



**Oversight and Governance**

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

Please ask for Jamie Sheldon  
T 01752 668000  
E [jamie.sheldon@plymouth.gov.uk](mailto:jamie.sheldon@plymouth.gov.uk)  
[www.plymouth.gov.uk](http://www.plymouth.gov.uk)  
Published 02 August 2021

## **CABINET**

Tuesday 10 August 2021

4.00 pm

The Warspite Room, The Council House, Plymouth

**Members:**

Councillor Kelly, Chair

Councillor Nicholson, Vice Chair

Councillors Mrs Bridgeman, Deacon, Downie, Drean, Mrs Pengelly and Riley.

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

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

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**Tracey Lee**

Chief Executive

# Cabinet

## Agenda

### Part I (Public Meeting)

**1. Apologies**

To receive apologies for absence submitted by Cabinet Members.

**2. Declarations of Interest**

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

**3. Minutes (Pages 1 - 8)**

To sign and confirm as a correct record the minutes of the meeting held on 13 July 2021.

**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](mailto: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. Leader's Announcements (Verbal Report)**

**7. Cabinet Member Updates (Verbal Report)**

**8. 100 Day Plan (To Follow)**

**9. Finance and Capital Monitoring Report June 2021 (Pages 9 - 22)**

**10. Modern Slavery Update 2021 (Pages 23 - 44)**

**11. Leisure Management Contract (To Follow)**

- 12. Compulsory Purchase Order Resolution for the Regeneration of Colin Campbell Court, Plymouth** (Pages 45 - 58)

**13. Exempt Business**

To consider passing a resolution under Section 100A(4) of the Local Government Act 1972 to exclude the press and public from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 3 of Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

At the time this agenda is published no representations have been made that this part of the meeting should be in public. (Members of the public to note that, if agreed, you will be asked to leave the meeting).

**Part II (private meeting)**

**Agenda**

**MEMBERS OF THE PUBLIC TO NOTE** that under the law, members are entitled to consider certain items in private. Members of the public will be asked to leave the meeting when such items are discussed

- 14. Leisure Management Contract** (To Follow)
- 15. Compulsory Purchase Order Resolution for the Regeneration of Colin Campbell Court, Plymouth** (Pages 59 - 76)

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## Cabinet

**Tuesday 13 July 2021**

### **PRESENT:**

Councillor Kelly, in the Chair.

Councillor Nicholson, Vice Chair.

Councillors Mrs Bridgeman, Deacon, Downie (present virtually and did not vote), Drear, Mrs Pengelly and Riley.

Also in attendance: Jamie Sheldon (Senior Governance Advisor), Giles Perritt (Assistant Chief Executive), Tracey Lee (Chief Executive), Ruth Harrell (Director of Public Health), Alison Botham (Director for Children's Services), Emma Crowther (Strategic Commissioning Manager), Oliver Mackey (NSPCC), Nick Cook (Barnardos), Tracey Clasby (Livewell SW), Anna Coles (Service Director of Integrated Commissioning Strategic Co-operative Commissioning), Jane Carol (UHP), Michelle Thomas (Livewell SW) and Mandy Seymour (Livewell SW).

The meeting started at 4.00 pm and finished at 6.05 pm.

*Note: The full discussion can be viewed on the webcast of the City Council meeting at [www.plymouth.gov.uk](http://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.*

### 139. **Declarations of Interest**

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

### 140. **Minutes**

Cabinet agreed that the minutes of the meeting held on 8 June 2021 are confirmed as a correct record.

### 141. **Questions from the Public**

The following two questions were submitted to Cabinet:

|  |
|--|
| <b>Question one</b> submitted by Mr Gregg Black was answered by Councillor Nick Kelly (The Leader)   |
| <b>Question:</b> Does the Leader of the Council support plans submitted by Devon County Council to reopen the rail line between Plymouth and Tavistock? This will increase tourism, support business growth and encourage people to move to area as it is easier to commute. |
| <b>Answer:</b> Plymouth Plan Policy (GRO4) "Using transport investment to drive growth" includes working with partners to promote improved and more resilient  |

local rail services. Plymouth City Council supported Devon County Council in its submission to the third round of the “Restoring your Railways Ideas Fund” to reopen the line between Bere Alston and Tavistock, thereby reopening the line to through train services between Plymouth and Tavistock. We helped Devon to set out in their bid how the reinstatement of rail services between Tavistock and Plymouth will improve connectivity within the Travel to Work Area, would help reduce traffic on the A386, improve access into Plymouth and similarly improve access from Plymouth to Tavistock and Dartmoor.

**Question two** submitted by Mr Matthews Reynolds to Councillor Vivien Pengelly (Cabinet Member for Homes and Communities)

**Question:** Operation (unauthorised) of the night shelter (BCHA @ Hamoaze) has and continues to bring issue4s of ASB into the locality, opened within a residential area. What proactive measures are to be in place to see behaviours match pre shelter operation and to address the dichotomy of open when unauthorised?

**Answer:** In respect of the current operation of the night shelter, Plymouth City Council have worked with Bournemouth Churches Housing Association (BCHA) who are the providers of the service. Referrals to the night shelter have ow ceased and staff and in the process of identifying alternative safe accommodation for those currently accessing the shelter to move onto as soon as possible. The night shelter will close following this. In respect of the issues of anti-social behaviour you describe, Plymouth City Council are working closely with the local police team, BCHA and Hamoaze to understand fully the nature and perpetrators of incidents and are keen to resolve any issues impacting the community. We understand that recent crimes have been dealt with robustly and access to the night shelter immediately withdrawn from those responsible and BCHA have confirmed a zero tolerance approach to violence, anti-social behaviour, and drug dealing. Plymouth City Council continue to support this approach and there is a plan in place to continue to work closely with partners and the community in the coming months.

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

The Leader advised Cabinet that there was one item of Chair's Urgent Business; he invited Director of Public Health, Ruth Harrell, to provide an update on Covid 19 as follows:

Ruth Harrell (Director of Public Health) provided an update on Covid 19 and highlighted the following key points:

- (a) current Covid 19 rates in Plymouth were at 423 per 100,000, whereas the rates for the South West were on average 270 per 100,000 and the rates for England on average were 334 per 100,000;
- (b) there was a very rapid escalation in cases over the last few days; this was predominantly in 15 to 24 year olds but rates had increased across all ages. Almost 1.5% of the city's 15-19 year olds tested positive for covid in the last

7 days. This demonstrated how widespread the infection was, and also highlighted that young people were coming forward for testing;

- (c) the number of cases identified in the city was to be considered important because of the following:
- whilst some people had hardly any symptoms, others could feel very ill from this virus;
  - around 15% of those who have had covid still had symptoms after 3 months – and that included people who had few or no symptoms when they had it;
  - when rates were high, Covid 19 could easily find its way to the more vulnerable – those who either couldn't be vaccinated or for whom the vaccine wasn't effective;
  - even for those who had been vaccinated, there was still a risk that they could catch Covid 19 and that they would become very ill. The risk was lower with vaccination – much lower – but this was a very serious illness;
- (d) there was an increase across the country in people needing hospital beds, and that was true in Plymouth also; current figures were around 15 and this was much lower than previous figures however the healthcare system was already under huge pressure and having high rates of an infectious disease was going to affect these services;
- (e) there was a time delay with people becoming very ill when contracting Covid 19 usually around 2 weeks after they were first infected; the number of cases was much lower two weeks ago, so it should be expected that the numbers would increase;
- (f) Plymouth had a higher proportion of people vaccinated in each age group than the England average for both the 1st and 2nd vaccines; overall, 81% of adults had had one dose and 61% have had both;
- (g) drop-in clinics had been well attended and initial data suggested that the youngest cohort were responding extremely well;
- (h) work continued to promote and provide vaccinations in easily accessible venues for those less likely to attend the main sites;
- (i) although legal restrictions were being dropped from Monday, the government had asked everyone to take personal responsibility for controlling the virus and taking steps to keep levels down, including isolating and being tested if symptoms developed, to use a lateral flow test regularly, being aware that wearing masks helped to reduce transmission, as did social distancing and good hand hygiene. It was highlighted that the vaccination reduced the risk but didn't eliminate it;

- (j) SailGP was scheduled to take place in Plymouth Sound at the weekend; whilst there was no shortage of fresh air which helped to reduce the risk of spreading the virus, everyone was encouraged to follow the 'hands, face, space' guidance – sound systems were in place along the waterfront to allow people to spread out and it was also going to be available on YouTube;
- (k) Covid 19 was a serious disease and the government had said it was about learning to live with it – whilst many people had mild symptoms, there were still people dying and very ill in hospital so everyone was encouraged to do all they could to keep Plymouth safe.

Councillor Nicholson thanked Ruth Harrell for her update and encouraged the public to follow government guidelines and act in a responsible manner to keep themselves and others safe.

143. **Leader's Announcements** (Verbal Report)

Councillor Nick Kelly (The Leader), highlighted the following in his announcements:

- (a) that HRH Princess Anne attended an event at the Citadel in Plymouth at the weekend;
- (b) Mayflower 400, whilst not being the spectacle hoped for as a result of the impact of Covid 19, it was still massively important for Plymouth and allowed the city to tap into a large amount of cultural funding and unite the city as a whole – community groups were thanked as well as Charles Hackett and Adrian Vinkin;
- (c) SailGP was due to take place on 17 and 18 July 2021, this was an opportunity to showcase the city; provisions were in place to allow social distancing to be observed, including a pa system along the Hoe to protect the public and hand washing facilities;
- (d) the Brunel Plaza consultation had started in relation to plans for the car park which was to be erected at the railway station;
- (e) the National Marine Park had been awarded £9.5m to realise the city's vision as the UK's first national marine park; a video was shown to Cabinet;
- (f) the council been shortlisted to one of 6 to be the Municipal Journal of the Year 2020; Councillors Nick Kelly and Tudor Evans OBE went to London and put the Council's case forward and the result was expected later in the year.

Under this item Councillor Mrs Pengelly highlighted that local residents had contacted her to say they felt proud of the city, especially the Hoe, as it was looking beautiful with the flower arrangements in place, that the number of wild swimmers was increasing and that there was due to be an educational centre at Mount Edgumbe.



144. **Cabinet Member Announcements** (Verbal Report)

Cabinet Members provided updates as follows:

(a) Councillor Patrick Nicholson (Deputy Leader) made the following announcement:

- commitment number 3 to fast track applications for blue badge holders and expedite disabled facility grants and disabled parking spaces for those with a terminal illness had been progressed; disabled facilities grants would be processed within 7 weeks; applications for blue badges from someone with a terminal illness would be processed within 1 day and a requirement for a bay outside a property would be installed within 7 days;
- Commitment 4 – regarding adult social care funding to use meetings with members of parliament to speak about health and adult social care and health and wellbeing hubs and concerns around lack of GP accessibility and dental health care provision;

(b) Councillor Deacon (Cabinet Member for Customer Services, Culture, Leisure & Sport) made the following announcements:

- Rhyme Time and Story Time had been reintroduced at central library in a covid secure way; places were limited therefore booking was required;
- every year the council delivered free Book Start treasure packs to children for distribution across the city for 3 year old children; 2500 packs had been delivered to Burrington Way and were being collected;
- the registration service was receiving a high demand of marriage service enquiries – the service continued to offer evening surveys at the register office; the service was working with local venues across the city to promote outside wedding venues;
- from 19 July the Tinside Lido opening hours would operate in school holiday mode with additional sessions in the morning, capacity was 120 however this was due to increase;

(c) Councillor Downie (Cabinet Member for Education, Skills and Children & Young People) made the following announcements;

- all Plymouth schools had an increase in funding of £225 per pupil; this was £29 more per pupil than the national average;
- Plymouth had been selected as one of four areas nationally to benefit from £10m of funding to pilot new place based school improvement approaches to improving educational attainment;

- the Cabinet supported the policy of not fining parents for non-authorized family time holidays from school;
- there was a new electronic childrens recording system – Care First had been used for the past 20 years however this was now to be replaced with Eclipse. The system would be implemented in 2022;
- the youth justice service had implemented a diverting programme as part of its response to criminal justice in Plymouth – the team were working closely with the child centre policing team to intervene early. 54 young people had been triaged, 13 of whom had been diverted away. The scheme had been running for 5 weeks and demand was outstripping current resources. Money had been committed by the Police and Crime Commissioner.

145. **100 Day Plan (To Follow)**

Councillor Nick Kelly (The Leader) presented the 100 Day Plan to Cabinet; it was highlighted that of the 86 identified commitments, 22 had been progressed and eight completed with a number of other commitments ready to be signed off in time for the next meeting of Cabinet.

Giles Perritt (Assistant Chief Executive) and Tracey Lee (Chief Executive) advised that timescales were included in the report and commitments would continue to be reported on; it was highlighted that these were the commitments for the first 100 days however there were a number of other commitments which would be progressed at a later stage.

Cabinet agreed:

1. to agree and endorse the completion of the eight commitments identified in this report;
2. to agree and endorses the progress made towards the completion of the remaining 14 commitments due for completion within the administration's first 100 days.

146. **Corporate Plan Delivery and Performance Framework (To Follow)**

Councillor Nick Kelly (The Leader) introduced the Corporate Plan Delivery and Performance Framework. It was highlighted that the Corporate Plan retained key elements including the city vision which was shared by partners and that progress would be reported in a transparent way with each plan setting out clearly how it is to be delivered and how progress would be measured. Progress reports would be reported every quarter as part of a commitment to be open and transparent.

Giles Perritt (Assistant Chief Executive) confirmed that work to review the delivery framework to ensure there were effective equality impact assessments in place for each of the key delivery plans had been undertaken; work was ongoing and EIA would be available when published.

Cabinet agreed to endorse the Corporate Plan 2021 – 2025 delivery and performance framework contained at Appendix B of the report.

147. **Finance Monitoring Report Month 2**

Councillor Nick Kelly (The Leader) presented the Finance Monitoring Report Month 2 to Cabinet. The report set out the revenue finance monitoring position of the council to the end of the financial position as of May 2021. This was the first of the new style report which set out an executive summary with the key headlines – full disclosures of savings targets and latest forecast of delivery at appendix A had been included. The additional costs and income lost to covid showed a drawdown of £13.8m. The forecast revenue outturn after the application of covid grants and the council's mitigation actions was estimated at £1.276m over budget. Key budget pressures identified in the report with main areas in customer and corporate services directorate.

Cabinet noted the Finance Monitoring Report Month 2.

148. **A Bright Future 2021-2026**

Councillor Dave Downie (Cabinet Member for Education, Skills and Children & Young People) presented A Bright Future 2021 – 2026 and advised Members that during these challenging times, it was more important than ever that the Council had a clear vision for how it worked for families to make sure all 53,000 children in the city had the best possible start to their lives and to ensure that they had every opportunity to be healthy and happy, to stay safe and be able to aspire and achieve; the Bright Future Plan would enable that.

Alison Botham (Director for Children's Services), Emma Crowther (Strategic Commissioning Manager), Oliver Mackey (NSPCC), Nick Cook (Barnardos) and Tracey Clasby (Livewell SW) spoke to a presentation and highlighted the following key points to Members:

- (a) it was important for children and young people to have their say – the 10 wishes work described how young people wanted professionals they came into contact with behaved and responded to them. They wanted to be heard and actively engaged in conversations about them; a short video narrative by young people from the Safeguarding Children's Partnership was shown to Cabinet;
- (b) A Bright Future demonstrated a courageous approach to prevention and set out a template for partnership work; it enabled partners to focus on priorities including a long term plan for mental health and the children and young people's long term plan;
- (c) the plan set out clear aspirations and put children and young people at the centre of the plan and be involved in its development.

Cabinet congratulated officers and Councillor Downie on the production of the Bright Future plan and encouraged aspirational working and discussed how improvements would be measured, and scrutiny's involvement in the progression of the plan.

Cabinet agreed to recommend to Council the adoption of 'A Bright Future' as the vision for children and young people in Plymouth for 2021-2026.

149. **ICP - Transformation Plan** (Verbal Report)

Councillor Nicholson (Deputy Leader) introduced the Integrated Care Partnership – Transformation Plan and advised Members that its value as a whole over a 10 year period was £1.6b contract; the Council had signed up to a £6.2m per year contract for 10 years. The ICP Plan sought to bring the council and key stakeholders together to try and provide a universal service to those they represented including health and adult social care, district nursing, therapy provision, hospital care, mental health provision and support for care homes.

Anna Coles (Service Director of Integrated Commissioning Strategic Co-operative Commissioning), Jane Carol (UHP), Michelle Thomas (Livewell SW) and Mandy Seymour (Livewell SW) spoke to a presentation and highlighted the following key points to Members:

- (a) ICP was now live as of 1 July 2021 and brought Plymouth's community offer in line with the integrated provision already in place in other parts of Devon – Commissioners identified UHP as the preferred provider with LSW as a sub-contractor for the 10 year contract;
- (b) The aim of the partnership was to bring health and social care providers together to create a place based model of care for Plymouth and the local area and build on the work that had already taken place to integrate health and social care;
- (c) The partnership would help to reduce health inequalities and ensure fair and equitable access and outcomes by supporting preventative health;
- (d) The ICP would enable care to be built around the individual, providing treatment in the setting that best suited the individual's needs, ensuring that individuals only had to tell their story once with health and care professionals joining up a patients records and giving individuals the tools needed to look after their health and wellbeing.

Cabinet discussed the value of the contract in terms of the Council's contribution and thanked officers for their presentation and hard work in producing the Integrated Care Plan.

# Cabinet



|                          |  |
|--------------------------|--|
| Date of meeting:         | 10 August 2021   |
| Title of Report:         | <b>Finance and Capital Monitoring Report June 2021</b>                               |
| Lead Member:             | Councillor Nick Kelly (Leader)   |
| Lead Strategic Director: | Brendan Arnold (Service Director for Finance)  |
| Author:                  | David Northey - Head of Integrated Finance<br>Hannah West – Finance Business Partner |
| Contact Email:           | David.northey@plymouth.gov.uk  |
| Your Reference:          | Fin/djn/2021(03)   |
| Key Decision:            | No   |
| Confidentiality:         | Part I - Official  |

## Purpose of Report

This report sets out the revenue finance monitoring position and the capital position of the Council to the end of the financial year 2021/22, as at the end of June 2021.

## Recommendations and Reasons

### That Cabinet:

1. Notes the current revenue monitoring position;
2. Notes the current capital position
3. Recommend to Council that the Capital Budget 2021-2026 is revised to £612.270m. (as shown in Section C Table 1)

## Alternative options considered and rejected

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

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

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

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

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

## Carbon Footprint (Environmental) Implications:

No impacts directly arising from this report.

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

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

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

**Appendices**

\*Add rows as required to box below

| Ref. | Title of Appendix      | Exemption Paragraph Number (if applicable)<br><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    | 2021/22 Savings status |  |   |   |   |   |   |   |
|      |                        |  |   |   |   |   |   |   |
|      |                        |  |   |   |   |   |   |   |

**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)<br><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.21.<br>22.7<br>4. | Leg | LS/3<br>7089<br>/AC/<br>2/8/2<br>1 | Mon<br>Off |  | HR |  | Assets |  | Strat<br>Proc |  |
| Originating Senior Leadership Team member: Brendan Arnold (Service Director for Finance) |                      |     |                                    |            |  |    |  |        |  |               |  |
| Please confirm the Strategic Director(s) has agreed the report? Yes                      |                      |     |                                    |            |  |    |  |        |  |               |  |
| Date agreed: 27/07/2021  |                      |     |                                    |            |  |    |  |        |  |               |  |
| Cabinet Member approval: Councillor Nick Kelly (Leader) approved                         |                      |     |                                    |            |  |    |  |        |  |               |  |
| Date approved: 27/07/2021  |                      |     |                                    |            |  |    |  |        |  |               |  |

**SECTION A: EXECUTIVE SUMMARY****Table 1: End of year revenue forecast**

|                                  | <b>Budget<br/>£m</b> | <b>Net Forecast<br/>Outturn<br/>£m</b> | <b>Variance<br/>£m</b> |
|----------------------------------|----------------------|--|------------------------|
| <b>Total General Fund Budget</b> | <b>195.568</b>       | <b>197.082</b>                         | <b>1.514</b>           |

The forecast revenue outturn after the application of Covid grants and council mitigating actions is currently estimated at £1.514m over budget, which is a variance of +0.8% against the net budget (+0.2% against the gross budget).

This is the first quarter's monitoring report for 2021/22 and it should be noted that the financial position will fluctuate as we move through the year. Officers and Members will work closely to manage the finances towards a balanced position by the end of the year.

Within this position the following headline financial issues are reported:

1. The pandemic continues to have a major impact on our financial resources, with a potential drawdown of £15.257m against the currently available grants. This will be reviewed as the year progresses. The impact of COVID-19 will continue in this financial year but in this forecast the additional costs identified are offset by an illustrative allocation of grants received and therefore do not count against the overall position.
2. Key budget pressures:
  - a) £1.511m reported within Customer & Corporate Services Directorate due to a legacy efficiency target not yet realised plus a savings target of £0.550m within the facilities management department which is being included due to the risk of non delivery in the current year.
  - b) Place are reporting a £0.101m pressure against revenue due to borrowing charges applied to Street Services.
3. Key favourable variances:
  - a) Public Health is reporting a business as usual under spend of £0.098m.

**SECTION B: Directorate Review****Table 2: End of year revenue forecast by Directorate**

| Directorate                     | Budget<br>£m | Forecast<br>£m | COVID<br>offset<br>£m | Forecast<br>Net<br>Variance<br>£m | Status    |
|---------------------------------|--------------|----------------|-----------------------|-----------------------------------|-----------|
| Executive Office                | 5.428        | 5.471          | (0.043)               | 0.00                              | on budget |
| Customer and Corporate Services | 44.004       | 46.418         | (0.903)               | 1.511                             | over      |
| Children's Directorate          | 53.070       | 60.984         | (7.914)               | 0.000                             | on budget |
| People Directorate              | 89.441       | 92.522         | (3.081)               | 0.000                             | on budget |
| Public Health                   | (0.537)      | (0.576)        | (0.059)               | (0.098)                           | under     |
| Place Directorate               | 25.069       | 28.352         | (3.182)               | 0.101                             | over      |
| Corporate Items                 | (20.907)     | (36.089)       | 15.182                | 0.000                             | on budget |
| Total                           | 195.568      | 197.082        | 0.000                 | 1.514                             | over      |

**1. Executive Office**

- 1.1 The Executive Office is reporting a nil variance, after offsetting COVID-19 related costs totalling £0.043m. This covers additional expenditure incurred for the provision of IT equipment to allow the newly-elected members to access online meetings and the loss of income within Legal services because courts are not running to a full schedule.

**2. Customer and Corporate Services Directorate**

- 2.1 The Customer and Corporate Services Directorate is forecasting an over spend of £1.511m for business as usual activity. The directorate has a significant amount of legacy savings as well as in-year pressures showing due to unforeseen delays on implementing savings plans. The department is continuing to explore further opportunities to manage this position and will carry on monitoring as the year progresses.
- 2.2 Within the Facilities Management Department the £0.550m pressure remains. The department is awaiting the outcome of the Conditions Survey commissioned to ascertain the state of the building stock. The department is still aiming to deliver a part-year saving towards this target.
- 2.3 COVID-19 has caused delays in enabling some delivery plans to be met, including the remaining balance of £0.600m against Business Support. COVID-19 has also impacted on income generation within Libraries of £0.103m. Within the additional COVID-19 expenditure a provision for housing benefit bad debt £0.200m has also been made.

**3. Children's Directorate**

- 3.1 The directorate is forecasting an overall breakeven position for the year and reflects the projected delivery of the required £4.001m of savings. This is after identifying a COVID-19 related forecast of £7.914m for the year which can be offset by applying an equivalent sum of grant: There are four components;

- a) Legacy placements from 2020/21, which were forecast and included in the budget at a cost of £2.919m, are now confirmed as an additional spend of £3.154m.



b) The full year cost of the new 2021/22 placements, already in the system for the quarter to date adds a further cost of £2.126m. Projecting this level of activity into residential placements based on the current trend adds a further cost of £1.542m.

c) To ease the pressure across the whole service of the current social worker caseloads, the directorate is recruiting permanent social workers at an additional cost of £0.385m. This was identified and included in the budget. There is also £0.685m charged to the Covid Outbreak Management Fund to cover the cost of funding additional temporary Social Workers and Family Support Workers.

d) All placements continue to be reviewed with a view to step down where appropriate for mitigation. The cost of the care is particularly high due to the level of support needed to keep young people safe, such as specialist residential care placements with high levels of staffing and the need to place young people with complex needs in wrap around as no suitable placement is available.

e) Education, Participation and Skills are showing £0.022m lost income due to Government deciding to cancel statutory assessments as a result of COVID-19.

#### 4. **People Directorate**

4.1 The People Directorate is forecasting an overall breakeven position for the year which includes the projected delivery of the 2021/22 savings of £1.675m, one-off savings brought forward from 2020/21 of £1.888m, and is after applying COVID-19 grant of £3.081m. This additional Covid related expenditure includes costs to cover the continued rising demand for bed & breakfast along with additional support to the Alliance for Community Connections.

4.2 Within Strategic Commissioning, £2.116m of Covid grant has been drawn down to cover the agreed two percent (2%) uplift to provider payments for April to June, along with a reserve to cover the rest of the financial year if required, as well as the forecast loss of income around the reduced day services.

#### 5. **Office of the Director of Public Health (ODPH)**

5.1 Public Health is reporting an under spend of £0.098m against its business as usual activity, mainly as a result of management actions to minimise expenditure.

#### 6. **Place Directorate**

6.1 The directorate is reporting a small overall overspend of £0.101m due to borrowing charges impacting on the revenue budget within Street Services.

6.2 There is additional spend and income foregone totalling £3.182m which is COVID-19 related. Of this, £1.709m is a yearend forecast for car parking income loss, and a further £0.980m in increased costs within Street Scene and waste due to increased tonnages and staffing costs. There is also loss of income from planning applications within Strategic Planning and Infrastructure and from commercial rents within Economic Development.

6.3 Concerns regarding Economic Development being able to meet the Regeneration Property Fund target remain. This is due to a combination of CIPFA code changes, and because of the impact Covid and Brexit are having on the property market. Risk based intelligence monitoring is ongoing to ensure forecasting is as accurate as possible but it is noted that this pressure may grow.

- 6.4 Following the change in Administration a number of decision records have recently been signed which add a net pressure of £0.250m into the Place Directorate budget. In line with these decision records, consideration of how to manage this pressure is currently underway.

7. **Corporate Items**

- 7.1 The overall position shows a nil variation. However, a pressure remains of £0.075m within Corporate Items following the holiday buy back target not being met. This is due to the leave carry forwards that arose as a result of the pandemic impacting on annual leave being used.
- 7.2 COVID-19 financial support is held here, and is being used to offset pressures that have arisen across all Directorates as a result of the pandemic. This could be either because of lost income or cost increases, and is currently forecast to total £15.257m.

## Appendix A 2021/22 Savings status (I) Summary

|                        | <b>Total</b>  | <b>Achieved savings</b> | <b>on track for delivery</b> | <b>Working on for delivery</b> | <b>Planned, internal/external actions required to deliver</b> |
|------------------------|---------------|-------------------------|------------------------------|--------------------------------|---|
|                        | <b>£m</b>     | <b>£m</b>               | <b>£m</b>                    | <b>£m</b>                      | <b>£m</b>   |
| Children's             | <b>4.001</b>  | 1.644                   | 1.414                        | 0.943                          | 0.000   |
| People                 | <b>3.160</b>  | 0.000                   | 2.780                        | 0.380                          | 0.000   |
| ODPH                   | <b>0.028</b>  | 0.000                   | 0.028                        | 0.000                          | 0.000   |
| Customer & Corporate   | <b>4.571</b>  | 0.000                   | 2.266                        | 0.040                          | 2.265   |
| Place                  | <b>1.035</b>  | 0.080                   | 0.105                        | 0.350                          | 0.500   |
| Corporate Items        | <b>1.050</b>  | 1.015                   | 0.000                        | 0.000                          | 0.035   |
| <b>2021/22 Savings</b> | <b>13.845</b> | <b>2.739</b>            | <b>6.593</b>                 | <b>1.713</b>                   | <b>2.800</b>  |

## Appendix A 2021/22 Savings status (2) Detail

| Directorate / Plans          | Target Savings | MTFS Savings | Achieved savings | Plans on track for delivery | Plans worked on for delivery | Planned, internal/external actions required to deliver |
|------------------------------|----------------|--------------|------------------|-----------------------------|------------------------------|--|
|                              | £m             | £m           | £m               | £m                          | £m                           | £m   |
| <b>Children</b>              |                |              |                  |                             |                              |  |
| EPS step up                  | 0.152          | 0.152        |                  |                             | 0.152                        |  |
| Home to School Transport     | 0.179          | 0.179        |                  |                             | 0.179                        |  |
| AST                          | 0.500          | 0.500        | 0.100            | 0.400                       |                              |  |
| Fostering                    | 0.670          | 0.670        | 0.189            | 0.319                       | 0.162                        |  |
| Troubled Families            | 0.650          |              | 0.317            | 0.333                       |                              |  |
| Placement Review             | 1.400          |              | 1.038            | 0.362                       |                              |  |
| Management Actions           | 0.450          | 0.039        |                  |                             | 0.450                        |  |
| <b>Children - Savings</b>    | <b>4.001</b>   | <b>1.540</b> | <b>1.644</b>     | <b>1.414</b>                | <b>0.943</b>                 | <b>0.000</b>   |
| <b>People</b>                |                |              |                  |                             |                              |  |
| Care Package Reviews (SC)    | 0.775          | 0.775        |                  | 0.775                       |                              |  |
| Direct Payment Reviews (SC)  | 0.250          | 0.250        |                  | 0.250                       |                              |  |
| Increased FCP Income (SC)    | 0.100          | 0.100        |                  |                             | 0.100                        |  |
| Commissioned Contracts (SC)  | 0.250          | 0.250        |                  | 0.250                       |                              |  |
| Grant Maximisation (CC)      | 0.200          | 0.200        |                  | 0.200                       |                              |  |
| Management Actions (CC)      | 0.050          | 0.050        |                  | 0.050                       |                              |  |
| Income Targets (CC)          | 0.050          | 0.050        |                  | 0.050                       |                              |  |
| One Off Savings 2020/21 (SC) | 1.485          |              |                  | 1.205                       | 0.280                        |  |
| <b>People - savings</b>      | <b>3.160</b>   | <b>1.675</b> | <b>0.000</b>     | <b>2.780</b>                | <b>0.380</b>                 | <b>0.000</b>   |
| <b>ODPH</b>                  |                |              |                  |                             |                              |  |

|  |               |              |              |              |              |              |
|--|---------------|--------------|--------------|--------------|--------------|--------------|
| Additional Income                                  | 0.008         | 0.008        |              | 0.008        |              |              |
| Additional Income #2                               | 0.020         | 0.020        |              | 0.020        |              |              |
| <b>ODPH - savings</b>                              | <b>0.028</b>  | <b>0.028</b> | <b>0.000</b> | <b>0.028</b> | <b>0.000</b> | <b>0.000</b> |
| <b>Customer, Corporate Services and Chief Exec</b> |               |              |              |              |              |              |
| Efficiency   | 0.949         | 0.000        |              |              |              | 0.949        |
| FM review  | 0.550         | 0.550        |              |              |              | 0.550        |
| Business support                                   | 1.200         | 0.000        |              | 0.434        |              | 0.766        |
| ICT  | 1.000         | 1.000        |              | 1.000        |              |              |
| CEX; Legal services                                | 0.100         | 0.100        |              | 0.100        |              |              |
| Coroner  | 0.040         | 0.040        |              |              | 0.040        |              |
| Training   | 0.153         | 0.153        |              | 0.153        |              |              |
| Capitalise Capital Team                            | 0.050         | 0.050        |              | 0.050        |              |              |
| Internal Audit                                     | 0.016         | 0.016        |              | 0.016        |              |              |
| Departmental                                       | 0.513         | 0.513        |              | 0.513        |              |              |
| <b>Cust. &amp; Corp. Services and CEX savings</b>  | <b>4.571</b>  | <b>2.422</b> | <b>0.000</b> | <b>2.266</b> | <b>0.040</b> | <b>2.265</b> |
| <b>Place</b>                                       |               |              |              |              |              |              |
| Regeneration Property Fund                         | 0.500         | 0.500        |              |              |              | 0.500        |
| Concessionary Fares                                | 0.080         | 0.080        | 0.080        |              |              |              |
| Weston Mill, bulky & trade waste income            | 0.208         | 0.208        |              |              | 0.208        |              |
| Resident Parking                                   | 0.060         | 0.060        |              | 0.060        |              |              |
| On/Off parking                                     | 0.065         | 0.065        |              |              | 0.065        |              |
| Fees and charges including Mt. Edgcumbe            | 0.122         | 0.122        |              | 0.045        | 0.077        |              |
| <b>Place savings</b>                               | <b>1.035</b>  | <b>1.035</b> | <b>0.080</b> | <b>0.105</b> | <b>0.350</b> | <b>0.500</b> |
| <b>Corporate</b>                                   |               |              |              |              |              |              |
| Schools PFI - adjustments                          | 1.015         | 1.015        | 1.015        |              |              |              |
| Income target not allocated                        | 0.035         | 0.035        |              |              |              | 0.035        |
| <b>Corporate savings</b>                           | <b>1.050</b>  | <b>1.050</b> | <b>0.750</b> | <b>0.265</b> | <b>0.000</b> | <b>0.035</b> |
| <b>Overall Total savings</b>                       | <b>13.845</b> | <b>7.750</b> | <b>2.739</b> | <b>6.593</b> | <b>1.713</b> | <b>2.800</b> |

**SECTION C:****Capital Finance Report Quarter 1 2021/22**

The five year capital budget 2021-2026 is currently forecasted at £612.270 as at 30 June 2021. The capital budget has been adjusted to take into account the removal of the prior year (2020/21) and to add any new approvals or changes to the capital programme and to adjust the future funding assumptions shown in table 1.

**Current Capital Resources**

Table 1 The Capital budget consists of the following elements:

| Description  | £m             |
|--|----------------|
| Capital Programme approved by CCIB                           | 342.722        |
| Future Funding Assumptions *                                 | 269.548        |
| <b>Total Revised Capital Budget for Approval (2021-2026)</b> | <b>612.270</b> |

\* Estimate of funding to be received to finance future capital projects (funding see Table 2c)

The approved capital budget (representing forecast resources) is made up of two elements. One is the Capital Programme representing projects that have been approved and the other is future funding assumptions which are estimates of capital funding the Council is likely to receive in the future.

**Capital Programme**

Project officers prepare detailed business cases, which are reviewed by finance officers and then are agreed by CCIB member before going to the Leader to sign the executive decision. Once the Leader (or Section 151 Officer for projects under £200k) has approved the project it is added to the Capital Programme for delivery.

**Future Funding Assumptions**

The current estimate of future capital funding for the next five years 2021-2026 is £269.548 (see table 2c).

External funding currently contributes approximately towards 65% of resources within the capital resource envelope; this is included within the future funding assumptions and included both ring-fenced and un-ringfenced grants, S106 and other external contributions.

Bidding for further external capital funding is strongly encouraged during the preparation of business cases for new projects.

Tables 2a and 3 below shows the revised capital programme for the period 2021-2026, as at 30 June 2021.

**Revised Capital Programme**

Table 2a Capital Programme by Directorate

| Directorate                                   | 2021/22        | 2022/23        | 2023/24       | 2024/25      | 2025/26      | Total          |
|---|----------------|----------------|---------------|--------------|--------------|----------------|
|   | £m             | £m             | £m            | £m           | £m           | £m             |
| People  | 8.945          | 9.140          | 3.157         | 0.132        | 0.132        | <b>21.506</b>  |
| Place - Economic Development                  | 59.728         | 50.414         | 10.273        | 0.128        | 0.094        | <b>120.637</b> |
| Place – Strategic Planning and Infrastructure | 65.002         | 67.611         | 4.430         | 0.504        | 0            | <b>137.547</b> |
| Place – Street Services                       | 26.185         | 10.091         | 3.963         | 2.017        | 0            | <b>42.256</b>  |
| Customer & Corporate Services                 | 8.405          | 0              | 0             | 0            | 0            | <b>8.405</b>   |
| Public Health                                 | 12.370         | 0              | 0             | 0            | 0            | <b>12.370</b>  |
| <b>Total</b>                                  | <b>180.635</b> | <b>137.256</b> | <b>21.823</b> | <b>2.781</b> | <b>0.227</b> | <b>342.722</b> |
| <b>Financed by:</b>                           |                |                |               |              |              |                |
| Capital Receipts                              | 2.028          | 7.185          | 3.561         | 0.632        | 0.094        | 13.500         |
| Grant funding                                 | 53.302         | 52.783         | 1.962         | 0.132        | 0.132        | 108.311        |
| Corporate funded borrowing                    | 52.845         | 28.667         | 7.812         | 2.017        | 0            | 91.341         |
| Service dept. supported borrowing             | 64.060         | 40.983         | 4.548         | 0            | 0            | 109.591        |
| SI06 & CIL                                    | 6.339          | 7.636          | 1.360         | 0            | 0            | 15.335         |
| Other contributions                           | 2.061          | 0.003          | 0             | 0            | 0            | 4.644          |
| <b>Total Financing</b>                        | <b>180.635</b> | <b>137.257</b> | <b>21.823</b> | <b>2.781</b> | <b>0.226</b> | <b>342.722</b> |

Table 2b Funding of the 2020-25 Capital Programme

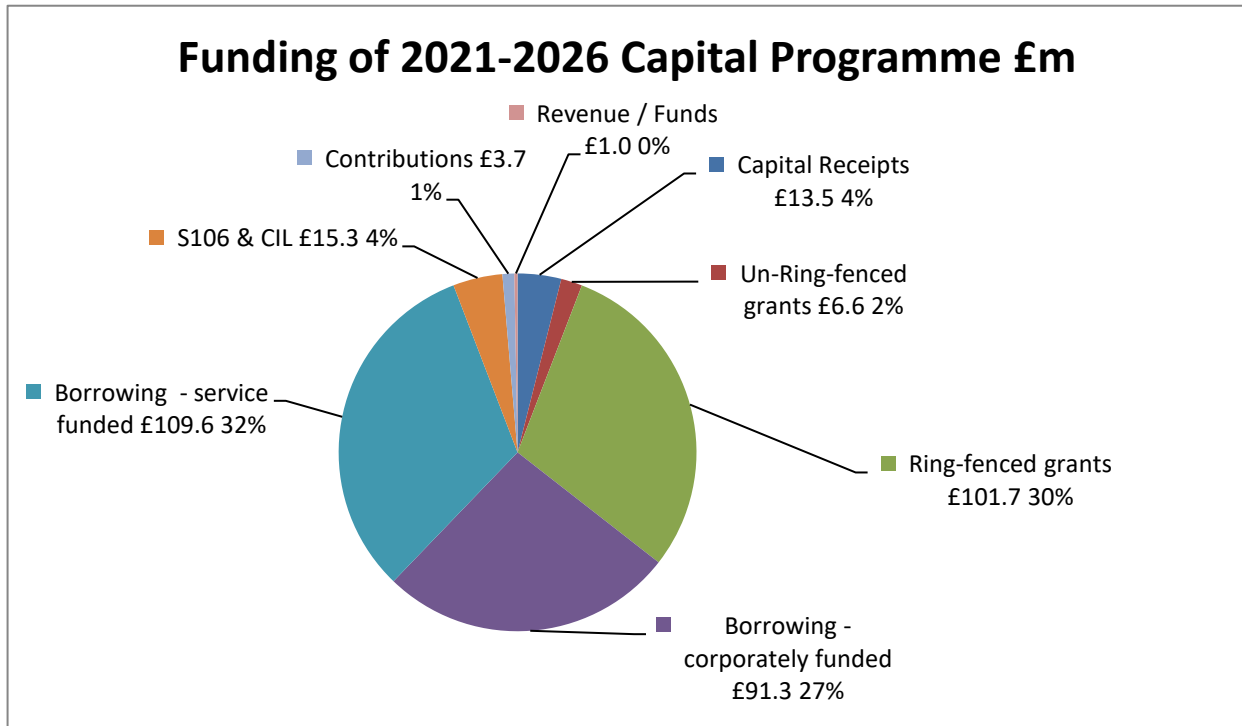


Table 2c Future Funding Assumptions

| Future Funding Estimates           | 2021/22       | 2022/23       | 2023/24        | 2024/25       | 2025/26      | Total          |
|------------------------------------|---------------|---------------|----------------|---------------|--------------|----------------|
|                                    | £m            | £m            | £m             | £m            | £m           | £m             |
| Service borrowing & external loans | 26.250        | 30.850        | 2.120          | 5.000         | 5.000        | <b>69.220</b>  |
| Grants                             | 8.991         | 14.684        | 148.310        | 2.126         | 0            | <b>174.111</b> |
| S106 and CIL                       | 4.129         | 3.800         | 4.076          | 4.023         | 4.066        | <b>20.094</b>  |
| Other sources                      | 2.781         | 1.664         | 0.245          | 0.926         | 0.507        | <b>6.123</b>   |
| <b>Total</b>                       | <b>42.151</b> | <b>50.998</b> | <b>154.751</b> | <b>12.075</b> | <b>9.573</b> | <b>269.548</b> |

### Covid 19

The effect from Covid 19 has slowed the capital programme delivery. Since April 2021, the restrictions have been slowly lifting and capital projects have been getting back to work even with the additional safety requirements of social distancing.

The economy has been getting back to work but we have seen an increase in the cost of raw materials and labour which may affect some of the capital projects.



Table 3: Capital Programme by Delivery Outcome

| Primary Outcome of Projects                            | £m             |
|--|----------------|
| Securing Growth in the City Centre/Waterfront          | 16.840         |
| Securing Growth in Derriford and the Northern Corridor | 41.982         |
| Securing Growth in the Eastern Corridor                | 4.067          |
| Delivering More/Better Housing                         | 28.773         |
| Ensuring Essential City Infrastructure                 | 85.925         |
| Improving Neighbourhoods and Community Infrastructure  | 5.029          |
| Ensuring Good Quality School Places                    | 0.868          |
| Growing the Economy                                    | 56.045         |
| Delivering Oceansgate                                  | 4.174          |
| Connecting the City                                    | 32.492         |
| Celebrating Mayflower                                  | 1.165          |
| Delivering The Box                                     | 0.936          |
| Transforming Services                                  | 64.426         |
| <b>Total</b>   | <b>342.722</b> |

### Recommendations

Cabinet:

1. Note the current capital position
2. Recommend to Council that the Capital Budget 2021-2026 is revised to £612.270m. (as shown in Table 1)

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# Cabinet



|                          |  |
|--------------------------|--|
| Date of meeting:         | 10 August 2021   |
| Title of Report:         | <b>Modern Slavery Update 2021</b>  |
| Lead Member:             | Councillor Mrs Vivien Pengelly, Cabinet Member for Homes and Communities |
| Lead Strategic Director: | Giles Perritt (Assistant Chief Executive)                                |
| Author:                  | Caroline Marr, Senior Policy Advisor                                     |
| Contact Email:           | caroline.marr@plymouth.gov.uk  |
| Your Reference:          | MS 10.08.21  |
| Key Decision:            | No   |
| Confidentiality:         | Part I - Official  |

## Purpose of Report

To update Cabinet on the ongoing Council actions to tackle modern slavery and the development of the overarching principles which build on the previously agreed Ten Commitments.

To endorse the development of a Modern Slavery Policy for the Council and agree the principles and the statutory annual Modern Slavery Statement for publication.

## Recommendations and Reasons

1. Cabinet to note the progress made on the Ten Commitments.
2. Cabinet to approve the updated Modern Slavery Statement.
3. Cabinet to agree the new Modern Slavery Policy and overarching principles.
4. Cabinet to note the Action Plan for 2021-22.

## Alternative options considered and rejected

Option: To not re-publish an up to date Modern Slavery Statement taking into consideration the arrangements for incorporating the new requirements later in 2021. This option was rejected as failure to publish an up to date Statement and to monitor and take action on 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. Taking action to eradicate modern slavery either within our own supply chains or within the wider community aligns with all our corporate values;

- Democratic – we will empower people to make change happen
- Responsible – we are accountable for our actions and the impact we have on others
- Fair – we will treat everyone with respect and champion fairness
- Collaborative – we will provide strong community leadership and work together.



**Sign off:**

|     |                  |     |                                |            |  |    |                     |        |  |               |                       |
|-----|------------------|-----|--------------------------------|------------|--|----|---------------------|--------|--|---------------|-----------------------|
| Fin | djn.21<br>.22.70 | Leg | LS/37<br>068/J<br>P/290<br>721 | Mon<br>Off |  | HR | 2807<br>2021k<br>ab | Assets |  | Strat<br>Proc | HG/PS/59<br>3/CP/0721 |
|-----|------------------|-----|--------------------------------|------------|--|----|---------------------|--------|--|---------------|-----------------------|

Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)

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

Date agreed: 27/07/2021

Cabinet Member approval: Approved by Councillor Pengelly, Cabinet Member for Homes and Communities

Date approved: 27/07/2021

## 1. SUMMARY

This paper sets out the progress made against the Ten Commitments since 2020 and asks Cabinet to note the shift in approach for monitoring and reporting. Building on the Ten Commitments this paper proposes a streamlined approach held together through a new Modern Slavery Policy and set of overarching principles, supported by an annual action plan. There have also be changes to the way in which we have set out the Modern Slavery Statement to align with Home Office recommendations and the requirements due to be enacted later in 2021.

## 2. BACKGROUND

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:

- Local government, agencies and other public authorities should publish a statement if their annual budget exceeds £36 million.
- 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.
- 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.

(\* 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 and in October 2020, they published their most recent [Modern Slavery Annual Report](#). Taking on board the recommendations and following a consultation period, the Government announced in September 2020 [future changes to the reporting requirements for modern slavery statements](#), that will help to ensure there is transparency in supply chains, but these changes have not yet come into effect and organisations have been advised that they should continue to report under the current requirements.

## 3. MODERN SLAVERY NATIONALLY

National Referral Mechanism (NRM) and Duty to notify (DtN) statistics covering quarter 1 2021 were released on Thursday 03 June. The statistical bulletins give a summary of the number of potential victims referred to the NRM across the UK, as well as the number of potential victims reported via the DtN process in England and Wales. The statistics show that:

- 2,945 potential victims of modern slavery were referred to the Home Office in the first quarter of 2021, representing a 3% decrease compared to the preceding quarter (3,041) and a 3% increase from quarter 1 in 2020 (2,862)
- 75% (2,197) were male and 25% (745) were female
- 64% (1,897) of potential victims claimed exploitation in the UK only and 23% (691) claimed exploitation overseas only
- 49% (1,431) of referrals were for potential victims who claimed exploitation as adults and 45% (1,330) claimed exploitation as children

- For adult potential victims, labour exploitation was most commonly reported (27%; 383), whereas child potential victims were most often referred for criminal exploitation (52%; 690)
- The most common nationalities referred this quarter were UK, Albanian and Vietnamese
- The Single Competent Authority (SCA) made 2,922 reasonable grounds and 406 conclusive grounds decisions in this quarter. Of these, 91% of reasonable grounds and 84% of conclusive grounds decisions were positive
- The Home Office received 718 reports of adult potential victims via the DtN process.

#### **4. MODERN SLAVERY IN PLYMOUTH**

To date we have never needed to refer a contractor to the National Crime Agency in respect of modern slavery or human trafficking and operationally we are actively involved in both the support of identified victims and the disruption of offenders in the city.

Over the past 12 months Community Connections have been involved in the National Crime Agencies Operation Aident. This is a week of focused proactive engagements across the city following nationally set themes. Most recently Operation Aident focused on Labour Exploitation and Domestic Servitude. There will be different themes for each week of action with the next being sexual exploitation which is currently in the planning stage and will run in September 2021.

Throughout 2020 and into 2021 Plymouth City Council has been involved with 38 enquiries / investigations relating to modern slavery, which were predominantly concerning the requirement of a person to perform compulsory or forced labour. The range of support measures considered for each case were focused on the safety of the victim(s) and included the provision of temporary accommodation, access to services where required, food and clothing and also whether there was a requirement to make a referral into the National Referral Mechanism.

In a number of cases we were able to provide a positive outcome for the identified victim. In addition, we continue to assist in the development of investigations through the provision of information and upon request attended warrants to consider supportive functions to victims at the scene and the wider use of civil powers permitting the most disruptive tools to be used against organised crime groups.

#### **5. THE COUNCIL'S PROGRESS**

Prior to the Home Office's independent review and the subsequent action taken by Government, the Council agreed a Motion on Notice to tackle modern slavery through procurement and the provision of a Charter containing Ten Commitments, to embed this in local practice – this happened in September 2018. The Council also published a Modern Slavery Statement.

The Council has made significant progress in the last 12 months and is continuing to build on the recommendations made in the independent review and preparing to ensure that we are able to meet the new requirements due to be implemented later this year. These include;

- Ensuring we include the mandated areas that statements must now cover and publish our statement on our website and the Government-run reporting service.
- Ensuring we meet the single reporting deadline - reporting on the same twelve-month period (April to March) with six months to prepare our statement in time for a single reporting deadline of 30 September.
- Ensuring our Modern Slavery Statement includes the date of Board (or equivalent) approval and Director (or equivalent) sign off - public sector modern slavery statements will need to be signed off by the accounting officer, Chief Executive or equivalent role; and approved by the senior management body.

The progress that we have made not only includes steps to ensure transparency in our supply chains through the Ten Commitments, but from an operational perspective we have collaborated extensively with partners to identify and address modern slavery in the city.

We now want to extend our commitment to tackling modern slavery further by agreeing a Policy and laying out a new set of principles by which we embed best practice within the organisation and by producing an annual action plan to sit alongside these. The proposed principles and draft action plan are based on the Ten Commitments, but extend further to not only address modern slavery through our procurement processes, but also the action we take within the city to tackle incidents. Our commitment and approach to tackling modern slavery and the proposed principles are laid out in the appended draft Modern Slavery Policy (See Appendix A).

In order that we meet the requirement to report on progress please see Appendix B which sets out the Ten Commitments and the progress that has been made against each of them over the last 12 months – this progress is embedded within the proposed 2021 Statement.

## 6. MODERN SLAVERY STATEMENT AND TOOLKIT

Although organisations are not expected to guarantee that all their supply chains are ‘slavery free’, our Statement must describe the steps we are taking during the financial year to deal with modern slavery risks in our supply chains and our own business.

The Council has a published Statement and accompanying toolkit to support the implementation of the Modern Slavery Act 2015 and is committed to eliminating practices and conditions which may foster modern slavery to occur.

We have updated our Statement for the year ahead. It explains the steps that Plymouth City Council took in 2020 to identify, prevent and mitigate modern slavery in our operations and supply chains. We have made progress in addressing the recommended content required within this Statement as mandated by the Home Office and are developing an action plan that will help us move to a position of full compliance within the next 12 months.

The [Home Office’s statutory guidance](#) recommends that we cover the following six areas in our statement:

1. Organisation structure and supply chains
2. Policies in relation to slavery and human trafficking
3. Due diligence processes
4. Risk assessment and management
5. Key performance indicators to measure effectiveness of steps being taken
6. Training on modern slavery and trafficking

(See Appendix C for full proposed Statement and Appendix D for proposed Action Plan).

The peninsula 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.



# MODERN SLAVERY POLICY

August 2021 - DRAFT



## INTRODUCTION

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

Plymouth City Council expects our 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 and 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.

## WHAT IS MODERN SLAVERY?

The UK Modern Slavery Act was enacted in 2015 to create more transparency throughout organisational supply chains to uncover modern slavery abuses and human trafficking. Public bodies which have a budget of £36 million or more, including local authorities in England and Wales, will be required to regularly report on the steps they have taken to prevent modern slavery in their supply chains. (<https://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>)

Modern slavery is a serious and often hidden crime in which people are exploited for criminal gain. The impact can be devastating for the victims.

Modern slavery takes many different forms in the UK, including:

- 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.

## OUR COMMITMENT

We want to ensure that all council staff, including those in our family of companies can recognise and call out modern slavery and that we do everything we can to ensure modern slavery is not occurring within our supply chains. We will do this through training and development and open communications.

This Policy commits the Council to work in partnership to support the operational response to modern slavery and collaborate with our family of companies to ensure we are tackling modern slavery together.

The Council will produce a Modern Slavery Statement which will explain the steps that Plymouth City Council took in in previous financial year to identify, prevent and mitigate modern slavery in our operations and supply chains. It will cover the following six areas:

- Organisation structure and supply chains
- Policies in relation to slavery and human trafficking
- Due diligence processes
- Risk assessment and management
- Key performance indicators to measure effectiveness of steps being taken
- Training on modern slavery and trafficking.

## **OUR PRINCIPLES**

The Council has adopted the following overarching set of principles which should be used to help guide our practice and help inform the action we take.

### **1. Training and development**

The Council will; (1) ensure that all staff working in high-risk service areas are appropriately trained to understand, recognise and call out modern slavery, (2) that training opportunities are provided to our partners working in high-risk roles and (3) continue to work with partners to develop responses in line with the need of victims.

### **2. Referrals**

The Council will continually re-enforce through appropriate communications the referral mechanisms for staff, suppliers and communities for reporting any concerns around modern slavery.

### **3. Procurement**

The Council will take account of ethical and modern slavery considerations in our procurement processes and our contractual arrangements, requiring its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies.

### **4. Whistleblowing**

The Council will support its staff to blow the whistle on any suspected examples of modern slavery and will require its tendered contractors to adopt a whistle-blowing policy.

### **5. Openness and transparency**

The Council will, with involvement from its partners, report publicly and be open and honest about its progress in tackling modern slavery.

### **6. Collaboration**

The Council will work extensively with partner organisation, including the Police to identify and tackle modern slavery in the city and will take enforcement action where necessary.

# TEN COMMITMENTS UPDATE AND ACTION TAKEN

August 2021



Update on the Ten Commitments since 2020 and further action taken (*this progress is embedded in the proposed 2021 Modern Slavery Statement*).

| Ten Commitments   | Progress update  |
|---|--|
| Annual training for staff of 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. The Procurement Service undertake this training each year   |
| 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, we are having meaningful discussions at regional level with our Public Sector colleagues to address issues and approaches as one. Such regional level groups include Plymouth Public Procurement Partnership and South West Procurement Board  |
| Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed  | <p>The Council currently has the following webpage where this information can be found:<br/> <a href="https://www.plymouth.gov.uk/crimepreventionandantisocialbehaviour/modernslavery">https://www.plymouth.gov.uk/crimepreventionandantisocialbehaviour/modernslavery</a></p> <p>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:<br/> <a href="https://www.plymouth.gov.uk/aboutcouncil/doingbusinesscouncil">https://www.plymouth.gov.uk/aboutcouncil/doingbusinesscouncil</a></p> <p>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<br/> <a href="https://www.humantraffickingfoundation.org/">https://www.humantraffickingfoundation.org/</a></p> |
| Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery  | The internal webpage regarding whistleblowing and the current policy is available <a href="#">here</a>   |
| 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 never needed to refer a contractor to the National Crime Agency. Details are provided in the "Tackling Modern Slavery and Human Trafficking Toolkit" found here:<br><a href="https://www.plymouth.gov.uk/crimeandantisocialbehaviour/modernslavery">https://www.plymouth.gov.uk/crimeandantisocialbehaviour/modernslavery</a> created by Plymouth's Community Safety Partnership  |
| 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 or be found freely on the website <a href="#">here</a>   |
| Report publicly on the implementation of this policy (ten commitments) annually  | Annual attendance at PCC Cabinet and publication or MS Statement   |
| 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'                               |
| Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery   | There have not been any specific circumstances in the last 12 months to formally review any contract award as per regulation 69 of the Public Contracts Regulations 2015   |
| 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  | This is covered under the law and jurisdiction section of Plymouth city councils Terms and conditions  |
| <b>Further Actions</b>   | <b>Progress update</b>   |
| Provide specific training and awareness for staff and partners in high-risk areas to address and highlight the requirements of the Modern Slavery Act  | Community Connections will be working with its partners to deliver awareness and training events alongside other Safer Plymouth priorities during 2021/22. Two training sessions have been carried out over the past 12 months, however due to the impact of COVID-19 other sessions were forced to be cancelled |
| Promote clear referral mechanisms for staff, suppliers and those in our communities for reporting any concerns around modern slavery   | Plymouth City Council's website contains a link for reporting modern slavery concerns. This information has been shared with partners and team members   |
| 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  | Community Connections has both completed and been named on Police referrals in to the NRM which ensures that victims receive the support they require and so that we can support victims until such time as they are accepted into the process   |
| 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 | Action to be rolled forward  |
| Take account of ethical and modern slavery considerations in our procurement processes and our contractual arrangements  | This is overarching and can be demonstrated within the progress of the Ten commitments   |

# MODERN SLAVERY STATEMENT 2021

August 2021 - DRAFT



## 1. Introduction

This is Plymouth City Council's Modern Slavery Statement for the financial year ending March 31, 2021, to meet the voluntary requirements of Section 54 of the Modern Slavery Act 2015.

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, and 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.

Plymouth City Council is part of the Anti-Slavery Partnership

<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.

This Statement explains the steps that Plymouth City Council took to identify, prevent and mitigate modern slavery in our operations and supply chains. We have made progress in addressing the recommended content required within this Statement as mandated by the Home Office, and have developed an action plan to ensure we continue to tackle modern slavery within the city and our supply chains and to move us to a position of full compliance within the next 12 months.

## 2. Our organisation and supply chains

PCC is an organisation with 2,545 employees with an annual contracted spend of approx £200m across both a local and national supply chain of over 3,500 different organisations. The Council, alongside its family of companies deliver a range of services and support to our residents, communities and businesses. The Council's family of companies include CATERed Limited, The Box Foundation and DELT Shared Services Ltd.

In addition, the Council works in partnership with Destination Plymouth, Plymouth Waterfront Partnership, Plymouth City Centre Company, Plymouth Science Park and CSW Group to bring investment into the city and to support our visitor economy.

## 3. Our Policies and procedures

The Council's commitment and approach to tackling modern slavery and the proposed principles are laid out in our Modern Slavery Policy (*insert link before publication once approved*). We have also implemented a Procurement Improvement Plan which includes the requirement to review our contractual spending on a regular basis to identify any potential issues with modern slavery. The Procurement Team have been liaising on a regional level with our Public Sector colleagues to address issues and approaches as one.

The Council's Whistleblowing Policy is made available upon request or can be found freely on the website [here](#). We encourage our staff to blow the whistle on any suspected examples of modern slavery and require our tendered contractors to adopt a whistle-blowing policy.

The Council requires contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for noncompliance – this is set out within Plymouth City Council (PCC) terms and conditions which cover requirements for suppliers.

The Council has published a [Toolkit](#) which aims to explain what modern slavery and human trafficking is, along with the National Referral Mechanism (NRM) and how it is used in Plymouth.

The council is reviewing its Recruitment Policy to ensure there is more of a focus on equal opportunities for all.

#### **4. Undertaking due diligence and managing risk and performance**

The Council has developed an action plan to sit alongside its Modern Slavery Policy – this will set out how we plan to measure our effectiveness around this issue and help us plan. The Government has developed MSAT – a free modern slavery risk identification and management tool for public bodies to use with their suppliers. The Council will be developing a process to utilise this tool with our contracted suppliers taking a targeted approach.

The Council is prioritising steps to achieve greater supply chain visibility. By increasing the visibility of our supply chains, the council will gain a better understanding of how and where to target their due diligence activity and what measures and goals we will need to set upon ourselves in the future.

From an operational perspective the Council has collaborated extensively with partners to identify and address modern slavery in the city - supporting the identification of victims and working to disrupt offenders.

The action plan identifies the need to develop a ‘basket’ of performance indicators to measure our effectiveness of the steps we are planning to take. This will take place within the next reporting cycle.

#### **5. Training on modern slavery and trafficking**

The Council provides specific training and awareness for staff and partners in high-risk areas to address and highlight the requirements of the Modern Slavery Act.

The Procurement Service undertake the CIPS Ethical Procurement and Supply training module. The Procurement Service undertake this training each year.

#### **6. Next Steps**

Plymouth City Council has produced an action plan which aligns to the overarching principles, and this will be the mechanism by which progress is reported on an annual basis alongside our key performance indicators. Over the next 12 month we will;

- Continue to focus training requirements on high-risk service areas and work with our Community Safety Partnership to host training events for key partners.
- Continue to promote the referral mechanism for staff and suppliers and continue to complete referrals into the National Referral Mechanism to ensure victims of modern slavery receive appropriate support and protection.
- Continue to work with the Police and other key partners through the National Police operation Aident, targeting key locations across the city to proactively identify victims of modern slavery.
- Take account of ethical and modern slavery considerations in our procurement activities, including:
  - Working with suppliers and challenging their practice and tenders.
  - Register with the Modern Slavery Assessment tool.
- Continue to be open and transparent about the action we are taking and report publicly on progress against our action plan and performance indicators.
- Work proactively with our family of companies to align best practice and establish working group to embed learning.
- Publish this statement on the Plymouth city Council website and Government-run reporting service.

**This statement was approved by Plymouth City Council's Corporate Management Team on: *(insert date)***

**Tracey Lee, Chief Executive – *(insert signature)***

**This Statement was approved by Plymouth City Council's Cabinet on: *(insert date)***

**Councillor Nick Kelly, Leader - *(insert signature)***

### **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.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](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>

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# MODERN SLAVERY ACTION PLAN (APRIL 2021- MARCH 22)

DRAFT

| Principle                       | Action  | Responsible Dept.                     |
|---------------------------------|---|---------------------------------------|
| <b>Training and development</b> | Annual training for staff of Corporate Procurement Service and Strategic Commissioning to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.   | Procurement & Strategic Commissioning |
|                                 | Provide specific training and awareness for staff and partners in high-risk areas to address and highlight the requirements of the Modern Slavery Act.  | Community Connections                 |
|                                 | Work with HROD to develop Modern Slavery awareness e-learning module as part of wider Safeguarding training.  | HROD                                  |
|                                 | Continue to monitor national and local trends to target focused training sessions 'Identifying the Signs and Making Referrals'. Conduct Safer Plymouth training events with key partners to increase the awareness.   | Community Connections                 |
| <b>Referrals</b>                | Continue to promote the referral mechanisms for staff, suppliers and those in our communities for reporting any concerns around modern slavery.   | Community Connections                 |
|                                 | Complete referrals into the National Referral Mechanism which is the framework for identifying and referring potential victims of modern slavery and ensures they receive appropriate support and protection.   | Community Connections                 |
|                                 | 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.  | Procurement & Strategic Commissioning |
|                                 | Continue to work with Police and other key partners through the National Police operation Aident by targeting key locations across the city to proactively identify victims and offer support to them before their vulnerabilities are exploited and work with businesses most effective. | Community Connections                 |
| <b>Procurement</b>              | I. Take account of ethical and modern slavery considerations in our procurement activities  | Procurement & Strategic commissioning |
|                                 | a. Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for noncompliance.  |                                       |

|                       |   |                                       |
|-----------------------|---|---------------------------------------|
|                       | b. Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.  |                                       |
|                       | c. 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.   |                                       |
|                       | 2. Review its contractual spending regularly to identify any potential issues with modern slavery.<br><br>a. MODERN SLAVERY ASSESSMENT TOOL (MSAT) Registry and utilisation - The Government has developed MSAT – a free modern slavery risk identification and management tool for public bodies to use with their suppliers. The tool gives suppliers tailored good practice recommendations to improve their anti-slavery activity, from how they conduct risk assessments to ensuring their due diligence helps prevent debt bondage. MSAT can provide an individual supplier with a maximum of 35 tailored recommendations based on the six themes in the Home Office’s modern slavery guidance. | Procurement                           |
|                       | 3. Take account of ethical and modern slavery considerations in our contractual arrangements and as part of contract management.<br><br>a. Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.<br><br>b. work in partnership with existing suppliers to improve protections and reduce the risk of exploitation of workers in their supply chains through use of the MSAT tool.   | Procurement & Strategic commissioning |
| <b>Whistleblowing</b> | Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.   | CEX                                   |
|                       | Require tendered contractors where applicable to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.  | Procurement & Strategic commissioning |
| <b>Transparency</b>   | Report publicly on the implementation of this policy annually.  | CEX                                   |
|                       | Through our wider responsibilities, Plymouth City Council will work together with our group of companies.   | Procurement & CEX                     |
|                       | Develop robust set of KPI’s to measure effectiveness of steps being taken.  | All                                   |

**EQUALITY IMPACT ASSESSMENT**

Modern Slavery

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

|  |  |
|--|--|
| <p><b>What is being assessed - including a brief description of aims and objectives?</b></p> | <p>This equality impact assessments assess the potential impacts of Cabinet decision to:</p> <ul style="list-style-type: none"> <li>• Approve the updated Modern Slavery Statement.</li> <li>• Agree the new Modern Slavery Policy and overarching principles.</li> </ul> <p>Cabinet are also being asked to:</p> <ul style="list-style-type: none"> <li>▪ Note the progress made on the Ten Commitments.</li> <li>▪ Note the Action Plan for 2021-22.</li> </ul> <p>There is no 'typical' victim of modern slavery, however those who are most vulnerable face increased risks of becoming victims of modern slavery.</p> <p>We will work with our partners including Safer Plymouth to effectively communicate the risks and city wide response to modern slavery to ensure that those who are most vulnerable are protected and supported.</p> <p>We will further consider the impact on individuals who have protected characteristics, where relevant, through the implementation of the Action Plan.</p> |
| <p><b>Author</b></p>   | <p>Caroline Marr, Senior Policy and Intelligence Advisor</p>   |
| <p><b>Department and service</b></p>   | <p>Chief Executive Office</p>  |
| <p><b>Date of assessment</b></p>   | <p>27/07/2021</p>  |

**STAGE 2: EVIDENCE AND IMPACT**

| <b>Protected characteristics (Equality Act)</b> | <b>Evidence and information (e.g. data and feedback)</b>  | <b>Any adverse impact</b><br>See <a href="#">guidance</a> on how to make judgement | <b>Actions</b> | <b>Timescale and who is responsible</b> |
|---|---|--|----------------|---|
| <b>Age</b>                                      | <p>The average age in Plymouth (39 years) is about the same as the rest of England (39.3 years) but less than the South West (41.6 years).</p> <p>Globally, one in four victims of modern slavery are children.</p> <p>Almost half of the referrals in the year ending December 2018 to the NRM were potential victims aged under 18 years (ONS).</p>                 | No adverse impact is anticipated   | Not applicable | Not applicable                          |
| <b>Disability</b>                               | 10 per cent of the Plymouth population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).  | No adverse impact is anticipated   | Not applicable | Not applicable                          |
| <b>Religion or belief</b>                       | <p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim was just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p> | No adverse impact is anticipated   | Not applicable | Not applicable                          |

|  |  |                                  |                |                |
|--|--|----------------------------------|----------------|----------------|
| <b>Sex - including marriage, pregnancy and maternity</b> | <p>50.2 per cent of our population are women and 49.8 per cent are men.</p> <p>Globally, females are statistically more likely to become victims of modern slavery. However, within the UK in the year ending December 2018, 61 per cent of NRM referrals were for males and 39 per cent were for females (ONS). 83 per cent of males who were referred in the year ending December 2018 were potential victims of labour exploitation compared with 17 per cent of females. In contrast, 63 per cent of females who were referred in the year ending December 2018 were potential victims of sexual exploitation compared with 5 per cent of males (ONS).</p> <p>Of the potential victims referred in 2019, 32 per cent were female, 68 per cent were male.</p> | No adverse impact is anticipated | Not applicable | Not applicable |
| <b>Gender reassignment</b>                               | There are no official estimates for gender reassignment at either national or local level.   | No adverse impact is anticipated | Not applicable | Not applicable |
| <b>Race</b>  | 92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic (BAME) with White.  | No adverse impact is anticipated | Not applicable | Not applicable |

|   |   |                                  |                |                |
|---|---|----------------------------------|----------------|----------------|
|   | <p>Almost a quarter (23 per cent) of the 6,985 potential victims referred through the NRM in the year ending December 2018 were UK nationals (ONS).</p> <p>In 2019, 125 different nationalities of potential victims were referred to the NRM. Overall, the top 5 most commonly referred nationalities were UK, Albanian, Vietnamese, Chinese and Indian nationals (2020 UK Annual Report on Modern Slavery).</p> |                                  |                |                |
| <b>Sexual orientation - including civil partnership</b> | There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth.  | No adverse impact is anticipated | Not applicable | Not applicable |

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

| <b>Local priorities</b>   | <b>Implications</b>  | <b>Timescale and who is responsible</b> |
|---|--|---|
| <b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>                      | Plymouth City Council is committed to ensuring that everyone feels safe and welcome in the city. The Council will work within the appropriate statutory frameworks and with its partners to prevent modern slavery within its supply chains and within the city. The Council will also work with partners to ensure that victims of modern slavery are supported and treated with dignity. | See Action Plan                         |
| <b>Pay equality for women, and staff with disabilities in our workforce.</b>                  | Not applicable   | Not applicable                          |
| <b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b> | The Modern Slavery Action Plan includes several actions which will help to ensure that the Council's workforce is able to respond appropriately to modern slavery.   | See Action Plan                         |

|   |  |                 |
|---|--|-----------------|
| <b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b> | Not applicable   | Not applicable  |
| <b>Plymouth is a city where people from different backgrounds get along well.</b>   | Not applicable   | Not applicable  |
| <b>Human rights</b><br>Please refer to <a href="#">guidance</a>   | The Human Rights Act 1998 conveys the right to freedom from slavery and forced labour. The Modern Slavery Action Plan includes several actions which will help to ensure that the Council is protecting the Human Rights of citizens within the city, specifically through discharging its duty under the Modern Slavery Act 2015. | See Action Plan |

**STAGE 4: PUBLICATION**

Responsible Officer: Caroline Marr, Senior Policy Advisor

Date 28 July 2021

Strategic Director, Service Director or Head of Service: Giles Perritt, Assistant Chief Executive

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# Cabinet



|                          |  |
|--------------------------|--|
| Date of meeting:         | 10 August 2021   |
| Title of Report:         | <b>Compulsory Purchase Order Resolution for the Regeneration of Colin Campbell Court, Plymouth</b> |
| Lead Member:             | Councillor Patrick Nicholson (Deputy Leader)   |
| Lead Strategic Director: | Anthony Payne (Strategic Director for Place)   |
| Author:                  | Matt Ward (Head of Strategic Development Projects)   |
| Contact Email:           | matt.ward@plymouth.gov.uk  |
| Your Reference:          | Colin Campbell Court   |
| Key Decision:            | No   |
| Confidentiality:         | Part I - Official  |

## Purpose of Report

This report seeks approval to make a Compulsory Purchase Order (CPO), if necessary, as part of the regeneration of Colin Campbell Court (CCC).

## Recommendations

It is recommended that Cabinet:

- Subject to sufficient funding being identified, makes a Compulsory Purchase Order pursuant to Section 226(1)(a) of the Town and Country Planning Act 1990 in respect of the Order Land as shown outlined in red on the plan at Appendix I.
- Delegates to the Service Director for Economic Development and the Assistant Head of Legal Services the power to effect the making, confirmation and implementation of the CPO and to take all necessary steps to give effect to the CPO in respect of the Order Land including, but not limited to, the following procedural steps:
  1. finalise a Statement of Reasons to properly reflect the Council's position regarding the proposed CPO so as to properly present the Council's case;
  2. making the CPO, the publication and service of any press, site and individual notices and other correspondence for such making;
  3. acquire for planning purposes all interests in land and new rights within the Order Land as may be necessary to facilitate the Scheme, either by agreement or compulsorily, including entering into negotiations with any third parties for the acquisition of their land interests and/or for new rights over their land (as appropriate), the payment of compensation and dealing with any blight notices served in connection with the CPO;
  4. approve agreements with land owners or statutory undertakers as applicable, setting out the terms for withdrawal of any objections to the CPO, including where appropriate seeking exclusion of land or new rights from the CPO;
  5. make any additions, deletions or amendments to the plan at Appendix I and to seek any requisite modifications to the CPO Order and any CPO maps;

6. seek confirmation of the CPO by the Secretary of State (or, if permitted, by the Council pursuant to Section 14A of the Acquisition of Land Act 1981) (the 1981 Act), including the preparation and presentation of the Council's case at any public inquiry which may be necessary;
  7. publication and service of notices of confirmation of the CPO and thereafter to execute and serve any general vesting declarations and/or notices to treat and notices of entry, and any other notices or correspondence to acquire those interests within the area;
  8. referral and conduct of disputes, relating to compulsory purchase compensation, at the Upper Tribunal (Lands Chamber).
- Delegates authority to the Strategic Director for Place and the Service Director for Finance to approve the financial terms of the compensation arising as a result of the CPO.
  - Authorises in accordance with section 122 of the Local Government Act 1972, the appropriation of land owned by the Council within the Order Land, to planning purposes pursuant to section 203 of the Housing and Planning Act 2016, so development may proceed without obstruction in respect of any claimed third-party rights.

### **Alternative options considered and rejected**

It is considered that there is no alternative option to CPO that would guarantee delivery of the regeneration in a timely manner, should the situation arise where the required interests cannot be acquired or varied by agreement. Although every effort will be made to achieve a negotiated outcome, the redevelopment cannot proceed unless the option of making a CPO is available in the event that it is needed.

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

The regeneration of CCC and the delivery of the new health hub will contribute to a number of the Council's corporate priorities, including:

- A vibrant economy, developing quality jobs and skills;
- Offer a wide range of homes; and
- Reduced health inequalities.

The project will improve the quality and accessibility of health services and will provide new employment and training opportunities.

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

The costs associated with the CPO, including any compensation or relocation expenses could be met from various sources, as set out in the Part II report.

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

It is intended that the new health hub would be a zero carbon development. This will be achieved through a combination of measures, including building orientation to maximise solar gain, excellent insulation and renewable energy sources.

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

The team responsible for the delivery of the health hub maintains a separate risk register for the project, as set out in the Part II report.

The health hub will help to address the health inequalities which exist in the city centre and nearby areas, by improving access to good quality healthcare for local residents.

An Equality Impact Assessment has been completed – see Appendix 5.

## Appendices

| Ref. | Title of Appendix  | Exemption Paragraph Number (if applicable)<br><i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i> |   |   |   |   |   |   |
|------|--|--|---|---|---|---|---|---|
|      |  | 1  | 2 | 3 | 4 | 5 | 6 | 7 |
| 1    | Proposed location for the new health hub at Colin Campbell Court |  |   |   |   |   |   |   |
| 2    | Plan   |  |   | x |   |   |   |   |
| 3a   | Plan   |  |   | x |   |   |   |   |
| 3b   | Plan   |  |   | x |   |   |   |   |
| 4    | Briefing report  |  |   | x |   |   |   |   |
| 5    | Equalities Impact Assessment                                     |  |   |   |   |   |   |   |

## Background papers:

| Title of any background paper(s) | Exemption Paragraph Number (if applicable)<br><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.21.<br>22.73 | Leg | LS/37<br>085/A<br>C/2/8<br>/21 | Mon<br>Off |  | HR |  | Assets |  | Strat<br>Proc |  |
| Originating Senior Leadership Team member: Anthony Payne (Strategic Director for Place)    |                 |     |                                |            |  |    |  |        |  |               |  |
| Please confirm the Strategic Director(s) has agreed the report? Yes                        |                 |     |                                |            |  |    |  |        |  |               |  |
| Date agreed: 30/07/2021  |                 |     |                                |            |  |    |  |        |  |               |  |
| Cabinet Member approval: Approved verbally by Councillor Patrick Nicholson (Deputy Leader) |                 |     |                                |            |  |    |  |        |  |               |  |
| Date approved: 27/07/2021  |                 |     |                                |            |  |    |  |        |  |               |  |

## Background

The Council has been working with a number of health providers and is proposing to deliver a new health hub (the Scheme), which would form the first phase of the redevelopment of CCC. In order to deliver the project, some of the existing car park would be redeveloped and a number of the existing commercial properties will also need to be demolished.

Over recent years the Council has acquired a number of long leasehold interests at CCC. However, in order to deliver the new health hub further leasehold interests may need to be acquired and other property interests varied. The Council has already had a number of discussions with all of the properties in the area which would be affected and intends to agree terms with all of the affected parties through a process of negotiation. However, in the event that these negotiations are unsuccessful, the Council would seek to acquire or vary the interests necessary through the use of its compulsory purchase powers.

## Reasons for Decision

Colin Campbell Court has been identified as a key strategic regeneration opportunity. The 2016 City Centre Masterplan identified the redevelopment of the site as a “major intervention” and the Plymouth and South West Devon Joint Local Plan (JLP, adopted in 2019) notes that “the site offers significant potential to improve the West End” and “offers an important opportunity to improve the environment and the arrival to the city from the west and its relationship to Western Approach”.

The Scheme is expected to have a number of significant benefits for the city. These include:

- Provision of better healthcare;
- Reduction of inequalities in healthcare provision;
- More people working in and visiting the city centre, helping to support city centre businesses, particularly in the West End;
- Creation of new permanent skilled jobs and construction jobs;
- Improvements to the quality of the built form in this part of the city, by replacing a number of run-down premises with a new, high quality building;
- Zero carbon building will help to set better environmental standards;
- The possible provision of new homes above the health hub; and
- A major catalyst for further phases of regeneration at Colin Campbell Court and other local sites.

The regeneration of CCC and the delivery of the new health hub will contribute to a number of the Council’s corporate priorities, including:

- A vibrant economy, developing quality jobs and skills;
- Offer a wide range of homes; and
- Reduced health inequalities.

The project will improve the quality and accessibility of health services and will provide new employment and training opportunities.

The main benefit of the use of compulsory purchase powers is the certainty of being able to obtain vacant possession to a planned programme. This is vital in order give the Council confidence that the Scheme will be delivered. This is because, once the CPO is confirmed and the legal challenge period has passed, the CPO can be implemented and a date for vacant possession fixed in accordance with the project programme, which can immediately follow or coincide with the programme for construction.

## **Planning**

Land at Colin Campbell Court (CCC) is allocated for development in the Plymouth & South West Devon Joint Local Plan 2014 – 2034 (JLP). Specifically, Policy PLY7 of the JLP allocates the land for “high-quality residential led mixed use development which will transform the western approach to the City Centre and establish a new residential community”.

The Council (as the acquiring authority) will need to demonstrate the Scheme is unlikely to be blocked by any physical or legal impediments to implementation – for example, works requiring planning consent. The Secretary of State will not confirm a CPO until he/she is satisfied that a planning permission has been granted. Where planning permission has yet to be granted, the acquiring authority should demonstrate to the confirming minister that there are no obvious reasons why it might be withheld. The Order Land does not have any significant planning constraints such as Conservation Area status, Listed Buildings, Scheduled Ancient Monument or environmental designations which would prevent public realm and highway improvement works. Formal discussions with the Local Planning Authority have been taking place to fully understand the planning material considerations and requirements of the Scheme.

## **Efforts to Acquire by Agreement**

The Government’s “Guidance on Compulsory purchase process and The Crichel Down Rules” (Ministry for Housing Communities and Local Government CPO Guidance July 2019) (the “CPO Guidance”) at paragraph 17 states that acquiring authorities are expected to provide evidence that meaningful attempts at negotiation have been pursued or at least genuinely attempted, save for lands where land ownership is unknown or in question.

Part of the justification for obtaining confirmation of a CPO would involve demonstrating that compulsory purchase powers are necessary because the land required cannot be acquired by agreement. Compulsory purchase is seen as a last resort and the acquiring authority must be able to show that it has made genuine attempts to acquire the land by negotiation. The Council has made significant efforts to acquire all interests by voluntary agreement and this can be thoroughly evidenced. The Guidance expects that the Council will be required to continue those efforts and detailed evidence of those further efforts should be available prior to the making of a CPO.

The CPO will include all occupiers and all interests that are included within the Order Land (identified on the map at Appendix I) (to the extent that these have not been acquired by the Council), as well as those that have any interest over that land including adjoining owners. All owners and occupiers will be written to as part of the land referencing process that precedes the making of the CPO, and all relevant names and addresses will be included in the final CPO.

## **Appropriation**

Construction of the Health Hub will potentially interfere with various rights benefitting owners adjoining or in close proximity to the Order Land. Section 203 of the Housing and Planning Act 2016 provides the powers that will enable the Council to override any claim for an injunction in respect of rights and covenants adversely interfered with as a result of the construction of the Health Hub. On this basis the Council intends to appropriate all those parts of the Order Land which are currently owned by the Council for planning purposes in order to allow the Health Hub to come forward, without the risk of an injunction from third party landowners. In effect, these are converted into a right of compensation. The acquisition of land pursuant to the CPO will be for planning purposes, thereby similarly overriding any infringed rights.

## **Funding**

Revenue funding for the initial feasibility and planning application phases of the project has already been secured and a business case will be submitted for the external capital funding required.

## **Legal**

The compulsory purchase process is governed by law, principally the Acquisition of Land Act 1981. There is a public and lawful process which must be followed by the Council to secure the Secretary of State's confirmation of the CPO.

Under section 226(1)(a) of the Town and Country Planning Act 1990 the Council has the power, on being authorised to do so by the Secretary of State, to acquire compulsorily any land in their area if it thinks the acquisition will facilitate the carrying out of development, re-development or improvement on or in relation to the land. The Council must not exercise the power under section 226(1)(a) unless it thinks the development, re-development or improvement is likely to contribute to the achievement of any one or more of the following objects: (a) the promotion or improvement of the economic well-being of their area; (b) the promotion or improvement of the social well-being of their area; (c) the promotion or improvement of the environmental well-being of their area.

The Secretary of State will only confirm the CPO if he/she is satisfied there is a compelling case in the public interest to do so.

The Council has been in contact and initiated discussions with those whose land and interests are required, and is seeking to acquire the land and interests by agreement. These efforts to acquire the land and interests by agreement will continue. However, without the use of compulsory purchase powers it may not be possible to acquire all of the required land and interests within a reasonable timeframe.

Those who wish to object to the CPO may do so and are entitled to request a public inquiry be held to consider the case for, and the objections to, the CPO. Those whose land and interests are acquired will be entitled to compensation calculated on the basis of legislation and related case law.

The preparation of a CPO and related documents is a technical and complex area carrying a risk of challenge. The Council will retain experienced legal advice throughout the process.

## **Human Rights**

Consideration must also be given to the interference of rights protected by the Human Rights Act 1998, including Article 8 (respect for private and family life and home) and Article 1 (the right to peaceful enjoyment of property) of the European Convention on Human Rights. A decision to make a CPO must strike a fair balance between the public interest associated with the regeneration of the land and interference with private rights.

The Council considers that there is a compelling case in the public interest for the exercise of the Council's CPO powers and that, as a result, any interference with the private rights of those affected as a result of the CPO would be lawful, justified and proportionate.

## **Equalities and Diversity**

The public sector equality duty under section 149 of the Equality Act 2010 requires the Council to have due regard to: (i) the need to eliminate discrimination, harassment, victimisation and any other

conduct that is prohibited by or under the Equality Act 2010; and (ii) the need to advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.

Officers have taken this into account in the assessment of the CPO and Cabinet must be mindful of this duty when considering the recommendations in this Report.

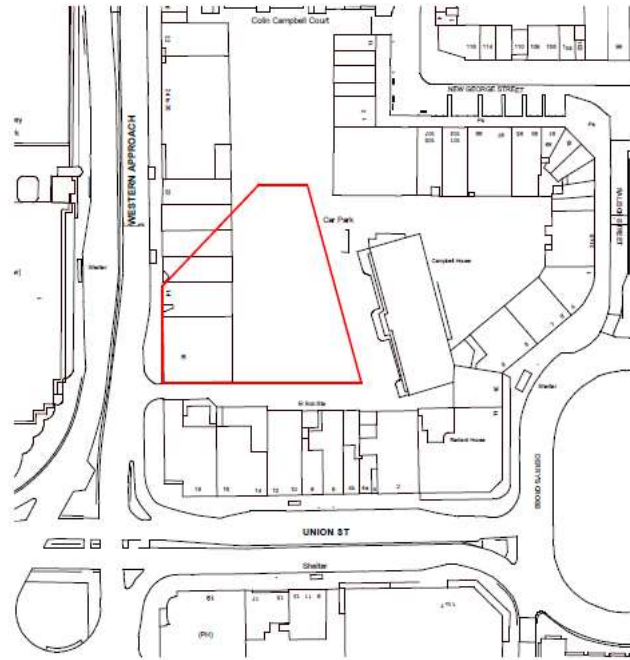
The delivery of the Scheme will help to address the health inequalities which exist in the city centre and nearby areas, by improving access to good quality healthcare for local residents.

The CPO by assisting with implementation of the Scheme will have a positive impact on equalities in general. To ensure that this is the case an Equalities Impact Assessment has been prepared specifically with regards to making the CPO. The assessment has been appended to this report at Appendix 5. No potential equalities impacts have been identified at this stage, but monitoring will be required.

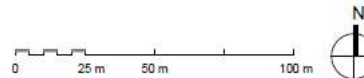
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### Appendix I: Proposed location for the new health hub at Colin Campbell Court



AREA = 3760m<sup>2</sup>



contractors to check all dimensions on drawings.  
 Any discrepancies must be reported to KTA Architects Ltd of the contract administrator before proceeding.  
 Do not scale work for planning purposes, work to figured dimensions.  
 This drawing must be read in conjunction with all relevant contracts drawings.

This drawing is © KTA Architects Ltd.

| Revision Schedule |            |               |               |
|-------------------|------------|---------------|---------------|
| Rev               | Date       | Description   | Drawn/Checked |
| P2                | 07/07/2021 | Revised issue | LF            |
| P1                | 22/06/2021 | Initial issue | LF            |

Kensington Court,  
 Woodaster Park,  
 Pines Hill, Sector,  
 EX2 5TY.

Tel: 01392 360338  
 Email: ks@kta.uk.com  
 Web: www.kta.uk.com

Project  
 Plymouth Cavell Centre

Title  
 Do Max Option 6B  
 Proposed Boundary

|                          |             |        |       |
|--------------------------|-------------|--------|-------|
| Author                   | chk by      | scale  |       |
| LF                       | AS          | 1:1250 | A3    |
| Project                  | status      |        |       |
| 2135                     | Preliminary |        |       |
| Drawing number           |             |        |       |
| 2135-KTA-ZZ-XX-DR-A-0030 |             |        | 50-P2 |

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# EQUALITY IMPACT ASSESSMENT

Strategic Development Projects, Economic Development



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

|   |  |
|---|--|
| <b>What is being assessed - including a brief description of aims and objectives?</b> | Proposal to use a Compulsory Purchase Order in order to progress the redevelopment of Colin Campbell Court |
| <b>Author</b>   | Matt Ward  |
| <b>Department and service</b>   | Strategic Development Projects, Economic Development   |
| <b>Date of assessment</b>   | 2 August 2021  |

## STAGE 2: EVIDENCE AND IMPACT

| Protected characteristics (Equality Act)          | Evidence and information (e.g. data and feedback) | Any adverse impact<br>See <a href="#">guidance</a> on how to make judgement | Actions | Timescale and who is responsible |
|---|---|---|---------|----------------------------------|
| Age   | None  |   |         |                                  |
| Disability  | None  |   |         |                                  |
| Religion or belief                                | None  |   |         |                                  |
| Sex - including marriage, pregnancy and maternity | None  |   |         |                                  |
| Gender reassignment                               | None  |   |         |                                  |
| Race  | None  |   |         |                                  |
| Sexual orientation - including civil partnership  | None  |   |         |                                  |

**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   |
|---|--|--|
| <b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>  | The proposed health hub will help to promote better access to healthcare for local residents, including those residents who live in some of the most deprived wards in the city. This will help local people from all backgrounds and encourage them to make the most of the services which they are entitled to.  | Project team through completion of the health hub and establishing new services. |
| <b>Pay equality for women, and staff with disabilities in our workforce.</b>  | The health hub will provide new opportunities for employment which will be available for all.  | Healthcare providers through service provision.                                  |
| <b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>   | N/A  |  |
| <b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b> | The health hub will promote inclusivity and will provide access to services for all, including advice services, such as Citizens' Advice. There will also be opportunities for local people to get involved in learning and social activities at the hub, which will help empower victims of crime and reduce incidents of crime.  | Project team through completion of the health hub and establishing new services. |
| <b>Plymouth is a city where people from different backgrounds get along well.</b>   | The health hub will promote inclusivity and will provide access to services for all.   | Project team through completion of the health hub and establishing new services. |
| <b>Human rights</b><br>Please refer to <a href="#">guidance</a>   | As part of the process of using a Compulsory Purchase Order the Council has given consideration to human rights and the rights which tenants have associated with the use of the properties which they occupy. Notwithstanding these rights, it is considered that the benefits associated with the proposed health hub are significant and justify the action proposed. | N/A  |

**STAGE 4: PUBLICATION**

Matt Ward

Date: 2 August 2021

Head of Service

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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.

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