



Oversight and Governance

Chief Executive's Department
Plymouth City Council
Ballard House
Plymouth PL1 3BJ

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Published 05 August 2019

CABINET

Tuesday 13 August 2019
2pm
Council House, Plymouth

Members:

Councillor Evans OBE, Chair
Councillor P Smith, Vice Chair
Councillors Haydon, Coker, Dann, Lowry, Penberthy, Jon Taylor, Laing and Kate Taylor.

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

This meeting will be webcast and available on-line after the meeting. By entering the Warspite Room, councillors are consenting to being filmed during the meeting and to the use of the recording for the webcast.

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Tracey Lee
Chief Executive

Cabinet

Agenda

Part I (Public Meeting)

1. Apologies

To receive apologies for absence submitted by Cabinet Members.

2. Declarations of Interest

Cabinet Members will be asked to make any declarations of interest in respect of items on this agenda.

3. Minutes (Pages 1 - 6)

To sign and confirm as a correct record the minutes of the meeting held on 09 July 2019.

4. Questions from the Public

To receive questions from the public in accordance with the Constitution.

Questions, of no longer than 50 words, can be submitted to the Democratic Support Unit, Plymouth City Council, Ballard House, Plymouth, PL1 3BJ, or email to democraticsupport@plymouth.gov.uk. Any questions must be received at least five clear working days before the date of the meeting.

5. Chair's Urgent Business (verbal)

To receive reports on business which, in the opinion of the Chair, should be brought forward for urgent consideration.

6. Leader's Announcements (verbal)

7. Monthly Activity Round Up (verbal)

8. Completed Pledges Report July 2019 (Pages 7 - 12)

9. Capital & Revenue Monitoring Report 2019/20 – Quarter 1 (Pages 13 - 34)

10. Annual Report (Pages 35 - 38)

11. Plymouth City of Learning (Pages 39 - 70)

12. Customer Experience Progress Report (to follow)

Cabinet

Tuesday 9 July 2019

PRESENT:

Councillor Evans OBE, in the Chair.

Councillor P Smith, Vice Chair.

Councillors Coker, Dann, Lowry, Penberthy, Jon Taylor, Laing and Kate Taylor.

Apologies for absence: Councillors Haydon

The meeting started at 2pm and finished at 3.30pm.

Note: The full discussion can be viewed on the webcast of the City Council meeting at www.plymouth.gov.uk. 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.

13. **Declarations of Interest**

There were no declarations of interest.

14. **Minutes**

The minutes of the previous meeting held on 11 June 2019 were agreed as a true and accurate record.

15. **Questions from the Public**

There were no questions from members of the public.

16. **Chair's Urgent Business**

There was no urgent business from the Chair.

17. **Leader's Announcements**

Councillor Evans OBE (Leader) made announcements on the following:

- Plymouth will host the finish of the 2019 Fastnet race from 06 to 08 August 2019. This is a highly prestigious event in the racing community and will also be a free and fun event for all. A free ferry will operate from the Barbican landing stage to the Yacht Haven at Mount Batten.
- The Plymouth lifejacket scheme will be rolled out across the country after much campaigning. A quarter of a million pounds has now been allocated by the Government for this purpose to improve safety at sea.
- The masterplan has been published for Plymouth Railway Station which mainly relates to the exterior of the station. More announcements will follow as the plans progress.

- Womble Bond Dickenson have signed a new lease confirming they will remain in Ballard House and have plans to expand their operations in Plymouth. This is a £75m deal over time and represents a significant investment in the City.
- The Council has recently signed up with the Music Venue Trust, a national charity which acts to protect, secure and improve grassroots music venues. Consultation will be undertaken with key stakeholders and this work will culminate in a 'Plymouth fightback' live music festival.
- The Drake Circus Leisure outputs so far:
 - 20 apprenticeships; 10 work experience placements; 12 construction careers and guidance events; 21 workers gaining NVQ2 level qualifications or above; 25 educational site visits and an in depth insight day for Pilgrim Primary School.

18. **Monthly Activity Round Up**

Councillor Penberthy (Cabinet Member for Housing and Cooperative Development) provided updates on:

- The culmination of Co-operatives Fortnight; a stand was organised at Armed Forces Day and a major networking event held to cultivate the ideas emerging from the growing number of co-operatives in the city. Thanks were extended to the many organisations and to those Council staff in economic development involved in making this fortnight a success.

Councillor Kate Taylor (Cabinet Member for Health and Adult Social Care) provided updates on:

- The re-procurement for community health and care services launched last week. This is an exciting step on the delivery of integrated services for residents of the city;
- The recent visit to Mount Gould Hospital with children from Salisbury Road Primary School and the powerful and positive impact this had on the children and patients involved.

Councillor Jon Taylor (Cabinet Member for Education, Transformation and Skills) provided updates on:

- Challenge and Support policy has continued to progress and work continues with Plymouth Education Board to develop the operational arm of that Board;
- Children with Special Educational Needs and Disabilities (SEND) – a bid was submitted in March for a new free school in the city and this will be a good addition to the special school network. A provider is currently being sought to run the school and it is hoped it will open in academic year 2020/21;
- The upskilling of the workforce in relation to early years settings is progressing; Plymouth is now one of 23 local authorities working towards developing a regional hub;
- The upcoming Science, Technology, Engineering and Maths event taking place in Plymouth Lido on 16 and 17 July. This will turn the Lido into a lab for two days with

over 30 experiments taking place to involve many children and young people in the city.

- The Science, Technology, Engineering and Maths (STEM) conference; this is the inaugural year and the hope is this will grow as Plymouth becomes a STEM city.

19. **Pledge Update**

Cabinet noted the completion of a further three pledges which takes the total completed to 50 pledges out of 100. The manifesto commitment was to complete 100 pledges over four years; 50 have now been completed within 14 months.

Councillor Lowry (Cabinet Member for Finance) provided an update on the completion of:

- Pledge 61 - Plymouth City Council has pledged support for the development of a new, local bank with an investment of £60,000 making it the largest investor in the first phase of development.

Councillor Penberthy (Cabinet Member for Housing and Cooperative Development) provided an update on the completion of:

- Pledge 81 - more homes will be made available in the city centre to increase diversity and vibrancy of the area, including spaces above shops which have previously stood empty. The Joint Local Plan identified a number of sites across the city centre for new homes including the Civic Centre which will be developed to provide housing for local people on the private rental market.
- Pledge 78 - Asylum seekers and refugees came together, supported by Plymouth City Council and its partners, to develop the proposals and programme that led to Plymouth becoming a 'City of Sanctuary'. This reinforces the city's commitment to recognise the contribution of refugees and asylum seekers, build relationships with them and include them in activities. Thanks were extended to all those individuals involved.

Cabinet noted the pledge update and extended thanks to all Officers involved across the Local Authority for their input. The need to publicise, promote and celebrate the work undertaken to bring these pledges to completion was highlighted.

20. **Early Help and Targeted Support Initial Business Case**

Councillor Laing (Cabinet member for Children and Young People) introduced the report.

This initial business case sets out the ambition to transform how Early Help and Targeted Support for children, young people and families is delivered in Plymouth, through the creation of a neighbourhood network of 0-19 Family Hubs and Targeted Support citywide teams.

The importance of engaging with as many people and families as possible, and with professionals and partners in the city who deliver these services was highlighted.

Following a short debate and having considered the information in the reports, Cabinet agreed that:

1: Engagement be carried out with children, young people and families and professionals (including schools), to cover the following aspects:

- Co-design the Family Hubs model to expand the use of Children's Centre's from a 0-5 year old offer to 0-19 year old Family Hubs, whilst retaining the specialism in Early Years and working with partners to deliver the 5-19 offer seamlessly to families. The partners will include currently commissioned services and the following in-house Plymouth City Council provision:
 - REACH function (missing children and those at risk of exploitation), prevention function of Youth Offending Team (YOT), Family Intensive Intervention Project (FIIP), Family & Community Solutions, Families With A Future (FWAF), Adolescent Support Team, Early Help Advice and Support, Community Youth Services and Crisis Intervention.
- The name and branding of the proposed Family Hubs (during consultation in Autumn 2018, 74% of respondents liked the name Family Hubs, but this needs further testing);
- The location of future services and the neighbourhood coverage of these buildings (a map will be created to assist as a visual aid with the consultation,) including the completion of building surveys as part of the estates strategy;
- The location of the proposed Targeted Support teams and possible delivery sites including the completion of building surveys as part of the estates strategy;
- The interface with other built community assets such as Health and Wellbeing Hubs to maximise opportunities for the creative use of buildings.

2: Co-design workshops be held to begin to develop the service specification, outcomes framework and workforce development plan. This in turn will inform how effectively system partners are able to work collaboratively, which will determine any procurement options or other proposals for partnership arrangements. The workshops together with the consultation will be used to promote the idea that Family Hubs are a component part of the wider Early Help system for Plymouth. These workshops will also be delivered utilising the learning from research and local place based approaches such as the Together for Childhood pilot in Ernesettle.

3: The process and feedback from engagement be used as part of a statutory consultation (required by the Department for Education) where possible changes to the delivery of children's centres are being considered, including changes to the range and nature of services provided. Any consultation is required to explain how the local authority will continue to meet the needs of families with children under five as part of any reorganisation of services.

4: A detailed final business case to come before Cabinet in November to describe the outcome of the consultation and co-design activity, and recommendations for options for procurement and organisational models.

21. **OFSTED Improvement Plan Progress Report**

Councillor Laing (Cabinet Member for Children and Young People) introduced the report to update on the Ofsted Improvement Plan and progress to date.

This Improvement Plan was developed following an Ofsted inspection undertaken in October and November 2018, under the Inspection of Local Authority Children's Services framework (ILACS). The overall judgement from this inspection is that Plymouth Children, Young People and Families Service (CYPFS) requires improvements to be good.

The plan is work in progress and each area has more detailed plans that are being implemented and monitored by the monthly Improvement Board in the Children, Young People and Families Service

Key progress includes:

- A reduction in the percentage of children subject to multiple placements;
- An improvement in short term placement stability (the number of children experiencing three or more moves in one year);
- An improvement in long term placement stability (the number of children that in long term care that are still in the same placement after two years.)

Following a short discussions Cabinet agreed the recommendations as set out in the report.

22. **City Centre Conservation Area**

The Leader of the Council, Councillor Evans OBE, introduced the report on the designation of a City Centre Conservation Area.

The designation of conservation areas is a tool for conserving and enhancing the special character or appearance of a particular area. 59% of those that responded to our public consultation were in favour of the proposal.

Following a short debate Cabinet agreed to:

- Designate part of Plymouth City Centre as a Conservation Area pursuant to the Planning (Listed Buildings and Conservation Areas) Act 1990 section 69 as shown on Map 1 within the report.
- Authorise Officers to carry out the notification procedures prescribed in section 70 of the Act.
- Instruct officers to carry out a Conservation Area Appraisal and Management Plan for the City Centre Conservation Area.

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COMPLETED PLEDGES REPORT: JULY 2019

Cabinet



Date: 13 August 2019
Title of Report: Completed Pledges Report
Lead Member: Councillor Mark Lowry (Cabinet Member for Finance)
Lead Strategic Director: Giles Perritt (Assistant Chief Executive)
Author: Andrew Loton (Senior Performance Advisor)
Contact Email: Andrew.loton@Plymouth.gov.uk
Your Reference: P2018/13AUG
Key Decision: No
Confidentiality: Part I - Official

Purpose of Report

The administration continues with its four year programme to deliver against the 100 pledges, by March 22, for a better, greener and fairer Plymouth. Following the completion of the one pledge in July, the total number of pledges completed is 51 of the 100.

The following pledge has recently been completed and a “pledge on a page” overview prepared:

- **Pledge 29:** “We pioneered veterans’ (ex-service men and women) self-build with the award-winning Nelson Project. We can and will do more to create opportunities for more homes to be delivered in this way.”

Recommendations and Reasons

1. Cabinet are invited to note the completion of pledge 29 in July, bringing the total for completed pledges to 51.

Alternative options considered and rejected

N/A

Relevance to the Corporate Plan and/or the Plymouth Plan

The 100 Pledges and manifesto priorities continue to inform development and delivery of the Corporate Plan and therefore have been adopted by the Council as part of delivery of the Corporate Plan.

Implications for the Medium Term Financial Plan and Resource Implications:

All resource implications have been considered and incorporated within the MTFS and Service Business Plans.

Carbon Footprint (Environmental) Implications:

Pledge completions complement the Council’s existing policy framework with respect to the above. However, where potential environmental implications are identified from the implementation of any new activities arising from pledge delivery, assessments will be undertaken in line with the Council’s policies. The carbon reduction implications of new housing delivery referenced in Pledge 29 complies with Policy GR07 “Reducing carbon emissions and adapting to climate change.” In the Plymouth Plan.

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

** When considering these proposals members have a responsibility to ensure they give due regard to the Council’s duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

Where potential implications are identified from the implementation of any new activities arising from pledge delivery, assessments will be undertaken in line with the Council’s policies.

Appendices

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Completed Pledges: Pledge 29							

Background papers:

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

Fin	DJN. 19.20. 69	Leg	LT/33 038/0 108	Mon Off	LT/33 038/0 108	HR		Assets		Strat Proc	
Originating Senior Leadership Team member: Giles Perritt											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed:02/08/2019											
Cabinet Member signature of approval: Councillor Chris Penberthy 'Approved by email' Date: 01/08/2019											

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FOR MORE TRULY AFFORDABLE HOMES

Pledge 29 – Create opportunities for more veterans’ self-build homes to be delivered

What we said we would do: We pioneered veterans’ (ex-service men and women) self-build with the award-winning Nelson Project. We can and will do more to create opportunities for more homes to be delivered in this way.

What we wanted to achieve: Identify and prepare a site to provide former service personnel the opportunity to self-build their own homes.

What we have done: The first designs for the Stirling Project were released in February 2019, taking inspiration from the successful multi-award winning Nelson Project, which was completed in October 2017 and saw the construction of a 24-home development that includes 12 self-build homes for military veterans and 12 mixed use affordable homes, including supported housing. Based on the site of a former residential care home in Honicknowle Green, the Stirling Project is a proposed development of 25 self-contained affordable homes to rent. It is planned for the proposed homes to be self-built by former service personnel in need of housing whilst earning construction qualifications, developing the skills needed to engage with the project and gaining valuable job-based skills. Twelve of the homes will be allocated to the service veterans who will be building out the project alongside the appointed contractor.

Plymouth City Council has again teamed up with Housing Association partners LiveWest, with designs provided by award-winning architect Graham Lobb of Form Design. Design and scheme illustrations were on show at a public consultation event at Honicknowle Youth Centre in February 2019, giving residents the opportunity to view and feedback on the proposed plans before a planning application was submitted by LiveWest.

A planning application has now been submitted to the City Council for the project at Stirling House for 25 homes, consisting of six houses – including one specially designed for wheelchair-users – and 19 one and two bedroom flats in three blocks. All of the homes at Stirling House will be for social rent, providing more truly affordable housing to meet the needs of a range of households. Stirling House was a former residential care home, owned by the Council, which had been empty for several years. It was finally demolished in October 2018, and the site remediated by June 2019. The project will also use the land created by the acquisition and demolition of the neighbouring disused Honicknowle health clinic, formerly owned by the NHS.

What’s next: The scheme hopes to secure planning consent by October 2019, go out to tender by November and award the contract for the build by March 2020, with a view to commencing on site by May 2020 and the scheme completed and ready for occupation by August 2021.

Find out more!

Here is a news story about our work to deliver the pledge:

<http://plymouthnewsroom.co.uk/demolition-stirling-house-begins/>

<http://plymouthnewsroom.co.uk/first-look-stirling-project-designs/>



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CAPITAL & REVENUE MONITORING REPORT 2019/20 Q1
Cabinet

Date of meeting: 13 August 2019

Title of Report: **Capital & Revenue Monitoring Report 2019/20-Quarter I**

Lead Member: Councillor Mark Lowry (Cabinet Member for Finance)

Lead Strategic Director: Andrew Hardingham (Service Director for Finance)

Author: Paul Looby – Head of Financial Planning and Reporting
Hannah West - Finance Business Partner

Contact Email: email: paul.looby@plymouth.gov.uk
email: hannah.west@plymouth.gov.uk

Your Reference: Q1 Finance

Key Decision: No

Confidentiality: Part I - Official

Purpose of Report

This report outlines the finance monitoring position of the Council as at the end of June 2019.

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 report new schemes approved in the capital programme.

As shown in Table I below, the estimated revenue overspend is £3.953m. The overall forecast net spend equates to £189.436m against a budget of £185.483m, which is a variance of 2.13%. This needs to be read within the context of needing to deliver in excess of £17m of savings in 2019/20 on the back of balancing the 2018/19 revenue budget where £11m of net revenue reductions were successfully delivered.

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 months 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	185.483	189.436	3.953

The latest capital budget as at 31 March 2019 for the five years from 2018/19 to 2022/23 was £832.975m. It has since been adjusted to take into account some of the changes to the capital programme, resulting in a revised budget totalling £753.444m as shown in Table 5.

Recommendations and Reasons

That Cabinet:

1. Note the current revenue monitoring position and action plans in place to reduce/mitigate shortfalls;
2. Approve the non-delegated virements which have occurred since 1st April 2019;
3. Recommend to Council that the Capital Budget 2019-2024 is revised to £753.444m (as shown in Table 5)

Alternative options considered and rejected

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

Relevance to the Corporate Plan and/or the Plymouth Plan

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 the Medium Term Financial Plan and Resource Implications:

Robust and accurate financial monitoring underpins the Council's Medium Term Financial Plan (MTFP). The Council's Medium Term Financial Forecast is updated regularly based on on-going monitoring information, both on a local and national context. Any adverse variations from the annual budget will place pressure on the MTFP going forward and require additional savings to be generated in future years.

Carbon Footprint (Environmental) Implications:

No impacts directly arising from this report.

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

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

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

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
1	Detailed Breakdown of the Capital Programme							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

Fin	djn.19 .20.66	Leg	lt/329 85/26 07	Mon Off		HR		Assets		Strat Proc	
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 05/08/2019											
Cabinet Member approval: Approved by Mark Lowry											
Date approved: 05/08/2019											

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JUNE 2019 FINANCE MONITORING

Table 2: Revenue Monitoring Position

Directorate	Gross Expenditure	Gross Income	2019/20 Latest Approved Budget	Forecast Outturn	Forecast Year End Variation	Movement from Month 2
	£m	£m	£m	£m	£m	£m
Executive Office	6.458	(0.608)	5.850	5.850	0.000	0.000
Finance	22.564	(5.039)	17.525	17.942	0.417	0.000
Customer and Corporate	96.477	(81.149)	15.328	16.768	1.440	0.000
Children's Directorate	138.502	(91.812)	46.690	48.740	2.050	(0.007)
People Directorate	124.991	(38.013)	86.978	86.728	(0.250)	0.000
Office of the Director of Public Health	18.600	(19.018)	(0.418)	(0.418)	0.000	0.000
Place Directorate	80.747	(57.100)	23.647	23.693	0.046	0.018
Corporate Items	10.679	(20.796)	(10.117)	(9.867)	0.250	(0.016)
TOTAL	499.018	(313.535)	185.483	189.436	3.953	(0.005)

Table 3: Plymouth Integrated Fund

Plymouth Integrated Fund	2019/20 Budget	2019/20 Forecast	Year End Overspend / (Underspend)
	£m	£m	£m
New Devon CCG – Plymouth locality	461.504	461.504	0.000
Plymouth City Council *	253.894	255.701	1.807
TOTAL	715.398	717.205	1.807

The financial position above for the Plymouth Integrated Fund is for the 2019/20 month 2 position, and before any risk share.

*This represents the net People Directorate budget plus the gross Public Health Commissioning budget (which is financed by a ring fenced Department of Health Grant).

Table 4: Key Issues and Corrective Actions

Issue	Variation £m	Management Corrective Action
<p>EXECUTIVE OFFICE</p> <p>Nil variance to report.</p> <p>It is worth noting there are pressures held within the budget which are being closely monitored.</p>	<p>0.000</p>	<p>Within the elections budget, management is undertaking all possible actions to maximise logistics efficiencies and generate in-year savings.</p> <p>The department is using vacancy management to off-set some of the pressure and as a result is carefully managing demand in terms of impact on capacity.</p> <p>Income generation is also being proactively sought with some success already at this point in the year of around £0.080m additional anticipated income from agreements made with third parties (income yet to be fully realised).</p>
<p>EXECUTIVE OFFICE – Legal</p> <p>There is currently a pressure, £0.189m, which is carry forward from 2018/19 and is being managed.</p> <p>£0.100m was to be achieved from a Service review as indicated in the MTFP and £0.089m is apportioned Transformation legacy savings</p>	<p>0.000</p>	<p>Plans will be put in place for a service review to deliver savings. Vacancy management, where capacity allows, will be used to supplement the achievement of the savings target.</p>

<p>FINANCE</p> <p>The main budget pressures continue to be legacy savings and target savings for Treasury Management which are at risk.</p> <p>The directorate includes total efficiency savings of £3.050m of which £2.314m are for Treasury Management.</p>	0.417	<p>All opportunities are being explored to meet the Treasury Management savings target. This includes working with our Treasury Management Advisors to explore new and innovative opportunities e.g. rescheduling LOBSs if market conditions are favourable.</p> <p>We are developing plans to deliver the Legacy savings target of £0.417m. Any reductions will have a direct impact upon staffing levels which are already managing challenging vacancy management targets.</p>
<p>CUSTOMER and CORPORATE – Customer Services</p>	0.000	<p>Budget savings for staff vacancies £0.192m and efficiency savings £0.268m are continuing on being managed through salary savings and other savings.</p>
<p>CUSTOMER and CORPORATE – Service Centre</p> <p>The budget pressure of £0.600m includes a £0.500m legacy saving.</p>	0.600	<p>CMT previously agreed to the transfer of other transactional services into the Service Centre. Benefits will be quantified in 2019/20. These can only be delivered by working in partnership and with co-operation from all service business areas.</p>
<p>CUSTOMER and CORPORATE – Human Resources & Organisational Development</p> <p>There is a legacy savings target of £0.050m.</p>	0.000	<p>This pressure will be managed through vacancy management.</p>
<p>CUSTOMER and CORPORATE – Departmental</p> <p>The budget includes legacy savings of £0.879m which are being reported as at risk of delivery.</p>	0.500	<p>Plans are continuing to be developed e.g. a review of management overheads across the directorate and other challenging decisions which will need further discussion. Therefore at this stage it is prudent to declare a pressure of £0.500m.</p>

CUSTOMER and CORPORATE – Transformation	(0.160)	£0.160m of savings has been achieved mainly due to vacancies within the salaries budget within the Project Management Team. Further savings are expected to be made and will be shown next month.
CUSTOMER and CORPORATE – ICT Commissioned Service There are a number of budget pressures being reported. Several budgets are lower than required; Unitary Charge £0.720m, PADS £0.066m and Payroll £0.074m. Savings of £0.129m are shown against the financing charges for the way we work. Included in the £0.720m are identified additional savings of £0.184m. The DELT dividend is being forecast at £0.160m which is £0.270m lower than budget	0.500	Plans are continuing be developed to mitigate these pressures. At this stage £0.500 is declared as a forecast outturn budget pressure.
CHILDREN’S DIRECTORATE The Children Young People and Families Service are reporting a budget pressure of £2.803m at month 3. The cost of the care is particularly high due to the level of support needed to keep young people safe, such as specialist residential care placements with high levels of staffing and the need to place young people with complex needs in wrap around as no suitable placement is available.	2.803	The following actions are in place to address the budget position. <ul style="list-style-type: none"> • Looked After Children - only one point of contact for all new entrants; • Fortnightly placement review to ensure step down of high cost placements; • Review of staying put arrangements and financial remuneration;

<p>This increasing financial demand on Children’s Services is not just a local issue, but is seen nationally and is a culmination of rising demand, complexity of care, rising costs and the availability of suitable placements.</p> <p>Month 3 Placements Dashboard In the first 3 months of the year we are seeing additional staffing support for children with complex wrap around packages, temporary accommodated plans to move these to residential settings within 3 months. Initial pressure identified at £0.900m but Step Down plan developed</p> <p>Additional Service costs £0.238m This is a mixture of additional resource costs and cost of borrowing, already partly offset from savings in the Safeguarding Children's Board.</p> <p>Unidentified savings plans £1.628m Overall savings £6.258m, less plans in place £4.630m</p> <p>Delivery plans at risk £1.175m Following a robust challenge by finance to the services, this is highlighting the risk against the overall delivery plan of £4.630 and comprises:-</p> <ul style="list-style-type: none"> - End 2 End Review risk at 50% £0.300m; - Fostering risk at 50% £0.175m; - Placement review risk at 50% £0.700m. 	(0.753)	<ul style="list-style-type: none"> • Maximize contribution from partners including Health and Education; • Maximize local residential placements to avoid higher out of area costs. <p>Actions taking place against pressures:-</p> <p>Under constant review for full mitigation</p> <p>Senior Management will continue to review all items on the list and seek mitigation to cover in full</p> <p>Initial indications of savings to be derived from commissioning</p> <p>New Programme Lead and additional resource into the directorate to ensure we get back on track against the original target.</p> <p>Fortnightly Programme Boards now in place plus additional resources within the directorate to ensure we maximise the savings</p>
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<p>PEOPLE - Strategic Cooperative Commissioning</p> <p>The Strategic Commissioning service is forecasting a favourable variation of (£0.753m) at month 3, a change of (0.007m) from month 2. Since setting the budget, clients numbers in ASC have dropped, this is as a direct result of the work undertaken over the last year to deliver improvements in the management of the ASC front door, the implementation of a robust scheme of delegation and the close working arrangement with LWSW through budget containment meetings to address system pressures. This has resulted in a current underspend in expenditure, partly offset by a reduction of client contributions, as would be expected however the information coming out of Carefirst is already showing increases since the start of the year, which has been included as part of our forecast. This will need to be reviewed closely as due to the demand led nature of the budget the position can change on a weekly basis.</p>	<p>0.000</p>	<p>Strategic Commissioning have been tasked with achieving savings of £4.765m, as well as £2.404m of savings brought forward from 2018/19 that were realised from one off savings and needed to be achieved in this financial year. At this time, it is thought that the full £7.169m will be achieved, however most of these will be achieved through one off savings again, which will cause further pressure in 2020/21.</p> <p>The development of the next phase of transformation is underway to support the delivery of sustainable savings during 20/21 and thus reduce the reliance on one off savings in future years.</p>
<p>PEOPLE – Community Connections</p> <p>Community Connections is reporting a (£0.250m) favourable variation at month 3, no change from month 2. At this time, B&B numbers are being reduced, from those reported during 2018/19, through the use of alternative placements secured in existing contracts. This is being achieved and maximised through partnership working with the Alliance.</p>	<p>(0.250)</p>	<p>The department has been tasked with achieving savings of £0.030m, as well as £0.228m of savings brought forward from 2018/19 that were realised from one off savings and needed to be achieved in this financial year. At this time, it is thought that the full £0.258m will be achieved, however most of these will be achieved through one off savings again, which will cause further pressure in 2020/21.</p>

<p>People Management & Support</p> <p>The People Management & Support budget is currently forecast to balance to budget at year end.</p>	<p>0.000</p>	
<p>Office of the Director of Public Health</p> <p>The budget for the Office of the Director of Public Health (ODPH) is forecasting to come in on budget for 2019/20. The budget is made up of:</p> <ul style="list-style-type: none"> • Public Health, which is grant funded and forms part of the Integrated Fund; • Public Protection Service; and • Bereavement Services. <p>There has been a reduction in the Public Health grant received in 2019/20 of £0.405m from the previous year, which will be contained by a variety of management actions, mainly around the contracts that are held within the department.</p> <p>The Public Protection service, funded from RSG and other income streams, are forecasting to spend to budget, however there will need to be reviews of spending across the service during the year to achieve this.</p> <p>The Bereavement Service is showing an increase in the numbers of cremations budgeted for at this point in the year,</p>	<p>0.000</p>	<p>ODPH have been tasked with achieving savings of £0.228m which, at this time, it is thought that will be fully achieved, whether through ongoing savings or one offs.</p>

<p>although any surpluses from this service are ring-fenced and cannot be counted towards any favourable variations for the Directorate.</p>		
<p>PLACE - Strategic Planning and Infrastructure (SP&I)</p> <p>The forecast SP&I budget position shows a net £0.216m negative variation, which is a deterioration since last month's report of £0.018m. This pressure is largely as a result of forecast shortfalls in planning application fees (£0.200m) and building regulation application fees (£0.021m). This adverse variation has been partly mitigated by forecasted salary related savings and underspends elsewhere within the department.</p>	<p>0.216</p>	<p>An early review of the department's Fees Policy has been instigated alongside proactive vacancy management arrangements. The SP&I Senior Management Team will be reviewing options to reduce spending and increase income to move towards a balanced position. If required, areas of departmental activity may be stopped for the remaining part of the year if the next few months of monitoring do not show a significant improvement in the projected outturn position.</p>
<p>PLACE - Management Support</p> <p>The opening £0.451m efficiency target has been reduced by a permanent virement of £0.150m to Street Services.</p>	<p>0.000</p>	<p>Overall Place monitoring on-going will need to contain Management efficiencies by reducing costs and maximising potential income opportunities. All income lines are being maximised with any surplus above current Place targets being allocated to cover this pressure in the first instance'.</p>
<p>PLACE - Economic Development</p> <p>Forecast income generation from Asset Investment Fund acquisitions have enabled:</p> <ul style="list-style-type: none"> - a number of spend pressures within Economic Development to be met includes earmarking resources to meet a loss arising from the discovery of asbestos at 	<p>(0.170)</p>	<p>Efforts will continue to be taken to maximise income and reasonably contain costs.</p>

<p>Highways and Car Parking: Highways are currently forecasting to come in on budget, although there are risks around 2019/20's additional car parking income target.</p>	0.000	
<p>CORPORATE ITEMS Following a review of the Corporate Items, actions have been taken to reduce the risks that were identified in month 2.</p>	0.250	<p>Reallocation of the Fees and Charges target £0.250m remain as a pressure and apportionment will take place for month 4.</p> <p>As part of the Project 151 review in the autumn 2018, CMT recommended capitalisation of revenue budgets amounting to £0.550m. This will be allocated to capital projects to realise the target budget.</p>
<p>TOTAL</p>	3.953	

Recommendation

It is recommended that Cabinet note the current monitoring position.

VIIREMENTS

There are no virements that need approval.

Capital Budget - 2019-2024

The latest capital budget as at 31 March 2019 for the five years from 2018/19 to 2022/23 was £832.975m.

The capital budget has been adjusted to take into account some of the changes to the capital programme, including the rolling forward the five years which has removed 2018/19 and added 2023/24 and adjustments to the income assumptions shown in table 5.

The five year capital budget 2019-2024 is currently forecasted at £753.444m. This is set out in Table 1.

Current Capital Resources

Table 5: The Capital budget consists of the following elements:

Description	£m
Capital Programme approved by CCIB	284.236
Income Assumptions *	469.208
Total Revised Capital Budget for Approval (2019-2024)	753.444

* Estimate of income to be received to finance future capital projects

Within the approved budget (representing forecast resources), the Capital Programme represents projects that have been approved by the City Council Investment Board (CCIB). Project officers prepare detailed business cases and present them to the board and if approved the CCIB recommends them to the Leader for approval. Once the executive decision has been signed by the leader the projects are added to the Capital Programme for delivery.

Tables 6 and 7 below shows the revised capital programme for the period 2019-2024, as at the end of June 2019. Appendix 1 shows a detailed breakdown of the Capital Programme.

Revised Capital Programme

Table 6: Capital Programme by Delivery Outcome

Primary Outcome of Projects	£m
Securing Growth in the City Centre/Waterfront	26.926
Securing Growth in Derriford and the Northern Corridor	64.335
Securing Growth in the Eastern Corridor	7.510
Delivering More/Better Housing	8.078
Ensuring Essential City Infrastructure	26.312
Improving Neighbourhoods and Community Infrastructure	5.347
Ensuring Good Quality School Places	3.631
Growing the Economy	4.154
Delivering Oceansgate	15.437
Connecting the City	28.686
Celebrating Mayflower	5.635
Delivering The Box	14.442

Asset Investment Fund	0
Transforming Services	73.700
Total	284.236

Table 7 Capital Programme by Directorate

Directorate	2019/20	2020/21	2021/22	2022/23	2023/24	Total
	£m	£m	£m	£m	£m	£m
People	5.797	0.178	0.172	0.172	0.000	6.319
Place	166.043	46.582	18.966	16.468	6.577	254.636
Transformation & change	9.572	2.442	-	-	-	12.014
Public Health	6.423	4.844	-	-	-	11.267
Total	187.835	54.046	19.138	16.640	6.577	284.236

Recommendation

Council approve that the Capital Budget 2019-2024 is revised to £753.444m (as shown in Table 5)

Appendix I: Detailed Breakdown of the Capital Programme

Approved Capital Programme	2019/20	2020/21	2021/22	2022/23	2023/24	Total
	£000	£000	£000	£000	£000	£000
Celebrating Mayflower						
Mayflower 400 - Public Realm Improvements	799	-	-	-	-	799
Mayflower 400 – Public Realm Enabling	2,552	512	-	-	-	3,064
Mayflower 400 - Elizabethan House	866	398	-	-	-	1,264
Mayflower 400 - Monument	310	-	-	-	-	310
Mayflower 400 - Waterfront Event Infrastructure	197	-	-	-	-	197
Total Celebrating Mayflower	4,725	910	0	0	0	5,635
Connecting the City						
Mayflower Coach Station	20	-	-	-	-	20
Electric Car Charge Points	2	-	-	-	-	2
Cot Hill Bridge	739	25	-	-	-	764
Plymouth Rail Station Regeneration	2,277	2,558	4,793	13,014	4,020	26,662
Ply Railway Station Concourse (TCF)	1,238	-	-	-	-	1,238
Total Connecting the City	4,276	2,583	4,793	13,014	4,020	28,686
Delivering More/Better Housing						
Self Build Housing Sites	145	-	-	-	-	189
North Prospect Phase 4	1,000	-	-	-	-	154
North Prospect Phase 5	950	-	-	-	-	950
Bath Street	170	-	-	-	-	2,059
Plan for Homes	738	-	-	-	-	732
Demolitions for Housing	214	-	-	-	-	472
Asbestos Claims by PCH	696	500	500	400	400	2,496
Extra Care Housing Support Millbay	450	-	-	-	-	450
How Street Specialist Housing Programme	238	-	-	-	-	238
Four Greens Wellbeing Hub	7	-	-	-	-	7
Total Delivering More/Better Housing	4,616	2,163	500	400	400	8,078
Delivering Oceansgate						
Oceansgate Remediation/separation works	1,297	-	-	-	-	1,297
Oceansgate Phase 1 Direct Development	182	-	-	-	-	182
Oceansgate Phase 2 Direct Development	6,765	3,085	-	-	-	9,850
Oceansgate Phase 2 Infrastructure	988	-	-	-	-	988
Oceansgate Phase 2 Offsite Drainage	3,119	-	-	-	-	3,119
Total Delivering Oceansgate	12,352	3,085	-	-	-	15,437
Delivering The Box						
The Box	12,625	816	-	-	-	14,442

Total Delivering The Box	12,625	816	-	-	-	14,442
Ensuring Essential City Infrastructure						
King George V Pedestrian and Walking Cycle Route	262	-	-	-	-	262
Mount Wise - Charge Point and Ticket Machine	11	-	-	-	-	11
Bus Punctuality improvement plan (BPIP)	14	-	-	-	-	14
Prince Maurice Road Junction Improvements	45	-	-	-	-	45
TCF Tranche Phase I	6,415	-	-	-	-	6,415
S106 Transport Projects	626	-	-	-	-	626
Derriford Community Park	87	-	-	-	-	87
Ham Lane – flood Alleviation	120	-	-	-	-	120
European Marine Sites - Recreational Behaviour Changing Measures	45	55	-	-	-	100
Home Energy	124	80	60	-	-	264
Warm Homes	617	-	-	-	-	617
Civic Centre District Energy	717	-	-	-	-	717
Development Funding	125	125	125	125	125-	500
Capitalised Maintenance Schemes	7,105	2,000	2,000	2,000	2,000	15,105
Local Safety Schemes	251	-	-	-	-	251
Living Streets	247	-	-	-	-	247
Keep Plymouth Moving	235	-	-	-	-	235
Visitor Signage	36	-	-	-	-	36
Flood defence Works	36	-	-	-	-	36
West Hoe Pier	80	-	-	-	-	80
Co-operative & Mutuels Development Fund	60	346	287	229	156	1,078
Public Conveniences	711	-	-	-	-	711
Mount Edgcumbe Projects	334	-	-	-	-	334
Total Ensuring Essential City Infrastructure	18,301	2,606	2,472	2,354	2,156	27,889
Ensuring Good Quality School Places						
Pomphlett Basic Need	1,148	-	-	-	-	1,148
Yealmpstone Farm Primary School Basic Need	112	-	-	-	-	112
Plymstock School Expansion	2,370	-	-	-	-	2,370
Total Ensuring Good Quality School Places	3,238	-	-	-	-	3,631

Growing the Economy						
Social Enterprise Fund	255	-	-	-	-	255
Langage Development Phase 2	29	-	-	-	-	29
Langage Development Phase 3	565	2,187	10	-	-	2,762
39 Tavistock Place	-	30	-	-	-	30
Total Growing the Economy	849	2,217	10	-	-	3,076
Improving neighbourhoods and delivering community infrastructure / facilities						
Barne Barton general amenity improvements	-	164	4	-	-	164
Active Neighbourhoods	6	-	-	-	-	6
Infrastructure Works at Honicknowle	26	-	-	-	-	26
Derriford Community Park	469	-	-	-	-	469
Play Pitch Projects	704	-	-	-	-	704
Central Park Improvements & Sports Plateau	2,541	-	-	-	-	2,541
Improving Outdoor Play	826	-	-	-	-	826
Dunstone Woods	13	-	-	-	-	13
Blockhouse Park Playground	2	-	-	-	-	2
Manadon Play Pitches	246	-	-	-	-	246
Plympton Swimming Pool	4	-	-	-	-	4
Pool View	96	-	-	-	-	96
Children Centres	250	-	-	-	-	250
Total Improving neighbourhoods and delivering community infrastructure / facilities	5,183	164	0	0	0	5,347
Securing Growth in Derriford and Northern Corridor						
Forder Valley Link Road	17,576	17,565	10,873	-	-	46,014
Forder Valley Interchange	5,762	2,648	-	-	-	8,410
Derriford Transport scheme	23	-	-	-	-	23
Sendalls Way Junction Improvements	300	-	-	-	-	300
Charlton Road	546	-	-	-	-	794
Northern Corridor Junction Improvements	462	-	-	-	-	1,580
Woolwell to the George	65	-	-	-	-	65
Purchase of Properties in the North of Plymouth	1,551	-	40	-	-	1,591
Morlaix Drive Access Improvements	2,906	1,691	-	-	-	4,597
Northern Corridor Strategic Cycle Network	1,677	100	150	700	-	2,627
Total Securing Growth in Derriford and Northern Corridor	11,250	22,094	29,659	700	0	64,335

Securing Growth in the City Centre and Waterfront						
Devonport Market High Tech 'Play Market'	1,498	+	-	-	-	1,498
Charles Cross	5,173	-	-	-	-	5,173
Public Realm Schemes	11,056	-	-	-	-	11,056
Millbay Boulevard & Associated Works	4,698	-	-	-	-	4,698
Cobourg House	217	-	-	-	-	217
Quality Hotel	308	-	-	-	-	308
Colin Campbell Court	10	626	-	-	-	636
Toys 'R Us	1,273	-	-	-	-	1,273
Contribution to Drake Leisure Public Realm	923	-	-	-	-	923
Contribution to Civic Centre Public Realm	2,500	-	-	-	-	2,500
Re-development of Old Town Street / New George Street East	600	2,000	-	-	-	2,600
City Centre Shop Fronts Grant Scheme	166	-	-	-	-	166
West End Public Realm	74	-	-	-	-	74
Total Securing Growth in the City Centre and Waterfront	28,496	2,626	0	0	0	31,122
Securing Growth in the Eastern Corridor						
Eastern Corridor Junction Improvements	4,229	-	-	-	-	4,229
Eastern Corridor Strategic Cycle Network	1,238	1,534	-	-	-	2,772
A379 Pomphlett to The Ride	150	240	120	-	-	510
Total Securing Growth in the Eastern Corridor	5,617	1,774	120	0	0	7,510
Transforming Services						
Barbican Footbridge	46	-	-	-	-	49
Street Services Information Management System	52	-	-	-	-	52
Fleet Replacement	354	-	-	-	-	354
Grass Cutting Equipment	253	-	-	-	-	253
Container Provision	832	-	-	-	-	832
Chelson Meadow Closure & Leachate Plant Upgrade	163	-	-	-	-	163
Asset Investment Fund	38,705	4,3618	8	8	-	43,074
Highway Works at the Former Seaton Barrack site	305	-	-	-	-	305
Disabled Facilities Grant	1	-	-	-	-	1
Bayview Electrical Safety Works	4	-	-	-	-	4
Schools Condition Works	60	-	-	-	-	60
SEN Access and Safeguarding	119	-	-	-	-	119
Schools Devolved Formula & Projects	691	178	172	172	-	1,213
St Budeaux Library	284	-	-	-	-	284
ICT	6,424	2,442	-	-	-	8,866
Corporate Asset Maintenance	361	-	-	-	-	361
Other Corporate Property	1,356	749	-	-	-	1,356

Transformation Accommodation	383	-	-	-	-	383
Boiler Replacement Programme for Council Properties	52	-	-	-	-	52
Bereavement Infrastructure	6,423	4,844	-	-	-	11,267
Total Transforming Services	56,869	11,826	180	172	0	69,047
TOTAL CAPITAL PROGRAMME						
	189,869	52,773	19,138	16,640	6,577	284,236
Forecast future income streams	59,197	97,921	105,239	50,373	159,477	469,208
GRAND TOTAL	245,306	150,694	124,377	67,013	166,054	753,444

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ANNUAL REPORT 2018/19

Cabinet



Date of meeting:	13 August 2019
Title of Report:	Annual Report 2018/19
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Jayne Mills (Senior Communications and Marketing Advisor)
Contact Email:	Jayne.mills@plymouth.gov.uk
Your Reference:	201819AR
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

This report introduces the Plymouth City Council Annual Report, which covers the period 1 April 2018 to 31 March 2019. Based on our Corporate Plan, the report sets out how we can achieve our mission of “making Plymouth a fairer city, where everyone does their bit”. A demonstration of the online interactive report will be provided at the meeting of Cabinet on 13 August 2019. The annual report will be available at this [link](#) on 13 August.

The council is accountable in three key roles, as:

- an advocate for the city’s communities
- strong voice for Plymouth regionally and nationally
- commissioner and provider of quality services.

In performing the above, the council has an annual gross budget of £500 million and directly employs over 2,400 staff. It is therefore important for the council to report to its citizens and major stakeholders on how it has performed in the year against a number of criteria.

The annual report tells the story of how we continue to work towards our vision of being one of Europe’s most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone. The report provides an opportunity to update on our activities, reflect on our performance, and celebrate our achievements.

The report has been fully revised, taking a new, modern approach. It is therefore a fully digital experience and will act as a gateway to access further information on the Council’s website. On visiting the report online you will find an initial nine squares with which to interact and dive deeper into the detail.

Welcome

Provides welcome messages from both the Tracey Lee, Chief Executive and Councillor Tudor Evans OBE, the Leader of the Council.

Our Plan

Provides a link to our Corporate Plan which sets out our strategic direction, and provides links to current performance.

Pledges

In 2018/19 the council delivered 46 of its 100 pledges. This section is a link through to our digital pledge board where you can find out more about how we have delivered our pledges.

A Growing City

Provides an update of our activity and performance in supporting the city's economy and environment. You will find topics like "a broad range of homes" and "a green, sustainable city that cares about the environment" in this section.

A Caring Council

This section shows how the council has worked to improve the lives of those living and visiting the city. In this section we have included "keeping children, adults and young people safe" and "a Welcoming City".

How we delivered

This section focuses on the council itself, its resources, and how it uses them. It also looks at our performance in regard to customer experience and providing quality public services.

Our Year

Provides a monthly view of the things we are proud of, including news, events and awards. The stories link on to Newsroom, YouTube and other digital content.

Driving Growth

Watch our video on driving economic growth in the city.

Looking Forward

Gives details of the opportunities and challenges faced by the Council in 2020/21, as well as some of the key events happening in the city.

Recommendations and reasons

That Cabinet endorses the approach of a digital report.

Reason: as a record of the council's activities during 2018/19.

Alternative options considered and rejected

1. Printed version of the annual report – this was rejected due to cost and environmental impact
2. To not produce an annual report for 2018/19 – this was rejected as the Council wishes to report to its citizens and stakeholders on activities and performance, per best practice

Relevance to the Corporate Plan and/or the Plymouth Plan

The annual report reflects on our journey delivering the Corporate Plan to the city in 2018/19.

Implications for the Medium Term Financial Plan and Resource Implications:

This is a reduced cost solution for production, enabling the use of content in multiple, flexible media formats.

Carbon Footprint (Environmental) Implications:

Benefits of reduced paper use and increased digital use. If one sheet of paper uses 0.012% of a tree, then printing the average annual report 200 times uses just over one tree.

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

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

The above themes are addressed within the report.

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		1	2	3	4	5	6	7
A	None – digital report available at this link from 13 August 2019							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable)						
	1	2	3	4	5	6	7

Sign off:

Fin djn.19 .20.72		Leg lt/330 54/05 08		Mon Off lt/330 54/05 08		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 02/08/2019											
Cabinet Member approval: Councillor Evans OBE (Leader) - approved verbally Date approved: 31/07/2019											

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PLYMOUTH CITY OF LEARNING**Cabinet**

Date:	13 August 2019
Title of Report:	Plymouth City of Learning
Lead Member:	Councillor Jon Taylor (Cabinet Member for Education, Skills and Transformation)
Lead Strategic Director:	Alison Botham (Director for Childrens Services)
Author:	Simon Wainwright
Contact Email:	simon.wainwright@plymouth.gov.uk
Your Reference:	COFL19
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To update Members on the progress of Plymouth's City of Learning project and to outline the benefits to economic and cultural prosperity for the city and wider region.

Recommendations and Reasons

It is recommended that the Cabinet note the progress of the programme and consider its benefits to the city-wide learning offer for young people aged 14+. The programme adds value to existing plans and strategies (Plan for Education, Plan for Employment and Skills, and STEM plan) as a vehicle for a wider, more connected learning offer across the city.

Further recommendations are that we use 'Cities of Learning' branding and marketing to complement our existing city brands to ensure visibility and engagement.

Alternative options considered and rejected

N/A

Relevance to the Corporate Plan and/or the Plymouth Plan**Corporate Plan**

A Growing City

- Quality jobs with valuable skills and knowledge
- Economic growth that benefits as many people as possible

Caring Council

- Improved schools where pupils achieve better outcomes

Plymouth Plan

Skills and Talent development

- Improving learner access to core skills, including English, maths, ICT, green, interpersonal, life/social, relationships and customer skills.

OFFICIAL

- Improving learner access to employability skills and STEM (Science, Technology, Engineering and maths) subjects.

Best outcomes for children

- Supporting child development in the early years and providing children and young people with the best and most appropriate learning and vocational educational opportunities and experiences that inspire them to learn and develop skills for future employment and life.

Playing an active role in the community

- Promote self-help and targeted volunteering through the Cities of Service programme to support locally led solutions, reduce the need for 'professional help' and support positive outcomes for all

Pledges

43 /44 (STEM)

Implications for the Medium Term Financial Plan and Resource Implications:

There are no additional financial implications for PCC, with all support provided to the project from existing staff resources and budgets.

Carbon Footprint (Environmental) Implications:

N/A

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

The programme is universally accessible and open to all, promoting diversity and inclusion. It is important to consider how we ensure access for disadvantaged and particular socio-economic groups by working closely with existing services to meet the needs of these groups.

There is an imperative to ensure a safe and secure management of all personal data held within the platform to comply with GDPR and data security requirements. A 'city charter' will outline the responsibilities around safeguarding for organisations and responsibilities and accountabilities for use of data.

Appendices

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		1	2	3	4	5	6	7
A	Plymouth City of Learning							
B	Equalities Impact Assessment							
C	City of Learning Overview							

Background papers:

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of background paper(s)	Exemption Paragraph Number (if applicable)						
	<i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

Fin	djn.19. 20.70	Leg	lt/330 18/01 08	Mon Off		HR		Assets		Strat Proc	
Originating Senior Leadership Team member: Judith Harwood											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 01/08/2019											
Cabinet Member signature of approval: Councillor Jon Taylor											
Date: 08/07/2019											

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Background

City/Cities of Learning (CofL) is a project about making the whole city a learning campus.

In 2015, The Royal Society for Arts, Manufacturing and Commerce (RSA) in their [The New Digital Learning Age](#) recommended that the UK should explore piloting a 'City of Learning'. This was based on the original work of the 'Collective Shift' in the United States.

The Programme seeks to widen opportunity and empower access to places that promote lifelong learning. It does this via a digitally based system and approach that identifies and promotes learning systems in the city (in addition to schools, FE and HE), encouraging more people to take part in learning.

The four components of the programme designed to support learners are:

- digital badges
- a tool to support pathways to success
- a learning framework and
- online / offline resources

Plymouth made a successful bid to become one of the first UK 'Cities of Learning' and has established a strong partnership with the RSA in leading the UK programme. This is in conjunction with DigitalMe, who are developing the technology platform and Real Ideas Organisation (RIO) who are providing the match funding for the pilot phase.

The RSA has received £250K across the project and is involving other cities. Plymouth's proportion is £70k. This has been allocated to the RIO.

The status of PCC is as a trusted partner and our digital lead has represented the city on a national level.

Approach

In Plymouth we have mobilised local organisations, networks and communities across the city to develop their learning offers for use on a digital platform to promote a shared and accessible learning offer under the following themes:

- Creative, cultural, and digital
- Health, youth, volunteering, housing
- Social enterprise, community businesses

The project aims to present combined learning offers particularly to those disengaged from formal education and to recognise knowledge, skills, attitudes and values towards the following destinations:

- Education
- Enterprise
- Employability
- Civic engagement

The learning spine framework is underpinned by:

- Engagement
- Participation
- Demonstration

- Leadership

A technology platform will be used to identify and capture learning offers and opportunities across the city. This will allow learners to record their activities in a digital portfolio of achievement. This extends the role of the city's 'Employability Passport'.

Data from the platform will also help to provide analytical insight into learning activity and employment trends across the city, enabling targeted planning and streamlining of services.

The current situation

At present there are 25 issuers including Youth Services and the Box who are fully engaged. Badges will commence from September 2019. The pathway tool will be ready in February 2020 with Digital, Civic Engagement, Health and Wellbeing identified as the initial pathway developments. City of Learning will make a significant contribution to our Inclusive Growth agenda.

The future potential

The City of Learning provides an opportunity for Plymouth to lead the way in innovative approaches to learning, capitalising on our existing strengths in the city and region. It provides a way to celebrate the city as a destination for learning, employability and cultural development. Raising aspiration and facilitating achievement in both formal and informal learning for our young people. It also supports the National Careers Strategy and Gatsby benchmarks.

Simon Wainwright

Leadership Associate (Technology for Education)

CITIES OF  LEARNING



We believe that cities are full of people with talents and potential that often go unseen and unrecognised.

Based on research in Brighton and Plymouth RSA and Digitalme have devised a new way to connect people with opportunities at scale across our cities, unlocking untapped potential for all individuals, employers and communities.





Mission Statements

An inclusive approach that promotes and recognises learning wherever it happens and leads to new pathways into education and work.

Helps people and places tell the story of their learning.

The key elements of the Cities of Learning initiative



Badge Issuing
platform



Pathways tool



Learning spine



Online & offline
resources

Cities of learning platform Overview

BADGING A CITY

This diagram illustrates the process of tagging different sectors of a city. It features four categories, each with an icon, a set of 'TAGS' represented by horizontal bars, and a label:

- CIVIC**: Represented by a building icon with a dome and a circular tag.
- HE**: Represented by a hospital icon and a circular tag.
- EMPLOYER**: Represented by a factory icon and an octagonal tag.
- ONLINE**: Represented by a laptop icon and a hexagonal tag.

ISSUING BADGES

This diagram shows how individual tags are combined to create a badge. At the top, several 'TAGS' (horizontal bars) are shown. Below them, three specific shapes—a hexagon, an octagon, and a circle—are highlighted. Lines connect these shapes to a large, light-gray silhouette of a person's head and shoulders at the bottom, indicating that these tags are used to generate a badge for that user.

PRESENTING PATHWAYS

A hand is shown holding a smartphone displaying a learning pathway. The screen content includes:

- Header: 'SMALL BATCH COFFEE COMPANY' and 'BARISTA INTERVIEW' with a diamond icon.
- Visuals: Three coffee roaster icons and the text 'SMALL BATCH COFFEE ROASTERS'.
- Pathway: A sequence of three shapes (hexagon + octagon + circle) leading to a diamond icon and the word 'INTERVIEW'.

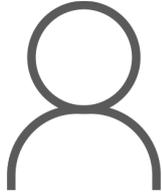
A location pin icon is visible at the bottom of the phone.

CITYWIDE DATA INSIGHTS

This visualization shows a city map with various data points. It features:

- Location pins in different colors (green, blue, grey).
- Bar charts of varying heights and colors (green, blue, grey) placed around the map.
- Large diamond icons in green and blue, representing specific data points or insights.

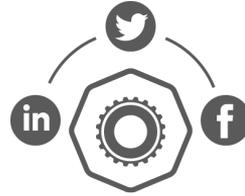
How Open Badges work:



An individual meets requirements to earn a digital badge



Organisation issues the digital badge



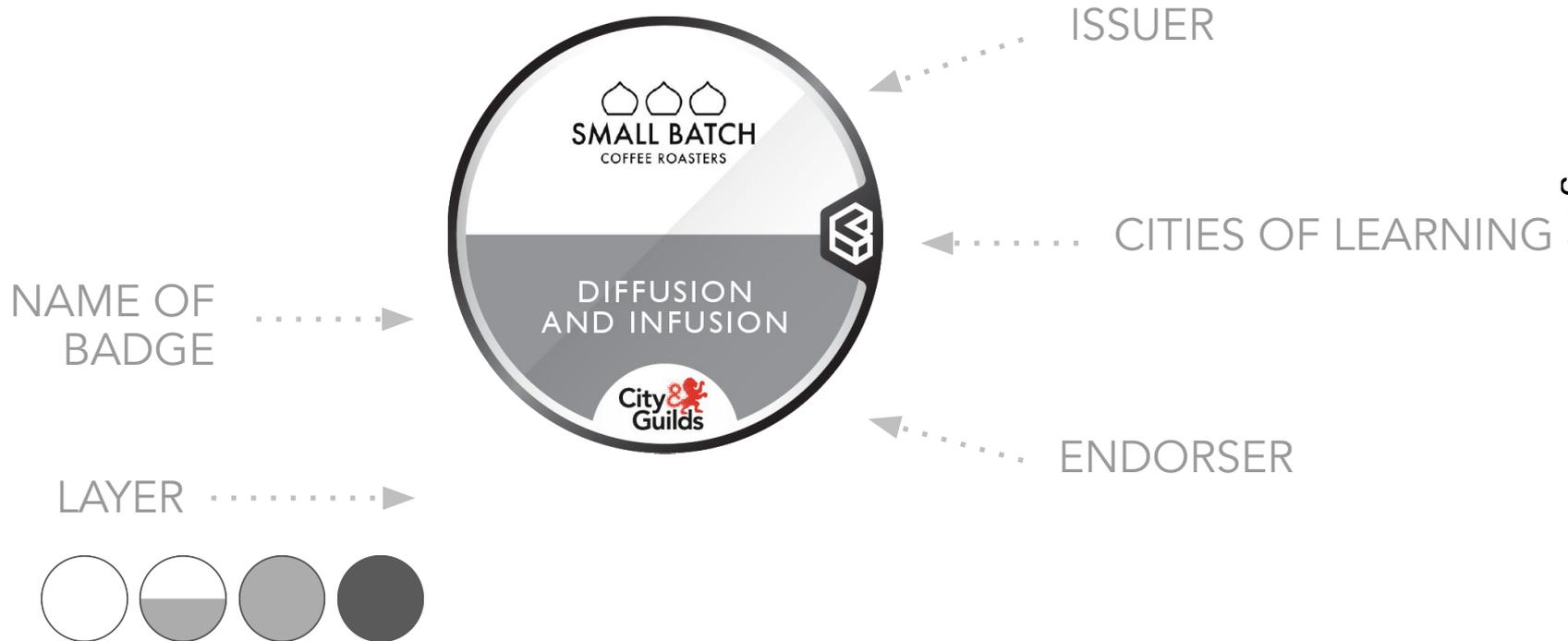
The individual accepts and shares their digital badge



Learners build a portfolio of badges

Cities of Learning Badge explained

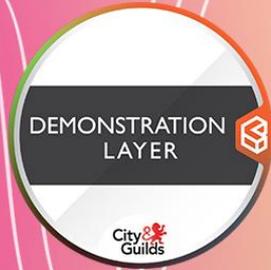
Example design only





CITIES OF LEARNING SPINE

FORMAL
INFORMAL



DESTINATIONS

EDUCATION
ENTERPRISE
EMPLOYMENT
CIVIC ENGAGEMENT

LEARNING OPPORTUNITIES

KNOWLEDGE
SKILLS
ATTITUDES & VALUES



CITIES OF LEARNING SPINE

Learning is structured in layers that represent the knowledge, skills, attitudes and values gained through participation in different types of learning activities, which encourage active and applied learning.



KNOWLEDGE	Acquire information	Interact with learning	Apply knowledge with real world context	Embed knowledge in different contexts
SKILLS	Actively experience	Join in	Gain experience and receive feedback to develop	Influence others
ATTITUDES & VALUES	Understand what's expected	Meet expectations	Show consistency	Take ownership and inspire



CITIES OF LEARNING SPINE

The Learning Spine has four destinations to help people understand where their learning can take them.



EDUCATION

- enrolling on a course
or programme



ENTERPRISE

- being
entrepreneurial



EMPLOYMENT

- getting a job



CIVIC ENGAGEMENT

- build pride and a
sense of belonging in
local areas



CITIES OF LEARNING SPINE

Pathways are the routes people take through learning towards their desired destinations picking up and deepening their knowledge, skills, and capabilities along the way



Interest pathways are created by people who choose the knowledge, skills, attitudes and values they would like develop through the learning opportunities available to them.



Recommended pathways are created by organisations to help signpost people if they require specific knowledge, skills, attitudes and values for roles or opportunities.



CITIES OF LEARNING SPINE



Themes are the way Cities curate learning to make it easier for people to create or follow a pathway to their desired destination.

Civic themes bring together opportunities to help people develop a sense of pride and belonging in local areas.



Place

Wellbeing themes are non sector specific and the primary focus of learning is developing attitudes and values to be able to engage in further opportunities.



Person

Sector themes are sector specific, and the primary focus of learning is developing knowledge and skills in specific areas of learning that link to destinations in the local area.



Opportunities

A selection of brands using Open Badges to communicate skills in a portable, verifiable and secure format.



Over 15 million open badges have been issued so far



Cardiff
Metropolitan
University



The Pathways Worksheet helps you the information you need to design your cities learning credentials



HELPING PEOPLE AND PLACES TELL THE STORY OF THEIR LEARNING.

Use the fields below to explore which type of badge your learning activity fits. Then complete the final template overleaf.

TIPS

1. BE AWARE BADGES ARE VIEWED BY PEOPLE WHO MIGHT HAVE NEVER HEARD OF YOUR ORGANISATION BEFORE.
2. USE CLEAR, UNAMBIGUOUS LANGUAGE AND EXPLAIN ACHIEVEMENTS.
3. HIGHLIGHT THE MOST IMPORTANT ASPECTS OF THE LEARNING AND USE THE WEBLINKS TO PROVIDE FURTHER CONTEXT.
4. REMEMBER THE BADGE DESCRIPTIONS SHOULD BE WRITTEN IN THE PAST TENSE.
5. THINK ABOUT HOW YOU WILL RECOGNISE BADGES AS AN ORGANISATION MOVING FORWARDS (INTERVIEWS, WORK EXPERIENCE, APPRAISALS, FOR EXAMPLE).



LEARNING SPINE

The Cities of Learning Spine is a structure to help people access opportunities and progress towards their chosen destination, so there are no dead ends for learning, the spine consists of 4 layers of learning. Choose the layer your learning opportunity fits in and use the information below to complete the badge template overleaf.

ENGAGEMENT

EARNERS OF THIS BADGE HAVE ACTIVELY EXPERIENCED AND ENGAGED WITH LEARNING BY.....

PARTICIPATION

EARNERS OF THIS BADGE HAVE PARTICIPATED IN AND INTERACTED WITH LEARNING BY.....

DEMONSTRATION

EARNERS OF THIS BADGE ARE ABLE TO APPLY THEIR KNOWLEDGE OF.....

..... IN A WORLD REAL CONTEXT.

THROUGH THEIR LEARNING THEY HAVE GAINED EXPERIENCE OF.....

LEADERSHIP

EARNERS OF THIS BADGE ARE ABLE TO APPLY THEIR KNOWLEDGE OF...

..... IN DIFFERENT CONTEXTS.

THROUGH THEIR WORK THEY ARE ABLE TO INFLUENCE AND INSPIRE OTHERS THROUGH THEIR WORK.



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Issuing organisation name:

Designed by:

Date:

BADGE NAME The name for the badge that will be issued to learners. Consider naming conventions across your programme.

ADDITIONAL INFORMATION
Add a link to a public web page about your learning program.

LEARNING LAYER Choose one of the following:

- ENGAGEMENT
- PARTICIPATION
- DEMONSTRATION
- LEADERSHIP

DESCRIPTION

A short and concise description of the achievement. (500 characters maximum, including spaces). Ask yourself, what is this individual capable of now they have this badge?

CRITERIA

What it takes to earn this badge? Describe the required activity to earn the badge using descriptive action phrases, with a link to any supporting information.

CRITERIA 1 (EXAMPLE)

TYPE
Types: Assessment Badge, Course, Certificate, Education Experience, Member Other, Personal, Regional, Profile, Showcase, Project, Professional Experience, Showcase, Signature, Volunteer

DESCRIPTION
Describe the required activity to earn the badge using descriptive action phrases.



CRITERIA 2

TYPE

DESCRIPTION



CRITERIA 3

TYPE

DESCRIPTION



CRITERIA 4

TYPE

DESCRIPTION



TAGS

Highlight those relevant and add additional one to two word descriptions of the required activity to earn the badge using action phrases. (15-20 per badge is best practice)

LAYER

- ENGAGEMENT
- PARTICIPATION
- DEMONSTRATION
- LEADERSHIP

APPROACH

- ONLINE
- IN PERSON
- BLENDED

FOCUS

- TECHNICAL
- CHARACTER
- APPLIED LEARNING

THEME

- SECTOR
- WELLBEING
- CIVIC

RECOMMENDATIONS

Suggest 'next steps' to your earners to help them stay engaged with your programme and follow learning pathways. Recommend the next badge or link to other local opportunities.



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Glossary of terms

Layers of learning build peoples agency, capability and networks and form the basis of the learning spine.

Engage by actively experiencing learning opportunities to acquire information and understand what's expected of you.

Participate by joining in and interacting with learning to meet expectations.

Demonstrate by applying knowledge with real world context to gain experience, receive feedback and show consistency.

Lead by embedding knowledge in different contexts to influence others, take ownership and inspire.

Themes of learning build pride and a sense of belonging in place, support mental and physical wellbeing and highlighting sector specific opportunities.

Civic themes help people develop a sense of pride and belonging in local areas.

Wellbeing themes are non sector specific and use learning opportunities to help support and sustain mental and physical health and wellbeing.

Sector themes are sector specific and highlight the opportunities and destinations available in specific areas of learning.

Learning destinations are the target people aim for with their learning and inform what opportunities they take to get there.

Employment is a destination for people to find local jobs.

Enterprise is a destination for people to learn entrepreneurial thinking and ways of working.

Civic engagement is a destination for for people who want to get involved in their local area.

Education is a destination for people who would like to access further learning opportunities in formal settings.

Learning pathways are the routes people take through learning towards their desired destinations.

Interest pathways are created by people who choose the knowledge, skills, attitudes and values they would like develop through accessing the learning opportunities available to them.

Recommended pathways are created by organisations to help signpost people if they require specific knowledge, skills, attitudes and values for roles or opportunities.

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APPENDIX

EQUALITY IMPACT ASSESSMENT

STAGE 1: What is being assessed and by whom?	
What is being assessed - including a brief description of aims and objectives?	The 'City of Learning' is an inclusive approach that promotes and recognises learning wherever it happens and leads to new pathways into education and work. It's about connecting learners, learning opportunities and learning institutions (schools, colleges, universities libraries, training providers, civic organisations, learning centres etc.) through a digital network, one that facilitates the accreditation of learning through a system of 'Digital Open Badges'.
Responsible Officer	Edward Coley – Head of Skills and Employability
Department and Service	Education, Participation and Skills
Date of Assessment	16 July 2019

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
<ul style="list-style-type: none"> AgeCabinet Members supported by Directors to share service and savings proposals with colleagues relevant to their portfolios and covering the period of 	Plymouth had a population of 256,384 people from the 2011 Census (Office of National Statistics (ONS), this is currently	It is not anticipated that there will be any adverse impact.	Partnership established and work has commenced through the project partnership.	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020.

STAGE 2: Evidence and Impact

Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
<p>the Medium Term Financial Plan (Councillors Penberthy, Lowry, P Smith)</p>	<p>estimated at 264,200 (DATAPlymouth).</p> <p>The average age in Plymouth (39.0 years) is about the same as the rest of England (39.3 years), but less than the South West (41.6yrs).</p> <p>Of the 16 SW authorities we have the third lowest percentage of older people (75), and the fifth highest percentage of children and young people (under 18).</p> <p>The proportion of the working age population (16-64) is higher (66.1 per cent) than regionally (62.8 per cent) and nationally (64.7 per cent).</p> <p>Plymouth has the sixth highest percentage of working age people in the South West.</p>		<p>Project will be evaluated at the end of August 2020.</p> <p>The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable.</p>	<p>Project delivery partnership and wider stakeholders</p> <p>Inclusive Growth group</p> <p>Head of Skills and Employability</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	City-wide learning offer for young people aged 14+ and will fit well with all ages.			
Disability	A total of 31,164 people (from 28.5% of households) declared themselves as having a long-term health problem or disability. 10% of our population have their day-to-day activities limited 'a lot' by a long-term health problem or disability. 17.5 per 1,000 children in Plymouth have a learning difficulty reported by schools. 2800 people (1% of population) have some learning disability. 30,000 adults in Plymouth (10.6% of population) have some form of mental health issue.	It is not anticipated that there will be any adverse impact. All vulnerable young people will be able to access Digital open Badges regardless of their ability.	Project will be evaluated at the end of August 2020. The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable. Evaluation will also assess the impact on this group.	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020 Project delivery partnership and wider stakeholders Inclusive Growth group Head of Skills and Employability
Faith, Religion or Belief	According to the 2011 Census, 148,917 people in	It is not anticipated that there will be any	N/A	N/A

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	Plymouth are Christian, 881 are Buddhist, 567 are Hindu, 168 are Jewish, 2,078 are Muslim, 89 are Sikh, 1,198 are listed as 'other religion' 84,295 have no religion and 18,191 did not state a religion.	adverse impact or changes for groups with specific beliefs. All faiths and religions or beliefs will be able to access Digital open Badges regardless of their belief.		
Gender - including marriage, pregnancy and maternity	<p>Circa 130,000 (50.7% of the population) are female. 77,154 (39% people are married. 16,572 (8.5% people have remarried. 5382 (2.8%) are separated and still legally married.</p> <p>The programme is universally accessible and open to all, promoting diversity and inclusion.</p>	It is not anticipated that there will be any adverse impact on this cohort.	<p>Project will be evaluated at the end of August 2020.</p> <p>The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable.</p> <p>Evaluation will also assess the impact on this group.</p>	<p>Project role out in 2019, further work and impact assessment during and after this time.</p> <p>Impact assessment August 2020</p> <p>Project delivery partnership and wider stakeholders</p> <p>Inclusive Growth group</p> <p>Head of Skills and Employability</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Gender Reassignment	We have no data on this group. However, the programme is universally accessible and open to all, promoting diversity and inclusion.	It is not anticipated that there will be any adverse impact	Project will be evaluated at the end of August 2020. The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable. We will update our information about Gender Reassignment if available to ensure there is no adverse impact	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020 Project delivery partnership and wider stakeholders Inclusive Growth group Head of Skills and Employability
Race	238,263 (92.9%) of Plymouth's population identify themselves as White. 7.1% identify themselves as Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most	It is not anticipated that there will be any adverse impact. Through On Course South West we can work with providers who regularly support work on race or ethnicity.	Project will be evaluated at the end of August 2020. This will also include this cohort as part of Plymouth's population. Roll out will include this as part of various stakeholder groups and	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020

STAGE 2: Evidence and Impact

Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	<p>common ethnic groups. BME population has risen from 3% in 2001 to 6.7% in 2011 therefore has more than doubled since the 2001 census. At least 43 main languages spoken in the City, showing Polish, Chinese and Kurdish as the top three. Based on a full year data for 2012-13, our top most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin. We have seen the trend for Polish and BSL to continue into 2013-14 however the third language varies; we believe this is due to patients and clients needing repeat appointments and treatment. Ethnicity and language statistics of school children (0-18</p>		<p>phased, these include schools, community groups, VCS in a project timetable.</p>	<p>Project delivery partnership and wider stakeholders</p> <p>Inclusive Growth group</p> <p>Head of Skills and Employability</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	years) Data for 2012 ¹ shows out of a total population of 36711, 33,646 (95.65%) were identified as white British. 1123 (3.06%) as 'white other background'; 'other ethnic group' 438 (1.19%); BME counted for 932 (2.54%).			
Sexual Orientation -including Civil Partnership	Data sets are not recorded centrally for this. The programme is universally accessible and open to all, promoting diversity and inclusion.	It is not anticipated that there will be any adverse impact	Project will be evaluated at the end of August 2020. The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, wider stakeholder organisations including VCS in a project timetable and will be all inclusive.	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020 Project delivery partnership and wider stakeholders Inclusive Growth group

¹ School census data 2012 provided by Policy, Performance & Partnerships Department, Plymouth City Council, Jan 2013.

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
				Head of Skills and Employability

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	This project will be able to give our people the opportunity to be recognised and accredited for work and activity that they do not necessarily get recognised for that will also demonstrate that they have skills and are motivated. Key aspects of employability and in turn accessing employment and thereby reducing inequality and health issues in communities.	Project role out in 2019, further work and impact assessment during and after this time. Project delivery partnership.
Good relations between different communities (community cohesion).	Improving learner access to core skills, including English, maths, ICT, green, interpersonal, life/social, relationships and customer skills. Improving learner access to employability skills and STEM (Science, Technology, Engineering and Maths) subjects. There is a strand of Civic Engagement within the framework. Civic themes bring together opportunities to help people develop a sense of pride and belonging in local areas.	Project role out in 2019, further work and impact assessment during and after this time. Project delivery partnership and wider stakeholders Inclusive Growth group Head of Skills and Employability

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
	This will also contribute to the Inclusive Growth Agenda by linking the value and benefit of badges to different communities.	
Human Rights	The human right to education – no person should be denied the right to education. Pathways are the routes people take through learning towards their desired destinations picking up and deepening their knowledge, skills, and capabilities along the way.	Project role out in 2019, further work and impact assessment during and after this time. Head of Skills and Employability

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.	Judith Harwood	Date	16 July 2019

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