



Oversight and Governance

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HOUSING AND COMMUNITY SERVICES SCRUTINY PANEL

Friday 26 July 2024

2.00 pm

Warspite Room, Council House

Members:

Councillor Finn, Chair

Councillor Blight, Vice Chair

Councillors Allison, Cuddihee, Dingle, Freeman, Goslin, Hendy, P.Nicholson, Poyser and Stevens.

Members are invited to attend the above meeting to consider the items of business overleaf. This meeting will be webcast and available on-line after the meeting. By entering the Warspite Room, Councillors are consenting to being filmed during the meeting and to the use of the recording for the webcast.

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Tracey Lee
Chief Executive

Housing and Community Services Scrutiny Panel

1. To note the appointment of the Chair and Vice Chair for the Municipal Year 2024/25

To note the appointment of Councillor Lee Finn as Chair, and Councillor Tess Blight as Vice Chair, for the Housing and Community Services Scrutiny Panel for 2024/25.

2. Apologies

To receive apologies for non-attendance submitted by Councillors.

3. Declarations of Interest

Councillors will be asked to make any declarations of interest in respect of items on the agenda.

4. Scrutiny Panel Responsibilities (Pages 1 - 2)

To note the responsibilities of the Housing and Community Services Scrutiny Panel.

5. Minutes (Pages 3 - 8)

To confirm the minutes of the meeting held on 21 February 2024.

6. Chair's Urgent Business

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

7. Serious Violence Duty Action Plan & Funding Proposal: (Pages 9 - 30)

8. Plan for Public Toilets Review: (Verbal Report)

9. Work Programme: (Pages 31 - 34)

10. Tracking Decisions: (Pages 35 - 36)

Housing and Community Services Scrutiny Panel

Linked to the Cabinet Member and Department with responsibility for

- Cost of Living
- Child Poverty
- Parks including playgrounds and greenspaces
- Waste management, recycling and street cleaning
- Anti-social behaviour
- Community safety
- Community cohesion, equalities and neighbourhood development
- Homelessness
- Private sector housing, grants and improvements
- Housing enabling with respect to registered social landlords
- Customer Services
- Car parks
- Licensing – Hackney Carriage and Miscellaneous
- Statutory Role with regard to scrutiny of the community safety partnership

MEMBERSHIP – Proportionality applies, the Chair of the panel shall serve on the Scrutiny Management Board. All members of the panel will adhere to the general rules of Overview and Scrutiny.

There are 11 members of the panel including the Chair and Vice Chair.

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Performance, Finance and Customer Focus Overview and Scrutiny Committee

Wednesday 21 February 2024

PRESENT:

Councillor Darcy, in the Chair.

Councillor Goslin, Vice Chair.

Councillors Allen, Blight, McNamara (substitute for Councillor Hendy), Moore, Poyser, Ricketts, Stephens (substitute for Councillor Tuohy), Stevens and Tofan.

Apologies for absence: Councillors Hendy, Stoneman and Tuohy.

Absent: Councillor Bingley.

Also in attendance: Mike Atherton (Group Manager for Parking, Marine and Garage Services), Ross Jago (Head of Governance Performance & Risk), Kevin McKenzie (Policy and Intelligence Advisor), David Northey (Service Director for Finance), Chris Squire (Service Director, HROD) and Hannah Whiting (Democratic Advisor).

The meeting started at 14:00 and finished at 15.51.

Note: At a future meeting, the Panel 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.

29. **Declarations of Interest**

No declarations of interest were made.

30. **Minutes**

The Committee unanimously agreed the minutes of the meeting held on 15 November 2023 as a correct record.

The Committee unanimously agreed, after adjustment to reflect the considerations of recommendations forwarded to cabinet, the minutes of the Budget Scrutiny Select Committee Review meeting held on 6 & 7 December 2023 as a correct record.

31. **Chair's Urgent Business**

Due to the ongoing major incident in Keyham, and officers from the team being required to support, Agenda Item 9 (Serious Violence Duty Action Plan and Funding Proposal) had been deferred to the next meeting of the Committee.

32. **Financial Monitoring Report**

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

- a) Current net forecast overspend was £1.2 million;
- b) Overspending was present in many sections of the Council including: Children's Services, Community Connections, People's Directorate, Passenger Services and Homelessness teams;
- c) This was being partially offset by £3.5 million released as contingency from savings;
- d) Total Revised Capital Budget for Approval (2023/24 -2027/28) was now circa £723 million;
- e) Borrowing costs were continuing to be sustained at a substantially higher rate than in previous years.

Supported by David Northey (Service Director for Finance) in response to questions the following was discussed:

- f) The risk of non-fulfilment of Projects within the Capital Fund;
- g) The major investment into the purchasing of new homes for temporary accommodation;
- h) The release of contingency funds and the directorates from which it had been derived, which constituted the major change between periods eight and nine of the report;
- i) Comparisons between PCC and other local authorities' financial positions.

The Committee agreed to note:

1. The forecast revenue monitoring position at Period 9 as set out in the report in the sum of £1.204m;
2. The Capital Budget 2023-2028 was revised to £723.701m as shown in Table I of the report and that these would form part of recommended amendments to Full Council for approval at end of quarter 3.

33. **Corporate Plan Performance Report & Risk Update**

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

- a) There were areas of strong performance evident from the report;
- b) There had been an increase in the Employment Rate;

- c) Anti-Social Behaviour incidents had lowered;
- d) The numbers of young people not in education, employment or training (NEET) had decreased;
- e) Child Protection Plans had reduced in the last quarter;
- f) 332 Households were prevented from being homeless, an increase of 115;
- g) Areas of poor performance were also evident;
- h) 'Stop Smoking' performance had decreased;
- i) Core stage-four performance had dropped around 10%;
- j) Dental waiting lists had increased by 30 children 315 adults.

Supported by David Northey (Service Director for Finance), in response to questions, the following was discussed:

- k) Preventative measures to address homelessness and provide temporary accommodation as well as the sources of income to approach these;
- l) The layout and presentation of the report, as well as the benefits and detractions of the reportedly increased pictographic data;
- m) Work being conducted in reference to engaging with citizens and combating disenfranchisement;
- n) The perceived increase in Carbon Dioxide emission rates;
- o) Multi-culturalism, inclusion, community cohesion and hate-crime levels.

The Committee agreed to:

- I. Note the Corporate Plan and Performance Report, Quarter Three 2023/24.

34. **Policy Brief** (Verbal Report)

Kevin McKenzie (Policy and Intelligence Advisor) introduced the report and highlighted the following:

- a) Consultation had commenced on, and members were invited to engage with, a new set of equality objectives, which were last set in 2020 and are accordingly reformulated every four years.

35. **HR & Organisational Development Priorities & Update**

Councillor Dann (Cabinet Member for Customer Services, Sport, Leisure and HR and OD) introduced the report and highlighted the following:

- a) There had been attempts to create continuity to HROD priorities during the time in which employment oscillated between interim and full-time service directors;
- b) Improvements had been made to induction services in response to survey feedback;
- c) The 'HR Poleway System' would be under review in the short-term;
- d) Staff well-being and absence levels were being examined and provisions to increase managerial discretion to manage sickness were in place;
- e) There were ongoing restructures taking place within Community Connections and Street Services;
- f) There had been formidable effort to ensure the PCC became an "employer of choice";
- g) There had been the addition of two grade levels at the top of the pay scale to maintain parity with other authorities but also an increase in the employment of apprentices.

Supported by Chris Squire (Service Director, HROD), in response to questions, the following was discussed:

- h) The intended future of staff relations, culture and engagement including unionism and union representation;
- i) Absence and sickness levels across the council and comparisons to other local authorities and the national average;
- j) Sickness rates amongst hybrid workers and across different departments, as well as preventative measures and measures to improve rates in future;
- k) The Display Screen Equipment (DSE) policy in reference to hybrid workers;
- l) The impact of budget constraints on the HROD function;
- m) Managerial responses to a perceived increase in workload for staff augmenting their standard duties to compensate for colleague absence.

The Committee agreed to:

- a) Note the report.

36. **Serious Violence Duty Action Plan and Funding Proposal**

This item was removed from the agenda.

37. **Petition - Plympton District Car Parks**

Mike Atherton (Group Manager for Parking, Marine and Garage Services) introduced the report and highlighted the following:

- a) The report presented changes around the provision of support to local business, including in regard to high turnover and churn;
- b) The commitment for the parking was for it to remain without-charge;
- c) 'Blue-Badge' holders were to be allowed an additional hour of parking time;
- d) New data and insights were utilised within the report, which derived from car park use over the previous months and weeks;
- e) The data displayed that there had been no decline in traffic numbers in the area.

Councillor Patrick Nicholson (Ward Councillor for Plympton St. Mary) rendered the following points of discussion:

- f) Acknowledged that this petition and change in parking restrictions had been received by Councillor Coker after a change of administration;
- g) Ridgeway Carpark and the carpark closest to the Co-op affected areas under the responsibility of Corporate Property; such as Harewood House and the Tennis Courts and the effects changes to parking would have on these venues;
- h) Concerns were additionally expressed that the report did not emphasise or concentrate on the impact for the greater Plympton community, including elderly residents and specific facilities (Plympton Clinic) within close proximity and the facilitation of the NHS and medical care, as compared to the impact on road users;
- i) Proposed a recommendation was made to Councillor Coker, as the relevant portfolio holder, to continue to investigate the impact on the aforementioned facilities.

Mike Atherton, supported by Councillor Coker (Cabinet Member for Strategic Planning and Transport), in response to questions, the following was discussed:

- j) The scope and scale of data for these reports and the scale of ongoing review of impacts after the implementation of parking schemes and related displacement of parking;
- k) The difficulty of analysis of the displacement effects of particular parking changes, as reports usually analysed the area of parking itself as well as specifically the immediate areas within proximity to this area;

- l) The use of this style of data reporting being implemented for other car parks in the areas, specifically Plymstock Broadway;
- m) Caution was expressed in reference to the continuation of requesting further reports in regard to this specific issue, especially in light of budgetary considerations and value-for-money;

- n) Car parks were consistently reviewed for performance and impacts on the surrounding area, however the proportion of officers being requested, and would be required for ongoing review of the area in the capacity being requested, would not be possible.

The Committee agreed to:

- I. Note the report.

38. **Tracking Decisions**

Tracking decisions were all marked complete. The Committee noted the tracking decisions document.

39. **Work Programme**

Ross Jago (Head of Governance Performance & Risk) affirmed that, as this was the final meeting of the Committee of the year, an assessment of the 24/25 municipal year work programme would take place within the new year.

Housing and Community Service Scrutiny Panel



Date of meeting:	26 July 2024
Title of Report:	Reduction of Serious Violence
Lead Member:	Councillor Sally Haydon (Cabinet Member for Community Safety, Libraries, Events, Cemeteries & Crematoria)
Lead Strategic Director:	Gary Walbridge (Interim Strategic Director for People)
Author:	Tracey Naismith
Contact Email:	tracey.naismith@plymouth.gov.uk
Your Reference:	Reduction of Serious Violence
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The purpose of this report is to share the Reduction of Serious Violence Action Plan

Recommendations and Reasons

- I. Endorse the Reduction of Violence Action Plan

Reason: This action plan is designed to facilitate the delivery of the key priorities of working with the Police to tackle crime and anti-social behaviour and keeping children, adults and families safe. The success of these objectives relies upon effective collaboration with all specified authorities responsible for fulfilling the Serious Violence Duty. The partnership approach has been emphasised throughout the action plan as it places a strategic approach of prevention and early intervention as recommended in the corporate plan.

Alternative options considered and rejected

- I. Do nothing – This is not a viable option as we are required to create a Serious Violence Reduction Strategy and to embed an action plan to enable the reduction of violence.

Relevance to the Corporate Plan and/or the Plymouth Plan

This vision and action plan align with the Corporate Plan in that we are “Working with the police to tackle crime and anti-social behaviour” and that we are “Keeping children, adults and communities safe”, and that we are doing this by “Trusting and engaging our communities” and “Focusing on prevention and early intervention” The Councils 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.

Implications for the Medium Term Financial Plan and Resource Implications:

Sign off:

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Originating Senior Leadership Team member: Matt Garrett

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

Date agreed: 17/06/2024

Cabinet Member approval: *Approved by Sally Haydon by email.*

Date approved: 14/06/2024

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REDUCTION OF SERIOUS VIOLENCE

Safer Plymouth



SUMMARY

The Police, Crime, Sentencing and Courts Act 2022 introduced a new statutory Serious Violence Duty (the Duty) that commenced on 31st January 2023. This Duty requires local areas to take co-ordinated action to prevent and reduce serious violence. In response to this Safer Plymouth published the Plymouth Model for Serious Violence Prevention / Serious Violence Prevention Strategy and the Reduction of Serious Violence Action Plan in January 2024.

Plymouth has agreed to the following definition of Serious Violence: the intentional use or threat of violence and harmful behaviours. Including, but not limited to, knife and gun crime, robbery, domestic abuse, sexual violence inc. rape, alcohol related violence, exploitation and stalking and harassment.

Our vision is for Plymouth to be a place where everyone can lead their lives free from violence and the fear of violence.

We aim to achieve this through multiple and reinforcing approaches that both address the drivers of violence and respond to the harm caused by violence. This will support a dynamic and adaptive process that responds to the call for change outlined in the Serious Violence Duty and supports effective coordination of local efforts and resources.

This will be underpinned by four pillars:

- Building Personal and Community Resilience
- Responding to Harm
- Feeling Safe
- Learning and Understanding

The Home Office has awarded Plymouth (via the Office of the Police and Crime Commissioner) £125,000 12-month nonrecurring funding. Following an application process this funding has been allocated to eight projects that include:

- Supporting the delivery of Purple Flag initiative to strengthen violence prevention in the night time economy
- Local community projects that will create opportunities for conversations and co-production with communities including those most affected by violence
- Improving opportunities for reporting violence particularly for diverse and excluded communities by commissioning Bystander training for Hate, Race and Domestic Abuse/Violence
- Challenging harmful and cultural norms through the work MAN Culture
- Funding the Impact Project that intervenes early with children who the Police and Youth Justice Service believe at risk of entering the criminal justice system.
- A project co-produced with young people exploring how speech, language and communication issues adversely impacts young people with a high number of suspensions and those at risk of permanent exclusion focusing on early intervention.
- Preventing offending in child sexual abuse through communication campaigns to encourage early intervention and training for practitioners.

- Phase two of a feasibility study for a community prevention service for people with enduring sexual thoughts about children.

ACTION TO DATE

To date progress has been made in delivering against the strategy and action plan with the following key steps undertaken:

Governance

The delivery of Serious Violence Reduction Strategy and Action Plan will be overseen and governed by Safer Plymouth and the tactical delivery will be managed by the newly formed multi agency Crime Sub Group that is going to be facilitated by Chief Inspector Tom Cumingham and Community Safety Technical Officer Kirsty Passmore. The first meeting of this group is taking place in July 24. The OPCCs office has also established a Peninsula Serious Violence Reduction Partnership and the first meeting of this group is scheduled for the 18th June.

Funding Expectations and Monitoring

The Community Safety Technical Officer has met with each funding project lead officers to agree funding expectations and monitoring requirements. Work has also been undertaken to commence commissioning as soon as possible once the contract from the Home Office has been completed.

For example, the Domestic Abuse Active Bystander Training specification has been written and will be published once it has been approved by the Procurement team. The Training will take place before the end of March 2025.

PROJECT FOCUS

The following provides a brief description of two of the funded projects:

1. The Domestic Abuse Active Bystander Training

This commission will include:

- Co-production of a young people's Active Bystander training programme and engage with at least 2 schools, NSPCC Advisory Group and Youth Parliament to develop schools-based programme to address Violence Against Women and Girls.
- Co-production of a community Active Bystander training programme to address Violence Against Women and Girls.
- Engagement with local providers and the application of current best practice, research, and interventions locally, regionally and nationally to the design of the Active Bystander training.
- Creation of a Plymouth specific Active Bystander Training package that can be delivered face to face and online and deliver training to at least 500 people.
- Development of Plymouth specific Train the Trainer package to enable long term sustainability of the training and train a minimum of 16 people across Plymouth who will be able to continue to deliver the training.

2. M.A.N Culture

M.A.N Culture is a Male Allyship Network challenging 'lad culture' and promoting a positive 'man culture'. Listening to men and boys, facilitating difficult conversations needed to address male culture and supporting the safety of women and girls in the city. Over the next 12 months the serious violence reduction will support M.A.N Culture to:

- Deliver a city-wide conference
- Delivery of a minimum of 12 workshops across the city
- Creation of a funding plan including funding bids made for sustainability and future development

RISKS

Risk	Mitigation
The funding for this work is fixed term 12-month non-recurring for the financial year 24/25.	The funding application process specified that projects must evidence sustainability.
The Home Office only confirmed the conditions of the grant on the 30 th May and therefore the funds have not been released to the Council and the projects have not received any funding to date.	Preparation work for all projects has been taking place since February 2023 and all projects have made progress.

NEXT STEPS

The funding conditions of grant will be finalised and signed off and funding will be issued to all the commissioned areas of work. The Crime Sub Group will commence and will monitor delivery of the Serious Violence Reduction Action Plan.

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Proposed Serious Violence Funding Allocation 24/25

Income	Allocation
Labour Grant	£38,521
Non-Labour	£125,814
Total	£164,335

Non Labour Expenditure			Serious Violence Pillar	Key Action	
Purple Flag	£3,000		Feeling Safe	Strengthen violence prevention activity in the evening and nighttime economy.	
Community Projects	£17,000		Responding to Harm	Optimise opportunities for conversations and co-production with communities, including those most affected by violence.	Enhance our understanding through regular spotlight enquiries.
			Feeling Safe	Improve opportunities for reporting violence particularly for diverse and excluded groups.	
Male Allyship MAN Culture	£11,000		Building Personal and Community Resilience	Challenging harmful cultural and social norms through developing a shared narrative and community awareness campaign to drive attitudinal and culture change.	Challenging harmful cultural and social norms through extending male allyship network to promote and develop positive male cultures
Targeted Speech and Language Therpay trainign and systems change for children and young people at the risk of exclusion.	£15,000		Responding to Harm	Build capacity and experise across core services for early indetification of and response to violence.	
Impact Project	£33,950		Responding to Harm	Build capacity and experise across core services for early indetification of and response to violence.	
Serious Violence Bystander Training	£22,500		Building Personal and Community Resilience	Challenging harmful cultural and social norms through bystander training to build knowledge, skills and confidence to intervene	
Preventing Offending in Child Sexual Abuse	£15,700		Responding to Harm	Build capacity and experise across core services for early indetification of and response to violence.	
HARm Prevention Phase 2	£7,650		Responding to Harm	Enhance our understanding through regular spotlight enquiries.	
Non Labour Total	£125,800				
Remaining	£14				

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EQUALITY IMPACT ASSESSMENT – SERIOUS VIOLENCE STRATEGY AND MODEL FOR VIOLENCE PREVENTION

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<p>Author(s): This is the person completing the EIA template.</p>	<p>Laura Juett</p>	<p>Department and service:</p>	<p>Public Health, ODPH</p>	<p>Date of assessment:</p>	<p>January 2024</p>
<p>Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.</p>	<p>Matt Garrett, Service Director, Community Connections</p>	<p>Signature:</p>		<p>Approval date:</p>	
<p>Overview:</p>	<p>The Police, Crime, Sentencing and Courts Act 2022 introduced a new statutory Serious Violence Duty that commenced on 31st January 2023. This Duty requires local areas to take co-ordinated action to prevent and reduce serious violence. To complement the Duty, the Crime and Disorder Act 1998 has been amended to ensure that Community Safety Partnerships have an explicit role in evidence based strategic action on serious violence.</p> <p>The Duty requires local areas to publish a serious violence strategic needs assessment and response strategy. A needs assessment has been written and brings together data and intelligence from a number of sources and also includes the perceptions, views and experiences of people drawn from surveys, conversations and local research. The needs assessment provides a shared understanding of how violence impacts the city and informs a collective approach to addressing these issues.</p> <p>The Serious Violence Strategy and model for Violence Prevention is informed by the needs assessment, an audit of current responses and a review of the published evidence about what is effective in reducing and preventing violence. It is also shaped by conversations with over 200 people from services, organisations and communities who were invited to consider how we collectively build motivation for change.</p> <p>The overall vision for the Serious Violence Strategy and model for Violence Prevention is for Plymouth to be a place where everyone can lead their lives free from violence and the fear of violence. We aim to achieve this through</p>				

	<p>multiple and reinforcing approaches that both address the drivers of violence and respond to the harm caused by violence. The model for violence prevention has three distinct tiers as described below.</p> <ol style="list-style-type: none"> 1. Building on existing approaches including those led by the Serious Violence Duty <i>specified authorities</i>, the Office for Police and Crime Commissioner and the Violence against Women and Girls, Domestic Abuse and Sexual Violence Local Partnership Board. 2. Realising the potential for violence prevention in the broader range of local policies, programmes and services e.g., Community Youth Services, Family Hubs and Belong in Plymouth, through <ul style="list-style-type: none"> • Challenging harmful cultural and social norms • Adopting trauma responsive approaches and practice • Sharing the responsibility for supporting victims and people who cause harm • Expanding relational based programmes and initiatives 3. Initiating a programme of additional priorities to strengthen a whole systems approach that works towards the longer-term change required to shift cultures and behaviours and prevent serious violence. The key areas of focus here are <ul style="list-style-type: none"> • <i>Building Personal and Community Resilience</i> - including a Healthy Relationships Alliance and multiple approaches to challenging harmful cultural and social norms • <i>Responding to Harm</i> - including the development of a Co-ordinated Community Response to people who harm through enforcement, disruption and behaviour change initiatives • <i>Feeling Safe</i> – including improving opportunities for reporting violence and strengthening violence prevention activity in the evening and night time economy • <i>Learning and Understanding</i> – including spotlight enquiries into specific issues and conversations and coproduction with communities most affected by violence
Decision required:	For information on behalf of the Safer Plymouth partnership

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes		No	
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Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	X	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p>	<p>Overall, we do not anticipate that the Serious Violence Response Strategy will disadvantage any specific age groups.</p> <p>Most recent crime data for Plymouth shows that younger age groups are more impacted by serious violence</p>	<p>The focus of some of the responses in the strategy will be on certain age groups who are evidenced to be more impacted by violence including younger people.</p> <p>This includes establishing a Healthy Relationships Alliance to support</p>	<p>Community Connections and members of the statutory Community Safety Partnership, Safer Plymouth across 2024-2028.</p> <p>By March 2025</p>

	<ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p> <p>Of the 22,531 total crimes recorded in Plymouth between April 2021 and March 2022, those involving under-18s (as a victim and perpetrator) can be considered to account for 12.1% and those involving 18-24 year olds can be considered to account for 14.8%. For violence with injury offences between April 2021 and March 2022 those involving 0-24 year olds (as a victim and perpetrator) can be considered to account for 37.2% and for sexual offences 65%</p>	<p>in particular violence with injury and sexual violence.</p>	<p>social, emotional and life skills development in schools and youth settings and challenging harmful cultural and social norms through bystander training.</p> <p>The Youth Justice Services are one of the <i>specified authorities</i> for the Serious Violence Duty and as such are part of the core response to serious violence in the city. They will enhance their early intervention work with younger people who have come to the attention of the police (pre-crime) through clear, structured work around prevention and early intervention.</p>	<p>Across 2024-2028</p>
<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations,</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in</p>	<p>Overall, we do not anticipate that the Serious Violence Response Strategy will disadvantage care experienced people.</p> <p>We know that care experienced people are more likely than other population groups to have experienced</p>	<p>We are taking a Human Learning Systems approach to violence prevention that prioritises learning and adaptation. This will support the system to develop a better understanding of how</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p>

<p>Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>abuse and neglect and that this can include being a victim of violence and a person who causes harm at some point in their lives.</p>	<p>care experienced people are affected by violence. We will do this through;</p> <ul style="list-style-type: none"> • Spotlight enquiries • Embedding appreciative enquiry and learning from those with experience in all our work and • Optimise opportunities for conversations and co-production with people who have experience of the care system 	
<p>Disability</p>	<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>A Public Health England report published in 2015 found that people with disabilities who experience domestic abuse may face broader risk factors than other domestic abuse victims. Vulnerability resulting from a disability may make a disabled person less able to recognise, report or escape domestic abuse. Disabled people experience higher rates of domestic abuse and they also experience more barriers to accessing</p>	<p>Overall, we do not anticipate that the Serious Violence Response Strategy will disadvantage people with disabilities.</p> <p>However we know from the Plymouth City Survey 2022 that people with disabilities that ‘limit them a lot’ are less likely than the general population to report feeling safe when outside in their local area during the day.</p> <p>People with disabilities, including learning disabilities, may be less likely to report</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence.</p> <p>A new Safer Plymouth website and social media channels will provide advice on crime and violence prevention and reporting mechanisms.</p> <p>There will be specific conversations with communities and groups most affected by serious violence to understand</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>June 2024</p> <p>By March 2025</p>

	<p>support, such as health and social care services and domestic abuse services.</p> <p>Research by Victim Support (2016) reported that people with a limiting disability or illness are almost three and a half times more likely to suffer serious violence than other groups in the population.</p>	<p>crime including serious violence.</p>	<p>how people are affected and what improvements can be made to facilitate reporting of concerns.</p>	
<p>Gender reassignment</p>	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p> <p>A 2023 Home Office Report highlighted that in the year ending March 2023 there was an 11% increase on the previous year in the number of hate crimes against transgender people in England and Wales. Hate crimes on the basis of transgender identity are likely to involve violence or threats of violence.</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy will disadvantage people who have a gender identity that is different from their sex registered at birth.</p> <p>However we recognise that our understanding of violence based on transgender and non-binary identities is not well developed and that national debates and narratives about these identities and communities can be divisive.</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people from transgender and non-binary communities.</p> <p>A priority in the Serious Violence Strategy is to enhance our understanding of the impact of violence on diverse communities through conversations, co-production and enquiries.</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p> <p>Across 2024-2028</p>
<p>Marriage and civil partnership</p>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p>	<p>We do not anticipate that the Serious Violence Strategy will disadvantage people due to their marriage or civil partnership status.</p>		

	<p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>			
<p>Pregnancy and maternity</p>	<p>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.</p> <p>The Confidential Enquiry into Maternal and Child Health examined maternal deaths in England and Wales between 2000-2002 and identified domestic abuse as one of eight key risk factors for maternal death.</p> <p>Research has evidenced pregnancy to be a time when domestic abuse can start or worsen.</p>	<p>We do not anticipate that the Serious Violence Strategy will disadvantage however, we recognise the increased risk of domestic abuse and violence to pregnant women.</p>	<p>The Serious Violence Strategy includes a focus on supporting a wider range of services including Family Hubs and Community Youth Services to share the responsibility for supporting victims of violence and people who cause harm. This includes collectively improving how we identify and intervene with perpetrators of violence and prioritising multi-agency practice to share information, manage risk and prioritise safety.</p>	<p>Community Connections All Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p>
<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)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy is likely to disadvantage people due to their race.</p> <p>However we recognise that some people from Black and other minority ethnic groups may be less likely to report</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p>

	<p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p> <p>The Serious Violence Needs Assessment does not specifically identify that people from diverse communities are adversely affected by violence in Plymouth. However we recognise that our intelligence and understanding is incomplete. We also acknowledge the broader body of data and research showing that people from Black and other minority ethnic communities are adversely affected by violence.</p>	<p>being a victim of violence and may be less likely to seek support.</p>	<p>from Black and other minority ethnic groups</p> <p>The Serious Violence Strategy has prioritised improving our understanding of the impact of violence on diverse communities. This will be developed through conversations, co-production and spotlight enquiries.</p> <p>The Strategy also has a focus on building personal and community resilience through challenging harmful cultural and social norms. This will include bystander training and extending the current Male Allyship Network to promote and develop positive male cultures.</p>	<p>Across 2024-2028</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).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy is likely to disadvantage people from specific religion or belief groups.</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p>

	<p>We recognise that national reporting and research provides evidence of hate crimes (a broader range of offences than serious violence) that are related to religion. In 2018 to 2019 8% of hate crimes reported in England and Wales were related to religion.</p>		<p>from diverse religious and cultural groups.</p> <p>The Serious Violence Strategy has prioritised improving our understanding of the impact of violence on diverse communities. This will be developed through conversations, co-production and spotlight enquiries.</p>	<p>Across 2024-2028</p>
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>Violence is highly gendered with men committing the majority of violent crime. Domestic abuse and sexual violence disproportionately affect women and girls. The reasons for this are complex and are driven by societal factors including gender inequalities, gender stereotyping, and harmful norms about masculinity.</p> <p>The Plymouth City Survey 2022 found that 60% of respondents agreed that violence against women and girls is a problem, while only 9% disagreed. Younger people aged 16-24 years were significantly more likely to agree (82%) as were females (63% compared to 56% of males).</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy is likely to disadvantage people due to their sex.</p> <p>We recognise the gendered nature of violent crime and the Serious Violence Strategy, aligned to the broader work of Safer Plymouth, specifically seeks to address male violence through building a Co-ordinated Community Response for people who harm through enforcement, disruption and behaviour change initiatives.</p>	<p>The Serious Violence Strategy is supporting work towards a Healthy Relationships Alliance to support social, emotional and life skills development in schools and youth settings.</p> <p>The Strategy also has a focus on building personal and community resilience through challenging harmful cultural and social norms. This will include bystander training and extending the current Male Allyship Network</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p> <p>By March 2025</p>

			to promote and develop positive male cultures.	
Sexual orientation	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p> <p>There is currently a limited understanding of how serious violence affects LGBTQ+ communities. This is due to limitations in recording and to underreporting from these communities.</p> <p>A 2023 Home Office Report highlighted that hate crimes (a broader crime group than serious violence but some crimes will include violence) on the basis of sexual orientation increased by 112% in the five years to March 2023 in England and Wales.</p>	<p>Overall, we do not anticipate that the Strategy is likely to disadvantage people due to their sexual orientation.</p> <p>We recognise that some people from LGBTQ+ communities may be less likely to report being a victim of violence and may be less likely to seek support.</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people from diverse religious and cultural groups.</p> <p>The Serious Violence Strategy has prioritised improving our understanding of the impact of violence on diverse communities. This will be developed through conversations, co-production and spotlight enquiries</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p> <p>Across 2024-2028</p>

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>No adverse impacts are anticipated. The developments initiated through the Serious Violence Duty and Serious Violence Strategy are intended to improve human rights.</p>		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse implications. The Serious Violence Duty and Strategy are specifically directed towards making Plymouth a safer city for all. This includes ensuring that we understand the impact of violence on all diverse communities.		Safer Plymouth Partnership members and Community Connections across 2024-2028
Pay equality for women, and staff with disabilities in our workforce.	No adverse implications anticipated through the implementation of the Serious Violence Duty and Strategy.	To ensure that procurement and social value processes associated with the Serious Violence Duty support efforts towards pay equality for women and disabled staff. To promote these values to Safer Plymouth partners and Serious Violence Duty specified authorities.	Safer Plymouth Partnership members and Community Connections across 2024-2028
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No anticipated implications. The Serious Violence Duty and Strategy are aligned to the values and priorities in the Our People Strategy		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	The Serious Violence Duty and Strategy is specifically directed to making Plymouth a safer place for everyone. We recognise that violence adversely affects some people and that they are structural barriers for	The Serious Violence Strategy includes specific priorities to improving opportunities for reporting violence. These improvements will be informed through conversations with	Safer Plymouth Partnership members and Community Connections across 2024-2028

	<p>reporting incidents of violence and for accessing help and support</p>	<p>diverse community groups. Additionally we aim to collectively enhance our understanding of the impact of violence on diverse communities through conversations, co-production and enquiries. This work is aligned to and builds on existing work to address hate crimes in the city.</p>	
<p>Plymouth is a city where people from different backgrounds get along well.</p>	<p>We recognise that violence disproportionately affects specific groups in the population including women and younger people. The Serious Violence Duty and Strategy are specifically designed to address this and to prevent and reduce the impact of violence in groups and communities most affected.</p>	<p>The Serious Violence Duty and Strategy overall aim is for Plymouth to be a place where everyone can lead their lives free from violence and the fear of violence. It includes a number of priorities directed to building personal and community resilience and establishing a Co-ordinated Community Response for people who cause harm through enforcement, disruption and behaviour change initiatives.</p>	<p>Safer Plymouth Partnership members and Community Connections across 2024-2028</p>

Housing and Community Services Scrutiny Panel

Work Programme 2024/25



Please note that the work programme is a 'live' document and subject to change at short notice. The information in this work programme is intended to be of strategic relevance.

For general enquiries relating to the Council's Scrutiny function, including this Committee's work programme, please contact Hannah Chandler-Whiting (Democratic Advisor) on 01752 305155.

Date of Meeting	Agenda Item	Prioritisation Score	Reason for Consideration	Cabinet Member/Lead Officer
26 July 2024	Serious Violence Duty Action Plan & Funding Proposal	(3)	Deferred from the meeting on 21 February 2024.	Councillor Haydon/Tracey Naismith
	Plan for Public Toilets Review		Identified for consideration at a work programming meeting on 10 July 2024.	Councillor Penberthy/Ann Thorp
16 October 2024	Introduction from the Chief Operating Officer		Identified at a work programming meeting on 10 July 2024.	TBC
	Bereavement Services Update	(5)	Identified for Consideration at the 30 November 2022 meeting. A detailed report would be provided to scrutiny upon the transition to opening and the future of the Western Mill and Efford sites.	Councillor Haydon/Graham Smith
	General Update from Street Services Performance		Identified during a work programming session in July 2024.	Councillor Briars-Delve/Philip Robinson
4 December 2024	Housing and Homelessness		Identified at Work Programme meeting on 10 June 2024.	Councillor Penberthy/Matt Garrett/Jackie Kings

5 February 2024	Customer Services Strategy		Identified at Work Programme meeting on 10 June 2024.	Councillor Dann/TBC
	Improved Public Connectivity with City Council	(5)	Motion on Notice from 20 November 2023 meeting of City Council.	Councillor Dann/Pete Honeywell
Items to be scheduled for 2024/25				
Before January 2025	Public Toilets Strategy Review	TBC	Motion on Notice from 29 January 2024 meeting of City Council.	Councillor Penberthy/Ann Thorp
2024/25	Household Waste and Recycling	TBC	Identified for consideration in 2022/23	Councillor Briars-Delve/Philip Robinson
2024/25	City Centre Parking		Identified at Work Programme meeting on 10 June 2024.	
2024/25	Child Poverty Plan		Identified at Work Programme meeting on 10 June 2024.	
2024/25	Cost of Living Taskforce		Identified at Work Programme meeting on 10 June 2024.	
Items to be scheduled for 2025/26				
Items Identified for Select Committee Reviews				

Scrutiny Prioritisation Tool (P-Score)

Criteria	Explanation	Yes (=1)	Evidence	
Public Interest	Is it an issue of concern to partners, stakeholders and/or the community?			

A bility	Could Scrutiny have an influence?			
P erformance	Is this an area of underperformance?			
E xtent	Does the topic affect people living, working, or studying in more than one electoral ward of Plymouth?			
R eplication	Will this be the only opportunity for public scrutiny?			
	Is the topic due planned to be the subject of an Executive Decision?			
Total:			High/Medium/Low	

Priority	Score
High	5-6
Medium	3-4
Low	1-2

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Housing and Community Services Scrutiny Panel – Tracking Decisions 2024/25

Minute No.	Recommendation/Action	Target Date, Officer Responsible and Progress
Minute 32 Financial Monitoring Report 21 February 2024	Once the Capital Programme review had been completed, Councillor Lowry would report findings back to the Committee at a future meeting.	Date Due: TBC Officer: David Northey Progress: Formal request sent 21 February 2024. Asked if it could be added to work programme 3 April 2024. THIS IS NOW UNDER THE REMIT OF THE SCRUTINY MANAGEMENT BOARD.
Minute 34 Policy Brief 21 February 2024	The Committee resolved to ask for the link to the equalities objectives consultation to be shared with all Councillors via email.	Date Due: 28 February 2024 Officer: Hannah Whiting Progress: COMPLETE. Email sent 21 February 2024
Minute 35 HR & OD Priorities and Update 21 February 2024	The Committee requested further information on home-working DSE (Display Screen Equipment) assessment policy.	Date Due: 13 March 2024 Officer: Chris Squire Progress: COMPLETE. Response sent 23 April 2024.
Minute 35	The Committee requested a more detailed report on rates of staff absences in different areas.	Date Due: 13 March 2024 Officer: Chris Squire

Housing and Community Services Scrutiny Panel – Tracking Decisions 2024/25

<p>HR & OD Priorities and Update</p> <p>21 February 2024</p>		<p>Progress: Formal request sent 21 February 2024. Chased 26 March, 3 April, 3 June and 16 July 2024. THIS IS NOW UNDER THE REMIT OF THE SCRUTINY MANAGEMENT BOARD.</p>
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