



Oversight and Governance

Chief Executive's Department

Plymouth City Council

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CITY COUNCIL

Monday 26 January 2026

2.00 pm

Council House, Plymouth

Members:

Councillor Ms Watkin, Chair

Councillor Tofan, Vice Chair

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Mrs Bridgeman, Coker, Cresswell, Cuddihee, Dann, Darcy, Dingle, Evans OBE, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Loveridge, Lowry, Lugger, McCarty, McLay, McNamara, Moore, Morton, Murphy, Ney, P.Nicholson, S.Nicholson, Noble, Penberthy, Penrose, Poyser, Raynsford, Reilly, Ricketts, Simpson, M.Smith, R.Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy and Wood.

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

You can watch any of our webcast meetings on [YouTube](#). For further information on attending Council meetings and how to engage in the democratic process please follow this link - [Get Involved](#)

Tracey Lee

Chief Executive

City Council

Agenda

1. Apologies

To receive apologies for absence submitted by councillors.

2. Minutes

(Pages 1 - 16)

To approve and sign the minutes of the meeting held on 24 November 2025 as an accurate record.

3. Declarations of Interest:

4. Appointments to Committees, Outside Bodies etc

(Pages 17 - 18)

The Monitoring Officer will submit a schedule of vacancies on committees, outside bodies etc and of changes notified to us.

5. Questions by the Public

To receive questions from and provide answers to the public in relation to matters which are about something the council is responsible for or something that directly affects people in the city, in accordance with Part B, paragraph 3 of the Constitution.

Questions, of no longer than 50 words, can be submitted to Democratic Services, Plymouth City Council, Ballard House, West Hoe Road, Plymouth, PL1 3BJ, or email to democraticservices@plymouth.gov.uk. Any questions must be received at least five complete working days before the meeting.

6. Announcements

(a) To receive announcements from the Lord Mayor, Chief Executive, Service Director for Finance or Monitoring Officer;

(b) To receive announcements from the Leader, Cabinet Members or Committee Chairs.

7. Council Tax Base Setting 2026/27 and Council Tax Support Scheme 2026/27: **(Pages 19 - 26)**

8. Pay Policy Statement 2026/27:

(Pages 27 - 44)

9. Extension of Designation of S151 Officer:

(To Follow)

10. Committee Calendar 2026/27:

(Pages 45 - 62)

11. Motions on notice

To consider motions from Councillors in accordance with Part B, paragraph 5 of the Constitution.

11a. Motions on Notice - Prioritising Plymouth Residents in Council Housing **(Pages 63 - 64)**

12. Questions by Councillors

Questions to the Leader, Cabinet Members and Committee Chairs covering aspects for their areas of responsibility or concern by councillors in accordance with Part B, paragraph 4 of the constitution.

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City Council

Monday 24 November 2025

PRESENT:

Councillor Ms Watkin, in the Chair.

Councillor Tofan, Vice Chair.

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Mrs Bridgeman, Coker, Cresswell, Cuddihee, Dann, Darcy, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Loveridge, Lowry, Lugger, McCarty, McLay, McNamara, Moore, Morton, Ney, S.Nicholson, Noble, Penberthy, Penrose, Poyser, Raynsford, Reilly, Ricketts, Simpson, M.Smith, R.Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy and Wood.

Apologies for absence: Councillors Evans OBE, Murphy and P.Nicholson.

The meeting started at 2.00 pm and finished at 6.43 pm.

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

36. Minutes

The minutes of the meeting that took place on 15 September 2025 were agreed as a true and accurate record.

For (49)

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Mrs Bridgeman, Coker, Cresswell, Darcy, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Loveridge, Lugger, McCarty, McLay, McNamara, Moore, Morton, Ney, Noble, S. Nicholson, Penberthy, Penrose, Poyser, Raynsford, Reilly, Ricketts, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy, and Wood.

Against (0)

Abstain (2)

Councillors Lowry and Cuddihee.

Absent/did not vote (3)

Councillors Dann, Tofan and Ms Watkin.

37. Declarations of Interest

The following declarations of interest were made by councillors in accordance with the code of conduct in respect of items under consideration at the meeting -

Name	Minute Number	Reason	Interest
Councillor Goslin	13d – Motion on Notice - Support for the University of Plymouth Peninsula Dental School.	Employee of the University of Plymouth	Pecuniary

38. **Appointments to Committees, Outside Bodies etc**

There were no changes to committees, outside bodies or proportionality.

39. **Questions by the Public**

The following question was asked by Mr Surtees.

Question: In a recent meeting, you said: "we are not here to represent the public" this has already been widely publicised. I'd like to ask you Councillor Stevens, why you think you don't represent the public who put you where you are?

Answer: As Chair of our city's Planning Committee I have a duty to ensure Planning laws are not broken. A key part of this is making sure councillors do not put our Planning decisions at risk or leave council tax payers to foot the bill for legal costs. It is important to understand that applications must be decided on their objective Planning merits alone. That means we do not, indeed cannot, include the number of public comments as part of our decision-making and that is what the comment you have highlighted was referring to. When we are acting in our quasi-judicial roles on the Planning committee we are not representing the residents of our individual wards, we are considering the applications before us on their Planning merits. If there are Planning Committee members who do not understand their legal responsibilities in this regard that is a concern and we may need to identify if further training is required.

I give everyone time to have their say and am proud to have brought in many changes to make Plymouth's Planning processes more accessible and responsive to the public and I'm always keen to hear more suggestions that can help in this way.

To address Mr Surtees' point about representation I want to make it clear, that in my capacity as a ward councillor, I actively and passionately represent everyone in Devonport Ward, which includes Devonport itself, Mount Wise, Granby, Morice Town and Keyham, and have done for more than 20 years.

Being their voice on the City Council, along with Councillors Mark Coker and Anne Freeman, is an honour and a privilege. I regularly speak up for local people on many committees, boards and community groups and I like to think I have a reputation in Devonport for getting things done. I regularly get potholes repaired, fly tipping removed, grass cut and problem parking dealt with and I endeavour

every day to represent those to whom I'm accountable to the best of my ability.

40. **Announcements**

The Lord Mayor made the following announcements:

- a) The first award was presented to Jane Elliott-Tonic, who received a Lifetime Achievement Award at the National Safeguarding Adults Sports Excellence Awards, in recognition of over 40 years of service;
- b) The second award recognised Plymouth GATI (Graduated Approach to Inclusion), which was runner-up in the National SEND (Special Educational Needs and Disabilities) Resource of the Year category at the NASEN (National Association for Special Educational Needs) Awards. The award recognised the collaborative approach between schools, young people and partners in developing a graduated response and resource directory. The award was received by Tina Brinkworth;
- c) The final award was presented for Supported Internships, which won the Co-Production Award at the NASEN Awards 2025 for the Supported Internship Programme delivered with Discovery College. The programme has supported young people into paid employment, achieving outcomes significantly above national averages. Tina Brinkworth and Jane Hunt accepted the award.

Councillor Laing (Deputy Leader and Cabinet Member for Children's Services, Culture and Communications) made the following announcements:

- d) Thanked Members for their kind wishes regarding Councillor Tudor Evans OBE (Leader of the Council) and confirmed that he was recovering well;
- e) The launch of Team Plymouth, including events held in Plymouth and Westminster which were well attended and focused on funding and inward investment. Discussions were ongoing and workstreams were being mobilised, alongside the development of business cases for an initial £50 million investment;
- f) A cultural roundtable was hosted in Westminster, attended by national cultural organisations including Arts Council England, Creative UK and Department for Culture, Media and Sport (DCMS). Culture was confirmed as a central element of Team Plymouth, supporting talent attraction and city living;
- g) Homes England had confirmed £18.44 million of investment into the Civic Centre, completing the funding package. Progress included asbestos removal, design consultation and installation of new hoardings. Structural surveys and concrete repairs would begin in 2026, with cladding replacement commencing in 2027;
- h) Updates were also provided on capital projects including completion of the Derriford District Centre, Tinside enhancements, ABP (Associated British Ports) Port improvements, shore power delivery, Freeport investment, Ocean's Gate development, Mount Batten Centre works and progress at Langage;

Councillor Aspinall (Cabinet Member for Health and Adult Social Care) made the following announcements:

- i) Safeguarding Week, focused on prevention and empowering safer cultures. Councillors were reminded that safeguarding was everyone's responsibility and concerns should always be reported;
- j) Councillors were also encouraged to promote flu and COVID19 vaccinations, noting uptake remained below desired levels;
- k) Congratulations were extended to Paul Caston, who had been named Newly Qualified Adult Social Worker of the Year, with thanks also extended to the Principal Social Worker.

Councillor Penberthy (Cabinet Member for Housing, Cooperative Development and Communities) made the following announcements:

- l) An update was provided on housing delivery, including confirmation of a £33 million Homes England grant in partnership with Plymouth Community Homes to deliver 80 new social rent homes at Bath Street, creating a new community. Works were expected to start in the new year;
- m) An update was also provided regarding the Guildhall, outlining its historic context and the discovery of structural and fire safety issues during internal works. Further investigations and surveys were underway, alongside a review of the business case, to ensure long-term viability. It was confirmed that delays were not due to contractual issues.

Councillor Haydon (Cabinet Member for Community Safety, Events, Libraries, Cemeteries and Crematoria) made the following announcements:

- n) She congratulated the Bereavement Services team on winning Building of the Year for The Park Crematorium;
- o) Marked the start of the 16 Days of Activism Against Gender-Based Violence, reiterating Plymouth's commitment to tackling violence against women and girls through prevention and partnership working, with activities available via the Council's website.

Councillor Dann (Cabinet Member for Customer Experience, Sport, Leisure and HR and OD) made the following announcements:

- p) Plymouth had been designated a Sport England Priority Place, with £1 million of initial funding secured following successful Pathfinder work;
- q) The funding would support schools, children and families, with benefits for both physical and mental health, highlighting improvements at Foulston Park, including the opening of a new dual-use pitch supporting community and elite sport.

Councillor Briars-Delve (Cabinet Member for the Environment and Climate Change) made the following announcements:

- r) Plymouth had launched the Plymouth Plan for Nature and People, developed through extensive collaboration. Plymouth had been accredited as the second Nature City in the UK;
- s) Achievements including expanded wildflower planting, community bulb planting, tree planting schemes, expansion of the community tree nursery at Poole Farm, and successful grant bids exceeding £26 million in the past month alone.

41. **Capital Monitoring Report Quarter 2**

Councillor Lowry (Cabinet Member for Finance) introduced the report, which was seconded by Councillor Laing (Deputy Leader).

Council agreed to:

1. Approve the revision to the Capital Budget for 2025-2030 to £372.311 as shown in Table 2 with reconciliation and detail of the movements in the quarter set out in Tables 1 and Table 4.;
2. Note the performance against prudential Indicators for quarter 2 of 2025/26 detailed in section 2.

For (47)

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Coker, Cresswell, Darcy, Dann, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Lowry, Lugger, McCarty, McLay, McNamara, Moore, Morton, Noble, Penberthy, Penrose, Poyser, Raynsford, Reilly, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy and Wood.

Against (0)

Abstain (5)

Councillors Mrs Bridgeman, Loveridge, Ney, S. Nicholson and Ricketts.

Absent/did not vote (2)

Councillors Tofan and Ms Watkin.

42. **Plymouth City Council's Local Government Reorganisation Proposal for Devon**

Councillor Stephens (Cabinet Member for Strategic Planning and Transport) introduced the item, which was seconded by Councillor Lugger (Leader of the Conservative Group).

Following contributions from Councillors Mrs Beer, Freeman, Briars-Delve, Cresswell, Steel, McLay, Wood and Aspinall, Council agreed to:

- I. Endorse the "Plymouth City Council's Local Government Reorganisation Proposal for Devon" attached as Appendix A of the report;

2. Subject to agreement by Exeter City Council at their meeting on 25 November 2025, the proposal and Exeter's proposal be presented as a single joint submission comprising a shared Executive Summary and the two individual proposals as appendices.

For (47)

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Mrs Bridgeman, Coker, Cresswell, Cuddihee, Darcy, Dann, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Loveridge, Lowry, Lugger, McCarty, McNamara, Moore, Morton, Noble, S. Nicholson, Penberthy, Penrose, Poyser, Raynsford, Reilly, Simpson, M. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tuohy and Wood.

Against (2)

Councillors Ney and Ricketts.

Abstain (2)

Councillors McLay and Tippetts.

Absent/did not vote (3)

Councillors R. Smith, Tofan and Ms Watkin.

43. **Medium Term Financial Strategy 2025/26 - 2029/30**

Councillor Lowry (Cabinet Member for Finance) introduced the report, which was seconded by Councillor Laing (Deputy Leader).

Following contributions from Councillors Wood and Cresswell, Council agreed to:

- I. Approve the Medium Term Financial Strategy 2025/26 – 2029/30

For (43)

Councillors Allen, Allison, Aspinall, Bannerman, Blight, Briars-Delve, Coker, Cresswell, Cuddihee, Darcy, Dann, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Lowry, Lugger, McCarty, McNamara, Moore, Morton, Noble, Penberthy, Penrose, Raynsford, Reilly, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tuohy and Wood.

Against (0)

Abstain (9)

Councillors Mrs Beer, Mrs Bridgeman, Loveridge, McLay, Ney, S. Nicholson, Poyser, Ricketts and Tippetts.

Absent/did not vote (2)

Councillors Tofan and Ms Watkin.

44. **Senior Management Structure**

Councillor Ms Watkin (Lord Mayor) proposed to move a motion to suspend standing orders to allow the Chief Executive to introduce the report and answer questions, this was seconded by Councillor Tofan (Deputy Lord Mayor).

This was agreed by Council.

For (52)

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Mrs Bridgeman, Coker, Cresswell, Cuddihee, Dann, Darcy, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Loveridge, Lowry, Lugger, McCarty, McLay, McNamara, Moore, Morton, Ney, S Nicholson, Noble, Penberthy, Penrose, Poyer, Raynsford, Reilly, Ricketts, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy and Wood.

Against (0)

Abstain (0)

Absent/did not vote (2)

Councillors Tofan and Ms Watkin.

Tracey Lee (Chief Executive) introduced the report and answered a question from Councillor Mrs Beer.

Councillor Dann (Cabinet Member for Customer Experience, Sport, Leisure and HR and OD) moved the recommendations, which was seconded by Councillor Laing (Deputy Leader).

Council agreed to:

1. To approve the addition of the posts of the following service director posts to Plymouth City Council's senior management structure:
 - a. Service Director Team Plymouth;
 - b. Service Director Quality Assurance, Safeguarding & Partnerships;
2. To note the designation of the role of Statutory Scrutiny Officer to the Head of Democratic and Electoral Services;
3. To approve the designation of the S151 role to the successful applicant for the Interim Service Director for Finance;
4. To note the latest management structure for Plymouth City Council.

For (47)

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Coker, Cresswell, Cuddihee, Dann, Darcy, Dingle, Freeman, Gilmour, Goslin, Haydon, Hendy,

Holloway, Krizanac, Laing, Lawson, Lowry, Lugger, McCarty, McLay, McNamara, Moore, Morton, S Nicholson, Noble, Penberthy, Penrose, Poyser, Raynsford, Reilly, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy and Wood.

Against (0)

Abstain (4)

Councillors Mrs Bridgeman, Loveridge, Ney and Ricketts.

Absent/did not vote (3)

Councillors Finn, Tofan and Ms Watkin.

45. **Annual report on Treasury management activities for 2024/25**

Councillor Lowry (Cabinet Member for Finance) introduced the report, which was seconded by Councillor Allen (Chair of the Audit and Governance Committee).

Council agreed to:

1. Approve the Treasury Management Annual Report 2024/25;
2. Note that the threshold level of fixed rate exposure for borrowing was exceeded during the year, which was done to mitigate against interest rate risk from temporary borrowing with other local authorities.

For (43)

Councillors Allen, Allison, Aspinall, Bannerman, Blight, Briars-Delve, Coker, Cresswell, Cuddihee, Dann, Darcy, Dingle, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Lowry, Lugger, McCarty, McNamara, McLay, Moore, Morton, Noble, Penberthy, Penrose, Reilly, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy and Wood.

Against: (0)

Abstain (7)

Councillors Mrs Beer, Mrs Bridgeman, Loveridge, Ney, S. Nicholson, Poyser, and Ricketts.

Absent/did not vote (4)

Councillors Finn, Raynsford, Tofan and Ms Watkin.

46. **Treasury Management Mid-Year Report 2025/26**

Councillor Lowry (Cabinet Member for Finance) introduced the report which was seconded by Councillor Allen (Chair of Audit and Governance).

Council agreed to:

1. Note the Mid-Year Treasury Management Report 2025/26;

2. Note impact created by borrowing for SEND deficit and liability benchmark exposure to high borrowing exceeding capital financing requirement;
3. Note non-compliance with the Treasury Management indicator for interest rate exposure through upper limit on fixed interest rate exposure, explained in paragraph 12.3 of the report;
4. Approve the following amendments to the Treasury Management Strategy:
 - a. Increasing the upper limit for fixed interest rate exposure to 100%;
 - b. Increasing the counterparty limit from £12m to £15m for investment in Money Market Funds.

For (42)

Councillors Allen, Allison, Aspinall, Bannerman, Blight, Briars-Delve, Coker, Cresswell, Cuddihee, Dann, Darcy, Dingle, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Lowry, Lugger, McCarty, McNamara, Moore, Morton, Noble, Penberthy, Penrose, Reilly, Raynsford, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tuohy and Wood.

Against (0)

Abstain (9)

Councillors Mrs Beer, Mrs Bridgeman, Loveridge, McLay, Ney, S. Nicholson, Poyser, Ricketts and Tippetts.

Absent/did not vote (3)

Councillors Finn, Tofan and Ms Watkin.

47. **Motions on Notice**

48. **Motion on Notice - Enforcement of Parking Restrictions Near Schools**

Councillor Wood, introduced the motion, as amended, which was seconded by Councillor Lugger (Leader of the Opposition).

Following contributions from Councillors Tippetts, Taylor, Stephens, Penrose, Haydon, Cresswell, Mrs Beer, McLay, Bannerman, Goslin, Noble, Council agreed to:

Request the Cabinet Member for Strategic Planning and Transport in addition to the actions already undertaken:

1. To investigate how to increase and better resource active enforcement against illegal parking on School Keep Clear road markings and double yellow lines near schools, particularly during peak hours.
2. To run a public awareness campaign in partnership with schools, highlighting the safety risks caused by illegal inconsiderate and dangerous parking and encouraging

responsible driving, parking and crossing behaviour near our schools. A campaign would also promote the safe and responsible actions used by most children and adults near schools.

3. To provide a progress report to Scrutiny within 6 months outlining actions taken, data on enforcement activity, and recommendations for any further improvements.

For (51)

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Mrs Bridgeman, Coker, Cresswell, Cuddihee, Dann, Darcy, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Loveridge, Lowry, Lugger, McCarty, McLay, McNamara, Moore, Morton, Ney, S. Nicholson, Noble, Penberthy, Penrose, Poyser, Raynsford, Reilly, Simpson, M. Smith, R. Smith, Sproston, Stephens, Steel, Stevens, Taylor, Tippetts, Tuohy and Wood.

Against: (0)

Abstain: (0)

Absent/did not vote (3)

Councillors Ricketts, Tofan and Ms Watkin.

49. **Motion on Notice - Non - Attendance of Councillor Rebecca Smith MP**

Councillor Mrs Beer introduced the motion, which was seconded by Councillor Mrs Bridgeman.

Following contributions from Councillors Lugger, Darcy, Dann, R. Smith, Wood, the motion was not carried.

For (3)

Councillors Mrs Beer, Mrs Bridgeman and S Nicholson.

Against (47)

Councillors Allen, Allison, Aspinall, Bannerman, Blight, Briars-Delve, Coker, Cresswell, Cuddihee, Darcy, Dann, Dingle, Finn, Freeman, Gilmour, Goslin, Haydon, Hendy, Holloway, Krizanac, Laing, Lawson, Lowry, Lugger, McCarty, McLay, McNamara, Moore, Morton, M Smith, Noble, Penberthy, Penrose, Poyser, Raynsford, Reilly, R Smith, Ricketts, Simpson, Sproston, Stephens, Steel, Stevens, Taylor, Tippetts, Tuohy and Wood.

Abstain (2)

Councillors Loveridge and Ney.

Absent/did not vote (2)

Councillors Tofan and Ms Watkin.

50. **Motion on Notice - Two Child Benefit Cap**

Councillor Lawson introduced the motion which was seconded by Councillor Bannerman.

Following contributions from Councillors Reilly, McLay, Tippetts and Penberthy, Council agreed to:

- I. Request that the Leader of the Council wrote to the Chancellor of the Exchequer encouraging them to tackle child poverty by lifting the two-child benefit cap.

For (40)

Councillors Allen, Allison, Aspinall, Bannerman, Blight, Briars-Delve, Coker, Cresswell, Cuddihee, Dann, Dingle, Freeman, Gilmour, Goslin, Haydon, Hendy, Krizanac, Laing, Lawson, Lowry, McCarty, McNamara, McLay, Moore, Morton, Noble, S Nicholson, Penberthy, Penrose, Poyer, Raynsford, Reilly, Simpson, M. Smith, Sproston, Stephens, Stevens, Taylor, Tippetts and Tuohy.

Against (0)

Abstain (8)

Councillors Mrs Beer, Mrs Bridgeman, Darcy, Finn, Lugger, Loveridge, Ricketts and Wood.

Absent/did not vote (6)

Councillors Holloway Ney, R. Smith, Steel, Tofan and Ms Watkin.

51. **Motion on Notice - Support for the University of Plymouth Peninsula Dental School**

Councillor Aspinall (Cabinet Member for Health and Adult Social Care) introduced the motion which was seconded by Councillor Lugger (Leader of the Conservative Group).

Following contributions from Councillors Laing and Finn, Council agreed to:

- I. Ask the Leader to write to the Minister for Health and the three Members of Parliament representing Plymouth, to endorse and support the ambition to increase the student numbers entering the Plymouth Peninsula Dental School.

For (47)

Councillors Allen, Allison, Aspinall, Bannerman, Mrs Beer, Blight, Briars-Delve, Mrs Bridgeman, Coker, Cresswell, Cuddihee, Dann, Dingle, Finn, Freeman, Gilmour, Haydon, Hendy, Krizanac, Laing, Lawson, Loveridge, Lugger, McCarty, McLay, McNamara, Moore, Morton, Ney, Noble, Penberthy, Penrose, Poyer, Raynsford, Reilly, Ricketts, Simpson, M. Smith, R. Smith, Sproston, Steel, Stephens, Stevens, Taylor, Tippetts, Tuohy and Wood.

Against (0)

Abstain (0)

Absent/did not vote (7)

Councillors Darcy, Goslin, Holloway, Lowry, S. Nicholson, Tofan and Ms Watkin.

52. **Motion on Notice - Regulation and Oversight of Government-Contracted Temporary Accommodation in Plymouth**

Councillor Ricketts introduced the motion, which was seconded by Councillor Mrs Beer.

Following contributions from Councillors Penberthy, McLay and Krizanac, the motion was not carried.

For (6)

Councillors Mrs Beer, Mrs Bridgeman, Finn, Loveridge, Ney and Ricketts.

Against (40)

Councillors Allen, Allison, Aspinall, Bannerman, Blight, Briars-Delve, Coker, Cresswell, Cuddihee, Dann, Dingle, Freeman, Gilmour, Goslin, Haydon, Hendy, Krizanac, Laing, Lawson, Lowry, McCarty, McLay, McNamara, Moore, Morton, Noble, Penberthy, Penrose, Poyer, Raynsford, Reilly, Simpson, M. Smith, Sproston, Stephens, Stevens, Steel, Taylor, Tippetts and Tuohy.

Abstain (2)

Councillors Lugger and Wood.

Absent/did not vote (6)

Councillors Darcy, Holloway, S. Nicholson, R. Smith, Tofan and Ms Watkin.

53. **Questions by Councillors**

	From	To	Subject
1	Cllr Tippetts	Councillor Laing	Does the Cabinet Member believe that £50,000 represents good value for money for a logo that bears similarity to the BBC Weather sunrise symbol?
Response: The £50,000 expenditure was not solely for a logo, but rather covered an 18-month programme to reimagine Plymouth's brand. This included extensive consultation with partners and residents across the city, working with DNCO, a company with international experience, including rebranding San Francisco. The branding work had been well received, and framing the cost as being only for a logo misrepresented the scope and value of the work undertaken.			
2	Cllr Raynsford	Councillor Haydon	As the city begins the 16 Days of Action campaign, could the Cabinet Member outline what action was being taken by the Council to embed prevention of violence against women and girls into Council policies, workplaces, schools, and colleges?
Response: Since the Violence Against Women and Girls Commission in 2023, the Council had embedded prevention work throughout its services. Initiatives include the Safe Bus operating on Saturday nights and during major			

	<p>events and extensive multi-agency working. The Council continues to work with partners to ensure Plymouth takes a clear stance against violence against women and girls.</p>		
	<p>Supplementary: Would the Cabinet Member encourage residents to participate in activities during the 16 Days of Action?</p>		
	<p>Response: Yes. Residents were encouraged to visit the Council's website where a comprehensive programme of events, training, and activities were listed. Participation was strongly encouraged.</p>		
3	Cllr Allen	Councillor Laing	With the success of recent exhibitions at The Box, would the 2026 programme continue to build on visitor numbers?
	<p>Response: Yes. Major exhibitions were planned, including a Beryl Cook exhibition starting in January 2026, which was already heavily subscribed, and the arrival of <i>Journeys with Mai</i>, a world-famous Joshua Reynolds painting, in February 2026. These exhibitions were expected to make 2026 the strongest year yet for The Box.</p>		
4	Cllr Wood	Cllr Stephens	When would the full Manadon Roundabout consultation report be shared with ward members, following previous assurances?
	<p>Response: There had been a high level of engagement and a substantial volume of feedback. Officers were currently reviewing responses, with the aim of publishing the consultation results before Christmas 2025, outlining the next steps in the project.</p>		
	<p>Supplementary: Would the Cabinet Member be willing to attend a local meeting with affected residents prior to Christmas 2025?</p>		
	<p>Response: Yes. While some meetings were being held as listening sessions, they were happy to arrange a suitable meeting time with ward councillors and residents.</p>		
5	Cllr Poyser	Cllr Penberthy	Given ongoing complaints regarding the condition of Guinness Trust properties, would the Cabinet Member meet to discuss how the Council might support affected residents?
	<p>Response: The Council normally becomes involved after the landlord complaints process and the Housing Ombudsman process were completed. While happy to meet, residents should first pursue the formal complaint route. If issues remain unresolved following an Ombudsman ruling, the Council could then intervene in line with national practice.</p>		
6	Cllr Ricketts	Cllr Laing	Had a response been received to the letter sent following the previous motion concerning asylum hotels?
	<p>Response: An answer would be provided back to you as soon as possible as the information was not known.</p>		
7	Cllr Cuddihee	Cllr Haydon	What was the Cabinet Member's view on the Government's proposal to abolish the Police and

		Crime Commissioner role, and how might this affect Plymouth?
Response: The proposal was welcomed. The Police and Crime Commissioner model had been costly and ineffective, and removing it should allow funding to be redirected to frontline policing. The decision had also been supported by national policing bodies and the Police Federation.		
8	Cllr M. Smith	Cllr Laing Could the Leader comment on recent defence sector investment in Plymouth, including the Helsing factory opening?
Response: Plymouth's designation as the National Centre for Marine Autonomy had been pivotal. The Helsing facility would create hundreds of jobs and produce autonomous subsea technology. Credit was given to the Council's Economic Development and Freeport teams, as well as the local MP, for supporting this growth.		
9	Cllr McLay	Cllr Penberthy With the Plymouth City of Sanctuary charter now inactive, what steps were being taken to support refugees and vulnerable people?
Response: The Council continued extensive behind-the-scenes support, focusing on practical assistance rather than formal charters, following guidance from refugee and community organisations. Supplementary: Could further detail be provided on this support?		
Response: Over £600,000 had been invested into supporting more than 40 organisations, alongside continued engagement, listening work, and partnership activity. Support included funding community organisations, joint working with partners, engagement with minority communities, and regular meetings to understand and respond to emerging concerns, with a commitment to ongoing dialogue and action.		
10	Cllr Noble	Cllr Aspinall A great deal was learnt through the Health and Adult Social Care Scrutiny Panel about the role of end-of-life care in the city. At the end of the month, Marie Curie was holding a "Light to Remember" event. This was an opportunity to talk more about the importance of celebrating the work of end-of-life care providers such as Marie Curie and St Luke's Hospice here in the city.
Response: As you're well aware, the Health and Adult Social Care Scrutiny Panel shared a significant amount of information about end-of-life care in Plymouth. One of the key points was the pilot being delivered by Marie Curie in Cllr Noble's ward. The Cabinet Member had not yet received the final results of that pilot, but would follow up. It included social prescribing alongside medical interventions, which was extremely encouraging. Following Cllr Noble's email, she had approached Councillor Laing to ask whether Smeaton's Tower could be lit, and she kindly agreed. This weekend, on 30 November 2025, Smeaton's Tower would be illuminated in yellow, the Marie Curie colours. There would also be an event at the		

	<p>Crowne Plaza Hotel, where friends, families, and members of the public were invited to come together to remember loved ones they had lost. While it might have been a difficult and emotional occasion for some, it would also be a valuable and supportive experience for others. Importantly, people did not have to have used Marie Curie services to attend. The event would run from approximately 4.00 pm to 7.00 pm. The Cabinet Member would encourage anyone who felt it might be beneficial to attend, come along and look out for the yellow illumination.</p>		
11	Cllr Wood	Cllr Haydon	<p>The Crownhill Christmas lights switch on, would not be taking place in 2025. The main reason for this was the cost of hosting the event, including the cost of putting up and replacing the lights. Part of that cost related to road closures. To close a road for a Category 1 or Category 2 event on the highway cost £644.</p> <p>Was there any scope for us to do something differently for events like this, which were really positive for the community? Was there anything the Council could do to reduce or remove those costs? Were there any provisions in place that the event organisers might not be aware of?</p>
	<p>Response: Lights were going up across the city. Cllr Haydon suggested they had a discussion outside of the meeting to explore options. It might be that community grant funding could be used, and Councillors could consider applying for that as that is what Councillor's had been done in the past in St Budeaux.</p>		
10	Cllr Steel	Cllr Haydon	<p>What role could men play in tackling violence against women and girls?</p>
	<p>Response: Men and boys were encouraged to participate in programmes such as Man Culture, men could challenge inappropriate behaviour, and actively speak out against violence and sexism. Training opportunities were available year-round via the Council's website.</p>		
11	Cllr Sproston	Cllr Stephens	<p>Was there an update on progress toward a pedestrian crossing at Budshead Road near Whitleigh Green?</p>
	<p>Response: Funding had been allocated through the Active Travel capital programme. A new signal-controlled crossing was planned, with construction expected to begin in spring 2026.</p>		

Please note that questions, answers, supplementary questions and supplementary answers have been summarised.

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LEADERS SCHEME OF DELEGATION 2025/26



Leader: Cllr Tudor Evans OBE	Deputy Leader / Children's Social Care, Culture and Communications: Cllr Jemima Laing	Health and Adult Social Care: Cllr Mary Aspinall	Community Safety, Libraries, Events, Cemeteries and Crematoria: Cllr Sally Haydon	Housing, Cooperative Development and Communities: Cllr Chris Penberthy
<ul style="list-style-type: none"> Chair of Cabinet meetings and may act on behalf of, or instead of any other Cabinet members Liaison with Government Leadership representative of the Council on national and regional bodies The overview of the Council and its resources The Corporate Plan Corporate policy development One Plymouth National Marine Park Capital programme where delegated Designs for the future purpose, functions, shape and size of the organisation HM Dockyard and defence issues Plymouth Fishing industries Economy and Enterprise including Freeport Regional and Local Economic Strategy (including regional transport links) LGA Strategic and commercial projects Member development Democracy and Governance Elections 	<ul style="list-style-type: none"> Children Safeguarding and protection (Children's Social Care) Children in Care and Care leavers Children in Need Children's Social Care Early Intervention, Prevention and Targeted Support Youth Justice and Youth Services Culture, heritage and museums (including Mount Edgcumbe) The Box Communications Legal Fees and charges relating to portfolio 	<ul style="list-style-type: none"> Older people's services Mental Health services Physical disability services Drug and alcohol services Learning disabilities services Adult public health Adult Safeguarding Dementia friendly city Ageing Well agenda Health and Social Care Other healthcare matters Children's mental health Children's and adult's dental health Children's public health Fees and charges relating to portfolio 	<ul style="list-style-type: none"> Environmental health Trading standards Taxi Licensing Miscellaneous Licensing Food safety Crime and Anti-social behaviour Safer Plymouth Community Safety Partnership Civil Protection and resilience Library service Bereavement and Crematoria Coroners Registration Events Waterfront Partnership Fees and charges relating to portfolio 	<ul style="list-style-type: none"> Cooperative Development Plan for Homes and associated initiatives Building regulations including building safety Corporate property Land and facilities management Performance management Homelessness Unauthorised encampments and Travellers policy Welcoming Plymouth including equalities and diversity, asylum seekers and refugees Community engagement Building Stronger Communities including volunteering and community use of Council assets Veterans and Community Covenant Tackling poverty and Child Poverty National welfare policy and Council discretionary welfare funds Street naming Procurement Inclusive Growth Fees and charges relating to portfolio

LEADERS SCHEME OF DELEGATION 2025/26



Education, Skills and Apprenticeships: Cllr Sally Cresswell	Finance: Cllr Mark Lowry	Strategic Planning and Transport: Cllr John Stephens	Environment and Climate Change: Cllr Tom Briars-Delve	Customer Experience, Sport, Leisure, Human Resources and Organisational Development: Cllr Kate Taylor Sue Dann
<ul style="list-style-type: none"> Post-16 Education and Training Apprenticeships Plan for Education Plymouth Education Board Schools School admissions arrangements Early Years Adult Education Higher and Further Education Skills and Employability SEND Fees and charges relating to portfolio 	<ul style="list-style-type: none"> Revenue Budget Capital programme monitoring and oversight District shopping centre revival City Centre Company Revenues and municipal enterprise Health and Wellbeing Hubs investment programme Risk management Fees and charges relating to portfolio 	<ul style="list-style-type: none"> Plymouth and South West Devon Joint Local Plan Spatial and infrastructure planning City Change Fund Strategic transport policy including public transport, active travel, community transport, concessionary fares and non-commercial routes Strategic and regional transport Flood risk management City Centre public realm and infrastructure delivery Highways operations and maintenance Pavements Parking Marine services Tamar Bridge and Torpoint Ferry Cruise Terminal / Port services Fees and charges relating to portfolio 	<ul style="list-style-type: none"> Climate change Plymouth Net Zero Action Plan Climate Emergency Investment Fund Energy policy, decarbonisation and renewable energy initiatives Commercial and domestic waste management Environmental enforcement Plan for Trees and Tree management Recycling Plastic Free Plymouth Green Estate Management Parks, recreation and sports pitches Street cleaning Air Pollution and Air Quality Fees and charges relating to portfolio 	<ul style="list-style-type: none"> Human Resources, Organisational Development and Trade Union liaison Health and Safety Customer Experience Transformation and Change Oversight Business Support Information technology Information governance Digital transformation Sports and Leisure Plymouth Active Leisure Fees and charges relating to portfolio

City Council



Date of meeting:	26 January 2026
Title of Report:	Council Tax Base Setting 2026/27 and Council Tax Support Scheme 2026/27
Lead Member:	Councillor Mark Lowry (Cabinet Member for Finance)
Lead Strategic Director:	David Northey (Interim Service Director for Finance)
Author:	Carolyn Haynes (Lead Accountancy Manager) Paul Walshe (Head of Revenues, Benefits and Service Centre)
Contact Email:	Carolyn.Haynes@plymouth.gov.uk Paul.Walshe@plymouth.gov.uk
Your Reference:	FIN/CTB26-27
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The purpose of this report is to recommend the 2026/27 Council Tax Base to Council in accordance with the Local Authorities (Calculation of Tax Base) (England) Regulations 2012.

The calculation of the Tax Base reflects the impact of the Council Tax Support Scheme. These adjustments ensure that the Tax Base accurately accounts for the level of support provided to eligible households.

Recommendations and Reasons

That Council approves:

- I. The Council Tax Base for 2026/27 of 76,887 equivalent Band D dwellings as set out in the report.
Reason: to meet the legal requirements to set the Council Tax Base for budget
2. The continuation of the current Council Tax Support scheme and Exceptional Hardship Scheme for 2026/27 with no updates.
Reason: To help ensure that the Council Tax Support scheme treats claimants consistently, is clear to understand and is easy to administer.

Alternative options considered and rejected

It is a statutory requirement for Council to approve the Council Tax Base for the forthcoming financial year and annually review their CTS scheme. The option to amend the Council Tax Support scheme requires public consultation, and as there are no major Government amendments, it is considered correct to continue with the existing scheme.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Council Tax Base and associated 2026/27 budget papers will set out the resources available to deliver the Corporate Plan priorities.

Implications for the Medium Term Financial Plan and Resource Implications

A collection rate of 97.5% has been used in calculating the Council Tax Base. Appendix A details the Tax Base calculations. The tax base is 76,887 band D equivalent properties.

Financial Risks

Council Tax Base assumptions include growth and demand on CTS scheme during 2026/27. A mid-year estimate will be prepared during Autumn 2026 to identify any surplus or deficit between forecast council tax collection and the council tax income target when 2026/27 budget set. Any surplus or deficit will be included in calculating resources for future medium term financial plans.

Legal Implications

Approval of the Council Tax base is required in accordance with the Local Authorities (Calculation of Tax Base) (England) Regulations 2012.

Carbon Footprint (Environmental) Implications

No impact will directly arise from this report.

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

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

No impact will directly arise from this report.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		1	2	3	4	5	6	7
A	Council Tax Base Calculation							
B	Council Tax Base Calculation Table							
C	Council Tax Base Previous Years							

Background papers:

**Add rows as required to box below*

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

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

	1	2	3	4	5	6	7

Sign off:

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Council Tax Base Setting 2026/27

Council Tax Base Calculation



I. INTRODUCTION

- 1.1 The Local Authorities (Calculation of Tax Base) (England) Regulations 2012 make arrangements for the setting of the Council Tax. The arrangements include the determination of the Council Tax Base. A Council resolution is necessary. The decision must be notified to the major precept authorities.
- 1.2 For the year commencing 1 April 2026, the major precept authorities will be Devon and Cornwall Police and Crime Commissioner and Devon and Somerset Fire and Rescue Authority.
- 1.3 The Council must determine its Council Tax Base for 2026/27 during the period 1 December 2025 to 31 January 2026. The Council Tax Base is the measure of the taxable capacity of an area, for the purpose of calculating an authority's Council Tax. It represents the estimated number of Band D equivalent chargeable dwellings for the year. It also takes into account the authority's estimated Council Tax collection rate. The level of Council Tax subsequently set must be determined using the Council Tax Base figure. The Council Tax Base calculation is attached in Appendix B.
- 1.4 The calculation of the Council Tax Base allows for discounts under the Council Tax Support Scheme.

2. PURPOSE OF THE REPORT

- 2.1 The purpose of this report is to propose to Council the Council Tax Base of 76,887. The Council Tax Base for 2025/26 was 76,557, an increase of 330.
- 2.2 The Tax Base calculation reflects the impact of the Council Tax Support Scheme, including any agreed changes to the scheme for the coming year. These adjustments ensure that the Tax Base accurately accounts for the level of support provided to eligible households.

3. TAX BASE CALCULATIONS

- 3.1 Council Tax Base figures are calculated by the billing authority as the aggregate of the "relevant amounts" calculated for each property valuation band multiplied by the estimated "collection rate" for the year.
- 3.2 Relevant amounts are:
 - (a) The number of chargeable dwellings in that band shown in the valuation list as at 10 September 2025 (Ministry of Housing, Communities & Local Government (MHCLG) return – Council Tax Base (CTB));
 - (b) The number of premiums, discounts, disabled reductions and exemptions which apply to those dwellings;
 - (c) Estimated changes in the number of chargeable properties between 10 September 2025 and 31 March 2027;
 - (d) Impact of the Council Tax Support Scheme;
 - (e) The number of Band D equivalents within each different band.
- 3.3 The collection rate is the billing authority's estimate of the total amounts of 2026/27 Council Tax which will ultimately be paid or transferred into the Collection Fund.

3.4 This report assumes a collection rate for Council Tax of 97.5%. This rate reflects recent arrears collection performance, the pattern of write offs and the impact of Universal Credit. Analysis of collection rates across the age profile of debts suggests that an eventual collection rate of 97.5% is realistic and prudent in the current economic climate.

3.5 Appendix C shows the tax base used for the previous three years for comparison.

3.6 There are assumption in the tax base for growth, but the actual increase on the previous year's tax base was limited. The total number of dwellings in the valuation list as at 10 September 2025 was 123,424 compared to 123,273 in the valuation list as at September 2024. This represents a small increase of 151 dwellings on the previous year. There is a risk that this may impact on the Council Tax surplus/deficit position at the end of 2026/27.

4. COUNCIL TAX SUPPORT

4.1 Plymouth City Council provide a local assistance schemes known as Council Tax Support and a discretionary Exceptional Hardship Scheme. The main Council Tax Support (CTS) scheme requires all working age claimants to make a minimum 20% contribution towards their Council Tax bill. All local authorities administer the same Council Tax Support scheme for Pension Age council tax payers under regulations prescribed by central government.

4.2 Plymouth operates an income banded working age CTS scheme. The amount of support awarded is based on the composition of the household and the income band in which the household income falls. Those on a basic qualifying benefit, known as a passported benefit, and those who receive a war pension or war disablement benefit receive a maximum 80% towards their Council Tax.

4.3 CTS continues to provide vital support for many households in the city who have low incomes. It is expected that the caseload and scheme cost within 2026/27 can be funded within the available financial envelope.

4.4 All councils are required to annually review their local CTS schemes. Plymouth has reviewed the CTS scheme during 2025 to consider changes that could provide more financial support to families with children. To make these changes the current systems need to be developed to ensure a revised scheme can be administered, prior to any public consultation that would need to be undertaken. In light of these circumstances, Plymouth has decided not to make any changes to the scheme for 2026/27.

4.5 It is worth noting that just under 20% of all households in Plymouth are now in receipt of this support, a proportion that has remained broadly stable for several years. The increase in the total cost of the Council Tax Support Scheme (set out below) reflects annual Council Tax uplifts rather than growth in claimant numbers.

	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
Total Council Support	16.971	16.981	18.935	20.181	21.535	22.145

APPENDIX B

APPENDIX C

C. Council Tax Base - Previous Years									
	2023/24			2024/25			2025/26		
Band	Number of properties	Estimated Collection Rate	Adjusted Band D Equivalent	Number of properties	Estimated Collection Rate	Adjusted Band D Equivalent	Number of properties	Estimated Collection Rate	Adjusted Band D Equivalent
A	48,050	97.5%	19,508	48,156	97.5%	19,681	48,103	97.5%	20,078
B	33,261	97.5%	19,664	33,322	97.5%	19,776	33,380	97.5%	20,098
C	23,575	97.5%	17,420	23,641	97.5%	17,526	23,673	97.5%	17,701
D	10,213	97.5%	8,551	10,278	97.5%	8,567	10,305	97.5%	8,695
E	5,186	97.5%	5,578	5,206	97.5%	5,616	5,238	97.5%	5,707
F	1,859	97.5%	2,456	1,877	97.5%	2,477	1,894	97.5%	2,525
G	614	97.5%	862	618	97.5%	869	624	97.5%	903
H	55	97.5%	42	55	97.5%	45	56	97.5%	47
Total	122,813		74,081	123,153		74,557	123,273		75,753
MOD			810			832			804
Tax Base			74,891			75,389			76,557

CITY COUNCIL

Date of meeting:	26 January 2026
Title of report:	Pay Policy Statement 2026-27
Lead Member:	Councillor Kate Taylor (Cabinet Member for Customer Experience, Sport, Leisure, Human Resources and Organisational Development)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Chris Squire (Service Director for HROD)
Contact email:	chris.squire@plymouth.gov.uk
Your reference:	
Key decision:	No
Confidentiality:	Part I - Official

Purpose of Report

Under Section 38(1) of the Localism Act 2011 the Council is required to prepare a Pay Policy Statement by 31 March each year, for the following financial year, which is approved by the City Council. The provisions of the Act do not apply to local authority schools. This includes remuneration and policies for the highest paid staff and the lowest paid employees. To address low pay, the Council introduced the principles of the Real Living Wage, by adding a discretionary, non-contractual market supplement in 2014.

Plymouth City Council continues to adopt the principles of the Real Living Wage, with the lowest paid worker (excluding apprentices) earning £25,947 per FTE (£13.45 per hour) from 1 April 2026, with the national pay award for 2026 not known. The ratio between the lowest paid and highest paid employee will be 1:7.56 from 1 April 2026 (pay award pending), and a reduction from 2012 when the ratio was 1:14.

Approved pay policy statements must be published on the Council's website as soon as reasonably practicable after being approved. The Act also requires that the Council includes its approach to the publication in its pay policy statement, and access to information relating to the remuneration of Chief Officers.

The Pay Policy Statement contains links to the published Statement of Accounts and other remuneration data on the Council's website. Once in force the statement must be complied with, although it may be amended by Full Council during the financial year.

The Pay Policy Statement, which is prescribed in terms of content, sets out the Council's policies in respect of remuneration. Delegated authority is given to the Chief Officer Appointment Panel (COAP) to adjust pay for Chief Officers (as defined in the Localism Act) should the need arise, as postholders are appointed on a spot salary which periodically can be subject to change within the grade band. Any proposal outside of agreed pay bands for Chief Executive, Strategic Directors or Service Directors will be subject to recommendation by COAP to a meeting of Full Council.

This annual Pay Policy Statement has been shared with the trade unions.

The Council's NJC pay structure has been amended to remove scp 2, as part of the 2025 pay award agreement. This updated pay structure needs approval of Full Council, and is an appendix to the Pay Policy Statement.

Recommendations and Reasons

The City Council approves the Pay Policy Statement for 2026/27 and the amended NJC Pay structure in place from 1 April 2026.

The policy sets out the Council's policies in respect of remuneration and is a statutory requirement.

Alternative options considered and rejected

None, this statement is a statutory requirement.

Relevant to the Corporate Plan and/or the Plymouth Plan

The Council's Pay Policy Statement is a statutory requirement, which supports the council's values.

Implications for the Medium Term Financial Plan and Resource Implications

There is a provision in the 26/27 draft budget for the annual pay award.

Financial Risks

Total cost of pay awards for 2026/27 is unknown as the pay negotiations have not yet commenced. The LGPS employer contribution is now set at 16% from 1 April 2026.

Legal Implications

The Localism Act 2011 mandates all English local authorities to produce and publish annually a Pay Policy Statement. This includes remuneration policies for both Chief Officers and the lowest-paid employees. The statement must be approved by a resolution of the full Council before it comes into force, and it must be reviewed and republished annually. This report ensures compliance with those requirements.

Carbon Footprint (Environmental) Implications

There are no implications.

Other Implications: eg: Health & Safety, Risk Management, Child Poverty

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

None arising directly from this report.

Appendices

Ref	Title of Appendix	Exemption Paragraph Number (if applicable) 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.						
		1	2	3	4	5	6	7
A	Pay Policy Statement 2024/25							
B	Equalities Impact Assessment							

Background papers

* add rows as required to box below

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

Title of Appendix							Exemption Paragraph Number (if applicable) 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.						
							1	2	3	4	5	6	7

Sign off

Fin	OW.2 5.26.1 13	Leg	LS/00 00339 0/35/L B/23/1 2/25	Mon Off		HR	CS.25. 26.02 3	Assets		Strat Proc		
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Originating Senior Leadership Team Member: Tracey Lee (Chief Executive)

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

Date agreed: 22/12/125

Cabinet Member approval: Cllr Kate Taylor Cabinet Member for Customer Experience, Sport, Leisure, Human Resources and Organisational Development:

Data approved: 12/01/26

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PAY POLICY STATEMENT 2026/27

HROD



PLYMOUTH
CITY COUNCIL

I CONTEXT

- 1.1 Plymouth City Council wishes to provide a transparent and fair approach to rewarding our employees through our pay, terms and conditions and benefits offered to our employees. The Council's pay and grading arrangements are underpinned by the principles of fairness and equality set out in the Equality Act 2010, the Public Sector Equality Duty and associated codes of practice.
- 1.2 The Council's pay arrangements and policies reflect the need to recruit, retain and motivate skilled and committed employees to ensure high levels of performance, balanced with accountability to the public purse. They also recognise the importance of maintaining an approach to pay and reward that supports the high levels of flexibility and adaptability essential to the effective delivery of a diverse range of services in a challenging and rapidly changing environment.
- 1.3 Plymouth City Council's People Strategy 2025–2028 sets out a bold vision to develop the council as a vibrant, caring, innovative, and inclusive organisation that is equipped to meet both current and future challenges. This strategy is closely aligned with the city's wider ambitions and the Plymouth Plan, ensuring that every member of staff is empowered to contribute to Plymouth's growth and success
- 1.4 The Council is required to set out a Pay Policy Statement under sections 38 and 39 of the Localism Act 2011. The Act prescribes the information and format required for the Pay Policy Statement.
- 1.5 The statement must be approved by a resolution of the City Council before it comes into force for the relevant financial year. Amendments may be made by resolution of Full Council during the financial year.
- 1.6 When approved by the Council, this policy statement will come into immediate effect for the 2026/27 financial year and will be subject to review again for 2027/28 in accordance with the relevant legislation prevailing at that time.
- 1.7 The Chief Executive and Chief Officers are employed under the JNCs for Chief Executives, Chief Officers and NHS terms and conditions respectively. In addition, as a broad principle, for the Chief Executive and Chief Officers, the Council adopts the terms and conditions of employment that apply to NJC staff (Green Book) and the local variations as set out in the Plymouth Book.
- 1.8 Under the Council's Standing Orders and Constitution, we have set out a requirement for all posts to be fairly evaluated to determine their salary levels within our agreed structures. All staff must be appointed on merit, through fair, transparent and objective processes.
- 1.9 The Council's Chief Executive, as the Head of Paid Service, is responsible for ensuring the Council meets its duties for appointment on merit, the terms and conditions of employment, compliance with the Council's Standing Orders for the appointment and remuneration of staff and with the requirements set out in the Local Government and Housing Act 1989. The

Head of Paid Service (Chief Executive) is accountable to the Council for the discharge of their duties.

1.10 For the purposes of this Pay Policy Statement, all references to statutory and non-statutory Chief Officers (as defined in the Localism Act (Section 43(2)) refers to employees on JNCs for Chief Executives and Chief Officers and NHS terms and conditions.

2 INFORMATION

- 2.1 The Council's Management Structure is set out within the Articles of the Constitution of the Council and this is updated with any changes to statutory posts.
- 2.2 All statutory roles are designated within the Chief Officer structure.
- 2.3 Chief Officer bandings for the Senior Leadership Team are determined using the HAY Job Evaluation criteria.
- 2.4 The Council's NJC pay and grading structure is set out at [Appendix One](#). It has been amended to reflect the 2025 national pay award which removes scp 2 from 1 April 2026.

3 PAY RELATIVITIES WITHIN THE AUTHORITY

- 3.1 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton Report on Fair Pay. A public sector manager cannot earn more than 20 times that of the lowest paid person in the organisation. In addition, the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 3.2 Plymouth City Council continues to adopt the principles of the Real (previously Foundation) Living Wage, with the lowest paid worker (excluding apprentices) earning £25,947 per FTE (£13.45 per hour) from 1 April 2026, an increase of 60 pence per hour from the current lowest pay scale of £12.85 per hour (scp 3), until the 2026 national pay award is known.
- 3.3 With effect from 1 April 2026, the lowest paid workers are defined as those on spinal column point 3 of Grade A (removal of scp 1 with effect from 1 April 2023 and additional removal of scp 2 with effect from 1 April 2026), which is now the Council's lowest NJC pay grade.

From 1 April 2026, the remuneration of the lowest paid employees on Grade A (now scp 3) is £24,796 (£12.85 per hour) per FTE until the 2026 pay award is known. Until then, the council will top up the lowest paid employees by 60 pence per hour with a non-contractual, discretionary top up to £25,947 (£13.45 per hour).

- 3.4 The ratio between the lowest paid (£25,947) and highest paid (£196,216) employee will be 1:7.56 from 1 April 2026 (pay award pending), and is a reduction from last year when the ratio was 1:7.82 and from 2012 when the ratio was 1:14.

- 3.5 The ratio between the median full time equivalent earnings (excluding schools) and the chief executive is 1:6.33 (calculation made at 25 November 2025).
- 3.6 The Council evaluates Chief Officer roles through a defined evaluation method (HAY) to ensure parity and consistency of evaluation within the Council's pay and grading structures.
- 3.7 Senior officer posts outside of the Chief Officer Structure but earning in excess of £50,000 are published as part of the Council's access to public information within the annual accounts. The information is contained within the [Statement of Accounts | PLYMOUTH.GOV.UK](#) on the council's website.

4 CHIEF OFFICER PAY

- 4.1 This section sets out the Council's policy in relation to Chief Officer remuneration and benefits as set out in the Localism Act 2011, which is inclusive of the Head of the Paid Service in the definition of Chief Officer.
- 4.2 Levels and elements of remuneration for each Chief Officer:
 - 4.2.1 Each Chief Officer will receive a basic salary as defined by the Council's pay and grading structures commensurate with their levels of responsibility.
 - 4.2.2 Each Chief Officer role will be graded using the HAY Job Evaluation methodology (as well as the market) based on the published role profiles and organisational structures.
 - 4.2.3 Each Chief Officer will receive the same local terms and conditions of employment as set out in the Plymouth Book for NJC (Green Book) employees, unless there are different provisions in the JNC for Chief Officers.
- 4.3 Recruitment and remuneration on engagement of Chief Officer.
 - 4.3.1 Chief Officers will be remunerated within an evaluated banding for the role.
 - 4.3.2 The appointment and remuneration of Chief Officers (Head of Paid Service, Strategic Directors, Assistant Chief Executive and Service Directors) is determined by Members through the Chief Officer Appointments Panel, except where there is specific delegation otherwise through Council.
- 4.4 Increases and additions to remuneration for each Chief Officer
 - 4.4.1 The Council, through the Chief Officer Appointment Panel, will review each role profile and remuneration of Chief Officers prior to any recruitment or at the creation or substantive change to the existing role, or in any such circumstances as the Panel deem appropriate.
 - 4.4.2 Increases to pay for Chief Officers on JNCs for Chief Executive and Chief Officers will occur through the national pay awards or the Chief Officer Appointment Panel.
 - 4.4.3 Chief Officers are appointed to a salary within a grade range.
- 4.5 Performance-related pay (PRP) for Chief Officers

There is no performance-related pay or bonus scheme for Chief Officers. Chief Officers are subject to an annual performance review.

4.6 Chief Officer pay on termination of contract or end of office

- 4.6.1 Chief Officers will receive their contractual entitlement for termination payments. These entitlements are the same for NJC staff (Green Book). Where the Council is terminating the contract of employment, pay in lieu of notice (PILON) or paid leave may be granted dependent on the circumstances by the Service Director for HROD
- 4.6.2 Redundancy pay for Chief Officers is calculated at the statutory minimum.
- 4.6.3 Chief Officers may only be dismissed for reasons of ill health, redundancy or by the Chief Officer Dismissals Panel.
- 4.6.4 Any payments will be compliant with legislation.

4.7 Benefits in Kind

Chief Officers do not receive any benefits in kind. Any benefits, gifts or hospitality must be properly authorised and recorded in accordance with the Officer's Code of Conduct.

4.8 Charges, fees and professional registrations

Professional fees and charges will be made on behalf of statutory officers and deputy statutory officers in respect of their requirement to be registered to practice with the relevant body.

4.9 Increases and enhancement to pension entitlement

- 4.9.1 The Council's Chief Officers are entitled to become members of the Local Government Pension Scheme (LGPS) or NHS Pension Scheme. Payments and entitlements are subject to LGPS Regulations or NHS Pension Scheme.
- 4.9.2 The Council does not enhance pensions or provide added years to Chief Officers beyond their basic entitlements.
- 4.9.3 Pension strain costs are borne by the Authority on the redundancy of a Chief Officer in line with all other employees. The Council policy limits the maximum cost of redundancy and pension strain to a maximum of three times the annual salary for payback or complies with legislation at the time. Any situation likely to exceed this amount will be resolved by Full Council or delegated to the Council's Chief Officer Appointments Panel at the point of dismissal depending on the necessary level of approval.

4.10 Other amounts payable

The award of other payments within the Council's pay policies will be agreed with the Chief Officer Appointments Panel and reported in the Statement of Accounts.

4.11 Chief Officer Policies

Policies adopted for application to the NJC staff (Green Book) will apply to Chief Officer with the exception of matters related to non-executive functions of the Council in relation to Chief Officers such as appointment, investigations and disciplinary action, employment appeals and dismissal.

4.12 Terms and conditions

Chief Officer terms and conditions will mirror those for NJC staff (Green Book). No more or less favourable terms or treatment shall be afforded to Chief Officers in respect of terms and conditions of employment.

4.13 Superannuation (Employer's pension contribution)

- 4.13.1 The rate of superannuation contributions is determined by the Local Government Pension Scheme Regulations or NHS Pension Scheme.
- 4.13.2 Superannuation payments are made by the employer into the Local Government Pension Scheme (LGPS)/NHS Pension Scheme. The rate of contribution is defined by the LGPS and is applicable to all employees (including chief officers). The latest Local Government Pension Scheme Regulations 2014 were introduced from 1 April 2014. There will be 9 employee contribution bandings between 5.5% and 12.5%. The LGPS employer contribution is 16% from 1 April 2026. The employer contribution for the NHS Pension Scheme is currently 23.7%.

4.14 Returning Officer Fees

The designation and duties of the Returning Officer are independent of the Council. Officers undertaking these duties may claim for the appropriate fees. The Council will designate the officer for these purposes.

5 STAFFING RESOURCES

5.1 The Council uses the following different staffing resources:

- a) Permanent staff on the establishment
- b) Temporary fixed term contracts to fill posts on the establishment
- c) Interims employed through service contracts to fill posts on the establishment
- d) Interims where there is no established post. For example, where temporary specialist skills are needed to undertake a time limited complex project

6 REMUNERATION OF INTERIM AND TEMPORARY STAFF

When interim staff are required, the costs of these are subject to competitive marketplace processes and are compliant with IR35 legislation. HROD officers are involved in all such employment arrangements.

7 CHIEF OFFICER APPOINTMENTS PANEL

7.1 The Chief Officer Appointments Panel has responsibility for the appointment and remuneration of Chief Officers (as defined by the Localism Act) except where there is specific delegation otherwise through Council. The Council will aim to pay for these

services at a rate as close as possible to total employment costs of directly employed staff performing a comparable role, given prevailing market conditions.

- 7.2 Where the Chief Officer Appointments Panel makes a temporary or interim appointment to an established post, then the appointing person or body will have discretion to settle remuneration in line with current market factors.
- 7.3 For other posts where the Council requires an interim resource, which is not a Chief Officer, which may or may not be on the establishment, the Council will aim to pay for these services at a rate of pay as close as possible to total employment costs of directly employed staff performing a comparable role, given prevailing market conditions. However, the appointing person will have discretion to settle salary or fees in line with current market factors. Any such arrangements require authorisation from the Head of Paid Service, the Service Director for HROD, and the Service Director for Finance.

8 CONTRACT FOR SERVICES

- 8.1 Where interim resources are determined to be required for a specific role within the Council that cannot be met through the existing establishment, a procurement process is followed to secure the relevant services. Typically sourcing is carried out through compliant frameworks or tendered in accordance with Contract Standing Orders. Procurement Officers are fully involved in these processes.
- 8.2 Unlike staff employed under contracts of employment, the relevant guidance from the Ministry of Housing, Communities and Local Government (MHCLG) does not require such appointments to be approved by Council. However, where such posts are classified as Chief Officers for pay policy purposes, those posts should appear in the Statement of Accounts. To ensure that the Council is open and transparent it is proposed to provide details of any such contract where the daily rate equivalent paid by the Council to the contractor (and excluding procurement costs) exceeds £500 per day for duration of more than three months.

9 PUBLICATION

- 9.1 Upon approval by the Council, this statement will be published on the Council's Website and will also be available in additional formats by request.
- 9.2 Chief Officer remuneration (actual payments) will be reported in the Council's Annual Statement of Accounts.
- 9.3 Payments in respect of the use of interim management services are also available on the council website, where the daily rate equivalent paid by the Council exceeds £500 per day for more than a period of three months. These payments include all agency fees, and exclude VAT.
- 9.4 In addition, for employees where the full-time equivalent salary is £50,000 or more, excluding employer superannuation contributions, the Council's Annual Statement of Accounts will include the number of employees in bands of £5,000.

9.5 The Annual Statement of Accounts can be found on the Council website [Statement of Accounts
PLYMOUTH.GOV.UK](https://PLYMOUTH.GOV.UK).

APPENDIX ONE: as part of the 2025 national pay award, scp 2 has been deleted. Local negotiations are currently underway to amend the bottom grades of the pay structure. There will also be the 2026 pay award, payable from 1 April 2026.

GRADE	SCP	Salary	Hourly rate
A	3	£24,796.00	£12.85
B	4	£25,185.00	£13.05
C	5	£25,583.00	£13.26
	6	£25,989.00	£13.47
	7	£26,403.00	£13.69
D	8	£26,824.00	£13.90
	9	£27,254.00	£14.13
	11	£28,142.00	£14.59
	12	£28,598.00	£14.82
	14	£29,540.00	£15.31
E	15	£30,024.00	£15.56
	17	£31,022.00	£16.08
	19	£32,061.00	£16.62
	20	£32,597.00	£16.90
F	22	£33,699.00	£17.47
	23	£34,434.00	£17.85
	24	£35,412.00	£18.36
	25	£36,363.00	£18.85
G	26	£37,280.00	£19.32
	27	£38,220.00	£19.81
	28	£39,152.00	£20.29
	29	£39,862.00	£20.66
H	30	£40,777.00	£21.14
	31	£41,771.00	£21.65
	32	£42,839.00	£22.21
	33	£44,075.00	£22.85
	34	£45,091.00	£23.37
I	35	£46,142.00	£23.92
	36	£47,181.00	£24.46
	37	£48,226.00	£25.00
	38	£49,282.00	£25.55
	39	£50,269.00	£26.06
	40	£51,356.00	£26.62

GRADE	SCP	Salary	Hourly rate
J	41	£52,413.00	£27.17
	42	£53,460.00	£27.71
	43	£54,495.00	£28.25
	44	£55,592.00	£28.82
	45	£56,710.00	£29.40
	46	£57,831.00	£29.98
K	47	£58,973.00	£30.57
	48	£60,101.00	£31.15
	49	£61,206.00	£31.73
	50	£62,438.00	£32.37
	51	£63,545.00	£32.94
L	52	£64,668.00	£33.52
	53	£65,777.00	£34.10
	54	£66,890.00	£34.67
	55	£67,994.00	£35.25
	56	£69,114.00	£35.83
M	57	£70,586.00	£36.59
	58	£72,089.00	£37.37
	59	£73,623.00	£38.16
	60	£75,192.00	£38.98
	61	£76,793.00	£39.81
N	62	£78,429.00	£40.65
	63	£80,100.00	£41.52
	64	£81,806.00	£42.40
	65	£83,549.00	£43.31
	66	£85,327.00	£44.23

Notes:

1. SCP 10,13,16,18 and 21 are not used by Plymouth City Council as part of the 2019 assimilation process.
2. From 1 April 2026 the Real Living Wage is £13.45 per hour.
3. Hourly rate calculated by dividing annual salary by 52.14 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week).
4. NJC spinal column point (SCP) 1 and 2 have been erased in line with the LGS NJC Pay Awards in 2022 and 2025 respectively

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EQUALITY IMPACT ASSESSMENT

Pay Policy Statement 2026/2027

HROD



PLYMOUTH
CITY COUNCIL

STAGE 1: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

Under Section 38(1) of the Localism Act 2011 the Council is required to publish a Pay Policy Statement by 31 March each year.

This EIA compares the profile of the whole workforce against the Chief Executive/Chief Officers group.

The outcome of the national pay awards for 2025/26 for the NJC for Local Government Services, the JNC for Chief Executives, the JNC for Chief Officers, and for the JNC Youth & Community Workers have all been confirmed and actioned.

2026/27 pay negotiations began at the end of November 2025

Aim: To ensure the Pay Policy for Plymouth City Council does not disproportionately, detrimentally affect individuals with protected characteristics. We ensure that staff are not unfairly selected due to having a particular protected characteristic within the Equality Act 2010. We will also seek to avoid any indirect impact on staff within these groups that we cannot objectively justify.

We do not anticipate any adverse impact to our workforce as pay relates to the role undertaken, not individual employee characteristics.

Responsible Officer

Alison Mills, Head of HR

Department and Service

Human Resources and Organisational Development

Date of Assessment

30/11/2025

STAGE 2: Evidence and Impact					
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback) – WHOLE WORKFORCE @ 30/11/25 – 2654 (removes 20 duplicates where an employee holds more than one role in the Council) %ages rounded to 2 decimal points	Evidence and information (e.g. data and feedback) – CHIEF EXECUTIVE / CHIEF Chief Executive/Chief Officers @ 30/11/25 – 15 (6 vacant)	Any adverse impact	Actions	Timescale and who is responsible
Age	Teens = 14/2654 = 0.53% 20s = 274/2654 = 10.32% 30s = 506/2654 = 19.07% 40s = 586/2654 = 22.08% 50s = 788/2654 = 29.69% 60s = 460/2654 = 17.33% 70s = 26/2654 = 0.98%	40s = 4/15 = 22.58% 50s = 10/15 = 69.77% 60s = 1/15 = 7.65%	None anticipated	n/a	
Disability	Not specified = 843/2654 = 31.76% Not known = 1716/2654 = 64.66% Yes = 95/2654 = 3.58%	Not declared = 11/15 = 73.33% Not known = 4/15 = 26.67%	None anticipated	n/a	
Faith, Religion or Belief	Not specified = 37/2654 = 1.39% Not known = 583/2654 = 21.97% None = 1190/2654 = 44.84% Atheist = 4/2654 = 0.15% Christian = 772/2654 = 29.09% Buddhist = 9/2654 = 0.34% Other = 48/2654 = 1.80% Jewish = 2/2654 = 0.08%	Not specified = 1/15 = 6.67% Not known = 3/15 = 20.00% None = 6/15 = 40.00% Christian = 4/15 = 26.66% Jewish = 1/15 = 6.67%	None anticipated	n/a	

	Muslim = 9/2654 = 0.34%				
Gender	Female = 1697/2654 = 63.94% Male = 957/2654 = 36.06%	Female = 4/15 = 26.67% Male = 11/15 = 73.33%	None anticipated	n/a	
Gender Reassignment	Data not available.	Data not available	n/a	n/a	
Race	White British = 2263/2654 = 85.27% Asian Or Asian British – Bangladeshi = 4/2654 = 0.16% Asian Or Asian British – Indian = 4/2654 = 0.16% Asian Or Asian British – Pakistani = 1/2654 = 0.04% Black Or Black British – African = 27/2654 = 1.02% Black Or Black British – Caribbean = 3/2654 = 0.11% Chinese = 3/2654 = 0.11% Not known = 212/2654 = 7.99% Mixed - White And Asian = 14/2654 = 0.53% Mixed - White And Black African = 5/2654 = 0.19% Mixed - White And Black Caribbean = 6/2654 = 0.23% Other Asian Background = 9/2654 = 0.34% Other Black Background = 3/2654 = 0.11% Other Ethnic Group = 10/2654 = 0.38% Other Mixed Background = 8/2654 = 0.30% Other White Background = 74/2654 = 2.79% White Irish = 5/2654 = 0.19% Prefer not to say = 2/2654 = 0.08%	White British = 15/15 = 100.00%	None anticipated	n/a	

Sexual Orientation - including Civil Partnership	Bisexual = 57/2654 = 2.15% Gay Man = 37/2654 = 1.39% Gay Woman/Lesbian = 35/2654 = 1.32% Heterosexual = 1811/2654 = 68.24% Other = 9/2654 = 0.34% Prefer Not To Say = 113/2654 = 4.26% Not declared = 592/2654 = 22.30%	Heterosexual = 9/15 = 60.00% Gay Man = 2/15 = 13.33% Bisexual = 1/15 = 6.67% Prefer not to say = 1/15 = 6.67% Not known = 2/15 = 13.33%	None anticipated		n/a
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STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible
Reduce the inequality gap, particularly in health between communities	None	
Good relations between different communities (community cohesion)	None	
Human Rights	None	

STAGE 4: Publication			
Director, Service Director/Head of Service approving EIA.		Date	16/01/2026

City Council



Date of meeting:	26 January 2026
Title of Report:	Committee Calendar 2026/27
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Si Bellamy (Chief Operating Officer)
Author:	Hannah Chandler-Whiting (Principal Democratic, Governance and Scrutiny Advisor)
Contact Email:	Hannah.chandler-whiting@plymouth.gov.uk
Your Reference:	CommitteeCalendar2026/27
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The purpose of this report is to provide the Plymouth City Council indicative committee meeting dates for 2026/27. Consideration has been given to avoiding the schedule of main political party conferences, school term dates and other key clashes in proposing these dates.

The calendar has been prepared in consultation with group leaders.

Recommendations and Reasons

1. To note the indicative dates for committee meetings to be held in 2026/27.

Reason: To ensure sight of proposed committee meeting dates for 2026/27 municipal year in accordance with the constitution.

Alternative options considered and rejected

1. Do not bring a proposed calendar to Council. This was rejected as the calendar allows Councillors and officers with diary planning.
2. Alternative dates for meetings. This has been considered whilst creating the calendar and with current information, the calendar proposed meets requirements.

Relevance to the Corporate Plan and/or the Plymouth Plan

The meetings of the Council are a key element of the democratic process of the Council, which directly supports the democratic values part of the Corporate Plan.

Implications for the Medium Term Financial Plan and Resource Implications:

None identified.

Financial Risks

None identified.

Legal Implications

By setting indicative dates in advance through a published annual calendar, the Council ensures that statutory publication timelines can be met for every meeting and that Democratic Services can schedule agenda publication in compliance with constitutional rules.

Carbon Footprint (Environmental) Implications:

None identified.

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

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

None identified.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)
A	DRAFT Committee Calendar 2026/27	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7

Background papers:

**Add rows as required to box below*

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

Title of any background paper(s)	Exemption Paragraph Number (if applicable)														
	<p><i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i></p> <table border="1" data-bbox="754 1300 1325 1327"> <thead> <tr> <th data-bbox="774 1300 816 1309">1</th><th data-bbox="882 1300 924 1309">2</th><th data-bbox="990 1300 1032 1309">3</th><th data-bbox="1098 1300 1140 1309">4</th><th data-bbox="1206 1300 1248 1309">5</th><th data-bbox="1314 1300 1356 1309">6</th><th data-bbox="1422 1300 1464 1309">7</th></tr> </thead> <tbody> <tr> <td data-bbox="774 1309 816 1325"></td><td data-bbox="882 1309 924 1325"></td><td data-bbox="990 1309 1032 1325"></td><td data-bbox="1098 1309 1140 1325"></td><td data-bbox="1206 1309 1248 1325"></td><td data-bbox="1314 1309 1356 1325"></td><td data-bbox="1422 1309 1464 1325"></td></tr> </tbody> </table>	1	2	3	4	5	6	7							
1	2	3	4	5	6	7									

Sign off:

Fin	N/A	Leg	N/A	Mon Off	LS/00 0033 90/36 /LB/I 6/01/ 26	HR	N/A	Assets	N/A	Strat Proc	N/A
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Originating Senior Leadership Team member: Si Bellamy (Chief Operating Officer)

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

Date agreed: 12/01/2026

Cabinet Member approval: Councillor Evans OBE (Leader) approved via email

Date approved: 13/01/2026

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Key

Bank Holiday
School Holidays
Labour Party Conference
Lib Dem Party Conference
Conservative Party Conference

* Other Party Conferences have not yet been confirmed

May

2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
27	28	29	30	01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22 City Council AGM	23	24
25	26	27	28	29	30	31

June

2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
01	02	03	04	05	06	07
08	09	10	11 Taxi Licensing Committee	12	13	14
15 Cabinet	16	17 Chief Officer Appointments Panel	18 Health and Wellbeing Board	19	20	21
22 Licensing Committee	23 Child Poverty Working Group	24 Corporate Parenting Board	25 Planning Committee	26 Tamar Bridge and Torpoint Ferry Joint Committee	27	28
Licensing Sub Committee						
29 City Council	30	01	02	03	04	05

July

2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
29	30	01 Scrutiny Management Board	02 Taxi Licensing Committee SACRE	03 Mount Edgcumbe Joint Committee	04	05
06	07	08	09	10	11	12
13 Cabinet	14 Health and Adult Social Care Scrutiny Panel	15 Children, Young People and Families Scrutiny Panel Chief Officer Appointments Panel	16 Natural Infrastructure and Growth Scrutiny	17 Devon and Cornwall Police and Crime Panel	18	19
20 Licensing Sub Committee	21 Audit and Governance Committee	22 Housing and Community Services Scrutiny	23	24	25	26
27	28	29	30 Planning Committee	31	01	02

August 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
27	28	29	30	31	01	02
03	04	05	06 Taxi Licensing Committee	07	08	09
10 Cabinet	11	12 Chief Officer Appointments Panel	13	14	15	16
17 Licensing Sub Committee	18	19	20 Planning Committee	21	22	23
24	25	26	27	28	29	30

September 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
31	01	02	03	04	05	06
07 Licensing Sub Committee	08 Audit and Governance Committee	09 Chief Officer Appointments Panel	10 Taxi Licensing Committee	11 Devon and Cornwall Police and Crime Panel	12	13
14 Cabinet	15 Child Poverty Working Group	16 Corporate Parenting Board	17 Planning Committee	18	19	20
21 City Council	22	23	24 Health and Wellbeing Board	25 Tamar Bridge and Torpoint Ferry Joint Committee	26	27
28	29	30	01	02	03	04

October

2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
28	29	30	01 Taxi Licensing Committee	02	03	04
05	06	07	08	09	10	11
12 Cabinet	13 Health and Adult Social Care Scrutiny Panel	14 Children, Young People and Families Scrutiny Panel	15 South West Devon Waste Partnership	16	17	18
19 Licensing Sub Committee	20 Chief Officer Appointments Panel	21 Housing and Community Services Scrutiny Panel	22 Natural Infrastructure and Growth Scrutiny Panel	23	24	25
26	27	28	29 Planning Committee	30	31	01

November

2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
26	27	28	29	30	31	01
02	03	04 Scrutiny Management Board	05 Taxi Licensing Committee	06	07	08
09 Cabinet	10 SACRE Audit and Governance Committee	11 Chief Officer Appointments Panel	12 Planning Committee	13	14	15
16 Licensing Sub Committee	17	18	19	20 Devon and Cornwall Police and Crime Panel	21	22
23 City Council	24	25	26	27 Mount Edgcumbe Joint Committee	28	29
30						

December 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
30	01 Health and Adult Social Care Scrutiny Panel	02 Children, Young People and Families Scrutiny Panel	03 Taxi Licensing Committee Natural Infrastructure and Growth Scrutiny Panel	04 Tamar Bridge and Torpoint Ferry Joint Committee	05	06
07 Cabinet	08	09 Housing and Community Services Scrutiny	10 Chief Officer Appointments Panel	11	12	13
14 Licensing Sub Committee	15 Child Poverty Working Group	16 Corporate Parenting Board	17 Planning Committee	18	19	20
21	22	23	24	25	26	27
28	29	30	31	01	02	03

January

2027

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
28	29	30	31	01	02	03
04	05	06	07	08	09	10
11	12	13 Chief Officer Appointments Panel Scrutiny Management Board	14 Health and Wellbeing Board Taxi Licensing Committee	15	16	17
18 Cabinet Licensing Sub Committee	19 Audit and Governance Committee	20	21 Planning Committee	22	23	24
25 City Council	26	27	28	29 Devon and Cornwall Police and Crime Panel	30	31

February

2027

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
01 Licensing Committee Licensing Sub Committee	02 Health and Adult Social Care Scrutiny Panel	03 Children, Young People and Families Scrutiny Panel	04 Taxi Licensing Committee	05	06	07
08 Cabinet	09 Lord Mayor Selection Committee	10 Housing and Community Services Scrutiny Panel	11 Natural Infrastructure and Growth Scrutiny Panel	12 Devon and Cornwall Police and Crime Panel	13	14
15	16	17	18	19	20	21
22 City Council	23	24 Chief Officer Appointments Panel Scrutiny Management Board	25 Planning Committee	26	27	28

March 2027

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
01	02 Child Poverty Working Group	03	04	05	06	07
08 Licensing Sub Committee	09 Audit and Governance Committee	10 SACRE Corporate Parenting Board	11 Taxi Licensing Committee	12 Tamar Bridge and Torpoint Ferry Joint Committee	13	14
15 Cabinet	16	17 Chief Officer Appointments Panel	18 Health and Wellbeing Board	19	20	21
22 City Council	23	24	25 Planning Committee	26	27	28
29	30	31	01	02	03	04

April

2027

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
29	30	31	01	02	03	04
05	06	07	08	09	10	11
12	13	14	15 Taxi Licensing Committee	16	17	18
19 Licensing Sub Committee	20	21	22 Planning Committee	23	24	25
26	27	28	29	30	01	02

May

2027

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
26	27	28	29	30	01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21 City Council AGM	22	23

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MOTION ON NOTICE



PLYMOUTH
CITY COUNCIL

Date of Council Meeting: 26 January 2026

Title of Motion: Prioritising Plymouth Residents in Council Housing

Motion Narrative:

That this Council:

1. Notes the announcement of the UK Government asking for expressions of interest for the asylum pilot scheme, which provides funding to local councils to build or refurbish properties for temporary housing of asylum seekers and be leased back to the Home Office.
2. Recognises that Plymouth faces a chronic housing shortage, between 1st April 2024 and 1st April 2025 7,768 applicants were on the Devon Choice social housing waiting list. The number of households in temporary accommodation (all forms of temp) was 443 in Aug 2025.
3. Believes that limited council housing resources should first address the needs of Plymouth residents, particularly those in urgent housing need, before committing properties to government asylum housing schemes.
4. Expresses concern that participation in the pilot scheme could divert limited housing resources away from local residents, potentially lengthening waiting times for those in urgent need.

Action Required:

Council therefore resolves

1. That Plymouth City Council will not take part in any government pilot schemes for asylum housing, to ensure that council resources remain focused on meeting local housing demand.
2. To request that the Cabinet Member for Housing, Co-operative Development and Communities communicates this decision by letter to the Secretary of State for the Home Office and for Housing, Communities and Local Government to confirm that Plymouth City Council will prioritise housing provision for local residents.

Proposer: Councillor Steve Ricketts

Seconder: Councillor Carol Ney

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