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Democratic Support

Plymouth City Council
Civic Centre
Plymouth PL1 2AA

Please ask for Nicola Kirby
T 01752 304867
E nicola.kirby@plymouth.gov.uk
www.plymouth.gov.uk/democracy
Published 05 September 2014

CITY COUNCIL

Monday 15 September 2014
2.00 pm
Council House (Next to the Civic Centre), Plymouth

Members:

The Lord Mayor, Councillor Fox, Chair

The Deputy Lord Mayor, Councillor Murphy, Vice Chair

Councillors Mrs Aspinall, Ball, Mrs Beer, Bowie, Bowyer, Mrs Bowyer, Bridgeman, Casey, Churchill, Coker, Damarell, Darcy, Philippa Davey, Sam Davey, Downie, Drean, Evans, K Foster, Mrs Foster, Fry, Hendy, James, Jarvis, Jordan, Martin Leaves, Michael Leaves, Sam Leaves, Lowry, Dr. Mahony, McDonald, Morris, Mrs Nelder, Nicholson, Mrs Nicholson, Parker, Penberthy, Mrs Pengelly, Rennie, Ricketts, Riley, Dr. Salter, Singh, John Smith, Peter Smith, Sparling, Stark, Stevens, Storer, Jon Taylor, Kate Taylor, Tuffin, Tuohy, Vincent, Wheeler and Wiggins.

Members are invited to attend the above meeting to consider the items of business overleaf.

This meeting will be broadcast live to the internet and will be capable of subsequent repeated viewing. By entering the Council Chamber and during the course of the meeting, councillors are consenting to being filmed and to the use of those recordings for webcasting. Although the public seating areas are not filmed, by entering the meeting room and using the public seating area, the public are consenting to being filmed and to the use of those recordings for webcasting.

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Tracey Lee

Chief Executive

CITY COUNCIL

AGENDA

PART I – PUBLIC MEETING

1. APOLOGIES

To receive apologies for absence submitted by councillors.

2. MINUTES (Pages 1 - 16)

To approve and sign as a correct record the minutes of the special meeting and ordinary meeting of the City Council held on 30 June 2014.

3. DECLARATIONS OF INTEREST (Pages 17 - 18)

Councillors will be asked to make declarations of interest in respect of items on this agenda. A flowchart providing guidance on interests is attached to assist councillors.

4. APPOINTMENTS TO COMMITTEES, OUTSIDE BODIES ETC

The Assistant Chief Executive will submit a schedule of vacancies on committees, outside bodies etc and of changes notified to us.

5. ANNOUNCEMENTS

- (a) To receive announcements from the Lord Mayor, Chief Executive, Assistant Director for Finance or Head of Legal Services;
- (b) To receive announcements from the Leader, Cabinet Members or Committee Chairs.

6. QUESTIONS BY THE PUBLIC

To receive questions from and provide answers to the public in relation to matters which are about something the council is responsible for or something that directly affects people in the city, in accordance with Part B, paragraph 11 of the Constitution.

Questions, of no longer than 50 words, can be submitted to the Democratic Support Unit, Plymouth City Council, Civic Centre, Plymouth, PL1 2AA, or email to democratic.support@plymouth.gov.uk. Any questions must be received at least five complete working days before the meeting.

RECOMMENDATIONS FROM CABINET

7. **Corporate Plan Review** (Pages 19 - 30)

Cabinet Member: Councillor Evans (Council Leader)

The City Council will be asked to adopt the revised Corporate Plan.

The minute of Cabinet held on 15 July 2014 will be submitted together with the report considered at Cabinet.

8. **Response to the Plymouth Fairness Commission** (Pages 31 - 58)

Cabinet Member: Councillor Penberthy (Cabinet Member for Co-operatives, Housing and Community Safety)

The City Council will be asked to agree the draft response to the recommendations of the Plymouth Fairness Commission.

The minute of Cabinet held on 12 August 2014 will be submitted together with the report considered at Cabinet.

9. **Capital and Revenue Monitoring Report 2014/15** (Pages 59 - 74)

Cabinet Member: Councillor Lowry (Cabinet Member for Finance)

The City Council will be asked to note the report and agree the following delegated authority for approval of any changes to existing capital schemes, within the overall affordability envelope, based on a sound rationale –

Up to £200,000	Responsible Finance Officer in consultation with the relevant Cabinet Members
Above £200,000	Leader in consultation with the relevant Cabinet Member(s) (following consultation with the City Council Investment Board)

The minute of Cabinet held on 2 September 2014 will be submitted together with the report considered at Cabinet.

MOTIONS ON NOTICE

To consider motions from councillors in accordance with Part B, paragraph 14 of the Constitution.

10. **Plymouth's Brittany Ferries' Connections to Spain and Brittany** (Pages 75 - 76)

The motion will be proposed by Councillor Evans (Council Leader) and seconded by Councillor Bowyer.

11. Any other motions on notice submitted

To consider any other motions submitted in accordance with the Constitution.

12. QUESTIONS BY COUNCILLORS

Questions to the Leader, Cabinet Members and Committee Chairs covering aspects for their areas of responsibility or concern by councillors in accordance with Part B, paragraph 12 of the constitution.

13. EXEMPT BUSINESS

To consider passing a resolution under Section 100A(4) of the Local Government Act 1972 to exclude the press and public from the meeting for the following item(s) of business on the grounds that it (they) involve(s) the likely disclosure of exempt information as defined in paragraph(s) of Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

PART II (PRIVATE MEETING)

AGENDA

MEMBERS OF THE PUBLIC TO NOTE

that under the law, Council is entitled to consider certain items in private. Members of the public will be asked to leave the meeting when such items are discussed.

NIL.

Special Meeting of the City Council

Monday 30 June 2014

PRESENT:

The Lord Mayor, Councillor Fox, in the Chair.

The Deputy Lord Mayor, Councillor Murphy, Vice Chair.

Councillors Mrs Aspinall, Ball, Mrs Beer, Bowyer, Mrs Bowyer, Bridgeman, Casey, Churchill, Coker, Damarell, Darcy, Philippa Davey, Sam Davey, Downie, Drean, Evans, K Foster, Mrs Foster, Fry, Hendy, James, Jarvis, Jordan, Lowry, Dr. Mahony, McDonald, Morris, Mrs Nelder, Nicholson, Mrs Nicholson, Parker, Penberthy, Mrs Pengelly, Rennie, Ricketts, Riley, Dr. Salter, Singh, John Smith, Peter Smith, Sparling, Stevens, Storer, Jon Taylor, Kate Taylor, Tuffin, Tuohy, Vincent, Wheeler and Wiggins.

Also in attendance: Also in attendance: Tracey Lee (Chief Executive), David Shepperd (Head of Legal Services), Judith Shore (Democratic and Member Services Manager) and Nicola Kirby (Senior Democratic Support Officer (Cabinet)).

Apologies for absence: Councillors Bowie, Martin Leaves, Michael Leaves and Sam Leaves.

The meeting started at 1.50 pm and finished at 2.10 pm.

Note: At a future meeting, the Council will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

10. DECLARATIONS OF INTEREST

There were no declarations of interest made by councillors in accordance with the code of conduct in relation to items under consideration at this meeting.

11. HONORARY ALDERMEN

Following a vote, it was Agreed unanimously that, in pursuance of its powers under Section 249(1) of the Local Government Act 1972, the Council confers on the following past Members of the Plymouth City Council, the title of Honorary Alderman in recognition of their eminent services to the Council of the said City during the period when they were a Member of the Council –

Mr Ian Gordon
Mr Grant Monahan
Mr Mike Wright

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City Council

Monday 30 June 2014

PRESENT:

The Lord Mayor, Councillor Fox, in the Chair.

The Deputy Lord Mayor, Councillor Murphy, Vice Chair.

Councillors Mrs Aspinall, Ball, Mrs Beer, Bowyer, Mrs Bowyer, Bridgeman, Casey, Churchill, Coker, Damarell, Darcy, Philippa Davey, Sam Davey, Downie, Drean, Evans, K Foster, Mrs Foster, Fry, Hendy, James, Jarvis, Jordan, Lowry, Dr. Mahony, McDonald, Morris, Mrs Nelder, Nicholson, Mrs Nicholson, Parker, Penberthy, Mrs Pengelly, Rennie, Ricketts, Riley, Dr. Salter, Singh, John Smith, Peter Smith, Sparling, Stark, Stevens, Storer, Jon Taylor, Kate Taylor, Tuffin, Tuohy, Vincent, Wheeler and Wigans.

Also in attendance: Also in attendance: Tracey Lee (Chief Executive), David Shepperd (Head of Legal Services and Acting Monitoring Officer), Judith Shore (Democratic and Member Services Manager) and Nicola Kirby (Senior Democratic Support Officer (Cabinet)).

Apologies for absence: Councillors Bowie, Martin Leaves, Michael Leaves and Sam Leaves.

The meeting started at 2.00 pm and finished at 6.20 pm.

Note: At a future meeting, the Council will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

12. MINUTES

Agreed the minutes of the meeting of the City Council held on 31 March 2014 and the minutes of the Annual Meeting held on 6 June 2014.

13. DECLARATIONS OF INTEREST

The following declarations of interest were made by councillors in accordance with the code of conduct in respect of items under consideration at this meeting –

Name	Minute Number	Reason	Interest
Councillor Mrs Beer	Minute 20: Transforming Rehabilitation Motion on Notice	Employee of Devon and Cornwall Police	Disclosable Pecuniary
Councillor Darcy	Minute 20: Transforming Rehabilitation Motion on Notice	Serving magistrate	Private
Councillor Nicholson	Minute 20: Transforming Rehabilitation Motion on Notice	Serving magistrate	Private

Councillor Ricketts	Minute 20: Transforming Rehabilitation Motion on Notice	Works for company that bids for contracts in this sector	Disclosable Pecuniary
Councillor Singh	Minute 18: Provision of school places in Plympton Motion on Notice	Member of the School Admissions Forum	Disclosable Pecuniary
Councillor Stevens	Minute 20: Transforming Rehabilitation Motion on Notice	Employee of Devon and Cornwall Police	Disclosable Pecuniary

14. **APPOINTMENTS TO COMMITTEES, OUTSIDE BODIES ETC**

The City Council noted the following changes in membership notified to the Head of Legal Services –

	Committee, Outside Body etc	Membership
(a)	Ambitious Plymouth Overview and Scrutiny Panel	Councillor Mrs Nicholson to replace Councillor Ricketts
(b)	Your Plymouth Overview and Scrutiny Panel	Councillor Ricketts to replace Councillor Mrs Nicholson
(c)	SACRE	Councillor Dr Salter to replace Councillor Dr Mahony
(d)	Standards Advisory Group	Councillor Bowyer to be replaced by Cllr Churchill

The City Council also noted that councillors no longer sit on the Plymouth Schools Forum and that the Council's representatives had been advised.

15. **ANNOUNCEMENTS**

The Lord Mayor -

(a) Former Lord Mayor, Alderman and Councillor Claude Miller MBE

referred to the recent death of former Lord Mayor, Alderman and councillor Bernard Claude Miller MBE, known as Claude, on 2 May 2014 at the age of 99 and the City Council stood in silence for one minute as a mark of respect;

(b) **Lord Mayor's Day**

referred to the success of Lord Mayor's Day, which he took part in on 14 June 2014, and brought together the entire community of Plymouth, showcasing how well the public and private sector work together;

(c) **Armed Forces Day**

reported that on 28 June 2014, he had the honour to be a part of the RAF and Allied Air Force 25th Anniversary Memorial Service and he thanked the event's sponsors, the Royal Navy, the Army, the Air Force and our military personnel, veterans and their families;

(d) **Apprentice Award**

announced that Joshua Coomber, Apprentice Gardener from Street Services had won the Top Horticultural Apprentice Award from Duchy College for Devon and Cornwall. He had also gained his NVQ Level 2 in Horticulture. He also paid tribute to the team across the Council who had supported the apprentices. He congratulated Joshua, Brian Deacon and Barry Wilmott from The Hoe, Lee Jones from Devonport Park and Emily Bullimore and Ken Holder.

The Leader -

(e) **Association for Town and City Management National Partnership awards**

referred to the success of the Your Space project which was transforming the City Centre and had been recognised at the Association for Town and City Management National Partnership awards where the project gained two awards for diversifying business mix and national partnership of the year.

He congratulated all concerned;

(f) **Land Registry**

advised the Council of the Government announcement that the privatisation of Land Registry had been dropped but that the plan for the Land Registry to undertake some part of the Land Charges function, currently undertaken by Local Authorities, were proceeding despite the results of a pilot that had failed;

(g) **History Centre**

referred to the success of the Heritage Lottery bid for a new History Centre which would be delivered by Spring 2019. He paid tribute to David Draffan and his team for their work;

(h) **Kelechi Nnoaham, Director of Public Health**

welcomed Kelechi Nnoaham, the new Director of Public Health to this his first meeting of the City Council.

Councillor McDonald referred to -

- (i) **Prince Rock Primary School** which was one of only six schools in the whole of the country to have been shortlisted for the 'Primary School of the Year' title. She congratulated Mr Spry (Head Teacher) and his team on their achievement;
- (j) **Morice Town Primary School** which had received the first pupil premium award last week. She congratulated David Maddison (Head Teacher) and his team on their achievement.

16. **QUESTIONS BY THE PUBLIC**

Three questions were submitted by members of the public for this meeting, in accordance with Part B, paragraph 11 of the Constitution. The questioners attended the meeting to ask their questions and Councillor Lowry responded as follows -

Question No	Question By	Cabinet Member	Subject
Q1/ 14-15	Mr Williams	Councillor Lowry (Cabinet Member for Finance)	Unspent capital receipts from the sale of Council housing properties
<p>What happened to the unspent capital receipts from the sale of Council housing properties under the Thatcher Government's "Right To Buy Act, 1980", upon transfer of the housing stock to Plymouth Community Homes? Were the monies retained by the authority, or transferred to the new registered social landlord?</p>			
<p>Response: Prior to the 'Right to Buy Act 1980, local authorities already had powers to sell their houses to eligible tenants, although such cases were extremely rare. As a local authority, Plymouth City Council transferred ownership in November 2008 to the new organisation: Plymouth Community Homes. Under the terms of Council house sales, 75 per cent of any sales receipt was passed directly to the Department for Communities and Local Government. Therefore in the period post the new legislation and the stock transfer, the City Council received £2 million from the sale of houses of which only £0.5 million could be legally retained in the city. There have been no transfers of these receipts made to Plymouth Community Homes. This money was retained by the authority, and treated in the same way as all other capital receipts from the sale of any asset.</p>			

However, there has been significant expenditure by Plymouth City Council on refurbishment and enhancements through use of our disabled facilities grant, in excess of £1 million each year, and on Home Improvement Assistance Schemes which can be up to £5,000 per scheme, easing the demand on social housing.

The City is investing significantly in new housing through its Get Plymouth Building and Plan for Homes initiatives.

We have secured £10.1 million for affordable housing schemes and a further £666,000 from the Empty Homes Fund. Seven bids amounting to £18.4 million have been made to the 2015-2018 Affordable Housing Programme. A submission has been made, to the £1 billion Large Sites Infrastructure Fund, to support housing growth in Derriford and three submissions have been made to the £525 million Builder's Finance Fund.

Question No	Question By	Cabinet Member	Subject
Q2/14-15	Mr Morris	Councillor Lowry (Cabinet Member for Finance)	Collection of monies on behalf of political parties

What arrangement(s) exist within the City Council administration for the collection of monies on behalf of political parties and how much has been paid over to which political parties in each of the past five years?

Response:

There are no arrangements in place within the City Council administration for the collection of monies on behalf of any political party.

Our Payroll Department do actively promote collection of monies on behalf of its employee and councillors for a number of arrangements, such as payment to charities, donations, child care payments, travel permits and credit arrangements in relation to cycle purchase schemes.

Question No	Question By	Cabinet Member	Subject
Q3/14-15	Mr Aldred	Councillor Lowry (Cabinet Member for Finance)	Privatisation of services

Is this Council willing to admit that the transformation agenda is basically a step towards privatisation of local services?

Response:

This Council is a co-operative council and will be bringing in the necessary changes to deal with Government cuts, in ways in which we retain quality services and provide value for money. As we have demonstrated we are introducing new co-operative ways to run Council services – not a privatisation agenda.

17. **FINANCIAL OUTTURN INCLUDING CAPITAL PROGRAMME UPDATE**

Councillor Lowry (Cabinet Member for Finance) presented the Financial Outturn 2013/14 including the capital programme update. (Cabinet minute 8 referred). In doing so, he thanked the Cabinet Members for their work. Councillor Evans (Council Leader) seconded the Cabinet decision.

The report and Cabinet minute had also been considered by the Co-operative Scrutiny Board on 25 June 2014.

The Council was also advised of action being taken by Cabinet to manage the significant overspend on adult social care which was a needs led service and the Council had a statutory duty to provide. Fortnightly budget monitoring had now been introduced.

The report was noted.

MOTION ON NOTICE

18. **Provision of School Places in Plympton**

Councillor Mrs Beer proposed and Councillor Nicholson seconded the following motion –

‘PROVISION OF SCHOOL PLACES IN PLYMPTON

This Council expresses its concern that some Plympton children who are approaching five years of age have not been allocated a primary school place in Plympton despite living in Plympton.

This Council notes that the former Cabinet Member for Children and Young People and her department failed to notify Plympton councillors of this grave situation.

Council calls on the new Cabinet Member for children and young people to urgently address the provision of an additional form of entry at one of the Plympton primary schools.’

During the debate, the issues raised included -

- (a) children were required to attend schools where the mode of travel would be two buses or a taxi;
- (b) the situation would worsen with the development of Sherford next year;
- (c) ward councillors had not been advised of the issues at the Plympton schools;
- (d) a decision had been taken to expand Woodford School but that the expansion plans had not yet been made available to ward councillors;

- (e) the Cabinet Member for Children, Young People and Public Health acknowledged the stress caused to parents but advised that, through the schools' admissions process, they had been encouraged to nominate three schools and not all had chosen to do that. Not all parents had submitted their form by the deadline. The Council followed the published admissions criteria but all the schools in Plympton were oversubscribed. The children were currently on waiting lists for the school of their preference. She emphasised that, on paper, there was a school place for every rising five. However, the Plympton schools, having accepted children from outside of Plympton, now had an obligation to receive their siblings, which reduced capacity for children living in Plympton;
- (f) the former Cabinet Member for Children and Young People was not present to defend herself;
- (g) the current capital programme provided for two new schools at Honicknowle and Derriford.

Following a point of order, the Head of Legal Services advised that the comments by Councillor Mrs Bowyer, having not declared an interest as a member of the Plymouth Schools Forum, could prejudice her in the future in relation to deliberations of the forum.

Following a request from ten councillors for a recorded vote, the vote was –

For the motion (24)

Councillors Ball, Mrs Beer, Bowyer, Mrs Bridgeman, Casey, Churchill, Darcy, Downie, Drean, Foster, Mrs Foster, Fry, James, Jordan, Dr Mahony, Nicholson, Mrs Nicholson, Mrs Pengelly, Ricketts, Riley, Dr Salter, Stark, Storer and Wigens.

Against the motion (26)

Councillors Mrs Aspinall, Coker, Damarell, P. Davey, S Davey, Evans, Hendy, Jarvis, Lowry, McDonald, Morris, Murphy (Deputy Lord Mayor), Mrs Nelder, Parker, Penberthy, Rennie, J. Smith, P. Smith, Sparling, Stevens, J. Taylor, K. Taylor, Tuffin, Tuohy, Vincent and Wheeler.

Abstentions (2)

Lord Mayor (Chair) and Councillor Mrs Bowyer.

The following members were absent (5)

Councillors Bowie, Martin Leaves, Michael Leaves, Sam Leaves and Singh.

The motion was not agreed.

(Councillor Singh having declared an interest in the above item, withdrew from the meeting.)

19. **NEW COUNCILLORS**

Councillor Evans (Council Leader) welcomed new councillors to this first meeting of the City Council.

MOTION ON NOTICE

20. **Transforming Rehabilitation**

Councillor Philippa Davey proposed the following motion and an extension of the time allowed for her speech was moved, seconded and agreed to allow her to conclude. Councillor Penberthy seconded the motion.

‘TRANSFORMING REHABILITATION

Council notes that the Government is in the process of changing the way offenders are managed in the community including -

- the creation of a new National Probation Service;
- forming 21 new Community Rehabilitation Companies (CRCs) replacing the former 35 Probation Trusts;
- creating a market to encourage new providers to manage the majority of offenders.

The Council is deeply concerned that -

- despite the Probation Service being awarded the British Quality Foundation’s highest honour in 2011 – Gold Medal for Excellence - for outstanding, sustained excellence, the transformation is going ahead with a high risk that the new CRCs will not meet these standards;
- there is a potential for CRCs to put profit before the best interests of the public; and questions over their expertise and experience point to delivery risks;
- the top down approach to change provides little opportunity for local influence and flies in the face of the Government’s claims to promote localism;
- the significant cost of the reform will have to be met from budget that could be better directed at front line offender management;
- despite Devon and Cornwall already being one of the largest Probation Trust geographical areas, and coterminous with the Police, Dorset is being added to our Contract Package Area (CPA);

- Plymouth's voice could get lost in such a large CPA and partnership working compromised;
- it is hard to see how consultation feedback from stakeholders including local authorities, has influenced the proposals;
- it is unclear who will be responsible for the financial risks (and any subsequent harm to the community) if a CRC should 'go under';
- it is unclear whether there will be robust and credible measures for reducing reoffending;
- there is no evidence that the changes will help address current concerns about transition for offenders between Youth Offending Services and adult Probation Services.

Plymouth City Council therefore agrees to –

- (1) make representations to the Ministry of Justice regarding our outstanding concerns;
- (2) ask local MPs and the Police and Crime Commissioner for Devon and Cornwall to similarly lobby the Ministry of Justice in respect of our concerns.'

During the debate, the issues raised included –

- (a) all offenders would have statutory supervision of at least 12 months;
- (b) offenders would have supervision with one provider from the time of custody until they were reintroduced into the community;
- (c) at present there were staff shortages, sickness, vacancies and court reports unwritten with senior management spending their time on restructuring;
- (d) the services would not be joined up and CRC would not have access to the full information;
- (e) the National Probation Service had been excluded from bidding for CRC services;
- (f) there was uncertainty as to who held the financial risk if CRC was unsuccessful;
- (g) the wasted money on IT and consultancy.

Following a request from ten councillors for a recorded vote, the vote was –

For the motion (28)

Councillors Mrs Aspinall, Coker, Damarell, P. Davey, S Davey, Evans, Hendy, Jarvis, Lowry, McDonald, Morris, Murphy (Deputy Lord Mayor), Mrs Nelder, Parker, Penberthy, Rennie, Riley, Singh, J. Smith, P. Smith, Sparling, Storer, J. Taylor, K. Taylor, Tuffin, Tuohy, Vincent and Wheeler.

Against the motion (20)

Councillors Ball, Bowyer, Mrs Bowyer, Casey, Churchill, Darcy, Downie, Drean, Foster, Mrs Foster, Fry, James, Jordan, Dr Mahony, Nicholson, Mrs Nicholson, Mrs Pengelly, Dr Salter, Stark and Wiggins.

Abstentions (2)

Lord Mayor (Chair) and Councillor Mrs Bridgeman.

The following members were absent (7)

Councillors Mrs Beer, Bowie, Martin Leaves, Michael Leaves, Sam Leaves, Ricketts and Stevens.

The motion was agreed as follows –

- (1) to make representations to the Ministry of Justice regarding our outstanding concerns;
- (2) to ask local MPs and the Police and Crime Commissioner for Devon and Cornwall to similarly lobby the Ministry of Justice in respect of our concerns.

(Councillors Mrs Beer, Ricketts and Stevens having declared interests in the above item, withdrew from the meeting.)

(Councillors Darcy and Nicholson declared an interest in the above item.)

21. **QUESTIONS BY COUNCILLORS**

	From	To	Subject
I	Councillor Rennie	Councillor Penberthy	With increasing evictions by private landlords, what action was Plymouth taking to provide homes? Was he aware of the successful initiative at Mount Gould where the former social club was being developed for social housing following discussions with the community?
	Response: He was concerned at the behaviour of private sector landlords and more homes were needed. Sites were being released for homes and a good mix was required to cater for families, couples and singles. He congratulated Councillor Rennie on the initiative at Mount Gould which reflected local community needs.		

2	Councillor Jordan	Councillor Lowry	Why had the sale of green spaces proceeded in the light of pressures on local schools and doctors' surgeries and without consultation with the local community and ward councillors? Why was a community park with a football pitch (not regulation size) sold?
	Response: Surplus property declarations were sent to all councillors to give them the opportunity to respond. They are then presented to Councillor Lowry prior to public consultation. 20 plots of land had been released predominantly on brown field sites (four had been on green field sites). Councillors were reminded that they had all supported the Plan for Homes.		
3	Councillor Ball	Councillor Evans	Would Councillor Evans retract the comments he made in the Herald about the use of the camera car?
	Response: No.		
4	Councillor Foster	Councillor Vincent	Would he investigate the complaints procedure relating to bin collections as it was not working?
	Response: All complaints made were investigated.		
5	Councillor Bowyer	Councillor Evans	Was the earlier reference made by the Leader to people being snobs, appropriate? Would he withdraw the comment and apologise to residents?
	Response: The reference during the discussion on school places, related to members of the opposition, not residents.		
6	Councillor Dr Mahony	Councillor Peter Smith	Would he guarantee that ice skating provision would continue at the Pavilions until alternative arrangements were in place and what was the proposed timescale for the replacement of the facilities?
	Response: Yes, ice skating provision would continue at the Pavilions until alternative arrangements were in place. The timescale was not known as discussions with the developer were ongoing.		
7	Councillor Casey	Councillor Evans	What was he doing to achieve openness and transparency? Will he stop councillors tweeting during meetings?
	Response: Meetings were webcast. The Council was committed to openness and transparency and had published its record on Freedom of Information requests. The public were able to attend meetings and to tweet. The Acting Monitoring Officer indicated that it was inappropriate to discuss this matter as a complaint had been made to him on this issue.		
8	Councillor Mrs Bowyer	Councillors Penberthy /Peter Smith	Why were the minutes of the Have Your Say meeting not posted on the Council's website? She had drafted the minutes herself. What plans were there to improve the process?

	<p>Response: He would ensure that they were posted on the website and delays had been due to a lack of officer support. At present, support was provided on a voluntary basis and consideration was being given to a different framework.</p>		
9	Councillor Drean	Councillor Coker	<p>When will a document or Amey's newsletter be able to be shared with residents and at Have Your Say meetings?</p>
	<p>Response: Progress was being made with a newsletter which could be shared with residents and at meetings. He was expecting a draft shortly and then it would be made available.</p>		
10	Councillor Dr Salter	Councillor Coker	<p>When was the public consultation referred to by Councillor Lowry, with regard to the proposed sale of land at Glen Road and Chaddlewood fields? (<i>Question 2 above refers</i>)</p> <p>When will a decision be reached?</p>
	<p>Response: A decision would be made when the consultation finished and views would be taken into account. He was more than happy to engage with councillors and residents and he would take everything into account before taking a decision. A written response would be provided on the dates of the consultation.</p>		
11	Councillor Nicholson	Councillor Lowry	<p>What was the likely timescale for decisions on the disposal of land and would he consider a tranche system for the proposals and give timescales for each package?</p>
	<p>Response: 20 disposals had been proposed and there were another 10 to 20 further disposals to progress. Some were signed off quickly and others could take up to 12 months depending on the scale and complexity of the proposals.</p> <p>The request for tranches was noted.</p>		
12	Councillor Jordan	Councillor Lowry	<p>What is the vision for the Council set by the Transformation Team? What will be the shape of the organisation at the end of the journey?</p>
	<p>Response: An important element was to achieve £30m savings and this would be achieved by consultants and the Council's own staff together. The proposals were at implementation stage. Some had been presented to scrutiny and some were at the business case stage. Implementation plans would follow which would involve setting up co-operatives and partnerships with other local authorities, partners and the community.</p> <p>The vision was set out within the Corporate Plan, part of which involved transformational change. Papers had been presented to the Co-operative Scrutiny Board and councillors were asked to engage with members on the Transformational Change Programme.</p>		

13	Councillor Casey	Councillor Peter Smith	Councillor Smith was asked to join with her in congratulating the person responsible for the renovation work at the reservoir at Drake's Place. Was he looking forward to the next campaign for a Mayor of the City?
	Response: The work had been undertaken in partnership with Plymouth University and the Heritage Lottery Fund. The campaign / process for a Mayor was a waste of money.		
14	Councillor Foster	Councillor Lowry	Is he confident that the Council will achieve the £30m savings?
	Yes he was.		
15	Councillor James	Councillor McDonald	How many children were currently placed outside of the city and what was the current cost? What action was being taken to bring those children back into the city and to make savings?
	Response: Some children were placed outside of the city for sound reasons for example as a result of sexual abuse or for a highly specialist service not available in the city. A written response would be provided.		
16	Councillor Bowyer	Councillor Evans	How many times had the 'My Plymouth' mobile app been used since its launch?
	It had been used six times, was that value for money? He did not know how many times the app had been used. The app had not been available for long and the message about the app needed to be reinforced to increase usage.		
17	Councillor Dr Mahony	Councillor Peter Smith	Was he aware of IT problems re delivery of emails from external sources?
	Response: A problem caused by the transfer of the centre to Windsor House had been resolved. If there were further problems councillors were advised to let him know. Councillor Smith asked if the issue had been reported to IT and Councillor Dr Mahony responded that he only became aware of it the day before.		
18	Councillor Churchill	Councillor Peter Smith	Re the failings to put Have Your Say notes on the website, could he confirm that staff get paid for the role? Was it part of their day job?
	Response: Officers had time off in lieu. It was part of their day job.		
19	Councillor Jordan	Councillor Peter Smith	What action was being taken to avoid ticket touting for the MTV festival?

	Response: An outside firm had been employed to deal with tickets. He was aware that some tickets had been put on ebay and they had been cancelled. He reminded everyone that young people, under the age of 16 years, needed to be accompanied by an adult at the event.		
20	Councillor Dr Salter	Councillor Peter Smith	Had the IT problem re emails been permanently resolved rather than a temporary patch up?
	Response: Emails should relate to Council business only.		

Please note that questions, answers, supplementary questions and supplementary answers have been summarised.

DECLARING INTERESTS – QUESTIONS TO ASK YOURSELF

What matters are being discussed?

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Does the business relate to or is it likely to affect a disclosable pecuniary interest (DPI)? This will include the interests of a spouse or civil partner (and co-habitees):

- any employment, office, trade, profession or vocation that they carry on for profit or gain
- any sponsorship that they receive including contributions to their expenses as a councillor or the councillor’s election expenses from a Trade Union
- any land licence or tenancy they have in Plymouth
- any current contracts leases or tenancies between the Council and them
- any current contracts leases or tenancies between the Council and any organisation with land in Plymouth in they are a partner, a paid Director, or have a relevant interest in its shares and securities
- any organisation which has land or a place of business in Plymouth and in which they have a relevant interest in its shares or its securities

No

Yes

Declare interest and leave (or obtain a dispensation)

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Does the business affect the well-being or financial position of (or relate to the approval, consent, licence or permission) for:

- a member of your family or
- any person with whom you have a close association; or
- any organisation of which you are a member or are involved in its management (whether or not appointed to that body by the council). This would include membership of a secret society and other similar organisations.

Yes No You can speak and vote

Will it confer an advantage or disadvantage on your family, close associate or an organisation where you have a private interest more than it affects other people living or working in the ward?

Yes No Declare the interest and speak and vote

Speak to Monitoring Officer in advance of the meeting to avoid risk of allegations of corruption or bias

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Cabinet members must declare and give brief details about any conflict of interest* relating to the matter to be decided and leave the room when the matter is being considered. Cabinet members may apply to the Monitoring Officer for a dispensation in respect of any conflict of interest.

*A conflict of interest is a situation in which a councillor’s responsibility to act and take decisions impartially, fairly and on merit without bias may conflict with his/her personal interest in the situation or where s/he may profit personally from the decisions that s/he is about to take.

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CITY COUNCIL: 15 SEPTEMBER 2014

Corporate Plan Review

**Cabinet minute 24: 15 July 2014**

Tracey Lee (Chief Executive) submitted a report updating the Corporate Plan 2013/14 -2016/17 which set out Plymouth's vision to become a Brilliant Co-operative Council, including the Council's values, objectives and outcomes as well as the key actions that would deliver the required changes. The review brought the plan in line with the commitments considered by Cabinet on 17 June 2014 and also removed duplicate and completed actions.

A report on progress against the Corporate Plan was submitted on a quarterly basis to the Co-operative Scrutiny Board and Cabinet and the revisions to the Corporate Plan actions set out in the report would be reported in quarter 2: October 2014.

Councillor Evans (Council Leader) introduced the proposals.

Alternative options considered and the reasons for the decision –

As set out in the report.

Agreed the revisions to the Corporate Plan appended to the report and Recommends it to the City Council for adoption.

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PLYMOUTH CITY COUNCIL

Subject: Corporate Plan Review
Committee: Cabinet
Date: 15 July 2014
Cabinet Member: Councillor Evans
CMT Member: Tracey Lee (Chief Executive)
Author: Peter Honeywell, Performance Manager
Contact details: peter.honeywell@plymouth.gov.uk
Ref:
Key Decision: No
Part: I

Purpose of the report:

Last year was the first year of the new Corporate Plan setting out Plymouth's vision to become a Brilliant Co-operative Council. The Plan set out the Council's Values, Objectives and Outcomes as well as the Key Actions that will deliver the required changes. This report updates the Corporate Plan bringing it in line with the commitments considered by Cabinet on the 17th June 2014. It also removes duplicate and completed actions.

The Brilliant Co-operative Council Corporate Plan 2013/14 -2016/17:

The Corporate Plan has become a vital tool for the Council to deal with reducing budgets as it sets out the Council priorities and plans to respond to the needs of the city. A report on progress against the Corporate Plan is submitted on a quarterly basis to Scrutiny Management Board and Cabinet. The revisions to the Corporate Plan actions set out in this report will be reported first in quarter 2 – October 2014.

Implications for Medium Term Financial Plan and Resource Implications:

Including finance, human, IT and land:

The Council set a three year balanced budget in February 2014, and will continue to manage its commitments within the revenue and capital envelope agreed at that time.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

The revised Corporate Plan will complement the Council's existing policy framework with respect to the above.

Equality and Diversity:

Where potential equality and diversity implications are identified from the implementation of any new activities arising from the revised Key Actions, assessments will be undertaken in line with the Council's policies.

Recommendations and Reasons for recommended action:

That the Cabinet agrees the revisions to the Corporate Plan appended to this report and recommends it to the Council for adoption.

Alternative options considered and rejected:

Without revision the Corporate Plan would contain completed and duplicate actions and would fail to reflect the commitments agreed by Cabinet on the 17th June 2014.

Published work / information:

The Brilliant Co-operative Council Corporate Plan 2013/14 -2016/17

<http://www.plymouth.gov.uk/mgInternet/documents/s48111/Appendix%20Corporate%20Plan.pdf>

Report to Cabinet 17 June 2014: The New Councils Commitments

<http://www.plymouth.gov.uk/mgInternet/documents/s55505/The%20New%20Councils%20commitments.pdf>

Background papers:

None

Sign off:

Fin	mc1 415. 26	Leg	dvs 206 91	Mon Off	dvs 206 91	HR		Assets		IT		Strat Proc	
Originating SMT Member: Giles Perritt													
Has the Cabinet Member(s) agreed the content of the report? Yes													

Pioneering				2014/15		
Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
The Council provides and enables brilliant services that strive to exceed customer expectations.	Pete Smith	Faye Batchelor-Hambleton	Pete Honeywell	Implement the Customer Transformation Programme.	K1	Speed up the delivery of Customer and Service Transformation Programme service reviews through developing a Council wide Customer and Service delivery blueprint and Customer Access Strategy.
	Pete Smith		Giles Perritt	Focus performance improvement on top priorities identified by Plymouth residents.	K2	
Plymouth's cultural offer provides value to the city.	Pete Smith	David Draffan	David Draffan	Support the Culture Board in delivery of the Vital Spark's vision.	K3	Support the Culture Board in refreshing and implementing a city-wide cultural strategy - the Vital Spark.
	Pete Smith		David Draffan	Support the development of Mayflower 2020.	K4	Support Destination Plymouth to deliver the Visitor Plan and a programme of events to raise the profile of the city to investors as a major stepping stone towards Mayflower 2020
	Pete Smith		David Draffan	Maximise the city's unique heritage offer to drive visitor numbers. (Support Destination Plymouth)	K5	Transform the city's cultural assets to provide greater value to the city through the development of the Plymouth History Centre
A Council that uses resources wisely.	Mark Lowry	Malcolm Coe	Malcolm Coe	Align the five year Medium Term Financial Plan to the Corporate Plan and deliver the Council's Transformation Programme.	K6	
	Mark Lowry		Malcolm Coe	Maximise Plymouth's opportunities to secure external funding.	K7	
Pioneering in reducing the city's carbon footprint and leading in environmental and social responsibility	Brian Vincent	Malcolm Coe Paul Barnard	Paul Barnard	Create a low carbon city by working with residents, the public and private sector.	K8	
	Brian Vincent		Malcolm Coe	Deliver the Council's Carbon Management Plan.	K9	

Growing						
Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
Increase the number of homes completed (net).	Chris Penberthy	Paul Barnard	Paul Barnard	Accelerate housing supply and deliver a range and mix of well-designed greener homes that will meet the housing needs of the city through the Plymouth Plan.	K10	Encourage more housing to rent or buy through accelerating housing supply and delivering a range and mix of well-designed greener homes that will meet the housing needs of the city through the Plymouth Plan.
	Chris Penberthy / Mark Lowry		Paul Barnard	Paul Barnard	Work with the Plymouth Housing Development Partnership to undertake a Strategic Land Review and develop a new Plan for Homes.	K11
A strong economy creating a range of job opportunities.	Tudor Evans	David Draffan	David Draffan	Maximise economic resources available to the city working with the LEP and Growth Board through a refresh of the Local Economic Strategy.	K12	Work with the Plymouth Growth Board and partners to deliver the Local Economic Strategy through systems leadership
	Tudor Evans		David Draffan	David Draffan	Deliver the 2000 new jobs identified in the Plan for Jobs and to consider additional projects. Deliver the 4000 new jobs identified in the visitor plan through improving the city's events and marketing.	K13
A top performing education system from early years to continuous learning opportunities.	Sue McDonald	Judith Harwood	Judith Harwood	Deliver the Children and Young People's Plan with particular emphasis on early intervention and child poverty (refresh due 2014).	K14	Deliver Children's Transformation Plan
	Tudor Evans		Judith Harwood	Judith Harwood	Develop and deliver a skills plan for the city, in line with the future growth agenda.	K15

Growing Cont...

Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
Plymouth is an attractive place for investment.	Tudor Evans	David Draffan	Paul Barnard	Creation of the Plymouth Plan	K16	
	Tudor Evans		Giles Perritt	A City Deal for Plymouth targeting investment in the Marine Sector	K17	To be removed - this Key Action is now complete (K39 now proposed to be "Implement City Deal for Plymouth")
	Tudor Evans/ Mark Lowry		David Draffan	The creative use of assets through a new strategic property and assets strategy.	K18	Support the Local Enterprise Partnership to maximise investment and economic growth in the Heart of the South West area through a Growth Deal and EU

Caring

Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
We will prioritise prevention.	Sue McDonald	Dave Simpkins Alison Botham	Alison Botham	Deliver the Early Intervention and Prevention Plan.	K19	
	Sue McDonald		Judith Harwood	Deliver the Child Poverty Plan.	K20	Deliver Early Years Strategy and SEN/D Strategy
	Sue McDonald		Kelechi Nnoaham	Deliver the Joint Health and Wellbeing Strategy	K21	1. Lead on the city's strategy for health and wellbeing 2. Develop a clear research and evidence base to understand health inequalities across the city 3. Deliver strategies that reduce individual risk factors and strengthen the role and impact of early intervention and prevention 4. Promote healthy lifestyles by increasing participation in physical activity, sport and access to good fresh food among targeted groups and particularly young people
	Chris Penberthy		Stuart Palmer	Deliver the Housing Plan.	K22	
We will help people take control of their lives and communities.	Ian Tuffin	Kelechi Nnoaham / Giles Perritt	Dave Simpkins	Deliver transformation of commissioning, choice and control in Adult Social Care.	K23	Strengthen the public health offer to integrated commissioning to ensure access to modern, integrated services that are fit for purpose and provide value for money
	Pete Smith		Stuart Palmer	Deliver the Civil Society Policy.	K24	Deliver the framework for working with our citizens and communities
	Pete Smith		Stuart Palmer	Review and develop arrangements for neighbourhood working.	K25	Lead agreement on and implementation of a new framework for working with citizens and communities for the city

Caring Cont...

Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
Children, young people and adults are safe and confident in their communities.	Chris Penberthy	Stuart Palmer Alison Botham	Stuart Palmer	Deliver the Community Safety Plan.	K26	
	Ian Tuffin / Sue MacDonald		Alison Botham / Dave Simpkins / Stuart Palmer	Ensure there is a relentless focus on safeguarding through the implementation of the Corporate Safeguarding Improvement Plan, Plymouth Safeguarding Children Board and Plymouth Safeguarding Adults Board plans.	K27	
People are treated with dignity and respect.	Chris Penberthy	Stuart Palmer Dave Simpkins	Stuart Palmer	Deliver the Civil Society Policy.	K28	To be removed - Duplicate action with K24
	Pete Smith		Stuart Palmer	Become a welcoming city that is diverse, inclusive and that combats hate crime.	K29	
	Chris Penberthy		Giles Perritt	Implement the findings of the Fairness Commission.	K30	
	Ian Tuffin		Dave Simpkins	Continue to deliver the new deal for older people's care	K34	Deliver an Increase in personalised packages of care to support people to live as independently as possible

Caring Cont...

Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
People are treated with dignity and respect.	Ian Tuffin	Stuart Palmer Dave Simpkins	Dave Simpkins	Deliver the Quality Improvement Plan with service providers.	K31	Improve the quality of the care and support market
	Ian Tuffin		Dave Simpkins	n/a	K31b	Working with Partners to create a Dementia Friendly City
	Ian Tuffin		Dave Simpkins	n/a	K31a	Continue to work closely with the NHS to provide a seamless service for older people's care including smoother discharge from hospitals

Confident

Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
Citizens enjoy living and working in Plymouth.	Tudor Evans	Giles Perritt	David Draffan	A Plan for Jobs, to get our young people back to work	K32	Deliver a Skills Plan for the city working co-operatively with the Employment and Skills Board, Education, Learning and Families Service and the Local Enterprise Partnership
	Chris Penberthy		Judith Harwood	Deliver the Child Poverty Plan.	K20	
	Mark Lowry		Paul Barnard	Encourage more homes to be available to rent or buy	K33	To be removed - Duplicate action with K10
	Chris Penberthy		Stuart Palmer	Bring down crime and keep Plymouth safe	K35	To be removed - Duplicate action with K26
	Mark Coker		Simon Dale	Reduce problems with potholes through increased investment in capital repair works.	K36	

Confident Cont....

Outcome	Portfolio Leads	Outcome Lead	Officer Leads	Key Action Description	Key	New Key Action Proposal (where relevant)
Plymouth's brand is clear, well-known and understood globally.	Tudor Evans	Giles Perritt David Draffan	Giles Perritt	Britain's Ocean City branding will be rolled out.	K37	To be removed - Duplicate action with K4
	Pete Smith		David Draffan	Support the development of Mayflower 2020	K38	
Government and other agencies have confidence in the Council and partners: Plymouth's voice matters.	Tudor Evans	Malcolm Coe / Giles Perritt	Giles Perritt	Negotiate and deliver the City Deal for Plymouth.	K39	Implement City Deal for Plymouth
	Tudor Evans		Giles Perritt	Develop a proactive approach to lobbying Government, working with the LEP and neighbouring authorities.	K40	
Our employees are ambassadors for the city and the Council and proud of the difference we make.	Pete Smith	Chis Squire	Les Allen	Implement People and Organisational Development Framework.	K41	
	Tudor Evans		Giles Perritt	Implement the Corporate Plan Communication strategy.	K42	

CITY COUNCIL: 15 SEPTEMBER 2014

Response to the Plymouth Fairness Commission

**Cabinet minute 40: 12 August 2014**

Tracey Lee (Chief Executive) submitted a report welcoming the final report of the Plymouth Fairness Commission 'Creating the Conditions for Fairness' which was published in March 2014 and presented the Council's draft response to the Commission's recommendations outlined in the report.

Councillor Penberthy (Cabinet Member for Co-operatives, Housing and Community Safety) introduced the proposals and indicated that -

- (a) the commission had undertaken an extensive public consultation;
- (b) he welcomed the principles of fairness and would work with partners to achieve the aims;
- (c) that there were financial implications with the delivery of the commission's recommendations. A commitment of £0.5m per year had been made for the introduction of a living wage and additional costs would be identified during the year and included in the 2015/16 budget;
- (d) the commissioners had volunteered to meet annually for the next five years to monitor and progress the recommendations;
- (e) some of the commission's recommendations had been referred direct to partners who were currently preparing their responses.

Candice Sainsbury (Senior Policy, Performance and Partnerships Adviser), attended the meeting for this item and reported that this was the start of the conversation with partners and new ways to address issues. It was intended that the council and partners would provide feedback to the commission in October 2014.

Cabinet thanked all officers who had engaged with the Fairness Commission and the draft response, the commissioners for their final report and future monitoring, the secretariat of the commission for their assistance and also Candice Sainsbury for her work and enthusiasm.

Cabinet Members asked officers to ensure that a list was maintained showing who / which partner was responsible for the delivery of each recommendation.

Alternative options considered and reasons for the decision –

As set out in the report.

Agreed that the draft response to the recommendations of the Plymouth Fairness Commission is referred to the City Council for approval.

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PLYMOUTH CITY COUNCIL

Subject: Draft Response to the Plymouth Fairness Commission
Committee: Cabinet
Date: 12 August 2014
Cabinet Member: Councillor Penberthy
CMT Member: Tracey Lee, Chief Executive
Author: Candice Sainsbury, Senior Policy, Performance and Partnerships Adviser
Contact details Email: candice.sainsbury@plymouth.gov.uk
Tel: 01752 398330
Ref:
Key Decision: No
Part: I

Purpose of the report:

Plymouth City Council welcomes the final report of the Plymouth Fairness Commission and presents its draft response to the recommendations outlined in their report.

The Brilliant Co-operative Council Corporate Plan 2013/14 -2016/17:

The Plymouth Fairness Commission was set up as an independent body in April 2013 at the request of the leader of Plymouth City Council. It aimed to make recommendations on making Plymouth a fairer place to live and work. Plymouth City Council had cross party representation on the Fairness Commission and continues to provide support to enable the Commission Secretariat. Commissioners have agreed to meet annually for up to five years to monitor progress towards a fairer city.

Fairness is identified as one of four co-operative values outlined in the Brilliant Co-operative Council's Corporate Plan – 'we will be honest and open in how we act, treat everyone with respect, champion fairness and create opportunities'.

Furthermore, the Corporate Plan objective is to create a fairer Plymouth where everyone does their bit, and more specifically, to promote a fairer, more equal city by investing in communities, putting citizens at the heart of decision-making, promoting independence and reducing health and social inequality.

**Implications for Medium Term Financial Plan and Resource Implications:
Including finance, human, IT and land**

There are financial implications associated with the delivery of the Plymouth Fairness Commission's recommendations. Plymouth City Council has for example, already introduced the Living Wage with the associated costs included in our budget and Medium Term Financial Forecast. Further details of financial costs will emerge as the responses are worked through in more detail with partner organisations, for example the recommendations around affordable credit, addressing standards in the private rented housing, strengthening local communities and providing additional support where appropriate to young people and young adults.

This is expected by the end of 2014, during which time finance will support all departments to examine the costs associated with delivery of the recommendations, and can ensure that any additional costs are included in the 2015/16 budget.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

The Plymouth Fairness Commission's final recommendations are aligned with, and serve to strengthen the city's response to tackling child poverty as outlined in the Child Poverty Matters strategy and action plan 2013-2016. Specific recommendations also reinforce strategic intentions outlined in several citywide strategies and plans including the Commissioning Plan for the Plymouth Domestic Abuse Partnership 2012-2019 and the Strategic Alcohol Plan for Plymouth 2013-2018.

Equality and Diversity

An EIA will be developed for Plymouth City Council's response to the Plymouth Fairness Commission.

Recommendations and Reasons for Recommended Action

Cabinet is recommended to refer the draft response to the Plymouth Fairness Commission's recommendations, to the City Council for approval.

Alternative Options Considered and Rejected

None. The Commission has requested a response from the Council to its final recommendations.

Published work / information:

Plymouth Fairness Commission Final Report http://www.plymouth.gov.uk/pcc_fairness_bro_lr.pdf

Background papers:

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	
Invitation from the Plymouth Fairness Commission to submit a response	Yes									

Sign off:

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Originating SMT Member: Giles Perritt													
Has the Cabinet Member(s) agreed the contents of the report? Yes													

PLYMOUTH CITY COUNCIL'S RESPONSE TO THE PLYMOUTH FAIRNESS COMMISSION'S RECOMMENDATIONS

September 2014



I. INTRODUCTION

1.1 Plymouth City Council is pleased to receive the final report of the Plymouth Fairness Commission, and welcomes the opportunity to respond to the recommendations for fairness outlined within its report.

1.2 The Commission's report is a vivid reminder of what must be tackled in this city to address issues of fairness and inequality, yet it also provides a valuable reminder of what Plymouth has to offer - our abundant natural resources, a proud history, a resilient city spirit and the desire to really make a difference when we collectively choose to.

1.3 Plymouth City Council and its partners have for many years attempted to address inequalities across the city, with some notable improvements in outcomes for our residents. However, the gap in inequalities has not been significantly reduced, which remains of great concern to us all. The work of the Plymouth Fairness Commission has been essential to enable the city to refocus its energies on inequality.

1.4 As a Council, we fully support the Principles of Fairness outlined in the report and will continue to work with the Fairness Commission and other partners to identify ways to strengthen our approach to promoting fairness across all areas of our work.

1.5 In July 2013, the Council adopted a new Corporate Plan to be a Brilliant Co-operative Council. This Plan describes a new vision for the Council – 'Creating a fairer Plymouth where everyone does their bit' and introduces shared co-operative values that are central to the next phase of the Council's future journey. At its heart is a co-operative approach to engagement, co-production and delivery of services that puts people in control of their own communities and the services they receive. These themes are represented throughout the Commission's final report.

1.6 The Council also adopted fairness as one of its core co-operative values, and was a key reason for launching the Plymouth Fairness Commission in April 2013 to help make the city a fairer place to live and work.

1.7 Plymouth City Council remains committed to addressing fairness in the face the face of adversity. Significant reductions in funding alongside increasing demand, and costs, for local government services means that Plymouth City Council faces an estimated funding shortfall amounts of £64.5m over the next three years.

1.8 To address such challenges, the Council is currently embarking on a major Transformation Programme to fundamentally change the way it goes about its business by improving efficiency and reducing costs whilst still delivering benefits to customers. The principles of fairness will be an integral part of this ambitious programme and the benefits it is tasked to deliver, in line with the Council's vision, objectives and values.

2. CREATING A FAIRER CITY

2.1 Illustrations of work already happening as part of our ambition to become a Brilliant Co-operative Council, and which align with the principles of fairness include:

- The **Plymouth Energy Community (PEC)**, set up in 2013 as a members' co-operative run by local people seeking to address rising energy bills and carbon emissions in the city. The co-operative helps residents to save money on their fuel bills, reduce their energy usage, and raise awareness about their energy options. It is run by the community, for the community; giving residents the power to change how their energy is brought, used and generated. The cooperative currently has over 615 members and 145 investors in solar panels on schools and community buildings.
- The **1000 Club**, set up through the Plymouth Growth Board as one of 19 projects in Plymouth's Plan for Jobs. It aims to support young people into employment by identifying 1,000 companies in the Plymouth area to commit to providing a range of jobs, apprenticeships, graduate internships and work experience.
- The **Four Greens Development Trust** in the north west of the city covering Ernesettle, Honicknowle and West Park, Manadon, and Whitleigh neighbourhoods is community-owned and led. It aims to bring about long-term social, economic and environmental benefits to an area, and will create local jobs and improve local services.
- Plymouth City Council believes **community asset transfer** is fundamentally about giving local people and community groups greater control in the future of their area and their community in line with promoting the Council's co-operative agenda. The first transfer under consideration is for the Oaks Rugby Club to take over the management of Horsham Playing Fields. The Club works with schools in the Plymstock area and hosts several schools rugby festivals. The development of the existing facilities will enable the Club to increase the quality and quantity of these festivals.
- In support of a citywide campaign to protect citizens from **payday lenders**, Plymouth City Council was the first local authority in the UK that banned the advertising of payday loan websites on its city centre billboards as well as barring access via our network's internal and external PC's. We are now looking at leading on a network of Councils taking action against payday lenders.
- Plymouth City Council is already actively lobbying Government on a **fairer grant settlement** to fund its public health work, and also to urgently address Plymouth's need for a **fast and resilient rail line** connecting the South West to the rest of the UK.
- During these difficult economic times, Plymouth City Council has elected to **maintain many of its existing services** including, but not limited to, keeping all our children's centres open across the city, free entrance to the museum, concessionary fares, free wifi and online books access in our libraries, discounted admission to the Plymouth Life Centre for young people.
- In 2013, Plymouth City Council agreed to amend tender documentation for construction projects to request bidders confirm they do not subscribe to **blacklists** that vet recruits in order to keep out trade union and health and safety activists. Furthermore, the Council agreed to exclude tenders which do and to terminate contacts where contractors are subsequently found to be using them.

- Following changes to the welfare system, Plymouth City Council launched its **Council Tax Support Scheme** in 2013 to replace Council Tax Benefit. Further to the statutory protection for low income pensioners and despite significant funding cuts, the following vulnerable groups were identified, based on local need, as being eligible for this scheme: veterans, war widows and widowers, disabled customers, low income households with children, those at risk from homelessness and residents in receipt of benefits or on a low income.
- In addition, in a move designed to bring hundreds of homes back into use, Plymouth City Council also agreed in 2013 that any property that has been empty for more than two years will have to pay 150 per cent council tax.

2.2 In addition to Plymouth City Council's comprehensive response to the recommendations outlined in the final report, the following initiatives illustrate the influence of the Plymouth Fairness Commission process over the past year, for example:

- Plymouth was successful in receiving **Cities of Service** status over two years to deliver two specific projects on heating and eating. The selection of both issues was heavily influenced by the Plymouth Fairness Commission process. The project will recruit and train volunteer energy champions and help people to save money by implementing energy saving measures. The 'Our Grow, Share, Cook project' will address by increasing the number of volunteers engaged in growing fresh fruit and vegetables, improving the distribution of food to people who most need it, and developing and delivering food awareness and cooking sessions.
- The '**Framework for Working with Citizens and Communities**' has been adopted as an approach to be taken by the Council, and was developed with input from the Plymouth Fairness Commission. Alongside this, conversations amongst agencies within the city have begun. A 'Systems Leadership' approach to facilitating these conversations means that there is genuine joint ownership and responsibility towards ensuring that agencies come together to align the work that they do to strengthen communities. The common aim is to enable all communities, whether of geography, interest or identity, to become self – organised, and as such, to hear the voices of the 'hard to listen to' as well as the 'hard to ignore'.

3. A CITY-WIDE RESPONSE FOR FAIRNESS

3.1 A comprehensive response is attached for those recommendations where the Council is specifically named. However, while individual agencies and partnerships are also compiling their own response to the Fairness Commission recommendations, Plymouth City Council agrees with the Commission that tackling issues of fairness and inequality requires a joined up citywide approach.

3.2 As such, the Council will provide a leadership and coordination role for how the city will collectively respond to the Plymouth Fairness Commission's call to action. This includes, but will not be limited to, collaborating on key activities and creating the conditions that enable the right conversations to happen with the right people to ensure that meaningful change emerges.

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**Plymouth City Council's Draft Response to
Plymouth Fairness Commission Recommendations**

Rec	Theme	Pg	Recommendation	Response	Lead
1		24	That the Plymouth Fairness Commission's Principles of Fairness are agreed by all public bodies in Plymouth, with consideration of how they are included in decision making.	Plymouth City Council welcomes the Principles of Fairness proposed by the Fairness Commission, and will look at ways of embedding them through delivery of its Corporate Plan which already highlights fairness as a key value and objective. Our commitment extends to ensuring the principles are embedded within the Council's extensive transformation programme currently underway.	Tracey Lee
2	Systems Leadership	25	We recommend that the leaders of all public sector bodies in Plymouth learn about and act as internal champions of the Systems Leadership approach to address key cross cutting issues of inequality and unfairness across Plymouth.	<p>Collaborative skills are key to the delivery of the recommendations made throughout the Fairness Commission report and we would accept that Systems Leadership offers us a new view of leadership which could allow us to achieve large-scale change across communities by sharing the burden of leadership.</p> <p>Plymouth, through the Health and Wellbeing Board, has recently been part of a Systems Leadership pilot programme funded by the Department of Health and Local Government Association and delivered by the Leadership Centre for local government. The pilot introduced systems ideas across key agencies through workshops with senior management, councillors and staff to support shared fluency in systems thinking throughout organisations and across political and executive leadership. Senior city leaders who make up the Health and Wellbeing Board have already committed to becoming champions of the systems approach and hold themselves and each other to account for modelling the behaviours they expect of others, and for the organisational and systems outcomes to which they aspire</p> <p>It is important to recognise that leadership is not vested in people solely through authority or hierarchical position and that coming together with others on the basis of a shared ambition will allow us to make progress against some of the complex challenges the city faces.</p>	Carole Burgoyne

3	25	<p>That this approach is embedded within public sector bodies as part of their induction and ongoing training.</p>	<p>Steps have been taken to begin to embed this approach throughout organisations. One example which we hope to build on is the city council's Enterprise Leadership Programme. This leadership development programme is now multiagency involving colleagues from Health Services, Council and the Fire and Rescue Service. The systems leadership approach is a key strand of this programme.</p> <p>It is our view that the ability to instinctively build connections, operate across organisational boundaries and build coalitions of support through informal networks is a key skill for staff. The city council along with partners will bid for further support from the Leadership Centre to build on the learning gained from the initial pilot programme and shortly make proposals on how to deliver this fairness commission recommendation.</p>
4	25	<p>We recommend that, as a minimum, the objectives of Directors, Chief Executives and Senior Management Teams of Plymouth public sector bodies should include measurable objectives sympathetic to the Systems Leadership approach against any performance indicators relating to inequalities and unfairness. These should include how effectively Systems Leadership is working across agencies.</p>	<p>A system of numerical targets cannot appropriately measure whether system leadership is working effectively across agencies and to measure the success of the system leadership interventions will require performance management that is pitched above the level of individual agents in the system. Our measures will need to assess the capability of the whole system and by considering the right measures we will be able to exploit the opportunity for improving performance by making systemic adjustments rather than achieving targets.</p> <p>Progress against shared system priorities, such as reducing the adverse impact of alcohol, will signify whether or not a systems approach is making a difference. To achieve this, our decision-makers must be comfortable working outside formal structures and use trust, commitment and shared ambition to develop whole systems interventions. Our bid for further support from the Leadership Centre if successful will help us to address this recommendation.</p>
5	25	<p>We recommend that agencies actively consider and apply a Systems Leadership approach to the way they agree and deliver the recommendations in the Plymouth Fairness Commission's report.</p>	<p>Response to and delivery against recommendations from the Fairness Commission will require more than the effort of public sector agencies within the city. To enable us to respond to the challenges set out by the report a whole system approach must be taken which will include those</p>

			<p>organisations that have not traditionally been associated with some of the complex problems we face.</p> <p>This is a different way of working, a significant cultural change, and will require skills and strategy to make it happen. We have a commitment from many leaders in the system to apply a systems leadership approach to the address the inequality in the city and are having honest conversations about what organisations and systems need to do to make collaborative, citizen-focussed services a reality.</p>		
6	Strengthen Communities	27	<p>We recommend that all public sector agencies undertake a review of their current approach and processes for engaging with, and listening to, communities and agree a shared approach and individual responsibilities to ensure all communities benefit.</p>	<p>The council acknowledges that the opportunities and support for citizens and communities to engage and influence local issues could be more inclusive and responsive. We have been working with partner agencies and listening to local people through pilots and projects across the city and as a result we have developed a draft Co-operative framework for working with citizens and communities which was agreed at Cabinet on the 15th July 2014. We aim to lead the development and implementation of the framework through a systemic approach that recognises the tensions, challenges and opportunities inherent in a non-prescriptive framework. Our work with partners, members and citizens will define a set of work streams over the coming year to develop and evaluate what works in different situations.</p>	Stuart Palmer
7		27	<p>We recommend that agencies fully explore different ways of engaging with communities of geography to include communities of interest and identity in a way that works for the individual members of those communities.</p>	<p>Instigated by key leaders within the city, agencies are now coming together as a 'community of practice' (CoP). These leaders are working with the 'Framework for working with citizens and communities' to agree the set of principles and core approach to take. The CoP aims to work with local citizens and elected local community leaders on what methods meet the principles of the framework. This includes work across communities of identity and interest as well as geography.</p>	

8		27	We recommend that local councillors review their roles, against recommendations 1 and 2, as elected local leaders within local communities.	The role of elected local leaders is critical to the delivery of the new approach for working with citizens and communities. Working with local Councillors, we have begun planning how the role of elected local leaders can support and enable the delivery of the proposed new approach to working with citizens and communities. Specific sessions for councillors will be held in early autumn to enable the understanding of the impact that this new approach may have on their role. The learning from these sessions will then guide development of the role so that it may evolve to embody the new expectations that are created when you enable communities to self – organise.	
9		28	We recommend that an external, independent civil society expert is commissioned to undertake a critical review of Plymouth’s VCS and provide recommendations to strengthen it.	As a co-operative council we recognise and endorse the development of a strong civil society, and more specifically a vibrant voluntary and community sector. The council commissions and funds the sector directly or in kind to the value of in excess of £21m, including infrastructure support. While we are aware of a similar report undertaken some years ago, we will support an independent and objective analysis of how the sector could develop. We believe this should be led by the voluntary and community sector in collaboration with partners across the city, and would welcome the opportunity to co-commission this piece of work.	Stuart Palmer
17	Public Funding	30	We believe that the city should know the total amount of funding it is failing to receive because of unfair funding formulas from central Government. We recommend that all parts of the public sector jointly quantify Plymouth’s ‘Missing Millions’ to make the case to Government for fairer funding for the city.	Plymouth City Council will co-ordinate a joint campaign during 2014/15 with key partners across the city and region to advocate for a fairer funding settlement for Plymouth.	Giles Perritt
20	Mental Health	33	We recommend that a joint review be completed to agree what crisis response is appropriate for anyone presenting with a mental health need. This should include those who may require a place of safety while a mental health assessment is undertaken and, where appropriate, follow up or after care is provided.	As part of our response to the Fairness Commission recommendation and the National Crisis Concordat, a joint review with partners has been completed in relation to Plymouth’s crisis response with the following action: a place of safety has been developed; options for a place of safety for children are under consideration; a Street Triage Pilot has evidenced joint working across Police, Plymouth City Council, Plymouth Community Healthcare and Devon Partnership	Dave Simpkins

				Trust) and resulted in an improved multiagency response to people presenting in crisis. This means that more people have been supported to recover at home and in the community, significantly reducing the number of people being detained under the Mental Health Act and treated in more institutional settings. A reduction in the use of Police powers to detail under the Mental Health Act has also been evidenced.	
27	Food	36	We recommend that the role of the Office of the Director of Public Health within Plymouth City Council be expanded to include food poverty with responsibility for co-ordinating food poverty initiatives, including those providing healthy and affordable food in communities, across the city. We suggest the following activities are undertaken to support this: 'Struggling to Eat Well' Surveys, aimed at identifying nutritionally vulnerable infants, and primary school age children and older people. Extending the provision of meals cooked in schools to older people in the community. Mapping food outlets to identify food retail deserts and encouraging the provision of food vans and local box schemes in these areas. Development of Social Co-ops in disadvantaged areas which incorporate access to reduced cost food, advice on debt, food skills and eating well, such as the Community Shop Barnsley model. Provision of Food Poverty Awareness Training (as Brighton and Hove Food Partnership does). Coordinating and assisting in the set-up of food growing and buying co-operatives around schools and social housing providers.	Food poverty and nutrition will be identified as a key portfolio area of the newly appointed Consultant in Public Health, Ruth Harrell, starting 1/7/14. The Office of the Director of Public Health (ODPH) business partnering model will be rolled out across the Council in July 2014. Public Health advice will add value to existing Council involvement in the refresh of the Food Plymouth Action Plan 2011-14 which will then be taken to the Health & Wellbeing Board. Local data will be used to assist in mapping food retail outlets to inform targeted provision. The Council will also explore ways in which it can work with communities to grow more food, for example community allotments. Targeted provision will be enabled via the Cities of Services project and Food Plymouth Partnership. The areas suggested by the Fairness Commission will be reviewed and discussed.	Kelechi Nnoaham
28		37	Following the example of Waltham Forest Council, the Fairness Commission recommends that Plymouth City Council amend its spatial planning policy to enable the restriction of fast food outlets within 400 metres or less from a school, youth facility or park.	We are currently reviewing our spatial planning policy as part of the Plymouth Plan process. We will undertake the following tasks: 1. Compile data from Waltham Forest and other authorities who have implemented an Spatial Planning Policy which creates an exclusion zone for new fast food outlets near schools*. Use examples of authorities comparable to	Paul Barnard

				<p>Plymouth to create relevant case studies which provide successful examples. By end of September 2014.</p> <p>2. Consult relevant health and education experts in order to understand the nature and scale of the problem in Plymouth. By end of October 2014.</p> <p>3. Consider options for consulting food outlet stakeholders and young people, and consult if appropriate. By third week of November 2014.</p> <p>4. Make recommendations for a spatial planning policy, plus any related policies or strategies which would support the objectives identified by the Fairness Commission. By second week of December 2014.</p> <p>5. Refine recommendations with input from key stakeholders and publish final solution end of March 2015.</p>	
29		37	<p>We recommend that Plymouth City Council work with the organisers of Plymouth's main events, such as the Fireworks Championships, to reduce the number of fast food outlets offering food of low nutritional value at public events and improve the food offer available.</p>	<p>Plymouth City Council delivers a huge programme of cultural and historical events across the city. The Office of the Director of Public Health Consultant-led team covering Food & Nutrition will work with colleagues in Economic Development to gain membership of those relevant project boards and enable improved links with the Food Plymouth Partnership's existing and planned work with citizens and retailers. An options appraisal will be undertaken jointly with Economic Development to look at incentives to encourage sustainable and healthy caterers at city events, as well as increased take up of such options.</p>	Kelechi Nnoaham
32	Learning and Skills	40	<p>The Commission welcomes the move of Plymouth's secondary schools to work more closely together through the model already established by the Plymouth Teaching School Alliance. We recommend that this collaborative approach is made a priority. It also requires additional momentum to achieve consistent standards across secondary school teacher training, professional development and school-to-school support to tangibly improve standards of educational achievement for all Plymouth's pupils.</p>	<p>All secondary schools have now signed up to the Plymouth Association of Primary Heads (PAPH) and the plans collaborate further are gathering momentum. The geographical and educational sectors of greatest need are being addressed. There is a focus on developing a commissioning intent that is for 'common good'. As a Strategic Partner the Local Authority is a strong supporter of the concept of school to school support and we are actively blending our work to ensure that Plymouth schools can benefit from as joined up and coherent service as possible. We will continue to support the further strengthening of the Plymouth Teaching School Alliance and its cooperative principles.</p>	Judith Harwood

33		41	As part of the Plymouth Skills Plan, we recommend that a specific review be undertaken with young people in the city to understand and address the factors that prevent young people taking up apprenticeships, and agree concrete steps to address them.	The Plan identifies the need to audit and review provision and will incorporate this recommendation fully. The specification is currently being finalised and will then be commissioned. We can support the engagement with young people through the Youth Service and using the City Youth Council. As partners within the Education Skills Board we will support the strategic impact of the study and its recommendations.	
36		41	We recommend that all primary and secondary schools develop an alumni programme, identifying local pupils who have subsequently achieved in a variety of fields, and invite them to contribute to raising awareness of potential careers and aspirations among current pupils, such as FutureFirst	As a strategic partner within the Plymouth Teaching Schools Alliance we will support the implementation of this proposal. Contact will be made with Futurefirst to establish feasibility of approach here or translate good practice.	
37		41	We recommend that all Plymouth's secondary schools and other organisations working with young people and young adults be encouraged to form relationships with local and regional employers, in particular members of the Plymouth 1000 Club and other local micro and SMEs, to encourage presentations, workshops and placements to demonstrate the range of potential careers available to pupils, as well as the qualifications and softer skills they should aspire to in order to be 'work ready'.	The Employment and Skills Board is currently being established. As a key partner for this activity, Plymouth City Council will facilitate the implementation of this proposal. Both are being addressed through City Deal as part of the employability gateway which is brokering closer relationships between schools and employers. This will build on existing activity including the 'skills passport' developed in partnership with the Plymouth Learning Trust, and closely aligned with the City Deal's aim to create 10,000 new jobs, with a particular emphasis on boosting youth skills and employment	
38		41	That a formal system is brokered linking schools and businesses so all young people have fair access to internships, work placements and youth enterprise schemes. These should particularly involve micro businesses and SMEs and cover different sectors (cultural, care sector, engineering etc.). Students should be encouraged to set up their own enterprises.		
39	Positive Youth	42	We recommend that a 'Positive Youth' approach to the commissioning of services for young people in the city is developed.. This should encompass a range of settings to provide all young people, 'targeted' or not, with the support and opportunities they need to empower	The council fully supports the principles of a 'Positive Youth' approach and has strengthened the mechanisms to involve young people in the inspection, design and delivery of opportunities and activities that meet their support, learning and developmental needs. Young people are also in positions where they can directly influence important policies and	Stuart Palmer

			<p>themselves, form relationships, build skills, exercise leadership, and help their communities. The underlying approach of this should be assets based and include the following elements: Young people are viewed as a valued and respected asset to society; Policies and programs focus on the evolving developmental needs and responsibilities of young people, and involve them as partners rather than clients; Young people are provided with the opportunity to experiment in a safe environment and to develop positive social values and norms; and Young people are engaged in activities that promote self-understanding, self-worth, and a sense of belonging and resiliency.</p>	<p>programmes in partnership with the Council. Examples include, Young Inspectors, Safeguarding Children's Shadow Board, Listen in Care Council, Young Ambassadors, UK Youth Parliament, Annual Youth Challenge, Youth Cabinet & Scrutiny and Targeted Grants Advisory Group. Following a full consultation across young people, stakeholders and partners this year a transformation programme has been agreed with a reinforcing of targeted work and a programme of community development pilots to support young people and community groups to co-design and deliver new projects that have a greater young people and community ownership and governance. This will be rolled out over the next two years.</p>	
40		42	<p>The Fairness Commission believes that every young person in the city should be able to access free recreational and cultural activities within one bus ride.</p>	<p>Our approach to targeting and neighbourhood based community youth work supports this recommendation and we have youth activities and services accessible across the city. We have reviewed services and are now on a programme of change which will take into account this recommendation. We will look to support the co- design and development of youth activity and provision citywide. Our youth service provides support and where appropriate transport to disadvantaged or vulnerable young people who would not otherwise be able to participate, free at the point of access activity. We will continue to work with our partners across the city to ensure equal opportunity to access positive activities. In addition, through key community development activities, commissioning and targeted funding, we will ensure that accessibility for young people is taken into account as a priority.</p>	
41		43	<p>Building on the work already being undertaken by the Learning and Skills Group, we recommend that the touchpoints of contact for young carers are identified and actively targeted to ensure more young carers contact Youth Services and benefit from their referrals and services.</p>	<p>We have well established support networks and activities for young carers and continue to give this group of children and young people a high priority through our safeguarding and corporate parenting duties. Through the support networks children and young people currently have opportunities to achieve nationally accredited awards that build on their interests, skills and aspirations. Schools are a key universal 'touchpoint' for young carers and the support networks are working closely here as well as through other community</p>	

			settings to highlight the need to identify these young people and support them into the networks that can provide additional help. Further work to promote a better understanding of these young people's needs and to increase capacity for direct support is currently being reviewed by Children's Social Care and partners,		
42		45	The Commission recommends that the city engage in a consolidated effort to generate leadership on tackling discrimination in all its forms in the city, with the following actions: A city leadership workshop to develop a collective understanding of discrimination, its causes, and how to tackle it. A high profile public event at which city leaders sign an agreement to commit actively to tackling all forms of discrimination. This should be accompanied by specific actions to which leaders are committing, and agreement to how and by whom they shall be measured. A high profile campaign should be developed to bring this initiative to the consciousness of the people of Plymouth. Roll out of evidence based, age appropriate school based programmes to address discrimination across all early years, primary and secondary schools and further/higher education, such as the Roots of Empathy programme and the Brown Eyes, Blue Eyes tool.	Plymouth City Council strongly endorses this recommendation and believes that all discrimination is wrong. While the Council has developed a Welcoming City action plan with diverse communities across the city, as well as the Community Covenant, we recognise that to be fully effective this requires firm leadership and championing from all sectors, including the commercial sector, and fundamentally with learning institutions. The Council will call together city leaders to mutually agree a refreshed set of actions to give a clear message that there is no place for discrimination in any part of Plymouth and will seek support for visible campaigns and positive messages about our varied and diverse cultures and history that makes Plymouth truly welcoming to all.	Stuart Palmer
45	Living Wage / Zero Hour Contracts	47	We recommend that all public sector bodies in Plymouth should, like Plymouth City Council, commit to pay their staff the Living Wage, seek accreditation by the Living Wage Foundation and commit to provide a Living Wage for all employees of agencies that work for them.	Plymouth City Council implemented the living wage payments on a discretionary basis to their employees on 1 January 2014 and a further uplift in line with the national rate of £7.65 from 1 June 2014. Our Co-operative Commissioning framework in particular promotes the development of a Fair market , with the provision of services from local suppliers who prevent abusive employment practices by championing the rights of staff, including offering the living wage and offering contracts to locally employed staff on a basis wanted by the workforce. Our master vendor contractor for the supply of our temporary staff has also implemented the living wage effective from 1 June 2014. We are currently exploring accreditation with the Living Wage Foundation.	Malcolm Coe

46		47	We recommend that Plymouth City Council and other public sector agencies work with subcontractors to ensure that they in turn pay 100% of their workers a Living Wage within two years.	Plymouth City Council has currently committed to promote payment of living wage with our contractors and their sub-contractors. Within the next 2 years it is our intention to implement this into our tender/contract documents and monitor it through contract management. * However we need to be mindful that this has the potential to increase cost at a time when budgets and funding is decreasing.	
49		48	We recommend that the use of zero hours contracts across the city should be monitored annually.	We will commit to raising this as a collective issue for discussion with our partners.	
50		48	We recommend that exclusive zero hours contracts are not advertised by job centres or recruitment agencies in Plymouth.	Plymouth City Council does not advertise or recruit to exclusive zero hours contracts. Also, our master vendor contractor for the supply of temporary/interim staff, do not advertise in this way either, they employ all of their staff of guaranteed hours.	
51		48	We recommend that all public sector agencies review their current use of subcontractors and commissioned services that use exclusive zero hours contracts and pledge to commission only from services that do not restrict their employees to exclusive zero hours contracts.	Plymouth City Council intends to make this a pass fail criteria as part of the pre-qualification stage of tenders. This change will be made at the same time as the changes required from the introduction of the new procurement regulations which are due to be finalised and implemented by the end of year (2014)	
52	Debt and Credit	49	Plymouth City Council should demonstrate that it is maximising its planning restrictions, within the current legal framework, to control the number of betting shops, fixed odds betting terminals and payday lenders in the city.	This recommendation will be considered as part of the development of the Plymouth Plan which aims to become the single strategic plan for the City.	Paul Barnard
53		49	We recommend that Plymouth universities and education providers partner with schools and youth organisations to provide student led peer mentoring, similar to CitizensUK Money Mentors Programme, to train young people to become confident in budgeting and managing money.	<p>Plymouth City Council has three programmes that will be launched in September 2014</p> <ul style="list-style-type: none"> • Financial capability education for young people at school: teachers will be trained to deliver sessions, and a financial capability package will be delivered at the beginning of the new academic year. • A credit union savings scheme for 12 and 16yr olds is being jointly delivered through schools. 	Stuart Palmer

			We would be interested in expanding our approach in collaboration with other partners.
54		We recommend that Plymouth City Council work with partners to develop robust visible campaigns against the use of payday loans and illegal loan sharks.	Plymouth City Council had already recognised this as a key problem for the city and is considered an exemplar in its response following a motion on notice on payday lending and credit unions that was agreed at Full Council in 2013. We have developed a comprehensive response with our partners to address the situation, and have actively lobbied government for help in regulating the sector. We believe we are leading the way on this agenda and are committed to on-going work. Once the feasibility study regarding ethical alternative lending is completed we will consider the recommendations and implement actions that support this.
55	49	The Fairness Commission recommends that Plymouth City Council, housing associations and other relevant agencies work together to consolidate customers' debts and offer payment plans to help customers manage repayments as well as direct them to expert sources of help and advice.	While this sounds like a useful idea, this recommendation requires investigation. Current restrictions on data sharing across agencies limits our ability to share information on personal debt. We will however consider a similar approach adopted in Lambeth, Islington and Birmingham as a starting point. In addition we are continuing significant debt advice via our Advice Plymouth contract and through our joint work on welfare reform mitigation we have improved benefit take up and supported cross agency training, including health partners. We are not being complacent, and following an upcoming co-operative scrutiny review on personal debt, would suggest a systematic review of options and initiatives on personal debt in the Autumn of 2014 to consider best practice.
56	49	Every point of access that the public have with public agencies should provide clear and accessible links to specialist debt advice, benefit maximisation and sources of affordable credit such as Plymouth Citizens Advice Bureau, Money Advice Plymouth and Christians Against Poverty more readily and prominently on their websites.	Work is underway through our Customer and Services Transformation Programme to ensure there is comprehensive advice and signposting in new arrangements for First Stop and this will include the read across to Advice Plymouth and other access channels to advice and information through websites

It is essential that alternative and affordable forms of credit are accessible to residents across Plymouth. The Fairness Commission believes that Plymouth credit unions and their partners must take greater responsibility for ensuring that they offer a broad range of services that benefit the city, including, but not limited to, the list below. If they do not wish to do this or are unable to prove they can by December 2014, Plymouth City Council should step in to take action. The Commission recommends that the following groups be actively encouraged to hold membership: Employees of all large private and public organisations in Plymouth, providing payroll deductions to support this. Tenants of Social Landlords. Congregations of all churches in the city and other faiths. In addition Plymouth City Council and other major employers should hold non-member deposits in the credit union. Undertake a review of current services to identify areas where input from other sources, e.g. marketing support from students from further and higher education institutions, process inputs from Credit Unions, could help raise the profile of credit unions and maximise their effectiveness. Implement a high profile campaign in partnership with the Plymouth Herald and other media outlets to explain the function of credit unions, and to attract additional depositors. Create a Plymouth-wide Christmas Club as an alternative to current high cost online providers. The Plymouth Christmas Club could work with local banks to accept deposits and seek discounts/vouchers from local retailers if savers spend with them. Ensure widespread availability of products such as jam jar accounts, white goods and furnishing schemes, contents and income protection insurance and new savings accounts. In areas identified as having high levels

Plymouth City Council supports credit unions and commends the list of activities and services that promote credit unions. We look forward to seeing the response from the credit unions to this recommendation, and hope they will meet the challenge laid down by the Fairness Commission. However, if credit unions believe or choose not to follow this route, Plymouth City Council will work with partners from across sectors to explore provision of a financially viable alternative.

		of financial exclusion, credit unions must work with local partners to enable credit unions to operate. We recommend that all schools should invite credit unions to run Junior Savers Club. We recommend a drive to encourage members of business groups such as the Rotary Club, Chamber of Commerce, Lions, Federation of Small Businesses and others to volunteer as board members of credit unions.	
58	50	To maximise the availability of affordable credit to individuals and enterprises across the city, the Commission recommends development of a baseline to include: Use the industry-wide data jointly compiled by the British Bankers' Association and the Council for Mortgage Lenders to map the personal loan data for all Plymouth city postcodes. Publish a Personal Loan Data report for Plymouth (as Birmingham City Council has done) to help identify the areas of credit deserts. The Council should use its own banking contracts to lever an assurance from providers that they will improve the provision of affordable credit in credit deserts.	As recommended we will explore the industry data and utilise the information to scope the geographical picture in relation to affordable credit in our city. Once this is available relevant action will be considered including the appropriate use of our own banking contracts.
59	51	We recommend an annual, centrally-located pre-Christmas campaign, bringing together debt and money advice services, banks, trade unions, credit unions and relevant Council departments to raise awareness of their services and provide the opportunity to open bank and credit union accounts, as savers and depositors, get advice on housing, debt arrears etc.	We welcome this recommendation as it assists in the work that we are already undertaking and it can be delivered via our Advice Plymouth contract. We will however initiate further conversations with other partners including trade unions.
60	51	We recommend the development of an annual, city-wide 'Fair Money' awards dinner, sponsored by the large high –street banks and publicised by the Plymouth Herald, with a range of award categories which the people of Plymouth can vote for. Examples of award categories include: school savers, tackling debt, biggest contribution to local economy, volunteering etc.	An annual award event led by relevant organisations would give a focus to delivering this recommendation and Plymouth City Council would consider becoming involved in a similar way to other award events that we have jointly funded and supported in the last year. We will discuss with colleagues across sectors to determine how we could resource this. We would need to ensure sponsorship organisations had appropriate standards of fair lending.

63	Think Local	53	That a 'Buy Local, Give Local' trademark scheme is developed for local traders, producers, public bodies and the voluntary sector to help customers and producers identify local providers	A number of Buy Local initiatives have been held or planned including local food festival planned; Buy Local part of Christmas campaigns. We will work with the Plymouth Chamber of Commerce to continue to promote the buy local initiatives, including the possibility of a trademark, if appropriate.	David Draffan
64		53	Plymouth City Council should review all the charitable trusts, including dormant trusts, for which it is a corporate trustee and explore methods of amalgamating them (where their charitable objects are compatible), and transferring the management of their assets to a Plymouth community-based charity.	An audit of the Charitable Trusts where the Council is a corporate trustee has been undertaken by the Head of Legal Services. As a result of this work, trusts which have been dormant and for which no funds exist have been removed in consultation with the Charity Commission. Further work is needed in terms of how best the Council can deliver its corporate trustee role and indeed, if it is best placed to deliver this role, in so far as those Trusts for which funds exist or which hold fixed assets. This is being built into the 3 year work programme of the Head of Legal Services.	Dave Shepperd
65	Social Value	54	We recommend that all public, charitable and private sector organisations in Plymouth should develop a social value/sustainability statement with clear social value outcomes and measures through which they buy and commission goods and services.	Plymouth City Council is currently drafting a sustainable procurement strategy which will clearly define social value outcomes and measures through which we buy and commission goods and services. The Co-operative Commissioning framework also states that commissioning decisions will focus on delivering value for money and promoting social value.	Malcolm Coe Page 52
66		54	All public sector agencies to fully explore the steps they could take towards meeting best practice, beyond the requirements of the Public Services (Social Value) Act 2012, to ensure the inclusion of social value in all contracts for goods and services, regardless of the EU threshold.	Plymouth City Council embedded the Social Value Act requirements into our tender documents and procurement guidance manual for European Union Threshold procurements when the legislation came into force in January 2013. We are now looking to include this into our tender opportunities that are not subject to the regulations (>£100k for goods & services & >£200k for works)	

67		54	<p>The City Deal to clarify both how it will deliver social value and how this delivery will be measured and evaluated.</p>	<p>The Plymouth & South West City Deal has created a range of social value and economic targets to be delivered through the South Yard Project, Growth Hub and Youth Deal elements of the City Deal as follows:</p> <p>Marine Industries Production Campus – South Yard</p> <ul style="list-style-type: none"> ▪ Create 1200 jobs by 2025 <p>Growth Hub – Business Support – across Cornwall, Devon, Plymouth and Somerset</p> <ul style="list-style-type: none"> ▪ 880 jobs created by March 2017 ▪ 20,000 businesses engaged by March 2015 <p>Youth Deal - across Cornwall, Devon, Plymouth and Somerset</p> <ul style="list-style-type: none"> ▪ Enable 900 of the very hardest to help young people to enter work, with 540 of these young people sustaining work for at least six months by May 2017. ▪ Enable 525 young people to increase their earnings by November 2015 <p>These targets are being monitored through the Programme Board on a monthly basis, indicating projective achievement against profile across the duration of the project.</p>	David Draffan
68	Public Sector Procurement	55	<p>We recommend that baseline data on current public spending with local businesses is established, to enable public bodies in Plymouth to create clear targets for the levels of public spending they will spend with local businesses, including Micro/SME's, and report on them as part of their annual reporting mechanisms.</p>	<p>This information has been reported on a monthly basis since financial year 09/10. In 13/14, 45% of our total spend of £177m was within the PL post code and 37% of it was with Small and Medium Size Enterprise's (SMEs). Targets the forthcoming years have also been set as follows:</p> <p>PL Post Code 2014/15 – 48% 2015/16 – 52%</p> <p>SME's 2014/15 – 39% 2015/16 - 41%</p>	Malcolm Coe

Public sector commissioning and the processes that supports it need to be much more efficient to provide better access to public spend for local, small suppliers. We recommend a thorough review of the current Sell2Plymouth portal and associated procurement systems of public sector agencies with recommendations for what changes are required to ensure there is an efficient way to link up public sector commissioners with private sector suppliers. Conversely, work must continue with local business to ensure they are positioned to take advantage of public sector procurement opportunities. Areas to address include: Improving technical efficiency. Monitoring how consistently and transparently the portal is used by different bodies. Identifying why and appropriate responses to why local businesses are not maximising opportunities via the portal. Reducing unnecessary red tape and bureaucracy. Increasing opportunities for Meet the Buyer events.

As members of the Plymouth Procurement Forum, Plymouth City Council meets on a regular basis with City College, Plymouth Federation of Small Businesses and the Plymouth Chamber of Commerce, Plymouth Community Homes, Plymouth University and University of St Mark and St John. The Council has signed up to a charter to increase economic stimulus to the City by working together to broaden the overall support for local business, putting initiatives in place to help small businesses and maximise the potential of the local supply chain.

While we acknowledge that there are still problems to overcome, we have worked hard alongside our partners to increase spend with local suppliers and SME's as follows:

Plymouth City Council increased its low value procurement thresholds, where we only need to seek 3 quotations rather than undertake a tender process, from £75k to £100k in 2012. With the implementation of our buying team we also mandated that a minimum of 2 of the 3 quotes must be sourced from local suppliers (PL post code) where possible, however as this function is now centralised more often than not 3 quotations are sourced locally. For these procurements we utilise the Sell2Plymouth (S2P) portal to source suppliers. This allows us to check that they have the correct accreditations and insurance to do business with the Council, we can also determine if the supplier qualifies as an SME as we endeavour to pay our SME suppliers in 15 days as opposed to the standard 30 days.

To support supplier's in how to do business with the Council, since September 2013 we have run 14 different training/meet the buyer events for suppliers supporting them with registration on the S2P portal and also on the supplying the south west portal where we, together with the other members of the Devon & Cornwall procurement partnership, we advertise our tender opportunities. We inform them on how to do business with Plymouth City Council. Working in conjunction with the Plymouth Chamber of commerce &

				<p>Industry we provide tender training for their customer base. We also provide specific tender training targeting local suppliers via the S2P portal. We also advertise on our procurement web pages that if any supplier is interested in tender training to contact the procurement team.</p> <p>http://www.plymouth.gov.uk/homepage/business/doingbusinesswiththecouncil/buylocal.htm</p>	
76	Private Sector Housing	58	<p>Plymouth City Council to develop a comprehensive and resourced response to raising standards in the private rented housing sector.</p>	<p>We recognised the impact of poor housing standards and management in the private sector on local people, and provided evidence to the commission which has guided our development of a draft Charter for the Private Rented Sector in Plymouth, using the Council's 'Principles' and 'Programme of Actions'. This will be developed with landlords and other stakeholders including tenants to be launched by October 2014 with the initial impact being assessed by February 2015. The Charter is likely to include the development of a Plymouth Healthy Homes Standard together with a 'Rent with Confidence' rental standard, and other measures. We also welcome and endorse the challenge to central government to help us achieve improvement, and have written to all local MP's to this effect.</p>	Stuart Palmer
77		58	<p>We recommend that Plymouth undertake a pilot to investigate the viability of a voluntary licensing and accreditation scheme for private sector landlords (PSL). This pilot should: Examine the costs, benefits and potential barriers of such a scheme. Look at the process of include clear standards to reach legal minimum requirements for properties. Benchmark how this scheme would measure up against other PSL accredited schemes.</p>	<p>The viability of introducing a voluntary licensing scheme will be investigated but it is considered unlikely that landlords will sign up voluntarily even if incentivised. National, mandatory licensing already operates and opportunities for additional and/or selective mandatory accreditation schemes will also be considered. Voluntary accreditation is already in place and we will work together with Landlord Association partners to further promote this to landlords together with training programmes for landlords and agents. The one thing that would really help is if central government backed a mandatory self-funding registration scheme for landlords and agents so that we can contact, support and advise the numerous small landlords who are new to the sector.</p>	

78		58	Examine the possibility of property-specific penalties for non-compliant Private Rented Sector homes, to include looking at whether non-compliant Private Rented Sector homes could be earmarked as “not Housing Benefit eligible” until fully compliant with statutory standards and requirements, in a way that penalises the landlord – not the tenant.	We will examine the possibility of property specific penalties for non-compliant Private Rented Sector homes. There are already existing 'penalties' for non-compliant property conditions for which we can and do take enforcement action. This will form part of the programme of actions which will be set out in the charter	
79		58	Consult on and implement a comprehensive; measured and monitored Empty Homes Strategy for Plymouth to consider why the property is empty and uncovering systemic issues and working positively to address them.	By March 2015, Plymouth City Council will produce a “Plan for Empty Homes” in line with the design precedent set by the Plan for Homes. Consultation for the Plan for Empty Homes will be undertaken via the consultation process for the Plymouth Plan.	Paul Barnard
80		59	As part of the Fairness Commission’s support of the ‘doing with’ rather than ‘doing to’ approach, we recognise the importance of helping private tenants have a local voice. This will help tenant-to-tenant communication, provide useful ‘on the ground’ advice about poor tenancy experiences and give tenants information about their legal rights. We support the creation of a virtual Plymouth Private Tenants Forum, advising private tenants of their rights, offering an online space to exchange experiences, publicise consultations and offer contact details on further public sources of support.	We will work with partners to examine the options for the creation of a virtual Plymouth Private Tenants Forum, although it is recognised that an open tenant’s forum may pose concerns as some sites do currently. We will update our website to improve information and advice for tenants on their rights and expectations and other areas of support, and could work with Shelter on links to their national on line forum.	Stuart Palmer
81	Specialist Housing	59	We recommend a full examination of the coverage of specialist housing provision in Plymouth is carried out, comparing what is available against known demographics of groups in need and including a full gap analysis of unmet need.	While the Strategic Housing Market Assessment covers the needs / demand for general needs housing and projections in the Plymouth Plan, we would agree that we do not have a comprehensive analysis of specialist housing needs in one place for example Gypsy and Traveller and housing for other groups etc. We have however recently carried out a review of the need for Extra Care Housing and further reviews have been explored over a number of years. It would be timely to commission this review and we will scope the extent of it with partners by December 2014.	Paul Barnard

82	Ageing Population	60	<p>We recommend the creation of an 'All Ages City' Taskforce to co-ordinate both the social and non-social care aspects of Plymouth living for older people, as part of the Plymouth Plan process. These include, but are not limited to: Working with Plymouth's voluntary and community sectors to join up initiatives such as befriending schemes, lunch clubs, pooled transport, shared backroom services and access to facilities, including how technology can assist such co-ordination. Work with Plymouth universities and other tertiary education providers to encourage investment in technology to encourage connection to the wider community and address digital exclusion, remote healthcare provision by local and regional providers, virtual communities and domestic adaptations, e.g. Skype TV. Support commissioning of personal health, public health and social services which focus on prevention and early intervention through primary health care. Working with urban planners and housing associations to shape future housing provision and, where possible, adapt existing provision, to provide better community specific development, encourage land asset release and incentive schemes for suitable private investment. Co-ordinate existing and potential activities that promote intergenerational and cultural activity such as skills cafes, using school kitchens for mixed-age lunches and increasing opportunities for older people to volunteer.</p>	<p>Plymouth City Council is willing to participate in discussions with city partners for the best way to take this recommendation forward.</p>	Giles Perritt
83	Dementia	61	<p>We recommend that the Plymouth Joint Dementia Strategy is given the highest priority to ensure its recommendations on professional awareness, early diagnosis, carer support and recognised standards of care are actively delivered across the city.</p>	<p>Joint Dementia Strategy and Action Plan going for approval at Cabinet in September 2014. Extension of Dementia Friendly Coordinator role within Cooperative Commissioning Team taking forward the Dementia Friendly City element. Dementia Stakeholder Group in place to oversee and monitor the implementation of the action plan. Awaiting approval of plans to put in place Council wide workforce development plan</p>	Dave Simpkins

			around awareness of Dementia. Skills audit of care sector to be carried out in 2014 leading to workforce development plan for the sector. Dementia Quality Mark in place for care homes and Leadership programme for Care Homes currently being delivered. New carer support group for male carers in place June 2014. Funding for targeted diagnosis work in care homes is being applied for from Strategic Clinical Network.	
84		61	As part of this strategy, the Commission also recommends that additional consideration be given to ensure that people with dementia who require, and can demonstrate that they meet the eligibility criteria (e.g. unsteady walking, confusion and agitation and the risk of their actions harming themselves or others) are encouraged to apply for the blue badge scheme using the discretionary powers of the Local Authority.	This will be added to the Joint Dementia Action Plan.
85		61	We recommend that an information pack containing details of sources of advice, information and support is made freely available to patients, families and carers in all primary care settings, and provided for dementia patients and their carers.	Toolkit for businesses (including GP surgeries) created and launched in May 2014. Toolkit for patients, families and carers is being developed by Plymouth Community Healthcare and the Alzheimer's Society and is at the stage of being costed. Expected date is December 2014.
86		62	The Fairness Commission Secretariat within Plymouth City Council will work with key partners to develop a performance framework to allow both the Commission and the City as a whole to determine whether Plymouth is becoming a fairer city.	A proposal for how we can measure whether we are becoming a fairer city has already been developed and is under review in partnership with Plymouth City Council, Plymouth University and the Plymouth Fairness Commission Secretariat. Plymouth City Council will ensure that this is embedded within the existing Co-operative Council performance management framework and benefits realisation of its transformation programme.

CITY COUNCIL: 15 SEPTEMBER 2014

Capital and Revenue Monitoring Report 2014/15

**Cabinet minute 24: 15 July 2014**

The Corporate Management Team submitted a report outlining the finance monitoring position of the Council as at the end of June 2014, including the July 2014 spend and profile information.

The report –

- (a) proposed revenue budget variations as detailed in table 4 of the report;
- (b) indicated that the estimated revenue overspend was £4.607m as at July 2014 with key pressures remaining on services associated with looking after elderly and disabled people and children in care;
- (c) advised that further savings would be brought forward from the Council's transformation programme in the coming weeks to address the in year estimated overspend;
- (d) stated that the revised capital programme for 2013/14 to 2016/17 was £216.398m, an increase of £8.728m, following the inclusion of new schemes, re-profiling and variations approved under delegated authority and the inclusion of future years' government grants and other identified income streams;
- (e) set out a proposal for delegated authority to approve any changes to existing schemes on the same terms as existing delegations for new capital schemes and capital programme transfers (virements).

Councillor Lowry (Cabinet Member for Finance) introduced the proposals and indicated that the forecast overspend was the reason why transformation was essential. He also advised that the budget would continue to be monitored on a monthly basis and that meetings had already been held between himself, Councillor Tuffin, Tracey Lee (Chief Executive) and Carole Burgoyne (Strategic Director for People) to ensure that everything possible was being done to ensure that the needs of the adult social care and children's services were being met but that it was being undertaken in the most efficient way.

Councillor Peter Smith (Deputy Leader) referred to the 17 interim appointments that had been made to cover senior management vacancies, to provide capacity for the transformation programme and for other projects. He reported that the Council's ambitious change programme required expertise and extra capacity in addition to the staff needed to run the day to day services and that the majority of staff in transformation were now internal staff.

Councillor Tuffin (Cabinet Member for Health and Adult Social Care) reported that adult social care was a needs led service and that although the service had made extensive savings in the previous year, officers were reviewing the budget again.

Carole Burgoyne indicated that referrals in adults and children had both increased and that officers were continuing to reduce the costs of packages whilst ensuring a high level of quality of care.

Councillor Evans (Council Leader) referred to the comments made in the press on interim staff by Councillor Bowyer and indicated that Councillor Bowyer had been part of the decision making process in the Appointments Panel.

David Northey (Head of Corporate Strategy) also attended the meeting for this item.

Alternative options considered and the reasons for the decision –

As set out in the report.

Agreed that –

- (1) the current revenue monitoring position and the action plans in place to reduce or mitigate the position, are noted;
- (2) the non-delegated revenue budget virements are approved as set out in Table 4 of the report;
- (3) the new schemes added to the Capital Programme by the Leader under delegated authority, totaling £3.866m, are noted;
- (4) the increase in the medium term Capital Programme funding to £216.398m is noted;
- (5) the City Council is Recommended to give the following delegated authority for approval of any changes to existing capital schemes, within the overall affordability envelope, based on a sound rationale -

Up to £200,000	Responsible Finance Officer in consultation with the relevant Cabinet Members
Above £200,000	Leader in consultation with the relevant Cabinet Member(s) (following consultation with the City Council Investment Board)

PLYMOUTH CITY COUNCIL

Subject: Capital and Revenue Monitoring Report 2014/15
Committee: Cabinet
Date: 2 September 2014
Cabinet Member: Councillor Lowry
CMT Member: CMT
Author: David Northey, Head of Corporate Strategy
Contact details Tel: 01752 30 5428
email: david.northey@plymouth.gov.uk
Ref:
Key Decision: No
Part: I

Purpose of the report:

This report outlines the finance monitoring position of the Council as at the end of June 2014, updated to incorporate July '14 spend and profile information.

The primary purpose of this report is to detail how the Council is delivering against its financial measures using its capital and revenue resources, to approve relevant budget variations and virements, and approve new schemes to the capital programme.

The estimated revenue overspend is £4.607m as at July 14. The overall net spend equates to £209.387m against a budget of £204.680m, which is a variance of 2.25%. This needs to be read within the context of setting £16m of management and net transformation savings in 2014/15 on the back of balancing the 2013/14 revenue budget where £17.8m of net revenue reductions were successfully delivered.

Key pressure points remain in Adult Social Care where, although client numbers are broadly in line with the set budget, the average cost per care package per client is significantly higher (which reflects the more complex needs of clients that we are supporting). In addition, the number of children within the council's care is approx 40 more than the set budget which equates to an projected overspend of circa £1.45m. A thorough review of all high cost placements is underway and a number of additional actions have been put in place to contain spend on social care in the current year.

The projected council overspend has improved by £1.072m from the position as reported at the end of May '14.

Additional management solutions and escalated action to deliver further savings from the council's transformation programme will be brought to the table over the coming weeks in order to address the in year forecasted overspend.

Table 1: End of year revenue forecast

	Budget £m	Forecast Outturn £m	Variance £m
Total General Fund Budget	204.680	209.287	4.607

The latest capital programme covering 2013/14 to 2016/17 stood at £207.670m which was approved at Full Council on 24 February 2014 (including Tamar Bridge & Torpoint Ferry at £7.445m). Following the approval of new schemes identified in this report, re-profiling and variations, and the inclusion of future years government grants and other identified income streams, (such as increased developer contributions), the revised capital programme for 2013/14 to 2016/17 is £216.398m (an increase of £8.728m)

The Brilliant Co-operative Council Corporate Plan 2013/14 -2016/17:

This quarterly report is fundamentally linked to delivering the priorities within the Council's Corporate Plan. Allocating limited resources to key priorities will maximise the benefits to the residents of Plymouth.

Implications for Medium Term Financial Plan and Resource Implications: Including finance, human, IT and land

Robust and accurate financial monitoring underpins the Council's Medium Term Financial Plan. The Council's Medium Term Financial Forecast is updated regularly based on on-going monitoring information, both on a local and national context.

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

The reducing revenue and capital resources across the public sector has been identified as a key risk within our Strategic Risk register. The ability to deliver spending plans is paramount to ensuring the Council can achieve its objectives to be a Pioneering, Growing, Caring and Confident City.

Equality and Diversity

Has an Equality Impact Assessment been undertaken? No

Recommendations and Reasons for recommended action:

That Cabinet:-

1. Note the current revenue monitoring position and action plans in place to reduce/mitigate;
2. Approve the non-delegated revenue budget virements as set out in Table 4;
3. Note the new schemes added to the Capital Programme, totaling £3.866m, by the Leader under delegated authority;
4. Note the increase in the medium term Capital Programme funding to £216.398m;
5. Recommends that the City Council gives the following delegated authority for approval of any changes to existing capital schemes, within the overall affordability envelope, based on a sound rationale -

Up to £200,000	Responsible Finance Officer in consultation with the relevant Cabinet Members
Above £200,000	Leader in consultation with the relevant Cabinet Member(s) (following consultation with the City Council Investment Board)

(Please note that the wording in the above table is the same as that for the existing delegations for new capital schemes and capital programme transfers (virements).)

Alternative options considered and rejected:

None – our Financial Regulations require us to produce regular monitoring of our finance resources.

Published work / information:

2014/15 Budget Reports [Co-operative Council Finance Plan2014~2017](#)
 2014/15 Budget Reports [Delivering the Co-operative Vision within three year sustainable balanced budget](#)

Background papers:

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	

Sign off:

Fin	Cr1415.37	Leg	It2084 0/25/0 7/14	Mon Off	21055/ DVS	HR		Assets		IT		Strat Proc	
Originating SMT Member: Malcolm Coe, AD for Finance													
Has the Cabinet Member(s) agreed the contents of the report? Yes													

Table 2: Revenue Monitoring Position

Directorate	2014/15 Council Approved Budget	2014/15 Budget Virements	2014/15 Budget	Forecast Outturn	Forecast Year End Overspend / (Underspend)	Movement in Month
	£m	£m	£m	£m	£m	£m
Executive Office	3.697	0.013	3.710	3.910	0.200	0.000
Corporate Items	11.008	5.088	16.097	15.843	(0.254)	(0.094)
Transformation and Change	31.335	(1.302)	30.033	30.313	0.280	0.160
People Directorate	122.746	(1.021)	121.725	125.444	3.719	(1.650)
Public Health	0.184	0.010	0.194	0.194	0.000	0.000
Place Directorate	35.710	(2.788)	32.921	33.583	0.662	0.332
TOTAL	204.680	0.000	204.680	209.287	4.607	(1.072)

Table 3: Key Issues and Corrective Actions

Issue	Variation £M	Direction of Travel	Management Corrective Action
<p>PLACE - Economic Development - Rents</p> <p>The economic climate has resulted in lower rent achievable at rent review and lease renewal. There is often a need to offer rent free incentives to attract tenants. Rent void periods are increasing as some units being more difficult to market. City Centre ground lease income is reducing due to increase in vacant city centre retail units. In addition, the Council is exposed to geared head leases, which are outside the Councils control.</p>	0.100	Same	<p>A further and ongoing review of expenditure and options to increase income will continue in order to meet budget by year end</p> <p>A survey of the estate is in progress to identify the priorities for maintaining the stock and meeting contractual obligations to protect the level of rental income.</p>
<p>PLACE - Street Services - Waste Disposal and Car Parking</p> <p>The Energy from Waste (EfW) plant delay and the Materials Recycling Facility (MRF) procurement together have resulted in a net costs of £720k. We will continue to investigate options around the PFI waste credits to mitigate/reduce the associated £400k+ issue.</p> <p>Car Parking Action Plans are now being deferred in 2014/15 resulting in a pressure of £395k.</p> <p>A range of mitigating actions will be taken, these include expenditure review to reallocate budget, street lighting procurement savings, MRF share of profit in sales above budgeted market rates (50% share as per the contract), bringing forward future action plans where possible.</p>	0.090	Declining	<p>A further and ongoing review of expenditure and options to increase income will continue in order to meet budget by year end</p> <p>MRF Recyclates Market and EfW tonnages continue to be monitored monthly to track any movement</p>

<p>PLACE - Strategic Planning and Infrastructure</p> <p>Estimated part year effect of the restructure</p>	(0.015)	Improving	<p>A further and ongoing review of expenditure and options to increase income will continue in order to meet budget by year end</p> <p>We are expecting increased planning income than currently profiled compared to budgeted level of activity but it is too early to calculate at this stage</p> <p>Continue to review expenditure if this position can be improved further.</p>
<p>PLACE - Business Support</p> <p>Advertising costs of £15k for the vacant Assistant Director for Street Services have been offset against overachieving management actions in Business support.</p>	(0.023)	Improving	<p>Continue to review expenditure if this position can be improved further</p>
<p>PLACE - Management & Support</p> <p>GAME</p> <p><u>Commercialisation</u></p> <p>Whilst the Trade Waste Service will generate a surplus based on normal operational assumptions the stretch target within GAME commercialisation is proving to be unrealistic given the current market conditions</p> <p>Commercialisation activities are now starting to be generated ahead of the key strategic work and the bringing together of the workstreams for further development but it is unlikely to achieve the overall target in the current year.</p> <p><u>Creating a Brilliant Co-operative Street Service (CBCSS)</u></p> <p>The delay in the start of the EfW has impacted on the timing of the savings arising from restructuring and rezoning.</p>	0.510	Declining	<p>Work is ongoing across all GAME work streams to mitigate the reduced income associated with the commercialisation work stream.</p> <p>Further review of Trade Waste continues with an increase in direct sales being planned from August onwards to increase sales potential and gather crucial intelligence for future marketing and business growth</p> <p>The Strategic Business Case for Commercialisation contains several key workstreams which will be implemented on a prioritised basis to generate further income streams. The overall position on commercialisation is expected to be in the region of £350k with every endeavour to maximise as much income as possible.</p> <p>Analysis of the work completed by EDGE is being actioned to determine which additional savings within CBCSS can be implemented in the current financial year</p>

<p>TRANSFORMATION & CHANGE – Legal Services Pressures due to coroner’s office, legal services for children’s placement and Electoral registration succession £50K.</p>	0.080	Declining	Partially off-set by additional income from Devon & Somerset Fire & Rescue SLA (£50K). Management will undertake further reviews.
<p>TRANSFORMATION & CHANGE – Departmental Management Potential pressure due to shortfall on planned efficiency savings.</p>	0.200	Declining	Managers to continue to review budgets to identify potential savings to address issues.
<p>PEOPLE – Children’s Social Care The current pressure can be attributed to an increase in young people’s placements, including an increase in large sibling groups being accommodated. Residential placements have also increased with a significant number of these placements being high cost due to the complex nature of these children’s needs.</p>	1.450	Improving	<p>Work has continued to manage down the pressure created. In order to mitigate the current pressure the annual round of “Star Chambers” together with a number of key activities to address the issues have been put into place.</p> <p>Further work will be undertaken to review high cost placements, commissioned contracts and maximise partnerships contributions to the cost of care packages.</p>
<p>PEOPLE – Homes and Communities</p>	(0.300)	Improving	Assistant Director and Management team continues to review budgets and maximise resources, grant funding, vacancies and project work allocations
<p>PEOPLE – Co-operative Commissioning & Adult Social Care This is a volatile demand led service that has a statutory duty to respond to the needs of vulnerable people as they arise. Whilst numbers of people in the service in receipt of care packages is fairly static because of an enhanced preventative offer and a tightening of the application of eligibility criterion, in keeping with national trends affecting all Local Authorities, Adult Social Care is seeing an increasing frail elderly population with more complex support needs which is impacting on the average cost of care packages.</p>	2.569	Improving	<p>The Assistant Director and Senior Management Team have implemented a rigorous budget containment plan, reviewed on a fortnightly basis, that is focused on reviews and right sizing of high cost care packages; an analysis and right sizing of direct payments and recovery of unspent pre-paid card balances; ensuring all new work coming into the service is reviewed strictly and consistently against eligibility criteria to ensure our finite resources are prioritised on those people with the highest needs; reviewing of all non-essential expenditure and maximising income.</p> <p>Work is underway to review the way we allocate resources in line with the Care Act requirements. A</p>

			<p>further target to review commissioning spend across the Department has been added.</p> <p>A review of all vacancies across People Directorate prior to implementation of IHWB Transformation. Further maximisation of grand funding has also been taken into account.</p>
<p>CORPORATE ITEMS – Treasury Management Reduced borrowing costs</p>	(0.146)	Improving	<p>Re-profiling the borrowing portfolio and seeking greater returns on investments has delivered a surplus against the required £1m revenue savings on Treasury Management in 2014/15. Management will continue to review the borrowing portfolio for further savings opportunities</p>
<p>CORPORATE ITEMS - Transformation Forecast to underspend slightly against the £5.3m transformation spend budget in 2014/15.</p>	(0.108)	Improving	<p>Management will continue to review all costs for further savings opportunities</p>
<p>EXECUTIVE OFFICE - Potential pressure due to shortfall on planned efficiency savings.</p>	0.200	Same	<p>Managers to continue to review budgets to identify potential savings to address issues.</p>
TOTAL	4.607		

Table 4 Virements description (1)

Description	Detail
Grant/Revenue Budget Carry Forwards	To transfer approved revenue grant carry-forwards from 2013/14 to the relevant service areas in the new year.
Transformation Benefits Distribution	Movement of planned transformation savings from corporate items to departments where benefits will be realised
Employee budgets to Transformation	Movement of salary budgets for employees on secondment to transformation
Procurement targets	Transfer of budgets to offset allocated Procurement savings target in current year and future years
Departmental Movement	Creation of Public Health directorate from net budget within People directorate. Including Civil Protection Unit and Public Protection Service. In addition the Revenues and Benefits service has moved from Finance to Customer Services (nil movement within the Transformation & Change Directorate)

Table 4 Virements detail (2)

Directorate	Grants / Carry FWD £m	Transformation Benefits Distribution £m	Employee Budgets to Transformation £m	Move procuremnt savings £m	Department Movement £m	Total virements £m
Corporate Items	(0.747)	5.148	0.120	0.390	0.000	4.910
Transformation and Change	0.362	(0.959)	(0.120)	(0.390)	0.000	(1.106)
People Directorate	0.374	(1.500)	0.000	0.000	0.168	(0.958)
Public Health	0.011	0.000	0.000	0.000	(0.168)	(0.157)
Place Directorate	0.000	(2.689)	0.000	0.000	0.000	(2.689)
TOTAL	0.000	0.000	0.000	0.000	0.000	0.000

Capital Programme 2013/14 – 2016/17

Our capital programme is critical to the growth of this city and how we operate as a Brilliant Co-operative Council. We have transformed the way we make decisions on capital investments by increasing Member involvement whilst also enabling us to react quickly to new opportunities.

At the Full Council meeting in February 2014, the Capital Programme for 2013/14 to 2016/17 was approved to the value of £207.670m. This includes £7.445m for Tamar Bridge and Torpoint Ferry, so a net council programme of £200.225m.

The capital programme contains an element of change between periods to reflect when activity and expenditure will be incurred, movement in funding occurs to match this. A recent example of this is the History Centre funding announcement which places £9m of funding and spend into the 2017/18 financial year (i.e. outside of the period of our current monitoring arrangements). 2017/18 will be added to our rolling four year capital programme in September 2014 in order to retain a forward looking approach to longer term investment.

New projects added to the Capital Programme, under delegated authority, since February 2014, are detailed in Table 5.

Table 5 New Capital Schemes

New Schemes - Already Approved as Delegated Officer Decision	£m
Gypsy and Traveller Site - The Ride	0.026
Foster Carer Grant	0.038
Hoegate House "gap funding"	0.150
Eggbuckland Play area S106	0.040
Midland House Lifts	0.142
Flood Defence Storm Damage Repair Programme	0.040
Grow Wild	0.150
Total	0.586
New Schemes - Requiring Cabinet Approval	£m
Green Deal	3.000
North Corner Pontoon	0.280
Total	3.280
Overall increase to Capital Programme	3.866

Table 6 shows the income projections analysis for the budget set in February 2014, the revised projections as at the end of July 2014, and the movement between the two. The positive movement of capital funding to £216.398m reflects our success in freeing up resources required for much needed investment in the city.

Table 6 Income Assumptions

BUDGET**CURRENT****MOVEMENT**

	Responsible AD	2013/14	2014/15	2015/16	2016/17	Total
		£'000s	£'000s	£'000s	£'000s	£'000s

UNRINGFENCED:

Capital Receipts	David Draffan	2,806	13,373	10,586	2,026	28,791
Un-ring-fenced Grants	Paul Barnard	15,152	18,426	9,241	7,756	50,574
Sub-total unringfenced resources		17,957	31,799	19,827	9,782	79,366

RINGFENCED:

Loans repaid (investment fund)	Paul Barnard	0	109	679	617	1,405
Ring-fenced Grants	Paul Barnard	23,134	19,404	9,000	15,000	66,538
Unsupported / Internal Borrowing (cash flow)	Malcolm Coe	6,219	15,612	8,374	5,000	35,205
Section 106/Community infrastructure Levy	Paul Barnard	774	2,307	2,000	2,000	7,081
External Contributions	Paul Barnard	1,584	850	500	500	3,434
Internal Funds / Revenue	Malcolm Coe	3,447	2,500	750	500	7,197
Sub-total ringfenced resources		35,158	40,781	21,303	23,617	120,859
Total PCC Programme		53,115	72,580	41,130	33,399	200,225
Tamar Bridge - Cornwall County Council Unsupported borrowing		3,615	2,430	1,400	0	7,445
Total Programme		56,730	75,010	42,530	33,399	207,670

2013/14	2014/15	2015/16	2016/17	Total
£'000s	£'000s	£'000s	£'000s	£'000s

3,114	10,078	9,447	2,237	24,875
11,669	16,180	14,360	7,756	49,965
14,783	26,258	23,807	9,992	74,840

0	1,042	109	636	1,786
22,469	20,193	19,678	4,510	66,851
4,545	9,921	9,721	5,000	29,187
539	10,535	7,142	4,704	22,920
992	956	500	500	2,948
3,889	2,925	3,078	528	10,420
32,434	45,573	40,228	15,878	134,113
47,217	71,832	64,035	25,870	208,953
3,615	2,430	1,400	0	7,445
50,832	74,262	65,435	25,870	216,398

2013/14	2014/15	2015/16	2016/17	Total
£'000s	£'000s	£'000s	£'000s	£'000s

308	-3,295	-1,139	210	-3,916
-3,483	-2,245	5,119	0	-609
-3,175	-5,541	3,980	210	-4,525

0	933	-571	19	381
-665	790	10,678	-10,490	313
-1,674	-5,691	1,347	0	-6,017
-235	8,228	5,142	2,704	15,839
-592	106	0	0	-486
442	425	2,328	28	3,224
-2,724	4,792	18,925	-7,740	13,253
-5,899	-749	22,904	-7,529	8,728
0	0	0	0	0
-5,899	-749	22,904	-7,529	8,728

Spend on Interim Support

Our revised Pay Policy Statement presented to Full Council on 31 March 2014, requires us to report on all interim spend where we have used such support for a period of more than 3 months, with a day rate of more than £500. Table 7 details the position for the first quarter of 2014/15.

Table 7: Use of Interim Support @ June '14

Role	Daily Charge Rate (inc agency fee)	Start Date	Finish Date
Interims covering established PCC posts (currently out to advert)			
Director for Corporate Services	£812.00	12/08/2013	27/10/2014
Assistant Director for Street Services	£652.80	16/12/2013	05/11/2014
Human Resource Director - NHS secondment for 2 days per week	£590.00	07/01/2014	30/09/2014
Head of Portfolio Office - post approved by Appointments Panel	£644.00	14/10/2013	07/11/2014
Head of Business & Technical Architecture - approved by App Panel	£840.83	20/01/2014	24/10/2014
Interims providing capacity to transformation programme			
Programme Manager - Growth, Assets & Municipal Enterprise	£560.55	18/11/2013	19/08/2014
Programme Manager - Integrated Health & Wellbeing	£572.00	25/11/2013	22/11/2014
Programme Manager - Co-operative Centre of Operations	£723.30	14/07/2014	13/10/2014
Programme Manager - Shared Services	£560.00	20/01/2014	30/09/2014
Lead Business & Technical Architect - GAME	£725.00	25/11/2013	22/08/2014
Organisational Development Specialist	£644.83	16/12/2013	15/09/2014
Senior Business Architect - IHWB	£672.00	03/02/2014	01/08/2014
Consultant supporting ICT / DELT	£676.00	05/03/2014	30/09/2014
Business Architect - Co-operative centre of operations	£729.30	22/05/2014	21/08/2014
Interim Project Manager - Customer Services	£580.00	16/06/2014	05/09/2014
Other service specific interims			
Subject Matter Specialist (City Deal specialist surveying)	£616.00	06/05/2014	05/09/2014
Interim Commercial Manager	£600.00	18/03/2014	17/09/2014

We have continued to use interims, primarily to support us in the delivery of our Transformation Programme. Moving forward, we have clear plans to reduce the reliance on interim support, imparting knowledge and development on to internal resources within the council.

As at the end of June 2014, the council is utilising 17 interim posts, (compared to 13 as at March 2014), 5 interims are covering established senior management posts for which the council is currently seeking permanent appointments.

The majority of interims, (10), are adding capacity to our transformation programme which aims to deliver over £30m of net revenue benefit over three years. Spend on all interim posts, as detailed in Table 7, is within the approved revenue budget allocations for 2014/15.

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CITY COUNCIL: 15 SEPTEMBER 2014

Motion on Notice

**PLYMOUTH'S BRITTANY FERRIES' CONNECTIONS TO SPAIN AND BRITTANY**

Amendments to Annex VI of The International Convention for the Prevention of Pollution from Ships (MARPOL) set out more stringent limits on sulphur oxide and nitrogen oxide emissions from ships' exhaust. The new regulations are to take effect on 1 January 2015.

The Council is concerned that –

- (a) this is a short term challenge for Brittany Ferries; the company is investing £100 million and has commissioned a new ship at £225million. Plymouth will have the latest environmental technology and a new ship, which will exceed the (MARPOL) standards by late spring 2017. Plymouth will have one of the cleanest ferry routes in Europe, operating uniquely on liquid nitrogen gas, which will have a hugely beneficial environmental impact. The new ferry will replace the company's current flagship Pont-Aven and is designed to have capacity for almost 2,500 passengers. Brittany Ferries makes a significant contribution to our economy in terms of revenue and employment (supporting over 1,000 jobs across the UK);
- (b) unless the company is given a short term exemption to continue to burn heavy fuel oil for the next two years, or is provided with government support to ensure the short term commercial viability to burn "cleaner" marine gas oil , (estimated additional cost £30 million) the route will become more expensive for both freight and passengers. This will result in a shift of passengers to less environmentally-friendly air travel. Furthermore, fuel switching to low sulphur diesel, has a significant negative impact in terms of pushing freight back onto roads. Clearly this is unsustainable and poses a significant risk to local jobs and investment, as well as the environment.

The City Council agrees to support Brittany Ferries and lobby the Secretary of State to protect its connections to Spain and Brittany by –

- (1) seeking a short term exemption to continue to burn heavy fuel for the next two years pending procurement of new technology and provision of a new ferry; or
- (2) providing government support;

to ensure the short term commercial viability of Brittany Ferries, thus protecting local jobs and investment as well as the environment.

Proposed by Councillor Evans
Seconded by Councillor Bowyer

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