



**Oversight and Governance**

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

Please ask for Democratic Advisor  
T 01752 305155  
E [democraticsupport@plymouth.gov.uk](mailto:democraticsupport@plymouth.gov.uk)  
[www.plymouth.gov.uk](http://www.plymouth.gov.uk)  
Published 03 March 2020

## **Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee**

Wednesday 11 March 2020  
2.00 pm  
Warspite Room, Council House

**Members:**

Councillor Winter, Chair  
Councillor Churchill, Vice Chair  
Councillors Sam Davey, Drean, Jordan, Mavin, Stevens, Ms Watkin and Wheeler.

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.

The Council is a data controller under the Data Protection Act. Data collected during this webcast will be retained in accordance with authority's published policy.

For further information on attending Council meetings and how to engage in the democratic process please follow this link - [Get Involved](#)

**Tracey Lee**  
Chief Executive

## **Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee**

**1. Apologies**

To receive apologies for non-attendance submitted by Councillors.

**2. Declarations of Interest**

Councillors will be asked to make any declarations of interest in respect of items on the agenda.

**3. Minutes (Pages 1 - 14)**

To confirm the minutes of the previous meeting held on 15 January 2020.

**4. Chair's Urgent Business**

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

**5. Mapping of Corporate Plan to Scrutiny Committee (Pages 15 - 16)**

**6. Policy Update (Pages 17 - 22)**

**7. Community Cohesion (Pages 23 - 52)**

**8. Plan for Sustainable Fishing (Pages 53 - 80)**

**9. Vibrant Culture in Plymouth (Pages 81 - 130)**

**10. Work Programme (Pages 131 - 136)**

**11. Tracking Decisions (Pages 137 - 144)**

## **Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee**

**Wednesday 15 January 2020**

### **PRESENT:**

Councillor Winter, in the Chair.

Councillors Mrs Bridgeman (substitute for Councillor Jordan), Carson (substitute for Councillor Churchill), Drea, Kelly (substitute for Councillor Ms Watkin), Mavin, Stevens and Wheeler.

Apologies for absence: Councillors Sam Davey, Churchill, Jordan and Ms Watkin

Also in attendance: Paul Barnard (Service Director for Strategic Planning and Infrastructure), Councillor Dann (Cabinet Member for Environment and Street Scene), Kat Deeney (Head of Environmental Planning), David Draffan (Service Director for Economic Development), Patrick Knight (Economic Partnerships and Regeneration Manager), Andrew Loton (Senior Performance Advisor), Amanda Lumley (Chief Executive Destination Plymouth), Kevin McKenzie (Policy and Intelligence Advisor), Andrew Hardingham (Service Director for Finance) Anthony Payne (Strategic Director for Place), Helen Prendergast (Democratic Advisor) and Councillor Peter Smith (Deputy Leader).

The meeting started at 2.00 pm and finished at 5.35 pm.

*Note: At a future meeting, the Panel 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.*

### 36. **Declarations of Interest**

There were no declarations of interest made by Councillors in accordance with the code of conduct.

### 37. **Minutes**

The Committee agreed that the minutes of the meetings held on 25 September and 23 October 2019 are a correct record.

### 38. **Chair's Urgent Business**

There were no items of Chair's urgent business.

### 39. **Mapping of Corporate Plan to Scrutiny Committee**

The Committee noted the mapping of the Corporate Plan to Scrutiny Committee.

## Order of Business

With the permission of the Chair, the order of business was changed which was reflected in the minutes below.

### 40. Declaration on Climate Emergency

Councillor Dann (Cabinet Member for Environment and Street Scene), Anthony Payne (Strategic Director for Place), Paul Barnard MBE (Service Director for Strategic Planning and Infrastructure) and Kat Deeney (Head of Environmental Planning) presented the declaration on climate emergency report and provided a presentation which highlighted the following key areas –

- the value of a climate emergency;
- Plymouth sectoral emissions;
- emissions forecast for Plymouth;
- climate emergency action plan;
- corporate carbon reduction (aim and scope)
- Climate emergency summary.

The key areas of questioning from Members related to –

- (a) whether the survey that the Council had commissioned with the Centre for Energy and Environment at Exeter University relating the city's current emission had been bespoke to Plymouth, ie had the city's buildings/road network been mapped and scanned;
  - in response: Exeter University had looked at both the national carbon figures and the local context; this provided an overview of the sectoral emissions; the top three (buildings, transport and power) were generally the top three in most cities;  
  
it was proposed to undertake a bottom up exercise, in order to fully understand where the greenhouse emissions being produced and to also review the hot spots identified within the city;
- (b) as the Council only had direct control of 1% of the city's carbon output, what work had been undertaken to engage with the top 10, 15 or 20 organisations to reduce their carbon emissions and which 10 local authorities had the Council engaged with regarding this issue;
  - in response: currently the focus had been on engaging with organisations, to ascertain what work/initiatives were being undertaken to reduce their carbon emissions; once this work had been completed, the data would be analysed which would help inform which areas to target;



over the next year, work would be undertaken to form a repository which would provide information for organisations and to facilitate the sharing of best practice;

a list of the 10 councils that Plymouth had worked with, so far, would be circulated outside of this meeting;

- (c) whether grant funding had been secured for some of the initiatives identified such as electric vehicle charging points;

- in response: the Cabinet had approved the allocation of £250,000 for the climate emergency action plan; however it should be noted that the climate emergency was not the sole responsibility of the local authority, everyone would need to play their part in reducing carbon emissions;

grant funding had also been received which included £500,000 for the installation of electric vehicle charging points, £880,000 for local renewable energy and £200,000 to reduce carbon emissions from heating;

- (d) the rationale behind the reduction in the emissions forecast since 2014;

- in response: during this period power plants had switched from using coal to gas and there were more renewable energy initiatives (this was a national issue);

- (e) whether the option to ban cars from the city centre, as other local authorities had done, such as Bristol and York, would be required in order to meet the target of carbon neutral by 2030;

- in response: the Council would look at other local authorities which had banned cars from their inner cities, to ascertain whether this had been successful; however, a range of issues would need to be considered such as behavioural changes (encouraging people to use the bus once a week), the introduction of cleaner buses, electric taxis, etc;

the Plymouth Plan and the Joint Local Plan set out the Transport Strategy 2034 and the Growth Strategy both of which would need to be recalibrated in light of the declaration of the climate emergency;

- (f) whether the Council had received feedback from its partners relating to the operation of electric buses in the city, given its topography and if any information was available on the measures that the haulage companies would be taking to reduce carbon emissions;

- in response: regular discussions were held with the Cabinet Member for Strategic Planning and Infrastructure and the bus operators; other options were being considered such as hydrogen buses; discussions were also being held with the business community on how the Council could support businesses that wished to become carbon neutral;
- (g) whether the Council could lobby for the electrification of the rail network as part of the climate emergency agenda;
- in response: the Peninsula Rail Task Force together with the city's MPs continued to lobby the Government for the electrification of the rail network, however there were no current plans to electrify the network from Bristol to the peninsula;
- (h) it was reported that in order for Plymouth to reach carbon neutral by 2030 it would cost approximately £442m or £1,625 per household; this would be a hefty burden for residents who were already struggling with other financial obligations;
- in response: it was not the intention of the Council to charge £1,625 per household; these figures had been produced to demonstrate the level of investment that the city would need to make to support both national and global climate changes; it was everyone's responsibility to reduce carbon emissions; the Council would need to spend money in a different way in order to achieve the benefits such as LED street lighting invest to save scheme which had reduced the Council's energy costs;
- (i) what robust plan was in place to increase the city's recycling rates from 39% to 65%;
- in response: there were a number of measures being undertaken such as a leafleting campaign, encouraging residents to compost, registering for the garden waste service and working with enforcement to ensure residents were recycling more effectively; there would however need to be a behaviour change from residents in order to meet the 65% target; residents would be fully informed of the benefits of recycling that would save the Council money which would allow it to spend it in a different way;
- (j) how the reduction in carbon emissions was measured in the city;

- in response: currently the measurement of carbon emissions was done on a national basis; it was the intention to install air quality sensors in the city, in order to capture information to demonstrate that improvements had been achieved;
- (k) whether consideration had been given to permit electric vehicles to use the existing bus lanes;
- in response: there would be a range of policies to consider, prior to any decision being made to permitting electric vehicles to use the bus lanes;
- (l) whether consideration had been given to operating electric taxis within the city;
- in response: the Council was currently working with Dundee City Council (which operated a fleet of 130 electric taxis) to investigate the feasibility of installing vehicle charging hubs, funding for this project and how best to support the trade in making the transition to electric taxis;
- (m) whether increasing the amount of freight that came into the city via Cattedown wharves had been investigated;
- in response: a wide range of issues would be considered such as electric ferries and the onward transportation of goods that came through the city;
- (n) the cost of installing an electric vehicle charging point, the lead in time for this work to be undertaken, whether planning consent was required and would 100 workplace charging points be installed by April 2020;
- in response: a substantial amount of research and pre-planning had been undertaken regarding the installation of 100 workplace electric vehicle charging points; an assurance was given that 100 charging points would be installed by April 2020; the cost of the installation would largely depend on the existing infrastructure;
- the location of the 100 workplace electric vehicle charging points and the cost of installation would be provided outside of this meeting;
- (o) sought clarification as to the worse air polluted areas in Plymouth;

- in response: Plymouth had a single air quality monitoring area (AQMA) which had been declared in 2014 for nitrogen dioxide (largely due to road traffic emissions); the AQMA covered Exeter Street, Mutley Plain, Stoke Village, Royal Parade and Tavistock Road; however the air quality within the city was good;

further information on the AQMA together with the tree planting associated to transport schemes would be provided outside of this meeting;

- (p) it was widely recognised that trees would remove carbon from the atmosphere, however there were no details within the action plan that identified the locations that the trees would be planted in nor the size of the trees;

- the planting of trees was one element in reducing carbon emissions; both sea grass and sea kelp took carbon from the atmosphere up to 35 times faster than trees;

tree planting in the city associated with transport schemes would be provided outside of this meeting;

- (q) whether the action plans could be reviewed on a six monthly basis;

- in response: it was considered that a six month update on the actions could be provided to the Committee, rather than reviewing the suite of documents.

The Committee noted the progress that had been made since the declaration on climate emergency.

The Committee agreed to -

- (1) support and endorse the corporate reduction action plan 2019/2024;
- (2) support and endorse the 2019 climate emergency action plan;
- (3) support an annual review of the corporate carbon reduction plan 2019-2024 and the climate emergency action plan;
- (4) receive an update against the actions on a six monthly basis with regard to the climate emergency action plan and the corporate reduction plan 2019-2024.

The Chair thanked the Cabinet Member for Environment and Street Scene and officers for attending the meeting and the Committee members for the robust debate.

41. **Plymouth Visitor Plan - Refresh 2020-2030**

Councillor Smith (Deputy Leader), David Draffan (Service Director for Economic Development), Amanda Lumley (Executive Director Destination Plymouth) and Patrick Knight (Economy, Partnership and Regeneration Manager) presented the Plymouth Visitor Plan refresh 2020-2030 which highlighted the following key areas –

- (a) the plan would enable Plymouth's residents to benefit from the visitor economy, supporting quality job retention and creation; whilst also enabling Plymothians to take full advantage of the city's rich history, heritage and unique environment, by promoting opportunities for education, health and wellbeing and pride;
- (b) work on the Visitor Plan refresh was being led by Destination Plymouth and was initially brought to the Committee in August 2018 and was then further reviewed with the headline Visitor Plan 2020-2030 strategy being adopted by the City Council in March 2019;
- (c) the growth of tourism and the visitor economy had been a great success story for the city with over 25% growth in the last eight years; from just under four million visitors to 5.4 million in 2018 spending over £347m annually and supporting nearly 8000 jobs, over 7% of the city's employment;
- (d) the Visitor Plan 2020 had more than achieved its targets ie –
  - visitor numbers had grown by 25.9% against a target of 20%;
  - visitor spend had grown by 25% in 2018, against a target of 25% by 2020;
- (e) the plan's aim was to build on and consolidate the success of the previous plan and the legacy of Mayflower 400; the delivery of the refreshed Visitor Plan would generate a further 1000 new jobs in the city bringing employment in tourism to just under 9000;
- (f) the 2030 targets included -
  - growing visitor spend by 30% from £347m to £450m in a decade;
  - increasing the total visitor number by 15% from 5.1 to 6 million by 2030;
- (g) the new strategy had three key themes -

- blue-green city;
- brilliant culture and heritage;
- premier destination.

The key areas of questioning from Members related to –

- (h) whether all the cruise ships scheduled to visit Plymouth in 2020 would be docking at Millbay;
- in response -
    - the Disney Magic cruise liner would be anchored in Plymouth Sound; passengers on board would land at both Millbay and Commercial Wharf on the Barbican via tenders;
    - work had been undertaken with Disney Cruise Liners to arrange for the passengers to pre-book visits such as the National Marine Aquarium, The Box and Plymouth Gin Distillery;
    - the initial aspiration was to secure up to 30 vessels a year, based on the current infrastructure; Trinity Pier had the capacity to berth 150m vessels; companies that operated 150m vessels or smaller were being targeted to visit Plymouth (companies did not always operate larger vessels around Britain);
- (i) the need to be digitally ready, in order to provide visitors with an opportunity to download an app which would enable them to visit areas of interest across the city and whether this could be an augmented reality app;
- in response: the aim was to launch the first pilot app for three of the heritage trails (which had been developed for Mayflower 400); it was hoped to launch the app in February 2020 (in time for the half term holidays) however this may slip to March 2020; once the app had been tested, it was hoped to build on this with children and accessibility friendly trials (work was being undertaken with Plymouth Area Disability Action Network regarding the accessibility friendly trail); initially this would not be an augmented reality app but it was hoped that in the future this could be achieved;

- (j) concerns regarding visitors' initial impressions of the city coming through the Millbay gateway;
- in response:
    - discussions were continuing with ABP Plymouth and Brittany Ferries to provide experiential improvements to the Millbay gateway; this area would also be enhanced by the Millbay Boulevard;
    - discussions were being held with ABP Plymouth and Brittany Ferries to co-invest in the infrastructure to provide berthing facilities for 300m vessels.

The Committee wished to express its thanks to the team that had secured the increase in cruise ships visiting the City and also the coverage of Plymouth by CNN International media-company.

The Committee noted the report.

The Committee agreed to recommend to Cabinet that it adopts the proposed plan including the emerging 'Star Projects'.

*(The Committee received a presentation on the Plymouth Visitor Plan Refresh 2020-2030)*

#### 42. **Brexit - New Burdens and Fiscal Impacts**

Councillor Peter Smith (Deputy Leader), Andrew Hardingham (Service Director for Finance) and Kevin McKenzie (Policy and Intelligence Advisor) presented the Brexit New Burdens and Fiscal Impacts report which highlighted the following key points –

- (a) a new burden was defined as any policy or initiative which increased the cost of providing local authority services such as the transfer of a function from central to local government;
- (b) services of the Council which were included in the scope of new burdens included -
  - Environmental Health (additional resources at Millbay ferry terminal, in order to discharge the Council's Port Authority role);
  - Trading Standards (a range of impacts on advisory and enforcement roles);

- (c) in 2018/19, a grant had been received from the Government of £104,958 which had not met the Council's Brexit preparation costs of over £300,000; in 2019/20 the Council had received a Government grant for £209,968 which would not cover its preparation costs;
- (d) the fiscal impact could include the following -
- net payments to the EU budget currently amounted to 0.4% of UK gross domestic product (GDP); these payments could be redirected to fund increased UK public spending, although the UK may be required to continue to contribute to the EU budget, in return for a closer relationship;
  - details of the UK Shared Prosperity Fund were yet to be published by the Government; (the Government had guaranteed to underwrite EU funded schemes which were due to be delivered by December 2020);
  - structural unemployment was anticipated due to the displacement of people from negatively impacted industries (this could lead to a skills shortage in industries that experienced growth);
- (e) Brexit would impose new burdens, some of which would be temporary others would have longer term budget pressures; some additional funding had been made available through various Government departments but this funding had not covered the Council's costs;
- (f) many of the fiscal impacts would not be within the scope of the new burdens doctrine; Central Government was operating on a presumption of the resilience of local authorities to economic shocks.

The key areas of questioning from Members related to –

- (g) whether there was an update relating to the city being designated as a Border Inspection Post;
- in response: the Council was currently developing a programme which included a number of priorities to be delivered over the next year, one of the priorities was the designation of Plymouth as a Border Inspection Post;



- (h) what measures were the Council putting in place to mitigate the risk of the UK leaving the EU without a trade deal in place by December 2020;
  - in response: one of the priorities of the programme would be to keep under review a no deal scenario, in the event that a trade deal could not be secured with the EU;
- (i) the measures being taken by the Council to gain clarification from the Government on outstanding issues;
  - in response: the Committee was assured that officers led by the Assistant Chief Executive were lobbying the Government to seek clarification on a range of issues;
- (j) the need for Plymouth to have an unique business case which identified the prevalent issues in the city, in order to differentiate it from other cities, thus enabling it to be more effective in lobbying the Government for additional funding;
  - in response: the suggestion of drafting an unique business case for the city with a focus on building a stronger economy in the longer term was welcomed;
- (i) whether the Government would assist the Council to negate the risk of Brexit having a detrimental impact on the city;
  - in response: it was anticipated that the Council would need additional funding in order to negate the impact of Brexit on the city.

The Committee agreed that -

- (1) the Cabinet ensures that the Council is well prepared for a dialogue with Government regarding the scope and extent of new burdens and the UK Shared Prosperity Fund (UK SPF), as well as other consultations;
- (2) a business case, identifying the issues that were prevalent to the city is drafted (in order to differentiate Plymouth from other cities) to enable more effective lobbying Government for additional funding.

**43. Corporate Plan Performance Report**

Andrew Loton (Senior Performance Advisor) advised that this was the first time that the Corporate Plan performance report was being scrutinised by all four of the scrutiny committees. The report provided an analysis of performance against the Council's key performance indicators which provided a detailed performance update against the Corporate Plan priorities, as at September 2019.

The main area of questioning from Members related to -

- (a) why the target for the measure relating to the total value of strategic projects, third party investment and notable Foreign Direct Investments (FDIs) brought into the city or facilitated by the Council, was the same figure for 'how have we done' and 'the target for 2019/20 of £334.408'm;
  - in response: the target for 2019/20 and the 'how we have done' measure was the same, as the amount of inward investment was a forecast for this year and the actual amount of investment would not be known until the end of the financial year;
- (b) whether the measures relating to the efficient transport network (public satisfaction with traffic flow) were set nationally or by the Council;
  - in response: the performance indicators were reviewed on an annual basis with the Cabinet Members and Strategic Directors;
- (c) what measures were being put in place to address the issue of a significant number of young people not agreeing with the statement that Plymouth had a lot to offer;
  - in response: this may be an issue that the Committee wished to scrutinise further at a future meeting.

The Committee noted the Corporate Plan quarter two performance report.

The Committee agreed to request that with regard to the measurement of the efficiency of the transport network, an additional performance indicator is included in the Corporate Plan for the time taken for a set of journeys at peak and non-peak times be measured and the difference evaluated.

44. **Policy Update**

Kevin McKenzie (Policy and Intelligence Advisor) presented the Policy update which highlighted the following key areas –

- (a) the Queen's speech which outlined the Government's intentions over the next Parliament;
- (b) Government policy, legislative announcements and news which included -
  - Department for Environment, Food and Rural Affairs: £50m Woodland Carbon Guarantee scheme which would encourage farmers and landowners to plant more trees to help tackle climate change;
  - Department for Transport: funding available to local authorities for electric car vehicle charge points;
- (c) open consultation – Ministry of Housing, Communities and Local Government: this consultation sets out plans for Future Homes Standard which included proposed options to increase energy efficiency.

The key areas of questioning from Members related to –

- (d) whether the Council would be eligible for funding from the Woodland Carbon Guarantee scheme as a landowner;
  - in response: a response would be provided to the Committee, regarding this matter;
- (e) the reason for the reduction in the UK threat level from terrorism from severe to substantial given the recent events;
  - in response: the reasons for the reduction in the threat level were not known;
- (f) whether the Council should respond to the open consultation on plans for the Future Homes Standard;
  - in response: the Cabinet Member for Housing and Co-operative Development could be requested to respond to this consultation.

The Committee requested that the Cabinet Member for Housing and Co-operative Development consider responding to the Future Homes Standard consultation.

45. **Work Programme**

The Committee noted its work programme.

The Committee agreed that the following items be included on its work programme

-

- (1) vibrant cultural offer including music venues (11 March 2020);
- (2) Brexit Community Cohesion (11 March 2020);
- (3) six month review of the actions included in the climate emergency action plan and the corporate carbon reduction plan 2019-2024.

46. **Tracking Decisions**

The Committee noted the progress of its tracking decisions.

# MAPPING OF CORPORATE PLAN TO SCRUTINY COMMITTEES



Overview and Scrutiny Committee	Current Areas of Responsibility	Map to Corporate Plan Priorities <i>(some appear across more than one committee)</i>
Brexit, Infrastructure and Legislative Change	<p>Relevant policies in the Plymouth Plan</p> <p>Response to Central Government's Policy Making</p> <p>Capital Programme</p> <p>Strategic Procurement</p> <p>Corporate Property</p> <p>Development planning</p> <p>Strategic Highways</p> <p>Economic Development</p> <p>Heart of the South West Productivity Plan</p> <p>Strategic Transport policies and strategies</p> <p>Cultural Infrastructure</p> <p>Climate change and sustainability</p> <p>Reviewing impact of Brexit on the city</p> <p>Proposing measures that Government should take to provide stability for the council and partners in light of Brexit</p> <p>Exploring powers could be devolved from the EU directly to local authorities</p> <p>Hear call-ins relevant to the role of the committee</p>	<ul style="list-style-type: none"> <li>• An efficient transport network</li> <li>• A broad range of homes</li> <li>• Economic growth that benefits as many people as possible</li> <li>• Quality jobs and valuable skills</li> <li>• A vibrant cultural offer</li> <li>• A green and sustainable city that cares about the environment</li> <li>• A strong voice for Plymouth regionally and nationally</li> <li>• A welcoming city</li> </ul>
Performance, Finance and Customer Focus	<p>Relevant policies in the Plymouth Plan</p> <p>Corporate Performance Monitoring</p> <p>Financial Performance Monitoring</p> <p>Annual Budget Setting Process</p> <p>Medium Term Financial Strategy</p> <p>Revenues and benefits</p> <p>Homelessness</p> <p>Communications</p> <p>Human resources</p> <p>Audit and Risk</p>	<ul style="list-style-type: none"> <li>• A clean and tidy city</li> <li>• People feel safe in Plymouth</li> <li>• A welcoming city</li> <li>• Listening to our customers and communities</li> <li>• Motivated, skilled and engaged staff</li> <li>• Spending money wisely</li> <li>• Providing quality public services</li> </ul>

<b>Overview and Scrutiny Committee</b>	<b>Current Areas of Responsibility</b>	<b>Map to Corporate Plan Priorities</b> <i>(some appear across more than one committee)</i>
	<p>Transformation</p> <p>Bereavement Services and Register Office</p> <p>Community Safety</p> <p>Customer Services</p> <p>Street scene and Waste</p> <p>Parking</p> <p>Hear call-ins relevant to the role of the committee</p>	
<p>Education and Children's Social Care</p>	<p>Relevant policies in the Plymouth Plan</p> <p>Early Years Services</p> <p>Schools, colleges and other educational settings</p> <p>Child Poverty</p> <p>Special Education Needs, behaviour and attendance, narrowing the gap in outcomes</p> <p>Safeguarding Children</p> <p>Cared for children</p> <p>Youth offending</p> <p>Adoption and Fostering</p> <p>Corporate Parenting</p> <p>Hear call-ins relevant to the role of the committee</p>	<ul style="list-style-type: none"> <li>• Improved schools where pupils achieve better outcomes</li> <li>• Keep children, young people and adults protected</li> <li>• Focus on prevention and early intervention</li> </ul>
<p>Health and Adult Social Care</p>	<p>Relevant policies in the Plymouth Plan</p> <p>Integrated Commissioning</p> <p>Hospital and community health services</p> <p>Dental services, pharmacy and NHS ophthalmic services;</p> <p>Public health services</p> <p>Adult Social Care Services</p> <p>Adult Safeguarding Services</p> <p>Hear call-ins relevant to the role of the committee</p>	<ul style="list-style-type: none"> <li>• Keep children, young people and adults protected</li> <li>• Focus on prevention and early intervention</li> <li>• Reduced health inequalities</li> <li>• A welcoming city</li> </ul>

# Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee



Date of meeting:	11 March 2020
Title of Report:	<b>BILCO Policy Brief</b>
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Kevin McKenzie (Policy & Intelligence Advisor)
Contact Email:	Kevin.McKenzie@plymouth.gov.uk
Your Reference:	BILCO PB 15012020
Key Decision:	No
Confidentiality:	Part I - Official

## **Purpose of Report**

To provide Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee with the latest national picture in respect of policy announcements and legislation.

## **Recommendations and Reasons**

For Scrutiny to consider the information provided in regard to their role and future agenda items.

## **Alternative options considered and rejected**

N/A

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

Delivery of the Corporate Plan and Plymouth Plan needs to take account of emerging policy and the legislative picture.

## **Implications for the Medium Term Financial Plan and Resource Implications:**

No implications for the MTFP direct resource impacts arising from the recommendations

## **Carbon Footprint (Environmental) Implications:**

No direct carbon/environmental impacts arising from the recommendations

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

No EIA completed as no decision is being taken item is for noting and to inform the BILCO work plan.

**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
A	BILCO Policy Brief							

**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
N/A							

**Sign off:**

Fin	akh.1 9.20. 258	Leg	MS/0 2.03. 20	Mon Off	Click here to enter text.	HR	Click here to enter text.	Asset s	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 28/02/20											
Cabinet Member approval: Tudor Evans OBE (Leader of the Council) Date approved: 28/02/20											




## Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee – Policy Update (Compiled – 28 February 2020)



### Government policy, legislative announcements and news

#### Headlines

- [Budget set for 11 March 2020](#)
- [Cabinet reshuffle finalised,](#)
  - Rishi Sunak replaces Sajid Javid as Chancellor
  - Vicky Ford has been appointed as Parliamentary Under Secretary of State for Children and Families.
  - Gillian Keegan has been appointed as the Parliamentary Under Secretary of State for Apprenticeships and Skills
  - Michelle Donelan takes on a new portfolio and has been appointed as Minister of State for Universities.
  - Baroness Berridge has been appointed as Parliamentary Under Secretary of State for the School System.
- [UK leaves the European Union, with a transition period until 31 December 2020](#)
- [Full Universal Credit rollout delayed until 2024](#)
- [KS4 performance released](#)

Date of publication	Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee	 GOV
14 January	<p><b>Marine Management Organisation</b> <a href="#">Have your say on Marine Planning in England</a> Closes April 2020</p> <p>Since 2016 the Draft South West Inshore and Offshore Marine Plan has been developed with stakeholders, providing a robust and evidence-based plan that is tailored to the economic, environmental and social needs of the south west inshore and offshore marine plan areas.</p> <p>The Marine Management Organisation have announced that the consultation on the Draft South West Inshore and Offshore Marine Plan, and Sustainability Appraisal, will be between 14th January - 6th April 2020.</p>	Open consultation
15 January	<p><b>Department for Transport</b> <a href="#">Government announces measures on regional connectivity</a></p> <p>In support of the Prime Minister’s commitment to levelling up all regions of the UK, a review of regional connectivity will ensure all nations and regions of the UK have the domestic transport connections local communities rely on – including regional airports.</p>	Announcement
21 January	<p><b>Department for Transport</b> <a href="#">Funding for on-street chargepoints doubled to help charge up electric vehicle revolution</a></p> <p>The Transport Secretary today (21 January 2020) announced that government funding will be doubled to £10 million for the installation of chargepoints on residential streets next year. This could fund up to another 3,600 chargepoints across the country and make charging at home and overnight easier for those without an off-street parking space.</p>	Funding

27 January	<p><b>Department for Transport</b> <a href="#">Government pledges £500 million to bring back historic rail lines, improving connectivity for communities across the country</a></p> <p>Long-isolated communities across the country will benefit from better rail connections that will level-up regional economies and boost access to jobs and education, thanks to a <a href="#">£500 million fund to kickstart the restoration of lines</a> closed more than 50 years ago.</p>	Announcement
29 January	<p><b>Ministry of Housing, Communities &amp; Local Government</b></p> <p><a href="#">A coastal concordat for England</a></p> <p>The coastal concordat sets out the separate processes for consenting coastal developments in England. This revised version replaces the original published on 11 November 2013. It supports decision-making between Local Authorities and those regulators who work in the marine area. The Government's 25 Year Environment Plan aims for all Local Authorities with a coastal interest to adopt the concordat by 2021. Working under the concordat is currently a voluntary arrangement.</p>	Guidance
29 January	<p><b>Natural England</b> <a href="#">New £2.5 million project launched to restore fragile marine habitats</a></p> <p>The future of England's most important underwater habitats received a boost after a marine restoration project received £2.5 million funding. The LIFE Recreation ReMEDIES project, led by Natural England, will protect seagrass meadows - a critically endangered EU red listed habitat which are easily damaged and slow to recover. The five Marine Protected Areas, set to benefit from the funded project include Plymouth Sound &amp; Estuaries.</p>	Funding
29 January	<p><b>Ministry of Housing, Communities &amp; Local Government</b> <a href="#">Housing Secretary: beautiful homes should become 'norm'</a></p> <p>Launch of the Building Better Building Beautiful Commission's final report. contains over 130 practical recommendations to support the creation of more beautiful communities, including:</p> <ul style="list-style-type: none"> <li>• planting millions of trees over the next 5 years, as well as opening old canals and supporting every home to have its own or access to a fruit tree</li> <li>• speeding up the planning process for beautiful buildings through a new 'Fast Track for Beauty' rule for councils</li> <li>• increasing democracy and involving communities in local plans and planning applications, including using digital technology like virtual reality and 3D modelling to help locals shape their own areas</li> </ul>	Announcement
30 January	<p><b>Department for Environment, Food &amp; Rural Affairs</b> <a href="#">Environment Bill sets out vision for a greener future</a></p> <p>Our precious natural environment will be better protected for generations to come with today's (Thursday 30 January) introduction of a far-reaching Environment Bill. The government claims that the speedy</p>	Announcement

	return of the Bill underlines their commitment to tackling climate change and to protecting and restoring our natural environment for future generations.	
6 February	<p><b>Department for Transport</b> <a href="#">Britain's first all-electric bus town to pave the way for green communities of the future</a></p> <p>Local authorities can now <a href="#">apply to become the UK's first all-electric bus town</a>, setting the 'gold-standard' in environmentally friendly public transport, Transport Secretary Grant Shapps has announced today (6 February 2020). The winning area will receive up to £50 million to help pay for a brand-new fleet of electric buses, reducing emissions and cleaning up the air in their community.</p>	Expression of interest
8 February	<p><b>Department for Environment, Food &amp; Rural Affairs</b> <a href="#">Thousands of trees to be planted in England's towns and cities</a></p> <p>Plymouth was one of thirteen urban communities across England to be awarded a share of the £10m in the first round of the <a href="#">Urban Tree Challenge Fund</a>. Across the country over 22,000 large trees and 28,000 small trees will be planted in urban areas. These will help improve health and wellbeing, as well as playing a crucial role in the fight against climate change, supporting the UK's journey to reach net-zero greenhouse gas emissions by 2050.</p>	Announcement
10 February	<p><b>Department for International Trade</b> <a href="#">Freeports consultation</a> Closes 20 April 2020</p> <p>The government wants to establish freeports, which have different customs rules than the rest of the country, that are innovative hubs, boost global trade, attract inward investment and increase productivity. In doing so, the government wants freeports to generate employment opportunities to the benefit of some of our most deprived communities around the UK.</p> <p><a href="#">Press release</a></p>	Open consultation
10 February	<p><b>Department for Transport</b> <a href="#">Major boost for bus services as PM outlines new vision for local transport</a></p> <p>Bus services across the country will be transformed with simpler fares, thousands of new buses, improved routes and higher frequencies. In a statement to Parliament, the PM will announce £5 billion of new funding to overhaul bus and cycle links for every region outside London. The package of investment will boost bus services by focusing on a range of priorities. The details of these programmes will be announced in the upcoming National Bus Strategy, to be published later this year.</p>	Announcement



## Parliamentary Legislation

[Agriculture Bill](#)

[Fisheries Bill \[HL\]](#)

[Environment Bill 2019-20](#)

[Local Authorities \(Transport Powers\) Bill \[HL\] 2019-20](#)

[Rented Homes Bill \[HL\] 2019-20](#)

[Local Government \(Governance\) Bill 2019-20](#)

[Local Authorities \(Borrowing and Investment\) Bill 2019-20](#)

[Local Authorities \(Removal of Council Tax Restrictions\) Bill 2019-20](#)

[Devolution in England Bill \[HL\] 2019-20](#)



## Consultation Outcomes

Department	Consultation Response	Outcome
Regulator of Social Housing	<a href="#">Consultation on a new Rent Standard from 2020</a>	<a href="#">Decision statement</a>
Department for Environment, Food & Rural Affairs	<a href="#">Single use plastic: banning the distribution and/or sale of plastic straws, stirrers and plastic-stemmed cotton buds in England</a>	<a href="#">Summary of consultation responses and government's response.</a>

### Plymouth City Council – Open Consultations

PCC LIVE Consultations	Closes	Link to Parliamentary or Government consultation	Department
<a href="#">Budget Feedback 2020-21</a>	24 February		Finance
<a href="#">PCC Draft Equalities Objectives 2020-24</a>	1 March		CEX

### News stories of interest

- [Government looking to restrict Council planning powers to increase housebuilding. \(The Times, paywall\) possibly as part of expected Planning Whitepaper](#)
- [Government given ultimatum on housing of people with learning disabilities and autism](#)

Version control	Author
February 2020	KM

# Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee



Date of meeting:	11 March 2020
Title of Report:	<b>Community Cohesion</b>
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing and Co-operative Development)
Lead Strategic Director:	Craig McArdle (Strategic Director of People)
Author:	Kevin McKenzie, Community Cohesion Coordinator
Contact Email:	kevin.mckenzie@plymouth.gov.uk
Your Reference:	BILCO/02/2020
Key Decision:	No
Confidentiality:	Part I - Official

## **Purpose of Report**

BILCO members requested an update on the impact of the UK leaving the European Union on Community Cohesion.

## **Recommendations and Reasons**

Members are asked to note the report and endorse the proposed approach to refreshing the Welcoming City Strategy as suitable to address tensions arising from Brexit.

## **Alternative options considered and rejected**

A specific Brexit response was considered however intelligence suggests that even if the outcome had been a no deal Brexit any kind of civil disturbance was unlikely.

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

A Welcoming City is one of our Caring Council priorities in our Corporate Plan. Our approach is also consistent with our Citywide Vision, Values and Mission.

## **Implications for the Medium Term Financial Plan and Resource Implications:**

The budget for our welcoming city work is sufficient to meet all currently identified resource needs. Our Plymouth Integrate Programme is externally funded through an MHCLG grant under the Controlling Migration Fund.

## **Carbon Footprint (Environmental) Implications:**

No direct carbon/environmental impacts arising from the recommendations

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

No EIA has been completed to cover this report as members are not asked to make a decision. The proposals described will however make a positive contribution to our delivery against our General Equality Duty.

Brexit impacts are addressed as a part of our corporate risk monitoring and supported with specific organisational and citywide risk assessments that are regularly reviewed.

## 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	Community Cohesion							
B	<a href="#">Integrated Communities Action Plan</a>							

## 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 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
Hate Crimes – Devon and Cornwall Police, Performance and Analysis Dept – June 2019							

## Sign off:

Fin	akh.1 9.20. 257	Leg	MS/2 8.02. 20/3 3346	Mon Off	Click here to enter text.	HR	Click here to enter text.	Asset s	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Matt Garrett											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 27/02/2020											
Cabinet Member approval: Councillor Penberthy (Verbal)											
Date approved: 28/02/2020											

# COMMUNITY COHESION

## Introduction and Background

At its first meeting in June 2017 BILCO identified Community Cohesion as an area where the UK leaving the EU might have a significant impact. In January 2019 BILCO received a report which provided an overview of community cohesion in the city and related issues arising from the decision of the UK to leave the EU. Members noted: -

- (a) Plymouth had seen a significant influx of migrant workers and their families from the European Union between January 2004 and December 2016;
- (b) between these dates the free movement restrictions on the A8 accession countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia) had been lifted;
- (c) a total of 14,119 National Insurance Numbers (NINOs) had been issued to EU nationals who were resident in Plymouth, of these 7963 were men and 6159 were women, 76% were aged between 25 and 44; the increase had been primarily as a result of EU enlargement as only 20% came from countries that were EU member states in 2001;
- (d) the Plymouth City Survey had been distributed to 8000 households in partnership with Marketing Means; 2296 (28%) of valid surveys had been returned; the headline cohesion rate was 17.3% below the most recently recorded national figure;
- (e) in 2017 there was a total of 443 hate crimes and incidents reported in Plymouth which was a small decrease on the figures reported for 2016;
- (f) the key areas which need to be addressed were;
  - the need to promote community cohesion in the 'left behind white communities'
  - encourage social mixing (sports, arts and cultural events were ideal as language was much less of a barrier;

The key areas of questioning from Members related to –

- (g) the ability to be able to compare the number of hate crimes reported in 2017 to previous years;
- (h) whether the 'cohesion rates by Council ward' could also plot diversity and deprivation within each ward;
- (i) what was the proportion of non-English speaking residents
- (j) whether a copy of the Integrated Communities Green Paper could be made available;
- (k) the interruption of the specific question used to measure community cohesion within the Plymouth City Survey ('my local area is a place where people from different backgrounds get on well together');
- (l) the impact of placement through social housing on community cohesion and the effect on communities that had a lot of social housing;
- (m) the provision of better facilities and funding to facilitate bringing communities together;
- (n) concerns that Plymouth was not viewed as a 'welcoming city' which was one of the Council's strategic objectives;

This report provides an update for BILCO members now that the UK has left the EU.

### **The impact of the UK leaving the EU.**

Consistent with our Brexit risk assessment no reports of civil unrest were received in the wake of the UK's departure from the EU on 31<sup>st</sup> January 2020. The date was symbolically important and the fact that it passed with nothing more than peaceful protest is to be applauded.

The withdrawal deal reached with the European Union (EU) in October, ensured that for all intents and purposes the existing rules and regulations that apply to the UK through its membership of the EU will continue to apply until 31 December 2020. Negotiations with the EU will commence in March on the shape of our future relationship. The government expects that these will be completed without the need for further extension.

Should we be unable to reach agreement with the EU about the terms of our future trading relationship we would default to a position similar to the 'no deal' scenario we planned for in March and October 2019. Our planning would need to consider the same kinds of impacts, e.g. rising food prices and short supply of some medicines, and the reasonable worst case scenario that this might provoke civil disturbance. We will therefore continue to assess, and where necessary mitigate, this risk as part of our ongoing risk management approach.

The more immediate legacy of the UK leaving is a deep divide between the 'leave' and 'remain' camps. Whilst remain is no longer a possibility those who have backed this cause over the last three years show no signs of accepting the new status quo and the issue continues to be the cause of division across all demographic groups.

### Hate Crime

The most recent Devon and Cornwall Police Performance & Analysis Department report published in June 2019 recorded that Hate Crime in 2018/19 increased by 18% in the Plymouth Force Area. Across the whole force area an 11% increase was recorded.

Victims of reported Hate Crimes most frequently fall within the 18 to 30 age group followed by 31 to 40 year olds. These two age groups alone account for 46% of all recorded Hate Crime within Devon and Cornwall. Analysed by the times of day when crimes are recorded the data shows that there are peak times when hate crimes are most likely to occur.

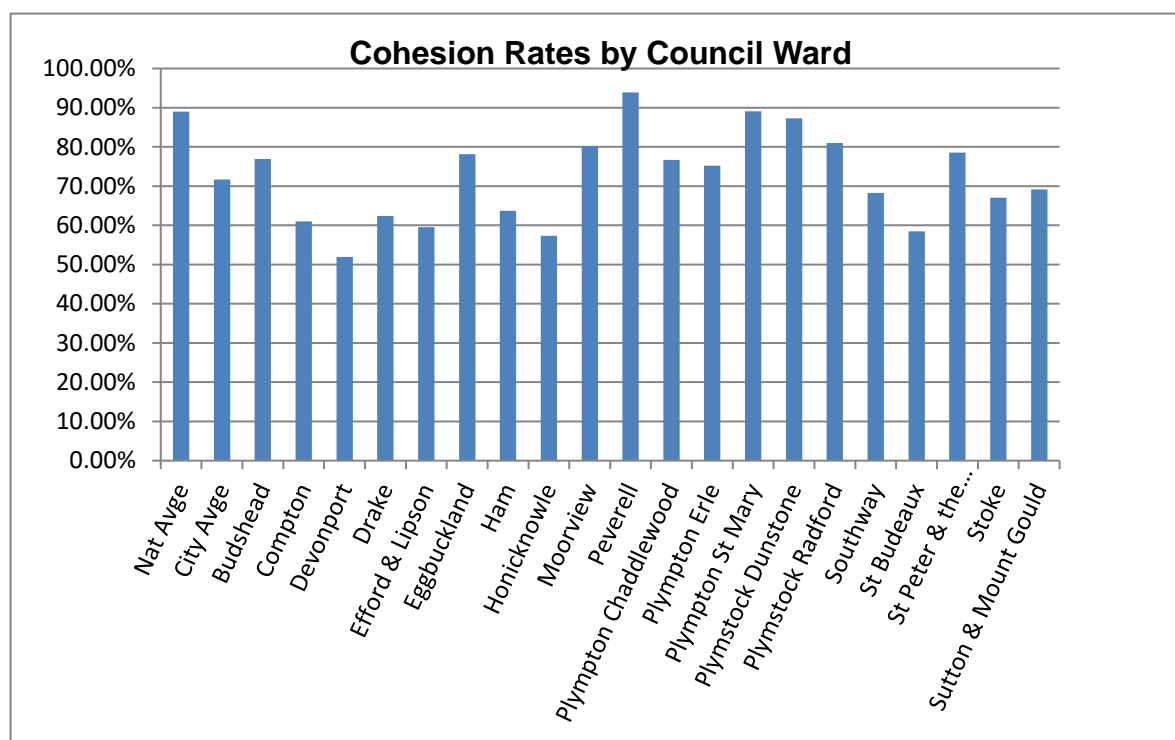
Hate Crime amongst the ages of 11 to 17 are more likely to be committed between the hours of 15:00 and 20:00. The data infers it is highly likely that this is related to the end of the school day. This has decreased from the totals we saw last year.

For reported Hate Crimes committed between the hours of 00:00 and 00:59 the age group most likely to experience Hate crime is between the ages of 18 and 30. The data infers it is highly likely that this is related to offences occurring in the evening and night time economy.

Hate Crime	2017/18	2018/19	% Change (Force wide)	Crime Difference
Disability	44	49	11% (2%)	+5
Faith/Religion	24	22	-8% (3%)	-2
Sexual Orientation	61	88	44% (7%)	+27
Race	309	340	10% (7%)	+31
Transgender	11	30	173% (83%)	19
<b>Total</b>	<b>449</b>	<b>529</b>	<b>15%<sup>i</sup> (11%)</b>	<b>80</b>



## Community Cohesion



Our Residents Survey (June 2018) included the standard community cohesion question established by the National, Audit Office, which has been used since 2003. At the Citywide level our headline cohesion rate is 17.3% below the most recent national figure (2017). At ward level there is significant variation but only 2 of 20 wards score above the national rate with some more than 30% lower.

BILCO expressed an interest in correlating cohesion rates with deprivation scores and the extent of diversity in the local area. Data is supplied for the 6 highest ranked wards on the basis of Index for Multiple Deprivation 2015 scores.

Electoral ward	IMD Rank	Direction of travel since 2010	Cohesion Score (2014)	Direction of travel since 2014	Diversity
St Peter & the Waterfront	1	↑	78.6% (86.4%)	↓	19.8%
Devonport	2	↓	52.0% (44.4%)	↑	8.35%
St Budeaux	3	↑	58.4% (76.2%)	↓	7.03%
Honicknowle	4	=	57.4% (57.0%)	=	3.9%
Ham	5	↓	63.7% (71.4%)	↓	3.4%
Efford & Lipson	6	↑	59.6% (76.4%)	↓	3.47%

There is a strong correlation between a high rank in the 2015 Index of Multiple Deprivation and a poor cohesion score. However this is not universal. St Peter's and the Waterfront has a relatively high score compared with geographically adjacent Devonport yet both have similar levels of deprivation.

There is some evidence to suggest that a high diversity score can mitigate the impacts of worsening deprivation on cohesion. In St Peters Ward which has the most ethnically diverse community the cohesion rate is above the Citywide average despite its being ranked as the most deprived ward in the City by IMD score. The less diverse wards of St Budeaux and Efford and Lipson, saw an increase in deprivation as measured by IMD rank and a significant fall in the cohesion rate between 2014 and 2018.

### Proportion of English Speaking Residents

In 2011 the Census recorded that 2578 households in the City had no one who spoke English as their main language. However many of these will have someone in the family who nevertheless speaks English well. The Census records that only around 1% of the community do not speak English well with a small component that do not speak English at all. Comparison with schools census data suggests there may be a slight undercount (Figures should be around 15% higher).

Since 2011 we estimate an additional 5-6,000 EU migrant workers have taken up residence in the City, there is anecdotal evidence that many will have limited English language skills, e.g. local food packing industries employing bi lingual supervisory staff. One particular impact that may relate to this is the relatively low take up of the EU settlement scheme locally. As of December 2019, 5690 of an estimated 10-13,000 EU migrants resident in our City had applied to the EUSS. This compares poorly with claimed national rates which are approaching 90% of those estimated to be eligible.

Other communities who would not have English as a first language are newly dispersed Asylum Seekers and Refugees arriving through our Resettlement Schemes and International Students. We have made provision within our commissioned Refugee Integration Service to ensure that they are able to access English as a second or other language (ESOL) provision. International students are required to evidence a reasonable command of English.

### Integrated Communities Green Paper

Building on the feedback they received on the Green Paper the Ministry for Housing, Communities and Local Government (MHCLG) published an Integrated Communities Action Plan in February 2019. The plan aimed to drive forward work across Government to create socially and economically stronger, more confident and integrated communities over the lifetime of the last parliament. Given its premature ending and the significant redeployment of Whitehall resources required to deliver Brexit priorities, it is unclear how much progress has been made. As yet no new commitment has been given by the incoming administration.

### Plymouth City Survey

Fieldwork for the City Survey 2020 is complete and we are currently analysing the data generated. The Survey included the standard cohesion question which we will use to generate cohesion rates. The methodological issues around this question have been the subject of frequent debate, especially the interpretation recipients put on 'people from different backgrounds'.

The current wording does introduce a level of subjective judgement on the part of the respondent, e.g. what constitutes a different background. The advantage to us of maintaining the wording is that we are then able to use national and subnational comparative data to benchmark and set targets from improvement.

It is worth noting that Dame Louise Casey's seminal report on Integration recommended that the Government should introduce a suite of indicators. The Integration Action Plan included an MHCLG commitment to publish a technical paper outlining the basket of indicators they intend to use to monitor integration going forward. Due in March 2019 this has yet to be published.

### The impact of Social Housing on Community Cohesion

It is our duty to ensure that Housing is provided on the basis of need. Communities may be driven by a desire to preserve the character of their neighbourhood, either by seeking to influence allocation policy, or by simply making life uncomfortable for new residents who they feel don't fit in. Research undertaken by the Joseph Rowntree Foundation identified that deprivation and disadvantage played a pivotal role in neighbourhood relationships:

- Racial tensions were often driven by struggles for resources such as employment and housing.
- Respondents talked about the 'unfairness' of resource allocation.

We are not able to disaggregate our cohesion data by housing tenure so we do not have any way to isolate the cohesion rate amongst social housing tenants.

### Bringing communities together

Members were interested to know more about the resources and facilities that we were deploying to bring communities together. The Joseph Rowntree Trust research identified sports, music and employment as key activities that enabled interactions across communities, while barriers to cohesion included language issues, perceptions of cultural difference and stereotyping, unemployment, fear of crime and racial harassment.

Through our Plymouth Integrate 2 project we are bringing together a partnership that includes Plymouth Octopus Project, Transforming Plymouth Together, Plymouth Argyle Community Trust and our Refugee and Asylum Forum to deliver a programme of engagement activities in our four least cohesive wards. The target is to engage 10,000 people in meaningful interactions with people from different backgrounds, primarily new migrants. Alongside this we aim to deliver a program to help people who have been out of the labour market for an extended period to re-engage.

Each of these partners brings strengths and assets, we hope to develop this core group as we move towards the main delivery stage in the summer to engage with local community anchor organisations and build on what is already being delivered in target wards.

### Welcoming City

A focus on our most challenged wards needs to be delivered in the context of a broader citywide strategy. Safer Plymouth have a report updating them on our progress in delivering the work programme we agreed in 2017. There were six elements: -

1. Welcoming City Narrative: - this was envisaged as key messages that would be featured in narratives about the city that focus on positive promotion of our shared values.
2. Community Cohesion: - We submitted a bid to the Controlling Migration Fund in September 2018 after the scheme was closed for 10 months for evaluation, we were finally notified of an award on £500k in July 2019.
3. Resident Survey: - the Plymouth City Survey was distributed to 8,000 households in partnership with Marketing Means. We anticipate following this up in 2020 with field work being undertaken in January.
4. Schools Empathy Pilot: - Hope in the Heart was chosen as the preferred provider and started the pilot programme in late 2017. The programme was completed to schedule and a final evaluation was produced. Funding was requested through the Controlling Migration Fund to roll this out to schools in areas with poor cohesion scores but MHCLG indicated they would not fund this work. We are funding a limited intervention through our welcoming city funding this year.
5. Discrimination and Hate Crime: - Funding was provided to increase the capacity of the City's 21 safe reporting centres - an increase in reporting across the City has been recorded in every year.
6. Self-Assessment Toolkit: - A toolkit informed by the self - assessment process was been produced and presented to Safer Plymouth, it would be useful to understand whether it has informed any change in practice on the part of Safer Plymouth member organisations.

To summarise outputs, 4 of the 6 work strands have been delivered in the form they were originally envisaged. The expected outcomes were not articulated but a clear response to the identified drivers can be discerned.

- **The Plymouth Plan** – progress was made in delivering strong and inclusive communities. All four of the wards we targeted improved their cohesion scores between 2014 and 2018, this was against a backdrop of an overall decline in the Citywide score.

- **Safer Plymouth** - Plymouth continues to monitor levels of community cohesion and there is clearly work still to be done around being proud to be a welcoming city.
- **Plymouth Fairness Commission (2014)**: Leadership was evident on tackling discrimination in all its forms in the city, and an age appropriate school based programme was delivered as a pilot.

Despite this progress the most recent data we have show's that the gap between the Citywide cohesion rates (71%) and the national benchmark (89%) continues to grow.

The City Council remains committed to delivering a Welcoming City agenda. We believe this needs to be recast as one which: -

- Fits with strand three of the Equality Act – promoting good relations between people from different backgrounds
- Link across to tackling Hate Crime – recording is important but it isn't actually addressing underlying causes and without satisfaction measures doesn't evidence that we are tackling the issue.
- Takes Equality and Diversity out to everyone by promoting an equality link in wider policy and strategic work, e.g.: - City of Sanctuary, Brexit, inclusive growth, Mayflower 2020 and Destination Plymouth.

### Equality Objectives

As a first step to delivering against these aspirations we are currently consulting on refreshed Equality Objectives. We have a statutory duty to set one or more Equality Objectives every 4 years.

We propose to set an overarching objective supported by three specific objectives chosen to correspond to the three elements of the General Equality Duty.

Celebrate diversity and ensure that Plymouth is a welcoming city.

- Pay equality for women and staff with disabilities in our workforce.
- Victims feeling supported and confident to report hate crime and to receive justice.
- Ensure that Plymouth is a city where people from different backgrounds get along well.

As part of setting our equality objectives we will be going out to consult with our key stakeholders both internally and externally in February and early March. Partners and the wider community are invited to provide feedback on our draft equality objectives until 4 March via our online consultation portal: [https://plymouthconsult.objective.co.uk/portal/cs/equality/eq\\_obj\\_2020](https://plymouthconsult.objective.co.uk/portal/cs/equality/eq_obj_2020)

---

<sup>i</sup> Differs from the headline figure quoted by D&C Police, this may be because force wide data included Gender as a separate category, however no breakdown by force area is given for this data so it is not included in the table.



# Integrated Communities Action Plan

February 2019



## Contents

---

---

Ministerial Foreword	4
Delivering our vision for integrated communities	5
Progress to date	6
Strengthening leadership	8
Supporting new migrants and local residents	9
Education and young people	11
Boosting English language	13
Places and communities	14
Increasing economic opportunity	16
Rights and freedoms	18
Measuring success	21

## Ministerial Foreword

---



The 70th Birthday of our National Health Service last year was a moment of celebration for the country. Equally, it was a chance to reflect on the incredible contributions of the people who built it. From the Windrush generation of 1948 to today's workforce of more than 200 different nationalities, the NHS is a symbol of how our country has been strengthened by the contributions of our diverse communities.

It's why this Government's vision for integrated communities – as set out in our Integrated Communities Strategy Green Paper in March 2018 – is so important. It is our commitment to building a fairer society, where everyone can progress. It's a reflection of our belief that there is strength in diversity. Moreover, our Race Disparity Audit has put a spotlight on what we need to be doing better. No community should feel excluded, and everyone should understand and embrace the benefits and opportunities of a diverse society.

Since taking on my role, helping us build thriving, liveable and resilient places where people get along – from our high streets to our community spaces – has been a priority for me. I've been lucky enough to experience first-hand how faith groups and ethnic minorities make our places better, safe and stronger. Rather than a problem to be fixed, they are something to celebrate.

Our action plan will do that and more. It will build the capacity of our leaders, strengthen our communities, improve integration through learning English and give people the infrastructure they need to thrive.

But it is just the beginning of an ongoing conversation, one that spans not only across government departments and civil society, but a meaningful two-way dialogue with all of our communities. Because we know that real integration doesn't just happen in action plans; it happens in our communities – neighbour to neighbour and day-to-day.

I look forward to seeing where these conversations take us and charting a course for better ways of working together, for better integration, greater opportunities and stronger communities.



## Delivering our vision for integrated communities

---

In March 2018, the Government published the Integrated Communities Strategy Green Paper for consultation.<sup>1</sup> The Green Paper set out the Government's vision for building integrated communities where people – whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities.

Responses to the consultation showed broad support for the scale of ambition expressed in the Green Paper. [The Government's response document](#) provides a summary of the consultation responses received and the Government's position on points raised.

This document sets out a new Integrated Communities Action Plan to drive forward work across Government to create socially and economically stronger, more confident and integrated communities. It complements the wider work that Government is taking to address barriers that can limit opportunity and undermine integration, including action taken as a result of the Race Disparity Audit<sup>2</sup> and our renewed Hate Crime Action Plan.<sup>3</sup> It complements the Civil Society Strategy that sets out Government's vision for how Government will work with and support civil society to create thriving communities and realise social value, enriched lives and a fairer society for all.

Together, the actions in this Action Plan represent a different way of working, with new partnerships between government at all levels and civil society. Our work with the five Integration Areas, though in its early stages, demonstrates that a place-based approach supports partners in a local community, including local government, the social sector (voluntary, community and social enterprise organisations), local businesses and employers, schools and faith organisations, to work together to identify their priorities and the best ways to address them. Through this programme and others, we are focused on testing what works in practice and putting processes in place for sharing what we learn together.

We aim to deliver the commitments in this Action Plan by the end of this Parliament. To help us deliver this plan, progress will be monitored by the recently-established Inter-Ministerial Group on Safe and Integrated Communities, which brings together Ministers from the main contributing Departments.

Delivery of the priorities set out in the Green Paper, and included in this Action Plan, will be supported by specific funding from the Ministry of Housing, Communities and Local Government up until March 2020. This includes funding of £50m to support the Integration Area programme, based on the areas' local plans, the new Integrated Communities Innovation Fund and the Integrated Communities English Language Programme, continued support for the Near Neighbours and Strengthening Faith Institutions programmes, and funding to tackle the hate crime that can divide people and to celebrate the occasions and commemorations that bring us together.

However, as this is a cross-Government plan of action, MHCLG funding will be complemented by the resources of other Government Departments as they develop and implement their own commitments to support integration in our communities. We will look to secure additional funding beyond March 2020 when departmental budgets are set later in the Parliament.

This Action Plan is for England. As the Green Paper set out, the majority of the policy proposals are in areas where responsibility is devolved to Scotland, Wales and Northern Ireland. There are some actions which relate to the immigration system, which are reserved matters, and the UK government will engage the devolved administrations as policies develop. We will also continue to share learning about the integration challenges and our learning of what works in tackling them.

---

1 HM Government, March 2018, *Integrated Communities Strategy Green Paper*  
<https://www.gov.uk/government/consultations/integrated-communities-strategy-green-paper>

2 *Ethnicity Facts and Figures website*  
<https://www.ethnicity-facts-figures.service.gov.uk/>

3 HM Government, October 2018, *Hate Crime Action Plan 2016-2020*  
<https://www.gov.uk/government/publications/hate-crime-action-plan-2016>

## Progress to date

---

Since we published the Green Paper, the Government has made good progress on several commitments that were not dependent on the outcome of the consultation. We have:

- published a refreshed Hate Crime Action Plan,<sup>4</sup> which sets out how we will tackle the harms directed at particular groups, including antisemitism and anti-Muslim hatred, and support victims of these abhorrent crimes more effectively.
- launched a new Integrated Communities Innovation Fund, to stimulate and test innovative approaches to integration and increase understanding of what works and why in promoting effective integration.
- opened a new Integrated Communities English Language Programme to providers who will boost the English language skills and confidence of people who may have lived in the UK for a number of years without learning the language.
- awarded funding to Youth United Foundation to give more young people from diverse backgrounds across the country the opportunity to join national youth groups like the Scouts, Police Cadets and Guiding. The funding will provide a national network of youth integration champions and roll out long-term approaches to developing lasting relationships between young people from different backgrounds.
- published the revised National Planning Policy Framework,<sup>5</sup> which strengthens the importance which planning authorities must give in making policies and decisions that create spaces that foster rather than undermine quality of life or community cohesion.
- announced a series of measures to tackle ethnic disparities in the workplace, including a Race at Work Charter. Developed jointly with Business in the Community, the Charter commits businesses to five actions corresponding to the calls for action in the McGregor-Smith Review one year on report, to drive forward a step change in the recruitment process of ethnic minority employees. It has secured over 100 signatories to date.<sup>6</sup>
- published a consultation on the introduction of mandatory ethnicity pay reporting by large employers, the first of its kind, which sets out what information should be published to allow for meaningful action to be taken to improve fairness in the workplace.<sup>7</sup>
- responded to our call for evidence on out of school settings<sup>8</sup> and published guidance setting out how the government, Ofsted and local authorities can work collaboratively to help ensure children attending unregistered independent schools and out of school settings are safe and receiving a suitable education.<sup>9</sup>
- updated our application criteria for new free schools, to strengthen our expectations on integration and community cohesion.

---

4 HM Government, October 2018, *Hate Crime Action Plan 2016-2020*

<https://www.gov.uk/government/publications/hate-crime-action-plan-2016>

5 Ministry of Housing, Communities and Local Government, July 2018, *National Planning Policy Framework*

<https://www.gov.uk/government/publications/national-planning-policy-framework--2>

6 *Race at Work Charter*

<https://race.bitc.org.uk/issues/racecharter>

7 Department for Business, Energy and Industrial Strategy, October 2018, *Ethnicity Pay Reporting: Government Consultation*

<https://www.gov.uk/government/consultations/ethnicity-pay-reporting>

8 Department for Education, April 2018, *Out-of-school education settings – Report on the call for evidence conducted November 2015 to January 2016*

<https://www.gov.uk/government/consultations/out-of-school-education-settings-registration-and-inspection>

9 Department for Education, March 2018, *Unregistered independent schools and out of school settings – Departmental advice for collaborative working between the Department for Education, Ofsted, and local authorities*

<https://www.gov.uk/government/publications/regulating-independent-schools>

- distributed new information booklets for adults and children resettled through the Vulnerable Persons Resettlement Scheme, the Vulnerable Children's Resettlement Scheme and unaccompanied children transferred from Europe, to help their integration into life in Britain.
- awarded funding of £1m over two years to Reset, a civil society-led consortium, to build the capacity of community groups wishing to support refugees through community sponsorship.
- published the Civil Society Strategy which sets out how government will work with and support civil society in the years to come, so that together we can build a country that works for everyone.<sup>10</sup>
- published the Loneliness Strategy which contributes to building more integrated communities by taking steps to address social isolation.<sup>11</sup>
- launched the next phase of returners funding from the Government Equalities Office, with a focus on those with additional barriers to participating in the labour market including people who speak little English, alongside further funding to provide more bespoke employment support for very marginalised women who have little or no work history.

### Driving integration at the local level

Our Integration Area programme has also made rapid progress since it was launched alongside the Green Paper in March 2018 in five Integration Area – Blackburn with Darwen, Bradford, Peterborough, Walsall and Waltham Forest. Each Area has set up a Local Integration Partnership to bring local partners together, including businesses and the social sector and faith sectors. Through engagement and consultation with local people, each Local Integration Partnership has identified its local priorities and the most effective ways to address them. Blackburn with Darwen and Walsall's local integration strategies were recently published.<sup>12</sup> The remaining Areas will publish their local integration strategies in early 2019. These strategies will set out an ambitious vision to address the challenges specific to their place and help create stronger, more integrated places.

We will be announcing the successful projects to be funded by the final £26m of the Controlling Migration Fund. These projects have been put forward by local authorities across England where the scale and pace of recent migration has had an effect on local services and communities. Projects include a range of activities of local relevance including tackling rogue landlords, environmental crime and migrant rough sleeping, as well as measures that support social integration and building socially stronger communities.

---

10 Department for Culture, Media & Sport, August 2018, *Civil Society Strategy: building a future that works for everyone*  
<https://www.gov.uk/government/publications/civil-society-strategy-building-a-future-that-works-for-everyone>

11 Department for Digital, Culture, Media & Sport, October 2018, *A connected society: a strategy for tackling loneliness*  
<https://www.gov.uk/government/publications/a-connected-society-a-strategy-for-tackling-loneliness>

12 Blackburn with Darwen Borough Council, December 2018, *Our Community Our Future: a social integration strategy for Blackburn with Darwen*  
<https://theshuttle.org.uk/wp-content/uploads/Blackburn-with-Darwen-Integration-Area-Strategy-Final.pdf>  
Walsall Council, January 2019, *Walsall for All: Our vision for integrated and welcoming communities*  
<https://www.walsallforall.co.uk/ourstrategy>

## Strengthening leadership

Building integrated communities and challenging segregation by bringing people together should form a key part of all policy and public service delivery. To ensure leaders are confident and equipped to do this, we will make it as easy as possible for them to access support and advice and to share expertise and experiences. We will also work to achieve greater control for all communities, regardless of income or background, over decisions which are made about the areas where they live and the services they receive.

Action	Lead Department	Delivery date
We will work with all public authorities so that their equality objectives, which they are required to develop and publish, also include activity to promote integration.	All departments	Ongoing
All Government Departments will identify and review a number of priority policies and services to determine how they might best drive integration, with progress reported through the Inter-Ministerial Group on Safe and Integrated Communities.	All departments	Initial reviews by end of March 2019
We will work closely with Business in the Community to provide practical support to businesses on how they can promote better integration between people from different backgrounds, harnessing and showcasing existing good practice examples including making the most of volunteering opportunities for their employees to support local communities.	MHCLG	Ongoing
We will support the new Cohesion and Integration Network (COIN) to enable it to identify best practice on promoting integration and tackling segregation and to share this widely.	MHCLG	From January 2019

## Supporting new migrants and local residents

Britain is an open and tolerant country which has a long history of welcoming migrants and the benefits they bring, as well as meeting our international obligations to refugees. We want those that choose to live in this country to build a good understanding of life in Britain, and learn English, so they can make the most of the rights, responsibilities and opportunities this brings. We should be proud that many people choose to live in our country. We want everyone to play a full part in our society and to make the most of the economic and social opportunities available to them. However, integration is a two-way-street – local residents share a responsibility to welcome newcomers to their communities, including migrants, and provide the environment and opportunities for them to take part in community life that will enable effective integration.

Action plan	Lead Department	Delivery date
We will revise the content of the Life in the UK test to give greater prominence to British values.	HO	Ongoing
We will strengthen the language requirements for those seeking to become British citizens, as well as keeping under review the impact of English language requirements on visas.	HO	Ongoing
We will provide information for all visa application routes about life in modern Britain, so that those applying for a visa to come to the UK are aware of our values before they arrive. This information will be aligned with the revised Life in the UK test.	HO / MHCLG	Ongoing
We will trial, through the Integration Area programme, a package of information for recent migrants to help them integrate into their communities, including practical information to help them understand and use local services as well as access opportunities to meet, mix and build social connections with neighbours and the wider community.	MHCLG	From April 2019
We will seek to increase the provision of information to refugees recognised after arrival in the UK, to enable their successful orientation and adaptation to life in the UK.	HO	By Spring 2019
We will work across Government and with civil society and other partners to improve co-ordination of existing services for refugees recognised after arrival in the UK so that initial support can be accessed more quickly, building on the learning from existing programmes including the Post Grant Appointment Service, the Local Authority Asylum Support Liaison Officers pilot and the Controlling Migration Fund.	HO	Work ongoing since May 2018

Action plan	Lead Department	Delivery date
We will continue to work with the existing network of ESOL regional coordinators to support the development and sharing of learning and best practice in English language training for refugees. We will also invest in developing resources for 'pre-entry' level English language training, with a particular focus on the needs of refugee learners.	HO / DfE	Ongoing engagement with ESOL coordinators  Pre-entry level resources delivered by Spring 2019
We will support the development of interventions to help refugees overcome the barriers they can encounter when seeking employment in the UK. This will include: <ul style="list-style-type: none"> <li>continuing to work with the Refugee Employment Network as it develops a co-ordinated approach across the refugee employment sector to support refugees on employability and finding work; and</li> <li>working with the Job Centre Network, as well as employers, to understand the needs of refugees and help them into work.</li> </ul>	HO	Ongoing
We will support those working with refugees to understand and meet the particular mental health, wellbeing and social needs of refugees, identifying and sharing examples of good practice. This will include working with NHS England to invest in the development of a continuous professional development module to upskill frontline therapists to meet the mental health needs of refugees.	HO	CPD module – two year programme starting in 2019
We will test the feasibility of an outcomes fund for refugee integration, which would offer the opportunity for different Government departments to work together with local government, investors, and delivery partners to develop and fund innovative interventions to achieve integration outcomes for refugees.	HO	Feasibility testing to be completed by May 2019
We will evaluate the impact of the Controlling Migration Fund, including evaluating the pilot scheme of Local Authority Asylum Support Liaison Officers and its learning for mainstream policies and systems.	MHCLG	Final report by April 2020

## Education and young people

Educational settings should prepare all children, young people and adults to participate fully in life in modern Britain. They should be inclusive environments which enable students to mix and build positive relations with those from different backgrounds, and equip learners with the skills, knowledge and values to become active citizens. English language skills are an important part of this, which is why we are supporting the provision of English learning, as set out in the next chapter, and we will ensure this supports common objectives, such as teaching on shared values. The measures below support the education sector to drive forward integration, as part of the cross-Government commitment to building strong integrated communities where people, whatever their background, live, work, learn and socialise together, based on shared rights, responsibilities and opportunities.

Action plan	Lead Department	Delivery date
We will continue to support teachers to promote British values across the curriculum including, for example, through providing additional examples of good practice.	DfE	Early 2019
We have strengthened expectations for new free schools on promoting integration and will assess the potential impact of each application on the intake of neighbouring schools.	DfE	Ongoing
We will work with Ofsted to ensure there continues to be strong coverage of integration through schools' promotion of fundamental British values within their new inspection handbook due to be consulted on in 2019.	DfE	Autumn 2019
We intend to legislate to strengthen the enforcement regime for independent schools that fail to meet the required standards.	DfE	At a suitable legislative opportunity
We intend to legislate to require all independent education settings where children attend full-time during the school day to register, and intend to consult on proposed changes to the law on this issue in 2019.	DfE	At a suitable legislative opportunity
We intend to legislate to strengthen Ofsted's powers in relation to unregistered schools and work closely with Ofsted on the proposed changes in 2019.	DfE	At a suitable legislative opportunity
We intend to publish advice on the independent school standards, so that schools know what is expected of them; and a policy about the circumstances in which government would move to enforcement action.	DfE	Spring 2019
We are developing advice for admission authorities in the Integration Areas on different models of admission arrangements which can be used to enable them to prioritise applications from a wider, more representative area. We intend to refine this based on feedback from the admission authorities and share this best practice more widely.	DfE	Ongoing



Action plan	Lead Department	Delivery date
We will continue to support an expanded national school linking programme, drawing on the learning from the current programme, to promote linking arrangements between different kinds of schools, with further evaluation to identify and share learning about the impacts of the programme on supporting integration.	DfE / MHCLG	Ongoing
We will continue to work closely with the NCS Trust and their dedicated teams in the five Integration Areas to develop localised plans to increase uptake of National Citizen Service (NCS) programmes, as well as ensure young people in the Integration Areas are aware of the opportunities and benefits of participating in the NCS.	MHCLG / DCMS / DfE	Ongoing
We will work with the NCS Trust to increase mixing in areas of high segregation, with the Trust moving to a refreshed delivery model that will specify more clearly how NCS suppliers in all parts of the country work to achieve NCS's social mixing objectives, and social cohesion outcomes.	MHCLG	Ongoing
We are providing funding of up to £3 million to 16 local authorities to help boost their capacity to identify and tackle concerns in out-of-school settings and will continue to work with these councils to identify best practice as this programme progresses.	DfE	Autumn 2019
Following the conclusion of our public consultation (launched 2 December 2018, closing 24 February 2019), <sup>13</sup> we will publish a voluntary code of practice for out-of-school setting providers which sets out best practice for how they can run a safe educational setting.	DfE	Spring 2019
We will test in a number of pilot areas new guidance for parents, alongside our public consultation (closing 24 February 2019), to empower parents to make informed choices when considering out-of-school education settings.	DfE	Spring 2019
We will work with a number of local authority pilot areas to develop locally-led, voluntary quality assurance arrangements for out-of-school settings, identifying and sharing good practice more widely.	DfE	Autumn 2019
We will finalise and publish revised guidance on home education, following the consultation on the drafts, which will explain clearly to both local authorities and parents what their respective rights and obligations are, including making clear to local authorities how they are able to tackle poor elective home education more effectively.	DfE	Winter 2018/19

13 Department for Education, December 2018, *Out-of-school settings: voluntary safeguarding and code of practice*  
<https://www.gov.uk/government/consultations/out-of-school-settings-voluntary-safeguarding-code-of-practice>



## Boosting English language

Supporting people to improve their English skills is fundamental to achieving our vision of integrated communities. Speaking and understanding English means you are less vulnerable to isolation, improves your work prospects, increases your chance of friendships with people from different backgrounds and allows you to feel more confident when accessing local services. Our measures aim to improve the local offer for learners and provide a good platform for all those that are seeking to learn English.

Action plan	Lead Department	Delivery date
We will publish a new national strategy for English language in England and will engage widely with the sector to help shape its content.	Cross-Government led by DfE	Autumn 2019
We will develop teaching resources for learners with limited literacy skills and little experience of formal education in order to support access to higher-level ESOL training.	DfE	April 2019
We will publish new guidance on effective practice in coordinating local ESOL provision, to support greater join-up of different providers and types of provision.	DfE	April 2019
We will fund new community-based English language provision, under the Integrated Communities English Language Programme, to work with learners in segregated communities where we know there are significant numbers of people, in particular women, who speak little or no English.	MHCLG	April 2019
We will, through a new targeted English Language Coordination Fund, support a number of local authorities with the highest levels of residents who do not speak English well or at all to deliver better local coordination of English language support and to enhance the offer for learners.	MHCLG	From Spring 2019
We will work in partnership with volunteer groups, local authorities, academics and English language practitioners to identify how the needs of learners and volunteers in community-based English language conversation clubs can best be met.	MHCLG	From April 2019

## Places and communities

To achieve integrated communities, it is important that everyone feels comfortable living alongside and mixing with people from different backgrounds. People should feel empowered to play a part in their communities and we recognise that shared spaces and shared activities help to create a sense of place and foster local residents' pride. We will work to create socially and economically stronger, more confident and integrated communities, where people have a real say over the decisions that matter most to them in their local area, including how neighbourhood services are provided and facilities are used. We will ensure that community voices are heard, valued and produce change so that no community is left behind and that we strengthen work to enable people to recognise and value the common themes that bind places and people together, promote opportunity and celebrate the great neighbourhoods we live and work in.

Commitment	Lead Department	Delivery date
We will work with the Integration Areas to identify the levers available to them in an open housing market to encourage greater integration. This will build on the available evidence, including how lessons from other reviews, such as the Race Disparity Audit, and from the consultation on the Social Housing Green Paper, can be applied.	MHCLG	Ongoing
We will support and empower people to take action to build integrated communities locally, through a new Community Guide to Action, and will continue to collaborate with partners to promote the guide, ensuring that communities across the country, whatever their local interest, have access to the information and advice which will enable them to improve their local area.	MHCLG	Early 2019
We will work with My Society and Power to Change to launch a new online platform, <i>Keep It In The Community</i> , for local authorities and community groups to track usage of local assets like pubs and parks.	MHCLG	Spring 2019
We will support the new Open Doors Project to be piloted in five areas across England, bringing empty commercial units into community use by local community groups looking for space. It will serve the dual purpose of creating new inclusive community spaces for use by, in particular, young and older people, including those at risk of experiencing social isolation, while also helping to halt the decline of high streets.	MHCLG	Prospectus published November 2018 Pilots established from March 2019
We will run a Communities Roadshow, a series of visits undertaken by MHCLG Ministers across England to meet local people and see examples of work that is being undertaken at a local level, to build safer, stronger and more integrated communities which engage local people in decision-making processes.	MHCLG	Winter 2018 / Spring 2019

Commitment	Lead Department	Delivery date
We launched a new funding programme to support a second round of pocket parks and also to direct funding towards maintenance of parks, where they have fallen into disrepair.	MHCLG	Launched in December 2018  Grants allocated in March 2019
We will continue to work with the Parks Action Group on how to enhance the sustainability of parks and green spaces and how they can best promote integration, including through the setting of standards for Green Spaces to help make those spaces safe, accessible and attractive places where local communities can meet, mix and strengthen social connections.	MHCLG	Engagement ongoing from November 2018  Standards setting for green spaces Autumn 2019
We will work with sport bodies, such as Sport England, to support interventions that use sport and physical activity to build integrated communities and help address social isolation. This will include working with the English Football League (EFL) Trust to test the impact that Football Club Community Organisations can have on social mixing.	DCMS / MHCLG	Ongoing, with EFL work in 2019
We will develop stronger, more confident communities, running an intensive programme of engagement with communities facing complex issues relating to race and faith to increase Government's understanding of which forms of engagement are most effective. We will undertake a series of community engagement programmes between January and April 2019, reach out to further communities throughout summer and autumn 2019, and produce a good practice guide on how to engage with these communities by the end of the year.	MHCLG	End 2019
We will continue to work with Libraries Connected and the Libraries Taskforce to maximise their role in community integration, including supporting the further extension and development of the Libraries of Sanctuary programme, which recognises the role libraries can play in welcoming refugees and migrants into the local community.	DCMS	Ongoing

## Increasing economic opportunity

Work and progression in work plays a key role in supporting integration and our package of measures below highlights this. We believe that everyone, no matter what their background, should be able to reach their full potential. The Race Disparity Audit, published October 2017, highlighted disparities in employment outcomes for people from different backgrounds and we will continue to take action to address these disparities and the perceived lack of opportunity for groups with low social mobility.

Action plan	Lead Department	Delivery date
We will ensure integration challenges are fully factored into the rollout of the Universal Credit Programme, learning lessons from the local approaches trialled in the Integration Areas about how to engage all sections of communities and help support them into employment.	DWP	Ongoing
We will continue to support people from ethnic minorities into work in places where there remains a large gap between their employment rates and that of people from White British background. This includes: <ul style="list-style-type: none"> <li>• using the learning from the Department for Work and Pensions' 20 Challenge Areas to inform improvements to the delivery of employment interventions for BAME groups;</li> <li>• publishing a new research report in early 2019 to inform improvements and delivery of employment support for ethnic minority groups; and</li> <li>• following the delivery of employer-led mentoring circles in all 20 Challenge Areas, involving employers supporting ethnic minority jobseekers, a continuation of the mentoring circles will be delivered in 2019.</li> </ul>	DWP	Autumn 2019
We will provide additional funding to Jobcentre Plus in the Integration Areas so they can support more people from the most isolated communities into work, identifying and delivering new interventions to address local employment challenges as an important part of the new Local Integration Strategies.	DWP / MHCLG	From November 2018
We will work with a number of Local Enterprise Partnerships (LEP), as local authorities continue to develop their Local Industrial Strategies, to build integration and inclusivity into their strategies.	MHCLG	Ongoing
We will continue to work with stakeholders through the diversity hubs in five cities – Birmingham, Bristol, Greater Manchester, Leicester and Greater London – to provide strategic advice on localised plans to increase uptake of apprenticeships by underrepresented groups, including Black and Minority Ethnic communities.	DfE / DWP	Ongoing

Action plan	Lead Department	Delivery date
We will provide funding of £30 million, through a new school nurseries capital fund, to create more high-quality school-based nursery provision for disadvantaged children. Decisions on bids will be announced later in 2019.	DfE	Later in 2019
We will work with the Education Endowment Foundation to fund jointly a new Early Years What Works Fund, supporting projects to better understand what works to improve the outcomes of disadvantaged children via school-based nursery provision. Projects, to be delivered between 2018-2021, will be evaluated and lessons learned shared with local commissioners, schools and the wider early years sector.	DfE	Project delivery up to 2021
We will continue to provide bespoke support and advice to local authorities, via our national delivery contractor, Childcare Works, to help improve the take-up of early education – particularly for disadvantaged children – amongst those communities identified as having the lowest take-up rates.	DfE	Ongoing
We will develop and publish key local performance measures on early language and wider development indicators, as well as take-up of the entitlements by parents, to show what is happening in each local authority and work with the areas where additional support is needed.	DfE	Spring 2019

## Rights and freedoms

To deliver our vision for integrated communities based on shared rights, responsibilities and opportunities, we must respect and promote equal rights, particularly for those in isolated and segregated communities whose voices are too seldom heard. The Government will always protect people's legitimate rights – for example, to free speech, to hold traditional views and to practise their religion within the law – but we will not shy away from challenging cultures and practices that can act as barriers to integration, that are harmful to individuals or restrict their rights and hold them back from making the most of the opportunities of living in modern Britain. The measures aim to support faith groups, improve rights of marginalised individuals and bring about equality for all sections of society.

Action plan	Lead Department	Delivery date
We will support and empower marginalised women by investing in, and testing in the Integration Areas, innovative approaches to increase their civic and democratic participation, increase their participation in the workplace, challenge socio-cultural norms which can hold women and girls back, and tackle social isolation.	MHCLG / GEO	Ongoing
We will continue to engage with key stakeholders, including faith groups, academics and lawyers, to test views on the policy and legal challenges of limited reform relating to the law on marriage and religious ceremonies. We will then take forward, from April 2019, the detailed work to give best effect to the policy objective.	MoJ	April 2019
We will refresh the membership of the Cross Government Anti-Muslim Hatred Working Group to include a broad-ranging representation of eminent community representatives, academics, and hate crime practitioners. The Group will advise and challenge the Government on tackling Islamophobia and anti-Muslim hate crime, and engage with communities to tackle their experiences of such crime.	MHCLG	February 2019
We will support the Anti-Muslim Hatred Working Group to work with the Independent Press Standards Organisation (IPSO) to develop guidance for editors and journalists to tackle unnecessary negative portrayals of Muslims in the media.	MHCLG	Spring 2019
We will fund the Anne Frank Trust to reach 1,560 children and young people, through a schools and community programme, providing them with the knowledge, skills and confidence to challenge all forms of prejudice and discrimination.	MHCLG	2020
We will work closely with the Walsall Integration Area to consider new ways for the local authority, social sector, and police to respond collaboratively to rising hate crime, with a view to sharing good practice in other areas.	MHCLG	2018 – 2020

Action plan	Lead Department	Delivery date
We will publish a joint DCMS-Home Office White Paper in the winter, setting out a range of legislative and non-legislative measures detailing how we will tackle online harms and set clear responsibilities for tech companies to keep UK citizens safe.	HO / DCMS	Winter 2018/19
We will support awareness campaigns to educate and inform couples and their children of the benefits of having a civilly registered marriage, including funding for voluntary organisations led by Register Our Marriage to roll out local targeted awareness campaigns in three areas.	HO / MHCLG	Early 2019
<p>We will ensure our response on forced marriage is as robust as it can be, by:</p> <ul style="list-style-type: none"> <li>consulting on the possible introduction of a mandatory reporting duty for forced marriage cases;</li> <li>consulting on updated multi-agency guidance on forced marriage to help ensure professionals understand forced marriage and their responsibilities.</li> <li>launching a communications campaign to raise awareness of the issue;</li> <li>consulting on including an explicit reference to forced marriage in the immigration rules to demonstrate that forced marriage is unacceptable in the UK;</li> <li>working with the judiciary to examine whether anonymous evidence of forced marriage can be admissible as closed evidence in the appeals process.</li> </ul>	HO	<p>Consultation on mandatory reporting duty and guidance closed in January 2019.</p> <p>Launch of communications campaign announced in November 2018.</p> <p>Consultation on the immigration rules to be launched early 2019.</p>
We will hold periodic roundtables with international partners to share learning and good practice about effective approaches to integration and to help improve our understanding of the ways in which overseas influences can undermine attitudes to rights and freedoms.	MHCLG / FCO	Ongoing
We will continue to support the Strengthening Faith Institutions programme, which improves the professionalism of places of worship so they are better equipped to support their local communities.	MHCLG	From December 2018
We will support training of faith leaders to ensure they understand the English legal system, including equalities and marriage legislation, British culture and our shared values, and that they are well versed in their rights and responsibilities to better support their congregations.	MHCLG	Spring 2019

Action plan	Lead Department	Delivery date
We will amend the Immigration Rules to prohibit Religious Workers (granted a Tier 5 visa) from acting as a Minister of Religion. In doing so, individuals wishing to come to the UK and fill roles which meet our definition of a Minister of Religion will be required to do so via Tier 2, which requires demonstration of a higher level of English.	HO	Changes to the Immigration Rules implemented in January 2019
We will establish a new taskforce to identify the barriers to Dar ul Ulooms (Islamic theological institutes) and other religious seminaries achieving higher education accreditation of the qualifications they offer.	MHCLG	May 2019
We will continue to take steps to address the disparities that Gypsy, Roma and Traveller communities can encounter and which can serve to act as barriers to integration, building on learning from the six projects we funded in 2018.	MHCLG	Ongoing



## Measuring success

---

Measuring progress and sharing evidence of what works, and in what community contexts, is important for strengthening community integration. It is not only important to measure progress to help us learn about what works, and what does not, but it is also important to share this information to those working to support integration. Going forward, we will develop a clear set of measures to understand the success of interventions in building integrated communities as well as share best practice, learning and evidence on what works to help build upon success.

Action plan	Lead Department	Delivery date
We will publish a technical paper outlining the basket of indicators we intend to use to monitor integration going forward.	MHCLG	Spring 2019
We will work closely with our partners to explore how the impact of the actions set out in this Integrated Communities Action Plan can be captured and the lessons shared widely.	MHCLG / All	Ongoing
We will ensure that all evaluation results and findings are disseminated, including through the Cohesion and Integration Network (COIN).	MHCLG	Ongoing

This page is intentionally left blank

# Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee



Date of meeting:	11 March 2020
Title of Report:	<b>Plan for Sustainable Fishing</b>
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Anthony Payne (Strategic Director for Place)
Author:	Sean McSeveney Fishing Industry Development Manager
Contact Email:	sean.mcseveney@plymouth.gov.uk
Your Reference:	N/A
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

The purpose of the report is to brief the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee on the launch of the Plan for Sustainable Fishing for consultation. Producing a Plan for Sustainable Fishing is one of the administration's 100 Pledges: *Britain's Ocean City is not just a brand, it is a celebration of Plymouth's maritime role. That is why we will work with Plymouth's fishing industry to launch a Plan for Sustainable Fishing to secure the industry's future in the city.*

## Recommendations and Reasons

It is recommended that Scrutiny notes the content of the Plan for Sustainable Fishing and the launch of the consultation. The consultation is an important process to ensure we have a plan which is owned by the fishing sector and will help the sector continue to grow. Consultation will involve the major stakeholders, namely Sutton Harbour Holdings, Plymouth Trawler Agents, the National Marine Aquarium, Interfish, the wider fishing and port community and statutory bodies such as the Marine Management Organisation, the Inshore Fisheries Conservation Authority and the Marine and Coastguard Agency.

## Alternative options considered and rejected

**Do nothing** – The Fishing and Fisheries Select Committee of 22 August 2018 made the following recommendations to Cabinet which were agreed on the 11 September 2018:

- To produce a plan for sustainable fishing to secure the industry's future in the City
- To agree the consultation responses to the Fisheries White Paper: Sustainable Fisheries for Future Generation
- To increase resources and expertise supporting the sector by employing a Fishing Development Officer
- Recreational angling should be considered as part of the whole approach to sustainable fisheries.

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

### **A Growing City**

The project aims to deliver a plan that takes advantage of the new Fishing Bill and the additional quota that is a potential outcome from the negotiation of the fishing policy, surrounding the UK's departure from the European Economic Union. Even a small increase in quota will make a considerable difference to the economic growth of the fishing industry in Plymouth. It will secure additional jobs, improve skills and create employment opportunities for all skill levels. It will add an additional element through tourist attraction and form a major part of the National Marine Park. It will achieve this through changes to infrastructure, business support and training.

### **A Caring Council**

The plan proposes a number of recommendations that will improve the health and wellbeing of the fishing community. It also gives direction on creating a fishing quarter that will make the Plymouth a welcoming city through place shaping.

## **Implications for the Medium Term Financial Plan and Resource Implications:**

### Capital and Revenue Implications

There are no direct financial implications for the Council at this stage. However, there are proposals contained that do have a direct impact on the council's resources. These will need to be further considered at the conclusion of the consultation.

## **Carbon Footprint (Environmental) Implications:**

Where potential environmental implications are identified during the consultation period assessments will be undertaken in line with the Council's policies.

## **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.*

None

**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
A	Plan for Sustainable Fishing							

**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
Sustainable fishing study evidence base							

**Sign off:**

Fin	akh.l 9.20.2 65	Leg	lt/328 61/05 07	Mon Off		HR		Assets		Strat Proc	
Originating Senior Leadership Team member: David Draffan, Service Director for Economic Development											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 03/07/2019											
Cabinet Member approval: Approved verbally by Councillor Evans OBE, Leader Date approved: 27/02/2020											

This page is intentionally left blank



# PLYMOUTH CITY COUNCIL PLAN FOR SUSTAINABLE FISHING

## Economic Development





## **BACKGROUND**

This is the Executive Summary of the Plan for Sustainable Fishing 2020 produced by Arcadis, commissioned by Plymouth City Council, which will be launched for a public consultation in March 2020. It was developed through desktop research, interviews and workshops with the sector. We are very grateful for the time and support from partners in developing this report including; the fishing sector, landowners – Sutton Harbour Holdings, the neighbouring National Marine Aquarium and Plymouth Trawler Agents.

Please send comments to [invest@plymouth.gov.uk](mailto:invest@plymouth.gov.uk)

The brief was to produce a Sustainable Plan for Fishing, which looked at the sector, future trends, and the support needed to help the sector prosper. The report was produced as result of a commitment from the Council to support fishing, which is a key part of the city's heritage, to ensure it remains an important sector in the future.

The full report can be requested from:

### **Economic Development**

Plymouth City Council

Ballard House

Plymouth

PLI 3BJ



## PLYMOUTH FISHING QUARTER



## INTRODUCTION

Plymouth's fishing industry is strong and resilient. The vision is to “deliver a coastal renaissance for fishing in Plymouth”. This forward-looking document sets out the context, key challenges and suggests possible actions to help the industry to continue to flourish. The report is broken into the following sections;

- The right facilities for the future
- Supporting people with a career in fishing
- Sustainability
- Policy support and lobbying
- The right business support for growth

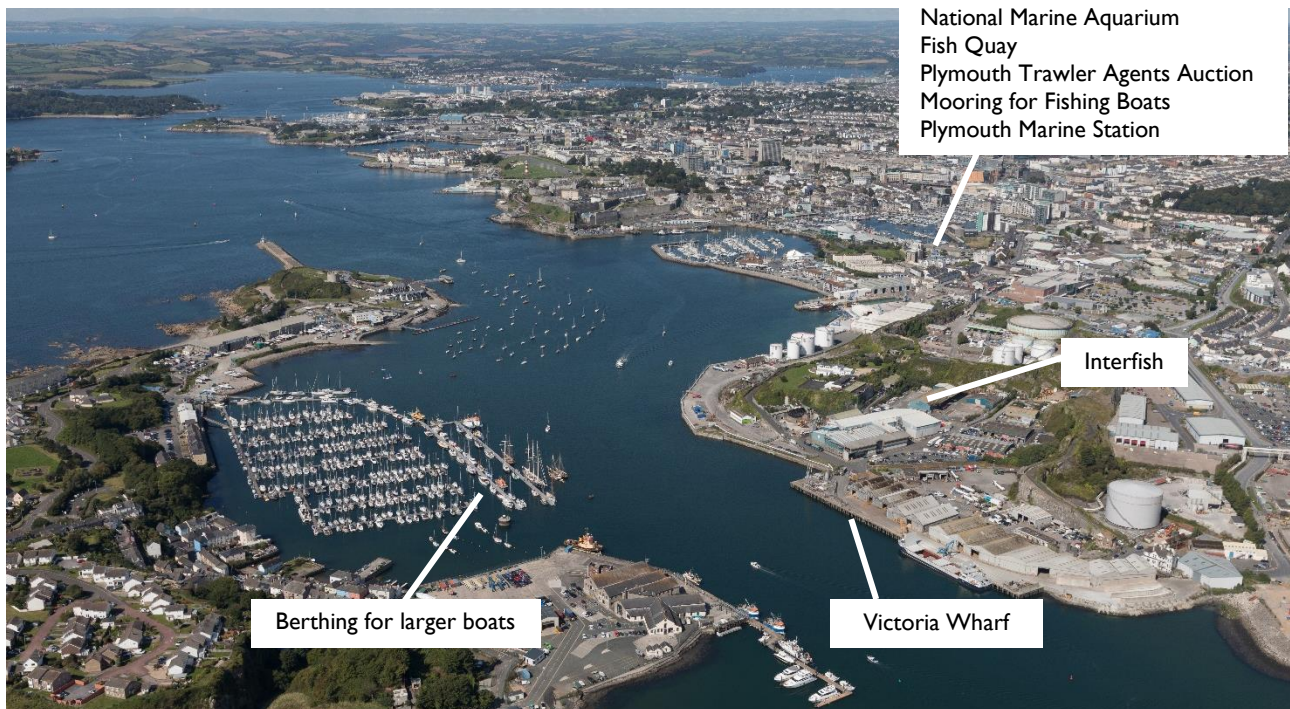
## CONTEXT

The Plymouth Fish Quay is part of Sutton Harbour, Plymouth, which is sheltered in a large natural harbour within 40km of **varied and prolific mixed fishing grounds, with over 80 commercial species landed** in the area. With a long fishing tradition and the wealth of its fishing grounds, the Plymouth fishing industry is strong and resilient. The existing Fish Market, run by Plymouth Trawler Agents (PTA), has gone from strength to strength since its relocation from the Barbican Fish Market and quay site on the West of Sutton Harbour in 1995. PTA have been pivotal in creating a vibrant regional hub for all sectors of the industry and maintaining Plymouth's reputation as a premier fishing port. Currently the local industry **directly employs in excess of**

**480 fishers, however, when taking into account the wider supply chain<sup>1</sup> of the fishing industry, it means that the total employment figures are more likely to be closer to 1920 in total.**

About 50-60 per cent (by value) of the fish sold at the market arrives by land from the smaller surrounding towns and villages. **This shows that Plymouth Fish Market is a crucial element of the regional fishing industry and is vital for the sustainability of some of the smaller fishing communities who sent their catch through the Plymouth Fish Market.**

## **ARIEL IMAGE SHOWING PLYMOUTH'S WIDER FISHING INFRASTRUCTURE**



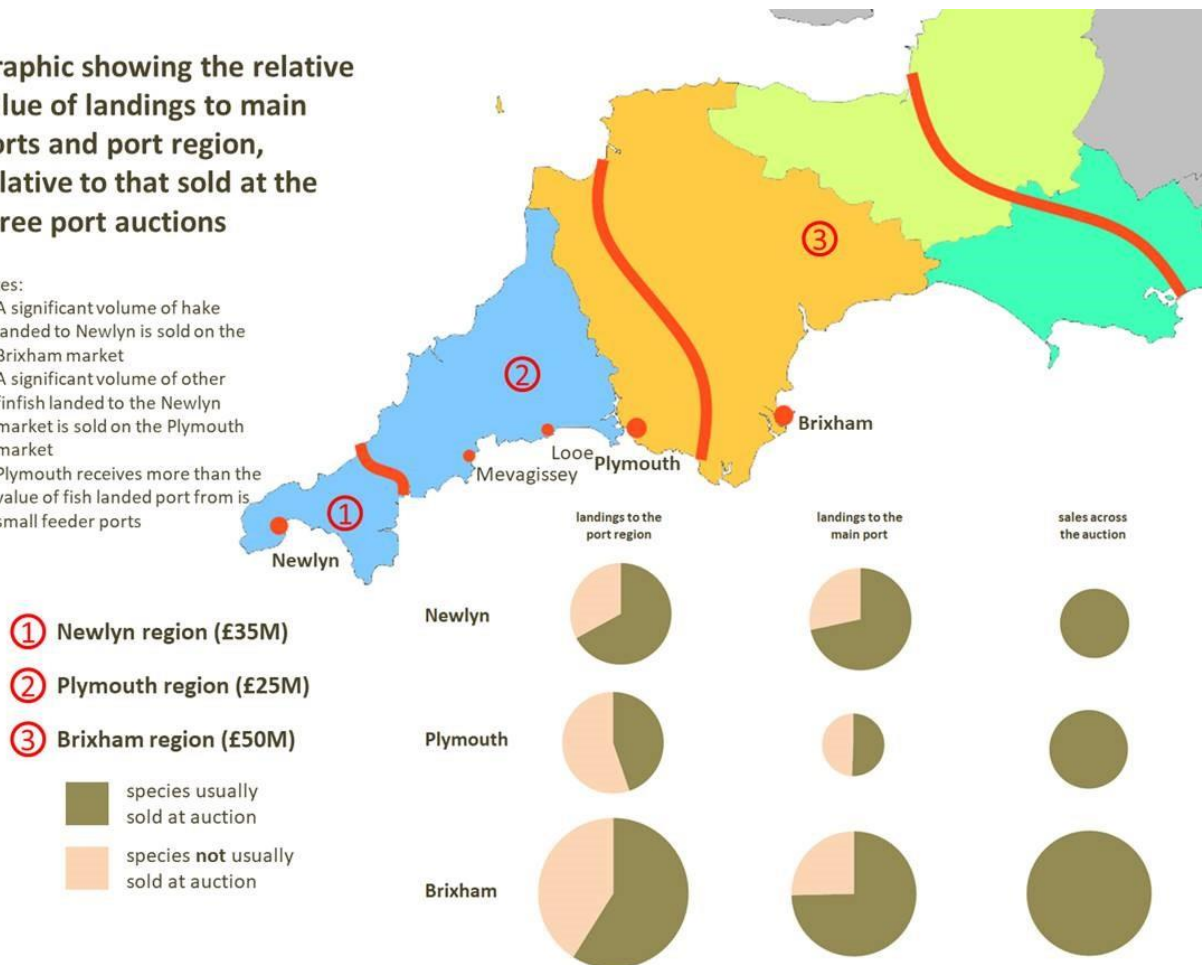


The Fish Market is well connected into the smaller fishing communities, with Plymouth Trawler Agents supporting a critical business eco-system for the fishing industry. The Fish Market also forms a key part of the wider regional network of the fishing and seafood sector, which ranges from Newlyn to Shoreham along the South coast and Northwards to the ports and harbours bordering the Bristol Channel, and even to the ports of South Wales.

**Graphic showing the relative value of landings to main ports and port region, relative to that sold at the three port auctions**

Notes:

- A significant volume of hake landed to Newlyn is sold on the Brixham market
- A significant volume of other finfish landed to the Newlyn market is sold on the Plymouth market
- Plymouth receives more than the value of fish landed port from its small feeder ports



Plymouth has better connectivity to major transport links, than other areas (e.g. Newlyn), which enables timely movement of fish to the customer. Speed of delivery has a direct impact on the price that the customer will pay: the faster the delivery, the fresher the fish and the higher the price.

Plymouth has access to prolific and profitable fishing grounds with large range of species.

Scientists have been reporting that over the last 15 to 20 years the health of the fish stocks in the north east Atlantic has steadily improved. The customer base is international. Fish landed in Plymouth is bought from as far afield as China. Closer to home in mainland Europe, the cross-channel ferry to France and Spain provides an important link to market.



The adoption of the Plymouth and South West Devon Joint Local Plan<sup>ii</sup> by the Council in March 2019, included specific policies on the development of Sutton Harbour and the Fish Quay (PLY26<sup>iii</sup>). The Joint Local Plan confirms that the primary function of the Sutton Harbour Fish Quay is to support the fishing industry; any use that results in an adverse impact on the Fish Quay will not be supported.

The draft South West Inshore and Offshore Marine Plans, which have been recently launched by the MMO, strengthen the policies relating to fishing. They include policies to support the enhancement of access for fishing activities, as well as proposals to enhance fish habitat and policies to protect landside development that support marine activities including fishing.

The UK's departure from the European Union offers both an opportunity and a threat. Having gained control over the UK's fishing waters, there may be an opportunity to introduce a management systems better suited to the UK's fisheries and increase the amounts of fish caught. On the other hand, Michael Gove, Chancellor of the Duchy of Lancaster, has warned, "The UK will be outside the single market and outside the Customs Union, so we will have to be ready for the customs procedures and regulatory checks that will inevitably follow." Tariffs, regulatory checks and border controls would add complexity to the export process and could affect the value of the catch by increasing travelling times. It is therefore important to increase the efficiency



of the Fish Market and Fish Quay to support our fishers and other related businesses in this changing environment.



When, as seems likely, new customs procedures and regulatory checks are put in place, Plymouth Fish Market is likely to fare better than its regional competitors. The Fish Market's throughput incorporates a substantial proportion of day-boat fish and PTA sell to a wide range of national buyers whereas other major fish ports and markets are much more dependent on the export trade.

There are other policy developments that could advantage Plymouth's Fish Market. The Government has indicated its intention to possibly rebalance quota allocations between the under 10m fleet and larger vessels to the benefit of inshore vessels, and is exploring giving greater priority to low impact practices. Both could increase the volume of fish available to PTA. There is broad consensus across all stakeholders – industry, conservation NGOs, fisheries scientists, the UK Government, adjoining coastal states, the European Commission, and the European Parliament – about the need to maintain the effort build and maintain fish stocks at sustainable levels.

**Yet despite these opportunities, the Fish Quay and Fish Market are facing challenges; they are already operating at and beyond their designed capacity and are unable to accommodate any further growth. Unless the Fish Market and Fish Quay can meet essential modern standards and increase capacity, there is significant risk of failure. Such a failure would irreversibly destroy a regionally important pillar of the fishing industry with consequences for the wider region.**

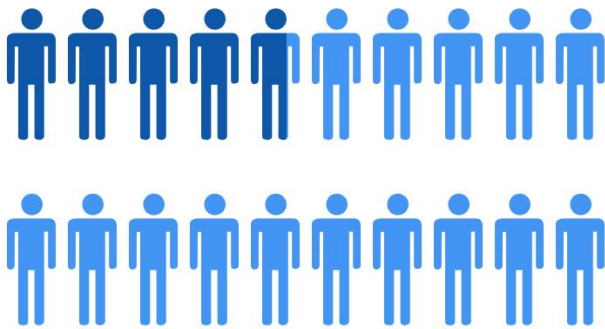
The Fish Market was once the pioneer of new technology. It was the first in the UK to adopt an innovative electronic auction in 1999. Now, the facility is aging and lagging behind more modern, wholly refrigerated facilities, which are better set out and use technology to ease and speed up process as well as to improve the working environment.

**There is a clear and pressing need to regenerate the Fish Market and the Fish Quay.**

**Here lies the significant opportunity: to reinvigorate the industry by integrating a new Fish Market and Fish Quay facilities into a broader and more attractive offering, integrating the rich science and research community.**

Forming a key element of UK's first National Marine Park (a non-designated landscape), collocated with the National Marine Aquarium, the Plymouth Fish Quay, centred in Sutton Harbour, should celebrate Plymouth's rich maritime and fishing culture (past, present and future) and promote and demonstrate the vision of a sustainable, vibrant, living, exciting, thriving and optimistic fishing industry. Reimagining the Fish Market and Fish Quay would not only benefit from but also contribute to the tourism offering for Britain's Ocean City. Further, new facilities, which integrate newer technology to improve working conditions, efficiency and safety, could play a part in attracting new workers into the industry.

**Number of people employed in Fishing (x100)**

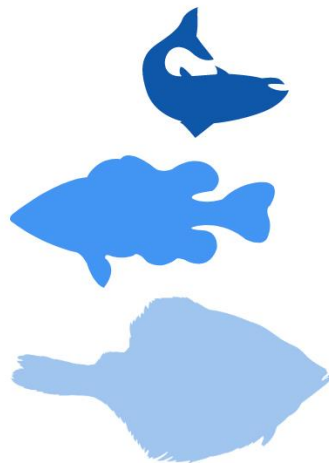


**480** directly employed

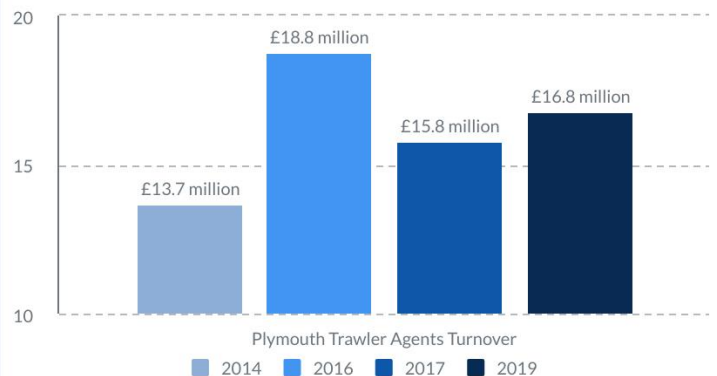
**1540** indirectly employed

**Average age**  
 Skipper **54**  
 Crew **38**

**80+**  
 different  
 species  
 landed in  
 Plymouth



**Plymouth Trawler Agents Turnover**











## THE RIGHT FACILITIES FOR THE FUTURE

Sutton Harbour Holdings, who have invested in some new facilities, which has been welcomed, own the key infrastructure. While conducting the research underlying this report, it has been widely recognised that the future development of the sector in Plymouth is being held back by the current infrastructure. Limitations include aging infrastructure, poor facilities on the Fish Quay, failure to increase the capacity of the Fish Market to match throughput and future demand, coupled with increasing congestion in the Fish Quay, both on land and sea. Beyond the Quay, the Fish Market is disconnected from its locality and the city and is uninviting to visitors and tourists.

The Plymouth Visitor Plan<sup>1</sup> offers an exceptional vision for the future of the city, outlined in the bold and aspirational vision statement:

*“Plymouth is Britain’s Ocean City, famous for its Waterfront. We will be one of Europe’s finest waterfront cities, celebrated for our unique and diverse marine life, culture and experiences. We will continue to be recognised as unique among UK cities for our natural drama and 500-year history as a place of embarkation and exploration.”*

Improving the design would improve the visual appearance of the site and the overall sense of place in the wider Sutton Harbour area.

---

<sup>1</sup> <http://democracy.plymouth.gov.uk/mgConvert2PDF.aspx?ID=94808>



**The challenge is to increase capacity at Fish Market.** The Fish Market is poorly laid out and is frequently called upon to operate beyond acceptable capacity, further reducing efficiency. Therefore, it is recommended to:

- **Feasibility Study – Quick Win:** Do a detailed in-depth feasibility study into a hub & spoke model and a redesign of Fish Market/Quay buildings to increase capacity.
  - This should include the option of a refrigerated processing area, to remain competitive with peers.
  - Explore Victoria Wharf as an option to increase capacity for landing more and larger vessels.
- **Grading Machine:** Purchase an additional fish-grading machine, however this is dependent on additional space being identified.
- **Ice Machine – Quick Win:** Review ice machines and add/replace existing provision to provide the volume and quality of ice required by the industry.



**Upgrade the facilities and operations at the quay and moorings, and improve security.** There is additional capacity within the fishers' area of Sutton Harbour for small and medium sized vessels:

- **Layout of moorings –:** The layout of moorings could be redesigned to take account of turning circles, to reduce congestion and to increase the capacity for mooring.
- **Power & Water – Quick Win:** Add power and water at the moorings.
- **De-clutter the Fish Quay – Quick Win:** Remove obstacles from around the Fish Quay, such as netting, boxes, boat parts, create better storage facilities etc. and improve parking regulations to dramatically improve the space efficiency.

- **Investigate Charges-:** Other local ports charge less for services including fuel and mooring fees. Adjust charges to a more competitive level in line with other local ports.
- **Improve access to all ancillary services:** Fuel, Ice & Water:
  - **Fuel.** Investigate additional fuelling facilities within the wider port.
  - **Ice.** Improve access the fresh ice to fishing vessels.
- **Process Improvements.** Seek to reduce handling and waiting times for produce from boat to lorry,
- **Futureproofing:** Consideration should be given to adding facilities for charging electric boats in future, such as laying ducting during any renovation or rebuilding works.

### **Sense of Pride in Place**

**Branding – Quick Win:** To enhance its sense of place, the Fish Quay should look to improve its physical approach, by placing eye-catching photographic images on scrim over the surrounding fencing and installing improved signage. In addition, information boards could be placed around the fishing quarter, that depict scenes from the past, the present fleet of boats, and the main species landed. This would help develop public interest and understanding and increase a sense of place.

**The Box – Quick Win** Plymouth's new cultural destination, should outline Plymouth's rich fishing industry heritage. The National Marine Aquarium (NMA) should follow suit; the collocation of the NMA with the Fish Quay should be developed into a symbiotic relationship, with visitors to one, signposted on to the other.

In the future, the national marine park will be an important opportunity, creating a brand covering the high quality marine environment and the quality of the fish and the fishing heritage. The Plan for Sustainable Fishing will be factored into the larger feasibility study on the National Marine Park to contribute to a holistic vision for Britain's Ocean City. A fishing quarter/national marine park heritage trail/touch points could be developed to help direct attention and visitors to the Sutton Harbour Fish Quay so that the public can reclaim the industry as their own.

**Link Plymouth Fish Quay to Plymouth Seafood Festival – Quick Win:** The Plymouth Seafood Festival<sup>iv</sup> is incredibly successful and should be used to further the link to the Fishing Market and Quay. Other events could be used to build upon, e.g. by adding a fishing boat procession or a display of light linking to Illuminate or Christmas events.









## SUPPORTING PEOPLE WITH A CAREER IN FISHING

The number of fishers entering the industry has dramatically declined over the past 10 years, causing boats to have difficulty in attracting crew. Other significant issues are an aging workforce, difficulties in attracting new recruits and a perception of fishing being a low paid, dangerous and hard job. The sector has specific health and welfare issues, which can diminish the attractiveness of the sector.

- **National lobby:** Lobby at a national level for support to make a career in the seafood industry more appealing.
- **Women in fishing:** many fishing businesses are family businesses; traditionally women have a pivotal role in the shore-based financial management. In supporting the sector, it is important to engage with both the shore based and sea based workforce. In encouraging new entrants into the sector, it is important to reach out to women and other under-represented groups.
- **On-the-job training:** Lobby to change the apprenticeship rules to create a fishing apprentice or easy to access diploma. This could build on good practice in Scotland and Whitby Fishing Industry Training School. Encourage skippers and boat owners to give recruits time at sea to develop hands on experience. If new entrants were allowed to be classed as apprentices, the skippers could be given an allowance to train them. Support local training companies to deliver locally.
- **Service leavers – Quick Win:** Seek to recruit former military personnel through specialist recruitment companies such as Drake Recruitment, or by attending service leaving courses and recruitment fairs. Military leavers are eligible for training grants. Many service leavers are unaware of how to enter the fishing sector. A trial should be run to target them in their final six months, to gather evidence if the fishing industry as a sector that would potentially appeal to them.
- **School leavers:** Target school leavers at STEM conferences and career fairs to highlight career opportunities, including highlighting opportunities that are shore based or within the aquaculture sector.
- **Career advancement and succession:** Nationally, the average age of a boat skipper or owner is now 54 and the average age of crew is 38. Given the physical nature of the job, this is neither a viable nor a sustainable option for the long term. Succession planning alongside growth and attracting a younger workforce is key to the long-term viability of the sector.
- **Living Wage:** Encourage where possible employers to increase salaries from the minimum wage to a living wage. This will also assist in employee retention.
- **Automation:** Reduce job tedium from repetitive and manually intensive seafood processing procedures, by investing in automatic handling, grading and filleting equipment.

**Health and well-being:** Due to the uncertain nature of the job it is very difficult for fishers to make, and keep, health appointments. There is also a concern that the mental health of fishers, particularly skippers, is strained due to the demands of management, understanding legislation and new rules.

**Fishermen's Mission:** Increase the presence of the Fishermen's Mission.

- Educate and promote the benefits of the Fishermen's Mission to fishers and their families. The mission offers support to families of current fishers and those that have retired or been lost at sea.
- Services include financial and well-being advice, as well as financial support.





**Fishers' Choir – Quick Win:** Organize a fishers' choir. It is well known that singing not only creates a feeling of well-being but keeps alive the history of the sea through shanties and storytelling.

- **Regular Health and Wellbeing Clinics:** Encourage Seafit to organise regular health and well-being clinics. Previous clinics organised by the charity Seafit, providing health and dental checks, as well as physiotherapy and health advice, have been well received.
- **Pension & Retirement Advice:** Provide advice on pension and retirement. Many fishers have no private pension schemes in place and rely on selling their vessels to fund their retirement. Educating and encouraging the fishing community to plan for their future will allay some of their fears. It may also encourage earlier retirement, as many believe they cannot afford to stop working until they are no longer able to go to sea.
- **Sea Safety Refresher Courses:** Encourage fishers take advantage of the free sea safety refresher courses available through Seafish.

**Pride:** Celebrate and promote the culture and heritage of the fishing community that has existed for the better part of a millennium. Fishing is regarded as one of Plymouth's cornerstones, it can be argued that without the fishing industry the city would not be the thriving community it now is. The fishers that risk their lives daily on the sea are held in awe by many, but to encourage that tradition continues and is celebrated well into the future, we must encourage that the following are put into place:

- **Create a promotional video – Quick Win:** Create an informative video that shows the changes through history, of the fishing industry in Plymouth. Feature the colourful characters from the Fish Quay. Show the video as part of the Ocean Festival film screening.
- **Guided Tours – Quick Win:** Re-establish the guided tours of the Fish Market, culminating in a meal at one of the local seafood restaurants; this was previously run by the harbour master.
- **Use VR technology** to create a virtual fishing experience, this could utilise facilities at Devonport Market hall, installing a sense of pride in the skills needed to be a fisher.









## SUSTAINABILITY

- Plymouth would look to pilot and be a test facility for cleaner propulsion systems in the fishing fleet e.g. electric and hydrogen
- Any regeneration of the Fish Market and Fish Quay should incorporate high quality sustainable standards. This should include solar panels, high standards of insulation and waste management.
- Working in conjunction with the national marine park, to ensure that the fishing industry recognise that the already regulated, designated areas represent an opportunity to add value by creating nursery areas that help promote sustainable fishing.

## POLICY SUPPORT AND LOBBYING

Lobby to **make Plymouth the administrative capital of UK fishing**. Future capabilities could include, the **main location for Fisheries licencing** – (under the future fisheries bill the UK will have one single lead agency responsible for issuing licences to non UK vessels. The city already has a significant critical mass of expertise and resources. The existing resources include;

1. MMO are located in Plymouth, Plymouth is a significant lead for future fisheries development (Remote Electronic Monitoring - CCTV on vessels)
2. MMO/DEFRA operate regional quota management groups with Southwest inshore fishermen quarterly from Plymouth
3. **Fisheries Science:** CEFAS are located in Plymouth, CEFAS operate a number of Fisheries Science Partnerships and other innovative projects from Plymouth across the Southwest. Maritime and Coastguard Agency (Survey and Inspection office are located in Plymouth)



Lobby to **ensure the best deal for Plymouth fisheries in the trade deal negotiation with the EU** to ensure our mixed fleet grows and prospers.

**Support the Devon and Severn Inshore Fisheries and Conservation Authority** to deliver their work, in a way which secures the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



## **THE RIGHT BUSINESS SUPPORT FOR GROWTH**

There is a body of research, which shows that businesses which take and act on external advice are more likely to prosper. The fishing sector has specific business challenges particularly around access to finance, developing new markets and innovating to remain competitive

**Raising Finance:** The fishing sector has particular issues regarding raising finance to support growth and help new entrants into the sector. Short leases and uncertainty around future policy regarding the negotiations regarding exiting the Common Fisheries Policy are specific challenges for the sector. The Council should investigate access to finance and investor readiness support. This could be done in conjunction with the Growth Hub.

### **Investigate developing a Plymouth Fisheries Co-operative or special purpose vehicle:**

Fishing co-operatives have been used successfully in other areas, to market local produce, access grants, provide business support and help with safety equipment. The Marine and Fisheries Fund, which was launched in 2019, will be an important source of finance. Unlike its predecessor, this fund cannot be accessed by Local Authorities. The fund could provide a mechanism to develop the sector, access grants and to facilitate recommendations in this report. In addition, the Council has a Co-operatives and Mutual Fund that is able to provide investment into Co-operatives.

Consideration should be given to establishing a cooperative for the fishers of Plymouth. Fishing co-operatives can play an important role in fisheries management. Through co-operation, fishers can negotiate systems of management and control between themselves. Co-operative structures enable the fisher to share risk, make savings through creating economies of scale, facilitate sharing best practice and possibly to access new markets. In doing so, fishers can secure a viable future for fisheries and the industry itself.

**Funding to buy boats and access fishing opportunities:** Explore different financing options to allow young skippers to buy their own vessels, including rent to buy and community funding.

**Vessels sold with licenses:** Work with producer organisations and fishing cooperatives to encourage that owners' vessels are sold with their licences, rather than having them sold as separate entities, thus keeping boats in the local fleet.

**Developing local markets for local seafood products:** Activities that generate and build local markets will help add value to local fish and diminish food miles. **Trademark:** Create a fishing trademark that can be used locally by vendors selling Plymouth fish. **Buy Local:** Encourage local restaurants and fish & chip shops to buy and promote local fish.

**Export Market:** Plymouth's connection to EU markets is important. With France and Spain being the first and third export countries by value for UK seafood exports, the port infrastructure and the ability to export fish from Millbay (ABP) is crucial. To protect the industry, there is a need to lobby to maintain the ability to export and to create the infrastructure needed to maintain these lucrative markets in future





**Quick Win: Promote dedicated funding available for innovation which will bring benefits to Plymouth’s fishing industry**

**Innovation:** Plymouth benefits from world leading marine research institutions (Plymouth Marine Laboratories, Marine Biological Association and University of Plymouth). There is an opportunity to connect these institutions and the fishing sector, to drive innovation, particularly around clean growth. Plymouth should look to position itself as a test area for new technology. It has considerable advantages such as: a large and diverse fleet and fishing grounds; proximity to research institutions and a more mature marine innovation ecosystem around marine business technology centre and autonomy.

There are already pilots being developed, for example:

**SAFEGEAR:** A pilot by the Blue Marine Foundation which makes fishing gear visible and trackable whatever the weather through the use of AIS – automatic identification system using beacons attached to nets. Looking forward the project team are trying to establish a cohort trial in Plymouth. In total 280 beacons are being produced for trialling across varying gear types.



Other areas which could be explored include alternative propulsion systems, to move away from high carbon emissions; working with the sector to develop ways in which the industry can assist in ensuring a healthy and productive marine environment; the use of technology to improve safety at sea, particularly around boat stability; and the use of technology to improve vessel monitoring, deliver efficiencies in the fishing and seafood industry and improve marketing.

**Promote Plymouth as a regional hub:** Plymouth Trawler Agents have an excellent website packed with information about the port [www.plymouthtrawleragents.com](http://www.plymouthtrawleragents.com). This gives an excellent platform to encourage more boats to sell through Plymouth. There is an opportunity to drive traffic through social media, this should be through multiple channels. Raising the profile and awareness of Plymouth as a regional hub will be part of a package of measures to generate further growth and will help raise the profile of the Fish Market. Investigate grant funding available to establish a presence at trade shows, e.g. the London Seafood Expo.

**Recreational Sea Angling.** The South West is regarded as the mecca of sea angling amongst Britain's 884,000 recreational sea anglers. The combined expenditure on fishing tackle, charter trips, bait, boats, clothing, travel and accommodation exceeds £165m. Plymouth once held pride of place, as being the premier angling port on the South Coast, this has been gradually eroded by ports such as Dartmouth and Weymouth. We have a unique opportunity use the National Marine Park to once again bring Plymouth to the forefront of recreational sea angling:

- **Fishing Competitions:** Well-sponsored fishing competitions could draw international competitors. This would create additional tourist revenue as well as promoting the amazing fishing the area has to offer.
- **Easy Access:** Angling is a sport that should be accessible to almost every person and participation should be encouraged. Studies show that there are major health benefits to angling. We should ensure that access to angling areas is made available to young people and anglers with disabilities. Other ports have specialist charter boats that cater for anglers with disabilities; these boats are typically booked a year in advance.



## CONCLUSION

The report highlights the many challenges and recommendations that could help Plymouth become the centre for fishing in England. We are entering a time of change, both through the opportunities, of becoming an independent coastal nation and the creation of the UK's first National Marine Park. It would be remiss to not take advantage of this once in a lifetime opportunity. With the cooperation of the partners that are central to the fishing community and acceptance of the recommendations, we will be well placed to ensure that fishing in Plymouth not only survives, but thrives.

<sup>i</sup> [https://www.seafish.org/media/Publications/2006\\_I-O\\_Key\\_Features\\_Final\\_090108.pdf](https://www.seafish.org/media/Publications/2006_I-O_Key_Features_Final_090108.pdf)

<sup>ii</sup> [https://plymswdevonplan.co.uk/assets/images/user\\_content/files/Plymouth-and-South-West-Devon-Joint-Local-Plan.pdf](https://plymswdevonplan.co.uk/assets/images/user_content/files/Plymouth-and-South-West-Devon-Joint-Local-Plan.pdf)

<sup>iii</sup> <https://plymswdevonplan.co.uk/policy/so3/ply26>

<sup>iv</sup> <https://www.visitplymouth.co.uk/whats-on/top-events/plymouth-seafood-festival>

<sup>v</sup> [https://www.seafish.org/media/publications/SIF7\\_FS\\_March\\_2017.pdf](https://www.seafish.org/media/publications/SIF7_FS_March_2017.pdf)

# Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee



Date of meeting:	11 March 2020
Title of Report:	Vibrant Culture in Plymouth
Lead Member:	Councillor Tudor Evans OBE (Leader)
Lead Strategic Director:	Anthony Payne (Strategic Director for Place)
Author:	Hannah Harris (Chief Executive Officer Plymouth Culture)
Contact Email:	<a href="mailto:hannah@plymouthculture.co.uk">hannah@plymouthculture.co.uk</a>
Your Reference:	N/A
Key Decision:	No
Confidentiality:	Part I - Official

## Purpose of Report

The purpose of this report is to brief the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee regarding the cultural health of the city, the progress of the music report and the intention to refresh the 10 year culture strategy for the city.

## Recommendations and Reasons

It is recommended that the Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee:

1. Notes the report and the demonstrable vibrancy of the cultural sector;
2. Notes the music report and adopts the associated action plan;
3. Supports the adoption of the Agents of Change Principles;
4. Endorses Plymouth Culture to refresh the culture strategy.

## Alternative options considered and rejected

Not applicable – update report.

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

This supports the City Vision to be one of Europe's most vibrant waterfront cities and the City Council priority of a vibrant cultural offer.

## Implications for the Medium Term Financial Plan and Resource Implications:

None identified.

**Carbon Footprint (Environmental) Implications:**

No direct impact – update 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.

None identified

**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
A	Briefing report							
B	Audience Segmentation Data							
C	Music Report							
D	Music Report Action Plan							

**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	akh.l 9.20.2 50	Leg	lt/343 45/27 02	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: David Draffan, Service Director for Economic Development											



Please confirm the Strategic Director(s) has agreed the report? Yes

Date agreed: 28/02/2020

Cabinet Member approval: Approved by Councillor Evans OBE (Leader) verbally.

Date approved: 28/02/2020

This page is intentionally left blank

**VIBRANT CULTURE IN PLYMOUTH**

## Appendix A: Briefing Report

**1.0 Introduction**

Plymouth was designated a priority area in the South West Area Plan 2012-18 for Arts Council England as it had historically been an area of low investment/low engagement.

The challenge was to increase engagement and investment in the city with a clear plan for greater partnership working to develop a joined-up vision and strategy for cultural development in the city. Plymouth City Council had a clear ambition to use culture as a catalyst for growth and to reposition the City in the eyes of residents, visitors and investors. By championing the role of culture in the regeneration of the city by supporting the cultural infrastructure and strengthening the cultural offer in communities that had previously been poorly served, Plymouth would garner multiple economic and social benefits including increased community cohesion. The cultural sector would play a major role in turning international aspiration into reality, supporting Plymouth's ambition to become one of Europe's most vibrant waterfront cities and using the anniversary of Mayflower 400 to raise the international profile of Plymouth.

The plan focused on priority areas, each with clear ambitions to ensure that; increased audiences would engage better with the existing cultural provision; new cultural provision would be developed that would reflect the strengths and make-up of the city; creative talent in the city would be better connected and therefore have increased opportunities to flourish. The strong identities of communities in the city would be reflected through work with artists.

The key initial strategic partnership was established between Arts Council and Plymouth City Council. Plymouth City Council has had a cross-party approach to supporting and advocating for cultural investment for over five years, and continues to do so. Plymouth City Council duplicated this model and also developed a strategic partnership with institutional funding bodies – HLF, Arts Council, Visit Britain – and sought a principle of co-investment, by marbling culture through all strategies and spatial plans and aligning culture to economic development within the local authority.

**2.0 Impact**

The results of this joint, strategic approach are positive and evident to see. Plymouth City Council has invested £40m capital across projects including the Box, Ocean Studios, Theatre Royal, Market Hall, Elizabethan House, Mount Edgumbe and even a new IMAX cinema.

The Box is a £40m flagship transformational project to engage residents in their City's history, to provide access to new cultural experiences, to drive visitors, to inspire young people and support the wider sector. ACE have invested £4.175million capital funding in The Box. Other notable capital investments by ACE include £5m for Theatre Royal Plymouth to transform front of house and provide a city-centre workshop space for Creative Learning and community. Plymouth City Council have also invested in Ocean Studios in Royal William Yard to provide much-needed artists' studios for the city. There has also been an investment of £1m through ACE from the Treasury to support Plymouth's Market Hall. Due to open in 2018 the Market Hall will be a new kind of digital hub. Situated in Devonport, Plymouth city's transformational docklands, the Market Hall will be a world class centre for digital, research, enterprise and culture.

Similarly, Mayflower 400 was identified as a priority area in the South West Area Plan 2018-20 for Arts Council England. This has resulted in PCC/ACE joint investment in a number of substantial projects for the Mayflower 400 Commemorations £700K investment from ACE into a flagship programme of high profile commissions, 'The Art of the Possible'. Plymouth Culture (NPO) in partnership with Plymouth City Council, Mayflower and ACE have been awarded £425,000 of treasury funding (via ACE) to cultural projects which will mark Mayflower400. In addition to supporting this programme ACE have invested in a Cultural Producer to support Plymouth's delivery of the Mayflower400 Culture Fund.

### **3.0 National Portfolio Organisations (NPO's)**

Arts Council and Plymouth City Council have developed a strong partnership built on trust and a shared vision. By designating Plymouth, a priority area in the South West Area Plan 2012-18 for Arts Council England, a focused and strategic approach was developed to strengthen the cultural offer with the ambition to increase levels of investment and engagement in culture. Plymouth Culture Board (funded jointly by Arts Council England and Plymouth City Council) was established in 2013 to support Plymouth's progression towards a truly international city, with a place-shaping vision for the city to celebrate the past by embracing the present and future. The organisation transitioned into Plymouth Culture which is now the strategic development organisation that exists to support and enable the growth of culture across the city by working closely with and through organisations, individuals and stakeholders.

The expertise that Plymouth Culture brought into the city has worked towards creating high profile platforms to showcase all forms of contemporary and historic arts, culture and heritage through a high quality and sustainable programme of exhibitions and events to ensure an increase in participation in culture especially in deprived communities; develop a resilient cultural sector; nurture the development of artists and broker strategic partnerships, international dialogue, exchange and programming.

It is this strategic approach, through Plymouth Culture, that the conditions for growth and investment were created. As a result six additional organisations received NPO funding in the 2018-2022 round, including Plymouth Culture, KARST, Ocean Studios, The Box, Plymouth Music Zone and Take A Part, joining the existing four NPOs Theatre Royal Plymouth, Real Ideas Organisation (Bridge), Literature Works and Barbican Theatre. In the 2018-22 round the now 10 organisations share a total of £16m over four years. This is an increase of 39%, the most significant increase in investment by ACE in any part of England.

This NPO cluster represents a cultural leadership group actively shaping the offer and strategic alignment of culture across the city. Each organisation in this portfolio brings a specific expertise, contributing to the cultural ecology of Plymouth:

- KARST - is the largest contemporary art space in Plymouth, showcasing international, national and regional artists and curators. They host 5 exhibitions per year attracting up to 600 visitors per exhibition. The work of this organisation is recognised nationally and has resulted in £270,000 ACE capital funding and £70,000 trusts and foundations grants to enable KARST to be a BAS9 host venue in 2021.
- Barbican Theatre - has specialised in outreach theatre-in-education work for over 40 years as well as talent development for new and emerging local artists. The theatre offers 10 workshops each week for young people and received a £75,000 NPO uplift to deliver FUSE:Diverse Dance in 2018-22.

- Plymouth Music Zone - have worked extensively with children, young people and vulnerable adults to engage and inspire them through the power of music. They offer 33 opportunities each week for young people to engage with and deliver a staggering 2402 workshops per year. The work results in 80 performances a year reaching diverse audiences and communities. The organisations work has recently been acknowledged through the Heart of the Arts Award 2020 for best arts initiative.
- Take A Part - are national leaders in community based place making and socially engaged practice. They create new audiences for contemporary art and creative practice in places where there has been little engagement and investment. For example, they have placed co-created or community commissioned art work in the National Marine Aquarium (330,000 footfall) and the Teats Hill Amphitheatre (180,000 footfall), exposing new audiences to contemporary art. Their model has been sought out and replicated internationally and they curate the UK's only biennial symposium dedicated to socially engaged practice.
- Theatre Royal Plymouth - is well known for outstanding theatre performances and sold 374,044 tickets in 2018-19 across 92 productions. The organisation is equally invested in creating opportunities for engagement for those currently less engaged in cultural activity. This includes working with up to 50 schools per year, and offering 35 sessions per week to young people through the young theatre company. They promote access to the arts and career opportunities by delivering 50 tours per year to show what the theatre and TR2 have to offer. The contribution of the theatre to the cultural fabric of the city was made more visible through the arrival of Messenger, an inspirational piece of public art to complete the regeneration project. This reached across the world with 590 pieces of media coverage with a global audience reach of 63.52m.
- Real Ideas Organisation (RIO) - as a Bridge organisation work across the South West with schools and young people to support engagement with and access to arts, culture and digital opportunities. They deliver over 200 workshops and events per year with over 500 young people taking part in Future Make and 912 young people joining the Game Changer programme.

(This is not an exhaustive list and reference to the work of Literature Works, Plymouth Culture and The Box can be found within the later sections of this report).

#### 4.0 Investment

The strategic partnership with ACE has been a catalyst for cultural development across the city. The joint investment by PCC and ACE has created interest and confidence amongst other funders.

In addition to ACE funding The Box has leveraged £15.8m Heritage Lottery Funding (HLF), one of the largest awards made in 2017, £2m Coastal Communities and £100k The Contemporary Art Society award, the largest national award given, to purchase new art works.

The Box is not the only cultural project benefiting from strategic investment. KARST was awarded £270,000 in ACE capital funding to transform the contemporary visual arts gallery, ahead of the arrival of the British Art Show 9 (BAS9), enabling the gallery to become one of four host venues. This has recently been matched by £70k from trusts and foundations to make the project possible. The return of BAS in 2021 is an indication of the confidence in the city and a national interest in the city's transformation over the past 10 years since hosting BAS7 in 2010.

The alignment of culture with other sectors has been an intentional and highly productive strategy. Extending the cultural offer to include the creative industries has secured £3.5m of investment from DCMS through the Creative Development Fund (CDF). The project, iMayflower, aims to support Plymouth to develop culture-led economic growth and productivity strategies by investing in digital creative industries.

The Creative Industries is growing nationally, often at a rate faster than other sectors, and saw 3.4% growth in 2017 compared to 2016. This picture is reflected in Plymouth with the Creative Industries worth £128m in 2017 accounting for 21.6% increase in GVA since 2011. The sector saw a 36.5% growth in full-time equivalent jobs between 2011 and 2017, providing 3,366 FTE jobs in 2017 (Source: AMORE Economic Model & Database, May 2019). This growth, should it continue at this rate, will exceed the overall projected growth of 3% per year across the entire LEP area. Given that research shows jobs in this sector are less likely to be affected by automation and that digital and creative thinking skills are highly sought after by employers, we are right to focus attention in this area and build the sectors capacity.

The Market Hall, Devonport, is an example of a project operating in this cross section between creativity, art, heritage, digital and culture. The physical space will offer an immersive experience as well as creating support infrastructure for start-ups and career route-ways for young people based around the future skills agenda. As such it has attracted co-investment from Treasury, PCC, HCA and MHCLG to the sum of £7.4m. Of particular note is the 15m diameter flat floor 210 degree immersive dome, the first of its kind in Europe, and the start of the first immersive tech hub in Plymouth, offering the city a genuine USP.

Culture continues to be marbled through cross sector, cross city projects to great effect. The recent announcement of the High Street Heritage Action Zone funding aligns urban planning and high street revival with community engagement activity and a culture programme. It is likely that Plymouth will once again be a flagship project within this programme.

## **5.0 Audience Engagement**

Whilst growth in cultural organisations and sector investment is a significant achievement and a mark of the city's cultural health, it is not the only metric to consider. One of the key drivers for PCC's investment in culture was, and continues to be, the desire to engage new audiences, reaching every corner of our Plymouth communities to support inclusivity and community cohesion.

Whilst we know this remains a challenge, several initiatives have focused specific attention on building audiences and reaching communities through arts and culture. The Illuminate Festival is an example of a large scale cultural event that has seen audiences grow over recent years. The 2019 edition saw an audience of 50,000 attend over three days, experiencing 53 installations by 134 artists. This year a quiet hour was offered for those with multi-sensory issues and was enjoyed by 110 people. The event achieved a total social media reach of 417,383.

The Mayflower community sparks programme is specifically designed to enable communities to develop their ideas in response to the mayflower themes and get involved in the commemoration year. By working with communities to highlight the opportunity, develop the ideas and submit an application the fund has been able to support 59 Projects, distributing over £150k. The programme builds on the vital sparks fund and is a model which can be deployed to other initiatives to support communities to engage with and devise their own cultural projects that are authentic and relevant.

The Box has already embarked on an exemplary programme of community engagement in order to shape content and build new audiences. It has always been of the highest priority to ensure that The Box is a cultural asset for the people of Plymouth that truly reflects their stories, their histories and their collections. As such, the Heritage Lottery Funded, Box on Tour programme, impacted on 114,500 individuals, with over 53,000 people visiting the 'Plymouth: From destruction to Construction' at House of Fraser temporary exhibition.

The Box community programme is specifically designed to target a range of key communities and audience groups in Plymouth. Comprised of four projects, including Maker Memories, Plymouth After Dark, Your Recipes Your Heritage and Always Welcome.

Maker Memories is a partnership project exploring a small corner of SE Cornwall that has existed as a military camp, a holiday camp for local families and more recently an arts and cultural hub. Oral history recordings, films and photographs have been brought together and will go into Photo Album as one of the community response displays.

Over 16,000 people visited or took part in the Maker Memories project. The work produced was seen by an online audience of over 230,000

“The Maker project has brought many people together who would not otherwise have met, and strengthened a sense of belonging”

#### Participant Feedback

Plymouth After Dark is a five year project explores the city when the lights go down, through people, places, stories and objects. This will result in an exhibition at The Box in 2021/2022. The project includes oral history recordings, active collection of objects that reflect Plymouth’s fascinating and varied nightlife and explores the roles that support workers play in facilitating our nights out.

The project has worked with families, schools exploring young people’s alcohol use as well as a number of vulnerable groups including sex workers, migrants and people with experience of substance abuse. To date, nearly 1,400 people have participated in activities and events as part of Plymouth After Dark.

Your Recipes, Your Heritage explores our eating habits and fashions over just the past century, using food as a medium for engagement. This partnership project with the meals on wheels service, CaterEd, delved into the personal recipe books of the people of Plymouth to create new and exciting heritage themed menus. The project tackles social isolation and creates valuable opportunities for people of all ages to come together to share both meals and stories.

‘Always Welcome’ builds on The Box’s work with people with dementia by offering an open, inclusive drop in sessions targeting people who are experiencing, loneliness and ill health.

Although each project is very different the principals are the same, engage communities around issues, thematic and topics that matter to them and use Plymouths unique heritage assets to explore these and create artistic responses that can be shared with the wider community to extend conversation. It is this embedded, long term approach that will build sustainable audiences for The Box and support the ambitious target of attracting 250,000 visitors per annum.

## 6.0 Young People

The 2018 Plymouth Survey shows that those aged 16-24 were significantly more likely to disagree with the statements ‘i am proud of Plymouths place in history’ and ‘Plymouth has a lot to offer’. Whilst the responses do not solely reference arts and culture, nor are they uncommon amongst this age range, this is a priority area for the city.

We want to see young people engaged in cultural opportunities because we know, through evidence, that it supports their mental health, improves educational attainment and fosters community cohesion. The NPO’s are acutely aware of the need to extend their audience reach and support authentic, sustainable community engagement. In 2018/19 the NPO’s delivered 1031 cultural



experiences, including performances, exhibitions, festivals and screenings, reaching over 630,000 people. Of these 226 were designed specifically for children and young people and reached an audience of over 52,000 (2018-19 Annual Data Survey Official Stats ACE).

The work of the Plymouth Cultural Education Partnership is developing a collaborative approach to creating opportunities for young people to engage in cultural opportunities. Established in 2015 the partnership now comprises 20 partner organisations and is committed to:

1. Placing children and young people at the centre of Plymouth's cultural vision.
2. Providing equality of access to cultural activities for children and young people in the city.
3. Increasing pathways into the creative industries for children and young people in Plymouth.
4. Galvanising cross sector collaboration to optimise cultural opportunities for children and young people.
5. Advocacy for cultural education for children and young people on a local, regional and national level.

To date the partnership has secured £1m of funding through the Youth Performance Programme, overseen by ACE, for a new-play making programme for young people called With Flying Colours. The project will work with over 3,000 young people, focusing on areas of high deprivation and low cultural engagement. The project is working with schools to co-design the performances with young people which will be performed in pop-up locations and community settings including libraries. As with the example of The Box engagement programme, this is authentic co-creation, engaging young people and communities in cultural activity through themes that are relevant to them and in locations which are accessible.

The Box have developed a brand new offer for schools including a new series of facilitated school sessions for all ages between EYFS-KS5 including for pupils with SEND. The sessions focus on the National Curriculum, providing structured sessions for learning across a variety of subject areas such as art, history, geography and STEM subjects.

The schools programme has been developed in consultation with the Teachers Ambassadors network which comprises 53 Teacher Ambassadors from around 30 schools across Plymouth and the surrounding areas.

When The Box opens we estimate that we will provide approximately 228 facilitated school visits per year reaching over 6,500 school children, in addition to providing 15 – 20 free online resources for schools and 22 school loans boxes available to hire.

Plymouth Culture has begun a small project to map the current audience reach of arts organisations, identify audience segments and associated cultural preferences and identify long term engagement strategies. Whilst in its early stages, this work shows that communities least likely to engage in culture, categorised by the audience agency as Kaleidoscope Creativity and Facebook Families, are located within the North of the City, Devonport and pockets of the City Centre. Whilst these audiences are less likely to see art as important to their lives, they will often engage in community festivals and music, which in both categories can be considered a gateway cultural offer. In fact Nationally these segments account for up to 20% of ticket income for music events/performances. (Please see Appendix B for outline data relating to cultural segment, geographic location and cultural preference). (Source: Audience Finder Ticketing Data 2018-19)

## 7.0 Music report update

We recognise the importance of the music sector to the cultural ecology of the city and in developing its reputation as a cultural destination. In recent years, however, the music sector has felt somewhat disconnected from the wider cultural ambitions of the city and several music venue closures have added to the sectors fragility.

Cllr Tudor Evans has spearheaded an initiative to develop the music sector by, firstly, commissioning a report to understand the challenges and opportunities surrounding Plymouths grassroots music venues (GMV) and, secondly, taking forward an action plan based on the reports recommendations. (Please see Appendix C for full Music Report and Appendix D for Music Report action plan)

Despite the venue closures the remaining grass roots music venues continue to deliver a diverse programme of live music events. In the last 12 months 294,216 people attended one of 2829 live music events in Plymouth. These events featured 8770 performances and provided employment opportunities for 31,117 musicians. Collectively, these events boosted the local cultural economy by £4,083,555. These events produce benefits to the wider night-time economy; for every £10 spent at a grassroots music venue, £17 is spent elsewhere in the nighttime economy. This equates to a spend of £6,942,043 elsewhere in the economy by visitors to grassroots music venues. Impressively, these engagement and economic outputs have been achieved by a venue circuit that is currently operating at an average annual capacity of only 53%.

The music report clearly demonstrates the resilience of the venues but we acknowledge their vulnerability and the untapped potential of the sector for the city. Current events are not operating at capacity and present an opportunity to draw in increased and new audiences. We know from the audience finder data that music is often a gateway cultural offer for less engaged audiences and is an important component in reaching different communities, ages and socio-economic groups. Based on the recommendations of the music report, we accept the need to shore up the grassroots venues and embark on building audiences for live music, both within and beyond the city, so that Plymouth can reclaim its status as a regional hub for live music. Work in this regard includes (please see Music Report Action Plan for full list of actions taken and planned):

- PCC has and will continue to proactively support and signpost grassroots music venues who are eligible to take advantage of the governments recent announcement to halve business rates for GMVs;
- PCC will adopt the principles set out in the National Planning Policy Framework 2019 relating to the Agents of Change principles which will give music venues additional protection when new developments are proposed;
- The Grass Roots Music Alliance Plymouth has been formed and is already driving collaborative activity within the sector and providing a representative voice to liaise with Plymouth Culture;
- PCC have committed to developing the music promotion space within the Whats on Plymouth website so that it is free of charge, accessible and mirrors the creative aesthetic of the music sector.

We recognise that grassroots music venues are one element of the music sector jigsaw. In order to create a vibrant music scene in Plymouth we accept the need for additional venues and commit to begin the search for two suitable locations/venues to house a mid-size (500) and academy size (1500) music venue. We will explore the viability of repurposing existing, disused buildings as well as new opportunities that may present themselves. This work will be done in collaboration with the grassroots music sector to ensure there is no detrimental effect and we have faith in Plymouths ability to build new audiences for live music.

## 8.0 Culture Strategy

Plymouth has, undoubtedly, evolved as a cultural destination over the last 10 years. In order to continue to strategically position culture as a driving force for regeneration, economic and social prosperity, a refreshed culture strategy is needed.

The current arts and culture strategy 'Vital Spark' was produced in 2009 and was intended to cover a period until 2020. The city has changed significantly in this time frame and a refreshed strategy is now necessary in order to outline the city's ambition and define the role of arts and culture in driving forward transformational change.

The strategy will be a key document in galvanising the sector and identifying investment priorities for the next 10 years. The city has already seen significant growth and development, with culture being a catalyst for much of this. 2020 will be an important milestone, with the year long Mayflower 400 commemoration programme shining a spotlight on Plymouth to a National and International audience.

Using Mayflower 400 as a springboard, the strategy will be aspirational whilst building on our proven track record; it will set a vision for the future which acknowledges the city's heritage and propels us into a new era where culture is at the heart of the city's place-making agenda. Plymouth is a city of outstanding culture for all and we will use the momentum of the strategy to make this visible to the world.

The Visitor Plan has identified brilliant culture and heritage as a key theme. The culture strategy will ensure alignment to this sector and plan, recognising music and the wider night-time economy as a priority in building a vibrant cultural offer.

To ensure that the strategy is written and owned by the city, we have mandated Plymouth Culture to lead the development of the culture strategy. The aim is to align cultural activity with other city agendas and as such the strategy development will engage with a wide range of cross sector stakeholders. We are seeking to amplify the cultural assets of the city rather than developing an unsustainable event or anniversary driven strategy. The purpose is about making culture in Plymouth visible, accessible and investable so that we can grow audiences for culture, achieve positive social impact and drive economic investment.

It is through the shared narrative of a culture strategy that we will continue to build the profile of culture in Plymouth, identifying ourselves as one of Europe's most vibrant waterfront cities.

## APPENDIX B - Audience Segmentation Data

### Facebook Families

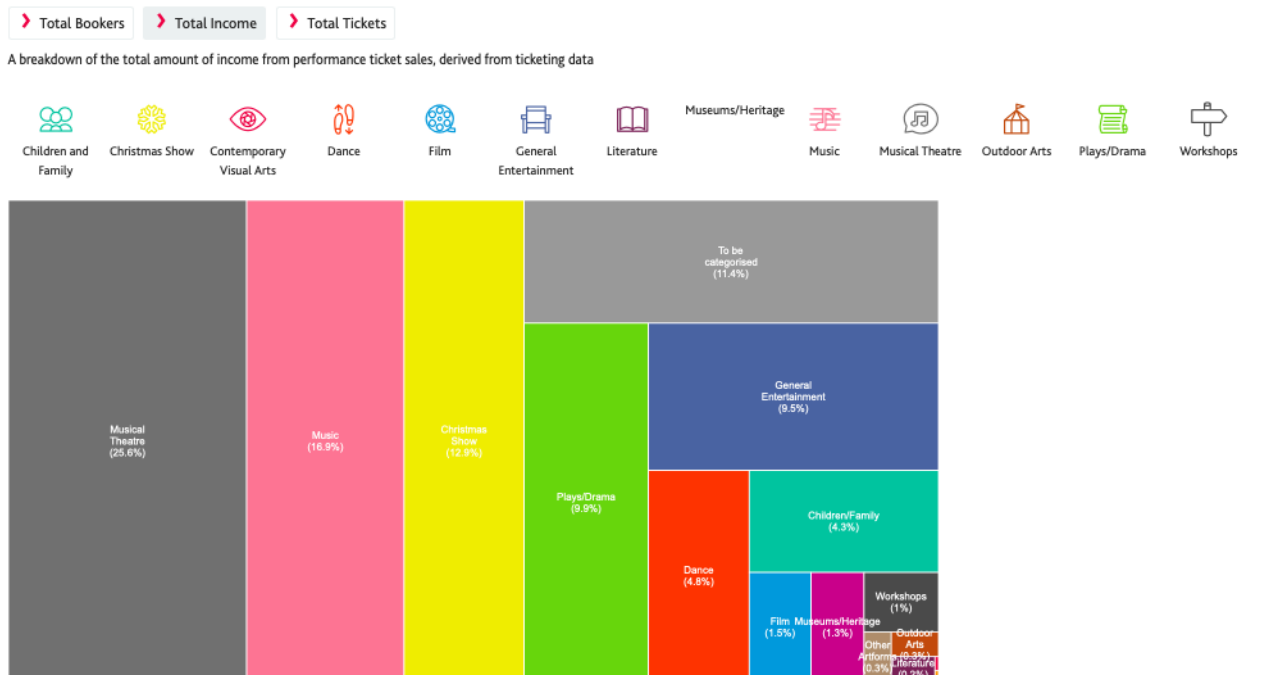
- A younger, cash-strapped group living in suburban and semi-urban areas of high unemployment
- Least likely to think themselves as arty, arts and culture generally play a very small role in the lives
- Less than a third believe that the arts is important
- Often go out as a family: cinema, live music, eating out and pantomime being most popular

### Cultural interests

Culture doesn't play a central role in lives of this group and they are the segment least likely to say "I am an arty person". Despite low overall engagement, they are occasionally doing some activities which meet the needs of their families and within their budgets and locality. Guaranteed family enjoyment and fun will take precedence over consciously engaging with the arts, museums or heritage.

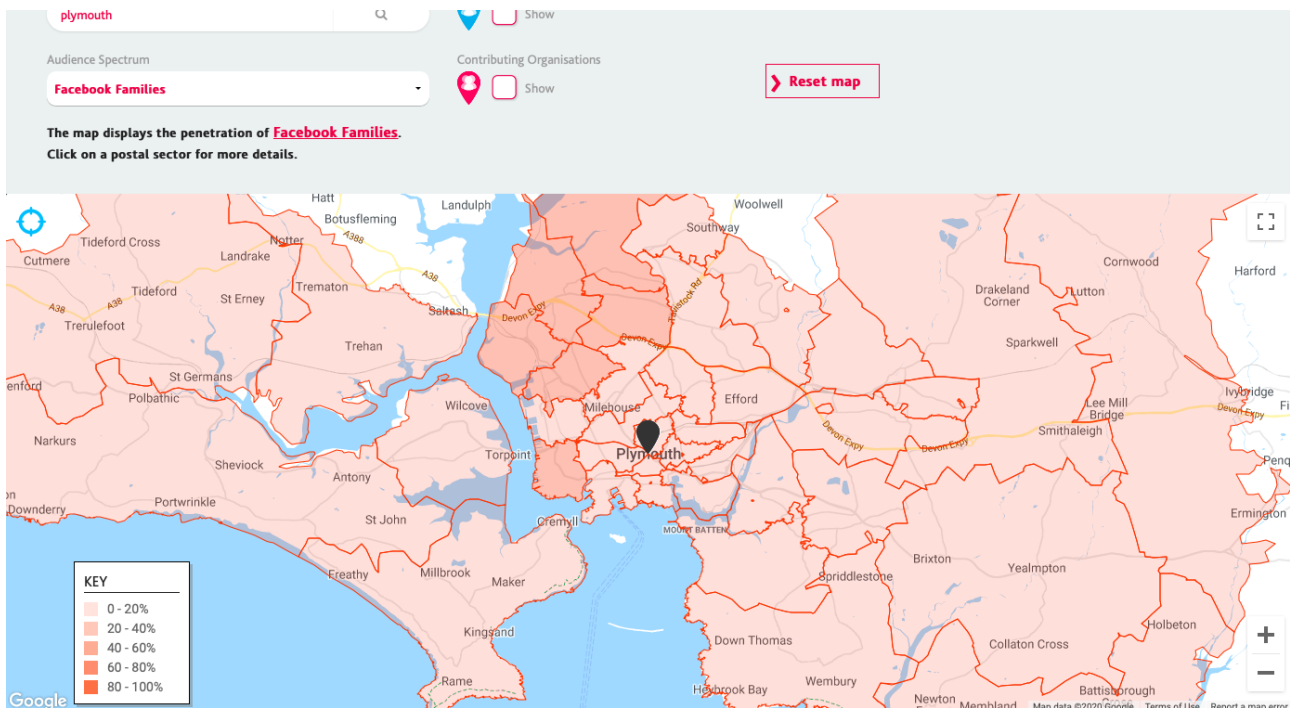
Most likely to be interested and engage in the popular and mainstream, they are also more likely than the average to see work that is culturally specific. Their choices are particularly family-oriented such as cinema, pantomime, live music, musicals, carnival, circus and plays/drama. Occasionally, maybe once or twice a year, a museum could be an easier option, or a trip to a local heritage site, if it is free.

#### FACEBOOK FAMILIES BY ARTFORM



Sources: Audience Finder Ticketing Data 2018-19

### Cultural Preferences



## Geographical location

### Kaleidoscope Creativity

- A group characterised by low levels of cultural engagement
- Often living in and around city areas where plenty of opportunities are within easy reach
- Mix of ages, living circumstances, resources and cultural backgrounds
- For many low incomes and unemployment can present barriers to accessing some cultural provision
- Two thirds annually engage with more popular and accessible culture, some of this in the local community and outside the mainstream
- Free, local events like outdoor arts, festivals and carnivals may appeal, and so might popular offerings like musicals and music events

### Cultural interests

Kaleidoscope Creativity have a comparatively strong leaning towards culturally specific festivals and dance events, and especially those of African or South East Asian style or origin. A significant proportion also enjoy carnivals. However, despite having very good access to other arts and cultural events and opportunities from the western mainstream they are amongst those least likely to attend, and this is most true of classical or contemporary events.

Artforms such as film and live music are popular, whilst musical tastes are wide ranging, from soul, hip-hop and R&B to more culturally specific music, reflecting the diversity of backgrounds from which they're drawn. About a quarter will attend such popular events annually, which is much lower than average.

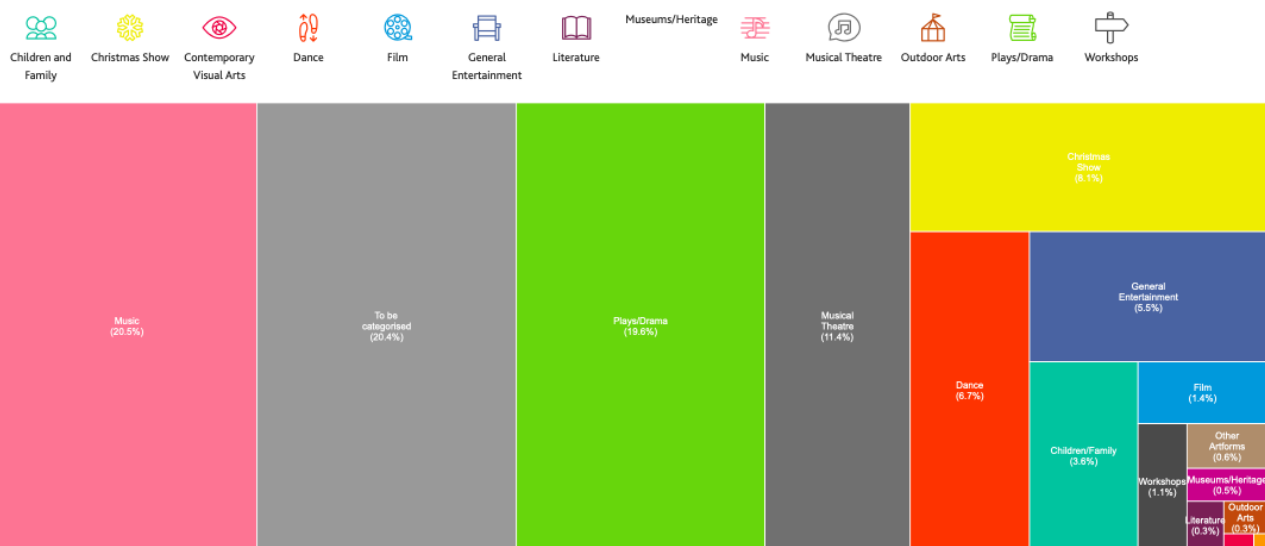
They are more positively disposed to arts events than to museum or heritage offerings. Very few have membership of the National Trust or English Heritage. This supports the indication that they don't tend to go to traditional cultural hubs or centres and are more likely to engage in the arts when it is outside these traditional places in a community setting. Such a rejection of conventional provision is perhaps reflected by an above average number feeling that the arts is not for the likes of them; whilst at the same time an above average proportion see themselves as "arty people".

### Cultural Preferences

#### KALEIDOSCOPE CREATIVITY BY ARTFORM

Total Bookers
  Total Income
  Total Tickets

A breakdown of the total amount of income from performance ticket sales, derived from ticketing data



Sources: Audience Finder Ticketing Data 2018-19





# **PLYMOUTH MUSIC REPORT 2019**

Draft Version 5, 11 December 2019

## **ABOUT THIS REPORT**

Plymouth City Council has supported live music through a variety of initiatives including previous years Live Music Nights, offering opportunities for local artists to perform in the heart of the city centre, offering opportunities for local artists to perform at major city events and through providing free marketing opportunities for events and activities across the city through the city marketing website Visit Plymouth.

Following the closure of the Hub and the responses received Plymouth City Council initiated a round table to bring together partners from across the city to share concerns and discuss a way forward. Following this Music Venue Trust was appointed to carry out a piece of research to map the venues and audiences in and around the city and to put on a Fightback event to celebrate the broad range of music and grassroots venues that exist within the city.

There is an appetite and willingness to support the local music industry with the creation of a plan for music from the outcomes of this report and a partnership approach to support the industry working alongside Plymouth Culture, the organisation leading the cultural direction of the city.

In the 2021 Visitor Plan, Music has been identified as a key strand in the future vision and development for the positioning of the city, with a plan to position Plymouth as a music city, to build on its heritage and support the local music industry in promoting the city as a place to see, experience and work in music.

## **PLYMOUTH MUSIC: A POTTED HISTORY**

### **– Darren Johns, Plymouth Music Journalist**

We've had it good in this city over the decades. Semi-legendary venues that have played host to the best touring bands of their generation. These venues have shaped the city's music landscape, each staking a claim, each representing something that, once gone, left a gaping hole in our music community. Geriatric Plymouth rockers will tell you about the legendary Van Dike Club in Devonport, where a budding Jethro Tull launched the venue in August 1968 (when I was a month old). Hoary old Plymouth punks will regale you with lurid tales of the gory, glory years of the Sex Pistols at Woods in 1976 (playing under the acronym SPOTS – Sex Pistols On Tour) and of Adam Ant cutting his head open on the low ceiling. Less old Plymouth punks will reminisce about seeing their second-wave heroes play in Top Rank, the Roxy/Twos-Up, Fiesta or the Polytechnic throughout the '80s.

Mature Plymouth indie fans will wax lyrical about the beleaguered Cooperage era in the '90s when the likes of Catatonia and Space ruled the roost. Or the time when a not-quite-known Muse were booked to play there but the promoter got banned from the venue for criticising the owner in the pages of the local music/arts mag, The Scene. The show was subsequently moved to a small bus station cafe/bar called Tramps: a venue that would, itself, go on to become a mini-mecca for punks and reggae fans alike over the next ten years. Meanwhile, relatively baby-faced Plymouth rockers, punks and indie fans will speak fondly about the halcyon days of the White Rabbit from 2005 to 2014, with Dan James at the helm, which saw unforgettable performances from the likes of The Bronx, Enter Shikari, Kate Nash and Frank Turner. At the same time, the Phoenix, off Union Street, was catering for smaller but no less important DIY bands.

Their fates were varied. Van Dike's was raided by cops in 1971 while Fairport Convention were playing. It sounded the death knell (Manfred Mann being the final band to play there in 1972). The Cooperage suffered at the hands of an owner who, legend has it, won millions on the lottery yet still proceeded to ruin the venue.

In 2015, the White Rabbit (along with Tramps) was the first venue to fall to the urban renewal programme, making way for the Bretonside complex. The Hub suffered a similar fate this year, to make way for the Millbay Boulevard. Local music fans hoped for replacement venues, but it started to feel like music might be off the agenda.

These days it's easy to perceive that the main threat to music venues is private and public redevelopment, with the knock-on effects of soaring business rates and residential restrictions. The Energy Rooms at Maker in Cornwall: a wonderfully bespoke rural haunt that was part of the hugely popular Maker Festival. The venue/bar is now permanently closed despite an impassioned local community speaking up to save it.

Of course, everything changes over time. But with the closure of 35% of small venues nationally, and 28% in Plymouth in just the last ten years, there is a genuine sense that this change is premature and unfair. When a venue runs its natural course, there's a sense of acceptance. When a venue has the rug pulled out from under it, there's a sense of injustice.

The likes of the Junction, the Underground, B-Bar and the Hanging Gardens are doing a sterling job of hosting smaller (and sometimes prestige) independent artists. Similarly, essential youth-based venue, Livewire, has remained firm in the midst of mounting financial pressures. We need to treasure these venues and take genuine steps to protect, secure and improve them – their futures are as uncertain as the bands that tread their floorboards.

## **METHODOLOGY**

Music Venue Trust was commissioned to write a report for Plymouth City Council which identified opportunities for all stakeholders in the City to:

- Have a clear understanding of the City's music spaces
- Identify opportunities to stabilise, develop and improve its music venue cultural assets
- Create a vision of music within the city which is supported by the local music community
- Identify opportunities for the City to utilise that vision for social, cultural and economic regeneration impact.

Music Venue Trust undertook a survey of the local Grassroots Music Venue circuit to fully understand the local sector. 13 of the 17 identified Grassroots Music Venues took part in the online survey. A meeting was attended by more than 80 local representatives from the grassroots sector. Online one-to-one consultation was offered to all venues and taken up by 12 respondents. Additional one-to-one interviews took place with a range of stakeholders, including those from music education, larger venues, and community-based programmes and projects.

A review of all local policies, marketing and communications which might impact upon the sector was carried out. National and regional evidence, statistics, reports and studies were considered for both their impact and comparative purposes. A full list is available upon request.

## THE CITY'S MUSIC SPACES

18 venues in Plymouth currently operate within the accepted national definition of a Grassroots Music Venue<sup>1</sup>. 1 venue declined to be included in this report and is excluded at its request from all statistics and listings<sup>2</sup>.

- Air
- Annabel's Cabaret and Discotheque
- Bar Rakuda
- Blues Bar & Grill
- Crash Manor
- Hanging Gardens
- Karst
- Kitty O'Hanlon's
- Patchwork Studios
- Rock Bottom Bar
- Rockets & Rascals
- The Bread and Roses
- The Hutong Cafe
- The Junction
- The Old Morgue
- The Treasury
- Underground

Additionally, Plymouth has three larger 'Concert Hall' spaces.

- Plymouth Pavilions
- Pryzm
- UPSU Bar and main hall

Our research identified 9 other spaces which make an important contribution, including projects and programmes which are key elements of the talent pipeline essential to the future development of music within the City.

- CASA
- Factory
- Livewire
- B-Bar
- OMG
- Plymouth Athenaeum
- The House (UPSU)
- Switch
- The Fortescue
- The Terrace (Dancer Hip)

A full glossary and map of the City's Music Spaces is provided

---

<sup>1</sup> <http://musicvenuetrust.com/wp-content/uploads/2018/11/Defining-Grassroots-Music-Venues.pdf>

<sup>2</sup> [https://www.tripadvisor.com/Attraction\\_Review-g186258-d13133109-Reviews-The\\_Pit\\_and\\_Pendulum-Plymouth\\_Devon\\_England.html](https://www.tripadvisor.com/Attraction_Review-g186258-d13133109-Reviews-The_Pit_and_Pendulum-Plymouth_Devon_England.html)



## THE CITY'S LOST MUSIC SPACES

Significant recent venues closures (and reasons for closure) in Plymouth include:

- The Cooperage (2005) - Financial problems, attempt to reopen in 2013 licence declined<sup>3</sup>
- Good Companions (2010) - Slated for demolition in 2018 for a student tower to be built<sup>4</sup>
- Admiral Stopford Arms (2012) - Noise complaints, subsequently converted into housing<sup>5</sup>
- The White Rabbit (2015) - Closed to be demolished as part of the Bretonside bus station redevelopment<sup>6</sup>
- Reel Cinema (2018) - Cinema with regular music events which could not withstand the competition of big chains<sup>7</sup>
- Voodoo Lounge (2018) - Student tower to be built<sup>8</sup>
- The Energy Room (2018) - Closed to Development<sup>9</sup>
- The Hub (2019) - Closed to make way for the Millbay Boulevard redevelopment<sup>10</sup>

---

<sup>3</sup> <https://www.facebook.com/pages/category/Restaurant/Save-The-Cooperage-Plymouth-181568811933781/>

<sup>4</sup> <https://www.plymouthherald.co.uk/whats-on/plymouths-favourite-memories-top-pub-1364140>

<sup>5</sup> <https://plymouth.camra.org.uk/viewnode.php?id=60036>

<sup>6</sup> <https://thetab.com/uk/plymouth/2014/03/27/white-rabbit-due-to-be-demolished-5273>

<sup>7</sup> <https://www.plymouthherald.co.uk/news/plymouth-news/reel-cinema-plymouth-derrys-cross-1767358>

<sup>8</sup> <https://www.plymouthherald.co.uk/news/plymouth-news/gallery/truly-end-voodoo-lounge-mambos-1629769>

<sup>9</sup> <https://www.plymouthherald.co.uk/news/local-news/star-studded-film-released-highlighting-2543716>

<sup>10</sup> <https://www.plymouthherald.co.uk/news/plymouth-news/plymouth-live-music-venue-hub-2575215>

## PLYMOUTH: THE SOUTH WEST'S MUSIC DESTINATION

The City of Plymouth enjoys a thriving grassroots live music community which is a significant visitor attraction, producing positive economic, social and cultural impacts right across the local economy on employment, education, health, visitors, and encouraging the development of micro-businesses and entrepreneurs in the creative industries (musicians, managers, merchandisers, labels etc).

Plymouth has enjoyed a rich history as a primary destination for touring artists and music tourists in the South West, supporting not only the city economy but increasing cultural opportunities and inspiring cultural engagement throughout the South West region.

Teignmouth band Muse represent Britain's reputation for innovative and original music at sell out stadium shows around the world. They are a multi-million-pound asset for the UK, creating thousands of jobs while providing moments of cultural unification for millions of people across the world. Their ability to do so is founded in large part on the ready availability of venues in the South West at which they could hone their craft in the mid to late nineties, culminating in a breakthrough show at the Plymouth Cooperage in July 1997.

Plymouth provided a destination for artists and audiences at a regional and national level, and its importance as a music hub impacted positively upon the ability of surrounding towns and cities to both host events and to support artists in the South West to advance their careers.

**294,216** people attended one of **2829** live music events at a Grassroots Music Venue in Plymouth in the last 12 months. These events featured **8770** performances and provided employment opportunities for **31,117** musicians. Collectively, these events boosted the local cultural economy by **£4,083,555**.

**37%** of this spend - **£1,511,655** - was generated by visitors from outside the city.

These events produced impacts that are of benefit to the whole night time economy; for every £10 spent at a grassroots music venue, £17 is spent elsewhere in the night-time economy<sup>11</sup>. Visitors to live music events support other local businesses such as bars, restaurants, transport, and accommodation

**£6,942,043** was spent elsewhere in the local economy by visitors to Grassroots Music Venues.

---

<sup>11</sup> <https://www.musicweek.com/live/read/number-of-grassroots-london-venues-remains-stable-for-first-time-in-10-years-says-report/067224>

**37%** of this spend - **£2,568,556** - was generated by visitors from outside the city.

These economic outputs were achieved by a venue circuit that is currently operating at an average annual capacity of **only 53%**.

Plymouth's position as a magnet for cultural visitors and creative activity has been negatively impacted by music venue closures. This situation is resolvable with a structured programme of additional support and investment into the City's Grassroots Music Venues, unlocking the potential in their capacity to deliver additional events and restoring the City's reputation as a cultural destination for the South West region.

## PLYMOUTH MUSIC CITY: UNLOCKING THE POTENTIAL

The Grassroots Music Venues in the city have the potential and capacity to play a key role in re-establishing Plymouth as the Music Destination of the South West and can make substantial additional contributions to the local economy and cultural offer.

- **5% increase** in attendance by Plymouth residents to existing grassroots music venue events would generate **£128,631.98** in additional cultural revenue and is deliverable within the capacity and programmes of those venues.
- **10% increase** would generate **£257,263.96**
  
- **5% increase** in attendance by visitors to the city to existing grassroots music venue events would generate **£75,545.77** in additional cultural revenue and is deliverable within the capacity and programmes of those venues.
- **10% increase** would generate **£151,091.54**
  
- **5% Increase** in attendance at existing events would generate a boost to the wider local night time economy (pubs, bars, restaurants, accommodation, transport) of **£347,102.15**.
- **10% increase** would generate **£694,204.30**
  
- **2 additional events** per existing venue per month would create
  - **408** new events
  - **£588,932.64** boost to the local cultural economy
  - **£1,001,185.42** boost to the night time economy
  - **1,265** new performance opportunities and
  - **4491** creative industries employment opportunities.
  
- **4 additional events** per existing venue per month would create
  - **916** new events
  - **£1,117,865.28** boost to the local cultural economy
  - **£2,002,370.84** boost to the night time economy
  - **2530** new performance opportunities
  - **8982** creative industries employment opportunities
  
- A new Grassroots Music Venue, based upon the existing local average venue of 196 capacity, would create
  - **8** new jobs
  - **£240,209.12** in direct cultural spend at the venue
  - **£408,355.47** spend in the night time economy
  - **166** new event events
  - **516** new performance opportunities
  - **1832** creative industries employment opportunities
  
- A new Grassroots Music Venue of 300 capacity in Plymouth would create
  - **12** new jobs

- **£367,667.02** in direct cultural spend at the venue
- **£625,033.88** spend in the night time economy
- **166** new event events
- **516** new performance opportunities
- **1832** creative industries employment opportunities

## PLYMOUTH GRASSROOTS MUSIC VENUES: THE STATISTICS

All statistics relate to financial year 2018/19 and consider the 17 Grassroots Music Venues which agreed to be part of this report.

### ***Capacity and Attendance:***

**196:** The average mean capacity per venue

**200:** The mode capacity

**3325:** The total nightly capacity across the city

**3.2:** Average of 3.2 nights of music per week per venue

**2829:** Total number of events per year

**3.1:** The average number of acts performing per event

**8770:** The total number of acts performing per year

**11:** The average number of musicians performing per event

**31,117:** The number of appearances by musicians at a Plymouth GMV per year

**53%:** The average audience capacity at which venues operated at across the year

**104:** The average number of people that attended a show at the average 196 capacity venue

**294,216:** The number of people who attended a live music performance at a Grassroots Music Venue in Plymouth in the last 12 months

### ***Programming and Content:***

**27%:** The percentage of Plymouth GMVs that rely solely on music for their programme

Programme options and the % of venues offering them:

- **36%:** Comedy
- **36%:** Tools & Space for Musicians
- **27%:** Other Support for Artists
- **72%:** Bar or Restaurant (outside of the live music offer)
- **41%:** Cinema/Film

Other opportunities included: Exhibition/Photo Gallery, Theatre/Dance, Vinyl Record Club, Private Functions, Spoken Word, Poetry, Flash Fiction events

### ***Structure, Motivations, Community and Social Engagement:***

**94%:** The percentage of Plymouth GMVs which are registered as Private Enterprises - only one venue is registered as a not-for-profit entity for any part of its operation

The personal primary focus of the venue manager/owner:



- **54%:** The Music
- **40%:** The Music and The Bar
- **6%:** The Bar

**54%:** The percentage of Plymouth GMVs which offer some form of Social & Cultural Education, such as music workshops, live technician training, internships etc.

**0%:** The percentage of Plymouth GMVs which provide an online access statement for customers with a disability

**80%:** The percentage of GMVs that expressed an interest in taking part in training and guidance on disability access

**72%:** The percentage of Plymouth GMVs which offer free earplugs for staff

**63%:** The percentage of Plymouth GMVs which offer free earplugs for customers

**0%:** The percentage of Plymouth GMVs that are signed up to the Musicians Union Fair Play Venue scheme, which sets out parameters for relationships between musicians, venues and promoters

**88%:** The percentage of Plymouth GMVs that have a policy in place to report sexual harassment within the venue

**0%:** The percentage of Plymouth GMVs signed up to a national standard policy on sexual harassment, such as Good Night Out

**11%:** The percentage of Plymouth GMVs that were aware of national policy changes which had a direct impact upon their protection/sustainability, such as reform of the PRS for Music Tariff LP to eliminate minimum fee or adoption of the Agent of Change policy within the National Planning Policy Framework

### ***Geographical Reach:***

Audience:

- **36%** from within the City
- **27%** from surrounding towns/suburbs
- **27%** from within the county
- **10%** from further afield

Artists:

- **36%** from the City
- **18%** from surrounding towns/suburbs
- **9%** from within the county
- **27%** National Touring artists
- **10%** International Touring Artists

### ***Employment and Volunteering:***

**132:** The number of FTE staff employed by Plymouth GMVs

**112:** The number of FTE Volunteer support roles which were delivered by in excess of 250 individuals

### **Income:**

**£4,083,555:** The gross Income of Plymouth's GMVs

**£240,209:** The average income per venue

**34.7%:** The percentage of income that arises from ticket sales

- **£85,218** per venue
- **£1,448,712** across the city

**£4.92:** The average cost of a ticket in Plymouth

**65.3%:** The percentage of income that results from Bar & Catering sales

- **£154,991** per venue
- **£2,634,843** across the city

**£8.95:** The average amount spent on bar & catering by a gig attendee in Plymouth

### **Expenditure**

**£3,863,219:** The gross expenditure of Plymouth GMVs, exclusive of venue operator/owner fees or investment, in the last financial year

**£227,248:** The average expenditure per venue

**46.9%:** The percentage of expenditure which arises from live music performances, facilities, production & promotion

- **£106,632** per venue
- **£1,812,739** across the city

**53.1%:** The percentage of expenditure which arises from bar & catering facilities and supplies

- **£120,617** per venue
- **£2,050,481** across the city

### **Profit and Loss**

**£12,961:** The notional profit per venue

*NB: Notional profit is exclusive of any investment into infrastructure and represents the maximum fee that can be charged for management/ownership of the premises.*

**72%:** The percentage of GMVs that invested into Sound, Lighting, Audience and Artist facilities

Live Music:

- **£1,812,739:** The amount Plymouth Grassroots Music Venues invested into live music in the city
- **£1,448,712:** The amount Plymouth GMVs raised from live music ticket sales in the city
- **£364,027:** The total amount Plymouth GMVs lost on live music
- **£21,413:** The amount being lost by the average Plymouth GMV by investment into live music

### ***Business Rates Analysis***

**12:** The number of venues in the City that pay Business Rates – Of the 17 venues, 5 have rateable values that provide them with access to full rate relief under the Small Business Relief scheme

**53%:** The percentage of Rate Paying Plymouth GMVs which are assessed using Fair Maintainable Trade (FMT)

**47%:** The percentage of GMVs that are assessed using Square Meterage (Sq M) calculation

**18%:** The premium that venues calculated under FMT pay above that paid by Sq M calculated premises

**£433,250:** The Rateable value of Rate Paying GMVs in the city, average rateable value £36,104

**£205,630.80** The amount Rate Paying GMVs in the city pay in Business Rates, average £17,135.90

**7.5%:** The percentage of gross expenses that the Business Rate charges equate to, where a GMV qualifies to pay Business Rates

**14.2%:** The percentage of every live music ticket bought that is spent on Business Rates across the City (70p)

**20%:** The percentage of every ticket sold equated to the Business Rate charges paid, in the 12 GMVs currently paying Business Rates.

## LOCAL PLANS & POLICIES: ANALYSIS

- The Local Development Framework (LDF) 2007:
  - “It specifically identifies the need for improvements to Plymouth’s cultural provision as a key part of Plymouth’s urban renaissance.”
  - three mentions of the word ‘music’ and one mention of ‘live music’.
- The LDF is no longer the development plan for Plymouth and has been replaced by the Plymouth & South West Devon Joint Local Plan.
- The Plymouth & South West Devon Joint Local Plan 2014-2034:
  - Paragraph 4.99 states: “Developing a distinctive and dynamic cultural sector in Plymouth that will unlock the potential of the city’s arts, creative sector and cultural heritage will help raise the profile of Plymouth and support the visitor economy. It will also provide opportunities for local communities and attract those seeking to relocate for business offering a lifestyle that cannot be found elsewhere, with arts, music, drama, comedy and entertainment forming a unique city identity that supports growth.
  - Policy PLY6: Improving Plymouth’s City Centre subparagraph 8 mentions: ‘Supports a diverse and active evening and night-time economy catering for a wide cross section of the public.’
  - Paragraph 4 states: “Strategic Outcome Plymouth will be fulfilling its role as a regional city and a major economic driver for the Heart of the South West, building on its rich cultural, natural and built assets. It will be stimulating growth to the benefit of the city and its wider sub region and providing the focus for culture, specialist health care, education, shopping, leisure attractions and hospitality services for the wider area.”
  - Paragraph 4.10 “Plymouth also has a pivotal arts and cultural role in the south west and leads on regional initiatives for culture to maximise investment, working in partnership across the peninsula. Plymouth has the ability through the growth of the creative industries and its size as a city to become a regional hub for creativity and culture specifically as a gateway for international practice and development.”
  - There is no specific reference to live music venues
  - Music is mentioned solely in the context of the Plymouth Music Zone (see below)
- Plymouth has developed its own Plymouth Music Zone using music to ‘develop skills and the health and emotional wellbeing of participants’ through workshops and training. Efforts are focused on ‘musicians and music leaders’:
 

<https://www.plymouthmusiczone.org.uk/what-we-do>
- Local Economic Strategy Review 2013/2014 does not contain mention of ‘music’, ‘music venues’ or ‘night-time economy’:
 

<https://www.plymouth.gov.uk/sites/default/files/LESReviewFull.pdf>
- Plymouth Plan 2034:
  - Policy INT4 Delivering a distinctive, dynamic cultural centre of regional, national and international renown
  - Sub paragraph 5: Developing and providing more music venues for local and underground talent, and seeking to build on opportunities to stimulate further

cultural opportunities across the city.”:

<https://www.plymouth.gov.uk/sites/default/files/PPRefresh2.pdf> page 77.

- Policy HEA1 Addressing health inequalities, improving health literacy: “Changing attitudes towards alcohol by shifting the focus of the night-time economy towards more cultural and sporting activities to create a safer more vibrant Plymouth.”

## CONCLUSIONS OF THE REPORT

This report presents an opportunity for a city-wide, comprehensive view of the importance of grassroots music venues as the lynchpin to the future plans of the City and contains recommendations to unlock the potential of the Cities Grassroots Music Venues.

The United Cities and Local Governments paper, *Why must culture be at the heart of sustainable urban development?*<sup>12</sup>, looks at how culture can be used as a tool for: social cohesion; sustainable development; economic development; policy-making; democracy and participation; community-building; climate change; and the celebration of local heritage. These opportunities are important to all stakeholders in Plymouth for the future of the city.

Plymouth has experienced a long-term reduction in the music opportunities that it offers to new and emerging artists and entry level audience. That reduction in facilities available to artists and audiences is broadly in line with national and regional averages, but has deeper practical impacts, and is therefore felt more keenly, in Plymouth. These negative outcomes result from the unique nature of the City's music community, its geographical location, and its historical importance as a hub of music to the South West as a region. Additionally, we note that while changes to national legislation and support available for grassroots music venues has substantially reduced both the rate of decline and the overall reduction in facilities at a national level, in Plymouth the rate of decline is accelerating; 50% of the closures detailed in this report took place within the last 20 months.

7 significant music venues were lost in Plymouth within the last decade representing the direct loss of £2.8 million in economic activity, 91 FTE jobs and an indirect loss of £4.8 million in economic activity in the local night-time economy.

As a result of this reduction in facilities, Plymouth has lost its historical position as a Primary touring location for international, national and regional artists, with knock-on impacts right across the South West region for artists and audiences alike.

This loss of key local music industry assets has directly assessable impacts right across the cultural and night-time economy, both in the direct short and long-term and throughout the creative industries<sup>13</sup>.

The reduction in physical facilities providing music opportunities resulted from:

- Poor communication between, and on behalf of, stakeholders; musicians, venues, audiences, planners, developers, public services, music educators, resulting equally from a lack of understanding and a loss of trust; the authors of this report were significantly delayed in their ability to deliver this report by the need to confront these issues.
- A loss of trust and confidence between stakeholders in the City, leading, in turn, to an unwillingness to engage; emerging challenges to Plymouth Grassroots Music Venues were a matter of public record and discussion, known about, and debated in local press and recognised in policy documents<sup>14</sup> but were not acted upon collectively by the stakeholders at any of several successive opportunities.

<sup>12</sup> [http://www.agenda21culture.net/sites/default/files/files/documents/en/culture\\_sd\\_cities\\_web.pdf](http://www.agenda21culture.net/sites/default/files/files/documents/en/culture_sd_cities_web.pdf)

<sup>13</sup> the loss of The Hub, for example, resulted in the loss from the City of the DBS Live Sound educational programme

<sup>14</sup> <https://www.plymouth.gov.uk/sites/default/files/PCCArtsAndCultureTopicPaper.pdf>



- Failure to understand and therefore recognise the importance of grassroots music venues as important cultural facilities at both a microeconomic and macroeconomic level: Key stakeholders in the City did not have a full understanding of the value of what the City had, nor its importance within the regional and national music industry.
- Lack of discussion on either the direct or indirect impact on the broader Night-Time Economy from the loss of key destination cultural spaces
- Lack of a coherent music strategy which addresses the economic opportunities locally, regionally and nationally available to the City.

There are significant opportunities for all stakeholders. Alongside the direct reduction in the number of facilities, there has been a long and sustained collective lack of investment in the remaining music spaces driven by financial constraints. This manifests itself in declining infrastructure and can be addressed through emerging initiatives on national funding. Plymouth GMVs have not so far been acknowledged at a policy, marketing and engagement level. This manifests itself in a lack of recognition within local plans and policies and can be addressed through a review.

It is important to confront the view that the responsibility for the protection, maintenance and development of these grassroots spaces can or should fall solely on the proprietor of the business. The whole city has an interest in the value and vibrancy these venues provide, whether it is their role in the pipeline of skills, talent development, artist economic activity, student retention, health and well-being<sup>15</sup> or audience development. The closure of a single venue hits the whole city, local community and the music industry, not just the single business owner.<sup>16</sup>

Cities across the world now recognise this, leading to the creation of interventions such as the Music Cities Movement<sup>17</sup>, London Grassroots Music Venue Rescue Plan<sup>18</sup>, Future Cities: This Must Be The Place<sup>19</sup>, Manchester Music Report.<sup>20</sup> The music industry itself recognises its stakeholder position, resulting in the creation of MVT's own Pipeline Investment Fund<sup>21</sup>, supported by companies such as Live Nation and AEG<sup>22</sup>.

The City has a perfect opportunity to create a 21st Century vision of Plymouth as a Music City, mirroring work taking place elsewhere in the world such as within the Music Cities Network<sup>23</sup>, specifically Groningen, Netherlands, where a structured and sustained approach to nurturing and

<sup>15</sup> <https://www.newsweek.com/going-concerts-can-help-you-live-longer-according-new-study-863628>

<sup>16</sup> *Teignmouth band Muse represent Britain's reputation for innovative and original music at stadium shows around the world. There are a multi-million-pound asset for the UK, creating thousands of jobs while providing moments of cultural unification for millions of people across the world. Their ability to do so is founded in large part on the ready availability of venues at which they could hone their craft in the mid to late nineties, including an early show at the Cooperage in July 1997.*

<sup>17</sup> <https://www.ifpi.org/downloads/The-Mastering-of-a-Music-City.pdf>

<sup>18</sup> [https://www.london.gov.uk/sites/default/files/londons\\_grassroots\\_music\\_venues\\_-\\_rescue\\_plan\\_-\\_october\\_2015.pdf](https://www.london.gov.uk/sites/default/files/londons_grassroots_music_venues_-_rescue_plan_-_october_2015.pdf)

<sup>19</sup> [https://www.legalandgeneralcapital.com/files/media-centre/\\_press-releases/sound-diplomacy-landg-2019.pdf](https://www.legalandgeneralcapital.com/files/media-centre/_press-releases/sound-diplomacy-landg-2019.pdf)

<sup>20</sup> <https://www.ukmusic.org/research/greater-manchester-music-review-2019/>

<sup>21</sup> <http://musicvenuetrust.com/2018/10/music-venue-trust-launches-pipeline-investment-fund-challenge/>

<sup>22</sup> <http://musicvenuetrust.com/2019/05/funding-breakthrough-for-grassroots-music-venues/>

<sup>23</sup> <https://www.musiccitiesnetwork.com/about-mcn>

developing the local music community and grassroots music venues has had radical impacts upon the City's vibrancy and demographics.<sup>24</sup>

It is essential that this relationship is a two-way street; the local music community needs to describe and communicate about itself in a manner which enables other stakeholders to offer their support.

The City is geographical distant from the centre of the UK's live music industry in London. The City's grassroots music venues are cognitively distanced from that live music industry, and physically manifest this distance in a lack of knowledge about initiatives within that industry to support and develop them. This cuts across financial initiatives (such as Arts Council England's Supporting Grassroots Live Music Fund – announced May 2019<sup>25</sup>) and strategy and policy changes (such as the amendment to the National Planning Policy Framework to adopt Agent of Change as a protection measure specific to music venues – announced July 2018<sup>26</sup>). This cognitive distance is not unique to Plymouth; GMVs in Northern Ireland, North Wales and Northern Scotland have expressed similar feelings of isolation from national initiatives. However, the City's GMVs are unique in their resulting lack of engagement with the opportunities such initiatives present.<sup>27</sup>

The City's music venues have been locally responsive to issues such as standards of practice for the employment of musicians, the safety of women and disabled access, but are not engaged with national strategy or organisations which offer support to them to deliver to these social, cultural and economic agendas<sup>28</sup>

This lack of engagement with a developing national picture has serious impacts upon the sustainability of the City's grassroots music venues and the protections such a cultural asset is now able to enjoy.<sup>29</sup> Compared with the national average, a Grassroots Music Venue in Plymouth is ten times less likely to know about opportunities for social, cultural and economic support and ten times more likely to be unaware of protections to its operation that it should be enjoying.

In a practical demonstration of the shift towards a more positive approach, a number of venues/promoters/stakeholders have created a group called Grassroots Music Alliance Plymouth, which is already trying to create solutions to some of these challenges; Diversity, Access, Asset Mapping, Data Capture are all early agenda items and practical issues such as marketing space and ticket availability are being addressed with direct solutions.

The creation of this collective illustrates that despite this period of losses and under investment, Plymouth continues to benefit from a resilient, innovative and passionate music community which

<sup>24</sup> <https://www.musiccitiesnetwork.com/cities/groningen>

<sup>25</sup> <https://www.artscouncil.org.uk/funding/project-grants-supporting-grassroots-live-music>

<sup>26</sup> <https://www.gov.uk/government/news/strengthened-planning-rules-to-protect-music-venues-and-their-neighbours>

<sup>27</sup> *In 2014 just 3% of UK GMVs operated under some format of not-for-profit structure. In 2019, as a result of national initiatives led by MVT, this number has risen to 31%. Correctly describing the provision of live music as a not-for-profit activity within a correctly structured not-for-profit cultural entity has significant positive financial implications for a grassroots music venue operation. 100% of Plymouth venues operating solely as a full time Grassroots Music Venue identified themselves as Private Enterprises in our survey.*

<sup>28</sup> <https://www.musiciansunion.org.uk/Files/Guides/Playing-Live/Fair-Play-Guide.aspx>

<https://sgfw.org.uk/>

<http://www.attitudeiseverything.org.uk/>

<sup>29</sup> *In a national survey, 85% of grassroots music venues knew and understood the Agent of Change principle in the National Planning Policy Framework and how it protects their venue from future development. In the Plymouth survey, only 1 respondent (8%) was aware of this protection*

has developed organically. We found numerous examples of excellent practice that was overcoming significant obstacles to deliver music opportunities by collaborative working; a sense that putting the show on was the most important thing and whatever needed to be done to make that happen, there was someone who knew someone who could and would make that happen.

We also identified that frequently this organic process of development and collaboration was not properly recognised, acknowledged and described as a unique asset of the local community.<sup>30</sup> As we enable music venues within the City to understand and articulate their role as cultural hubs and local assets, there is an opportunity to highlight the collaboration and interactivity between venues, education, youth projects, to describe how the work of one stakeholder impacts on the ability of another to deliver its work.

This is the opportunity to create a narrative that describes the local Plymouth Pipeline of Talent, a City where you can pick up a guitar and learn the skills you need at 12, play your first gigs at 14, start to play at a local venue with ticket sales at 16, get the training and skills you need for a portfolio music career at 18, start to export your skills at a national and international level at 21, and develop a lifelong passion for and potential career in music. The City has all it needs to create this narrative; Plymouth: Music City.

The tangible sense of a passionate music community that wants to enable artists and audiences represents a unique selling point for the City which all stakeholders can value. The uniqueness of the City's grassroots music community presents an opportunity to rebuild the City as a regional hub and a primary music destination.

Acting collectively, this report provides the chance for everyone who wants to realise the potential of music in Plymouth to:

- take urgent practical action to financially stabilise its remaining Grassroots Music Venues
- review and amend local plans & policy so that further losses of its cultural infrastructure are averted or mitigated
- establish communication and information opportunities that build trust and confidence
- create a collective long-term strategy to develop and support its grassroots music community as a unique selling point of the City
- build a positive marketing strategy around that identity, that fully engages with the local community and reaches out to the rest of the South West region
- consider the long-term social, cultural and economic opportunities of Plymouth's unique musical selling point and adopt a branding that recognises its potential to be a city of organic, grassroots music
- restore its position as a Primary touring location and South West Hub of Music, and fully engage with the developing national support for Grassroots Music Venues.

---

<sup>30</sup> for example, musicians that initially started at Livewire have become key elements of the programme at other local venues, but there was no specific recognition or acknowledgement of that process. Technical crew working at venues told us that they were graduates from, or current students at, DBS, but this was not a formalised relationship.

## RECOMMENDATIONS

### *Immediate Actions:*

#### 1. FINANCES:

Plymouth's Grassroots Music Venues are in a fragile and perilous economic position. We recommend that Plymouth City Council considers providing temporary relief to the local Business Rates paid by these venues, with the purpose of creating a period in which they can stabilise their economic position, restructure, and engage fully with the opportunities within this report. Other levies that fall within the control of Plymouth City Council should be reviewed for their impact on the immediate viability of the local circuit.

#### 2. PLANNING:

In consideration of the direct causes of local venue closures, Plymouth should revise its Local Planning Policy to adopt Agent of Change to prevent additional losses<sup>31</sup>.

Where such loss is an inevitable consequence of desirable regeneration, Plymouth should adopt a Local Redevelopment Policy that commits Developers to appropriate investment in the local music eco-system under a Section 106 commitment.

Where development has any potential to impinge upon the working operation of a venue, Plymouth should adopt Deed of Easement as a standard protection within new developments within the vicinity of a venue<sup>32</sup>.

---

<sup>31</sup> <https://www.residentadvisor.net/news/44513>

<sup>32</sup> <https://www.footansteve.com/updates-a-publications/4007-deeds-of-easement-of-noise>

## RECOMMENDATIONS

### *Short Term Actions:*

#### 3. NETWORKING:

Encourage the development of the Grassroots Music Alliance to create a fully representative network that includes all venues and the wider music sector. The alliance will have a remit to:

- I. Gather robust venue/industry data on an ongoing basis
- II. Engage with national initiatives, such as Attitude is Everything, Good Night Out, Musicians' Union and Safe Gigs for Women, to establish a best practice manual for Grassroots Music Venues
- III. Work with Plymouth Culture, Plymouth Your Space and Vacancy Atlas project with Inter(change) to identify opportunities within the city for additional music venues and music programming
- IV. Act as a representative for the music sector, through the appointment of a nominated person, to provide a point of contact for Plymouth Culture in the development of the Music City agenda.

#### 4. FUNDING:

Plymouth City Council and Plymouth Culture to appoint internal staff resources to enable and support venues and the music sector to make applications for funding to national grant agencies, releasing funding into the city.

#### 5. POLICY AND PRESENTATION:

Review Plymouth City Council policies, marketing and image so that the contribution of music venues is recognised and represented in all documents, media and marketing.

## RECOMMENDATIONS

### *Mid Term Actions:*

#### 6. LOCAL INITIATIVES:

Grassroots Music Alliance Plymouth to bring forward specific proposals that identify opportunities to promote live music and remove obstacles to live music performance. During the compilation of this report the following specific proposals were brought to our attention and should be considered by GMAP:

- i. Creation of a Musicians' Parking Permit to be held by venues so that parking fines are avoided and load ins are manageable
- ii. A review of local Licensing restrictions to ensure that there is clarity, equity and fairness in the Licensing System
- iii. A concerted annual campaign to engage with new University students that highlights the City's live music offer
- iv. Access to key marketing opportunities at key locations throughout the city
- v. Review of Busking rules within the City.

#### 7. RESEARCH:

Undertake a study with partners in other Devon and Cornwall towns and cities on South West touring to understand what a functioning touring circuit might look like. The aim should be to re-establish that touring network so that artist touring to and from Plymouth is an economically viable option - to improve Plymouth's ability to attract and host touring artists, the City must address the geo-economic obstacles that prevent artists choosing the City and make it a viable option for artists to undertake such tours. (see also Recommendation 13)



## RECOMMENDATIONS

### *Long Term Actions:*

#### 8. CULTURAL STRATEGY:

Ensure that the development of the culture strategy acknowledges the role of music in developing the image and reputation of the city as a cultural destination by engaging stakeholders from the music community in its development.

#### 9. FACILITIES AND SERVICES:

A review of the supporting facilities, services and marketing tools available to artists which would encourage the re-establishment of Plymouth as a touring destination; suitable and affordable accommodation, local backline and tech services, accessible marketing platforms.

#### 10. INDUSTRY EVENT:

The establishment of a Plymouth-based music industry conference and event in 2021 aimed specifically at the South West as a touring circuit: A 'South West by South West'. The aim of this event would be to engage with the local, regional and national music industry, and to highlight the South West's musicians and music opportunities.

#### 11. PUBLIC EVENT:

An annual Music Amnesty for unused instruments/equipment in the city; items donated to be offered on a free loan basis to students as part of the welcome park when they arrive in the city, cementing the concept that Plymouth is a destination that wants you to engage with music.

#### 12. REGIONAL INITIATIVES

Based on work at Recommendation 11, the City to work with South West partners to create a South West Tours promoter organisation and identify funding that would support national and international artists to undertake tours of the South West.

## RECOMMENDATIONS

### *For Consideration:*

#### 13. A NEW VENUE:

During the creation of this report, it became clear that additional local debate was needed on the creation of a mid-sized venue (800-1200 capacity) - this was both supported and opposed, because it was felt it was needed but also there were concerns about how it might create competition.

Grassroots Music Alliance Plymouth should consider if the local music community believes such a venue is desirable and, if so, how it might integrate into the local venue ladder, through structure or control, without such a venue dominating local audience attention.

During the research for this report, MVT was advised of moves by Plymouth Pavilions to adjust its capacity to fill this gap on the Venues Ladder, and of an opportunity to potentially restore the Reel Cinema with a usage for this purpose.

Local stakeholders should strongly consider the reasons why a commercial entity (such as Academy Group, AEG, DHP) has not currently sought to create such a venue. Our view is that Plymouth has not demonstrated at a national level that it is a city with sufficient demand or an active and engaged music scene. Creating such a venue without a clear message about the economic opportunity runs significant risk of creating an empty shell without artists to fill it. Mid-size venues do not follow the Field of Dreams motto; just because you build it does not mean they will come.

## Annex 1: National, Regional and Local Context

### NATIONAL CONTEXT – GRASSROOTS MUSIC VENUES IN 2019

- A. A nationally and internationally accepted definition of a Grassroots Music Venue (GMV)<sup>33</sup> is now in wide usage, including by Parliament.<sup>34</sup>
- B. GMV exhibit a specific set of social, cultural and economic attributes which are of special importance to communities, artists, audiences, and to the wider music industry. Across sixty years, this sector has played a vital research and nurturing role in the development of the careers of a succession of UK musicians, from The Beatles (The Cavern, Liverpool) through The Clash (100 Club, London), The Undertones (The Casbah, Derry), Duran Duran (Rum Runner, Birmingham), Housemartins (Adelphi, Hull), Radiohead (Jericho Tavern, Oxford), Idlewild (Subway, Edinburgh), Super Furry Animals (Clwb Ifor Bach, Cardiff). All three of the UK's highest grossing live music attractions in 2016 (Adele, Ed Sheeran, Coldplay) commenced their careers with extensive touring in this circuit.<sup>35</sup>
- C. GMV constitute a network with comprehensive geographical presence and with a reach that extends into communities which are otherwise not engaging with culture<sup>36</sup>.
- D. During the last twenty years, this sector has declined substantially:
- I. 144 GMV were trading in London in 2007
  - II. Only 94 GMV were trading in London in 2016, a reduction in the number of trading spaces of 34.7%<sup>37</sup>
  - III. Iconic spaces across the UK closed during this period, including The Marquee (London), The Point (Cardiff), The Arches (Glasgow), Duchess of York (Leeds), Princess Charlotte (Leicester), TJs (Newport), Roadhouse (Manchester), Boardwalk (Sheffield), The Picture House (Edinburgh), The Crypt (Hastings), The Croft (Bristol)<sup>38</sup>
  - IV. Every major town and city saw a decline in the number of trading venues
  - V. Of the 25 venues that launched the live career of Oasis in 1993, only 11 remain open.<sup>39</sup>
- E. Alongside closures, these venues also experienced<sup>40</sup>:
- I. Significantly reduced audience attendances; GMV operate at significantly reduced capacity, with an average attendance of 160.5, only 51%
  - II. Reduced opportunities for artists to perform; GMV are open for live music 3.89 times per week, only 55% of the time

<sup>33</sup> <http://musicvenue trust.com/wp-content/uploads/2016/09/Defining-Grassroots-Music-Venues.pdf>

<sup>34</sup> <http://www.citymetric.com/horizons/year-future-britains-music-venues-was-placed-firmly-political-agenda-1678>

<sup>35</sup> <http://www.bbc.co.uk/newsbeat/article/34571762/music-venues-in-the-uk-have-reached-crisis-point-says-london-club-owner>

<sup>36</sup> <http://uklivemusic census.org/>

<sup>37</sup> <https://www.london.gov.uk/what-we-do/arts-and-culture/music/saving-londons-music-venues?source=vanityurl>

<sup>38</sup> <http://www.gigwise.com/photos/92945/closed-down-14-legendary-music-venues-that-have-been-lost>

<sup>39</sup> <http://www.bbc.co.uk/news/entertainment-arts-35399160>

<sup>40</sup> MVT GMV Survey 2016

- III. Rapidly deteriorating infrastructure that is inadequate to support the delivery of artistic excellence.
- F. As a result of the decline, entry prices have stagnated, resulting in:
  - I. reduced earnings potential for artists
  - II. a downward spiral of under investment
- A. These direct impacts have short and long-term implications for the UK live music industry identified in the UK Live Music Census 2017<sup>41</sup>
  - I. One third (29%) of Promoters said that venue closure had an extreme, strong or moderate negative impact on their events in the last 12 months.
  - II. When asked to describe the most significant problems faced as a live music promoter, one third of respondents (34%) mentioned venues
  - III. 44% of promoters who responded to a question about the barriers that impact on putting on live music in their locale also mentioned venues. Problems and barriers included a lack of venues, cost of venues, and a lack of suitable infrastructure within the venue itself.
  - IV. 42% of promoters who responded to an open-ended question about what the (local, national and/or UK) government could do to improve the live music scene mentioned venues, 37% mentioned funding or grants; and 16% mentioned schools or education
  - V. Festival Headliners are ageing<sup>42</sup>
  - VI. New artists are struggling to build audiences
- G. Despite this decline, there are still circa 650 such music venues currently operating in the UK.
- H. Audience research conducted by MVT in April 2016 formed part of the UK Music Wish You Were Here Report 2016<sup>43</sup>, the first time accurate tracking of activity in this sector had been attempted.
- I. Venue and artist research carried out by MVT in May and June 2016 provided information about audience attendance and performance activity related to GMV. That research established that GMV:
  - I. Have an average capacity of 316, a total capacity of 142,200 per night
  - II. Deliver 17540 shows per week, 91,026 shows per annum
  - III. Create 5251 performance opportunities per week, 273,078 performance opportunities per annum
  - IV. 280,875 people attend every week, 14,605,519 people per annum.
- J. Based upon the above and in-depth research carried out in 2015 to 2017 by the Mayor of London and the Greater London Authority, specific to the function and operation of GMV within London<sup>44</sup>, it is deduced that these 450 GMV:
  - I. Contribute circa £437million to the UK economy

<sup>41</sup> <http://uklivemusiccensus.org/>

<sup>42</sup> <https://www.economist.com/news/britain/21656235-why-boom-big-outdoor-music-festivals-may-not-be-sustainable-smells-middle-aged-spirit>

<sup>43</sup> [http://www.ukmusic.org/assets/general/Wish\\_You\\_Were\\_Here\\_2016\\_Final.pdf](http://www.ukmusic.org/assets/general/Wish_You_Were_Here_2016_Final.pdf)

<sup>44</sup> <https://www.london.gov.uk/what-we-do/arts-and-culture/music/saving-londons-music-venues>

- II. Invest circa £210million per annum in talent development
  - III. Support circa 10,800 full time equivalent jobs.
- K. GMV are the small business entrepreneurs of the UK music industry, taking exceptional risks with programming and support for new and emerging artists. This activity produces long-term significant economic outcomes for the wider industry and for the UK. In 2015, the UK Music Industry provided:
- I. Total GVA: £4.1billion
  - II. Total Export Revenue: £2.2billion
  - III. 119,020 FTE jobs.
- L. GMV have demonstrated a strong and passionate engagement with local and regional audiences<sup>45</sup>, addressing ACE and DCMS core aims of ensuring experiences are available to everyone.<sup>46</sup>
- M. In response to this crisis, in 2019 Arts Council England established the Supporting Grassroots Live Music Fund, a ringfenced fund of £1.5 million of public money specifically aimed at developing and improving this circuit.
- N. An inconsistent approach to what constitutes a cultural venue from the cultural sector has created a common perception that theatres, arts centres, concert halls and galleries require subsidy to operate, yet a suggestion that GMV may require support too is regularly met with the assertion that these are commercial operations. The fact that talent developed in these spaces may in future generate significant money does not make them commercially viable when there is no connection with the future wealth; the same principle is not applied to development of talent in other styles of music or artforms.
- O. Across the EU, governments have provided a variety of mechanism to subsidise and underwrite investment in GMV, resulting in an average subsidy of 35% of total turnover, as high as 70% in France.<sup>47</sup> These initiatives have resulted in exceptional facilities in many of our neighbouring territories, with greater performance fees to artists, higher employment levels, greater numbers of apprentices and training opportunities being just some of the outcomes.<sup>48</sup>
- P. The UK's comparative lack of support and investment into GMV is failing to compete with emerging markets and to support the development of skilled UK artists and supporting professionals, specifically those at the beginning of their careers.
- Q. Each of the UK's nearest geographical competitors for international touring have established programmes to support infrastructure for GMV. Examples of comparative investment in emerging markets:

---

<sup>45</sup> <http://uklivemusiccensus.org/>

<sup>46</sup> <http://www.artscouncil.org.uk/about-us/our-mission-and-strategy>

<sup>47</sup> [http://www.icce.rug.nl/~soundscapes/DATABASES/MIE/Part1\\_chapter07.shtml](http://www.icce.rug.nl/~soundscapes/DATABASES/MIE/Part1_chapter07.shtml)

<sup>48</sup> <http://www.live-dma.eu/wp-content/uploads/2016/07/Live-DMA-data-2014-survey-presentation-for-online-publication-version-18-July-2016.pdf>

- I. Germany: A package of investments into GMV to a value of €8.2million in November 2016 (Förderprogramme zur technischen Erneuerung der Aufführungstechnik von Musikclubs).<sup>49</sup> The programme is specifically aimed at a move to digital equipment which is high quality and reduces energy consumption and costs.
- II. Netherlands: Every middle-sized town or city (approx. 100.000 inhabitants) has a music venue for popular music genres. Fifty-one music venues receive funding from the Government following the advice of Muziek Centrum Nederland.<sup>50</sup>
- III. Denmark: An infrastructure and trading subsidy budget which has developed 19 GMV of exceptionally high quality. These venues receive ongoing subsidy to create local jobs, support for musician micro-businesses, and platforms for local emerging talent – at the full subsidy rate, each of these 19 venues commits to paying each performing musician 2000 Krone, a fee equating to £250 per band member per performance.<sup>51</sup>
- IV. Norway: The Musikkutstyrsordningen (Norwegian Musical Equipment Foundation) gives bi-annual grants to studios, venues, community groups, and rehearsal spaces for upgrading facilities and maintaining and purchasing equipment. It was established in 2009 and distributes circa 27.5 - 30 million kr per year (£2.5 - £2.8 million) <sup>52</sup>
- V. France, GMV receive operational support from : Le ministère de la Culture et de la Communication, Le ministère de la Ville, de la Jeunesse et des Sports, Le ministère de la Justice L'Union Européenne - Lifelong Learning Programme and La SACEM. Le CNV - Centre National de la chanson des Variétés et du jazz – administers two schemes by which a levy is paid by all live music events and distributed to GMV:
  - i. to promote risk taking with programming at grassroots level.<sup>53</sup> 195 venues benefitted in 2015
  - ii. to improve the infrastructure at GMV.<sup>54</sup> 59 venues benefitted in 2015.

<sup>49</sup> <http://www.livemusikkommission.de/foerderprogramme-zur-technischen-erneuerung-der-auffuehrungstechnik-von-musikclubs-starten-2017/>

<sup>50</sup> [https://en.wikipedia.org/wiki/Muziek\\_Centrum\\_Nederland](https://en.wikipedia.org/wiki/Muziek_Centrum_Nederland)

<sup>51</sup> <http://dansklive.dk/>

<sup>52</sup> <http://www.musikkutstyrsordningen.no/om-oss/>

<sup>53</sup> <http://www.cnv.fr/activite-salles-spectacles-7>

<sup>54</sup> <http://www.cnv.fr/amenagement-et-equipement-salles-spectacles-6-et-6bis>



## REGIONAL CONTEXT- THE SOUTH WEST 2019

The UK Music Music by Numbers Report 2019<sup>55</sup> revealed:

- 939,000 music tourists came to the South West in 2018 for a festival or live show
- Music tourist spend amounted to a total of £445 million in the South West
- 5810 full-time jobs are sustained by music tourism in the South West

Grassroots Music Venues right across the South West have demonstrated a similar decline:

<https://www.cornwalllive.com/whats-on/music-nightlife/17-music-venues-you-really-3338181>

## LOCAL DEMOGRAPHICS

Demographics of Plymouth: Plymouth report:

<https://www.plymouth.gov.uk/sites/default/files/Plymouth%20Report%20October%202017.pdf>

- Urban population of 260,203 (last census in 2011) - Office For National Statistics
- Plymouth GDP was 5,169 million in 2013 which makes up 25% of Devon's GVA.
- 23,000 students aged 18-24 years old in Plymouth - p14 Plymouth Report
- Proportion of 'Working Age' (15-64) population is 65.4% and this is higher than regionally in the Southwest (61.9%) and England more broadly at 64.5% - p14 Plymouth Report
- JOB INDUSTRY BREAKDOWN IN PLYMOUTH: 'Arts, Entertainment and Recreation in 2015 was 2500 jobs - p59 Plymouth Report
- Report does not contain mention of night-time economy, music venues or music. Culture is mentioned in relation to The Box (Plymouth History Centre)
- Visitor spend in Plymouth is worth £336m a year with a total of 4,965,000 visits in 2015 - p74
- Plymouth has the highest amount of day visits in the region at 4.2 million per year and the highest day visitor-spend at £169m. - p74
- 5.7% of 16 and 17 year olds are currently not in employment, education or training compared to 6% nationally: <http://www.dataplymouth.co.uk/economy>
- Plymouth is the 15th largest city in England with an economic output of 4.99 billion (2016): <http://www.dataplymouth.co.uk/economy>

---

<sup>55</sup> [https://www.ukmusic.org/assets/general/Music\\_By\\_Numbers\\_2019\\_Report.pdf](https://www.ukmusic.org/assets/general/Music_By_Numbers_2019_Report.pdf)

## APPENDIX D - Music Report Action Plan

Category	Description	Action Taken	Action Planned	Target completion date	Responsible officer
<b>1 Finances</b>	Plymouth's Grassroots Music Venues are in a fragile and perilous economic position. We recommend that Plymouth City Council considers providing temporary relief to the local Business Rates paid by these venues, with the purpose of creating a period in which they can stabilise their economic position, restructure, and engage fully with the opportunities within this report. Other levies that fall within the control of Plymouth City Council should be reviewed for their impact on the immediate viability of the local circuit.	31 music businesses have been engaged with to date comprising of 18 music venue businesses, 3 large scale venues and 9 additional spaces. These businesses have been directly spoken to and involved in the surveying and research for the Music Venue Trust report on grass roots music venues. Additional support and signposting has been given to those businesses who indicated problems and need for support via PCC Economic Development Team, Business Improvement District and Plymouth Culture.	Liaise with the Music Venue Trust nationally to proactively implement the business rate relief announced nationally for grassroots music venues	April 2020	PCC - Economic Development team
<b>2 Planning</b>	In consideration of the direct causes of local venue closures, Plymouth should revise its Local Planning Policy to adopt Agent of Change to prevent additional losses.  Where such loss is an inevitable consequence of desirable regeneration, Plymouth should adopt a Local Redevelopment Policy that commits Developers to appropriate investment in the local music eco-system under a Section 106 commitment.  Where development has any potential to impinge upon the working operation of a venue, Plymouth should adopt Deed of Easement as a standard protection within new developments within the vicinity of a venue.	The Supplementary Planning Document (SPD) issued for consultation in November 2019 and scheduled for adoption in June 2020, makes specific reference to the National Planning Policy Framework 2019 and the adoption of the Agents of Change principles when considering development proposals that impact live music venues.	Each development to be assessed on a case by case basis but the principles of Agent of Change to be applied in each instance.	June 2020	PCC - Planning Department
<b>3 Networking</b>	Encourage the development of the Grassroots Music Alliance to create a fully representative network that includes all venues and the wider music sector. The alliance will have a remit to:  I. Gather robust venue/industry data on an ongoing basis II. Engage with national initiatives, such as Attitude is Everything, Good Night Out, Musicians' Union and Safe Gigs for Women, to establish a best practice manual for Grassroots Music Venues III. Work with Plymouth Culture, Plymouth Your Space and Vacancy Atlas project with Inter(change) to identify opportunities within the city for additional music venues and music programming IV. Act as a representative for the music sector, through the appointment of a nominated person, to provide a point of contact for Plymouth Culture in the development of the Music City agenda.	Initial meeting held between Plymouth Culture, PCC events and Grassroots Music Alliance representative to explore partnership opportunities.	Meeting scheduled with Plymouth Culture and Grassroots Music Alliance to discuss sector needs, representation and priority setting	March 2020	Plymouth Culture & PCC - Marketing
<b>4 Funding</b>	Plymouth City Council and Plymouth Culture to appoint internal staff resources to enable and support venues and the music sector to make applications for funding to national grant agencies, releasing funding into the city.	Plymouth Culture has been in communication with Arts Council England (ACE) to discuss hosting an information day relating to the Grass Roots Live Music Fund for music venues in Devon and Cornwall.	Plymouth Culture to host ACE event and progress individual conversations with music venues in Plymouth to shape funding applications.	March 2021 (funding deadline)	Plymouth Culture & PCC - Mike Page

<b>5 Policy and Presentation</b>	Review Plymouth City Council policies, marketing and image so that the contribution of music venues is recognised and represented in all documents, media and marketing.	<p>Music businesses will be supported to access the Visit Plymouth website where events can be uploaded free of charge and marketed via the city marketing website and social channels. The presence for music on the Visit Plymouth website and digital activity will be developed and enhanced to give greater visibility of the variety of music events taking place throughout the city. The current Music, Gigs and Concerts what's on page will be refreshed in line with music industry feedback: <a href="https://www.visitplymouth.co.uk/whats-on/events/music-and-dance">https://www.visitplymouth.co.uk/whats-on/events/music-and-dance</a></p> <p>The revised Visitor Plan has already identified Music (night time economy) as a star project and will be progressing work in this area with relevant partners.</p>	The development of a refreshed 10 year Culture Strategy for Plymouth is underway and the music sector will be invited to engage in the consultation process in order to site music as an important and necessary component to creating a culturally vibrant city.	Sept 2020	Plymouth Culture Destination Plymouth PCC Marketing
<b>6 Local Initiatives</b>	<p>Grassroots Music Alliance Plymouth to bring forward specific proposals that identify opportunities to promote live music and remove obstacles to live music performance. During the compilation of this report the following specific proposals were brought to our attention and should be considered by GMAP:</p> <ul style="list-style-type: none"> <li>i. Creation of a Musicians' Parking Permit to be held by venues so that parking fines are avoided and load ins are manageable</li> <li>ii. A review of local Licensing restrictions to ensure that there is clarity, equity and fairness in the Licensing System</li> <li>iii. A concerted annual campaign to engage with new University students that highlights the City's live music offer</li> <li>iv. Access to key marketing opportunities at key locations throughout the city</li> <li>v. Review of Busking rules within the City.</li> </ul>		Grassroots Music Alliance Plymouth to be officially formed and to set feedback process for suggestions to Plymouth Culture and PCC	Sept 2021	Grassroots Music Alliance supported by Plymouth Culture and PCC
<b>7 Research</b>	Undertake a study with partners in other Devon and Cornwall towns and cities on South West touring to understand what a functioning touring circuit might look like. The aim should be to re-establish that touring network so that artist touring to and from Plymouth is an economically viable option - to improve Plymouth's ability to attract and host touring artists, the City must address the geo-economic obstacles that prevent artists choosing the City and make it a viable option for artists to undertake such tours. (see also Recommendation 12)		Plymouth Culture and Music Venue Trust to host Regional partner meeting to explore touring possibilities	June 2020	Plymouth Culture
<b>8 Cultural Strategy</b>	Ensure that the development of the culture strategy acknowledges the role of music in developing the image and reputation of the city as a cultural destination by engaging stakeholders from the music community in its development.	Plymouth Culture has already made contact with the Grassroots Music Alliance Plymouth to discuss collaboration and support.	Representatives of the Grassroots Music Alliance Plymouth and the wider music sector will be invited to contribute to the development of the culture strategy	Sept 2020	Plymouth Culture
<b>9 Facilities and Services</b>	A review of the supporting facilities, services and marketing tools available to artists which would encourage the re-establishment of Plymouth as a touring destination; suitable and affordable accommodation, local backline and tech services, accessible marketing platforms.		To be taken forward under the Visitor Plan investigations and plans into Music as a star project, looking at ways in which touring artists and promoters can be supported/encouraged to visit and book Plymouth on a tour roster. Similar to support provided for business tourism and conferencing.		Destination Plymouth PCC Marketing

<b>10 Industry Event</b>	The establishment of a Plymouth-based music industry conference and event in 2021 aimed specifically at the South West as a touring circuit: A 'South West by South West'. The aim of this event would be to engage with the local, regional and national music industry, and to highlight the South West's musicians and music opportunities.	Early conversations have begun with Sound City and the possibility of hosting an industry conference	Progress Sound City conversation with sector representatives, PCC and Music Venue Trust	2021	Plymouth Culture PCC events
<b>11 Public Event</b>	An annual Music Amnesty for unused instruments equipment in the city; items donated to be offered on a free loan basis to students as part of the welcome pack when they arrive in the city, cementing the concept that Plymouth is a destination that wants you to engage with music.		Student union organisations to be contacted and offer to be developed as part of the city welcome	Sept 2020	PCC - music education hub
<b>12 Regional Initiatives</b>	Based on work at Recommendation 7, the City to work with South West partners to create a South West Tours promoter organisation and identify funding that would support national and international artists to undertake tours of the South West.	Early conversation initiated with Cornwall contacts to explore collaboration options	Plymouth Culture and Grassroots Music Alliance to host regional partner meeting to explore possibilities	Dec 2020	Plymouth Culture
<b>13 A new venue</b>	Working with the Grassroots Music Alliance Plymouth, test the viability of a mid-size and academy size venue through a feasibility study to include: 1. Identifying suitable venue options within existing disused buildings; 2. Understanding the audience demand and the need to initiate an appropriate audience development programme; 3. Mapping the existing ladder of provision to understand complementarity; 4. Connecting the music ambitions with the wider cultural strategy for the city to maximise opportunities and encourage cross art form collaborations.	Initial conversations have been held with the Reel Cinema and Urban Splash to explore options for music space within mixed-use developments. .  Funding through the O2 academy programme has been explored as a possible route to securing a music venue.	Venue plans to be connected to the Culture Strategy to align strategic ambitions and resources.  Feasibility study and wider sector strategy to be commissioned to identify two music venues; one 500 capacity one 1500 capacity.  Reinvigorate the conversations with O2 academy  Build and promote an extended live music events programme, including alternative and outdoor locations, to build new audiences for live music	Sept 2020	Plymouth Culture PCC - Economic Development Team

This page is intentionally left blank

# Brexit, Infrastructure and Legislative Change Overview Scrutiny Committee

Work Programme 2019-20



**Please note that the work programme is a 'live' document and subject to change at short notice. The information in this work programme is intended to be of strategic relevance.**

For general enquiries relating to the Council's Scrutiny function, including this Committee's work programme, please contact Helen Prendergast, Democratic Adviser on 01752 305155.

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
5 June 2019	Strategic Transport Schemes Update	4 (Medium)	Update on strategic transport schemes (Presentation)	Councillor Coker/Paul Barnard
	Air Quality Management	5 (High)	Overview of the air quality management within the City	Councillor Dann/Ruth Harrell/Nicola Horne
	Transforming Cities Fund Programme Update	4 (Medium)	To provide an Update on Transforming Cities Fund Programme (Presentation)	Councillor Coker/Paul Barnard/Richard Banner
17 July 2019	The Box Update	5 (High)	Final Capital Budget settlement (pre decision scrutiny) and general update to include programme, budget and plan for opening	Councillor Evans OBE/David Draffan/Paul Brookes/Caroline Cozens
	The iMayflower Project	4 (Medium)	Part of the Mayflower 400 Plan	Councillor Evans OBE/David Draffan/Tracey Beeck/Nina Sarlaka/Lindsey Hall
	Plymouth Sound National Marine Park	5 (High)	Review the Plans for the National Marine Park	Councillor Dann/Paul Barnard/Kat Deeney
25 September 2019	Brexit – Plymouth Ports	5 (High)	The impact of Brexit on Plymouth Ports	Councillor Haydon/Ruth Harrell/Katherine O'Connor
	Mayflower Update	5 (High)	To include final programme, Elizabethan House, trails, marketing	Councillor Peter Smith/David Draffan/Charles Hackett
	City Centre Bid Renewal	5 (High)	Pre decision scrutiny	Councillor Evans OBE/David Draffan/Patrick Knight/Steve Hughes

Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
	Plan for Homes: The First 5 Years	5 (High)	Update on the Plan for Homes: the First 5 Years	Councillor Penberthy/Paul Barnard/Nick Carter
	Annual Housing Statement	5 (High)	To provide the Annual Housing Statement	Councillor Penberthy/Paul Barnard/Grant Jackson
<b>23 October 2019</b>	Brexit: Plymouth Relevant Issues Relating to the UK Leaving the EU	5 (High)	The need to hold minutes to discuss relevant issues relating to Plymouth the the UK leaving the EU	Councillor Evans OBE/Councillor Harydon/Kevin McKenzie/Giles Perritt
<b>20 November 2019</b>	This meeting was cancelled due to the General Election on 12 December 2019 (items due for consideration at this meeting have been scheduled for January and March 2020)			
<b>15 January 2020</b>	Visitor Plan (2020-2030)	5 (Medium)	Review the refreshed Visitor Plan 2020-2030, prior to Cabinet approval	Councillor Evans OBE/Smith/David Draffan/Amanda Lumley/Patrick Knight
	Climate Emergency Plan	5 (High)	As part of the Council's decision to declare a climate emergency it committed to draft a Climate Emergency Plan and report back to Council	Councillor Dann/Paul Barnard/Kat Deeney/Alistair MacPherson
	Brexit – New Burdens	5 (High)	Impact of Brexit on new burdens for the City Council	Councillor Evans OBE/Kevin McKenzie
	Joint Local Plan Authorities Annual Monitoring Report	4 (Medium)	This will be circulated via email (internal information only)	Councillor Coker/ Paul Barnard/Richard Grant
	Strategic Transport Programme Position Statement	4 (Medium)	This will be circulated via email (internal information only)	Councillor Coker/Paul Barnard
	High Street Fund	5 (High)	This will be circulated via email (internal information only)	Councillor Lowry/David Draffan
<b>11 March 2020</b>	Plan for Fishing	5 (High)	Following the Select Committee Review on Fishing and Fisheries a Council plan currently being drafted	Councillor Evans OBE/David Draffan/Amanda Ratsey
	Brexit Community Cohesion	5 (High)	Further look at Community Cohesion following the UK leaving the EU	Councillor Penberthy/ Matt Garrett/ Kevin McKenzie
	Vibrant Cultural Offer (including Music Venues)	(4 High)	To look at the levels cultural engagement (as contained within the Corporate Performance Plan) and the music venue offer	Councillor Evans OBE/ Councillor Smith/ David Draffan/ Nicola Moyle



Date of meeting	Agenda item	Prioritisation Score	Reason for consideration	Responsible Cabinet Member / Officer
<b>Site Visits 2019/20</b>				
8 June 2019	The Box		To review the building works	David Draffan
10 September 2019	Plymouth Port		Site visit to better understand the impact of Brexit on the port (Millbay)	Katharine O'Connor
19 September 2019	City Centre Site Visit		Tour to include the Barcode, Derry's, Colin Campbell Court and Railway Station	David Draffan
TBC	Derriford Site Visit		To review the delivery of the Derriford masterplan and direct development programme	David Draffan
TBC	Oceansgate Site Visit		To review progress on Phases 2 and 3	James Whitlock
<b>Select Committee Review</b>				
28/29 January 2020	Budget Scrutiny (Joint Review)	5 (High)	The Select Committee will consider whether the Cabinet has an effective plan for the implementation of a reduced budget for the next financial year and any steps that the council is taking to respond to the financial situation	All Cabinet Members/Strategic Directors/Service Directors
<b>Items to be Scheduled for 2020/21</b>				
June/July 2020	iMayflower Project	5 (High)	Progress update following consideration at July 2019 meeting	Councillor Evans OBE/David Draffan/Tracey Beeck/Nina Sarlaka/Lindsey Hall
July 2020	Review of Actions from the Climate Emergency Action Plan and the Corporate Reduction Action Plan 2019/2024	5 (High)	Recommendation from the Committee to review the actions from the Climate Emergency Action Plan 2019 and the Corporate Reduction Action Plan 2019/2024	Councillor Dann/Councillor Coker/Paul Barnard/Kat Deeney/
TBC	Transport Options/Network	5 (High)	Review transport options and the network with particular focus on the cycle network and how this could be future proofed for users (Recommendation from Budget Scrutiny)	Councillor Coker/Paul Barnard

This page is intentionally left blank

**SCRUTINY PRIORITISATION TOOL**

Test		Yes (=1)	Evidence
Public Interest	Is it an issue of concern to partners, stakeholders and/or the community?		
Ability	Could Scrutiny have an influence?		
Performance	Is this an area of underperformance?		
Extent	Does the topic affect people living, working or studying in more than one electoral ward of Plymouth?		
Replication	Will this be the only opportunity for public scrutiny?		
	Is the topic due planned to be the subject of an Executive Decision?		
	<b>Total:</b>		High/Medium/Low

Priority	Score
High	5-6
Medium	3-4
Low	1-2

This page is intentionally left blank

## Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee – Tracking Decisions 2019/20

Minute No.	Resolution	Target Date, Officer Responsible and Progress
<p>Minute 40</p> <p>Declaration on Climate Emergency</p> <p>15 January 2020</p>	<p>The Committee <u>agreed</u> –</p> <ol style="list-style-type: none"> <li>1. Support and endorse the corporate reduction action plan 2019/2024;</li> <li>2. Support and endorse the 2019 climate emergency action plan;</li> <li>3. Support an annual review of the corporate carbon reduction plan 2019-2024 and the climate emergency action plan;</li> <li>4. Receive an update against the actions on a six monthly basis with regard to the climate emergency action plan and the corporate reduction plan 2019-2024.</li> </ol> <p>The Committee sought information on the following –</p> <ol style="list-style-type: none"> <li>a. The location of the 100 workplace electric vehicle charging points and the cost of installation;</li> <li>b. The locations for the tree planting in the city (associated with transport schemes);</li> <li>c. The Air Quality Monitoring Area.</li> </ol> <p><b>Complete</b></p>	<p><b>Date:</b> February 2020  <b>Progress:</b> the recommendations have been provided to the Cabinet Member and officers.</p> <p>The six month review of the actions from both the action plans has been included on the Committee’s work programme.</p> <p>The information that the Committee has been circulated to Members via emails on 24 and 29 January 2020.</p>
<p>Minute 41</p> <p>Plymouth Visitor Plan – Refresh 2020-2030</p> <p>15 January 2020</p>	<p>The Committee <u>agreed</u> to recommend to Cabinet that it adopts the proposed plan including the emerging ‘Star Projects’.</p> <p><b>Complete</b></p>	<p><b>Date:</b> February 2020  <b>Progress:</b> the recommendation had been circulated to officers for inclusion in the Cabinet report for the meeting scheduled in March 2020.</p>

## Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee – Tracking Decisions 2019/20

<p>Minute 42</p> <p>Brexit – New Burdens and Fiscal Impacts</p> <p>15 January 2020</p>	<p>The Committee <u>agreed</u> that –</p> <ol style="list-style-type: none"> <li>1. The Cabinet ensures that the Council is well prepared for a dialogue with Government regarding the scope and extent of new burdens.</li> <li>2. A business case, identifying the issues that were prevalent to the city is drafted (in order to differentiate Plymouth from other cities) to enable more effective lobbying of Government for additional funding.</li> </ol> <p><b>Complete</b></p>	<p><b>Date:</b> February 2020</p> <p><b>Progress:</b> the recommendations have been circulated to officers to progress.</p>
<p>Minute 43</p> <p>Corporate Plan Performance Report</p> <p>15 January 2020</p>	<p>The Committee <u>agreed</u> to request that with regard to the measurement of the efficiency of the transport network, an additional performance indicator is included in the Corporate Plan for the time taken for a set of journeys at peak and non-peak times be measured and the difference evaluated.</p>	<p><b>Date:</b> February 2020</p> <p><b>Progress:</b> the recommendation had been circulated to officers. An email was circulated to Members on 3 March 2020.</p>
<p>Minute 44</p> <p>Policy Update</p> <p>15 January 2020</p>	<p>The Committee sought clarification as to whether the Council would be eligible for funding from the Woodland Carbon Guarantee scheme as a landowner.</p> <p><b>Complete</b></p>	<p><b>Date:</b> February 2020</p> <p><b>Progress:</b> A response had been circulated to Members via email regarding this matter on 17 January 2020.</p>
<p>Minute 45</p> <p>Work Programme</p> <p>15 January 2020</p>	<p>The Committee <u>agreed</u> that the following items be included on its work programme for the meeting scheduled for 11 March 2020 –</p> <ol style="list-style-type: none"> <li>1. Vibrant cultural offer including music venues;</li> <li>2. Brexit community cohesion;</li> <li>3. Six month review of the actions included in the climate emergency action plan and the corporate carbon reduction plan 2019 – 2024.</li> </ol> <p><b>Complete</b></p>	<p><b>Date:</b> February 2020</p> <p><b>Progress:</b> these items have been included on the Committee’s work programme.</p>

**Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee – Tracking Decisions 2019/20**

<p>Budget Scrutiny (Joint Select Committee Review)</p> <p>28 and 29 January 2020</p>	<p>The Select Committee during the two days of budget scrutiny made 15 recommendations to Cabinet for consideration.</p> <p>Attached are the recommendations and Cabinet responses as at Appendix I including a specific recommendation for the Committee which related to the Cabinet Member for Strategic Planning and Infrastructure commits to review transport options and transport network, especially in relation to the cycle network and how this can be future proofed for users.</p> <p><b>Complete</b></p>	<p><b>Date:</b> February 2020</p> <p><b>Progress:</b> the recommendations were submitted to Cabinet on 11 February 2020 (all recommendations were agreed).</p> <p>The review of transport options including the transport network has been included on the Committee's work programme.</p>
--	---	--



This page is intentionally left blank

## CABINET RESPONSE TO BUDGET SCRUTINY RECOMMENDATIONS



No.	Recommendation	Proposed Cabinet Response
1.	<p>That Cabinet continue to make all efforts to build the working balances back up to 5% within two financial years to ensure an effective financial buffer for the organisation and therefore reduce financial risk.</p> <p>Budget Scrutiny also recommends that Audit and Governance Committee look at the methodology behind the setting of the 5% target and whether financial modelling of future risks and past performance could be used to recommend a more appropriate level in the future.</p>	<p>Agree: Achieving and maintaining working balances to mitigate financial risk to the Council remains a priority for the Council. However, this is conditional on Plymouth not suffering further and damaging reductions in funding as a result of the government's Fairer Funding review. The Audit and Governance Committee will be asked to review the methodology for setting an appropriate level of balances.</p>
2.	<p>That Cabinet reconsider the approach to legacy savings, particularly with regard the vacancy saving factor of 5%, and determine an alternate approach to addressing the challenge of meeting those savings in a more effective way.</p>	<p>Agree: Measures will be considered for implementation to address the requirement to maintain a vacancy saving target of 5%, and directorates will report on further measures to address other 'legacy' savings targets</p>
3.	<p>That the referendum threshold for setting Council Tax and the Adult Social Care precept is not breached.</p>	<p>Agree: Subject to the Council's ability to set a balanced budget in line with statutory requirements</p>
4.	<p>That Cabinet seek ways to increase the Community Grant for each Councillor as per the December 2019 Motion on Notice and clarify the allocation within the 2020/21 budget. This should include a review of the Community Grants guidance and criteria by a small cross-party group to ensure the best value and greatest impact is achieved from the grants.</p>	<p>Agree: The Cabinet Member will consider this request in line with the December 2019 Council Motion on Notice, and commission a review of the Community Grants guidance and criteria.</p>

No.	Recommendation	Proposed Cabinet Response
5.	<p>Cabinet ensures that the Medium Term Financial Plan is made available to Finance and Performance Scrutiny as soon as available, following clarification from Government on funding allocation, including fairer funding.</p>	<p>Agree: As soon as Government provides clarity about medium term funding allocations for local government, the implications for Plymouth will be analysed and shared.</p>
6.	<p>That Cabinet explore all avenues to promote caring careers within the city to support Adult Social Care (ASC), including mental health services, in order to support the workforce. This is with the intent of positively impacting both ASC service users and the ASC budget; acknowledging that both are interlinked.</p> <p>That Cabinet consider identifying and focussing the budget on key preventative and/or early intervention activities, such as community youth, sports development and mental health services.</p>	<p>Agree: A cross Council focus on promoting caring careers is prioritised, and prevention and early intervention remain a priority for the People Directorate, at the same time as balancing resources to meet acute demand.</p>
7.	<p>That Cabinet consider identifying and focussing the budget on key preventative and/or early intervention activities, such as community youth, sports development and mental health services.</p>	<p>As above</p>
8.	<p>That Cabinet identify which lessons learned from Adult Social Care, in terms of introducing new ways of working, could be transferred to Children's Social Care, recognising that key aspects of success included a long-term view, whole Council approach with cross-party support.</p>	<p>Agree: The current change programme in Children's Services is drawing on all the lessons learned from Adult Social Care, and is receiving support from across the Council's leadership, both from officers and politicians.</p>

No.	Recommendation	Proposed Cabinet Response
9.	That Cabinet enhance the approach to improving educational attainment by continuing to collaborate and engage with other local authorities with similar demographics to learn from and implement best practice.	Agree: visits to and collaboration with other, high performing councils are underway.
10.	That the Cabinet Member seek clarity from Government on the funding for Troubled Families programme beyond 2021 in order to provide assurance of the sustainability of the service and update Full Council as and when required.	Agree: The Cabinet will continue to press the Government for clarity about medium term funding for this important work, and will keep the Council updated
11.	That Cabinet prioritise in house foster caring with a view to increasing in-house provision of foster homes through improved training, skills and support for foster carers in the city.	Agree: Foster for Plymouth remains a key priority, and will be the focus of further support activity in the coming year for existing and new foster carers
12.	That Cabinet consider how the carbon/environmental impact of the budget can be clarified and quantified in future budget reports.	Agree: Following the adoption of the Council's Climate Emergency Action Plan, and Corporate Carbon Reduction Plan the environmental impact of all key decisions including financial decisions will be further developed, communicated and reported.
13.	That Cabinet and the whole Council continue to communicate the tangible benefits of the impacts associated with carbon reduction/climate emergency actions, including clarification of the performance reporting framework, and the positive impacts for residents both environmentally and financially.	Agree: As (12) above. The Climate Emergency Action Plan makes clear commitments to taking immediate action to address carbon reduction challenges as well as assessing longer term initiatives for effectiveness. Commitments extend to facilitating a city-wide conversation and inspiring rapid local action through effective leadership to ensure a Plymouth-wide, bottom up response to this emergency.

No.	Recommendation	Proposed Cabinet Response
14.	That Cabinet continue to lobby central government in relation to the National Planning Policy Framework and Department for Transport guidelines to strengthen the climate/carbon emergency focus.	Agree: The Council will continue to use its relationship with the Ministry of Housing Communities and Local Government to push government to strengthen the emphasis on carbon reduction through planning and transport guidelines, and will use the opportunity of the publication of the Planning White Paper during 2020 as a focus for this.
15.	That Cabinet commits to the setting up of a cross-party Group to review Climate/Carbon impact of proposals and progress.	Agree: The Cabinet Member for Environment and Street Scene is developing proposals for appropriate governance to oversee the further development and delivery of the Climate Emergency Action Plan and the Corporate Carbon Reduction Plan

Budget Scrutiny also recommended that the following be listed to the relevant Overview and Scrutiny Committees:

- That the Cabinet Member for Strategic Planning and Infrastructure commits to review transport options and the transport network, especially in relation to the cycle network and how this can be future proofed for users (Brexit, Infrastructure and Legislative Change Overview and Scrutiny Committee).