



**Oversight and Governance**

Chief Executive's Department

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Published 28/07/21

## Delegated Decisions

### Delegated Executive/Officer Decisions

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

Cabinet decisions subject to call-in are published at the following link - <http://tinyurl.com/yddrqll6>

Notice of call-in for non-urgent decisions must be given to the Democratic Support Unit by 4.30pm on Wednesday 4 August 2021. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

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

The decisions detailed below may be implemented on Thursday 5 August 2021 if they are not called-in.

## **Delegated Decisions**

### **1. Councillor Drean - Cabinet Member for Transport**

1.1. Larkham Lane Zebra Crossing & Road Humps **(Pages 1 - 20)**

1.2. Furzehatt Road Zebra Crossing **(Pages 21 - 32)**

### **2. Councillor Mrs Pengelly - Cabinet Member for Homes and Communities**

2.1. Afghan Locally Employed Staff (LES) Relocation Schemes July 2021 **(Pages 33 - 48)**

**EXECUTIVE DECISION**made by a **Cabinet Member****REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER****Executive Decision Reference Number – T5 21/22**

Decision				
1	<b>Title of decision:</b> Larkham Lane Zebra Crossing & Road Humps - <b>2137260</b>			
2	<b>Decision maker (Cabinet member name and portfolio title):</b> Councillor Jonathan Drear, Cabinet Member for Transport			
3	<b>Report author and contact details:</b> Amy Neale, Traffic Management Technician, email: <a href="mailto:trafficmanagementinbox@plymouth.gov.uk">trafficmanagementinbox@plymouth.gov.uk</a>			
4	<b>Decision to be taken:</b> To add: <ul style="list-style-type: none"> <li>• a Zebra Crossing to Larkham Lane, approx. 11 metres south of the centreline of its junction with Farm Close</li> <li>• a Flat top road hump to Larkham Lane, approx. 11 metres south of the centreline of its junction with Farm Close</li> <li>• speed cushions to Larkham Lane, Approx. 30 metres north of the centreline of its junction with Farm Close</li> <li>• speed cushions to Larkham Lane, Approx. 50 metres south of the centreline of its junction with Farm Close</li> </ul>			
5	<b>Reasons for decision:</b> There are two schools in this area (Woodford Primary School & Heles School) and this location is the main crossing point for children crossing the road. There have been a two collisions involving pedestrians close near this location in the last 3 year period and the crossing facility will provide a safe and visible crossing point.			
6	<b>Alternative options considered and rejected:</b> The alternative option would be to do nothing. This option was discounted on the basis that improvements are needed for safety of all road users.			
7	<b>Financial implications:</b> The advertising and associated works will be funded via the Plympton St Mary Living Streets Budget, as well as the Active Travel Plan Budget. Costs are estimated to be in the region of £90,000			
8	<b>Is the decision a Key Decision?</b> (please contact <a href="#">Democratic Support</a> for further advice)	Yes	No	<b>Per the Constitution, a key decision is one which:</b>
			x	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in

				excess of <b>£3million</b> in total
			x	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b>
			x	is <b>significant</b> in terms of its effect on communities living or working in an area comprising <b>two or more</b> wards in the area of the local authority.
	If yes, date of publication of the notice in the <b>Forward Plan of Key Decisions</b>			
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:		The Local Transport Plan (LTP) details the transport strategies and policies that the City Council has adopted and will be key in helping the city meet its Corporate Plan priorities, and growth agenda.	
10	Please specify any direct environmental implications of the decision (carbon impact)		n/a	

### Urgent decisions

11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)
		No	x	(If no, go to section 13a)


12a Reason for urgency:

12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			

### Consultation

13a	Are any other Cabinet members' portfolios affected by the decision?	Yes		
		No	x	(If no go to section 14)

<b>I3b</b>	<b>Which other Cabinet member's portfolio is affected by the decision?</b>			
<b>I3c</b>	<b>Date Cabinet member consulted</b>			
<b>I4</b>	<b>Has any Cabinet member declared a conflict of interest in relation to the decision?</b>	<b>Yes</b>		If yes, please discuss with the Monitoring Officer
		<b>No</b>	x	
<b>I5</b>	<b>Which Corporate Management Team member has been consulted?</b>	<b>Name</b>	Anthony Payne	
		<b>Job title</b>	Strategic Director for Place	
		<b>Date consulted</b>	22/07/2021	
<b>Sign-off</b>				
<b>I6</b>	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	DS23 21/22	
		<b>Finance (mandatory)</b>	pl.21.22.65	
		<b>Legal (mandatory)</b>	LS/37043/JP/230721	
		<b>Human Resources (if applicable)</b>		
		<b>Corporate property (if applicable)</b>		
		<b>Procurement (if applicable)</b>		
<b>Appendices</b>				
<b>I7</b>	<b>Ref.</b>	<b>Title of appendix</b>		
	A	Briefing report for publication		
	B	Equalities Impact Assessment		
<b>Confidential/exempt information</b>				
<b>I8a</b>	<b>Do you need to include any confidential/exempt information?</b>	<b>Yes</b>		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is

		<b>No</b>	<input checked="" type="checkbox"/>	not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.  (Keep as much information as possible in the briefing report that will be in the public domain)				
		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>18b</b>	<b>Confidential/exempt briefing report title:</b>							
<b>Background Papers</b>								
<b>19</b>	<p>Please list all unpublished, background papers relevant to the decision in the table below.</p> <p>Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</p>							
<b>Title of background paper(s)</b>		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Cabinet Member Signature</b>								
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.							
<b>Signature</b>				<b>Date of decision</b>		26 July 2021		
<b>Print Name</b>		Councillor Jonathan Drear						



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## LARKHAM LANE ZEBRA CROSSING & ROAD HUMPS

### 1. INTRODUCTION

This report seeks delegated authority to implement a Zebra Crossing & Road Humps on Larkham Lane.

### 2. CROSSINGS & HUMPS REQUIRED

There are no elements of this scheme that requires a Traffic Order. However, the decision to be taken is to add:

- a Zebra Crossing to Larkham Lane, approx. 11 metres south of the centreline of its junction with Farm Close
- a Flat top road hump to Larkham Lane, approx. 11 metres south of the centreline of its junction with Farm Close
- speed cushions to Larkham Lane, Approx. 30 metres north of the centreline of its junction with Farm Close
- speed cushions to Larkham Lane, Approx. 50 metres south of the centreline of its junction with Farm Close

### 3. STATUTORY CONSULTATION

#### Proposals

The proposals for the advertisement of this Zebra Crossing & Road Humps were advertised on street, in the Herald and on the Plymouth City Council website on 28<sup>th</sup> June 2021. Details of the proposals were sent to the Councillors representing the affected wards and statutory consultees on 24<sup>th</sup> June 2021

**There have been seven representations received relating the proposals on Larkham Lane**

Consultation	Comments
<p>I write to express my concerns regarding the proposed new road layout to make way for the new pedestrian crossing on the junction of Farm Close into Larkham Lane.</p> <p>Whilst I fully support the crossing, I am concerned over the proposed plans to extend the current zig zags. We do not have any off road parking available to us. We have a shared drive and unfortunately when the houses were built the parking outside of the garages will not allow for both cars to park on the driveway. This has never been an issue for us. We have always agreed that our neighbours could have full access to their garage and drive and we would</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137260.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>

<p>park on the road. Houses on the same side as us also have the same issues.</p> <p>If the zig zags are to be extended, then this will mean we will lose parking outside of our house. It is difficult enough to get parking around here - especially during the day with the number of cars from staff working at the Dental Surgery that park there Monday - Friday. I also have a child to consider and I need to be able to park safely and close to my house for her.</p> <p>One of the biggest issues is the Dental Surgery and staff parking. They will leave the car park half full to allow for their patients to park, but if they allowed their staff to double park in the car park this would reduce the amount of cars that are parked along Larkham Lane during school hours. By asking their patients to park on the road it would also alleviate the need for patients to park in the car park and go across the pedestrian crossing at busy school times. The surgery staff should also be encouraged to use public transport or have a cycle to work scheme - particularly when they live close by but still choose to bring their vehicle to work.</p> <p>I was disappointed to see that you had consulted the surgery over the proposed plans, but had failed to contact the residents that are near the proposed crossing, who live with these issues on a daily basis.</p> <p>I have lived on Larkham Lane for 16 years. The issue with speeding started when the road humps were removed when the golf course was being built. Since then Larkham has been used as a rat run and drivers do not stick to the speed limit. It is too dangerous to have this road as 30 MPH, especially with the school entrance.</p> <p>There is no question that a crossing is required, but there is a much bigger issue with the traffic and additional cars the dental surgery generate to the area.</p>	<p>I have attached the design to this email. As you can see, the lines are due to stop on the boundary between 51 &amp; 53 and therefore will stop prior to your house.</p> <p>However, I will also pass your comments onto the designer of this scheme to see if they can reduce the zig zags by two.</p>
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<p>So in summary, I am not against the new crossing but I am against the extension of the zig zags which will lose the current road parking available to me as a homeowner. I also strongly feel that the dental surgery needs to be held to account for the amount of road parking its staff are using along Larkham Lane during the day which is forcing their patients to use the car park and go across the pedestrian pathway at busy school times. There have been many near misses where children have almost been hit because of drivers entering the car park during the busy school arrival and departure times.</p> <p>Please could you confirm that our current available road parking will remain intact once these works have been completed?</p>	
<p>The amended scheme to reduce the entrance into Farm Close from Larkham Lane to allow for the pedestrian crossing to be sited presents no immediate problem in the general scheme of things.</p> <p>However the consistent indiscriminate parking of both Dentistry patients and Parents on the double yellow lines in Farm Close concerns me greatly.</p> <p>With the access into Farm Close reduced, this <b>illegal</b> parking would make access difficult for emergency vehicles as the road is already narrow. It would also make access to properties difficult in some cases. As most of the residents of Farm Close are 'elderly' I feel this needs to be addressed immediately before any works go ahead. A few parking tickets should do the trick plus the attendance of a traffic warden on occasions.</p> <p>I have emailed the school on a few occasions to ask them to tell the parents not to park on the yellow lines, but mostly ignored.</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137260.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p> <p>With regards to the illegal parking on the double yellow lines, I will pass this to our enforcement team to ensure they are enforcing this area more regularly.</p>

<p>No residents have objections to the temporary parking in Farm Close to unload children for school safely as long as their drives are not used for turning or blocked for access. The same applies to Dentistry patients.</p> <p>I would like your assurance that this matter will be dealt with before any works go ahead and the new term starts in September with this matter unresolved.</p>	
<p>I am opposed to the crossing measures on Larkham Lane. The crossing is already a raised bump. There is already 20 mph restriction. Any drivers using Larkham Lane are very aware when children are arriving or leaving school as there are lots of them mostly accompanied by grown ups. Everyone knows that children are unpredictable and therefore exercise caution. Much of the traffic at these times are parents or carers dropping off or picking up children and so are sensitive to the issue. These works will disrupt access for residents. The crossing will not be much different than what already exists. I think a flashing signal in the area with a speed detector would be more effective than the proposed over engineered measures.</p> <p>I would like to see the highways department investing the extra money in the multitude of pot holes and dropped drain covers that create a greater hazard to drivers and cyclists alike.</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137260.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>
<p>I am emailing to show my support for the crossing that is planned for Larkham Lane, Plympton. It will be great for the school pupils as well as the local community as this is quite a quick road.</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137260.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process,</p>

	<p>the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>
<p>I understand the amended scheme for a pedestrian crossing at Larkham Lane is presently under consideration. I fully support this installation as it is urgently required for the safety of all pedestrians, but in particular for the children crossing to the school, unfortunately, the lollipop lady has never been replaced.</p> <p>I would also request consideration for a crossing at the top of Crossway please. I see so many children and adults, including my own family, struggling to cross Crossway by the green. They range from going to and from the school, the shop, using buses and generally out walking, with or without dogs. The many junctions, parked vehicles, buses, and vehicles travelling too quickly in both directions make it very dangerous. I regularly wait for long periods to cross in this area, it is very difficult for adults to judge the speed of vehicles as they appear up Crossway, let alone a child. The visibility has been impacted further, particularly for shorter individuals, by the long grass that is a result of 'no mow May'. It has been an absolute nightmare...so dangerous! It is only a matter of time before there is a serious accident here. I feel a pedestrian crossing is vital for pedestrian safety, drivers will become more aware of the need to slow down as they approach the area, and pedestrians won't have to play 'Crossy Road' for real.</p> <p>I would really appreciate your consideration. Many thanks.</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137260.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>

<p>I'm in support of the proposed pedestrian in Larkham Lane outside of the Woodford School entrance</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137260.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>
<p>Referencing Amd.2021.2137260 Larkham Lane, my local councillors have advised residents to write to you in support of the project, unfortunately I cannot support this for a number of reasons.</p> <p>It does feel like this project has been enacted with consultation with the parents of Woodford School and not with the residents of Larkham Lane or Farm Close, specifically those who will be directly affected by the construction of the crossing and the dangers it will create in an area with unfortunately poor visibility.</p> <p>The construction of the crossing is designed to alleviate safety concerns with regards crossing Larkham Lane at this juncture; these concerns have arisen due to the lack of replacement for the “lollypop lady” who retired back in 2019. I am aware that Plymouth City Council did attempt to fill the post but for varying reasons was unable to do so. Although I am also aware that the Council when contacted with regards to alternatives such as job-share so as to make the job more viable for those who already work part-time their response was the inadequate “no-one does this”. Someone always has to be the first.</p> <p>The easiest solution of course to the problem of children crossing the road is</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137260.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>

for Woodford school (although I will admit the least politically palatable) to close this exit. The Larkham Lane entrance was always intended as the back entrance to the school which has three other much safer exits available. This solution would actually solve a number of issues in the area one of which is the fact that parents park on the street blocking resident access, blocking access for the dental practice and contributing to the poor visibility on the road. The Council should be reminded that this has been an ongoing problem due to the fact that resident housing in the area between the dentist and St. Margaret's road is primarily shared driveway. As a result (and with householders owning multiple cars) at least half of the cars parked in this section on both sides of the road are residents and further to this, residents have had increasing issues with parents blocking driveways and being aggressive towards them in recent years when they are attempting to access their own homes. It has become a frequent situation towards the St. Margaret's end with residents having to remind parents that driveways need to remain accessible. At one stage residents resorted to placing rocks of varying sizes on the grass kerbs to prevent anti-social parking this had resulted in a decrease in the number of parents doing so, however as parents have changed this situation has been on the rise again as of late.

Due to both resident parking and parent parking a chicane scenario is often created during the school pick-up/drop-off periods with cars being forced to the opposite side of the road to pass. This chicane generally stretches from 34 Larkham Lane through to the school entrance, this scenario will not be alleviated by the creation of the zebra crossing and indeed will likely be made worse. I am also aware that the use of parked cars to slow traffic has been a part of Council policy for a number of years and it does indeed do this job

although has made visibility more difficult for both pedestrians and drivers.

I did note in the description of the project that the zig-zag lines will be lengthened around the school, a scenario to be celebrated of course as this will create a potentially better sightline around the school entrance itself. However, the council is forgetting the chicane situation listed. Drivers are already looking from 34 Larkham Lane to the school entrance and looking for which cars are parked and which cars are waiting to enter the chicane. A car approaching from the St. Margaret's direction will note the parked car at the crossing and will hopefully approach the crossing with caution but the chicane will prevent the driver from noting anyone on the crossing until they are at 24a. Of course, an argument can be made that this is similar to whenever the "lollypop lady" was stepping out into the road, but a person in high-viz is much easier to spot than one on a crossing who is hidden behind parked vehicles.

Of course, the lengthening of the no-parking zone does come with further problems. As stated, the majority of homes from the school to St. Margaret's road possess shared driveways, leading most cars to be parked on the street. The extension of the no-parking zone to cover one driveway completely and encroach towards a second will exacerbate the parking issues in the area and the grievances between residents and parents.

It was interesting to note in the recent missive sent to householders by the local Ward Councillors that an onsite visit took place in which it was decided that the crossing should be moved to being directly in front of the school gates and that the entrance to Farm Close should be narrowed. It would be interesting to see the new diagrams however when asked, the Ward Councillors informed residents that we had already received the plans back in December (we received the original not the adapted as

the adapted had not been created). It's an interesting decision to narrow a turning already difficult to manoeuvre in. At present the residents of Farm Close already have issues with their bin collections as a result of the turning, narrowing it will not make it easier. It will also make it harder for the homes on the corner to leave their drive. Placing a crossing directly next to a turning also seems a very strange decision from a safety point of view as residents will be turning directly onto or off the crossing.

Another resident has suggested moving the location of the crossing closer to the St. Mary's road turning thus removing the cost of the narrowing of Farm Close and taking the crossing away from the chicane situation further along the street.

Finally speed cushions: I understand the reason why the Council has elected to place them near the crossing to slow down traffic however the Council appears to have a selective memory with regards speed cushions and Larkham Lane. Larkham Lane did used to have speed cushions but they were removed for a number of reasons 1) drainage issues, 2) noise pollution, 3) vehicular damage, 4) resident access and 5) emergency vehicle access (Larkham Lane is the only road onto the Woodford estate that does not have speed cushions interfering with access). The fourth point seems rather timely as the plans currently indicate for a speed cushion to be placed at a right-angle to 24a's driveway thus preventing residents from turning right out of their drive.

I do not argue that the speed limit during school pick-up/drop-off times should not be reduced to 20mph and I do not argue that a crossing patrol is not needed. However, a zebra crossing (which is an uncontrolled crossing not a controlled crossing as advertised) is not needed and appears as an expensive tick-box exercise for the Council.

Responses to summarised reasons for objection.

1. There is no Chicane situation adjacent to the crossing so this point is not understood
2. The effect on parking available to residents will be minimal with restrictions largely outside the school and dental surgery
3. Farm Close currently has an extremely wide access and narrowing it to a more conventional width should not affect the residents as suggested. The narrowing is required so that the Crossing can be safely sited. Farm Close will continue to be protected by Double Yellow lines to discourage obstructive parking.

<p>To summarise my reasons for opposing the project:</p> <ol style="list-style-type: none"><li>1. Introducing a new danger to crossing Larkham Lane in the area outside the school due to the placement of the crossing next to a chicane situation.</li><li>2. Reducing resident parking.</li><li>3. Narrowing of Farm Close and the issues that will entail for the residents.</li><li>4. Resident access to homes due to speed cushions blocking access.</li><li>5. Woodford School already has three other much safer exits, if this exit is proving to be unsafe then a simpler option is to close it and keep it only as an emergency exit.</li><li>6. Removal of a non-speed cushioned entry onto the Woodford estate for emergency vehicles.</li></ol> <p>The creation of the crossing while an excellent idea in theory does not do what it is intended to do and that is ensure safety when crossing Larkham Lane.</p>	<ol style="list-style-type: none"><li>4. Speed Cushions do not block access to residences. They have been sited equidistant between driveways to minimise any inconvenience to residents.</li><li>5. The entrance being used is very popular with Parents and Children in the area and the crossing is proposed on the desire line where hundreds of pedestrian cross the road every hour at peak periods. This is the safest location to cross and use of the entrance avoids the need to walk much further on the local roads and discourages further driving to school which would then add to congestion at the other entrances mentioned.</li><li>6. The speed cushions and Speed Table are designed to cause minimum disruption and discomfort to Emergency Vehicles which have wide wheelbases capable of spanning the cushions.</li></ol>
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4. RECOMMENDATION

It is recommended to proceed with original proposals as advertised.

5. LEGAL CONSIDERATIONS

The lawful implications and consequences of the proposal have been considered and taken into account in the preparation of this report.

When considering whether to make a traffic order it is the Council's responsibility to ensure that all relevant legislation is complied with. This includes Section 122 of the Road Traffic Regulation Act 1984 (as amended) that sets out that it is the duty of a local authority, so far as practicable subject to certain matters, to secure the expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway. It is considered that the proposals comply with Section 122 of the Act as they practically secure the safe and expeditious movement of traffic in and around Plymouth and provide for suitable and adequate associated parking facilities.

# EQUALITY IMPACT ASSESSMENT

Larkham Lane Zebra Crossing & Road Humps



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

What is being assessed - including a brief description of aims and objectives?	<p>It is proposed to add:</p> <ul style="list-style-type: none"> <li>• a Zebra Crossing to Larkham Lane, approx. 11 metres south of the centreline of its junction with Farm Close</li> <li>• a Flat top road hump to Larkham Lane, approx. 11 metres south of the centreline of its junction with Farm Close</li> <li>• speed cushions to Larkham Lane, Approx. 30 metres north of the centreline of its junction with Farm Close</li> <li>• speed cushions to Larkham Lane, Approx. 50 metres south of the centreline of its junction with Farm Close</li> </ul> <p>There are two schools in this area (Woodford Primary School &amp; Heles School) and this location is the main crossing point for children crossing the road. There have been a two collisions involving pedestrians close near this location in the last 3 year period and the crossing facility will provide a safe and visible crossing point.</p>
Author	Amy Neale
Department and service	Plymouth Highways, Senior Traffic Management Technician
Date of assessment	20/07/2021

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
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<b>Age</b>	No issues raised in consultation	The introduction of a Zebra Crossing & Road humps to reduce the speed of traffic will help pedestrians of all ages crossing the road, especially young children when walking to school.		
<b>Disability</b>	No Waiting at any time	A zebra crossing & road humps will help people with disabilities through providing a safe place to cross the road, with vehicles also travelling at a slower speed.		
<b>Faith/religion or belief</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Gender - including marriage, pregnancy and maternity</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Gender reassignment</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Race</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Sexual orientation - including civil partnership</b>	No issues raised in consultation	No adverse impact anticipated		

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

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	No adverse impact has been identified.	
Increase the number of hate crime incidents reported and maintain	No adverse impact has been identified.	

good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.		
Good relations between different communities (community cohesion)	No adverse impact has been identified.	
Human rights Please refer to guidance	No adverse impact has been identified.	

**STAGE 4: PUBLICATION**

Responsible Officer: M. Artherton  Date 22/7/21

Group Manager (Parking, Marine and Garage Services)




**EXECUTIVE DECISION**made by a **Cabinet Member****REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER****Executive Decision Reference Number – T6 21/22**

Decision				
1	<b>Title of decision:</b> Furzehatt Road Zebra Crossing - <b>2137259</b>			
2	<b>Decision maker (Cabinet member name and portfolio title):</b> Councillor Jonathan Drear, Cabinet Member for Transport			
3	<b>Report author and contact details:</b> Amy Neale, Traffic Management Technician, email: <a href="mailto:trafficmanagementinbox@plymouth.gov.uk">trafficmanagementinbox@plymouth.gov.uk</a>			
4	<b>Decision to be taken:</b> To add a Zebra Crossing to Furzehatt Road, approx. 15 metres east of the centre line of its junction with Holland Road.			
5	<b>Reasons for decision:</b> The location is the main crossing point on Furzehatt Rd for children attending the Goosewell Academy which is also attended by a School Crossing Patrol. The current location is on a bend with restricted visibility and the crossing facility will provide a safe and visible crossing point as well as wider footpath areas for children waiting to crossing the road.			
6	<b>Alternative options considered and rejected:</b> The alternative option would be to do nothing. This option was discounted on the basis that improvements are needed for safety of all road users.			
7	<b>Financial implications:</b> The advertising and associated works will be funded via the Plymstock Dunstone & Radford Living Streets Wards and the Keep the City Moving Budget. Costs are estimated to be in the region of £90,000			
8	<b>Is the decision a Key Decision?</b> (please contact <a href="#">Democratic Support</a> for further advice)	<b>Yes</b>	<b>No</b>	<b>Per the Constitution, a key decision is one which:</b>
			x	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
			x	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b>
			x	is <b>significant</b> in terms of its effect on communities living or working in an

				area comprising <b>two or more</b> wards in the area of the local authority.
	If yes, date of publication of the notice in the <b>Forward Plan of Key Decisions</b>			
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:		The Local Transport Plan (LTP) details the transport strategies and policies that the City Council has adopted and will be key in helping the city meet its Corporate Plan priorities, and growth agenda.	
10	Please specify any direct environmental implications of the decision (carbon impact)		n/a	
<b>Urgent decisions</b>				
11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)
		No	x	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
<b>Consultation</b>				
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes		
		No	x	(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?			
13c	Date Cabinet member consulted			

14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		If yes, please discuss with the Monitoring Officer				
		No	x					
15	Which Corporate Management Team member has been consulted?	Name		Anthony Payne				
		Job title		Strategic Director for Place				
		Date consulted		13/07/2021				
<b>Sign-off</b>								
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)			DS24 21/22			
		Finance (mandatory)			pl.21.22.57			
		Legal (mandatory)			LS/36965/JP/200721			
		Human Resources (if applicable)						
		Corporate property (if applicable)						
		Procurement (if applicable)						
<b>Appendices</b>								
17	Ref.	Title of appendix						
	A	Briefing report for publication						
	B	Equalities Impact Assessment						
<b>Confidential/exempt information</b>								
18a	Do you need to include any confidential/exempt information?	Yes		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below.  (Keep as much information as possible in the briefing report that will be in the public domain)				
		No	x					
		<b>Exemption Paragraph Number</b>						
		1	2	3	4	5	6	7

<b>I8b</b>	<b>Confidential/exempt briefing report title:</b>							
<b>Background Papers</b>								
<b>I9</b>	<p>Please list all unpublished, background papers relevant to the decision in the table below.</p> <p>Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</p>							
Title of background paper(s)		Exemption Paragraph Number						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Cabinet Member Signature</b>								
<b>20</b>	<p>I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.</p>							
<b>Signature</b>				<b>Date of decision</b>		26 July 2021		
<b>Print Name</b>		Councillor Jonathan Drear						



## FURZEHATT ROAD ZEBRA CROSSING

### 1. INTRODUCTION

This report seeks delegated authority to implement a Zebra Crossing on Furzehatt Road.

### 2. TRAFFIC REGULATION ORDERS REQUIRED

There are no elements of this scheme that requires a Traffic Order. However, the decision to be taken is to add a Zebra Crossing to Furzehatt Road, approx. 15 metres east of the centre line of its junction with Holland Road.

### 3. STATUTORY CONSULTATION

#### Proposals

The proposals for the advertisement of this Zebra Crossing were advertised on street, in the Herald and on the Plymouth City Council website on 18<sup>th</sup> June 2021. Details of the proposals were sent to the Councillors representing the affected wards and statutory consultees on 14<sup>th</sup> June 2021

#### There have been 5 representations received relating to crossing on Furzehatt Road

Consultation	Comments
<p>I have seen a notification about the possibility of a Zebra Crossing on Furzehatt Road jnc with Holland Road &amp; Goosewell Road. While I welcome the idea of a crossing at this location I feel that a lighted pedestrian crossing would be better as I feel that with the amount of pedestrians crossing the road in the mornings &amp; afternoons to be able to get to &amp; home from school on time the traffic would not be able to move, whereas with the pedestrian crossing it would be timed giving motorist &amp; pedestrians time to use the road &amp; not cause too many delays for motorists who are trying to make their way to work or appointments.</p> <p>Would there still be a school patrol at the start &amp; end of school times if a Zebra Crossing is installed? As there used to be 2 school patrols one on Furzehatt Road &amp; one on Goosewell Road until the Zebra Crossing on Goosewell Road was installed. Traffic on the roads has increased greatly over the years &amp; is continuing to increase.</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137259.</p> <p>The reasoning that a signalled crossing cannot be considered in this location is because it is too close to the junction, therefore vehicles would not be able to see the signals. Consideration was taken in the feasibility stages to move the crossing further down the road however this was rejected because the proposed crossing is in the desired location where pedestrians will cross.</p> <p>There are no plans to remove the school crossing patrol, however this is funded by the school themselves.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>

<p>I have lived in Plymstock all my life &amp; my Children both went to Goosewell School &amp; had to cross this road daily.</p>	
<p>I am in support of a crossing on this road, many school children need to access the school the other side and it's an extremely busy artery through Plymstock which many pedestrians would benefit a safe crossing on.</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137259.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>
<p>I am writing in full support of a safe pedestrian crossing at this site.</p> <p>I cross this road at least 4 times every day with a pram and it can be very dangerous outside the hours of the lollipop lady.</p> <p>Hundreds of school children cross here daily outside the lollipop hours and would benefit hugely.</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137259.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>
<p>I'm contacting you to express my full support for the installation of a safe crossing on Furzehatt Road close to the junctions of Holland Road and Goosewell Road.</p> <p>I cross this road several times a week and as an able-bodied adult I find it very challenging and risky to cross Furzehatt Road. The natural crossing space is by a multi-way junction which is often approached by vehicles travelling at speed (many with too much speed). This road is crossed daily by children, elderly and disabled people as well as other adults and it would be considerably safer to install a zebra crossing which would force vehicles to slow down and approach with caution (perhaps a</p>	<p>Thank you for your recent comments towards the proposals – 2021.2137259.</p> <p>Your comments have been logged on our records and will be considered as part of the final decision making process. At the end of the consultation period, a report will be prepared summarising any concerns that have been raised and making recommendations. In line with the statutory process, the decision on whether or not to proceed with these proposals will be made by the Cabinet Member for Transport.</p> <p>You will be notified if and when the proposals will be implemented.</p>

<p>traffic/speed camera would also be beneficial). A safe crossing place would also complement the wider environmental goals of encouraging more people to walk or cycle around the local area. Parents would also be more comfortable with encouraging older primary-aged children to walk to the shops to boost their activity levels as well as gaining valuable independence skills.</p> <p>I think this crossing is long overdue and I can't wait for it to be installed.</p>	
<p>Resident living close to the proposed site of the crossing. Objected as he feels that the crossing will cause additional vibrations from vehicles stopping closer to the house which will lead to damage to the property. Several other issues have been discussed over lengthy correspondence including the frequency of bus services and numbers of pedestrians crossing the road. Replies are summarised opposite. Resident has decided not to protest further</p>	<p>You are correct that up to 20 Buses an hour might use the road during the day. However, the vehicle fleet are now much more modern in terms of engine vibration and fuel efficiency as well as breaking efficiency, suspension and axle loading. This does mean that, modern public transport vehicles produce significantly less noise, vibration and pollution than their earlier counterparts.</p> <p>The recent survey indicated that buses and HGV's form less than 2% of the peak hour traffic on Furzehatt Road which took no more than 8000 vehicles a day pre lockdown. This is actually a fairly low HGV percentage which reflects the road's geography and function.</p> <p>The proposal sites the edge of the carriageway some 1.4m further away from the property than at present. In general, the further away from a property the ground-borne vibration begins the wider it's distribution and the less its effect.</p> <p>The most recent Pedestrian/Vehicle count on Furzehatt Rd took place on the 15<sup>th</sup> June 2021 although a similar survey was also undertaken in February 2020.</p> <p>Figures for the Morning and Afternoon peak hours were as follows :-</p> <p>AM Peak – 176 children under 16 and 85 Adults. There were a total of 697 vehicles counted in both directions during this period of which 9 were buses.</p> <p>PM Peak – 132 children under 16 and 55 Adults. There were a total of 806 vehicles counted in both directions during this period of which 9 were buses.</p> <p>These figures more than justify provision of a Zebra Crossing Facility at this location and confirm that</p>

	<p>this is the predominant desire line for pedestrians wishing to cross the road in the area.</p> <p>Concerning wheel slap from potholes, the carriageway will be resurfaced in the vicinity of the crossing which should eliminate potential for potholes in the short to medium term.</p>
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**4. RECOMMENDATION**

It is recommended to proceed with original proposals as advertised.

**5. LEGAL CONSIDERATIONS**

The lawful implications and consequences of the proposal have been considered and taken into account in the preparation of this report.

When considering whether to install a crossing, it is the Council's responsibility to ensure that all relevant legislation is complied with. This includes Section 122 of the Road Traffic Regulation Act 1984 (as amended) that sets out that it is the duty of a local authority, so far as practicable subject to certain matters, to secure the expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway. It is considered that the proposals comply with Section 122 of the Act as they practically secure the safe and expeditious movement of traffic in and around Plymouth and provide for suitable and adequate associated parking facilities.

# EQUALITY IMPACT ASSESSMENT

Furzehatt Road Zebra Crossing



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

<b>What is being assessed - including a brief description of aims and objectives?</b>	<p>It is proposed to add a Zebra Crossing to Furzehatt Road, approx. 15 metres east of the centre line of its junction with Holland Road.</p> <p>The location is the main crossing point on Furzehatt Rd for children attending the Goosewell Academy which is also attended by a School Crossing Patrol. The current location is on a bend with restricted visibility and the crossing facility will provide a safe and visible crossing point as well as wider footpath areas for children waiting to crossing the road.</p>
<b>Author</b>	Amy Neale
<b>Department and service</b>	Plymouth Highways, Senior Traffic Management Technician
<b>Date of assessment</b>	12/07/2021

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact <small>See guidance on how to make judgement</small>	Actions	Timescale and who is responsible
<b>Age</b>	No issues raised in consultation	The introduction of a Zebra Crossing will help pedestrians of all ages crossing the road, especially young children when walking to school		


<b>Disability</b>	No Waiting at any time	A zebra crossing will help people with disabilities through providing a safe place to cross the road.		
<b>Faith/religion or belief</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Gender - including marriage, pregnancy and maternity</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Gender reassignment</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Race</b>	No issues raised in consultation	No adverse impact anticipated		
<b>Sexual orientation - including civil partnership</b>	No issues raised in consultation	No adverse impact anticipated		

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

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	No adverse impact has been identified.	
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disabled, homophobic, transphobic and faith, religion and belief incidents by 2020.	No adverse impact has been identified.	
Good relations between different communities (community cohesion)	No adverse impact has been identified.	

<b>Human rights</b> Please refer to guidance	No adverse impact has been identified.	
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**STAGE 4: PUBLICATION**

Responsible Officer: M. Artherton		Date	13/7/21
Group Manager (Parking, Marine and Garage Services)			



# EXECUTIVE DECISION

## made by a Cabinet Member



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

Executive Decision Reference Number – HCI 21/22

Decision	
1	<p><b>Title of decision:</b></p> <p>Afghan Locally Employed Staff (LES) Relocation Schemes July 2021</p>
2	<p><b>Decision maker (Cabinet Member):</b></p> <p>Councillor Vivien Pengelly (Cabinet Member for Homes and Communities)</p>
3	<p><b>Report author and contact details:</b></p> <p>Jessica Dann (Community Connections technical Lead – Refugees and Asylum Seekers)  <a href="mailto:jessica.dann@plymouth.gov.uk">jessica.dann@plymouth.gov.uk</a> Tel (01752) 306848</p>
4	<p><b>Decision to be taken:</b></p> <p>Agree in principle to resettle the dependent family members of the principal applicant resettled via the Afghan LES Ex-gratia scheme between 2014-2016.</p> <p>Agree that Plymouth City Council will be able to support the Afghan Relocation and Assistance Policy (ARAP) by offering integration support if the Home Office provide interim accommodation in the city for a period of up to 12 months. Plymouth City Council would accept between 30-50 people if offering integration support only.</p>
5	<p><b>Reasons for decision:</b></p> <p>The Afghan Locally Engaged Staff Relocation Programme is a Home Office managed migration scheme to relocate Afghan Civilian Personnel who have been employed by the Ministry of Defence in recognition of their commitment and bravery shown supporting UK forces since 2013.</p> <p>Plymouth City Council recognise that: this is a high priority for the Home Office; the Council has previously participated in this scheme; and Plymouth has strong connections with the Armed Forces. This needs to be carefully balanced against local priorities and recognising the already significant demand on affordable private rented sector accommodation. Benefits to this approach enables the Council to mobilise quickly and at short notice to support the Scheme. The Council will balance its commitments to deliver the Refugee Resettlement Scheme alongside the ARAP scheme. The Refugee Resettlement Scheme supports the commissioning of the Refugee Integration Service contract and this service is essential in maintaining the levels of support for all refugees coming into the city. This service that will be able to provide the ongoing support to Afghan LES families beyond the 12-month period funded by the HO.</p> <p>Ongoing involvement in the scheme would support the Home Office's objectives of ensuring a safe route of passage for the most vulnerable migrants and be consistent with the commitment to promote Plymouth as a Welcoming City and the cooperative values of fairness and responsibility.</p>
6	<p><b>Alternative options considered and rejected:</b></p> <p>We could refuse the Home Office's request. However, the scheme, which is funded, has been successful</p>

to date and not accepting any further would be contrary to our local values and would not support the national commitment to resettle the Afghan LES who have been employed by the UK armed forces, often in dangerous and challenging situation. Further, it is not clear whether refusal to co-operate with this scheme may result in the Home Office operating the relocation of those individuals brought to the UK on a no-choice basis with no consultation or veto by Local Authorities.

The decision to provide accommodation and integration support for the dependents to join family members already here has been made to reflect the best interests of the family and children. Not accepting these families would have a detrimental impact on the individuals already here as well as the mental health of the children who would remain separated from their fathers.

Accommodation and integration support has not been offered for new families under ARAP as relying on limited availability and access to private rented sector accommodation may preclude Plymouth from participating in the scheme.

7

### Financial implications:

All our costs associated with the scheme have been and would continue to be met by a specific Home Office Funding package. The 12 month funding package includes £10,500 per person for integration support, set-up and void costs of properties plus addition money to allow the Council to claim £15pp per day for rent and a weekly cash support rate for up to 4 months whilst individuals apply for Universal Credit.

Accommodation				
Rent (up to 4 months or when in receipt of benefit)	£15 per person, per day			
Integration				
To provide integration support (includes element for void and set up costs for accommodation)	Per person rate			
	£10,500			
Cash support				
Weekly cash support rates (up to 4 months or when in receipt of benefit)	Single (under 25)	Single (25 or over)	Couples	Child (under 18)
	£59.20	£74.70	£117.40	37.75
ESOL provision				
£850 per adult (who requires it)				

8

Is the decision a Key Decision?  
(please contact [Democratic Support](#) for further advice)

Yes	No	Per the Constitution, a key decision is one which:
	✓	in the case of <b>capital</b> projects and contract awards, results in a new commitment to spend and/or save in excess of <b>£3million</b> in total
	✓	in the case of <b>revenue</b> projects when the decision involves entering into new commitments and/or making new savings in excess of <b>£1million</b>
	✓	is <b>significant</b> in terms of its effect on communities living or working in an area

				comprising <b>two or more</b> wards in the area of the local authority.
	If yes, date of publication of the notice in the <b>Forward Plan of Key Decisions</b>			
9	Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:		This decision is consistent with our corporate values and objectives as a confident council that takes local and global responsibility seriously, and a caring council that promotes social and health equality.	
10	Please specify any direct environmental implications of the decision (carbon impact)		No impact	
<b>Urgent decisions</b>				
11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public?	Yes		(If yes, please contact Democratic Support ( <a href="mailto:democraticsupport@plymouth.gov.uk">democraticsupport@plymouth.gov.uk</a> ) for advice)
		No	✓	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
<b>Consultation</b>				
13a	Are any other Cabinet members' portfolios affected by the decision?	Yes	✓	
		No		(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?	Councillor Downie, Cabinet member for Education, Skills, Children and Young People		
13c	Date Cabinet member consulted	15/07/21		
14	Has any Cabinet member declared a conflict of interest in relation to the decision?	Yes		If yes, please discuss with the Monitoring Officer
		No	✓	
15	Which Corporate Management Team member has been consulted?	Name		Craig McArdle

		<b>Job title</b>	Strategic Director for People, PCC					
		<b>Date consulted</b>	01/07/2021					
<b>Sign-off</b>								
16	<b>Sign off codes from the relevant departments consulted:</b>	<b>Democratic Support (mandatory)</b>	DS17 21/22					
		<b>Finance (mandatory)</b>	djn.21.22.62					
		<b>Legal (mandatory)</b>	lt/36998/150721					
		<b>Human Resources (if applicable)</b>	N/A					
		<b>Corporate property (if applicable)</b>	N/A					
		<b>Procurement (if applicable)</b>	N/A					
<b>Appendices</b>								
17	<b>Ref.</b>	<b>Title of appendix</b>						
	A	Briefing report for publication - Afghan LES June 2021 briefing						
	B	Equalities Impact Assessment – Attached						
<b>Confidential/exempt information</b>								
18a	<b>Do you need to include any confidential/exempt information?</b>	<b>Yes</b>		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in <b>18b</b> below.  (Keep as much information as possible in the briefing report that will be in the public domain)				
		<b>No</b>	✓					
		<b>Exemption Paragraph Number</b>						
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
18b	<b>Confidential/exempt briefing report title:</b>							
<b>Background Papers</b>								
19	Please list all unpublished, background papers relevant to the decision in the table below.  Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of							

Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
Title of background paper(s)	Exemption Paragraph Number						
	1	2	3	4	5	6	7
<b>Cabinet Member Signature</b>							
<b>20</b>	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not. For further details please see the EIA attached.						
<b>Signature</b>	Vivien Pengelly		<b>Date of decision</b>	28 July 2021			
<b>Print Name</b>	Councillor Mrs Vivien Pengelly Cabinet Member for Homes and Communities						

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**AFGHAN LOCALLY EMPLOYED STAFF (LES) SCHEME**

July 2021

**INTRODUCTION**

The UK has been running a scheme to support locally employed staff (LES) in Afghanistan, often in dangerous and challenging situations, in recognition of their commitment and bravery shown supporting UK forces since 2013.

The scheme currently consists of two elements:

- The ex-gratia scheme and;
- The Afghan Relocations and Assistance Policy (ARAP) which launched in April 2021, reflecting the changing situation in Afghanistan with the withdrawal of the Ministry of Defence and consequent risk to LES.

Both schemes are intended to support current and former LES who have worked for British Forces and to provide appropriate support that honours their service and properly reflects their work and the risks involved. The schemes provide a range of in-country packages of assistance in Afghanistan or, for those who meet the criteria, relocation to the UK with their dependants with 5 years limited leave to remain.

Those who qualify and choose to relocate to the UK with their families are not expected to return to Afghanistan. After completing the five years limited leave, they can apply for permanent residence in the UK, ensuring that they can settle permanently and continue to build their lives and future.

**OVERVIEW OF PLYMOUTH CITY COUNCIL'S CURRENT ENGAGEMENT IN EXISTING SCHEMES**

- **Ex-gratia Scheme** - PCC participated in this Home Office scheme from November 2014 to August 2016. We welcomed 84 individuals (16 households) to Plymouth in total as part of this scheme.
- **Refugee Resettlement Schemes** – in 2015 there was a national commitment to resettle 23,000 vulnerable families and child refugees with their families in the Middle-East and North Africa to the UK. Plymouth met its commitment to resettle 200 people in April 2021. The Home Office (HO) have confirmed that Refugee Resettlement will be a priority for them in the future. Plymouth has committed to resettling between 30 – 60 people. Eight people have arrived so far.
  - The Refugee Integration Service (RIS) has been commissioned to provide housing; integration and arrival support; deliver English as a Second or Other Language (ESOL) provision; support access to the labour market; develop community cohesion initiatives. This contract is delivered by Plymouth Access to Housing (PATH), REC (Racial Equality Council), START and ODILS Learning Foundation.

**NEW ARAP SCHEME – LOCAL AUTHORITY SUPPORT**

People who are relocated under the scheme have a financial support package for a 12-month period provided to the local authority to meet the family/individual at the arrival airport and take responsibility for their support post arrival.

The local authority is then responsible for providing a 12-month integration package.

**RECOMMENDATIONS**

- Recognising that: this is a high priority for the Home Office; PCC has previously participated in this scheme; and that Plymouth has strong connections with the Armed Forces, ongoing involvement in the scheme would support the Home Office's objectives of ensuring a safe route of passage for the most vulnerable migrants and PCC's Welcoming City agenda.
- It is recommended that;
  - PCC relocate the dependent families of any individuals that were previously relocated in the City in 2014. They will qualify for the 12 month integration funding for dependents. It is advised that it is in the best interests of the children that these families are resettled in Plymouth.
  - PCC could accept and support between 30-50 people if they were providing integration support only.
  - Benefits to this approach enables PCC to mobilise quickly and at short notice to support the Scheme (PCC are cognisant that the HO have urgent timescales for resettlement of this population). Relying on limited availability and access to private rented sector accommodation may preclude Plymouth from participating in the scheme.
- PCC will balance its commitments to deliver the Refugee Resettlement Scheme alongside the ARAP scheme.

# EQUALITY IMPACT ASSESSMENT

Community Connections



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

<b>What is being assessed - including a brief description of aims and objectives?</b>	<p>An Executive Decision to:</p> <ul style="list-style-type: none"> <li>Agree in principle that Plymouth City Council will resettle the dependent family members of the principal applicant resettled via the Afghan LES Ex-gratia scheme between 2014-2016.</li> <li>Agree that Plymouth City Council will be able to support the Afghan Relocation and Assistance Policy (ARAP) by offering integration support if the Home Office provide interim accommodation in the city for a period of up to 12 months. Plymouth City Council would accept between 30-50 people if offering integration support only.</li> </ul>
<b>Author</b>	Jessica Dann
<b>Department and service</b>	People, Community Connections
<b>Date of assessment</b>	11/07/2021

Page 41

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See <a href="#">guidance</a> on how to make judgement	Actions	Timescale and who is responsible
<b>Age</b>	<p>Participating families will include children.</p> <p>Older participants are a possibility if they are identified as a dependent of the principal applicant employed as Afghan Locally employed Staff. This will be in exceptional cases only.</p>	<p>No.</p> <p>All individuals relocated to the UK will have the opportunity to seek full citizenship and are likely to have enhanced life chances, with support for their social and medical care needs.</p> <p>Funding for English classes for adults has also allowed for</p>		

		childcare facilities to be available for pre-school age children to enable parents to attend English classes.		
<b>Disability</b>	<p>Whilst it is unlikely that Principal Applicant will have any physical health concerns it is possible that some may experience PTSD</p> <p>Dependents of Principal Applicants may have significant medical or social care needs and children may be assessed as having SEND needs after arrival in the UK.</p>	<p>No</p> <p>Some participants may require medical and social care. Children may have special needs that require support in mainstream schools. Additional costs for medical, educational and social care costs identified in the first year can be claimed over and above the standard tariff rate provided by the Scheme.</p>	<p>A partnership with health and social care colleagues will be established to assess all medical and social care needs in advance and which will then be met upon arrival.</p> <p>We do not anticipate any difficulty in meeting the needs of the dispersed families and are able to decline cases whose needs could not be met in Plymouth.</p> <p>Services have also been identified that can provide early intervention mental health support.</p>	
<b>Religion or belief</b>	<p>Afghanistan is a predominantly Muslim country, it is anticipated that the majority of those relocated will be Muslims</p> <p>Many in this population will be Muslim, however there are also a number of Christians and other religious minority groups in the region.</p>	<p>No.</p> <p>Plymouth has a Muslim population from a range of diverse national backgrounds. There are two Mosques offering prayer and other facilities. There are also a number of shops with halal provision.</p> <p>There are numerous churches in Plymouth that have a congregation from a range of diverse national backgrounds.</p>	<p>We are seeking to address the potential for isolation and Islamophobia as part of wider Council strategy, including funding recently received via the Controlling Migration Fund and work undertaken by the Safer Plymouth Board. Many of the wider Refugee and Asylum Seeker support providers are also third party reporters for hate crime and can help support families and</p>	

		There is the potential for Refugees to feel isolated and to be the target of Islamophobia and other race related Hate crimes.	raise awareness of how to report incidents.  The Refugee Integration Service is commissioned to provide refugee awareness training and community cohesion work. They will also link families with existing faith and cultural communities in Plymouth.	
<b>Sex - including marriage, pregnancy and maternity</b>	The decision has been made to resettle the spouses and dependent children of those already relocated to Plymouth under the previous Afghan LES Scheme.  We may receive families, couples and singles. We will support families that arrive with recently born babies and mothers that become pregnant whilst in the UK.	No. Cultural practices may differ between countries of origin and the UK. These will be addressed through our integration work.		
<b>Gender reassignment</b>	Not known if participants will fall within this protected characteristic.	No.  If participants fall within this category, existing support services will be made available		
<b>Race</b>	Afghan nationals will most likely identify their ethnicity as Asian Other.	No.  The impact of the decision will be to give Afghan LES an opportunity to apply for citizenship and create a stable home in the UK.  There is potential for refugees to feel isolated and to be the target of racism and hostility based on	We are seeking to address the potential for isolation and Islamophobia as part of wider COUNCIL strategy, including funding recently received via the Controlling Migration Fund and work undertaken by the Safer Communities Plymouth	

		current tension around immigration and security.  Interpretation support and English classes will be provided.	Board. Many of the wider Refugee and Asylum Seeker support providers are also third party reporters for hate crime and can help support families and raise awareness of how to report incidents.	
<b>Sexual orientation - including civil partnership</b>	It is possible that participants may be Lesbian, Gay, Bisexual or Questioning.	No.  If participants fall within this category, existing support services will be made available.		

### 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>	<p>Afghanistan is a predominantly Muslim country, it is anticipated that the majority of those relocated will be Muslims and will most likely identify their race as Asian Other.</p> <p>By taking the decision to participate in the Scheme the Council is remaining consistent with its values as Welcoming City and an area that celebrates and encourages people of different backgrounds, faiths and experiences.</p>	<p>The integration work we will be commissioning will ensure that families are supported and encouraged to engage positively with the wider community. Further projects undertaken by the Controlling Migration Fund will specifically look at improving community cohesion within neighbourhoods and across communities will further support this week.</p> <p>We will also seek to address any cultural norms of those arriving via the Scheme which may not be consistent with norms within the UK e.g. LGBTQ+ rights and right of women to work with peer to peer support networks.</p>

<p><b>Pay equality for women, and staff with disabilities in our workforce.</b></p>	<p>Women arriving via the scheme may initially have low levels of English, which impacts their ability to go into skilled work. Many of the women arriving on the scheme will have child care responsibilities which may impact their ability to enter the workplace in the short-term.</p> <p>The Scheme will fund employment of Council staff and staff within commissioned services to deliver the scheme requirements.</p> <p>Across the UK, men earned 18.4 per cent more than women in April 2017. Among full-time employees, women tend to be paid less per hour than men, while the opposite is true for part-time employees. One reason for this is that factors affecting women's employment and earnings opportunities become more evident among women aged in their 30s and 40s. For example, time spent out of the workplace to care for children or elderly relatives could affect future earnings when a person returns to work. Similarly, the need to balance work with family commitments and the availability of flexible working practices may restrict employment options. A higher proportion of women work part-time than men, particularly from age 30 onwards. Another factor is that women are still more likely to work in lower-paid and lower-skilled jobs.</p>	<p>Plymouth City Council has reported a Gender Pay Gap of 2.6 per cent with a median pay gap of 3.3 per cent in favour of women. Staff employed to support the scheme will be paid according to local authority banded scales to ensure equal pay rates. All commissioned services funded by the Scheme will be required to sign our Equality and Diversity policy, including a commitment to equal pay between genders.</p> <p>Individuals arriving on the scheme will receive an Independent Advice and Guidance session on arrival to discuss future employment. This will include setting out rights and raising awareness of being an employee in the UK.</p>
<p><b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b></p>	<p>The Principal Applicants arriving via the Scheme will have been employed in Afghanistan by the Ministry of Defence and will have a unique and varied range of skills and experience. We are anticipating that English levels will be higher than some of the other migrants and refugees arriving into the city.</p> <p>There may be opportunities with the Council for people with existing skill set as well as potential to participate in future access programmes, including work experience, paid internships and graduate programme.</p>	<p>As an employer we have committed to signing the Race at Work charter and to create a vibrant employee equality, diversity and inclusivity group with regular seminars</p>
<p><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></p>	<p>There is potential for individuals and families arriving via the Scheme to feel isolated and to be the target of racism and hostility based on current tension around immigration and security.</p> <p>Post the Brexit referendum neighbourhood surveys conducted indicate a decline in local community cohesion rates.</p>	<p>Many of the wider Refugee and Asylum Seeker support providers are third party reporters for hate crime and can help support families and raise awareness of how to report incidents. Scheme funding supports events such as respect Festival, International Women's Day and Hope Festival. The Diverse Communities Team at Devon and Cornwall Police will attend all of these events to educate families further.</p>

<p><b>Plymouth is a city where people from different backgrounds get along well.</b></p>	<p>Immigration is currently viewed negatively by a majority of UK residents (79%). Previously there has been significant public support for the relocation of foreign national civilians to the UK who have been employed by the Ministry of Defence and armed forces in recognition of the commitment and bravery shown often in challenging and dangerous situation.</p> <p>Post the Brexit referendum neighbourhood surveys conducted indicate a decline in local community cohesion rates.</p>	<p>Numbers involved in the scheme will be controlled and so the local impact is likely to be minimal.</p> <p>Proactively promoting the scheme may be inappropriate considering the vulnerability of participants. However, Plymouth City Council would embed reference to this group in wider myth busting work on Migrants, Asylum Seekers and Refugees.</p> <p>We will promote engagement with the local community, including the Arabic-speaking and Muslim communities as part of our wider Welcoming City, hate crime incidents and community cohesion work. Any tensions will be monitored and responded to as required.</p>
<p><b>Human rights</b> Please refer to <a href="#">guidance</a></p>	<p>Article 2 – right to life - everyone’s right to life shall be protected by law.</p> <p>Article 3 of the HRA states that no-one shall be subjected to torture or to inhuman or degrading treatment or punishment.</p> <p>Article 9 of the HRA protects Freedom of Thought, Conscience and Religion. This right includes freedom to manifest religion or belief, in worship, teaching, practice and observance.</p> <p>Article 2 of the First Protocol: Right to education</p>	<p>The government has stated that one scheme aim is to remove the incentive to attempt risky crossings of the Eastern Mediterranean. Our participation promotes protection of the right to life.</p> <p>Scheme participants may have been subjected to torture. We will ensure that this is taken in account in health and social care assessments.</p> <p>Whilst this does not amount to a duty to make provision for someone to practice their faith we will have an early conversation with local places of worship about their ability to accommodate new worshipers and enable scheme participants to fully</p>

		<p>practise any religion or belief they hold in Plymouth.</p> <p>Right to education – all children arriving via the Scheme will be automatically entitled to mainstream education. We will work with the admissions team and the education, participation and skills team to ensure that children are allocated places at school within a reasonable timeframe. Places will be allocated with due regard to impact on the local area. Adults arriving on the scheme will be entitled to access ESOL classes and money provided by the Scheme will support the provision of a crèche facility and women’s only classes.</p>
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**STAGE 4: PUBLICATION**

Responsible Officer - Craig McArdle	Date	15/07/2021
Strategic Director, Service Director or Head of Service		

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