



**Oversight and Governance**

Chief Executive's Department

Plymouth City Council

Ballard House

Plymouth PL1 3BJ

T 01752 305155

[www.plymouth.gov.uk/democracy](http://www.plymouth.gov.uk/democracy)

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## Delegated Decisions

### Delegated Executive/Officer Decisions

Notice of call-in for non-urgent decisions must be given to the Democratic Services by 4.30 pm on Wednesday 18 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/3hwmppzp>

The decisions detailed below may be implemented on Thursday 19 February 2026 if they are not called-in.

## **Delegated Decisions**

**1. Councillor Sally Cresswell - Cabinet Member for Education, Skills and Apprenticeships:**

1a. ESA02 25/26 - On Course South West adult skills provision through the Plymouth Centre for Engineering Skills **(Pages 1 - 38)**

**2. Councillor John Stephens - Cabinet Member for Strategic Planning and Infrastructure:**

2a. SPT16 25/26 - THE CITY OF PLYMOUTH (TRAFFIC REGULATION ORDERS) (TAXI RANKS) (AMENDMENT ORDER NO. 2025.2137344 – ROYAL PARADE) ORDER **(Pages 39 - 54)**

# EXECUTIVE DECISION

made by a Cabinet Member



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

Executive Decision Reference Number – ESA02 25/26

Decision	
1	<b>Title of decision:</b> Expanding On Course South West adult skills provision through the Plymouth Centre for Engineering Skills
2	<b>Decision maker:</b> Councillor Sally Cresswell (Cabinet Member for Education, Skills and Apprenticeships)
3	<b>Report author and contact details:</b> Tina Brinkworth <a href="mailto:Tina.Brinkworth@plymouth.gov.uk">Tina.Brinkworth@plymouth.gov.uk</a>
4	<p><b>Decision to be taken:</b></p> <ol style="list-style-type: none"> <li>To approve Plymouth City Council's in-house adult education provider, On Course South West, in expanding its delivery to incorporate the Plymouth Centre for Engineering Skills.</li> <li>Delegate the TUPE process for approximately 4 FTE staff member to the Head of Skills and Post-16.</li> <li>Accept the initial cost of £100,000 for the purchase of equipment currently within the Centre, this cost will be fully covered by the On Course South West revenue account, so having no loan requirement.</li> <li>Delegate to the Head of Land and Property authority to enter into leasing arrangements within the parameters set out in the Part II document, for the premises at 71 Sisna Park Road, PL6 7AE.</li> </ol>
5	<p><b>Reasons for decision:</b></p> <ol style="list-style-type: none"> <li>Cornwall College Group (CCG) has announced its intention to withdraw from the Plymouth Centre for Engineering Skills at Sisna Park, following guidance from the Department for Education (DfE) to consolidate delivery across fewer campuses.</li> </ol> <p>However, the DfE has requested that the provision in Plymouth continues, and CCG have approached Plymouth City Council's in-house adult education provider, On Course South West (OCSW), to take on this delivery. This transition presents a strategic opportunity to expand the Post-16 and Skills offer from OCSW, whilst also ensuring continuity for learners and employers, and advancing the Council's strategic goals in education, economic development, community empowerment and growing post-16 send sufficiency without capital investment. The Centre would then become a dedicated space and curriculum area for provision of post-16 engineering education and training. The Centre is fully equipped for delivery and would provide significant opportunity to grow provision of skills and employment in the city, working towards objectives of The Plymouth Plan (GRO2) and the Plymouth Economic Strategy and move away from provision provided by an unregistered small provider in the city.</p>
6	<p><b>Alternative options considered and rejected:</b></p> <ol style="list-style-type: none"> <li>Plymouth City Council (PCC) could facilitate a takeover of the Plymouth Engineering Centre by another training provider. This option has no financial risk to PCC and continuity of provision should be maintained if the college/training provider are able manage the transfer. However, it does limit the choice for employers in available apprenticeship providers in the city. Other providers (including those not currently operating in the City) may have limited capacity to takeover this provision resulting in significant interruptions to learning for apprentices and service to employers.</li> </ol>

	2. The centre could be closed, resulting in employers having to find new apprenticeship delivery, which would result in significant disruption to learning for apprentices and inconvenience to employers.		
<b>7</b>	<b>Financial implications and risks:</b> Initial costs, including the purchase of equipment has been negotiated and agreed at a payment of £100,000 (the total value of equipment is £115,000), this is forecast to not result in any financial loss and will be taken from On Course South West revenue account (no loan requirements). Projected surpluses in subsequent years mitigate this risk, provided growth targets in apprenticeships and adult education are met.		
<b>8</b>	<b>Legal Implications:</b> Acceptance of learners and continuation of training provisions is within the Council's statutory education related powers under the Education Act 1996 and skills legislation.  The transfer of approximately 4 FTE staff will constitute a relevant transfer for the purposes of the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). The Council must comply with statutory consultation duties and maintain continuity of employment and terms and conditions.  The acquisition of equipment must comply with the Council's financial regulations and lawful spending powers under the Localism Act 2011. No procurement obligations arise because this is an asset purchase not a service contract.		
<b>9</b>	<b>Is the decision a Key Decision?</b> <p>(please contact <a href="#">Democratic Support</a> for further advice)</p> Please type an X into the relevant boxes	<b>Yes</b>	
		<b>No</b>	
			X
			X
			<b>Per the Constitution, a key decision is one which:</b>  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  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>£1 million</b> annually  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>If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a></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>	The Centre is fully equipped for delivery and would provide significant opportunity to grow provision of skills and employment in the city, working towards objectives of The Plymouth Plan (GRO2) and the Plymouth Economic Strategy. It further aligns to the priorities of the Corporate Plan, specifically through continuing and growing provision of skills which will contribute to Green investment, jobs, skills and better education.	
<b>11</b>	<b>Please specify any direct environmental implications of the decision (carbon impact)</b>	N/A	

**Urgent decisions**

<b>12a</b>	<b>Is the decision urgent and to be implemented immediately in the interests of the Council or the public?</b>  Please type an X into the relevant box	<b>Yes</b>		(If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)
		<b>No</b>	<b>X</b>	<b>(If no, go to section 13a)</b>
<b>12b</b>	<b>Reason for urgency:</b>			
<b>12c</b>	<b>Scrutiny Chair Signature:</b>		<b>Date</b>	
	<b>Scrutiny Committee name:</b>			
	<b>Print Name:</b>			
<b>Consultation</b>				
<b>13a</b>	<b>Are any other Cabinet members' portfolios affected by the decision?</b>  Please type an X into the relevant box	<b>Yes</b>		
		<b>No</b>	<b>X</b>	<b>(If no go to section 14)</b>
<b>13b</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>	N/A		
<b>13c</b>	<b>Date Cabinet member consulted</b>	N/A		
<b>14</b>	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b>  Please type an X into the relevant box	<b>Yes</b>		If yes, please discuss with the Monitoring Officer
		<b>No</b>	<b>X</b>	
<b>15</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	David Haley	
		<b>Job title</b>	Director for Children's Services	
		<b>Date consulted</b>	27 October 2025	
<b>Sign-off</b>				
<b>16</b>	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	JS71 25/26	
		<b>Finance (mandatory)</b>	OW.25.26.111	

	<b>Legal (mandatory)</b>	LS/00001312/1/AC/10/2/26
	<b>Procurement (if applicable)</b>	N/A
	<b>Corporate property (decisions involving Council owned land or facilities) (if applicable)</b>	JW 0129 06/02/26
	<b>Human Resources (if applicable)</b>	CS.25.26.021

### Appendices

17 Ref.	Title of appendix
A	Plymouth Centre for Engineering Skills Briefing Report
B	Equalities Impact Assessment
C	Climate Impact Assessment

### Confidential/exempt information

<b>18 a</b>	<b>Do you need to include any confidential/exempt information?</b> Please type an X into the relevant box	<b>Y</b>	<b>X</b>	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 <b>18b</b> below.  (Keep as much information as possible in the briefing report that will be in the public domain)
		<b>N</b>	<b>O</b>	

### Exemption Paragraph Number

		1	2	3	4	5	6	7
<b>18 b</b>	D - Plymouth Centre for Engineering Skills – Business Case			X				
	E - Plymouth Centre for Engineering Skills – Additional details			X				

### Background Papers

- 19** Please list all unpublished, background papers relevant to the decision in the table below.
- Background papers are unpublished 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

<b>Cabinet Member Signature</b>			
<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 (2010) and those who do not. For further details please see the EIA attached.		
<b>Signature</b>		<b>Date of decision</b>	11 February 2026
<b>Print Name</b>	Councillor Sally Cresswell		

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# Plymouth Centre for Engineering Skills

Skills and Post 16



## 1. Background

The Plymouth Centre for Engineering Skills opened in 2014 due to a growing demand from employers for quality provision in the city. It now acts as a training hub for apprentices from multiple local and international manufacturing companies, as well as providing daytime and evening courses for school pupils, adults and businesses. The Centre is fully fitted out for manufacturing, electrical and maintenance training as well as TIG, MIG and arc welding, CAD/CAM and PAT testing.

Cornwall College Group (CCG) has announced its intention to withdraw from the Plymouth Centre for Engineering Skills at Sisna Park, following guidance from the Department for Education to consolidate delivery across fewer campuses. However, the DfE (Department for Education) has requested that provision in Plymouth continues, and CCG has approached Plymouth City Council's in-house provider, On Course South West (OCSW), to take on delivery.

## 2. Opportunity and development:

There is potential to significantly increase the revenue within this facility through growth in apprenticeships, supported internships, adult skills delivery (e.g. Skills Bootcamps), and bespoke courses for employer.

We would like to propose Plymouth City Council take over the Plymouth Engineering Centre (Centre) to further expand our post-16 skills provision and increasing the engineering skills development in the city to support addressing the current and rapidly expanding future demand. The centre would be part of On Course South West (OCSW) as a dedicated centre and curriculum area for the provision of post-16 engineering education and skills. This is detailed in the attached spreadsheet (PESC Budgets) for the next three years.

This Centre would provide significant opportunity to support delivery of the planned objectives for skills and employment in the city, including The Plymouth Plan, Policy GRO2 Delivering skills and talent development; Improving learner access to employability skills and STEM (Science, Technology, Engineering and Mathematics) and low carbon subjects. As well as addressing the priorities for skills in Plymouth Economic Strategies, through building capacity for post-16 provision in the city. It would also provide additional capacity to upskill local residents furthest away from the labour market to transition into well paid, local sustainable employment. Further sustainability measure would be introduced in the sourcing and disposal of materials related to teaching in the centre (please see attached impact assessment).

Expanding delivery into the Centre also aligns with the significant growth forecast from the defence investment into Plymouth, articulated by Team Plymouth. This investment will require significant numbers of additional skilled workers, the engineering and technical courses offered through the Centre align with this need.

Through the centre, we can also maximise national opportunities to deliver new provision and funding planned by Skills England, such as non-apprenticeship levy provision and Higher Technical Qualifications, as well as investments through the Industrial Strategy to Enhance skills and increase access to talent, in priority sectors including Engineering.

Through the centre we will work with existing employers to provide continuation of the highest quality delivery of apprenticeships (Cornwall College Group was graded Outstanding by Ofsted in 2025, including for Apprenticeship provision). As well as expanding provision to include Skills Bootcamps, Supported Internships and Apprenticeships and introduce the Foundation Apprenticeship (Engineering and Manufacturing), and Higher Technical Qualification as well as employer responsive commercial training. We will respond to emerging areas of demand, such as from Team Plymouth, in offering relevant courses both wanted by individuals and in demand from the City.

We would look to move existing staff at the centre across to PCC (Plymouth City Council), as part of the OCSW Team to ensure continuation of management, delivery and employer engagement, whilst adding to our existing key sectors for delivery with clear oversight from the OCSW Leadership Team, with significant expertise and a clear strategy to deliver improved skills provision in Plymouth.

By maximising current and emerging opportunities for funding, whilst also maintaining consistency of delivery and employer engagement and providing clear leadership and oversight for the centre, would be mitigations for risks associated with this proposal, particularly the financial, personnel, academic and management risks associated with this proposal.

In addition we will look to build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.

### **3. Strategic Alignment and Benefits to PCC:**

#### **Supporting Green Investment, Jobs, Skills and Better Education**

Taking on the Centre aligns with PCC's priority to invest in green jobs and skills. The Centre's advanced engineering facilities (including welding, CAD/CAM, and electrical training) support high-value employment and technical education pathways, ensuring people have the skills to be work ready. This also directly aligns with the objectives of Team Plymouth, supporting the enhanced and expanded provision of vital technical skills.

#### **Promoting Fairness and Opportunity**

OCSW's inclusive, high-quality delivery model ensures that learners from diverse backgrounds can access training, supporting PCC's mission to address inequality and promote fairness.

#### **Strengthening Local Economic Resilience**

With 82 apprentices currently enrolled and strong employer engagement, the Centre supports local and international manufacturing businesses. PCC's stewardship will safeguard and grow this vital talent pipeline.

#### **Enhancing Financial Sustainability and Value for Money**

The Centre currently generates approximately £120,000 in net profit annually. With manageable staffing and operational costs, and capital equipment valued at £115,000, there is clear potential for sustainable growth through expanded apprenticeships, adult education, and supported internships.

#### **Delivering on PCC's Vision and contributing to the Plymouth Economic Strategy**

By retaining and enhancing this provision, PCC demonstrates leadership in skills development, contributing to the city's long-term vision of being one of Europe's most vibrant waterfront cities

with outstanding quality of life. This also directly contributes to the aspirations of the Plymouth Economic Strategy, creating a highly skills workforce and supporting people into employment.

#### **Aligning with Team Plymouth articulated training demand**

Providing courses and training opportunities that align with the need presented by Team Plymouth, including in the priority sectors of Defence and Construction.

#### **4. Analysis of Benefits and Strategic Fit**

The proposed transition of the Plymouth Engineering Centre to Plymouth City Council's in-house provider, On Course South West (OCSW), presents a strong strategic fit with the Council's priorities, the priorities of Team Plymouth and offers substantial benefits. It aligns with the Plymouth Plan and the Plymouth Economic Strategy by enhancing post-16 technical education, particularly in engineering and green skills.

The Centre supports economic resilience through its established employer relationships and contributes to fairness by expanding inclusive education opportunities, including for SEND learners. Financially, the Centre is already profitable and holds valuable capital assets, with clear potential for growth through apprenticeships, adult education, and national funding streams. The proposal also enables PCC to maintain continuity of high-quality provision, mitigate risks through experienced leadership, and strengthen its role in shaping the city's skills landscape.

#### **5. Options Appraisal:**

Option 1: Our preferred option is for Plymouth City Council to take over the Plymouth Engineering Centre, becoming part of On Course South West. The Centre would then become a dedicated space and curriculum area for provision of post-16 engineering education and training. The Centre is fully equipped for delivery and would provide significant opportunity to grow provision of skills and employment in the city, working towards objectives of The Plymouth Plan (GRO2) and the Plymouth Economic Strategy.

Option 2: PCC could facilitate a takeover of the Plymouth Engineering Centre by another training provider. This option has no financial risk to PCC and continuity of provision should be maintained if the college/training provider are able manage the transfer. However, it does limit the choice for employers in available apprenticeship providers in the city. Other providers (including those not currently operating in the City) may have limited capacity to takeover this provision resulting in significant interruptions to learning for apprentices and service to employers.

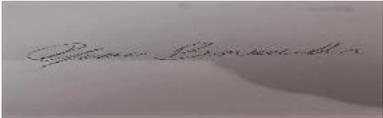
Option 3: Alternatively, the centre could be closed resulting in employers having to find new apprenticeship delivery, which would result in significant disruption to learning for apprentices and inconvenience to employers.

Therefore, we recommend that Option 1 is taken forward with OCSW taking ownership of the Plymouth Engineering Centre.

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# EQUALITY IMPACT ASSESSMENT – EXPANDING ON COURSE SOUTH WEST ADULT SKILLS PROVISION THROUGH THE PLYMOUTH CENTRE FOR ENGINEERING SKILLS

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Toby Hall	<b>Department and service:</b>	Education, Participation and Skills – Children Services	<b>Date of assessment:</b>	20 November 2025
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Tina Brinkworth	<b>Signature:</b>		<b>Approval date:</b>	11 February 2026
<b>Overview:</b>	<p>Cornwall College Group (CCG) has announced its intention to withdraw from the Plymouth Centre for Engineering Skills at Sisna Park, following guidance from the Department for Education (DfE) to consolidate delivery across fewer campuses. However, the DfE has requested that the provision in Plymouth continues, and CCG have approached Plymouth City Council’s in-house adult education provider, On Course South West (OCSW), to take on this delivery. This transition presents a strategic opportunity to expand the Post-16 and Skills offer from OCSW, whilst also ensuring continuity for learners and employers, and advancing the Council’s strategic goals in education, economic development, community empowerment and growing post-16 send sufficiency without capital investment. The Centre would then become a dedicated space and curriculum area for provision of post-16 engineering education and training. The Centre is fully equipped for delivery and would provide significant opportunity to grow provision of skills and employment in the city, working towards objectives of The Plymouth Plan (GRO2) and the Plymouth Economic Strategy and move away from provision provided by an unregistered small provider in the city.</p>				
<b>Decision required:</b>	<ol style="list-style-type: none"> <li>1. To approve Plymouth City Council’s in-house adult education provider, On Course South West, in expanding its delivery to incorporate the Plymouth Centre for Engineering Skills.</li> <li>2. Delegate the TUPE process for approximately 4 FTE staff member to the Head of Skills and Post-16.</li> <li>3. Accept the initial cost of £100,000 for the purchase of equipment currently within the Centre, this cost will be fully covered by the On Course South West revenue account, so having no loan requirement.</li> <li>4. Delegate to the Head of Land and Property authority to enter into leasing arrangements within the parameters set out in the Part II document, for the premises at 71 Sisna Park Road, PL6 7AE.</li> </ol>				

**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?	Yes		No	X
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

**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
<p><b>Age</b></p>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>

<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>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Disability</b></p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem. 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>No adverse impact, working to grow provision for post-16 SEND</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Gender reassignment</b></p>	<p>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).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Marriage and civil partnership</b></p>	<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 partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Pregnancy and maternity</b></p>	<p>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.</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Race</b></p>	<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>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Religion or belief</b></p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Sex</b></p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p><b>Sexual orientation</b></p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

**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><b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b></p>			
<p><b>Build and develop a diverse workforce that represents the community and citizens it serves.</b></p>			
<p><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></p>			

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# Plymouth Engineering Centre

## Project details

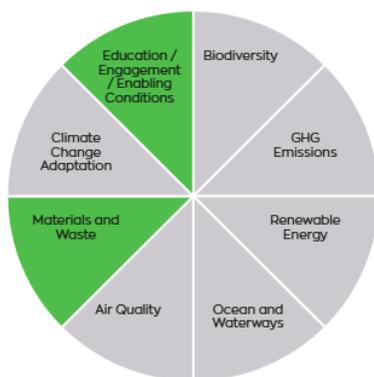
### Assessment author

David Wales

### Project summary

Takeover from Cornwall College Group (CCG) of the Engineering Centre at Sisna Park delivering apprenticeship and other employer focused training.

## Summary of assessment



- 1 Long term or significant negative impact
- 2 Short term or minor negative impact
- 3 No impact or neutral impact
- 4 Short term or minor positive impact
- 5 Long term or significant positive impact

## Assessment scores

### Biodiversity

#### Score

(3) No impact or neutral impact

#### Score justification

The engineering centre already has been built and the scope of proposal is to take over the existing premises from Cornwall College Group.



## **GHG Emissions**

### **Score**

(3) No impact or neutral impact

### **Score justification**

The engineering centre already has been built and the scope of proposal is to take over the existing premises from Cornwall College Group.

## **Renewable Energy**

### **Score**

(3) No impact or neutral impact

### **Score justification**

The engineering centre already has been built and the scope of proposal is to take over the existing premises from Cornwall College Group.

## **Ocean and Waterways**

### **Score**

(3) No impact or neutral impact

### **Score justification**

The engineering centre already has been built and the scope of proposal is to take over the existing premises from Cornwall College Group.

## **Air Quality**

### **Score**

(3) No impact or neutral impact

### **Score justification**

The engineering centre already has been built and the scope of proposal is to take over the existing premises from Cornwall College Group.

## **Materials and Waste**

### **Score**

(5) Long lasting or extensive positive impact

### **Score justification**

OCSW would work with the Council's environmental services to ensure the sourcing and disposal of materials for delivery of teaching engineering skills were done in line with the highest environmental standards, reinforcing this in the teaching of apprentices and other students to ensure good practice was followed with local employers.



## Climate Change Adaptation

### Score

(3) No impact or neutral impact

### Score justification

The engineering centre already has been built and the scope of proposal is to take over the existing premises from Cornwall College Group.

## Education / Engagement / Enabling Conditions

### Score

(5) Long lasting or extensive positive impact

### Score justification

Provision delivered on this site will include modern production methods and champion new approaches to sustainable and green engineering.

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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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# EXECUTIVE DECISION

made by a Cabinet Member



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

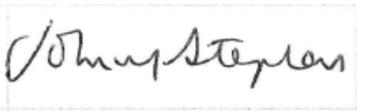
Executive Decision Reference Number – SPT16 25/26

Decision	
1	<b>Title of decisions:</b> THE CITY OF PLYMOUTH (TRAFFIC REGULATION ORDERS) (TAXI RANKS) (AMENDMENT ORDER NO. 2025.2137344 – ROYAL PARADE) ORDER
2	<b>Decision maker:</b> Councillor John Stephens (Cabinet Member for Strategic Planning and Transport)
3	<b>Report author and contact details:</b> Amy Neale, Highway Safety Engineer, email: <a href="mailto:trafficmanagementinbox@plymouth.gov.uk">trafficmanagementinbox@plymouth.gov.uk</a> & Karen Renshaw, Senior Project & Contract Manager
4	<p><b>Decision to be taken:</b></p> <p>To implement the following amendments to The City of Plymouth (Traffic Regulation Orders) (Taxi Ranks) (Consolidation) Order 2022:</p> <p>The effect of the order shall be to Add/Amend the Taxi Rank on Royal Parade</p> <p>Included in this scheme was also an upgraded Toucan crossing on Royal Parade Approx. 226m metres west of St Andrews Cross roundabout.</p>
5	<p><b>Reasons for decision:</b></p> <p>The Royal Parade bus improvement scheme has been designed to reduce congestion and improve the reliability of bus services to and from the city centre by increasing the number of bus stops on the eastbound side.</p> <p>There are over 100 buses every hour – making it the city’s busiest bus interchange – with over nine million passenger journeys from or to Royal Parade every year. The scheme aims to reduce delays at this key point by cutting the queues and double stacking of buses, making services more reliable and helping to make going by bus a more attractive option than the private car.</p> <p>The developed plans focus on the eastbound side of Royal Parade between Derry’s Cross and St. Andrew’s Cross and include:</p> <p style="padding-left: 40px;">Redesigning the road with a shallow saw-tooth layout to increase the number of bus stops from 12 to 15, to prevent double stacking, unnecessary idling and improve air quality. This will improve bus manoeuvrability and safety by reducing the need for buses to reverse out and ensure passengers can get on and off from the pavement.</p> <p style="padding-left: 40px;">Clearer and easier information about where and what bus to get in the new shelters and upgraded Real Time Passenger Information displays.</p> <p style="padding-left: 40px;">New, bigger shelters to make it easier for people with pushchairs or wheelchairs to use them. They will have living roofs to support biodiversity.</p>

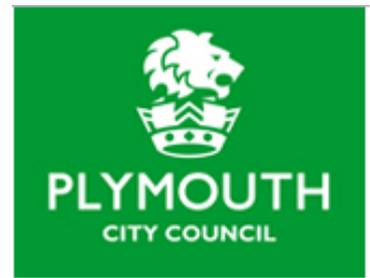
	<p>An upgraded toucan crossing at Armada Way for both pedestrians and cyclists. Average speed camera system to replace existing static cameras, supporting a safe environment for pedestrians.</p> <p>As part of the movement of the bus stops, the Taxi rank is proposed to move slightly closer to the St Andrews Roundabout.</p>			
<b>6</b>	<p><b>Alternative options considered and rejected:</b></p> <p>1. Do nothing – This would not have provided long term benefits for the transport infrastructure and public realm. This option would not enable an expansion of the bus service and would not tackle the issue of congestion and double stacking that was being experienced on Royal Parade</p> <p>2. Alternative design which did not include a saw tooth layout – This would not have provided long term benefits for the bus infrastructure and public realm. This does not enable an increase of three bus stops.</p> <p>3. Alternative design which does not include provision of Toucan or moving the taxi rank – This was rejected due to the opportunity to improve the cycling infrastructure and enable a legitimate route between the north and south side of Royal Parade. Changing the location of the taxi rank has minimal impact on the taxi service and the new location is in a better position as it would otherwise be located between two bus stops.</p>			
<b>7</b>	<p><b>Financial implications and risks:</b></p> <p>The Traffic Regulation Orders (TRO's) and associated works are being funded by Bus Grant 25/26, Section 106 and Corporate Borrowing. Costs incurred earlier in the project were funded by Transforming Communities Funds ( TCF)</p>			
<b>8</b>	<p><b>Legal Implications:</b></p> <p>Those relevant have been taken into account see paragraph 5 of the Briefing Report.</p>			
<b>9a</b>	<p><b>Is the decision a Key Decision?</b> (please contact <a href="#">Democratic Support</a> for further advice)</p>	<b>Yes</b>	<b>No</b>	<p><b>Per the Constitution, a key decision is one which:</b></p>
			x	<p>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</p>
			x	<p>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></p>
			x	<p>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.</p>
	<p><b>If yes, date of publication of the notice in the <a href="#">Forward Plan of Key Decisions</a></b></p>	N/A		
<b>10</b>	<p><b>Please specify how this decision is linked to the Council's corporate</b></p>	<p>The Local Transport Plan (LTP) details the transport strategies and policies that the City Council has</p>		

	<b>plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</b>	adopted and will be key in helping the city meet its Corporate Plan priorities, and growth agenda.		
<b>11</b>	<b>Please specify any direct environmental implications of the decision (carbon impact)</b>	None.		
<b>Urgent decisions</b>				
<b>12</b>	<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 Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)
		<b>No</b>	x	<b>(If no, go to section 13a)</b>
<b>12a</b>	<b>Reason for urgency:</b>			
<b>12b</b>	<b>Scrutiny Chair Signature:</b>		<b>Date</b>	
	<b>Scrutiny Committee name:</b>			
	<b>Print Name:</b>			
<b>Consultation</b>				
<b>13a</b>	<b>Are any other Cabinet members' portfolios affected by the decision?</b>	<b>Yes</b>		
		<b>No</b>	x	<b>(If no go to section 14)</b>
<b>13b</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>			
<b>13c</b>	<b>Date Cabinet member consulted</b>			
<b>14</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>	x	
<b>15</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Glenn Caplin-Gray	
		<b>Job title</b>	Strategic Director for Growth	
		<b>Date consulted</b>	21 January 2026	

Sign-off									
16	Sign off codes from the relevant departments consulted:		Democratic Support (mandatory)			JS70 25/26			
			Finance (mandatory)			OW.25.26.117			
			Legal (mandatory)			LS/2960(75)/JP/290126.			
			Human Resources (if applicable)			N/A			
			Corporate property (if applicable)			N/A			
			Procurement (if applicable)			N/A			
Appendices									
17	Ref.	Title of appendix							
	A	Briefing report for publication							
	B	Equalities Impact Assessment							
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	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

<b>Cabinet Member Signature</b>			
<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.		
<b>Signature</b>		<b>Date of decision</b>	11/02/2026
<b>Print Name</b>	Councillor John Stephens (Cabinet Member for Strategic Planning and Transport)		

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# ROYAL PARADE

## 1. INTRODUCTION

This report seeks delegated authority to implement amendments to The City of Plymouth (Traffic Regulation Orders) (Taxi Ranks) (Consolidation) Order 2022 in association with the Royal Parade Traffic Regulation Order.

## 2. TRAFFIC REGULATION ORDERS REQUIRED

2.1 The elements that need a Traffic Regulation Order was the movement of the Taxi Rank on Royal Parade to move it further east than its current position.

Included in this scheme was also an upgraded Toucan crossing on Royal Parade Approx. 226m metres west of St Andrews Cross roundabout.

## 3. STATUTORY CONSULTATION

### Proposals

The proposals for the Royal Parade TRO were advertised on street, in the Herald and on the Plymouth City Council website on 21<sup>st</sup> November 2025. Details of the proposals were sent to the Councillors representing the affected wards and statutory consultees on 19<sup>th</sup> November 2025.

**There have been 1 representation received relating to the proposals included in the Traffic Regulation Order.**

Consultation	Comments
<p><i>With so much work carried out on the area I find it frustrating that there is still a lack of an east to west bike lane which does not require you to negotiate a dual carriageway roundabout in order to use it. Having bikes share space in the busiest bus lane in the area is not for casual cyclists. It is nearly impossible to cycle to the city centre from most directions unless you either use the roads cycling in 3 lanes of traffic or walk your bike.</i></p>	<p>Thank you for your comments. Unfortunately, delivering an east-west cycle route is beyond the scope of this project which is focused on the east bound side of Royal Parade and on bus improvements. However, such a route is identified as a priority for delivery once funds allow, in the Local Cycling and Walking Infrastructure Plan composite map which is available to view here: <a href="#">Local allocal cycling and walking infrastructure plan   PLYMOUTH.GOV.UK</a> The scheme is however converting the crossing at the junction between Armada Way and Royal Parade into a toucan crossing for use by both pedestrians and cyclists as part of the North-South Armada Way and Civic Square improvements delivering a high quality route from the train station to Princess Street.</p>

	<p>As is illustrated by the Plymouth walking and cycling map, there are routes available into the city centre <a href="#">Cycling and walking map</a>, but we completely acknowledge that there is still a great deal to do. We are working hard to deliver improvements within the funds available."</p>
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#### **4. RECOMMENDATION**

It is recommended that the proposal is implemented as advertised.

#### **5. LEGAL CONSIDERATIONS**

The lawful implications and consequences of the proposal have been considered and taken into account in the preparation of this report.

When considering whether to make a traffic order it is the Council's responsibility to ensure that all relevant legislation is complied with. This includes Section 122 of the Road Traffic Regulation Act 1984 (as amended) that sets out that it is the duty of a local authority, so far as practicable subject to certain matters, to secure the expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway. It is considered that the proposals comply with Section 122 of the Act as they practically secure the safe and expeditious movement of traffic in and around Plymouth and provide for suitable and adequate associated parking facilities.

# EQUALITY IMPACT ASSESSMENT – ROYAL PARADE HIGHWAY IMPROVEMENT SCHEME

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Karen Renshaw	<b>Department and service:</b>	Strategic Projects Team, HR&OD	<b>Date of assessment:</b>	11 June 2024 Reviewed 24 March 2025 and 13 January 2026
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Philip Heseltine	<b>Signature:</b>		<b>Approval date:</b>	21 January 2026
<b>Overview:</b>	<p>The Royal Parade and Mayflower Street highway schemes are sister schemes that aim to improve public transport in the city centre by making bus travel faster, easier and more reliable. They are part of a programme of investment through the Transforming Cities Fund (TCF) that collectively reduce congestion, improve air quality and help the city prosper by investing in infrastructure to improve public and sustainable transport connectivity on key commuter routes across the city. Further information on the TCF can be found using this link: <a href="https://www.plymouth.gov.uk/transformingcitiesfund">https://www.plymouth.gov.uk/transformingcitiesfund</a>.</p> <p>The Mayflower Street scheme which was completed in June 23, created two new bus stops, bring the bus stops in the street to three. The purpose of this is to take pressure / create flexibility for bus services at Royal Parade . The kerb was realigned to enable buses to drop off users without stopping other traffic which reduces congestion and delays.</p> <p>The Royal Parade scheme will increase the number of bus stops and shelters from 12 to 15. As part of this scheme, the bus shelters will be upgraded and all with have living roofs installed. A saw tooth layout will replace the existing straight layout. This will enable buses to be able to manoeuvre independently in and out of the bus stops without impacting on other buses. Currently there is stacking and congestion of buses and traffic. The area will be repaved in high quality three tone granite paving.</p>				

<b>Decision required:</b>	<p>To implement the following amendments to The City of Plymouth (Traffic Regulation Orders) (Taxi Ranks) (Consolidation) Order 2022:</p> <p>The effect of the order shall be to Add/Amend the Taxi Rank on Royal Parade</p> <p>Included in this scheme was also an upgraded Toucan crossing on Royal Parade Approx. 226m metres west of St Andrews Cross roundabout.</p>
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**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>No</b>	X
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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 two)	<b>Yes</b>		<b>No</b>	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
	All data is from the 2011 Census except for age and sex which has been updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.			

<p><b>Age</b></p>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(Data sourced from the 2021 Census)</p>	<p>No adverse impact</p>		
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## PLYMOUTH CITY COUNCIL

<b>Disability</b>	10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).	No adverse impact		
<b>Gender reassignment</b>	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</p> <p>However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIREs) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	No adverse impact		
<b>Marriage and civil partnership</b>	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	No adverse impact		
<b>Pregnancy and maternity</b>	<p>There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population estimates show that there were 2,590 births in Plymouth.</p> <p>The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019.</p>	No adverse impact		

## PLYMOUTH CITY COUNCIL

<b>Race</b>	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p> <p>Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three (2011 Census).</p>	No adverse impact		
<b>Religion or belief</b>	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	No adverse impact		
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact		
<b>Sexual orientation</b>	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impact		

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impact		

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	No adverse impact		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No adverse impact		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No adverse impact – positive impact as it provides a more efficient transport infrastructure		
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	No adverse impact		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	No adverse impact		



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