and that accusation, with no evidence to justify it, is totally refuted.</p> <p>Concerning the distance to play areas the reference to 400 metres comes from the Plymouth and Southwest Devon Joint Local Plan and is an aspirational target and not intended to be applied through an inflexible 'tick box' exercise.</p> <p>Executive Decision F101 20/21 relates to the disposal of various public open space sites under the Plan for Homes programme, which included Wilmott Gardens. The decision was to proceed with the disposal of these sites in order to support the Council's agenda of increased and accelerated housing delivery. The reason for the decision was amplified by the crisis in housing and the City Council's Plan for Homes commitment to release City Council land to provide 1,000 new homes per annum. The reference in the decision to "a caring council" was part of the Corporate Plan 2018-2022 with the Executive Decision highlighting that development of these sites for housing will provide more decent homes.</p> <p>The Director of Public Health did not raise any concerns about the application when consulted. As part of the revised proposals a community garden forms part of the proposed scheme.</p> <p>Health and safety matters on the site have been considered as part of the planning application. The Highway Authority have raised no objections to the scheme in relation to the safety of pedestrians.</p> <p>The planning statement accompanying the development proposals have been available to view on line since December 2019. Notwithstanding the</p>
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	<p>impacts of the COVID-19 pandemic, site notices advertising the proposed development were erected for both the previous scheme and the current proposals in the normal way. In the case of the current planning application the site notices were erected on 09 April with the consultation running until 30 April.</p> <p>The submitted Arboricultural Impact Assessment has been carried out by a suitably qualified ecologist and sets out that the Ash trees are susceptible to dieback disease in the future. It also highlighted that as the development falls within and is immediately adjacent to several root zones on the western boundary which means that there is a possibility that the health of the trees would be impacted post development. Officers have concluded that a compliant replanting strategy will have the best medium-to-long term benefits for the site ecology.</p> <p>With regard to the question concerning the Plymouth Open Space Assessment, this was undertaken in 2015 and 2016 and formed part of the evidence base of the Plymouth and South West Devon Joint Local Plan. This assessment included consideration of the community use of open space. The approach taken in the Plymouth Open Space Assessment was to review sites above 0.2 hectares, which is why baseline assessments would only "sometimes" have been undertaken. By definition this therefore is not an inconsistent application of policy.</p> <p>The site is un-designated green space and therefore the application of Policy DEV27 in the Plymouth and Southwest Devon Joint Local Plan has limited weight. However, as a material consideration the current application has considered a revised layout which includes more open grass space on the</p>
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	<p>eastern boundary, a 'community garden' to the south and a fully SPD-compliant replanting scheme.</p> <p>Councillors are required to undertake mandatory planning training prior to sitting on Planning Committee and this training is open to all councillors. It is not considered necessary for training on the completion of the referral form. Councillors are advised to contact the planning case officer about individual applications who will provide advice regarding the referral process if needed.</p> <p>The City Council has not received an application to designate the land at Wilmott Gardens as a "village green". It would not be appropriate for the City Council to comment on the merits of any village green application because the Planning Committee, sitting as the Town or Village Green Registration Authority, must consider the evidence in support of the designation as part of a prescribed process.</p> <p>All of the information in relation to this development proposal set out in this response are considerations for the planning committee in their consideration of the overall merit of the scheme.</p>
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Question was submitted by Lois Lloyd	
<p>Question: There are a huge number of health benefits to having easy access to green spaces, we are concerned that taking this one away would have negative consequences including social exclusion, particularly for elderly residents with mobility issues. What consideration has been made for elderly residents in the Wilmot Gardens area?</p>	<p>Response: Referred to the answer to the first question.</p>

Question was submitted by Matt Fleming	
<p>Question: With 41 objections raised against the property development at Wilmot Gardens will the council</p>	<p>Response: Referred to the answer to the first question.</p>

concede that it needs to rethink and listen to residents instead of dismissing their views out of hand?	
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Question was submitted by Pat Coyle	
Question: According to the Arboricultural Impact Assessment for Wilmot Gardens none of the ash trees show any signs of ash dieback but a number of them are recommended for felling because they could be "at risk for ash dieback" in the future. This is a disingenuous assessment is it not?	Response: Referred to the answer to the first question.

Question was submitted by Ryan Aldred	
Question: Considering the reputation for democratic deficit Plymouth City Council gained in the aftermath of the Armada Way trees disgrace, is it really the intention of this Council to once again ignore local residents' concerns and plough ahead with bulldozing Wilmot Gardens green despite the strength of opposition from local communities?	Response: Referred to the answer to the first question.

Question was submitted by Jacqueline Marsh	
Question: With a planning officer declaring on May 30th that "the LPC will be proceeding to approval under delegated powers," is it fair to say that this development was always going to go ahead?	Response: Referred to the answer to the first question.

Question was submitted by James Marsh	
Question: If the green space at Wilmot Gardens is turned into a housing estate, will the council not be in breach of policies within its Joint Local Plan to have playable spaces within 400m?	Response: Referred to the answer to the first question.

Question was submitted by Joanna Horodenska	
Question: Is it worth the Council providing more training to support Councillors such as our local ward Councillors, who 'misunderstood the planning call-in process' and 'should have known better' and is it fair that	Response: Referred to the answer to the first question.

our community pays for that misunderstanding by losing its green?	
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Question was submitted by Louise Martin	
Question: According to the Executive Decision F10I 20/21 part of the reason for this decision is because Plymouth is "a caring Council" does that not apply to residents in the Wilmot Gardens/Ruskin Crescent area who have raised objections?	Response: Referred to the answer to the first question.

Question was submitted by Paul Marsh	
Question: According to the Executive Decision F10I 20/21 part of the reason for this decision is because Plymouth is "a caring Council" does that not apply to residents in the Wilmot Gardens/Ruskin Crescent area who have raised objections?	Response: Referred to the answer to the first question.

Question was submitted by Rachel Nichols	
Question: Many children use the green by Ruskin Crescent/Wilmot Gardens for recreation. If the site is built upon, the next nearest green is over a mile away across a busy road. How do you intend to keep our children safe and would the green's protection not make most sense?	Response: Referred to the answer to the first question.

Question was submitted by Ria Baker	
Question: The initial disposal of the green at Wilmot Gardens was done during Covid in 2020 when it would have been more difficult for residents to access planning notices. Is it not disingenuous and damaging for the Council's reputation to operate in such bad faith?	Response: Referred to the answer to the first question.

Question was submitted by Sandra Crocker	
Question: Green spaces are vital for protecting biodiversity and providing a home for local wildlife. Will the council support our application for the plot of land by Wilmot Gardens to be designated as a Village Green?	Response: Referred to the answer to the first question.

Question was submitted by Sylvia Plant	
Question: Why was the green by Wilmot Gardens declared 'surplus to requirement' by Councillor Mark Lowry, how many residents did he speak to prior to drawing this conclusion and was a consultation done?	Response: Referred to the answer to the first question.

Question was submitted by Tom Moss	
Question: If the Council insists on going ahead with this unpopular and unwanted property development on our green, will the loss of our green 'be replaced by equivalent or better provision in a suitable location' according to policy DEV27?	Response: Referred to the answer to the first question.

4. **Chair's Urgent Business**

There were no item of Chair's urgent business.

5. **NHS End of Life Care**

Councillor Aspinall (Cabinet Member for Health and Adult Social Care) introduced the item and highlighted the following points:

- a) In response to concerns around End of Life Care performance in Plymouth, as well as statistically higher hospital deaths at University Hospital's Plymouth (UHP) than national averages, the Health and Adult Social Care Overview and Scrutiny Committee (H&ASC OSC) considered End of Life Care at the end of the last municipal year;
- b) A key priority for the Labour Administration was better access to healthcare across the course of a person's life, and therefore Cabinet were made aware of the recommendations to the Local Health Services to help improve the support for those nearing their end of life;
- c) It was critically important that people were supported, particularly around quality of life, ensuring that good symptom management delivered comfort, maintained dignity and allowed people to live as fully as possible until their passing;
- d) There should have been a personalised approach where healthcare Professionals collaborated with the person, their family and loved ones, to make informed decisions about their care options;
- e) Holistic care should have been addressed physically, emotionally, socially and spiritually;

- f) By treating the needs of the person and not just their illness, it provided comprehensive support throughout their sensitive time;
- g) The H&ASC OSC made a number of recommendation to Health Partners reflecting the above;
- h) The proposal of the following:
 - i) Cabinet recognised the importance of End of Life Care for the citizens of Plymouth and thanked the Scrutiny Committee for their diligent work;
 - ii) Cabinet endorsed further review at H&ASC OSC of the Improvement Plan being undertaken by the NHS and Partners in relation to End of Life provision and the consideration of any further recommendations that the Committee deem appropriate;
 - iii) Cabinet noted the Cabinet Member response to Appendix Two.

Councillor Penberthy (Cabinet Member for Housing, Co-Operative Development and Community) added:

- i) Plan for Homes 1, 2, 3 and 4 had been concerned about ensuring that that there was adequate housing provision for everyone who needed housing in the city;
- j) This was also reflected in the Joint Local Plan;
- k) This meant specialist housing would have to be provided for those with specialist conditions, including End of Life conditions;
- l) Councillor Aspinall would work closely with officers in Adult Social Care to ensure the Service Director for Community Connections had all of the evidence necessary to build a strong Housing Needs Assessment. This would ensure there was the appropriate provision for people with health needs, people with disabilities and people receiving End of Life Care.

Gary Walbridge (Interim Strategic Director for Adults, Health and Communities) added:

- m) The H&ASC OSC was powerful and gave people a chance to discuss the choices they would make in terms of End of Life Care and gave credence to talking about End of Life Care as early as possible to reduce the stigma around it.

Cabinet agreed to the following recommendations:

1. That the Cabinet recognised the importance of End of Life Care for the citizens of Plymouth, and thanked the Scrutiny Committee for its diligent work;
2. That the Cabinet endorsed further review at Scrutiny of the improvement plan being undertaken by the NHS and partners in relation to End of Life provision and the consideration of any further recommendations that the Committee deems appropriate;

3. That the Cabinet noted the Cabinet Member response at appendix two.

6. **Response to Foster Carer Recommendations**

Councillor Laing (Deputy Leader and Cabinet Member for Children's Social Care, Culture and Communications) introduced the item and highlighted the following points:

- a) Recruiting, supporting and retaining Foster Carers for Plymouth children in Plymouth City Council's (PCC) care was a key priority for the Administration;
- b) When a child did need to be in PCC's care, the goal was to have them live in a family setting that enabled them to still be connected to their families, schools and communities;
- c) The budget for 2024/25 increased the budget for the range of measures that supported Foster Carers, including an improved financial package;
- d) Following the Foster Care Summit and further consultation with Foster Carers, the report set out how the allowances had been improved for Fosters Carers that included a 6% uplift in allowances and a Council Tax Allowance;
- e) Foster Carers continued to collaborate with PCC to co-design the support and retention measures and would provide opportunities where Foster Carers, social workers and the wider professional network could come together and share their views, ideas and learn together;
- f) Foster Carers were an invaluable asset to Plymouth and the measures would help PCC to provide the absolute best care for the children who cannot remain with their families.

David Haley (Director for Children's Services) added:

- g) The tremendous work that PCC Foster Carers do for Plymouth, children and young people was acknowledged;
- h) The report, and the Summit, demonstrated that PCC had listened to the Foster Carers about what would make a difference in helping them to care for the children and the first element of that was financial;
- i) There was further work being done with the Foster Carers to ensure that the right support package was put in place;
- j) Decisions were made with Foster Carers to ensure future implementations aligned with their needs.

In response to questions, it was explained:

- k) There was now a regional approach to recruitment as part of the Department for Education (DFE) funded programme, and early signed were encouraging in terms of

Foster Carer enquiries;

- l) Retention levels were also key, as well as understanding why Foster Carers may leave to go to independent fostering agencies or give up fostering altogether.

Cabinet agreed to the following recommendations:

1. To note the content of the report and the work undertaken to support Plymouth City Council's Foster Carers;
2. To endorse a new foster carers financial package that includes a Council Tax Allowance within the agreed 2024/25 financial envelope;
3. To note the annual uplift to the Fostering Allowances since 01 April 2024, of 6% (including the new reward payment) and the commitment to continued annual reviews of allowances in line with the financial year;
4. To note the uplift in Festival, Birthday and Holiday Allowances since 01 April 2024;
5. To note the work being undertaken in Phase two, to co-design the support and retention offer to Plymouth City Council's Foster Carers;
6. To endorse the co-design of the support and retention offer.

7. **Achieving Excellence - A strategy for Children's Services 2024-27**

Councillor Laing (Deputy Leader and Cabinet Member for Children's Social Care, Culture and Communications) introduced the item and highlighted the following points:

- a) The report set out a three-year Strategic Plan to develop, sustain and embed good and outstanding practice for all children, young people and families in Plymouth;
- b) The plan set out how PCC would create the conditions within the organisation to achieve excellent and build on the improvement that had been made whilst recognising the Council were not consistently good yet in all areas;
- c) The plan described the vision for Children's Services by 2027, where children and families would receive the help they needed and would prevent problems from escalating wherever possible;
- d) When families did need support from PCC's statutory services, the Council stepped in seamlessly with timely and high quality assessment and intervention, with would meet identified needs using evidence based and value for money approaches with

were developed within Plymouth wherever possible;

- e) Asked Cabinet to approve the three-year Strategic Plan and the proposed milestones for the delivery of the ten strategic priorities.

David Haley (Director for Children's Services) added:

- f) The plan set out ambitious targets over the next three years;
- g) Each of the 10 priorities had detail of what the milestones were for each three years;
- h) There were more detailed plans within each of the service areas to ensure that there was alignment and that the key milestones were truly delivered by the services;
- i) The plan had been developed with PCC's key partners, particularly statutory partners that worked across the safeguarding system, meaning many of the priorities were shared priorities.

Councillor Evans OBE (Leader of the Council) added:

- j) The OFSTED inspection was the start of the new journey towards excellence.

Temilola Salimon (Service Director for Children, Young People and Families) added:

- k) All of the milestones were well understood across all teams and the heads of service, and the service plans reflected that.

Nigel Denning (Interim Service Director for Children, Young People and Families) also added:

- l) The plan had been co-produced by PCC's partners, frontline practitioners and had had contributions from young people.

Cabinet agreed:

1. The Children's Services Strategic Plan, Achieving Excellence - 2024 – 27;
2. The proposed milestones for the delivery of the ten Strategic Priorities were implemented in Children's Services as set out in the attached three-year milestones.

8. **Productivity Plan**

Tracey Lee (Chief Executive) introduced the item and highlighted the following points:

- a) Simon Hoare (Minister for Local Government) in the previous Government had asked all Local Authorities in April 2024 to produce a Productivity Plan which needed to cover areas such as, how services had been transformed, how technology was being used, how Local Authorities were maximising efficiency and what the

barriers/challenges were;

- b) The Plan should not have been more than three to four pages long;
- c) PCC and the Local Government Association (LGA) took advice from the Government regarding the change of Government and how this would affect the Productivity Plan;
- d) The Plan would not be scored, however a panel would be set up to consider the themes;
- e) The barriers had been set out in the Plan, outlining what PCC wanted to do in Local Government, with multi-year settlements being one of the most important areas.

Cabinet agreed to:

I. Endorse the content of the Productivity Plan and agreed to submit to Government.

9. **Provisional Capital and Revenue Outturn Report 2023/24**

Councillor Lowry (Cabinet Member for Finance) introduced the item and highlighted the following points:

- a) When the Labour Local Authority got elected in May 2023, the budget inherited from the Conservative Local Authority had a forecast pressure of £8.14 million;
- b) There were additional costs from a Local Government Pay ward of approximately £1.2 million;
- c) In the 23/24 budget, Children's Services saw an additional net increase of £1.6 million, SEND schools transport increased by £2.2 million and Adult Social Care increased by £6.4 million;
- d) There were additional costs of over £105,000 for the Keyham World War II bomb emergency;
- e) Three by-elections increased the cost of Local Government by £150,000;
- f) Work had been carried out to improve the homelessness agenda and the SEND agenda, and the 24/25 budget reflected the costs needed to deliver those services;
- g) The gross expenditure budget was balanced at £560 million;
- h) There was a drawdown of £1.93 million in unusable reserves and there was £9.3 million from corporate resourcing adjustments;
- i) An additional £4.9 million was brought in from business rates. Devon business rate pool provided an additional £2 million and additional council tax provided an additional £2.1 million;

- j) Working balances had been retained at £8.7 million and had not been used during the last financial year;
- k) The 23/24 budget for the Capital Programme was £189 million, however the actual spend from the most recent forecast was £91 million. This was caused by disruption of the supply chain, considerable labour shortages in the construction industry, COVID-19 and there had been a significant increase in inflation and interest rates, which had a huge effect on the Council's ability to borrow;
- l) Projects which were grant-funded had been brought forward, however some projects that required borrowing had been slowed down until interest rates had fallen;
- m) There would be continual slow-down in expenditure where it was required to borrow money to ensure that when it was borrowed, it would be done so at the cheapest possible rate.

David Northey (Service Director for Finance, Section 151 Officer) added:

- n) The 23/24 budget had £23 million of savings;
- o) The report remained provisional under external Auditors had signed it off as being true and fair view;
- p) Due to a national backlog, the report was not due back from the external Auditors until February/March 2025.

Cabinet agreed to the following recommendations:

1. To note the Provisional Revenue Outturn position for the year to 31 March 2024;
2. To note the Provisional Capital Outturn position for that year including the Capital Financing Requirement of £91.361m;
3. To recommend the report to City Council 16 September 2024.

10. **Medium Term Financial Forecast 2024/25 – 2028/29**

Councillor Lowry (Cabinet Member for Finance) introduced the item and highlighted the following points:

- a) There was a £44 million forecast shortfall over the next four years, however the change in Government could affect this;
- b) £188 million had been saved through budget savings in the past decade;
- c) Assumptions included the predicted Revenue Support Grant with an annual uplift, an assumed cap on the council tax increase and the continuation of the council tax

precept for Adult Social Care for 2025 and the future years;

- d) There was uncertainty about the future fair funding review and the changes to business rates due to the fact they were set out by the previous Government;
- e) There were cost pressures around key services including Adult Social Care, Children, and Homelessness, with 73% of all expenditure being spent in those areas;
- f) There was not a lot of money left to address issues such as climate change, transport, housing and communities.

David Northey (Service Director for Finance, Section 151 Officer) added:

- g) The forecast set out the parameters the Council would work within.

Councillor Evans OBE (Leader of the Council) added:

- h) The new Government would look at the Country's resources against its priorities which would make decisions about how Local Authorities are treated.

Cabinet agreed to the following recommendations:

1. To note the Medium Term Financial Forecast 2024/25 – 2028/29;
2. To note the Capital Programme including the Capital Financing Requirements;
3. To note a revised Medium Term Financial Strategy will be presented to Cabinet and recommended to City Council.

11. **Corporate Plan Performance Report Quarter 4**

Councillor Penberthy (Cabinet Member for Housing, Co-Operative Development and Community) introduced the item and highlighted the following points:

- a) This was the final report for the 2023/24 financial year ending in March and provided Cabinet with an overview of how the Council was performing against the priority indicators agreed in the 2023 – 2026 Corporate Plan;
- b) More 16 -17 year olds were in education, employment and training since before the COVID-19 pandemic;
- c) In May 2023, 80% of pupils attended schools judged good or better, and that figure was now at 90%;
- d) There had been improvement in dealing with complaints with 88% being resolved within the specified timeframe, in comparison to 70% in 2022/23;

- e) In the last year the amount of adults registered to vote in the City had increased by 2,460 voters;
- f) The Trust Budget and the previous Government not dealing with Section 21 Notices meant more people had been at risk of homelessness as rents rose at their fastest rate since records began with tenants facing a 3.6% increase in their rent;
- g) In 2021/22 839 households were prevented from becoming homeless and the focus on homelessness in 2023/24 increased that figure to 929;
- h) There were continued challenges facing PCC and the Council would be working with the Labour Government and local partners to deliver economic stability, cut NHS waiting times and reduce Anti-Social Behaviour in line with the Government's missions;
- i) The national missions were also local commitments, and the report set out the difference a Labour Administration had made in the past 12 months.

Ross Jago (Head of Governance, Performance and Risk) added:

- j) A few indicators within the report were based on annual information which would be made available in the Q1 report.

Cabinet agreed to note the Corporate Plan Performance Report, Quarter Four 2023/24.

12. **Care Experience as a Protected Characteristic**

Councillor Laing (Deputy Leader and Cabinet Member for Children's Social Care, Culture and Communications) introduced the item and highlighted the following points:

- a) Tribute was paid to Terry Galloway for his work on the campaign;
- b) In March 2023, the Council unanimously supported the motion to treat care experience as if it were a protected characteristic;
- c) The report provided an update on how each resolution within the motion had been progressed and confirmed that the approach had been incorporated into Service delivery across the Council;
- d) PCC were the first Council in the Southwest to pass the motion;
- e) The motion had a valuable impact on the future of Care Leavers;
- f) Officers had taken the resolutions in the motion and made them meaningful;
- g) An equality objective was 'Plymouth City Council will give specific consideration to care experienced people in its decision making to raise aspirations, increase opportunities and seek to improve their life outcomes including access to training, employment and housing, and we would encourage other organisations to do the

same’;

- h) Cabinet Members across the county had been in contact to hear more about the work;
- i) Progress would be monitored through the Equality, Diversity and Inclusion Action Plan.

Cabinet agreed:

- 1. To note the progress made to embed care experience as a protected characteristic across the Council;
- 2. To support this by ensuring care experienced individuals were considered in decision-making to help raise aspirations and increase opportunities;
- 3. To encourage other organisations to treat care experience as if it were a protected characteristic to increase access to opportunities across the city for those individuals.

13. **General Election Update**

Councillor Evans OBE (Leader of the Council) introduced the item and highlighted the following points:

- a) Thanked the Returning Officer and staff for their hard work during the General Election;
- b) Free and fair elections were run in Plymouth which gave people confidence in the electoral process;
- c) Kemi Badenoch won in her constituency by 2,106 votes, however 2,100 postal votes were not dispatched to voters which called into question the legitimacy of the election;
- d) Gary Streeter stepped down from the South West Devon constituency and Rebecca Smith (MP) stood for the seat;
- e) Gave congratulations to Rebecca Smith (MP) for winning the South West Devon seat;
- f) Gave congratulations to Luke Pollard (MP) who had returned for Plymouth Sutton and Devonport constituency, totalling 13,328 votes;
- g) Former MP Johnny Mercer was defenestrated and replaced by Fred Thomas (MP);
- h) There was a 32% drop in Conservative votes in Moorview constituency;

- i) Councillor Sarah Allen entered the race for South West Devon at a late stage and nearly pulled off a shock win;
- j) Local and regional political geography had changed dramatically with there being 24 Labour MPs in the South West of England which was more than any other party;
- k) Cornwall had gone from six Conservative MPs to four Labour MPs and two Liberal Democrat MPs;
- l) There being four Labour MPs in Cornwall and two Labour MPs in Plymouth would hopefully increase the South West's ability to be heard at a national level;
- m) A letter would be sent to the three Plymouth MPs to invite them for a regular cross party meetings with political leadership of PCC;
- n) The new Government's agenda included Local Government playing a part of its five missions, in particular inclusive economic growth, housing, and net zero. These three were of particular interest as PCC to try and delivery clear evidence of change for Plymouth;
- o) PCC under Labour leadership wanted to play its full part in delivering and helping the Government to deliver on its five missions and its six first steps.

14. **Leader's Announcements**

Councillor Evans OBE (Leader of the Council) gave the following announcements:

- a) Due to the Pre-Election Period there had been no updates published but there were 84 projects underway;
- b) Work had started on the Civic Centre Project, the Brickfields Community Hub Project, the City Centre Community Health Hub Project, the Derriford District Centre Project, and at Tinside Lido.

Councillor Lowry (Cabinet Member for Finance) added:

- c) There were buildings under construction in the new Derriford District Shopping Centre;
- d) PCC bought the land and were working with developers to bring the project forward;
- e) It was a nearly £20 million project;
- f) The construction started in June 2023 and was due to finish in October 2024;
- g) The Shopping Centre would include a Costa, an ALDI, a Pet's Corner, a Pure Gym and EV Charging spaces;

- h) 20,000 square feet of space would be handed to ALDI in the coming week for them to start their final fit out, and they would be opening in October 2024;
- i) The businesses would be providing jobs for the city, and providing rent which would come back to PCC.

15. **Cabinet Member Updates**

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

- a) The Box and Mount Edgcumbe had been awarded a 2024 Trip Advisor Travellers Choice Award which meant that they were in the top 10% of attractions worldwide;
- b) There had been over 800,000 for The Box, with over 60% being from Plymouth;
- c) The Box had a new summer show called 'The Time Is Always Now' and was an international blockbuster and there were ten things that were highlighted:
 - i) 'The Time is Always Now: Artists Reframe the Black Figure' was an internationally touring exhibition which included work from some of the most important living artists from Britain and America;
 - ii) The exhibition was a major study of the Black figure and its representation in contemporary art;
 - iii) It had been organised by the National Portrait Gallery and curated by writer Ekow Eshun who was the former assistant editor of 'The Face' and former editor of 'Arena Magazine' and was the current Chair of the Fourth Plinth in Trafalgar Square;
 - iv) The exhibition was displayed at the National Portrait Gallery earlier in 2024 and received a number of four and five star reviews from national art critics;
 - v) The Box was the only location outside of London where the exhibition could be seen in the UK;
 - vi) The exhibition opened on Saturday 29 June 2024 and would stay until Sunday 29 September 2024, and had attracted over 3000 visitors alone in its opening weekend;
 - vii) The exhibition would start in St Luke's church before continuing in North Hall (ground floor), North Gallery and Hurdle Gallery (first floor) in The Box's main building;
 - viii) It featured 46 works of sculpture, painting and drawing by 22 artists from the UK and USA, all of which had been made between 2000 and 2023;
 - ix) In London the exhibition was a paid-for show but at The Box it was free for everyone to visit;

x) It would travel to the Philadelphia Museum of Art, USA after it's showing in Plymouth.

Councillor Penberthy (Cabinet Member for Housing, Co-Operative Development and Community) gave the following updates:

- d) Saturday 6 July 2024 marked the International Day of Co-Operatives;
- e) PCC were proud to be a Co-Operative Council and worked hard to grow Plymouth's Co-Operative economy;
- f) Co-Operatives empowered people by offering them greater control over their jobs, livelihoods and the businesses they work for, as well as giving control to the people who used the businesses;
- g) Co-Operatives kept money in the local economy and ensured everyone benefits from economic growth;
- h) Co-Operatives were firmly woven into the fabric of Plymouth's economy were recognised in PCC's strategy as a good growth model;
- i) In 2018, PCC launched a plan to support the development of Co-Operatives in Plymouth, and a recent review by Co-Operatives UK, indicated that there had been notable success;
- j) Since 2018 there was growth of 43% of Co-Operatives headquartered in Plymouth compared to national growth of 5%;
- k) There was 127% growth in employment within these Co-Operatives compared to national growth of 6%;
- l) Following the General Election, the new Government was committed to doubling the size of the Co-Operative and Mutual economy by addressing key legislative issues and barriers;
- m) Plymouth was in a good place to aid the Government through local actions such as building knowledge and capacity;
- n) The Government had also spoken about the role that the Great British Energy would have to partner with local energy Co-Operatives;
- o) PCC had key learning and opportunities through their partnership with Plymouth Energy Community (PEC);
- p) PEC were a Co-Operative which was delivered because of PCC's Manifesto commitments in 2012;
- q) The team from PEC had met with Ed Milliband and his team, and PCC wanted to build on those discussions to further the green agenda in Plymouth;

- r) Research found Plymouth was positioned as a national leader in the development of support of the Co-Operative Movement and PCC were committed to cementing and building on that by demonstrating the power of Co-Operative enterprises for a better future. This exemplified the readiness to support the Government in achieving its ambitions for the Co-Operative Movement;
- s) A new iteration of the action plan to support Plymouth's Co-Operative economy and its development would be launched later in 2024.

Councillor Dann (Cabinet Member for Customer Services, Sport, Leisure & HR and OD) gave the following updates:

- t) Congratulated a former member of staff, Louise Kelly, for being awarded an MBE in the King's birthday honours list. Louise had worked for the council for 34 years where she dedicated to making sure that young people at school, and those with extra special complex needs, did not go hungry and remained active during the school holidays;
- u) PCC and Louise Kelly MBE used to Fit and Fed programme to work with families and organisations to ensure what was offered across Plymouth was accessible for all;
- v) A brochure had been sent to schools outlining the Fit and Fed programme for summer 2024 which would be provided for people eligible for free school meals, people who had looked after children with extra care educational plans, young carers, children of recognised refugees, children from asylum seeking families and home educated children;
- w) There were over 85 holiday clubs which covered children up to 11, and there was a young teen section and a section for people with special educational needs; all of which were free and accessible;
- x) In summer 2023, PCC offered 24,000 places for young people across the city at holiday clubs;
- y) There was additional work happening through libraries and the Plymouth Family Hubs;
- z) The cost of living was still a crisis for young people, children and families who without these schemes would not have support during the school holidays;
- aa) Four Fit and Fed events had happened in Central Park, Victoria Park, Tot Hill Park and Ernesettle Green in 2024.

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

- bb) Skills Launchpad Plymouth and the National Marine Park had teamed up to offer young people the chance to take part in immersive and interactive activities run by local employers to find out more about the skills and future careers in the city's green

and blue economies;

- cc) The Big Splash event at Tinside Lido would welcome secondary schools and youth groups to engage with the local environment and marine and construction employers who would showcase the work they do through hands-on activities;
- dd) The Big Splash event was funded by the Youth Investment Fund and the primary aim was to inspire the next generation to consider careers in Science, Technology, Engineering, the Arts and Maths (STEAM);
- ee) 8 June 2024 marked the 300 anniversary of the birth of John Smeaton who designed the third Eddystone lighthouse, better known as Smeaton's Tower;
- ff) Throughout June, Building Plymouth hosted nearly 400 local primary school children to visit Smeaton's Tower where they met modern civil engineers and learnt more about John Smeaton;
- gg) Working with The Box, the Institute of Civil Engineers and the University of Plymouth, school grounds were hosted at Smeaton's Tower with the aim of inspiring children to understand more about Plymouth's major civil engineering projects, both past and present, and learn about the importance of the role and career pathways into civil engineering.

16. **LGA Update**

Councillor Evans OBE (Leader of the Council) gave the following update:

- a) A number of Councillors were successful in their parliamentary ambitions in the General Election which left necessary and urgent changes to the Local Government Association (LGA) leadership;
- b) As well as being the Chair of the Co-Operative Councils Innovation Network, Councillor Louise Gittins was the new Chair of the LGA, taking over from Shaun Davies (MP);
- c) Shaun Davies (MP) initiated a review in which the LGA operated, which caused changes such as there would no longer be an LGA Board, they would be an Executive made up of Chairs of individual panels;
- d) The LGA were still committed to the Improvement Agenda and Sector Led Improvement;
- e) The offer made to the previous Government still stood, which was that Councillors and the sector stood ready to be credible and competent and would deliver in cheaper and faster ways than Government can.

Cabinet



Date of meeting:	12 August 2024
Title of Report:	Plymouth City Centre Business Improvement District (2025-2030)
Lead Member:	Councillor Mark Lowry (Cabinet Member for Finance)
Lead Strategic Director:	Anthony Payne (Strategic Director for Place)
Author:	Patrick Knight, Economy, Partnerships and Regeneration Manager Kezia Lock, Economic Development Officer Steve Hughes, Chief Executive, Plymouth City Centre Company
Contact Email:	patrick.knight@plymouth.gov.uk
Your Reference:	PK/ KL 29.07.2024
Key Decision:	Yes
Confidentiality:	Part I - Official

Purpose of Report

The report provides Cabinet with the opportunity for consultation on the development of the City Centre Company business plan for the next City Centre Business Improvement District which will run from 2025 to 2030.

Plymouth City Centre is vital to the heart of the City; it is a place where investors, visitors and residents gravitate. It is the location for many of Plymouth's anchor institutions, such as the Theatre Royal, the Box, two universities, the arrival point by train. It is a key priority for Plymouth City Council (PCC), the Plymouth Plan and for the future success of the city overall. PCC will continue to give strong support to Plymouth City Centre Company's successful Business Improvement District and the 500+ businesses, organisations and occupiers it represents.

The report also sets out the Council's support for the CCC's City Centre BID going forwards and the ongoing partnership. Plymouth City Council has facilitated investment into flagship projects in the City Centre, ranging from the Box, Barcode, the first phase of Brunel Plaza, land assembly and the Heritage Action Zone. Alongside this, there has been significant investment by the University of Plymouth and its campus on the edge of the city centre. The value of these investments is over £250m with a £250m pipeline under development including the Civic Centre, the Guildhall, public realm improvements, further phases of development at Brunel Plaza, a package of investment in the West End and a new Community Diagnostics Centre – all of which equates to additional investment of over £250m.

The CCC plays a vital role in supporting the City Centre, adding value to the flagship investments. Over the next 5 years the BID will generate £2.25 million, which will be supported by a further £590,000 of PCC support

CCC will provide leadership and management and be directly accountable to City Centre businesses for the delivery of the BID Business Plan, working in partnership with PCC, Plymouth Waterfront Partnership, Destination Plymouth, Plymouth Culture, the Police Authority, and other public agencies to benefit businesses located within the City Centre area. The full version of the Plymouth City Centre Company BID Business Plan (Proposal) will be available at: www.citycentrebid.co.uk ahead of the ballot.

Recommendations and Reasons

It is recommended that Cabinet:

1. Support the principles and overall approach of the Plymouth City Centre Company BID and its draft Business Plan for 2025 to 2030 (however the BID legislation does not require the Local Authority's endorsement).

Reason: To confirm the partnership approach to the Business Improvement District and to continue with a framework for service improvement mechanisms within the Business Improvement District area.

2. Endorse the principles and overall approach of the Plymouth City Centre Company BID and its draft Business Plan for 2025 to 2030 (however the BID legislation does not require the Local Authority's endorsement).

Reason: To confirm the partnership approach to the Business Improvement District and to continue with a framework for service improvement mechanisms within the Business Improvement District area.

3. Approve the City Council's financial and in-kind contributions as set out in this report (totalling £590,000) and to demonstrate its continued commitment to the City Centre Company BID at existing levels through the proposed BID Concordat and Contract for the provision of services within the Plymouth City Centre Business Improvement District area.

Reason: To enable the Plymouth City Centre Company Ltd. to implement the Business Plan 2025 to 2030.

4. Authorise the Chief Executive as Ballot Holder to instruct a Ballot Holder to undertake a ballot of appropriate businesses within the City Centre Company Business Improvement District area.

Reason: To enable a ballot in the Business Improvement District area to be conducted in accordance with Regulation 7 of the Business Improvement District (England) Regulations 2004.

5. Delegate to the Service Director (Economic Development) the right to vote on behalf of the City Council in the Plymouth City Centre Company Business Improvement District ballot.

Reason: To discharge the City Council's responsibilities in relation to the ballot as an occupier within the Plymouth City Centre Business Improvement District area in a timely manner consistent with the Business Improvement District ballot programme and to achieve the City Council's wider economic and regeneration objectives for the city centre.

6. Delegate to the Service Director (Economic Development) approval of the Plymouth City Centre Company Business Improvement District Operating Agreement, provided it accords with the general principles set out in this report.

Reason: To allow the Business Improvement District Operating Agreement to be formally signed by both parties after the Business Improvement District ballot and in advance of the formal commencement of the new Business Improvement District for the period 2025 to 2030.

7. To make a recommendation to City Council regarding the exercising its power of veto.

Reason: To meet the requirements of Regulation 12 of the Business Improvement District (England) Regulations 2004 in relation to the use of the power of veto and to provide independent oversight of the council's support for the Business Improvement District's proposal to go to ballot for a further five-year term.

Alternative options considered and rejected

Option 1: Progress city centre management through a different vehicle using a voluntary contribution approach

This has been rejected by the City Centre Company because the anticipated income and levels of commitment would be significantly reduced because of differential contributions from different businesses.

Option 2: Amend some of the assumptions in the existing Business Improvement District Business Plan

This was rejected as the current level of service provision within the City Centre has to be met or enhanced above pre-Business Improvement District levels for the duration of the BID Business Plan in order to meet the requirements of the regulations. In addition, previous experience in delivering the City Centre BID Business Plans demonstrates the added value of a realistic but challenging programme of integrated initiatives in leveraging other sources of income above the basic Business Improvement District levy.

Relevance to the Corporate Plan and/or the Plymouth Plan

Working with the Police to tackle crime and anti-social behaviour	CCC work with Plymouth Against Retail Crime, whose officers assist businesses with incidences of crime and anti-social behaviour. CCC are part of multi-agency community safety partnerships which include the police, PARC, the PCC Community Connections Team and other PCC departments. In line with the Safer Plymouth Plan.
Fewer potholes, cleaner, greener streets and transport	CCC supports public realm improvements in the City Centre, including bus service improvement works that aim to increase the accessibility and capacity of public transport. CCC also gives an additional annual contribution to Street Cleansing operations.
Build more homes – for social rent and affordable ownership	CCC supports the vision for more homes in the City and Centre and works closely with Plymouth Community Homes and PCC.
Green investment, jobs, skills and better education	CCC offers business support, supports Skills Launchpad and is in support of PCC's Heat Network Infrastructure Programme.
Working with the NHS to provide better access to health, care and dentistry	CCC supports the plans for the Community Diagnostic Centre in the West End, bringing needed health facilities to the City Centre.

Implications for the Medium Term Financial Plan and Resource Implications:

Over the 5 years, Plymouth City Council plans to support the BID with cash contributions of £187,500 (contribution to Christmas Illuminations), an estimated £140,000 in BID levy payments, and a £190,000 voluntary landlord's contribution (subject to annual agreement by the Assistant Director of Economic Development) and an 'in kind' contribution amounting to the value of c.£72,500.

Total value of support, cash, in kind commitments and BID levy payments over 5 years is therefore estimated at £590,000.

This represents a potential return of investment of 3:1 for the City Council during the BID period, which does not include the wider economic impact of supporting the Plymouth Plan (including Plymouth Visitor Plan) and the less tangible benefits gained through supporting the small businesses which provide jobs in the city, enlivening the city centre and keeping it welcoming and safe.

The City Council has already committed a total of c.£63.5m expenditure from its capital programme over the next 5 years subject to funding and business cases.

The Plymouth BID provides exceptional value for money. Plymouth's BID will be based on a BID levy of 1.75% of the rateable value of every business in the BID area representing an investment of £2.25m over 5 years (taking into account collection rates and estimated Small Business Rates Relief).

Financial Risks

BID Ballot does not go through – this exposes the Council to additional financial and reputational risks, the exposure is £2,000,000 of income for direct delivery across the time frame. The council would either have to step in and pick up the delivery or face the reputational risk of delivery not happening (e.g Christmas lights)

Cost inflation – salaries have continued to rise and the bid contributions have remained static, to date this has been absorbed through increased productivity and efficiency. Going forward there is an option for inflationary increases.

Carbon Footprint (Environmental) Implications:

No new carbon footprint implications are implied by the BID renewal.

However, with work on the City Council's Net Zero Action Plan progressing there is an opportunity for the CCC and PCC to work together to promote action to reduce carbon emissions relating to the City Centre.

It is noted that many street traders using on-street electricity supplies have been encouraged to source their electricity through renewable electricity suppliers/ contracts and are doing so. This could be taken further with the range of retailers/traders that the Council has contractual arrangements with. The CCC also works closely with Destination Plymouth which operates and promotes a 'Green Tourism Scheme' to businesses in the tourism, hospitality, and wider visitor sector with the aim of reducing carbon impacts providing training, advice and guidance to small businesses.

In addition, the CCC could look at the potential for delivery of a wider business advice scheme regarding low energy equipment (low energy lightbulbs, heat pumps etc.) and using renewables. Furthermore, CCC is committed to supporting the development of the proposed heat networks for city centre businesses/organisations in the city centre.

Early action on establishing a portfolio of City Centre action is therefore envisaged.

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

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

None. Plymouth City Centre Company Ltd. will continue to ensure that its activities support these objectives.

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Briefing report							
B	Equalities Impact Assessment							
C	Climate Impact Assessment							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

Fin	DJN. 24.25. 037	Leg	LS/00 0013 12/2/ AC/3/ 7/24	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Anthony Payne (Strategic Director for Place)											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 05/07/2024											
Cabinet Member approval: Councillor Tudor Evans OBE (Leader of the Council), agreed verbally Date approved: 13/06/2024											

Further background information:

1.0 Introduction

This report sets out Plymouth City Council's rationale and support for the Plymouth City Centre Company's (CCC) Business Improvement District (BID) for Plymouth City Centre (2025-30).

Plymouth city centre's economic vibrancy is of vital importance to the city, hosting c.5% of Plymouth's business stock, c.6,200 employees (IDBR 2022) and is a key priority for this Council. Through the BID we have invested heavily in the city centre, matching the contribution of levy payers and prioritising city centre projects within our capital programme in line with the BID's ambitions. Over the last 5 years and going forwards, PCC has and will support the delivery of transformational investments, including:

The Box – new cultural hub, including a museum, gallery, archive spaces and café with a new public square for performances and events.

Barcode – new complex which houses a multi-screen cinema, major restaurant outlets and other leisure attractions.

Civic Square – restoring our listed park and garden, including the reflection pond and raised seating areas, replacement of the bowtie paving to match the historical style, new tree planting, benches, and lighting, as well as widening and upgrading existing footway outside of the Council House to enhance pedestrian and cyclist movement.

West End – improved public realm, including new planters, seating, building facades with West End brand / colours throughout the West End.

Community Diagnostics Centre (CDC) – 3,500sqm building being delivered over 3 floors in the City Centre. The CDC will carry out over 90,000 tests every year, bringing new footfall to the city centre to support local businesses.

Civic Centre and Guildhall – The Council secured £12m of grant funding through the Future High Streets Fund. This funding will allow the Guildhall to be refurbished and modernised, so that it can hold more events, attracting more visitors and helping to build Plymouth's night-time economy. Some of the funding will also go towards the refurbishment of the Civic Centre, which will deliver a new campus for City College Plymouth, focusing on marine and environmental skills, as well as providing up to 144 new homes in the heart of the city centre.

Brunel Plaza – This is the redevelopment of Plymouth railway station and the area around it, which has already seen over £40m of investment in concourse improvements, infrastructure upgrades, improvements to the public realm and the refurbishment of Intercity Place to provide new teaching facilities for the University of Plymouth's allied health professions.

Land Assembly – The Council has acquired a number of strategic assets in the city centre to allow regeneration to take place, including the land required for the CDC and land at Bath Street, where there are plans for 136 new homes on the edge of the city centre.

New George Street and Old Town Street – Further investment in public realm.

We recognise that the Plymouth City Centre Company Ltd. (CCC) has been hugely successful in delivering significant achievements and improvements over the past 20 years and is major voice for many businesses, organisations and partnerships within the city. Representing more than 500 businesses within the Plymouth city centre area it has gained a national reputation for best practice and has transformed the city centre environment into a safer, more welcoming and more vibrant place for residents and visitors alike. The BID is about sustainable partnerships that help drive investment in the area.

The report defines the Council's financial support for the CCC's City Centre BID5 as well as its commitment to establish baseline agreements for the City Council's existing services within the BID area. Any business contributions through the BID that come from the private sector (BID levy c.£2.25m) are

effectively additional investment over and above the support made by the City Council which totals c.£590,000 over the five years. This brings the total projected value of the City Centre BID to c.£2.8m.

The Plymouth Plan's 'Growing' and 'International' chapters highlight the importance of Plymouth City Centre as a primary economic node, which is being enhanced and regenerated as a vibrant modern mixed-use regional shopping centre of appropriate scale for prevalent retail patterns, with high levels of Internet connectivity, high quality high density urban living, and a hub for culture and leisure to serve the wider city. It is also crucial in the delivery of the refreshed Plymouth Visitor Plan (2020-30) and Culture Plan (2021-2030), enabling Plymouth to build a vibrant cultural scene for visitors and residents alike to experience.

Major investment at Babcock, the Plymouth and South Devon Freeport, plus other projected business growth, will drive demand for new housing, with potentially up to 5,000 new homes being provided in the city centre over the long-term.

1.1 The City Centre Company Vision

Further to ongoing consultation with BID businesses, the following is the draft city centre vision:

We will position the city centre as the major retail, visitor and leisure destination on the South West peninsula and a great place to live, work, play and study.

We will achieve this by working with our partners to create a more attractive and greener city centre, maximising the significant investment in our public spaces with more homes, extensive events programme and cultural activities to attract residents and visitors all year round and by day and night to help your businesses to grow.

1.2 The City Centre BID5 Operation

A Business Improvement District (BID) is a private sector led management organisation for a precisely defined geographical area, where business rate payers have identified projects and services that will have a positive impact on their trading environment. Businesses located within the area vote to invest collectively in delivering these improvements, which are wholly additional to those already delivered by local, statutory bodies. Once a BID has been established, all businesses contribute a BID Levy based on the rateable value of their premises (hereditaments) to ensure fairness and equity. BIDs have a maximum duration of five years.

The Plymouth City Centre Company Ltd. will be responsible for delivering the new City Centre BID Business Plan. PCCC is an independent, not for profit company limited by guarantee, which currently operates as a voluntary membership partnership with a Board of Directors representing the key business sectors in the BID area, run by and for local businesses.

PCCC will provide leadership and management and be directly accountable to City Centre businesses for the delivery of the BID Business Plan 2025-30, working in partnership with Plymouth City Council, Plymouth Waterfront Partnership, Destination Plymouth, and other public agencies to benefit businesses located within the City Centre area.

1.3 The City Centre Company Objectives

The City Centre Company's new BID business plan will include the following objectives:

Following the CCC's successful delivery of its projects in the 2020-25 BID Business Plan, the CCC's Board of Directors have taken the decision to proceed to a BID ballot for a further BID term (2025-30). Since October 2023, extensive consultation has taken place with the business community through a series of face-to-face meetings, surveys, networking events and 'open door' meetings.

Further to ongoing consultation with BID area businesses, the CCC aims to be the BUSINESS VOICE for the city centre and its businesses, working with partners to achieve the following objectives:

- Realise the potential of our new public spaces with events and festivals across the city centre to attract more visitors
- Re-invigorate the city centre by seeking inward investment and facilitating the development of up to c.4,000 homes
- Improve the look and feel of the city centre and ensure it is clean and well-maintained
- Use culture and the arts to drive economic growth, including the evening and night-time economy
- Build on the success of our Plymouth Against Retail Crime (PARC) initiative with extra funding and more patrols
- Market and promote the city centre at every opportunity as a top retail, leisure and visitor destination and a great place to live, work and study
- Support the regeneration of the West End of the city and nurture its independent businesses
- Support our businesses with a range of services to provide direct help or reduce business costs

The new BID's projects are designed to enable the new-look city centre to thrive and to maximise the opportunities driven by a continuously changing consumer marketplace. Its objectives will include a commitment to working with partners to build on the recent success of attracting new retail brands e.g. Mango and Rituals and leisure opportunities and to attract and nurture new businesses, increasing footfall and reducing vacancy rates. Furthermore, the CCC will continue to work closely with Plymouth Culture, building on successful cultural projects and, in particular, to better support the evening and nighttime economy. In addition, the CCC will work with the Plymouth Sound National Marine Park to identify and maximise benefits for city centre businesses.

1.4 The City Centre Targets

The City Centre BID will help Plymouth to deliver its new Economic Development Strategy (2024-2034), including support for its four pillars – Productive Growth, Sustainable Growth, Inclusive Growth and Civic Pride and Regeneration. In addition, it will support Destination Plymouth to meet its Visitor Plan targets:

- To grow visitor spend by 30% from £337 million to £450 million in a decade
- To increase the total visitor numbers by 15% from 5.2 to 6 million by 2030
- To reposition the city as somewhere attractive to live and work with a high quality of life

Working with Destination Plymouth and Plymouth Culture the City Centre Company will help to position Plymouth as an 'urban base' through which to enjoy modern city centre living, shopping, leisure, cultural activities and evening and night-time experiences e.g. The Theatre Royal, The Barcode cinema and leisure complex, The Box, Royal William Yard and the Barbican and Millbay.

2.0 How Will City Centre BID5 Be Managed?

The new City Centre BID will be managed by the Plymouth City Centre Company Ltd. which will be directly accountable to City Centre businesses for the management of this area and the successful delivery of the BID Business Plan.

The BID's governance will be the responsibility of the PCCC Board, giving City Centre businesses and other stakeholders control in formulating strategy and overseeing BID project delivery. In addition, as a member of the CCC, businesses will also have a vote on major decisions.

The BID boundary area will cover the primary areas of the City Centre including the area to the North of Royal Parade and up Armada Way to North Cross, the area West of Armada Way across to Western

Approach, the area to the East of Armada Way across to Charles Cross. The City Centre Company BID area will buffer up to the Plymouth Waterfront Partnership BID area ensuring joint working between the two areas and a seamlessly positive visitor experience.

3.0 The Costs to Businesses

The businesses will have to decide whether to vote Yes or No to fund delivery of the final City Centre BID Business Plan. If a majority of businesses vote Yes, then all businesses in the BID area will be required to contribute an annual BID Levy payment, based on the rateable value of the premises that the business occupies.

The proposed annual BID Levy is based on 1.75% of a business property's rateable value (RV). For example, if the RV is £30,000 a business will pay £525 per annum, that's £10 per week.

4.0 The Development of BID5

The BID Business Plan has been driven at every stage by business owners and managers seeking to improve their trading environment and profitability.

Building on from the previous four BID business plans, the CCC has listened to business concerns, ideas and priorities, evolving this BID Business Plan from a detailed, democratic consultation process, involving a number of key stages. Extensive consultation has taken place with the business community since October 2023 through a series of face-to-face meetings, surveys, and 'open door' meetings. The BID is about investment in the area and sustainable partnerships. Consequently, the Plymouth City Centre Company's Business Improvement District Business Plan and the proposed projects within it are the result of extensive consultation with City Centre businesses reflecting their priorities and aiming to deliver them over the 5-year BID period.

5.0 Value for Money

If the majority of businesses vote Yes, around 523 identified businesses (including City Council premises) within the City Centre BID area will be required to contribute through a Levy. The Plymouth City Centre Company Ltd. will then aim to secure match funding which could further increase the five-year investment.

Based upon rateable value, the average city centre business will pay an annual levy of £911 a year (£17.51 a week) in return for significantly higher benefits in terms of visitor spend and other advantages.

Based upon existing rateable values within the BID area:

264 businesses will pay between £100 and £500 a year - 50% of businesses
118 businesses will pay between £500 and £1,000 a year - 23% of businesses
130 businesses will pay between £1,000 and £5,000 a year - 25% of businesses
9 businesses will pay more than £5,000 a year - 1.7% of businesses

It is proposed that a minimum rateable value threshold of £6,500 is set within this new BID term, below which no additional BID levy is made. This will help support those very small businesses within the independent retail areas which add distinctiveness, diversity and character to the city. They will not be excluded from BID benefits or services.

6.0 Projected Funding/Budget over 5 Years

Total estimated BID Levy income from City Centre businesses/organisations	£2.25m (inc. PCC BID Levy)
Total projected other private sector funding	£75,000 (inc. British Land voluntary contributions)
Total projected PCC cash and in-kind contributions	£590,000
(PCC Christmas Illuminations contribution - £187,500 PCC Voluntary Landlord's contribution - £190,000 (subject to annual agreement by the Service Director of Economic Development) PCC 'In kind' contribution - c.£72,500)	
Total value of existing City Council Services, BID Levy, and Match Funding	c.£854,500
(PCC Services – c.£642,000 PCC BID Levy payments - £140,000 PCC In Kind/Match funding – c.£72,500)	

Total 5 Year joint PCC enabled investment and BID funding*

*Based upon current projected budgets which could be subject to change.

Planned funding breakdown over 5 years:

Planned Funding	Value £	Cash or in kind?
PCC - Capital Programme (OTS/NGS/Civic Centre/West End)	49,500,000	Cash, subject to funding and business cases
PCC - Christmas lights installation	187,500	cash
PCC - BID levy payment	140,000	cash
PCC - Levy collection (admin and legal)	72,500	In kind
Total planned PCC contribution	49,900,000	Cash/in kind
CCC - BID levy income (projected)	2,250,000	Cash
CCC - Landlords - BID voluntary subscriptions	190,000	Cash
CCC - Commercial Trading Income (estimate)	100,000	Cash
CCC - PARC: MRS – Security radios / PARC – Trading income	200,000	Cash
Total planned CCC BID contribution	2,740,000	Cash
Total planned funding PCC and CCC	52,640,000	Cash/in kind

7.0 Why Continue with the City Centre BID?

The continuation of the BID will result in continuing delivery of significant improvements, providing a private sector-led approach to managing the City Centre area by working with Destination Plymouth and Plymouth Culture to make the city more attractive, vibrant and commercially successful.

8.0 How will the City Centre BID maximise its impact?

The BID Levy will be paid by every business and ring-fenced for projects identified in the final BID Business Plan.

The BID Levy is match funded by Plymouth City Council and other partners to generate further funds from additional sources to maximise the delivery of capital, project and service improvements.

9.0 City Centre Service Baselines

The proposed BID projects and services will be entirely additional to any services already delivered by Plymouth City Council. CCC will establish a contractual agreement with Plymouth City Council to regularly review Council services delivered within the BID area. Once the BID has been established, the Council will be contractually obliged to maintain agreed standards to conform to baseline service level agreements for the following services:

- **Safety**
- Closed Circuit Television (CCTV)

- **Street Services**
- Graffiti and fly posting removal
- Power washing, e.g. planters/litter bins
- Street cleansing (inc. bin emptying/washing)
- Waste collection (Trade and Domestic)
- Trees and landscaping

- **Events and Marketing**
- Attractions
- Events
- Visitor information provision
- Marketing and promotion, including Visit Plymouth, City Centre BID and West End Plymouth websites
- Social media and PR
- Supporting the work of Destination Plymouth and Plymouth Culture

- **Planning**

- **Facilities Management**

- **Other Services** (we don't have baseline agreements, however the services below are mentioned in the Concordat):
- Administrative support
- ICT provision and office space

9.0 City Centre BID Ballot

All non-domestic rate paying businesses within the proposed BID area will be eligible to vote on the final City Centre BID Business Plan (Proposal), apart from those excluded (see exemptions in Section 10). A four-week postal ballot will be held at a date to be announced.

Each person entitled to vote in the City Centre BID ballot shall have one vote in respect of each hereditament in the geographical area of the BID on which non-domestic rates are payable.

The ballot will have to meet two tests. First, a simple majority (above 50%) of those voting must vote in favour. Second, those voting in favour must represent a majority of the aggregate rateable value of hereditaments voting.

The ballot papers will be forwarded to those ratepayers who are eligible to vote.

10.0 The City Centre BID Levy, Liability and Collection

The City Centre BID Levy will be payable by all businesses located within the boundary of the defined City Centre BID area with the following exemptions:

- Those with a rateable value of less than £6,500
- Car parking spaces that are rated separately

The City Centre BID Levy will be set on the 1st April 2025, based on the rateable value shown in the 2023 Local Non-Domestic Rating list, updated for any changes in ratepayer appeals, additions and removals from the list, and will last for the duration of the BID.

There will be no refunds given for retrospective years because of successful appeals, however changes in values will be reflected by a corresponding change to the levy for the year in which notification is received and for subsequent years.

For new assessment, splits and mergers (of rateable values) brought into the list between 1st April 2025 and 31st March 2030, the rateable value used will be that as shown in the Non-Domestic Rating 2023 at the date the new or amended assessment is brought into that list. In addition, any "Taken out of Rating" cases will be deleted from the effective date as advised by the Valuation Office Agency to the City Council's Non-Domestic Rates section.

The City Centre BID Levy will not be reduced where the ratepayer is a charity or non-profit making organisation. The BID levy will also not be affected by the Government's Small Business Rate Relief Scheme which came into effect on 1st April 2005. The City Centre BID Levy is payable on the whole rating assessment irrespective if part or all of it is empty. In the case of empty properties, the City Centre BID levy will be collected at 100% from either the owner or leaseholder (if an occupational lease exists).

The BID levy will be collected by Plymouth City Council annually on 1st April. The Council will reimburse the CCC with BID Levies on a quarterly basis. The average BID Levy collection rate for the last five years has been greater than 95%.

11.0 Governance and Management

The current CCC Board of Directors will represent the key business sectors currently operating in Plymouth City Centre. The Board will meet at least quarterly.

The new BID will be managed by Plymouth City Centre Company Ltd (CCC). As an independent, not-for-profit company, the Plymouth City Centre Company will continue to be directly accountable to retailers for the management of the city centre and the successful delivery of the BID. The Plymouth City Centre Company is responsible for one wholly owned subsidiary company - Plymouth Against Retail Crime Limited.

The new BID's governance and management arrangements will support:

- individual city centre businesses engaging directly with the Plymouth City Centre Company Board
- grouping city centre businesses together to enable collective discussions
- establishment of an appropriate forum for individual businesses and/or groups to present their views to the Board, and
- creation of a Board structure that allows direct representation of city centre businesses on the Board.

It is anticipated that the Board will be constituted with up to fifteen directors drawn from a cross-section of BID levy-paying businesses and stakeholders. One seat will be allocated to a Plymouth City Councillor. The Board structure is designed to give city centre businesses the opportunity to have a real say on project development, delivery and day to day issues. 2

Plymouth City Centre Company will continue to work closely with Destination Plymouth (DP) and Plymouth Culture, which respectively hold strategic oversight for delivery of the city's Visitor Plan and Culture Plan.

12.0 Alteration of BID Arrangements

The City Centre BID area and the BID Levy percentage cannot be altered within the five-year lifetime without an Alteration Ballot.

The City Centre BID projects, headings, costs and timescales can be altered by the Board, within the constraints of BID income - providing that the City Centre BID's aims are adhered to.

13.0 Commencement and Duration of the BID

The City Centre BID's fifth term will start on 1st April 2025 and will operate for five years.

A postal ballot of business ratepayers in the City Centre BID area, based on the list of non-domestic ratepayers, will take place at a date to be confirmed.

If the City Centre BID proposal is approved, it will operate for five years from 1st April 2025 until 31st March 2030. At or before the end of this period, the Board may choose to seek renewal of the City Centre BID's mandate.

14.0 Projects Identified by City Centre Businesses

The priorities identified in the draft BID Business Plan (2025-2030) have been drawn up following extensive consultation with businesses and stakeholders in the BID area. The BID is in constant dialogue with its BID levy payers through face-to-face meetings, monthly newsletters, networking events and its BID website and social media channels.

Consultation on the new business plan began in October 2023 and included three surveys of BID levy-paying businesses, regular BID business meetings, visitor and business surveys at two of the BID's major events Flavour Fest and the West End Carnival. The City Centre Company's objectives within this summary document are the result of the priorities identified by businesses:

- **Permanent and Dedicated Management**

Establish a City Centre management structure accountable to businesses to prioritise and deliver benefits for all users. Taking control of the trading environment by co-ordinating and championing business and partner efforts to regenerate the area, whilst working in partnership with and holding the City Council to account for delivery of existing services.

- **Marketing & PR**

The BID will leverage Plymouth marketing and promotional activities by developing three interrelated brands: Britain's Ocean City, City Centre, and West End brands. In addition, CCC will continue to develop hyper-local marketing activities for traders who are new to digital marketing. This will benefit the overall city centre and the unique character of our independent shops in the West End.

CCC will retain and target new markets, using the 'Britain's Ocean City' brand and supported by exciting campaigns that drive peak trading, local and regional spend whilst supporting the positioning of Plymouth as a leading UK destination to live, work, visit and study. This will include activity in the cruise, international and UK domestic trade market as well as PR and consumer marketing. The new BID will seek to maximise the opportunities created by new cultural and leisure attractions, including The Box and the Barcode. CCC will also support and promote the growing night-time economy.

- **Major Events**

CCC will increase the city centre's share of the regional tourism spend measured by day visitor numbers and the new Data Hub insights. The CCC will drive footfall year-round, particularly at Christmas, through the provision of new attractions and a city-wide approach to marketing.

The CCC new West End marketing and events such as The West End Carnival will reinforce the distinctive West End brand. CCC signature events (e.g. Flavour Fest, Switch-On / Christmas in Plymouth) will also be scaled up and better commercialised; whilst designed to drive and better distribute footfall. All will provide exciting animation, supported by community events and national campaigns, to distinguish the city centre from clone towns.

CCC will also look to maximise the potential of the newly improved public spaces at Civic Square and in New George Street and Old Town Street as extra events spaces and will continually seek to improve the city centre experience by adding to the events programme. It will also look to maximise the huge potential of the revised plans for Armada Way.. This will enable the CCC and partners to make a step-change in the type and number of events that can be staged in the city centre.

- **Cleaner City Centre**

Ensure that the City Council's cleansing standards are maintained and improved via a new service level agreement to include performance measures, including regular walk rounds.

The BID will continue with its successful free trade waste recycling scheme for small and medium-sized businesses.

- **Safer City Centre**

The new BID will build on PARC's (Plymouth Against Retail Crime) outstanding success to date. PARC will be responsible for delivering Safer projects. In addition, PARC will use new technologies to share intelligence with the Police, Safer Plymouth, Pubwatch, Best Bar None, and other groups to better coordinate and address issues in the day and evening economy. PARC will continue to be a full subsidiary company of the City Centre Company. CCC supported the city's successful bid for Purple Flag accreditation, recognising that Plymouth has a safe and welcoming night-time economy. CCC will work closely with partners to develop and promote the city as an evening and night-time destination.

- **Inward Investment and Regeneration**

The BID will help the City Council to establish an agreed vision for development of key city centre sites and seek funding for targeted improvements. A new approach has been taken with the establishment of a city centre regeneration group and a new public realm board will be set up to help deliver continued improvement of the city centre's public spaces. The council will provide a dedicated resource to assist the BID to proactively address the changing nature of the High Street with a particular emphasis on trying to find new uses for empty retail units and add to the diversity of the city centre by attracting housing, office, hotel accommodation and leisure investment. The BID will also work with Plymouth City Council and Destination Plymouth, encouraging strong retail brands, accommodation providers and new businesses to invest.

- **BID Member Benefits**

Gain increased networking and advertising opportunities through free membership for BID Members of Destination Plymouth providing a listing on the Visit Plymouth and City Centre Company websites.

All BID levy payers in the visitor sector will have free access to the new South West Data Hub which will provide real time and advance information on footfall, visitor spend and forward bookings to help support planning and business growth.

The BID has created a brand and new identity for the West End, plus set up a dedicated website and social media channels to promote the area. All West End businesses can upload news and information about their individual business to the website and use the social media channels for further marketing.

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EQUALITY IMPACT ASSESSMENT – CITY CENTRE BID

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Kezia Lock/ Patrick Knight	Department and service:	Place – Economic Development	Date of assessment:	21 June 2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Amanda Ratsey	Signature:	AMANDA RATSEY	Approval date:	03 July 2024
Overview:	Proposal to continue the operation of the Plymouth City Centre Business Improvement District (BID) and support for the City Centre Company to deliver its Business Plan covering objectives outlined including The Plymouth Welcome (cleaner), Safer Streets, Events and Marketing, and Business Support.				
Decision required:	Approval of this EIA.				

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	X	No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	X	No	

<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	<p>All the proposals aim to improve the experience for all users, communities and residents, including those with protected characteristics.</p>
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SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p>	<p>Customers of the City Centre Company and BID activities include a fully cross-sectional workforce and most of the population of the City and its retail catchment area and travel-to-work area. No significant adverse impacts are considered to exist although it is recognised that some individual elements of the programme of activities in the City Centre are from time to time focussed on particular population</p>	None proposed	N/A

	<ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	groups (e.g. families with children).		
<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation. 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. In Plymouth there are currently 50 per cent of care</p>	No adverse impacts	None proposed	N/A

	<p>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>			
Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	<p>Disability access issues are raised and addressed from time to time e.g. lifts in buildings being out of action and greater disabled access to shops.</p>	<p>CCC can, does and will continue to provide a useful route to addressing issues with relevant businesses in the City Centre.</p>	Ongoing
Gender reassignment	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth.</p>	<p>Such groups are expected to be proportionately represented amongst</p>	<p>None proposed</p>	N/A

	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).	City Centre users – no adverse impacts		
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	Such groups are expected to be proportionately represented amongst City Centre users – no adverse impacts	None proposed	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.	Such groups are expected to be proportionately represented amongst City Centre users – no adverse impacts	None proposed	N/A

<p>Race</p>	<p>▪ In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census) People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>Such groups are expected to be proportionately represented amongst City Centre users – no adverse impacts</p>	<p>None proposed</p>	<p>N/A</p>
<p>Religion or belief</p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census). Those who identified as Muslim account for 1.3 per</p>	<p>Some activities supported by the CCC can be seen to support some faith/religious groups more than others (e.g. Christmas events) and could be seen as adverse but</p>	<p>No change in action proposed</p>	<p>Ongoing</p>

	cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).	can bring people of different faiths together.		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts	None proposed	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).	Relevant events, such as Gay Pride, are and will be supported by the CCC.	No change in action proposed	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No implications	None proposed	N/A

SECTION FIVE: OUR EQUALITY OBJECTIVES

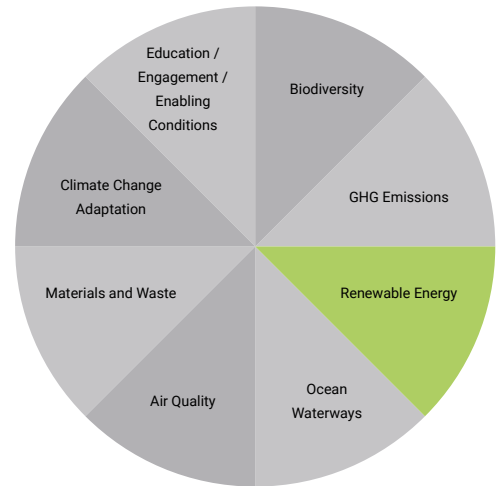
Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
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<p>Work together in partnership to:</p> <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 	<p>It is expected that the wide-ranging events supported by CCC will on the whole support good relations between Plymouth's communities.</p>	<p>Ongoing support of wide-ranging events including food markets with a wide-ranging offer to include businesses/offer that reflect the diversity of our resident population.</p>	<p>PCC Events Team and City Centre Company over 5 years of the BID term.</p>
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>	<p>Not a direct City Centre Company responsibility.</p>	<p>CCC will work with PCC to directly support care experienced people wherever appropriate and feasible.</p>	<p>Over 5 years of the BID term.</p>
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>CCC is committed to being an equal opportunities employer and will ensure its Board is representative of its key stakeholders.</p>	<p>CCC supports PCC's Skills Launchpad.</p>	<p>Over 5 years of the BID term.</p>
<p>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.</p>	<p>CCC's events and other activities attract diverse communities to the city centre, and its subsidiary company, PARC, employs trained security staff to help tackle ASB and other crime in the city centre.</p>	<p>PARC works closely with the Police, PCC Community Connections team, Violence Against Women and Girls partnership and others to help people report incidents. CCC also supported introduction of Help Points across the city centre, plus improved lighting and CCTV. It was also responsible for setting up quarterly Safer Plymouth meetings, with the</p>	<p>Over 5 years of the BID term.</p>

		Police, PARC, PCC's Community Connections team and business owners/managers.	
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City Centre BID Renewal FINAL



Assessment ID: CIT297

Assessment Author: Patrick Knight

Assessment Initial Summary:

PCC supports renewal of the City Centre Business Improvement District for 2025-30.

Assessment Final Summary:

Biodiversity Score: 3

Biodiversity Score Justification: Neutral impact, as this project would result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. It could be argued that BIDs sustain higher consumption patterns and therefore increase biodiversity loss at a global level; however, it could equally be argued that the BID's governance arrangements supports PCC's delivery of the JLP.

Biodiversity Score Mitigate: No

GHG Emissions Score: 3

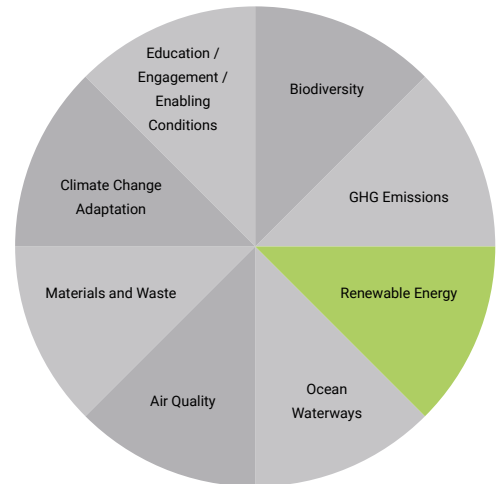
GHG Emissions Score Justification: Neutral impact, as this project will result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. If PCC decided not to support the BID's re-establishment, the consequences for GHG Emissions would likely be negative impact, given that the City Centre Company actively supports PCC's delivery of the JLP (e.g. support for City Centre urban living - a lower carbon approach to housing provision than rural living etc). In addition, a city centre which is vibrant, will have higher occupancy rates, which means buildings are not left vacant (reduction in vacant building has a positive carbon effect as we are reusing space rather than keep building more).

GHG Emissions Score Mitigate: No

Renewable Energy Score: 4

Renewable Energy Score Justification: Positive impact, as this project will result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. CCC plans to work closely with PCC to deliver the planned Heat Networks initiative, starting in the city centre. If PCC decided not to support the BID's re-establishment, the consequences for

City Centre BID Renewal FINAL



Renewable Energy would likely be negative, given that the City Centre Company actively supports PCC's delivery of the JLP.

Renewable Energy Score Mitigate: No

Ocean and Waterways Score: 3

Ocean and Waterways Score Justification: Neutral impact, as this project will result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. CCC plans to work closely with PCC to deliver the planned SUDs initiative on Armada Way, etc. If PCC decided not to support the BID's re-establishment, the consequences for Ocean and Waterways would likely be negative, given that the City Centre Company actively supports PCC's delivery of the JLP and the National Marine Park and PWP's environmental projects.

Ocean and Waterways Score Mitigate: No

Air Quality Score: 3

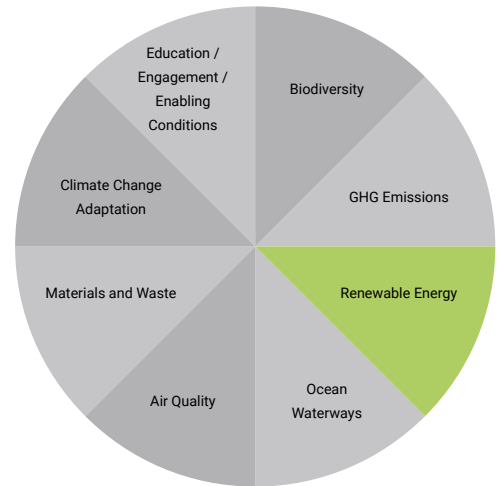
Air Quality Score Justification: Neutral impact, as this project will result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. If PCC decided not to support the BID's re-establishment, the consequences for Air Quality would likely be negative, given that the City Centre Company actively supports PCC's delivery of the JLP, including plans for more city centre living. A vibrant City Centre will encourage sustainable travel patterns if people can be encouraged to live work and shop in the City Centre rather than commuting .

Air Quality Score Mitigate: No

Materials and Waste Score: 3

Materials and Waste Score Justification: Neutral impact, as this project will result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. CCC plans to continue to work closely with PCC to the city centre recycling initiative and responsible waste management. If PCC decided not to support the BID's re-establishment, the consequences for

City Centre BID Renewal FINAL



Material and Waste would likely be negative, given that the City Centre Company supports PCC's delivery of the JLP.

Materials and Waste Score Mitigate: No

Climate Change Adaptation Score: 3

Climate Change Adaptation Score Justification: Neutral impact, as this project will result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. If PCC decided not to support the BID's re-establishment, the consequences for Climate Change Adaptation would likely be negative, given that the City Centre Company actively supports PCC's delivery of the JLP.

Climate Change Adaptation Score Mitigate: No

Education / Engagement / Enabling Conditions Score: 3

Education / Engagement / Enabling Conditions Score Justification: Neutral impact, as this project will result in the renewal of the existing BID arrangement and types of activities; first established in April 2005. If PCC decided not to support the BID's re-establishment, the consequences for Education, etc, would likely be negative, given that the City Centre Company actively supports PCC's delivery of the JLP and provides a dissemination route for education, engagement with businesses and enabling conditions .

Education / Engagement / Enabling Conditions Score Mitigate: No

Wheel Key

- 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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Cabinet



Date of meeting:	12 August 2024
Title of Report:	Modern Slavery Statement 2023/24
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development, and Communities)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Caroline Marr, Senior Policy and Intelligence Advisor
Contact Email:	Caroline.Marr@plymouth.gov.uk
Your Reference:	MS2024
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

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

Recommendations and Reasons

The paper asks Cabinet to:

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

Alternative options considered and rejected

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

Relevance to the Corporate Plan and/or the Plymouth Plan

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

Implications for the Medium Term Financial Plan and Resource Implications:

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

Financial Risks

No financial risks are anticipated by approving this paper.

Carbon Footprint (Environmental) Implications:

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

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

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

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

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Modern Slavery Report							
B	Modern Slavery Statement 2023/24							

Background papers:

**Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

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Originating Senior Leadership Team member: Tracey Lee (Chief Executive)

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

Date agreed: 30/07/2024

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

Date approved: 31/07/2024

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MODERN SLAVERY UPDATE 2023/24

Cabinet 12 August 2024



1. SUMMARY

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

2. BACKGROUND AND POLICY CONTEXT

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

As reported last year, in July 2023, the Immigration Migration 2023 Act was introduced into Law. It changed the law so that those who arrive in the UK illegally will not be able to stay here and will instead be detained and then promptly removed, either to their home country or a safe third country. However with the recent change of Government there will likely be changes as the kings speech indicated a new Bill will be introduced to modernise the asylum and immigration system, establishing a new Border Security Command and delivering enhanced counter terror powers to tackle organised immigration crime [Border Security, Asylum and Immigration Bill]. We will monitor its progress over the next year.

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

3. MODERN SLAVERY NATIONALLY

The National Referral Mechanism (NRM) and Duty to notify (DtN) statistics found below provide a summary of the number of potential victims of modern slavery referred to the NRM nationally during 2022 and 2023. The statistics show that:

- 17,004 potential victims of modern slavery were referred to the Home Office in 2023, similar to the preceding year (16,921) but nonetheless the highest annual number since the NRM began in 2009
- around four-fifths of referrals (81%; 13,704) were sent to the Single Competent Authority (SCA) and the rest (19%; 3,300) to the Immigration Enforcement Competent Authority (IECA) for consideration
- the number of referrals for females (24%; 4,088) were at their highest on record, whereas the number of referrals for males (76%; 12,903) saw a fall from the previous year

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

- the number of referrals for child potential victims (44%; 7,432) were at their highest on record, whereas the number for adult potential victims (51%; 8,622) saw a decrease from the previous year
- the most common nationality referred this year was UK (25%; 4,299), whose numbers were at their highest for any year since the NRM began; the second most commonly referred nationality was Albanian (24%; 4,052) and third was Vietnamese (6%; 991)
- 15,247 reasonable grounds and 9,825 conclusive grounds decisions were made this year; of these, 55% of reasonable grounds and 66% of conclusive grounds decisions were positive
- the number of conclusive grounds decisions was the highest annual number made since the NRM began
- the Home Office received 4,929 reports of adult potential victims via the DtN process, the highest number since the DtN began in 2015.

4. MODERN SLAVERY IN PLYMOUTH

Modern slavery is rarely reported in Plymouth. So far in 2024, we have supported our police colleagues with a suspected Modern Slavery Case linked to a restaurant in the city. Those who were in the property declined support except for one male who was supported through the National Referral Mechanism. The most common forms of modern slavery in the city are sexual exploitation and labour exploitation. However, one case in 2023 was suspected domestic servitude.

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

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

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

We are committed to continually improving our practices, for example, in 2023, changes were made to the NRM referral form. This change aimed to assist First Responders in obtaining the details required for a Reasonable Grounds decision to help us ensure that victims receive the appropriate support. Safer Plymouth will this year review and refresh the partnership Modern Slavery Toolkit. This will support staff in understanding how to spot the signs of vulnerability and take appropriate actions in a timely way.

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

5. OUR PROGRESS AND MODERN SLAVERY STATEMENT

During the past 12 months, the Council has made progress in delivering against the commitments it made in its last Modern Slavery Statement, though it is acknowledged that further work is required to fully mainstream modern slavery within the organisation. **Table One** provides a summary of actions achieved.

Table one – Actions Achieved

- Fully understood the Modern Slavery ‘Assessment Tool’ and the potential impacts to the supplier base and initiated a roll out across some Council contracts in the form of a pilot with 5 key suppliers.
- Published a Modern Slavery ‘Procurement guide’ to help officers understand modern slavery risks during their procurement activities.
- Reported by exception on tender submissions which have been omitted due to the tenderer failing on modern slavery exclusion grounds within our standard procurement documentation. No tenders have been excluded on these grounds in this period.
- Developed actions for 2024/25 that will become business as usual
- Reviewed our online training provision for Modern Slavery
- Continued to work with our family of companies to ensure compliance with the Modern Slavery Act (2015) where PCC has facilitated Procurements on their behalf.
- Continued to carry out robust checks on providers prior to using them in high risk areas such as social care.
- Required contractors to comply fully with the Modern Slavery Act (2015), wherever it applies – this is set out within Plymouth City Council (PCC) terms and conditions, which cover the large majority of our procurement and commissioning activity.
- Required our contractors to adopt a whistle-blowing policy so that they can blow the whistle on any suspected examples of modern slavery.
- Challenged abnormally low tenders as part of our standard procurement approach.
- Commissioned Plymouth HOPE to work with international recruits to ensure they feel safe and confident to report issues

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

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

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

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MODERN SLAVERY STATEMENT 2023/24



I. INTRODUCTION

This is Plymouth City Council's Modern Slavery Statement for the financial year ending March 31, 2024.

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

- Plymouth City Council and its group of companies acknowledge the risk that modern slavery poses to individuals and communities. It supports implementation of the Modern Slavery Act (2015), and the strengthening of the legislation as set out in Illegal Migration Act 2023 ([Modern Slavery Factsheet](#)) which received Royal Assent on 20 July 2023.
- Plymouth City Council is committed to eliminating the practices and conditions which may allow modern slavery to occur. The Council is part of the [Anti-Slavery Partnership](#) and works with partners and agencies across the South West Peninsula and takes a collaborative approach to tackling the issue of modern slavery.
- Progress has been made in addressing the content required within this Statement. We have made several commitments within this statement to ensure that we continue to monitor and take steps to tackle modern slavery within the city and our supply chains.

2. OUR POLICIES AND PROCEDURES

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

3. OUR PROCUREMENT ACTIVITY AND SUPPLY CHAINS

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

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

During the financial year 23/24, to minimise the risk of modern slavery within our supply chains we have:

- Fully understood the Modern Slavery 'Assessment Tool' and the potential impacts to the supplier base and initiated a roll out across some Council contracts in the form of a pilot with 5 key suppliers.
- Reviewed and updated our Modern Slavery 'Tool Kit' with Safer Plymouth
- Published a Modern Slavery 'Procurement guide' to help officers understand modern slavery risks during their procurement activities.
- Reported by exception on tender submissions which have been omitted due to the tenderer failing on modern slavery exclusion grounds within our standard procurement documentation. No tenders have been excluded on these grounds in this period.
- Developed actions for 2024/25 that will become business as usual.
- Reviewed our online training provision for Modern Slavery.
- Continued to work with our family of companies to ensure compliance with the Modern Slavery Act (2015) where PCC has facilitated Procurements on their behalf.
- Continued to carry out robust checks on providers prior to using them in high-risk areas such as adult social care.
- Required contractors to comply fully with the Modern Slavery Act (2015), wherever it applies – this is set out within Plymouth City Council (PCC) terms and conditions, which cover the large majority of our procurement and commissioning activity.
- Required our contractors to adopt a whistle-blowing policy so that they can blow the whistle on any suspected examples of modern slavery.
- Challenged abnormally low tenders as part of our standard procurement approach.
- Commissioned Plymouth HOPE to work with international recruits to ensure they feel safe and confident to report issues.

4. OUR EMPLOYEES AND MEMBERS

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

Our People Strategy 2020 - 2024 sets out our vision for how we will work successfully, both with those who currently work for us and our future colleagues and partner organisations. We are committed to ensuring an equitable, transparent and fair

approach to rewarding our employees and are proud of our adoption of the principles of the Foundation Living Wage, which sit alongside our job evaluation and grading system.

During the financial year 23/24, to minimise the risk of modern slavery within our organisation we have:

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

To further reduce the risk of modern slavery within our organisation in the financial year 24/25 we will:

- Complete the Modern Slavery Assessment Tool pilot
- Analyse the results of the Modern Slavery Assessment Tool pilot and consider further roll out
- Continue to raise awareness of modern slavery and promote the referral mechanisms (and any changes arising from the Immigration Bill) for employees, suppliers and those in our communities, for reporting any concerns around modern slavery.
- Continue to promote our modern slavery e-learning course to all employees.
- Work with our Community Safety Partnership to refresh the Modern Slavery Tool Kit and roll it out to employees and partners.
- Work together to strengthen internal pathways between the Community Safety Partnership, Adult Safeguarding Boards and Plymouth Children's Safeguarding Partnership to ensure that our responses to Modern Slavery and Human Trafficking linked to vulnerable Adults and Under 18's are effectively coordinated and risks mitigated
- Embed the Modern Slavery Procurement Guide within Procurement processes.
- Monitor and review our policy and procedures to ensure they are consistent with the with Immigration Act (2024).
- Progress a collaborative pilot with police modern slavery unit.
- Learn from operational experiences locally.
- Support Devon and Cornwall Police in rolling out operation Aidant – the NCA intensification weeks linked to tackling Modern Slavery across communities.

5. UNDERTAKING DUE DILIGENCE AND MANAGING RISK AND PERFORMANCE

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

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

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

6. REPORTING CONCERNS

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

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

Managers should ensure that Community Connections (community.connection@plymouth.gov.uk) is aware of any suspected modern slavery cases. The Plymouth City Council lead person is the Head of Community Safety (Tracey Naismith, tracey.naismith@plymouth.gov.uk).

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

Information about the Modern Slavery Act can be found below:
<http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

7. APPROVALS

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

12 August 2024 (subject to agreement at Cabinet meeting on 12 August 2024)

Cllr Tudor Evans, Leader Plymouth City Council

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

30 July 2024

Tracey Lee, Chief Executive

Cabinet



Date of meeting:	12 August 2024
Title of Report:	The King's Speech – 17 July 2024
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Kevin Mckenzie (Policy Advisor)
Contact Email:	kevin.mckenzie@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The speech delivered by the King at the state opening of parliament sets out the Government's legislative programme for this Parliament. The report provides a briefing covering the bills that have relevance to Local Government.

The Policy Team, in collaboration with relevant Council Departments, will keep Cabinet up to date on the passage of the bills through Parliament and will advise of any significant implications for the Council.

The Council's Overview and Scrutiny Panels will be invited to track and evaluate the impacts of relevant legislation as part of their on-going work programme.

Recommendations and Reasons

1. Cabinet to ask the Policy and Intelligence Team to continue to regularly circulate a legislation tracker which will provide an overview of the progression of bills through Parliament.

Reason: This is already in place and provides a convenient way to keep Cabinet, Councillors and relevant officers informed.

2. Cabinet to invite the Scrutiny Management Board and the Chairs of the Council's four Overview and Scrutiny Panels to consider relevant new legislation, and, where they deem it proportionate, to keep it under review and to provide recommendations to Cabinet in line with their existing terms of reference.

Reason: The Council's Constitution sets out that the aim of the Overview and Scrutiny process includes the review of relevant central government policy development and legislation and to assess the impact on the city and make recommendations to Cabinet.

3. Note that Councillor's Sally Haydon and Chris Penberthy as Council representatives on the Police and Crime Panel will assess the forthcoming Police and Crime Plan against relevant new legislation, specifically the Crime and Policing Bill.

Reason: To ensure the Council is addressing the relevant requirements, statutory or otherwise in relation to its functions.

Alternative options considered and rejected

1. No alternative options were considered as the Council already has robust democratic systems in place.

Relevance to the Corporate Plan and/or the Plymouth Plan

The elements of the Government's legislative programme included in the appended schedule have been selected for their relevance to Corporate and Plymouth Plan priorities.

Implications for the Medium Term Financial Plan and Resource Implications:

No new resources are required to deliver the recommendations in this report. Some aspects of the legislative programme may have implications for Council finances. As details emerge and any financial impacts identified, these will be addressed through the existing mechanisms and decision-making processes.

Financial Risks

The legislative programme may present both financial risks and opportunities. Effective review and scrutiny of relevant bills as they pass through Parliament will help to ensure the Council is well prepared in either event.

Carbon Footprint (Environmental) Implications:

None from the recommendations in this report. The Government's ambition and expectation is that the legislative programme will have a net positive impact on reducing the UK's carbon footprint.

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

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

- If passed the draft Equality Bill will help to ensure that the council delivers its Equality duties.
- There are no specific bills covering Child Poverty or Health and Safety, however there may be relevant actions incorporated in specific bills.

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Briefing report on the King's Speech							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7
Not applicable							

Sign off:

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Originating Senior Leadership Team member: Tracey Lee, Chief Executive

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

Date agreed: 01/08/2024

Cabinet Member approval: Councillor Tudor Evans OBE, Leader of the Council (agreed via email)

Date approved: 01/08/2024

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THE KING'S SPEECH - 17 JULY 2024

Summary - Policy and Intelligence Team



INTRODUCTION

The King's Speech set out the Government's legislative priorities for the coming parliamentary year. The forthcoming legislative programme will be mission led and based upon the principles of security, fairness and opportunity for all. Bills that are particularly relevant to Plymouth City Council and its partners are outlined below.

EDUCATION

Education policy was at the forefront of Labour's first King's speech since 2009. The pre-eminence of education was reasserted in Labour's first steps for change with their 6th step stressing that, once in Government, they would recruit 6,500 extra teachers. This will be achieved through removing the VAT exemption for private schools a measure that is anticipated be announced as part of the Budget.

In response to Labour's King's speech, Helen Dickinson, Chief Executive of the British Retail Consortium, welcomed reform of the apprenticeship levy and the establishment of Skills England. However, she noted that the BRC hoped that the new Growth and Skills Levy will use its funds to meet the demands of the 'modern workforce.' Dani Payne of the Social Market Foundation (SMF) revealed that while simplifying the skills system through Skills England is a welcome development, it will not be an easy task.

Children's Wellbeing Bill will:

- Strengthen multi-agency child protection and safeguarding arrangements.
- Introduce free breakfast clubs in every primary school.
- Limit the number of branded items of uniform and PE kits that a school can require.
- Create a duty on local authorities to have and maintain Children Not in School registers and to provide support to home-educating parents.
- Require all schools to cooperate with the local authority on school admissions, SEND inclusion, and place planning, giving local authorities greater powers to help them deliver their school admissions function and ensure admissions decisions reflect community needs.
- Require all schools to teach the national curriculum once the review of curriculum and assessment is concluded and reflected in Programmes of Study.
- Ensure that any new teacher entering the classroom has, or is working towards, Qualified Teacher Status (QTS).
- Recognise the essential role of support staff in schools by giving them a national voice in the setting of their pay and conditions.
- Make changes to enable serious teacher misconduct to be investigated, regardless of when it occurred, the setting the teacher is employed in, or how it is uncovered.
- Bring multi-academy trusts into the inspection system.
- Make changes to the legislation about regulating and inspecting independent schools.

Skills England Bill will:

- Ensure that Skills England works with industry, the Migration Advisory Committee, unions and the Industrial Strategy Council to maintain a comprehensive assessment of skills needs.
- Identify the training for which the Growth and Skills Levy will be accessible.
- Ensure that the national and regional skills systems are aligned and use local and regional vacancy data as part of a robust evidence base to ensure they are meeting skills needs.

- Require Skills England to convene MCAs and other key stakeholders to identify system issues and provide advice to Government, leading to a more coherent system.
- Ensure that Skills England takes on several of the functions of the Institute for Apprenticeships and Technical Education.

LOCAL GOVERNMENT

The English Devolution Bill will establish a more ambitious standardised devolution framework for English devolution with greater powers over strategic planning, local transport networks, skills, and employment support. The Social Market Foundation highlighted that greater devolution is 'a key driver of economic growth'. Public sector membership organisation Solace has welcomed the Bill but has said it 'must mean proper devolution to all areas and not just delegation'.

English Devolution Bill will:

- Give local leaders the tools they need to drive growth with new powers and duties to produce Local Growth Plans
- Make devolution the default setting for areas that meet the governance conditions without the need to negotiate agreements.
- Establish a simpler process for creating new Combined and Combined County Authorities, to ensure that areas can rapidly benefit from devolution.
- Establish a legislative foundation with a weighting towards creating advanced mayoral settlements where there is the capacity and ambition to do so.
- Improve and unblock local decision, ensuring mayors and Combined Authorities can get on and deliver for their areas.
- Empower local communities with a strong new 'right to buy' for valued community assets.

HOUSING, PLANNING AND INFRASTRUCTURE

Streamlining the planning process is at the heart of the broader Government agenda to tackle housing shortages and make home ownership more attainable for the majority. However, the decision to take powers away from local areas to block new infrastructure has faced criticism. The legislation will allow ministers to step in when local authorities do not create plans to build housing quickly enough, meaning that communities can debate only 'how, and not if' homes are built.

The Government will also introduce tough new protections for renters, end no fault evictions and raise standards to make sure homes are safe for people to live in. Homeless charity Crisis has welcomed the proposals in relation to rental reform and the banning of no-fault evictions.

The Draft Leasehold and Commonhold Reform Bill looks to reform the leasehold system through the inclusion of things like a ban on extortionate ground rents and on the sale of new leasehold flats. The Holocaust Memorial Bill has the straightforward aim of establishing a national Holocaust Memorial and Learning Centre sometime within the next parliament.

Planning and Infrastructure Bill will:

- Streamline the delivery process for critical infrastructure including upgrades to the national grid and boosting renewable energy.
- Simplify the consenting process for major infrastructure projects and enable relevant new and improved National Policy Statements to come forward with a review process every five years.
- Reform compulsory purchase compensation rules.
- Improve local planning decision making by modernising planning committees.
- Increase local planning authorities' capacity.
- Use development to fund nature recovery.

Renters' Rights Bill will:

- Overhaul the private rented sector and abolish Section 21 'no fault evictions.'
- Strengthen tenants' rights and protections by empowering them to challenge rent increases.
- Strengthen local councils' enforcement powers.
- Apply a Decent Homes Standard to the private rented sector.
- Apply 'Awaab's Law' to the sector setting clear legal expectations about the timeframes within which landlords in the private rented sector must make homes safe from serious hazards.
- Create a digital database to bring together key information for private landlords, tenants, and councils who will be able to use the database to target enforcement where it is needed most.
- Support quicker, cheaper resolution of disputes with a new ombudsman service to stop them escalating to costly court proceedings.
- Make it illegal for landlords to discriminate against tenants in receipt of benefits or with children when choosing to let their property.
- Give tenants the right to request a pet, which landlords cannot unreasonably refuse.

Other Bills in this section include:

- Draft Leasehold and Commonhold Reform Bill.
- Holocaust Memorial Bill.

TRANSPORT

Several transport measures were included, including the Government's decision to reform the bus network to give more power over routes and timetables to local leaders. In response, the Confederation of Passenger Transport said that the bus industry will 'work closely with the new Government to help transform the sector'.

The speech also confirmed Labour's intention to introduce a Railways Bill, which will set up the framework to allow the Government to bring railways into public ownership under Great British Railways (GBR). Rail Partners have called today's commitment an 'important milestone' but warn that getting the detail right is 'critical to achieve the Government's ambitions for green growth and reduce the railway's financial burden on the taxpayer'.

Passenger Railway Services (Public Ownership) Bill will:

- Act as an early step towards the wider programme of rail reform.
- Set public-sector operators as the default position.
- Make sure train operations transfer to a public-sector operator as soon as existing contracts expire, or operators fail to meet their commitments.

Better Buses Bill will:

- Deliver the Government's five-point plan to build better bus networks across England:
 - Allow every community to take back control of their buses by removing barriers that currently limit bus franchising powers only to metro mayors.
 - Speed up the bus franchising process.
 - Remove the restriction on the creation of new publicly owned bus companies.
 - Safeguard local bus services by providing greater accountability over bus operators.
 - Handing powers on bus funding and future transport planning to local leaders.

Railways Bill will:

- Bring together in a single public body - Great British Railways (GBR) - the management of the network and the delivery of passenger services.
- Bring track and train together and combine planning services on a whole-system basis.
- Enable the Government to bring contracts into public ownership as they end or if operators fail to meet their commitments.

- Immediately set up a 'shadow GBR' to operate during the transition.
- Introduce measures to protect the interests of passengers, including a new passenger watchdog, the Passenger Standards Authority and a reformed ticketing system.
- Impose on GBR a statutory duty to promote the use of rail freight.

Other bills in this section include:

- High Speed Rail (Crewe to Manchester) Bill.

ENERGY AND ENVIRONMENT

The Great British Energy Bill will see the establishment of a publicly owned clean energy company, headquartered in Scotland. The Bill will help deliver the party's mission to make the UK 'a clean energy superpower' and accelerate the transition to net zero. The Bill was warmly welcomed by Energy UK, who have praised the Government's commitment to 'hit the ground running.'

The Water Special Measures Bill aligns with Labour's manifesto commitment to strengthen the powers of water regulators. The law was positively received by Friends of the Earth, who agree tougher action needs to be taken against polluting water executives. Clean air did not feature in the speech, and there was no specific mention of phasing out the sale of petrol and diesel cars, or legislation relating to electric vehicles.

Great British Energy Bill will

- Establish a publicly owned energy company, Great British Energy (GBE).
- Help to deliver the clean energy target by 2030 and bolster the UK's energy security.
- GBE capitalised with £8.3 billion to help to accelerate investment into clean energy.

HEALTH

Labour will use this Parliamentary session to press on with anti-smoking legislation and reform of the Mental Health Act. The Draft Mental Health Bill has already gone through extensive pre-legislative scrutiny and the Bill may take into consideration recommendations made by the Joint Committee. The Tobacco and Vapes Bill is like that introduced in the last parliament to create a 'smoke free generation'. The government is committed to restricting the sale and advertisement of junk food and high caffeine energy drinks but there was no mention of specific legislation to achieve this.

Mental Health Bill will amend the Mental Health Act 1983 by:

- Revising the detention criteria to ensure that people can only be detained if they pose a serious risk of harm to themselves or others.
- Shortening the period in which a patient can be kept in detention and ensure more frequent reviews of detention.
- Limiting the extent to which people with learning disabilities or autism can be detained under the Mental Health Act by introducing duties on commissioners and ensuring adequate supply of community services to prevent inappropriate detentions.
- Adding statutory weight to patients' rights when planning for care.
- Strengthening statutory roles which protect patients and extending access to Independent Mental Health Advocates.
- Removing police stations as places of safety under the Mental Health Act.

Tobacco and Vapes Bill will:

- Introduce a progressive smoking ban to end the sale of tobacco products across the country. Children born on or after 1 January 2009 will never be able to legally purchase cigarettes.
- Give Ministers powers to regulate the marketing of vapes and other nicotine products to prevent them from being marketed to children.

- Provide enforcement authorities in England and Wales with the power to issue Fixed Penalty Notices for the underage sale of tobacco or vape products.

DEFENCE

The Government confirmed a commitment to supporting NATO, the nuclear deterrent, providing aid to the Ukraine and endeavouring to play a leading role in providing Ukraine with a clear path to NATO membership. The Government will urgently conduct a Strategic Defence Review to ensure that the UK's defence capabilities are matched to the changing nature of global strategic threats.

In recognition of the dedication and service of the UK Armed Forces, the Labour Government will establish an Armed Forces Commissioner to support and act as an independent voice for the armed forces community. The Commissioner will be a point of contact for serving personnel and their families and tasked with representing their individual and collective needs.

Armed Forces Commissioner Bill will:

- Create a new point of contact for armed forces to express any issues with service life.
- Ensure Parliament is kept up to date with issues facing the armed forces personnel, with annual reports to ensure accountability.
- Grant the Commissioner access to MoD sites and other relevant information to inspect and identify issues as necessary.

ECONOMY AND BUSINESS

Labour's first mission is to 'secure the highest sustained growth in the G7'. Labour wants growth to be the key theme of its first year in office.

The Budget Responsibility Bill will introduce a 'fiscal lock' to reinforce market credibility and public trust. Any significant and permanent changes to taxation or spending will be subject to an independent assessment by the Office for Budget Responsibility (OBR). The National Wealth Fund Bill will capitalise the fund with an additional £7.3 billion, to make transformative investments across every part of the country. To ensure investments can start immediately, the Fund will deploy funding through the UK Infrastructure Bank.

The Government will also legislate to deliver the new deal for working people in full. The Employment Rights Bill will deliver on policies as set out in the Plan to Make Work Pay including commitments to establish a Fair Pay Agreement in the adult social care sector and to reinstate the School Support Staff Negotiating Body. In addition, the Government will deliver a genuine living wage that accounts for the cost of living and remove discriminatory age bands to ensure that every adult worker benefits. It has been reported that the Bill, could be a burden for smaller businesses and the CBI has stressed the importance of meaningful consultation on the details.

Labour will press ahead with audit reform which has been long delayed. The Pension Schemes Bill comes after lengthy consultation under the previous government while the Bank Resolution (Recapitalisation) Bill will ensure the Bank of England can better respond to small bank failures and ensure that managing the failure does not fall on taxpayers.

Budget Responsibility Bill will:

- Deliver on the manifesto commitment to introduce a "fiscal lock" that requires every fiscal event which makes significant and permanent changes to taxation or spending to be subject to an independent assessment by the OBR.
- Prevent large-scale unfunded commitments that are not subject to an OBR fiscal assessment.

National Wealth Fund Bill will:

- Put the National Wealth Fund (NWF) on a permanent statutory footing.

- The NWF will play a central role in the Government's industrial strategy, growth and clean energy superpower missions, making investments across the country.
- The NWF will invest in the priority sectors set out in the manifesto.
- The Fund will deploy funding through the UK Infrastructure Bank, expanding its remit and providing an additional £7.3bn to catalyse private investment.
- Align critical institutions like the UK Infrastructure Bank and British Business Bank.

Employment Rights Bill will:

- Deliver the New Deal for Working People in full.
- Deliver on policies as set out in the Plan to Make Work Pay. The plan includes the following commitments:
 - Ban zero-hour contracts and end 'Fire and Rehire' and 'Fire and Replace'.
 - Make parental leave, sick pay and protection from unfair dismissal available from day 1 on the job for all workers.
 - Make flexible working the default from day 1 for all workers.
 - Strengthen Statutory Sick Pay by lowering earnings limit.
 - Make it unlawful to dismiss a woman who has had a baby for six months after her return to work, except in specific circumstances.
 - Establishing a new Single Enforcement Body, also known as a Fair Work Agency.
 - Establish a Fair Pay Agreement in the adult social care sector.
 - Reinstate the School Support Staff Negotiating Body.
 - Update trade union legislation and simplify the process of statutory recognition.

Product Safety and Metrology Bill will:

- Respond to new product risks and opportunities to keep pace with technological advances.
- Identify new and emerging business models in the supply chain.
- Ensure that the law can be updated to recognise new or updated EU product regulations.
- Enable improvements to compliance and enforcement of digital borders.
- Update the legal metrology framework, governing the accuracy of weights and measures for purchased goods.
- Give the Government specific powers to make changes to GB legislation to manage divergence and take a UK-wide approach, where it is in our interests to do so.

Draft Audit Reform and Corporate Governance Bill will:

- Replace the Financial Reporting Council with a new regulator, the Audit, Reporting and Governance Authority, with powers to tackle bad financial reporting and to build trust.
- This statutory regulator will provide a platform for other changes:
 - extending Public Interest Entity (PIE) status to the largest private companies.
 - removing unnecessary rules on smaller Public Interest Entities.
 - powers to investigate and sanction company directors for serious failures.
 - a regime to oversee the audit market.

The Crown Estate Bill will:

- Grant The Crown Estate the power to borrow.
- Widen The Crown Estate's existing investment powers.
- Change the source of funding for expenses and salaries.
- Increase the maximum number of Commissioners on The Crown Estate Board from 8 to 12.

Other Bills in this section include:

- Bank Resolution (Re-capitalisation) Bill.
- Pension Schemes Bill.

SCIENCE, INNOVATION AND TECHNOLOGY

Although the King's Speech referred to the Government's plans to bring forward appropriate legislation to regulate AI this was not included in the list of bills. However, the UK's impending digital transition and the importance of data security and protecting against cyber-attacks in that transition was recognised. These bills have largely been supported by industry, the Data and Marketing Association (DMA) stressed the significance of 'responsible' use of data to help 'public services, advancements in scientific and medical research, and growth in the private sector'.

Digital Information and Smart Data Bill will:

- Set up Smart Data schemes to enable secure sharing of a customer's data upon their request, with authorised third-party providers.
- Make changes to the Digital Economy Act to help the Government share data about businesses that use public services.
- Move to an electronic system for the registration of births and deaths.
- Apply information standards to IT suppliers in the health and social care system.
- Modernise and strengthen the ICO.
- Promote standards for digital identities around privacy, security and inclusion.
- Establish a Data Preservation Process that coroners can initiate when they decide it is necessary and appropriate to support their investigations into a child's death.

Cyber Security and Resilience Bill will:

- Expand the remit of current regulation to protect more digital services and supply chains.
- Put regulators on a strong footing to ensure essential cyber safety measures are being implemented.
- Mandate increased incident reporting to give the government better data on cyber-attacks.

EQUALITIES

Labour have committed to introducing mandatory ethnicity and disability pay reporting and extending the scope of the conversion therapy ban introduced by the last Government to make it trans inclusive.

Draft Equality (Race and Disability) Bill will:

- Introduce mandatory ethnicity and disability pay reporting for employers with over 250 employees.
- Enshrine in law the full right to equal pay for disabled people and ethnic minorities.

Draft Conversion Practices Bill will:

- Introduce new criminal offences to target conversion which is not already covered by legislation.
- The ban will not cover legitimate psychological support, treatment, or non-directive counselling.

CULTURE, MEDIA AND SPORT

Despite the broad scope of the Department for Culture, Media and Sport, the King's speech in this policy domain was surprisingly narrow as it only detailed one bill that will be sponsored by the Department: a Football Governance Bill. Labour's sector vision for the creative industries was not mentioned and although King's Speech detailed that the Government planned to introduce legislation to regulate AI, this was not included in the list of bills for this parliamentary session.

HOME AFFAIRS AND JUSTICE

As anticipated, the King's Speech included a commitment to end the Migration and Economic Development Partnership with Rwanda. The Border Security, Asylum and Immigration Bill includes a

commitment to introduce the new Border Security Command. The Bill aims to strengthen national security by enhancing border security and bringing people smugglers to justice whilst ending hotel use and clearing the asylum backlog.

The commitment to strengthen community policing is aligned with the Prime Minister's long-term vision to be tough on crime. Labour has committed to raising standards within the police force as well as reforming it. However, the legislation does not address issues with retaining police officers. The new Bill did not commit to making spiking a specific criminal offence but tackling violence against women and girls was not forgotten with the mention of measures to improve the police response.

The implementation of the Hillsborough Law will place a legal duty of candour on public servants and authorities with the aim of addressing the so-called 'unacceptable defensive culture', something that is often linked with inquiries such as the Infected Blood, Post Office and Grenfell. Labour have placed it as part of their wider effort to create a politics of public service.

Border Security, Asylum and Immigration Bill will:

- Enable stronger borders and a properly controlled and managed asylum system.
- Give the new Border Security Command and wider law enforcement the tools and powers they need to crack down on criminal gangs.
- Provide a strong deterrent and penalty for criminals involved in organised immigration crime.
- Fix the asylum system by things like ending hotel use, ensuring fast-track returns for individuals coming from safe countries and ending the Migration and Economic Development Partnership.

Crime and Policing Bill will:

- Rebuild neighbourhood policing by getting neighbourhood police and Police Community Support Officers back on the beat in local communities.
- Crack down on anti-social behaviour through the introduction of new Respect Orders and fast-track Public Spaces Protection Orders.
- Create a new specific offence of assaulting a shopworker and introduce stronger measures to tackle low level shoplifting.
- Tackle knife crime and ban ninja swords and other lethal blades.
- Provide a stronger, specialist response to violence against women and girls.

Hillsborough Law will:

- Improve transparency and accountability.
- Reducing the culture of defensiveness in the public sector.
- Help ensure that the lack of candour uncovered in recent reports is not repeated.

Other bills in this section include:

- Victims, Courts and Public Protection Bill.