



Oversight and Governance

Chief Executive's Department

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Delegated Decisions

Delegated Executive/Officer Decisions

Notice of call-in for non-urgent decisions must be given to the Democratic Support Team by 4.30 pm on 15 May 2025. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

- on the Council's Intranet Site at <https://modgov/mgDelegatedDecisions.aspx>
- on the Council's website at <https://tinyurl.com/3hwmppzp>

The decision detailed below may be implemented on 16 May 2025 if it is not called-in.

Delegated Decisions

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

- I.a. L56 24/25 - Foulston Park: Grants to Plymouth Argyle Football Club and Plymouth Argyle Community Trust **(Pages 1 - 38)**

EXECUTIVE DECISION

made by a Cabinet Member



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

Executive Decision Reference Number – L56 24/25

Decision	
1	Title of decision: Foulston Park: Grants to Plymouth Argyle Football Club and Plymouth Argyle Community Trust
2	Decision maker: Councillor Tudor Evans OBE, Leader of the Council
3	Report author and contact details: Liz Slater, Leisure Partnership Manager liz.slater@plymouth.gov.uk
4	Decision to be taken: <ol style="list-style-type: none"> 1) Approves the Business Case 2) Approves the addition of a further £900,000 to the capital programme funded by corporate borrowing, for the award of a Grant of £600,000 to Plymouth Argyle Football Club and a Grant of £300,000 to Plymouth Argyle Community Trust. 3) Agrees the funding switch of £2.510 mil from service borrowing to corporate borrowing against the original project approval. 4) Approve the virement of £98,000 from the Leisure Management Revenue budget to the corporate revenue budget. 5) Delegates the payment of the Grants to the Director of Public Health.
5	Reasons for decision: <p>The Foulstone Park (FP) project (formally known as Brickfields) is a landmark initiative that Plymouth City Council (PCC) have jointly embarked on to enhance the sports and community infrastructure in our city and to deliver the Brickfields Masterplan. Reconfiguration of the existing sports centre and delivery of new pitches will create a community wellbeing hub that aligns with the Corporate Plan priority to improve the health outcomes and reduce health inequalities experienced by our residents.</p> <p>The range of programmes and services available at Foulston Park (FP), will contribute to improving the core determinants of society (including health, education and employment) that can have a positive life-long impact on health and wellbeing. The social outcomes align with the public health Thrive Programme and the Active to Thrive vision for Plymouth to be the most physical active coastal city by 2034.</p> <p>In March 2023, the Council's Cabinet approved the key recommendation (09 March 2023 Brickfields) that the Council would support investment in FP which included a funding commitment of £2.753m. Since this date, the project has moved forward at pace, with planning permission granted, and leases entered into. Following on from the March 2023 Cabinet Paper there was a further allocation to the capital programme of £917,944 in March 2024 (L59/23/24), which included external funding, and service borrowing of £182,944, primarily to support off site sports mitigation in line with planning requirements (23/01622/FUL). However, as the project has progressed, there have been several unforeseen challenges and constraints,</p>


	<p>leading to a necessary re-evaluation of the budget and funding requirements. Despite meticulous planning, budgeting and value engineering, the overall project cost has increased from the initial estimates.</p> <p>Plymouth Argyle Community Trust (PACT) and Plymouth Argyle Football Club (PAFC) who have responsibility for project delivery at Foulston Park have requested an additional £900,000 capital support from the Council in the form of a Grant. The cost to be funded by corporate borrowing.</p> <p>Furthermore, there has been significant capital funding from Plymouth Argyle Football Club (PAFC), Plymouth Argyle Community Trust (PACT), PCC and external grants.</p>		
6	<p>Alternative options considered and rejected:</p> <p>1. Do Nothing: By not securing the funding it would hinder the operation of the site and potentially stop some of the works being completed. This would also hinder the PAFC/PACT business plan which intends to be self-sufficient and not reliant on any subsidies from the Council. This option would mean that it is likely that the full masterplan for FP would not be delivered. This in turn would limit the community benefits from the site and reduce the beneficial impact of the project.</p> <p>2. Do Minimum: All value engineering options have been considered by PACT/PAFC and their professional advisors, reducing the scope further whilst delivering the required project outcomes is not an option. This option would mean that it is likely that the full masterplan for FP would not be delivered. This in turn would limit the community benefits from the site and reduce the beneficial impact of the project.</p> <p>3. Viable Alternative Option. No alternative as works have started on site and all other funding avenues have been explored.</p>		
7	<p>Financial implications and risks:</p> <ul style="list-style-type: none"> The recommendation is that the Leader approves the addition of a further £900,000 to the capital programme funded by corporate borrowing, for the award of a Grant of £600,000 to PAFC and a Grant of £300,000m to PACT. Agrees the funding switch from service borrowing to corporate borrowing against the original project approval. Any risks, to the Council, of further rises in costs through the remainder of the construction delivery programme are to be mitigated through the ring-fencing of a defined grant with clear and enforceable legal obligations. 		
8	<p>Legal Implications: Consideration has been given to whether the grants would constitute a subsidy for the purposes of the Subsidy Control Act 2022 (SCA).</p> <p>Based on legal advice received it has been concluded that the grants will be a subsidy and therefore in order to be lawful the Council must follow the process set out in the SCA. An assessment against the Subsidy Control principles has been undertaken for both PACT and PAFC.</p> <p>Where all the subsidy control principles are satisfied then the subsidy can be considered to be lawful. The subsidy assessment considers that all the principles are satisfied for the proposed grant of subsidies to PAFC and PACT.</p> <p>The Council will enter into a legally binding agreement with both PACT and PAFC in relation to the grants.</p> <p>As subsidies are being given the Council must retain robust records of the assessments made to demonstrate how the subsidy complies with the seven principles as these may be required by central government.</p> <p>The Council will be required to record the subsidy in the central database within three months of confirmation of the decision to give the subsidy.</p>		
9	<p>Is the decision a Key Decision? (please contact Democratic Support for further advice)</p>	<p>No</p> <p>x</p>	<p>Per the Constitution, a key decision is one which:</p> <p>in the case of capital projects and contract awards, results in a new</p>

				commitment to spend and/or save in excess of £3million in total
			x	in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1million annually
			x	is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.
	If yes, date of publication of the notice in the Forward Plan of Key Decisions			
10	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:		<p>Reconfiguration of the existing sports centre and delivery of new pitches will create a community wellbeing hub that will align with the Council's Corporate Plan to make Plymouth a great place to grow up and grow old ensuring Plymouth was one of Europe's most vibrant waterfront cities where an outstanding quality of life is enjoyed by everyone.</p> <p>This decision would trust and engage our communities, spend money wisely and would be a strong voice for Plymouth.</p>	
11	Please specify any direct environmental implications of the decision (carbon impact)		<p>The development will see an intensification of the site as much of the land and buildings have been underused / derelict for the past 2-3 years. There are some short-term negative impacts on air quality from the construction phase but overall, the building of new infrastructure is following best practice and measures are being put in place to mitigate (and even enhance) the impact of the facilities and their use on the environment such as using heat pumps and future proofing for connection to the city's heat network. Sustainable travel has been widely considered and EV charging and bike infrastructure included as well as sustainable travel plans and support for active travel behaviour change. The project includes the construction of a SUD scheme and comprehensive management plans for waste and recycling. It also includes 10% net gain in biodiversity through tree and scrub planting.</p>	

Urgent decisions

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

	Scrutiny Committee name:			
	Print Name:			
Consultation				
I3a	Are any other Cabinet members' portfolios affected by the decision?	Yes	x	
		No		(If no go to section I4)
I3b	Which other Cabinet member's portfolio is affected by the decision?	Councillor Dann, Cabinet Member for Customer Services, Sport, Leisure and HR and OD.		
I3c	Date Cabinet member consulted	01 December 2024		
I4	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		If yes, please discuss with the Monitoring Officer
		No	x	
I5	Which Corporate Management Team member has been consulted?	Name	Steve Maddern	
		Job title	Director of Public Health	
		Date consulted	02 January 2025	
Sign-off				
I6	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	JS136 24/25	
		Finance (mandatory)	ITG.25.26.003	
		Legal (mandatory)	LS/00001312/1/AC/9/4/25.	
		Procurement (if applicable)	N/A	
		Corporate property (decisions involving Council owned land or facilities) (if applicable)	N/A	
		Human Resources (if applicable)	N/A	
Appendices				
I7	Ref.	Title of appendix		
	A	Briefing report for publication Part I Foulston Park /Brickfields		
	B	Equalities Impact Assessment Foulston Park Brickfields Final		
	C	Climate Impact Assessment Foulston Park Brickfields		
Confidential/exempt information				

18a	Do you need to include any confidential/exempt information?	Yes	x	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)				
		No						
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title: Business case Part 2			x				
Background Papers								
19	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Cabinet Member Signature								
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act (2010) and those who do not. For further details please see the EIA attached.							
Signature				Date of decision		08/05/2025		
Print Name		Cllr Tudor Evans OBE, Leader of the Council						

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FOULSTON PARK/ BRICKFIELDS

Background Paper



EXECUTIVE SUMMARY

- 1.1 The Foulston Park (FP) project (formally known as Brickfields) is a landmark initiative that Plymouth City Council (PCC) have jointly embarked on to enhance the sports and community infrastructure in our city and to deliver the Brickfields Masterplan, creating some of the finest sports and wellbeing facilities in the Southwest.
- 1.2 The Plan includes reconfiguration of the existing sports centre, delivery of new pitches and creation of a community wellbeing hub that aligns with the Corporate Plan priority to improve the health outcomes and reduce health inequalities experienced by our residents. The range of programmes and services available through Foulston Park will contribute to improving the core determinants of society (including health, education and employment) that can have a positive life-long impact on health and wellbeing.
- 1.3 In March 2023, the Council's Cabinet approved the key recommendation (0903/2023 Brickfields) that it would support the investment in FP which included a funding commitment of £2.753m. Since this date, the project has moved forward at pace, with planning permission granted (23/01622/FUL), and leases entered into.
- 1.4 Following on from the March 2023 Cabinet Paper there was a further allocation to the capital programme of £917,944 in March 2024 (L59/23/24), which included external funding, and service borrowing of £182,944, primarily to support off site sports mitigation in line with planning requirements. However, as the project has progressed, there have been several unforeseen challenges and constraints, leading to a necessary re-evaluation of the budget and funding requirements. Despite meticulous planning, budgeting and value engineering, the overall project cost has escalated from the initial estimates.
- 1.5 Plymouth Argyle Community Trust and Plymouth Argyle Football Club who have responsibility for project delivery at Foulston Park have requested an additional £0.900m capital support from the Council in the form of a Grant. The cost to be funded by corporate borrowing.

BACKGROUND

- 2.1 A Cabinet Paper was approved in March 2023 to deliver the Brickfields Masterplan, encompassing the redevelopment of the outdoor sports facilities to increase the number and scope of playing pitches, as well as the reconfiguration of the existing sports centre to create a new community wellbeing hub. The proposals are a once in a generation opportunity to regenerate the community and elite sports provision for the west of the city.
- 2.2 The gains this project will deliver for the people of Devonport and beyond extends the opportunities for our residents to feel better, healthier and happier with facilities that will support people on their journey to better health, education, training and employment opportunities.
- 2.3 The former sports centre (known as the Hub) is part of Plymouth's network of nine Wellbeing Hubs, offering a range of health and wellbeing opportunities, including a state-of-the-art gym, physical activity programmes, mental health support, youth and veterans' programmes and life skills training. The wider Foulston Park development will include:
 - A new permanent home for Plymouth Argyle's youth wing, the Argyle Academy and Plymouth Argyle Women

- New grass and all-weather 3G pitches (with community access)
- Athletics facilities for the City of Plymouth Athletics Club and other users
- Play zone exclusively for public use
- Grass pitches (with community access)
- Better public access, landscaped public areas and parking
- Community wellbeing Hub (one of 9 in the city)

ALTERNATIVE OPTIONS

3.1. Do Nothing: By not securing the funding it would hinder the operation of the site and potentially stop some of the works being completed. This would also hinder the PAFC/PACT business plan which intends to be self-sufficient and not reliant on any subsidiaries from the Council. This option would mean that it is likely that the full masterplan for FP would not be delivered. This in turn would limit the community benefits from the site and reduce the beneficial impact of the project.

3.2. Do Minimum: All value engineering options have been considered by PACT/PAFC and their professional advisors, reducing the scope further whilst delivering the required project outcomes is not an option. This option would mean that it is likely that the full masterplan for FP would not be delivered. This in turn would limit the community benefits from the site and reduce the beneficial impact of the project.

3.3 Viable Alternative Option. No alternative as works have started on site and all other funding avenues have been explored.

FINANCIAL IMPLICATIONS AND RISK

4.1 The recommendation is that the Council approves the addition of a further £0.900m to the capital programme funded by corporate borrowing, for the award of a Grant of £0.600m to PAFC and a Grant of £0.300m to PACT.

4.2 Agrees the funding switch from service borrowing to corporate borrowing against the original project approval.

4.3 Any risks, to the Council, of further rises in costs through the remainder of the construction delivery programme are to be mitigated through the ring-fencing of a defined grant with clear and enforceable legal obligations.

TIMESCALES

5.1 The Hub opened in March 2025, 3G pitches, the playzone and grass pitches will be delivered during 2025 and 2026.


The following relates to exempt or confidential matters (Para(s) 3 of Part 1, Schedule 12A of the Local Govt Act 1972). Any breach of confidentiality could prejudice the Council/person/body concerned & might amount to a breach of the councillors /employees codes of conduct.

Document is Restricted

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EQUALITY IMPACT ASSESSMENT – FOULSTON PARK / BRICKFIELDS V3

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Liz Slater Leisure Partnership Manager	Department and service:	DOPH	Date of assessment:	March 2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Steve Maddern	Signature:		Approval date:	02/05/2025
Overview:	<p>The Foulston Park (Brickfields) Masterplan, encompasses outdoor sports facilities and the historic sports centre at Brickfields. Inward investment is supporting the redevelopment of the outdoor facilities to increase the number and scope of playing pitches, as well as the reconfiguration of the existing sports centre to create a new community wellbeing hub (opened March 2025).</p> <p>The Foulston Park Master Plan places the new facilities as the central physical activity hub, with a wider vision encompassing greater connection with neighbouring activity spaces, Devonport Park, Stonehouse Creek, and Victoria Park. Core outcomes are:</p> <p>Community Engagement - To connect the local community with the site, through community services, and develop a Hub to act as a central pillar for our community.</p> <p>Increased Usage - to be both financially and environmentally sustainable, enabling programmes of activity which widen participation and increasing usage and link to the City's Active to Thrive, Physical Activity, Sport and Leisure plan. For 'Plymouth to be the most physically active coastal city in England by 2034'.</p> <p>Regeneration – Providing social and economic benefits, including training and education (at Foulston Park), to act as a catalyst for social and economic regeneration.</p> <p>Sustainability - Providing a sustainable future for a community hub and for sport in our city (both financially and environmentally)</p> <p>Sporting Excellence - To enhance an underused site, improving facilities for the local community and providing an exemplar multisport venue that develops sporting talent within our city.</p>				
Decision required:	<p>Decision to be taken:</p> <ol style="list-style-type: none"> 1. Approves the Business Case 2. Approves the addition of a further £900,000 to the capital programme funded by corporate borrowing, for the award of a Grant of £600,000 to Plymouth Argyle Football Club and a Grant of £300,000 to Plymouth Argyle Community Trust. 3. Agrees the funding switch of £2.510 mil from service borrowing to corporate borrowing against the original project approval. 4. Approves the virement of £98,000 from the Leisure Management Revenue budget to the corporate revenue budget 5. Delegates the payment of the Grants to the Director of Public Health. 				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
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Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	No adverse impact	<ul style="list-style-type: none"> • Collaborative links to Family Hubs / nearest Green Ark • Secure stakeholder engagement and delivery partners to utilise the hub as a dual-use services base. • Create an on-site soft play and fully inclusive holiday club offer. • Create an on-site base for youth work, including a youth club, for structured and unstructured activity, including a dedicated youth zone; and 'e-sports zone' • Collaborate with local education providers, including City College and Babcock to provide a suitable delivery space, with an emphasis on STEM topics. • Delivery of Poles Apart – to support young people who have been excluded from mainstream education. • Programmed activities for older people such as walking football, veterans sports, seated exercise, low impact fitness classes and through partnership 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible, and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
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			<p>working delivery falls prevention and Extra Time Hub. Such provision aligns to the needs of older people; with 25%* of older people reported as undertaking no physical activity at all (*Sport England)/ PCC's ageing well programme</p> <ul style="list-style-type: none">• Provide digital/IT support to older people.• Provide 'warm safe places, a place that welcomes them". These needs will be met by through the provision of a café, somewhere people can chat. The provision of wellbeing services will support the mental well-being of older people.	
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<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p> <p>Desk research suggests that by far the biggest health issue for Care Leavers is mental health. The current system of mental health support for children in care and care experienced young people is inadequate, with long waiting lists and high thresholds for those wanting to access support. The strengths and difficulties questionnaire (SDQ) is used to assess children’s mental health. In 2024 SDQ data was captured for 47% of children aged 5 -16 looked after in Plymouth, 30% less than the national average and proportionally considerably fewer than we held data for 2 years ago (58%) or 5 years ago (83%).</p>	<p>No adverse impact</p>	<p>PACT are committed to creating targeted training and employment opportunities for Care Experienced Individuals within the hub, including in the café, sports, wellbeing, and operations teams. PACT will partner with local training providers to offer apprenticeships, supported work placements, and entry-level employment for care experienced young people.</p> <p>Establish referral pathways through local support services and youth engagement teams to ensure care leavers are aware of and can easily access opportunities within the hub.</p> <p>Support holistic life outcomes by connecting care experienced individuals to wider city services, including advice on housing, financial literacy, and mental health, using our on-site health and wellbeing services and signposting model.</p> <p>Ensure a trauma-informed approach underpins</p>	<p>Monitor through an ‘annual community benefit statement’/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible, and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
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	Of those more than half (58%) are recorded as giving cause for concern.		<p>PACT's workforce training and customer service, creating a space that is inclusive and nurturing for vulnerable residents.</p> <p>Explore widening physical activity opportunities through the Sport England Placed Based Partnership Project.</p>	
Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	No adverse Impact	<ul style="list-style-type: none"> • Work with key partners to increase playing opportunities for disabled players. • Develop coaches to work with people with disabilities. • Design accessible facilities • Delivery of the ACT Equality and Diversity Policy. • Develop a support programme for young carers. • Ensure staff are equipped to deal confidently with requests from disabled customers for reasonable adjustments. 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>

Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impact	<ul style="list-style-type: none"> • Deliver a hub and pitch facilities and programmes that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Facilitate targeted workshops that embrace difference (i.e., anti-hate crime workshops and workshops that celebrate specific cultures). 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnership of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	No adverse impact	<ul style="list-style-type: none"> • The provision of a well-being hub is central to the new community offer at Foulston Park. Working with partners such as Live Well, other statutory and charitable organisations, there will be a range of services that support all members of the community and the challenges that gender, relationships, pregnancy and maternity can present. 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>

Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impact	Examples of programmes: ante-natal and post-natal support, mum-and-baby groups, Solihull Dads project.	Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation. The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.
Race	In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census) People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).	No adverse impact	<ul style="list-style-type: none"> • Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Delivery of the PACT Equality and Diversity Policy. • Deliver a suite of programmes that promotes community cohesion. • Continue to support the HOPE festival at Brickfields and community engagement events. 	Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation. The wellbeing hubs gather service user feedback and demographic data where possible, and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.

Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>No adverse impact</p>	<ul style="list-style-type: none">• Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued.• Delivery of the ACT Equality and Diversity Policy.• Deliver a suite of programmes that promotes community cohesion.• Ensure diverse communities have access to, and lead upon place-based projects, through on-going consultation.• Provide a suite of opportunities for people to learn about modern life and societal difference.• Facilitate targeted workshops that embraces difference (i.e., anti-hate crime workshops and workshops that celebrate specific cultures). <p>Continue to support the HOPE festival at Brickfields and community engagement events.</p>	<p>Monitor through an ‘annual community benefit statement’/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
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Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact	Wellbeing Hubs are embedded within communities to provide inclusive, accessible support that responds to the diverse needs of local people, particularly those with protected characteristics under the Equality Act 2010. The hubs work in partnership with a range of organisations to offer services that are welcoming and tailored to individuals of all ages, backgrounds, and identities, with particular focus on reducing barriers to access and engagement.	The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impact	Deliver a hub project that ensures the needs/interests of diverse communities are respected, celebrated, and valued, through the provision of facilities and programmes that meet the needs of all users. Delivery of the ACT Equality and Diversity Policy.	The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <ul style="list-style-type: none">▪ promote equality, diversity and inclusion▪ facilitate community cohesion▪ support people with different backgrounds and lived experiences to get on well together	Positive opportunities to promote diversity	Wellbeing Hubs are embedded within communities to provide inclusive, accessible support that responds to the diverse needs of local people, particularly those with protected characteristics under the Equality Act 2010. The hubs work in partnership with a range of organisations to offer services that are welcoming and tailored to individuals of all ages, backgrounds, and identities, with particular focus on reducing barriers to access and engagement.	The wellbeing hubs gather service user feedback and demographic data where possible and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	Positive opportunities to promote diversity	Create targeted training and employment opportunities within the hub, including in the café, sports, wellbeing, and operations teams. PACT will partner with local training providers to offer apprenticeships, supported work placements, and entry-level employment for care experienced young people.	The wellbeing hubs gather service user feedback and demographic data where possible, and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually

		<p>Establish referral pathways through local support services and youth engagement teams to ensure care leavers are aware of and can easily access opportunities within the hub.</p> <p>Support holistic life outcomes by connecting care experienced individuals to wider city services, including advice on housing, financial literacy, and mental health, using our on-site health and wellbeing services and signposting model.</p> <p>Ensure a trauma-informed approach underpins our workforce training and customer service, creating a space that is inclusive and nurturing for vulnerable residents.</p>	
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>Positive opportunities to promote diversity</p>	<p>Prioritise local employment, advertising roles through neighbourhood networks, local employers, social housing organisations, community groups, and local job centres to reach underrepresented communities.</p> <p>Implement inclusive recruitment practices, including anonymised shortlisting, flexible interviews, and guaranteed interviews for applicants from priority groups, including disabled people and those from ethnic minority backgrounds.</p> <p>Invest in training that promotes cultural competence, equality, and</p>	<p>The wellbeing hubs gather service user feedback and demographic data where possible, and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>

		<p>inclusive practice at all levels of the organisation, with regular reviews of staff demographics to monitor progress.</p> <p>Develop a volunteering-to-employment pathway that engages people from different backgrounds, including long-term unemployed residents, those returning to work, and students.</p> <p>This approach supports Plymouth’s vision of a fairer city and directly contributes to reducing health and employment inequalities.</p>	
<p>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.</p>	<p>Positive opportunities to promote diversity</p>	<p>Make the hub a trusted space for community dialogue, information-sharing, and access to services. Hub staff will be trained in recognising, recording, and referring incidents of hate crime and anti-social behaviour.</p> <p>A commitment to work in partnership with community safety teams, police, and local voluntary organisations to provide regular drop-in sessions, safety campaigns, and restorative conversations in our facility.</p> <p>Create inclusive programmes and events that promote understanding between communities,</p>	<p>The wellbeing hubs gather service user feedback and demographic data where possible, and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually</p>

		<p>tackle discrimination, and celebrate the diversity of Plymouth.</p> <p>Develop targeted youth engagement activities that promote respect, belonging, and non-violence, particularly for at-risk groups or marginalised young people.</p> <p>Encourage anonymous reporting and signposting by installing safe reporting tools (e.g. QR codes, online portals), and publicising third-party reporting routes through hub communications.</p> <p>PACT and PAFC are committed to ensuring the hub is not only a place of wellbeing but also contributes to a city that is safe, welcoming, and resilient, aligning with Plymouth’s city-wide priorities.</p>	
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Foulston Park / Brickfields

Project details

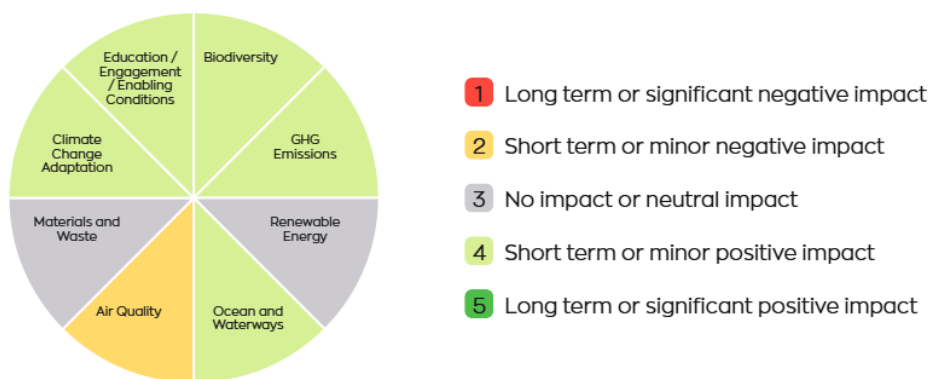
Assessment author

Liz Slater, Leisure Partnership Manager

Project summary

Redevelopment of the sports pitches and sports centre formally known as Brickfields, and now known as Foulston Park - Full Planning permission has been provided

Summary of assessment



Brickfields/ Foulston Park is a major capital project in the west of the city. Its development as a significant sports and wellbeing hub will be far reaching and will have considerable positive impact on the communities through enhanced physical activity opportunities and wellbeing services. The development will see an intensification of the site as much of the land and buildings have been underused / derelict for the past 2-3 years. There are some short term negative impacts on air quality from the construction phase but overall, the assessment reveals five short term or minor positive climate impacts. The building of new infrastructure is following best practice and measures are being put in place to mitigate (and even enhance) the impact of the facilities and their use on the environment such as through the use of heat pumps and future proofing for connection to the city's heat network. Sustainable travel has been widely considered and EV charging and bike infrastructure included as well as sustainable travel plans and support for active travel behaviour change. The project includes the construction of a SUD scheme and comprehensive management plans for waste and recycling. It also includes 10% net gain in biodiversity through tree and scrub planting.

Assessment scores

Biodiversity

Score

(4) Short term or limited positive impact

Score justification

27 trees are being removed to facilitate the project. 150 trees are being planted. 10% net gain from the tree and scrub planting. Biodiversity metric 4. Onsite baseline 42.48. Net positive change 4.47. The project includes a LEMP which will be undertaken for a minimum of 30 years. This comprises management and monitoring of retained, enhanced and newly created habitats and remedial actions in case habitats fail, to protect wildlife and features of biological interest

Mitigatory measures applied:

10% net gain from trees and scrub planting. 150 trees are being planted. Refer to additional information submitted as part of the original planning application 23/01622/FUL

GHG Emissions

Score

(4) Short term or limited positive impact

Score justification

The project will see a short term, net increase in carbon during construction. Heavy plant and equipment will be used, and building materials will be delivered to the site. Soil will be disturbed. However, steps have been taken through the design process to reduce embodied carbon in the project from the reuse of building materials at the point of demolition and reuse of hockey fence. Long term, steps have been taken to reduce the overall operational carbon footprint of the site. New buildings have been designed to be decoupled from fossil fuel sources with heating provided through air source heat pumps, coupled with PV and battery storage systems. The academy building will be designed to be fully compatible with and allow for future connection to the local district energy network in line with national best practice. Energy efficiency measures are included: floodlights will be LED, and the old floodlights covering the athletics track have already been replaced. Sustainable travel is encouraged in the design. The scheme includes at least 20 Electric vehicle charging points and 30 places for bikes to encourage active travel. The centralisation of The Academy as opposed to using 13 sites, some of which are outside of Plymouth will have a positive impact in reducing travel time by PAFC academy staff. However, the overall impact on journeys displaced / increased into the city is not known by the officer at the point of producing this report. A comprehensive travel plan has been produced and approved as part of the planning process. Argyle Community Trust and the Football Club will be appointing a travel plan co-ordinator to promote and deliver the Travel Plan. This will involve actively engaging and listening to users to encourage active forms of travel.

Mitigatory measures applied:

Use of sustainable building materials where possible ie composite timber cladding on buildings. Existing and new flood lights with will LED, there is a planning requirement for the academy building to be able to be linked to a district heating system in the future. Solar panels are being installed on the Hub and grant source heat pumps are being installed.

Renewable Energy

Score

(3) No impact or neutral impact

Score justification

To offset predicted energy demands, photovoltaic and battery storage system are being installed. It is unlikely, however, that they will cover the overall increased energy demands from the site.

Mitigatory measures applied:

See above / further details contacted in the planning application 23/01622/FUL

Ocean and Waterways

Score

(4) Short term or limited positive impact

Score justification

A SuDS scheme including infiltration and attenuation tank will be located under the car park. To prevent run off and polluted water during construction a construction methodology will be aligned to good practice: LEMP submitted to the LPA and compliance with CIRIA 2015. Artificial infill contained on the pitches will be protected from spreading onto the wider environments and water system through the provision of pedestrian 'detox' entrances.

Mitigatory measures applied:

Following FF good practice to maximise the containment of rubber crumb within the footprint of artificial pitches.

Air Quality

Score

(2) Short term or limited negative impact

Score justification

There will be a short term impact to air quality during the construction phase which will be minimised through a Construction Management Plan. Long term, whilst there will be intensified use of the site due to the outer pitch areas being dormant for the last couple of years, measures are being put in place to off site the environmental impact. These can be found in the planning application 23/01622/FUL

Mitigatory measures applied:

Site office during construction; Low emissions, low fuel consumption, low noise pollution
Travel Plan, objective to minimise use of single occupancy vehicle modes. Promote walking, cycling, and public transport as an alternative to car use. The Travel Plan links to national and local policy, including 'decarbonising transport'.

Materials and Waste

Score

(3) No impact or neutral impact

Score justification

Although this building includes new development which demands virgin materials, it also involves bringing derelict and underutilised buildings back into use. An intensified site also offers greater efficiencies for waste management and recycling. LED lights will ensure that indoor and outdoor lighting solutions require less frequent changes of light bulbs and therefore produce less waste. Infill from the rubber crumb and sand surfaces will be retained at 'place' through mitigation measures that include the installation of kick boards, and pedestrian 'detox entrances'. The operators of the site use waste management and recycling as part of their day to day management systems. Furthermore where possible existing assets will be repurposed during the build. For example the use of perimeter fencing by Plymouth Albion, that had previously been the perimeter fence of the hockey facility. As such, no major

impact on waste is predicted from this scheme.

Mitigatory measures applied:

Whitebox logistics team are responsible as per the planning application for managing a fully integrated site construction Waste Management Plan. This will include specifically engaging with contractors and supply chain partners to look for methods of reducing waste materials through the project and to maximise material reused, recycled and composted.

Climate Change Adaptation

Score

(4) Short term or limited positive impact

Score justification

The provision of additional artificial pitches is a positive outcome for the project and community, as significant rain fall in the preceding years has had a detrimental impact on the continuity of sport pitch provision and use for sports such as rugby and football. However the overall project will be more artificial surfaces and therefore likely increased run-off. The scheme includes a SuDS scheme to manage this and this potentially offers a net benefit overall.

Mitigatory measures applied:

Provision of SuDS scheme beneath the car park

Education / Engagement / Enabling Conditions

Score

(4) Short term or limited positive impact

Score justification

Firstly the facilities at the site provide a considerable increase in community access to the assets than at anytime in the last 25 years. There will be the opportunity for residents to walk across the site which they have been unable to do in the past. The provision of active spaces and the opportunity to use active travel are all positive attributes of the project. Greening Devonport Partnership and the Green Communities Team. Argyle Community Trust and the Football Club will be appointing a travel plan co-ordinator to promote and deliver the Travel Plan. This will involve actively engaging and listening to users to encourage active forms of travel.

Mitigatory measures applied:

Refer to planning application 23/01622/FUL Travel Plan