



Oversight and Governance

Chief Executive's Department

Plymouth City Council

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Delegated Decisions

Delegated Executive/Officer Decisions

Delegated Executive and Officer decisions are published every week when required and are available at the following link - <https://tinyurl.com/ms6umor>

Cabinet decisions subject to call-in are published at the following link - <http://tinyurl.com/yddrql6>

Notice of call-in for non-urgent decisions must be given to the Democratic Support Unit by 4.30pm on Thursday 18 March 2021. **Please note – urgent decisions and non-key Council Officer decisions cannot be called in.** Copies of the decisions together with background reports are available for viewing as follows:

- on the Council's Intranet Site at <https://modgov/mgDelegatedDecisions.aspx>
- on the Council's website at <https://tinyurl.com/jhnax4e>

The Cabinet Member decisions detailed below may be implemented on Friday 19 March 2021 if not called-in. The Council Officer Decision detailed below is not subject to call-in so can be implemented immediately.

Delegated Decisions

1. Councillor Evans OBE - The Leader:

- 1.1. Appointment of Shareholder Representative and Replacement Directors for CATERed Limited **(Pages 1 - 12)**

2. Council Officer Decision - Paul Barnard (Service Director for Strategic Planning and Infrastructure):

- 2.1. Re-designation of the Plympton St Mary Neighbourhood Forum **(Pages 13 - 26)**

3. Councillor Laing (Cabinet Member for Children and Young People):

- 3.1. Supported Accommodation for Young People Aged 16+ (in Care and Care Leavers) - Contract Award Report **(Pages 27 - 42)**

EXECUTIVE DECISION

made by a Cabinet Member



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

Executive Decision Reference Number – L43 20/21

Decision	
1	Title of decision: Appointment of shareholder representative and replacement Directors for CATERed Limited
2	Decision maker (Cabinet member name and portfolio title): Councillor Tudor Evans OBE – The Leader
3	Report author and contact details: Ming Zhang (Service Director Education Participation and Skills)
4	<p>Decision to be taken: The Leader makes the following decisions:</p> <p>1. To appoint Alison Botham, Director for Children’s Services to act as Shareholder Representative to exercise all voting rights on behalf of the Council subject to Key Decisions (as defined by the Council’s Constitution) being reserved to the Leader/ Cabinet and take any necessary action to protect, safeguard and effectively manage the Council’s interest in Catered Limited including making decisions relating to the appointment and resignation of directors.</p> <p>2. To appoint Tina Brinkworth Head of Skills and Holly Golden Head of Procurement as Directors of Catered Limited</p>
5	<p>Reasons for decision: Following the retirement of Judith Harwood (former Service Director for Education, Partnership & Skills) and Andrew Hardingham (former Service Director for Finance), there is a need to appoint replacement directors to fill the vacant positions. The council may appoint two directors the Board according to the Catered’s Articles of Association. As such, it is recommended that the officers named in the above section are appointed as directors of Catered.</p> <p>The Shareholder representative is needed so that the representative can make decisions and vote on behalf of the council in general meetings.</p>
6	<p>Alternative options considered and rejected:</p> <p>The alternative option would be to not appoint replacement directors. This option is rejected as it will remove a line of sight at Catered’s Board level decisions; and will lead to lack of oversight of the company’s management and financial health.</p>
7	<p>Financial implications:</p> <p>None</p>


8	Is the decision a Key Decision? (please contact Democratic Support for further advice)	Yes	No	Per the Constitution, a key decision is one which:
			x	in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total
			x	in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1million
		x	is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.	
	If yes, date of publication of the notice in the Forward Plan of Key Decisions	N/A		
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:	CaterEd is a ground breaking and co-operative way of working with our partners to deliver healthy locally sourced school meals in partnership with schools. Supporting Covid-19 emergency food supplies and meeting the urgent food needs of both adults and children's.		
10	Please specify any direct environmental implications of the decision (carbon impact)	None.		

Urgent decisions

11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support (democraticsupport@plymouth.gov.uk) for advice)
		No	x	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			

Consultation

13a	Are any other Cabinet members' portfolios affected by the decision?	Yes		
		No	x	(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?	n/a		
13c	Date Cabinet member consulted			
14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		
		No	x	
15	Which Corporate Management Team member has been consulted?	Name	Alison Botham	
		Job title	Director of Childrens	
		Date consulted	1 December 2020	
Sign-off				
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS110 20/21	
		Finance (mandatory)	djn.20.21.258	
		Legal (mandatory)	MS/05.03.21/21672	
		Human Resources (if applicable)		
		Corporate property (if applicable)		
		Procurement (if applicable)		
Appendices				
17	Ref.	Title of appendix		
	A	Briefing report for publication (<i>mandatory</i>)		
	B	Equalities Impact Assessment (<i>where required</i>)		
Confidential/exempt information				
18a	Do you need to include any confidential/exempt information?	Yes		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for

		No	publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)					
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title:							
Background Papers								
19	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Cabinet Member Signature								
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.							
Signature			Date of decision	11 March 2021				
Print Name	Cllr Tudor Evans OBE, Leader							

Catered Limited – Appointment of Shareholder Representative and Replacement Directors

1.1 Client Representative

Alison Botham, Director of Children’s Services, has overall responsibility as “retained client” on behalf the Council in managing the contractual relationship with Catered Limited (“Catered”). The Services Agreement sets out the payment to be made to Catered in consideration for the services; and also includes performance measurements and is the mechanism which governs the contractual relationship.

1.2 Shareholder

Plymouth City Council is one of the two corporate shareholders in Catered Limited. The other corporate shareholder is Plymouth Schools Shareholders Company Limited which represents the schools’ interest in the company.

In terms of decision-making relating to the establishment of council controlled companies, all executive functions are vested in the Leader who can then delegate functions as seen fit. The Leader has decided that some decisions can only be made by Cabinet, and this includes a decision to appoint a member or an employee of the Council as a director of another company whose work relates to the council’s executive functions.

The executive decision taken on 18 March 2015 (L30 14/15) did not specifically deal with the issue of whether the former Shareholder Appointed Directors, can act as the shareholder representative in general meetings.

The rights and duties as a member of the Company will almost always be exercised as an executive responsibility. This means that decisions to be taken as a member of the Company (as shareholder) rest with the Leader. In the normal way, therefore, these functions may be delegated by the Leader to the Cabinet, Member or an officer.

2. Shareholder Representative

The Shareholder being Plymouth City Council requires a representative to vote in general meetings. Ordinarily, this would be the Leader, but from a practical point this position may be better served by an officer.

Although there is no legal impediment preventing one of the Shareholder Appointed Directors to also act as the shareholder representative it is felt that any proposal for the Shareholder Appointed Director to also act as the shareholder representative may potentially create a conflict situation if for example, the Shareholder Appointed Director votes at general meetings as shareholder representative which contradicts a proposal that s/he had agreed at the Board. There may also arise a point where, in matters of reporting, contractual discussion, investment requests or resourcing agreements, there is potential for the same person to be a decision maker or advisor both for the Council and the Company. As such, due to the likelihood of conflicts arising, it may not be appropriate for

the Shareholder Appointed Director to also act as the shareholder representative in general meetings.

3. Appointment of Replacement Director

Following the retirement of Judith Harwood (former Service Director for Education, Partnership & Skills) and Andrew Hardingham (former Service Director for Finance), there is a need to appoint replacement directors to fill the vacant positions. The council may appoint two directors the Board according to the Catered's Articles of Association. As such, it is recommended that the officers named in the following section are appointed as directors of Catered.

4. Recommendations

It is recommended that approval is sought from the Leader under an individual executive decision to:

1. Appoint Alison Botham, Director for Children's Services to act as Shareholder Representative to exercise all voting rights on behalf of the Council subject to Key Decisions (as defined by the Council's Constitution) being reserved to the Leader/ Cabinet and take any necessary action to protect, safeguard and effectively manage the Council's interest in Catered Limited including making decisions relating to the appointment and resignation of directors.
2. Appoint Tina Brinkworth Head of Skills and Holly Golden Head of Procurement as Directors of Catered.

EQUALITY IMPACT ASSESSMENT

Education, Participation & Skills

**STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?**

What is being assessed - including a brief description of aims and objectives?	Appointment of shareholder representative and replacement Directors for CATERed Limited. To appoint Alison Botham, Director for Children's Services to act as Shareholder Representative to exercise all voting rights on behalf of the Council subject to Key Decisions (as defined by the Council's Constitution) being reserved to the Leader/ Cabinet and take any necessary action to protect, safeguard and effectively manage the Council's interest in Catered Limited including making decisions relating to the appointment and resignation of directors.
Author	Ming Zhang
Department and service	Education, Participation & Skills
Date of assessment	26/2/21

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	Children and young people (CYP) under 18 account for 19.8 per cent of our population, within this 88.8 per cent are under 16.	No Adverse Impact	To continue to ensure the service is at the forefront of the school food industry and national developments to support our work with our schools and all our menus for primary and special	Ongoing – CATER-ed board and managers

			schools meet all the Government requirements.	
Disability	Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty. There are 3,142 children with disability.	No Adverse Impact	We provide support for disabled children and young people, their families and carers. We work with families to understand their needs and plan how to provide support that will make a positive difference.	CATER-ed are able to accommodate a wide range of special diets.
Faith/religion or belief	The religious make up of Plymouth is 58.1% Christian, 32.2% No religion, 0.8% Muslim, 0.3% Buddhist, 0.2% Hindu, 0.1% Agnostic, 0.1% Jewish, 0.1% Atheist. 18,191 people did not state a religion.	No Adverse Impact	There are mandatory standards that apply to the food that can be provided in schools to ensure that meals are made from high quality ingredients and provide a balanced, tasty meal.	CATER-ed are able to accommodate a wide range of special diets.
Gender - including marriage, pregnancy and maternity	Overall 50.6 per cent of our population are women and 49.4 per cent are men: this reflects the national figure of 50.8 per cent women and 49.2 per cent men.	No Adverse Impact	No further action	No further action
Gender reassignment	There is very little data to draw on when looking to provide a local Plymouth picture of 'trans' issues, however evidence shows that when people reveal	No Adverse Impact	No further action	No further action

	<p>their gender preference, they are exposed to a risk of discrimination, bullying and hate crime and are more likely to report mental health conditions and to attempt suicide than the general population.</p>			
<p>Race</p>	<p>96.4% of people living in Plymouth speak English. The other top languages spoken are 0.9% Polish, 0.2% All other Chinese, 0.1% Kurdish, 0.1% Portuguese, 0.1% Arabic, 0.1% French, 0.1% Romanian, 0.1% German, 0.1% Spanish</p> <p>Nearly 100 different languages are spoken in schools by children of different backgrounds. Polish and Arabic are the most common, spoken by 385 and 143 children respectively.</p>	<p>No Adverse Impact</p>	<p>No further action</p>	<p>No further action</p>

<p>Sexual orientation - including civil partnership</p>	<p>42.7% of people are married, 12.6% cohabit with a member of the opposite sex, 0.9% live with a partner of the same sex, 26.9% are single and have never married or been in a registered same sex partnership, 9.7% are separated or divorced. There are 16,023 widowed people living in Plymouth.</p>	<p>No Adverse Impact</p>	<p>No further action</p>	<p>No further action</p>
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<p>Reduce the gap in average hourly pay between men and women by 2020.</p>	<p>CATERed Limited is confident that men and women are paid equally for doing equivalent jobs across the business. The gender pay gap is not a pay issue because our pay structure is gender neutral by design. CATERed Limited will continue to take targeted action to reduce the gender pay gap through workforce planning processes, business-wide appraisals and staff development opportunities. Our Gender Pay Gap figures have been calculated using the mechanisms that are set out in legislation.</p>	<p>CATERed Limited has over 250 employees and is required by law to publish an annual gender pay gap report that details specific figures about our gender pay gap. CATERed Directors.</p>
<p>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist,</p>	<p>N/A</p>	<p>No further action</p>

<p>homophobic, transphobic and faith, religion and belief incidents by 2020.</p>		
<p>Good relations between different communities (community cohesion)</p>	<p>CATER^{ed} is a co-operative trading company which is jointly owned by 67 local schools and Plymouth City Council. The Shareholder being Plymouth City Council requires a representative to vote in general meetings. CATER-ed is supporting local growers and producers.</p>	<p>Ongoing – CATER-ed board and managers</p>
<p>Human rights Please refer to guidance</p>	<p>All children and young people should be able to have access to, and enjoy a nutritionally balanced and healthy diet. We also deliver nutritional training to all staff as recommended within the Government and School Food Trust's guidelines, the level one award 'Providing a healthier school meals service' and the level two award 'Healthier food and special diets' to further support our Catering Managers and their understanding of the benefits of good nutrition.</p>	<p>Ongoing – CATER-ed board and managers</p>

STAGE 4: PUBLICATION

Responsible Officer : Ming Zhang 

Date: 4 March 2021

Service Director

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EXECUTIVE DECISION

made by a Council Officer



REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL COUNCIL OFFICER


Executive Decision Reference Number – COD20 20/21

Decision	
1	<p>Title of decision:</p> <p>Re-designation of the Plympton St Mary Neighbourhood Forum</p>
2	<p>Decision maker (Council Officer name and job title):</p> <p>Paul Barnard, Service Director for SP&I</p>
3	<p>Report author and contact details:</p> <p>Jessica Vaughan, Planning Officer, jessica.vaughan@plymouth.gov.uk, 01752 308986</p>
4a	<p>Decision to be taken:</p> <p>To agree to re-designate the Plympton St Mary Neighbourhood Forum to continue to lead the neighbourhood planning process within the Plympton St Mary neighbourhood planning area.</p>
4b	<p>Reference number of original executive decision or date of original committee meeting where delegation was made:</p> <p>Full Council 22/7/13(30)</p> <p>NEIGHBOURHOOD PLANNING: NEIGHBOURHOOD FORUMS AND AREAS PDF 148 KB</p> <p>View the declarations of interest for item 30.</p> <p>The Director for Corporate Services and the Director for Place will submit a report on the neighbourhood planning process relating to Neighbourhood Forums and Areas.</p> <p>Additional documents:</p> <p>Webcast for 30.</p> <p>Minutes:</p> <p>The report of the Directors for Corporate Services and Place was submitted on Neighbourhood Planning: Neighbourhood Forums and Areas and Councillor Vincent (Cabinet Member for Environment) moved the recommendation in the written report for approval.</p> <p>The recommendation was seconded by Councillor Penberthy (Cabinet Member for Cooperatives and Community Development) who indicated that the responsibility had been delegated to local authorities but had not been funded in full.</p> <p>Agreed to grant delegated authority to the Assistant Director for Planning Services, in consultation with the Portfolio Holder for Cooperatives and Community Development, to publicise applications for Neighbourhood Forums and Areas, to consider representations and to determine the applications. (Councillor Wheeler declared a private interest in respect of the above item).</p>
5	<p>Reasons for decision:</p>

	<p>Pursuant to Section 61F(5) and 61F(7) of the Town and Country Planning Act 1990 the Council should approve the designation of the Plympton St Mary Neighbourhood Forum for the following reasons:</p> <p>The forum meets all the needed criteria, one of its aims is to use its powers under the Localism Act 2011 to promote and improve the social, economic and environmental wellbeing of the area, it has a written constitution and has at least 21 individual members who either live in the area, are ward councillors, are part of a community group or work in the area.</p>			
6	<p>Alternative options considered and rejected:</p> <p>To refuse to re-designate the neighbourhood forum as applied.</p> <p>Successive governments have encouraged communities to take up opportunities given by the Localism Act, 2011. In line with central government encouragement, there is a clear presumption that Local Planning Authorities are expected to approve Neighbourhood Forum applications where they meet the legal tests set out in the legislation.</p>			
7	<p>Financial implications:</p> <p>Supporting the Neighbourhood Planning process is a statutory function of the City Planning Team within Strategic Planning and Infrastructure (SP&I). The costs arising relate to staff time and are covered by existing SP&I core budgets</p> <p>The Council can apply for financial support for every Neighbourhood Forum and Neighbourhood Boundary which is designated, including applications such as this which is for the re-designation of the forum, amounting to £5,000 respectively from the government. This is something which will be applied for and will ease the Council's internal costs.</p>			
8	<p>Is the decision a Key Decision? (please contact Democratic Support for further advice)</p>	<p>Yes</p>	<p>No</p>	<p>Per the Constitution, a key decision is one which:</p>
			X	<p>in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total</p>
			X	<p>in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1million</p>
			X	<p>is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.</p>
8b	<p>If yes, date of publication of the notice in the Forward Plan of Key Decisions</p>			
9	<p>Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</p>			
	<p>Neighbourhood planning has clear links to the corporate plan, particularly the values of being democratic and co-operative and the principle of a growing city. It also links to the philosophy of the Plymouth Plan, particularly around empowerment of local communities.</p>			
10	<p>Please specify any direct environmental implications of the decision (carbon impact)</p>			
	<p>One of the key aims of the forum is to use its powers under the Localism Act 2011 to promote and improve the environmental wellbeing of the area.</p>			

Urgent decisions

I 1	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support for advice)
		No		(If no, go to section I 3a)
I 2a	Reason for urgency:			
I 2b	Scrutiny Chair signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
Consultation				
I 3a	Are any other Cabinet members' portfolios affected by the decision?	Yes		
		No	X	(If no go to section I 4)
I 3b	Which other Cabinet member's portfolio is affected by the decision?			
I 3c	Date Cabinet member consulted			
I 4	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		If yes, please discuss with the Monitoring Officer
		No	X	
I 5	Which Corporate Management Team member has been consulted?	Name	Anthony Payne	
		Job title	Strategic Director for Place	
		Date consulted	01/03/2021	
Sign-off				
I 6	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS112 20/21	
		Finance (mandatory)	djn.20.21.250	
		Legal (mandatory)	LS/36298/JP/100321	
		Human Resources (if applicable)		
		Corporate property (if applicable)		
		Procurement (if applicable)		
Appendices				

17	Ref.	Title of appendix						
	A	Briefing report for publication (<i>mandatory</i>)						
	B	Equalities Impact Assessment (<i>where required</i>)						
	C	Plympton St Mary Forum renewal application form						
	D	Plympton St Mary Forum final constitution						
E	Plympton St Mary Neighbourhood Plan boundary (for information only)							
Confidential/exempt information								
18a	Do you need to include any confidential/exempt information?	Yes	<input type="checkbox"/>	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below.				
		No	<input checked="" type="checkbox"/>					
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title:							
Background Papers								
19	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Council Officer Signature								
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.							
Signature				Date of decision	8 March 21			
Print Name	Paul Barnard							

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PLYMPTON ST. MARY NEIGHBOURHOOD FORUM RE-DESIGNATION

Decision Report



1. BACKGROUND

- 1.1 This report considers the application to re-designate the Plympton St Mary Neighbourhood Forum which was submitted to Plymouth City Council under the Neighbourhood Planning (General) Regulations 2012 on 22 December 2020 by the Plympton St. Mary Neighbourhood Forum.
- 1.2 The Plympton St Mary Neighbourhood Forum was originally designated on 25 January 2016, neighbourhood forums expire after five years and so this application is to renew/re-designate the Forum after expiring on 25 January 2021.
- 1.3 Although there is a Plympton St Mary Neighbourhood Plan in place which was adopted on 11 June 2019, the Forum remains active and wishes to continue to play the role of a neighbourhood forum.
- 1.4 The application from the Forum is to renew their status as a neighbourhood forum only and does not affect the status of the Plympton St Mary Neighbourhood Plan which remains adopted and part of the local development plan for Plymouth City Council. There is also no proposed changes to the Plympton St Mary Neighbourhood boundary.
- 1.5 The consultation period for the applications ran for a period of 6 weeks and ended on the 22 February 2021. The applications were published on the www.plymouth.gov.uk website in accordance with the Regulations.
- 1.6 A Statutory Notice was placed on the Council's Neighbourhood Planning website and was updated to include all the relevant information.
- 1.7 10 Public Site Notices were displayed around Plympton St. Mary.
- 1.8 No letters of representation with regards to the re-designation application were received.

2. RECOMMENDATIONS

- 2.1 Pursuant to Section 61F(5) and 61F(7) of the Town and Country Planning Act 1990 the Council should approve to re-designate the Plympton St. Mary Neighbourhood Forum for the following reasons:
 - a) The Forum aims to continue to use its powers under the Localism Act 2011 to promote and improve the social, economic and environmental wellbeing of the area.
 - b) The Forum has at least 21 individual members, membership includes: residents, ward councillors, other community groups, and people working in the area. The membership is drawn from different places in the neighbourhood and different sections of the community and is open to all who have an interest in the area, either as private individuals or as representatives of bodies such as local businesses and community organisations, and other interested parties such as Plympton St Mary Ward Councillors, local service providers and landowners.

- c) Membership is open to all and the Forum's constitution proposes no limits to member numbers. The Forum also seeks to encourage new members to join through community engagement and consultation.
- d) The Forum has a written constitution.
- e) The Forum have confirmed that there are no proposed amendments to the Plympton St Mary neighbourhood boundary which was originally approved on 25 January 2016.
- f) Although the Plympton St Mary Neighbourhood Plan Area has a "made" neighbourhood plan which was led by the Forum, as an active group they still have a role to play by:
 - i. Monitoring the delivery of the Plympton St Mary Neighbourhood Plan's aims, objectives, policies and community actions;
 - ii. Taking an active role as statutory consultees for planning applications;
 - iii. Remaining actively involved in planning within the Plympton St Mary Neighbourhood area and within the wider Plymouth and South West Devon Joint Local Plan area as appropriate; and,
 - iv. Retaining the option to exercise other rights as a Forum under the Localism Act.

EQUALITY IMPACT ASSESSMENT

Strategic Planning and Infrastructure, SP&I



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>Re-designation of the Plympton St Mary Neighbourhood Forum.</p> <p>Although the Plympton St Mary Neighbourhood Plan Area has a “made” neighbourhood plan which was led by the Forum, as an active group they still have a role to play by:</p> <ul style="list-style-type: none"> i. Monitoring the delivery of the Plympton St Mary Neighbourhood Plan’s aims, objectives, policies and community actions; ii. Taking an active role as statutory consultees for planning applications; iii. Remaining actively involved in planning within the Plympton St Mary Neighbourhood area and within the wider Plymouth and South West Devon Joint Local Plan area as appropriate; and, iv. Retaining the option to exercise other rights as a Forum under the Localism Act.
Author	<p>Jessica Vaughan</p>
Department and service	<p>City Planning Team, Strategic Planning and Infrastructure</p>
Date of assessment	<p>22/02/2021</p>

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact <small>See guidance on how to make judgement</small>	Actions	Timescale and who is responsible
Age	<p>The membership of the Forum is open to all who have an interest in the area, either as</p>		<p>To work with the forum and to support them in the neighbourhood planning</p>	<p>Ongoing – City Planning Team</p>

	<p>private individuals or as representatives of bodies such as local businesses and community organisations, and other interested parties such as Plympton St Mary Ward Councillors, local service providers and landowners.</p> <p>The secretary will maintain a register of Forum meeting attendees (extract from the Plympton St. Mary Neighbourhood Forum Constitution).</p>		<p>duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.</p>	
Disability	<p>The membership of the Forum is open to all who have an interest in the area, either as private individuals or as representatives of bodies such as local businesses and community organisations, and other interested parties such as Plympton St Mary Ward Councillors, local service providers and landowners.</p> <p>The secretary will maintain a register of Forum meeting attendees (extract from the Plympton St. Mary Neighbourhood Forum Constitution).</p>		<p>To work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.</p>	Ongoing – City Planning Team
Faith/religion or belief	<p>The membership of the Forum is open to all who have an interest in the area, either as private individuals or as representatives of bodies such as local businesses and community organisations, and</p>		<p>To work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring</p>	Ongoing – City Planning Team

	<p>other interested parties such as Plympton St Mary Ward Councillors, local service providers and landowners.</p> <p>The secretary will maintain a register of Forum meeting attendees (extract from the Plympton St. Mary Neighbourhood Forum Constitution).</p>		<p>they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.</p>	
<p>Gender - including marriage, pregnancy and maternity</p>	<p>The membership of the Forum is open to all who have an interest in the area, either as private individuals or as representatives of bodies such as local businesses and community organisations, and other interested parties such as Plympton St Mary Ward Councillors, local service providers and landowners.</p> <p>The secretary will maintain a register of Forum meeting attendees (extract from the Plympton St. Mary Neighbourhood Forum Constitution).</p>		<p>To work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.</p>	<p>Ongoing – City Planning Team</p>
<p>Gender reassignment</p>	<p>The membership of the Forum is open to all who have an interest in the area, either as private individuals or as representatives of bodies such as local businesses and community organisations, and other interested parties such as Plympton St Mary Ward</p>		<p>To work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan</p>	<p>Ongoing – City Planning Team</p>

	<p>Councillors, local service providers and landowners.</p> <p>The secretary will maintain a register of Forum meeting attendees (extract from the Plympton St. Mary Neighbourhood Forum Constitution).</p>		and their own neighbourhood plan.	
Race	<p>The membership of the Forum is open to all who have an interest in the area, either as private individuals or as representatives of bodies such as local businesses and community organisations, and other interested parties such as Plympton St Mary Ward Councillors, local service providers and landowners.</p> <p>The secretary will maintain a register of Forum meeting attendees (extract from the Plympton St. Mary Neighbourhood Forum Constitution).</p>		To work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.	Ongoing – City Planning Team
Sexual orientation - including civil partnership	<p>The membership of the Forum is open to all who have an interest in the area, either as private individuals or as representatives of bodies such as local businesses and community organisations, and other interested parties such as Plympton St Mary Ward Councillors, local service providers and landowners.</p>		To work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.	Ongoing – City Planning Team

	The secretary will maintain a register of Forum meeting attendees (extract from the Plympton St. Mary Neighbourhood Forum Constitution).			
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	N/A	Ongoing – City Planning Team
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	<p>The forum wishes to help to create and maintain good relations between different communities which share the area.</p> <p>Officers will continue to work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.</p>	Ongoing – City Planning Team
Good relations between different communities (community cohesion)	<p>Membership of the forum is open to all who have an interest in the Area.</p> <p>Officers will continue to work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.</p>	Ongoing – City Planning Team
Human rights Please refer to guidance	<p>Membership of the forum is open to all who have an interest in the Area.</p> <p>Officers will continue to work with the forum and to support them in the neighbourhood planning duties they wish to undertake under the Localism Act 2011, ensuring they continue to seek to adhere to the Plymouth Plan, the Plymouth and South West Devon Joint Local Plan and their own neighbourhood plan.</p>	Ongoing – City Planning Team

STAGE 4: PUBLICATION

Date 7 March 2021

Responsible Officer



Strategic Director, Service Director or Head of Service

EXECUTIVE DECISION

made by a Cabinet Member



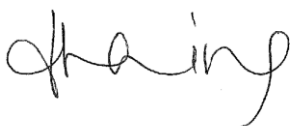
REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER

Executive Decision Reference Number – CYP01 20/21

Decision				
1	Title of decision: Supported Accommodation for young people aged 16+ (in care and care leavers) – Contract Award Report			
2	Decision maker (Cabinet member name and portfolio title): Councillor Jemima Laing, Cabinet Member for Children and Young People			
3	Report author and contact details: Emma Crowther, Strategic Commissioning Manager, 01752 304009			
4	Decision to be taken: Award of contract to provide supported accommodation for young people aged 16 – both in care and care leavers			
5	Reasons for decision: To ensure that the Council as a corporate parent has suitable arrangements in place for the accommodation and support of young people in care and care leavers aged 16+			
6	Alternative options considered and rejected: Cease to commission a service Extend the current contract Carry out a joint procurement with Torbay Council Add to the Complex Lives contract			
7	Financial implications: Approximately £1m of spend per year, over a 4 year period. This is existing revenue budget spend on placements and is not a new commitment.			
8	Is the decision a Key Decision? (please contact Democratic Support for further advice)	Yes	No	Per the Constitution, a key decision is one which: in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1 million
			X	
		X		

			X	is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.
	If yes, date of publication of the notice in the <u>Forward Plan of Key Decisions</u>	N/A		
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:	<p>A Growing City - The contract will support the stability of good quality providers with existing provision in the city, and encourage new provider to move into Plymouth, creating local jobs. The specification for the service is clear about the level of need and skills required to support young people, creating interesting employment roles.</p> <p>A Caring Council - The service aims to help keep young people and young adults safe, and able to take opportunities to maximise their life chances. There is a focus on understanding the impact of trauma, in line with Plymouth's status as a Trauma Informed City.</p>		
10	Please specify any direct environmental implications of the decision (carbon impact)	The intention is to enable as many young people as possible to have the option to live in Plymouth, and this reduces the carbon impact of professionals travelling to visit them out of area.		
Urgent decisions				
11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support (democraticsupport@plymouth.gov.uk) for advice)
		No	X	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
Consultation				
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes		
		No	X	(If no go to section 14)
13b	Which other Cabinet member's			

	portfolio is affected by the decision?		
13c	Date Cabinet member consulted		
14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes	If yes, please discuss with the Monitoring Officer
		No	
15	Which Corporate Management Team member has been consulted?	Name	Alison Botham
		Job title	Director of Children's Services
		Date consulted	2nd March 2021
Sign-off			
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)	DS111 20/21
		Finance (mandatory)	djn.20.21.257
		Legal (mandatory)	MS/04.03.21.
		Human Resources (if applicable)	N/A
		Corporate property (if applicable)	N/A
		Procurement (if applicable)	EC/SC/003/ED/C A/0321
Appendices			
17	Ref.	Title of appendix	
	A	Briefing report for publication: Supported Accommodation for young people aged 16+ (in care and care leavers) – Contract Award Report Part I	
	B	Equalities Impact Assessment	
Confidential/exempt information			
18a	Do you need to include any confidential/exempt information?	Yes	If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)
		No	

		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title: Supported Accommodation for young people aged 16+ (in care and care leavers) – Contract Award Report Part 2							X
Background Papers								
19	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
N/A								
Cabinet Member Signature								
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.							
Signature				Date of decision	11/03/2021			
Print Name	CLLR JEMIMA LAING							

Supported Accommodation for young people aged 16+ (in care and care leavers) – Contract Award Report – PART I

1. Purpose and background

Plymouth City Council has a statutory duty under Section 22G of the Children Act 1989 to ensure there are sufficient placements in the local area to meet the needs of children and young people in care. These placements need to cover a broad range of provision, including children's homes, residential special schools and foster care. This also includes supported accommodation for young people aged 16 and 17, and some young people as they leave care and step into independent living.

In October 2020 permission was sought from Plymouth City Council Cabinet for a procurement of a contract for supported accommodation for young people in care aged 16 and 17 and care leavers, and for the contract award decision to be delegated to the Portfolio Holder for Children, Young People and Families. This paper describes the outcome of the procurement and the recommendations for contract award.

This type of provision is not currently required to be regulated by Ofsted or the CQC, as it offers support rather than care. In February 2021 the government announced their intention to introduce national minimum standards for 16+ provision under Ofsted oversight, to be consulted on during 2021. This procurement anticipated those changes, and the contract requires successful providers to apply the national standards when they are finalised.

This contract replaces a Peninsula contract for provision for young people in care aged 16+, which was jointly commissioned by Plymouth, Devon and Torbay between 2013 and 2019. Between 2019 and 31st March 2021 the contract was novated to Torbay Council to hold on behalf of Plymouth and Torbay. This contract provides a replacement for these arrangements, based on the local needs and partnerships for Plymouth.

2. Procurement approach

An Open tender process was used, to commission a 4-year contract for 16+ supported accommodation, divided into 3 lots:

Lot 1 – block purchased provision in Plymouth (5 beds to be block purchased initially, representing a third of current usage) Lot 1a included beds in existing provision in the city, and Lot 1b allowed providers to be able to ask for consideration of new local provision to be added to the contract at a later date;

Lot 2 – spot purchase provision in Plymouth and within 20 miles of the city;

Lot 3 – spot purchased provision outside 20 miles.

For the Suitability Assessment section of the tender, the providers had to pass a number sections relating to Government Mandatory Exclusions, Economic and Financial Standing, Insurance, Health & Safety, Equality and Diversity, Safeguarding and Data Protection **and** achieve a minimum score of 67.40% in sections such as Technical and Professional Ability, Business Capability and Social Value.

The supplier award section of the procurement was weighted as 70% for quality and 30% for price/commercial:

Weighting %	Evaluation Criteria	Breakdown of criteria
COMMERCIAL RESPONSE		
30%	Price	Total weekly cost
TECHNICAL RESPONSE – METHOD STATEMENTS		
N/A	MS: Direct Delivery	Provider must deliver directly (no collaborations, partnerships or sub-contracting)
30%	MS2: Model of Service delivery	<ul style="list-style-type: none"> • The ethos of the service • How the service is staffed and managed • How staff and managers are recruited, trained and supported • How the performance of the service is monitored • How service delivery contributes to strategic and individual outcomes in a tangible and aspirational way • Regular opportunities for young people to share their views • Varied opportunities for young people to share their views, to encourage engagement • How young people’s views will be fed back into service delivery in a practical way • Engagement with wider forms of advocacy and participation for young people • Describe your understanding of the range of varied needs of young people requiring the service • Describe your understanding of Plymouth as a Trauma Informed City • Describe how your service plans to deliver a Trauma Informed approach
40%	MS3: Partnership working	<ul style="list-style-type: none"> • Describes a commitment to supporting placement stability through a multi-agency approach • Examples of key partnership organisations in the area the service is based and how the service will engage with these • Practical examples of partnership working to support positive outcomes for young people, including where there have been challenges and how they have been overcome to maximise opportunities for young people • Describe how partnership working will be used to support young people on the three pathways described in the specification – <ul style="list-style-type: none"> ○ Looked after children/Late entrants to care – requiring stabilisation ○ Looked after children/care leavers – maintaining stability ○ Looked after children/care leavers – moving on

The prices on the Peninsula contract had been unchanged since 2013, so it was anticipated that there would be a rise in weekly placement costs from some of the providers. The new contract will apply to new placements made after 1st April 2021.

3. Tender evaluation and Recommendations

The tenders were evaluated by officers from Commissioning, Social Care (Social work Team Manager), Procurement and Finance. 28 providers responded to the Invitation to Tender. The respective provider scores and prices are described in the Part 2 report, which contains commercially confidential information. The recommendations for contract award are set out below:

Lot 1a – this relates to “block purchased provision in Plymouth from existing 16+ supported accommodation beds within the city boundary (a total of 5 beds to be block purchased at the start of the contract, this may be one provider or multiple providers based on a Most Economically Advantageous Tender basis)”.

RECOMMENDATION: To award a block contract for 5 beds to Parallel Care

Lot 1b – this relates to “supported accommodation providers who are either already operating within the Plymouth city boundary or intend to open provision within the Plymouth city boundary during the lifetime of the contract. Lot 1b providers will be able to request consideration of beds to be added to the Lot 1a block contract within the lifetime of the contract”.

RECOMMENDATION: To award a contract to Parallel Care, Livewest, Keys and CSM Independence, to be able to apply to add local beds to the block contract during the lifetime of the contract.

Lot 2 – relates to “spot purchase supported accommodation provision in Plymouth and within 20 miles of the city (no limit on the number of providers that will be allowed on the framework). There will be an entry point for new providers to be added at the end of year two of the framework”.

RECOMMENDATION: To award a contract to Caring for Communities, Key 2 Futures, Keys, Next Step Care Management, Parallel Independence and Young Devon.

Lot 3 – relates to “spot purchased supported accommodation provision outside 20 miles (no limit on the number of providers that will be allowed on the framework). There will be an entry point for new providers to be added at the end of year two of the framework”.

RECOMMENDATION: To award a contract to Acorn, Birchwood Independence, CSM Independence, Key 2 Futures, Keys, Livewest, Next Steps Care Management, the Halfway and Young Devon.

4. Summary of impact of tender

The service specification has set out the quality expectations for supported accommodation provision for young people in care aged 16+ and care leavers, and also includes the requirement to adapt to any new national minimum standards as they are introduced.

The block contract will secure 5 existing local beds, from a provider who regularly provides placement for Plymouth young people which are of good quality. The Lot 1 contract also allows for future provision to be added, to improve local sufficiency for this cohort. Prices for local provision are realistic for the quality provided and include 24 hour staffing, which fits with the need of Plymouth young people.

The tender also provides for placements further than 20 miles from Plymouth, for those young people who are unable to be placed in the city, and allows for new provision to be added if required (although the intention is to use fewer placements which are away from Plymouth if possible)

The tender was successful in filtering out a number of providers who did not understand the requirements of the service and were unable to demonstrate that their level of quality reached required standards.

Emma Crowther
Strategic Commissioning Manager
March 2021

The following relates to exempt or confidential matters (Para(s) 3 of Part 1, Schedule 12A of the Local Govt Act 1972). Any breach of confidentiality could prejudice the Council/person/body concerned & might amount to a breach of the councillors /employees codes of conduct.

Document is Restricted

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EQUALITY IMPACT ASSESSMENT

Supported Accommodation for Young People aged 16+, Strategic Commissioning



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	The impact of carrying out a procurement to secure and develop good quality supported living accommodation in Plymouth for young people in care, aged 16 and 17 and care leavers. Young people in care and care leavers need to be able to access a range of living accommodation, including provision such as foster placements and children's homes. For older young people, it is important to also be able to offer placements which focus on developing independent living skills, as preparation for adulthood. The aim of the procurement is to work with the current providers who offer good quality provision, and attract others to work with us to support Plymouth young people.
Author	Emma Crowther, Strategic Commissioning Manager
Department and service	Strategic Commissioning, People Directorate
Date of assessment	7 th September 2020

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact <i>See guidance on how to make judgement</i>	Actions	Timescale and who is responsible
Age	Number of young people in care aged 16: 47 on 31/08/2020 Number of young people in care aged 17: 57 on 31/08/2020 Number of care leavers aged 18 (the majority of care leavers will move on from this type of provision before their 19 th birthday): 39 on 31/08/2020	No adverse impact: The procurement will aim to increase the supply of suitable placements, offering greater choice in meeting the needs of young people.	Ensure that the specific needs of 16 and 17 year olds and care leavers are reflected in the specification for the service.	Strategic Commissioning – by the time of the tender launch. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.

<p>Disability</p>	<p>A proportion of young people in care and care leavers will have a diagnosed disability such as a learning disability. Some will have an undiagnosed disability. It is important that young people with a disability are not disadvantaged by using the service. On 31/08/2020, 24.0% of the children in care had a 'disability' according to classifications. For care leavers this figure was reported at 11.4%.</p>	<p>No adverse impact: providers selected by the procurement will need to demonstrate a full understanding of the needs of service users.</p>	<p>Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.</p>	<p>Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<p>Faith/religion or belief</p>	<p>Young people in care and care leavers may follow a range of religions or faiths. It is important that they are supported by placement providers to practice their beliefs and engage with religious and faith communities as they wish.</p>	<p>No adverse impact: providers selected by the procurement will need to demonstrate a full understanding of the needs of service users.</p>	<p>Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.</p>	<p>Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<p>Gender - including marriage, pregnancy and maternity</p>	<p>Young people in care and care leavers will require support with a range of gender issues, including pregnancy for a small proportion prior to their 19th birthday.</p>	<p>No adverse impact: providers selected by the procurement will understand the need to support young people into the next phase of their life. Providers will also need to understand the range of support services in the city to facilitate effective pathway planning.</p>	<p>Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.</p>	<p>Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<p>Gender reassignment</p>	<p>A proportion of young people in care and care leavers will</p>	<p>No adverse impact: providers selected by the procurement will</p>	<p>Ensure that the specification and service delivery reflect</p>	<p>Strategic Commissioning – by the time of the tender launch</p>

	require support in considering issues related to gender reassignment	understand the need to support young people into the next phase of their life. Providers will also need to understand the range of support services in the city, including health partners, to facilitate effective pathway planning.	the full range of needs of the young people using the service.	and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.
Race	The SSDA903 return to DfE showed that 94.2% of the Plymouth children in care population define themselves as White (as at 31/03/2020) Those identifying as White British or White English equated to 88.7% of the Plymouth children in care population. This figure excludes those identifying as White, White Irish and White Other.	No adverse impact: providers selected by the procurement will respect all races, including any specific cultural preferences.	Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.	Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.
Sexual orientation - including civil partnership	Young people in care and care leavers will mirror the wider population, with a range of sexual orientation.	No adverse impact: providers selected by the procurement will respect all sexual orientation.	Ensure that the specification and service delivery reflect the full range of needs of the young people using the service.	Strategic Commissioning – by the time of the tender launch and checked through contract monitoring. Social worker/Personal Adviser to monitor progress through care planning/pathway planning.

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	None. Providers will support all service users, regardless of gender, to engage with training and education opportunities, to ensure that young people are maximising their opportunities for future employment.	N/A

<p>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</p>	<p>Young people would be routinely supported by placement staff in the event of any hate crime incidents and encouraged to report any incidents.</p>	<p>Placement providers - ongoing</p>
<p>Good relations between different communities (community cohesion)</p>	<p>Young people will be supported by placement staff to engage appropriately with their local community and develop the skills needed to live as responsible adults.</p>	<p>Placement provider – ongoing</p>
<p>Human rights Please refer to <i>guidance</i></p>	<p>Ensuring a sufficient supply of good quality placements in Plymouth and the surrounding areas will enable young people to have a choice about where they live, in an environment that best meets their needs and supports their future life opportunities.</p>	<p>Strategic Commissioning – checked via contract monitoring.</p>

STAGE 4: PUBLICATION

Responsible Officer Anna Coles



Date

15/9/20

Service Director, Integrated Commissioning