



Oversight and Governance

Chief Executive's Department

Plymouth City Council

Ballard House

Plymouth PL1 3BJ

T 01752 305155

www.plymouth.gov.uk/democracy

Published 04/09/24

Delegated Decisions

Delegated Executive/Officer Decisions

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

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

Notice of call-in for non-urgent decisions must be given to the Democratic Support Team by 4.30 pm on 11 September 2024. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

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

The decisions detailed below may be implemented on 12 September 2024 if it is not called-in.

Delegated Decisions

I. Councillor Tudor Evans OBE, Leader of the Council:

- I.a. L12 24/25 - Old Town Street and New George Street Public Realm Works **(Pages 1 - 22)**

EXECUTIVE DECISION

made by a Cabinet Member



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

Executive Decision Reference Number – L12 24/25

Decision	
1	Title of decision: Old Town Street and New George Street Public Realm Works
2	Decision maker: Councillor Tudor Evans OBE, Leader of the Council
3	Report author and contact details: Catherine Arthurs, Project Delivery Officer Tel: 01752 305440. Email: catherine.arthurs@plymouth.gov.uk
4	Decision to be taken: 1. To increase the value of the current contract with Morgan Sindall Construction and Infrastructure Ltd by £1,106,053.86 to a total of £7,183,187.86 to complete public realm works in Old Town Street and New George Street as part of the Councils programme of Better Places Programme of public realm improvements. 2. To approve the allocation of an additional £1,294,524, to the capital budget of the Old Town Street and New George Street public realm project, funded by Corporate Borrowing. Thereby, increasing the total project costs to £18,089,650.
5	Reasons for decision: 1. The Better Places Programme seeks to address years of under-investment in city centre streets and spaces; to transform the look and feel of the city centre; to support and lever in further inward investment in retail, leisure, employment and housing. 2. Undertaking the public realm works is necessary for the Council to maintain its commitment to expend central government grant money that is time restricted; and to progress the construction of its extensive programme of public realm improvements within Plymouth City Centre in a timely fashion, minimising disruption to the public and its retail partners. 3. Old Town Street and New George Street are identified as priority projects which reinforce the Council's actions to regenerate key areas of Plymouth's city centre. The project has increased in cost due to contractual compensation events that have resulted in additional work being required and delays to the progress of works 4. Executive Decision L43 19/20 'Tranche 2: Transforming Cities Fund' (03 July 2020) delegated the award of contracts to Paul Barnard the Service Director, the contract extension incorporated within this executive decision requires Service Director authorisation.
6	Alternative options considered and rejected: 1. Do Nothing. The scheme cannot be completed without additional funding. 2. Do a reduced scheme – A reduced quality scheme delivered without the need for further corporate borrowing has been considered but rejected as it would not fully deliver the intended scheme benefits. 3. Meet the funding gap using alternative funding sources. All efforts will be made to reduce the requirement for corporate borrowing by reallocating other funding sources such as the Transforming


	Cities Fund and Historic England grant funding.			
7	<p>Financial implications and risks: The value of the current contract with Morgan Sindall Construction Ltd is £6,077,134 which needs to be increased by £1,106,053.96 to a total value of £7,183,187.86 to reflect:</p> <ul style="list-style-type: none"> • Compensation events under the NEC Contract due to project risk: Old Town Street/New George Street - £660,376.84 Civic Square - £13,468.45 • Historical Old Town Street/New George Street extensions of time = £432,208.57 <p>An additional allocation of £1,294,524 funded through corporate borrowing needs to be added to the capital budget of the Old Town Street and New George Street public realm project to meet the additional project costs and thereby increasing the total project costs to £18,089,650. The other funders are Transforming Cities Fund, Historic England and the Local Economic Partnership. Where possible the requirement for Corporate Borrowing will be mitigated by reallocating existing external funding within the capital programme. The budget includes a remaining risk allocation of £401,200.</p>			
8	<p>Is the decision a Key Decision? (please contact Democratic Support for further advice) Please type an X into the relevant boxes</p>	Yes	No	Per the Constitution, a key decision is one which:
			X	in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total
			X	in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1 million annually
			X	is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.
	<p>If yes, date of publication of the notice in the Forward Plan of Key Decisions</p>	Not applicable		
9	<p>Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</p>	<p>Green investment, jobs, skills and better education</p> <p>The outcomes of this project will help support a growing city by encouraging inward investment in the retail, leisure and cultural offer of Plymouth city centre and supporting the diversification of uses including residential and office.</p> <p>Providing aesthetically attractive and inviting city centre streets and spaces that function better through day and into evening will attract increased visitors to the city centre for prolonged periods of time resulting in higher spend, more viable businesses and a more competitive city centre further establishing Plymouth's position as a premier retail and shopping destination for the South West.</p> <p>This project will directly support the growth of the city by encouraging visitors and enabling increased investment from the community and private sector.</p>		

		<p>Cleaner, greener streets and transport</p> <p>A high quality, safe and pedestrian friendly environment for all with improved connections between the city's established destinations such as Plymouth's West End, Drake Circus, the Barcode, the Barbican and the Box.</p> <p>An avenue of new street trees underplanted with drought tolerant plants resilient to climate change will be provided along with an innovative Sustainable Urban Drainage System, which uses water wisely, directing rainfall towards new rain gardens, irrigating new plants and trees, helping to protect this locality from flooding.</p> <p>Improved access to health</p> <p>The project will support the creation of positive spaces for residents from across the city, supporting the achievement of health and wellbeing outcomes and promoting social inclusion.</p>
10	Please specify any direct environmental implications of the decision (carbon impact)	<p>The project aims to deliver significant environmental improvements to the city centre including a net increase in trees and tree canopy cover, biodiversity net gain through the introduction of new species including those that support pollinating insects. The scheme will deliver a new Sustainable Urban Drainage (SUDs) system that will form part of a wider strategic network in the city centre. The SUDs systems includes 'rain gardens' which integrate the drainage system with the cities green infrastructure to make the best use of surface water. Construction materials have been selected for long-term robustness and durability to reduce lifecycle carbon footprint.</p> <p>A Climate Impact Assessment has been completed.</p>

Urgent decisions

11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support (democraticsupport@plymouth.gov.uk) for advice)
		No	X	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			

Consultation			
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes	x
		No	(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?	Councillor Lowry (Cabinet Member for Finance) Councillor Briars-Delve (Cabinet Member for Environment and Climate Change) Councillor Coker (Cabinet Member for Strategic Planning and Transport)	
13c	Date Cabinet member consulted	27.08.24	
14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes	If yes, please discuss with the Monitoring Officer
		No	X
15	Which Corporate Management Team member has been consulted?	Name	Anthony Payne
		Job title	Strategic Director for Place
		Date consulted	14.08.24
Sign-off			
16	Sign off codes from the relevant departments consulted:	Democratic Support	DS37 24/25
		Finance	DJN.24.25.067
		Legal	LS/2110/kt/220824
		Procurement	SN/PS/748/ED/0824
		Corporate property (decisions involving Council owned land or facilities)	N/A
		Human Resources (if applicable)	N/A
Appendices			
17	Ref.	Title of appendix	
	A	Briefing report for publication	
	B	Equalities Impact Assessment	
	C	Climate Impact Assessment	
Confidential/exempt information			
18a	Do you need to include any confidential/exempt information?	Yes	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

		No	X	publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)				
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title:							
Background Papers								
19	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Cabinet Member Signature								
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act (2010) and those who do not. For further details please see the EIA attached.							
Signature			Date of decision	3 September 2024				
Print Name	Councillor Tudor Evans OBE (Leader of the Council)							

This page is intentionally left blank

**OLD TOWN STREET / NEW GEORGE STREET
PUBLIC REALM WORKS - BUDGET UPDATE**



1. EXECUTIVE SUMMARY

- 1.1. Since September 2023 when the main construction contract was entered into, Old Town Street/New George Street project costs have increased. The required budget for the project has increased by £1,294,524 to a total of £18,089,650. The main reasons for the increase are project delays, issues concerning utilities, concrete slabs and retailer deliveries. Additional funding in the form of corporate borrowing is now required to complete the project.
- 1.2. It is also necessary to increase the value of the current contract with Morgan Sindall by £1,106,053.86 to a total value of £7,183,187.86.

2. BACKGROUND

- 2.1. In September 2023 an Executive Decision was published which increased the budget of the Old Town Street-New George Street project by £2.7m to £16,752,850 and authorised the award of a contract valued at £6,077,134 to Morgan Sindall for the main contract works following an earlier series of short form contracts for enabling works.
- 2.2. In June 2024, the Section 151 approved the addition of £42,276 High Street Action Zone funding, that became available from other Better Places projects (Facades). Bring the approved Capital Budget up to £16,795,126.
- 2.3. The total combined value of construction contracts with Morgan Sindall for the Better Places schemes Old Town Street, New George Street and Civic currently stands at £12,493,623.57

3. PROPOSED CHANGES AND REASONS

- 3.1. The project has been complex to deliver and costs have increased in consequence of a number of issues including:
 - It not being possible to retain as much of the existing concrete slab as expected and therefore needing to lower utilities to construct the new slab
 - Additional costs of safely excavating around utilities using a vac-ex machine
 - Programme delays resulting from coordination with utility companies
 - Unexpected and unchartered services
 - Off-site constructed concrete slabs needing to be installed in front of shop doorways to maintain access
 - Contaminated materials, unexpected voids and structures
 - Managing shop deliveries in Royal Parade and through New George Street via the sundial
 - Relocating the granite store to facilitate development of the original store.
- 3.2. These items are client risk.
- 3.3. The agreed form of contract is NEC4 Engineering and Construction Option A. Under this form of contract Compensation Events may occur, for example, because of changes to the scope and/or site information including unforeseen and unexpected changes. The listed events are wide ranging and cover many scenarios which could result in a change to the cost of the

work, or the time needed to complete it. If a council owned risk occurs, the Council is required to pay for the cost of addressing that risk on top of the contract sum.

- 3.4. There have also been increased costs outside of the Morgan Sindall contract due primarily to increased costs of utility providers.

4. ALTERNATIVE OPTIONS

- 4.1. The strategies available are to reduce costs or to make more funding available.
- 4.2. Given the advanced nature of the works, there is no longer significant opportunities to 'value engineer' or reduce scope to reduce the project costs.
- 4.3. Alternative funding sources include reallocating Transforming Cities Funding but there are other funding pressures within the programme and there would not be enough funding to close the current Old Town Street and New George Street funding gap.
- 4.4. The final, and recommended option is to secure corporate borrowing of £1,294,524 over 40 years to complete the works.

5. FINANCIAL IMPLICATIONS AND RISK

- 5.1. An additional allocation of £1,294,524 funded through corporate borrowing needs to be added to the capital budget of the Old Town Street and New George Street public realm project to meet the additional project costs and thereby increasing the total project costs to £18,089,650. The other funders are Transforming Cities Fund, Historic England and the Local Economic Partnership. Where possible the requirement for corporate borrowing will be mitigated by reallocating existing external funding within the capital programme.
- 5.2. The budget includes a remaining risk allocation of £401,200.
- 5.3. The current contract with Morgan Sindall Construction Ltd needs to be increased by £1,106,053.96 to a total value of £7,183,187.86 to reflect:
- (a) Compensation events under the NEC Contract due to project risk:
 - Old Town Street/New George Street - £660,376.84
 - Civic Square - £13,468.45
 - (b) Historical Old Town Street/New George Street extensions of time = £432,208.57
- 5.4. As we are still in construction, compensation events are still being evaluated and new issues will arise, therefore the final costs may vary from those stated. All Compensation Events will be assessed for value for money by the project Quantity Surveyor before instruction.

6. TIMESCALES

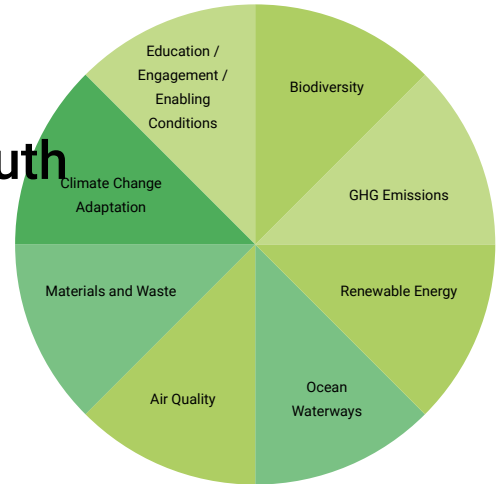
- 6.1. The increase to the project budget is needed now to continue to meet the requirements of the project and the Morgan Sindall contract.

7. DECISIONS

- 7.1 This Executive Decision requests approval to:

- To increase the value of the current contract with Morgan Sindall Construction and Infrastructure Ltd by £1,106,053.86 to a total value of £7,183,187.86 to complete public realm works in Old Town Street and New George Street as part of the Councils programme of Better Places Programme of public realm improvements.
- To approve the allocation of an additional £1,294,524, to the capital budget of the Old Town Street and New George Street public realm project, funded by Corporate Borrowing. Thereby, increasing the total project costs to £18,089,650.

Additional funding and Extension of Morgan Sindall Contract, Old Town Street and New George Street Plymouth FINAL



Assessment ID: ADD601

Assessment Author: Catherine Arthurs

Assessment Project Summary:

Public Realm works in Old Town Street and New George Street

Assessment Final Summary:

This scheme, which will soon be completed, has an overall positive impact on Climate change. At this late stage in the project there is not scope for further interventions to improve climate impacts.

Biodiversity Score: 4

Biodiversity Score Justification: The project aims to deliver significant environmental improvements to the city centre including a net increase in trees and tree canopy cover, biodiversity net gain through the introduction of new species including those that support pollinating insects. The site has secured planning consent where landscaping and biodiversity was a key consideration

Biodiversity Score Mitigate: No

GHG Emissions Score: 4

GHG Emissions Score Justification: The project aims to deliver significant environmental improvements to the city centre including a net increase in trees and tree canopy cover,

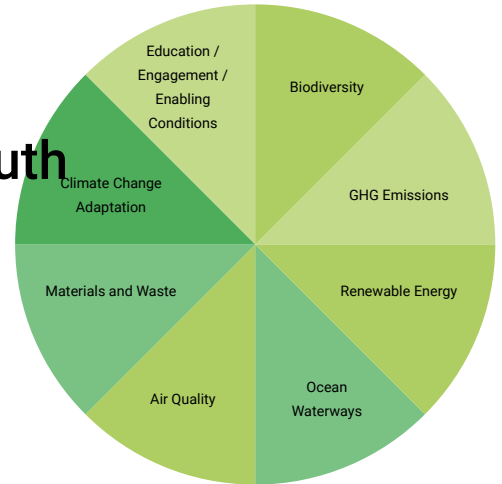
GHG Emissions Score Mitigate: No

Renewable Energy Score: 4

Renewable Energy Score Justification: This project does not include new renewable energy provision nor take away any existing renewable energy provision. It does however include the provision of Beryl Bikes, electric battery operated bikes which aim to reduce reliance on motor vehicles.

Renewable Energy Score Mitigate: No

Additional funding and Extension of Morgan Sindall Contract, Old Town Street and New George Street Plymouth FINAL



Ocean and Waterways Score: 5

Ocean and Waterways Score Justification: The New George Street Scheme includes 3 rain gardens to slow the progress of rain water in the sewerage system helping alleviate flood risk. The new drainage system is the first part of a larger upgrade to the city centre sewerage system which will address local flooding issues. The scheme will help to improve water quality because it will be less likely that untreated floodwater will be released into the sea.

Ocean and Waterways Score Mitigate: No

Air Quality Score: 4

Air Quality Score Justification: The project incorporates green infrastructure such as increased vegetation which improves local air quality. The project provides improved infrastructure for cycling and the electric bikes component encourages people further to use bikes in preference to cars.

Air Quality Score Mitigate: No

Materials and Waste Score: 5

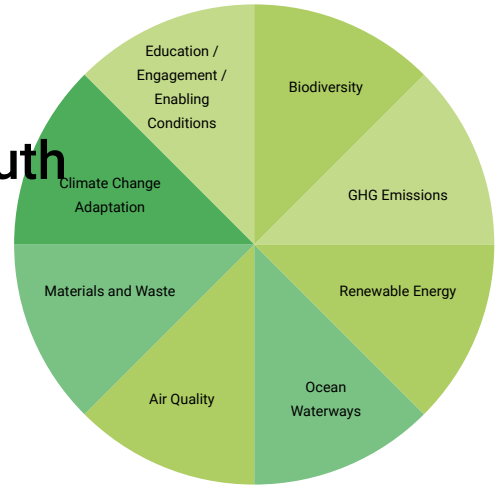
Materials and Waste Score Justification: Construction materials have been selected for long-term robustness and durability to reduce lifecycle carbon footprint. Embedded in the construction contract is a 10 Tonne Carbon Challenge to reduce the carbon impact of the scheme.

Materials and Waste Score Mitigate: No

Climate Change Adaptation Score: 5

Climate Change Adaptation Score Justification: An avenue of new street trees underplanted with drought tolerant plants resilient to climate change will be provided along with an innovative Sustainable Urban Drainage System, which uses water wisely, directing rainfall towards new rain gardens, irrigating new plants and trees, helping to protect this locality from flooding.

Additional funding and Extension of Morgan Sindall Contract, Old Town Street and New George Street Plymouth FINAL



Climate Change Adaptation Score Mitigate: No

Education / Engagement / Enabling Conditions Score: 4

Education / Engagement / Enabling Conditions Score Justification: The project provides a high quality, safe and pedestrian friendly environment for all with improved connections between the city's established destinations such as Plymouth's West End, Drake Circus, the Barcode, the Barbican and the Box. The project has been assessed under the 'Healthy Streets' initiative. The project will support the creation of positive spaces for residents from across the city, supporting the achievement of health and wellbeing outcomes and promoting social inclusion e.g. by providing increased cycling and walking opportunities.

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

This page is intentionally left blank

EQUALITY IMPACT ASSESSMENT – EXTENSION OF CONTRACT – MORGAN SINDALL CONSTRUCTION CONTRACT OLD TOWN STREET/NEW GEORGE STREET

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Catherine Arthurs	Department and service:	Place SP&I	Date of assessment:	08.08.2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Nick Carter Head of Housing and Regeneration	Signature:		Approval date:	09.08.24
Overview:	Since September 2023 when the main construction contract for Old Town Street and New George Street with Morgan Sindall Construction Ltd was entered into, project costs have increased. The required budget for the project has increased by £1,294,524 to £18,089,650. The main reasons for the increase are project delays, issues concerning utilities, concrete slabs and retailer deliveries. Additional funding in the form of corporate borrowing is now required to complete the project and the contract sum needs to be increased by £1,106,053.86 to reflect compensation events payable to Morgan Sindall Construction Ltd.				
Decision required:	<p>1. To increase the value of the current Morgan Sindall Construction and Infrastructure Ltd contract by £1,106,053.86 to £7,183,187.86 to complete public realm works in Old Town Street and New George Street as part of the Councils programme of Better Places Programme of public realm improvements.</p> <p>2. To approve the allocation of an additional £1,294,524, to the capital budget of the Old Town Street and New George Street public realm project, funded by Corporate Borrowing. Thereby, increasing the total project costs to £18,089,650.</p>				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	x
---	------------	--	-----------	---

<p>Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	<p>Yes</p>		<p>No</p>	<p>x</p>
<p>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)</p>	<p>Yes</p>		<p>No</p>	<p>x</p>
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	<p>The decision is to extend an existing contract, to reflect issues encountered during the build process. There are no negative impacts as the scope of the project has not changed.</p>			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

<p>Protected characteristics (Equality Act, 2010)</p>	<p>Evidence and information (e.g. data and consultation feedback)</p>	<p>Adverse impact</p>	<p>Mitigation activities</p>	<p>Timescale and responsible department</p>
--	--	------------------------------	-------------------------------------	--

Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 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>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>			
<p>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>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>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>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>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>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>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>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
<p>Sexual orientation</p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<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>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>			
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</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>			

This page is intentionally left blank