

**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 Wednesday 06 August 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 decisions detailed below may be implemented on Thursday 07 August 2025 if they are not called-in.

Delegated Decisions

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

- Ia. L04 25/26 - Supporting children in care to progress from residential children's homes Contract Award **(Pages 1 - 22)**
- Ib. L08 25-26 New lease to Cattewater Harbour Commissioners (CHC) **(Pages 23 - 42)**

EXECUTIVE DECISION

made by a Cabinet Member



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


Executive Decision Reference Number – L04 25/26

Decision	
1	Title of decision: Supporting children in care to progress from residential children's homes to progress to family settings.
2	Decision maker: Councillor Tudor Evans OBE (Leader of the Council)
3	Report author and contact details: Karen Blake, Head of Service karen.blake@plymouth.gov.uk
4	Decision to be taken: <p>1. Award of contract to Reconnect on a payment by results basis for support to step twenty-one children down from residential children's homes to foster care or to be reunified to their family achieving potential savings of £5.8m. Maximum contract value estimated to be £1m over two years subject to payment by results conditions as outlined.</p>
5	Reasons for decision: <p>1. Plymouth has experienced a growth in numbers of children in care and like many local authorities around the country, as a result of a severe national shortage of foster carers Plymouth currently has a high number of children in high-cost residential care creating a significant pressure for the Council. A significant cohort of these children in care are identified to be ready to step onto family settings, either foster care or with their own family. Focused work has been in place over the last year to achieve this for these children with limited success given the shortage of foster carers available nationally to meet the more complex needs of these children.</p> <p>2. Reconnect are offering to work with a limited number of Local authorities offering a model of planning and intervention aim to improve the well-being and stability of children who have experienced trauma and to allow successful care within a supportive family setting. Their model includes identifying potential foster carers from an extensive database they have access to suitable candidates, and assessing the carers and bringing them to our Fostering Panel for approval as Foster for Plymouth carers.</p> <p>3. Reconnect are offering to work with Plymouth on a payment by results basis with their costs being recouped from the savings achieved when they support a child to move from a higher to a lower cost placement to an agreed capped amount.</p> <p>4. Plymouth City Council will issue a statement of work to Team Matrix, our existing agency supplier, to compliantly directly award the contract to Re-connect through ESPO MSTAR (Managed Services for Temporary Agency Resources) 3 Framework. Team Matrix can provide support in managing the contract and ensuring timely payments on behalf of Plymouth City Council, in keeping with defined payment model.</p>
6	Alternative options considered and rejected: <p>1. To continue doing this ourselves and given the shortage of fostering placements nationally we have been having limited success leading to children remaining in high-cost residential settings which is not in accordance with their plan and creates a significant financial pressure for the Council.</p>

	2. To procure an alternative arrangement – there are limited alternatives in the market offering this model and prepared to work on a payment by results basis. Awarding a contract to Reconnect enables a quick start to maximise outcomes for children and financial return.			
7	<p>Financial implications and risks:</p> <p>Reconnect will work with an agreed cohort of 21 children providing therapeutic support and planning and foster carer recruitment for a fixed fee of £599.8k on a payment by results basis. When children in the agreed cohort step from residential to fostering, PCC will agree the in-year saving realised and Reconnect will invoice us at a maximum of the savings realised in the month to a total of £599.8k (inclusive) in the year (pro-rata for a start mid-way through the year). The payments will be made from the CYPFS revenue budget for placements for children in care.</p> <p>The PCC Lead Accountant for Children's Services will maintain a clear schedule of the 'pro-rata' amount to get to the £599.8k from the start. We don't know when the first savings will be made, but Reconnect anticipate that they will be working without invoicing Plymouth for 6 months+ from when they start the assessment phase.</p> <p>The average annual cost of the 21 children in the cohort currently in residential care is £368k. The average predicted cost annual cost on step down is £74.1k. The overall potential saving is £5.08m FYE.</p> <p>If savings from children in Reconnects cohort stepping down to foster care go over £3m in the year they can invoice us for an additional 10% of the incremental savings achieved in excess of the £3m. This works as a one time exercise at the end of the programme, i.e. the end of the 12 month Phase 3 work. So, if the run rate savings at the end of the programme were £4m, Reconnect would be paid 10% of the difference between the £4m and the £3m threshold, i.e. £1m x 10% = £100k.</p> <p>They charge us £10k for every foster carer household they identify/assess who is approved at our panel to enable a child in the cohort to step down from residential care.</p> <p>A condition will be built into the contract whereby Reconnect reimburse us for an element if children's step-down placements break down within the 12 month period of the Phase 3 work in the programme. Placement savings will only apply to the accumulative total if the child remains in their new placement. If the placement breaks down, only savings from the transition date to the break down date will be applicable towards Reconnect's set fee plus any additional fees if reaching £3m. Reconciliation will occur between Plymouth City Council and Reconnect to ensure that all parties agree to the savings achieved.</p> <p>The maximum contract value is estimated to be £1m over two years.</p>			
8	<p>Legal Implications: (For completion by Legal Officers)</p> <p>None arising from this report.</p>			
9	<p>Is the decision a Key Decision? (please contact Democratic Support for further advice)</p> <p>Please type an X into the relevant boxes</p>	Yes	No	<p>Per the Constitution, a key decision is one which:</p>
			x	in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total
		x		in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £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 <u>Forward Plan of Key Decisions</u>	26 June 2025		
I0	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:	Keeping children safe is a core priority in the Plymouth Plan. This decision is key to the Council's MTFP as the cost of residential care is creating a significant financial pressure for the Council. The programme can potentially reduce the costs of children in care to an upper potential revenue saving of £5.08m over the two years of the programme.		
I1	Please specify any direct environmental implications of the decision (carbon impact)	None.		
Urgent decisions				
I2a	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)
	Please type an X into the relevant box	No	X	(If no, go to section I3a)
I2b	Reason for urgency:			
I2c	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
Consultation				
I3a	Are any other Cabinet members' portfolios affected by the decision?	Yes	X	
	Please type an X into the relevant box	No		(If no go to section I4)
I3b	Which other Cabinet member's portfolio is affected by the decision?	Councillor Jemima Laing (Deputy Leader and Cabinet Member for Children's Social Care, Culture and Communications)		
I3c	Date Cabinet member consulted	23 May 2025		
I4		Yes		

	Has any Cabinet member declared a conflict of interest in relation to the decision? Please type an X into the relevant box	No	X	If yes, please discuss with the Monitoring Officer				
15	Which Corporate Management Team member has been consulted?	Name		David Haley				
		Job title		Director of Children's Services				
		Date consulted		09 June 2025				
Sign-off								
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)		JS17 25/26				
		Finance (mandatory)		ITG.25.26.024				
		Legal (mandatory)		LS/00001312/1/AC/26/6/25				
		Procurement (if applicable)		JS/SC/787/ED/0625				
		Corporate property (decisions involving Council owned land or facilities) (if applicable)		N/A				
		Human Resources (if applicable)		N/A				
Appendices								
17	Ref.	Title of appendix						
	A	Briefing report for publication						
	B	Equalities Impact Assessment						
	C	Climate Impact Assessment						
Confidential/exempt information								
18 a	Do you need to include any confidential/exempt information? Please type an X into the relevant box	Yes		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	X					
		Exemption Paragraph Number						
		1	2	3	4	5	6	7

18 b	Confidential/exempt briefing report title:							
Background Papers								
19	<p>Please list all unpublished, background papers relevant to the decision in the table below.</p> <p>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.</p>							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Cabinet Member Signature								
20	<p>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.</p>							
Signature				Date of decision		29 July 2025		
Print Name		Councillor Tudor Evans OBE (Leader of the Council)						

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Appendix A: Support to step children in care from residential to family placements briefing note



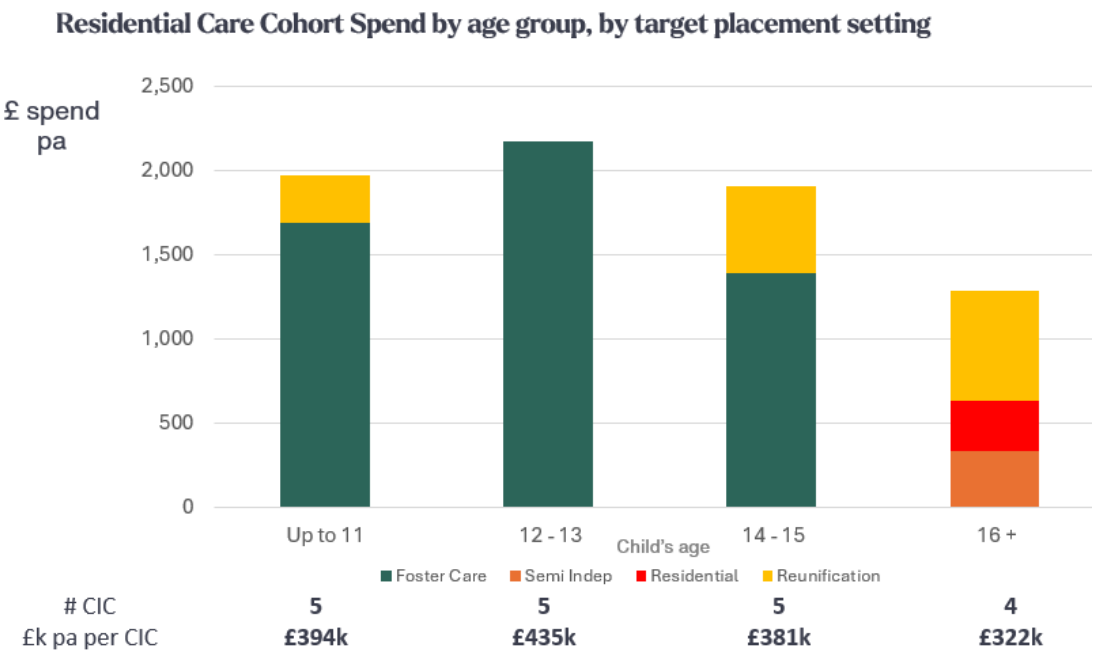
Purpose of the Programme

Plymouth have experienced a growth in numbers of children in care and like many local authorities around the country, as a result of a severe national shortage of foster carers Plymouth currently has a high number of children in high-cost residential care creating a significant pressure for the Council. A significant cohort of these children in care are identified to be ready to step onto family settings, either foster care or with their own family. Focused work has been in place over the last year to achieve this for these children with limited success given the shortage of foster carers available nationally to meet the more complex needs of these children.

The purpose of this programme is to develop and implement an approach to transition children and young people from residential care to a family-based setting, where their assessed need determines this as being appropriate and within their best interests. The planning and intervention aims to improve the well-being and stability of children who have experienced trauma and to allow successful care within a supportive family setting. The purpose is to also identify and support prospective carers for children and young people including foster carers, connected carers and parents to provide trauma informed care within an enhanced support network. This programme is needed now more than ever due to the rising cost of residential care, which is incompatible with the ever-increasing deficits and pressures on financial resources available to local authorities.

Proposal context and summary

The context for the proposal is that Plymouth City Council, in line with all English Local Authorities, is challenged by increases in high-cost Children’s Residential placements. In summary terms for Plymouth City Council, spend for the 19 children proposed for the programme is £7.4m pa.



The split in the bars in the chart above shows the potential changes in setting for children that Plymouth / Reconnect believe might be possible.

In its efforts to help turn possibility into realities, Plymouth would like to commission Reconnect to work with us. Reconnect have developed a programme to work with Local Authorities to address these issues, over an initial 14 month period (8 weeks “Phase 2” assessment, and 12 months “Phase 3” intervention). Reconnect will commit 4 – 6 FTE experienced practitioners over this period, working alongside Plymouth City Council Children’s Service social workers to achieve family-based care arrangements for children through foster care, reunification with parents and kinship care. The predominant change of setting is to Foster Care, given the low average age (13 years) of the cohort.

Payment for these services will be based on cost savings achieved as children transition from residential care, with a **total potential annualised saving of £5.8m per annum**.

Programme overview

There are two strands to the programme:

- **Assessment, Planning and Intervention** – the programme will focus on an initial cohort of 19 children, all of which have already been identified and profiled, amounting to £7.4m pa of residential care cost. Intensive therapeutically informed engagement will be undertaken with these children to identify suitable family-based settings, and to prepare them for these new arrangements. A detailed Project Initiation Document (PID) will be provided to set out these activities. All decisions regarding change of setting remain with Plymouth City Council.
- **Foster Carer recruitment** – Reconnect will work with Plymouth City Council to accelerate recruitment of appropriate foster carers, using its profession-specific recruitment database to carry out targeted recruitment campaigns – likely with per carer fees at enhanced rates and support arrangements, due to the profile of the cohort children both parties wish to transition. As well as targeted recruitment, we will also provide assistance to implement the new carer profile / support and fee levels; in addition we suggest that we work with Plymouth to identify candidates within the existing cohort of foster carers through a light-touch review of carer profiles.

Why Reconnect?

Reconnect have a proven model of practice to achieve the outcomes set out above, with 2024 clients including North-East Lincolnshire and Northamptonshire. The programme will be overseen by experienced senior social work leaders, and led by experienced senior managers, all of whom are social work qualified and have experience of working in different local authorities.

The Leadership team will be supplemented by a therapeutic team, overseen by a qualified therapist, as well as quality assurance and admin support resources to manage the programme (“Programme consulting” below). In addition, five family support practitioners and a manager will be recruited to work (fixed-term contracts) to support day-to-day intervention activities (“Intervention resources” below).

Commercial Model

Reconnect operate on a payment-by-results basis. Plymouth City Council will not be invoiced for any costs until savings through a change in care arrangements are achieved, and at no point will pay more than the current run-rate residential care costs.

Reconnect’s charges for Programme consulting are £35.4k for Phase 2 (6 – 8 weeks) with the remaining programme cost of £564.4k split over the remaining 12-month duration of the

programme, in line with savings accumulated – total £599.8k. This is based on senior Consulting resources from Reconnect leading and managing the programme, in line with the engagement with Plymouth to date, and “Intervention Resources” of 3 family support practitioners and a team manager, during Phase 3.

The costs above are inclusive of travel and accommodation costs for the Consulting team – mileage / travel costs for family support workers to visit children resident out of area will be invoiced separately.

It will be challenging to achieve the planned placement setting for each and every child, but as set out above, the risk inherent in the programme is borne by Reconnect due to the payment-by-results approach. As well as the fixed fee of £599.8k set out above, if savings exceed £3.0m pa at the end of the 12-month Phase 3 period, a success fee of 10% of savings above the £3.0m pa threshold will be charged.


Reconnect will also be recruiting foster carers for children, utilising an extensive database of professionals working locally. This is conducted on behalf of Plymouth City Council, and if carers assessed by Reconnect are successfully approved at Panel and a child in residential is placed with them, a recruitment fee of £10,000 will be paid by Plymouth.

If Reconnect identify other individuals who are interested in Fostering for Plymouth as part of the mainstream scheme their details will be passed to Plymouth for an assessment to be completed with no fee attached.

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APPENDIX B - EQUALITY IMPACT ASSESSMENT – STEPPING CHILDREN INTO FAMILIES FROM RESIDENTIAL CARE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Vivien Lines	Department and service:	Children’s Services – Children, Young People and Families	Date of assessment:	10 June 2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Karen Blake	Signature:		Approval date:	28 July 2025
Overview:	<p>We believe that children and young people in care should grow up in a family home with foster carers so that they can experience secure attachments and to support healthy development. Exceptionally, residential children’s homes can be appropriate to enable a young person to make progress with their emotional and behavioural needs in order to achieve a planned move back into a family home. We are committed to placing children in care in settings that are as close as possible to their home to enable them to maintain family and friendship relationships (where positive), access their social worker and local health and therapeutic services and maintain their school placements to support good outcomes including a supported and local transition to independence.</p> <p>Both cost and volume pressures are being experienced. A growth in demand has been seen of children with experiences of childhood neglect, trauma, disrupted attachments and additional learning needs. The number of children in care has risen as a result.</p> <p>Plymouth have experienced a growth in numbers of children in care and like many local authorities around the country, as a result of a severe national shortage of foster carers Plymouth currently has a high number of children in high-cost residential care creating a significant pressure for the Council. A significant cohort of these children in care are identified to be ready to step onto family settings, either foster care or with their own family. Focused work has been in place over the last year to achieve this for these children with limited success given the shortage of foster carers available nationally to meet the more complex needs of these children.</p> <p>The purpose of this programme is to develop and implement an approach to transition children and young people from residential care to a family-based setting, where their assessed need determines this as being appropriate and within their best interests. The planning and intervention aims to improve the well-being and stability of children who have experienced trauma and to allow successful care within a supportive family setting. The purpose is to also identify and support prospective carers for children and young people including foster carers, connected carers and parents to provide trauma informed care within an enhanced support network. This programme is needed now more than ever due to the rising cost of residential care, which is incompatible with the ever-increasing deficits and pressures on financial resources available to local authorities.</p>				

	The provider will commit 4 – 6 FTE experienced practitioners over this period, working alongside Plymouth City Council Children's Service social workers to achieve family-based care arrangements for children through foster care, reunification with parents and kinship care. The predominant change of setting is to Foster Care, given the low average age (13 years) of the cohort.
Decision required:	I. Award of contract to Reconnect on a payment by results basis for support to step twenty-one children down from residential children's homes to foster care or to be reunified to their family achieving potential savings of £5.8m. Maximum contract value estimated to be £1m over two years subject to payment by results conditions as outlined.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	X
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		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The proposal aims to be inclusive of all children who meet the criteria for being in need of a placement in a children's home and ready for step down to fostering, this is not affected by any protected characteristics. The approach aims to be inclusive of all children in their diverse needs and presentations, however, I have detailed this further below.			

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	Plymouth	No adverse impact	The proposal intentionally creates an offer that is flexible and allows children of all ages to access the support that they need at the time that they need them. The offer enables children of all ages to have a fair and equal provision.	Transformation Team and CYPFS (Children, Young People and Families) are responsible department. Timescale is within 12 months dependent on the child's timescales and identification of foster family.
	<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.			
	South West			
	<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.			
	England			
	<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.			
	(2021 Census)			

<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>	No adverse impact	Children who are care experienced will have the same opportunity to access the support as all other children. They may even be more likely to secure a place if their current home is not in Plymouth.	<p>Transformation team and CYPFS (Children, Young People and Families) are responsible department.</p> <p>Timescale is within 12 months dependent on the child's timescales and identification of foster family.</p>
<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	No adverse impact	The support approach will consider the needs of all children and offer a service which is fully inclusive of their needs in line with the registration of the home.	<p>Transformation team and CYPFS (Children, Young People and Families) are responsible department.</p> <p>Timescale is within 12 months dependent on the child's timescales and identification of foster family.</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	The service will have a diverse workforce who are highly skilled and offer a therapeutic approach to care.	Transformation team and CYPFS (Children, Young People and Families) are responsible department. Timescale is within 12 months dependent on the child's timescales and identification of foster family.
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	No adverse impact	The service will support all children, where applicable, into their transition to adulthood. They will be mindful and supportive to young peoples' personal choices and preferences.	Transformation team and CYPFS (Children, Young People and Families) are responsible department. Timescale is within 12 months dependent on the child's timescales and identification of foster family.
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	The service will support all young people in their development and work with partners, agencies and other providers who specialise in parent and child care.	Transformation team and CYPFS (Children, Young People and Families) are responsible department. Timescale is within 12 months dependent on the child's timescales and identification of foster family.

Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	No adverse impact.	The service will support children of all races and will aim to provide a workforce which reflects this diversity.	<p>Transformation team and CYPFS (Children, Young People and Families) are responsible department.</p> <p>Timescale is within 12 months dependent on the child's timescales and identification of foster family.</p>
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>	No adverse impact	The service will support children in their personal choices and family preferences to engage in and practice their religious and cultural beliefs. Where applicable they will be supported to access religious communities or sites as a part of their care plan.	<p>Transformation team and CYPFS (Children, Young People and Families) are responsible department.</p> <p>Timescale is within 12 months dependent on the child's timescales and identification of foster family.</p>

Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact	The service will support children regardless of gender and will aim to provide a workforce which reflects a mix of gender.	Transformation team and CYPFS (Children, Young People and Families) are responsible department. Timescale is within 18 months dependent on successful purchase of properties, development of properties to meet with Children's Homes Regulations 2015 and full Ofsted registration.
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	The service will support children in their sexual development and provide a tolerant and inclusive environment in which they can grow and learn safely.	Transformation team and CYPFS (Children, Young People and Families) are responsible department. The service will support children of all races and will aim to provide a workforce which reflects this diversity.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	N/A	N/A	N/A

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
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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 	The offer aims to accommodate all children in the city in which they already live, to maintain engagement with their local community, family and school to ensure they are fully included.	N/A	N/A
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	The service aims to nurture and wrap support around young people whether they are care experienced or not.	N/A	N/A
Build and develop a diverse workforce that represents the community and citizens it serves.	The service will have a full and fair recruitment process with an aim to employ a workforce which reflects a child's family life and relationships.	N/A	N/A
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.	The service will maintain positive links with partners in the Police to ensure that there is a positive promotion of behaviour an expectations while also promoting a safe community.	N/A	N/A

Reconnect

Project details

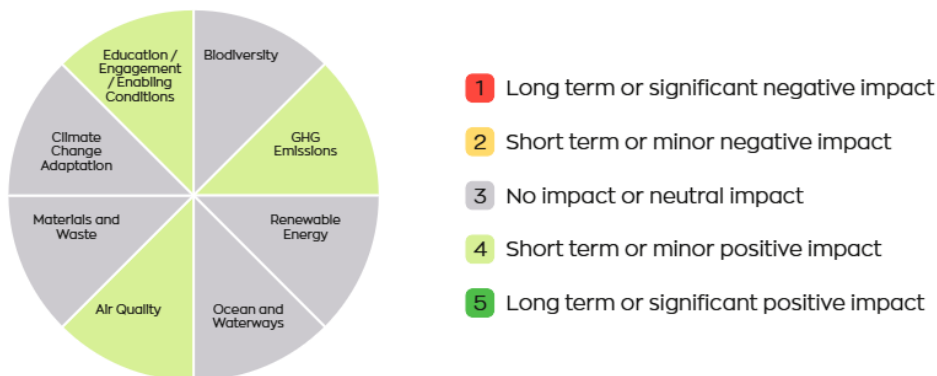
Assessment author

Vivien Lines

Project summary

Award of contract to Reconnect on a payment by results basis for support to step twenty-one children down from residential children's homes to foster care or to be reunified to their family.

Summary of assessment



The report has minimal impact on conservation. The key impact will be on increasing the number of children in homes closer to Plymouth reducing the need for professionals to travel around the country creating emissions.

Assessment scores

Biodiversity

Score

(3) No impact or neutral impact

Score justification

Nature conservation is not a part of this project.

GHG Emissions

Score

(4) Short term or limited positive impact

Score justification

The project will result in more children being placed in homes closer to Plymouth reducing emissions from reduced transport.

Renewable Energy

Score

(3) No impact or neutral impact

Score justification

No impact on renewable energy.

Ocean and Waterways

Score

(3) No impact or neutral impact

Score justification

No impact on oceans and waterway.

Air Quality

Score

(4) Short term or limited positive impact

Score justification

The project will lead to more children being placed in homes closer to Plymouth reducing the need for professionals to make visits around the country.

Materials and Waste

Score

(3) No impact or neutral impact

Score justification

This development has no impact on materials and waste.

Climate Change Adaptation

Score

(3) No impact or neutral impact

Score justification

This project will not impact on climate change.

Education / Engagement / Enabling Conditions

Score

(4) Short term or limited positive impact

Score justification

Increased number of children in homes closer to Plymouth will support climate friendly behaviours - reduced journeys.

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EXECUTIVE DECISION

made by a **Cabinet Member**



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

Executive Decision Reference Number – L08 25/26


Decision	
1	Title of decision: New lease to Cattewater Harbour Commissioners (CHC)
2	Decision maker (Cabinet member name and portfolio title): Councillor Tudor Evans OBE (Leader of the Council)
3	Report author and contact details: James Watt, Head of Land and Property james.watt@plymouth.gov.uk
4	Decision to be taken: To grant a 30 year lease of the Boathouses and adjacent land at Commercial Wharf to the CHC
5	Reasons for decision: <ol style="list-style-type: none"> CHC intend to invest to establish Commercial Wharf as a destination in its own right, promoting employment and economic growth in the local area. Investment and ongoing management will focus on creating a more welcoming area for tourism, marine tourism and residents, including cruise, tall ships, superyacht and leisure passengers arriving on Commercial Wharf after alighting on the Barbican Landing Stage; The property represents a significant current and contingent liability for the Council in respect of ongoing maintenance and repair requirements; Whilst CHC operate on a commercial basis, due to their status as a Trust Port they reinvest any profit back into facilities and resources to help maintain and improve the port for the benefit of its user; Lease terms will protect the Council's financial position by ensuring that the Council receives an appropriate share of income generation.
6	Alternative options considered and rejected: <ol style="list-style-type: none"> Not to proceed and retain and manage the asset direct This option has been discounted due to the loss of opportunity of third party investment into the public realm in the locality and the ability to mitigate current and future major repair liabilities along with taking advantage of CHC's specialist knowledge in managing this waterfront asset. Offer lease to another third party This option has been discounted as no other party would have a special interest in the site by virtue of their ownership and operation of the adjoining commercial landing stage. Freehold disposal The option has been discounted as the Council would lose future control over a key waterfront site which can be protected in the proposed lease terms.
7	Financial implications and risk:

	<p>Leasing the property will result in a potential net gain for the Council when considering the transfer of the Council's repair and maintenance liabilities coupled with receiving a significant proportion of the ongoing occupational rents. Future financial risk in connection to the property is substantially mitigated.</p> <p>The investment by CHC will also help to stimulate economic and employment growth in Plymouth.</p>			
8	<p>Legal Implications</p> <p>Commercial Wharf is subject to the provisions of the City of Plymouth Act 1987.</p> <p>Nothing should be done on the wharf that interferes with the use of the wharf for recreation or for the embarking or landing of passengers.</p> <p>The lease will include a provision to comply with the terms of the Act in so far as they relate to the wharf.</p> <p>The Council is under an obligation under s123 Local Government Act to obtain the best price reasonably obtainable when disposing of assets, which includes the grant of leases over seven years. The Council can rely on the Local Government Act 1972 General Disposal Consent (England) 2003 to dispose of land for less than the best consideration where they consider the purpose of the disposal is likely to contribute to the promotion or improvement of the economic, social or environmental well-being of the area and the extent of the undervalue does not exceed £2 million.</p> <p>This proposal, for the reasons set out in the report, will contribute to the economic wellbeing of the City and the proposed rent does not result in an undervalue exceeding £2 million.</p>			
9a	<p>Is the decision a Key Decision? (Please contact Democratic Support for further advice)</p>	<p>Yes</p>	<p>No</p>	<p>Per the Constitution, a key decision is one which:</p>
			X	in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total
			X	in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1 million
			X	is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.
	<p>If yes, date of publication of the notice in the Forward Plan of Key Decisions</p>	N/A		
10	<p>Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</p>	Spending Money Wisely – The decision will help facilitate the development of Commercial Wharf into an attractive visitor destination as well as a saving in revenue budgets for property maintenance.		
11	<p>Please specify any direct environmental implications of the decision (carbon impact)</p>	No impact anticipated.		

Urgent decisions

12	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support (democraticsupport@plymouth.gov.uk) for advice)
		No	X	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
Consultation				
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes	X	
		No		(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?	Councillor Mark Lowry (Cabinet Member for Finance) Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development, and Communities)		
13c	Date Cabinet member consulted	17 July 2025		
14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		If yes, please discuss with the Monitoring Officer
		No	X	
15	Which Corporate Management Team member has been consulted?	Name	Glenn Caplin-Grey	
		Job title	Strategic Director for Growth	
		Date consulted	17 July 2025	
Sign-off				
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	JS18 25/26	
		Finance (mandatory)	OW.25.26.070	
		Legal (mandatory)	LS/00001312/1/AC/29/7/25	
		Human Resources (if applicable)	N/A	
		Corporate property (if applicable)	N/A	

		Procurement (if applicable)		N/A				
Appendices								
17	Re f.	Title of appendix						
	A	Briefing report for publication						
	B	Equalities Impact Assessment						
	C	Briefing Report Part II						
Confidential/exempt information								
18 a	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
18 b	Confidential/exempt briefing report title: C - Briefing Report Part II			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 and those who do not. For further details please see the EIA attached.							

Signature		Date of decision	30/07/2025
Print Name	Cllr Tudor Evans, Leader		

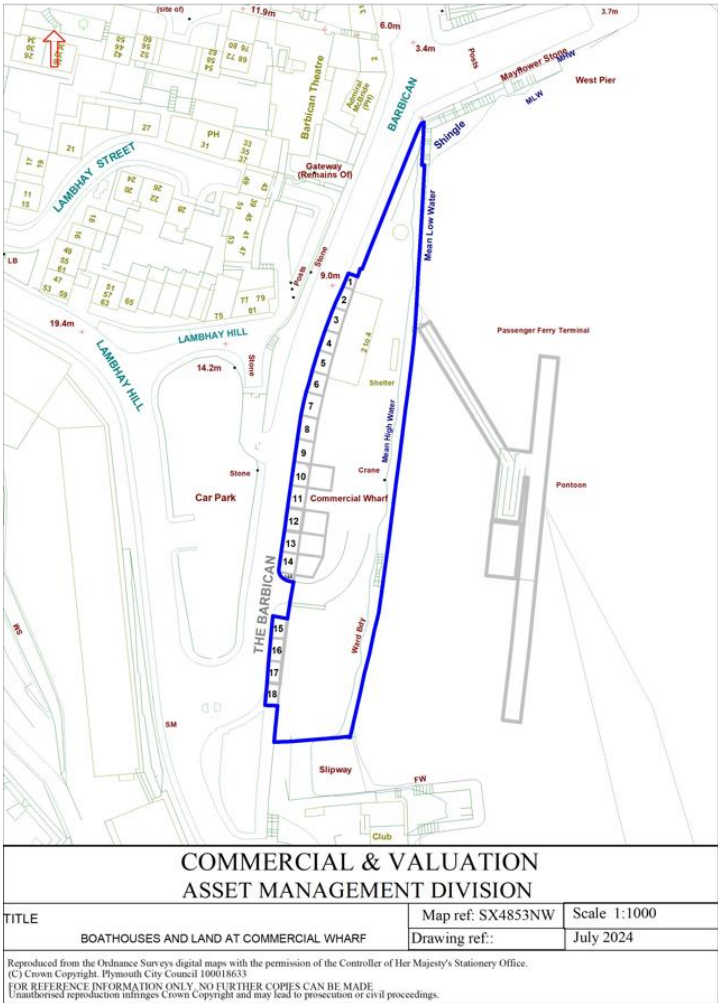
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PART I BRIEFING REPORT

Grant of a 30 year lease of Boathouses and adjacent land at Commercial Wharf to Cattewater Harbour Commissioners (CHC)



- I.0 Background
- I.1 Commercial Wharf, Madeira Road, Plymouth (see plan below with land edged blue) is an area of land and buildings situated along the waterfront on the Barbican. The property is comprised of 19 boathouses which are held on occupational leases by a variety of tenants, and the wharf itself which is a hard surface to the front of the boathouses and utilised as seating areas for some of the businesses under licence agreements.
- I.2 An overarching lease of the property to Cattewater Harbour Commissioners (CHC) will enable them to invest and establish Commercial Wharf as a cruise destination in its own right, promoting employment and economic growth in the local area. In addition, it will remove a substantial liability for the Council in relation to current and future maintenance.
- I.3 CHC hope to create a more welcoming feel to this historic wharf, to attract more tourists, visitors and marine tourism including cruise, tall ships, superyacht and leisure passengers embarking or disembarking from the nearby Barbican Landing Stage.
- I.4 As part of the lease agreement, CHC will ensure the wharf remains in good repair – including structures, surfaces and sea walls. They will also be responsible for keeping the public spaces neat and tidy and have agreed to invest at least £50,000 a year in capital improvements for the first three years of the lease.



2.0 Alternative Options Considered and Rejected

2.1 Not to proceed with the lease and to retain and manage the asset directly

This option has been discounted due to the loss of opportunity of third party investment into the public realm in the locality and the ability to mitigate current and future major repair liabilities along with taking advantage of CHC's specialist knowledge in managing this waterfront asset

2.2 Offer lease to another third party

This option has been discounted as no other party would have a special interest in the site by virtue of their ownership and operation of the adjoining commercial landing stage

2.3 Freehold Disposal

The option has been discounted as the Council would lose future control over a key waterfront site which can be protected in the proposed lease terms

3.0 Decision to be taken

3.1 To proceed with the granting of a lease to CHC

4.0 Reason for Decision

4.1 CHC want to invest to establish Commercial Wharf as a destination in its own right, promoting employment and economic growth in the local area. Investment and ongoing management will focus on creating a more welcoming area for tourism, marine tourism and residents, including cruise, tall ships, superyacht and leisure passengers arriving on Commercial Wharf after alighting on the Barbican Landing Stage

4.2 The property represents a significant current and contingent liability for the Council in respect of ongoing maintenance and repair requirements

4.3 Whilst CHC operate on a commercial basis, due to their status as a Trust Port they reinvest any profit back into facilities and resources to help maintain and improve the port for the benefit of its user

4.4 Lease terms will protect the Council's financial position by ensuring that the Council receives an appropriate share of income generation

EQUALITY IMPACT ASSESSMENT – PUBLIC OPEN SPACE ADJ POUNDS HOUSE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Christina Schwartz, Surveyor	Department and service:	Land & Property Team, Economic Development	Date of assessment:	17/07/2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	James Watt, Head of Land & Property	Signature:	James Watt	Approval date:	29/09/2025
Overview:	The decision relates to the grant of a new 30-year lease to Cattewater Harbour Commissioners (CHC) – the statutory harbour authority, of land and property at Commercial Wharf, situated beneath Commercial Road within the iconic Barbican area of Plymouth.				
Decision required:	To grant a 30 year lease to CHC having considered the information contained within the briefing reports.				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	x
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		No	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The long lease of this land will have no effect on the accessibility of the area and will have no negative impact on users. There will be positive impacts on			

the local environment and users of the area due to investment by the Cattewater Harbour Commissioners.

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
Age	<p>Plymouth</p> <ul style="list-style-type: none">• 16.4 per cent of people in Plymouth are children aged under 15.• 65.1 per cent are adults aged 15 to 64.• 18.5 percent are adults aged 65 and over.• 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none">• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.• 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none">• 17.4 per cent of people are aged 0 to 14.• 64.2 per cent of people are aged 15 to 64.• 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			

<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>			
<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>			

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).			
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).			
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.			

Race	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>			
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>			
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
Sexual orientation	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	N/A		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
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	No impact		
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	No impact		
Build and develop a diverse workforce that represents the community and citizens it serves.	No impact		
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.	No impact		

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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