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Published 11/12/25

## 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 18 December 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/3hwmpzzp>

The non-key officer decision detailed below may be implemented immediately.

## **Delegated Decisions**

**I. Council Officer Decision - Glenn Caplin-Grey, Strategic Director for Growth:**

**I.a. COD13 25/26 - 27843 - City Living Framework Contract Award**

**(Pages 1 - 42)**

# EXECUTIVE DECISION

## made by a Council Officer



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

Executive Decision Reference Number – COD13 25/26

Decision	
<b>1</b>	<b>Title of decision:</b> 27843 - City Living Framework Contract Award
<b>2</b>	<b>Decision maker:</b> Glenn Caplin-Grey (Strategic Director for Growth)
<b>3</b>	<b>Report author and contact details:</b> Stuart Wingfield (City Centre Programme Director), <a href="mailto:stuart.wingfield@plymouth.gov.uk">stuart.wingfield@plymouth.gov.uk</a>
<b>4a</b>	<b>Decision to be taken:</b> <ol style="list-style-type: none"> <li>To approve the award of the contract for the City Living Framework, masterplan and associated documents to WSP UK Ltd with a total contract value of £919,687.09 (including 15% contingency).</li> </ol>
<b>4b</b>	<b>Reference number of original executive decision or date of original committee meeting where delegation was made:</b> <u><a href="#">4639 – Defence Partnership and City Centre Programme Update</a></u> Dated: 11 <sup>th</sup> August 2025
<b>5</b>	<b>Reasons for decision:</b> The reason for this decision is to conclude the current procurement activity, to enable the award of contract to prepare a development framework, masterplan and associated documents in respect of Plymouth City Centre and the delivery of housing.
<b>6</b>	<b>Alternative options considered and rejected:</b> Option 1: Do not award the contract This option is rejected because the work is required to enable Plymouth City Council and Homes England to progress plans for unlocking up to 10,000 homes in and around the city centre. This ambition was set out in a signed memorandum of understanding between Plymouth City Council and Homes England and is a priority workstream under Team Plymouth. The work is also key to engagement with the New Towns programme. Not awarding the contract would mean that work on delivery of homes and regeneration under the MoU, Team Plymouth and New Towns opportunity would not progress and Plymouth City Council would need to return the funding secured from Homes England and the Ministry for Housing, Communities and Local Government (MHCLG).
<b>7</b>	<b>Financial implications and risks:</b> The total contract value is £919,687.09. This comprises £799,727.90 fixed fee tender return plus 15% contingency budget at £119,959.19. Contingency is included to allow additional work as required in respect of the emerging New Towns opportunity and will only be used with the written consent of Plymouth City Council. Revenue grant funding for the project has been secured from Homes England and MHCLG revenue grant budgets for this financial year 2025/26. The total grant funding secured to date is £540,000. The projected contract spend this financial year is £379,354.45.

	<p>Plymouth City Council are working with partners Homes England, MHCLG and Team Plymouth to secure additional revenue funding for the remaining £374,687.09 of the total contract value. This funding will be sought from 2025/26 and 2026/27 revenue grant budgets.</p> <p>Until such time that additional funding is secured, the contract creates a budget pressure to Plymouth City Council of between £254,727.90 to £374,687.09 for the year 2026/27. Additional grant funding is not guaranteed and this decision does therefore present a financial risk to Plymouth City Council.</p>			
<b>8</b>	<b>Legal Implications and risks:</b> (for completion by Legal Officers)	None Identified.		
<b>9a</b>	<b>Is the decision a Key Decision?</b> <b>(please contact <u>Democratic Support</u> for further advice)</b>	<b>Yes</b>	<b>No</b>	<b>Per the Constitution, a key decision is one which:</b>
		<input checked="" type="checkbox"/>		in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
		<input checked="" type="checkbox"/>		in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b> , annually
		<input checked="" type="checkbox"/>		is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.
<b>9b</b>	<b>If yes, date of publication of the notice in the <u>Forward Plan of Key Decisions</u></b>	N/A		
<b>10</b>	<b>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:</b>	<p><b>Corporate Plan</b></p> <p>Democracy – the work will include specialist community engagement experts to develop and deliver a full programme of engagement to ensure communities can have their say.</p> <p>Responsibility – the work will create a framework for future decision making about development in the City Centre.</p> <p>Fairness – the work will aim to ensure that development in the City Centre benefits all of society and helps to overcome inequity in access to high quality and affordable housing, employment opportunities, shops and services.</p> <p>Co-operation – the work is part of strategic partnership with Homes England.</p> <p>Build more homes – the engagement with the New Towns Taskforce and the work will identify sites and opportunities for many more new homes including affordable homes.</p>		

		<p>Trusting and engaging our communities – the work will deliver a programme of community engagement on the future of the City Centre.</p> <p><b>Plymouth Plan</b></p> <p>Growing city – the work will help to set a framework for growth in the area.</p> <p>Regional city - the work will define the future economic role for the City Centre.</p> <p>Growth Area – the work seeks to enable the growth aspirations for the City Centre &amp; Waterfront Growth Area</p>
11	<b>Please specify any direct environmental implications of the decision (carbon impact)</b>	<p>The work will set the development framework for growth and new buildings in the City Centre. It will have environmental benefits by:</p> <ul style="list-style-type: none"> <li>- focusing development needs on sustainable brownfield land where the environmental benefits of compact urban living can be realised and releasing development pressure on less sustainable and greenfield sites;</li> <li>- ensure best use of existing infrastructure to support growth rather than building new;</li> <li>- ensuring new buildings are built to high environmental and energy performance standards;</li> <li>- utilise and help deliver carbon-saving infrastructure and technology such as heat-networks;</li> <li>- ensuring high quality green space and urban tree planting and landscaping.</li> </ul>

#### Urgent decisions

12a	<b>Is the decision urgent and to be implemented immediately in the interests of the Council or the public?</b>	<b>Yes</b>		(If yes, please contact <a href="#">Democratic Support</a> for advice)
		<b>No</b>	<input checked="" type="checkbox"/>	(If no, go to section 13a)
12b	<b>Reason for urgency:</b> N/A			
12c	<b>Scrutiny Chair signature:</b>	N/A	<b>Date</b>	N/A
	<b>Scrutiny Committee name:</b>	N/A		
	<b>Print Name:</b>	N/A		

Consultation							
<b>I3a</b>	<b>Which Cabinet Member's portfolio does this decision relate to?</b>	Tudor Evans OBE (The Leader) Councillor Jemima Laing (Deputy Leader, Acting Leader).					
<b>I3b</b>	<b>Date Cabinet Member consulted</b>	08/12/2025					
<b>I3c</b>	<b>Are any other Cabinet members' portfolios affected by the decision?</b>	<b>Yes</b>	<input checked="" type="checkbox"/>				
		<b>No</b>		(If no go to section 14)			
<b>I3d</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>	Councillor Mark Lowry					
<b>I3e</b>	<b>Date other Cabinet member(s) consulted</b>	08/12/2025					
<b>I4</b>	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b>	<b>Yes</b>		If yes, please discuss with the Monitoring Officer			
		<b>No</b>	<input checked="" type="checkbox"/>				
<b>I5</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Tracey Lee				
		<b>Job title</b>	Chief Executive				
		<b>Date consulted</b>	09/12/2025				
Sign-off							
<b>I6</b>	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	JS51 25/26				
		<b>Finance (mandatory)</b>	ITG.25.26.100				
		<b>Legal (mandatory)</b>	LS/4552(I3)/RH/1012 25				
		<b>Human Resources (if applicable)</b>					
		<b>Corporate property (if applicable)</b>					
		<b>Procurement (if applicable)</b>	KK/PS/807/ED/12/25				
Appendices							
<b>I7</b>	<b>Ref.</b>	<b>Title of appendix</b>					
	A	Contract Award Part I – City Living Framework – Contract Award Briefing Note for publication					
	B	Equalities Impact Assessment – City Living Framework					
Confidential/exempt information							
<b>I8a</b>		<b>Yes</b>	<input checked="" type="checkbox"/>				

	<b>Do you need to include any confidential/exempt information?</b>	<b>No</b>	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below.					
	<b>Exemption Paragraph Number</b>							
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>18b</b>	<b>Confidential/exempt briefing report title:</b> C – Procurement Decision Record			<b>X</b>				

**Background Papers**

<b>19</b>	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 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.
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<b>Title of background paper(s)</b>		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>

**Council Officer Signature**

<b>20</b>	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.
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<b>Signature</b>		<b>Date of decision</b>	11.12.25
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<b>Print Name</b>	Glenn Caplin-Grey (Strategic Director for Growth)
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## BRIEFING NOTE

### Contract Award Report – Part I – City Living Framework



## I. INTRODUCTION

1.1. This briefing note outlines the outcome of the recent tender for a City Living Framework, Masterplan and associated documents. The work is required to help fulfill the intent of the signed memorandum of understanding between Plymouth City Council and Homes England, to work together to drive forward up to 10,000 new homes in and around the city centre, and to deliver the objectives of the city centre regeneration and housing workstream under Team Plymouth. The work will also support proposals for Plymouth New Town, should Plymouth be selected from the list of 12 shortlisted places published September 2025. It is anticipated that Government will make the final decision on New Towns in spring 2026.

## 2. CITY LIVING FRAMEWORK

- 2.1. The City Centre has long been a focus for growth and regeneration in Plymouth. Successive Local Plans and masterplans, over the past two decades, have identified that Plymouth City Centre is overly reliant on retail uses and has a very low population density when compared to other top English city centres. The area is currently designated as one of three 'growth areas' in the adopted Joint Local Plan. The Local Plan recognises that while the City Centre should continue to be a regional hub for shopping, it also needs to develop a vibrant mix of other uses including culture, leisure, employment, events and festivals, and places to live.
- 2.2. Plymouth City Council has been working closely with Homes England for a number of years to drive forward regeneration and growth in the City Centre. Progress reports to Cabinet were published in March 2025 and August 2025. These reports set out a shared ambition to deliver "a new town in the city" with over 10,000 new homes in and around Plymouth City Centre, kickstarting a transformational regeneration programme. A formal Memorandum of Understanding (MoU) with Homes England was signed in June 2025 which paved the way for joint-working between the organisations to plan for the delivery of high-quality new homes and associated infrastructure.
- 2.3. In September 2024, the Ministry of Defence (MOD) announced £4.4bn investment over 10 years into His Majesty's Naval Base (HMNB) and Babcock's Devonport Royal Dockyard to support the next phase of the Royal Navy's submarine works and the Continuous at Sea Deterrent (C ASD). The requirement to maintain the Royal Navy's fleet in Plymouth extends beyond 2070 and therefore creates an extremely rare, long-term financial commitment to Plymouth and its wider region with projections for 25,000 additional jobs required by 2035. Babcock, Plymouth City Council and the MOD have established Team Plymouth as a partnership to ensure the vital defence outputs are delivered into the future whilst supporting the region's growth. Through working together in partnership, Team Plymouth aims to maximise the opportunities that the MOD investment can drive into local communities.
- 2.4. Team Plymouth have developed 4 key missions to demonstrate the role that the programme can play in delivering for both defence and the city. Regeneration and attraction – "*delivering an enhanced living environment with 10,000 new homes in the City Centre, creating a more vibrant and safer town centre*" is one of those missions. City Centre, Housing and Regeneration is one of six priority workstreams, aiming to address the housing shortages and high rents across the city whilst in parallel enticing relocation of skilled workforces to the area. "*In attaining investment, we seek to deliver a bold and vibrant city centre regeneration programme, including 10,000 new homes and a dynamic mix of residential, commercial, and cultural spaces that will create a city centre that is inclusive and creative*" ([Team Plymouth](#)). The City Living Framework,

Masterplan and associated documents will play a key role in delivering this workstream under Team Plymouth.

- 2.5. Further to the MoU and Team Plymouth, Plymouth was shortlisted as one of 12 locations identified by the New Towns Taskforce as having significant potential for growth under a new towns' designation. The report published September 2025 described the opportunity for "*densified development in Plymouth; evolving Britain's Ocean City and capitalising on the government's £4.4 billion investment in HMNB Devonport, Western Europe's largest naval base*" ([New Towns Taskforce Report](#)).
- 2.6. The signing of the MoU with Homes England, Team Plymouth and shortlisting in the new towns programme represents a major shift in the ambitions for the City Centre. While the area benefits from a pro-growth planning and development framework through existing masterplans and the Local Plan, new work is now required. The masterplans for the area (City Centre Masterplan and Waterfront Masterplan) were published in 2017. Much has changed in the last eight years in terms of developments completed and in the pipeline; economic conditions and property markets; consumer trends; housing needs and supply; climate change and sustainability; and the strategic relationship with Homes England. The new work will respond to this new context.
- 2.7. The report to Cabinet in August 2025 set out that the City Council and Homes England now need to commission the technical studies to set out how, where and when up to 10,000 new homes, along with a mix of other uses and physical and social infrastructure, could be delivered. The commission is for a suitably qualified and skilled multi-disciplinary consultant team. The consultant team are required to work with the City Council and Homes England to prepare a suite of technical documents, including a City Living Framework and Masterplan, to enable the accelerated delivery of transformational change and diversity of new homes under the partnership and any subsequent delivery programmes.
- 2.8. The technical studies are expected to be design-led and achieve buy-in through co-design of proposals with stakeholders and the local community. It is intended that, following a full programme of public engagement, the documents will be adopted by the City Council. The documents will be used to inform the determination of any future planning applications in the area and to help inform the preparation of the next Local Plan.
- 2.9. The scope of the commission includes a range of professional services including public and stakeholder engagement, master planning/ urban design and architecture, project and cost management, town planning/ environment and sustainability, landscape design and ecology, heritage, engineering, transport and traffic. The commission is expected to take 11 months to complete. The outputs from the commission will include:
  - 2.9.1. Through leadership/ advocacy in support of Plymouth's New Town opportunity;
    - City Living Framework - Baseline, Issues and Options Report, Final Report, plans illustrations, 3d models and video/ animation, Sustainability Appraisal
    - City Centre Core Delivery Masterplan - Baseline, Issues and Options Report, Final Report, plans illustrations, 3d models and video/ animation, Sustainability Appraisal
  - 2.9.2. Community and Stakeholder Engagement and Social Value Strategy – Strategy Report, delivery of engagement and social value activities, Equality Impact Assessment, project branded web and communications content.
    - Access and Movement Advice – access and movement proposals for key areas/ sites, input to Transport Strategy (separate commission).
    - Infrastructure Delivery Strategy - Baseline Report, infrastructure proposals and costs, Final Strategy Report.

- Delivery Strategy – Property Market Assessment Report, options costings and appraisals, Final Delivery Strategy Report.

### 3. PROCUREMENT PROCESS

3.1. The procurement process for the City Living Framework began with the Cabinet Decision in August 2025 to “*approve acceptance of funding and the commencement of procurement for the necessary technical studies and masterplans* and delegate award of contract to the Strategic Director for Growth” ([4639 – Defence Partnership and City Centre Programme Update](#)).

3.2. This decision enabled Plymouth City Council to secure and receive initial revenue grant funding awards from Homes England and MHCLG and to commence the process. The Homes England ‘Development and Regeneration Technical Services (DaRTS) Framework 2023-2027 - Lot 1: End-to-end technical and professional services’ was selected as an appropriate procurement route. The framework was selected because of the complex and multi-disciplinary nature of the project and its close alignment with the purpose of the framework, time pressure on secured funding and the need to expedite the procurement process as efficiently as possible, and quality assurance of framework suppliers.

3.3. In accordance with the Framework guidance, a three-stage process was undertaken. Expression of Interest (EoI) was conducted June/ July 2025. The processes invited all Lot 1 suppliers to submit an EoI in respect of the tender opportunity. 12 suppliers submitted an EoI. A Sifting Brief was issued to the 12 suppliers August 2025. 7 suppliers submitted a response to the sifting brief. Evaluation of the returns was conducted September 2025 and 5 suppliers were Invited to Tender (ITT) October 2025. The ITT set out the full requirements for the commission and returns were focused on four quality questions (80%) and price (20%) as below:

No.	Question	Weighting
1	Terms and Conditions Acceptance	Pass/ Fail
2	Resourcing (reaffirming team resources from sifting stage – not scored)	N/A
3	Leadership	20%
4	Methodology & Placemaking	30%
5	Proposals & Deliverables	20%
6	Social Value	10%
7	Price	20%

3.4. Responses were evaluated in three stages. Question 3 leadership was evaluated first and clarification interviews were conducted in person on 11<sup>th</sup> and 12<sup>th</sup> November 2025 to aid assessment of this question. Following interviews, the remainder of the ITT question responses were evaluated and moderated. Finally the tender price was evaluated. The outcome of the evaluation processes is set out in the confidential Part II Procurement Decision Record report. WSP UK Ltd were the successful supplier.

### 4. FINANCIAL IMPLICATIONS AND RISK

4.1. The total contract value is £919,687.09. This comprises £799,727.90 fixed fee tender return plus 15% contingency budget at £119,959.19. Contingency is included to allow additional work as required in respect of the emerging New Towns opportunity and will only be used with the written consent of Plymouth City Council.

- 4.2. Revenue grant funding for the project has been secured from Homes England and MHCLG revenue grant budgets for this financial year 2025/26. The total grant funding secured to date is £540,000. The projected contract spend this financial year is £379,354.45.
- 4.3. Plymouth City Council are working with partners Homes England, MHCLG and Team Plymouth to secure additional revenue funding for the remaining £374,687.09 of the total contract value. This funding will be sought from 2025/26 and 2026/27 revenue grant budgets.
- 4.4. Until such time that additional funding is secured, the contract creates a budget pressure to Plymouth City Council of between £254,727.90 to £374,687.09 for the year 2026/27. Additional grant funding is not guaranteed and this decision does therefore present a financial risk to Plymouth City Council.

## 5. RECOMMENDATIONS

- 5.1. It is recommended that the contract be awarded to the highest scoring tenderer for the City Living Framework, Masterplan and associated documents in accordance with the project briefs, tender returns and contract documents – WSP UK Ltd.
- 5.2. This award is subject to the outcome of any challenge made during the mandatory standstill period.

# EQUALITY IMPACT ASSESSMENT – CITY LIVING FRAMEWORK

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Stuart Wingfield	<b>Department and service:</b>	City Centre Programme Director, Strategic Planning & Infrastructure	<b>Date of assessment:</b>	09/12/2025
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Glenn Caplin-Grey, Strategic Director for Growth	<b>Signature:</b>		<b>Approval date:</b>	09/12/2025
<b>Overview:</b>	<p>This Equality Impact Assessment relates to the Executive Decision made by a Council Officer in respect of '27843 - City Living Framework Contract Award'. The decision follows the delegation of award of contract by Cabinet dated 11<sup>th</sup> August 2025 to the Strategic Director for Growth.</p> <p>In August 2025, the cabinet report provided an update on the city centre regeneration programme, including the signing of a Memorandum of Understanding with Homes England to work together on ambitious plans to deliver a 'new town in the city' of 10,000 homes in and around the city centre. It set out the Council's engagement with the Governments New Towns Taskforce through the call for evidence process. It also set out the next steps in the regeneration programme including seeking approval to receive funding, to commence procurement of masterplanning and technical studies and to delegate award of contract to the Director for Growth.</p> <p>This EqIA relates to the outcome of the procurement process and the decision to award the contract for the preparation of a City Living Framework, Masterplan and associated documents, particularly the impacts of engagement with the community as part of this commission. It does not consider the impact of any proposals for buildings or land use change that might arise from these studies. These proposals will be subject to further assessment at the relevant stage.</p>				
<b>Decision required:</b>	<p>To award of the contract for the City Living Framework, masterplan and associated documents to WSP UK Ltd with a total contract value of £919,687.09 (including 15% contingency).</p>				



**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>	<b>X</b>	<b>No</b>	
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	<b>X</b>
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)	<b>Yes</b>	<b>X</b>	<b>No</b>	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	N/A			

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback) Data is taken from: the Census for 2021 and <a href="#">Understanding our communities   PLYMOUTH.GOV.UK</a>	Adverse impact	Mitigation activities	Timescale and responsible department

<b>Age</b>	<p>In 2021 children and young people 17 and under accounted for 19.5 per cent of the Plymouth population. The percentage of 20-24 year olds (8.0 per cent) is higher than that found in England as a whole (6.0 per cent).</p> <p>The proportion of the working-age (16-64 year old) population in Plymouth is 64.1 per cent - higher than that in the South West (60.7 per cent) and England (63.0 per cent). 18.5 per cent of people in Plymouth are aged 65 and older which is comparable with the England average (18.4 per cent) but lower than the South West average (22.3 per cent).</p>	<p>The work commissioned includes a programme of community engagement.</p> <p>Certain age groups could be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who are tasked with preparing and delivering an engagement strategy.</p> <p>The strategy will have its own Equality Impact Assessment and must ensure that it uses methods that engage a full range of age groups and that feedback informs any proposals coming forward. This shall include a combination of in-person, digital engagement methods and specific engagement with children and young people.</p> <p>The City Council has procured a 3D digital model of the area to enable emerging proposals to be fully integrated and to facilitate virtual fly-throughs/ VR experiences.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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<p><b>Care experienced individuals</b>            (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>On the 31st March 2023 there were 500 children in our care. Demographic data indicates that there were 274 boys and 226 girls, 107 (21%) were 16 years and over, 221 (44%) aged 10 -15, 93 (19%) aged 5-9, 57 (11%) aged 1-4 and 22 (4%) under 1 year old. The majority 468 (94%) were white, nine were from mixed or multiple ethnic groups, nine were Black African, Caribbean, or Black British and eleven from other ethnic groups. Nine (2%) were unaccompanied asylum-seeking children. These proportions are broadly comparable with the data for all English Local Authorities (<math>\pm 2\%</math>), except for those aged 10-15 years (+6%), 16 years plus (-5%) and unaccompanied asylum-seeking children (-7%).</p> <p>Abuse or neglect (78%) was the most common category of need, a significantly higher proportion than for all English Local Authorities (65%). Parental illness or disability (7%), or Child disability (5%), Absent Parenting (3%), Family in Acute Distress (2%) or Family Dysfunction (4%) were the other recorded categories. A full care order was in place for 319 (64%), interim care orders covered another 103 (21%), there were 27 (5%) placement orders and 50 (10%) voluntary agreements. These proportions are broadly comparable with the data for all English Local Authorities data (<math>\pm 2\%</math>), with the exception of full care orders (+7%) and voluntary agreements (-9%).</p>	<p>The work commissioned will include a programme of community engagement.</p> <p>Care experienced individuals may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment.</p> <p>The strategy must ensure that it uses methods that engage care experienced individuals by seeking advice and considering specific barriers to their involvement. This shall include a combination of in-person and digital engagement methods.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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	<p>The rate of children in our care per 10,000 children aged under 18 years is 96 which is significantly higher than the England figure of 71 and more than our previous peak of 95 in 2021. We took 185 children into our care in 2023, significantly less than we did in 2018 (213) which was our peak year in the last 5 years. We have taken more children per 10,000 into care every year in the last 5 years than the all England rate, but the difference has grown smaller since our peak year in 2018 (+51%) and was (+35%) in 2023. Last year 177 children left our care, the highest figure since 2018, we consistently have more children leaving care than the England rate.</p>		
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<b>Disability</b>	<p>In Plymouth the Census records that just over 57,000 our residents met the Equality Act definition of disability, 12.1 percent (32,394) of residents whose day-to-day activities were limited a little and 9.4 percent (25,001) whose day-to-day activities were limited a lot. Disabled people make up a greater proportion of our resident population than is the case for the Southwest region or England. Over a quarter of households in the City (33,487) included at least one person with a disability and nearly 1 in 10 (9,636) included 2 or more.</p> <p>Disabled people are more likely to live in the City's more deprived wards. Around a quarter of residents in our 4 most deprived wards, St Peters and the Waterfront, Devonport, Honicknowle and St Budeaux, meet the Equality Act definition of a disability, compared with around 15 to 20 percent of those living in more affluent areas such as Compton, Plymstock Radford, Peverell and Plympton Chaddlewood. Residents in our most deprived wards are nearly twice as likely to say their day-to-day activities are limited a lot.</p>	<p>The work commissioned will include a programme of community engagement.</p> <p>People with a disability may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment.</p> <p>The strategy must ensure that it uses methods that engage people with a range of disabilities and disability action groups and that feedback informs any proposals coming forward.</p> <p>Digital content and in-person events shall be designed to best practice accessibility standards as far as possible.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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<b>Gender reassignment</b>	<p>The 2021 Census found that 94.2 per cent (205,959) people aged 16 years and over in Plymouth have a gender identity the same as their sex observed and registered at birth compared to 93.5 per cent in England and Wales. Just over 5 per cent chose not to respond. The remaining 0.5 per cent (1,221) have a gender identity different from their sex observed and registered at birth. This is identical to the England and Wales rate.</p> <p>There is very little data to draw on when looking to provide a local Plymouth picture of gender identity issues, particularly as LGBT+ is the commonly used acronym to describe a number of different groups; Lesbian, Gay, Bisexual describe sexual orientation, (who you are emotionally, romantically or sexually attracted to), and Trans to describe gender identity, (whether an individual identifies that they are male or female or some other gender which does not fit into binary terminology). The '+' refers to those with a sexual orientation or gender identity which does not easily fit into the standard terms LGBT. As information is often grouped together under LGBT+ it makes it difficult to identify issues relating just to gender identity and to separate out any supporting data.</p>	<p>The work commissioned will include a programme of community engagement.</p> <p>People who have undergone or planning to undergo gender reassignment may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment.</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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<b>Marriage and civil partnership</b>	As of the 2021 Census, 42.5% of Plymouth residents were Married or in Civil Partnerships. 37.0% of residents have never married in Plymouth, 2.74% are separated, 11.40% are divorced and 6.33% are widowed. Nationally, the proportion of adults Married or in Civil Partnerships has declined over the last decade and was 46.9% in 2021.	No adverse impact	No action required	No action required
<b>Pregnancy and maternity</b>	<p>Fertility rates in England and Wales have been in overall decline over the last decade. The latest total fertility rate* nationally for 2023 was 1.44. In Plymouth, the total fertility rate* for 2023 was 1.25.</p> <p>*total fertility rate is the average number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year throughout their childbearing lifespan.</p>	<p>The work commissioned will include a programme of community engagement.</p> <p>People who are pregnant or caring for young children may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment.</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>

<b>Race</b>	<p>In 2021, 94.9 per cent of residents in Plymouth identified their ethnic group as White, a decrease from 96.1 per cent in the 2011 Census. Across the country, in 2021, 81.7 per cent of usual residents in England and Wales identified their ethnicity as White, a decrease from 86.0 per cent in the 2011 Census.</p> <p>2.3 per cent of Plymouth residents identified their ethnicity as Asian. This is the second largest ethnic community within Plymouth and has increased from 1.5 per cent of the population in 2011. 1.8 per cent of residents are from a mixed/multiple ethnic background. The proportion of people who identified themselves in both the Black (1.1 per cent) and from an ethnic group not listed on the Census form also increased.</p>	<p>The work commissioned will include a programme of community engagement.</p> <p>People from ethnic minority groups or whose first language is not English might be adversely affected by the engagement proposals if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment</p> <p>The strategy must ensure that it uses methods that engage people from ethnic minority groups and people whose first language might not be English. This might include targeted engagement events and ensuring engagement material use high quality graphics and illustrations and that text is translatable.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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<b>Religion or belief</b>	<p>In Plymouth, the most common response to the 2021 Census religion question was “No Religion” with 48.9 per cent (129,338 people), a rise of 16 per cent from 2011. 42.5 per cent of the population (112,526 people) described their religion as Christian, a 15.7 per cent decrease (36,391 people) since 2011. Despite this “Christian” remained the biggest faith group in the City. There are 3,474 people (1.3 per cent) who describe themselves as “Muslim”, the second largest faith group, followed by Buddhists where there are 1,018 (0.4 per cent) people in this faith group.</p> <p>15,695 (5.9 per cent) did not answer the question in the Census 2021. Those who answered “Other religions”, which includes a very wide range of beliefs, represents 1,527 (0.6 per cent) of the population.</p>	<p>The work commissioned will include a programme of community engagement.</p> <p>People with different religions or beliefs might be adversely affected by the engagement proposals if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment</p> <p>The strategy must ensure that it uses methods that engage people with different religions and beliefs. This might include targeted engagement events and avoiding specific religious holidays or events.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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<b>Sex</b>	<p>In Plymouth, females account for 51 per cent and males 49 per cent of the population (reflecting the England split of 50.7 per cent and 49.3 per cent). The overall Female/Male percentage split has been very consistent over the last 40 years. Of significance, there are:</p> <ul style="list-style-type: none"> <li>• More 'working age' females (87,200) in Plymouth compared to working age males (85,400)</li> <li>• More females '65+' (26,600) in Plymouth compared to males (22,300)</li> <li>• Less 'under 15' females (21,200) in Plymouth compared to males (22,200)</li> </ul>	<p>The work commissioned will include a programme of community engagement.</p> <p>Female participants might be adversely affected by the engagement proposals if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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<b>Sexual orientation</b>	<p>88.95 per cent of people aged 16 years and over in Plymouth identify their sexual orientation as straight or heterosexual compared to 89.4 per cent in England and Wales. 4.45 per cent of people aged 16 years and over in Plymouth describe their sexual orientation as lesbian, gay, bisexual, or use another term to describe their sexuality. This compares to 3.3 per cent in England and Wales. Of these:</p> <ul style="list-style-type: none"> <li>2.06 per cent (4,509) are bisexual (England and Wales 1.3 per cent)</li> <li>1.97 per cent (4,297) people are gay or lesbian. (England and Wales 1.5 per cent)</li> <li>0.42 per cent (924) have another sexual orientation (England and Wales 0.3 per cent)</li> </ul>	<p>The work commissioned will include a programme of community engagement.</p> <p>Participants from the LGB community may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p>
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## SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	<p>The work commissioned will include a programme of community engagement.</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy so that people potentially affected by work will have their say. The strategy will have its own Equality Impact Assessment</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for</p>

		ensuring integration with Council engagement policies and procedures.
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## SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p><b>Work together in partnership to:</b></p> <ul style="list-style-type: none"> <li>▪ promote equality, diversity and inclusion</li> <li>▪ facilitate community cohesion</li> <li>▪ support people with different backgrounds and lived experiences to get on well together</li> </ul>	<p>The work commissioned will include a programme of community engagement. People from different backgrounds might have differing views about the work they are engaged on which could lead to tension within and between communities. These tensions could be heightened by the spread of misinformation through social media and other means.</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment</p> <p>The strategy must ensure that it uses methods that engage a full range of people and that their views are considered in the preparation of the work. The strategy will also detail how information and communications about the project, the outcome of engagements and the reasons for decisions are shared.</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> <p>The Council's communications team will ensure factual information is shared through appropriate channels.</p>
<p><b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b></p>	<p>The work commissioned will include a programme of community engagement. Care experienced individuals may be adversely affected by the engagement if their specific needs are not identified.</p>	<p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy. The strategy will have its own Equality Impact Assessment</p> <p>The strategy must ensure that it uses methods that engage care experienced individuals by</p>	<p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with</p>

		considering specific barriers to their involvement. This shall include a combination of in-person and digital engagement methods.	Council engagement policies and procedures.
<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>	N/A	N/A	N/A
<b>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.</b>	N/A	N/A	N/A

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## Page 29

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.

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