



Oversight and Governance

Chief Executive's Department
Plymouth City Council
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CABINET

Tuesday 18 August 2020
2.00 pm
MS Teams meeting

Members:

Councillor Evans OBE, Chair

Councillor P Smith, Vice Chair

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

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

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Tracey Lee

Chief Executive

Cabinet

Agenda

Part I (Public Meeting)

1. Apologies

To receive apologies for absence submitted by Cabinet Members.

2. Declarations of Interest

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

3. Minutes **(Pages 1 - 16)**

To sign and confirm as a correct record the minutes of the meeting held on 14 July 2020.

4. Questions from the Public

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

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

5. Chair's Urgent Business

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

6. Update from the Director of Public Health on COVID-19 **(Verbal Report)**

7. Update from the Chief Executive on Reset **(Verbal Report)**

8. Leader's Announcements

9. Cabinet Member Updates

10. Completion of Pledge 69 **(To Follow)**

11. Finance Update

12. Mainstreaming Equality and Diversity

(To Follow)

13. Modern Slavery

(Pages 17 - 24)

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Cabinet**Tuesday 14 July 2020****PRESENT:**

Councillor Evans OBE, in the Chair.

Councillor P Smith, Vice Chair.

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

Ruth Harrell (Director of Public Health), Tracey Lee (Chief Executive), Anthony Payne (Strategic Director for Place), Kat Deeney (Head of Environmental Planning), David Draffan (Service Director for Economic Development), Chloe Hughes (Engagement Programmes Manager), Anna Peachy (Economy Partnerships and Regeneration Manager), Holly Golden (Head of Procurement), Emma Hewitt (Building Plymouth Skills Coordinator) and Matt Ward (Head of Strategic Development Projects) Projects), Andy Ralphs (Strategic Director of Customer and Corporate Services, Alison Botham (Director of Children's Services), Gary Walbridge (Head of Adult Social Care and Retained Functions), Giles Perritt (Assistant Chief Executive) and Jamie Sheldon (Senior Governance Advisor).

The meeting started at 2.00 pm and finished at 4.46 pm.

Note: The full discussion can be viewed on the webcast of the City Council meeting at www.plymouth.gov.uk. At a future meeting, the Council will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

1. Declarations of Interest

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

2. Minutes

Members agreed the minutes of 9 June 2020 as an accurate record of the meeting.

3. Questions from the Public

There were six questions from members of the public:

The following question was submitted by Mr Bamping and answered by Councillor Lowry, Cabinet Member for Finance:

Question: Why is the Plymouth Dome building being sold off for £500,000 by the council on a 125 year lease; when there has been no public consultation on what is to happen to this Public Building?

Answer: The freehold interest of the Dome is not being sold - it is currently being marketed on a long leasehold basis of 125 years as this length of lease term will provide prospective lessees with the security required to enable them to obtain institutional funding in

<p>This property should NOT go into private hands; who is behind making this decision and how can it be stopped?</p>	<p>order to carry out the significant capital expenditure required to bring this prominent waterfront landmark building back into long term sustainable economic use - benefitting all Plymouth's residents and visitors. Granting leasehold interests of up to 125 years is standard practice in the management of the Council's substantial commercial property portfolio.</p> <p>The Council has elected to grant a leasehold interest rather than dispose of the freehold as this enables the Council to retain long term control over the site and its future use and appearance through the lease terms granted. In addition to the controls on the site contained under the lease provisions, any future substantial material changes or redevelopment of the site will also require formal planning permission via the formal democratic process which of course includes public consultation.</p>
<p>The following question was submitted by Mrs Reeby and answered by Councillor Pete Smith, Deputy Leader:</p>	
<p>Question: There has been a suggestion to rename Drake ward. A: When were the residents of Drake ward consulted over this? B: Will this mean the renaming of Drakes place, Drakes Island, Drakes Leat and the bankruptcy of the National trusts Buckland Abbey? C: How do you propose taking this forward and educating for a better future rather than erasing history?</p>	<p>Answer: A: There has been suggestion made in public to rename Drake Ward. The Council has not received an official request to look into this matter and has not taken any steps to rename the Ward.</p> <p>B: The Leader of the Council has made a statement on How Plymouth is acknowledging the role historical figures played in the slave trade, which is attached and describes the actions being taken by the Council.</p> <p>C: The actions being proposed by the Council are set out in the statement by the Leader of the Council which is attached above.</p>
<p>The following question was submitted by Ms Lloyd and answered by Councillor</p>	

Kate Taylor, Cabinet Member for for Health and Adult Social Care.

Question: BAME are at extreme risk of death via C19 both in the NHS, in multi-generational homes, or overcrowded lower income communities What Risk Assessments and strategies exist to ensure they are prioritised for tracking tracing and any other support they need?

Answer: The disproportionate number of deaths in people from BAME communities due to COVID19 has come to light over recent months. A recent review showed that people of Bangladeshi ethnicity had around twice the risk of death than people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between 10% and 50% higher risk of death when compared to White British. This study did not take into account factors such as occupation and pre-existing health conditions, both of which are thought to be important, highlighted by the large number of people from BAME communities affected by COVID19 who have been working in health and social care. Being from BAME communities has been recognised as a risk factor in these relevant occupations and is taken into account in risk assessments for health and social care, and other public sector roles. The key factor is to prevent exposure and infection in the first place. Local Authorities do not have responsibility for the NHS Track and Trace programme. We receive limited data and information from the programme; for example, currently we do not receive data on ethnicity of people who test positive, though we have asked for this data to be provided. We do not receive names or contact details of individuals, so we are unable to use any local information to identify ethnicity. Similarly, we do not receive any information on contacts and we would only hear of an issue if there were two or more positive cases linked to the same setting, outside of a household.

Groups from BAME communities are listed in our Local Outbreak Management Plan as higher risk, and if

	<p>NHS Test and Trace were to notify us of an issue, we would receive sufficient information to work with the community to identify any specific issues that they might have.</p> <p>It is now very easy to get a test, and anyone who has symptoms should contact nhs.uk or call 119 to access a test, and for them and their household to self-isolate, and to provide contact details to NHS Test and Trace. This will break the chain of infection and so keep it at or below the current levels that we are seeing.</p> <p>We would also urge everyone to remember to socially distance, wash your hands, and wear face masks when in close proximity to others.</p>
<p>The following question was submitted by Mr Reilly and answered by Councillor Pete Smith, Deputy Leader.</p>	
<p>Question: Will PCC change the plaque in the Mayflower Museum that doesn't refer to Hawkins family as slave traders, and review and redesign the Museum and Box's displays to ensure that the connections between the New England colonies and slavery in the British Caribbean and North America colonies are highlighted.</p>	<p>Answer: Let's first answer the question in relation to The Box, which includes displays about Hawkins, Francis Drake, the Mayflower and other aspects of the histories of empire and colonisation. Considerable care and attention has been given in the years of planning this nationally important museum and art gallery, due to open soon we hope this autumn, to ensure that the connections with slavery that Mr Reilly refers to, are clearly manifest and form part of the understanding of our collective past, present and future. Redesign has not been necessary as these issues were being addressed from the beginning.</p> <p>In relation to the Mayflower Museum, any reference to Hawkins (whose slave trade voyages preceded that of the Mayflower by forty years) will in future include reference to his role in establishing the British slave trade.</p>

The following question was submitted by Mr Tindall-Jones and answered by Councillor Jon Taylor, Cabinet Member for Education, Skills and Transformation.

Question: Following Plymouth City Council's recent expressions of concern about Black Lives Matter and Racism, will the council use its position as Education authority to firstly, organise a review of the teaching about colonialism in local schools with a view to promoting 'decolonisation of the curriculum'.

Answer: There is a named officer within the Education Participation & Skills Team responsible for supporting racial equality and monitoring reported racist incidents in schools who also manages the Ethnic Minority Achievement Team (EMAT). Through this role we know that all schools have in place racial equality policies, which adhere to the 2010 Equalities Act legislation, most schools report racist incidents quarterly and accept advice in positively challenging racism. The Adviser provides training for schools focused on recognising institutionalised racism, review of ethos and curriculum, as well as dealing with racist incidents. However, this is a traded service to schools and take up is not extensive. Schools can develop their own resources or use any market place provider.

The local authority know of one case study of a Plymouth school working towards effectively decolonising the curriculum and we know that many schools are not yet confident in engaging deeply with issues surrounding positive anti-racism or diversity. There is capacity (and skills set) for a review of teaching about colonialism, and to establish a schools working group to explore a curriculum review. The Adviser/EMAT work within the PCC group managing the city resettlement programmes and liaise with a number of partners and agencies within PCC and the city, as well as retaining links with EMAT Tower Hamlets – all of which could be put to good use.

In other areas of the Education, Participation & Skills Team there is an offer of school support focused on National Curriculum Spiritual Moral & Social Education (SMSC) & British Values. This NC subject includes mutual

	<p>respect for/tolerance of those with different faiths/beliefs, although we recognise the need to go beyond 'acceptance' and 'tolerance.' These areas are also addressed in a Healthy Child Quality Mark award which many schools buy into.</p> <p>Plymouth SACRE are sensitive to ensuring that children and young people, through their RE curriculums, learn about the faiths of peoples from across the world, complementing the SMSC curriculum. Plymouth SACRE has provided a comprehensive, inclusive RE syllabus supported by specific training, free for maintained schools and at a considerably reduced rate for academies. However, again, we recognise the gap between supporting positive multicultural awareness and revising learning to properly address inherent racism.</p> <p>The EP&S Team facilitate a Plymouth Equality & Diversity Forum, which meet regularly and engages partners from schools and external agencies including Plymouth Racial Equality Council and the Intercom Trust. The group aims to inform practice and support the ongoing implementation of the 2010 Equalities Act in educational settings.</p> <p>The Education Department have also developed resources and links with schools that address the Mayflower discourse in a sensitive way encouraging participation of all voices and views in what needs to be a pluralistic conversation. Teachers are at liberty to engage their students, explicitly, to understand experiences and rights of the Native Americans and to understand the challenging cultural debates around the wider legacy of colonisation.</p> <p>In addition, we would like to note that the Box team are creating education materials and resources, for direct use with young people, that will clearly</p>
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	cover these aspects, should schools wish to access them
The following question was submitted by Mr Davey and answered by Councillor Chris Penberthy, Cabinet Member for Housing and Co-operative Development.	
<p>Question: In light of criticism raised by Black Lives Matter, will the council adopt a pro-active policy initiating an immediate holistic public inquiry into the scale and depth of institutional racism in Plymouth and its impacts, with specific proposals for eradicating inequalities and injustices resulting from White entitlement?</p>	<p>Answer: Racism in all its forms is unacceptable. As an international city we have a proud history in Plymouth of welcoming people from all over the world. It is as important as ever that Plymouth, England, makes a clear statement against any form of discrimination or oppression and that we stand in solidarity with those who are being discriminated against. We are very serious as a council about our pledge to make Plymouth a safe and welcoming city and to champion equality and diversity. This is why we will always stand shoulder to shoulder with all those fighting racism, hatred and bigotry in all its forms</p> <p>Several of our pledges laid out as part of our manifesto set out how we would tackle equality and diversity in the City. This included Pledge 65 where we said we would review the progress made in implementing the recommendations of the Plymouth Fairness Commission. Our review set out 4 key themes that we want to tackle moving forward and these are combating loneliness, supporting an ageing population, financial inclusion and tackling discrimination in all forms.</p> <p>We have also set out Equality and Diversity objectives for the next four years which has seen us set five priorities for the City around closing the gender pay gap, making sure that Plymouth celebrates diversity and is a welcoming City, Supporting our workforce through the implementation of Our People Strategy, Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes, and making sure Plymouth is</p>

	<p>a city where people from different backgrounds get along well. Through all of this work we are clear that we want Plymouth to be a City that welcomes people of all races and backgrounds and at the same time we want to tackle racism, hatred and bigotry in all its forms.</p>
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4. **Chair's Urgent Business**

There was no urgent business from the Chair.

5. **Leader's Announcements**

Councillor Evans OBE (Leader) highlighted the following in his announcements:

- with reference to the Chancellors Summer Statement it was highlighted that only 71% of extra costs linked to COVID-19 picked up by local authorities would be refunded by the Government; the council would continue to raise this issue;
- the team had been working really hard on finishing The Box; the site was temporarily closed in April and May 2020 due to lockdown however staff were working on a late September 2020 opening date. The Leader and Councillor Ian Bowyer opened a very successful preview ballot at the beginning of the year in order for residents to view the site; due to the scale of interest, preview days had increased from 2 to 3 days.

6. **Director of Public Health update on COVID-19**

Ruth Harrell (Director of Public Health) gave an update on COVID-19 –

- COVID-19 disease is still out there. Over 14,000 positive cases across the country, it has reduced but not gone away;
- We were seeing a low number of cases in Plymouth – every week cases somewhere between 10 and 12;
- Rates we have seen in comparison to other areas was lower;
- Rates of cases of COVID-19 per 10, 000 – Plymouth was in the lowest 10%;
- We are continuing to look for trends. In terms of testing we are privileged as we have a regional testing centre in Plymouth. Results to tests were coming back quickly, 55% back in a day;

- NHS Test and Trace system – once someone had tested and become positive, what we do to break the spread of infection is to ask them to self-isolate;
- Nationally around 20% positive cases were not being followed up as people not answering the phone. In Plymouth our figures are better than that. We have a small number of cases which aren't engaging, so it is Important we identify those contacts;
- Important that we think about how we are protecting each other as well as ourselves.

Cabinet noted the update.

7. **Update from the Chief Executive on Reset/Resurgam**

Councillor Evans OBE (Leader) provided members with an update on the economic recovery plan for Plymouth, called Resurgam – the aim of the programme was to create and retain jobs in the city for the benefit of the local community:

- Resurgam brought together the Council's economic resources as well as the wider Team Plymouth, including the Chamber of Commerce, Federation of Small Businesses, the HOTSWE LEP, universities, partnerships and a range of national bodies;
- Resurgam focused on six key areas to help the economy to recover: Spend 4 Plymouth, Build 4 Plymouth, Skills 4 Plymouth, City Centre Renaissance Programme, Sector Action Plans, Resurgam Beacons;
- current work undertaken to support jobs in the city included:
 - the Theatre Royal was awarded £806k, this was an important lifeline for the Theatre;
 - the Redundancies Emergency Task Force brought partners together to support employers facing large scale redundancies;
 - Smart Sound Plymouth – a £1.8m grant was received to help create 100 high value jobs through the new marine communication network;
 - Future High Street Fund – a £17.5m bid was submitted to Government for the redevelopment of the Civic Centre Campus;
 - Leisure and Hospitality Economy – thanks offered to the community for responding so well to the reopening of bars and restaurants on 4 July 2020;

Anna Peachy (Economy Partnerships and Regeneration Manager), Holly Golden (Head of Procurement), Emma Hewitt (Building Plymouth Skills Coordinator) and Matt Ward (Head of Strategic Development Projects) highlighted the following key points:

- Plymouth was very quick in administering the business grants from government whereby 4045 grants had been actioned totalling over £46m;

- through the Spend 4 Plymouth programme the benefits of local spending could be maximised, the council spent more than £105m on the local supply chain however wanted to achieve a 10% increase on local spend over the next two years;
- Skills 4 Plymouth would support local people at risk of losing income and would focus on retraining and upskilling;
- Plymouth had an ambitious regeneration programme for the city with private investment totalling £170m.

Tracey Lee (Chief Executive) highlighted the following key points:

- staff had been working flexibly, and in some instances in new roles, to help support the local community through the Covid 19 lockdown; services were beginning to open in a safe way with 90% of services currently open;
- the library service was running a select and collect service to ensure safety;
- in line with government guidance staff continued to mainly work from home – the investment in IT over recent years had enabled that. Council buildings had been adapted to ensure the safety of staff;
- staff were thanked for the way in which they faced up to the challenges and continued to do so;
- the risk of Covid was still important, social distancing and hand washing was still required to minimise infection; the local outbreak plan was key in making sure the virus was contained.

Gary Walbridge (Head of Adult Social Care and Retained Functions) provided an update on Caring for Plymouth:

- Reset strategy – driven by 4 main ambitions – to promote integration, bring people and services together for the communities, make sure homeless people offered appropriate accommodation, that care is delivered by sustainable services and that the shift to early intervention and prevention is maintained;
- still working in the response phase and where there were outbreaks Caring Plymouth was supporting the community through it - there was currently one care home that had an outbreak;
- working with partners to put in place low level support services;
- PPE – worked hard to ensure all care organisations had all the access to PPE they needed. Now shifting to short term emergency provision.

Alison Botham (Director of Children's Services) highlighted the following key points in supporting children –

- recognise the work done with regards to the skills agenda – it is for young people as well as adults that we are driven with regards to the Resurgam programme. In terms of reset a key priority is supporting schools to re-open in September;
- priorities remained attainment with a key focus on supporting disadvantaged pupils and those not engaged in education;
- Children social care and safeguarding responsibilities – all services continued and had been working very differently. The benefits of digital working would be developed in the future;
- 95% of children in social care had been seen in their homes; real time visiting would be continued over the summer period.

Ruth Harrell (Director of Public Health) highlighted the following key points in relation to building community resilience:

- programme put together to help to support people, included the Plymouth good neighbour scheme and work with the voluntary sector;
- in excess of 70 mutual aid groups developed during this time period;
- the council helped groups with risk assessments and ways in which the groups could come together to work together and help each other – digital platforms were also created.

Andy Ralphs (Strategic Director of Customer and Corporate Services) highlighted the following key points with regards to The Way We Work Programme:

- key work-stream was to bring council services back online in a safe and managed way – risk assessments had been carried out to make sure services operating;
- 90% of services back online;
- work regarding making sure accommodation was adapted to ensure work can continue in a safe way when members of staff return was ongoing;
- improvements to digital services allowed the council to continue to work: webcasts enabled democracy to continue and allowed officers to work in a flexible way.

Cabinet noted the update.

8. **Cabinet Member Updates**

Councillor Pete Smith - Deputy Leader made announcements including:

- as a Council we have received the Bronze Wellbeing at Work Award. The wellbeing of our workforce is important to us, as we continue to deliver a range of services to our diverse communities and work in partnership with others in these ever changing times
- we are committed as an Employer to ensuring that the wellbeing of our employees is a priority and this journey will continue.
- the library service has been doing really well throughout this pandemic, again issuing just under 2,000 e-books and e-Audiobooks in the last week. The services being offered through Facebook are proving really popular with Rhyme times and Story times reaching just under 80,000.
- launched the new “Select and Collect” service. In this first week we issued 339 customers with a selection of books, the feedback on this service had been overwhelmingly positive

Councillor Mark Lowry - Cabinet Member for Finance made announcements including:

- public toilets had been opened and provided additional ones on Barbican and the Hoe. West Hoe toilets completely rebuilt. Works progressing well and forecast to complete on 6 August 2020.

Councillor Jemima Laing - Cabinet Member for Children and Young People made announcements including:

- thanks to children’s services – want to thank foster carers and those who are on their way to be foster carers. Would like to remind anyone who has been thinking of becoming a foster carer at foster for Plymouth. Brief update on adolescent support team – commenced work in late March 2020. Work with 18 young people and families to prevent them coming into care. Programme designed to provide short term crisis support. Focus on providing support to under 5’s and those with send with other associated harm.

Councillor Kate Taylor - Cabinet Member for Health and Adult Social Care made announcements including:

- bid for new bungalows at Douglas House site in Efford. Will be used for older children and adults with complex needs. They will be a short term base government set out post Brexit immigration plan. Care workers won’t be able to ask for the visa and won’t be classed as skilled. This is a care visa in name only. We will do all we can to oppose that;

Councillor Chris Penberthy - Cabinet Member for Housing and Co-operative Development made announcements including:

- cooperative unleashed from the grassroots. Funded to do the work from cooperative council's innovation network. One of their special interest groups.
- put more wealth in communities. Proud Plymouth national leader in this field. Thank Anna Peachy, Jane Hunt and Patrick Bowes. This council distributes funds on Crowd Funder UK. We introduced it the last time we were in administration – won national ad internal awards. Pledge nearly half million pounds of developer contributions. Full review of city change fund – through review been able to raise max we can pledge to a project from £20,000 to £30,000. Introducing a new climate emergency bonus of £15,000 to help climate emergency project. From today onwards. Live event will be organised.

Councillor Sue Dann - Cabinet Member for Environment and Street Scene made announcements including:

- we are putting money into community organisations for climate change, shows as a city we are working behind the scenes.

Councillor Mark Coker - Cabinet Member for Strategic Planning and Infrastructure made announcements including:

- workplace travel packages – £1m for local business to come to us for grants to make sustainable changes to how their workplace operates. I would encourage everyone to look at our website. We did get 100% when asked. This allows us to bid for even more on the second round.
- Transport team doing amazing things. Pass on our congratulations to them.

Councillor Sally Haydon - Cabinet Member for Customer Focus and Community Safety made announcements including:

- we have carried out a number of wedding ceremonies. Almost 1st authority to offer this service on the first day they were allowed. 385 birth registrations, backlog cleared by the end of July 2020 as planned. Open public consultation on public space protection orders.
- We are looking for people who can't be bothered to put their rubbish in the bin.
- On 9 July, PCC received notification we had been successful for anti-social and criminal behaviours in 2 city hotspots. Barbican and Hoe, granted full amount of bid.

9. **COVID-19 related issues**

Cabinet Members provided an update on Covid 19 related issues as follows:

Councillor Pete Smith, Deputy Leader, highlighted the following:

- Plans were underway to start reopening the outdoor pools at Tinside and Mount Wise, this would take a lot of preparation to get them ready for the public to use

and would involve having to put in a number of additional safety measures, so the 48 hours' notice from the Government was simply an inadequate time to prepare. Further to this we would be asking the government to give adequate funding to open our Public Leisure Facilities. Due to the pandemic and the requirements of social distancing our provider was facing a massive loss of income and increased costs.

Councillor Sally Haydon, Cabinet Member for Customer Focus and Community Safety highlighted the following:

- Despite the lower levels of Covid 19 across the country there was still a risk of infection. There was an increase to the number of people attending funerals at crematorium. It was highlighted that funeral services can be followed online as webcast.

Councillor Kate Taylor, Cabinet Member for Health and Adult Social Care highlighted the following:

- Details regarding the Infection Control Fund provided by the Government to increase infection control measures including alternative transport for staff to avoid public transport, specialist cleaning equipment, laptops to enable staff to socially distance;
- The high number of vacancies currently in the social care industry;

Councillor Jon Taylor, Cabinet Member for Education, Skills and Transformation highlighted the following:

- Thank people working in the schools and early years sectors. Many people working in education will have forgotten what a school holiday is like. Still a lot of preparation to be done to prepare for the return to school. Thanks to our staff that have been in amongst it. We are moving into the recovery phase. Overall attendance, 26% of primary aged children back at school. Secondary attendance is 4,5% mark. Year 12, 13 %;
- The Council was supporting schools for risk assessments and making sure children can get back safely in September. Physical space to accommodate children for social distancing. Establishing the social bubbles we have heard so much about. Whole year groups being a social bubble.
- Moving on to transformation – important part of emergency response. Virtualising the contact centre. Supporting set up of Caring Plymouth. Delivered the MS Teams software programme;

Councillor Jemima Laing, Cabinet Member for Children and Young People, highlighted the following:

- Thanked Children's Services and foster carers for their hard work during these difficult times;
- PCC had now delivered almost all of the 845 laptops we received from the DFE.

Councillor Sue Dann, Cabinet Member for Environment and Street Scene highlighted the following:

- We are still playing catch up, would be a couple of months until we can catch up with grass cutting;
- Had opened our parks in the last month and are working hard to get playing pitches ready;
- Thanked everyone for being patient during these difficult times.

Councillor Chris Penberthy, Cabinet Member for Housing and Co-operative Development highlighted the following:

- Thanked the teams under his portfolio for their hard work during this difficult time;
- With regards to homelessness – there were currently over 560 bed spaces and units. Only had two confirmed COVID-19 cases which showed how well the Council and partners have worked.
- Alliance good at bidding, £181,000, and £25,000 for a rent in advance pot. MHCLG – £46,000 to single females who are homeless as a result of domestic abuse;
- Recruited five more complex needs workers.
- An eviction ban was in place so the council had more time to support residents.
- 1722 social housing applications been processed. 26% increase on last year. The Council wanted to support as many people as possible in their housing needs.

10. **Completion of Pledge 66**

Councillor Sally Haydon, Cabinet Member for Customer Focus and Community Safety gave an update on the completion of Pledge 66 –

The administration continued with its four year programme to deliver against the 100 pledges, by March 22, for a better, greener and fairer Plymouth. Following the completion of the below pledge, the total number of pledges completed was 74 of the 100 -

Pledge 66: We support community policing and we will continue to oppose cuts to the number of police stations, police officers and PCSOs in Plymouth. We will fight any further cuts to Plymouth's fire cover, the number of fire stations and firefighters in our city.

Cabinet noted the completion of pledge 66.

11. **Plymouth's Plan for Plastics**

Councillor Sue Dann (Cabinet Member for Environment and Street Scene) presented the Plan for Plastics report –

Updated the Cabinet on the progress made with partners towards delivering the first Plan for Plastics that was adopted by the Council in 2018 and to present the second Plan for Plastics that will drive forward further work between 2020 -2030.

The first plan which was adopted in 2018, was produced as a result of the Council's commitment to work with partners from across the City in developing and delivering a single integrated and collaborative approach to reducing our use of single use plastic.

The Plan's delivery had been driven by the Britain's Ocean City Plastics Task Force, which includes representatives from public bodies, the environmental sector, the voluntary sector, the charity sector, academia, industry and businesses.

Following the success of the first edition of Plymouth's Plan for Plastics, an updated version of the Plan had been produced by the Task Force. The updated second version of the Plan would continue to focus and drive a citywide effort to significantly reduce our use of single use and avoidable plastics and lead work to achieve our ambition of reducing plastic use to an absolute minimum by 2030. It had also evolved to align with and fully support the delivery of the Plymouth Climate Emergency Action Plan and the City's ambitions for the Plymouth Sound National Marine Park.

Cabinet agreed to -

1. Note the progress and achievements of the first Plan for Plastics produced in 2018.
2. Support and endorse the Plymouth Plan for Plastics 2020 – 2030.

12. **The Box on The Box presentation**

Chloe Hughes (Engagement Programme Manager) and David Draffan (Service Director for Economic Development) gave a presentation on The Box on The Box –

(A short video was played explaining the Box on the Box project)

After the decision was announced for the Box to not to open in May, we found ourselves in a new space and the idea of the box in the box was born.

The Box on the Box allowed us to use our amazing film archive and stream into people's homes through MS Teams.

Worked closely with Adult Social Care and with the Transformation team to roll this initiative out across care homes across the City.

One care home bought a Smart TV so they could participate in our live events.

The project has been received extremely well and this was an offer we would continue to develop to increase engagement.

Cabinet noted the presentation.

Cabinet



Date of meeting:	18 August 2020
Title of Report:	Modern Slavery Update 2020
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing and Co-operative Development)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Caroline Marr (Senior Policy Advisor)
Contact Email:	Caroline.marr@plymouth.gov.uk
Your Reference:	MS 18.08.20
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To update Cabinet on the ongoing Council actions to tackle modern slavery and report progress on the ten commitments set out to prevent modern slavery within the supply chains of Plymouth City Council and its family of companies. To seek agreement for the additions to the published Modern Slavery Statement.

Recommendations and Reasons

1. Cabinet to approve the updated Modern Slavery Statement.
2. Cabinet to note the progress made on the ten commitments.
3. Cabinet to agree to add the Whistle Blowing Policy to the council's website to make it more freely available to suppliers and contractors.

Alternative options considered and rejected

Option: To not re-publish an up to date Modern Slavery Statement taking into consideration known additional definitions of what constitutes Modern Slavery.

This option was rejected as failure to publish an up to date Statement and to monitor and take action to address Modern Slavery could lead to the council incurring financial and legal penalties and could cause reputational damage.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Council's Corporate Plan sets out our ambition to be one of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone. Our key mission is to make Plymouth a fairer city, where everyone does their bit. Taking action to eradicate Modern Slavery either within our own supply chains or within the wider community aligns with our corporate values, particularly that which states 'we are responsible'.

Implications for the Medium Term Financial Plan and Resource Implications:

There are no additional costs to the council by approving the updated statement and progress on the ten commitments.

Carbon Footprint (Environmental) Implications:

N/A

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.

There is no typical victim of slavery. Victims are men, women and children of all ages, ethnicities and nationalities and cut across the population. However, it is typically more prevalent among the most vulnerable or within minority or socially excluded groups. Failure to address this issue would result in the Council failing to carry out its statutory duty to protect the most vulnerable residents and communities.

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	Modern Slavery Statement 2020							

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	pl.20. 21.59.	Leg	lt/351 18/04 0820	Mon Off		HR		Asset s		Strat Proc	HG/PS/55 2/CP/0820 .
Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 03/08/2020											
Cabinet Member approval: Councillor Penberthy (Cabinet Member for Housing and Co-operative Development) (verbally approved)											
Date approved: 03/08/2020											

I. INTRODUCTION

The Modern Slavery Act (2015) (MSA) sets out a range of measures on how modern slavery and human trafficking should be dealt with in the UK. In January 2019, the Home Office published its Second Interim Report from the independent review of the MSA, covering transparency in supply chains. In summary the review called for current legislation to be strengthened.

The recommendations made from the review centred on seven areas, including the recommendation that Section 54* should be extended to the public sector: (1) Local government, agencies and other public authorities should publish a statement if their annual budget exceeds £36 million; (2) Government should strengthen its public procurement processes to make sure that non-compliant companies in scope of section 54 are not eligible for public contracts and (3) the Crown Commercial Service should keep a database of public contractors and details of compliance checks and due diligence carried out by public authorities. The database should be easily accessible to public authorities for use during the procurement process.

The other six recommendations were;

1. Clarifying the companies in scope
2. Improving the quality of statements
3. Embedding modern slavery reporting into business culture
4. Increasing transparency
5. Monitoring and enforcing compliance
6. Consumer attitudes (commission research into how consumer attitudes to modern slavery can be influenced).

(* Section 54 of the Modern Slavery Act 2015 requires commercial organisations carrying out business in the UK, with a turnover of at least £36 million, to prepare and publish a slavery and human trafficking statement for each and every financial year).

In March 2020 the UK government published a modern slavery statement setting out the action they are going to take to prevent modern slavery within their supply chains.

Prior to this review and subsequent action taken by the Government, the Council agreed a Motion on Notice to tackle modern slavery through procurement and the provision of a Charter to embed this in local practice – this happened in September 2018. The Council also published a modern slavery statement.

This paper is to report on the progress of the ten commitments set out in the Charter and the proposed additions to the Council's published Modern Slavery Statement.

2. UPDATE ON THE TEN COMMITMENTS

Set out below are the ten commitments included in the Charter and the progress that has been made against each of them.

2.1 Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.

During the last 6 months, the Procurement Service Officers have undergone the updated online training of the CIPS Ethical Procurement and Supply training module. The e-learning course is designed to help procurement and supply chain professionals all over the world, to demonstrate their absolute commitment to, and understanding of, acting ethically on behalf of their organisations.

2.2 Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for noncompliance.

Plymouth City Council (PCC) terms and conditions cover requirements for Suppliers to act in line with and under the Law and Jurisdiction section which states 'The Contract shall be construed and be subject to English law and the exclusive jurisdiction of the English Courts.'

2.3 Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.

The Public Contracts Regulations 2015 are the principal UK legal framework for public procurement and incorporate national and international public procurement obligations

A requirement under the Public Contract Regulations, regulation 69 addresses abnormally low tenders. It states "Contracting authorities shall require tenderers to explain the price or costs proposed in the tender where tenders appear to be abnormally low in relation to the works, supplies or services."

Accordingly, it is standard practice and the following is included within all tender documentation 'Please note: Should the proposed service be deemed unsustainable based on the pricing provided, then the quotation will be disqualified.' In addition, we always ask for a breakdown of tender prices so that we can identify and question any anomalies / low prices.

There have not been any specific circumstances in the last 12 months to formally review any contract award as per regulation 69.

2.4 Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.

Overall this is covered under the law and jurisdiction.

2.5 Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.

The Council's internal webpage regarding whistleblowing and the current policy is available [here](#).

2.6 Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.

The following is included regarding whistleblowing within our terms and conditions. "The Supplier shall comply with the Council's whistleblowing procedure, which ensures that employees of the Supplier are able to bring to the attention of the Council malpractice, fraud and breach of laws on the part of the Supplier without fear of disciplinary and other retribution or discriminatory action. The Council's Whistleblowing Policy can be made available upon request.

With agreement we plan to add the policy to the council's website so that it is more freely available to suppliers and contractors.

2.7 Review its contractual spending regularly to identify any potential issues with modern slavery.

Significant work is in hand to advance the Council's Procurement Service and this includes the implementation of a Procurement Improvement Plan.

Furthermore, meaningful discussions are underway at regional level with Public Sector colleagues to address issues and approaches as one. Such regional level groups include Plymouth Public Procurement Partnership and South West Procurement Board.

2.8 Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.

The Council currently has the following webpage where this information can be found:

<https://www.plymouth.gov.uk/crimepreventionandantisocialbehaviour/modernslavery>

Further information is available in the published statement which provides transparency about the actions the Council will take. The statement can be found on the 'Doing business with the Council' webpage:

<https://www.plymouth.gov.uk/aboutcouncil/doingbusinesscouncil>

Local Government Association National Advisory Group for Procurement has provided additional guidance from The Human Trafficking Foundation. The below website contains resources, advice and policy information affecting those working with victims of trafficking and exploitation

<https://www.humantraffickingfoundation.org/>

2.9 Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.

To date and to our knowledge we have not needed to refer a contractor to the National Crime Agency. Details are provided in the "Tackling Modern Slavery and Human Trafficking Toolkit" found here: <https://www.plymouth.gov.uk/crimeandantisocialbehaviour/modernslavery> created by Plymouth's Community Safety Partnership.

2.10 Report publicly on the implementation of this policy annually.

This update provides the second progress report since the adoption of the Modern Slavery Motion on Notice. In addition, the report also seeks to adopt an updated Modern Slavery Statement for the Council.

3. MODERN SLAVERY STATEMENT AND TOOLKIT

The Council has a published statement and accompanying toolkit to support the implementation of the Modern Slavery Act 2015 and its commitment to eliminating practices and conditions which may foster modern slavery to occur. It is felt that the statement does not require any major revisions, however some additions are proposed.

3.1 The following are added to the list of what constitutes Modern Slavery;

- Child Trafficking: Young people (under 18) are moved internationally or domestically so they can be exploited.
- Organ Harvesting: Where persons are trafficked in order to sell their body parts and organs for transplants – includes eggs, kidneys and eyes.

3.2 The following is added to the work of the council in supporting a collaborative approach to tackling the issue of modern slavery;

- Complete referrals into the National Referral Mechanism which is the framework for identifying victims of human trafficking and ensures they receive appropriate support and protection.

(See appended for full proposed statement).

The peninsula's Anti-Slavery partnership is currently reviewing its response to modern slavery and the supportive actions for victims. The review, led by the Police is currently on hold due to the impact of COVID-19, however it was progressing well previously so it is anticipated that this will be prioritised when the partnership returns to a more stable footing. It is therefore suggested that the published [National Referral Mechanism Toolkit](#) which sets out the Plymouth Approach to tackling modern slavery and human trafficking remains in place and is reviewed in line with the partnership's wider review when finalised. Plymouth has requested that they have Plymouth-centric plans in the appendix given the setup and services on offer across the city. If this is not agreed by the partnership then the council will need to revisit.

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MODERN SLAVERY STATEMENT

August 2020



Plymouth City Council and its group of companies support the implementation of the Modern Slavery Act 2015 and is committed to eliminating practices and conditions which may foster modern slavery to occur.

In September 2018 Plymouth City Council unanimously agreed a Motion on Notice to tackle modern slavery through procurement and the provision of a Charter to embed this in local practices. In March 2020 the UK government also followed suit and published a modern slavery statement setting out the action they are going to take to prevent modern slavery within their supply chains. We welcome the Modern Slavery Act's approach in consolidating slavery and trafficking offences, tougher penalties and sentencing rules for perpetrators and more support for victims.

Modern slavery includes:

- Forced labour; victims are forced to work against their will, often working very long hours for little or no pay in dire conditions under verbal or physical threats of violence.
- Debt bondage; victims are forced to work to pay off debts that realistically they never will be able to.
- Sexual exploitation; victims are forced to perform non-consensual or abusive sexual acts against their will, such as prostitution, escort work and pornography. Adults are coerced often under the threat of force, or another penalty.
- Criminal exploitation; often controlled and maltreated, victims are forced into crimes such as cannabis cultivation or pick pocketing against their will.
- Domestic servitude; victims are forced to carry out housework and domestic chores in private households with little or no pay, restricted movement, very limited or no free time and minimal privacy often sleeping where they work.
- Child trafficking; young people (under 18) are moved internationally or domestically so they can be exploited.
- Organ Harvesting; where persons are trafficked in order to sell their body parts and organs for transplants – includes eggs, kidneys and eyes.

Plymouth City Council expects our wholly owned group of companies, joint venture partnerships, contractors, suppliers and its staff falling in scope of this legislation to be aware of and comply with the requirements of the Act.

We are committed to encouraging fair pay and working conditions in our own operations as well as within our wider supply chain and to eliminate modern slavery and human trafficking.

With this in mind Plymouth City Council is part of the Anti-Slavery Partnership [https://www.aspartnership.org.uk/devon-and-Plymouth City](https://www.aspartnership.org.uk/devon-and-Plymouth-City) working with partners and agencies across the South West Peninsula to develop a collaborative approach to tackling the issue of modern slavery.

To further support this, the Council will:

- Implement communication and education programmes which will highlight the requirements of the Modern Slavery Act.
- Provide specific training and awareness for staff in high risk areas in Plymouth City Council.
- Promote clear referral mechanisms for staff, suppliers and those in our communities for reporting any concerns around modern slavery.
- Complete referrals into the National Referral Mechanism which is the framework for identifying victims of human trafficking and ensures they receive appropriate support and protection.

- Through our wider responsibilities, Plymouth City Council will work together with our group of companies proactively to consider the impact of the Act's requirements and to take positive actions beyond communication and education programmes to ensure there is no modern slavery in its business or in its supply chain.
- Take account of ethical and modern slavery considerations in our procurement processes and our contractual arrangements.

We will work proactively with our suppliers and partners to help understand our collective responsibilities in relation to modern slavery and will require our supply chain to ensure they fulfil their obligations as set out under the Modern Slavery Act.

Reporting concerns

If you suspect that someone is in immediate danger always contact Devon and Cornwall Police on telephone 999.

Further advice and key contacts on Tackling Modern Slavery and Human Trafficking can be found in the National Referral Mechanism Toolkit – Plymouth Approach see:

<https://www.plymouth.gov.uk/sites/default/files/TacklingModernSlaveryHumanTrafficking.pdf>

Further information

Further information, help and assistance can be found here:

<https://www.plymouth.gov.uk/sites/default/files/TacklingModernSlaveryHumanTrafficking.pdf>

<https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide>

<https://www.local.gov.uk/topics/community-safety/modern-slavery>

https://www.local.gov.uk/sites/default/files/documents/22.12_Modern_slavery_WEB%20.pdf

<https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

<https://www.aspartnership.org.uk/devon-and-Plymouth-City>

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/649906/Transparency_in_Supply_Chains_A_Practical_Guide_2017.pdf

Modern Slavery Act: <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>