

# Cabinet



Date of meeting:	08 July 2024
Title of Report:	<b>Final Report: Care Experience as a Protected Characteristic in Plymouth</b>
Lead Member:	Councillor Jemima Laing (Deputy Leader, and Cabinet Member for Children's Social Care, Culture and Communications)
Lead Strategic Director:	David Haley, Director for Children's Services
Author:	Karen Blake, Head of Service, Children, Young People and Families
Contact Email:	karen.blake@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

## **Purpose of Report**

At a Full Council meeting held on 27 March 2023, a 'Motion on Notice' was presented which asked that the Council treat care experience as if it were a protected characteristic as defined within Equalities legislation. Although there are no legislative requirements, the Council unanimously supported this Motion. In agreeing this Motion, the Council made six resolutions. This report details how each resolution within the Motion has been progressed to date and sets out how this work has been incorporated into service delivery across the Council.

## **Recommendations and Reasons**

1. That Cabinet note the progress made to embed care experience as a protected characteristic across the Council.
2. That Cabinet continue to support this by ensuring care experienced individuals are considered in decision-making to help raise aspirations and increase opportunities.
3. That Cabinet encourage other organisations to treat care experience as if it were a protected characteristic to increase access to opportunities across the city for those individuals.

*Reason: The Council has committed to treating care experience as if it were a protected characteristic. It is therefore important that Plymouth City Council as well as other organisations, including the wider business community are aware of this and understand the positive impact this can have on care experienced people across the city.*

## **Alternative options considered and rejected**

No alternatives considered.

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

This recommendation aligns to the Council's mission and values of Democracy, Responsibility, Fairness and Cooperation as set out in the Corporate Plan.

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

No are no implications identified as part of this progress report.

**Financial Risks**

No financial risks identified as part of this progress report.

**Carbon Footprint (Environmental) Implications:**

No environmental implications identified as part of this progress 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.*

There are no further implications identified as part of this progress report.

**Appendices**

*\*Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Final report: Care experience as a protected characteristic in Plymouth							

**Background papers:**

*\*Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

**Sign off:**

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Originating Senior Leadership Team member: David Haley (Director for Children's Services)

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

Date agreed: 01/07/2024

Cabinet Member approval: Councillor Jemima Laing (Deputy Leader, and Cabinet Member for Children's Social Care, Culture and Communications)

Date approved: 01/07/2024