



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 11 February 2026. 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/3hwmpzpzp>

The decision detailed below may be implemented on 12 February 2026 if it is not called-in.

Delegated Decisions

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

I.a. L17 25/26 - Industrial Strategy Zone Site Accelerator Grant **(Pages 1 - 20)**

EXECUTIVE DECISION

made by a Cabinet Member



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

Executive Decision Reference Number – L17 25/26

Decision	
1	Title of decision: Industrial Strategy Zone Site Accelerator Grant
2	Decision maker: Councillor Tudor Evans OBE, Leader of The Council
3	Report author and contact details: Cath Parnall catherine.parnall@plymouth.gov.uk
4	<p>Decision to be taken:</p> <ol style="list-style-type: none"> 1. To agree to accept £255,000 funding, from the Industrial Strategy Zone Sites Accelerator Grant Fund, to accelerate Plymouth and South Devon Freeport Planning Support 2. To authorise the S151 Office to sign the Memorandum of Understanding (MOU) with MCHLG. 2. To authorise the Strategic Director for Growth to sign the Grant Funding Agreement, if any and to approve relevant funding claims up to the total amount of £255,000.
5	<p>Reasons for decision:</p> <ol style="list-style-type: none"> 1. Plymouth City Council is the Accountable Body for Plymouth and South Devon Freeport (Freeport) and will receive and allocate the funding to support the Planning Programme 2. The decision is necessary in order to meet timelines set by the Ministry of Housing, Communities and Local Government (MHCLG) to deliver the proposed activities and spend the funds accordingly and on time. 3. The core objective of the project is to commission a rapid review of planning obstacles and resource Local Planning Authorities (LPAs) to accelerate solutions. Public funding is justified as no single developer or authority can deliver a multi-site approach within the tight timelines. The grant will de-risk development, attract private sector match funding and secure retained rates for long-term economic growth. <p>With the evolution of the Freeport since the original Full Business Case there is now an increase in demand for further industrial and waterside space for our defence and marine autonomy clusters, who are looking to test, trial and deploy within Plymouth. There are 3 sites where we are looking to increase space, the Langage tax Site – 48.5 hectares, the Sherford Tax Site – 7.9 hectares and Turnchapel Mk 2 – 4 hectares (currently not a tax site but a request has been made to MHCLG to include this as part of the Freeport Tax Site expansion proposal).</p> <p>All three sites ideally need to move forward at pace so clearly there is a need to work closely with the Local Authorities around planning capacity. The Langage and Sherford sites are within South Hams District Council which has a dedicated Urban Fringe Team that has recently lost much of its core funding. The LPA for Turnchapel is Plymouth City Council and Yacht Havens would like to accelerate their preliminary discussions around the further development of that site.</p> <p>The Freeport Team would work closely with the LPA's and end users to assist with the planning</p>

	<p>applications that will in turn enable the much needed site expansions that will fill the increase in demand for space from the defence and marine autonomy cluster, thus bringing in more private sector match funding, jobs and secure retained rates for long-term economic growth.</p> <p>The funding to be made available as a grant for the Freeport team to accelerate planning by:</p> <ul style="list-style-type: none"> • Commissioning a rapid review to better understand the specific planning requirements for each developer and the required performance commitments that would be needed to deliver the Freeport vision and secure much needed retained rates. Resourcing the relevant teams to kick-start LPA solutions in respect of the above. <p><u>Better Collaboration.</u></p> <p>This activity will enable a better collaboration within all parties in the first instance as a clear output, working with the developers and relevant LPAs in each case, and importantly, taking a holistic cross site view. It will also provide resource to kick-start solutions to de-risk development which we would expect the private sector to then fund through PPAs moving forward.</p> <p><u>Rationale for public funding</u></p> <p>No single developer or Local Authority currently has the capacity or resources to deliver a multi-site solution, especially over a compressed window of three months (Q4 2025/6). This modest request will significantly accelerate delivery and therefore generate retained rates. Further, by granting the funding to the Freeport itself, the award can be used strategically and holistically across the sites. The private sector will effectively match fund the longer-term solution.</p>
6	<p>Alternative options considered and rejected:</p> <p>Do nothing - This would severely impact on the ability to accept and spend the allocated amount for this financial year but also would impact on the ability to expand space and thus attract more inward investment into the defence and marine autonomy clusters. The Freeport offering is also a major attraction to these clusters.</p>
7	<p>Financial implications and risks: MHCLG launched the Site Accelerator Grant, available between November 2025 and end December 2025, which is focused on removing barriers to the development of key, strategic sites within Industrial Strategy Zones (ISZs). The funding is received from them for the purpose of delivering the aforementioned programme of planning works and is underpinned by a Memorandum of Understanding and further funding agreements that bind Plymouth City Council and the Freeport Company into an agreement with MHCLG and further funding agreements between the Accountable Body and projects outlining that the funds are shouldered by the applicant as such is contractually obliged to deliver and spend according to the Fund parameters and requirements. Projects are subject to Accountable Body processes involving but not limited to procurement regulations, monitoring and governance, as such, failure to follow requirements from either the Accountable Body or MHCLG runs the risk of remedial action. We will maintain robust programme management protocols through regular monitoring and review to ensure that the projects are delivered within the grant terms and conditions. Remedial action will be taken where necessary.</p>
8	<p>Legal Implications:</p> <p>Entering into this MOU is lawful and within the Council's powers. Although the MoU itself is not legally binding, it establishes the framework for a Section 31 Local Government Act 2003 grant, the conditions of which will be legally enforceable once the Grant Determination is issued. The Council must therefore ensure compliance with all associated obligations, including procurement law, subsidy control, equalities duties, fraud prevention requirements, data protection, and monitoring and reporting commitments set by MHCLG.</p>

9	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.	
	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:	This decision can be linked to the Plymouth Plan Growing City and International City as well as Plymouth being a National Centre for Marine Autonomy and linked to the wider Defence Plan and Team Plymouth. This decision and will be managed and monitored in accordance with Plymouth City Council processes.		
11	Please specify any direct environmental implications of the decision (carbon impact)	These planning works will contribute towards a larger solution, and will target BREEAM Excellence standards and / or Net Zero Carbon outcomes.		

Urgent decisions

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

Consultation

13a	Are any other Cabinet members' portfolios affected by the decision?	Yes		
		No	X	(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?			
13c	Date Cabinet member consulted			
14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		If yes, please discuss with the Monitoring Officer
		No		
15	Which Corporate Management Team member has been consulted?	Name	Glenn Caplin-Grey	
		Job title	Strategic Director for Growth.	
		Date consulted	26 January 2026	
Sign-off				
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS73 25/26	
		Finance (mandatory)	OW.25.26.120	
		Legal (mandatory)	LS/00001312/3/AC/26/1/26.	
		Procurement (if applicable)	N/A	
		Corporate property (decisions involving Council owned land or facilities) (if applicable)	N/A	
		Human Resources (if applicable)	N/A	
Appendices				
17	Ref.	Title of appendix		
	A	Briefing report for publication (<i>mandatory</i>)		
	B	Equalities Impact Assessment (<i>where required</i>)		
Confidential/exempt information				
18a	Do you need to include any confidential/exempt information?	Yes		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)
		No	x	

		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title:							
Background Papers								
19	<p>Please list all unpublished, background papers relevant to the decision in the table below.</p> <p>Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</p>							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Cabinet Member Signature								
20	<p>I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act (2010) and those who do not. For further details please see the EIA attached.</p>							
Signature				Date of decision	4 February 2026			
Print Name	Councillor Tudor Evans, Leader of Plymouth City Council							

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**BRIEFING PAPER FOR INDUSTRIAL STRATEGY ZONES
SITE ACCELERATOR GRANT – PLANNING SUPPORT FOR
LANGAGE, SHERFORD AND TURNCHAPEL SITES****BACKGROUND**

The strategic focus of PASD Freeport has evolved since FBC with an increasing defence and marine autonomy focus and the establishment of Team Plymouth, aligning with the UK Government's Industrial Strategy objectives. Landowner plans have also developed with potential changes in ownership structure in some cases and an increase in demand for waterside space for our defence and marine autonomy cluster who are looking to test, trial and deploy within Plymouth Sound. This project covers:

- **The Langage Tax Site** – which, aside from a small parcel of land owned by Plymouth City Council, has 8 plots that are owned by Carlton Power who are currently negotiating a JV with a private developer; and an area to the South (Ley Farm) which is privately owned but has interest from two potential developers. 48.5 hectares
- **The Sherford Tax Site** – which is currently owned by South Hams District Council with an option to buy from Babcock as the intended end user. 7.9 hectares
- **Turnchapel Mark 2** – which Yacht Havens are looking to develop at pace as an expansion site. The existing Turnchapel employment land is already full, with a waiting list of businesses and this satellite site could provide vital waterside access for our cluster. 4 hectares (currently not a tax site but a request has been made to include this as part of the Plymouth and South Devon Freeports Tax Site expansion proposal).

Accelerated Planning Support

All three sites ideally need to move forward at pace so clearly there is a need to work closely with the Local Authorities around planning capacity. The Langage and Sherford sites are within South Hams District Council which has a dedicated Urban Fringe Team that has recently lost much of its core funding. The LPA for Turnchapel is Plymouth City Council and Yacht Havens would like to accelerate their preliminary discussions around the further development of that site. The Freeport Team would work closely with the LPA's and end users to assist with the planning applications that will in turn enable the much needed site expansions that will fill the increase in demand for space from the defence and marine autonomy cluster, thus bringing in more private sector match funding, jobs and secure retained rates for long-term economic growth.

Activities

The request therefore is for funding to be made available as a grant for the Freeport team to accelerate planning by:

- Commissioning a rapid review to better understand the specific planning requirements for each developer and the required performance commitments that would be needed to deliver the Freeport vision and secure much needed retained rates.
- Resourcing the relevant teams to kick-start LPA solutions in respect of the above.

Better Collaboration.

This activity will enable a better collaboration within all parties in the first instance as a clear output, working with the developers and relevant LPAs in each case, and importantly, taking a holistic cross

site view. It will also provide resource to kick-start solutions to de-risk development which we would expect the private sector to then fund through PPAs moving forward.

Rationale for public funding

No single developer or Local Authority currently has the capacity or resources to deliver a multi-site solution, especially over a compressed window of three months (Q4 2025/6). This modest request will significantly accelerate delivery and therefore generate retained rates. Further, by granting the funding to the Freeport itself, the award can be used strategically and holistically across the sites. The private sector will effectively match fund the longer-term solution.

FEQUALITY IMPACT ASSESSMENT – [FREEPORT PROJECT BUSINESS CASE EXECUTIVE DECISION]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Cath Parnall	Department and service:	Economic Development	Date of assessment:	26/01/26
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Amanda Ratsey	Signature:		Approval date:	26/01/26
Overview:	<p>Plymouth City Council is the Accountable Body for the Freeport and will receive and allocate the Industrial Strategy Zones Site Accelerator Grant to support the delivery of the Accelerated Planning Support programme by the Freeport Company.</p> <p>The Accountable Body is responsible for the effective programme management of the Site Accelerator Grant, including appraisal of individual business cases for the overall planning support projects.</p> <p>This decision is necessary in order to meet timeframes set by the Ministry for Housing, Communities and Local Government (MHCLG) in order to deliver the proposed activities as set out in the Business Case and spend the funds accordingly and in time.</p> <p>Business Case Summary</p> <p>The strategic focus of PASD Freeport has evolved since Full Business Case with an increasing defence and marine autonomy focus and the establishment of Team Plymouth, aligning with the UK Government’s Industrial Strategy objectives. Landowner plans have also developed with potential changes in ownership structure in some cases and an increase in demand for waterside space for our defence and marine autonomy cluster who are looking to test, trial and deploy within Plymouth Sound. There are three sites – Langage, Sherford and Turnchapel that need to rapidly expand in order to meet demand.</p>				

	<p>All three sites ideally need to move forward at pace so clearly there is a need to work closely with the Local Authorities around planning capacity.</p> <p>The project primarily supports two Freeport policy objectives:</p> <p>Establishing a national hub for global trade and investment – by accelerating the development of employment land with the aim of enabling a key local employer to create a new Logistics Facility onsite.</p> <p>Promoting regeneration and job creation – by creating the conditions to support the development of new jobs.</p> <p>It also, less directly, supports the long-term sustainability of the Freeport’s hotbed for innovation because the end user of the site will have a significant supply chain, creating demand and opportunity for collaboration and development.</p> <p>The project itself is a straightforward transaction. It will use the site accelerator grant of £255,000 to accelerate planning by commissioning a rapid review to better understand the specific planning barriers for each developer and the required performance commitments that would be required to deliver the Freeport vision and secure much needed retained rates. It would also be used to resource the relevant teams to kick start LPA solutions in respect of the above.</p>
Decision required:	<ol style="list-style-type: none"> 1. To agree to accept £255,000 funding, from the Industrial Strategy Zone Sites Accelerator Grant Fund, to accelerate Plymouth and South Devon Freeport Planning Support 2. To authorise the S151 Office to sign the Memorandum of Understanding (MOU) with MCHLG. 3. To authorise the Strategic Director for Growth to sign the Grant Funding Agreement, if any and to approve relevant funding claims up to the total amount of £255,000.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes		No	x
Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				
Potential internal impacts:	Yes		No	x
Does the proposal have the potential to negatively impact Plymouth City Council employees?				

Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	A full EIA has been completed below despite the answers above.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. 	<p>Noise and disturbance – impacts</p> <p>Evidence has shown that both younger and older people are likely to have their physical and mental wellbeing negatively impacted by increased noise. For young people, for example, increased noise may impact on their wellbeing and ability to meet their educational potential. For older people noise disturbances can cause increased anxiety and exacerbate conditions such as dementia and tinnitus.</p> <p>Noise and disturbance – Plymouth Port</p> <p>The Freeport may increase the number of ships using the Plymouth Port and it is likely that this will increase noise and disturbance.</p> <p>Noise and disturbance – Increased traffic</p>	<p>Noise and disturbance – Plymouth Port</p> <p>As the Port needs to operate at the time that the tide allows, it is not possible to mitigate against this impact given its nature.</p> <p>Although there is the potential for the increase in freight traffic to increase noise and disturbance for local residents, the parts of the Port that will be used are largely away from residential areas. The additional tax/customs sites will be on under-developed land, thus minimising impact to the extent that is possible. South Yard is in close proximity to a local school and the Sherford employment zone is part of the</p>	<p>March 2026</p> <p>Economic Development</p>

	<p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	<p>The Freeport will increase the amount of traffic on Plymouth roads, especially on roads near to the Freeport and within the Freeport itself. A new road link is planned in response to increased demand - spine roads are going to connect to the A38 to improve connectivity.</p> <p>Noise and disturbance – construction</p> <p>It is likely that the Freeport will result in an increase in noise from both construction and business as usual. Increases in noise have been linked to poorer health outcomes including negatively effecting both mental and physical health.</p> <p>Emissions</p> <p>Poor air quality and pollution has negative consequences for health and the local environment. In particular, a high quantity of particulate matter is linked to poorer health outcomes including negatively effecting both mental and physical health. This negative impact is more likely to affect young people as their lungs are still developing.</p> <p>Emissions – Plymouth Port</p> <p>The Freeport aims to significantly increase the volume of freight through the Port of Plymouth. Increasing the volume of freight brought in through the Port of Plymouth, rather than more distant UK ports, will reduce national emissions from the transport sector, as well as reducing congestion on trunk roads elsewhere.</p> <p>Emissions – Freeport (onsite)</p>	<p>wider Sherford village development. Langage, the largest site where most of the construction is going to take place, is greenfield and is not directly adjacent to residential area.</p> <p>Noise and disturbance – Increased traffic</p> <p>We will consider the possibility to explore noise monitoring and reduction initiatives in the vicinity if required. Any noise complaints will be monitored for trends.</p> <p>Our approach will require buildings to be built using sustainable materials, be well insulated and have renewables (such as solar or heat pumps) integrated.</p> <p>All construction will be delivered in line with local guidance to ensure minimal disruption to the local area.</p> <p>Within the Freeport we will use a combination of electric and hydrogen powered vehicles to move cargo between the Port and customs sites. There is already and EV charge point at Oceansgate and by 2025, all support vehicles will be low carbon. Charging infrastructure will also be put in place to</p>	
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		<p>The increase in freight traffic and associated traffic within the Freeport will likely increase local traffic and thus local emissions.</p>	<p>encourage wider port users (including RORO traffic) to use low carbon fuels. Emissions from commuter transport will be minimised through green transport initiatives, which will include public transport options (including park and ride) as well as walking and cycling, which build on existing infrastructure such as cycle ways.</p>	
<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21</p>	<p>No adverse impact anticipated.</p>	<p>Not applicable.</p>	<p>March 2026 Economic Development</p>

	<p>to 24 who could return for support from services if they wished to.</p>			
<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census)</p>	<p>Noise and disturbance Evidence has shown that people with disabilities and underlying health conditions are more likely to have their physical and mental wellbeing negatively impacted by increased noise. For example, one study found that people living in areas with high levels of traffic noise were 25 per cent more likely than those living in quieter areas to develop depression.</p> <p>Noise and disturbance – Plymouth Port The Freeport will increase the number of ships using the Plymouth Port and it is likely that this will increase noise and disturbance.</p> <p>Noise and disturbance – Increased traffic The Freeport will increase the amount of traffic on Plymouth roads, especially on roads near to the Freeport and within the Freeport itself. A new road link is planned in response to increased demand - spine roads are going to connect to the A38 to improve connectivity.</p> <p>Noise and disturbance – construction It is likely that the Freeport will result in an increase in noise from both construction and business as usual. Increases in noise have been linked to poorer health outcomes including negatively effecting both mental and physical health. This negative impact is more likely to be felt by people with disabilities, however this is not limited to this cohort</p>	<p>Noise and disturbance – Plymouth Port As the port needs to operate at the time that the tide allows, it is not possible to mitigate against this impact given its nature. Although there is the potential for the increase in freight traffic to increase noise and disturbance for local residents, the parts of the Port that will be used are largely away from residential areas. The additional tax/customs sites will be on under-developed land, thus minimising impact to the extent that is possible. South Yard is in close proximity to a local school and the Sherford employment zone is part of the wider Sherford village development. Langage, the largest site where most of the construction is going to take place, is greenfield and is not directly adjacent to residential area.</p> <p>Noise and disturbance – Increased traffic We will consider the possibility to explore noise monitoring and reduction initiatives in the vicinity if required. Any noise complaints will be monitored for trends.</p>	<p>March 2026 Economic Development</p>

		<p>Emissions Poor air quality and pollution has negative consequences for health and the local environment. In particular, a high quantity of particulate matter is linked to poorer health outcomes including negatively affecting both mental and physical health. This negative impact is more likely for people with disabilities due to the increased likelihood that they may have an underlying health condition related to their breathing or lungs.</p> <p>Emissions – Plymouth Port The Freeport aims to significantly increase the volume of freight through the Port of Plymouth. Increasing the volume of freight brought in through the Port of Plymouth, rather than more distant UK Ports, will reduce national emissions from the transport sector, as well as reducing congestion on trunk roads elsewhere.</p> <p>Emissions – Freeport (onsite) The increase in freight traffic and associated traffic within the Freeport will likely increase local traffic and thus local emissions.</p> <p>Accessibility The large majority of buildings within the Freeport will be closed to members of the public, however we recognise that accessibility is still important. Where buildings are older, guidance will be taken from the appropriate colleagues and heritage organisation when appropriate</p>	<p>Our approach will require buildings to be built using sustainable materials, be well insulated and have renewables (such as solar or heat pumps) integrated.</p> <p>All construction will be delivered in line with local guidance to ensure minimal disruption to the local area.</p> <p>Within the Freeport we will use a combination of electric and hydrogen powered vehicles to move cargo between the Port and customs sites. There is already an EV charge point at Oceansgate and by 2025, all support vehicles will be low carbon. Charging infrastructure will also be put in place to encourage wider port users (including RORO traffic) to use low carbon fuels. Emissions from commuter transport will be minimised through green transport initiatives, which will include public transport options (including park and ride) as well as walking and cycling, which build on existing infrastructure such as cycle ways.</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 women (2021 Census).	No adverse impacts are anticipated.	Not applicable.	March 2026 Economic Development
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	No adverse impacts are anticipated.	The employment and skills plan will include engagement with the Department for Work and Pensions, universities, schools and other partners working with young women and girls to promote STEM career and education pathways. Engagement will also take place with local voluntary and community sector partners working with women and girls to raise awareness of the employment and education offer available and communication materials will be shared.	March 2026 Economic Development
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 are anticipated.	The employment and skills plan will include engagement with the Department for Work and Pensions, universities, schools and other partners working with young women and girls to promote STEM career and education pathways. Engagement will also take place with local voluntary and community sector partners working with women and girls to raise awareness of the	March 2026 Economic Development

			employment and education offer available and communication materials will be shared.	
Race	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	No adverse impacts are anticipated.	<p>The employment and skills plan will include engagement with the Department for Work and Pensions, universities, schools and other partners working with people from Black, Asian and minority ethnic backgrounds to promote career and education pathways.</p> <p>Engagement will also take place with local voluntary and community sector partners working with this cohort and in particular refugees and asylum seekers to raise awareness of the employment and education offer available.</p> <p>Key information within the Freeport will be available in different languages, recognising the diversity of people using and passing through the Freeport.</p> <p>Staff employed by the Freeport will be trained in cultural awareness and cultural accessibility.</p>	March 2026 Economic Development
Religion or belief	48.9 per cent of the Plymouth population stated they had no religion.	Not applicable	Not applicable	March 2026

	<p>42.5 per cent of the population identified as Christian (2021 Census). Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>			Economic Development
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impacts are anticipated.</p>	<p>The employment and skills plan will include engagement with the Department for Work and Pensions, universities, schools and other partners working with young women and girls to promote STEM career and education pathways.</p> <p>Engagement will also take place with local voluntary and community sector partners working with women and girls to raise awareness of the employment and education offer available and communication materials will be shared.</p>	<p>March 2026 Economic Development</p>
Sexual orientation	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per</p>	<p>No adverse impacts are anticipated.</p>	<p>Not applicable</p>	<p>March 2026 Economic Development</p>

	cent of residents describe their sexual orientation using a different term (2021 Census).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse human rights implications are anticipated.	Not applicable. This will be reviewed and updated if or when any adverse impacts arise as a result of the project.	Not applicable.

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Work together in partnership to:</p> <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion <p>support people with different backgrounds and lived experiences to get on well together</p>	There are no anticipated direct negative implications to this objective.	Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.	March 2026. Economic Development
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing</p>	There are no anticipated direct negative implications to this objective.	Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.	March 2026. Economic Development

<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>There are no anticipated direct negative implications to this objective.</p>	<p>Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.</p>	<p>March 2026. Economic Development</p>
<p>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome</p>	<p>There are no anticipated direct negative implications to this objective.</p>	<p>Not applicable. This will be reviewed if in the case that any adverse impacts should arise during delivery.</p>	<p>March 2026. Economic Development</p>