



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 10 October 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 immediately.

Delegated Decisions

I. Council Officer Decision - David Draffan, Service Director for Economic Development:

- I.a. COD07 25/25 - Contract Award: Plymouth Sound National Marine Park (PSNMP) Mount Batten Pontoon **(Pages 1 - 52)**

EXECUTIVE DECISION

made by a Council Officer



REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL COUNCIL OFFICER

Executive Decision Reference Number – COD07 25/26

Decision	
1	Title of decision: Contract Award: Plymouth Sound National Marine Park (PSNMP) Mount Batten Pontoon
2	Decision maker: David Draffan, Service Director for Economic Development
3	Report author and contact details: Sharon Mercer (Head of Strategic Programmes), Sharon.Mercer@plymouth.gov.uk ; 01752 308808
4a	Decision to be taken: <ol style="list-style-type: none"> To Award the Mount Batten Pontoon & Bridgehead Works Contract to Teignmouth Maritime Services Ltd for a total value of £3,201,125.90 To approve any contract modification(s) up to the maximum value of the contingency allowance set out within the Procurement Decision Report – Part II, provided the modification(s) does not alter the overall nature of the contract
4b	Reference number of original executive decision or date of original committee meeting where delegation was made: DL02 2526 Plymouth Sound National Marine Park PSNMP Mount Batten Pontoon
5	Reasons for decision: <p>This Mount Batten Pontoon replacement is part of the Plymouth Sound National Marine Park (PSNMP) project and seeks to deliver a more accessible pontoon to enable the Centre to provide better access to the activities for those with additional needs and ensuring more and more diverse people can engage with the heritage of the Sound.</p> <p>The pontoon will also deliver a new permanent home for the Mount Batten Water Ferry in a more sustainable location and to continue to operate a vital transport link to the Mount Batten Peninsula and repair a PCC asset in terms of the bridgehead where the pontoon operates from.</p> <p>This decision will award the contract to deliver the pontoon. This contract award follows an Preliminary Market Engagement exercise and advertised Invitation to Tender process, with TMS identified as the highest scoring supplier based on quality, price and social value award criteria.</p>
6	Alternative options considered and rejected: <ol style="list-style-type: none"> Do Nothing - Would result in delivery of a minimal pontoon using only already approved budget that would deliver some of the needs of the Centre, but would not deliver the Ferry requirements. This option was rejected because it would result in termination of the Ferry service to the Mount Batten peninsula, the new bridge would be fitted to a structure that is not fit for purpose and would fail in the future, creating a health and safety issue that would make the pontoon unusable for all users resulting in significant additional cost in the near future.

	2. Delivery of the Ferry requirements and bridgehead repairs, but not deliver the commercial berths: This option was rejected as the commercial berths would provide an on-going revenue which would help to maintain and operate the pontoon.			
7	Financial implications and risks: Total of pontoon project (including commercial berths to generate a revenue income) is £4.2m. Executive Decision DL02 2526 Plymouth Sound National Marine Park PSNMP Mount Batten Pontoon approved the uplift of the budget to enable the contract award based on the TMS tender price. Risks; <ul style="list-style-type: none">• Project costs could increase further due to unknowns at this stage. However included in this proposal is appropriate contingency allowances to mitigate any further costs increase. The pontoon project will be an NEC contract that means only approved compensation events could impact the cost, due to the extensive investigation works already completed and provided at the point of tender therefore would have been allowed for by the contractor.• Marine works for the pontoon are impacted and delayed by winter storms. Contingency allowance made to cover downtime for crew and jack-up barge, as well as other unknown factors.• Contract Award is not achieved before the TMS tender price guarantee expires.			
8	Legal Implications and risks: (AC) A complaint procurement process has been undertaken. With regard to the contract it is understood that we have engaged Moffat & Nicholls as our NEC project managers for this works and they will be advising us of any risks associated with the NEC contract.			
9a	Is the decision a Key Decision? (please contact Democratic Support for further advice)	Yes	No	Per the Constitution, a key decision is one which:
			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 , 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.
9b	If yes, date of publication of the notice in the Forward Plan of Key Decisions	N/A		
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:	The PSNMP programme is key strategic priority for the Council and links to the following Corporate Plan priorities: <ul style="list-style-type: none">• Make Plymouth a great place to grow up and grow old. This project seeks to enhance both Plymouth as a city and its citizens wellbeing by reconnecting people to the ocean		

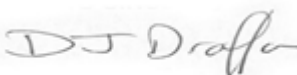
		<p>and all the wellbeing benefits that brings. Being the home of the UK's first National Marine Park brings huge prestige to the city that raises the profile of the city national and internationally all of which encourages more investment and visitors to the city.</p> <ul style="list-style-type: none"> • Green Investment, Jobs, Skills and Better Education are delivered within the PSNMP project. Investment in local business, Inspire element will focus on Skills development and schools programme that seeks to engage with every primary school in Plymouth either annual for four years or for one full school year. In addition the delivery of a new more sustainable location for the Mount Batten Water Ferry to land is part of Green Investment in sustainable transport routes. • Spending Money Wisely is a clear aim of the project. All ideas for the programme were tested in the development phase and capital plans were developed to RIBA 3 to ensure only the essential items were included and this was done through many rounds of review and value engineering to develop the solutions that represent the best value of money. <p>The Mount Batten Centre through its activities which require the more accessible pontoon are an essential delivery partner to achieving the aim of the PSNMP project.</p>
I I	Please specify any direct environmental implications of the decision (carbon impact)	<p>The environmental implications for the PSNMP programme including the Mount Batten pontoon were identified and considered as part of the original business case in approved by the Cabinet in Feb 2024. This decision does not change the environmental implications already considered. A climate impact assessment is attached for the Mount Batten Pontoon project.</p>

Urgent decisions

I 2a	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 for advice)
		No	X	(If no, go to section I 3a)
I 2b	Reason for urgency:			
I 2c	Scrutiny Chair signature:		Date	
	Scrutiny Committee name:			
	Print Name:			

Consultation

I3a	Which Cabinet Member's portfolio does this decision relate to?	Councillor Tudor Evans OBE (Leader of the Council)		
I3b	Date Cabinet Member consulted	25 September 2025		
I3c	Are any other Cabinet members' portfolios affected by the decision?	Yes	X	
		No		(If no go to section I4)
I3d	Which other Cabinet member's portfolio is affected by the decision?	Councillor Sue Dann (Cabinet member for Customer Experience, Sport, Leisure and HR and OD) Councillor Chris Penberthy (Cabinet member for Housing, Cooperative Development and Communities)		
I3e	Date other Cabinet member(s) consulted	Councillor Sue Dann – 10/07/2025 Councillor Chris Penberthy – 14/08/2025		
I4	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes	X	Councillor Tudor Evans OBE
		No		
I5	Which Corporate Management Team member has been consulted?	Name	Glenn Caplin-Grey	
		Job title	Strategic Director for Growth	
		Date consulted	01/10/2025	
Sign-off				
I6	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	JS3I 25/26	
		Finance (mandatory)	ITG.25.26.066	
		Legal (mandatory)	LS/0001312/3/AC/2/10/95	
		Human Resources (if applicable)	N/A	
		Corporate property (if applicable)	FM/251002/005	
		Procurement (if applicable)	SN/PS/800/ED/1025	
Appendices				
I7	Ref.	Title of appendix		
	A	Briefing report for publication - <i>MB Pontoon Contract Award - Briefing Report v5</i>		
	B	Equalities Impact Assessment - <i>250804-PSNMP-MB-EqIA-Mount-Batten-MW</i>		
	C	Climate Impact Assessment - <i>Mount Batten Pontoon_MOU-3478-25_19-05-2025_FINAL (1)</i>		
Confidential/exempt information				
I8a	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

		No	publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below.					
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title: Procurement Decision Record Pontoon Tender v3.2 (Signed)			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
Council Officer 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		3 October 2025		
Print Name		David Draffan, Service Director for Economic Development						

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Mount Batten Pontoon & Bridgehead Works Contract Award Briefing

Contract Award Briefing Paper Part I



1. EXECUTIVE SUMMARY

2. The Mount Batten Centre pontoon and bridgehead works meet the following requirements:

- 2.1.1. Replacement of the Mount Batten Water and Activity Centre pontoon as part of the National Lottery Heritage Funded Plymouth Sound National Marine Park (PSNMP)
- 2.1.2. Replacement of the Mount Batten Ferry landing stage (condemned). The previous landing stage and bridge were condemned and operations moved to the Mount Batten Centre existing pontoon. The new facility will meet both requirements.
- 2.1.3. Bridgehead repairs. The bridgehead that supports the bridge to the Mount Batten pontoon has been identified as needing repair and strengthening works, at the request of FM these works have been incorporated into this project.

(2) The three elements were incorporated within the tender for the pontoon replacement works.

3. BACKGROUND

- (3) This award covers the replacement of the Mount Batten Water sports and Activity Centre pontoon, provision for the public realm to enable the Mount Batten ferry to operate and essential repairs to the bridgehead or seawall where the connecting bridge comes ashore. The works compliment the refurbishment of the Mount Batten Water Sports and Activity Centre, public realm and Mount Batten Tower (amenities) already underway.

4. PROCUREMENT PROCESS

- (4) An advertised Invitation to Tender procurement process was undertaken, in accordance with the Council's Contract Standing Orders, and issued via Supplying The South West portal on the 23rd May 2025. In accordance with Procurement Act 2023, a Tender Notice was published on Find A Tender: [Mount Batten Pontoon Replacement - Find a Tender](#)
- (4) Tenderers passing all the pass/fail criteria at Conditions of Participation stage had their responses evaluated, within Part 2-Award, by the Council to determine the most advantageous tender based on the quality, price and social value criteria that are linked to the subject matter of the contract
- (4) Tenderers were asked to submit a Tender for the core requirement (Option A) and for Options B and C. Option A formed the basis of the tender evaluation. Options B and C were for information-only purposes, however the Council reserves the right to award Options B and/or C to the successful Tenderer. On this occasion, the Council has accepted the case for all options to be delivered by the successful Tenderer.

The high level award criteria was as follows:

Criteria	Weighting
Price	40%
Quality	55%
Social Value	5%

TOTAL	100%
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(4) 3 tender submissions were received by the submission deadline of 11th July 2025. The tender submissions were independently evaluated by Council Officers and external consultants all of whom have the appropriate skills and experience, in order to ensure transparency and robustness in the process.

(4) The evaluation results are contained in the confidential (part II) paper.

5. RECOMMENDATION

1. To Award the Mount Batten Pontoon & Bridgehead Works Contract to Teignmouth Maritime Services Ltd for a total value of £3,201,125.90
2. To approve any contract modification(s) up to the maximum value of the contingency allowance set out within the Procurement Decision Report – Part II, provided the modification(s) does not alter the overall nature of the contract

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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Mount Batten Pontoon

Project details

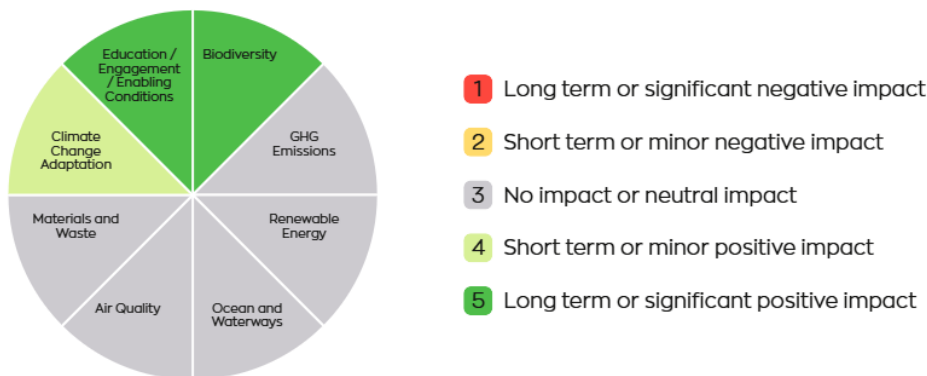
Assessment author

Jon Parr

Project summary

Replacement of the Mount Batten Water Sports & Activity Centre pontoon. The project will also provide landing for the Mount Batten Ferry & substantial repair to the Bridgehead

Summary of assessment



The deconstruction of the old pontoon and the building of the new pontoon will short term localised impact in terms of construction and water quality. The impact is mitigated through carbon monitoring at all stages and enhancements of the biodiversity through interventions as well as the educational benefits linked to the aims of the Plymouth Sound National Marine Park

Assessment scores

Biodiversity

Score

(5) Long lasting or extensive positive impact

Score justification

The works are part of the Plymouth Sound National Marine Park whose primary aim is to connect the people of Plymouth with the natural world around them. The pontoon is a direct replacement of an existing structure (5m to seaward of the existing structure). Diver video of the seabed shows limited biodiversity. The biodiversity will be enhanced through mitigation to the replacement sea wall (through tiles/bioblocks) and there is potential for an

educational resource with with settlement panels on the pontoon and cameras relaying to the centre itself

Mitigatory measures applied:

mitigation to the replacement sea wall (through tiles/bioblocs) and there is potential for an educational resource with with settlement panels on the pontoon and cameras relaying to the centre itself

GHG Emissions

Score

(3) No impact or neutral impact

Score justification

Limited construction emissions. There will be carbon monitoring of the design and construction processes. Construction will be undertaken from vessels

Mitigatory measures applied:

Companies asked to monitor carbon.

Renewable Energy

Score

(3) No impact or neutral impact

Score justification

There is limited energy requirements for the pontoon - public realm and marina lighting and fresh water. Provision will be made for conduit to hold recharging technology for future proofing

Ocean and Waterways

Score

(3) No impact or neutral impact

Score justification

Construction will include piling into the seabed and some limited local disturbance. All construction will be monitored and undertaken under a licence from the Marine Management Organisation. Any effect on water quality/turbidity will be very limited. An assessment has been taken under the Water Framework Directive for the licence application with no issues raised

Longer term the effects will be positive

Mitigatory measures applied:

Marine biodiversity and education measures - tiles/bioblocs and cameras on settlement panels

Air Quality

Score

(3) No impact or neutral impact

Score justification

Increased limited construction activity including vessels - piling barge and crane

Mitigatory measures applied:

Successful firm will have to undertake carbon monitoring of all operations (including removal of existing structures)

Materials and Waste

Score

(3) No impact or neutral impact

Score justification

The existing structures will be disposed of by the contractor. Where recycling can be used it will be implemented as part of the carbon accounting of the project

Mitigatory measures applied:

Carbon accounting of disposal of existing infrastructure

Climate Change Adaptation

Score

(4) Short term or limited positive impact

Score justification

The project is part of the National Marine Park which is seeking to engage with the people of Plymouth on the climate emergency. Sea level rise and impact is one of those issues. By raising awareness we are improving the resilience of the community.

Education / Engagement / Enabling Conditions

Score

(5) Long lasting or extensive positive impact

Score justification

The Mount Batten Centre and pontoon look to connect the people of Plymouth to the Ocean. We have a marine citizen pathway and within the structures are encouraging dialogues on climate change, sea level rise, resilience and adaptation. Contractors are required to provide details of how they will approach the climate crisis and structures they will provide to enhance biodiversity.

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EQUALITY IMPACT ASSESSMENT – MOUNT BATTEN PONTOON – PLYMOUTH
SOUND NATIONAL MARINE PARK

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Jessica Jarvis	Department and service:	Economic Development, Place	Date of assessment:	01/08/2025
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Kathryn Deeney	Signature:		Approval date:	4 th August

Overview:

The National Lottery Heritage Fund (NLHF) Round 2 bid was successful, and the full grant applied for was approved by the NLHF Board in Dec 2023. The focus of the project is to support underserved communities in Plymouth to have increased access to the sea and coast through a suite of both capital and revenue interventions.

The delivery stage of the project will catalyse work to deliver the NMP vision over a 5 year period, starting in January 2024 following the discharging of the grant conditions and acceptance of the grant funding.

The project is an integrated, transformative collaborative programme of work to enable a new relationship between the city and sea, which benefits people and nature. The aim of the different areas of the project is to work holistically together to bring the NMP to life. The project includes.

- An inclusive Activity Plan, which will provide different communities with opportunities to engage with the Park, discover and learn more about the NMP and support activities to help enhance and care for the Park.
- Sensitive Capital enhancements to key hubs along the waterfront opening up new places and spaces for communities to enjoy and engage with the NMP.
- Pioneering nature restoration initiatives.
- An innovative Digital Park to ensure the heritage beneath the waves is visible, accessible and inspirational.

- An Interpretation Plan which will highlight the past, present and future, co-designed with our communities and reaching into the heart of our city.

This cohesive programme has been designed to enable a new sustainable relationship with the sea. By removing identified barriers to access, it will enable communities across the city to engage with the NMP in a manner that is relevant and beneficial to them. There will be a focus on working alongside communities that currently have little or no engagement with the NMP. This will deliver significant benefits and ensure that the NMP is inclusive and welcome for all.

The Capital works are a huge enabler to encourage this sustainable relationship with the sea by providing new and engaging access points to the Ocean.

At Mount Batten the capital works include the largescale restoration of the Mountbatten Watersports and Activity Centre (ground floor) and the redesign of the public spaces with increased access to the Mount Batten Tower scheduled monument. The Mount Batten Watersports and Activity Centre ground floor works include new accessible changing facilities, reimagined café and outdoor seating area. Separate but complimentary to this current work, the centre’s pontoon will be replaced to allow new facilities and public access.

Engagement in Project Design

To help inform the project design and delivery and, ensure that equality diversity and inclusion is at the center of our project, we have engaged with local community organisations including ethnic minorities, disability groups, the LGBTQ+ community, and organisations that work with neurodivergent individuals.

During the test and trial phase we have spoken directly to 10,000 people, inspired over 7,000 school children, reached millions through our digital engagement and motivated over 200 people to become volunteers. The project team and partners have worked with our communities to provide genuine engagement and a deep understanding of how this project can drive a very positive transformation for people, the environment and Plymouth.

Over the past 2 years the project has ensured inclusive engagement has enabled communities to shape the project that will be submitted at the next stage, as well as ensuring people had the opportunity to interact with the NMP in new ways.

The Development Phase research and consultation programme clearly established how local people, communities and businesses perceive the area and its heritage. The majority of feeling was overwhelmingly positive, consistent with data from the 2022 City Survey which recorded that 97.8% of respondents said that Plymouth Sound was either Important or Very Important to them. The findings from this research has led to the identification of a set of barriers to engagement which are mitigated by a programme of activities as we have set out in the table below.

Based on desk research, consultation and pilot projects, the priority audiences for this project, i.e. communities that feel disconnected, are confirmed as:

	<ul style="list-style-type: none"> Families with school-age children Adults (55+) from lower income neighborhoods Plymouth catchment schools (primary, secondary and SEND) Students: Higher and Further education People with health conditions or impairments • People from ethnic minority backgrounds <p>The research underlined the importance of co-design and co-development with community groups and communities of interest. Co-development is embedded in the Activity Plan methodology, aligned to each priority audience, with input from specialist sector charity.</p> <p>The full Business Case and an Executive Decision to accept the funding and add it to the capital programme was presented to cabinet 12 February and was approved (minute reference 103).</p>
Decision made:	<p>Mount Batten Pontoon Contract Award</p> <ol style="list-style-type: none"> To Award the Mount Batten Pontoon & Bridgehead Works Contract to Teignmouth Maritime Services Ltd for a total value of £3,201,125.90 To approve any contract modification(s) up to the maximum value of the contingency allowance set out within the Procurement Decision Report – Part II, provided the modification(s) does not alter the overall nature of the contract

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
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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	It is unlikely the programme will have any negative impacts. However, we have conducted the full EIA assessment in this case to ensure that all members of our community are afforded equality of access to the programme.
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SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g., data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department

Age	Plymouth	No adverse impact is anticipated from the Mount Batten programme however: Specialist teams such as PCC Youth Services are unable to deliver youth sessions on the shoreline as they lack knowledge about where to go safely, marine science and benefits for young people.	Close working with PCC youth workers will build confidence in the youth team and offer benefits to young people of learning from a Ranger. All engagement will be taken place with the PSNMP team (Either the PCC/Street Services Rangers or Mount Batten themselves in line with their collaboration agreement)	Our Marine citizenship pathway sets out a clear 3 step programme: Step 1 – Experience and Learn Step 2 – Discover and Learn Step 3 – Connect and Act PSNMP will begin targeted work with younger people on Step 1 in 2024 and with over 55s from low income neighborhoods in 2025.
	South West	A common denominator that restricts engagement for all priority audiences is low income and therefore the need for free activities and free or low-cost travel, and /or events that are walking	Central works must integrate an entirely accessible route that	Pontoon installation planned as part of capital works (2025/26). Led by
	England			

	<ul style="list-style-type: none"> 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>Respondents aged '16-24' were <u>significantly</u> less likely to agree Plymouth's Sound is special to the city (71%) compared with those aged '25+' (89%-97%). (City Survey 2022)</p>	<p>distance from home this is particularly relevant to young people who often cite the cost of public transport as a barrier.</p> <p>Restrictions for the 20% of Plymouth residents who are 60+ years of age risk restriction due to their physical ability to access the works.</p> <p>Very low, or non-attainment in age related tests and formal qualifications is a barrier to transition through school and in job or career.</p> <p>Teaching and learning support for Science Technology, Engineering and Maths (STEM) subjects was in demand by teachers.</p>	<p>allows all to engage with Mount Batten café, when they are unable to engage in physical activities, allowing all age engagement to Mount Batten.</p> <p>Tailored coaching for pupils and young people supports a city-wide approach to unlocking potential for employment in the blue STEM sector for marginalised young people.</p> <p>The addition of a pontoon will enhance water access and offer a more stable, safer means of boarding and disembarking from vessels, particularly supporting older adults and youth groups who may have reduced mobility or coordination.</p>	PSNMP and Plymouth City Council.
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Care experienced individuals. (Note that as per the Independent Review of	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	No adverse impacts are anticipated from the Mount Batten programme, however: A common denominator that restricts engagement for all priority audiences is low	Lack of transport and access, together with the cost of activities and cultural differences are all significant barriers that the project aims to	The majority of people with identifiable care experience needs will be younger people. PSNMP will begin targeted work
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Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).	<p>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>income and therefore the need for free activities and free or low-cost travel, and /or events that are walking distance from home. These factors are likely to be particularly relevant to Care Experienced individuals.</p> <p>Care experienced individuals are particularly likely to suffer from poor educational attainment and very low, or non-attainment in age related tests and formal qualifications is a barrier to transition through school and in job or career.</p>	<p>overcome and will be a focus for the Activity Plan in collaboration with MBC, a significant budget has been earmarked to support low income groups to overcome these barriers.</p> <p>Further to this the Activity Plan will involve specific engagement to key groups, this will include both communities in and providing care.</p> <p>The project has created 4 supported, paid internship placements every year for four years of the project, and these will be targeting people from our target audiences from year two until year four. We will also consider how these can support internships can support Care Experienced Individuals through the role profiles we develop for them.</p> <p>Mount Batten should be involved in taking on some of these</p>	<p>with younger people on Step 1 in 2024.</p> <p>Pontoon installation planned as part of capital works (2025/26). Led by PSNMP and Plymouth City Council.</p>
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			internships/volunteers to	
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			<p>promote blue career pathways.</p> <p>The addition of a pontoon will directly support inclusive participation by enabling safe, accessible entry to the water for young people who may lack confidence or have not previously had access to structured water-based experiences. It removes physical and psychological barriers to engaging in marine learning and activities, fostering a sense of belonging and opportunity.</p>	
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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> <p>Respondents with ‘no limiting disability or health problems’ (92%) were <u>significantly</u> more likely to agree with the statement Plymouth’s Sound is special to the city than those who were ‘limited a lot’ (87%).</p>	<p>No adverse impacts are anticipated from the Mount Batten programme, however:</p> <p>There are significant barriers to engagement for people with health conditions and impairments.</p> <p>The capital programme envisages works to a number of buildings on the waterfront which have historically</p>	<p>Consultation during and after the works should take place with a wide range of groups demonstrating that responses must be specific and targeted.</p> <p>Plymouth residents receiving treatment for a mental health illness, and many more who will not be formally diagnosed</p>	<p>PSNMP will begin targeted work with people with a health impairment on Step 1 in 2025</p> <p>Pontoon installation planned as part of capital works (2025/26). Led by PSNMP and Plymouth City Council.</p>
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		<p>suffered from poor physical access.</p>	<p>can utilise Plymouth’s proximity to the ocean and the development of PSNMP for blue social prescribing used within their mental health services</p> <p>Works taken place must focus on improving access in the context of marine heritage buildings (The Mount Batten Tower) where the natural topography is a limiting factor.</p> <p>Reasonable steps must be taken to improve access/allow those physically unable to access The Tower to still feel engaged and connected.</p> <p>All works must also consider the disabilities that are not obvious to the eye such as sight and hearing impairments.</p> <p>Works must involve a hearing loop and accessible access where required for those that need extra support</p>	
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			and/or guide dog guidance.	
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			<p>Staff will be appropriately trained in how to approach and support the public who require extra support without making them feel disconnected or an inconvenience.</p> <p>The inclusion of a new pontoon will enable level access to boats and water-based activities, reducing physical barriers for wheelchair users, those with mobility impairments, and people recovering from injury.</p>	
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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 woman (2021 Census).	No adverse impacts anticipated. However: National and local research highlights that trans and nonbinary individuals often experience discomfort, discrimination, or exclusion in gendered changing or activity spaces, particularly in physically exposed environments such as swimming or outdoor water access.	Training for staff and activity leaders will include gender identity awareness to ensure respectful and supportive environments during pontoon-based sessions. The Activity Plan will review how water-based sessions, including those using the pontoon, can be further adapted to support inclusion of trans and non-binary participants, including	Ongoing engagement with LGBTQ+ communities as part of wider participation strategy.
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			privacy and dignity considerations.	
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 partnership with the opposite sex (2021 Census).</p>	No adverse impacts anticipated	Not applicable	Not applicable
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 impacts anticipated	Not applicable	Not applicable

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> <p>Those identifying themselves as 'White' were <u>significantly</u> more likely to agree Plymouth Sound is special to the city (92%) compared</p>	<p>No adverse impacts are anticipated from the programme, however:</p> <p>English language proficiency is a barrier for some people from ethnic minority backgrounds.</p> <p>Significant cultural barriers exist that prevent some people from ethnic minority backgrounds participating in mainstream activities.</p> <p>Many people perceive swimming and water-based sports as dangerous due to lack of open water swimming</p>	<p>Community specific organisations are trusted and will create a gateway to engagement.</p> <p>Co-development of programmes will help mitigate cultural barriers and orientate people to the range of activities available.</p> <p>The PSNMP has developed a collaboration with Hope Plymouth, a group consisting mainly of African and Middle Eastern men, women and</p>	<p>PSNMP will begin targeted work with people from ethnic minority backgrounds on Step 1 at the latest in 2026.</p> <p>In the interim we will build community capacity to engage through our volunteering and ambassador programme.</p> <p>Pontoon installation scheduled for 2025/26. Sessions co-developed with groups like Hope Plymouth will trial pontoon use in 2025–26. Led by PSNMP,</p>
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	with those identifying themselves as ‘Any other ethnic group’ (85%).	confidence and this is especially true for some ethnic minority communities.	<p>children who are primarily refugees awaiting decisions on asylum claims.</p> <p>The Rangers have been co-designing activities as a number of these men particularly have trauma associated with the water and therefore any activities that are suggested need to be carefully considered.</p> <p>The addition of a pontoon provides a stable, gradual, and visibly safe access point to the water, which is less intimidating for people unfamiliar with open water environments. It reduces anxiety around unpredictable or unclear entry points and helps address trauma-related concerns.</p>	with input from community facilitators and accessibility/inclusion advisors.
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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 totaled less than 1 per cent (2021 Census).</p>	<p>No adverse impacts are anticipated from the Mount Batten programme, however:</p> <p>Significant cultural barriers exist that prevent some people from minority faith backgrounds participating in</p>	<p>Co-development of programmes will help mitigate cultural barriers and orientate people to the range of activities available.</p>	<p>The evaluation element of the programme will continue to assess the success of our engagement programme, and should other faith related issues be identified we can ensure that these are addressed in</p>
		<p>mainstream activities, e.g. Muslim women are likely to uncomfortable with mixed swimming sessions.</p>	<p>We are redeveloping the changing facilities at Mount Batten to provide a changing space with 2 door separation between men and women's changing areas.</p>	<p>the activity plan for year four in 2027.</p>
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>Women are underrepresented in STEM based occupational groups.</p>	<p>We will ensure that STEM provision is inclusive and promoted to young women and girls.</p>	<p>Addressing the shortfall in women is STEM occupations within the programme context is aligned with our work with children and young people.</p> <p>PSNMP will begin targeted work with younger people on Step 1 in 2024.</p>

		importance of Plymouth Sound.		
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). Respondents identifying as 'Heterosexual / Straight' (92%) were <u>significantly</u> more likely to agree with the statement Plymouth Sound is special to the city than those who identified as Bisexual / Gay / Lesbian (86%).	No adverse impacts are anticipated from the programme, however: The engagement programme to date has included work with LGBTQ+ groups but as yet no specific barriers related to this protected characteristic have been identified that would explain the disparity between LGBTQ+ groups and the wider community in terms of their views about the	Whilst LGBTQ+ groups are not an identified target group we will continue to engage constructively with them as part of wider ongoing engagement programme.	The evaluation element of the programme will continue to assess the success of our engagement programme and should this continue be the case we would take additional steps to enable to engage with this audience.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
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	<p>No adverse impacts to human rights are anticipated.</p> <p>Families with school-age children are recognised as a priority target group, however there is nothing in the delivery plan that would give rise to an Article 8 (rights to respect for family life) concern since the delivery programme will seek to encourage rather than compel participation.</p>	Not applicable	<p>2024-2029</p> <p>Place</p>
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SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impacts are anticipated. The Mount Batten project is centered around ensuring that all communities feel welcome and supported to access the sea and the coast through the Centre with a range of activities and access points. The Activity Plan sets out in detail how this will be delivered.	In 2027 our engagement programme will be evaluation led so that any communities or interest or geography who have not been fully engaged will be recognised and included as target communities for the fourth year of the programme.	<p>2024-2029</p> <p>Place</p>
	An engagement plan will help to ensure that both communities of interest and geography are engaged in the project.		

Pay equality for women, and staff with disabilities in our workforce.	Not applicable Post hosted by partner organisations will be subject to their own policies and procedures.	Not applicable	2024-2029
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Staff and volunteers' skills will be developed around Equality, Diversity and Inclusion to be able to deliver the range of activities in the activity programme when working with priority audiences.	Not applicable	2024-2029
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	Many of the community organisations we will be co-developing our programme with are designated safe reporting centres. We will respond positively to any reports we receive through these, or other routes, that relate to our staff, service users or programme delivery.	Not applicable	
Plymouth is a city where people from different backgrounds get along well.	No adverse impacts are anticipated. The Activity Plan will offer opportunities for all and will tailor activities and events to meet the needs of all our communities. An engagement plan will help to ensure that both communities of interest and geography are engaged in the project.	Not applicable	2024-2029

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