

**Oversight and Governance**

Chief Executive's Department

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Published 03/04/25

## 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 10 April 2025. 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 11 April 2025 if they are not called-in.

## **Delegated Decisions**

### **I. Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Communities):**

I.a. HCDC04 24/25 - Changing Futures Plymouth 2025/26

**(Pages 1 - 24)**

# EXECUTIVE DECISION

## made by a Cabinet Member




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

Executive Decision Reference Number – HCDC04 24/25

Decision			
1	<b>Title of decision:</b> Changing Futures Plymouth 2025/26		
2	<b>Decision maker:</b> Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Communities)		
3	<b>Report author and contact details:</b> Dave Ryland Head of Housing Standards <a href="mailto:dave.ryland@plymouth.gov.uk">dave.ryland@plymouth.gov.uk</a>		
4	<b>Decision to be taken:</b> 1. To accept funding from Ministry of Housing, Communities and Local Government, and National Lottery, of £772,195 to allow a one year extension for the Changing Futures Plymouth programme.		
5	<b>Reasons for decision:</b> 1. Grant Funding has been provided specifically to extend the Changing Futures Plymouth programme. 2. It will provide more effective and coordinated support for some of the most vulnerable people in Plymouth's communities. 3. The programme has demonstrated success following implementation in 2021/22 and remains effective in supporting the development of national policy, and supporting system change nationally for those most vulnerable.		
6	<b>Alternative options considered and rejected:</b> 1. Reject funding and shut down the programme. This has been rejected because the programme works to enhance systems for some of the city's most vulnerable residents. Rejecting the funding would prevent further improvements being made and impede post funding succession planning.		
7	<b>Financial implications and risks:</b> The £772,195 grant allocation is 100% revenue. The funding has been secured from: £555,473 Ministry of Housing, Communities and Local Government, and £216,722 National Lottery. 53% of funding will be used to commission services aligned to Changing Futures delivery objectives. 47% will be used to fund PCC resources and delivery programme initiatives directly aligned to the Changing Futures programme.		
8	<b>Legal Implications:</b> (For completion by Legal Officers) <b>None</b>		
9	<b>Is the decision a Key Decision?</b>	<b>No</b>	<b>Per the Constitution, a key decision is one which:</b>

	(please contact <a href="#">Democratic Support</a> for further advice)			<b>X</b>	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
	Please type an X into the relevant boxes			<b>X</b>	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b> annually
				<b>X</b>	is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.
	If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a>				
<b>10</b>	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:		Changing futures will specifically target priorities: Working with the Police to tackle crime and anti-social behaviour, keeping children, adults and communities safe, working with the NHS to provide better access to health, care and dentistry. It will work to enhance the provision of public services, it will be trusting and engaging with communities, will focus on prevention and early intervention, spending money wisely, will engage and empower staff, and will be a strong voice for Plymouth.		
<b>11</b>	Please specify any direct environmental implications of the decision (carbon impact)		N/A		
<b>Urgent decisions</b>					
<b>12a</b>	Is the decision urgent and to be implemented immediately in the interests of the Council or the public? Please type an X into the relevant box	<b>Yes</b>		(If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)	
		<b>No</b>	<b>X</b>	<b>(If no, go to section 13a)</b>	
<b>12b</b>	Reason for urgency:				
<b>12c</b>	Scrutiny Chair Signature:			Date	
	Scrutiny Committee name:				
	Print Name:				
<b>Consultation</b>					
<b>13a</b>		<b>Yes</b>			

	<b>Are any other Cabinet members' portfolios affected by the decision?</b> Please type an X into the relevant box	<b>No</b>	<b>X</b>	<b>(If no go to section 14)</b>
<b>13b</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>	N/A		
<b>13c</b>	<b>Date Cabinet member consulted</b>	N/A		
<b>14</b>	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b> Please type an X into the relevant box	<b>Yes</b>		If yes, please discuss with the Monitoring Officer
		<b>No</b>	<b>X</b>	
<b>15</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Gary Walbridge	
		<b>Job title</b>	<b>Director for Adults, Health and Communities.</b>	
		<b>Date consulted</b>	<b>28.02.25</b>	
<b>Sign-off</b>				
<b>16</b>	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	JS127 24/25	
		<b>Finance (mandatory)</b>	OW.24.25.053	
		<b>Legal (mandatory)</b>	LS/00001312/1/AC/9/3/25	
		<b>Procurement (if applicable)</b>		
		<b>Corporate property (decisions involving Council owned land or facilities) (if applicable)</b>		
		<b>Human Resources (if applicable)</b>		
<b>Appendices</b>				
<b>17</b>	<b>Ref.</b>	<b>Title of appendix</b>		
	A	Briefing report for publication		
	B	Equalities Impact Assessment		
	C	Climate Impact Assessment		
<b>Confidential/exempt information</b>				
<b>18a</b>	<b>Do you need to include any confidential/exempt information?</b>	<b>Yes</b>		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

	Please type an X into the relevant box	No	X	publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.  (Keep as much information as possible in the briefing report that will be in the public domain)				
		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>18b</b>	<b>Confidential/exempt briefing report title:</b>							
<b>Background Papers</b>								
<b>19</b>	Please list all unpublished, background papers relevant to the decision in the table below.  Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
<b>Title of background paper(s)</b>		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Cabinet Member Signature</b>								
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act (2010) and those who do not. For further details please see the EIA attached.							
<b>Signature</b>			<b>Date of decision</b>		03.04.2025			
<b>Print Name</b>	Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Communities)							

# CHANGING FUTURES PLYMOUTH

Executive Decision Briefing March 2025



## 1. BACKGROUND

The Changing Futures programme, a £91.8 million initiative by the Ministry of Housing, Communities and Local Government (MHCLG) and The National Lottery Community Fund (TNLCF), aims to support individuals facing multiple disadvantage, such as homelessness, substance use, mental health issues, domestic abuse, and criminal justice system contact. Operating in 15 areas across England, the programme seeks to address systemic issues including fragmented services, lack of coordination, improved co-production with people using and delivering provision and limited trauma-informed approaches. Plymouth received 2.4m funding in the first 3 years; an additional £690k for 2024/25; and an additional £772,195 (£555,473 from MHCLG and £216,722 from TNLCF) for 25/26. We know that this will be the final year of Changing Futures in its current format.

The programme's objectives are aligned with broader policy goals to improve social inclusion, equality, diversity, and outcomes for disadvantaged individuals. It seeks to influence cross-government action and address systemic barriers that prevent effective support. The Changing Futures Plymouth programme team have input into regional and national learning events with Making Every Adult Matter and a range of civil service colleagues where we share good practice from Plymouth. All of the funding is explicitly for system change innovation rather than core service delivery.

In Plymouth, the approach differs somewhat from the other areas. Instead of creating a new service, Plymouth invests in enhancing existing services and systems. Our locally agreed approach builds on the cultural ethos that Plymouth is better working as an alliance, promoting long-term systemic and structural changes to create the support and opportunities that matter to people. Our area has a relatively small 'core' local authority team that sits in Plymouth City Council's Community Connections team and invests most of its resource into our VCSE partners (Plymouth Alliance, delivery partners for the Violence Against Women and Girls (VAWG) commission priorities, Improving Lives Plymouth).

Plymouth also has a more significant focus on domestic abuse and work with women than is generally seen in other areas. This is in part because the city already had an advanced model of aligned system development with our homelessness and substance misuse provision through the Plymouth Alliance. Sharing learning around the Alliance model continues to be of national interest to policy makers. It also reflects the priority given to the VAWG commission report objectives at the time the programme became operational.

Programme governance sits with the Homelessness Recovery Programme Board. We also regularly report into the Local Care Partnership 'Building a Compassionate and Caring City' workstream and Anna Moss the programme lead is a guest member of the Alliance Leadership Team where she provides monthly updates.

## 2. KEY AREAS OF ACTIVITY

Below are some highlights from the 24/25 programme delivery areas. Previous funding years have also supported staff and projects with Trevi, The Zone and PATH. This is not an exhaustive list of projects we are supporting; more details are in our resource pack. They do represent those with higher profile with MEAM and National CF/Lottery colleagues.

### 2.1. Co-production

Changing Futures Peer Research Network (PRN) members are employed by Improving Lives Plymouth (ILP). The PRN has had staff embedded in a range of organisations, including BCHA, Gifted Women and PCC VAWG team. They are providing visible and valuable lived experience presence in services, whilst

influencing service improvements, promoting trauma informed workplace practices, and engaging with people using services in creative ways. Recent activity of the PRN has included supporting the development of resettlement pathways for prison leavers and forming a partnership with Devon and Cornwall Police around improving lived experience voice to specialised vulnerability areas such as VAWG, Young People, and Diversity. As part of this work, we have thus far created two of three planned short films to help communicate and embed this approach, seen [here](#).

### **2.1.1. Your Story**

This tool has been designed to enable people using services to take control of their information, share their story in a way that matters to them, and minimise the need for them to repeat their story multiple times to multiple agencies. The learnings and output from this project are supporting the new Supported Housing Hub (old A2A/Access 2 Accommodation) to influence assessment practice in the city. Your Story continues to gain interest as an approach to assessment practice. Feedback sessions have taken place with four individuals who have trialled the tool with services. Collaboration with partners in Livewell and the Devon NHS Foundation Trust are developing as they look to embed the approach as part of the Trusted Assessment work with Devon Mental Health Alliance and Devon Partnership Trust. Plans are being developed to pilot the approach in a number of spaces across the Integrated Care Board where we are working with Amber Canham, the Trauma Informed Project Lead. 78 attended the webinar Trauma-Sensitive Assessment Practices with the 'Your Story' Approach. Watch a webinar on this approach [here](#). The full briefing paper on Your Story project is available on request.

#### **- [Coproduction in Commissioning Toolkit](#)**

Alongside PCC commissioning colleagues and members of the PRN, we have developed a coproduction in commissioning toolkit. It was launched in a webinar on 7 February. Alongside this, we have developed a training package to embed the approach, with feedback from commissioners. All our PCC commissioners will be trained by June.

## **2.2. Trauma-informed:**

### **2.2.1. Supporting the co-ordination of the Trauma Informed Plymouth Network (TIPN)**

The Inclusion & Resilience branch of the Trauma Network has been welcoming organisations and individuals to share their experience of supporting marginalised groups for over a year. In November 2024, Gifted Women came and shared an excellent presentation about their anti-racism journey – an especially important message following the racist riots that took place in Plymouth in August 2024. Watch that presentation [here](#).

Changing Futures Plymouth supported the development of both the Antiracist Taskforce and Antiracism Allyship Network.

Various organisations represented on the Antiracist Taskforce were awarded funding from the Community Recovery Fund, which Plymouth was awarded by the national government after the racist riots in August. This includes £15000 for the sustainability of The Antiracism Allyship Network – as part of wider funding for a specialist worker who would also support appreciative enquiry on racism in the city. BtheChange has stepped into this role and is now maintaining The Allyship Network that has until now been facilitated by a member of the core Changing Futures team, and sat as part of the Inclusion & Resilience branch of the Trauma Network.

For more information see: [Home - Trauma Informed Plymouth Network](#)

### **2.2.2. The 3 Lens Model Project (co-developed with Plymouth Mental Health Collective)**

This project has involved embedding a specialist Mental Health Occupational Therapist into settings including probations women's pod, Health Inclusion Pathway Plymouth and Harbour. Last quarter, there were a total of 49 requests for input from the Mental Health Occupational Therapist, across homelessness services, probation, and Harbour. Feedback on this model includes: "The expertise that



Rachel has been able to provide outreach workers has been fundamental to changing how practitioners work with Rough sleepers.”

2.2.3. In January alone, 103 people accessed Trauma Network training or broader workforce development facilitated by the Network. Overall, around 3000 people have accessed trauma awareness and practice training as a result of Changing Futures funding. 65 people attended TIPN [Guest Speaker Session](#) led by Dr. Kathryn Mannix on 'Ordinary Dying'. Finally, 40 members of the TIPN attended the Annual General Meeting.

### **2.3. Personal and Workforce Development**

#### **2.3.1. Reflective Practice Model**

This model is about improving support available for our delivery teams within our partner organisations, in line with their requests for a more trauma informed offer. Design and development of this Zebra training has taken place, and our workforce development lead identified seven teams that will pilot the model. 26 people working in the multiple disadvantage system attended Reflective Practice sessions in January alone, for example Plymouth Domestic Abuse Service (PDAS), Community Connections staff, and BCHA hostel staff. These sessions support staff with managing burnout and vicarious trauma in the workplace.

#### **2.3.2. Learning Exchange**

This project has been established by Shekinah and Changing Futures Plymouth and sets out to enable inclusive adult education. It started with its first term in June 2022, and has developed into an ever-growing network of students, tutors, and supporters with over 31 courses delivered this year. In January, they had 150 participants. It has a focus on enabling people with lived experience of multiple disadvantage to engage in meaningful learning and have opportunity to connect with others.

#### **2.3.3. Volunteering Pathways**

The Supported Volunteering Pilot is being developed to create volunteering pathways for people with lived experience. This will link with the Peer Mentoring programme run by Shekinah.

Support for Volunteer Coordinators is also available through the Volunteer Network, including offering Volunteer Induction Training. We also support the training of digital inclusion volunteers.

#### **2.3.4. Learning and Development Opportunities for existing workforce**

Work on this area is about making sure people can develop their knowledge, skills and experience through an 'academy' type approach that supports investment in personal and workforce development that helps embed trauma informed and reflective practice.

With the support of the Trauma Network Coordinator and a Peer Researcher, partners and experts by experience across the city were brought together to begin to co-create a framework for systemwide workforce development for teams working with people who experience multiple disadvantage, with a relational, trauma-informed skills and practice focus.

### **2.4. Alliance-ethos**

#### **2.4.1. Domestic Abuse System Support**

Changing Futures is facilitating a pilot to test and learn with key partners how we can make improvements in the Domestic Abuse System to work more effectively in creating better experiences for people in accessing the help and support that matters. This has started with looking at the referral process between Police and PDAS that currently leads to inadequate responses for survivors.

Changing Futures has provided funding for the development of AHIMSA's 'Inside Out' programme for younger people who harm through domestic abuse and their families.

Changing Futures is supporting infrastructure development for MARAC and PDAS through case management systems.

#### 2.4.2. Ideas Space

A space open to anyone working with people experiencing multiple disadvantage to propose ideas or new ways of working that could optimise how we support people. Ideas can be supported by discussion, partnerships and a small amount of seed funding to test an idea if needed. All ideas are co-produced with people with lived experience. We recently established a relationship with Victim Support as a learning partner of Office of Police and Crime Commissioner (OPCC) to align our funding and an extra £4000 has come into the Ideas Space, prioritizing antisocial behavior and hate crime linked to multiple disadvantage.

#### 2.4.3. Team Around Me

Changing Futures have recently funded Team Around Me (TAM) training for practitioners working in services supporting people experiencing multiple disadvantage. This has taken place in January and February 2025 where 151 members of the workforce were trained in this model. TAM is a model for holding case conferences or multi-agency meetings for people experiencing multiple disadvantage, which truly puts the person at the centre of their own support.

#### 2.4.4. Digital Inclusion Network

This is constituted by bi-monthly meetings where people in Plymouth can attend and discuss ideas on how to tackle digital exclusion in their organisation or community. If an idea is collectively supported within the group, a flexible fund can be arranged. Projects that have previously been discussed, supported, and trialed in the group include:

- 2.5. Providing flexible funding to support multiple cohorts of women undertaking an employability programme, with mobile phones, laptops and data. In 2024 alone, they have supported 50 women with laptops and mobile phones.
- 2.6. Flexible fund to support with purchasing devices (including phones, laptops, doorbell cameras) for people sleeping rough.

Providing match funding to employ Digital Inclusion Worker for a Health and Housing Project with Plymouth Community Homes. Since recruitment in October 2024 until December 2024, the Digital Inclusion Worker has supported in excess of 70 individuals with Digital Inclusion through a mix of individual and group sessions.

Provision of funding for The Greenhouse CIC to facilitate digital skills sessions for refugees and asylum seekers, in collaboration with Devon and Cornwall Refugee Support. In 6 months, they have facilitated 24 sessions, which benefited 50 refugees and asylum seekers and provided 10 refurbished laptops. This pilot enabled them to secure external funding to continue delivery for an additional 12 months.

### 3. PROJECT BENEFICIARIES Year 24/25

Plymouth has a different model of collecting beneficiary information than the other Changing Futures areas. We have more beneficiaries and more emphasis on wider system change approaches.

- 3.1. The Peer Research Network (11 members since inception) are direct project beneficiaries who are people who have experienced multiple disadvantage and gone on to become paid core team members. All but one researcher have been retained for over 18 months and the one who left went into full-time employment. This has been evaluated by Health Determinants Research Collaboration (HDRC) colleagues and shared as a good practice model with regional DWP colleagues this month. Each peer researcher then has a cohort of secondary beneficiaries in their community work placement (e.g. 15 people attend the Hamaoze music group to support their recovery journey). The peer researcher at Gifted Women has supported developing a relationship around digital inclusion that has supported over 50 women experiencing multiple disadvantage in the last year.

- 3.2. A snapshot with some examples of direct beneficiary activity in quarter 3 (Oct-Dec 2024) includes: 5 people being supported in a volunteer pilot, 19 members of multiple disadvantage workforce attending reflective practice sessions, 133 people supported through digital inclusion initiatives, 49 requests for input from our Mental Health Practice Lead across housing, probation, and substance user services. An average of 128 students each month engaged with the Learning Exchange programme at Shekinah in Q3, 271 attended trauma informed practice training in October and November.
- 3.3. 883 people who experience multiple disadvantage have received direct support from CF Plymouth activity in Q1, Q2, and Q3. The numbers of secondary beneficiaries who are supported by better trained and supported staff would also be in addition to this.

#### **4. SUSTAINABILITY PLANNING AND RISKS**

The Changing Futures team have developed a range of sustainability 'road maps' which we have shared with National Lottery Community Fund and MHCLG colleagues. We have delivered a series of 'Road Map' events to a total of 27 people from across 18 teams over the autumn to support the development of collaborative approaches with our VCSE partners to support them with applications to alternative funding sources including different National Lottery streams. The particular areas of interest expressed by partners are to continue to develop the Peer Research Network model and to develop a more integrated pathway for people with lived experience of multiple disadvantage to access opportunities including volunteering and paid employment.

- 4.1. The CF team have been looking at aligning budgets with the HDRC team and our Public Health colleagues. Improving Lives Plymouth are working with a number of large employers in the area to look at opportunities for developing the model including University Hospitals Plymouth, Livewell, Babcock and Devon & Cornwall Police. They are also looking at a National Lottery bid.
- 4.2. HR leads at key employers including PCC and Livewell have met with the team to look at implementation of the toolkit developed for trauma-informed recruitment and selection. There is now a community of practice to support this work, which includes representatives of Babcock, Department of Work and Pensions (DWP), Harbour and Livewell.
- 4.3. Some elements of the individual peer researchers' placement work have been mainstreamed by Plymouth Alliance partners including a permanent role within BCHA and the development of a peer mentor programme with Public Health. PCC will have embedded significant elements of the programme through the commissioning toolkit, the adoption of the Team Around Me (TAM) model/Your Story in the Supported Housing Priority Hub, staff supported to develop Psychologically Informed Environments/trauma informed practice.
- 4.4. A paper has been submitted to the Plymouth Alliance Leadership Team to secure agreement on how activity around WFD will be progressed from March 25. An ALT sub-group will take forward work on a Relational Practice Academy, building a curriculum using intel and coproduced models that have been brought together by the Changing Futures team and partners. Remaining Changing Futures funding 24/25 will support 'add value' activities for workforce development, including an online portal to support a relational practice academy. A workforce development coordinator has been recruited for the Alliance, situated at Shekinah, and will pick up the operational elements of this work from 25/26.
- 4.5. The Changing Futures team have quarterly reporting sessions with both funders to look at performance and risk, against our key deliverables. The confirmation of some continuation funding for Plymouth Changing Futures from MHCLG and TNLCF has been very welcome. As a programme with a significant portion of spend being on staff costs, we do need to understand from our partners (particularly smaller VCSE) the impact on them of the increase in employer NI contributions and how this may impact delivery plans for 25/26. Uncertainty around some areas of strategic policy direction and short-term funding remain a barrier to system change. A lack of coherent and consistent funding for community based domestic abuse provision,

including funding for how we work with people who cause harm through domestic abuse, continues to be a significant strategic challenge. Feedback from our evaluation session with Cordis Bright with partners highlighted the ongoing strains on the MD workforce, particularly those in VCSE partner organisations, where levels of pay have been static over a number of years whilst minimum wage increases have narrowed the gap with alternative employment that may have less funding instability/ fixed term contracts and less exposure to trauma from increasingly complex case work.

- 4.6. One identified area of risk was disengagement of operational leadership in partner organisations from system change work. Consequently, CF will be doing focused work on a partnership forum for operational managers working in multiple disadvantage settings.
- 4.7. The core team will be smaller going forward which has been identified as a risk as the demand for CF programme support continues to grow. Mitigation includes working more closely with strategic budget holders across the system to better align resource (OPCC, Public Health) to maximise impact and sustainability. Work with partners has identified volunteering as a key area where the Plymouth CF team could provide more focused system change support and we will be working with delivery partners to develop a more coherent 25/26 offer. The core team are looking at developing a range of webinars and online resources on key programme activity such as journey mapping to improve access for partners who may have staff working outside 9-5 roles to ensure capacity for change is not restricted to those who already engage well with the CF programme.
- 4.8. High levels of staff sickness and turnover in some services remain a barrier to capacity for change, particularly in the light of escalating complexity of need against reduced staffing budgets. Pressures on staffing are also making secondment arrangements more difficult (this may impact on the future of the 3LM). Mitigation is taking place through sharing the impact of learning to date with strategic health and complex needs leadership teams to look to a long-term sustainability model and embedding high quality support for staff through reflective practice sessions and workforce development offers.
- 4.9. As the programme is in its final year we should anticipate some staff on fixed term contracts may exit early and capacity for delivery may be reduced in Q3 and Q4. This will be mitigated through our sustainability road maps and understanding how key work may be developed once the longer-term spending reviews are announced.

## **5. CHANGING FUTURES PLANS FOR 25/26**

The criteria for the additional year's funding was negotiated with MHCLG and TNLCF over August and September 2024. We were given a clear direction that this funding is to embed current areas of best practice in the programme that are of national interest, particularly informing social policy relevant to the new administration. Bids were submitted to MHCLG and TNLCF for Plymouth's continuation, both of which have been successful. Confirmation of the Lottery's element was released from embargo at the beginning of February, and we are preparing a communications strategy around this.

The core team have developed a system change tool called 'Journey Mapping' which enables a costed chronology of people's experience in the multiple disadvantage system to be produced. This has been shared as a good practice model with MHCLG, MoJ and TNLCF colleagues. Journey maps will be the primary method to capture beneficiary outcomes in the final year of the program.

Changing Futures provides learning support to the domestic abuse system by funding lived experience voice, match funding our behaviour change support to domestic abuse perpetrators (AHIMSA) and supporting both the MARAC and Domestic Homicide Review processes with core team project support. The programme is also embedded in the DA Safe Accommodation supporting victim/survivor voice and governance.

Changing Futures core team supports the Strategic Homelessness Programme plan through supporting the development of the 'Team around Me' approach as the new multidisciplinary team approach (over 150 staff trained to date across Alliance, DA system and health teams). They have also developed the nationally recognized 'Your Story' tool to enable more trauma informed approaches to assessment.

Changing Futures will continue support the Trauma Informed Plymouth Network. To date membership stands at 960 professionals and people with lived experience across the city. Workforce development opportunities have included trauma network training, vicarious trauma support for front facing teams and monthly guest speaker sessions.

Changing Futures facilitates the Digital Inclusion Forum and has provided funds to support over 50 women experiencing multiple disadvantage to access laptops and mobiles at Gifted Women, funded adult safeguarding colleagues with digital personal safety equipment and trains the digital volunteers.

As an example of programme impact the Healthwatch Plymouth Report (Jan 2025) 'Out stories, our voices; The Power of Lived Experience ' explicitly references CF in the recommendations:


- All GP practices within Plymouth make use of trauma training through the Trauma Informed Plymouth Network.
- Livewell's FUSE programme be widely adopted by all Health and Adult Social Care providers for individuals with multiple disadvantages so
- that their complex stories are more easily understood.
- Changing Futures 'Your Story' project is adopted by all Health and Adult Social Care services to support service users with a complex story to tell.
- Patients with a history or risk of addiction should be identified before prescribing addictive medication, with alternative treatments considered whenever possible.

**6. Budget**

	Activity	Partners	25/26 proposed spend
System	System Development Core Team (PCC) (programme lead, partnerships lead, 2 x project officer, 1 x programme assistant		
		PCC	£ 274,635.00
Coproductio	ILP Peer Research network / Trauma Informed Plymouth Network Coordination	ILP	£ 230,000.00
Alliance ethos	Domestic Abuse - Behaviour Change	Ahimsa/DA delivery partners	£ 50,000.00
	Digital Inclusion	PCC	£ 10,000.00
	System Innovation Funding	PCC	£ 50,000.00
	Learning exchange - Shekinah	Alliance/alliance subcontractors	£ 72,500.00
	Our Plymouth post - 0.6 fte volunteer coordinator	PCC	£ 29,596.00
	Three Lens model/TAM/Your Story	Alliance/alliance subcontractors	£ 56,000.00
	<b>Total:</b>		£ <b>772,731.00</b>
		2025/2026 budget	£ <b>772,195.00</b>
		Pressure to be offset by Community Connections	£536

# EQUALITY IMPACT ASSESSMENT – [CHANGING FUTURES PLYMOUTH]

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Anna Moss	<b>Department and service:</b>	Community Connections, Housing Solutions – Changing Futures	<b>Date of assessment:</b>	17/3/2025
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Dave Ryland	<b>Signature:</b>		<b>Approval date:</b>	17.03.25
<b>Overview:</b>	<p>The Changing Futures programme, a £91.8 million initiative by the Ministry of Housing, Communities and Local Government (MHCLG) and The National Lottery Community Fund (TNLCF), aims to support individuals facing multiple disadvantage, such as homelessness, substance use, mental health issues, domestic abuse, and criminal justice system contact. Operating in 15 areas across England, the programme seeks to address systemic issues including fragmented services, lack of coordination, improved co-production with people using and delivering provision and limited trauma-informed approaches. Plymouth received 2.4m funding in the first 3 years; an additional £690k for 2024/25; and an additional £772,195 (£555,473 from MHCLG and £216,722 from TNLCF) for 25/26. We know that this will be the final year of Changing Futures in its current format. The programme's objectives are aligned with broader policy goals to improve social inclusion, equality, diversity, and outcomes for disadvantaged individuals. It seeks to influence cross-government action and address systemic barriers that prevent effective support.</p>				
<b>Decision required:</b>	To accept funding from Ministry of Housing, Communities and Local Government, and National Lottery, of £772,195 to allow a one year extension for the Changing Futures Plymouth program.-				

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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

Does the proposal have the potential to negatively impact Plymouth City Council employees?				
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	<p>Changing Futures Plymouth is a programme that explicitly works to have positive impacts upon equality, diversity and social inclusion. All direct programme beneficiaries are people who experience multiple disadvantage. Changing Futures has a range of interventions which support greater social inclusion included funding programmes that give access to employment and education opportunities through VCSE partners. This has included gender specific work such as funding digital inclusion with Gifted Women and with the Greenhouse project asylum seeker and refugee support CIC.</p> <p>The Changing Futures programme has employed 11 peer researchers who have lived experience of multiple disadvantage. Their work programmes have included supporting advocacy around neurodiversity, mental health and gender specific support with Trevi and the PCC VAWG team. One of our peer researchers provided leadership around work on improving support for domestic abuse victim/survivors from the Global Majority.</p> <p>The programme has also supported the development of the Anti-Racism Task Force and Allyship network that have provided learning opportunities and support for staff working at PCC and partner organisations around race. The Inclusion and Resilience branch of</p>			



	<p>the Trauma Informed Plymouth Network covers a broader range of EDI topics including age and disability.</p> <p>The Changing Futures Ideas Space is holding a collaborative session with OPCC on 19/3 to explicitly look a funding community based initiatives to counter hate crime in the city.</p> <p>The national Changing Futures programme is aimed at adults (18+) however the local team have lobbied for prevention activity so some of our activity has been aimed at 16-17 year olds. This has included the AHIMSA Inside Out programme for young people who may be at risk of becoming perpetrators of domestic abuse and supporting the Transitions Matrix and Trusted Professional pilot for youth homelessness. The youth homelessness aspect of our work is particularly relevant to improving outcomes for care experienced young people.</p> <p>The Changing Futures team has actively recruited people with lived experience of multiple disadvantage. Their training and personal development plans have included focussed work around EDI themes including input from the Intercom Trust around LGBTQI awareness, Neurodivergence, Bystander training for anti-racism and domestic abuse.</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
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<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"><li>• 16.4 per cent of people in Plymouth are children aged under 15.</li><li>• 65.1 per cent are adults aged 15 to 64.</li><li>• 18.5 percent are adults aged 65 and over.</li><li>• 2.4 percent of the resident population are 85 and over.</li></ul> <p>South West</p> <ul style="list-style-type: none"><li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li><li>• 22.3 per cent are aged 65 and over.</li></ul> <p>England</p> <ul style="list-style-type: none"><li>• 17.4 per cent of people are aged 0 to 14.</li><li>• 64.2 per cent of people are aged 15 to 64.</li><li>• 18.4 per cent of people are aged 65 and over.</li></ul> <p>(2021 Census)</p>			
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<p><b>Care experienced individuals</b></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><b>Disability</b></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>			

<b>Gender reassignment</b>	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).			
<b>Marriage and civil partnership</b>	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.  0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).			
<b>Pregnancy and maternity</b>	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.			

<b>Race</b>	<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>			
<b>Religion or belief</b>	<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>			
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
<b>Sexual orientation</b>	<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
	N/A		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Work together in partnership to:</b> <ul style="list-style-type: none"><li>▪ promote equality, diversity and inclusion</li><li>▪ facilitate community cohesion</li><li>▪ support people with different backgrounds and lived experiences to get on well together</li></ul>	N/A		
<b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b>	N/A		
<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>	N/A		
<b>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.</b>	N/A		

# Changing Futures Plymouth

## Project details

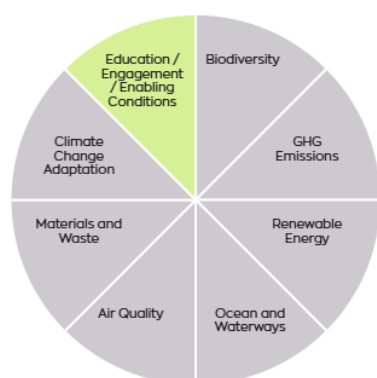
### Assessment author

Anna Moss

### Project summary

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## Summary of assessment



- 1 Long term or significant negative impact
- 2 Short term or minor negative impact
- 3 No impact or neutral impact
- 4 Short term or minor positive impact
- 5 Long term or significant positive impact

Changing Futures is an education and policy innovation programme. Support to community networks has been a minor feature of the programme through the Ideas Space

## Assessment scores

### Biodiversity

#### Score

(3) No impact or neutral impact

#### Score justification

N/A

### GHG Emissions

#### Score

(3) No impact or neutral impact

**Score justification**

No impacts as projects all relational

## Renewable Energy

**Score**

(3) No impact or neutral impact

**Score justification**

N/A

## Ocean and Waterways

**Score**

(3) No impact or neutral impact

**Score justification**

N/A

## Air Quality

**Score**

(3) No impact or neutral impact

**Score justification**

Programme is education based, no or limited impact

## Materials and Waste

**Score**

(3) No impact or neutral impact

**Score justification**

Programme works with people no substantial physical resources

## Climate Change Adaptation

**Score**

(3) No impact or neutral impact

**Score justification**





Not applicable to programme objectives

## **Education / Engagement / Enabling Conditions**

### **Score**

(4) Short term or limited positive impact

### **Score justification**

There is an educational and training element to Changing Futures Work that does include supporting grassroots projects that foster community resilience skills (POP, Shekinah)

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