

**Oversight and Governance**

Chief Executive's Department
Plymouth City Council
Ballard House
Plymouth PL1 3BJ

Please ask for Hannah Chandler-Whiting
T 01752 305155

E democraticservices@plymouth.gov.uk

www.plymouth.gov.uk

Published 07 October 2025

NATURAL INFRASTRUCTURE AND GROWTH SCRUTINY PANEL

Wednesday 15 October 2025

2.00 pm

Council House, Plymouth

Members:

Councillor Ricketts, Chair

Councillor Holloway, Vice Chair

Councillors Allen, Bannerman, Darcy, Goslin, McCarty, McLay, Raynsford, M.Smith and Sproston.

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

This meeting will be webcast and available online after the meeting. By entering the meeting room, Councillors are consenting to being filmed during the meeting and to the use of the recording for the webcast.

The Council is a data controller under the Data Protection Act. Data collected during this webcast will be retained in accordance with authority's published policy.

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

Natural Infrastructure and Growth Scrutiny Panel

1. Apologies

To receive apologies for non-attendance submitted by Councillors.

2. Declarations of Interest

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

3. Minutes (Pages 1 - 8)

To confirm the minutes of the previous meeting held on 10 September 2025.

4. Chair's Urgent Business

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

5. Plymouth Economic Strategy Inclusive Growth Pillar Update (Pages 9 - 28) (Economic Strategy Pillar 2):

6. Brand Strategy: (Pages 29 - 66)

7. Plan for Nature and People: (Pages 67 - 170)

8. Update: The Box and its performance: (Pages 171 - 180)

9. Work Programme: (Pages 181 - 186)

10. Action Log: (Pages 187 - 190)

Natural Infrastructure and Growth Scrutiny Panel

Wednesday 10 September 2025

PRESENT:

Councillor Ricketts, in the Chair.
Councillor Holloway, Vice Chair.
Councillors Allen, Bannerman, McCarty, McLay, Morton(substitute for Councillor Goslin), Raynsford, M.Smith and Sproston.

Apologies for absence: Councillor Goslin.

Also in attendance: Councillor Sally Cresswell (Cabinet Member for Education, Skills and Apprenticeships), Councillor Tudor Evans OBE (Leader of the Council), Tina Brinkworth (Head of Skills and Post 16), Glenn Caplin-Grey (Strategic Director for Growth), Victoria Cope (Programme Manager), Karen Dalton-Fyfe (Ministry of Defence), Amanda Davis (Service Director for Education, Participation and Skills), David Draffan (Service Director for Economic Development), Paul Fanshawe (City College Plymouth), Toby Hall (Funding and Partnership Manager), Isabelle Kolinsky (Service Manager for Inclusion and Welfare), Jake Metcalfe (Democratic Advisor), Lucinda Sanders (On Course South West) and David Wales (Connect to Work Delivery Manager).

The meeting started at 2.00 pm and finished at 4.04 pm.

Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

10. **Declarations of Interest**

The following declarations were made:

Name	Minute Number	Reason	Interest
Councillor Sarah Allen	13	Employed by an education trade union	Personal
Councillor Steve Ricketts	13	Employed by Plymouth City College	Personal

11. **Minutes**

The Panel agreed the minutes of the meeting held on 09 July 2025 as an accurate record.

12. **Chair's Urgent Business**

There were no items of urgent business, but the Chair did mention how interesting a recent visit to the dockyard for Panel members had been.

13. **Skills (Economic Strategy Pillar 5)**

Councillor Cresswell (Cabinet Member for Education, Skills and Apprenticeships) introduced the item and highlighted:

- a) The Growth Alliance Plymouth was formed as a partnership between Plymouth City Council, Babcock, and the Ministry of Defence (MOD), now transitioning to be known as “Team Plymouth”.

Victoria Cope (Programme Manager) and Toby Hall (Funding and Partnership Manager) also made an introduction which included the following points:

- b) The MOD had committed £4.4 billion in long-term investment in Devonport Dockyard, representing a once-in-a-generation opportunity for the city;
- c) The Team Plymouth partnership aimed to ensure sustainable growth and avoid economic imbalance;
- d) The aims and outcomes had been aligned with the Plymouth Economic Strategy;
- e) A 50-year defence programme would require a future workforce, including individuals who were not born yet or currently in primary education;
- f) Devonport was the only UK site with deep-water capacity for submarine maintenance, making it critical to national defence;
- g) Evidence-based planning had identified barriers to growth and skills attainment, forming the foundation of the programme;
- h) A projected shortfall of 25,000 workers over the next decade had been identified, with the current working-age population unable to meet future demand;
- i) Monthly job vacancies averaged 2,500, with growth across healthcare, hospitality, education and engineering;
- j) Skills commitments include collaboration between schools, further education institutions, and employers to support progression and upskilling;
- k) Commissioned research by Stantec was underway to identify specific skills needs;

- l) Aspirations include flexibility in apprenticeship levy use and further government support.

Supported by Councillor Evans OBE (Leader of the Council), in response to questions, the following was discussed:

- m) The rebranding to Team Plymouth reflected broader partnerships across the city and region, and it followed a government preferred model;
- n) Immediate priorities were governance, delivery planning and funding bids;
- o) A written response would be provided about whether military communications were to be improved within Devonport dockyard
ACTION;
- p) More information would be provided with regards to data on the specific job roles that would make up the 25,000 additional workers needed in Plymouth within the next 10 years **ACTION;**
- q) Plymouth had a desire to become a pilot area for the apprenticeship levy and use that as an investment in skills;
- r) Support for displaced workers due to automation and artificial intelligence (AI) was being considered when looking to the future, but more detail was anticipated as part research projects;
- s) A project in Barrow had worked with SEET (Seeking Education, Employment or Training) young people, and the feasibility to duplicating that project in Plymouth was being looked into.

Paul Fanshawe (City College Plymouth), supported by Councillor Cresswell, gave a presentation relating to further education and highlighted:

- t) It was critical to ensure that children, young people and residents had the skills needed now and, in the future, to access future high-level jobs;
- u) Plymouth City College trained over 11,000 students annually, including 3,500 16–18 year olds and 1,600 apprentices;
- v) Plymouth City College delivered education from pre-entry to BSc level, with strong achievement rates above national averages;
- w) £42 million worth of education was delivered by Plymouth City College annually;
- x) Significant investment of over £5 million had been made in facilities for construction, engineering, health, cybersecurity, and business, which had stimulated growth in T-levels;

- y) There had been significant growth in the number of people accessing education through Plymouth City College in recent years and this was expected to continue;
- z) The Blue-Green Skills Hub would open in September 2029 at the Civic Centre, offering 60 new courses with a capacity for 2,000 students annually;
- aa) Plymouth City College aimed to become one of five Defence Technical Excellence Colleges (DTECs), focusing on marine autonomy, cybersecurity, and advanced manufacturing, with more details on funding available expected before the end of December 2025.

In response to questions, the following was discussed:

- bb) Cyber security training for defence was an area of focus for Plymouth City College, and described partnerships with Bits Group and MOD input into curriculum;
- cc) Plymouth City College celebrated diversity and understood its importance in inspiring people, and highlighted the importance of specific programmes, for example encouraging more women into engineering.

Lucinda Sanders (On Course South West) added:

- dd) On Course South West supported over 7,000 learners across various different programmes, across Plymouth;
- ee) On Course South West worked with partners on delivery of education and had diverse funding streams;
- ff) 98% of On Course South West learners would recommend them to friends or family;
- gg) Partnerships were key to make the most of funding opportunities;
- hh) There was a focus in increasing internship, skills boot camp and apprenticeship opportunities;
- ii) It was important to educate people about the new opportunities in the pipeline, but also make the pathways to these careers clear.

In response to questions, the following was discussed:

- jj) It was important to work with parents on how internships could benefit SEND learners and NEET young people;
- kk) The Family learning programme was innovative and could adapt to learner;

- ll) NEET young people numbers were low in Plymouth, compared to other cities.

Councillor Cresswell introduced the section on Connect to Work and highlighted:

- mm) Connect to Work was a £7 million Department for Work and Pensions (DWP) funded programme for five years, focused on inclusive employment;
- nn) It aimed to support 2,000 residents into employment, targeting care leavers, veterans, homeless individuals, and those with complex barriers.

David Wales (Connect to Work Delivery Manager) added:

- oo) The programme would be delivered in-house, based at Cobourg House alongside On Course South West and Skills Launchpad;
- pp) The programme looked to encourage people into work and support people who were economically inactive, or at risk of becoming economically inactive;
- qq) It included two models: Supported Employment Quality Framework (SEQF) and Individual Placement and Support (IPS);
- rr) It would be important to work across Council teams to connect with relevant residents;
- ss) Plymouth City Council (PCC) would also be working with partners including Livewell Sout West, Plymouth Community Homes, Shekinah, Improving Lives and wellbeing hubs;
- tt) Employment specialists will work with low caseloads (20-25) to provide tailored support;
- uu) An innovative, place-based approach was being taken, working with people with lived experiences in apprenticeships and peer support roles and would have support from University of Plymouth as a critical friend.

In response to questions, supported by David Draffan (Service Director for Economic Development) and Tina Brinkworth (Head of Skills and Post 16), the following was discussed:

- vv) It was key to showcase the opportunities available with Plymouth, in order to retain talent;
- ww) There was guideline was to work with people for 12 months, but there was flexibility and bespoke support for placements;
- xx) This approach provided a personalised action plan for each person;

yy) Caseworkers would work with health and mental health practitioners as well as employment coordinators to support workplace adjustments;

zz) The IPS and SEQF had been successful elsewhere;

aaa) A skills escalator would be created to support people from unemployment into employment, but also to encourage lifelong learning to elevate people throughout their working lives;

bbb) The foundations for this work had been built over a number of years and a number of tests and trials had taken place with the DWP, so the existing delivery was being scaled up;

ccc) Data would be provided on how many Councils had chosen to deliver the programme in-house and how many had commissioned, but most had chosen to take a blended approach **ACTION**;

ddd) PCC was confident in its ability to deliver in-house.

Councillor Cresswell introduced a presentation on inclusive employment and education:

eee) Nationally, only 7% of young people with EHCPs entered paid employment, but Plymouth had increased this to 25% through supported internships;

fff) Discovery College achieved 100% employment offers for supported interns for the second year running.

Tina Brinkworth and Isabelle Kolinsky (Service Manager for Inclusion and Welfare) added:

ggg) Skills Launchpad had supported over 1,900 residents and young people who were economically inactive since 2020;

hhh) 60,000 people had accessed the Skills Launchpad website for support since 2020;

iii) Supported internships had grown from 9 in January 2023 to 72 in September 2025, 75% of whom were 18 or younger, and were on course to secure 100 placements in the future;

jjj) Other local authorities were learning from Plymouth's good practice;

kkk) NEET figures had dropped from 10% to 4.5%, below regional and national averages;

lll) Plymouth was leading the way in inclusive employment;

mmm) Some programmes had received national awards;

nnn) Educational outcomes were shaped by schools and partners across the city;

ooo) The data set was unconfirmed data, with the confirmed data expected in Autumn 2025;

ppp) Key Stage 4 results showed slight declines in Grade 4 attainment, a national trend, but increases in Grade 5+ and Grade 7+;

qqq) Disadvantaged pupils performed above national benchmarks;

rrr) Key Stage 5 showed positive progress, and early years and Key Stage 2 outcomes were also improved;

sss) There was an intervention that a student had a Science Technology, Engineering and Mathematics (STEM) intervention at least once a year.

In response to questions, supported by Councillor Evans OBE, the following was discussed:

ttt) There was ongoing lobbying of the Department of Education (DfE) for support for inclusion, family first programmes and early help;

uuu) PCC had been innovative in their work on inclusion for SEND (Special Education Needs and Disabilities) children and feedback was being sent back into the DfE to shape future policy;

vvv) 60% of employment was in STEM sectors, but these types of employment were often hidden, so PCC was bringing partners together to deliver programmes to all ages from through outreach, site visits, workshops, work experience and curriculum integration;

www) Children might not aspire to be “what they couldn’t see” so it was important to make sure all Plymouth children had equal chance to find out about these future opportunities;

xxx) STEM ambassadors logged interventions in national database, allowing the PCC team to see which school might not be getting as much engagement, or might not be getting any at all;

yyy) It was estimated that for every recorded STEM intervention, a further two unrecorded interventions were taking place;

zzz) One of the biggest challenges was to promote future opportunities to the people of Plymouth;

aaaa) There were skill shortages in engineering and construction, but research that was being undertaken would provide more detail in this area;

bbbb) Cross-departmental lobbying was taking place with national Government;

cccc) Plymouth was engaging with regional leaders as there were opportunities for them with this exciting development for Plymouth;

dddd) It was the aim of the Council to ensure that every community in Plymouth felt the benefit of this opportunity.

Recommendations:

The Panel agreed to:

- I. Note the report and the continued focus on skills as a key element of the Plymouth Economic Strategy.

14. **Work Programme**

It was mentioned that:

- a) An item on the Plan for Nature and People would come to the next meeting as it was timely.

The Panel agreed to note its work programme.

15. **Action Log**

It was confirmed that:

- a) The Tinside visit had initially been pencilled in for September 2025, but this was likely delayed and a date would be confirmed within the next week.

The Panel agreed to note its work programme.

Natural Infrastructure and Growth Scrutiny Panel



Date of meeting:	15 October 2025
Title of Report:	Plymouth Economic Strategy Inclusive Growth Pillar Update
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development, and Communities)
Lead Strategic Director:	Glenn Caplin-Grey (Strategic Director for Growth)
Author:	Anna Peachey, Economy, Partnerships and Regeneration Manager
Contact Email:	Anna.peachey@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To provide the Panel with an annual update on the Inclusive Growth pillar of the Plymouth Economic Strategy.

Recommendations and Reasons

1. It is recommended that the Panel note this report and the continued focus on Inclusive Growth as a key element of the Plymouth Economic Strategy.

Alternative options considered and rejected

This is purely an update report therefore alternate options are not applicable.

Relevance to the Corporate Plan and/or the Plymouth Plan

This report supports:

The Corporate Plan:

- Vision 'One of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone
- Values of responsibility, fairness and co-operation
- Priority of jobs, skills and better education
- Methodology of prevention and early intervention

The Plymouth Plan:

- Theme 1 (specifically points 3 and 4) 'Welcoming City'
- Policy HEA 2 (specifically points 6, 7 and 11) 'Delivering the best outcomes for children, young people and families'
- Policy HEA5 (specifically points 7 and 8) 'Delivering strong and safe communities and good quality neighbourhoods'
- Policy GRO1 (specifically points 2.4.v, and 3) 'Creating the conditions for economic growth'

Implications for the Medium Term Financial Plan and Resource Implications:

The PCC cost associated with those working on supporting these growth projects are funded within existing approved revenue budgets.

The MTFS & capital pipeline assumes the completion of the major capital investment projects.

Financial Risks

None as a result of this report.

Legal Implications

(Provided by Alison Critchfield)

None as a result of this report.

Carbon Footprint (Environmental) Implications:

No direct carbon/environmental impacts arising 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.*

None arising directly from this update report.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Briefing report title – Plymouth Economic Strategy Inclusive Growth Pillar Update							
B	Presentation							

Background papers:

**Add rows as required to box below*

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

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

Sign off:

Fin	N/A	Leg	LS/00 0013 12/1/ AC/6/ 10/25	Mon Off	N/A	HR	N/A	Asset s	N/A	Strat Proc	N/A
Originating Senior Leadership Team member: David Draffan											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 03/10/2025											
Cabinet Member approval: <i>approved via email by Councillor Chris Penberthy</i> Date approved: 06/10/2025											

This page is intentionally left blank

Natural Infrastructure and Growth Scrutiny

Inclusive Growth Pillar Update
15 October 2025



1. Introduction 1

2. Context..... 1

3. Economic Strategy Delivery plan – Inclusive Growth Pillar projects 3

 A. Championing Good Business Models 3

 B. Increasing Accessibility to Local Jobs 4

 C. Empowering community sector..... 5

 D. Building Pathways to employment..... 5

4. Team Plymouth 6

5. Inclusive Growth as Secondary Pillar 7

6. Monitoring:..... 9

I. INTRODUCTION

This update is for the Natural Infrastructure and Growth Scrutiny Committee, focussing on the Inclusive Growth Pillar of Plymouth Economic Strategy.

Inclusive Growth is one of four pillars of the Strategy.
Skills is a cross-cutting theme.

In 2024, we updated the Committee with the Economic Intelligence behind the Pillar. This report focusses on the Delivery Plan and the projects where the Inclusive Growth Pillar is the lead. We also touch on the planned integration of the pillar delivery across the wider projects.

All projects in the PES Delivery Plan where Inclusive Growth is the primary pillar, are in progress and are delivering as planned.



2. CONTEXT

We think of Inclusive Growth as enabling everyone to contribute to and to benefit from the economy. Since the Plymouth Economic Strategy was approved work has commenced on **the Building Bridges to Opportunity framework** which takes a systems approach to tackling poverty in Plymouth. The Inclusive Growth pillar is supporting an employer focus on setting an environment where people 'Can lift themselves out of poverty' and 'Don't fall into poverty'.

Plymouth Economic Strategy Inclusive Growth Pillar seeks to ensure that everyone benefits from Plymouth’s economic growth, however, to support delivery three key target audiences have been identified:

- people with caring responsibilities,
- people with health challenges and
- people living in the most deprived neighbourhoods.

Women feature heavily within each of these demographics. Income and economic participation are key themes across the three groups. The wider protected characteristics often add additional challenges to economic participation, and we recognise that life stages from early childhood, throughout education and throughout adulthood affect the challenges of economic participation.

Measures behind Plymouth’s inequalities are focussed on the “stubborn statistics”, where the numbers in Plymouth are disproportionate to regional or national measures and trends are worsening. For our three target audiences these are:

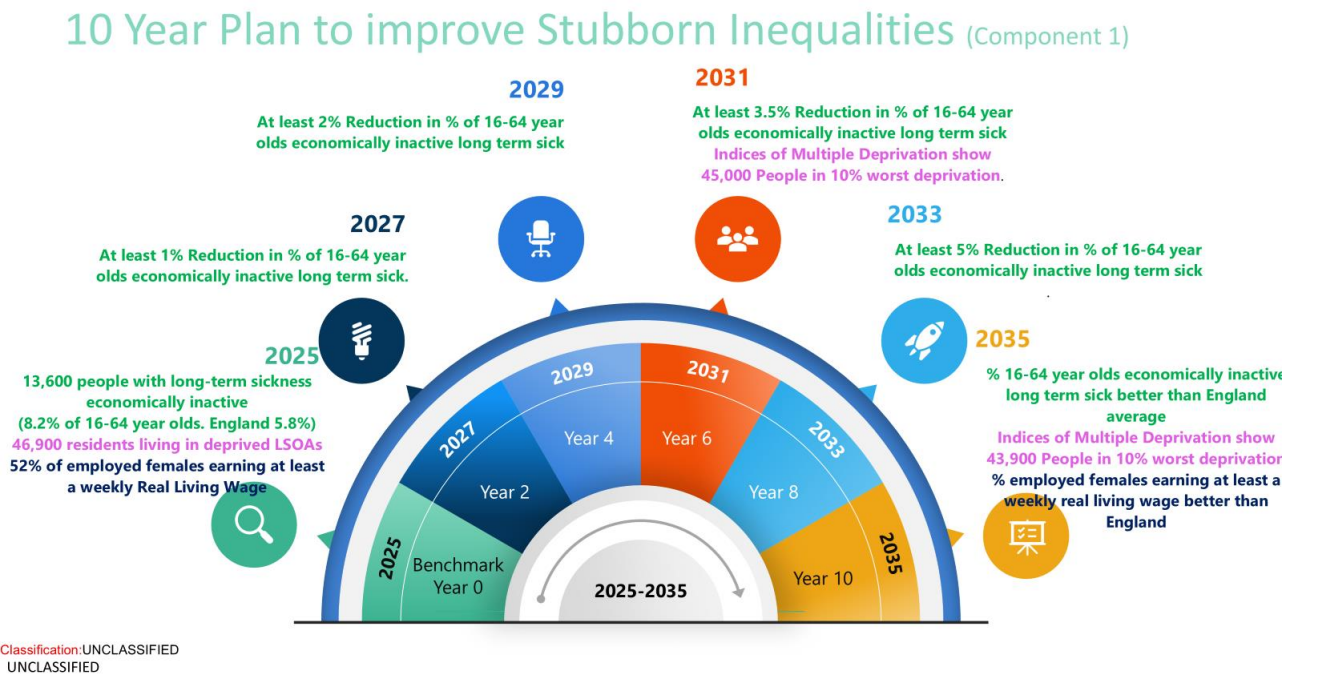
- Women’s low wages - 46.2% of women earn below a weekly Real Living Wage of £466 per week (£12.60 per hour).
- High Economic inactivity due to long term sickness – 13,600 people in December 2024
- Indices of Multiple Deprivation – 46,000 people across 28 Lower Super output areas in 7 Wards of the city.

To tackle these measures of inequality, the Plymouth Economic Strategy has set aspirations for 2035 to work towards. In particular:

- 3000 people in the 28 communities in the lowest decile of the Indices of Multiple Deprivation improve towards 2nd decile
- Help 5000 economically inactive people into work, particularly impacting on the people who are long term sick
- 8000 new jobs
- 5000 people gain their first qualifications 22,000 more people with RVQ4 qualifications resident in the city
- 1000 new businesses
- CO2 emission reductions to achieve net zero

Whilst having its own work programme, a key part of the Inclusive Growth pillar is to work across all pillars and partners to ensure that inclusive growth is baked into their work programmes, more information on this can be found in section 5.

OFFICIAL



3. ECONOMIC STRATEGY DELIVERY PLAN – INCLUSIVE GROWTH PILLAR PROJECTS

The following projects are assigned under the Inclusive Growth Pillar of the Strategy.

- A. Championing Good Business Models
- B. Increasing Accessibility of Local Jobs
- C. Empowering the Community Sector
- D. Building Pathways to Employment

An update of each of these is given below.

A. Championing Good Business Models – led by Plymouth City Council

Partners and other key stakeholders

Plymouth Growth Board and other businesses who are taking action to improve income and levels of economic activity for the target audiences as identified in the Growth Strategy

Summary

This project will transition the Plymouth Charter to an Impact Network, so that people in our target communities will see local employers and their employees as allies in providing routes out of poverty.

There are lots of businesses in Plymouth who are working individually and through strong, collective approaches to improve the benefits of the economy for those who face challenges and disadvantage to achieving their optimum and economic participation. We will help all of them to understand the priorities for action. As a result, the economy will offer better access to good jobs for a wide range of different skill types and levels with flexibility to support people from the target audiences.

Work in Progress

1. A Dashboard will be published in the first quarter of 2026. This will provide economic intelligence that supports more detailed understanding of the economic challenges for the three target audiences. It will be republished annually to support progress towards the aspirations.
2. Cllr Penberthy has convened a Cabinet working group to lead on addressing the 'stubborn statistics' women are facing and how to address these. As a first stage the Council has funded Action for Children to employ a Community Builder to better understand these issues through working with women with lived experience working in Stonehouse and Devonport. The outcomes of this work will inform further developments in the Skills programme and subsequent activity with employers.
3. Plymouth Impact Network will launch in the first quarter of 2026.
4. A social impact menu is being discussed with business networks across the city. It aims to respond to the frequently asked question "What can only businesses do to overcome accessibility barriers for our 3 target audiences." It includes activities such as providing Work Experience, paying the Real Living Wage and supporting community activities.
5. A Social Impact and Social Value Portfolio was produced for local suppliers to the Crown Estates Floating Offshore Wind Development round 5 procurement and for the Heat Networks procurement. It presents suppliers with background information on our 3 target audiences, strategic community organisations, and the social impact menu.
6. A Community Projects Menu is under development, led by the large Anchor organisations (discussed below). The intention is that it will enable community organisations to advertise

opportunities for businesses to work with them to impact the economic challenges of the three target audiences.

B. Increasing Accessibility to Local Jobs

Partners and other key stakeholders

The Large Anchor Collaboration - Plymouth City Council, Babcock, University of Plymouth, University Hospitals Plymouth NHS Trust. The Group is aligned to Team Plymouth.

Summary

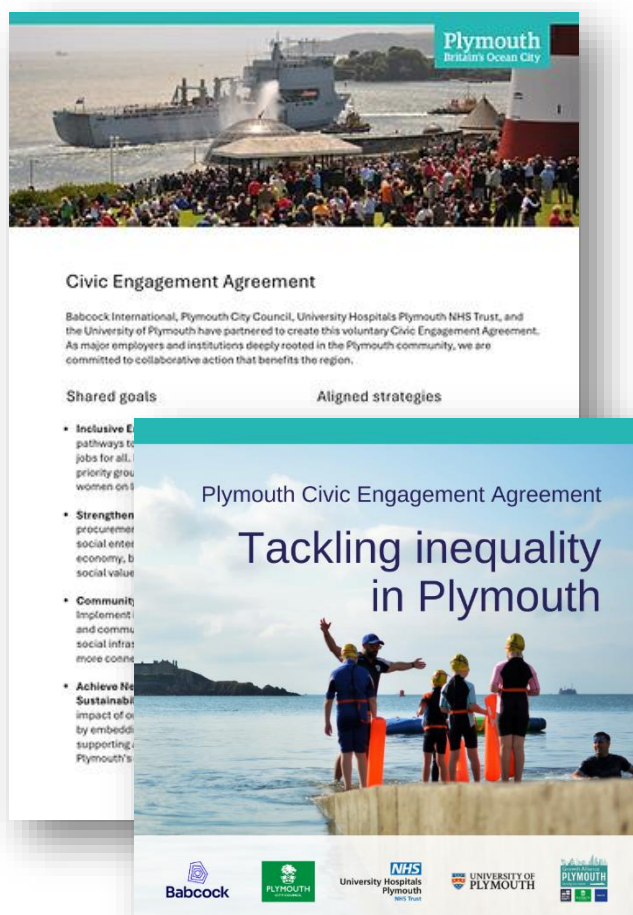
The mission is to be ambitious in using collaboration to leverage collective resources and expertise, and in making it easier, both for businesses to have a meaningful impact; and for the local communities to connect with and to access support from volunteer time and sponsorship

By measuring impact and scaling what works, we'll stay focused on outcomes that change our stubborn inequalities. All businesses will be able to contribute and to demonstrate their social impact.

Social innovation will be driven by our largest anchor organisations as part of the Team Plymouth programme, to reshape our economy so that well paid work is accessible to all regardless of health conditions, caring responsibilities or socio-economic status.

Work in progress

1. The Civic Engagement Agreement was signed by the 4 organisations and published in June. It sets out the goals, vision, mission, objectives and values of the group.
2. Commitment to three workstreams of Workforce, Supply Chain and Community
3. Repository of community social impact activities for local businesses as well as suppliers in Social Value supply chains
4. Alignment of local spend prioritisation to support of clustering and supplier development. Early discussions suggest:
 - a. 3 areas of significant out-of-region spend by multiple buyers
 - b. Intellectual Property generating Information Technology – aligned with the Culture Strategy
 - c. Professional, Technical and Scientific Sector to address the gap in high value jobs supporting flexible working that exists in the city.
5. A shared understanding of the way in which the legislative requirements of 'Social Value' for use in procurement are used in Plymouth and a commitment to aligning their benchmarking measures for local and regional spend and SME spend.
6. A Parents Page that brings together information about parental workplace rights
7. An outreach programme for improved coverage of engagement and recruitment activity
8. Babcock hosted a stand for the organisations to collaborate at Devonport Open days.



The work on social value is particularly important given the large amounts of public funding currently flowing into the city in defence and health. If we get this right, there is a massive upside for the city that can be characterised in 4 main areas:

1. Local spend
2. Local skills development
3. Local employment
4. Actions to tackle climate/environment emergency

This work is being replicated in the Councils procurement and commissioning teams.

C. Empowering Community Sector

Partners and other key stakeholders

PSEN; POP, Plymouth Culture, Nudge Community Builders; Real Ideas, FGCT, Millfields CEDT, Wolseley Trust; Plymouth City Council and local communities

Summary

Plymouth has a long history of embedding economic development capacity in local communities through the creation of Community Economic Development Trusts (CEDTs) and community asset transfers. The project will ensure support to the CEDTs. This includes creating a Land Exchange to reduce barriers to community ownership of local assets, attract investment and implement the Community Right to Buy.

Work in progress

1. Real Ideas is leading on creating a CreaTech quarter in Devonport, working with the creative and cultural sector and bringing a wider range of high value jobs to Devonport.
2. Millfields Trust continues its programme of asset development, building on the business infrastructure and supporting the local community through programmes such as Millfields Inspired and the development of Millfields Trust in the Community.
3. Four Greens Community Trust continues to use its physical assets to underpin community projects.
4. Community Builders are working through a commissioned programme in partnership with the NHS to support better community outcomes
5. Plymouth Energy Community is working with Plymouth City Council on a joint venture to develop the Chelson Solar Farm.

D. Building Pathways to employment – Led by Babcock

Partners and other key stakeholders

Plymouth City Council, skills providers, employers, local VCSE organisation

Summary

Given the large numbers of new defence jobs, it is essential that we widen access to these new roles for all Plymouth residents. The project will support a range of activities to increase the visibility of job opportunities in defence and manufacturing and build effective pathways for all, particularly focusing on deprived wards and people not in work. This will be universal, but with a specific focus on young people who are NEET and those SEND.

Work in Progress

1. In 2025, Babcock welcomed its largest ever early careers intake, with 242 apprentices and 139 graduates/undergraduates, the vast majority of whom are based at Devonport Royal Dockyard.

2. 27 apprenticeship programmes are offered across engineering, digital, and business disciplines, with inclusive recruitment pathways for underrepresented groups.
3. Multiple T-Level students on placements
4. 36 pre-apprentices based at City College
5. Neurodiversity focus:
 - Neurodiversity provision, offers support, guidance, and screening and assessment for diagnosed or suspected neurodivergent staff and managers.
 - Neurodiverse Plymouth Employers Network NPEN, is a multi-employer and authority forum to discuss improving the support for neurodivergent employees and young people. NPEN engage in schools' awareness and employer best practice.
 - Neurodiversity internship week for students from local universities to experience working at the dockyard, work on a real problem faced on site and present their findings to senior staff. This year the internship was taken up by 20 students.
 - Neurodiversity network with over 300 members, where staff can share experiences, seek advice and share stories. The network also partners with the business to champion improvements and raise awareness.
 - Babcock produced evidence at the house of Lord's review of the autism act.
6. Babcock led the development of the Civic Agreement which was signed with the other large anchor organisations in June.
7. As part of TEAM Plymouth the programme will create a joined-up approach across the city on employment and social Value.
8. Work with Argyle Community Trust and specifically Foulston Park Community Hub and with Devon Chamber as patron, and RNRMCA Armed Forces Charity will further this work.

4. TEAM PLYMOUTH

Each of the Inclusive Growth led projects will contribute to establishing a framework for impactful delivery through Social Value Procurement. This framework will contribute to the success of Team Plymouth's Social Value workstream.

Team Plymouth was launched on 19th September as the successor to the Growth Alliance Plymouth. Inclusive Growth and Social value are embedded across the programme. Explicit references include:

Vision

Our Vision is to maximise the opportunity for defence investment to support Continuous-At-Sea-Deterrent whilst driving sustainable and **inclusive growth**, encouraging innovation, and building opportunities extending well beyond Plymouth city boundaries into the region.

Purpose

Our purpose is to drive sustainable and **inclusive growth** from long term defence investment. We will achieve this through delivering the following missions: strong foundations; drive economic growth; regeneration and attraction; **break down barriers to opportunity**.

Missions

Break down barriers to opportunity

Maintain a clear focus on skills from pre-16 education through to post-16 skills. This will raise attainment and achievement amongst our school children while building skills to enable everyone to take advantage of the opportunities that growth will bring.

Key Outcomes

Address the skills and workforce gap and remove barriers to employment.

Address stubborn inequalities and inter-generational factors undermining social mobility.

The Evidence Base

At present, the city cannot meet the current workforce demand and does not have the sufficiently skilled labour market due to an ageing population, a legacy of poor educational attainment, a high percentage of people not in work due to health reasons and losing skilled workers to other areas in the UK.

Business Innovation and Marine Autonomy

Support an innovation ecosystem, enabling the wider business community to seize opportunities arising from the defence supply chain and enable small and medium enterprises to access defence contracts.

Skills

Accelerate the pace and volume of the regional Connect to Work programme with a focus on tackling underemployment and supporting individuals in accessing work.

Enhance funding for upskilling opportunities including:

- A Skills Brokerage Service to help individuals enhance their capabilities, improve career prospects, and access higher-paying roles.

Support the establishment of a Plymouth Skills charter, developed in collaboration with trade unions and key stakeholders, to ensure inclusive and fair access to skills development.

Education (pre-16)

Invest in expanding childcare and family hub facilities in the city's deprived communities, giving young children a stronger start in life and supporting early development.

Priority support for initiatives that support those facing disadvantage and the impacts of poverty, ensuring inclusive access to opportunities and resources.

City Centre, Housing and Regeneration

Support putting culture at the heart of the city, driving investment, job creation and a stronger cultural offer. Establish culture and creative clusters to raise the visibility of the sector, enabling businesses to co-locate and benefit from proximity to skills, customers and knowledge.

Support enhanced health and care access for city centre residents, building on the momentum of the newly launched Community Diagnostics Centre to address health and care inequalities.

Social Value delivering impact

Support an ambition to set a national standard for delivering Social Value, delivering social impact, transforming communities and lives.

Support establishment of 5-10 pilot projects, delivered through social value procurement.

5. INCLUSIVE GROWTH SUPPORTING OTHER PILLARS

Our aim is to incorporate inclusive growth activity across all the pillars of the Economic Strategy. The four projects above, listed in the Plymouth Economic Strategy Delivery Plan under the Inclusive Growth pillar, set the framework to apply inclusive growth activities more widely. A further 18 projects have highlighted Inclusive Growth as a secondary pillar. These projects will include inclusive growth opportunities - as part of their delivery and monitoring plan.

With Inclusive Growth cited as the driver of the city's wider growth plans and goals, it is critical that each Economic Development Delivery Plan project team can understand, access and implement the right tools to deliver and measure their social impact measures.

By using:

- The Social Impact Menu, teams will be able to pick the most impactful outcomes and target audiences
- The Community Projects List will enable delivery alongside the right partner, already embedded in the community and
- The Inclusive Growth Dashboard will provide a city-wide measurement tool, a framework to test activities and showcase the power of focused social impact activities.

All this will harness the power of businesses and communities across the city and will be online and in person through educational, sharing and event activities by the Plymouth Impact Network (PIN).

The table below shows projects where other pillars are the lead, but Inclusive Growth is a secondary pillar, therefore highlighting the opportunities to work together.

Investable Theme	Productive Growth & High-Value Jobs	Civic Pride & Regeneration	Sustainable Growth
Defence Sector and Devonport	Devon Chamber of Commerce - Supporting local supply chain initiatives City College Plymouth - Developing the skills work with Babcock and the MoD	Real Ideas - Establishing Devonport as a 'Creative Cluster'	Plymouth City Council – Heat Networks
The Waterfront and Maritime		Plymouth City Council - Completing the delivery of the major capital investments	
The Heart of the City Centre		Plymouth City Council - Regenerating the West End	
The North of the City		Plymouth City Council - Supporting our start-ups and Entrepreneurs (city-wide)	Plymouth City Council – Heat Networks
Skills	City College Plymouth - Levering existing resources to address skills priorities - Building provider capacity University of Plymouth - Building recruitment events	Plymouth Culture - Enhancing cultural education Homes England - Establishing a Construction Taskforce	Plymouth City Council - Investing in Early Help - Supporting those furthest from the labour market - Developing skills brokerage - Increasing the number and quality of work experience - Accelerating the local belonging framework Retaining veterans

6. MONITORING:

The Plymouth Economic Strategy will be monitored through the pillars. The intention is to keep this both light touch and outcome focused around the 10-year aspirations in the Plymouth Economic Strategy rather than trying to measure individual / cumulative outputs.

The monitoring will have two levels:

- Quarterly review of progress using a RAG rating system to cover: progress, barriers/issues, funding etc.
- Annual review of baseline data to report on cumulative progress, leading to annual update of Driving Growth brochure

The PCC officer lead for each pillar will gather the individual project RAG reports and liaise with the Political Pillar Lead and the External Pillar Lead on progress reporting.

This page is intentionally left blank

Plymouth Economic Strategy Inclusive Growth Pillar Update

15 October 2025

1 of 4 Pillars in our Economic Strategy



- Political Lead - Cllr Chris Penberthy
- External Lead – Lindsey Hall
- External Support – Claire Taylor
- PCC Officer Lead – Anna Peachey



Wider context around inclusive growth



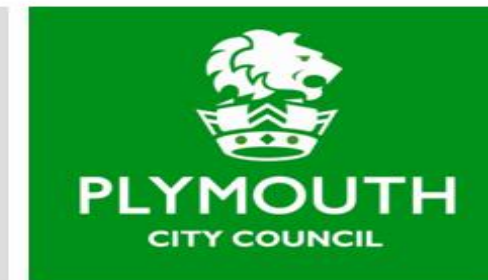
Enabling everyone to contribute to, and benefit from, the economy

Intersectionality with

- Protected characteristics
- Socio-economic deprivation
- Social mobility
- Education and skills aspirations - from Early Years to Lifelong learning

Engagement and collaboration with wider business networks

Overarching Context



Building Bridges to Opportunity is about setting an environment where people;



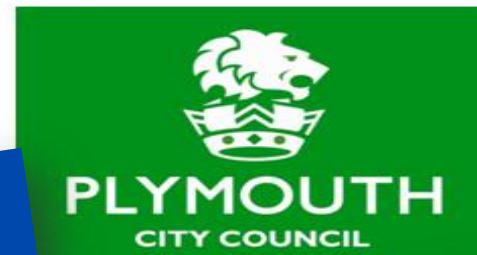
and seeing our strategies and plans through these lenses

- **Building Bridges to Opportunity**
 - A systems approach to tackling poverty in Plymouth
 - Being facilitated by the Council as part of a city-wide approach
 - Role of Inclusive Growth pillar is supporting an employer focus on setting an environment where people 'Can lift themselves out of poverty' and 'Don't fall into poverty'
- **Windows of opportunity offered by government Making Work Pay Plan**
 - Employment Rights Bill – flexible working; Day 1 entitlements; end to zero hours contracts
- **Three target audiences where work is limited by**
 - Caring responsibilities
 - Health Challenges
 - Deprivation
- **Women disproportionately represented in all 3**
 - Council Cross-Cabinet Group on Women's Economic Inequality

Targets for Change – 2035 Aspirations

These are Plymouth Economic Strategy 2025-2035 aspirations (evidence base can be found in the strategy) particularly associated with stubborn inequalities which highlight where **Plymouth is disproportionately different** to England and the southwest region and the trend has worsened.

- 3000 people in the 28 communities in the lowest decile of the Indices of Multiple Deprivation improve towards 2nd decile,
- Help 5000 economically inactive people into work, particularly impacting on the people who are long term sick,
- 8000 new jobs,
- 5000 people gain their first qualifications,
- 22,000 more people with RVQ4 qualifications resident in the city,
- 1000 new businesses,
- CO2 emission reductions to achieve net zero.



Key Actions



- Support Plymouth Economic Strategy projects to deliver inclusive growth
- Become national leaders in the delivery of impact through Social Value procurement
- Contribute effectively to Team Plymouth
- Shift the Plymouth Charter to an Impact Network
- Inspire focus for wider organisational and business activity via Corporate Social Responsibility (CSR)
- Deliver 4 inclusive growth lead pillar projects (*Championing Good Business Models ; Increasing Accessibility of Local Jobs; Empowering the Community Sector; Building Pathways to Employment*) and join up across all PES delivery projects

Natural Infrastructure and Growth Scrutiny Panel



Date of meeting:	06 October 2025
Title of Report:	Brand Strategy Update
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Glenn Caplin-Grey (Strategic Director for Growth)
Author:	Amanda Lumley (Chief Executive of Destination Plymouth)
Contact Email:	Amanda.lumley@plymouth.gov.uk
Your Reference:	N/A
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To provide members of the scrutiny panel with an update on the brand strategy.

Recommendations and Reasons

- I. To note the report.

Alternative options considered and rejected

Not having the Brand strategy - This will affect the city's reputation through fragmented and disjointed messaging and will not maximise opportunities through partnership working on similar objectives. This in turn will impact on the city's ability to attract talent and investment for the longer term.

Building on this the emerging new brand strategy will amplify the good work growing the city's brand and reputation to date and will start to position the city as somewhere to live and work as well as visit. The aim will be to enhance the city's positive reputation, act as catalyst for increasing and attracting talent and provide an overall direction of travel for the city's brand messaging.

Relevance to the Corporate Plan and/or the Plymouth Plan

The new Brand Strategy supports the city council's ambition to make Plymouth a fairer, greener city where everyone does their bit, making Plymouth a great place to grow-up and grow old, whilst minimising the impact of the cost-of-living crisis.

In particular the Brand strategy supports one of the six priorities - green investment, jobs, skills and better education. Through supporting the attraction and retention of talent and investment in an environmentally and commercially sustainable way. The strategy also helps to support the city's overall growth and 'Building homes' priority by attracting investment and talent to the city.

The new brand strategy will help to inform the new Plymouth Plan to 2050 process setting out key narratives and a new positioning for the city as a place to live, study and work.

Implications for the Medium Term Financial Plan and Resource Implications:

Destination Plymouth Ltd. was formed in 2008 and incorporated in June 2010 as a private/public sector partnership and arm's length company of Plymouth City council. There is currently no provision for Destination Plymouth in revenue budgets going forwards which will leave a funding gap. UK Shared Prosperity Funding is currently supporting Destination Plymouth until March 2026. From 2026 to 2027 funding has been secured through 'enterprise funding'. A work stream to explore longer-term strategy and the future sustainable funding options will be prioritised over the next 12 months.

PCC also provides support for city marketing and advertising within the existing Economic Development team and revenue budget. A commitment has also been made to maintain this support going forwards at reduced levels to reflect current local authority budget pressures.

Over the past five years, Destination Plymouth Ltd has helped to leverage over £7.7 million income through grants alone for specific projects related to the visitor plan. This includes £1.62 million from Visit England for product development and international marketing activity and £132k for delivery of a 'Green Tourism' scheme from the Community Recovery Fund. In addition, Destination Plymouth is acting as 'lead body' for a £500k 'Data hub' project for Heart of the South West LEP.

In 2024 £25,000 was secured as match funding for UKSPF funds from private sector businesses across the city to develop a new brand strategy and narrative. We are very grateful for the support of Babcock, Princess Yachts, University of Plymouth and The Box for providing the funding to enable the strategy to be developed. No further implications are anticipated for the MTFS at this stage, resource implications are limited to member and officer time.

Financial Risks

Current financial risks regarding delivery of the Brand strategy are as follows: Post 2027 funding for Destination Plymouth is not secure. Opportunities to secure and leverage grant and commercial funding are restrictive due to limited resources, high levels of competitiveness across the city and economic constraints in the business sector.

Legal Implications

None arising directly from this report.

Carbon Footprint (Environmental) Implications:

Destination Plymouth Ltd. is accredited to 'Bronze Standard' by the 'Green Tourism' international accreditation scheme. The team are very proud of this achievement which sets standards in line with the UN Sustainability goals. As the new Brand strategy for the city is developed a key strand running through it will be linked to environment, nature and sustainability.

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.*

The new brand strategy includes some activities that relate to the following:

Health and safety - Destination Plymouth as a limited company operates to health and safety guidelines as set out in UK Corporate law. Health and Safety is managed through the Peninsular 'Bright' Health and Safety scheme. Where projects are not led by Destination Plymouth, the Board will seek reassurance that the organisation delivering is compliant through their project governance procedure. Risk management – Destination Plymouth runs its own organisational risk process alongside a higher-level strategic risk register for the overarching Visitor Plan strategy.

Where projects are not directly delivered by Destination Plymouth the Board will seek evidence that they are being risk managed through a formal project governance process. Destination Plymouth also acts as 'secretariat' to the city wide multi agency, Destination Operations group which runs a risk register to mitigate against impacts of large quantities of the general public at peak times across the city. The new 'Brand Strategy' will include a risk register which will be developed over the next 12 months as delivery plans are created. The delivery plans will also have their own project risk registers as part of the development process.

Equality and inclusion – Successful delivery of the Brand strategy should help to attract over 25,000 jobs to the city over 10 years. These jobs will provide employment for the local community across a very broad range of roles and in a very accessible way. Destination Plymouth will review projects and activities in the brand strategy on an individual basis to ensure that they 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.

A community wide approach has been taken to the development of the new brand strategy to ensure that it reflects the broader nature of our local community and is reflecting the increasingly diverse nature of our local population and culture.

Appendices

*Add rows as required to box below

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

Background papers:

*Add rows as required to box below

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

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

Sign off:

Fin	N/A	Leg	N/A	Mon Off	N/A	HR	N/A	Assets	N/A	Strat Proc	N/A
-----	-----	-----	-----	---------	-----	----	-----	--------	-----	------------	-----

Originating Senior Leadership Team member: David Draffan
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 02/10/2025
Cabinet Member approval: Councillor Laing approved via email Date approved: 07/10/2025

An aerial photograph of a coastal scene. In the foreground, a person stands on a sandy and pebbly beach, holding a surfboard with a vibrant orange and yellow geometric pattern. The beach is bordered by a dense line of green seaweed. Beyond the shore, the water is clear and blue, with a person standing waist-deep in the surf further out. The overall scene is bright and sunny, with clear shadows cast on the beach.

DNCO prd

This project takes a citywide approach,
thanks to the support of the following partners



This research report responds to Destination Plymouth's brief, covering these areas:

Talent attraction research

- Evaluate the city's four growth sectors
- Identify key assets within Plymouth
- Size of the market demand and supply
- Competitive clusters
- Talent attraction and retention factors
- Strengths, weaknesses and opportunities for Plymouth

Perceptions research

- Explore positive and negative perceptions of the city as a visitor and talent destination
- Perceptions of its location, lifestyle, and opportunities
- Understand differences between internal and external views
- Helpful direction for brand refresh

Research has found that wider perceptions of Plymouth are lagging behind the realities of the city

All of the report findings will form the basis of Plymouth's city rebrand, which aims to:

- Better reflect and amplify Plymouth's positives
- Raise self pride within the city
- Attract talent to live and work here
- Create a unifying story to tell the world

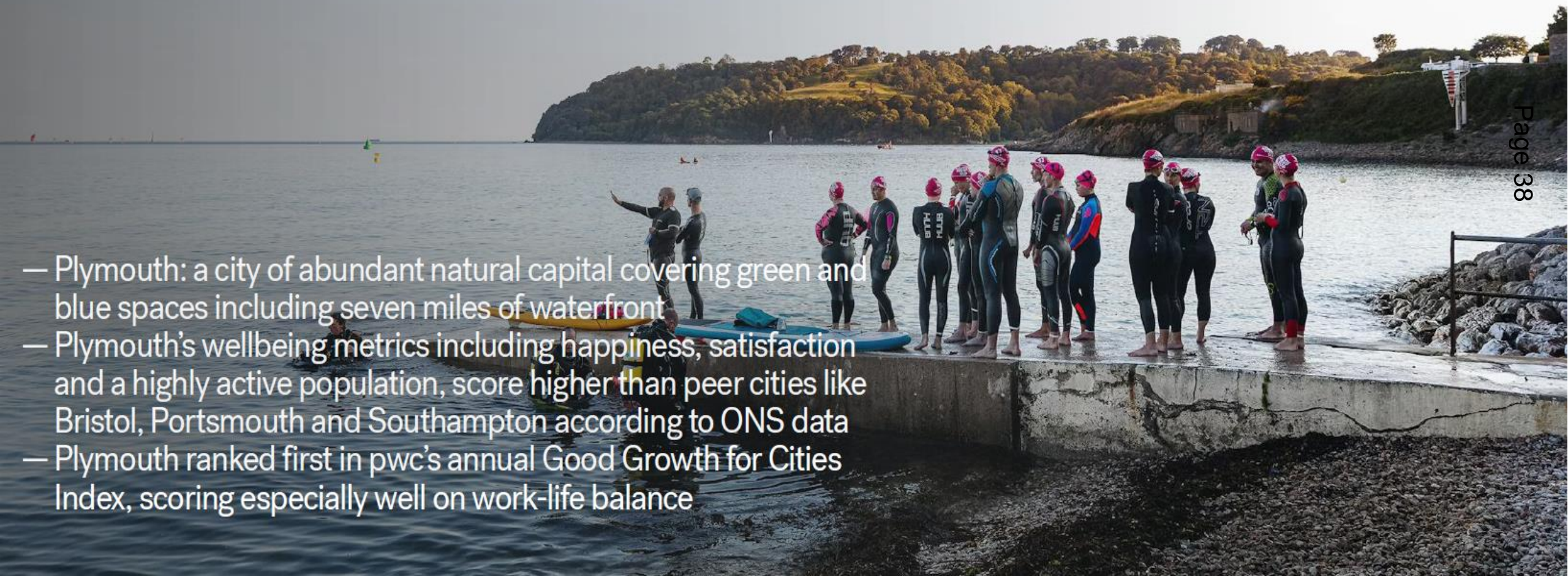
Ultimately, this research will lead to a stand out city brand narrative and identity with a focus on attracting talent

#1 The ocean is Plymouth's most recognisable and powerful asset, and its full potential is yet to be realised

- Home to the UK's first National Marine Park
- Plymouth Sound has multiple designations of marine protected areas and supports diverse marine life
- Largest naval base in Western Europe and largest manufacturing base in South of England
- The ocean is Plymouth's economic engine, Plymouth holds 38% of England's jobs in marine industries
- A unified story of industry, innovation, quality of life and beauty have not been told as a whole

#2 Plymouth's quality of life is greater than other cities, with the evidence to prove it

- Plymouth: a city of abundant natural capital covering green and blue spaces including seven miles of waterfront
- Plymouth's wellbeing metrics including happiness, satisfaction and a highly active population, score higher than peer cities like Bristol, Portsmouth and Southampton according to ONS data
- Plymouth ranked first in pwc's annual Good Growth for Cities Index, scoring especially well on work-life balance



#3 Talent is looking for career growth but the city is not known for innovation

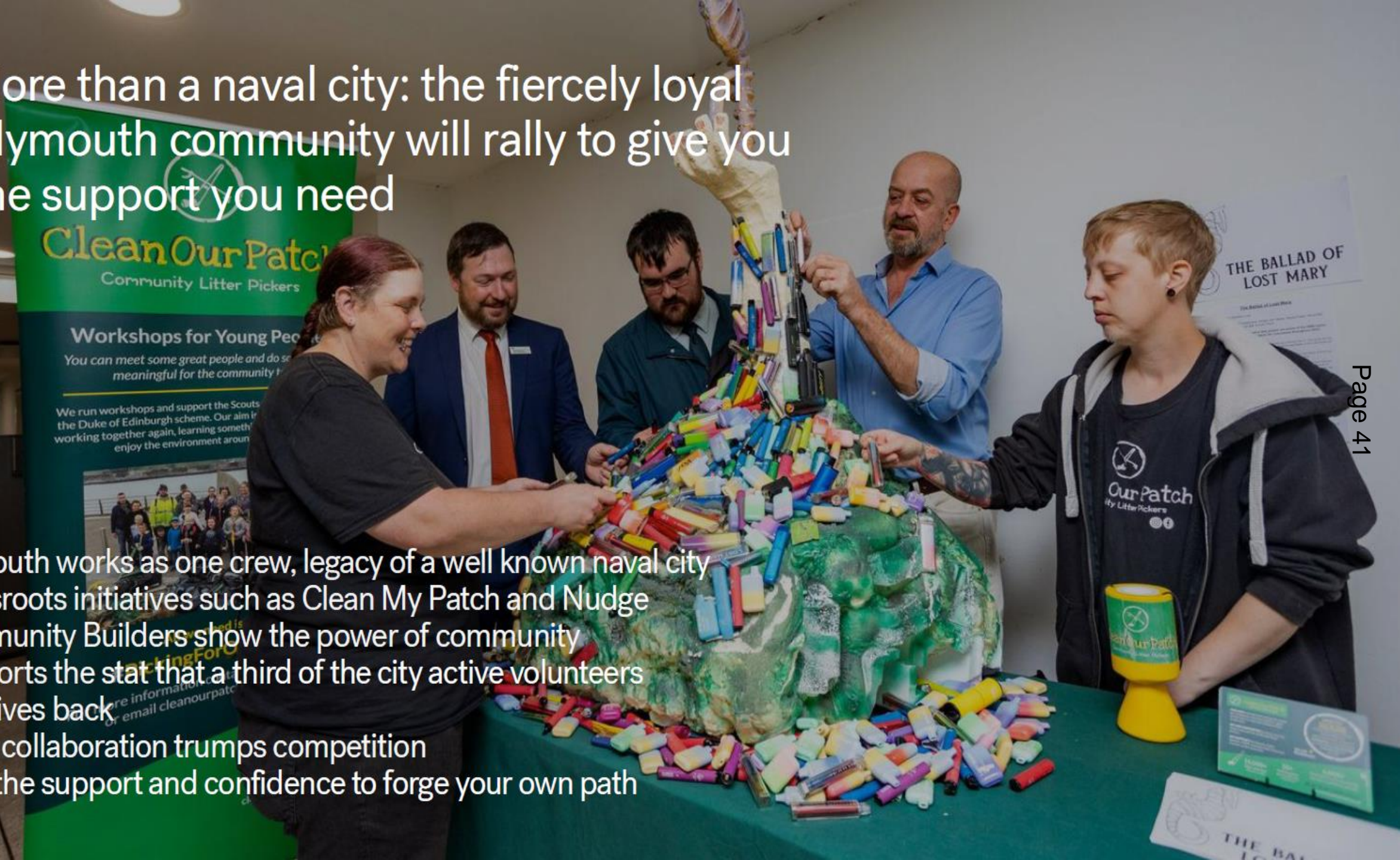
- Across Plymouth's four key growth sectors, talent are looking for opportunities to progress
- Research found that perceptions of Plymouth as an innovative city is lagging behind
- Graduates cite lack of opportunities as main reason for leaving the city

#4 Plymouth's creativity, cultural offer and creative industries have the potential to shift perceptions of the city

- Perceptions research found that people were surprised about Plymouth's exciting cultural offer
- From the The Box to Theatre Royal, TR2, Arts University Plymouth and University of Plymouth, the city is emerging as a city of creativity and culture
- Creative problem solving and creative production are both strengths of Plymouth's — demonstrated in engineering and technical roles in the city

#5 More than a naval city: the fiercely loyal Plymouth community will rally to give you the support you need

- Plymouth works as one crew, legacy of a well known naval city
- Grassroots initiatives such as Clean My Patch and Nudge Community Builders show the power of community
- Supports the stat that a third of the city active volunteers and gives back
- Here, collaboration trumps competition
- Gain the support and confidence to forge your own path



#6 The multicultural, interdisciplinary city with an independent spirit

- History shows Plymouth's rebellious streak when the cannons were turned back on its own people
- The city is increasingly diverse even though it's not immediately visible
- External perceptions are lagging behind
- Strong preference for supporting independent businesses

#7 Smeaton's Tower, the hoe, and the blue grey green have come to represent the city in people's minds, but is it radical enough to change external perceptions of the city?

- The refreshed brand needs a surprising element
- True to Plymouth as well as moves the dial
- Avoid overly common tropes in visual and narrative

Four key opportunities

- #1 Celebrate the ocean's all-encompassing benefits: from creative inspiration to scientific discovery
- #2 Make Plymouth synonymous with greater quality of life
- #3 Showcase opportunities and how innovation threads the city's past, present and future
- #4 Define creativity's USP: combination of maximum access and production

Five themes to consider

- Plymouth's economic specialisms contribute to national security, from defence to research
- Capture the friendliness and community feel as a welcoming city
- Show full family support to ease talent's decision to move to Plymouth
- Proactively connect young talent with existing opportunities within the city
- Reflect Plymouth's future story: £6 billion pipeline from the council and private sector's investment into the city will be transformative to attracting talent

The big objectives

1 — Change perceptions of the city
in order to attract talent



We do this by being

Surprising
(not just lighthouses)

2 — Instil civic pride and capture the
personality of its people



Relatable
(not fancy or cold)

3 — A brand that partners want to
adopt and use



Practical
(not complicated)

We need a story that overrides
negative perceptions of the city

#1

“Just about the navy”
Innovative city

#2

“No opportunities”
Career growth

#3

“Far away”
Lifestyle location

#4

“No culture”
Creativity is all around

#5

“Not diverse”
Empowering community

An aerial photograph of Plymouth, England, showcasing its coastal features. In the foreground, the large, semi-circular, blue-roofed Plymouth Pavilions swimming pool is situated on a rocky outcrop. To its right, a modern building complex is built into the cliffside. In the background, a large green park area is visible, featuring a prominent red and white striped lighthouse. The city of Plymouth is spread across the surrounding hills and along the waterfront, with various buildings and infrastructure visible under a clear blue sky.

Plymouth, Britain's Ocean City

Valuable brand equity

Plymouth, Britain's Ocean City

Britain: nationally
important

Ocean: big, evocative,
captures the imagination

City: dynamic,
opportunities, urban

#1 500 years of innovation

From Charles Darwin to Greta Thunberg,
remarkable voyages start in Plymouth

Plymouth brings people to the edge of discovery. For over five centuries, the world's most extraordinary journeys have begun here — from the Pilgrims who searched for freedom, Charles Darwin's scientific expedition to Greta Thunberg's zero-carbon sail.

Innovation threads our past, present and future. A port town turned modern city, alive with the spirit of discovery. We pursue breakthroughs in healthcare, marine science, defence and engineering. Plymouth inspires people to go boldly, so join us and see where life takes you.

A man in a dark jacket and light-colored trousers is crouching on a rocky beach, looking down at something in his hands. The background shows a vast, flat beach leading to the ocean under a clear blue sky with some light clouds. The overall mood is serene and contemplative.

#2

The horizons are bigger here

Up to 7,000 job opportunities in
high-growth sectors over the next 5 years

Set to be a leading economic engine of the UK, Plymouth is placed for opportunity. We're growing with up to 7,000 jobs in the next five years. Together with a thriving business ecology, we nurture passion into purpose, transform work into lifelong careers.

The impact of our work ripples across the world. The largest cluster of marine scientists in the UK carry out vital research that can only happen here, within Plymouth Sound and its multiple designations of protected marine areas. We are also home to the largest naval base in Western Europe, where we play a fundamental role in the UK's national security. Plymouth's economic specialisms are unique to the city and central to our nation's future.

Three universities, each leading in their fields including art, engineering and healthcare, are raising the next generation of talent. Life in Plymouth expands with possibilities.

A woman with her eyes closed and a serene expression is floating in dark water. She is wearing a blue swim cap and a small hoop earring. The background is a blurred, natural setting, possibly a river or lake. The overall mood is peaceful and connected to nature.

#3 The city wild about nature

The only UK city to be between
a national park and a national marine park

Ask anyone in the city and you'll likely find wetsuit and wellies in their boot. We're a city united by our love for the outdoors — whether walking through muddy trails in the moors, braving a cold plunge in the sea or paddleboarding as the sun sets. Our location is our greatest pride and advantage.

The abundance of natural capital brings a greater quality of life. Between the untamed wilds of Dartmoor and the historic Tinside Lido, Plymouth is a source of connection, wellbeing and wonder for everyone. Here, you're always close to the next big adventure.



#4

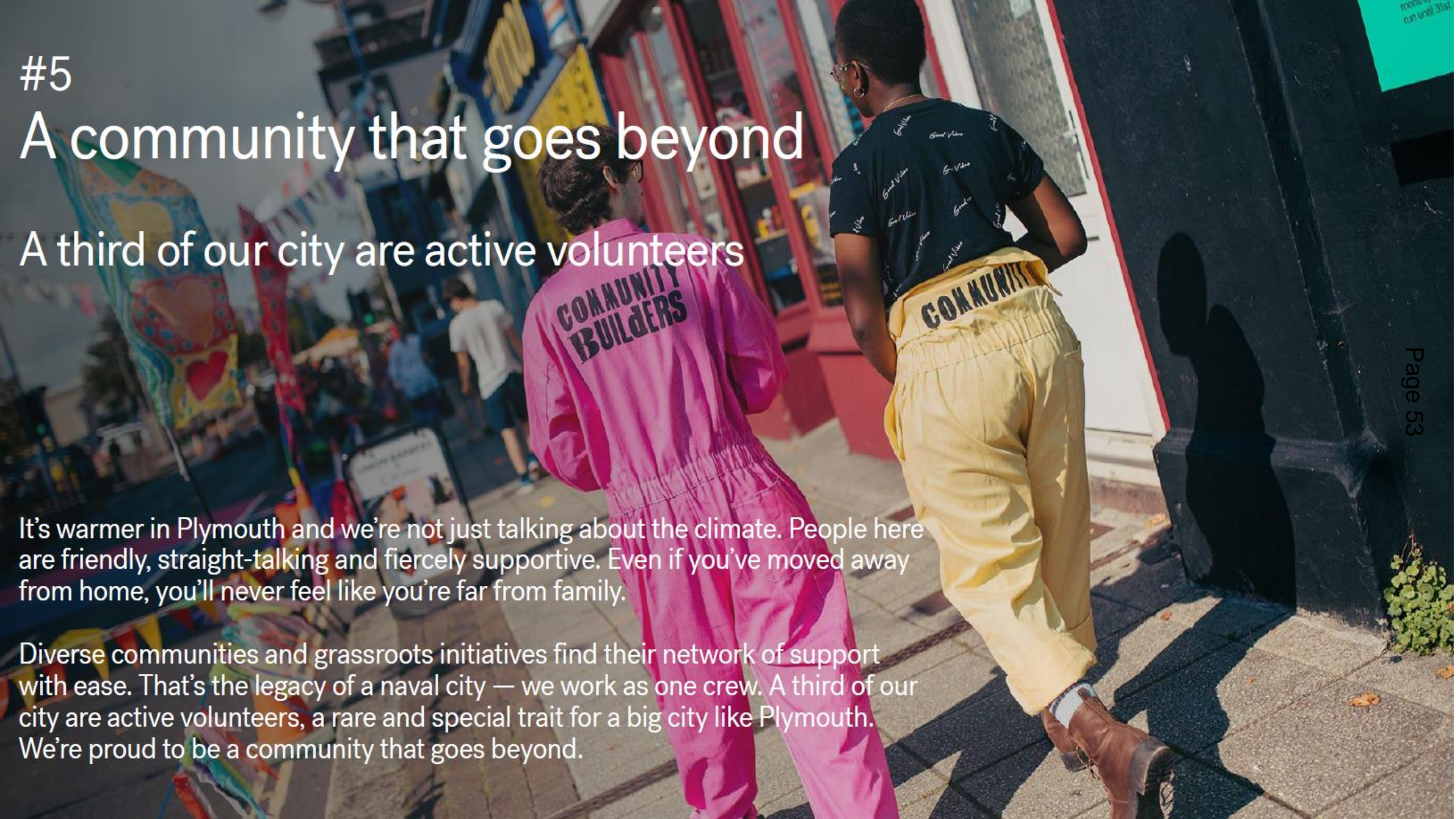
Plymouth's creativity has no bounds

8,000 people worked in creative jobs in 2023

Plymouth creativity is defined by our passion for making, bold thinking and knack for problem solving. From the studios in Alma Yard to the working dockyard, creativity flows through our city.

It's a place that continues to evolve through experimentation. Artists collaborate with ecologists, designers join forces with engineers. And with affordable spaces, digital labs and leading arts education, we create opportunities in the city and on the global stage.

We embrace creativity for all. Discover diverse cultural programming that make the most of our beautiful landscape and enjoy theatre shows that preview before the West End. Creativity is the positive force that rallies and inspires us all.



#5 A community that goes beyond

A third of our city are active volunteers

It's warmer in Plymouth and we're not just talking about the climate. People here are friendly, straight-talking and fiercely supportive. Even if you've moved away from home, you'll never feel like you're far from family.

Diverse communities and grassroots initiatives find their network of support with ease. That's the legacy of a naval city — we work as one crew. A third of our city are active volunteers, a rare and special trait for a big city like Plymouth. We're proud to be a community that goes beyond.

#6 We're charting an exciting future

A city centre transformation alongside a broader £6 billion pipeline investment into the city

Beyond the cobbled streets of the Barbican, our city's mid-century architecture makes us unique. The original vision was to create a truly modern city centre — clean, bright, democratic and optimistic. Today, we're reviving the vision and investing in our city more than ever.

Starting with a revamped city centre, we will bring back the scale, grandeur and vitality to Armada Way. Plans include a more connected cultural quarter, new homes, a campus dedicated to green and marine skills, and a rejuvenated waterfront. Plymouth is changing and we look forward to having you on board.

Plymouth, Britain's Ocean City

Make life an adventure



Plymouth, Britain's Ocean City

Make life an adventure

500 years
of innovation

The horizons are
bigger here

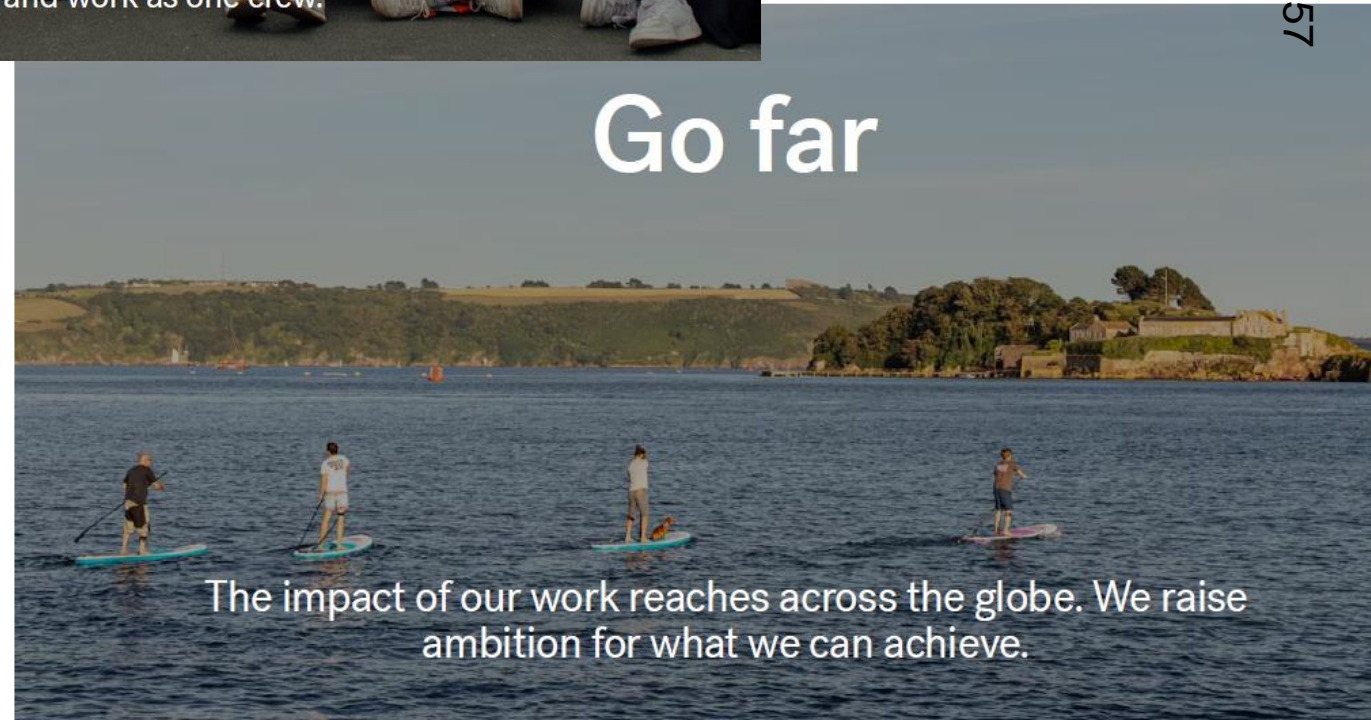
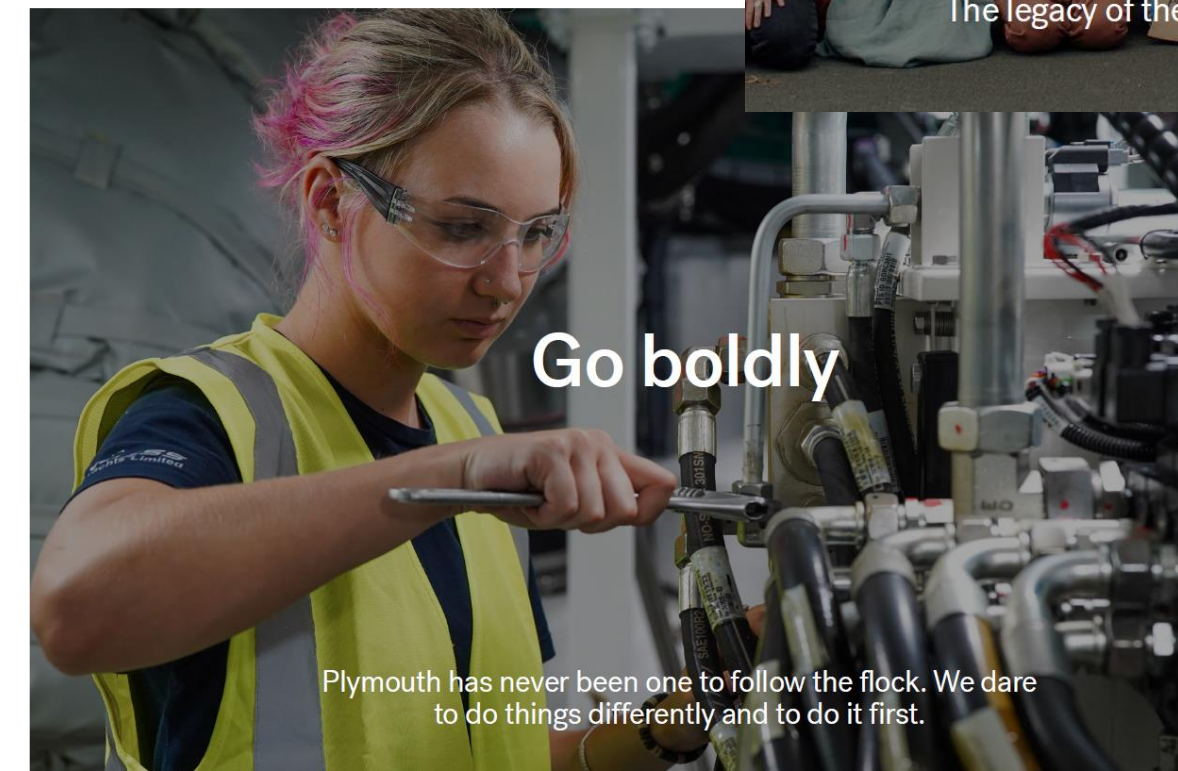
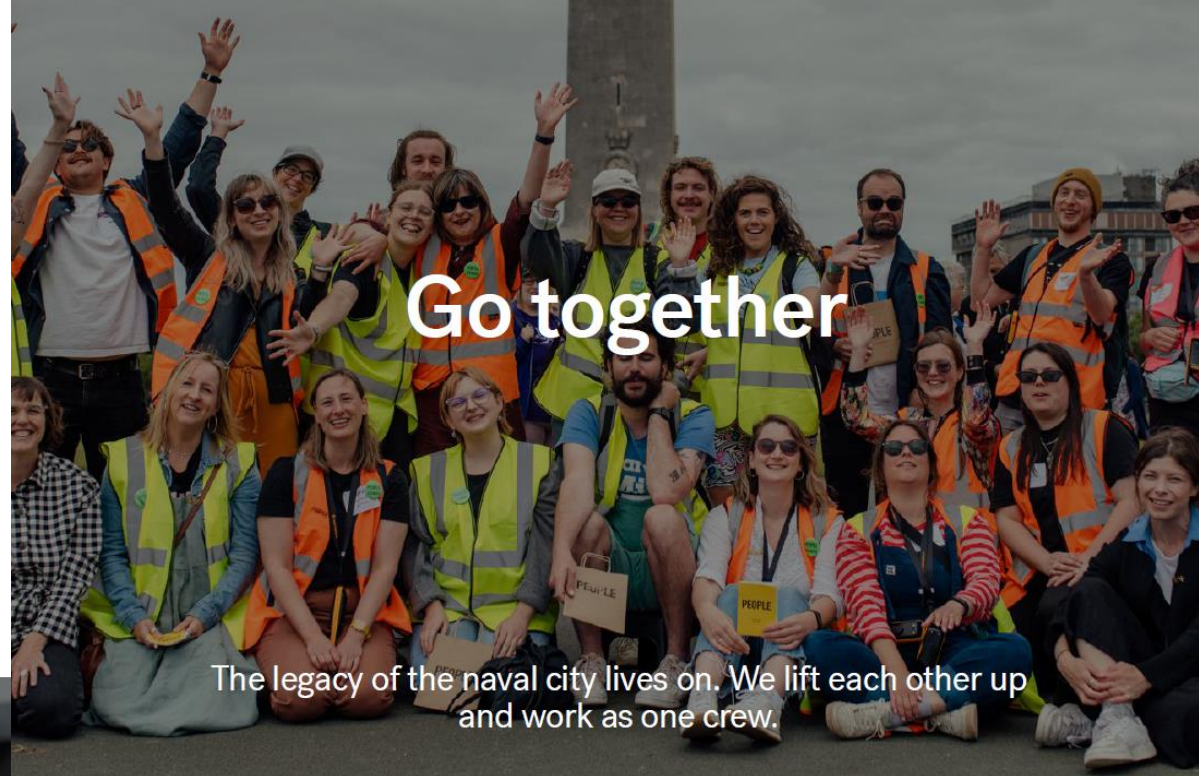
The city wild
about nature

Plymouth's creativity
has no bounds

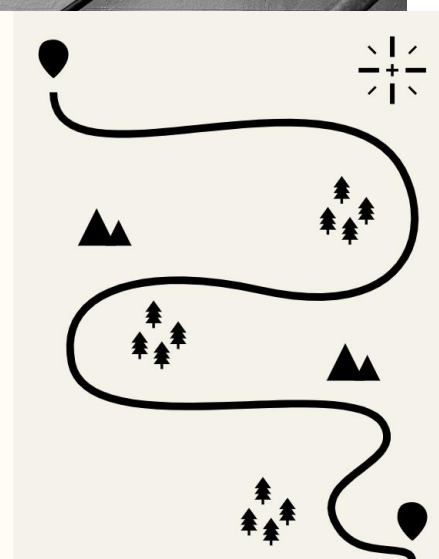
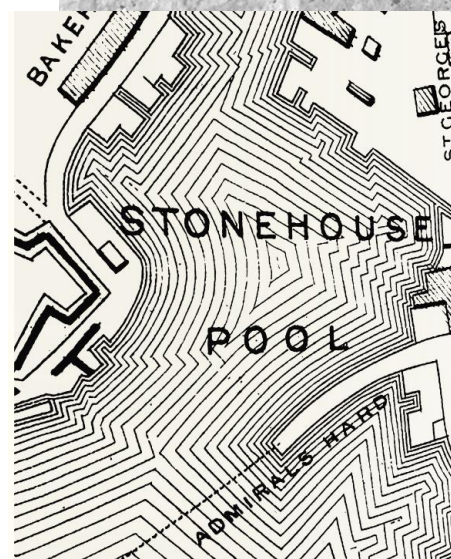
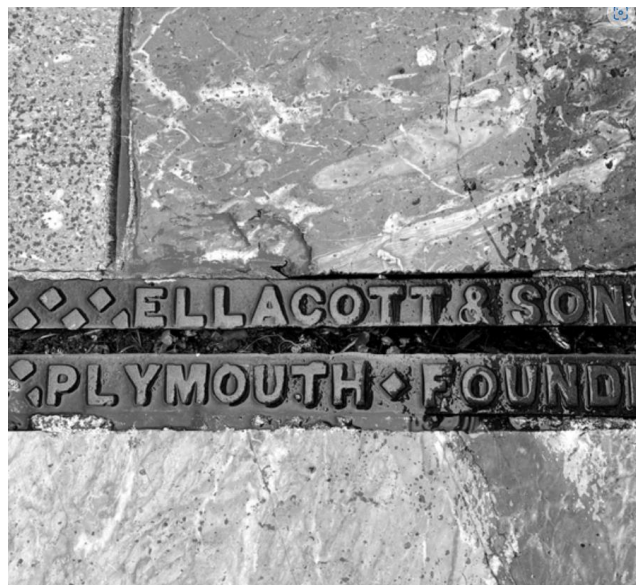
A community
that goes beyond

We're charting
an exciting future

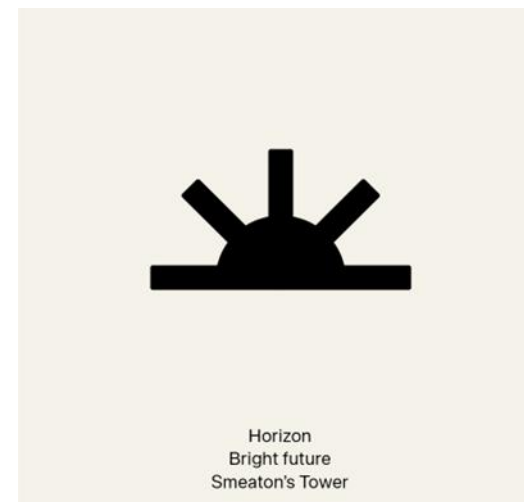
Our values



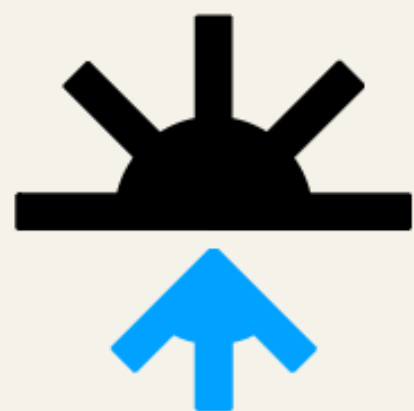
Using our heritage to shape our future



ABCDEFGHIJKLMNOP
 OPQRSTUVWXYZ
 abcdefghijklmnopqrs
 tuvwx yz
 0123456789
 !@#\$%^&*()?+

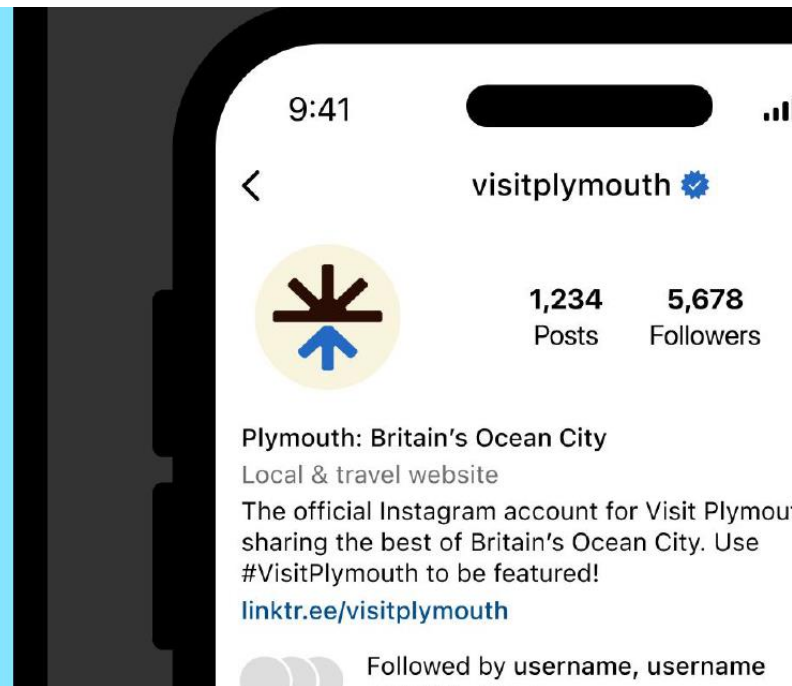
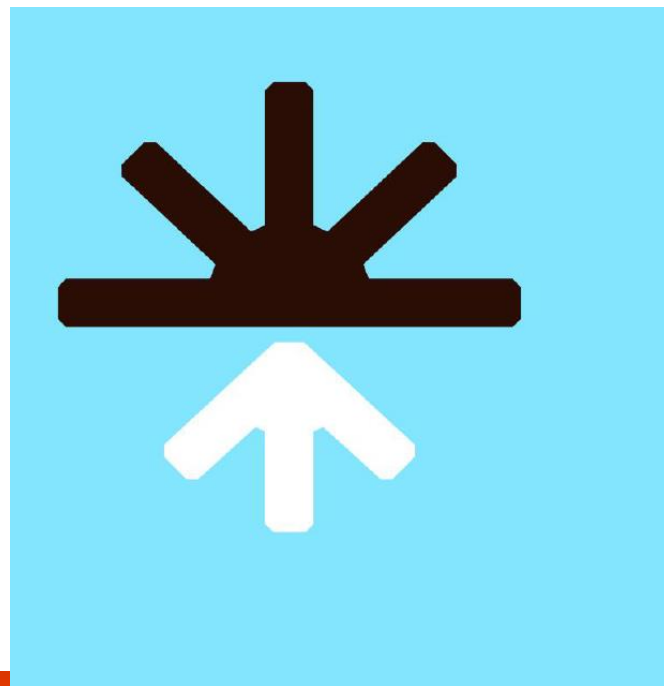


A new approach to reflect our re-positioning

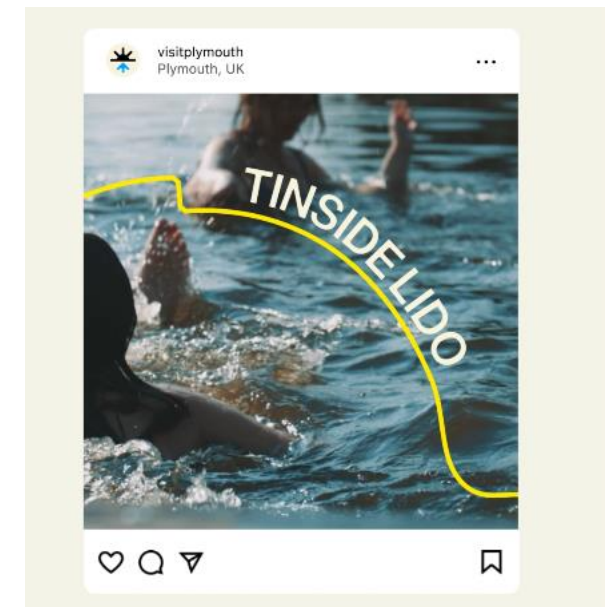
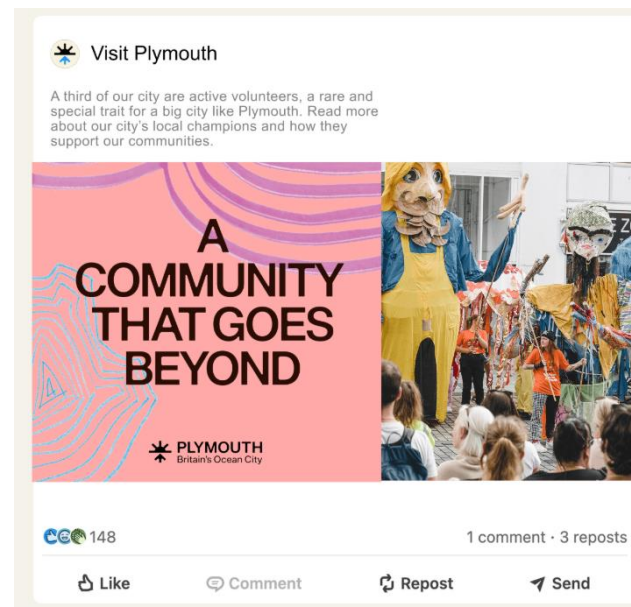


PLYMOUTH
Britain's Ocean City


Applications



Applications




Example Linkedin post: how we can begin to apply the narrative



Babcock International Group


Promoted

Build a future and make a real difference as an Engineer at Babcock




The horizons are bigger here

Register your interest for an Engineering role



Engineering work that makes a difference

Learn more about the work we do



Make work an adventure

Apply now

Page 62

A photograph of a floating dock in a body of water. The dock is made of grey interlocking plastic tiles and has a black rubber safety border. On the left side, there are yellow handrails for a set of stairs leading into the water. On the right side, there are silver metal handrails. Five people are on the dock: two women on the left, and a man and a child on the right. The water is a deep blue with small ripples. The word "Dnco" is superimposed in large, white, sans-serif font across the middle of the image, with the letters partially obscuring the dock and the people.

Dnco

This page is intentionally left blank

The Process

→ STEP 1

Following a two-year process consisting of an external perception study and local community and business consultations, the Britain's Ocean City brand has been reviewed and refreshed.

Plymouth
Britain's Ocean City

→ STEP 2

We have updated our values and how we talk about our city, so it is relevant to who we are today and who we want to be in the future.

→ STEP 3

We have a fresh new logo and icon, a narrative that talks positively about our strengths and ambitions and current imagery that shows off Plymouth to its best.



PLYMOUTH
Britain's Ocean City

This page is intentionally left blank

Natural Infrastructure and Growth Scrutiny Panel



Date of meeting:	15 October 2025
Title of Report:	Plymouth Plan for Nature and People
Lead Member:	Councillor Tom Briars-Delve (Cabinet Member for Environment and Climate Change)
Lead Strategic Director:	Glenn Caplin-Grey (Strategic Director for Growth)
Author:	Chris Avent
Contact Email:	Chris.avent@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To brief the Natural Infrastructure and Growth Scrutiny Panel on both the purpose and engagement process followed for producing a new strategic delivery plan for the Council.

Recommendations and Reasons

1. Endorse the proposed changes to the draft Plymouth Plan for Nature and People following public consultation to act as a strategic delivery framework integrating nature and natural spaces into the city's growth.
Reason: To ensure public comments have been suitably taken into account and recognize the importance of the document prior to Cabinet decision.
2. Support the creation of a Year 1 Action Plan for delivery in 2026.
Reason: To recognise the need for accountability around specific actions related to the plan.
3. Request that this item be returned to the Panel for annual review of the action plan.
Reason: To ensure that there is ongoing political scrutiny of progress towards delivering the plan.

Alternative options considered and rejected

1. Do nothing – this would have left the Council with out-of-date strategic delivery plans related to managing our natural spaces.
2. Update existing plans without any engagement and consultation.

Relevance to the Corporate Plan and/or the Plymouth Plan Corporate Plan

The plan sets out how we will deliver the objectives using the Corporate Principles of Democracy, Fairness, Responsibility and Co-operation as well as setting out how it supports the city vision of “One of Europe’s most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone.”

Plymouth Plan

Delivers against HEA7 which focuses on health and wellbeing through natural spaces and GRO6, which emphasises the delivery of a sustainable and integrated natural network.

Implications for the Medium Term Financial Plan and Resource Implications:

The plan sets out an ambition to raise external investment to work towards the delivery of the objectives and actions in the plan, ensuring that there is greater value added to council revenue budgets.

Financial Risks

The plan sets out actions to raise significant ongoing external investment to support the delivery of the plan, there are no financial risks to the council arising from the publication of this plan.

Legal Implications

The Plan sets out an approach and actions which ensure the Council meets its new duties in place under the Environment Act 2021.

Carbon Footprint (Environmental) Implications:

This plan supports delivery of actions set out in the Net Zero Action Plan and has objectives focused on environmental enhancement throughout.

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.*

The plan has been designed and written to incorporate inclusivity as a principle.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Plymouth Plan for Nature and People Briefing Report							
B	PCC_Plan for Nature and People_two-page Summary_Screen_18.08.25							
C	PCC_Plan for Nature and People_Draft_20.08.25							
D	Plymouth Plan for Nature and People Presentation							

Background papers:

**Add rows as required to box below*

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

Fin	N/A	Leg	N/A	Mon Off	N/A	HR	N/A	Assets	N/A	Strat Proc	N/A
Originating Senior Leadership Team member: Glenn Caplin-Grey											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 06/10/2025											
Cabinet Member approval: Councillor Briars-Delve approved via email											
Date approved: 06/10/2025											

This page is intentionally left blank

Briefing Report**Plymouth Plan for Nature and People
(2025-2030)**

October 2025

**1. Background**

The Plymouth Plan for Nature and People (2025–2030) articulates a strategic vision to position nature as essential infrastructure within the city’s growth, health and wellbeing, and economic development. It responds to both national and local environmental challenges, including the climate and ecological emergencies, and aligns with the Environment Act 2021 and the Government’s 25-Year Environmental Improvement Plan.

Plymouth’s natural environment—comprising over 40% green space, three National Landscapes, and the UK’s first National Marine Park—is recognised as a key asset for biodiversity, public health, and economic prosperity. The Plan builds on a decade of environmental innovation and delivery, including initiatives such as Plymouth Sound National Marine Park, Green Minds, and Plymouth and South Devon Community Forest.

2. Purpose of the Plan

The Plan serves as a strategic delivery framework for nature recovery and integration across all sectors of city service delivery. Its overarching aim is to establish Plymouth as a Nature-rich Ocean City, where thriving ecosystems are accessible to all and contribute to climate resilience, health equity, and economic opportunity.

The Plan is structured around five key objectives:

1. A Nature-Rich Ocean City
2. A Playful, Active, and Healthy City
3. Inclusive Nature Spaces
4. A Nature-Connected, Engaged, and Empowered City
5. An Innovative Investment City

Each objective is supported by a delivery programme with measurable actions and outcomes, including habitat enhancement, tree planting, community engagement, and green finance initiatives.

3. Engagement and Consultation Process

The Plan was shaped through extensive engagement with over 1,000 residents and stakeholders over the last 15 months. Initial consultation included the 'Summer of Nature' campaign, which gathered over 550 survey responses. This was followed by 12 focus groups held across the city, attended by 110 participants representing community groups, schools, businesses, and charities. Key themes included access to nature, biodiversity, climate resilience, and community stewardship.

A formal public consultation on the draft Plan was conducted during August–September 2025, receiving 286 survey responses and eight attendees at focus groups, and additional feedback from 36 children and young people. The consultation demonstrated strong support for the Plan's vision, with 76% of respondents expressing overall approval. Feedback was used to refine the Plan, strengthen delivery actions, and improve clarity and inclusivity.

4. Proposed changes

Following analysis of the feedback received from the public through the consultation process we have identified the main actionable points and how we are going to integrate them into the final draft of the PfN&P. This is shown in full in Appendix I, but we summarise here:

1. Strengthening Accessibility and Inclusion

The Plan has been revised to improve clarity and accessibility, including updates to the glossary and the creation of simplified summaries for the public and young people. It now includes stronger commitments to inclusive access to nature spaces, such as coastal areas, and outlines actions like developing anchor points and improving the South West Coast Path. Volunteering opportunities will be communicated both online and offline to ensure broader engagement, especially for those less digitally connected.

2. Enhancing Cultural, Educational, and Community Engagement

Arts and culture have been more prominently integrated into the Plan, with added references to creative programmes and partnerships. Education initiatives have been expanded, including commitments to school-based nature literacy programmes like Sea in Schools and Next Generation Nature. The Plan also now includes clearer actions to support community involvement, such as increasing representation on the Steering Group and strengthening communication about nature-based activities.

3. Improving Specificity, Delivery, and Accountability

To address concerns about vagueness, the Plan now includes a more detailed Delivery Programme with clearer measures of success and team responsibilities. Strategic delivery has been clarified, with oversight from the Natural Environment service and a

broadened Steering Group. Monitoring and reporting mechanisms have been reinforced, aligning with national indicators and ensuring transparency in progress tracking.

4. Addressing Climate, Coastal, and Financial Concerns

The Plan now better reflects the urgency of the climate crisis by aligning with Plymouth's Net Zero Action Plan and the emerging Climate Adaptation Plan. Coastal nature protection has been strengthened through the commitment to a new Plan for Water and updates to the Nature Rich Plymouth vision. Financially, the Plan emphasizes that it will not increase council tax, with 62% of funding sourced externally, and introduces Ocean City Nature as a vehicle for innovative investment to support delivery without burdening taxpayers.

5. Next Steps

Following endorsement, the Plan will be overseen by a cross-sector Steering Group to monitor delivery and ensure accountability. Implementation will be led by the Council's Natural Environment Service in collaboration with internal departments and external partners.

Key next steps include:

- Establishing the Steering Group and delivery governance
- Allocating delivery actions to responsible teams
- Launching a citywide communications campaign
- Publishing Plymouth's Natural Capital Investment Prospectus
- Developing a Plan for Water and Climate Adaptation Plan

Monitoring and reporting will be supported by citizen science, academic research, and digital infrastructure to track progress against environmental and social indicators.

6. Recommendations to Natural Infrastructure and Growth Scrutiny Committee

- 1. Endorse the proposed changes to the draft Plymouth Plan for Nature and People following public consultation to act as a strategic delivery framework integrating nature and natural spaces into the city's growth.**
- 2. Approve the creation of a Year 1 Action Plan for delivery in 2026.**
- 3. Request that this item be returned to the Committee for annual review of the Action Plan.**

Kat Deeney, Chris Avent, Liza Oxford & Emmie Readman
Natural Environment Service, Street Services, Plymouth City Council

Appendix I - TOP ACTIONS IDENTIFIED FROM THE SURVEY RESPONSES

The top actionable points from the survey and how we are going to integrate them into the final draft of the PfN&P.

	You said	We said
1	<i>"I think that the planting of more trees is essential for the benefit of nature and people."</i>	<p>We agree – and we're taking action. On page 25 of the Plan, you'll find details about some of the tree planting and maintenance initiatives we're currently working on. Did you know that we have a dedicated and ambitious plan specifically for tree planting across the city? It's called the Plan for Trees, and it sets out our long-term vision for protecting, planting, and celebrating trees across the city. You can explore it on our website here: Plan for Trees PLYMOUTH.GOV.UK.</p> <p>What have we changed? Reviewed document and strengthened references to trees. We have recognised the work of the Plan for Trees partnership on page 17, addressing the challenges of Tree Equity in the City.</p>
2	<i>"I felt the report, and summary, could have been written in a more accessible, plain English way, as much of the language could exclude people from truly engaging or understanding."</i>	<p>We hear you. While the Plan is primarily written as a document for professionals — including funders, investors, and sector specialists — we recognise that not everyone is familiar with technical terms. That's why we've made sure to include two easy-to-read, 2-page summaries: one for the general public and another tailored for</p>

		<p>children and young people. These versions use simpler language and are designed to be more engaging and inclusive.</p> <p>What have we changed? We've updated the glossary and reviewed the summary documents to make definitions and explanations clearer and more accessible for everyone reading the Plan.</p>
3	<i>"Develop cultural/artistic opportunities to engage with nature within the Plan."</i>	<p>We completely agree. The arts and culture are really important parts of Plymouth's identity. They can animate nature in really engaging, fun, and moving ways, and we know how important they are to help nurture connection between people and nature.</p> <p>We have a strong track record of integrating arts and culture into our environmental work. In recent years we've collaborated with a broad range of cultural partners like Arts University Plymouth, Stilton Theatre Company, and a range of local artists. Through creative commissions, public art events, and nature-inspired performances, we've celebrated the environment in imaginative and meaningful ways.</p> <p>Looking ahead, we're committed to building on this approach and make sure that when we talk about nature, we are considering opportunities for artistic and cultural collaboration across the city.</p> <p>What have we changed? We have reviewed the document and added in more references to artistic and cultural programmes and opportunities, specifically in the 'Playful, Active, and Healthy Plymouth'. We have also added in another photo of arts and culture practice as well as strengthening references to the strong history of partnership delivery of artistic and cultural programmes through past Council-led projects.</p>
4	<i>"The enhancing of digital</i>	We understand. Volunteering should be flexible

	<p><i>platforms is interesting but must not be done at the expense of existing channels. It would be a great improvement to have a centralised, easily accessible online presence for volunteers to access to find local nature projects they can join, especially by allowing anyone who has such a project to register that they are looking for volunteers. However, it can't be forgotten that many volunteers are older people or those who struggle with technology, so means must be put in place for those people to feel at no disadvantage when engaging. Any online service must have an offline equivalent."</i></p>	<p>and accessible to everyone. Not everyone can sign up to a big commitment of regular volunteering and we know some people would be more comfortable 'doing their bit' whenever they can. We recognise not everyone has access to digital/online platforms.</p> <p>In addition to the digital platform mentioned in the Plan, we'll continue to share volunteering opportunities in other ways too. This includes putting up posters at relevant sites and working closely with our community partners, like Friends of Groups, to spread the word more widely across neighbourhoods. Our aim is to make it as easy as possible for people to get involved, whether online or offline.</p> <p>We know how important communication is to residents and communities for us all to be able to make the most of efforts towards delivering the vision in this plan – we heard this really clearly in the focus groups.</p> <p>What have we changed?</p> <p>We have reviewed the Plan with this in mind and felt it was important to strengthen this in a really clear way and so in the Delivery Programme (page 48) we have added a specific measure of success to ensure we are accountable it – regular evaluation with stakeholder's measures satisfaction with communication about nature-based activity programmes in the city.</p> <p>And to bolster that we have added an action to develop dedicated people in the council to communicate volunteering opportunities using a variety of methods.</p>
5	<p><i>"Focus is needed on existing maintenance. I would like to know what is specific to my neighbourhood."</i></p>	<p>We agree - ongoing maintenance is really important and it's a big part of what we do. This plan sits alongside our existing management plans for nature spaces across the whole of Plymouth- every ward and every neighbourhood. While we can't include every detail in this document, the Plan provides an overview of our broader goals and priorities.</p>

		<p>We regularly update our maintenance plans to reflect public feedback — like the improvements made to our like our grass cutting map here— and to respond to environmental changes driven by the climate crisis. We're committed to ensuring that our approach remains adaptive, responsive, and informed by the communities we serve.</p> <p>What have we changed?</p> <p>We have strengthened the signposting to what's already happening i.e. grass cutting rota and signposting to the specific actions in the delivery programme.</p> <p>We have updated the plan to provide a commitment to more community representation on the Steering Group so that a range of community voices are part of the oversight of the delivery.</p>
6	<p><i>“There is a lot of general 'good intention statements' that few could disagree. The specifics of how to achieve the lofty goals are vague. A proposed structure for the team/s responsible. It doesn't make clear who will be responsible for many actions - who will be on the steering group and who gets to decide that?”</i></p>	<p>We agree as you will see we have included a Delivery Programme in the Appendices at the back of the Plan which sets out the specific, although in some cases still high level, actions required to work towards the measures of success.</p> <p>What have we changed?</p> <p>We have updated the section on Strategic Delivery to make this clearer at this stage. The delivery programme will be led by the council's Natural Environment service who will collaborate with other council service areas and partners to deliver the actions set out. One of the first actions will be to ensure that each of the actions and measures set out in this plan is allocated to specific teams to lead and report back on to ensure we are able to monitor progress and where necessary make adjustments to stay on track.</p> <p>To ensure accountability, we'll be working alongside a wide range of people and partners to oversee the delivery and maintain high standards. This includes expanding the Steering Group to</p>

		bring together people from a broad range of demographics across the city, helping to ensure their community is represented in the plan
7	<i>"The plan doesn't seem to include allotments."</i>	<p>Allotments are little green havens across our city. Not only do they provide space for residents and communities to grow their own food they also promote physical and mental wellbeing and bring neighbourhoods together. These green spaces also support biodiversity, reduce urban heat, and help people reconnect with nature in even the most built-up environments. They can also be a vital tool in tackling food insecurity and building climate resilience at a local level. Plus, there's something really satisfying about eating something you've grown yourself!</p> <p>We've heard that Allotments are really important to you which is why we've also added into the delivery plan that as the city grows we are exploring the potential expansion of the allotment network.</p> <p>What have we changed?</p> <p>While we mention Allotments on pages 20, 27 and in the Appendices on page 46 we agree that they are important spaces and deserve a dedicated further action point, that we've included on Page 46 under Food Growing - Explore the potential expansion of the allotment network as the city grows. Space is at a premium in the city but as the city grows we are committed to ensuring that opportunity provides scope to increase the number of allotments for residents.</p>
8	<i>"The plan talks about the sea but doesn't reflect (or at least it is not clear) about how coastal nature can be improved and protected and accesses in a way that does not damage these fragile habitats."</i>	<p>We have multiple projects and partnerships are dedicated to keeping our rivers, estuaries, and our Sound healthy and thriving. From the Plymouth Sound National Marine Park project to the Tamar Estuaries Consultative Forum, we are working alongside experts to keep these habitats safe and healthy.</p>

		<p>To put all this work together and join up the vision, we are going to be working in partnership with key stakeholders to produce a Plan for Water. This Plan will set out what we're going to do to keep these blue spaces safe and special for wildlife and for people.</p> <p>Our coastal sites are well recognised, with some being nationally important and we have committed to protecting and enhancing these as part of the Nature Rich Ocean City objective and linked actions (pages 43 and 44).</p> <p>What have we changed?</p> <p>We reviewed the document with this mind and have updated the vision of the Nature Rich Plymouth on page 24 to include specific reference to coast as an important part of the city's biodiversity.</p>
9	<p><i>"Building on the call for education and public engagement, promote nature literacy in schools, strengthen education programmes in schools."</i></p>	<p>We know it's really important to tell people how amazing nature is, and how important it is to protect it. Children, young people, and adults can all benefit from learning more about the incredible wildlife right on our doorstep, the challenges it's facing, and what we can do to help.</p> <p>Many of you said about how important it is to make sure that we are going into schools to teach children about nature and we absolutely agree. Did you know that many of our projects on the ground deliver activities in schools and with young people every day?</p> <p>The Plymouth Sound National Marine Park team is visiting every school in Plymouth to talk about the importance of the sea and marine life, and how we can protect it. Our Green Communities team runs a Next Generation Nature education programme, running nature-based school sessions to teach about biodiversity and how we can help nature. The new recycling officers in the Council will be going into schools to talk about recycling and litter. There's lots of education initiatives happening in the Council and with our</p>

		<p>partners.</p> <p>We are committed to making sure that future generations know how important nature is, in Plymouth and beyond, and how they can help to look after it so that it can be enjoyed for generations to come.</p> <p>What have we changed?</p> <p>To make this point clearer and stronger in the plan we have strengthened the reference to education and learning in the nature connected, engaged and empowered Plymouth objective as well as adding a new action in the delivery programme to 'continue to deliver and seek opportunities to expand the city's Sea in Schools Programme with partners in the city.'</p>
10	<p><i>"A positive plan for nature is welcome but nature protection also needs to be built into other policies, especially those on transport, housing and other development issues. I'm applauding the steering group. think they should be mentioned by name in the plan so it's clear this is a wider than PCC thing."</i></p>	<p>We agree and you will see that we already have agreed specific policies in the Joint Local Plan that offer recognition and protection to our natural environment (DEV26 and DEV27) and Trees and Hedgerows (DEV28) as well as a recognised Biodiversity Network. These policies are balanced against wider infrastructure needs of the city and for people to have good quality homes and neighbourhoods to live in and ways to get around the city.</p> <p>What have we changed?</p> <p>The council also has integrated a Climate Impact Assessment requirement into every Decision taken by the members and officers. This assessment takes into account a range of factors, including biodiversity, to ensure that the proposal aligns with existing Climate and Nature goals. This wasn't referenced in the plan before but we have now added this in to make sure people understand some of the ways behind the scenes that we are working to protect the environment in a growing city and genuinely consider climate goals as part of our decision making.</p> <p>Thanks for recognising the hard work that many</p>

		<p>have put towards this plan and we agree this needs to be recognised more clearly so we have also added in an acknowledgments section - to recognise and say thank you for the contributions so many people, groups and partners have made in helping to shape this plan.</p>
II	<p><i>“The Plan states that there will be accessible and inclusive natural spaces across the city. But does not state how this will be achieved.”</i></p>	<p>Every person in Plymouth deserves to enjoy and benefit from getting outside and being in nature. We know that not every nature space is accessible for everyone. Through the Plan, we want to identify places where we can improve access to nature spaces and work with communities to make this happen where possible.</p> <p>Many of you talked about the need to make our coastal spaces more accessible, so more people can feel closer to the sea. Have you heard about our Plymouth Sound National Marine Park (PSNMP)? The PSNMP is working closely with communities near Ernesettle Creek and Firestone Bay to strengthen their connection to local blue spaces. Through the development of Community Access Points, they aim to create welcoming, accessible routes that encourage regular interaction with these natural areas and reflect the needs and aspirations of local residents.</p> <p>We are also working closely with the South West Coast Path, to improve accessibility along Plymouth’s stretch of Coast Path.</p> <p>What have we changed?</p> <p>We have reviewed the plan with this in mind and have made a few changes to ensure the importance of this comes through. We strengthened the action about access to sea and beaches in the Inclusive Nature Spaces section and recognised a specific action to delivering 'anchor points' at Firestone Bay and Ernesettle as part of our NMP programme.</p> <p>We have also ensured that we have made</p>

		stronger reference in a couple of key places in the Plan to the South West Coast Path and how there is really positive working going on to improve accessibility.
12	<i>“Make sure that you have set up a matrix of what you will measure - insect/plant diversity; residents’ sense of well-being - preferably with comparators. I think the plan needs to use less specific terms and language- will many people understand what moderate/ condition is?”</i>	<p>We agree—understanding what’s working and what needs improving is essential. That’s why we’ve built in a commitment to monitor and report on progress throughout the life of the Plan (see page 37).</p> <p>We’ll be tracking our progress against the specific proposed measures of success and actions set out in the Delivery Programme (pages 43–50 of the Appendices). These measures of success are our benchmarks, and we’ll use them to assess how well we’re delivering on our commitments.</p> <p>What have we changed? We can see that some of the measures might not have been as clear as they could be and that is because in addition to local measures, we’re also working to meet national nature indicators, overseen by organisations like Natural England, to ensure our work contributes to wider environmental goals and we have added in some information linking explain these measures a bit further.</p> <p>After reviewing the section on Strategic Delivery we thought this could also be strengthened and so we have re-written and strengthened this so that it is clearer in how we will ensure oversight of the delivery of the plan. This includes how we’ll regularly review progress with the steering group and publish updates that show how we’re performing against the Plan’s targets—highlighting both successes and areas where more work is needed.</p>
13	<i>“I think the plan could be more ambitious in relation to addressing the climate crisis. The urgency of the crisis doesn’t necessarily come through.”</i>	<p>Taking action about the climate crisis is crucial. We officially declared a Climate Emergency in March 2019 and are working hard to mitigate and address the climate crisis across the Council. Every aim and deliverable in the Plan for Nature and People goes towards combatting the climate</p>

		<p>crisis.</p> <p>To move us towards the Council's goal of our being carbon neutral by 2030, we co-developed the Net Zero Action Plan which you can read on our website here: Net Zero Action Plan PLYMOUTH.GOV.UK. This Plan provides clear actions about how we are approaching the climate crisis and moving towards carbon neutrality as a Council. This Plan sits alongside the Plan for Nature and People and our forthcoming Climate Adaptation Plan, which is currently in production.</p> <p>The Delivery Programme has a specific section highlighting measures of success and actions towards Climate Resilience and Adaptation on page 44.</p> <p>What have we changed?</p> <p>To strengthen this, we have updated and strengthened references (pages 9, 21, 42) to the city's current Net Zero Action Plan and the emerging Climate Adaptation Plan to clarify how the Plan for Nature and People's objectives also support and align with these plans, reinforcing the city's commitment to climate resilience and carbon neutrality through nature-based solutions.</p>
14	<p><i>"What is the cost of this plan, what is its impact upon council tax bills? We need a clear idea of where the money is coming from and how sure is the council of meeting its £50M goal."</i></p>	<p>This Plan does not require any additional cost to the taxpayer. In fact, 62% of our work is funded through external grants, which means we've successfully secured funding from outside sources for specific nature environment programmes. These funds are ring-fenced and cannot be used for other Council activities but we also work to put them to good effect to deliver socio-economic benefits too.</p> <p>When applying for these funding opportunities, we prioritise collaboration and creativity—ensuring that we can share resources with partners and communities. We know that these projects achieve the greatest impact when</p>

	<p>delivered collectively, involving a wide range of people and organisations across the city.</p> <p>To learn more about how the Council is working towards the £50 million target, please refer to the Innovative Investment section on pages 32–33 of the Plan.</p> <p>What have we changed?</p> <p>We have added some further information about this in page 32 of the plan to make it clear about the innovative plan for raising these levels of investment.</p> <p>“This, coupled with the existing commitment from the council's budget, mean we are able to deliver more value for money for the city without putting further pressure on the public purse. The council's new innovative Company to drive this forward - Ocean City Nature - looks to build investment up to a level to enable more money to circulate to community activity and deliver the goals of this plan.”</p>
--	--

An updated strategic document is required to guide investment and activity across the city's natural infrastructure. This need arises from the expiration of previous documents and the introduction of new national legislation and policy.

- The Green Space Strategy (2008–2023) and Green Infrastructure Delivery Plan (2010–2020) are now outdated.
- New statutory duties under the Environment Act 2021.
- The need to maintain Plymouth’s leadership in nature-based investment and secure new funding streams.
- Support for Plymouth’s growth ambitions through high-quality environments for living, working, studying, and investing.
- The role of nature in supporting the city’s health and wellbeing objectives.
- The imperative to deliver climate mitigation and adaptation measures using cost-effective, nature-based interventions.
- Community feedback from the Summer of Nature survey highlighting aspirations to connect with and enhance nature in the city.



Figure 1: The question ‘What’s your favourite memory from a nature place in Plymouth?’ evoked lots of responses shown graphically.

This page is intentionally left blank

WHAT IS THE PLAN FOR NATURE AND PEOPLE?

This plan outlines how we will place nature at the heart of our city's identity, growth, health, and economy over the next five years.

Plymouth aims to be locally celebrated and globally recognised as a nature-rich Ocean City with nature at its heart. We want everyone to enjoy, be part of, and feel connected to our incredible nature spaces.

WHY DOES THIS MATTER?

Plymouth is an amazing city where nature thrives. With over 40 per cent green space, three National Landscapes, and the UK's first National Marine Park, we have the ability to lead the way in nature recovery, health equity, and climate resilience.

These nature spaces include parks, nature reserves, neighbourhood open spaces, verges, play areas, sports pitches, allotments, cemeteries, streams, ponds, rivers, street trees, woodlands and grassy areas. At sea this includes the open marine environment with all of the habitats and species that exist within and beneath, as well as the estuaries, mudflats, salt marsh, cliffs and rocky shore.

But we face challenges:

- The climate crisis is driving the loss of wildlife and wildlife homes. The Wildlife Trusts, 2022
- Not everyone can access nature spaces
- Inequalities in physical and mental health around the city
- The climate crisis is creating risks and extreme weather events, including flooding and drought

We know from evidence that nature can address these challenges - supporting better health, resilient facilities, and community wellbeing.

PLAN FOR NATURE AND PEOPLE

2025-2030

Growth, health, and economy
over the next five years.

WHAT WE HEARD

To shape the plan, we listened to over 650 residents and stakeholders' voices. We believe the plan will only work if we work together. From a 'Summer of Nature' to a number of focus groups, our communities helped to shape the plan. We listened to lots of different ideas, concerns, and suggestions, and we have made sure that they are at the heart of this plan.



WHAT DO WE WANT TO ACHIEVE?



A NATURE RICH PLYMOUTH

A city buzzing with nature

We will create better and more joined up nature spaces on land and in the sea.

Key actions:

- Work with communities to co-design and deliver neighbourhood level wildlife enhancements
- Plant 1,000 individual street trees by 2030; improve 400ha of nature space
- Achieve ‘moderate/good’ condition in 90 per cent of key nature sites



A PLAYFUL, ACTIVE AND HEALTHY CITY

Where everyone can access quality natural spaces

We will make sure that everyone lives within a 400 metre walk of quality natural space, using nature to improve public health and wellbeing.

Key actions:

- Embed nature into public health and care strategies
- Improve facilities and access to parks and marine spaces
- Expand ecotherapy, social prescribing, and wellbeing hubs



INCLUSIVE NATURE SPACES

Meeting the needs of people by supporting activity programmes

We will co-design, invest in and co-manage spaces that are welcoming and accessible to all, addressing inequalities in provision and quality.

Key actions:

- Support inclusive design and neighbourhood masterplans
- Enhance physical and digital platforms to connect communities
- Fund community-led nature enterprises and activities



A NATURE-CONNECTED AND EMPOWERED CITY

Empowering residents to engage in decision making

We will empower communities to lead, co-design, and co-steward nature initiatives, recognising local expertise, and creating green career pathways.

Key actions:

- Invest in volunteering, training, and youth leadership
- Apply a Nature Connectedness approach to engagement, supporting people to feel close to and a part of nature
- Launch a cross-sector Plan for Nature Steering Group



AN INNOVATIVE INVESTMENT CITY

Nature innovation as part of a sustainable city economy

We will work with nature to bring money into the city, create jobs, and drive enterprise.

Key actions:

- Raise £50m by 2030 through green finance and partnerships
- Expand Ocean City Nature and habitat banking
- Publish Plymouth’s first Natural Capital Investment Prospectus

HOW WE WILL DELIVER

Partnership working

across sectors, communities, and institutions

Innovative funding

including biodiversity net gain and social investment

Robust governance

through a new cross-sector Steering Group

Transparent monitoring

using shared data, citizen science, and academic insight

Inclusive communication

that inspires trust and involvement citywide



A CALL TO ACTION

This is more than an environmental strategy; it is a shared commitment to a just, resilient, and vibrant future. It will only succeed if we all play our part, from businesses and schools to residents, funders, and national partners.

Together, we can make Plymouth a leading Nature City where people and wildlife flourish, and where nature is valued, protected, and celebrated by all.

PLYMOUTH PLAN FOR NATURE AND PEOPLE 2025-2030



FOREWORD



The natural environment is one of Plymouth's greatest assets. Our green and blue spaces play a vital role in supporting our health and wellbeing, boosting our economy, and helping us to tackle the linked climate and ecological emergencies. Nature is declining across the UK and we need to do more locally to help turn that around.

This Plan for Nature and People 2025–2030 sets out a long-term vision for Plymouth to become a truly nature-rich city - one where thriving natural spaces are recognised as essential infrastructure, integrated into planning, investment, growth and service delivery across all sectors. It reflects our ambition to ensure that everyone can benefit from access to high-quality natural environments, and to place communities at the heart of stewarding these spaces for future generations.

The Plan builds on many years of environmental innovation in Plymouth - from the creation of the UK's first National Marine Park to the UK's first council owned Habitat Bank. It provides a clear framework for accelerating green investment, drawing together public, private, and voluntary sector partners around shared goals.

We are proud to present this Plan as a commitment to ensuring that Plymouth's natural environment is protected, enhanced, and celebrated - locally and globally - for the benefit of all.

Councillor Tom Briars-Delve
Cabinet Member for Environment and Climate Change
Plymouth City Council

Plymouth has an ambitious growth agenda with a clear recognition of the value and importance that our rich natural environment in and around the city has as part of these plans. This plan sets out how we will invest in our natural spaces to raise living standards and improve lives, build climate resilience and create jobs.

The success of our economic strategy relies on our natural environment being the absolute best it can be, whether to support our Visitor Plan, or provide opportunities for businesses across the city meeting their own and the city's sustainability goals.

This plan shows how we can respond positively to the global challenges of climate change and biodiversity crises, positioning Plymouth and its workforce to benefit from the green and blue jobs of the future.

Plymouth is so fortunate to have such amazing nature and people providing vast opportunities for the city to be a fantastic place to live and work. Through working together in partnership, we have seen the city grow sustainably with this plan celebrating many of these successes. Through this plan we will further realise Plymouth's unique potential as Britain's Ocean City and absolutely make sure that everyone has the opportunity to benefit from the investment ahead of us.

Glenn Caplin-Grey
Strategic Director for Growth
Plymouth City Council

Having worked with communities in many projects and activities enhancing green and growing spaces to benefit Plymouth's people and wildlife for nearly 20 years, I am delighted to see the Plan for Nature and People coming to life. As a permaculture practitioner, I always look to learn from the natural world. So, I am encouraged that nature is being acknowledged and given a stronger role in future of the City through the Plan and other channels. This is a continuation of the positive changes and increasingly imaginative approaches I have observed in the City Council, Housing Associations and other key stakeholders over the past two decades. I look forward to continuing to build on the positive experiences of co-designing green spaces and urban places with communities. I will also welcome new opportunities to increase diversity and create an abundance of habitats providing amenity value and food for wildlife and people emerging from the Plan.

Tess Wilmot
Dig for Devonport / Food Plymouth



CONTENTS

SECTION ONE

INTRODUCTION	5
Executive Summary	6
Key facts	7
What the Plan delivers	8
Introduction	9
Background	10

SECTION TWO

AT A GLANCE	15
A better connected nature network	16
Where are we now?	18
How we manage our spaces	20
Policy and Plan landscape	21

SECTION THREE

THINGS WE WANT TO ACHIEVE	22
Our pillars of success	23
A nature rich Plymouth	24
A playful, active, and healthy Plymouth	26
Inclusive nature spaces	28
A nature connected, engaged and empowered Plymouth	30
An innovative investment city	32

SECTION FOUR

STRATEGIC DELIVERY	34
Who we work with	35
Funding	36
Governance and leadership	36
Communication	37
Monitoring and reporting	37

SECTION FIVE

CONCLUSION	38
------------	----

SECTION SIX

APPENDICES	40
Glossary	41
Bibliography	42
Delivery Programme	43
Plymouth Nature Recovery Network	51
Engagement report	52
Green Minds model	73

SECTION ONE

INTRODUCTION

Executive Summary	6
Key facts	7
What the Plan delivers	8
Introduction	9
Background	10

EXECUTIVE SUMMARY

This plan reflects our ambition to be “locally celebrated and globally recognised as a nature-rich Ocean City.”

With a growing population of over 264,000, Plymouth stands out nationally for its rich natural assets. Over 40 per cent of the city is green space, surrounded by three National Landscapes, Dartmoor National Park, Marine Protected Area, Plymouth Sound National Marine Park, and a diverse mosaic of nature reserves, parks, and wildlife corridors.

This Plan for Nature and People sets out Plymouth’s long-term commitment to become an engaged, nature-rich Ocean City, where every citizen benefits from, contributes to, and connects with nature. It builds upon successful foundations laid in the Plymouth Plan and recent partnership delivery to transform our natural environment network into one that is inclusive, community centred, climate-ready, biodiverse, and celebrated locally and globally.

Plymouth’s natural environment is a unique and powerful asset — environmentally, socially, and economically. This Plan sets out how we will enhance and invest in nature as essential infrastructure, creating a city that is climate resilient, equitable, and future-fit.

A network of good quality natural spaces can deliver climate resilience and adaptation and help to reduce health inequalities, prompt economic growth, and strengthen community engagement.

Over the course of the next generation, we aim for Plymouth to be:

A nature-rich city - biodiverse, with thriving land and sea ecosystems

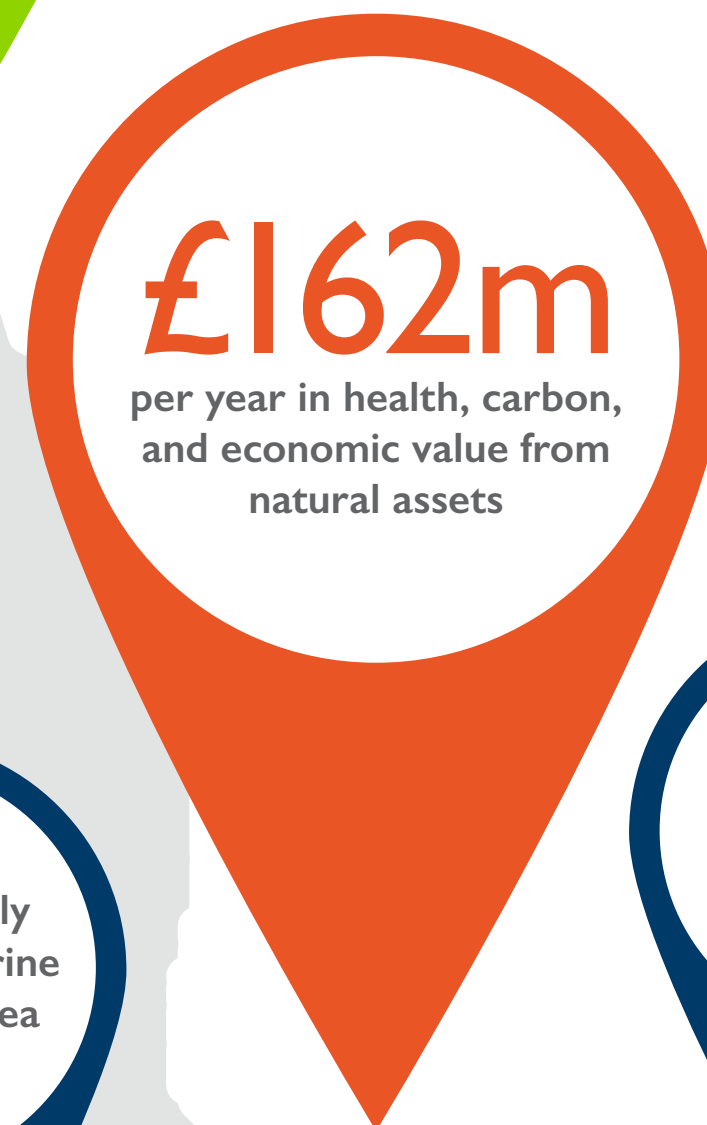
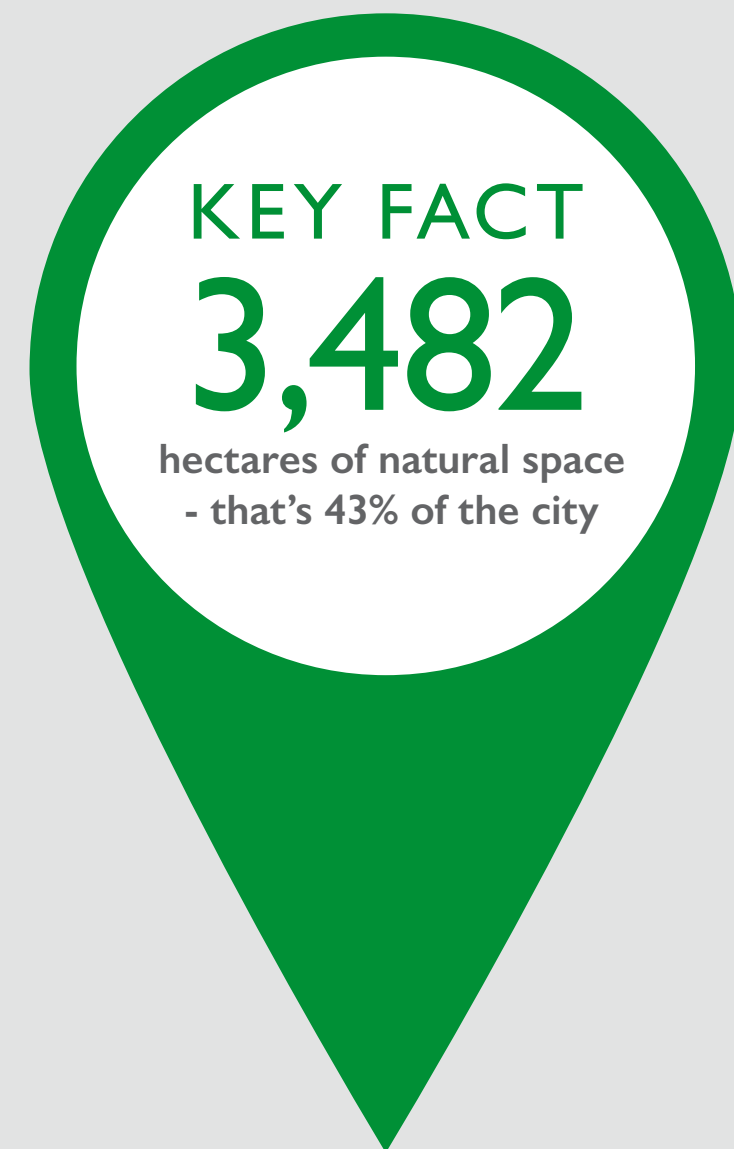
A playful, active and healthy city, where everyone lives within a 400m walk of natural space

A nature connected, engaged and empowered city where residents feel engaged in decision-making and stewardship

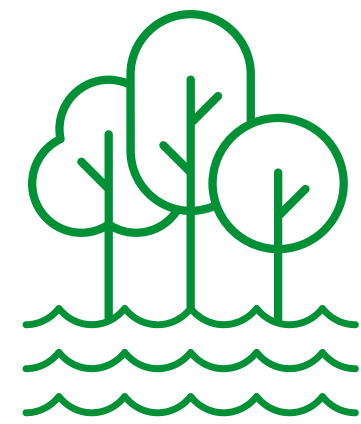
An innovative investment city as part of a sustainable city economy – a global leader in nature innovation

Inclusive nature spaces supporting activity programmes that meet the needs of people in the city

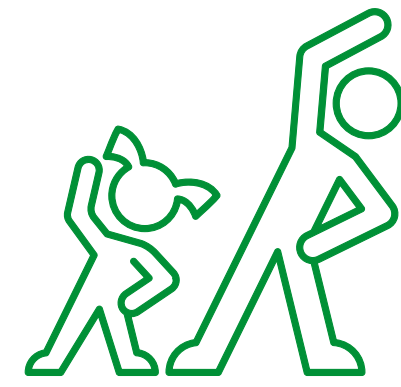
KEY FACTS



WHAT THE PLAN DELIVERS

**A nature-rich city**

- biodiverse, with thriving land and sea ecosystems

**A playful, active and healthy city**

where everyone lives within a 400m walk of natural space

**Inclusive nature spaces**

supporting activity programmes that meet the needs of people in the city

**A nature connected, engaged and empowered city**

where residents feel engaged in decision-making and stewardship

**An innovative investment city**

as part of a sustainable city economy – a global leader in nature innovation

INTRODUCTION

The Plan for Nature and People is a long-term strategic delivery plan aimed at placing nature at the heart of Plymouth's future growth and development. Alongside this, similar strategic needs are identified and united to create a balanced approach to meet the city's present and future needs effectively.

The Plan for Nature and People draws upon policies within the local plan and current Plymouth Plan, particularly HEA7, which focuses on health and wellbeing through natural spaces, and GRO6, which emphasises the delivery of a sustainable and integrated natural network to reflect a growing recognition that nature is as vital to infrastructure as roads, housing, or healthcare. It is key to achieving the city's strategic vision of being one of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone.

This Plan sets clear aims and a delivery programme with specific objectives:

- **A nature-rich city**
- **A playful, active and healthy city**
- **Inclusive nature spaces**
- **A nature connected, engaged and empowered city**
- **An innovative investment city**

Plymouth's natural spaces are essential to the city's future. This Plan is founded on the principle of treating nature as a stakeholder, meaning nature should be pro-actively considered in planning for and decisions regarding growth, investment, infrastructure, Planning, and public health.

By 2025, Plymouth's nature network will be more extensive, better connected, and contribute to a thriving Nature Recovery Network. It aims to deliver nature-based solutions to climate risks, ranging from flooding to heat stress, while supporting a nature economy that generates thousands of green and blue jobs. Furthermore, the network will provide inclusive access to all residents, be co-designed, stewarded, and celebrated by its communities, and gain national and international recognition for innovation.

This is a strategic, action-oriented roadmap. It is not solely a conservation plan; rather, it represents a whole-city, cross-sector vision for a just, nature connected, and thriving future.

'Access to green space is considered one of the fundamental building blocks for achieving good health and wellbeing. People living in areas with greater access to green space then live longer lives than those without this access.'

Source: The Health Foundation

'Plymouth's Natural Capital Accounts showed that the city's greenspaces provide services worth £162 million gross per year by attracting an estimated 7 million visits each year, with each visit providing on average £22 of Health and wellbeing services.'

Source: Vivid Economics, 2020

'I'm worrying about things every single day, but coming out into nature makes me feel a bit more at peace.'

Source: Plymouth Ecotherapy programme for Adolescence Report, 2025

BACKGROUND

WHY ARE WE DOING THIS?

Plymouth is an incredible home for wildlife and people and we want to ensure that the city's nature thrives.

This is part of a national ambition for nature which has been supported by the implementation of the Environment Act in 2021 which requires local authorities to care and enhance biodiversity in their local area, reporting on their activities and engage with communities where street trees need to be removed. It also introduces Biodiversity Net Gain requirements for all developments to deliver a 10 per cent gain in biodiversity through the course of development.

We are not alone in recognising the value of nature to people and the urgency for action. Many other local authorities have similarly ambitious Nature City plans and key partners such as [National Trust](#) have strategies that work towards shared objectives of nature recovery and equitable access to natural spaces.

Locally, the plan builds on some solid foundation of citywide policy and partnership delivery in the last decade.

This plan is framed within the international and locally declared Climate and Nature Emergencies and the Government's 25-Year Environmental Improvement Plan, which commits to leaving the environment in a better state for future generations. It emphasises: *“Creating wildlife-rich habitats and recovering important species; using resources more sustainably; and making sure there are high-quality, accessible natural spaces close to where people live and work.”*

“The truth is: the natural world is changing. And we are totally dependent on that world. It provides our food, water and air. It is the most precious thing we have and we need to defend it.”

Sir David Attenborough



Plymouth has been actively delivering, innovating and pioneering against these ambitions for over a decade. Some highlights of delivery led by the Council to date:

Plymouth Sound National Marine Park

The UK's first National Marine Park, Plymouth Sound National Marine Park - is about forging a new relationship between the city and the sea. Encouraging people to become 'Marine Citizens', developing closer connections with the ocean, learning to care about our coastal environment and change the way we behave in order to protect it. Thereby creating happy, healthy individuals and communities. In year one **11,572 hours of volunteering** were recorded; more than **3 tonnes of rubbish** have been collected by **114 volunteers** during Coastal Clean ups; **970 students** from **31 primary schools** have taken part in the Sea in the Schools programme; and the 'Little Rays of Hope' programme has received **national coverage** by featuring on **BBC Countryfile**.

11.5k

hours of volunteering were recorded



Green Minds

Green Minds set out to put **nature at the heart** of our decision making and inspire a new wave of citywide investment in nature-based solutions. This meant **fundamentally challenging our existing attitudes** and behaviours towards nature: how we think about it; how we engage with it; how we work with it. Over the course of the project, the partnership embedded nature based solutions and policies in organisations and spaces around the city. The team also engaged with **48,615 people** through over **1200 events**. After participating in these events, over 45 per cent of people said that they felt closer to nature. The learning from this project culminated in the development of the Green Minds Urban Wilding Model.

48.6k

people engaged with over 1200 events

Future Parks Accelerator

Delivered a new approach to our Urban Meadows with a grass cutting regime that maintains a 60:40 balance – 60 per cent for amenity and 40 per cent for nature. This innovation was an example of one of the initiatives supported through our work on the Future Parks Accelerator programme - pioneering a new model of caring for the city's parks and green spaces.



Green Communities

Green Communities is a partnership project, working with communities to nurture nature connected communities and promote community-led, hyper-local nature recovery, while increasing health and wellbeing. In the first 18 months of delivery, Green Communities has engaged with over **5,500 people** over the course of over **2,300 events**, 51 per cent of these events were community led. The team has also worked with over **120 community organisations** in this time.

120

community organisations worked with

Plymouth and South Devon Community Forest

Plymouth and South Devon Community Forest has **planted 500 hectares of new trees and woodlands** alongside **18km of new footpath** - Plymouth and South Devon Community Forest (PSDCF) has been working with partners and communities to plant trees and create woodland since August 2021. The programme contributes to the local and national England's Community Forests' goals to combat climate change, encourage carbon capture, reduce flooding, increase access and biodiversity.

500

hectares of new trees and woodlands planted

Building Resilience in Communities

The Building Resilience in Communities (BRIC) project addresses the issue of flood management from a social innovation perspective. Working with local communities to improve flood resilience through **behaviour change, adaptation and nature-based solutions**. BRIC have led on the public engagement for two local flood relief schemes. In the last two years BRIC have engaged with a **2,491 people** and received a total **71 pledges** to slow the flow, saving and using water more efficiently to reduce flooding. By the end of phase two the **flood awareness score** had risen by 0.5 to 2.25 out of 5.

2.4k

people engaged with in the last two years

Tamar Estuaries Consultative Forum

The Tamar Estuaries Consultative Forum (TECF) is the management partnership for the Plymouth Sound and Estuaries. It brings together organisations with a legal responsibility to manage the Marine Protected Area (MPA). Since 1994, it has provided an effective and collaborative framework for managing the estuary and coast MPA whilst recognising the commercial, defence and recreational importance of the site.

Derriford Community Park

Derriford Community Park, with Poole Farm at its heart, has delivered a **pioneering Ecotherapy programme with over 76 per cent of young people participating reporting a reduction in their anxiety**. The Park is financially self-sufficient setting the blueprint for future parks nationally. Growing people, nurturing enterprise and enabling a positive transition to net zero.

76%

of young people reporting a reduction in anxiety

Plymouth Natural Grid

Plymouth Natural Grid has delivered **improvements to over 49 hectares of habitats across 11 sites**, fostered **6 apprentices and 15 Kickstarters into employment** through its partnership programme between Plymouth City Council and National Trust working with nature and people to combat climate change and biodiversity loss across the city.

49

hectares of habitats improved across 11 sites





People want better access to safe, clean local nature and feel a sense of pride for their city and neighbourhoods but challenges persist:

- 90 per cent of Plymouth residents agree that being in nature makes them happy but only 57 per cent feel part of nature and take time to notice and engage with nature. This shows how **‘the human relationship with the rest of nature is broken. To fix it we need a new more connected relationship that recognises that we are part of nature’**. ([University of Derby Nature Connectedness Research Group](#))
- **A health and inequality crisis**, particularly with the mental health of young people - where 17 per cent of 5-16 year olds will have difficulties with their mental health (A Bright Future, 2021) - and with **access to nature an urgent priority as part of the solution**
- **Budget cuts have significantly reduced the operational workforce** over the last 10 years leaving an ageing workforce with reduced career pathways and ability to deliver good quality natural spaces.
- There is **unequal access to greenspace and trees** across neighbourhoods - There was a marked difference between number of visits in neighbourhoods with more deprived neighbourhoods visiting spaces less. (Student Health-Related Behaviour Survey 2022 (Green Minds Toolkit))
- There are many grey, heat-vulnerable urban areas with limited tree cover - Plymouth has a **distinct disparity in tree equity** with a range from 52 (7 per cent canopy cover) to 100 (28 per cent canopy cover). ([Tree Equity Score UK](#))
- Fragmented, isolated **pockets of nature, lacking corridor connectivity** (Plymouth Nature Recovery Network Report)

- Communities need **better communication with the Council** and visibility of work ([Plan for Nature and People Engagement Report](#))
- There is a lack of co-ordinated training. Youth career pathways and volunteering support mean we are **not making the most of the talent and effort in the city** (Plan for Nature and People Engagement Report)
- 38 per cent of Plymouth students agreed that being in nature makes them happy compared to 87% of students nationally (Student Health-Related Behaviour Survey 2022 (Green Minds Toolkit))
- Adult prevalence of **overweight and obesity in Plymouth was 69.2 per cent** in 2022/23, an increase on 67.4 per cent in 2012/13 and higher than the national average of 64.0 per cent. Rates also vary between wards ([Thrive Plymouth Report 2024](#))
- In 2019-21, life expectancy ranged from 85 to 76.8 years in the most to least deprived wards; a gap of 8.2 years ([Thrive Plymouth Report 2024](#))
- The prevalence of GP reported depression in Plymouth adults is 15.4 per cent, compared to 12.7 per cent for England in 2021/22 ([Thrive Plymouth Report 2024](#))

We know and scientific evidence tells us nature is important in addressing these challenges and making Plymouth a great place to live. Our approach is informed by many years of ongoing community engagement, data from strategic nature audits, and pilot projects across the city.

WHAT WE HEARD

COMMUNITY AND SECTOR VOICES

At the heart of this plan are the people and communities across the city - this plan will only work if we, as a city, work together. The Plan has been shaped by a wide engagement programme with people, groups, and organisations across the city which ensured that a representative view is contained within this Plan.

Overall, our engagement reached over 650 residents and a broad variety of stakeholders across a range of engagement methods. The first phase of engagement took place in Summer 2024. We launched a 'Summer of Nature' which consisted of four main questions pertaining to nature connectedness and aspirations for nature in the city, and three asking for demographic data. Surveys were carried out digitally and in person and we received over 550 responses.

The second phase of engagement was a more in-depth programme of focus groups which we hosted at venues around the city. These events were attended by 110 people, representing community groups, schools, businesses/charities, and neighbourhoods. [See appendices for more summary engagement reports and breakdown of questions and responses.](#)

From these exercises, we analysed the responses and identified the following key messages:

Communities need better communication with the Council and visibility of work, and more of a say in what happens in their communities

Community groups, staff and partners want more training, youth career pathways and volunteering support

There is broad support for nature-based enterprise and innovation

There's strong appetite for community empowerment through co-design and co-stewardship

People want better access to safe, clean local nature

The consultation for the Plan for Nature and People adds to a vast amount of engagement experience, nurtured through a number of public facing nature projects coordinated by Plymouth City Council over the last decade. Green Minds project partners have been mapping groups of nature-supporting organisations, resources, spaces and projects in the city as part of the [Growing with Nature Network](#) in response to feedback from community groups, who wanted better ways to connect with each other.

There is wide movement across the city that recognises the value of nature for its social and economic benefits, all striving towards goals for a better environment. There are some inspirational examples of action being taken and recognition of this throughout this Plan through our Nature Notes sections. The Plan for Nature and People engagement exercise and recent partnership work has highlighted that these efforts work best when we all work together.

SECTION TWO

AT A GLANCE

A better connected nature network	16
Where are we now?	18
How we manage our spaces	20
Policy and Plan landscape	21

A BETTER CONNECTED NATURE NETWORK

The Nature Recovery Network is central nationally to the government's Environmental Improvement Plan and its goal of improving nature, taking us from protection to active restoration of the natural world. By creating **better quality** wildlife-rich places in parts of the city where they are **needed the most**, the network seeks to help address the 3 challenges of biodiversity loss, climate change, and public health and well-being.



NATURE NOTE

Poole Farm

At Poole Farm, young people exhibiting low mood, anxiety, and/or neurodivergence attend six, two-hour ecotherapy sessions over the course of six weeks, run by a registered mental health practitioner. They spend therapeutic time with animals, do team and resilience building games, like den building, and stream scrambling, and close the session with reflections around the fire.





NATURE NOTE



Climate Pioneer Street project

Luke Bisgrove is a community champion for the Climate Pioneer Street project on Lorrimore Avenue in St Levan, facilitated by BRIC. He installs the wall-mounted water butts that BRIC provide onto his neighbours' properties, offers them plant pots and seeds, and generally champions the project.

Plymouth is located within the spectacular setting of a natural harbour on the southwest Devon coast adjacent to Cornwall at the mouths of the Rivers Plym, Tavy, Lynher and Tamar which flow into Plymouth Sound.

The city is adjacent to a number of protected landscapes including the Cornwall, Tamar Valley and South Devon National Landscapes and Dartmoor National Park providing an important buffer and connecting points for nature in the city.

With a mild climate, being located close to where the warmer waters of the English Channel meet the cooler waters of the Atlantic Ocean, a diverse geology and soils, and an internationally important complex of land and marine ecosystems, Plymouth can be regarded as a nature rich city in terms of the wide variety of wildlife habitats it provides. In fact, current studies show that a quarter of the city can be considered to be nature rich.

But look closer and, as with any city, there are significant challenges to sustaining and enhancing this nature network within a growing city and bringing the benefits nature provides closer to people across the city, particularly those most in need.

Urban communities require trees as essential infrastructure to support public health and climate resilience. The UK Tree Equity Score highlights whether the critical benefits of urban tree canopy cover are reaching those who need them most—communities in tree-poor neighbourhoods who are disproportionately affected by environmental hazards like extreme heat and pollution. In Plymouth there is a distinct variation with some parts of the city scoring as low as 52/100 whilst others achieve 100.

Whilst safeguarding, enhancing and managing the highest value nature areas will be a key focus of delivering nature recovery through the city, actions across the city such as planting woodland, hedgerows and street trees, enhancing grassland or creating natural ponds as Sustainable Drainage Solutions (SUDS) could help Plymouth support the national target of 30 per cent of land and sea benefiting nature by 2030.



NATURE NOTE



Kickstarter Scheme

The Kickstarter scheme was a nationwide government placement programme for young people between 18-24 years of age out of formal employment, education or training and at risk of long term unemployment. Through this scheme 15 young project assistants were employed through the Kickstarter programme over the course of the project to work alongside the Plymouth Natural Grid team, a partnership between Plymouth City Council and National Trust working to enhance reserves in Plymouth. The project assistants were an important part of our team and supported the delivery of the project, including hands-on practical land management techniques to enhance and protect green spaces as well as engagement of local communities.

WHERE ARE WE NOW?

Plymouth is rich in both nature and people as assets which combined provide us with the opportunity to deliver this Plan...

PEOPLE



The Plymouth Report 2023 and A Bright Future Report 2021-2026 tells us:

- Plymouth population is estimated to grow to around 273,314 by 2043, a projected increase of 3.3 per cent.
- Plymouth is the **most significant economic centre in the South West** Peninsula, making it a key location for growth.
- The city is home to **three universities and two specialist marine research institutions**, attracting nearly 23,000 students to the city.
- **18,279 people** in Plymouth have previously **served in the Armed Forces**.
- In future, 43 per cent of the job growth will be in graduate level / higher skilled roles, with the majority of these roles in **marine and environmental industries**.
- Plymouth has 39 neighbourhoods across 20 electoral wards.
- Plymouth has **28 areas of the most deprived 10% in England** - home to 46,075 residents (17.6 per cent of the population).
- 20 per cent of the city's population are children and young people
- 31 per cent of these young people would be living in relative poverty

Our community groups and community businesses are involved in:

- Actively **maintaining and stewarding 109 natural spaces** across the city
- Running **18 active formal Friends of Groups**
- Running **5 Allotment Associations**
- Giving **10,000 volunteer hours per year** across Council led programmes
- Nurturing a citywide Growing with Nature Network

Plymouth Economic Strategy 2024 tells us Plymouth:

- Has a real economic output of over £6.97 billion, with 6,325 businesses and a growing workforce of almost 116,000 people
- Became the UK's first Social Enterprise City in 2013 and now with 200 social enterprises and community businesses, employing over 10,000 people
- Identifies the marine environment and Plymouth Sound National Marine Park as well as nature recovery as a key opportunity in the sustainable growth of the city
- Has an ambition to be Net Zero by 2030

2022 City Survey findings told us:

90%

agree that parks and woodlands are important to Plymouth

58%

agree they feel part of nature

60%

agree they are taking more time to notice and engage with everyday nature (e.g. listening to birdsong, noticing butterflies)

88%

agree that being in nature makes them very happy

84%

agree there is good access to parks and woodlands in/from their local area

NATURE

Natural Capital Accounts (2020) produced for the city showed that:

- Annual estimated visits to Plymouth’s parks and natural spaces result in **£162 million per year in gross benefits to local communities**
- **£150 million per year results from health benefits**
- Health and wellbeing services deliver approximately **£22 per visit to a natural space on average**
- Plymouth parks also provide **£11 million in benefits to property owners** through an annualised uplift in the value of residential properties, and help regulate the climate by **removing £0.4 million worth of greenhouse gases every year**

i-Tree Eco survey and report (2020) told us that in Plymouth:

- **There are an estimated 394,900 trees** - 1.5 trees for every person – and **54 recorded tree species**
- **The city has an average canopy cover of 19.2 per cent which provides £4.6 million in annual benefits through:**
 - Filtering an estimated 131 tonnes of airborne pollutants each year
 - A leaf area of 41.8km², which intercepts around 169,100m3 of rainwater every year
 - Remove an estimated 4,291 tonnes of carbon from the atmosphere each year - this is equivalent to the annual carbon dioxide emissions from 217 family cars
- The city’s trees store an impressive 152,780 tonnes of carbon worth £38.7 million



Plymouth is home to the UK’s first urban beaver population in over 400 years

The evidence emerging from Plymouth Nature Recovery Network tells us:

- Approximately 25 per cent of the city’s land and water was mapped within the Nature Recovery Network as **important nature areas meeting the national commitment to protect 30 per cent of land and water by 2030**
- The city has 13 Local Nature Reserves covering over 250 ha, 9 Sites of Special Scientific Interest (SSSI), 28 County Wildlife Sites (CWS), and shares a Special Area of Conservation (SAC), Special Protection Area (SPA) and a Marine Conservation Zone (MCZ)
- The estuaries and coast within the **Plymouth Sound National Marine Park** are recognised for their international importance
- Home to rare and protected species such as the **Horrid Ground Weaver spider**, the rare **Plymouth Pear tree**, the **Short and Long Snouted Seahorses**, and migratory fish **Allis Shad** and **Smelt**
- Home of the first urban **Eurasian Beaver** reintroduction

Plymouth Habitat Distribution (Terrestrial Habitats)

19.9%	2.4%	35.2%	18.7%	2.5%	0.3%	0.7%	22.5%	4.5%
Grassland and Parkland – 1587ha	Scrub (excluding gardens) – 197ha	Urban (impervious and non-vegetated) – 2807ha	Urban (private garden) – 1495ha	Urban (derelict land) – 203ha	Urban (formal planting) – 25.8ha	Wetland – 55ha	Woodland and Trees – 1800ha	Coastal – 358ha

HOW WE MANAGE OUR SPACES

The city's natural spaces come in many different forms and are an important part of this Plan. On land these include parks, nature reserves, neighbourhood open spaces, verges, play areas, sports pitches, allotments, cemeteries, streams, ponds, rivers, street trees, woodlands and grassy areas. At sea this includes the open marine environment with all of the habitats and species that exist within and beneath, as well as the estuaries, mudflats, salt marsh, cliffs and rocky shore.

The Plymouth Open Space Assessment 2017 showed that of the 3,500 hectares of open space surveyed 58 per cent (2030 ha) was publicly accessible. However, there is an uneven distribution of this accessible natural space. The Council manages and maintains 1363 ha of this open space and has seven Green Flag parks and natural spaces across the city.

Plymouth City Council provides strategic leadership with cross-boundary collaboration and a strong partnership ethos to provide the city's strategic direction which is set out through the Plymouth Plan and Joint Local Plan as well as strategic delivery plans such as this (see Appendix 5 for illustration of the policy landscape and how PfN&P fits) which are evidence-based plans to set out strategic priorities for long term planning and delivery.

The council has a workforce dedicated to maintaining, enhancing, and activating the public natural spaces. The reality of local authority finances means that around half of this activity is funded from Council revenue with the other half being sourced from external sources, requiring innovation and new models of working. Plymouth has been successful in evolving to this new model in the last 10 years and has been recognised nationally for its approach.

Investment will be key to sustaining this success and continuing to innovate and work in strong partnership across sectors, with stronger governance and better, more joined up communication is a priority of this plan – see section 10.

Whilst also maintaining our own shorelines, the council has a shared responsibility over management of the wider estuary and coast. To do this the Council works with the Kings Harbour Master (KHM) to host the Tamar and Estuaries Consultative Forum (TECF) which enables collaboration, shared resources and knowledge exchange between other authorities.

The power of partnership is also key to developing stronger and better supported community stewardship of the city's natural spaces. Partnerships play a vital role in strengthening and supporting community stewardship of the city's natural spaces. Many successful projects across the city in recent years have demonstrated the value of this approach. This plan builds on those successes, aiming to expand and sustain community involvement citywide.

The Council also has statutory roles as the Local Planning Authority and Highways Authority, under which it has a range of duties to plan and act as the gatekeeper for development and growth of the city and the upkeep and maintenance of the city's roads. These roles are an important factor in successful delivery of this plan.

Plymouth is recognised as a Tree City of the World

Plymouth is working towards being accredited as a Nature City

POLICY AND PLAN LANDSCAPE



SECTION THREE

THINGS WE WANT TO ACHIEVE

Our pillars of success	23
A nature rich Plymouth	24
A playful, active, and healthy Plymouth	26
Inclusive nature spaces	28
A nature connected, engaged and empowered Plymouth	30
An innovative investment city	32



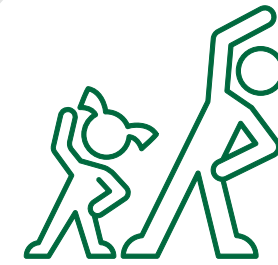
Page 110

OUR PILLARS OF SUCCESS

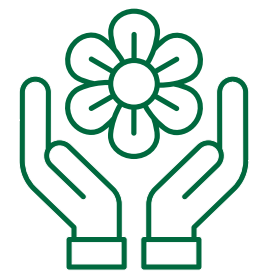
Following the engagement phase of the creation of this plan, we have shaped the Plan for Nature and People around 5 key objectives:



A NATURE RICH
PLYMOUTH



A PLAYFUL, ACTIVE,
AND HEALTHY PLYMOUTH



INCLUSIVE
NATURE SPACES



A NATURE CONNECTED,
ENGAGED AND
EMPOWERED PLYMOUTH



AN INNOVATIVE
INVESTMENT CITY

HOW WE WILL WORK OUR VALUES AND PRINCIPLES

Our approach is guided by PCC values and shaped by both people and nature:

Democracy

Listening to local
voices and shared
decision-making

Responsibility

Co-stewardship
for the future

Fairness

Equity in access
and opportunity

Co-operation

Partnership across
sectors and places

Natural England set out 15 Green Infrastructure Principles which have been used to guide the creation of this plan and will guide its delivery.



A NATURE RICH PLYMOUTH

WHERE ARE WE NOW?

We have strong natural assets in and around Plymouth which have been well recognised in a range of strategic plans and most recently mapped through the Plymouth Nature Recovery Network (PNRN). But biodiversity and habitat function is under pressure from a number of angles, and many urban areas lack connection and quality in this network.

With communities, we need to identify opportunities in the most valuable places to connect and improve the quality of the nature recovery network alongside the other infrastructure requirements of the city to ensure Plymouth is a nature-rich and climate resilient place to live for future generations. We require significant new investment to drive this agenda forward and sustain a high-quality nature recovery network providing nature-based solutions for the city.

WHAT IS THE VISION?

A connected, high-quality network of thriving habitats – on land, water and sea - that supports wildlife and people, monitored to national standards alongside nature connected, empowered communities co-stewarding these local natural spaces.

We will work with communities to connect nature-rich spaces, restore biodiversity across the city, and embed nature connected, ecological thinking as part of the city's growth and investment.

We will continue work to build partnerships to build the evidence for nature-based solutions to climate change and biodiversity loss as well as piloting delivery of nature-based solutions across the city as part of our plans for climate adaptation.



HOW WILL WE MAKE IT HAPPEN?

To achieve this vision and targets, we are implementing a range of initiatives and collaborating with key stakeholders through some key actions:

- **Plant, establish, and maintain woodland and trees** to buffer and connect nature-rich sites, improve water quality and mitigate climate change through urban cooling and Natural Flood Management
- Continually improve our **maintenance standards and regimes to be nature-friendly and provide sense of Pride in Place** to build our reputation as an international environmental city
- Work collaboratively with stakeholders to identify areas of the city most in need from **improved and increased ‘Nature Areas’** to invest in and build biodiversity
- **Work with communities to co-design and co-produce neighbourhood level Landscape Masterplans** to support delivery of the nature recovery network, relevant strategies and city-wide investment pipeline
- **Agree an evidence-based monitoring framework with relevant Environmental and Social Indicators** to monitor progress of the the nature recovery network. Use this monitoring and reporting to contribute to Devon LNRS and other relevant strategies and comply with the duty to report on biodiversity

- **Incorporate emerging nature recovery network into discussions and evidence base to inform new Council Strategies**
- Utilise the requirement to deliver **Biodiversity Net Gain** to deliver a sustainable business model for funding targeted parts of the nature recovery network through the city’s habitat bank – Ocean City Biodiversity
- Collaborate with Devon authorities to produce and adopt **Devon LNRS** which influences regional and local strategies to recognise the importance of nature
- We will **work with communities** to ensure that these nature rich spaces are beneficial to their mental and physical wellbeing

We are committed to using these initiatives to deliver **a robust Nature Recovery Network** and **greater ‘equity of nature’** - Providing more trees and access to greenspace in these areas of low tree and nature equity delivers the highest opportunities for improving people’s health and wellbeing

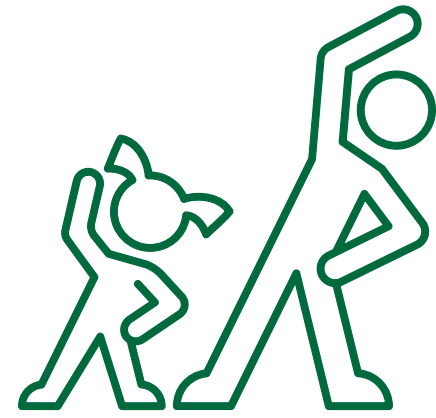
For wildlife we will work towards achieving a ‘Good/ Favourable’ habitat condition across Nature sites and an improvement in species abundance by 2030, as well as a measurable delivery of Biodiversity Gain across the city

Plant 1,000 individual urban trees in Plymouth by 2030 with a range of innovative schemes which will return street trees to neighbourhoods across Plymouth. This is part of the wider canopy cover increase across the city.

Identify areas of the coastline to enhance to ensure favourable condition of the Marine Protected Area Features such as seagrass planting and ‘Allis Shad’ Nature Boost programme.

Plant 5,885 medium size trees in streets, parks and gardens in Plymouth to achieve a Tree Equity score of at least 75 in all neighbourhoods by 2050, with a focus on neighbourhoods significantly below this level.

Identify up to 400 hectares of land in the city to improve management and reach ‘Nature Area’ status for example improving pollinator friendly road verges and roundabouts across the city.



A PLAYFUL, ACTIVE, AND HEALTHY PLYMOUTH

WHERE ARE WE NOW?

Access to nature is a fundamental component of health and wellbeing; however, this access is often unequal, particularly in grey and more deprived urban areas. Recognising the disparities in availability and quality of green spaces is crucial to addressing the health needs of all Plymouth residents.

WHAT IS THE VISION?

Our vision is to ensure that all residents have access to nature-rich spaces to support both mental and physical wellbeing, promoting an active lifestyle, and encouraging a strong connection between the community and their natural surroundings.

**My wellbeing has
been improved
by local parks
– 48% agree**

**My wellbeing has
been improved by
local woodlands
– 53% agree**

**My wellbeing has
been improved by
Plymouth Sound
National Marine Park
– 44% agree**





HOW WILL WE MAKE IT HAPPEN?

To achieve this vision, we are implementing a range of approaches, collaborating with key stakeholders:

- **Collaboration with Health Partners**

We are actively working with Public Health, and the Local Care Partnership to incorporate nature as a health prescription, promoting the benefits of the outdoors for mental and physical health.

- **Nurturing Nature Connection within communities**

This is a relationship that will bring both pro-nature behaviours and improved mental wellbeing and physical health.

- **Enhancing Facilities**

Our plans include maintaining and improving infrastructure, such as paths, slipways, seating and signage, ensuring that natural spaces are accessible and inviting for more users.

Achieve Green Flag status for 12 sites in the city by 2030 – an increase of 5 from 2024.

Identify a prioritised pipeline of natural space improvements and link this to decisions on new investment and mitigation to deliver greater equity of access to natural space across the city and beyond.

- **Developing Green Travel Networks**

We are creating networks that connect various natural spaces, encouraging active travel methods like cycling and walking and sustainable options like buses and ferries to enhance accessibility. This concept is already being championed under the Active Travel Social Prescribing (ATSP) project.

- **Promoting Eco-Therapy and Community Engagement**

We will promote eco-therapy services, organise events, and support community growing and sports programs to engage residents and help nurture a sense of community.

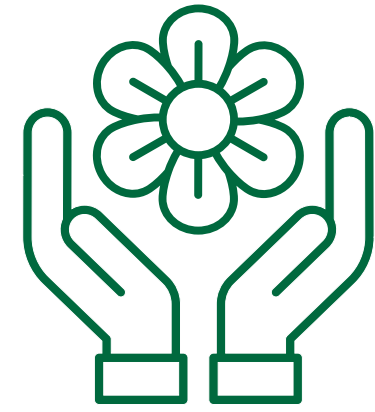
- **Wellbeing Hubs**

Enhancements to services at Poole Farm and local allotments will transform these areas into wellbeing hubs, offering residents opportunities for reflection, creativity, and connection to nature.

- **Arts and Culture Integration**

Plymouth's cultural program will incorporate nature as a key element, recognising its importance in fostering a healthy community.

To further this mission, **we will work towards a target that all residents live within 400 metres of an accessible natural space** whilst investing strategically in park facilities, marine facilities, allotments, and community growing initiatives. These spaces will be used for events, creativity, leisure, and reflection as central components of a healing environment. Through these collective efforts, we are committed to embedding nature into Plymouth's health infrastructure and supporting the overall wellbeing of our community.



INCLUSIVE NATURE SPACES

Inclusive nature spaces are vital for promoting a sense of belonging within communities and ensuring fair and equitable access to natural environments. By addressing current disparities in access, we can develop spaces where everyone feels a sense of ownership and welcome.

WHERE ARE WE NOW?

While communities have a strong appreciation for nature, there are significant gaps in access, which limits the ability of all community members to fully engage with and benefit from their local natural spaces.

There is good access to parks and woodlands in/ from my local area – 81% agree

There is good access to the Plymouth Sound National Marine Park (e.g., its beaches, coastal paths, or activities on/ in the water) in/ from my local area – 68% agree





NATURE NOTE



Plymouth Sound National Marine Park

PSNMP volunteers are part of a city-wide movement to connect people with Plymouth's rich natural and cultural heritage. We work in partnership with organisations across the city—including other Environmental Planning (EP) projects, Mount Edgcumbe, The Box, the National Trust, local community groups, and many more. These collaborations foster a unified approach to breaking down barriers, sharing expertise, and delivering inclusive, impactful experiences. Together, we strive to make Plymouth's blue and green heritage accessible and meaningful for everyone.

WHAT IS THE VISION?

Our vision is to create a city where everyone feels a sense of ownership of their natural spaces. We aim to ensure that these spaces reflect the diversity of the community they serve and offer equal opportunities for engagement and stewardship.

HOW WILL WE MAKE IT HAPPEN?

To realise this vision, we have identified several key strategies for delivery:

- **Support inclusive design and programming**
By designing and investing in accessible spaces, especially in high-need areas, we can address barriers to access and create environments that welcome all community members
- **Provide clear information and communication**
Developing effective communication strategies ensures that communities have the information they need to take part in activities and utilise the resources available

By 2030 we will have successfully completed the delivery of the Plymouth Sound National Marine Park to build a long-term, sustainable access programme for the city's marine spaces.

By 2030 we will provide new, user-friendly and responsive online and digital information to communicate what is going on in parks and natural spaces and how people can get involved and provide opportunities for feedback.

- **Promote community enterprise and social ventures**
Supporting nature-based community businesses and social enterprises helps to drive local economic development while fostering a deeper connection to natural spaces
- **Embed equity in all future planning and investment**
An emphasis on equity in planning and investment ensures that all future projects prioritise inclusive practices

To supplement these strategies, we plan to:

- **Deliver inclusive programmes**
Focus on creating inclusive programs that cater to underrepresented communities, ensuring that their voices and needs are heard and addressed
- **Provide toolkits and support**
Offer resources such as toolkits, guidance in sourcing grant funding and support new volunteering groups, all aimed empowering local initiatives
- **Build digital platforms**
Establish digital platforms to facilitate the sharing of volunteering activities, and stewardship opportunities. Thereby broadening engagement and participation across the city

Through these targeted actions we aim to create inclusive nature spaces that benefit all people and neighbourhoods, promoting an empowered, connected and nature-aware city.



A NATURE CONNECTED, ENGAGED AND EMPOWERED PLYMOUTH

WHERE ARE WE NOW?

Plymouth is home to a growing network of inspiring community-led initiatives such as Green Communities, Building Resilience in Communities, and the Plymouth and South Devon Community Forest. These demonstrate a strong desire for civic involvement in environmental action. However, these efforts often operate in isolation and would benefit from greater coordination, structured support, and recognition. This plan outlines our ambition to connect and scale up this momentum, embedding community leadership at the heart of our nature recovery and climate adaptation targets.

**5 Allotment
Associations**

**18 active
formal Friends
of Groups**

**Estimated
10,000 volunteer
days per year**

**Community groups
and community
businesses actively
maintaining
and stewarding
natural spaces**

**Over 7,000
volunteer hours
across Council led
nature and people
programmes
in 2024**

WHAT IS THE VISION?

We envisage a city where people from all walks of life—residents, volunteers, schools, community groups, and businesses—are recognised and supported as nature champions, co-creators, and decision-makers. Empowered by knowledge, opportunities, and community pride, Plymouth’s people will be at the forefront of shaping a nature rich, healthier, and more resilient city.

HOW WILL WE MAKE IT HAPPEN?

To empower communities and strengthen their role in environmental leadership, we will:

- **Strengthen and connect local networks**, such as Growing with Nature and Food Plymouth to promote collaboration and shared learning.
- **Launch a formal Plan for Nature and People Steering Group**, bringing together community voices, partners, and stakeholders to drive coordinated delivery.
- **Embed community decision-making and co-production** into citywide programmes and projects, ensuring that local knowledge shapes solutions.
- **Develop clear and inclusive pathways for volunteering, training, and leadership**, creating opportunities for all ages to build skills, confidence, and green career prospects.
- **Support youth and adult learning** through partnerships that link education, skills development, and employment in the environmental sector.

- **Celebrate success stories and local heroes** through a citywide communications and celebration campaign, championing community action and nature connection.
- **Adopt and apply a ‘nature connectedness’ framework** in community engagement to deepen emotional and experiential relationships with nature.
- **Monitor and improve** using tools such as the Nature Connectedness Index, ensuring that our work is inclusive, evidence-led, and responsive to community needs.

We are committed to nurturing nature connected communities and building the confidence and capacity of local people to help lead environmental change. By unlocking the full potential of civic action, we will make Plymouth a national exemplar of how communities can drive meaningful progress for nature and climate resilience.

By 2030, we will consult and update partnership frameworks across the city to empower groups and individuals to support the delivery for the Plan for Nature and People.

By 2030, we will initiate and lead a city-wide communications campaign, championing community action.

By 2026, we will launch and lead a Plan for Nature and People steering group to monitor and account for delivery of the programme.





AN INNOVATIVE INVESTMENT CITY

WHERE ARE WE NOW?

Plymouth is leading the way in bringing investment into its Nature Economy, with the UK's first National Marine Park and local authority run habitat bank. Plymouth's natural assets are shown to generate £162m annually and is in a fantastic place to bring forward investment to improve and grow these assets, generating a wide range and number of job and career opportunities linked to the growth of the green economy.

WHAT IS THE VISION?

Plymouth will be a city where Nature is recognised and invested in as key infrastructure underpinning the city's economic success and supporting skills, careers and community wealth.

**Over £10m
investment towards
natural space
improvements over
last 5 years**

**Each visit to a natural
space in Plymouth
delivers approximately
£22 in health and
wellbeing benefits**



By 2030 we aim to raise £50m investment towards our natural environment assets to provide nature-based solutions and activity programmes to deliver targeted outcomes for nature and people

HOW WILL WE MAKE IT HAPPEN?

To achieve this vision, we will:

- **Produce Plymouth’s first Natural Capital Investment Prospectus** to catalyse and bring forward external investment as part of the Plymouth Nature and People Strategic Funding Plan
- **Continue to establish Ocean City Nature** as the key Green Finance investment vehicle for the city and surrounding area, ensuring that it is fit for purpose with robust governance in place to enable all relevant forms of investment and deliver maximum impact
- **Promote and support park and marine based social and community business** which provide high quality facilities and activities in natural spaces, bring in income and support jobs
- **Improve the use of the buildings in green and blue natural spaces** providing toolkits to enable new forms of community and enterprise use to ensure they are high quality, well-used and cared for in the long term
- **Develop new funding streams** to secure sustainable forms of income to deliver high quality maintenance and improvements
- **Pilot nature-finance initiatives** such as nature-based credit systems and carbon/nature offset trading
- **Work with city economic development partners** to ensure that the natural environment and Nature Economy remains a key city asset for the wider city economic strategy, visitor economy and culture programme

- **Explore and collaborate to unlock new investment** and business opportunities with the Creative and Technology sectors
- **Create green and blue job pathways with education and enterprise partners**
- **Link reporting** to citywide investment and economic development plan
- **Establish digital monitoring systems** to collect social, environmental data and evidence our impact publicly against our key measures and indicators



NATURE NOTE



Green Devonport Partnership

The Green Devonport Partnership is a community-run group in the west of Plymouth. Their aim is to make Devonport an even better place for wildlife and for people. Our Green Communities team has joined up with them to co design and deliver mini projects that promote nature connection and nature recovery at a very local level. When a member of the local community recently asked for help to replant the Marlborough Street Planters, over 17 different people came together to make it happen!



SECTION FOUR

STRATEGIC DELIVERY

Who we work with	35
Funding	36
Governance and leadership	36
Communication	37
Monitoring and reporting	37

STRATEGIC DELIVERY

Successful delivery of the ambitions set out are underpinned by some key strategic delivery elements which cut across everything we do and how do it. We have a strong commitment to delivering in the best way in line with our values.



WHO WE WORK WITH PARTNERSHIPS

We know that to have the greatest chance and scale of success cross-sector partnerships and delivery models are key. These partnerships are internal to the Council, collaboration across different departments brings better results. External partnerships come from across different sectors as well as community organisations and individual citizens – everybody has a role to play.

The Council is committed to providing leadership and its strengths as an organisation at the heart of the city to deliver against the ambition of this plan – for the benefit of nature and people in and connected to Plymouth.

We are committed to being a good partner in line with our values and principles as set out in Section 5.2 and we will bring a more consistent and responsible approach to sustaining and growing our partnerships and networks through updated partnership agreements.



NATURE NOTE



Forest Rising

Forest Rising is a scheme for the next generation of leaders, that harnesses youth power and puts young people at the heart of the Plymouth and South Devon Community Forest Project. This scheme is youth led – for young people by young people. It has been co designed by the youth forum, giving young people an opportunity to work alongside the PSDCF project and be part of growing the Community Forest across South Devon. The network runs winter and summer workshops introducing young people to woodlands, green skills and the nature industry, as well as events throughout the year for alumnis and has a dedicated youth forum who manage decision making for the wider network.



FUNDING AND INVESTMENT

The local and global economy are changing. We can no longer rely on traditional forms of funding to sustain our existing assets let alone provide the level of investment required to recover nature and maximise the benefits it can bring to the city.

Traditional forms of funding such as developer contributions and national grant programmes will continue albeit in new forms (e.g. Biodiversity Net Gain and loan arrangements). Unlocking new forms of ‘Green finance’ investment requires us to be able to evidence impact and returns on investment (something we have done with the creation of our habitat bank) and so building a thorough map of our assets and their value will enable us to build investment and report widely of the impact of this investment over time.

We are committed to and have begun work to ensure we can attract and direct new investment into the areas most at need, to deliver the maximum benefit we can. This needs to be well governed and networked to ensure that this investment provides good value for money.

We have realised the importance of this and worked innovatively to create a Council-owned ‘green finance’ vehicle – **Ocean City Nature** – to act in this space and maximise investment opportunity into the city to deliver against this plan and with its partnerships. As well as bringing forward our first investment package – Ocean City Biodiversity, the city’s Habitat Bank with £0.5m of investment – we have also been developing a number of other investment cases with partners in carbon credits and flood reduction.

Plymouth is investment-ready and we are committed to offering:

- A pipeline of **nature-based projects** ready for green finance
- A pioneering **Habitat Bank** and BNG-ready planning system
- An ecosystem of **education, enterprise and social innovation**
- Existing natural capital worth **£162m annually** and growing
- Global leadership in **marine research, nature-tech and blue economy**
- A **pioneering Plymouth Sound National Marine Park** partnership

GOVERNANCE AND LEADERSHIP

Another key element to successful delivery is providing effective, representative and efficient governance to this plan and the initiatives that are delivered through it. We recognise and our **committed to establishing a dedicated cross-sector Steering Group** to guide and oversee the delivery programme of this plan with regular governance and delivery reviews. This steering group will be representative across sectors and be integrated with Council decision making forums to ensure it can help to support balanced and best-informed decision making. This Group will have specific terms of reference and be able to monitor the effectiveness of the success of delivery against the key measures in the delivery programme (see appendix I).

This plan will continually need to respond evolving needs and opportunities of Plymouth as it grows and moves towards the 2030’s. As such the Steering Group will formally review the Plan every 3 years to ensure that it is compatible and relevant to the city’s situation.

IMPROVED COMMUNICATION

Communication challenges

- Effective communication is vital to building trust, enabling participation, and inspiring environmental action. At present, Plymouth faces several barriers to achieving this:
- **Limited two-way communication:** Residents and community groups report few opportunities to actively engage with the Council or influence environmental planning and decision-making.
 - **Digital exclusion:** Key messages often miss those without internet access or sufficient digital literacy, reducing the inclusivity and reach of campaigns.
 - **Inconsistent messaging:** Variability in tone, platforms, and audience targeting has led to confusion about environmental priorities, occasionally contributing to public disengagement.
 - **Lack of public awareness:** Many residents remain unaware of environmental projects and their positive impact, or how they can get involved.
 - **Perception and reputational challenges:** Contentious decisions - such as tree management - has led to negative coverage and mistrust.
 - **Underrepresentation:** Community groups feel their voices are not adequately reflected in decision-making processes.

Our approach to strengthening communication

To address these issues, we will adopt a more inclusive, transparent, and creative approach to communication and engagement:

- **Develop an inclusive communications plan** that blends digital platforms with community-based and creative media, ensuring broad reach and accessibility.
- **Develop centralised online spaces** where individuals can discover, access, and contribute to nature-based activities and volunteering opportunities.
- **Increase proactive outreach** via schools, libraries, community centres, and neighbourhood networks to reach underrepresented and digitally excluded groups.
- **Standardise environmental messaging** across platforms with clear, consistent language and visuals that promote trust, understanding, and action.
- **Celebrate and inspire** by sharing stories of local success, championing environmental heroes, and showcasing the benefits of green initiatives.
- **Use creative incentives** such as recognition schemes to encourage volunteering and participation.
- **Host regular volunteer networking events** to build relationships, foster collaboration, and share knowledge across communities.
- **Improve public signposting** and ensure information about green and blue spaces, conservation efforts, and environmental initiatives is easy to find and understand.
- **Prioritise transparency** in decision-making — especially regarding sensitive issues like tree management — to rebuild confidence and maintain credibility.

Our Commitment

We are committed to making communication a core pillar of our strategy — grounded in transparency, accessibility, and empowerment. By creating meaningful opportunities for dialogue and visibility, we aim to build stronger partnerships, informed communities, and a shared sense of purpose across the city.

MONITORING AND REPORTING

There are a wide range of assets for us to work with to be able to accurately monitor and report on the success of this plan. The main document will be the PfN&P delivery programme, overseen by the proposed cross-sector Steering Group. But beneath that there will be some more specific areas of monitoring and reporting that will feed into that.

As set out in the actions of this plan we will need to bring these together into a coherent framework to ensure that we are using the information we collect in a meaningful and effective way. The vision is to have a city-wide monitoring and reporting network that brings together the strengths we have as city, using our academic research centres and citizen science efforts to be able to report against our shared objectives and common purpose.

We can use this information to better feed into and ensure best representation for nature in city decision making, building investment pipelines based on the needs and potential benefits for nature and people and ensuring our communications are to the best possible standards.

Our Commitment: We will bring together a collaborative approach to monitoring and reporting against the objectives and key measures set out in this plan. This will act as a reference point for accountability, inform communications and celebrate success and impact.



Page 126

SECTION FIVE

CONCLUSION

CONCLUSION

This Plan is a big step towards making Plymouth a city where nature and people thrive together. It sets out what we need to do to look after our natural spaces, involve local communities, and make sure nature is considered as key infrastructure as the city grows and improves.

It provides the roots for making Plymouth a more investable city where natural assets are valued as contributing substantially to the local economy, generating opportunities for cross sector collaborations, skills development and more employment opportunities.

We know nature helps people stay healthy, happy, and connected. We also know that Plymouth has amazing natural spaces and people who care deeply about them. This Plan brings these together and shows how we can build a greener, fairer and more resilient city — one where everyone benefits from nature, wherever they live.

But we can't do this alone and as highlighted through the Plan for Nature and People's engagement we need everyone to play their part — local residents, community groups, businesses, schools, and public services. By working together, we can make sure the city's natural spaces are protected, improved, and used in ways that bring people together, support wildlife, and boost local jobs.

We're proud of what Plymouth has already achieved, but there's much more to do. With this Plan, we have a clear and realistic path forward to develop a city where nature is valued, protected, and celebrated — by everyone, for everyone.



SECTION SIX

APPENDICES

Glossary	41
Bibliography	42
Delivery Programme	43
Plymouth Nature Recovery Network	51
Engagement report	52
Green Minds model	73

GLOSSARY

Asset Based Community Development

County Wildlife Sites

Habitat Bank

Habitat Banking Vehicle

Local Nature Recovery

Natural Capitall

Natural assets

Natural Infrastructure

Nature Recovery

Natural spaces

Nature connection

Marine Protected Area

Scientific Site of Special Interest

Tree Equity Score

30x30

Open Mosaic habitat

Local Playable Space

Neighbourhood Playable Space

Natural Environment Service

BIBLIOGRAPHY

1. Natural Capital Accounts, Vivid Economics, 2020

2. PNRN, 2024

3. Plymouth Open Space Assessment (2017)

4. Plymouth Plan

5. Joint Local Plan

6. National Nature Recovery Network

7. The Health Foundation

8. Plymouth Ecotherapy programme for Adolescence Report, 2025

9. 25 Year Environmental Improvement Plan

10. National Trust Strategy 2025 – 2035

11. Plymouth Plan policy HEA7
– Health and wellbeing through natural spaces

12. Plymouth Plan policy GRO6
– Delivering a sustainable and integrated natural network

13. Plymouth Sound National Marine Park

14. Green Minds

15. Green Communities

16. Green Communities Environmental Indicators

17. Future Parks Accelerator

18. Urban Meadows

19. Ocean City Nature

20. Plymouth and South Devon Community Forest

21. Plymouth Natural Grid

22. BRIC

23. Derriford Community Park

24. Tamar Estuaries Consultative Forum

25. Initial findings from Plymouth City Survey, 2025 (not yet published)

26. Student Health-Related Behaviour Survey 2022 - Green Minds Toolkit

27. Tree Equity Score UK

28. Thrive Plymouth Report 2024

29. Growing with Nature Network

30. Plymouth Report 2023

31. i-Tree Eco survey and report (2020)

32. APSE Awards 2024

33. TECF Management Plan

34. Plymouth City Council Corporate Plan

35. Natural England Green Infrastructure Principles

36. Devon Local Nature Recovery Strategy

37. Ocean City Nature

38. Plymouth City Council Playing Pitch Strategy

39. Plymouth City Council Biodiversity Net Gain policy - SPD

40. Enrich report, 2019

41. Plymouth and South Devon Community Forest Plan 2025

42. Plymouth Play Assessment

43. Asset Based Community Development

44. Bright Futures Report

45. Plymouth Economic Strategy

DELIVERY PROGRAMME

NATURE RICH CITY

Topic	Proposed measures of success	Proposed actions
Clean and healthy water	The progress of achieving a good status for the city’s water bodies and bathing water quality.	Work in partnership with key stakeholders to produce a Plan for Water for the City. Work with partners to monitor and report on water body ecological status and bathing water quality. Work with partners to identify specific actions and investment required to reduce burden on sewer system and sewage discharges.
Canopy Cover	An increase of canopy cover in the city of Plymouth to achieve a Tree Equity score of at least 75 in all neighbourhoods by 2050, with a focus on neighbourhoods significantly below this level. All trees and woods owned and managed by the Community Forest partners are under management to the following standards. <ul style="list-style-type: none">• British Standard 3998 for individual trees• United Kingdom Forest Standard for woodland management	Planting 5,885 medium size trees in streets, parks and gardens in Plymouth by 2050 including 1,000 individual urban trees in Plymouth, towns and villages by 2030. Plant, establish and maintain new woodland and trees outside woodlands to buffer and connect Plymouth’s Nature sites. Continue to deliver against the City’s Ash dieback action plan to monitor and respond to the impact of the disease across the city. Work in partnership to support delivery of tree planting initiatives in schools across the city.
Nature sites	Enhance and connect Plymouth’s network of nature-rich sites buffered and connected through green and blue spaces at a city-wide ecosystem scale to work towards 30% of city spaces benefiting nature. Improvements to habitat condition across Nature Sites towards Good/ Favourable by 2030. Work in partnership to ensure favourable condition for 70% of Marine Protected Areas (MPAs) features 2042 with the remainder in recovering condition. Urban Nature Recovery Standard - Urban Local Nature Reserves - 1ha per 1,000 People Continually improve our maintenance standards and regimes to be nature-friendly and provide sense of pride in place to build our reputation as an international green city	Identify up to 400 hectares of land across the city’s Nature Recovery Network with potential to enhance habitat type and condition and/or improve habitat monitoring to justify achieving ‘Nature Area’ status. Prioritise parts of the city (Centre and West) with less provision of Nature Areas. Co-design and Co-produce with communities Neighbourhood level Landscape Masterplans to support delivery of the Nature Recovery Network. Agree an evidence-based monitoring framework to monitor progress of the Nature Recovery Network. Use this monitoring and reporting to contribute to Devon Local Nature Recovery Strategy and other relevant strategies and comply with the duty to report on biodiversity. Develop and apply relevant Environmental Indicators and a robust condition monitoring system to help measure the success of the Nature Recovery Network and relevant strategies and plans against a clear and targeted delivery framework for recovering nature across the City. Work in partnership to deliver actions to protect, enhance and monitor estuary and marine habitats through the Plymouth Sound and Estuaries Management Plan, and taking account of the South West Marine Plan in planning. Work in partnership to agree actions to protect, enhance, and monitor freshwater habitats given their significant importance and contribution to local, regional and national nature recovery networks. Deliver Nature Recovery programme across Nature Areas of the city in line with management objectives for sites. Incorporate the Nature Recovery Network into discussions and evidence base to inform new Local Plan and proposed Spatial Development Strategies for the city. Continually consider opportunities through technology improvements and efficiencies for reducing herbicide use as part of weed management on highway and footways. Continue to improve the nature friendly landscaping across the network of gateways into the city to build a Sense of Pride for residents. Ensure that all Council activity uses peat-free compost. Deliver NMP Nature Boost programme.

Topic	Proposed measures of success	Proposed actions
Biodiversity Net Gain	Measurable delivery of Biodiversity Gain across Plymouth, with a baseline produced in 2026 and regular reporting of progress to show impact towards Nature Recovery ambitions.	Utilise the requirement to deliver Biodiversity Net Gain to achieve a sustainable business model for funding targeted parts of the Nature Recovery Network through the city’s habitat bank – Ocean City Biodiversity. Supporting the monitoring and implementation of Biodiversity Net Gain through the planning system and investigate opportunities, alongside those set out in the South West Marine Plan to deliver BNG in intertidal areas. Contribute towards establishing BNG policy and guidance in new Local Plan in line with national regulations and guidance. Develop a clear set of nature positive maintenance standards which reflect our local targets for high quality habitat management and delivery of biodiversity net gain. Develop mechanism to secure contributions towards intertidal and marine habitat benefits, and identify in partnership strategic opportunity areas.
Species abundance	Improvement in species abundance by 2030 working towards increasing levels by 2042	Prioritise key network features with the potential to deliver greatest benefits to the wider network, such as trees and water habitats leading to the improvement of water quality entering freshwater and marine sites. Work collaboratively to protect Plymouth’s existing woodland, trees and hedges especially ancient woodland and ancient, veteran, and notable trees, as well as facilitating the development of woodland into more mature habitat. Contribute to local and regional strategies by restoring, protecting and enhancing woodland through setting out appropriate management to protect and enhance these sites including through control of invasive non-native species, diseases and mitigating climate risk. Encourage expansion and connection of existing woodland as an important feature of the nature recovery network. Improve the condition of grasslands managed for nature and map those reaching priority habitat status as nature areas and monitor their contribution to 30by30 targets. Manage priority habitat grassland sites effectively to achieve better condition. Adapting our grassland management to support more wildlife, varying the cutting regime in areas agreed with the local community. Work with key partners to carry out a more detailed assessment of open mosaic habitat towards an objective to protect and improve this priority habitat in the city. Produce or contribute to management plans for key habitats and species (terrestrial, aquatic and marine) of significant importance to ensure management is guided and targeted effectively. Address habitat fragmentation and connectivity across the Nature Recovery Network through creating and managing wildlife corridors including new hedges, field edges and dark bat corridors. Monitor actions to manage biohazards including pests, diseases and non-native invasive Species. Collaborate with Devon authorities to produce and adopt Devon LNRS which recognises the Plymouth Nature Recovery Network as well as current and future Local Plan policies.
Climate resilience and adaptation	Maximise opportunity to use nature-based solutions to support Plymouth becoming a climate resilient city in line with Climate Adaptation Plan and Net Zero Action Plan. Use habitat metrics to account for carbon stored and sequestered in the city’s natural spaces. Number of locations where flood impact/risk is lowered in line with Flood Risk Strategy. Reduce quantity of urban heat islands by facilitating increased numbers of street trees etc.	Deliver a partnership programme that co-designs climate programmes with communities in neighbourhoods to promote positive behaviour. Work collaboratively with key partners to co-produce a Plan for Water for the city to support the evidence base for recognising the need for spatial allocations for water related infrastructure in the Local Plan. Work collaboratively with key partners to co-produce a Plan for Climate Adaptation Plan for the city to support the evidence base for the Local Plan to make Plymouth a liveable and sustainable city. Plant, establish, and maintain new woodland and trees outside woodlands improve water quality through infiltration and mitigate climate change through urban cooling and Natural Flood Management. Continue work to build partnerships to build the evidence for nature-based solutions to climate change and biodiversity loss as well as piloting delivery of nature-based solutions across the city as part of our plans for climate adaptation.

A PLAYFUL, ACTIVE AND HEALTHY PLYMOUTH

Topic	Proposed measures of success	Proposed actions
Health and Wellbeing from natural spaces	<p>The level of investment and activity to deliver improvements to parks and natural spaces across the city that supports physical activity, mental wellbeing and connection to nature.</p> <p>Increase number of visits to City’s Natural Spaces from 2026 baseline.</p> <p>Improvement in anxiety levels, wellbeing and absenteeism measures for Children and Young People participating in Ecotherapy and Nature Well programmes.</p> <p>Increased number of participants in Ecotherapy and Nature Well programmes across Plymouth's natural spaces.</p>	<p>Continue to develop partnerships with Health, Children and Youth partners to deliver city-wide Health and Wellbeing and Therapeutic programmes (e.g. Green Social Prescribing programmes such as Ecotherapy and Nature Well programme) to provide meaningful positive impact for children and young people of the city to mitigate the mental health crisis.</p> <p>Adopt and use step counters across key natural spaces to monitor and report on visitor numbers and impact.</p> <p>Continue to develop and deliver improvements to parks and natural space facilities across the city that supports improvements to physical activity levels, mental well-being and connection to nature.</p> <p>Work with partners to continue to develop and create Green Travel networks as part of the city’s wider Active Travel network.</p>
Accessible Natural Spaces	<p>City’s natural space access network achieves good condition and accessibility standards.</p> <p>Achieve Green Flag status for 12 sites in the city by 2030 – an increase of 5 from 2024</p> <p>Each year we see an increasing number of people able to physically access good quality natural space within walking distance of their home in line with Local Plan and National standards (the city’s current standard is to aspire to provide accessible green space within 400m of home).</p>	<p>Work with Strategic Planning to co-design and deliver an update to the evidence base required to support updated policies around accessible natural space in the city line with Local Plan timelines.</p> <p>Use relevant national and local standards to plan evidence-based Natural Infrastructure provision and quantifiable targets from a standard Nature Equity score.</p>
Play	<p>Level of provision of suitable playable spaces meets aspirational levels set out in the Local Plan (currently local playable space within 400m walking distance of all homes and neighbourhood playable space within 1000m of all homes.)</p> <p>Number of Play Areas achieving ‘Moderate’/ ‘Good’ condition across ‘play estate’.</p> <p>Deliver increase in more nature-rich playable spaces across the city including more sensory nature play.</p>	<p>Plymouth Play Assessment update 2026 to determine suitable level of provision of play areas to meet measures proposed which are sustainably financed.</p> <p>Produce a business case to bring forward new phase of Play Improvement Programme to include nature-rich playable and naturally playful spaces.</p>
Sport	<p>Playing pitch standards meet required quantities for the city as set out in Local Plan.</p> <p>Achieve Moderate/ Good condition of playing pitches across the estate as measured by Governing Body accreditation.</p> <p>Deliver increase in nature features across sports pitch estate in the city.</p> <p>Increase in activity levels for water based activities in the city.</p>	<p>Complete Playing Pitch Strategy update in 2025 and maintain the active places database.</p> <p>Lead partnership group to co-produce a Plan for a Playful Plymouth by 2027 setting strategic direction for the city’s sports and play assets and activity programmes on both land and sea.</p>

Topic	Proposed measures of success	Proposed actions
Food growing	<p>Provision of suitable food growing/ allotment spatial provision for City population as set out in the Local Plan (Current aspiration is 45 hectares for 300,000 popl)</p> <p>Support local food production through the provision of good quality allotment sites.</p>	<p>Conduct Allotment estate audit by 2028 to inform business case for allotment investment programme.</p> <p>Work in partnership to identify and support alternative ways to provide community food provision, education and training around food growing in areas with no allotments.</p> <p>Identify opportunities and implement initiatives to reduce water use on allotment sites.</p> <p>Find opportunities for more community orchards via the Community Forest.</p> <p>Make culinary herbs freely available in major parks.</p>
Activity Programmes in Natural Spaces	<p>Deliver in partnership a diverse range of activity programmes to reach/ engage with over 10,000 people per year, targeting audiences/ groups most in need.</p>	<p>Build a sustainable funding package to sustain and grow the provision of Ecotherapy and Nature Well programmes delivered with key partners in the city.</p> <p>Sustain and grow key Hub sites, such as Poole Farm and Central Park, to act as outdoor Wellbeing Hubs to support provision of natural space activity programmes.</p> <p>Develop programmes of activity around natural spaces that support the more vulnerable children and young people in the city, such as a local Short Breaks programme, as well as partnering with agencies across the city to provide city-wide activity programmes focused on children, young people, and families being active outdoors and in natural spaces.</p>

INCLUSIVE NATURE SPACES

Topic	Proposed measures of success	Proposed actions
Inclusive design and programming	Listen to and engage with local communities and visitors of all ages, user groups and organisations in decision making that affect their local area to work towards an ambition that all residents have access to a high quality and welcoming natural space within 15 mins walking distance of their home to support their health and wellbeing.	Establish representative governance to oversee this delivery programme made up of key cross-sectoral representatives. Provide new, user-friendly and responsive online and digital information to communicate what is going on in parks and natural spaces and how people can get involved and provide opportunities for feedback. Invest in a network of inclusive communication formats to distribute information about and promote the city’s natural spaces and access to them. Ensuring that access for all from a physical and sensory perspective is considered and applied to natural spaces across the city in infrastructure, interpretation and on-site facilities.
Inclusive and accessible natural spaces	City’s natural space access network achieves good condition and accessibility standards.	Ensure a safe, inclusive and well-maintained access network across the city to maximise opportunity for people to experience nature in day-to-day activity. Use delivery of the Plymouth Sound National Marine Park to build a long-term, sustainable access programme for the city’s marine spaces.
Community business and social enterprise	Increasing number of and economic impact of community businesses and social enterprises active across the city’s natural spaces	Continue to promote opportunities and collaborate to deliver active social enterprises in the city’s natural spaces, including providing clearer signposting and toolkits for others to use. Build digital platforms to facilitate the sharing of volunteering and stewardship opportunities.
Events in Parks and Natural Spaces	Grow the number of events and diversity of attendees of events taking place in the city’s natural spaces.	Ensure that use of parks and natural spaces are embedded within the city’s plans for health and wellbeing including physical activity and leisure. Collaborate with key partners to enable an annual programme of outdoor and water cultural and sporting events to support our cultural sector, attract new users and add vibrancy in ways that don’t damage the long-term condition of parks. Continue to support and evolve processes for residents to plan and host appropriate community and cultural events in parks and natural spaces. Work with partners and event organisers to meet required sustainability standards for events.

A NATURE CONNECTED, ENGAGED AND EMPOWERED PLYMOUTH

Topic	Proposed measures of success	Proposed actions
Volunteering and participation	<p>Report and celebrate annually on collective volunteer effort to maintain, enhance and enable activity in the city’s natural spaces.</p> <p>Increase in % of people carrying out voluntary work or helping out to ‘do their bit’ for nature.</p>	<p>Sustain and grow the Green Communities partnership model of delivery across the city reaching new communities using Asset Based Community Development Principles.</p> <p>Co-ordinate with city partners to bring forward a Volunteer Management System to promote and support safe and recognised volunteering across the city.</p> <p>Co-ordinate with city partners to celebrate volunteer participation across the city.</p> <p>Provide volunteer training programmes (alongside and interrelated to workforce training) to support safe and effective volunteering.</p> <p>Continue to host and support the Tamar Estuaries Consultative Forum (TECF) to hold the Port of Plymouth Marine Liaison Committee (PPMLC) which acts as the water user group.</p> <p>Support city networks such as Plymouth Open Space Network and Plymouth Tree People as well as individual Friends and Community groups aligning with this plan.</p> <p>Produce a Plan for Nature & People partnership toolkit to include standard Partnership agreements to enable consistent, far and easily accessible collaboration for aligned groups across the city.</p>
Education and Training	<p>A co-designed curriculum for staff and apprentices to create and evolve accessible career pathways in and across sectors linked to the objectives of this plan. It will provide high quality training and support for our workforce and volunteers alongside apprenticeships and work experience for new entrants, with a particular focus on young people seeking employment, education or training.</p>	<p>Collaborate with education and training sector to establish a Plymouth NE Education and Training programme.</p> <p>Co-design and deliver a curriculum for staff and apprenticeships which support delivery of the objectives of this plan.</p> <p>Co-design a curriculum for the emerging green economy which takes account of future policy and technological advancements.</p>
Nature Connection	<p>City survey shows increased and sustained nature connection for residents of the city.</p>	<p>Develop and apply relevant Social Indicators and a robust monitoring system to help measure the success of programmes across the City.</p> <p>Deliver programs to improve awareness of disturbance of habitats and species, for marine through the Marine Recreation Mitigation and Enhancement Scheme (MRMMS).</p> <p>Monitor and report on City survey results to questions related to the city’s natural spaces and activity related to it.</p>
Communications	<p>Reach diverse and broad audience across broad range of media - People know what is happening in the city and communities.</p> <p>Annual increase in unique views and engagements and engagement rate across delivery programme activities.</p> <p>Interpretation is clear, accessible and inclusive.</p> <p>Reach new audiences through accurate, responsible, fair and democratic communications.</p>	<p>Initiate and lead a city-wide communications campaign, championing community action linked to the Climate Connections and other relevant programmes.</p> <p>Collaborate and communicate to communities in most effective way with partners.</p> <p>Consistent stakeholder mapping to recognise full extent of impact across the city.</p> <p>Use our platforms to promote and celebrate work of partners across the city.</p> <p>Use our platforms to promote and celebrate Plymouth's unique wildlife and species such as the Plymouth Pear, Allis Shad and Horrid Groundweaver spider.</p>

Topic	Proposed measures of success	Proposed actions
Sustainable City growth	<p>Achieve a sustainable service delivery with a carbon positive approach to maintaining and enhancing the city’s natural spaces.</p> <p>The city’s natural spaces play a critical role in the sustainable growth of the city.</p>	<p>Consider marine sites and related policies in work to bring forward new Local Plan policies.</p> <p>Protect trees and woodlands through the implementation and use of local planning policy, Tree Preservation Orders (TPOs) and planning conditions where amenity is a consideration or the trees are under threat. Ancient woodlands and trees providing habitat for priority species shall receive particular attention for protection.</p> <p>Undertake a desk top review of all the TPO and produce a rolling programme of reviewing individual TPO’s, focussing on old area orders with a minimum of five TPOs being reviewed annually.</p> <p>Ensure TPO and Conservation area GIS data available on the City’s website is updated regularly to assist in service delivery for protected tree checks.</p> <p>Produce an update to the Tree Management Principles document which clearly shows decision making processes around trees in the city.</p> <p>Seek to support the Local Planning Authority in using appropriate planning conditions, Section 106 agreements and the Community Infrastructure Levy to ensure developers follow mitigation and Biodiversity Gain hierarchy to minimise impact and secure improvements and additions to the City’s natural environment and features to mitigate for the environmental effects of development.</p> <p>Identify and put into place working practices and machinery that reduces our carbon emissions to zero.</p> <p>Encourage the incorporation of innovative nature-based solutions and ecological engineering opportunities into new developments such as green roofs, seawalls etc.</p> <p>Develop mechanism to monitor delivery of natural infrastructure.</p> <p>Work across Council and external teams to link objectives and outcomes of this plan into existing social value measures through procurement and other voluntary Environmental and Social Goals (ESG) initiatives.</p>
Governance	<p>Positive feedback from Steering Group and wider stakeholders about the delivery of this plan.</p>	<p>Lead a Plan for Nature and People steering group to monitor and account for the delivery of this programme.</p>

AN INNOVATIVE INVESTMENT CITY

Topic	Proposed measures of success	Proposed actions
Investment in Ocean City Nature & the Natural Environment portfolio	Use the targets, outcomes and framework from the Plan for Nature and People and inter-related nature recovery plans to enable significant scale investment - £50m - in natural infrastructure, community engagement and sustainable enterprise to deliver wide ranging social, environmental and financial positive impact including through Plymouth’s green finance vehicle – Ocean City Nature .	Continue to establish Ocean City Nature as the key Green Finance investment vehicle for the city and surrounding area, ensuring that it is fit for purpose to enable all relevant forms of investment and deliver maximum impact. Update the Ocean City Nature Business Plan. PCC to produce a Natural Environment Business Plan. Produce Plymouth’s first Natural Capital Investment Prospectus to catalyse and bring forward external investment to support wider Natural Environment programme delivery.
Investment cases	Support development of a local circular economy around city natural capital. Generating new and enhancing existing natural assets and investing in activity programmes to deliver maximum impact across social, environmental and economic outcomes. Through the city’s Habitat Bank - deliver and provide over 200 Biodiversity Units across the City’s Nature Recovery Network. Work with local landowners to provide a pilot of over 1000 carbon credits to support City’s Net Zero targets.	Promote and support park based social and community business which provide high quality facilities and activities in natural spaces, bring in income and support green jobs. Improve the use and sustainability of the buildings in parks providing toolkits to enable new forms of community and enterprise use to ensure they are high quality, well-used and cared for in the long term. Develop new funding streams to secure sustainable forms of income to deliver high quality maintenance and improvements to existing assets and new assets. Maximise sustainable transport options to parks and natural spaces, providing electric vehicle charging points and car share options and bike rental at key locations and supporting walking and cycling routes to and within parks. Work with city economic development partners to ensure that the natural environment remains a key city asset for the visitor economy and culture programme.
Data	Effectiveness of reporting against Plan metrics	Establish digital monitoring systems to collect social, environmental data and evidence our impact publicly against our key measures and indicators. Utilise citizen science opportunities wherever possible.
Jobs and Career pathways	Number of job opportunities generated per year. Number of apprenticeship and other career gateway roles and opportunities established each year. Improvement in workforce feedback metrics	Continue to implement a workforce development plan for Council teams delivering across our natural spaces to ensure the best levels of skills, knowledge and culture. Work collaboratively with partners to build structures to enable apprenticeship and career gateway opportunities.

PLYMOUTH NATURE RECOVERY NETWORK

At the time of writing Nature Recovery Networks are a big topic. New Local Nature Recovery Strategies, as required under the Environment Act, are being produced across the country, including in Devon. To support this in Plymouth we have been working to bring up to date our Biodiversity Network to align with the national and regional context. Importantly this work will feed into a new Local Plan for Plymouth enabling us to better plan for nature as the City grows and provide a framework and guiding plan for all actions – from developers to community members - towards nature recovery in and beyond the City. The purpose of Nature Recovery Networks is not to create new policy, but to provide evidence to enable informed plan development and decision making.

The Nature Recovery Network has a foundation in and has evolved from the Biodiversity Network which was the previous approach to nature networks and forms part of the Joint Local Plan adopted in 2019. It will aim to act as a single point of reference to drive secure and target investment and provide an evidence base to inform future neighbourhood, local, and regional strategies. It will also support considerations of development proposals through planning. Nature knows no boundaries and so this covers areas beyond the City boundary to connect habitats beyond the city.

Analysis of this network currently show that 25% of the City's area is classed as being an existing Nature Area (as defined below). Other parts of the city will act as Opportunity Areas - areas of land which have some potential, through improvements to their nature value through management and enhancement of sites or parts of a site, will support the Nature Network by providing corridors, stepping stones or buffers.

The Plymouth Nature Recovery Network has two Key categories for Nature sites (plus a rivers and street trees category):

High Value Nature Areas

International, national and local designated sites, irreplaceable habitats, Ancient Semi-Natural Woodland and JLP Biodiversity Network Core Sites. Includes terrestrial and aquatic habitats. **(15% of the city).**

Other Nature Areas

Non-designated, ecologically valuable sites with a high proportion of Priority Habitat and/or key components of the JLP Biodiversity Network. Includes terrestrial and aquatic habitats. **(10% of the city).**



© OpenStreetMap contributors. Contains DBRC data © cannot be copied, republished or used for commercial purposes
Contains OS data © Crown Copyright and database right 2025 Contains data from OS Zoomstack

ENGAGEMENT REPORT

SUMMER OF NATURE 2024

Summary of Survey Results Report

The Summer of Nature survey was live between 27 July and 3 September and was promoted at a variety of events that took place over the summer. From Fit and Fed in four of Plymouth's main parks to Wild and Well at Poole Farm. Surveys were carried out both in person and via a QR code to a Google Form. We also received responses from over 50 staff via the PCC staffroom and Teams.

While we have analysed 486 responses, we received a few extra surveys after the 3 September, which haven't been included but took the response rate to over 500.

The survey consisted of four main questions and three asking for demographic data. The responses were anonymous to allow people to openly express their thoughts and opinions.

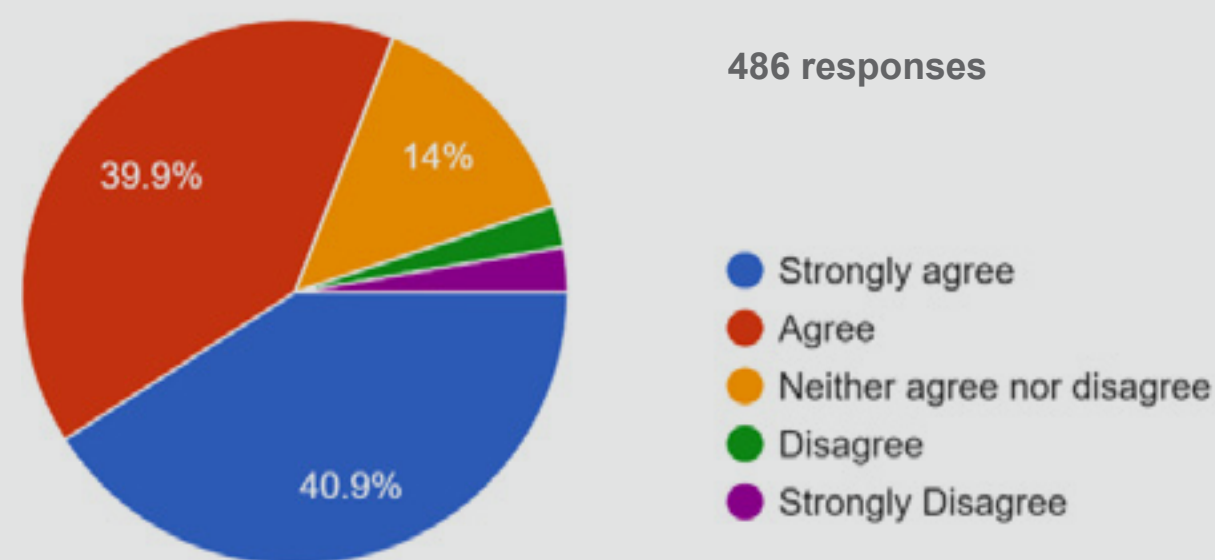
Questions:

- How much do you agree or disagree with the following:
I feel part of nature
- What's your favourite memory from a nature place in Plymouth?
- How much do you agree or disagree with the following:
Being in nature makes me very happy
- What actions can we all do to help care for Plymouth's nature in the future?
- Demographics - What is your postcode?
What age bracket are you in?

Summary of questions

Question 1

How much do you agree or disagree with the following:
I feel part of nature



As can be seen on the pie chart, most people (80.9% or 393 people) strongly agreed or agreed that they felt part of nature and only 5.2% (25 people) did not feel part of nature.

Question 2

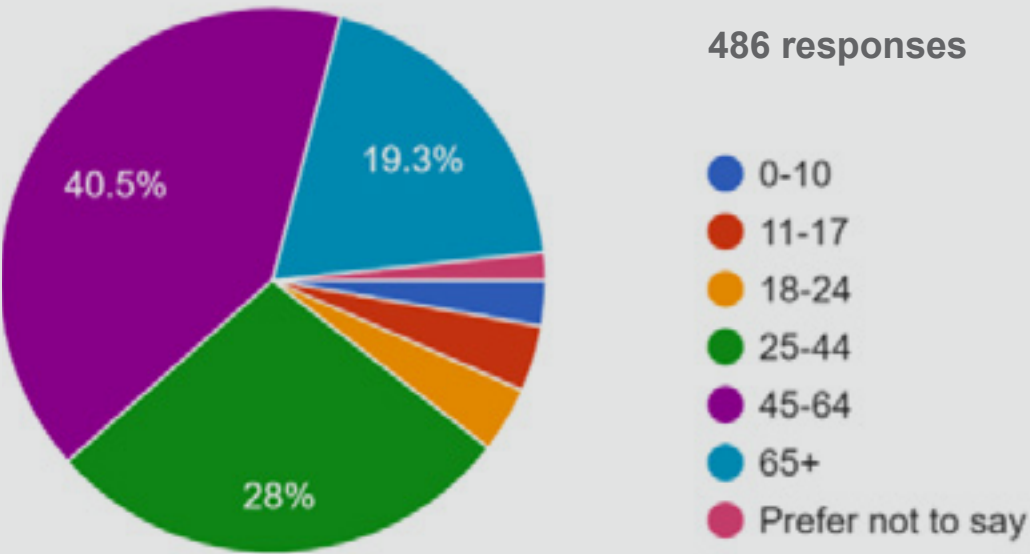
What's your favourite memory from a nature place in Plymouth?



What's your favourite memory from a nature place in Plymouth provided an array of places and verbs. The most frequently mentioned are displayed in larger and bolder font such as woods, parks and walking.

Question 6

What age bracket are you in?



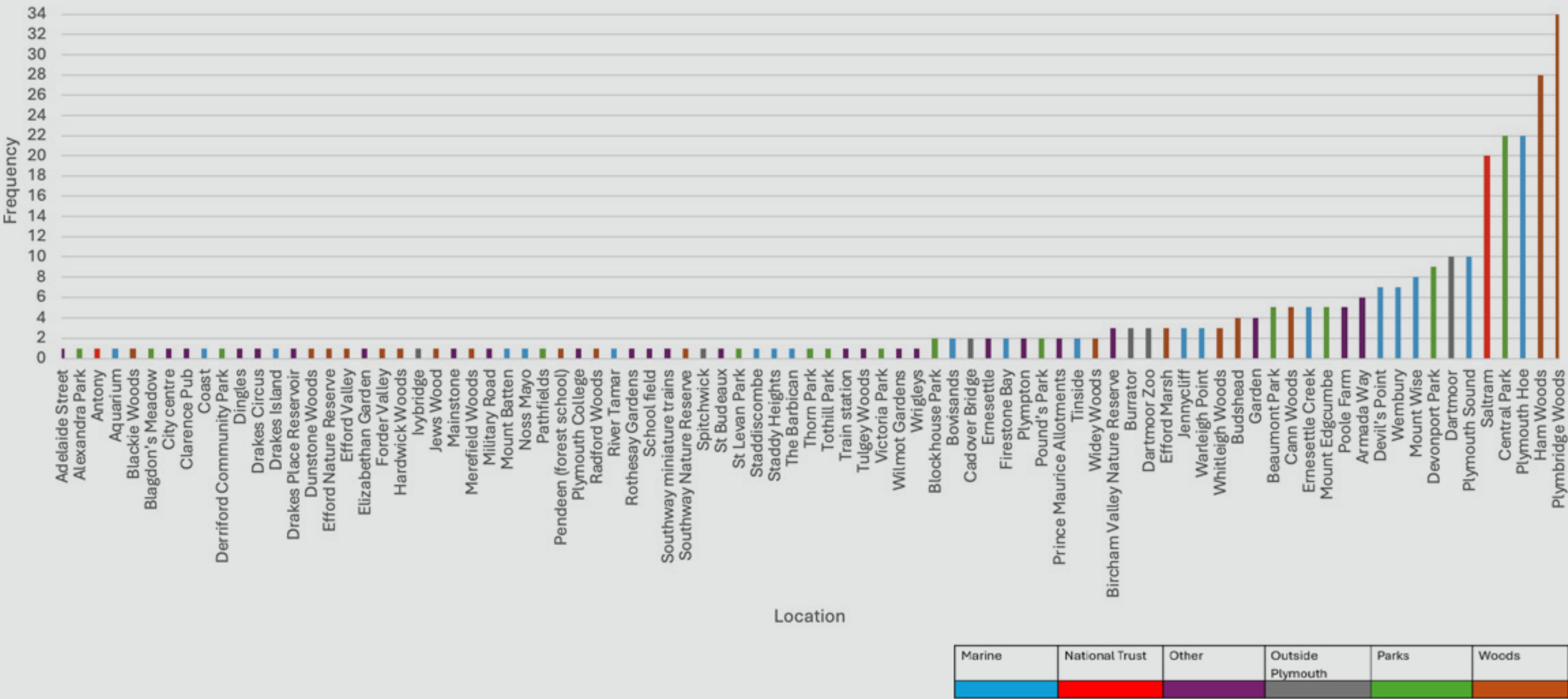
As you can see the 45-64 age range was very well represented (40.5% - 196 respondents) followed by the 25-44 (28% - 136 respondents) bracket and 65+ (19.3% - 94 respondents). Only 60 respondents fell in the 0-24, with a few preferring not to say.

Due to the low representation of young people, and as we have a number of project teams working in schools during the Autumn Term, we decided to extend the Survey just for the 0-24 age bracket up to half-term. We felt this could be achieved relatively easily by adding these questions to lesson evaluations.

The extension until early November to capture more responses from the lower age ranges has not yielded the increase in responses we had hoped and has not altered the results significantly enough to update figures already presented in this report.

We have begun to expand our analysis to see whether where people live, or their age groups make a difference to the nature memories and actions suggested.

Frequency of locations in favourite nature memories



While lots of places were mentioned, there were five stand out attractions - Plymbridge Woods, Ham Woods, Plymouth Hoe, Central Park and Saltram. It is clear that people do appreciate the greenspaces and nature close to their home, however more analysis could show whether people prefer to travel across the city to other nature destinations.

Priority actions by age

Age	Priorities
0-10	Litter picking, Plant more trees
11-17	Litter picking, Natural resource management
18-24	Litter picking, Volunteering/community groups, Plant trees
25-44	Litter, Accountability, Education, Community events, Plant trees, Green investment
45-64	Litter, Grass cutting, Conservation, Community gardens, Wildlife friendly gardening, Housing developments, Look after mature trees
65+	Litter, Conservation, Water quality, Development, Community groups
Not stated	Stop using pesticides, Conservation

The results above show that regardless of age, litter appears consistently as the main theme across all age groups.

The following pages show further analysis by postcode. Page 11 shows the frequency of locations in favourite nature memories Tally graph at a larger scale.

Overall, the summer of nature has proved to be a useful activity which has given us the opportunity to listen to Plymouth residents.

Summary of analysis and themes

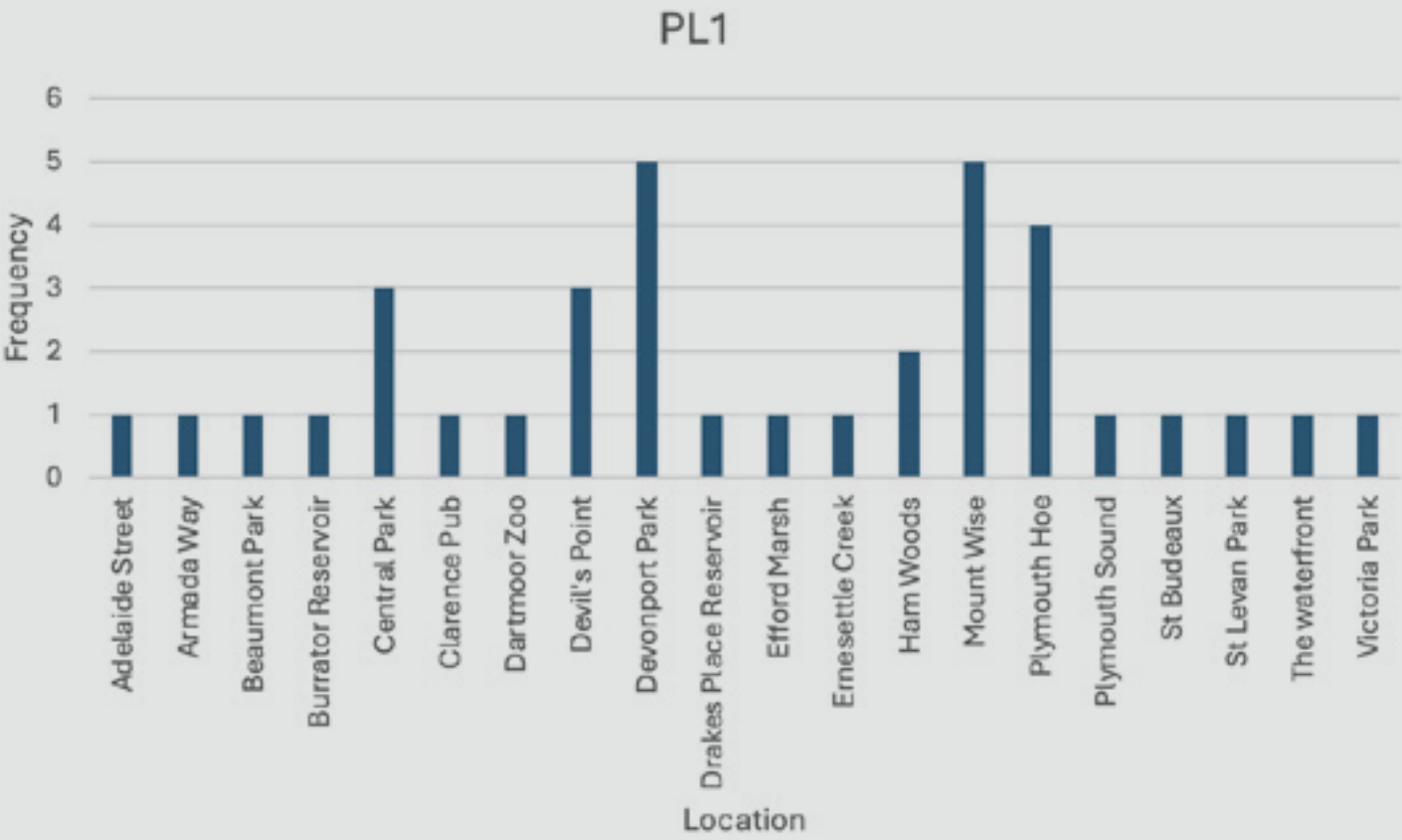
Postcode and favourite nature memories

PL1

In the PL1 area, most locations mentioned as forming part of people’s favourite nature memories are in coastal areas and form part of the Plymouth Sound National Marine Park (PSNMP) with a total of 14. This highlights the correlation between ease of access to nature spaces within this postcode and use of them for swimming.

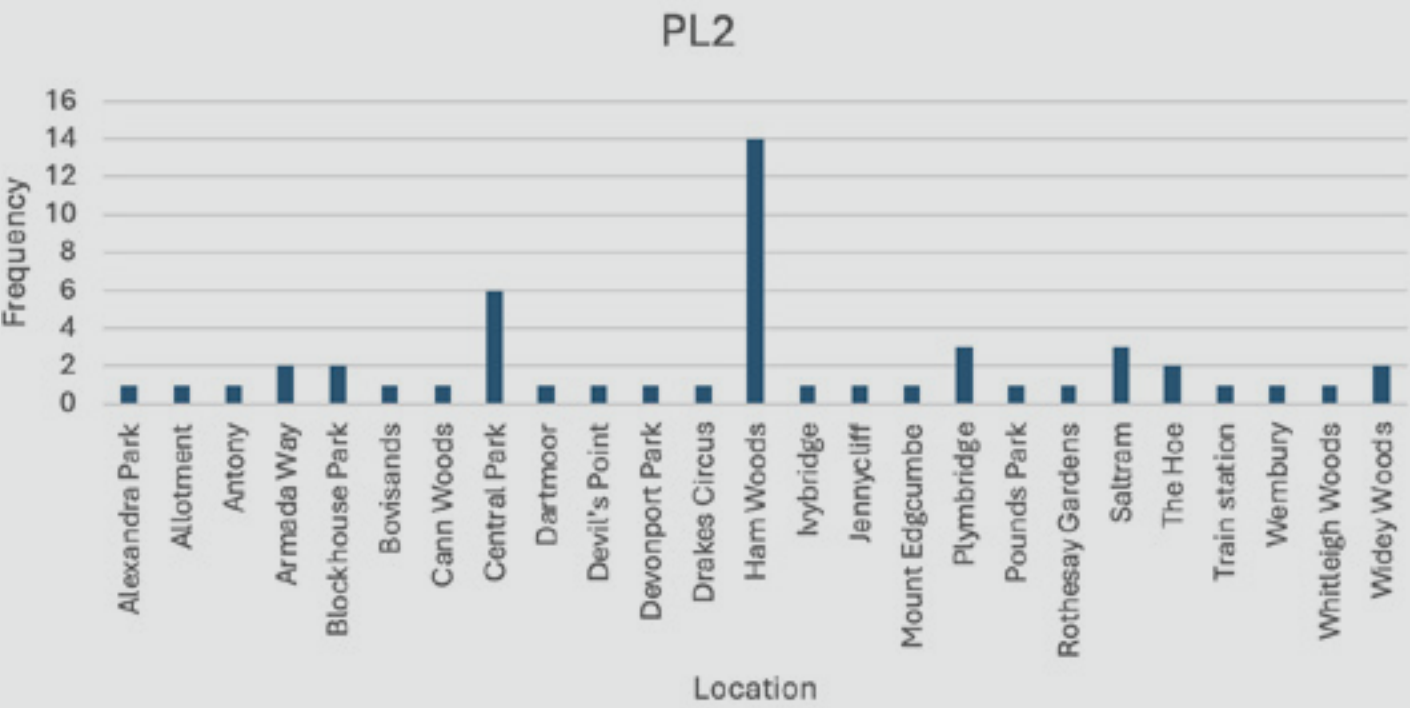
The two most popular locations were Devonport Park and Mount Wise.

In addition to locations within the PSNMP, parks were very common with 11 mentions across five parks located in the Devonport and south of Plymouth. This highlights the importance of local greenspaces and access to these parks.



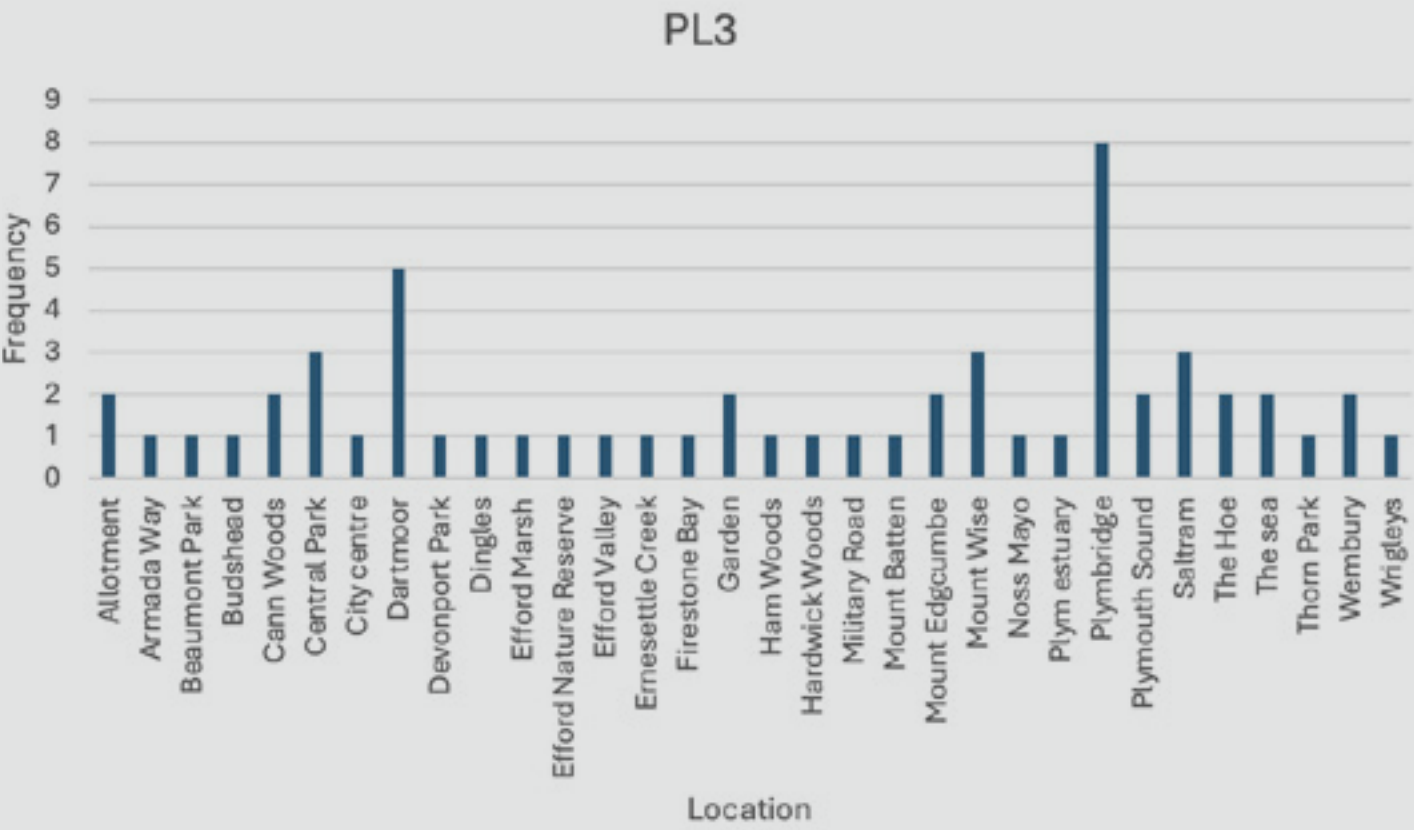
PL2

In the PL2 area, the overall number of locations has increased from 20 in PL1 to 25 in PL2. This could be due to easier access to the Torpoint Ferry as two of these locations are in south-east Cornwall (Antony and Mount Edgcumbe) and its surrounding area in Cornwall. Nine of the favourite nature memories revolve around coastal areas and 25 are in parks with Ham Woods being the most popular of these.



PL3

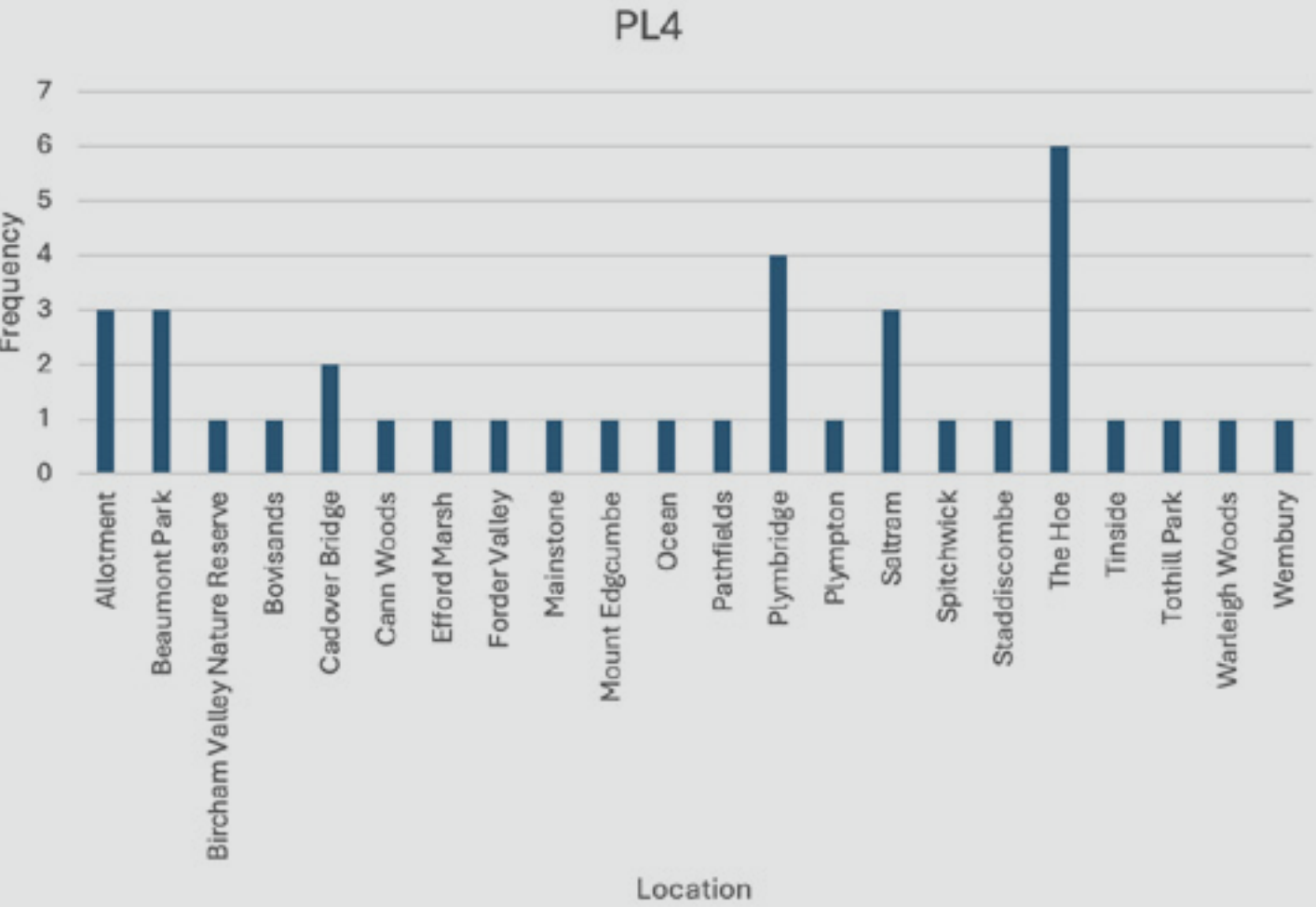
In the PL3 area, it is the first time that private land has been mentioned – gardens. These are nature spaces which are much less common in both PL1 and PL2 where public land was the focus. There are more greenspaces than blue ones interacted with in this area however overall, there is a wider distribution of areas interacted with across Plymouth and the surrounding area.



PL4

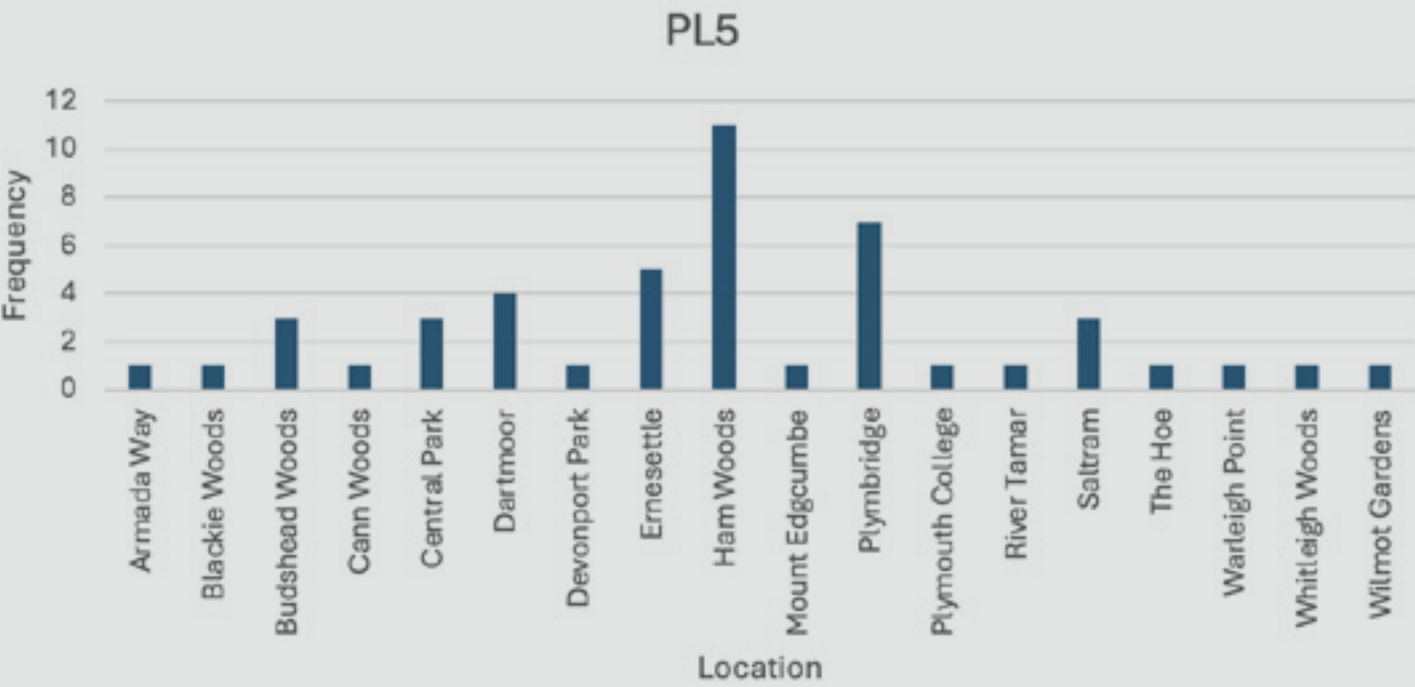
In PL4, there are many locations that feature once in people’s favourite nature memories with the exception of well-known nature spaces including Plymbridge Woods and The Hoe.

Due to the area that the PL4 postcode covers, these locations are found in the postcode and the surrounding area so are not considered to be unexpected responses. Due to the proximity to the city centre, the coastline is an easy access point to feel more connected to nature from.



PL5

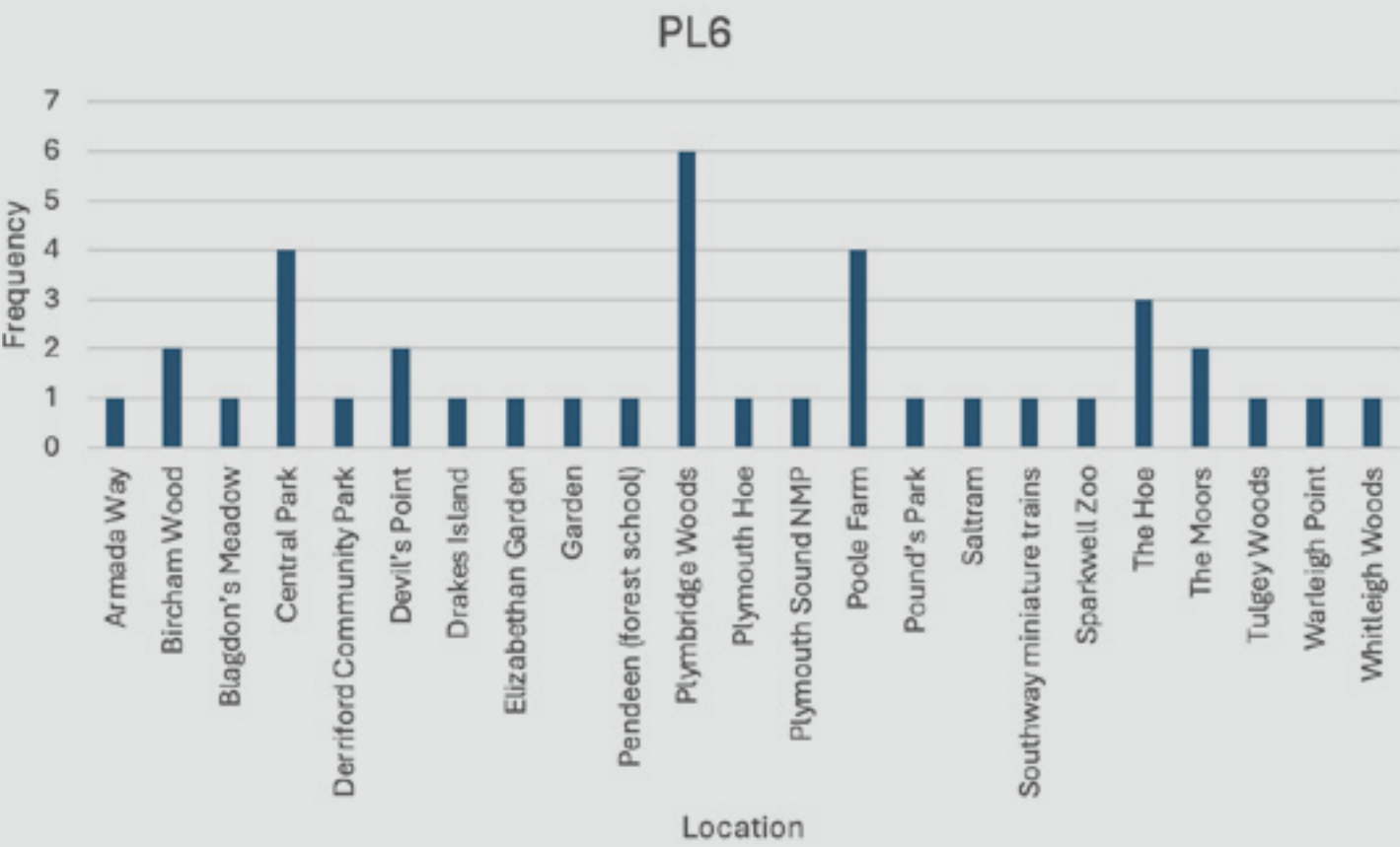
In the PL5 area, there are more inland nature spaces compared to coastal ones – this reflects the area that the postcode encompasses. They most commonly recurring locations are ones which are well known, these include Central Park, Ham Woods and Plymbridge Woods. In comparison to other postcodes, The Hoe or popular swimming places are mentioned once indicating that local residents find the easiest way to access nature is through parks or woodland.



PL6

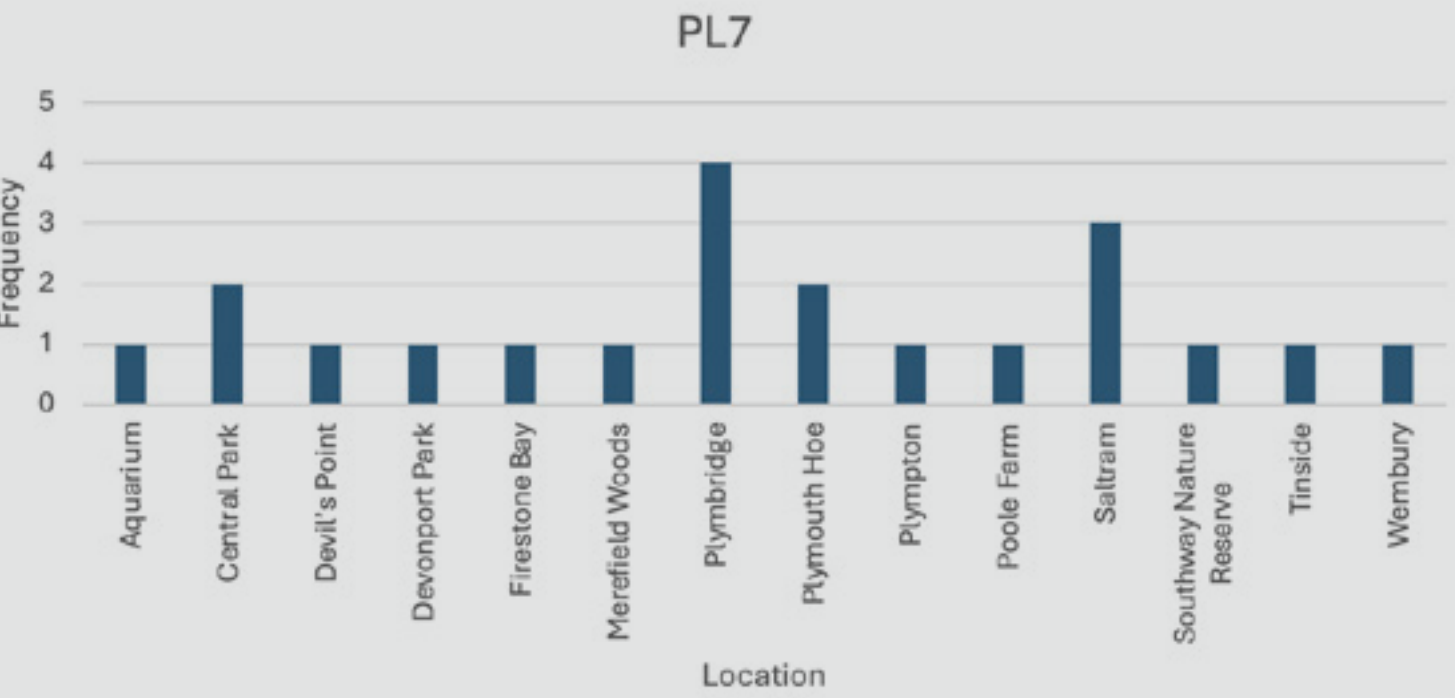
In PL6, the distribution of nature places across Plymouth that are found in favourite nature memories reflect all four corners of the city. As with PL2-PL5, there are more parks and woodlands than parts of the PSNMP – this reflects the locations of nature places within the PL6 area as this is furthest from the coastline.

The most popular location is Plymbridge Woods – outside of this survey, it is a well-known nature space in Plymouth and its periphery. Some of the lesser-known, or less traditionally thought of locations are included in this graph – for example the Elizabethan Gardens and Tulgey Woods.



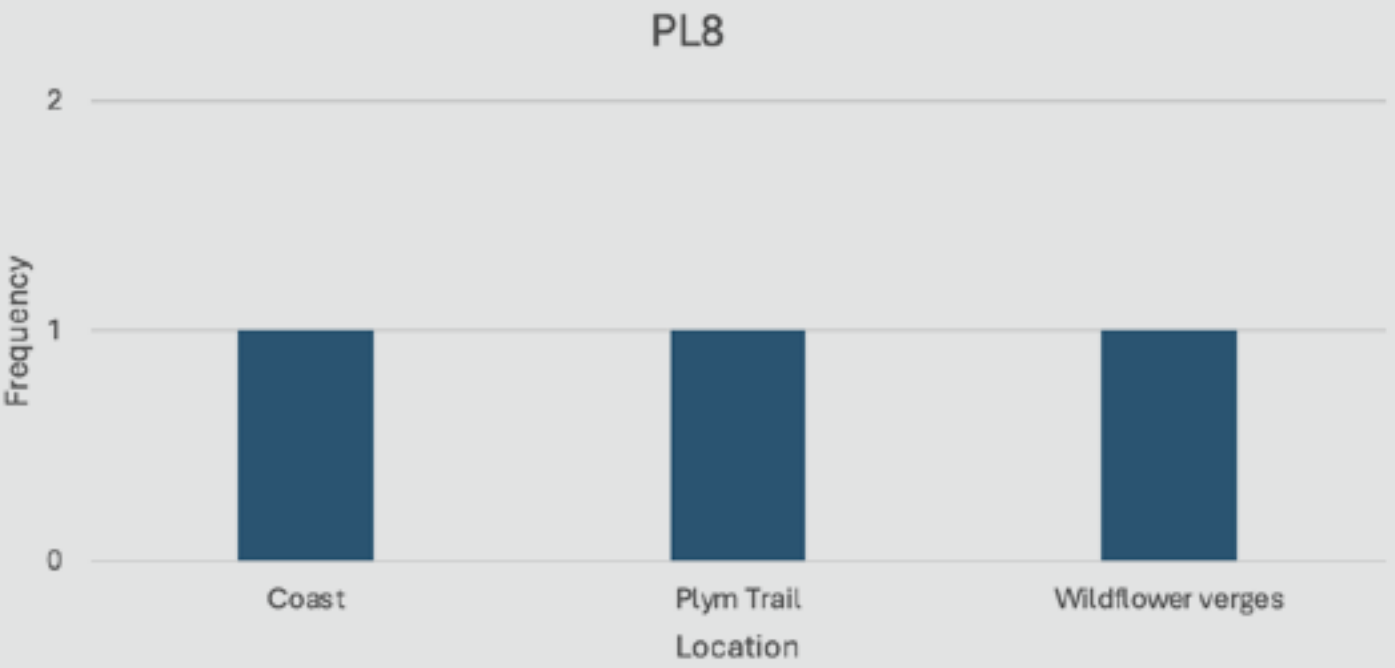
PL7

Within the PL7 area, we had less responses however the locations mentioned are more reflective of the area. There are six coastal locations, which is similar to the PL1 area which had a higher number of coastal locations than PL2-PL6. The remaining locations are all easily accessible for people in this postcode, exemplified by the inclusion of Saltram and Merafield Woods.



PL8

In PL8, there are very few named areas however there was specific mention of coastal species including seaweed and anemones which gives an indication that as it is a more coastal area this is one of the main ways that people are experiencing nature.



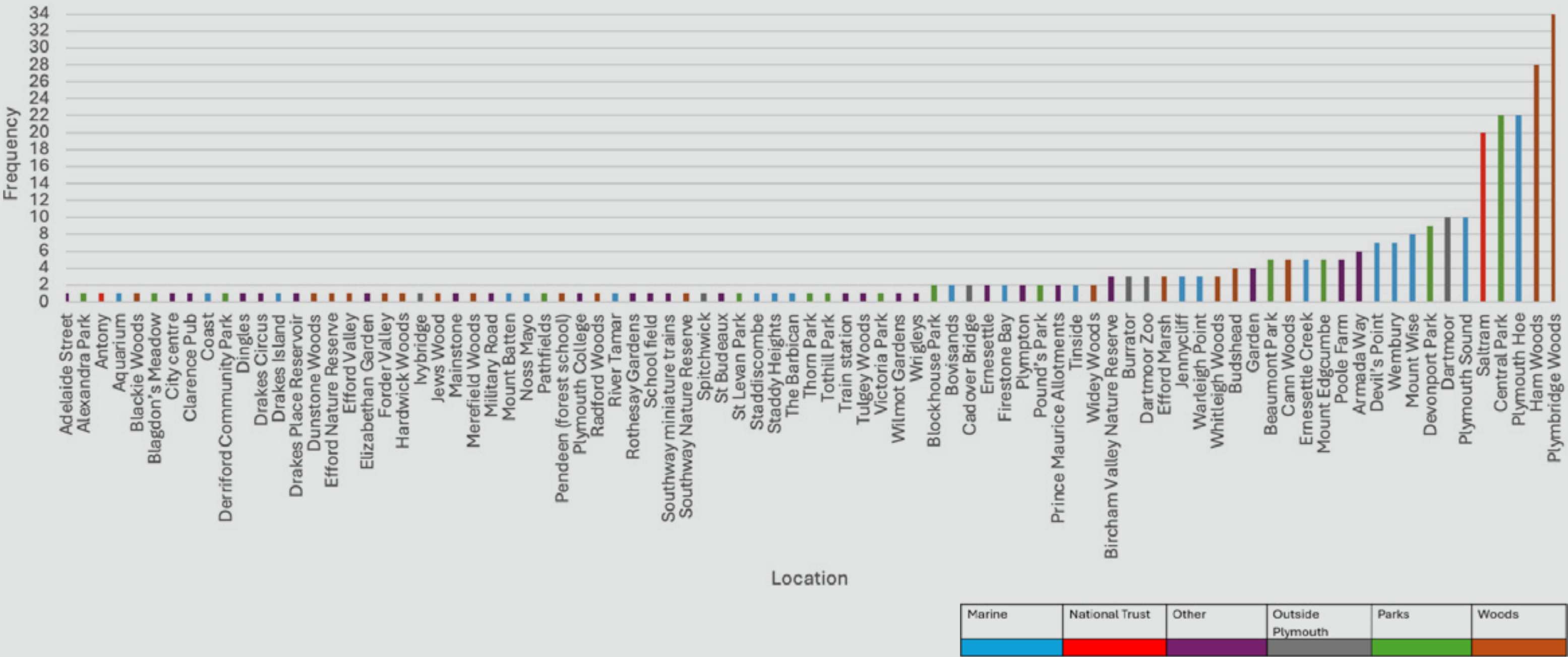
PL9

Within PL9, there is one location north of the A38 (Dartmoor Zoo) and the remaining 14 locations are in the PL9 area and its surroundings. There is a split between inland and coastal locations of approximately two thirds to one third. The distribution of these types of locations is more similar to the PL1 and PL7 areas than PL2-PL6. Two of these locations are used for recreation and leisure – Dartmoor Zoo and Staddy Heights (golf club).

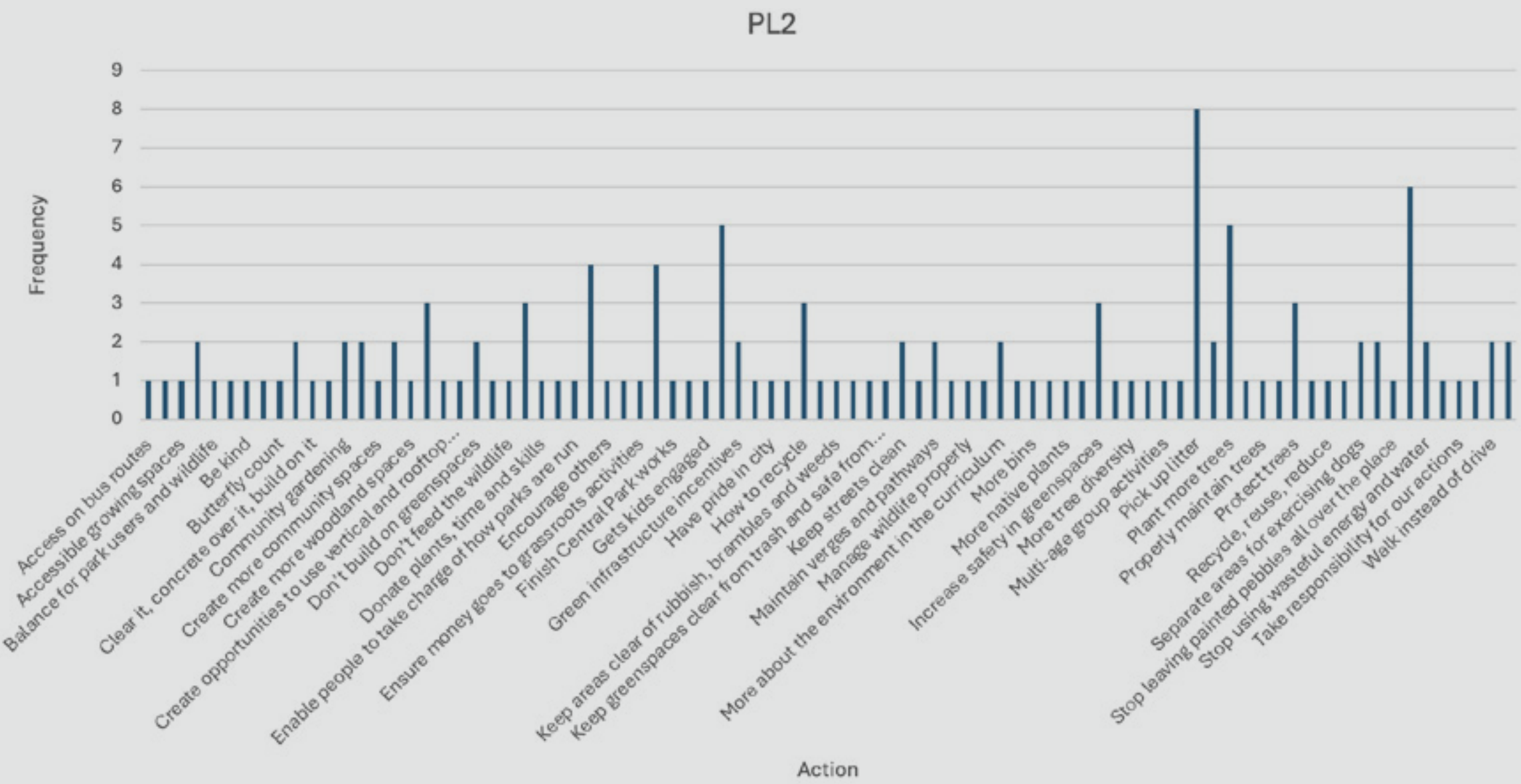
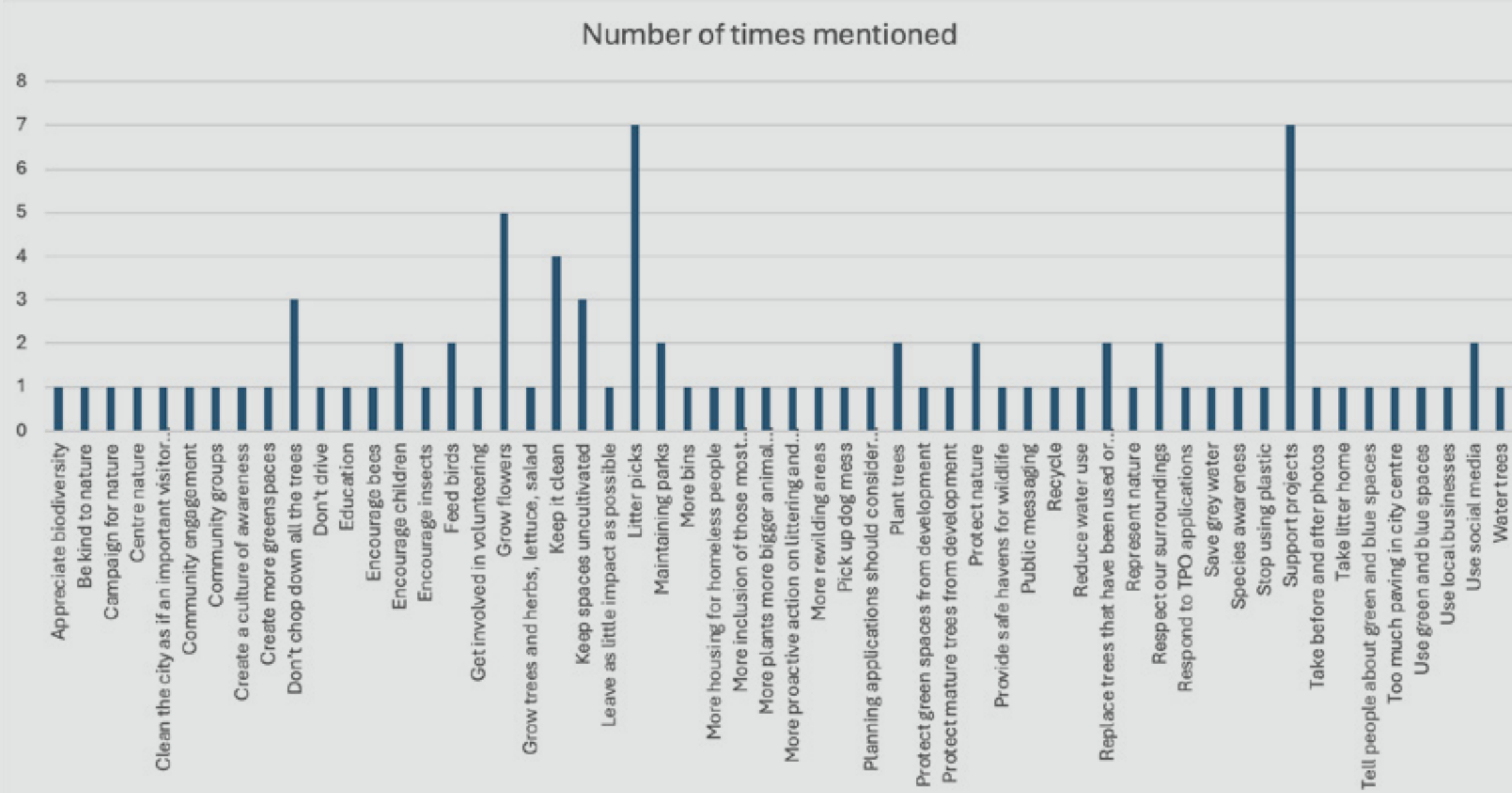
The majority of all the locations in this graph are in the PL9 area and as such can be easily accessed by local residents. An anomaly that one might expect to see in the PL9 area is Mount Batten of which the only mention is in the PL3 graph.

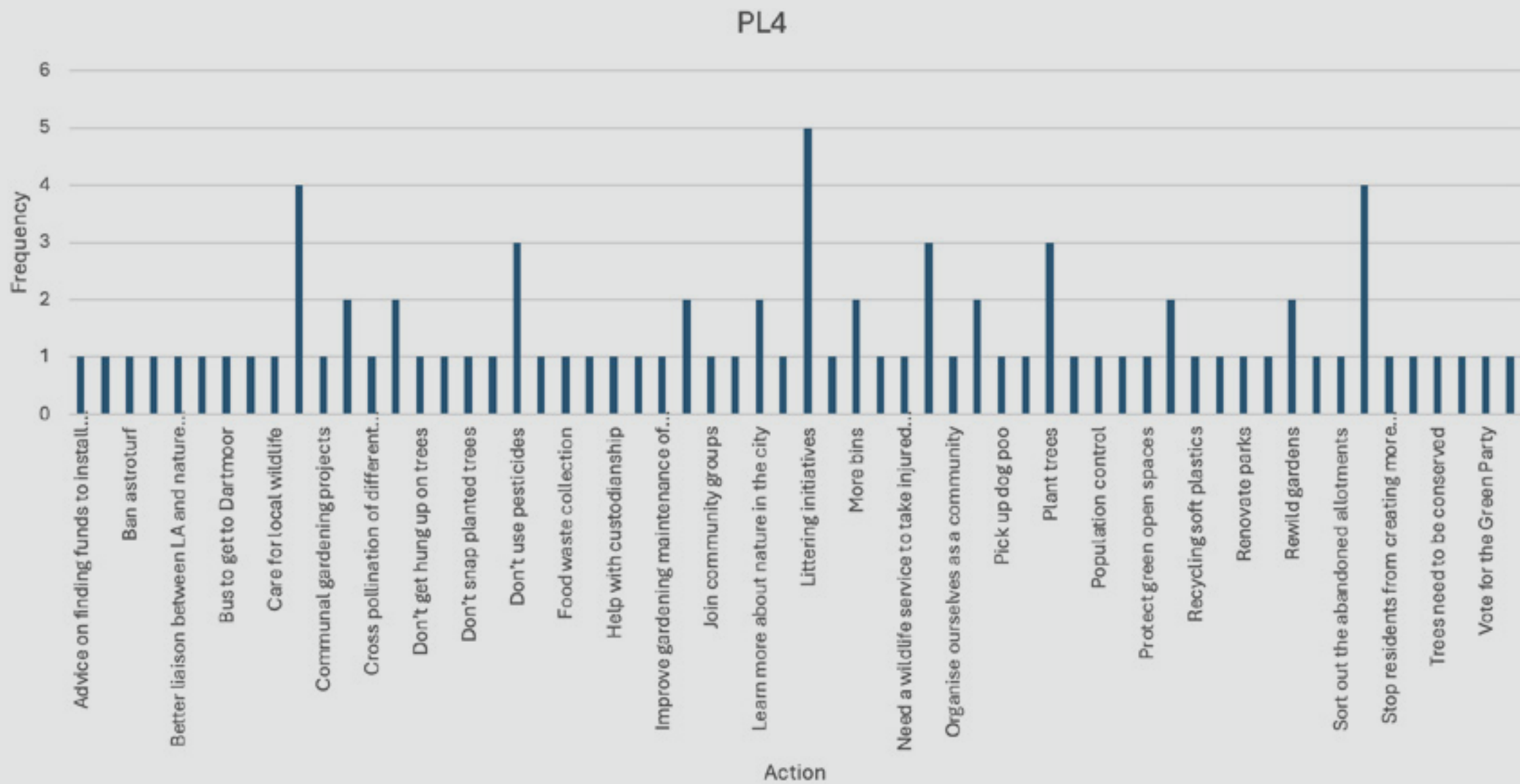
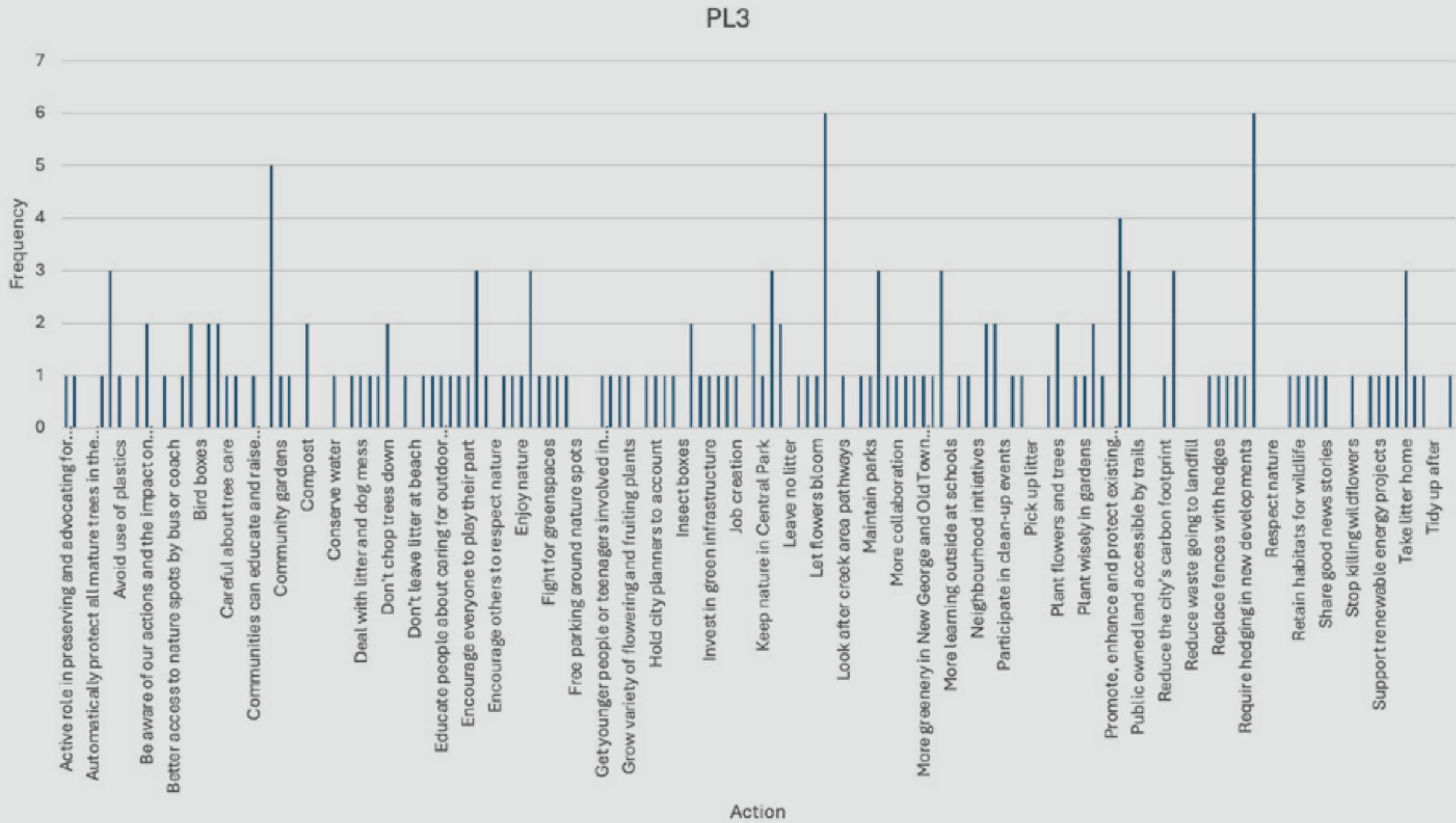


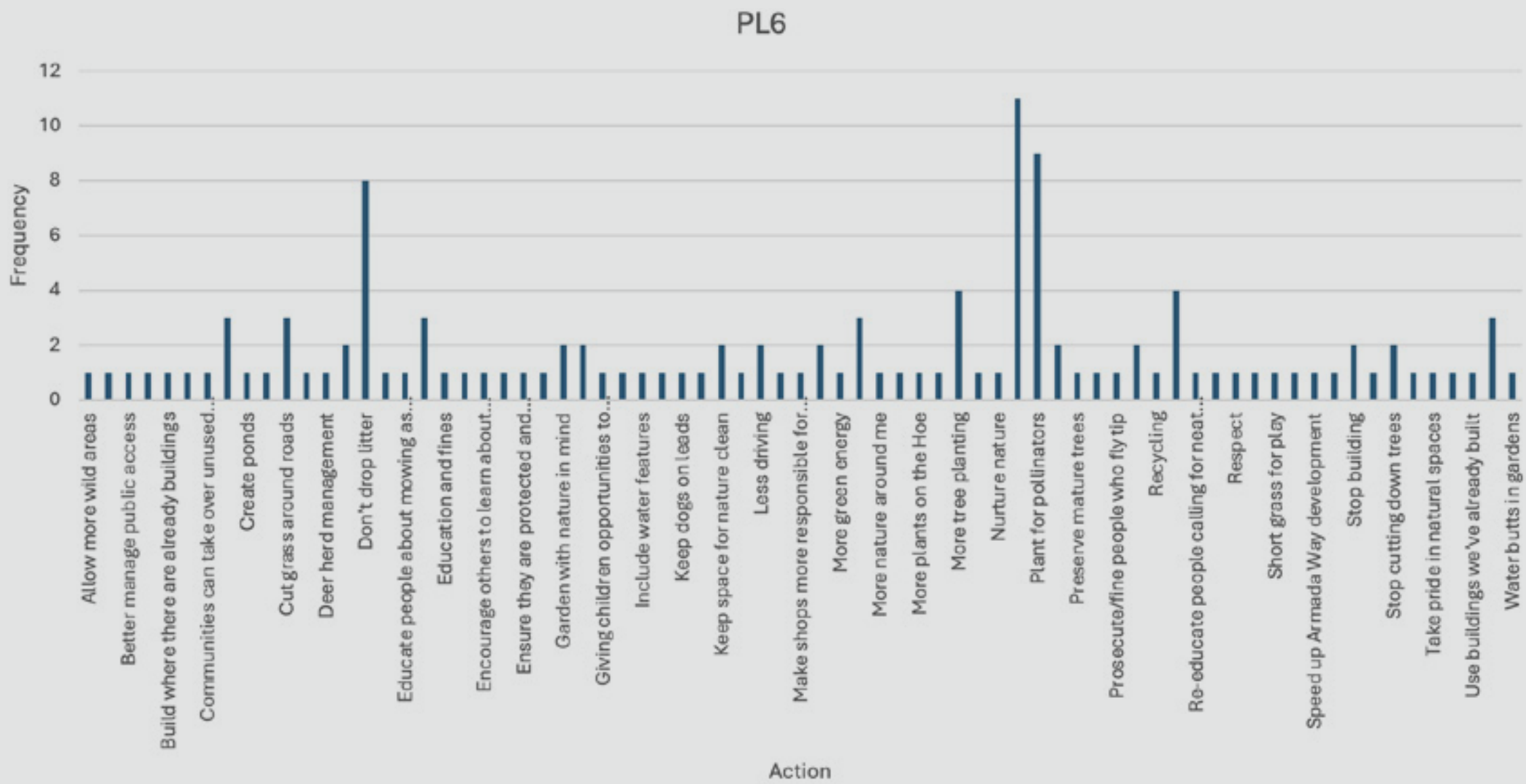
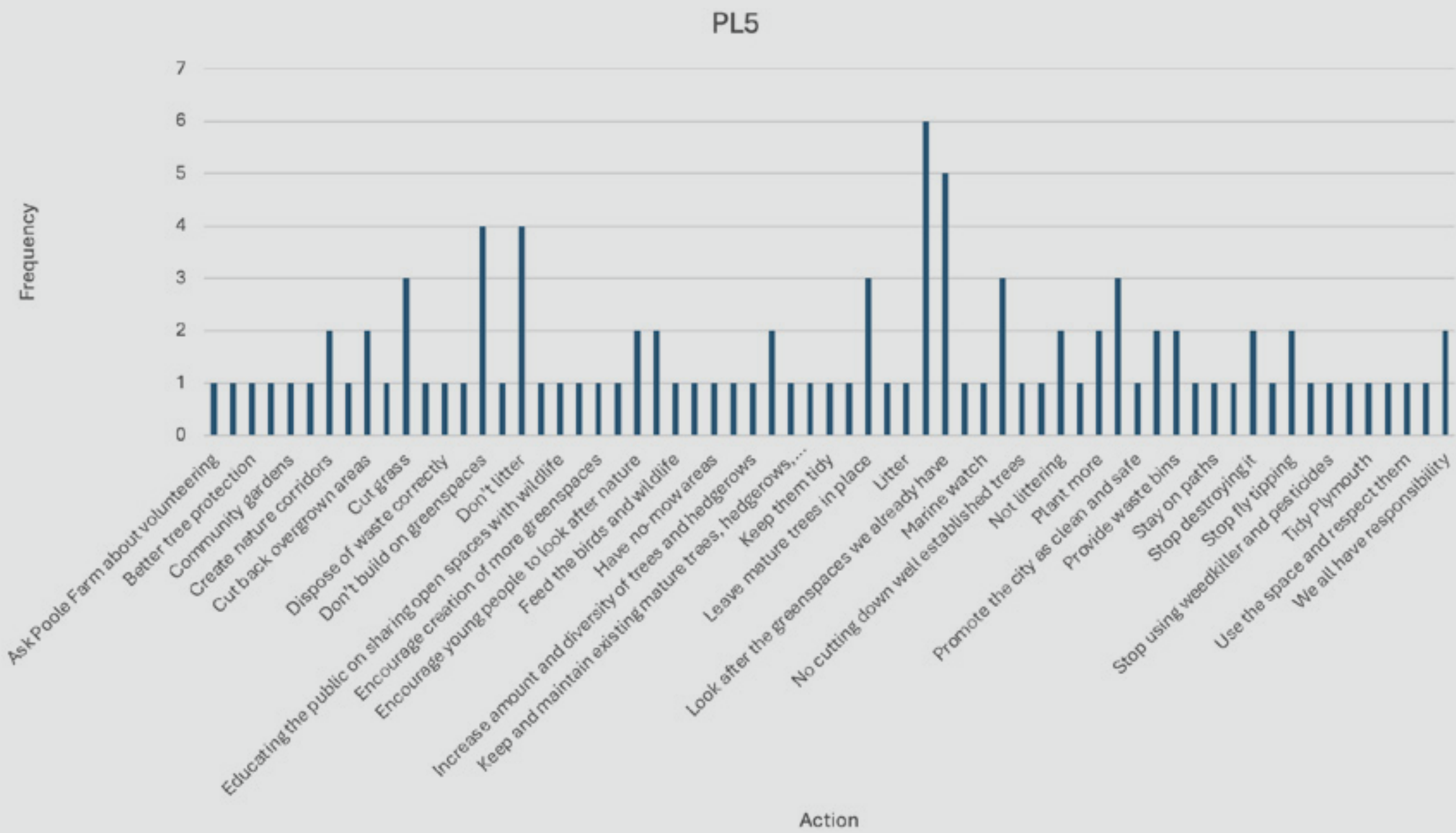
Frequency of locations in favourite nature memories

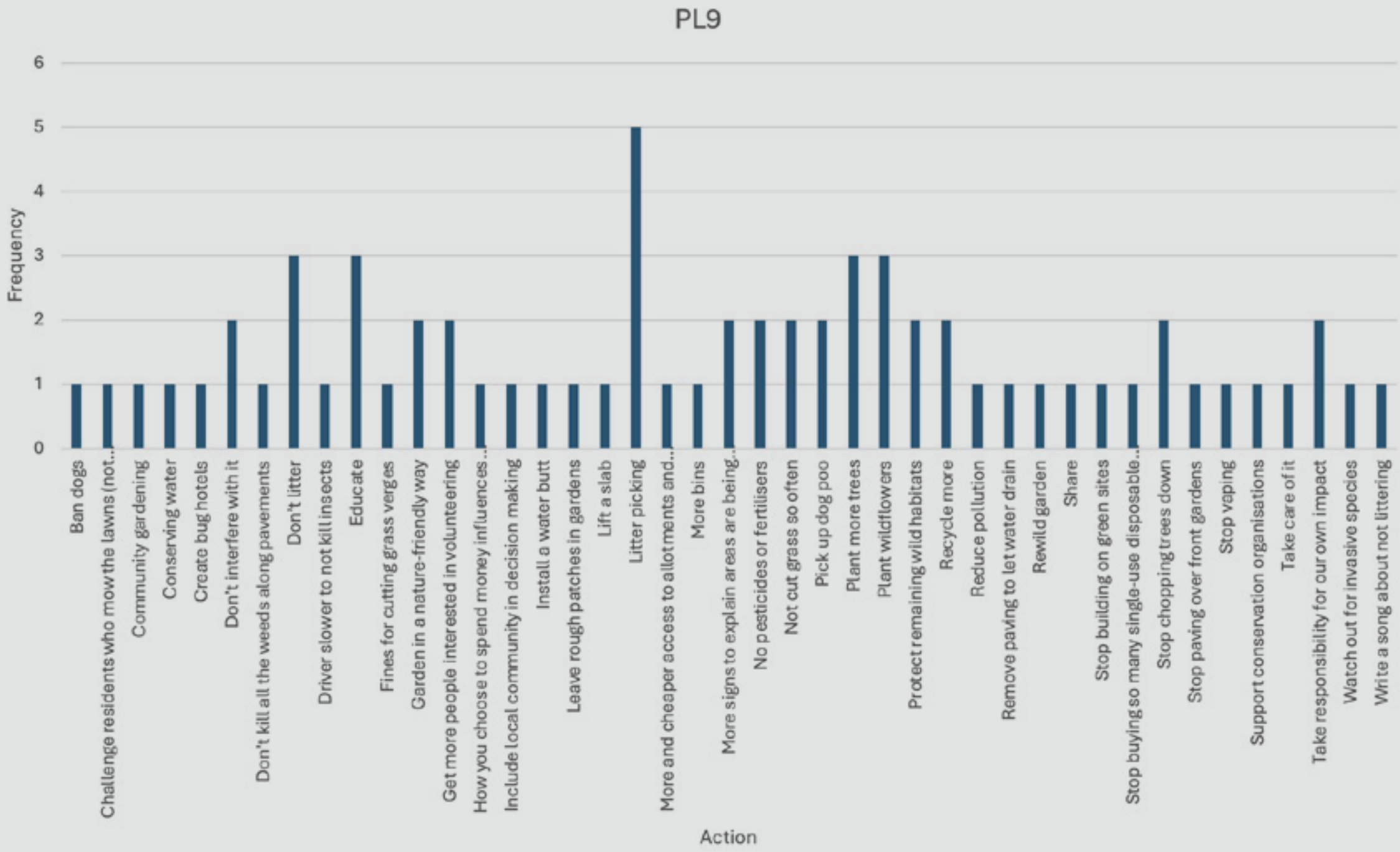
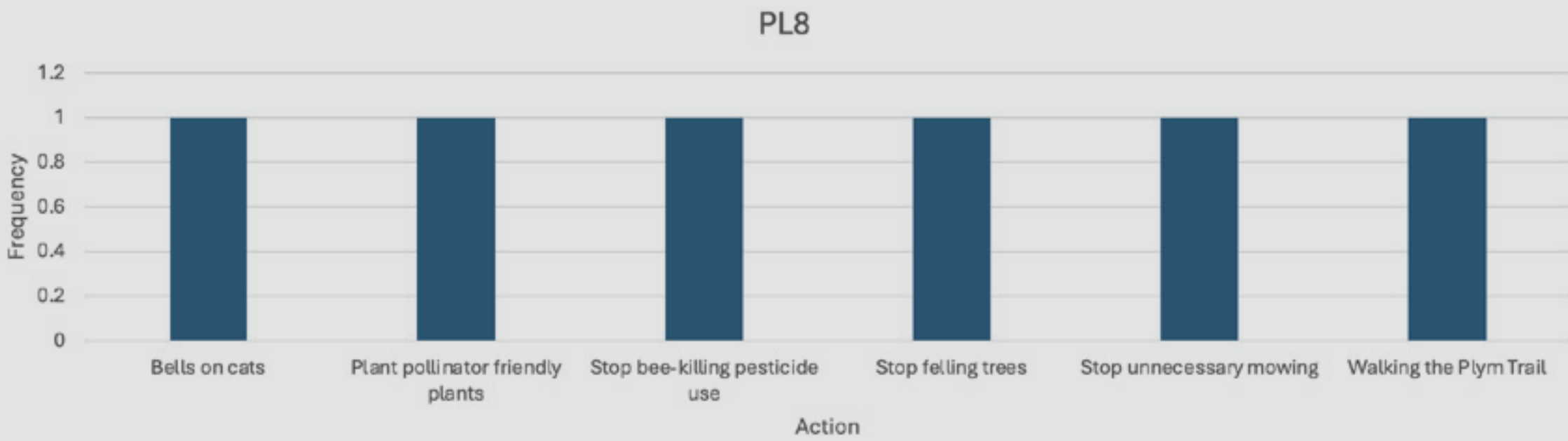
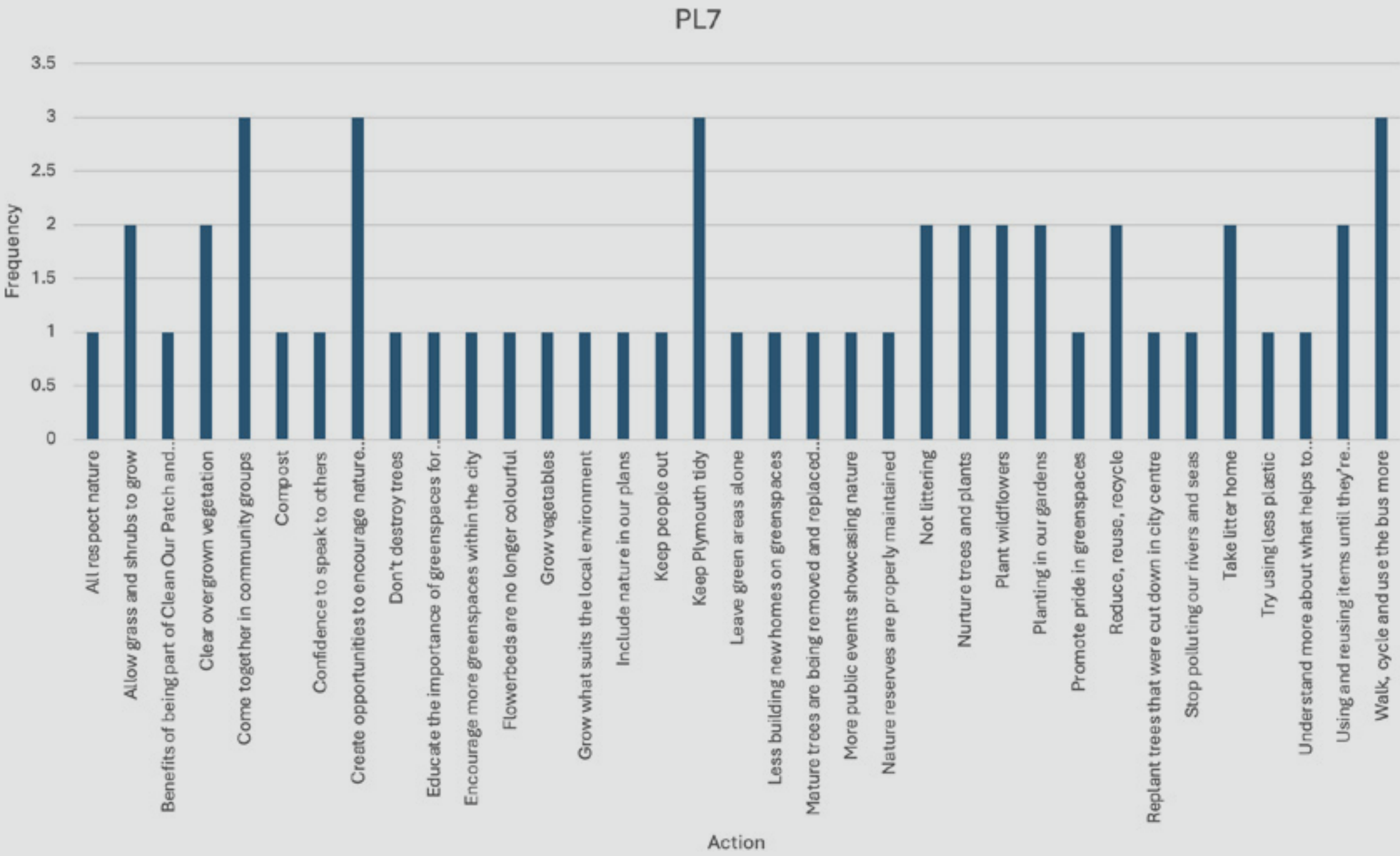


Postcode and Actions for Nature









Priorities by age

Age	Priorities
0-10	Litter picking, Plant more trees
11-17	Litter picking, Natural resource management
18-24	Litter picking, Volunteering/community groups, Plant trees
25-44	Litter, Accountability, Education, Community events, Plant trees, Green investment
45-64	Litter, Grass cutting, Conservation, Community gardens, Wildlife friendly gardening, Housing developments, Look after mature trees
65+	Litter, Conservation, Water quality, Development, Community groups
Not stated	Stop using pesticides, Conservation

PHASE 2 ENGAGEMENT: FOCUS GROUPS

INTEGRATED REPORT

I. Introduction

This report provides a consolidated analysis of focus group discussions on four key themes: Marine and Water, Trees and Meadows, Nature in a Changing City, and Communities, Volunteering, and Education. The insights gathered reflect public perspectives on the current state, challenges, opportunities, and aspirations for Plymouth's green and blue spaces, urban development, and community engagement.

We hosted 12 Focus Groups throughout Plymouth, between February 25 and March 25. These events were attended by 110 people, representing community groups, businesses/charities, and neighbourhoods.

N.B. from page 5 onwards we have included four appendices of the in-depth reports for each of the focus group themes.

2. Key Findings Across Themes – Current State of Nature in Plymouth

2.1 Strengths and Opportunities

Rich Environmental Assets and Conservation Efforts:

- Plymouth has a wealth of natural resources, including protected marine areas, woodlands, and public green spaces.
- Strong volunteer networks and local initiatives such as Plymouth Tree People, Clean Our Patch, Plympton Litter Pickers, and Green Devonport Partnership support environmental conservation.
- The city boasts national and international recognition for marine research, with the National Marine Park (NMP) and partnerships with universities and conservation groups.

Community Involvement and Civic Engagement:

- Local communities play a crucial role in conservation and maintenance efforts, contributing an estimated 100,000 volunteer hours annually.
- Initiatives like urban tree planting, meadows management, and marine clean-ups are widely supported and foster a sense of civic pride.
- Educational programs such as forest schools, pond dipping, and university-led conservation projects help connect residents to nature.

Emerging Policies and Infrastructure Improvements:

- Plymouth's Nature Integrated Construction (NIC) framework supports sustainable urban planning.
- Biodiversity Net Gain (BNG) requirements offer an opportunity to ensure that development integrates nature protection.
- Green infrastructure projects, such as SuDS, green roofs, and living walls, are gaining traction in urban planning discussions.

2.2 Challenges and Concerns

Balancing Development with Nature Protection:

- Urban expansion, particularly housing developments, often prioritizes economic growth over environmental sustainability.
- There is a disparity between city planning and conservation goals, leading to habitat fragmentation and loss of biodiversity.
- Green projects frequently face short-term funding cycles, hindering long-term conservation efforts.

Communication:

- Currently limited opportunities for individuals and communities to engage in a two way conversation with the Council
- Messages missed by those who do not have access to the internet or digital literacy
- Lack of consistency in messaging from Council in relation to platforms, audience reach, tone

Water Quality and Pollution Issues:

- Pollution, including sewage overflow, industrial runoff, and plastic waste, remains a significant concern in Plymouth's marine and freshwater environments.
- Public awareness of water safety, conservation efforts, and biodiversity is limited, leading to misconceptions about marine health.

Limited Access to Green and Blue Spaces:

- Some residents, particularly children and marginalised groups, have limited access to natural spaces due to location, infrastructure, or safety concerns.
- Connectivity between parks, green spaces, and waterfronts could be improved to create cohesive urban nature corridors.
- Community spaces often lack adequate maintenance, signage, and facilities, deterring public engagement.

Volunteer Support and Engagement Barriers:

- Volunteers are critical to maintaining Plymouth’s natural spaces, yet they often lack proper recognition, training, and resources.
- Declining volunteer numbers and difficulties in attracting younger generations pose challenges for long-term sustainability.
- A lack of coordination between volunteer groups and local authorities results in fragmented efforts and inefficiencies.

3. Vision for the Future

3.1 Key Aspirations

An Environmentally Resilient and Sustainable Plymouth:

- Expansion and protection of meadows, woodlands, and marine habitats.
- Sustainable development practices that integrate green infrastructure and minimise environmental impact.
- Increased investment in long-term conservation efforts and biodiversity monitoring.

Stronger Community Engagement and Education Initiatives:

- More interactive and accessible environmental education programs for schools and community groups.
- Expansion of citizen science initiatives and community stewardship models.
- Enhanced communication strategies to raise awareness of conservation projects and their impact.

Improved Infrastructure and Access to Nature:

- Strengthening nature corridors by linking parks, forests, and waterfronts.
- Ensuring green and blue spaces are accessible, safe, and welcoming for all residents.
- Upgrading urban environments with living walls, green roofs, and SuDS to enhance biodiversity.

A Collaborative Approach to Conservation and Development:

- Greater transparency and inclusivity in planning decisions related to nature conservation and development.
- Cross-sector collaboration between the local government, conservation groups, businesses, and educational institutions.
- Clearer governance structures to ensure policies and initiatives align with the city’s broader environmental goals.

4. Recommended Actions

4.1 Policy and Governance Improvements

- Strengthen enforcement of environmental regulations to ensure developments align with sustainability goals.
- Expand biodiversity net gain (BNG) strategies to integrate nature into all urban planning projects.
- Enhance funding and long-term planning for conservation efforts to prevent reliance on short-term grants.

4.2 Community and Volunteer Engagement

- Develop structured volunteer training programs to equip residents with conservation skills.
- Create a centralised online hub to improve coordination between volunteer groups and environmental projects.
- Encourage school and university involvement in conservation efforts through work experience programs and research initiatives.

4.3 Infrastructure and Public Awareness

- Improve access to nature by developing urban green corridors that link parks, nature reserves, and marine areas.
- Upgrade signage and information boards to promote local biodiversity and conservation activities.
- Enhance communication strategies through social media, community events, and interactive educational programs.
- Develop better, further reaching, joined up communications, creating opportunities for more two-way conversations with PCC

5. Conclusion

Plymouth is well-positioned to become a leader in sustainable urban development and community-driven conservation efforts. While challenges exist in balancing economic growth with environmental protection, there are strong community networks, conservation projects, and policy opportunities that can drive meaningful change. By fostering long-term collaboration, investing in natural infrastructure, and strengthening public engagement, Plymouth can create a city that prioritises both nature and people, ensuring a thriving and resilient future for all.

APPENDIX I

PHASE 2 ENGAGEMENT: FOCUS GROUPS

MARINE AND WATER FEEDBACK REPORT

I. Introduction

This report presents key insights and themes identified during focus groups with residents, community groups, businesses, and other stakeholders regarding marine and water-related issues in Plymouth. The discussions explored existing challenges, strengths, opportunities, and a collective vision for the future of Plymouth’s marine and water environments.

2. Current State of Marine and Water in Plymouth

2.1 Strengths and Opportunities

Strong Institutional Presence: Plymouth has a wealth of marine-focused organisations, including Plymouth Sound National Marine Park, Plymouth Marine Laboratory, Ocean Conservation Trust, National Marine Aquarium, Shark Trust, Marine Biological Association, Tamar Estuaries Consultative Forum, University of Plymouth, Lead Local Flood Authority and others.

Environmental Initiatives:

- Seagrass restoration and voluntary anchor zones (VAZ).
- Efforts to improve bathing water status.
- Ongoing water quality monitoring by EA, Surfers Against Sewage and South West Water
- Localised projects such as Building Resilience in Communities working with communities to encourage a reduction in property run off
- First National Marine Park (NMP): A major asset for conservation, research, and education.
- Marine Biodiversity:
 - Firestone Bay recognised for its rich biodiversity.
 - Conservation of priority habitats such as seagrass beds, mudflats, and blue mussel beds.
- Economic & Tourism Potential:
 - Britain’s Ocean City branding supports marine tourism.
 - Growth of the marine sector, including shipbuilding, ferries, and research.
- Interest in increasing cruise liner visits (though concerns exist about balancing tourism and conservation).

2.2 Challenges and Concerns

Water Quality and Pollution:

- Ongoing issues with sewage discharges, Combined Sewer Overflows, agricultural runoff into rivers and waterways, and pollution from industrial sources.
- Perceived lack of transparency and accountability from water companies.
- Concerns about pollution’s impact on marine biodiversity and human health.

Infrastructure and Accessibility:

- Ageing Victorian sewage system struggles to cope with modern demands.
- Insufficient investment in flood mitigation and sustainable drainage systems (SuDS).
- Limited access to blue spaces, particularly for marginalised communities.

Public Awareness and Engagement:

- Lack of information on marine conservation efforts, limiting public involvement.
- Poor communication about available marine activities and environmental issues.
- Limited educational opportunities around the Barbican and other key areas to find out about marine heritage and what lives in the Sound and beyond.

Governance and Coordination:

- Lack of coordination among marine-focused groups and authorities.
- Challenge to balance increased usage of the Sound and surrounding waterways with protecting biodiversity.
- Concern over heritage projects withdrawn due to funding issues.
- Uncertainty around policies regarding marine conservation and land use planning.

3. Vision for the Future

3.1 Key Aspirations

- Cleaner and More Diverse Waters:** Plymouth should aim for the best bathing water quality in the UK, ensuring a balance between conservation and economic activities.
- Sustainable Urban Development:**
- Improved surface water management, better drainage infrastructure, and nature-based solutions.
 - Separate drainage systems for new builds to prevent runoff pollution.
 - Alleviate flood risk through more permeable surfaces and increased access to water butts
- Public Engagement and Education:**
- Stronger community-led initiatives to increase marine literacy.
 - More interactive and engaging marine conservation campaigns.
 - Improved access to information about Plymouth’s marine assets- across a range of media.
- Improved Access and Inclusivity:**
- More accessible entry points for recreational activities (e.g., better slipways, tidal pools, and pontoons).
 - Expanded water safety education and community programs.
 - Greater inclusion of older people and diverse communities in marine-based activities.
- Stronger Collaboration Between Stakeholders:**
- Multi-agency work involving PCC, businesses, residents, and conservation groups.
 - A chartership pledge from businesses to support marine sustainability.
 - Coordinated investment in water conservation and flood prevention.

4. Recommended Actions

4.1 Policy and Infrastructure Improvements

- Improve water quality monitoring** and ensure transparency from water companies.
- Expand sustainable drainage solutions (SuDS)** in urban planning.
- Increase enforcement of environmental regulations,** including planning for driveways and floodplain development.
- Develop a robust marine conservation strategy,** balancing tourism and sustainability.
-
- #### 4.2 Community Engagement and Education
- Enhance marine education programs** in schools and public spaces.
- Develop interactive and engaging communication strategies,** including signage, guided walks, and digital campaigns.
- Strengthen public participation in marine conservation,** encouraging volunteerism and citizen science projects.

4.3 Accessibility and Public Use of Blue Spaces

- Ensure equitable access to marine environments** by improving transport links and free public entry points.
- Restore and maintain public coastal facilities,** such as tidal pools and boardwalks.
- Enhance recreational opportunities,** including safer swimming areas and sustainable tourism experiences.

5. Conclusion

Plymouth has a strong foundation of marine research, conservation, and economic opportunities, but challenges related to water quality, governance, and public engagement must be addressed. A well-coordinated effort between government agencies, businesses, conservation groups, and residents will be key to achieving a sustainable and thriving marine environment for the future.

APPENDIX 2

PHASE 2 ENGAGEMENT: FOCUS GROUPS

TREES AND MEADOWS FEEDBACK REPORT

I. Introduction

This report presents key insights and themes identified during focus groups with residents, community groups, businesses, and other stakeholders regarding trees and meadows in Plymouth. The discussions explored existing challenges, strengths, opportunities, and a collective vision for the future of Plymouth’s green infrastructure.

2. Current State of Trees and Meadows in Plymouth

2.1 Strengths and Opportunities

Growing Community Involvement:

- Active volunteer programmes through groups and projects such as Plymouth Tree People, Plymouth and South Devon Community Forest, and Plymouth Natural Grid are leading tree planting and meadow creation initiatives.
- Community efforts in maintaining green spaces, including Friends of Devonport Park and other local groups.
- Projects like Green Communities taking successful co-stewardship approach with communities to promote nature connection and local nature recovery
- Strong local expertise in tree and meadow conservation (e.g. All Ways Apples, Pollenize).

Increasing Green Infrastructure:

- Plymouth’s tree cover is at 20%, higher than the national average of 13%.
- Expanding urban wildflower and grassland meadows, though maintenance remains a challenge.
- Grass cutting maps and tree planting programs provide useful public resources.

Policy and Planning:

- Plymouth Plan for Trees offers a formal approach to urban forestry.
- Green wall and meadow initiatives, such as the Union Street green wall.
- Integration of urban planning with tree and meadow conservation in some areas.

2.2 Challenges and Concerns

Lack of Protection and Monitoring:

- Many wildlife sites across the city lack proper management and monitoring.
- Disparity between urban development and nature protection, with developments often conflicting with conservation priorities.

Poor Communication and Engagement:

- Insufficient public awareness about the value of trees and meadows.
- Negative coverage of tree management decisions (e.g. Armada Way trees) damaging council’s reputation.
- Need for better signposting and accessible information on available green spaces and conservation projects.

Sustainability and Maintenance Issues:

- Trees removed for development are often replaced by whips, which require decades to mature.
- Lack of clear maintenance plans for tree planting and meadow management.
- Security concerns in parks and meadows, including fly-tipping and vandalism.

Urban Development and Planning Challenges:

- Highways and development projects often prioritise infrastructure over tree conservation.
- Insufficient integration of biodiversity net gain policies into planning processes.
- Limited use of sustainable urban drainage systems (SuDS) to address waterlogging and climate resilience.

3. Vision for the Future

3.1 Key Aspirations

Stronger Protection for Trees and Meadows:

- Ensure mature trees are protected and monitored.
- Increase tree equity across different neighbourhoods, especially in deprived areas.
- Better monitoring and understanding of ecology in the city
 - what we have got where
- Expand the use of conservation status for significant wildlife sites (SSSIs and CWS).

Community-Driven Green Space Management:

- Establish local stewardship models where businesses and communities care for public green spaces.
- Train and empower community volunteers for long-term maintenance efforts.
- Improve collaboration between community groups and the council, like the Green Communities model

Improved Urban Planning and Policy:

- Develop an integrated spatial plan balancing urban development with green infrastructure.
- Implement biodiversity net gain principles across all development projects.
- Encourage nature-based solutions, such as reintroducing lost hedgerows and tree corridors.

Education and Public Engagement:

- Promote nature literacy in schools and among decision-makers.
- Increase visibility of conservation efforts through better communication and public engagement.
- Use technology to educate the public about tree and meadow management (e.g., interactive maps, dashboards).

4. Recommended Actions

4.1 Policy and Infrastructure Improvements

Enhance monitoring and protection of existing trees and meadows through updated surveys and conservation status.

Improve maintenance planning, ensuring proper long-term care for newly planted trees and meadows.

Expand nature-based solutions like SuDS to prevent waterlogging and enhance biodiversity.

Increase enforcement of planning policies to better integrate tree conservation with city development.

4.2 Community Engagement and Education

Develop public information campaigns about the benefits of trees and meadows.

Strengthen education programs in schools to promote environmental awareness.

Support volunteer-driven conservation efforts with funding, training, and formalized roles.

Encourage local stewardship models where businesses and communities take responsibility for green space maintenance.

4.3 Enhancing Public Access and Green Space Use

Improve accessibility and safety in parks and meadows, including better lighting and infrastructure.

Expand interactive green spaces, such as community orchards, medicinal gardens, and sensory gardens.

Promote active use of green spaces, balancing manicured and wild areas for recreation and biodiversity.

5. Conclusion

Plymouth has a strong foundation of tree and meadow conservation efforts, but challenges in maintenance, urban planning integration, and public engagement need to be addressed. By strengthening community involvement, improving infrastructure, and ensuring sustainable policies, Plymouth can enhance its green spaces for future generations while fostering biodiversity and climate resilience.

APPENDIX 3

PHASE 2 ENGAGEMENT: FOCUS GROUPS

NATURE IN A CHANGING CITY FEEDBACK REPORT

I. Introduction

This report presents key insights and themes identified during focus groups with residents, community groups, businesses, and other stakeholders regarding the relationship between nature and urban development in Plymouth. Discussions explored existing challenges, strengths, opportunities, and a collective vision for integrating nature into the city’s evolving landscape.

2. Current State of Nature in Plymouth’s Urban Environment

2.1 Strengths and Opportunities

Green Initiatives and Community-Led Projects:

- Strong sense of community ownership in areas like Devonport, supported by groups such as Zebra Collective and Green Devonport Partnership.
- Emerging opportunities in mapping and protecting green assets.
- Habitat creation initiatives and bio-corridors increasing accessibility for nature conservation.

Urban Greening and Conservation Efforts:

- Nature Integrated Construction (NIC) policies are shaping new planning rules.
- The Union Street green building showcases urban greening potential.
- Green Minds program demonstrated the social, economic, and environmental benefits of sustainable urban planning.

Policy and Governance Efforts:

- Plymouth was the first council to declare an ocean motion, signalling commitment to environmental priorities.
- Brownfield site regeneration presents opportunities for sustainable development and/or nature-based solutions.
- National policy changes, including mandatory Biodiversity Net Gain (BNG) requirements for developers, present new ways to integrate nature into development.

2.2 Challenges and Concerns

Conflict Between Development and Nature Conservation:

- Lack of stipulations on sustainability within planning regulations.
- Perceived prioritisation of economic growth and mass housing over nature.
- Pressure to build on green spaces due to government housing targets.

Fragmented and Short-Term Approaches:

- Green projects often lack continuity, with short-term funding cycles preventing long-term sustainability.
- Intermittent government grants focus more on trees than meadows, limiting biodiversity efforts.
- Planning decisions sometimes lack transparency, leading to public distrust.

Urban Infrastructure and Environmental Degradation:

- Insufficient maintenance of urban green spaces, leading to litter, fly-tipping, and vandalism.
- Lack of green and blue spaces in key areas, particularly in the city centre.
- Oversized carriageways and excessive concrete surfaces limit street trees and SuDS (sustainable urban drainage systems).
- Increased urbanization placing pressure on natural ecosystems.

Public Engagement and Communication Issues:

- Residents often unaware of existing environmental projects and their benefits.
- Mixed messaging on climate and environmental priorities causes eco-anxiety and inaction.
- Community groups feel underrepresented in planning and decision-making processes.

3. Vision for the Future

3.1 Key Aspirations

A Nature-Positive City with Green Infrastructure as a Priority:

- More trees, green spaces, and wildflower meadows integrated into development plans.
- Stronger protection and monitoring of green spaces.
- Designation of legal rights for nature to ensure its long-term protection.

Better Integration of Nature into Urban Planning:

- Urban greening initiatives such as living walls, green roofs, and tree planting along major roads.
- Sustainable retrofitting of buildings to incorporate solar panels, heat pumps, and green infrastructure.
- More cohesive mapping and linking of green corridors to enhance biodiversity.

Empowering Communities Through Stewardship and Engagement:

- More accessible information on green spaces and conservation efforts.
- Local stewardship models for maintaining urban green spaces.
- Education programs to enhance nature literacy in schools and among decision-makers.

Sustainable Development with a Focus on Well-Being:

- Nature-based employment opportunities, including environmental and sustainable jobs.
- Widespread eco-therapy and social prescribing programs to improve mental and physical health.
- Accessible urban green spaces for all residents, particularly in high-density areas.

4. Recommended Actions

4.1 Policy and Infrastructure Improvements

Strengthen environmental protections in planning regulations, ensuring that nature is not compromised in development.

Expand and maintain urban greening initiatives, such as tree-lined streets, SuDS, permeable surfaces, and green roofs.

Enhance monitoring and enforcement of environmental regulations to prevent overdevelopment in sensitive areas.

Increase investment in nature-based solutions to address climate resilience and urban sustainability.

4.2 Community Engagement and Education

Develop clear and transparent communication strategies to inform residents about environmental projects.

Support grassroots community initiatives to engage people in urban conservation efforts.

Enhance environmental education programs in schools and workplaces to foster a culture of sustainability.

Encourage public involvement in decision-making by strengthening consultation processes and citizen engagement forums.

4.3 Sustainable Development and Urban Greening

Incorporate biodiversity net gain (BNG) principles into all new developments.

Promote adaptive reuse of vacant buildings for community-led environmental initiatives.

Support community-driven food and nature initiatives, such as urban farms and food-growing competitions.

Improve accessibility to green spaces, ensuring they cater to people of all ages and abilities

5. Conclusion

Plymouth is at a crossroads in balancing urban development with nature conservation. While there are strong grassroots efforts, green infrastructure initiatives, and policy commitments, significant challenges remain in integrating nature effectively into urban planning. By prioritising long-term sustainability, strengthening community engagement, and embedding nature into city planning, Plymouth can become a leading example of a nature-positive urban environment.

APPENDIX 4

PHASE 2 ENGAGEMENT: FOCUS GROUPS

COMMUNITIES, VOLUNTEERING, AND EDUCATION FEEDBACK REPORT

I. Introduction

This report presents key insights and themes identified during focus groups with residents, community groups, businesses, and other stakeholders regarding community engagement, volunteering, and education in Plymouth. The discussions explored existing challenges, strengths, opportunities, and a collective vision for strengthening community involvement and environmental education.

2. Current State of Community, Volunteering, and Education in Plymouth

2.1 Strengths and Opportunities

Strong Community Involvement:

- An estimated 100,000 hours of volunteering occur in Plymouth, demonstrating a strong foundation of community participation.
- Local groups, such as Clean Our Patch, Friends of Groups, and community hubs, contribute significantly to maintaining green spaces.
- Projects like Green Devonport Partnership, Building Resilience in Communities and Green Communities demonstrate the impact of community-led environmental initiatives.

Existing Volunteering Opportunities:

- A wide range of volunteer activities, including tree planting, conservation, and educational events, are already in place.
- Successful community-building programs, such as Plymouth Open Space Network (POSN) and Green Community support, offer engagement opportunities.
- Student Union and university societies engage in contracted voluntary work, with potential for expansion.

Educational Engagement and Informal Learning:

- Programs such as forest schools, pond dipping, and bat walks provide interactive environmental education experiences.
- Schools are showing interest in engagement, but curriculum constraints limit full participation.
- University outreach and local partnerships, including Poole Farm and Saltram, offer valuable learning experiences outside the classroom.

2.2 Challenges and Concerns

Declining Volunteer Numbers and Barriers to Participation:

- Fewer people are volunteering than in previous years, with accessibility and engagement being key barriers.
- Many volunteers feel undervalued and lack proper training, particularly in areas such as health and safety.
- Volunteering often appears surface-level, lacking opportunities for skill-building and long-term involvement.

Disconnect Between Education and Community Engagement:

- Schools struggle to integrate environmental learning due to national curriculum constraints.
- Limited university outreach and engagement with local communities hinder potential collaboration.
- Younger generations are increasingly disconnected from nature, spending less time outdoors.

Fragmented Communication and Awareness Issues:

- Volunteer opportunities are not always well advertised, making it difficult for new participants to get involved.
- Community groups are often working in isolation, without strong coordination or knowledge-sharing.
- Digital exclusion prevents some groups from accessing event information and engagement opportunities.

Reliance on Volunteers Without Proper Support:

- Volunteers are often used to fill gaps caused by lack of funding, leading to burnout and frustration.
- Community groups struggle to secure consistent funding for long-term projects.
- Civic pride in Plymouth is not well-established, and there is a need to promote local engagement.

3. Vision for the Future

3.1 Key Aspirations

A Stronger Culture of Volunteering and Civic Pride:

- Volunteering seen as a valued, integral part of community development.
- More inclusive and accessible volunteering opportunities for all demographics.
- Clearer recognition and appreciation of volunteers’ contributions.

Better Integration of Education and Community Involvement:

- Greater collaboration between schools, universities, and community groups.
- Informal education initiatives, such as outdoor learning programs, embedded into community activities.
- More student engagement in volunteering and conservation projects.

Improved Communication and Coordination:

- A centralised platform for volunteering opportunities, making it easier for residents to get involved.
- Better networking between community groups, local authorities, and volunteers.
- Increased use of social media, influencers, and innovative communication methods to reach diverse audiences.

Sustainable and Supported Volunteering Initiatives:

- Longer-term investment in community programs to ensure continuity and impact.
- Sustainable funding streams for volunteering projects.
- Increased focus on community ownership of projects, ensuring long-term maintenance and engagement.

4. Recommended Actions

4.1 Policy and Infrastructure Improvements

Strengthen volunteer management systems to ensure clear communication and support for volunteers.

Establish long-term funding strategies for community projects to prevent reliance on short-term grants.

Enhance collaboration between local government, businesses, and community organisations to create sustainable volunteering opportunities.

Promote civic pride initiatives, encouraging community involvement in green space maintenance and beautification.

4.2 Community Engagement and Education

Develop structured volunteer training programs to equip volunteers with the necessary skills.

Increase school engagement by incorporating environmental education into extracurricular activities.

Encourage partnerships between universities and local organisations to create meaningful work experience opportunities for students.

Support informal learning experiences, such as urban nature festivals, skill-sharing programs, and community-led environmental education.

4.3 Strengthening Communication and Access to Opportunities

Create a centralised online hub to connect volunteers with organisations seeking help.

Increase outreach through schools, community centres, and social media to engage a broader audience.

Use creative incentives, such as volunteer recognition programs and social credits, to encourage participation.

Facilitate regular citywide volunteer networking events to foster collaboration and knowledge-sharing.

5. Conclusion

Plymouth has a strong and engaged community of volunteers and environmental advocates. However, challenges in communication, volunteer support, and integration with education need to be addressed. By fostering civic pride, improving volunteer engagement, and creating stronger partnerships between schools, universities, and community groups, Plymouth can further develop a thriving culture of volunteering and environmental stewardship.

GREEN MINDS MODEL

SUMMARY

The Green Minds Model aims to summarise the structure of the Green Minds approach, to aid its transfer and replication to other urban areas and authorities.

Green Minds piloted new ways of implementing nature-based solutions within an urban environment. The project’s central aim was to collaborate with stakeholders to recognise how humans, as part of nature, interact with nature in a complex system and to identify ways in which systemic change is brought about.

The model is presented as an integrated approach, where various nested elements are shown working together as a system. It reflects the particular challenges and scales of focus in urban areas – from individuals, to communities and neighbourhoods and at a citywide level. It focuses on particular leverage points for change (best practices) with regard to nature in cities, and is guided at its core by a set of underlying principles to inform practice.

At the centre of the model sits the system goal – *Urban Wilding. A set of guiding Principles have been created to inform the practice of Urban Wilding. These principles have emerged from our experiences designing and implementing Urban Wilding in Plymouth.

The eight Principles that have emerged from our programme of testing and development represent key leverage points to effect system change and to successfully integrate nature within urban place shaping. This includes exploring deeply held beliefs and values around our relationship to nature and to others, the creation of new organisational and digital infrastructures which empower citizens, and the development of new policy, planning and financial frameworks to support this.

Complex systems can behave differently at differing scales and so these are reflected too in the model to recognise the importance of understanding who needs to be engaged and how. This takes into account the need for multiple perspectives and the importance of equity (who participates), through an inclusive process of engagement from individuals to groups and organisations, and at neighbourhood and citywide scales.

Finally, the model acknowledges the importance of an ongoing and iterative co-design process. This process recognises that resilience requires the ability to adapt as solutions emerge within a complex and constantly changing environment. It is delivered through a cyclical, action learning approach in which lessons learned influence the next cycle of implementation to ensure a progressive approach.

The model is brought to life through our suite of Insight Papers, Guides and Case Studies which aim to illustrate how the model was implemented and what we learnt.

*We have chosen to use the term ‘wilding’ instead of ‘rewilding’, as it better reflects the reality of nature in urban areas - to rewild implies a return to nature before urbanisation, which is not possible.

URBAN WILDING PRINCIPLES

The quality and quantity of nature has declined significantly in recent decades. Across the UK and Europe, nature recovery and restoration, rather than just preserving or conserving what remains, has become a high priority, as we have become more aware of society’s dependence on nature^[1].

We know that spaces that are more biodiverse can deliver multiple health and wellbeing benefits as well as other nature-based solutions such as improvements in water drainage, increased carbon sequestration, removal of air pollutants and increased pollination for food security^[2].

‘Rewilding’ has gained prominence as one approach to achieving such improvements in biodiversity, with a growing research body assessing its impact.

Urban (re)wilding, however, is still a new concept. We define Urban Wilding as ‘any initiative, both human-aided and natural colonization, that aims to encourage biodiversity, ecosystem function and native species in urban settings’^[3].

Urban Wilding is fundamentally different from wilding/rewilding/renaturing elsewhere. Cities and towns are dominated by human infrastructure and activity. Consequently, many natural ecosystem processes are significantly modified or constrained in urban areas.

We rely upon ecosystem services for our health and wellbeing. Urban ecologies, which deliver these ecosystem services, are complex and poorly understood. However, we know that more biodiverse systems deliver more or better ecosystem services. We also know that we can mimic, or engineer, some specific ecosystem services such as storm water management. Whilst we don’t know enough to design urban ecosystems to deliver all the services we need, we do know that more nature is good for people

and urban living and that arranging it in certain ways can deliver certain specific benefits. We can’t achieve this by doing nothing – positive interventions are required, which in turn demand enabling policy, community action and practical delivery mechanisms.

The Green Minds understanding of Urban Wilding recognises the need to shift from nature conservation to nature recovery - to focus on restoring much of what is rare or has gone and a recognition that we need to bring high quality Nature into places where people live.^[4]

The Urban Wilding Principles below are designed as a set of prompts to help guide initiatives for nature to thrive in cities: to survive and reproduce, to expand, and to function as a system and so deliver more and better services to support urban environmental health, our economy, and human wellbeing.

Support people and nature together

Promote a just transition to wilder cities through equitable access to nature, socially just policy and involvement in the co-creation and co-stewardship of nature-based solutions that are adapted to climate change, biodiverse and support nature connection.

Promote nature-inspired leadership

At all levels of management (individual, community/neighbourhood, city administration, business, etc) enable nature positive actions to enhance urban liveability through education, training, and policy.

Develop co-stewardship for land management

Democratise land management and ownership through the development of co-stewardship solutions with user communities, introducing inclusive and empowering processes for engagement, creating community assets, and utilising diverse governance structures.

Deliver nature recovery at multiple scales

Make the most of the local built environment and its scale, acknowledging that no space is too small to be valuable whilst at the same time recognizing that larger green spaces and high degrees of connectivity are key for nature recovery.

Secure benefits for the long-term

Develop integrated policy instruments that embed urban wilding in development practice, led by communities and advised and supported by public administrations to create resilient cities and a population connected to nature.

Create purposeful data and information supported by digital infrastructure

Develop new digital infrastructures to generate community-owned and insightful knowledge of urban nature to support nature connection, and nature-positive policy and practice.

Create resilient local economies

Promote and empower nature-related careers, cooperatives and social enterprise across all sectors, to create new jobs and new value in green and blue infrastructure.

Change values and attitudes to nature

Promote nature connection amongst citizens, to enhance individual and community wellbeing and to foster nature-positive choices.

^[1] Nature Recovery for Our Survival, Prosperity and Wellbeing: A Joint Statement by the Statutory Nature Conservation Bodies of the UK. jncc.gov.uk/our-role/the-uk/nature-recovery-joint-statement

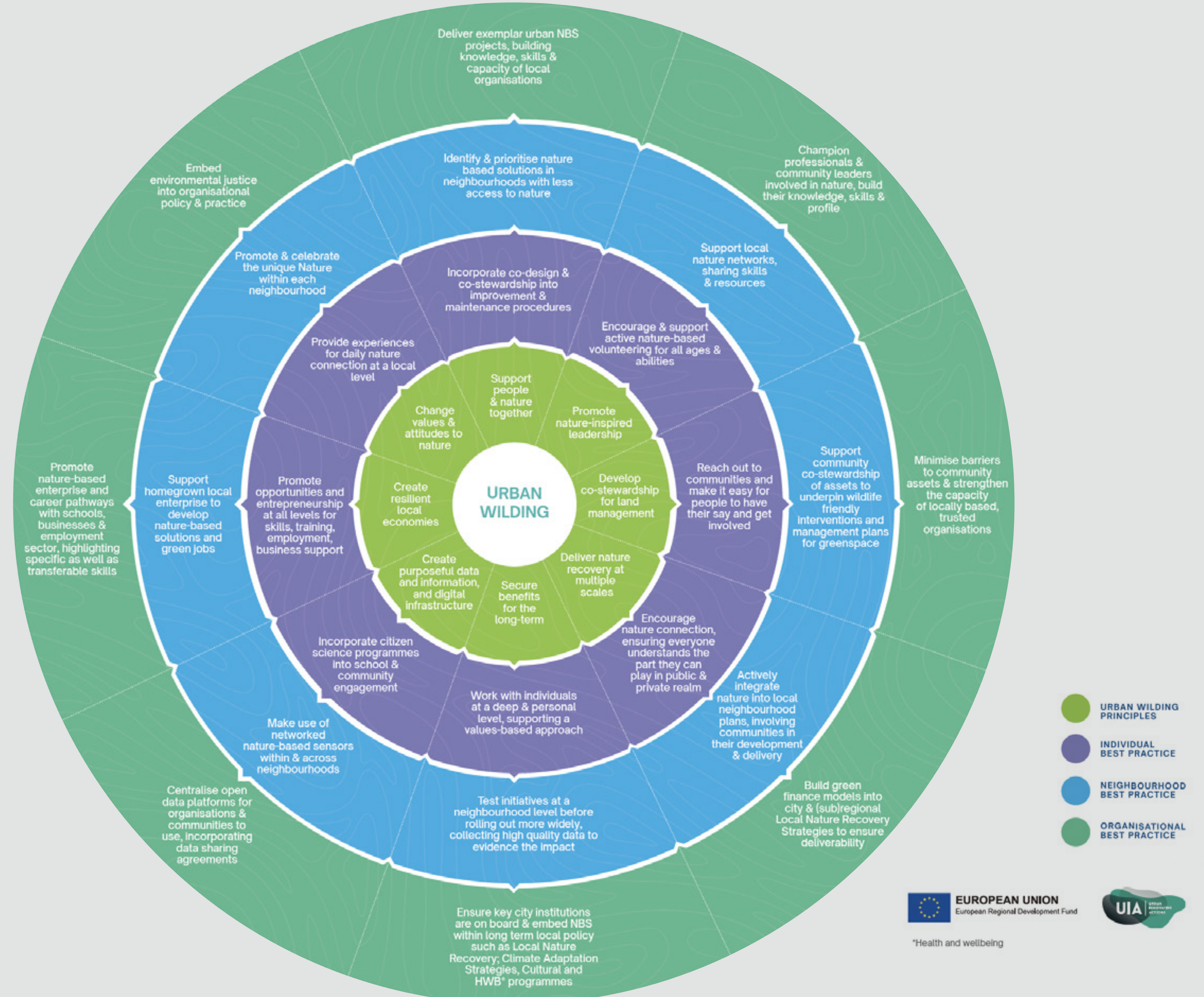
^[2] Dasgupta, P. (2021). The Economics of Biodiversity: the Dasgupta Review. London (HM Treasury); Maller, C. (2018) Healthy Urban Environments. Routledge

^[3] Maller, C., Mumaw, L., & Cooke, B. (2019). Health and social benefits of living with ‘wild’ nature. Ch 9 in Rewilding. Pettorelli, N., Durant, S., and du Toit, J. (eds). Cambridge University Press

^[4] Juniper, T. (2022) Tony Juniper: Green Paper – an opportunity for an integrated approach to Nature recovery - Natural England

The model illustrates the three system levels at which the Urban Wilding principles are applied to drive action: the individual, with neighbourhoods, and within organisations.

Permeability, both within and between segments, reflects the need for adaptability through local learning gained through an action learning approach, in which lessons learned influence the next cycle of implementation.



Plymouth Plan For Nature and People



Background



Strategic Vision for Nature

- The plan integrates nature as vital infrastructure for city growth, health, wellbeing, and economy.

Environmental Alignment

- The plan addresses climate and ecological emergencies aligning with national environmental policies.

Natural Assets of Plymouth

- Plymouth's green spaces, National Landscapes, and marine park support biodiversity and economic growth.

Building on Innovation

- The plan builds on past and existing environmental projects like National Marine Park and Community Forest.

Plymouth Plan For Nature and People



Purpose of the Plan



Strategically aligning Nature alongside Growth

The Plan serves as a strategic framework to integrate the city's natural assets across all city services and sectors.



Five Key Objectives

The Plan focuses on five objectives promoting nature richness, health and wellbeing, inclusivity, engagement, and innovation in the city.



Measurable Delivery Programme

Actions linked to specific outcomes enable accountability and regular reporting to track progress against each objective.

Plymouth Plan For Nature and People



Engagement and Consultation



Extensive Stakeholder Engagement

- The Plan involved over 1000 residents and stakeholders through surveys, focus groups, & campaigns gathering broad input.

Key Themes Identified

- Focus groups highlighted nature access, biodiversity, climate resilience, and community stewardship as key concerns.

Strong Public Support

- 76% of respondents supported the Plan's vision during the public consultation, showing community approval.

Feedback Integration

- Feedback was used to refine the Plan, improve actions, and enhance clarity and inclusivity.

Plymouth Plan For Nature and People



Proposed changes to the Plan



Analysis of the feedback received through the consultation process identifies the main actionable points and how they are going to integrate into the final draft of the Plan. The main areas for amendment cover:

- 1. Strengthening Accessibility and Inclusion**
- 2. Enhancing Cultural, Educational, and Community Engagement**
- 3. Improving Specificity, Delivery, and Accountability**
- 4. Addressing Climate, Coastal, and Financial Concerns**

Plymouth Plan For Nature and People



Next Steps



Governance and Oversight

- A cross-sector Steering Group will oversee the Plan's delivery and ensure accountability across stakeholders.

Implementation & Leadership

- The Council's Natural Environment service will coordinate with internal teams and external partners to implement the Plan.

Key Action Initiatives

- Steps include launching a communications campaign, publishing investment prospectus, and developing climate adaptation plans.

Monitoring and Reporting

- Citizen science, academic research, and digital infrastructure will track progress on environmental and social indicators.

Plymouth Plan For Nature and People



Recommendations



1. Endorse the proposed changes to the draft Plymouth Plan for Nature and People following public consultation to act as a strategic delivery framework integrating nature and natural spaces into the city's growth.
2. Approve the creation of a Year 1 Action Plan for delivery in 2026.
3. Request that this item be returned to the Committee for annual review of the Action Plan.

Natural Growth and Infrastructure Scrutiny Panel



Date of meeting:	15 October 2025
Title of Report:	Update: The Box and its performance
Lead Member:	Councillor Jemima Laing (Deputy Leader, and Cabinet Member for Children's Social Care, Culture and Communications)
Lead Strategic Director:	Glenn Caplin-Grey (Strategic Director for Growth)
Author:	Victoria Pomery
Contact Email:	Victoria.pomery@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The Box has now been in existence for five years and is building its profile and reputation. After an initially challenging opening due to Covid restrictions, it has welcomed more than 1,100,000 visits, nearly 60% of whom are Plymouth residents.

This report is to update the committee on progress and performance in the 2024/25 financial year and to date in 2025/26.

Recommendations and Reasons

The Panel is asked to note the report.

Alternative options considered and rejected

The input and overview of the relevant scrutiny committee is essential to maintain openness and transparency in relation to the work of the Council.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Box supports multiple agendas within the Plymouth Plan, including positioning Plymouth as a major UK destination; delivering a distinctive, dynamic cultural centre of regional, national and international renown; creating the conditions for economic growth; delivering skills and talent development; implementing Britain's Ocean City; celebrating diverse communities; enhancing Plymouth's green city credentials and delivering best outcomes for children, young people and families.

Implications for the Medium Term Financial Plan and Resource Implications

The City Council's support for The Box levers significant additional funding from Arts Council England and major trusts and foundations, in addition to facilitating commercial income generation. Considerable fundraising is undertaken and staff have ambitious targets for generating earned income.

Financial Risks

The current NPO funding lasts through until 2026/27. There will be an additional year of funding but it is unknown yet when the next competitive process to bid for further NPO funding will be.

Carbon Footprint (Environmental) Implications:

The Box Green Group oversees a rolling programme of carbon reduction projects and maintains our Gold Accreditation (the highest level available) in the Green Tourism Awards.

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.

H&S issues and risks are scrutinised and addressed on an ongoing basis. The Box management team regularly meet with the PCC HSW team but no significant concerns reported.

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	The Box 2024-2025 Performance							

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 <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

Fin	N/A	Leg	N/A	Mon Off	N/A	HR	N/A	Assets	N/A	Strat Proc	N/A
Originating Senior Leadership Team member: David Draffan											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 03 October 2025											
Cabinet Member approval: Councillor Laing approved via email											
Date approved: 03 October 2025											

The Box 2024 – 2025 Performance

The Box continues to grow its profile and impact within the city and beyond as it celebrated its 5th anniversary in September 2025. For the 5th anniversary, The Box commissioned Counterculture to undertake a Social and Economic Impact report.

[Five Year Impact Report](#) | [About Us](#) | [The Box Plymouth](#)

This report highlights the significant impacts that The Box is having on audiences, the city, the region and more widely. With more than 1.1m visits and 100,000 hours of volunteering, The Box is meeting its mission to be a social space for people, art, ideas and experiences; to preserve the city’s cultural collections and share extraordinary stories to explore the pressing issues of our age. Perhaps most importantly, 13% of visits are new to museums or any cultural institution and the health and well-being benefits of The Box are valued at more than £100m.

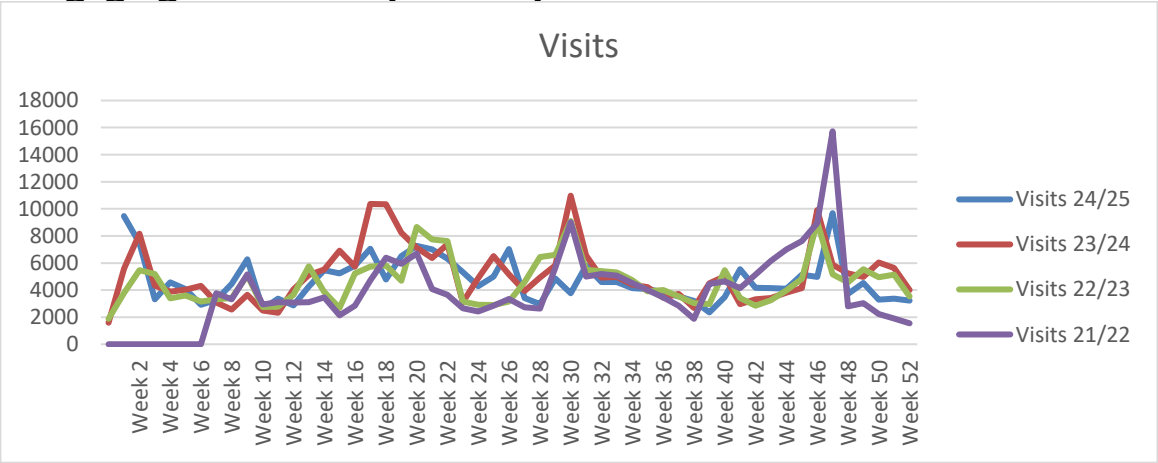
“The Box has proved an invaluable asset to the network of museums and galleries across the UK. Sharing its remarkable collections and programmes with over a million local, national and international visitors, The Box is also developing its art collection with a number of ambitious acquisitions supported by Art Fund. As well as creating its own exhibitions, The Box is an important partner for national touring exhibitions from the British Art Show to the forthcoming tour of the National Portrait Gallery’s Joshua Reynold’s painting Portrait of Mai.”

Jenny Waldman, Director, Art Fund

The Box remains free and its offer changes on a regular basis with new displays drawing on the extensive and rich holdings in the collections, temporary exhibitions of historical and contemporary work and a wealth of talks, workshops and events targeted at a broad range of audiences including children and young people, schools, families and local community groups.

The programme is carefully considered to provide artistic excellence, deliver on Arts Council’s Let’s Create strategy, support the City Council’s agendas and be relevant to our context. We plan the programme two to three years in advance. The Box vision, *Reimagining the future through the past*, drives all aspects of our work. Highlights in the past year include the exhibition, *The Time is Always Now: Artists Reframe The Black Figure* curated by Ekow Eshun in collaboration with the National Portrait Gallery, loans of JMW Turner work from Tate for an exhibition exploring landscape and place, Osman Yousefzada’s installation in St Luke’s *When Will we be Good Enough?* and a survey exhibition of John Lyons career, *Carnavalesque*, in collaboration with the Whitworth Art Gallery at the University of Manchester.

Engaging with the city and beyond



On 2 April 2025, The Box welcomed the millionth visit, a young mother with her two children who are regular visitors. This was a major milestone given that the city is relatively small and that there aren't millions of individuals within an hour's drive time of The Box.



Councillor Jenima Laing welcomed the millionth visit

20,263 people visited The Box's sister venues Smeaton's Tower and Elizabethan House in 2024/25. Elizabethan House closed for the majority of the year due to structural issues whilst Mount Edgcumbe welcomed more than 250k people.



The Box drove more than £7m of positive media coverage in 2024/25 (up by £1.5m from 2023/24), with a reach of more than 817 million (up by 570 million on the previous year). National coverage highlights included The Guardian, The Burlington, The Art Newspaper, Art Monthly and Art Quarterly. Locally/regionally there has been regular coverage in the Plymouth Herald, Plymouth Chronicle, BBC Radio Devon and BBC Radio Cornwall with growing coverage in regional titles covering the South Hams, South East Cornwall, Mid and North Devon areas.

Recent visitor feedback includes:

- *Absolutely fantastic museum and gallery. One of the best curated museums we've been to. Storytelling, history all unfolds with innovative displays.*
- *A brilliant place to visit, so many interesting things to explore.*
- *Had a wonderful time here – perfect for adults and children.*
- *First visit, but I'm definitely going back! The place is rammed full of fascinating pieces and the upstairs galleries give you more of a chance to breathe with their excellent use of space. Hugely impressed!*

The Box is a 2025 Travellers' Choice Award winner with Tripadvisor, meaning we're in the top 10% of attractions/businesses on Tripadvisor based on reviews and ratings over the last 12 months.

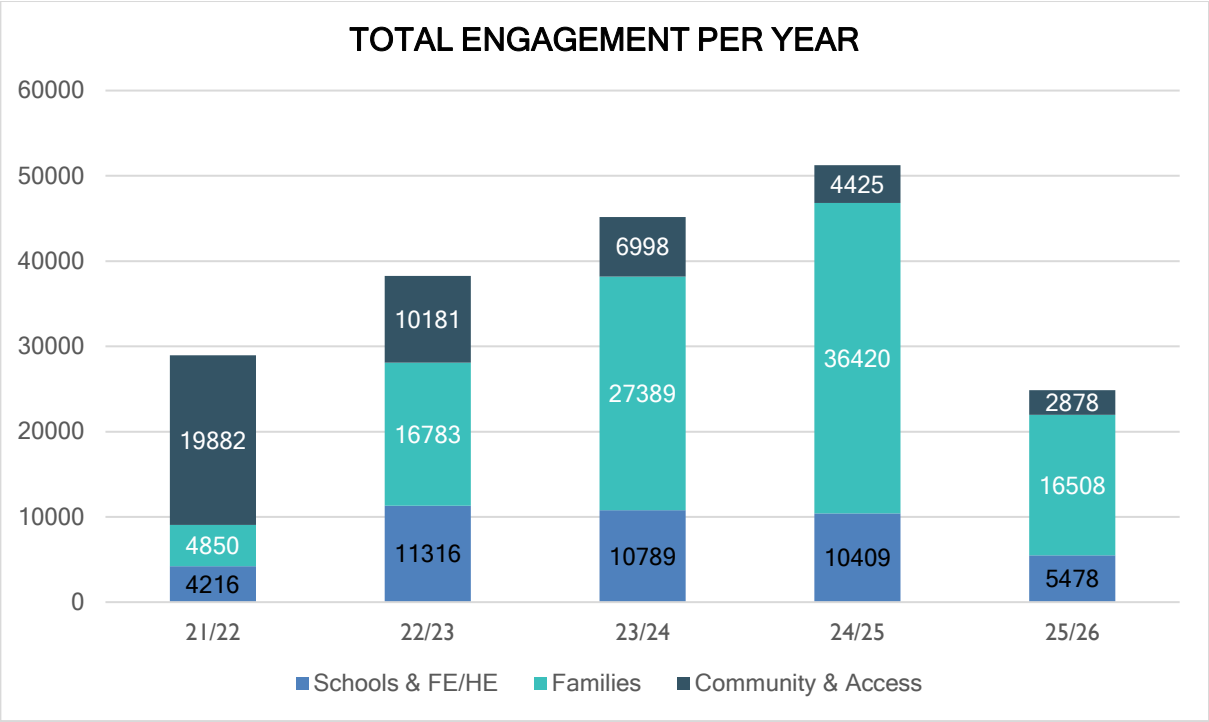


The Time is Always Now Exhibition

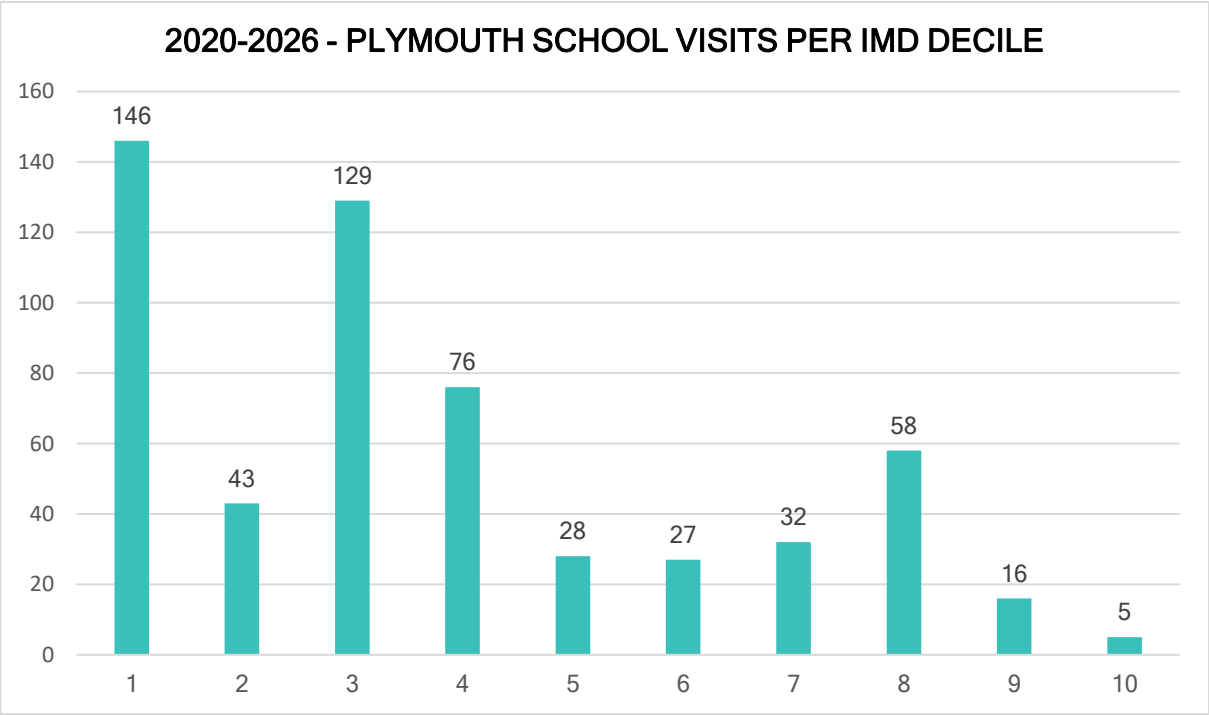
Engagement, Learning and Education

Learning and engagement are central to our vision. Our dynamic programme engages children, young people, families, community groups, and students in Further and Higher Education. We inspire curiosity and connection with the world, driving change in arts, heritage, and culture to reach new audiences and build lasting relationships.

We spark imagination through creativity and learning, especially with those new to The Box. We're committed to creating inclusive opportunities for people facing barriers to participation, empowering them to live culturally rich lives where expression and creativity are rights, not privileges.



Since opening, we've welcomed 42,208 school students across 1,002 visits (10,409 in 2024/25). To date, our school workshops have reached 89% of Plymouth schools, including many in our most deprived wards.



Our Communities and Access programmes have reached 44,364 people (4,425 in 2024/25) through tailored activities aimed at supporting underrepresented groups, including those with long term illness, D/deaf people, the LGBTQIA+ community, residents from the global majority and young people. We also continue to develop our offer around inclusive access.

Our family programme has welcomed 101,950 since opening (36,420 in 2024/25) through regular paid-for *I Wonder* Early Years sessions and free school holiday workshops. We continue to support the Super Saturday programme with family activities.

Earned and fundraised income

The Box has ambitious earned and fundraised income targets and has worked hard to diversify our funding base during this period, generating more than £950k in commercial income and £210k in fundraised income in 2024/25.

The shop, venue hire and catering generate commercial income. Since January 2024, the catering has been run successfully in-house. Catering generated a surplus of £88,415 in 2024/25 which supports the activities of The Box.

This year we commissioned a high-level fundraising report. We have yet to put in place all the recommendations but there have been some fundraising successes in the last year. It is an area that is highly competitive and requires dedicated expertise.

The Box continues to receive funding from Arts Council England of £1.2m per annum as a National Portfolio Organisation. In addition, we have secured significant funding from the British Film Institute and several other trusts and foundations including the Art Fund, Contemporary Art Society, National Gallery Trust and Esmée Fairbairn Collections Fund. The Box Foundation, chaired by Hamish Anderson, supports the work of The Box.

Sustainability

We seek to be a sustainable cultural organisation for the 21st century.

In 2024/25, The Box Green Group's activities included improvements to the planting on Tavistock Place which will be reviewed next year and a further project will be developed in this area.

By the time it closed, the display *Planet Ocean* was seen by around 100,000 visitors. This exhibition highlighted the impact of plastic pollution, the rise in sea temperatures and acidity as a result of increased carbon dioxide levels.

The journey to embed environmental impact at the heart of everything we do continues, including in the design of exhibition layouts to maximise the use of existing temporary structures within galleries and the reuse of wall colours to reduce paint use.

In-depth energy monitoring of the large freezer store now has nearly a year of data, so testing of reduction methods is now underway. The Box building is to be considered for the first phase of the new city-wide district heat network being developed and energy usage continues to be monitored to identify savings and efficiencies.

Significant visitor numbers generate significant travel, and so further work is needed to promote the use of sustainable transport methods.

Partnerships and collaborations

Partnership and collaboration is vital for our long-term sustainability and profile. The Box has significant strategic partnerships in place locally, regionally, nationally and internationally.

To support the 2024/25 programme, we developed partnerships with the National Portrait Gallery, Tate, National Galleries of Scotland, MK Gallery, Imperial War Museum and the Whitworth Art Gallery. We also worked with a range of partners in the city and region. These include Plymouth Culture, Theatre Royal Plymouth, Literature Works, City College, universities within the city, Plymouth Community Homes, Diversity Business Incubator and Devon and Cornwall Refugee Support.

Other notable partnerships include our relationship with Jeremy Deller and the National Gallery's project, *The Triumph of Art* in summer 2025; British Council & British Council Poland for autumn 2025.

A dynamic and connected programme at The Box

The 2024/25 programme was diverse and included *Beyond the Page: South Asian Miniature Painting and Britain, 1600 to now* (February to June 2024), a collaboration with MK Gallery. The exhibition included exquisite historic works drawn from major collections including the Royal Collection, Tate, The Ashmolean Museum and Kew Gardens as well as The Box Collection, many of which are rarely displayed due to their fragility. *Beyond the Page* explored how the traditions of South Asian miniature paintings have been reclaimed and reinvented by modern and contemporary artists.

In the summer of 2024, *The Time is Always Now* travelled from the National Portrait Gallery in London to Plymouth before touring to the US. This exhibition curated by Ekow Eshun brought together the work of more than 20 leading painters from the UK and US and saw an increase in global majority audiences to The Box.

The focus of the autumn season was on landscape and the environment. Working with Tate and National Galleries of Scotland, The Box showed work by American artist Vija Celmins from Artist's Rooms, new acquisitions by Turner Prize nominee, Ingrid Pollard acquired with a grant from the Freeland Foundation and prints and watercolours by JMW Turner from Tate and The Box Collection.

A new display of items from the Collection supplemented with loans, *Planet Ocean*, opened in spring 2024 and ran through until spring 2025. This considered issues around the climate crisis and Plymouth's leading role in marine sciences. The display captivated the imagination of visitors and a series of events were programmed alongside it.

Active Archive continued to run some exemplary displays making use of the rich holdings that The Box cares for on behalf of the city. These included a focus on folklore in the West Country to complement the John Lyons exhibition, *Carnavalesque*.

The team worked with artists on a series of new film commissions for Media Lab and with artist Paul Rooney and a group of veterans on a beautiful, poignant film, *Broken Token*, inspired by archive material in the Collection. This commission was funded through legacy funding from the 14-18 NOW project.

Jyll Bradley's survey exhibition, *Running and Returning* continues at St Luke's until early November. As part of this exhibition, Bradley has installed a large public art-work on Tavistock Place. *The Hop*, commissioned by Hayward Gallery in London, has created an amazing entrance to the exhibition as well as supporting a range of performances over the summer.



October sees the launch of the autumn season, *Remember, Respond, Resist*, part of the UK/Polish festival organised by the British Council. The Box is hosting tapestries by Grayson Perry as well as work by Goshka Macuga.

We are now working on the Programme for 2026. Highlights include, landmark exhibitions by Beryl Cook and Gillian Ayres, Joshua Reynolds' *Portrait of Mai* in partnership with the National Portrait Gallery and a collaboration with the Government Art Collection.



NPG 7153. *Portrait of Mai (Omai)*, Sir Joshua Reynolds c 1776, Oil on canvas; 236 x 145.5cm.
Image courtesy of National Portrait Gallery, London and Getty.



Back Bar of the Lockyer Tavern by Beryl Cook

This page is intentionally left blank

Natural Infrastructure and Growth Scrutiny Panel
Work Programme 2025/26



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

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

Date of Meeting	Agenda Item	Prioritisation Score	Reason for Consideration	Responsible Cabinet Member/Lead Officer
09 July 2025	Plan for Homes 4: Year 1 Progress Report	3	Added for 2025/26	Cllr Penberthy/Matt Garrett/Nick Carter/Neil Mawson
	Economic Intelligence and Insight	Standing Item	Standing Item	David Draffan/Amanda Ratsey/Lauren Paton
	Productive Growth and High Value Jobs (Economic Strategy Pillar 1)	3	Added for 2025/26	Cllr Evans OBE/David Draffan/Amanda Ratsey/Richard Davies
	Freeport Annual Update	3	Annual Update	Cllr Evans OBE/Richard May/Ian Cooper
Site Visit 15 August 2025	Naval Base Tour			
10 September 2025	Skills (Economic Strategy Pillar 5)	4	Added for 2025/26	Cllr Cresswell/David Draffan/Tina Brinkworth/Amanda Davis
Site Visit 07 October 2025	Tinside Tour			

15 October 2025	Inclusive Growth (Economic Strategy Pillar 2)	3	Added for 2025/26	Cllr Penberthy/Anna Peachey/Amanda Ratsey/Lindsey Hall
	Plan for Nature and People	4	Added at agenda set 10 Sept 2025	Cllr Briars-Delve/Kat Deeney
	Brand Strategy	3	Added by Chair 18 Sept 2025	Cllr Evans OBE/Amanda Lumley
	The Box Annual Update	3	Annual Update	Cllr Laing/Victoria Pomery/Rebecca Bridgman
03 December 2025	Economic Intelligence and Insight	Standing Item	Standing Item	David Draffan/Amanda Ratsey/Lauren Paton
	Sustainable Growth (Economic Strategy Pillar 3)	3	Added for 2025/26	Cllr Briars-Delve/Amanda Ratsey/Richard Stevens
	Port Strategy	3	Added for 2025/26	Cllr Evans/Amanda Ratsey
	National Marine Park Annual Update	3	Annual Update	Cllr Evans/Cllr Briars-Delve/Elaine Hayes/Kat Deeney
	Plymouth Plan Annual Report / Plymouth Plan Review	3	Added for 2025/26	Cllr Stephens/Paul Barnard/Jonathan Bell/Rebecca Miller/Sarah Gooding
	Plymouth Local Plan: Next Steps and Timetable	3	Added for 2025/26	Cllr Stephens/Paul/Barnard/Jonathan Bell/Rebecca Miller
	Civic Pride and Regeneration (Economic Strategy Pillar 4)	4	Added for 2025/26	Cllr Evans/Matt Ward/Victoria Pomery/Chris Duggan/Sheila Nethercott

04 February 2026	Visitor Plan/Culture Plan Annual update	3	Annual Update	Cllr Laing/Hannah Harris/Amanda Lumley/James McKenzie Blackman/Paul Fieldsend-Danks
	Draft Net Zero Action Plan 2026-29 & Draft Net Zero Route Map	3	Added for 2025/26	Cllr Briars-Delve/Paul Barnard/Jonathan Bell
	Chelson Meadow Solar Farm	5	Agreed via recommendation at the March 2023 meeting that there would be an update. Officers confirmed June 2025 that there was an update.	Cllr Briars-Delve/Kat Deeney
Items to be scheduled for 2025/26				
2025/26	Civic Centre	5	Added following Cabinet action March 2025	Cllr Evans OBE/David Draffan
2025/26	City Centre Master-planning	4	Added following a work programming session with SMB in Aug 2025	Cllr Evans OBE/Stuart Wingfield/Emma Wilson
2025/26	Co-op Strategy	4	Added prior to pre meet on 10 June 2024.	Cllr Penberthy/Anna Peachey/Amanda Ratsey
2025/26	Commercial Estate	4	Identified for consideration by the Committee at the February 2022 meeting.	Cllr Penberthy/David Draffan
2025/26	Plymouth Plan Full Council Motion (To ensure that play was embedded into the plan and that it set a		Action from City Council 18 September 2023.	Cllr Stephens/Jonathan Bell

	framework for a play delivery plan with targeted interventions)			
Items to be scheduled for 2026/27				
2026/27	Freeport Annual Update	3	Annual Update	Cllr Evans OBE/David Draffan/Ian Cooper
2026/27	Update on Plan for Homes inc modelling on long term impact new homes/jobs impact will have on rent	4	Action from 09 July 2025 Panel meeting	Cllr Penberthy/Paul Barnard/Nick Carter
2026/27	Strategic Heat Network Procurement	5	Identified for consideration at the October 2024 meeting.	Cllr Briars-Delve/John Green/Jonathan Selman
2026/27	Plan for Homes 4 Update	3	Identified for consideration at the July 2025 meeting. To include Min 4ll	Cllr Penberthy/Paul Barnard/Nick Carter
Items Identified for Select Committee Reviews				

Scrutiny Prioritisation Tool

		Yes (=1)	Evidence
P ublic Interest	Is it an issue of concern to partners, stakeholders and/or the community?		
A bility	Could Scrutiny have an influence?		
P erformance	Is this an area of underperformance?		
E xtent	Does the topic affect people living, working, or studying in more than one electoral ward of Plymouth?		
R eplication	Will this be the only opportunity for public scrutiny?		
	Is the topic due planned to be the subject of an Executive Decision?		
Total:			High/Medium/Low

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

This page is intentionally left blank

Natural Infrastructure and Growth Scrutiny Panel – Action Log 2025/26

Key:	
	Complete
	In Progress
	Not Started
	On Hold

Minute No.	Resolution	Target Date, Officer Responsible and Progress
Minute 63 City Centre Update 10 October 2022	Full report regarding for the aborted start to the Old Town Street and New George Street project.	Date Due: On Hold Officer: David Draffan Progress: Agreed with Chair and Vice Chair at Agenda Setting meeting (31 October 2022) that committee would wait for conclusion of ongoing issues before report can be created. Conclusion expected by end of 2025.
Minute 90 Tracking Decisions 1 March 2023	Request for regular updates on the Habitat Banking Vehicle.	Date Due: Ongoing Officer: Chris Avent Progress: Agreement to provide updates to Committee Members via Democratic Support at suitable milestones for the project. Latest update shared with members February 2025. Asked for update 13 August 2025.
Minute 25 National Marine Park Update 11 December 2024	A site visit would be organised for panel members to Tinside.	Date Due: September 2025 Responsible Officer: Kat Deeney/Klara Friend Progress: A visit has been planned for 07 October 2025.

Natural Infrastructure and Growth Scrutiny Panel – Action Log 2025/26

<p>Minute 34</p> <p>Draft NZAP 2025-2028</p> <p>12 February 2025</p>	<p>The Panel recommended developing a Climate Communications Plan to include making information more accessible via the Plymouth City Council Website.</p>	<p>Date Due: December 2025</p> <p>Responsible Officer: Christopher Parsons</p> <p>Progress: This recommendation is currently under active consideration by the Net Zero Delivery Team and the Corporate Communications Team. Update August 2025: Teams from Net Zero and Corporate Communication continue to work together closely on planning and executing communications around a number of important NZAP actions. Conversations on producing not just a plan, but also an overarching strategic narrative to determine how we talk about, include and engage our residents on net zero have been fruitful and the drafting is ongoing. Alongside this, and to ensure we get this right, we are engaging partners to ensure that any potential messaging resonates and can be effectively rolled out. Meanwhile, Climate Connections continues to be a busy online hub for Plymouth's climate endeavours and has been prolific in terms of raising awareness of and promoting pro-climate messaging from the Council and its partners.</p>
<p>Minute 34</p> <p>Draft NZAP 2025-2028</p> <p>12 February 2025</p>	<p>The Panel recommended that the Cabinet Member for Environment and Climate Change seek to secure ratchet funding in future years and to ask Finance to review any future caps to ensure the money was set aside and could be added to.</p>	<p>Date Due: March 2026</p> <p>Responsible Officer: Paul Barnard/Emmanuelle Marshall</p> <p>Progress: This recommendation is currently under active consideration by the Net Zero Delivery Team and the Finance Department. Following the consideration of options, the Cabinet Member for Environment and Climate Change and Cabinet Member for Finance will review the position ahead of the 2026/2027 budget setting process.</p>

Natural Infrastructure and Growth Scrutiny Panel – Action Log 2025/26

Minute 13o Skills (Economic Strategy Pillar 5) 10 September 2025	A written response would be provided about whether military communications were to be improved within Devonport dockyard.	Date Due: 02 October 2025 Responsible Officer: Progress: Formal request made 18 September 2025.
Minute 13p Skills (Economic Strategy Pillar 5) 10 September 2025	More information would be provided with regards to data on the specific job roles that would make up the 25,000 additional workers needed in Plymouth within the next 10 years.	Date Due: 02 October 2025 Responsible Officer: Toby Hall Progress: Formal request made 18 September 2025.
Minute 13ccc Skills (Economic Strategy Pillar 5) 10 September 2025	Data would be provided on how many Councils had chosen to deliver the [Connect to Work] programme in-house and how many had commissioned, but most had chosen to take a blended approach.	Date Due: 14 October 2025 Responsible Officer: Tina Brinkworth/Toby Hall Progress: Formal request made 30 September 2025.

This page is intentionally left blank