



NOTICE OF MEETING

CABINET

TUESDAY, 3 NOVEMBER 2020 AT 12.00 PM

VIRTUAL REMOTE MEETING - REMOTE

Telephone enquiries to Anna Martyn, Democratic Services Tel 9283 4870

Email: anna.martyn@portsmouthcc.gov.uk

Membership

Councillor Gerald Vernon-Jackson CBE (Chair)

Councillor Steve Pitt (Vice-Chair)

Councillor Chris Attwell

Councillor Dave Ashmore

Councillor Suzy Horton

Councillor Lee Hunt

Councillor Darren Sanders

Councillor Lynne Stagg

Councillor Matthew Winnington

Councillor Hugh Mason

(NB This Agenda should be retained for future reference with the minutes of this meeting.)

Please note that the agenda, minutes and non-exempt reports are available to view online on the Portsmouth City Council website: www.portsmouth.gov.uk

A written deputation stating which agenda item it refers to must be received by the Local Democracy officer named on the agenda by 12 noon two working days preceding the meeting.

Any written deputation received will be sent to the Members on the relevant decision making body and be referred to and be read out at the meeting.

AGENDA

1 Apologies for Absence

2 Declarations of Interests

3 Record of Previous Decision Meeting - 6 October 2020 (Pages 5 - 12)

Record of decisions originally marked on the agenda "to follow" was published on 28 October.

4 Skills and Labour Market Strategy (Pages 13 - 38)

Purpose

To give an update on the Skills and Labour Market Strategy 2020-2025.

Report originally marked on the agenda "to follow" was published on 28 October.

5 Tackling poverty during the pandemic: an action plan for the city (Pages 39 - 64)

Purpose

To provide the Cabinet with a report outlining the council's approach to tackling poverty and to make recommendations for action over the coming weeks and months.

RECOMMENDED that the Cabinet

- 1. Notes the ongoing impact of poverty in Portsmouth, and how this has been exacerbated for many households by the impact of the pandemic.**
- 2. Commends the work of council services and partners including Portsmouth HIVE and the wider voluntary and community sector, who have continued to provide vital support and assistance to residents to reduce the impact of poverty during the pandemic.**
- 3. Notes the learning from the resident research and other local data, on how residents have been affected financially.**
- 4. Approves the six priority areas for action outlined in section 4 and the implementation of an action plan to include the elements outlined in section 5.**
- 5. Instructs the Tackling Poverty Coordinator to lead on the coordination, delivery and monitoring of the action plan to address the six priorities, with the Tackling Poverty Steering Group providing guidance, support and scrutiny to delivery.**
- 6. Identifies tackling poverty as an essential part of our response to the pandemic for all council services that can contribute to the delivery of the action plan.**
- 7. Approves the creation of a Tackling Poverty Support Officer job placement funded by the Government's Kickstart scheme.**
- 8. Notes the estimated cost to implement the income maximisation campaign, and that the cost of this will be met from the Emergency Assistance Grant.**
- 9. Agrees to lobby central government and relevant regulatory bodies to take action on the policy issues which can help to reduce poverty in Portsmouth outlined in section 7.5.**

6 Retention of additional Community Wardens (Pages 65 - 80)

Purpose

To propose the retention of an additional 8 community wardens until 31 March 2022.

RECOMMENDED that the Cabinet

1. Approves the proposal to retain 4 additional community warden posts on a permanent employment basis.
2. Approves the proposal to retain a further 4 additional community warden posts for a further extended period until 31 March 2022.

7 Portsmouth International Port - Preparations for the new Border Operating Model post EU transition (Pages 81 - 86)

Purpose

To update the Cabinet on Portsmouth International Port's (PIP) preparations for handling EU trade when the transition period ends on 31 December 2020.

8 An update on the Aquind Interconnector Project (Pages 87 - 96)

Purpose

To update Cabinet on the Aquind Interconnector Project, to explain some of the activity that has been undertaken and to highlight the future timeframes.

RECOMMENDED that the Cabinet

1. Notes that the Examination of the Aquind Interconnector Project has started.
2. Notes the future timelines for the examination.
3. Agrees that the Council should continue to represent the interests of the people of Portsmouth and maintain its opposition to the proposal.

9 Fair Trade and Nestlé (Pages 97 - 110)

Purpose

To seek the views of Cabinet on what the response of the City Council should be, as a Fairtrade City, to the decision of major suppliers or conglomerates to cease their partnership with Fairtrade.

RECOMMENDED that the Cabinet

1. Notes that Nestlé have ceased their partnership with Fairtrade instead using their own Cocoa Plan Sustainable Scheme which is approved by the Rainforest Alliance.
2. Considers how, as an organisation committed to Fairtrade, it wishes to respond to this decision.

Agenda Item 3

CABINET

RECORD OF DECISIONS of the meeting of the Cabinet held remotely on Tuesday 6 October at 12pm

Present

Councillors Gerald Vernon-Jackson CBE (in the Chair)
Dave Ashmore
Chris Attwell
Suzy Horton
Lee Hunt
Hugh Mason
Steve Pitt
Darren Sanders
Lynne Stagg
Matthew Winnington

Also present during the virtual meeting were Councillors Cal Corkery, Judith Smyth and Claire Udy.

54. Apologies for Absence (AI 1)

There were no apologies for absence.

55. Declarations of Interests (AI 2)

Agenda item 7 Role of Member Champions

Councillors Darren Sanders and Gerald Vernon-Jackson declared non-prejudicial interests as they are member champions.

56. Record of Previous Decision Meeting - 15 September 2020 (AI 3)

The record of decisions of the previous Cabinet meeting held on 15 September 2020 were approved as a correct record.

57. Home Energy Support Service (AI 4)

Andrew Waggott, Energy Services Team Leader, introduced the report and added that the council had been successful in its bid for the Local Authority Delivery Scheme (a spin off from the Green Homes Grant Scheme) and has been awarded £3.1m. This will be used primarily for solid wall insulation.

Councillor Gerald Vernon-Jackson, the Leader, praised the Energy Services Team for its excellent work and noted that the council could play an important role in carrying out energy audits for residents and signposting them to local firms for the installation of energy-saving measures.

Councillor Dave Ashmore, Cabinet Member for Environment & Community Safety, noted that this is an important step in the council's journey towards becoming carbon neutral by 2030.

Councillor Darren Sanders, Cabinet Member for Housing and Preventing Homelessness, commended the team which in only seven years since it was set up, had proved to be a nationally recognised and award-winning. He added that

this was an opportunity to for local green jobs as part of a kinder, greener and fairer city.

Councillor Hunt, Cabinet Member for Community Safety, was proud to note that this year was the greenest council budget ever in terms of lowering carbon emissions.

Councillor Matthew Winnington, Cabinet Member for Health, Wellbeing & Social Care, commented on the importance of this opportunity to make energy consumption greener for everyone: council tenants, private renters and homeowners.

Councillor Hugh Mason, Cabinet Member for Planning Policy & City Development, agreed with the principles behind this and noted the importance of training a new generation of installers.

Councillor Suzy Horton, Cabinet Member for Children, Families & Education, noted that the impact of the pandemic on fuel poverty should not be underestimated.

DECISIONS

- 1. The Cabinet agreed that reducing domestic energy consumption, and the resultant carbon emissions, should be encouraged within Portsmouth by widening the advice and support on offer to incorporate every household in the city.**
- 2. The Cabinet approved the services detailed below, in sections 5 to 9 of this report, to be investigated and developed to strengthen the offer to non-fuel poor households.**
- 3. The Cabinet instructed officers to build a business case to create a comprehensive service offer and methodology for directing support which is appropriate and tailored to every household in the city. The business case will consider the level of resourcing available through the PCC energy services team, and consider options to increase capacity; including the exploration of strategic partnerships to provide the comprehensive service and offer.**
- 4. The Cabinet instructed officers to explore a programme for developing a local, highly-skilled workforce to deliver low-carbon, energy efficiency installations within the city.**
- 5. The Cabinet instructed officers to explore the potential of financing the capital cost of low-carbon technologies for private housing tenures, through the provision of grants and loans.**
- 6. Agreed that a further report on progress be brought back to the Cabinet in January 2021.**

58. Treasury Management Outturn Report 2019/ 20 (AI 5)

Chris Ward, Director of Finance & Resources introduced the report and highlighted the fact that the council is required to report on Treasury Management activities nationally and to Full Council. He asked members to note that the council remained within all its treasury management indicators.

DECISION

The actual prudential and treasury management indicators based on the unaudited accounts, as shown in Appendix B, was noted.

59. EU Settlement Scheme (AI 6)

Paddy May, Corporate Strategy Manager introduced the report.

DECISIONS:

The Cabinet

1. **Noted that between 28/8/18 and 30/6/20, 12,070 people from Portsmouth had applied for Settled or Pre-Settled status. Nearly 6,200 of these applications had resulted in Settled Status being granted and nearly 5,000 in Pre-Settled Status being granted.**
2. **Agreed that the City Council should use its digital and other communication channels to promote the importance to EU Citizens living in Portsmouth and / or working for the Council of applying for Settled Status or Pre-Settled Status before the end of June 2021.**

60. The Role of Member Champions (AI 7)

Paddy May, Corporate Strategy Manager introduced the report.

DECISIONS

The Cabinet

1. **Noted that there are currently 5 active Member champions**
2. **Noted that the Standards Committee in 2010 previously agreed a protocol for Member champions which is still relevant today**
3. **Agreed that no changes to this protocol were required.**
4. **Agreed that each Champion should do an annual report to council on relevant activity over the last 12 months**

61. Clean Air Zone: Consultation Feedback (AI 8)

Hayley Trower, Air Quality Lead for Transport introduced the report and drew members' **attention** to the fact that the focus of this report is on the proposed boundary changes. She then read out a deputation from Mike Dobson against the recommendations. Deputations are not included in the minutes but can be viewed on the livestream on the following link

<https://democracy.portsmouth.gov.uk/ieListDocuments.aspx?CId=126&MId=4554&Ver=4>

In response to a question from the Leader, she explained that the location of the diffusion tubes complied with the guidance set out by the Department for the Environment, Food & Rural Affairs.

Deputations were then heard from Councillors Clare Udy, Judith Smyth and Cal Corkery against the recommendations.

The Leader made the following observations:

This had been a difficult decision. The government had refused the council's requests for funding for other measures that would be more effective at improving air quality in the city:

- A scrappage scheme for older, more polluting cars.

- More investment to encourage walking, cycling and public transport.
- Free bus passes for every resident.

The government's modelling shows one area where there is a problem with air quality and the introduction of a Clean Air Zone (CAZ) is the only permitted scheme and would be short-lived as it would be removed in 2022.

In the consultation residents were asked if they wanted to see the zone increased but this would not have been funded by the government.

Bristol and Sheffield Labour Local Authorities have delayed the introduction of their Clean Air Zones and used the pandemic as an excuse. He felt that they should be more courageous and more realistic.

A balance must be achieved between the environment and the needs of local businesses especially in areas on deprivation. The CAZ discriminates against shops in the town centre where delivery lorries will be taxed. Out of town shops will not be charged this tax, but they are not accessible by public transport.

One option would be to extend the zone to include the Wightlink terminal. However the HGVs, coaches and buses would simply use the port at Southampton, Lymington or Yarmouth and emit more emissions in making their longer journey.

Councillor Dave Ashmore, Cabinet Member for Environment & Climate Change, noted:

It is important to look at the evidence and ensure that the council is not making empty gestures. The CAZ is not a project intended to improve air quality in the whole city. The government is covering its back to prevent it from being sued by Client Earth. The aim should be to encourage a modal shift.

Within the CAZ there are exceedances, air quality is on the right trajectory by 2023.

The CAZ does not exclude private cars even the oldest, highest polluters.

The other measures that the council has already implemented are having a significant impact including bus refitting to make them Euro 6 compliant.

The simple issue is that there are too many cars. This must be addressed nationally and locally.

Councillor Matthew Winnington, Cabinet Member for Health, Wellbeing & Social Care, asked members to note that the CAZ does not help us achieve better air quality and a long term healthier environment for the whole city. He proposed the following decision:

1. Noted the consultation responses.
2. Will ask the government once again to fund the practical solutions we asked for to tackle air pollution: car and van scrappage scheme to get the older more

polluting cars off the roads, the same level of funding to support public transport, walking and cycling as councils in London get (11 times what Portsmouth gets), half-price bus passes for all citizens to encourage people to leave their cars at home. These would make a real lasting difference to air quality and people's health and wellbeing across the whole of Portsmouth

3. If the government will not accede to these reasonable, sustainable requests then the CAZ should be implemented with the boundaries as in the original consultation document, but removing Kingston Crescent, Fratton Road, Fratton Bridge Roundabout and Holbrook Road Roundabout due to their inclusion resulting only in pollution being shifted to the east and south of the city.
4. Recognised that any CAZ will only be in place to secure compliance for two locations, A3 Alfred Road and A3 Mile End Road/Commercial Road, as per the government guidance and is not intended to address the air pollution, air quality or people's wellbeing issues in the whole of Portsmouth.

Councillor Lynne Stagg, Cabinet Member for Traffic & Transportation, stated that there was no evidence that including Fratton Road and Kingston Crescent would have a significant effect on air quality. The council would address air pollution in those areas by other means. Long term solutions were required rather than long term solutions not short term fixes. There is a lot that residents can do to help reduce the city's air pollution including where possible/ affordable replacing old cars with less polluting ones. We all need to change the way we live.

Councillor Lee Hunt, Cabinet Member for Community Safety, stated that the introduction of a CAZ is a hammer to crack a nut. Portsmouth City Council is taking a pragmatic approach.

In response to questions, Hayley Trower explained that

A feasibility study to optimise traffic could be carried out in this key corridor.

The proposed CAZ would only be in place until the areas are compliant with the government targets. Once compliance is achieved the council would submit the data and the government would say when it could be removed. It will probably take around 18 months.

There are many measures that could be taken to improve transportation with £25m and would have more long-lasting effects.

Air pollution is decreasing.

10% of respondents live in the CAZ area. 90% were business owners who believed a CAZ would impact on their businesses.

Fratton Road is in an Air Quality Management Quality Area and the council is working towards the National Air Quality Objectives there. The air quality in this area could be more effective with a different measure (not a CAZ).

The Leader seconded the decisions proposed by Councillor Winnington and requested that deputations be recorded in the minutes.¹

DECISIONS

Cabinet:

1. **Noted the consultation responses.**
2. **Will ask the government once again to fund the practical solutions we asked for to tackle air pollution: car and van scrappage scheme to get the older more polluting cars off the roads, the same level of funding to support public transport, walking and cycling as councils in London get (11 times what Portsmouth gets), half price bus passes for all citizens to encourage people to leave their cars at home. These would make a real lasting difference to air quality and people's health and wellbeing across the whole of Portsmouth**
3. **If the Government will not accede to these reasonable, sustainable requests then the CAZ should be implemented with the boundaries as in the original consultation document, but removing Kingston Crescent, Fratton Road, Fratton Bridge Roundabout and Holbrook Road Roundabout due to their inclusion resulting only in pollution being shifted to the east and south of the city.**
4. **Recognised that any CAZ will only be in place to secure compliance for two locations, A3 Alfred Road and A3 Mile End Road/Commercial Road, as per the government guidance and is not intended to address the air pollution, air quality or people's wellbeing issues in the whole of Portsmouth.**

62. Exclusion of the Press & Public (AI 9)

DECISION that:

“That, under the provisions of Section 100A of the Local Government Act, 1972 as amended by the Local Government (Access to Information) Act, 1985, the press and public be excluded for the consideration of the following item on the grounds that the report(s) contain information defined as exempt in Part 1 of Schedule 12A to the Local Government Act, 1972”:

Agenda item 10 Tipner West Regeneration Programme - appendix 2 (only).

63. Tipner West Regeneration Programme (AI 10)

Natascha McIntyre-Hall Assistant Director, Strategic Developments introduced the report.

Councillor Cal Corkery gave a deputation about this item.

In response to questions, Ms MacIntyre-Hall explained that a significant amount of work had been carried out to bring the scheme to this point. She is confident that this is financially viable despite the 5% gap. This is likely to be filled by Homes England.

¹ Post meeting note: Deputations will be published with a link to the relevant part of the agenda.

She could not comment on any spending that had been incurred since she had come aboard but the spending since then had been tested against a thorough framework and she is confident that the council has the right consultants.

Various different delivery methods could be considered. The council has consulted with the market.

It is important at this stage that the council's position is to be compliant with the minimum affordable housing levels.

Councillor Steve Pitt, Deputy Leader and Cabinet Member for Culture, Leisure & Economic Development, stated that experience had taught the council not to raise expectations in terms of affordable housing at this stage in order to open up more funding opportunities. However, he is confident that more than 30% will be achieved. It is important to balance the viability of the scheme with the homes targets for all not just those on the local authority waiting list.

Councillor Darren Sanders, Cabinet Member for Housing & Preventing Homelessness, explained that ensuring the viability of the project is important. The council can work on improving environmental standards and reducing rents at a later stage.

DECISIONS:

The Cabinet

1. Noted the comments from the public consultation and market engagement.

2. Approved in principle the proposed design and mix of use types as noted in 3.6 and delegate to the Director of Regeneration progression of design works in line with these principles for the purposes of the necessary planning applications under the Town and Country Planning Act ('TCPA') and the Transport Works Act 1992 ('TWA') Order. Prior to submission, both applications are subject to the prior approval of the Full Council required in relation to promotion of applications and orders under the TWA.

3. Approved the release of up to £8m of funding from the city deal grant for the preparation of the TWA and TCPA applications, and any other necessary additional consents relating to the proposed Tipner development; funding to be released through a "gateway" process following the satisfactory achievement of the criteria set out in recommendation 2.1.4 below

4. The criteria to be achieved to enable the funding to be released is as follows and will require the approval of the S.151 Officer in consultation with the Director of Regeneration and the Cabinet Member with responsibility for the scheme:

i) It is expenditure that is required to complete an Outline Business Case (required to lever in additional grant funding) or required to prepare the TWA, TCPA

ii) Funding route(s) have been identified as being available to the Council (not necessarily confirmed) sufficient to substantially (95%) meet the overall gross development cost of the scheme i.e. any "viability gap" remains at less than 5%

iii) That prior to the entering into each contract for spend, there is an evaluation that demonstrates that there remains reasonable expectation that any viability gap can be met in full from either additional external funding or modification to the scheme and that an evidence base can be provided to form that "reasonable expectation"

iv) Delegates to the Assistant Director Property & Investment, in consultation with the Director of Finance and S.151 officer to negotiate and complete the acquisition of land at the Tipner peninsular and 'other' compensatory land but subject to a satisfactory financial appraisal and reasonable expectation of overall scheme viability with any acquisition costs to be funded from the City Deal Grant.

The meeting concluded at 1.15pm.

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Councillor Gerald Vernon-Jackson CBE
Leader of the Council

Agenda Item 4

THIS ITEM IS FOR INFORMATION ONLY

(Please note that "Information Only" reports do not require Integrated Impact Assessments, Legal or Finance Comments as no decision is being taken)



Portsmouth
CITY COUNCIL

Title of meeting:	Cabinet
Subject:	Skills and Labour Market Strategy 2020-2025
Date of meeting:	3 November 2020
Report by:	Stephanie Parker, Economic Growth, Skills and Employment Officer
Wards affected: All	All

1. Requested by

- 1.1 This report is requested by the Cabinet Member for Culture, Leisure and Economic Development

2. Purpose

- 2.1 The purpose of producing the New Skills and Labour Market Strategy 2020-2025 was in response to the call for a specific skills strategy from the wider Portsmouth Economic Development and Regeneration Strategy 2019-36. Portsmouth has not had a specific skills strategy to provide an agreed vision and action plans for approximately 10 years.
- 2.2 The Strategy has been informed by the Employer skills survey (commissioned in partnership with Shaping Portsmouth), consultation with all council directorates, and extensive consultation with skills partners and colleagues around the city. This included focus groups and 1 to 1 sessions with a range of businesses.
- 2.3 Strategy development begun in earnest in early 2019, with the aim to be published in April 2020. However, the Covid19 pandemic and subsequent lockdown delayed this. As a result the strategy now further aims to address the impact skills and the labour market will have on the economic recovery of Portsmouth, and the wider Solent area (travel to work/travel to learn considerations) over the next 5 years.
- 2.4 This strategy will benefit residents, employees, local companies, public sector bodies, students, visitors and investors. By supporting and increasing the skills and employability of the workforce, it will help the economy grow in a sustainable and inclusive way to benefit all these groups. There are specific measures in the Strategy are particularly targeted at the most economically excluded and disadvantaged. By having an agreed vision and strategy with agreed targets and actions underpinned by effective monitoring and evaluation it gives far greater

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confidence. This strategy was a collaborative strategy, and as such is not owned by Portsmouth City Council, but by the City of Portsmouth.

3. Information Requested

3.1 The information to support the report is the Employer Survey 2019.

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Signed by (Director)

Appendices:

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
None	



Skills and labour market strategy

2020–2025

Foreword

Portsmouth wants to be known as a city of attainable opportunity for every business, every student and every resident, and a strong strategy and action plan for skills and the labour market is key.

Portsmouth's Skills and Labour Market Strategy 2020–2025 has been developed with partners from across the city to answer the call from the Portsmouth Economic Development and Regeneration strategy 2019–2036. It aims to provide a skills-progression strategy that will seek to align skills provision to local employment needs, and to ensure that residents are able to access the opportunities on their doorstep.

The shared vision amongst these partners is to have a home grown, highly skilled and ambitious workforce, not only able to deliver on business and economic needs now, but sustainably and confidently into the future. A workforce that is inspired at all stages of its education, training and careers. A workforce that has the ability, the resources and the support to not only build and improve on their skills, but to also diversify and increase them.

The skills landscape is changing, and even before the Covid-19 crisis was doing so at a rapid rate with significant impacts in both the short and long term. The Covid-19 crisis brings with it new challenges as well as increasing the severity of the challenges already faced. Impacts on the workforce and business are being seen, with furloughed workers, redundancy, varying sector recovery speeds, changes in working practices and social distancing rules making the road ahead complex and turbulent. What remains unchanged is that skills and qualifications remain key in this strategy enhancing employment opportunities for the individual. Skills is one of the most important pillars of business competitiveness, and imperative in increasing economic prosperity of the global, national and local economy. Whilst the challenges Covid-19 brings should not be underestimated, there is a chance to view it as an opportunity. To launch large scale upskilling and reskilling, to be able to fine tune the Portsmouth workforce into one

of the most diverse, most innovative, and most future ready. It is also an opportunity to firmly push our social value ambitions focusing on the three pillars of social, economic and environmental work into the core of our business community, benefiting employees, students and residents alike. To better connect our business and our education providers, to ensure that the education and skills provided to our young people are truly suited to our changing economy, and to utilise transferrable skills in ways never seen before.

What does that mean for Portsmouth? It means that our residents should be inspired to increase their educational attainment, embrace lifelong learning, skills progression and qualifications progression, no matter what their age, background or need. Portsmouth wants its residents to be able to attain high quality and well paid work in the city and surrounding areas, and its students leaving the University of Portsmouth to build not only their careers but their lives here. Portsmouth needs to continue building on its record low unemployment seen prior to the Covid-19 crisis decreasing the amount of residents who have no qualifications and increasing the amount with higher qualifications. Since the Covid-19 pandemic unemployment rates in Portsmouth have risen, with unemployed claimants growing by 28.1%. Specific challenges seen in the high numbers of youth (16–24 years old) unemployment. Portsmouth knows that targeted support to help this demographic back into sustainable jobs within the work force is essential for recovery and economic growth.

It wants to improve the amount of apprenticeships, specifically within key science, technology, engineering, arts and maths (STEAM) industry areas. Apprenticeship starts in Portsmouth have declined significantly since the start of the Covid-19 crisis with 1,740 fewer beginning, accelerating a slight decline noted in 2018/19.

Portsmouth knows that partnerships within the business community are fundamental in encouraging these numbers to increase, and key to driving talent development in the many vital industry sectors within the city. It wants businesses to feel confident in the support that is on offer and to draw on it consistently and successfully. And most importantly, it wants a local economy that is inclusive and accessible to everyone.

Portsmouth wants to be known for leading the charge in response to the wider global challenges that face businesses and the workforce not only today, but into the future. Covid-19 is an example of such a challenge, and the city of Portsmouth has already shown that it has the capability and innovative thinking to immediately rise to such a challenge despite unprecedented levels of confusion and uncertainty. In the very early days and weeks of crisis Portsmouth launched a strong and resilient support service to businesses including setting up the first dedicated Covid-19 business helpline in the Solent area, taking part in the Solent LEP Partnership and H&IOW Local Resilience Forum, setting up the Portsmouth Crowd Funder “Pay It Forward Scheme”, helping to establish the “Shaping Portsmouth’s Future Together” action group,

and many more. Portsmouth City Council has also shown its unrelenting support for programmes based around skills development, upskilling and new skills training by contributing towards the Solent Apprenticeship Hub’s Transfer to Transform programme, giving struggling SMEs in the city vital funds with which to train new and existing staff. Portsmouth has shown that its strength lies within its ability to come together with all parts of its community and be responsive to the need, not only within a very short time, but also in the long term, as this strategy shows.

Despite the Covid-19 impact, Portsmouth has not lost sight of the other challenges facing its workforce and residents. Portsmouth still wants residents to be prosperous, happy and healthy; living in a city that actively tackles climate change and takes ambitious strides towards clean growth. Portsmouth seeks an unrivalled infrastructure; driving the growth and success of the businesses and residents that it supports. It wants to understand and embrace the speed of technological advancement, and ensure our residents and workers have the necessary new skills and training needed for jobs in artificial intelligence, virtual reality, automation and digital technologies.



Introduction



The Skills and Labour Market Strategy is designed to not only provide a focused strategy, but be driven by a clear action plan to support recovery and growth. Produced in partnership with the business and education communities, this working document is designed to be responsive to the skills and workforce needs we face in the current economic climate. This remains the same following the Covid-19 crisis.

We cannot give an expected date of a vaccine or antiviral treatment so it remains likely that we will need to learn to live with the risks associated with COVID-19, the threat this poses to public health, the possibility of other future pandemics and the likelihood of prolonged disruption to our lives and livelihoods for months if not years. Due to this, we will need to revisit, repurpose and update this strategy and action plan as both the situation and our plans evolve. The core data

and research for the strategy is based on the responses and analysis of the Employer Skills Survey in 2019 which received approximately 250 business responses. Analysis of the Portsmouth economy using Hampshire County Council economic dashboard data, input from the Hampshire Future Skills team, three Further Education (FE), Higher Education (HE), training provider consultations, and five industrial sector focus groups were also part of the foundation research. As we transition into recovery post Covid-19, more local interventions will be necessary and partnership with local stakeholders will be even more critical to protect livelihoods, to safeguard the economy, secure long-term economic success for the residents, workforce and businesses.

The very core of this strategy is to be ambitious – for residents, businesses and the workforce as one. With emphasis on raising aspirations within the city, developing home-

grown talent to support our skills needs and providing the critical educational and training support to be able to move the city in tandem with the rapidly changing industrial landscape.

The Skills and Labour Market Strategy seeks to make itself sustainable by keeping in sight not only the local factors that impact skills, but also the wider national picture, including global trends. The strategy works to directly align itself to a wide range of relevant strategies and policies, encompassing the Solent LEAs emerging local industrial strategy, the Solent LEAs evolving skills strategy, the UK Industrial Strategy 2017, and the Department for Education's Post-16 skills plan.

This strategy will invigorate and refresh the confidence the city holds in its skills. Portsmouth already has a strong platform on which to launch this Skills and Labour Market strategy and action plan, with established and committed partnerships in place, a history of successful projects aimed at workforce and skills development, and an increasingly engaged employer base, keen to support talent growth. Portsmouth has an impressive job density of 0.88, meaning there is a job for 88 of every 100 residents, which is higher than comparator areas.

Since 2010, Portsmouth saw impressive resident workforce employment growth with over 4,000 new employees. However data shows, that since 2018 with the additional impact of the Covid-19 crisis, this has now decreased by approximately 3,000. The majority of our GVA comes from global industries such as aerospace and defence, marine and maritime and advanced engineering, but our smaller industries such as the creative industries are experiencing commendably fast growth rates – as of 2019 this stood at 10% per annum since 2010. It's notable that public administration, defence, education and health accounts for a third of Portsmouth workplace employees, reflecting the presence of the naval base and Portsmouth

University in addition to local government and hospitals in the city.

Portsmouth recognises the strengths of its larger industry sectors and the growth of new emerging technologies and has put these at the heart of the development and evolution of skills within the Portsmouth city workforce.

This strategy and action plan not only looks to build upon existing good work and increase the current success stories, but to also tackle the obstacles and challenges with strength and innovation. The three most important drivers to raising employment levels, supporting economic growth and increasing productivity are Level 3 attainment, Level 4 attainment and trade apprenticeships, and despite solid improvements in Level 3 attainments, Level 4 attainment and trade apprenticeships are areas where Portsmouth falls behind in comparative data. More needs to be done to assist emerging technologies and new types of employment clusters with focused support and investment.

The city of Portsmouth houses some of the most deprived members of society in the country meaning that economic inactivity and social mobility are core issues to resolve. Reaching those positioned the furthest from the labour market and working to support their successful and sustained entry into it, is essential.

The Covid-19 pandemic has only increased the challenge in supporting these sections of our community, as an increase in skilled jobseekers flooding the market serves to increase employment barriers to those with fewer skills and less experience. On a much wider platform, Portsmouth is not alone in the face of growing technologies such as artificial intelligence, digital skills and autonomous development, factors that will lead to jobs that do not yet exist. Skills preparation for this is one of the most critical focus points for the next five years.

The statistics

Setting the skills scene

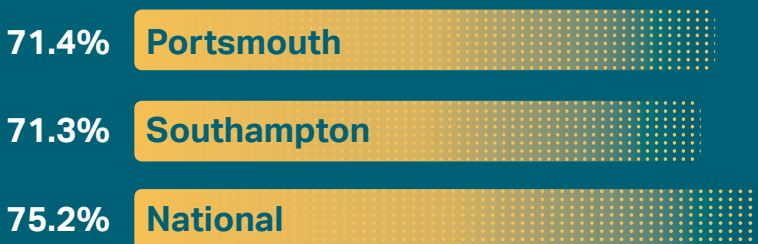
71.4% of full time employed

18.4% part time **13.4%** self employed



Unemployment low at **3.5%** | Southampton **4.1%** | National **4.1%**

Employment in full-time/part-time:



Approx.

28,400
resident workers leaving
the city to work each day

Approx.

41,500
workers commute in
to Portsmouth to work
(Net inflow of 13,100 approx.)

26.1% Economic inactivity
Southampton **20.4%**
National **21.3%**
(as of March 2019)

Job density in Portsmouth of **0.88** South East
0.88 **0.78** Solent
0.75 Southampton

One of the highest amongst benchmark areas.
5th out of 14 of authenticities in Hampshire and Isle of Wight.

25.8%
high level 3 qualifications
in 2018 in Portsmouth
17% National

6.9% of the resident population
have no qualifications.

6.2% Southampton
6.9% National

Portsmouth Businesses by size:

80.8%
micro

15% Small

3.7% Medium

0.5% Large

75%

of the working age population are receiving unemployment claimant benefits (correct as of May 2020)

Public administration, education and health largest sector of local economy accounting for

26.5% of GVA

4 neighbourhoods within Portsmouth in top 2% of most deprived areas

18/19 FE apprenticeship starts fell compared to 17/18, slower than South East. Apprenticeship completions fallen faster than South East average.

6.4% started in Portsmouth
3.4% in Southampton
3% in the UK

4.8% 16-18 year olds are NEET

Statistical neighbour 6.6%, national 5.5%

Highest business start up against comparator areas **1,200** at **16.6%** new businesses in Portsmouth (2019,Q3 data)

Residents' earnings in Portsmouth are in line with Southampton at

£555p/w

but below national average at **£585p/w.**

Workplace earnings are:

£590 Portsmouth

£615 Southampton

£585 National

33.1%

Southampton **38.1%**

2018 saw an increase in residents gaining a level 4 qualification

Nationally **39.2%**

What the city is saying about skills

This is a strategy for the city, by the city, and as such draws on consultation with a wide variety of businesses, education organisations, stakeholders and public sector colleagues.

Some of the headline comments from those consultations are listed below:

- Soft skills such as written communications, negotiation, customer service is still lacking from the workforce currently and will be in the future. Emphasis on emotional intelligence in future (Employer Survey 2019, Shaping Portsmouth)
- Engineering, management/leadership and IT/computer skills were the most important skills lacking in businesses current and future workforces (Employer Survey 2019, Shaping Portsmouth)
- Team working, leadership/management skills and customer service/interaction were the three most requested local training courses (Employer Survey 2019, Shaping Portsmouth)
- Internships/work experience/ apprenticeships, practical/life skills – including work ethic and interview preparation were the three most common responses to how the education system can better prepare young people for the world of work (Employer Survey 2019, Shaping Portsmouth)
- The majority of businesses do not feel the education system currently prepares young people well enough for the world of work (Employer Survey 2019, Shaping Portsmouth)
- Public sector and private sector employers need to improve the way they provide work experience for local schools, colleges and universities (Cornerstone Employers Solent group)



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- Careers Information and Guidance (CIAG) needs to become a priority (Solent NHS)
 - Low levels of literacy and numeracy act as a substantial barrier to work and education opportunities (NHS)
 - The aging work force in Portsmouth needs to be considered when looking at training and skills development for all stages of an individual's career (NHS)
 - Health and Social care needs to be recognised as a priority area alongside traditional STEM industries (Citizens Advice, NHS)
 - Business support, from recruitment, CIAG, skills access and infrastructure guidance needs to be increased and consistent (Shaping, NHS, British Marine)
 - Focus on the inclusion of those most vulnerable and/or furthest away to the labour market. This includes supporting programmes such as the Armed Forces Covenant, Disability Confident, as well as looking at supporting Looked After Children and those in minority groups (NHS, Portsmouth City Council)
 - Aspirations of residents within the city need to be raised to encourage educational and skills development towards Level 4+ (DWP)
 - Business support, especially for SMEs, need to be improved to ensure full representation, and access to particular skills suited to small businesses (DWP)
 - Inclusion and accessibility work needs to continue (Shaping Portsmouth)
 - Call to make Portsmouth a Marine Hub, drawing more business and investment into the city (British Marine)



Strengths and opportunities



- Contractions seen in growth in two important sectors for Portsmouth; 0.2% for manufacturing and 1.4% for IT and communication.
- Strong growth has been seen in the number of businesses in Portsmouth, driven specifically by micro and small businesses. 80.8% of business units in Portsmouth are utilised by micro businesses.
- Self-employment growth is strong within the city – last year 170 new businesses created.
- Portsmouth's workplace earnings remain 1% higher than the national average at approximately £590 per week.
- The two largest contributors to the Portsmouth economy both grew on the previous year with the broad public administration, health and education sector up by 2.4% and distribution, transport, accommodation and food up by an impressive 6.6% on the year before. Growth in these two broad sectors in Portsmouth was faster than most of comparator areas.
- Portsmouth has a high number of residents who are achieving Level 3 qualifications, the fastest growth across all benchmark areas.

Weaknesses and threats



- UK manufacturing output is suffering a decrease, this is unwelcome to Portsmouth with its large manufacturing base.
- There is a fall in FE apprenticeship starts within Portsmouth, although this is a slower decrease than the national picture. There is also a fall in apprenticeship achievements, at a faster increase than the national picture.
- Portsmouth has a low number of residents that progress to a Level 4 qualification or higher.
- Portsmouth has a low percentage of people going to university.
- The construction sector has been hit extremely hard by the Covid-19 pandemic, with construction output falling by 40.1%.
- The unemployment claimant rise for the City is 7.2%, higher than the national average of 6.4%. The covid-19 pandemic saw 25.5% of employed workers furloughed and 58.3% of self-employed workers claiming via the Self-Employment Income Support Scheme.
- Many higher paid and higher skilled jobs are being taken by employees commuting into Portsmouth and not by residents.
- Resident salaries are lower than the national average which indicates the lower skills level of the workforce.
- Large amounts of the resident population are leaving the city each day to work and these are mainly in the lower skilled job types.

Key priority themes

Through our extensive consultation process and analysis of the quantitative and qualitative data and feedback, there was a broad agreement over the following key themes that emerged:

- Inspire
- Develop
- Partner

Following on from the Covid-19 crisis, a further theme was agreed upon. Whilst Portsmouth knows that the effects will be felt in the

immediate and long term future of Portsmouth workforce and labour market, it also knows the some of these effects are still yet to be known or fully understood. Being responsive to the needs as they arise, and allowing flexible changes in approach and assistance is key in the final theme of this strategy and action plan.

- Respond

These themes were developed and used as the basis for the strategy and subsequent action plans.



Theme 1: Inspire Portsmouth residents to achieve better skills, train and find higher skilled employment

We want Portsmouth to be a place where people of all ages have access to a high quality local education offer to learn, improve their skill levels and earn a good living. Encouragement to diversify is key to this; as well as ensuring our business and training partners work with us in creating sustainable training and employment opportunities.

Objective 1.1: Develop and encourage a skills-progression mentality across the city

Helping residents to understand and obtain the opportunities to diversify and widen their skill sets. Work to build a proactive skills development mentality within businesses, and work to promote the benefits of training throughout all stages of a career.

Objective 1.2: Increase workforce retention and support the development of resident skills to allow city opportunities to be obtained

Inspire every resident to gain, develop and utilise their skills within the city of Portsmouth's businesses. Work with our employers and training providers to provide experience and opportunities for those about to enter the workforce.

Objective 1.3: Strengthen and improve the Career Information and Guidance (CIAG) available to all residents

Provide good quality, valuable and impartial information, advice and guidance linked to local Labour Market Information (LMI) to ensure an understanding of the different pathways to skills, qualifications and training. Make improvements to better prepare young people for the current and future skills needs of employers. Allow individuals to make informed choices about their careers and personal development.

Objective 1.4: Promote inclusion and employability for all to ensure a career and skills development pathway for everyone

Shake the stigma of education and training being for the young, and encourage those already in the workforce to develop themselves further. Support targeted employment and skills provision for the most disadvantaged groups, including those people experiencing complex barriers to work.

Theme 2: Integrate Portsmouth businesses into the heart of skills and labour market development

Continue to drive productivity by making the best use of training programmes and qualification pathways to create a highly skilled and talented home grown workforce. Working with businesses to build upon Portsmouth's competitive advantage in its high growth business sectors and new technologies by investing in training and skills development. Helping business to thrive in Portsmouth.

Objective 2.1: Ensure employers are at the heart of technical and vocational training

Draw down on the multi-industry knowledge, the businesses in our city hold to gain a greater understanding of their skills needs of the present and the future. Creating a strong workforce that is responsive and proactive in sustaining Portsmouth's economic growth.

Objective 2.2: Provide fully comprehensive business support to assist businesses with their current and future workforce needs

Provide a system that gives support to all businesses within the city of Portsmouth to support workforce development and employment. This covers a wide variety of needs from recruitment, to technology access, to wider infrastructure development, in all business from micros and SMEs to large multinational corporations.

Objective 2.3: Work to increase the amount of Portsmouth residents that have L4+ qualifications

To ensure that the key drivers for economic growth are met by encouraging further and higher education participation by Portsmouth residents. Promote the variety of skills training that can be completed not only whilst in full time education, but also whilst in full time work.

Objective 2.4: Decrease the number of Portsmouth residents who have no or low level qualifications

Focus on the large number of residents that do not hold any qualifications at all and ensure that they are given basic skills training as a minimum. Assist them to gain the qualifications needed to secure employment or places on training programmes that will develop and progress their skill sets. Help residents with no skills or low skills secure paid employment and subsequently healthier and safer lives within the city.

Theme 3: Create and strengthen city wide partnerships to support relevant and focused workforce development

Create, improve and utilise the wide range of partnerships across the city that support skills and the labour market.

Building upon the strong partnerships already established within the city, we want to encourage education providers, industry groups, authorities and other supporting employment organisations to take a lead role in providing innovative ideas around training and skills, supporting the wider economic growth and regeneration plans for Portsmouth.

Objective 3.1: Create a clear communication network for skills partners within the city to use in relation to skills and the workforce

Encourage direct communications between education providers and skills industry partners including but not exclusive to the Solent LEP, Shaping Portsmouth, and DWP. Increase participation in learning and improve progression pathways into intermediate and higher-level skills by promoting awareness, specifically around financial and social support.

Objective 3.2: Develop new and existing programmes and projects that support businesses employing vulnerable resident groups

Identify clear pathways to financial and social support for employment and skills programmes within the city. Addressing the barriers to learning and education for these residents is critical in improving economic inactivity levels, solving social mobility issues and increasing aspiration levels in Portsmouth.

Developing a sustainable and successful skills and education offer for the more vulnerable residents is essential when looking at the offer within the city.

Objective 3.3: Work to create a skills and learning provision that is focused on economic growth and prosperity for the city of Portsmouth

Allow employers to not only support our workforce, but also to help influence and shape the skills provision needed to do this. Create links between employers and education and training providers to ensure that educational offers are meeting industry needs. Bring together partners who can assist with technology, funding and infrastructure support to ensure the education is sustainable.

Objective 3.4: Encourage and support clean green growth education, skills, and training

Ensure that the skills provision centred on climate change and clean growth is being prioritised. Work to develop skills programmes that can be developed and approved for delivery over the course of the Skills and Labour Market Strategy and Action Plan. Identify relevant funding to support this and encourage providers and colleges in the area to add weight to the development of the curriculum.

Theme 4: Respond to the significant impact on people's health, wellbeing and livelihoods caused by the Covid-19 pandemic.

We want the Covid-19 recovery to be people focused, protecting the labour market and the improvements previously seen. We recognise that the economy has changed permanently and Covid-19 has caused disruption to almost every business within Portsmouth. We plan to set out an innovative set of local interventions needed to deliver effective, targeted support, filling the local gaps in provision. Some of these gaps are already known, some we anticipate, and some we just simply don't know, but by being prepared to adapt to the need as and when it appears, we can be sure to respond to the skills and workforce challenges we are facing and will face.

Objective 4.1: Workforce reskilling

As some job roles change, some cease to exist and some are created for the very first time, we want to help our workforce, residents and businesses access the right skills training and education so vitally needed to get through this current economic situation. Helping our employers to understand new funding opportunities and ensure that their needs help shape local skills provision. This will include projects being prepared before the pandemic whilst recognising individuals and protecting businesses that were viable before the crisis but now face rapid structural changes.

Objective 4.2: Redundancy support

Business failure will lead to job losses, and the employment rate is likely to fall from its current high. It is too early to estimate the number of job losses in the city due to Covid-19 but data already shows an increase in the number of people claiming benefits due to unemployment. Previous recessions have particularly affected the 16-24 age group but we also need to be alive to the impact on all working age groups.

Objective 4.3: Alignment for recovery funding

Support existing businesses to recover, grow and create decent jobs; radically improve our ecosystem for growth businesses; and deliver the next generation of strategic economic infrastructure. Work with key stakeholders to ensure city-wide agreement and alignment for funding streams in the short, medium and long term.

Objective 4.4: Young people

Many young people may now find that their first career steps are compromised. It is essential that we use this time to give them the right skills to improve their chances of getting employment. There will be significantly increased competition for fewer jobs, making it harder for those further away from the labour market to get into work.

Action plans

Theme 1: action plan: inspire

Objective 1.1: Encourage a skills-progression mentality across the city

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Future Portsmouth event	PCC economic growth	Hampshire Chamber, University of Portsmouth ALPHI	Event held annually in March	Maintain attendance figures of approx. 130 Portsmouth businesses potentially via virtual means
National Apprenticeship Week events	PCC children, families and education services	Solent Apprenticeship Hub, University of Portsmouth, Shaping Portsmouth, PCC (economic growth)	Events held annually in February/ March potentially via virtual means	By 2023 increase number of people starting and completing apprenticeships within Portsmouth by 5%
Impartial skills needs analysis and advice to Portsmouth businesses	Solent Apprenticeship Hub	PCC economic growth	2020-2021	Increase the amount of Portsmouth business that complete training programmes/apprenticeships based on Solent Apprenticeship Hub engagement

Objective 1.2: Increase workforce retention and support the development of resident skills to allow city opportunities to be obtained

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Pledge scheme created for businesses in Portsmouth to offer meaningful engagement with school pupils/ students/residents.	Shaping Portsmouth	PCC economic growth, EBP, Solent LEP, Solent Apprenticeship Hub, PCC children, families and education services, University of Portsmouth	End of year 2020	Creation of Pledge scheme, including promotional materials
			End of 2021	30 businesses signed up
			2022	
			2023	15 more businesses per year signed up
			2024	
			2025	10 employer signed up to Care Leavers Covenant
Increase opportunities for work placements and subsequent job offers to those at the University of Portsmouth	University of Portsmouth	Shaping Portsmouth, PCC economic growth, Solent LEP, Solent Apprenticeship Hub, University of Portsmouth	2025	Increase graduate retention figure by TO BE CONFIRMED BY UOP
Create pledge scheme to encourage employers to pay living wage as minimum (as defined by the Living Wage Foundation)	Shaping Portsmouth	Solent LEP	2022	Creation of Pledge scheme, including promotional activities
			2023	30 businesses signed up in initial year

Objective 1.3: Strengthen and improve the Career Information and Guidance (CIAG) available to all residents

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Support schools to deliver an effective careers education programme in order to meet the requirements of the careers strategy etc	PCC children, families and education services	Solent careers hub, Portsmouth schools	Annually 2020-2025	Progress and benchmarks measured annually
Ensure that high quality and relevant LMI is accessible to schools and young people	PCC children, families and education services	Solent LEP, National Careers Service, Solent Apprenticeship Hub, Shaping Portsmouth, independent learning providers, colleges	2021	Portsmouth LMI guide and resources created and agreed by all partners Guide promoted and utilised by relevant partners and available to residents

Objective 1.4: Promote inclusion and employability for all to ensure a career and skills development pathway for everyone

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Support long term unemployed through the delivery of available funded programmes	PCC employment, learning and skills	Training providers, FE Colleges	Annually	Meets, and where possible maximise, each contracts targets
Ensure the delivery of targeted employment training to meet under-represented groups	PCC employment, learning and skills	Training providers, FE Colleges	2020	Establish funding and targets to support the skills strategy based on funding
			2021	Review and target annually
			2021-2025	
Promote the Portsmouth City Council Disability Confident agenda in relation to employment	The Hive	Department of Work and Pensions, Shaping Portsmouth, PCC HR and children, education and families	2025	Increase the number of employers across the city signing up to the Disability Confident mark Increase the amount of residents with SEND and /or disabilities in meaningful employment

Theme 2: action plan: integrate

Objective 2.1: Ensure employers are at the heart of technical and vocational training

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Shaping Portsmouth skills group	Shaping Portsmouth	PCC economic growth and employment and skills	Quarterly	Skills group meeting
			Annually	Review of current members of skills group and additional member recruitment

Objective 2.2: Provide fully comprehensive business support to assist businesses with their current and future workforce needs

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Improve the sharing of labour market information between businesses within the city	Shaping Portsmouth	PCC economic growth	2020	Shaping Portsmouth to utilise labour market information from PCC and Solent LEP and disseminate to businesses
Complete further employer skills surveys	Shaping Portsmouth	PCC economic growth	2021, 2023 and 2025	Completed employer skills survey with accompanying analysis published
Increase skills communication with SME businesses	PCC economic growth	Chamber of Commerce, University of Portsmouth, Solent Apprenticeship Hub, ALPHI, Shaping Portsmouth	Every three months	Put a skills case study/skills information into the PCC business e-bulletin
			Annually	At least 50% of businesses at Future Portsmouth to be SMEs

Objective 2.3: Work to increase the amount of Portsmouth residents that have higher qualifications, specifically apprenticeships

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Use PCC 25% levy share option (in years available) to support Portsmouth SMEs to recruit apprentices, with emphasis within STEAM sectors	PCC HR	Solent Apprenticeship Hub	Annually	Increase the amount of STEAM sector apprenticeships support by 25% by 2025
Acting as a conduit between large employers and SMEs in the city to encourage and guide on levy share	Solent Apprenticeship Hub	Shaping Portsmouth, ALPHI	2021	Increase the amount of higher apprenticeship starts

Objective 2.4: Decrease the amount of Portsmouth residents who have no or low level qualifications

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Use Section 106 employment and skills plan benchmarks to target those with no or low level qualifications	PCC economic growth	DWP, Solent Apprenticeship Hub, FE providers, PCC employment, learning and skills	Each section 106 to be completed within each individual site duration	All relevant section 106 ESP benchmarks achieved, with supporting evidence, including related activities outside of benchmarks

Theme 3: partner, action plan

Objective 3.1: Create a clear communication network for skills partners within the city to use in relation to skills and the workforce

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Industry specific economic sector group meetings	PCC economic growth	FE colleges and training providers	2020	Dates set for bi-annual meetings and invitations sent to sector specific businesses

Objective 3.2: Continue existing and develop new programmes and projects designed to support organisation and employers employ and train vulnerable resident groups

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Champion Portsmouth City Council's Health & Wellbeing policy and Disability Confident agenda.	PCC employment, learning and skills	DWP, Shaping Portsmouth	2021-2025	Yearly reduction of those claiming disability benefits in the city

Objective 3.3: Work to create a skills and learning provision that is focused on economic growth and prosperity for the city of Portsmouth

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Begin development of training programmes to support emerging technologies including AI, robotics, and automation	PCC economic growth	Solent Apprenticeship Hub, schools, FE colleges, Shaping Portsmouth	2020	Establish current provision for emerging industrial sectors
			2021–2022	Develop programmes for emerging sectors
			2024–2025	Begin delivery on programmes for emerging sectors
Make FE colleges and training providers a successful conduit for advanced skills and manufacturing to support top industry sectors in Portsmouth	Post 16 forum	Shaping Portsmouth, Solent LEP	Annually	Numbers of students gaining employment in city within STEAM companies
Lobby to increase capital funded projects related to skills in the city	PCC economic growth	PCC HR, Solent LEP, Shaping Portsmouth	2020-2025	One major capital grant for skills infrastructure

Objective 3.4: Encourage and support clean growth education, skills, and training

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Promote available funding to support new training programmes	PCC economic growth	Solent LEP	2020-2021	Provide monthly reports on funding streams made available
Encourage the delivery of clean growth sectors	Schools, FE colleges	TBC	2020	Establish current provision for clean growth sectors
			2021–2022	Develop programmes for clean growth sectors
			2024–2025	Begin delivery on programmes for clean growth sectors

Theme 4: respond

Objective 4.1: Workforce reskilling

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Digital Skills for Businesses (digital exclusion)	Shaping Portsmouth (skills)	PCC skills providers, Shaping Portsmouth	2020	Digital skills action plan agreed by 31/1/21
Supporting skills providers to meet employers' diverse needs	Skills group	PCC skills providers, Shaping Portsmouth	2020	Quarterly LMI Dashboard formally shared with skills network to inform planning. Establish a skills provider sub group of the skills group by 31/12/20. Communication plan agreed by 31/12/20
Portsmouth Pledge	Shaping Portsmouth	PCC skills providers support organisations	2020	Launch of the Portsmouth Pledge page by 30/11/20. Live support from Shaping Portsmouth from Nov 20
Chamber of Solutions business events	Shaping Portsmouth	PCC, Hampshire Chamber of Commerce, businesses	2020-2021	Business engagement statistics (delegates) reports (monthly). Qualitative feedback reports (monthly)
Active promotion of all funded provision available across Portsmouth to Businesses	Shaping Portsmouth	PCC skills providers, businesses, Hampshire Chamber of commerce	2020-2021	Communication plan and delivery
Transfer to Transform	Solent Apprenticeship HUB	PCC, Shaping Portsmouth	2020-2021	£1M in levy transfer spent in the Solent LEP area to increase Apprenticeship starts by 30/04/21

Objective 4.2: Redundancy support

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Ensure the delivering of the DWP JET (Job entry targeted support) to support individuals (in receipt of universal credit for min 3 months) into work, in Portsmouth	ELS (economic development) Businesses	DWP Businesses	October 2020	Min of 22% of participants moving into sustained employment over 18 months of delivery
Promotion of all funded programmes across the city	Shaping Portsmouth	PCC, all skills providers, businesses	2020	Communication evidence and participation numbers (attendance)

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Work with partners to increase opportunities and funding available to those experiencing redundancy in the city	Wider Economic Development	DWP, internal PCC partners, Portsmouth HIVE, Solent LEP and other funding sources	2020	Renew Grantfinder for 2020/1021

Objective 4.3: Alignment for recovery funding

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Promote all funding opportunities to businesses to	Economic Growth	Shaping Portsmouth	2020	Communication plan and delivery
Crowdfunder	Shaping Portsmouth (B&E)	PCC General public and businesses, Crowdfunder	2020	Any spend allocation from KIM?
To continue to ensure that 100% of eligible businesses receive appropriate grant funding	Economic Growth	Shaping Portsmouth, Solent LEP, Chamber of Commerce, businesses	2020-2021	Funding spend reports

Objective 4.4: Young people

Action	Lead partner	Supporting partners	Time frame	Expected outcomes
Kickstart (plan for jobs 2020)	PCC employment, learning and skills	Other intermediary bodies, including but not exclusive to DWP, Shaping, SAH	December 2021	PCC recognised as an intermediary organisation in Portsmouth by 30/11/20. Reduction in UC claimants in the 16-24 age bracket as a% of overall claimants by Quarter 1 2022
Youth Hub	PCC education, PCC employment, learning and skills	DWP	2020	Formal application for funds submitted Sept 2020



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Agenda Item 5



Portsmouth
CITY COUNCIL

Title of meeting:	Cabinet
Date of meeting:	3 November 2020
Subject:	Tackling poverty during the pandemic: an action plan for the city
Report by:	Mark Sage (Tackling Poverty Coordinator)
Wards affected:	All
Key decision:	No
Full Council decision:	No

1. Purpose of report

- 1.1. The Leader of the Council requested officers provide Cabinet with a report outlining the council's approach to tackling poverty and to make recommendations for action over the coming weeks and months.
- 1.2. The report provides Cabinet with an outline of:
 - 1.2.1. The issues in Portsmouth related to financial disadvantage;
 - 1.2.2. Strategic priorities for tackling poverty in Portsmouth during the current period of the COVID-19 pandemic;
 - 1.2.3. Proposals for action during the next six to nine months.

2. Recommendations

- 2.1. That Cabinet notes the ongoing impact of poverty in Portsmouth, and how this has been exacerbated for many households by the impact of the pandemic.
- 2.2. That Cabinet commends the work of council services and partners including Portsmouth HIVE and the wider voluntary and community sector, who have continued to provide vital support and assistance to residents to reduce the impact of poverty during the pandemic.
- 2.3. That Cabinet notes the learning from the resident research and other local data, on how residents have been affected financially.
- 2.4. That Cabinet approves the six priority areas for action outlined in section 4 and the implementation of an action plan to include the elements outlined in section 5.
- 2.5. That Cabinet instructs the Tackling Poverty Coordinator to lead on the coordination, delivery and monitoring of the action plan to address the six priorities, with the

Tackling Poverty Steering Group providing guidance, support and scrutiny to delivery.

- 2.6. That Cabinet identifies tackling poverty as an essential part of our response to the pandemic for all council services that can contribute to the delivery of the action plan.
- 2.7. That Cabinet approves the creation of a Tackling Poverty Support Officer job placement funded by the Government's Kickstart scheme.
- 2.8. That Cabinet notes the estimated cost to implement the income maximisation campaign, and that the cost of this will be met from the Emergency Assistance Grant.
- 2.9. That Cabinet agrees to lobby central government and relevant regulatory bodies to take action on the policy issues which can help to reduce poverty in Portsmouth outlined in section 7.5.

3. Background - poverty in Portsmouth and the impact of the pandemic

- 3.1. Prior to the pandemic, Portsmouth was ranked 59th most deprived of 326 local authorities in England¹, putting the city in the most deprived fifth of local authority areas in England. Of the 125 small statistical areas in the city (Lower Super Output Areas), one is in the most deprived 1% of neighbourhoods in England; Landport in Charles Dickens Ward. 15 of Portsmouth's 125 small areas (12%) are within the most deprived 10% of small areas in England - and of these, half (8) are in Charles Dickens ward. The rest are in Paulsgrove (3), Nelson (2), Fratton and St Thomas (1).
- 3.2. In resident research conducted by the council into the effects of the pandemic, 28% of households reported that their finances had been negatively impacted. This corresponds closely to a national poll conducted by YouGov on behalf of StepChange debt charity², which found that 28% of adults had been negatively impacted financially.
- 3.3. The negative impact in Portsmouth is greater for females, families with children, and households on the lowest incomes. Further analysis of the data could provide additional information on the geographical distribution, nature of the negative financial impacts, and the circumstances of the household, such as their tenure.
- 3.4. Similar to the national picture, Portsmouth experienced a large rise in claimant unemployment³, starting in March, continuing to rise until May, and then remaining at the higher level up to the latest available data in August.

¹ <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

² <https://www.stepchange.org/policy-and-research/debt-research/post-covid-personal-debt.aspx>

³ Claimant unemployment is the number of people seeking work claiming an out of work benefit, i.e. Jobseeker's Allowance or Universal Credit. It includes some people working for less than 16 hours per week.

- 3.5. Nine Portsmouth wards have higher rates of working age adults who are seeking work and claiming an out of work benefit than the UK average of 6.5%, with the highest rates in Nelson (10.6%) and Charles Dickens (9.4%) wards.
- 3.6. From 21 September, the courts started to deal with evictions again. Although the 'eviction ban' has ended, people are unlikely to lose their home immediately, as the legal process could take several months. For most tenants on Assured Shorthold Tenancies (AST) there are 3 stages; notice, court action, eviction by bailiffs.
- 3.7. From 29 August, most AST tenants are entitled to 6 months' notice, but could be given shorter notice in some cases, for example; 4 weeks' notice if they have rent arrears of more than 6 months, and little or no notice if they are facing eviction for antisocial behaviour.
- 3.8. Notices from before 29 August 2020 could still be valid depending on the notice type and when it was given. So most tenants given notice now cannot face court action for eviction until the Spring, but there will be tenants facing eviction sooner who received a valid notice prior to 29 August.
- 3.9. Eviction from an AST was already one of the most common reasons for families facing homelessness and seeking assistance from the council. This is likely to be compounded by the cost of private rented sector housing in Portsmouth compared to the assistance available from welfare benefit entitlements (even after this year's rise in Local Housing Allowance rates), the number of households who have been negatively financially impacted, and the number of new claimants of Universal Credit, which pays one monthly lump sum and only pays direct to the landlord in specific and limited circumstances.
- 3.10. There are also issues with the quality of some private rented sector housing. In Portsmouth there are 13,500 homes rated E, F or G (around 21% of all homes with an EPC rating), with the private sector (rented and owner occupied) accounting for the lowest average EPC ratings. Assuming similar levels in homes without an EPC, the total number of cold homes in the city would be over 18,000.⁴
- 3.11. Work is already underway to address issues of quality and access in Portsmouth's draft Private Rental Sector Strategy⁵ (currently under consultation), and the Portsmouth Homelessness Strategy⁶, and this work will need to respond to the additional challenges presented by the pandemic.
- 3.12. Work to address fuel poverty in Portsmouth, along with other advice about home energy efficiency, is coordinated by the council's Energy Services Team, under the

⁴ <https://www.portsmouth.gov.uk/wp-content/uploads/2020/04/Energy-and-water-at-home.pdf>

⁵

<https://democracy.portsmouth.gov.uk/documents/s26304/PRS%20Strategy%20report%20Appendix%201%20-%20Strategy.pdf>

⁶ <https://democracy.portsmouth.gov.uk/documents/s21508/Appendix%201%20-%20Draft%20Homelessness%20Strategy%202018.pdf>

Switched On Portsmouth brand⁷. In October, Cabinet approved work towards a home energy support service that would provide advice and support appropriate to every household in the city, to make homes warmer and more energy efficient.

- 3.13. Foodbanks and soup kitchens have continued to operate in Portsmouth throughout lockdown, putting in place measures to safely continue to provide food to people in need, and make best use of the donated and surplus food available in the city. The Portsmouth Foodbank Network, coordinated by Portsmouth City Council, brings together over a dozen voluntary sector organisations providing food aid.
- 3.14. Foodbanks typically provide food parcels of 3 days' food for the whole household, some by referral and some by open access. Foodbanks can assist anyone in the city who is struggling to afford the cost of food. Soup kitchens typically provide one cooked meal or snack and a hot drink, with additional items to take away. Soup kitchens typically assist single adults who may be sleeping rough, sofa-surfing, or vulnerable for other reasons, but do assist a small number of families as well.
- 3.15. Portsmouth does not have a central Local Welfare Assistance scheme since ring-fenced central government funding was abolished in 2015. Local welfare helps to fill gaps that are not met by national welfare benefits provision, such as sudden unexpected costs, gaps in entitlement when circumstances change, or assistance for people excluded by benefits regulations.
- 3.16. The council publishes a list of help for people in financial hardship, which is available online to residents and agencies supporting people in need⁸. As a result of the pandemic, there has been an increase in local groups looking to support residents' essential needs. One example is the Baby Bank delivered by Family Church at the Empower Centre, which has won additional funding to expand its offer of help to families who struggle with the costs of a new-born baby.
- 3.17. HIVE Portsmouth, in partnership with the council, is delivering a number of projects that address the needs of people in poverty. This action plan links to the school uniform shreshop, the development of the white goods shop, the digital lending library, and the community food hub and further work to support organisations providing food aid in the city.

4. Strategic priorities for tackling poverty during the pandemic

4.1. The council's Tackling Poverty Coordinator is the lead officer responsible for delivery of the Tackling Poverty Strategy, supported by the Tackling Poverty Steering group, composed of officers representing relevant council services, social landlords, and voluntary and community sector organisations engaged in work to tackle poverty.

4.2. The Tackling Poverty Strategy 2015-20⁹ identified six priorities:

⁷ <https://switchedonportsmouth.co.uk/>

⁸ <https://www.portsmouth.gov.uk/wp-content/uploads/2020/04/bas-help-and-support-local-money-advice-help-for-people-in-financial-hardship-directory.pdf>

⁹ <https://www.portsmouth.gov.uk/wp-content/uploads/2020/04/tackling-poverty-strategy.pdf>

- 4.2.1. Improving our children's futures;
 - 4.2.2. Providing good quality, sustainable employment opportunities that enable a reasonable standard of living for residents;
 - 4.2.3. Helping residents to be financially resilient;
 - 4.2.4. Helping people move out of immediate crisis, but also helping them to solve their problems longer term;
 - 4.2.5. Improving residents' lives by recognising the links between poverty and health inequalities;
 - 4.2.6. Shaping wider policies and decisions so they reduce the risk of poverty.
- 4.3. These six priorities remain central to our approach to reducing rates of poverty, and mitigating the effects of poverty. However, the impact of the pandemic as outlined above means that some areas are more urgent and require greater attention while the effects of the pandemic on household finances continue.
- 4.4. Tackling poverty is a key priority for Portsmouth's Health and Wellbeing Strategy, and an issue that underpins many of the health inequalities our residents face. Work to re-focus the Health and Wellbeing Strategy has been postponed due to the response to the pandemic, but work will continue in 2021. This work will provide an ideal opportunity to explore the links between poverty and health inequalities and how both issues should be addressed strategically.
- 4.5. The Tackling Poverty Steering Group (TPSG) has recommended that work to refresh Portsmouth's Tackling Poverty Strategy should be postponed until 2021, when it can be conducted in tandem to the Health and Wellbeing Strategy.
- 4.6. In order to ensure that crucial action takes place to tackle poverty and the effects of the pandemic, the TPSG has identified six priority areas, where action should take place over the coming weeks and months, to focus the tackling poverty work pending a full review of the strategy.
- 4.7. The priority areas are:
- 4.7.1. Income maximisation;
 - 4.7.2. Debt management;
 - 4.7.3. Preventing homelessness;
 - 4.7.4. Reducing fuel poverty
 - 4.7.5. Employment and skills;
 - 4.7.6. Digital inclusion.

5. Action plan

- 5.1. More information about the action required under each priority area is included in Appendix 1.
- 5.2. The draft action plan is outlined below:

Priority area	Outcome	Action
Income maximisation	Increased uptake of welfare benefit entitlements	Communication campaign
	Essential items for people in financial hardship	Delivery of Emergency Assistance Grants
Debt management	Specialist debt advice	Communication campaign
	Debt and mental health support pathways	Portsmouth Mental Health Alliance workstream on debt and mental health
	Best practice in council debt collection protocols	Review of debt collection protocols
Preventing homelessness	Early support for tenants falling into rent arrears	Partnership working to identify those at risk of homelessness and resources to safeguard tenancies including support for city council tenants and private rented sector landlords to prevent evictions
Reducing fuel poverty	Increased referrals into Switched On Portsmouth offer of fuel poverty support, including pathways for healthcare settings	Communication campaign and development of further partnerships with potential referrers
	Gas and electricity meter top-up scheme extended and expanded	Supplement funding for The Environment Centre scheme using Emergency Assistance Grant
Employment and skills	Improve employability and access to employment for people in financial hardship	Delivery of the council's skills strategy, in partnership with Jobcentre Plus and other key stakeholders
Digital inclusion	Provide devices and internet connections for residents who are digitally excluded due to financial hardship	Use Emergency Assistance Grant funding to support digital inclusion projects for school students and vulnerable adults

6. Resources to deliver the tackling poverty action plan

- 6.1. The Tackling Poverty Coordinator is the city council's lead officer responsible for action on poverty, but does not directly deliver services to support residents.
- 6.2. The work to support residents in financial hardship will be undertaken by a range of council services and partner agencies, many of which are facing significant demand pressures, exacerbated by the precautions required to deliver services safely during a pandemic.

- 6.3. While recognising the huge challenges teams are working under, it is vital that council services treat work to tackle poverty as a priority, because of the significant impact it can have on residents' wellbeing.
- 6.4. While the Tackling Poverty Coordinator has support from services across the council and partner agencies, coordinated via the Tackling Poverty Steering Group, there is no specific resource to provide administrative or research support to this role. The government's Kickstart scheme to fund six month work placements offers the opportunity to create a temporary role of Tackling Poverty Support Officer to provide additional capacity to support and monitor delivery of this action plan, while providing valuable work experience for a young person on Universal Credit.
- 6.5. Developing a brand and marketing tools for the income maximisation scheme will require funding for design work and social media promotion costs, estimated in the region of £800.
- 6.6. This funding should be provided by the Emergency Assistance Grant, because of the role of the campaign in ensuring residents in need access sources of emergency assistance.

7. Legislation and policy

- 7.1. A number of changes to legislation and regulations have been implemented by central government to provide specific areas of protection to people who have been adversely financially affected by the pandemic.
- 7.2. These changes include:
- 7.2.1. Temporary halt on eviction action, including the ban on evictions over the Christmas period;
 - 7.2.2. The Everybody In programme to provide additional resources to house non-priority homeless people during lockdown;
 - 7.2.3. Personal debt forbearance measures, including unsecured credit and mortgages;
 - 7.2.4. Uplift in the Universal Credit personal allowance rates equivalent to £20 per week;
 - 7.2.5. Raising the Local Housing Allowance rates to the 30th percentile of average local rents;
 - 7.2.6. Free school meal voucher scheme for eligible families during lockdown, extended through the summer holiday;
 - 7.2.7. Digital
 - 7.2.8. Allocation of Emergency Assistance Grant funding to local authorities;
 - 7.2.9. Test and Trace Support Payments for employed or self-employed people who will lose income as a result of being required to self-isolate.

- 7.3. These additional measures are welcome, however the evidence indicates that the negative financial impacts on households will continue for significantly longer than the policy measures that were designed to mitigate them.
- 7.4. There is therefore a role for the local authority in lobbying central government to provide further assistance that will safeguard residents from falling into poverty, and assist those who cannot afford to make ends meet.
- 7.5. The areas of policy already identified that could help to reduce poverty in Portsmouth at this time include:
- 7.5.1. Maintaining the £20 uplift in the weekly personal allowance for Universal Credit and providing a cost of living uplift to all welfare benefit entitlement rates in April 2021, and extending the personal allowance uplift to the legacy benefit rates (Employment and Support Allowance, Jobseeker's Allowance, Income Support and Working Tax Credits).
 - 7.5.2. Ensuring that Universal Credit put in place processes to enable a simple automated system for social landlords to provide details of their annual rent increase, and to increase the Housing Cost Element for tenants in a 53 week rent year, to ensure their Universal Credit assessment is based on their full rental liability.
 - 7.5.3. Maintaining Local Housing Allowance rates at a minimum of the 30th percentile of average local private rented sector rents.
 - 7.5.4. Reducing the waiting time for Support for Mortgage Interest payments from the current nine months, and removing the exclusion of low income workers from receiving help with their mortgage interest.
 - 7.5.5. Extending the Test and Trace Support Payment scheme beyond 31 January 2021 if workers are still facing a loss of earnings due to self-isolation, and reviewing the criteria of the scheme to identify gaps in the current provision.
 - 7.5.6. Providing additional ring-fenced funding to local authorities to provide specialist money advice to residents with unmanageable debt levels due to the impact of the pandemic.
 - 7.5.7. Putting regulations in place to ensure creditors offer assistance to people who are unable to afford contractual obligations due to a loss of income, including the right to end contracts early or reduce the contracted service and cost.
 - 7.5.8. Providing funding to schools to ensure all children have access to devices and internet connections.

8. Reasons for recommendations

8.1. The recommendations outlined in section 2 will ensure the council has a clear direction for action to tackle poverty over the coming months, focussing on a specific set of actions, with the right resources in place to coordinate actions and monitor delivery.

8.2. By lobbying for action on the national policy issues outlined, the council will lend its weight to the case for further central government measures that will reduce the number of people falling into poverty, and provide assistance to those who are struggling financially.

9. Integrated impact assessment

9.1. An Integrated Impact Assessment has been completed to identify the impact of the actions outlined in this strategy (Appendix 2).

10. Legal implications

10.1. The report outlines the legality and basis for the recommendations and there are no discernible risks.

11. Director of Finance's comments

11.1. The costs associated with delivering the action plan detailed in section 5 of the report will be met from the Emergency Assistance Grant and existing cash limited resources.

11.2. The tackling poverty support officer post will be employed by the council and funded through the Government's Kickstart fund.

11.3. The Kickstart Scheme provides funding to create new job placements for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. The funding covers:

11.3.1. 100% of the National Minimum Wage (or the National Living Wage depending on the age of the participant) for 25 hours per week for a total of 6 months;

11.3.2. Associated employer National Insurance contributions;

11.3.3. Employer minimum automatic enrolment contributions.

11.4. In addition to this, the Council will be able to apply for £1,500 grant for this post, this will cover the setup costs such as training and IT costs and to support the young person develop their employability skills.

11.5. The estimated cost to implement the income maximisation campaign is around £800 and will be met from the Emergency Assistance Grant.

Signed by:

.....
James Hill, Director of Housing, Neighbourhood and Building Services

Appendices:

Appendix 1 - Action on priority areas

Appendix 2 - Integrated Impact Assessment

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
English Indices of Multiple Deprivation 2019	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019
Tackling Poverty Strategy 2015-20	https://www.portsmouth.gov.uk/wp-content/uploads/2020/04/tackling-poverty-strategy.pdf

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by on

.....
 Leader of the City Council

Appendix 1 - Action on priority areas

1. Priority one - Income maximisation

- 1.1. Every year in the UK around £16 billion of welfare benefit entitlements go unclaimed¹⁰, including over £2 billion of each of Child Tax Credit, Working Tax Credit, Housing Benefit, Council Tax Support and Pension Credit (figures for Universal Credit are not yet available). Citizens Advice Portsmouth has estimated that 3,300 pensioners in Portsmouth are not claiming up to £2,000 Pension Credit per year that they may be entitled to – which means an estimated £6.6 million of Pension Credit went unclaimed in Portsmouth in 2017/18. For the over 75s, this also means they will be missing out on their free TV licence, from 1 August 2020, and their Warm Home Discount reduction in their electricity bill.
- 1.2. As over a quarter of households in the city are believed to have had a reduction in their household finances, this is an important opportunity to ensure everyone is receiving the financial assistance they are entitled to.
- 1.3. This will help the affected households to manage the impact of the pandemic on their finances, and bring more money into the local economy.
- 1.4. Working with the council's Corporate Communications team and money advice services in the city, the Tackling Poverty Coordinator will develop a branded campaign to raise awareness of unclaimed entitlements, and direct people to sources of information, advice and help, to maximise their income.
- 1.5. Money advice services will also have access to funding from the council's Emergency Assistance Grant fund¹¹, to provide essential items for people in financial hardship.
- 1.6. This campaign will also be used to communicate with residents and organisations in the city in relation to other aspects of this plan, to deliver simple messages to help people improve their financial circumstances.

2. Priority two - Debt management

- 2.1. Now that the statutory forbearance measures introduced in response to lockdown have ended, people whose finances have worsened may be facing liabilities they are unable to afford.
- 2.2. There is evidence to show that many people struggle with unmanageable debt for long periods of time before they seek specialist help. In Portsmouth the main providers of debt advice are Advice Portsmouth, the council funded advice centre

¹⁰ <https://www.entitledto.co.uk/blog/2020/february/16-billion-remains-unclaimed-in-means-tested-benefits-each-year/>

¹¹ <https://www.gov.uk/government/publications/coronavirus-covid-19-local-authority-emergency-assistance-grant-for-food-and-essential-supplies>

delivered by You Trust, Citizens Advice Portsmouth, which receives central government funding from the Money and Pensions Service, and the city council housing offices, which each have a specialist money adviser supporting the housing officer team.

- 2.3. The campaign outlined under priority one will include messages encouraging people to seek free, impartial, confidential and local advice from these services, at an early stage when they are worried about being able to meet their debt liabilities.
- 2.4. This campaign will also support the Portsmouth Mental Health Alliance workstream on debt and mental health, which focuses on the associations between problem debt and mental health issues and aims to improve joint work between and improved pathways between debt advice and mental health services.
- 2.5. The council also takes debt recovery action against residents that owe money, in a range of functions; Council Tax collections, Housing Benefit overpayments, Housing service rents and leasehold and service charges, Adult Social Care charges, and Parking charges.
- 2.6. The Council has both a legal duty and a responsibility to its residents to ensure that income due is paid promptly. Effective collection of debts enables more resources to be available for the delivery of essential services.
- 2.7. These services operate independently, and therefore would not automatically know if their customer was being contacted by one or all of the other services in the council that collects debts.
- 2.8. As more households struggle with their finances, these teams could see the number of debtors continuing to increase, including people who have not owed money to the council before
- 2.9. In collecting debts, the council takes account of vulnerability and financial difficulties, and signposts residents to advice services. However, the approach to this may not be consistent across different services.
- 2.10. The council should undertake a review of debt collection protocols to explore opportunities to work more closely together, to provide a more consistent approach and share best practice across departments, and consider the need to implement a debt strategy to support this.

3. Priority three - Preventing homelessness

- 3.1. Reductions in household income make rents and mortgages less affordable, which is likely to lead to a rise in arrears and consequently homelessness.
- 3.2. In order to prevent homelessness, either the current housing costs have to be made affordable, through increased income or reduced outgoings, or the household have to find a different home that is affordable.

- 3.3. Although the Housing Needs, Advice and Support team are already delivering schemes to increase access to the private rented sector, there are significant numbers of households in temporary accommodation, because the level of supply of affordable private rented sector and social housing tenancies is insufficient to meet the existing demand.
- 3.4. Building more affordable homes in the city is the only long term solution, but in order to respond to the urgent situation created by the pandemic, the focus will be on keeping people in their homes, and increasing access to private rented sector homes.
- 3.5. Working together with tenants, private rented sector landlords, benefits agencies and voluntary sector organisations in the city, the city should take a proactive approach to identifying those at risk of homelessness, utilising all available resources to safeguard tenancies and prevent homelessness.

4. Priority four - fuel poverty

- 4.1. The council's strategy for energy and water at home was approved by Cabinet in March 2020. This strategy outlines the council's approach to ensuring that the energy and water used by residents is affordable and sustainable, and includes targeted action on fuel poverty.
- 4.2. Portsmouth's package of fuel poverty support is included in the council's Switched On Portsmouth (SOP) offer, a one-stop shop for information and help to save energy and save money¹². The Energy Services team coordinate the SOP Partnership, a multi-agency group focused on delivery of the strategy's action plan.
- 4.3. By accessing SOP, either online or through our free telephone advice line, residents in fuel poverty have access to specialist advice to help them navigate the various local and national schemes available.
- 4.4. Although it is not currently possible to conduct large numbers of home visits to provide advice and small energy saving measures, working with our partner Agility Eco we are able to offer in-depth telephone advice, with home visits for the most vulnerable and those for whom telephone advice is insufficient.
- 4.5. In the year March 2019 to February 2020, Agility Eco completed over 400 home energy visits for Portsmouth residents, but with over 11,000 households in the city meeting the government's definition of fuel poverty¹³, this is just a small proportion of those who may need our help.
- 4.6. The council's partnership with The Environment Centre has enabled the delivery of a gas and electricity meter top-up voucher programme, funded by Ofgem's Redress

¹² <https://switchedonportsmouth.co.uk/>

¹³ <https://www.portsmouth.gov.uk/wp-content/uploads/2020/04/Energy-and-water-at-home.pdf>

scheme. This funding will be supplemented by funding from the council's Emergency Assistance Grant.

4.7. Maximising signposting and referrals into SOP has been identified as a key strand of the action plan, which will be supported by the income maximisation campaign outlined in Priority One above.

4.8. One specific area of focus is increasing engagement and referrals from healthcare services, and the SOP Partnership will work closely with Public Health Portsmouth to address this.

5. Priority five - Employment and skills

5.1. The council's draft Skills Strategy outlines our approach to improve skills and employment outcomes for residents, with a particular focus on the impact of the pandemic.

5.2. This strategy should form the basis of action on employment and skills, led by the Employment, Learning and Skills service, working closely with the tackling poverty action plan.

6. Priority six - Digital inclusion

6.1. The pandemic and in particular the period of lockdown and self-isolation for those shielding, has exacerbated the impact of digital exclusion. Being online enables people of all ages to access a wide range of learning, shopping, entertainment and social resources, alongside access to trusted sources of information on the pandemic.

6.2. Portsmouth schools have distributed a survey to parents to gather more data on the extent of digital exclusion among their pupils. Some schools are considering options to provide laptops to all pupils, under leasing arrangements, but the likely cost of around £10 per month per child will be unaffordable for many parents and there is no specific government scheme to provide financial assistance for this.

6.3. It should be noted that there are also financial risks associated with being online, including illegal scams and targeted advertising of high cost credit and online gambling.

6.4. The council's Community Learning Service (CLS) provides access to free courses that give people the key skills to get online and use email, including learning how to stay safe online. CLS has reopened The Learning Place and can offer some in-person sessions, however numbers are significantly reduced due to social distancing measures. The nature of these courses means that it is not possible for them to be delivered online.

6.5. As well as the skills to use online resources, digital inclusion depends on having both an internet-enabled device (laptop, smartphone, tablet), and an internet connection

(broadband connection or 4G, which could be via a smartphone contract, dongle, or MiFi device).

6.6. Work has already begun on two local projects that will enable residents who are currently digitally excluded to get online:

6.6.1. HIVE Portsmouth digital lending library;

6.6.2. Digital donation scheme for schools.

6.7. The council should use funding from its Emergency Assistance Grant to support these schemes, funding devices and internet connections for digitally excluded residents in financial hardship.



Integrated Impact Assessment (IIA)

Integrated impact assessment (IIA) form December 2019

www.portsmouth.gov.uk

The integrated impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies that could impact positively or negatively on the following areas:
 - Communities and safety
 - Regeneration and culture
 - Environment and public space
 - Equality & - Diversity This can be found in Section A5

Directorate:

Housing, Neighbourhoods and Building Services

Service, function:

Tackling poverty

Title of policy, service, function, project or strategy (new or old) :

Tackling poverty action plan 2020

Type of policy, service, function, project or strategy:

- Existing
- New / proposed
- Changed

What is the aim of your policy, service, function, project or strategy?

To reduce the number of people in Portsmouth living in poverty, and reduce the impact of negative effects of living in poverty for people in financial hardship, with a particular focus on the impacts of the pandemic in relation to poverty in the city.

Has any consultation been undertaken for this proposal? What were the outcomes of the consultations? Has anything changed because of the consultation? Did this inform your proposal?

Consultation with the Tackling Poverty Steering Group, a multi-agency advisory group that supports the work of the council's Tackling Poverty Coordinator.

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A1-Crime - Will it make our city safer?



In thinking about this question:

- How will it reduce crime, disorder, ASB and the fear of crime?
- How will it prevent the misuse of drugs, alcohol and other substances?
- How will it protect and support young people at risk of harm?
- How will it discourage re-offending?

If you want more information contact Lisa.Wills@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-spp-plan-2018-20.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Any relationship between financial deprivation and crime is complex, and there is no evidence that delivering the outlined tackling poverty action plan will directly lead to a reduction in crime. The Community Safety Survey 2020 found that people who are unemployed were statistically more likely to be victims of crime, but there is no evidence that helping an individual to find or maintain employment will reduce the risk that they will be a victim of crime. Measuring any impact on crime or personal safety is outside of the scope of this action plan.

How will you measure/check the impact of your proposal?
No specific measures focused on reduction in crime.

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A2-Housing - Will it provide good quality homes?



In thinking about this question:

- How will it increase good quality affordable housing, including social housing?
- How will it reduce the number of poor quality homes and accommodation?
- How will it produce well-insulated and sustainable buildings?
- How will it provide a mix of housing for different groups and needs?

If you want more information contact Daniel.Young@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/psh-providing-affordable-housing-in-portsmouth-april-19.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

The action plan includes action to reduce homelessness and to tackle fuel poverty by making homes warmer.

How are you going to measure/check the impact of your proposal?

Number of households becoming homeless and requiring assistance from the council, number of households whose homelessness is prevented, number of fuel poverty measures implemented.

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A3-Health - Will this help promote healthy, safe and independent living?



In thinking about this question:

- How will it improve physical and mental health?
- How will it improve quality of life?
- How will it encourage healthy lifestyle choices?
- How will it create healthy places? (Including workplaces)

If you want more information contact Dominique.Letouze@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cons-114.86-health-and-wellbeing-strategy-proof-2.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Poverty has a wide-ranging effect on health and wellbeing, and therefore action to reduce poverty will improve health outcomes. Safe, independent living will be promoted through action on digital inclusion, which enables people to stay connected to their community through periods of self-isolation. Action on fuel poverty creates healthier home environments.

How are you going to measure/check the impact of your proposal?

Measure outcomes in relation to reducing poverty and increasing digital inclusion, and reducing fuel poverty.

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A4-Income deprivation and poverty-Will it consider income deprivation and reduce poverty?



In thinking about this question:

- How will it support those vulnerable to falling into poverty; e.g., single working age adults and lone parent households?
- How will it consider low-income communities, households and individuals?
- How will it support those unable to work?
- How will it support those with no educational qualifications?

If you want more information contact Mark.Sage@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-homelessness-strategy-2018-to-2023.pdf>
<https://www.portsmouth.gov.uk/ext/health-and-care/health/joint-strategic-needs-assessment>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

This proposal is specifically focused on income deprivation and poverty. The areas for action in the proposal have been identified by the Tackling Poverty Steering Group in order to target those most at risk of poverty.

How are you going to measure/check the impact of your proposal?
A range of measures included within the action plan, specific to each area of activity.

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A5-Equality & diversity - Will it have any positive/negative impacts on the protected characteristics?



In thinking about this question:

- How will it impact on the protected characteristics-Positive or negative impact (Protected characteristics under the Equality Act 2010, Age, disability, race/ethnicity, Sexual orientation, gender reassignment, sex, religion or belief, pregnancy and maternity, marriage and civil partnership,socio-economic)
- What mitigation has been put in place to lessen any impacts or barriers removed?
- How will it help promote equality for a specific protected characteristic?

If you want more information contact gina.perryman@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cmu-equality-strategy-2019-22-final.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Because of the impact of discrimination and exclusion, many of those with protected characteristics are at greater risk of poverty. Action to tackle poverty and the effects of poverty will therefore have a proportionally greater positive effect for residents with protected characteristics. No negative impacts have been identified.

How are you going to measure/check the impact of your proposal?
Monitoring the demographics of those assisted under this action plan.

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B1-Carbon emissions - Will it reduce carbon emissions?



In thinking about this question:

- How will it reduce greenhouse gas emissions?
- How will it provide renewable sources of energy?
- How will it reduce the need for motorised vehicle travel?
- How will it encourage and support residents to reduce carbon emissions?

If you want more information contact Tristan.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cmu-sustainability-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Action to make homes warmer reduces wasted energy and associated greenhouse gas emissions. However, many fuel poor households currently use less energy than required for a safe and reasonable standard of living, so some households will use more energy after intervention through this action plan. However, it is not sustainable for households to use less energy than they need.

How are you going to measure/check the impact of your proposal?

Where possible, monitor household energy consumption before and after interventions, and measure improvements in energy efficiency.

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B2-Energy use - Will it reduce energy use?



In thinking about this question:

- How will it reduce water consumption?
- How will it reduce electricity consumption?
- How will it reduce gas consumption?
- How will it reduce the production of waste?

If you want more information contact Triston.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

<https://democracy.portsmouth.gov.uk/documents/s24685/Home%20Energy%20Appendix%201%20-%20Energy%20and%20water%20at%20home%20-%20Strategy%202019-25.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

As above re electricity and gas consumption. No identified impact on water consumption or the production of waste.

How are you going to measure/check the impact of your proposal?

As above.

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B3 - Climate change mitigation and flooding-Will it proactively mitigate against a changing climate and flooding?



In thinking about this question:

- How will it minimise flood risk from both coastal and surface flooding in the future?
- How will it protect properties and buildings from flooding?
- How will it make local people aware of the risk from flooding?
- How will it mitigate for future changes in temperature and extreme weather events?

If you want more information contact Tristan.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/env-surface-water-management-plan-2019.pdf>

<https://www.portsmouth.gov.uk/ext/documents-external/cou-flood-risk-management-plan.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Action on fuel poverty includes action to make homes more energy efficient, mitigating against rising energy costs and the need to move to renewable sources of energy only. No identified impact on the risk of flooding.

How are you going to measure/check the impact of your proposal?
Measure improvements in home energy efficiency.

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B4-Natural environment-Will it ensure public spaces are greener, more sustainable and well-maintained?



In thinking about this question:

- How will it encourage biodiversity and protect habitats?
- How will it preserve natural sites?
- How will it conserve and enhance natural species?

If you want more information contact Daniel.Young@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-solent-recreation-mitigation-strategy-dec-17.pdf>

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

No identified impact on public spaces.

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B5-Air quality - Will it improve air quality?

In thinking about this question:

- How will it reduce motor vehicle traffic congestion?
- How will it reduce emissions of key pollutants?
- How will it discourage the idling of motor vehicles?
- How will it reduce reliance on private car use?

If you want more information contact Hayley.Trower@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/env-aq-air-quality-plan-outline-business-case.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

No identified impact on air quality.

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B6-Transport - Will it improve road safety and transport for the whole community?

In thinking about this question:

- How will it prioritise pedestrians, cyclists and public transport users over users of private vehicles?
- How will it allocate street space to ensure children and older people can walk and cycle safely in the area?
- How will it increase the proportion of journeys made using sustainable and active transport?
- How will it reduce the risk of traffic collisions, and near misses, with pedestrians and cyclists?

If you want more information contact Pam.Turton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/travel/local-transport-plan-3>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

No identified impact on road safety or transport.

How are you going to measure/check the impact of your proposal?

Is your policy/proposal relevant to the following questions?

B7-Waste management - Will it increase recycling and reduce the production of waste?

In thinking about this question:

- How will it reduce household waste and consumption?
- How will it increase recycling?
- How will it reduce industrial and construction waste?

If you want more information contact Steven.Russell@portsmouthcc.gov.uk or go to:

<https://documents.hants.gov.uk/mineralsandwaste/HampshireMineralsWastePlanADOPTED.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

No identified impact on recycling or production of waste.

How are you going to measure/check the impact of your proposal?

C - Regeneration of our city

Yes

No

Is your policy/proposal relevant to the following questions?

C1-Culture and heritage - Will it promote, protect and enhance our culture and heritage?



In thinking about this question:

- How will it protect areas of cultural value?
- How will it protect listed buildings?
- How will it encourage events and attractions?
- How will it make Portsmouth a city people want to live in?

If you want more information contact Claire.Looney@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

No identified impact on culture and heritage.

How are you going to measure/check the impact of your proposal?

C - Regeneration of our city

Yes

No

Is your policy/proposal relevant to the following questions?

C2-Employment and opportunities - Will it promote the development of a skilled workforce?



In thinking about this question:

- How will it improve qualifications and skills for local people?
- How will it reduce unemployment?
- How will it create high quality jobs?
- How will it improve earnings?

If you want more information contact Mark.Pembleton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-regeneration-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Employment and skills are central to tackling poverty and form a key part of this plan.

How are you going to measure/check the impact of your proposal?

A range of measures included within the action plan, specific to each area of activity.

Is your policy/proposal relevant to the following questions?

C3 - Economy - Will it encourage businesses to invest in the city, support sustainable growth and regeneration?



In thinking about this question:

- How will it encourage the development of key industries?
- How will it improve the local economy?
- How will it create valuable employment opportunities for local people?
- How will it promote employment and growth in the city?

If you want more information contact Mark.Pembleton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-regeneration-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

The skills and employment element will enable people who face exclusion to access good quality jobs. The income maximisation and debt management aspects will improve household finances, giving households more disposable income, much of which is likely to be spent in the local economy, further boosting economic growth in the city.

How are you going to measure/check the impact of your proposal?
A range of measures included within the action plan, specific to each area of activity.

Q8 - Who was involved in the Integrated impact assessment?

Tackling Poverty Coordinator, Tackling Poverty Steering Group, Community Safety Analyst

This IIA has been approved by:

Contact number:

Date:



Title of meeting:	Cabinet decision meeting
Date of meeting:	3 rd November 2020
Subject:	Retention of additional Community Wardens
Report by:	Director of Housing, Neighbourhoods and Building Services
Report Author:	Assistant Director - Neighbourhoods
Wards affected:	All
Key decision:	No
Full Council decision:	No

1. Purpose of report

- 1.1. To propose the retention of an additional 8 community wardens until 31 March 2022

2. Recommendations

- 2.1. That the Cabinet:
 1. Approves the proposal to retain 4 additional community warden posts on a permanent employment basis.
 2. Approves the proposal to retain a further 4 additional community warden posts for a further extended period until 31 March 2022.

3. Background

- 3.1. The administration's priorities included a commitment to providing additional community wardens.
- 3.2. The council employs a team of 8 community wardens. Additionally, since January 2019 the council has also employed a further 8 community wardens who are funded until 31 March 2021 bringing the total number of community wardens to 16 plus 2 community Warden Managers.

- 3.3. The team works to 'help keep the city safe, clean and tidy and to provide support and advice when needed'.
- 3.4. The additional 8 x community wardens cost approx. £327,100 per annum and are funded from the Housing Revenue Account (HRA), Cabinet reserves, and the Flexible Supported Housing Grant (FSHG). This funding is committed until 31 March 2021.
- 3.5. The additional community wardens provide cover from 8am until 2am Mon-Fri and from 10am - 2am at the weekends.
- 3.6. The team carry out their duties across the City and also patrol the Local Authority Housing blocks.

4. Impact of the additional resources

- 4.1. Demands for the service (whether placed on the service by members of the public or identified by the team when they are out working) have increased since additional community wardens were employed. The whole of the community warden team deal with approx. 16,000 demands per annum. (was previously 12,000)
- 4.2. The team are able to respond to demands placed upon the service as well as provide visibility and reassurance with more proactive patrols able to be carried out in identified hotspots.
- 4.3. The team were able to support critical services including homelessness support, waste services, and community safety issues during the lockdown period and beyond.

5. Proposal for retention of additional community wardens

- 5.1. The proposal is to retain the additional community warden team (8ftes), 4 on a permanent basis and 4 for a further period - until 31 March 2022 in order to continue to carry out this work - across the city and in the Local Authority Housing Areas. This will be in addition to the existing team of 8, making a total of 16 community wardens.
- 5.2. This means we can maintain the cover currently provided for every day of the year (except Christmas day, Boxing Day and New Years' day)
- 5.3. The team will continue to work to the purpose - 'to help keep the city safe, clean and tidy and provide help and advice when needed.'

6. Costs of retaining the additional team

- 6.1. The cost of retaining the additional 8 community warden posts is £327,100 per annum.
- 6.2. This will be funded from the Housing Revenue Account (HRA), Flexible Homeless Support Grant (FHSG) and the Cabinet Reserve (CR). This funding will ensure that we can continue to provide an additional 8 community wardens, 4 of these roles will be permanently funded from the HRA, and 4 will be funded until 31 March 2022.
- 6.3. Re-evaluation of the team will be undertaken in Summer 2021 with a further report on the future of the team brought to cabinet in October 2021.
- 6.4. It is noted that this means that 4 (of the existing 16) staff will continue to remain on fixed term contracts until 31 March 2022.

7. Reasons for recommendations

- 7.1. The community warden team of 16 is able to provide cover from 8am to 2am which was not possible with the smaller team of 8 staff.
- 7.2. The Community Warden team has made progress to resolve and reduce issues impacting on residents, the community, and businesses.
- 7.3. The team of 16 Community Wardens has increased the amount of actionable work they are able to do as well as carrying out additional patrols providing visibility and reassurance to residents and businesses.

8. Equality impact assessment

- 8.1. A preliminary EIA was carried out and there are no significant impacts or need to carry out a full EIA (Appendix 1)

9. Legal implications

- 9.1. The report speaks for itself and there are limited legal implications beyond those that arise as between the Authority and the individual staff member within the employer/employee construct. There will be potential costs associated with staff if the Service is discontinued in the future (notice and potential redundancies etc).
- 9.2. The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 provide that employees who have been continuously

employed for four years or more on a series of successive fixed-term contracts are automatically deemed to have become permanent at the four year point unless the employer can objectively justify continued use of a fixed term contract (i.e. the project or task which the fixed term employee is working on is due to come to an end shortly after the four year period).

10. Director of Finance's comments

10.1. As the report sets out the redesigned Community Wardens Service is to commence 1 April 2021 and run until the 31st March 2022 at a cost of £327,100. This amount covers the additional 8 community warden posts.

10.2. Table 1 - Funding for Extended Community Wardens Service

	HRA	GF Reserves	FHSG	Total
April 2021 - March 2022	£ 183,176	£ 73,524	£ 70,400	£ 327,100

10.3. The table above sets out the funding model for the trial for the continuation of the expanded Community Wardens service. As you will see the Housing Revenue Account will fund just over half of the Service during this trial period.

10.4. A further £73,524 is funded from the Cabinet reserve; this cannot be relied upon as an ongoing funding source due to calls on the reserve to meet other obligations.

10.5. The Council only has surety over the amount of Flexible Homeless Support Grant it will receive up to 31st March 2021, the grant is likely to continue but the Council will not know the amount until an announcement is made by central government, if the Council later find that it will not receive this grant, or the grant is not sufficient to cover this cost then either the expanded service will need to end (this equates to a reduction 2 ftes and the service hours would have to be reviewed) or an alternative source of financing will need to be identified.

10.6. Given the above funding model the Council can only commit to this redesigned trial until the 31st March 2022, officers will need to ensure that when the Service is mobilised that it does not enter into commitments that would obligate it past 31st March 2022.

Signed by:

Director of Housing, Neighbourhood and Building Services

Appendices:

Appendix 1 - preliminary Equality Impact Assessment

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

The recommendation(s) set out above were approved/ approved as amended/ deferred/rejected by

..... on

.....
Signed by:
Leader of the Council

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Integrated Impact Assessment (IIA)

Integrated impact assessment (IIA) form December 2019

www.portsmouth.gov.uk

The integrated impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies that could impact positively or negatively on the following areas:
 - Communities and safety
 - Regeneration and culture
 - Environment and public space
 - Equality & - Diversity - This can be found in Section A5

Directorate:

Housing, Neighbourhood and Building Services

Service, function:

Clean City Team

Title of policy, service, function, project or strategy (new or old) :

Community Warden Team

Type of policy, service, function, project or strategy:

- Existing
- New / proposed
- Changed

What is the aim of your policy, service, function, project or strategy?

To deliver the purpose of ' to help keep the City safe, clean and tidy and provide advice and support when needed.' To increase the number of community wardens by 8 ftes.

This will benefit residents and visitors to the City by providing our response to issues which impact on

the safety and cleanliness of the City.

Has any consultation been undertaken for this proposal? What were the outcomes of the consultations? Has anything changed because of the consultation? Did this inform your proposal?

No consultations were undertaken for this proposal.

A - Communities and safety	Yes	No
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Is your policy/proposal relevant to the following questions?

A1-Crime - Will it make our city safer?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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In thinking about this question:

- How will it reduce crime, disorder, ASB and the fear of crime?
- How will it prevent the misuse of drugs, alcohol and other substances?
- How will it protect and support young people at risk of harm?
- How will it discourage re-offending?

If you want more information contact Lisa.Wills@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-spp-plan-2018-20.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

This proposal increase the number of staff able to deliver the service. There will be an increased ability to respond to demands in local area housing areas outside of normal office hours which should provide support and reassurance to residents living in these areas. The overall hours of the service will extend from 10am-10pm. 7 days per week to 8am-2am Mon-Fri and 10am-2am at weekends.

The community wardens currently tackle anti-social behaviour as part of their role so this will double the current team and increase their hours of work to enhance its response to those issues. The team with with other partners to contribute to preventing the misuse of substances and support young people at risk of harms. These partners include the police, children's services and health colleagues.

How will you measure/check the impact of your proposal?
 The officers will contribute towards tackling these issues and the Safer Portsmouth Partnership manage performance indicators towards identifying if targets are being met.

A - Communities and safety	Yes	No
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Is your policy/proposal relevant to the following questions?

A2-Housing - Will it provide good quality homes?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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In thinking about this question:

- How will it increase good quality affordable housing, including social housing?
- How will it reduce the number of poor quality homes and accommodation?
- How will it produce well-insulated and sustainable buildings?
- How will it provide a mix of housing for different groups and needs?

If you want more information contact Daniel.Young@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/psh-providing-affordable-housing-in-portsmouth-april-19.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

A - Communities and safety	Yes	No
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Is your policy/proposal relevant to the following questions?

A3-Health - Will this help promote healthy, safe and independent living?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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In thinking about this question:

- How will it improve physical and mental health?
- How will it improve quality of life?
- How will it encourage healthy lifestyle choices?
- How will it create healthy places? (Including workplaces)

If you want more information contact Dominique.Letouze@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cons-114.86-health-and-wellbeing-strategy-proof-2.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Part of the role of these officers is to assist with support and advice for those that are homeless. The advice includes support for health issues and housing support.

How are you going to measure/check the impact of your proposal?

Measures of homeless engagement is recorded and reviewed as to outcomes

A - Communities and safety	Yes	No
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Is your policy/proposal relevant to the following questions?

A4-Income deprivation and poverty -Will it consider income deprivation and reduce poverty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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In thinking about this question:

- How will it support those vulnerable to falling into poverty; e.g., single working age adults and lone parent households?
- How will it consider low-income communities, households and individuals?
- How will it support those unable to work?
- How will it support those with no educational qualifications?

If you want more information contact Mark.Sage@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-homelessness-strategy-2018-to-2023.pdf>
<https://www.portsmouth.gov.uk/ext/health-and-care/health/joint-strategic-needs-assessment>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A5-Equality & diversity - Will it have any positive/negative impacts on the protected characteristics?



In thinking about this question:

- How will it impact on the protected characteristics-Positive or negative impact (Protected characteristics under the Equality Act 2010, Age, disability, race/ethnicity, Sexual orientation, gender reassignment, sex, religion or belief, pregnancy and maternity, marriage and civil partnership,socio-economic)
- What mitigation has been put in place to lessen any impacts or barriers removed?
- How will it help promote equality for a specific protected characteristic?

If you want more information contact gina.perryman@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cmu-equality-strategy-2019-22-final.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

This should be read in conjunction with the existing Equality Impact Assessment that identifies that this will not have a negative effect on any of the protected characteristics but potential for a positive impact. It provides an additional and extended service for some of those who are currently vulnerable.

How are you going to measure/check the impact of your proposal?

We can measure the demand placed on the service and monitor any complaints in relation to equality matters

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B1-Carbon emissions - Will it reduce carbon emissions?

In thinking about this question:

- How will it reduce greenhouse gas emissions?
- How will it provide renewable sources of energy?
- How will it reduce the need for motorised vehicle travel?
- How will it encourage and support residents to reduce carbon emissions?

If you want more information contact Tristan.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cmu-sustainability-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B2-Energy use - Will it reduce energy use?

In thinking about this question:

- How will it reduce water consumption?
- How will it reduce electricity consumption?
- How will it reduce gas consumption?
- How will it reduce the production of waste?

If you want more information contact Triston.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

<https://democracy.portsmouth.gov.uk/documents/s24685/Home%20Energy%20Appendix%201%20-%20Energy%20and%20water%20at%20home%20-%20Strategy%202019-25.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

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B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B3 - Climate change mitigation and flooding-Will it proactively mitigate against a changing climate and flooding?

In thinking about this question:

- How will it minimise flood risk from both coastal and surface flooding in the future?
- How will it protect properties and buildings from flooding?
- How will it make local people aware of the risk from flooding?
- How will it mitigate for future changes in temperature and extreme weather events?

If you want more information contact Tristan.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/env-surface-water-management-plan-2019.pdf>

<https://www.portsmouth.gov.uk/ext/documents-external/cou-flood-risk-management-plan.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B4-Natural environment-Will it ensure public spaces are greener, more sustainable and well-maintained?

In thinking about this question:

- How will it encourage biodiversity and protect habitats?
- How will it preserve natural sites?
- How will it conserve and enhance natural species?

If you want more information contact Daniel.Young@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-solent-recreation-mitigation-strategy-dec-17.pdf>

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

The community warden roles will tackle waste issues on green spaces including dog fouling issues.

How are you going to measure/check the impact of your proposal?

There are measures that will identify demand on green spaces in relation to waste and dog fouling issues.

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B5-Air quality - Will it improve air quality?

In thinking about this question:

- How will it reduce motor vehicle traffic congestion?
- How will it reduce emissions of key pollutants?
- How will it discourage the idling of motor vehicles?
- How will it reduce reliance on private car use?

If you want more information contact Hayley.Trower@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/env-aq-air-quality-plan-outline-business-case.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B6-Transport - Will it improve road safety and transport for the whole community?

In thinking about this question:

- How will it prioritise pedestrians, cyclists and public transport users over users of private vehicles?
- How will it allocate street space to ensure children and older people can walk and cycle safely in the area?
- How will it increase the proportion of journeys made using sustainable and active transport?
- How will it reduce the risk of traffic collisions, and near misses, with pedestrians and cyclists?

If you want more information contact Pam.Turton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/travel/local-transport-plan-3>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B7-Waste management - Will it increase recycling and reduce the production of waste?



In thinking about this question:

- How will it reduce household waste and consumption?
- How will it increase recycling?
- How will it reduce industrial and construction waste?

If you want more information contact Steven.Russell@portsmouthcc.gov.uk or go to:

<https://documents.hants.gov.uk/mineralsandwaste/HampshireMineralsWastePlanADOPTED.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

This proposal includes officers responding to environmental issues such as litter, waste and fly tipping, providing support and advice.

How are you going to measure/check the impact of your proposal?

The waste management team retains measures and the community wardens will contribute towards these figures.

C - Regeneration of our city

Yes

No

Is your policy/proposal relevant to the following questions?

C1-Culture and heritage - Will it promote, protect and enhance our culture and heritage?



In thinking about this question:

- How will it protect areas of cultural value?
- How will it protect listed buildings?
- How will it encourage events and attractions?
- How will it make Portsmouth a city people want to live in?

If you want more information contact Claire.Looney@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

By contributing to keeping the City safe, clean and tidy it should encourage/support tourism and make Portsmouth an attractive place to live in.

How are you going to measure/check the impact of your proposal?
Community Waren demands are recorded and measures are used to identify trends and repeated demands

C - Regeneration of our city

Yes

No

Is your policy/proposal relevant to the following questions?

C2-Employment and opportunities - Will it promote the development of a skilled workforce?



In thinking about this question:

- How will it improve qualifications and skills for local people?
- How will it reduce unemployment?
- How will it create high quality jobs?
- How will it improve earnings?

If you want more information contact Mark.Pembleton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-regeneration-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

Is your policy/proposal relevant to the following questions?

C3 - Economy - Will it encourage businesses to invest in the city, support sustainable growth and regeneration?



In thinking about this question:

- How will it encourage the development of key industries?
- How will it improve the local economy?
- How will it create valuable employment opportunities for local people?
- How will it promote employment and growth in the city?

If you want more information contact Mark.Pembleton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-regeneration-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

This proposal funds 8 full time posts and the officers are all local with 7 living in the city and 1 in Leigh Park. Support and advice is given to the homeless and other vulnerable individuals in relation to obtaining support in relation to health, housing and economic support that they could receive.

How are you going to measure/check the impact of your proposal?
Ensure vacant posts are advertised locally. Measures can provide details of advice and support given to the homeless and other vulnerable individuals.

Q8 - Who was involved in the Integrated impact assessment?

Roy Goulding, reviewed October 2020

This IIA has been approved by: Colette Hill

Contact number: 4872

Date: 08 January 2020

Agenda Item 7

THIS ITEM IS FOR INFORMATION ONLY

(Please note that "Information Only" reports do not require Integrated Impact Assessments, Legal or Finance Comments as no decision is being taken)



Portsmouth
CITY COUNCIL

Title of meeting:	Cabinet
Subject:	Portsmouth International Port – preparations for the new Border Operating Model post EU Transition
Date of meeting:	03 November 2020
Report by:	Mike Sellers, Port Director
Wards affected:	N/A

1. Requested by

The Leader of the Council, Councillor Gerald Vernon-Jackson.

2. Purpose

To update the Cabinet on Portsmouth International Port's (PIP) preparations for handling EU trade when the transition period ends on 31 December 2020.

3. Background

The UK left the EU on 31 January 2020 and entered an 11 month transition period during which the UK and the EU will negotiate arrangements for the future relationship between the UK and EU, including any trade deal. During the transition period the current rules on trade, travel and business for the UK and EU will continue to apply.

The transition period will end on 31 December 2020. On the 13 July 2020, the Government announced a three phased Border Operating Model from January 2021 to July 2021 to facilitate trade and ease new border requirements over this period. This was to recognise the challenges ports, traders and hauliers have had in preparations due to the COVID-19 pandemic.

PIP has more ferry routes to Europe than any other port in the UK including Caen, Le Havre, St Malo, Cherbourg, Bilbao and Santander. Some of these routes are recognised by the Department for Transport as critical freight routes for carrying medical supplies, fresh produce and other high category freight. This has again been highlighted recently with Brittany Ferries contracted by the Government to carry high priority imports from Le Havre to Portsmouth from 31st December 2020 for a period of 6-months.

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(Please note that "Information Only" reports do not require Integrated Impact Assessments, Legal or Finance Comments as no decision is being taken)

The EU have been clear that UK goods would be treated as Rest of World (ROW) trade from day one and have prepared and implemented appropriate border infrastructure over the past two years.

PIP is recognised by the Government as a high impact port and a resilience port (to the short crossings in Kent) and has, therefore, been engaged in extensive Government discussions over these plans.

This report is to update members on PIP's engagement plans and preparations to date.

4. The Border Operating Model (BOM)

The Government announced in July 2020 a number of easements for border operations to facilitate imports and exports from the EU through UK ports in a phased approach, as follows:

- a) January 2021 – high value goods such as alcohol and cigarettes from the EU will require customs entries. Other goods will require a full trading inventory to be held by traders, with delayed summary declarations made by the 1 July 2021, with no formal customs clearance procedure until July 2021 avoiding the need for checks at ports until this date.

Safety & Security declarations are required from this date for all exports as well as customs declarations for inbound transit movements of cargo. It is expected this can be automated for the most part, with a new system from HMRC.

- b) April 2021 – documentation checks at borders will take place on goods of a plant or animal origin.
- c) July 2021 – border infrastructure will be required either at ports or at an inland facility (if the port's footprint is unable to support this). Full customs declarations also required on all goods. Safety & Security declarations are required for all imports from this date.

The BOM is effective regardless of the status of any free trade deal with the EU after the transition period. The type of deal impacts on tariffs for certain goods and not the border operations at the port. Certain ports may be impacted by these tariffs but at this stage it is unclear if this will impact on PIP.

5. Port Infrastructure Fund (PIF)

In addition to the announcement in July 2020 the Government also announced that £470 million is being made available for critical border infrastructure including customs compliance and border control points (BCP). This is being split as £200 million at ports and £270million at inland sites under a PIF.

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The criteria for applying to the PIF was issued on the 2 October 2020 and bids are expected to be submitted by the end of October 2020. The Government are hoping that port infrastructure will be built and operational by July 2021. All ports, including PIP, have highlighted that this is an extremely ambitious date and is highly unlikely.

An advanced information document was issued on 17 September 2020 to give ports provisional information about the PIF. Examples of qualifying in-scope elements include:

- Import/export infrastructure – core requirements under the BOM.
- Ancillary infrastructure – required to support core entry infrastructure such as staff and driver welfare areas.
- Access infrastructure – access improvements and traffic management.

PIP has engaged with Royal HaskoningDHV to provide the details around design and costs of infrastructure changes, alongside other development works, which will include:

- BCP (for DEFRA commodities) – new infrastructure and modifications to existing buildings.
- Land acquisition adjacent to port land to provide part footprint for the new building.
- Live animal compound and facilities.
- Extension of freight gates to improve access adjacent to the major motorway access to the city.
- Modifications to internal access gate to assist in the movement of the freight between RoRo port and inspection facilities.

Although we do not have an accurate cost estimate at this stage, we anticipate that this will be greater than £20 million.

The challenge that PIP faces is to achieve funding, land acquisition, procurement, planning, construction and operation within this very tight timescale.

Furthermore, if this funding is not approved the port will be unable to provide the infrastructure required for the BOM. Neither is the Council in a financial position to provide any funding for the necessary works required given the serious financial deficit that the Council is endeavouring to manage as a consequence of the additional costs and losses of income arising from the COVID-19 pandemic plus any further financial consequences that may arise as infection rates continue to rise.

Of particular concern would be the need for health checks for products of a plant or animal origin which accounts for 30% to 50% of the roll on roll off freight. This would have serious implications on the existing routes from France and Spain to Portsmouth and the viability of the port for our largest customer, Brittany Ferries.

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6. HMRC requirements

There are a number of requirements under the port approval process with HMRC to achieve the BOM.

HMRC are working on a pre-lodgement model for ports that are unable to hold cargo for significant periods (such as RoRo ports) using the new Goods Vehicle Movement System (GVMS). This will be designed to fit just in time, roll on roll off freight movements such as goods flowing through PIP to/from the EU.

The UK will also be required to comply with the Common Transit Convention (CTC) as a contracting party. The CTC is an international convention that allows goods to move between or through EU Member States and Contracting Parties, under suspended duty.

To facilitate this, working with local Border Force officers on behalf of HMRC, the Port will become designated as an Office of Destination & Departure and also operate 'Transit' moves. The establishment of a 'Public Counter' office within the terminal will enable International Trade officers of Border Force to process all the required documentary checks to meet our obligations under the CTC.

The Port will also continue to accommodate 'Rest of World' trade to enable movement of cargo to/from the Channel Islands and will expand our Wharf Approval to enable Temporary Storage capability. There may also be some continued cross over of EU trade that will require Temporary Storage, so this would back up the just in time, Goods Vehicle Movement system.

7. Trader Awareness

At this stage trader readiness is anticipated to be at 50-70% for large businesses and 20-40% for SMEs, and the Government have commenced a communication campaign in preparing traders for the process at the end of the year.

The BOM is designed to control all trade with the EU (imports and exports), however, there remains concerns that ferry operators will be unable to load exports without the permission to proceed from the EU member states.

PIP is working with Hampshire and Isle of Wight Local Resilience Forum (LRF) with plans to stand up Op Transmission in order to avoid any impact to traffic on the M275 and local roads if there were to be delays at the port.

The LRF has asked the Government for funding support for the first 12-weeks of Op Transmission which is expected to cost £3.8million. If this funding is not forthcoming and Op Transmission is not stood up then there could be inevitable delays at the freight gates with impacts to traffic on the surrounding area.

THIS ITEM IS FOR INFORMATION ONLY
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8. Customs Agents

Portico Shipping Ltd, an independent trading company wholly owned by PCC, provide a comprehensive range of import & export customs formalities for any goods being imported or exported to/from the UK. The Customs Agency is currently undergoing a considerable expansion in resource to take full advantage of the new Customs regimes that will come into force from the 1 January 2021.

There are already a wide range of new customers that have requested to use Portico Customs Agency as their chosen customs intermediary. These enquiries are coming in daily. With these current agreements in place there is a predicted forecast for the Customs Agency clearances to increase from around 11,000 per year to 250,000 per year if the correct resource is in place to manage these volumes. At the national level it is anticipated that there will be 400 million extra customs declarations needed annually, the extra paperwork will add about £13 billion of costs to UK - EU trade annually. This is an excellent opportunity for Portico Customs Agency to take full advantage of selling their expertise in these services.

9. Freeports

Throughout the EU negotiations, Brexit uncertainty and COVID-19 outbreak, the DFT have recognised the critical importance to a number of trade routes served by PIP.

As one of the UK's major ports, PIP will no doubt provide some resilience to the challenges faced by the short crossings in Kent. Additionally, PIP provides a hub for fresh produce arriving from West Africa and the Caribbean before being exported to the EU.

The Government are expected to announce a criteria for up to 10 UK Freeports in order to simplify tax and custom arrangements. It would be hugely beneficial to PIP if we are one of these 10 Freeports and with this in mind have been working very closely with the Solent LEP who are planning to bid on a regional basis. To date this has been a challenge to PIP, the LEP and the other ports in the region given that the Government have yet to outline the criteria on which the UK Freeport model will be based.

10. Conclusion

- PIP are working towards the new BOM with very challenging timescales and will require PCC support and Government funding to achieve this.
- Operation Transmission will be required to support trader readiness and avoid impact on the M275 and local roads.
- PIP is recognised as a port providing resilience to the challenges faced in Kent around the short crossings.
- The BOM will provide income opportunity for Portico Customs Agency and all other existing custom agencies trading in the UK.

THIS ITEM IS FOR INFORMATION ONLY
(Please note that "Information Only" reports do not require Integrated Impact Assessments, Legal or Finance Comments as no decision is being taken)

- Freeport status will be hugely beneficial for PIP
- In the event that Government funding is not provided for the necessary costs associated with the BOM or Operation Transmission, the Council is not in a position to provide the necessary funding, and the consequences would be very severe

Mike Sellers
Signed by (Director)

Appendices:

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
N/A	

Agenda Item 8

Agenda item:

Title of meeting: Cabinet

Date of meeting: 3rd November 2020

Subject: An update on the Aquind Interconnector Project

Report From: The Chief Executive

Report by: Paddy May, Strategy Unit

Wards affected: All

Key decision: NO

Full Council decision: NO

1. Purpose of report

- 1.1. The purpose of this report is to update Cabinet on the Aquind Interconnector Project, to explain some of the activity that has been undertaken and to highlight the future timeframes.

2. Recommendations

- 2.1. Cabinet is recommended to:
- 2.1.1 Note that the Examination of the Aquind Interconnector Project has started
 - 2.1.2 Note the future timelines for the examination
 - 2.1.3 Agree that the Council should continue to represent the interests of the people of Portsmouth and maintain its opposition to the proposal

3. Background

- 3.1 As previously reported to Cabinet, Aquind are proposing to construct and operate an underground and marine electricity interconnector between the south coast of England and Normandy in France (the AQUIND Interconnector). This interconnector will have capacity to transmit up to 16 million MWh (or 16 TWh) of electricity annually or approximately 5% of Great Britain's total electricity consumption and 3% of the French total electricity consumption. The technology used will allow the flow of electricity both ways. Aquind are proposing that the interconnector cable will come ashore at Eastney and that the cable will run up through Portsmouth to a converter station in Lovedean.
- 3.2 Cabinet received reports on the Aquind Ltd proposal at their meetings on 9th July 2019 and 5th November 2019 and there has been a separate MIS Item on Aquind (MIS dated 28/8/20).

- 3.3 At the meeting in July 2019, Cabinet decided the following:
- Noted that Aquind are seeking to develop an electricity Interconnector between the UK and France with a converter station in Lovedean. They are proposing to "land" the high voltage DC (HVDC) electricity cable at Eastney and run it up through Portsmouth to the converter station at Lovedean.
 - Noted that despite representations from Portsmouth City Council that the Aquind proposal should be determined by the relevant local planning authorities (including Portsmouth City Council), the Government has decided that the proposal was a 'Nationally Significant Infrastructure Project' that should be determined by the Secretary of State through the Development Consent Order process.
 - Agreed to seek the support of Full Council to reinforce the Cabinet's objection to the route of the HVDC cable whilst also working constructively with Aquind and other stakeholders.
 - Agreed that the Council responds to this proposal in a coordinated way and where possible works with neighbouring councils on any common approaches.
 - Noted that any additional external costs incurred in the current year associated with the need to make an informed and considered response to the proposal will be met from the Council's Corporate Contingency.
- 3.4 When the project was discussed at Full Council on 16th July 2019 the following motion was unanimously agreed:
- RESOLVED that Full Council reinforce the Cabinet's objection to the route of the HVDC cable whilst also working constructively with Aquind and other stakeholders.*
- 3.5 At the meeting in November 2019 Cabinet resolved that the Council should maintain its opposition to the proposed project and to delegate authority to officers to enable timely responses to be made to the Planning Inspectorate whilst it is undertaking the Examination of the proposal as part of the DCO process.
- 3.6 The MIS on 28th August 2020 (<https://democracy.portsmouth.gov.uk/documents/s27880/MIS28August2020.pdf>) proposed "*In order to formalise the council's responses within the Examining Authority process for the Aquind interconnector project, additional external planning; highways; property and legal services resources are proposed to be procured and funded from Corporate Contingency, estimated at £300,000.*" The City Council has now commissioned external support to help prepare and respond to the Aquind DCO process. This includes Counsel support for the Examination process.

4. The Examination Process

- 4.1. As previously stated the Aquind proposal has been deemed a Nationally Significant Infrastructure Project (NISIP) that is being determined by the Secretary of State through the Development Consent Order process. As part of this the Planning Inspectorate (PINS) has arranged for an Examining Authority (ExA) to hold an examination of the project to enable them to make a recommendation to the Secretary of State. Because of the Covid situation the Examination process has had to be modified with a later start date than originally envisaged. Whilst most of the business of the examination is conducted through written submissions there are also hearings that are held. The hearing meetings are virtual meetings and they have had to make some modifications to the process to allow for this new way of working.
- 4.2. A number of other local authorities are impacted by the Aquind proposal and are involved in the Examination. This includes Hampshire County Council as the Highways Authority for the rest of the UK route outside of Portsmouth and also other Local Planning Authorities including Havant, East Hampshire, Winchester and the South Downs National Park Authority. Highways England are also involved because of the need to cross the A27 and the potential impact of the construction on the strategic road network. The City Council has been working with these other authorities as part of preparing for the Examination and will continue to do so as the Examination progresses.
- 4.3. The Examination has to be completed within 6 months from the start date (8/9/20). Attached as Appendix 1 is a flow diagram showing how the examination will work and the following are some of the key milestones:
- 18th Aug 2020 - Preliminary Meeting 1 - at this meeting representations were made about the procedure and process the ExA should follow when conducting their examination.
 - 8th Sept 2020 - Preliminary Meeting 2 - this allowed people not able to attend the 1st preliminary meeting the chance to engage and also became the start date of the Examination once the meeting concluded
 - 6th Oct 2020 - Deadline 1 - deadline for sending a range of material to the ExA including our Local Impact Report, responses to questions raised by the ExA, any written representations from interested parties and notifications that people wish to participate in the hearings
 - 20th Oct 2020 - Deadline 2 - deadline for responding to issues raised by other parties in the material submitted for Deadline 1
 - 3rd Nov 2020 - Deadline 3 - comments on material submitted for Deadline 2 and progressed statements e.g. on common ground and updated version of the Development Consent Order (DCO)
 - 17th Nov 2020 - Deadline 4 - Comments on Deadline 3 and further updates of various documents
 - 30th Nov 2020 - Deadline 5 - A summary of current position from the applicant and other interested parties and deadline for submission of material requested by the ExA to support the hearings

- 7th Dec 2020 - Open Floor Hearing 1
- 7th Dec 2020 - Open Floor Hearing 2
- 8th Dec 2020 - Date reserved for continuation of OFH2
- 9th Dec 2020 - Issue Specific Hearing 1
- 10th Dec 2020 - Compulsory Acquisition Hearing 1 - aimed at applicant, local authorities and statutory bodies
- 11th Dec 2020 - Compulsory Acquisition Hearing 2 - as above but also interested parties in terms of temporary possession
- 14th Dec 2020 - Date reserved for any issue specific hearings or open floor hearings
- 23rd Dec 2020 - Deadline 6 - Comments on submissions for Deadlines 4 & 5 and updates to key documents
- 7th Jan 2021 - ExA to publish any further questions if required
- 25th Jan 2021 - Deadline 7 - responses to any further questions, comments on submission for Deadline 6 and updates to key documents
- 3rd Feb 2021 - ExA to publish Report on Implications for European Sites (RIES), proposed schedule of changes to the DCO and any further request for information
- Weeks commencing 8 & 15 Feb 2021 - Dates reserved for further hearings or accompanied site inspections
- 22 Feb 2021 - Date reserved for any exceptional issue specific hearing
- 1st Mar 2021 - Deadline 8 - Comments on submissions for Deadline 7 and finalised documentation and possible further questions from ExA
- 5th Mar 2021 - Deadline 9 - Deadline for responses to any further questions from ExA
- 8th Mar 2021 - Deadline for closing examination

5. Recent activity from Portsmouth City Council

- 5.1. Whilst the City Council has been clear in its opposition to the Aquind proposal it has been important that officers have continued to engage with Aquind and their representatives. A number of meetings have been held to help understand more about the proposal and to see whether changes can be made to make the proposal more acceptable. The ExA also expects local authorities and the applicant to agree where there is common ground so that these issues do not have to be dealt with through the examination process. It is pleasing that following these meetings Aquind have reduced the amount of allotment land that they say they require access to (as part of their Order Limit).
- 5.2. The ExA provided a large number of questions for both the applicant and the local authorities. The City Council provided answers to these questions as part of our Deadline 1 response. As can be seen from the timetable in paragraph 4.3 there is an ongoing requirement to respond to questions and

issues raised by Aquind and the ExA. The City Council has also submitted its Local Impact Report (LIR) ¹. This highlights the impacts that the proposal will have across the City and looks at general issues, such as ecology, and specific sites including the impact on open spaces, such as at Farlington Playing Fields and at Bransbury Park, and on a range of other areas including the allotments. The LIR also considers the impact on highways and the environment and planning impacts of the proposal.

- 5.3. The Council has written to all allotment holders (a copy of the letter is attached at Appendix 2). This has informed them of the process and the latest change to the proposed order limits (see paragraph 5.1) which impacts on whether they are an 'affected person' or not. It also tells them how they can get involved as an affected person or how they could get involved at the discretion of the ExA.
- 5.4. Finally it is worth noting that as well as local community opposition to the Aquind proposal within Portsmouth there is also community opposition on other parts of the route including other parts of Hampshire and also northern France. Information on the Aquind project is being put into the next edition of Flagship to keep residents informed about what is happening. There is also a website (<https://interconnectorportsmouth.co.uk/>) that the Council is maintaining that gives further information on the Aquind proposal and provides links to the PINS website.

6. Reasons for recommendations

- 6.1. The recommendations in this report are to update Cabinet on the Aquind project and also reflect that Council have previously made clear that they are unanimously opposed to the Aquind project and so the Council should continue to maintain its opposition through the Examination process.

7. Integrated Impact assessment

- 7.1. As an update on an external process that is underway there is no need to complete an Integrated Impact Assessment.

8. Legal Implications/City Solicitor comments

- 8.1 The Council is continually reviewing the vast amounts of information that the Examination is producing. Officers are working constructively with Aquind in the manner required of a local authority but there remain significant concerns over the preparation and content of this application. The Council's legal concerns will be put to the Examining Authority by a leading barrister.

9. Director of Finance & Resources comments

- 9.1 There are no direct additional financial implications arising from the recommendations in this report.

¹ <https://infrastructure.planninginspectorate.gov.uk/wp-content/uploads/projects/EN020022/EN020022-001707-Portsmouth%20City%20Council%20-%20APPENDIX%20B%20-%20Task%20B%20-%20Local%20Impact%20Report%20Master%20Final.pdf>

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

Appendices:

Appendix 1 - The Aquind Proposal Examination Process

Appendix 2 - Copy of letter sent to allotment holders

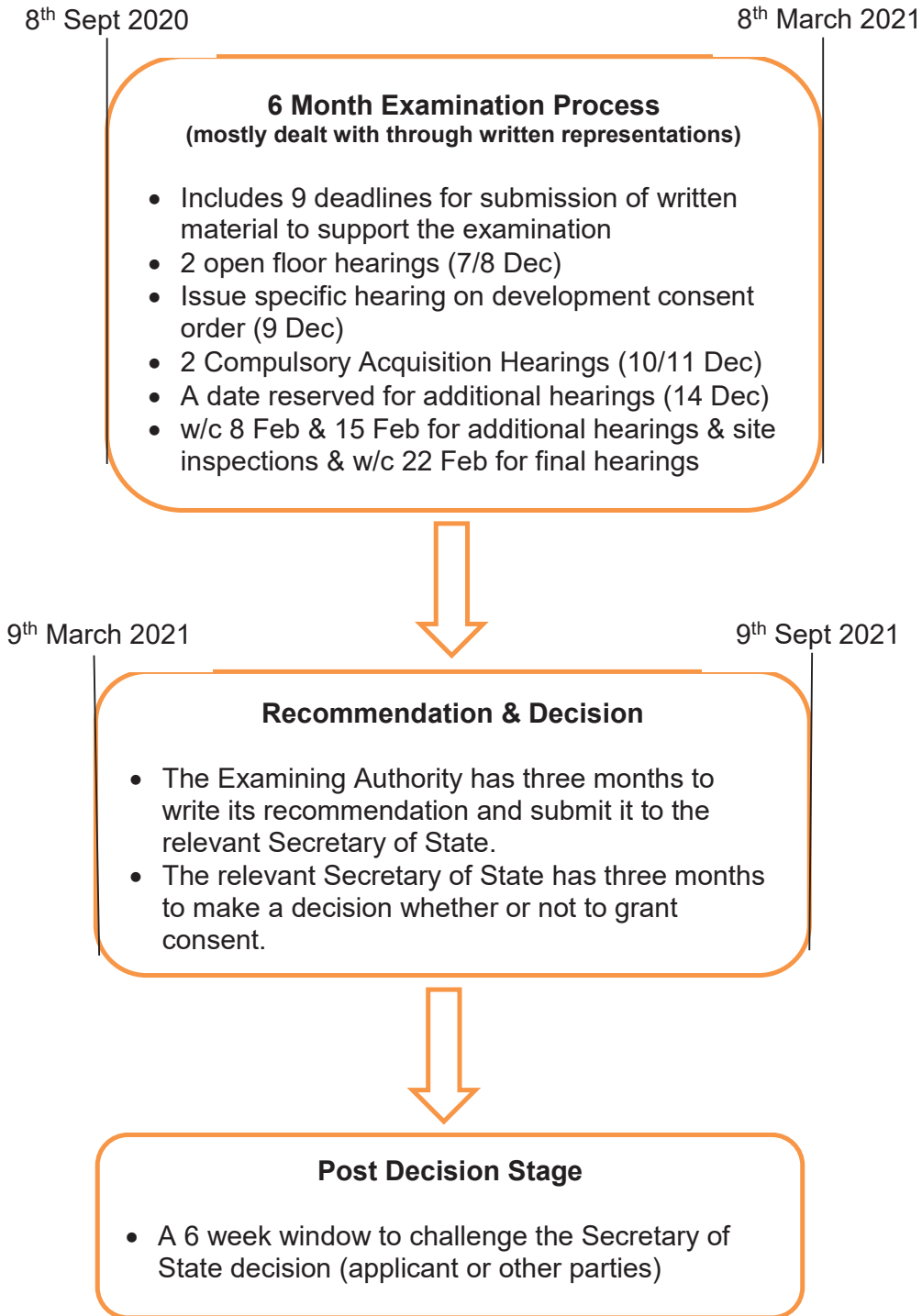
Signed by:

.....
DAVID WILLIAMS
Chief Executive

The recommendation(s) set out above were approved/ approved as amended/
deferred/ rejected by on

..... Signed by:

The Aquind Proposal Examination Process



Copy of letter sent to allotment holders

Regeneration Service

Floor 4
Civic Offices
Guildhall Square
Portsmouth
PO1 2NE

Phone: 023 9283 4260
Email; Tristan.Samuels@
portsmouthcc.gov.uk

Date: 16th October, 2020

Dear Milton Piece and Eastney Lake allotment holders,

Re: Aquind Interconnector Development Consent Order Examination being conducted by the Planning Inspectorate on behalf of the Secretary of State

I'm writing to let you know about the latest news Portsmouth City Council has about the Aquind application and how it may affect you. I also want to let you know what you can do to have your views taken into account.

What is Aquind?

The above application by Aquind Limited concerns a pair of underground electricity cables to connect the UK and French electricity networks that would land at Eastney and progress north through the city, including the Allotments. The council has produced the enclosed map to show the proposed impacts on different allotment plots. These are only proposals at this stage. The map is based on information that Aquind only made public on 6 October 2020 and has not yet been accepted as an official part of the application by the Planning Inspectorate, so it is important to remember it is only an indication of Aquind's plans at this time and may change. The proposals, and the lack of detail surrounding them, are an ongoing matter of concern for the council that we are raising with the Planning Inspectorate.

Who is affected?

In the area coloured blue on the enclosed map Aquind have said they want to drill under the allotments on the eastern side of the allotments, going up to the showground. The council's worries are that if Aquind say they cannot (or cannot afford) to drill under the allotments they have asked for permission to dig a trench through those allotments. Regardless of how the cables are laid, Aquind want rights to come onto the allotments and dig them up if this is necessary for maintenance.

Aquind have also said they want access to be able to perform any maintenance on the cable. They had asked for permission to have access to some land in the allotments (shown coloured yellow on the enclosed map). This is the area around the

shop. After pressure on Aquind, they have now said they only want access via the roads and paths (which are coloured pink on the map). But there is concern about the size of vehicles they might want to use, and whether the paths are wide enough to cope with this.

The council has been scrutinising the route with the other affected councils and the South Downs National Park for around 18 months. The council would have preferred the application to be decided by the local councils along the route but Aquind and central government have agreed that a minister should decide the application. The council is concerned that the voices of allotment holders have not been heard so far in the examination, which the Planning Inspectorate hosts before writing its report to the minister on whether permission for the development should be granted. It is Aquind's role in the examination to ensure that all Affected Persons are notified where their land is affected and the council is concerned that this has not happened.

What can you do?

If you are an allotment holder in the yellow or blue areas (especially the blue area) on the map, you are entitled as an 'Affected Person' to write to the Planning Inspectorate at aquind@planninginspectorate.gov.uk to, firstly, give your views on the application in writing and ask for those views to be taken into account, and, secondly, to be able to speak at any Open Floor Hearings (to be held virtually on 7-8 December 2020) and the Compulsory Acquisition Hearings (to be held virtually on 11 December 2020).

If you are an allotment holder outside the yellow or blue areas on the enclosed map you can still write to the Planning Inspectorate at aquind@planninginspectorate.gov.uk. However, as you are not an 'Affected Person' due to the rules governing public participation it is up to their discretion whether they accept those representations.

If you are concerned that you cannot access the internet or would have other difficulties in writing to the Planning Inspectorate, please contact Millie Ansell at the council on 023 9283 4832, or by writing to her at Leisure and Culture Services, Floor 5, Core 4, Civic Offices, Guildhall Square, Portsmouth PO1 2AL for help with sending your representations as an email.

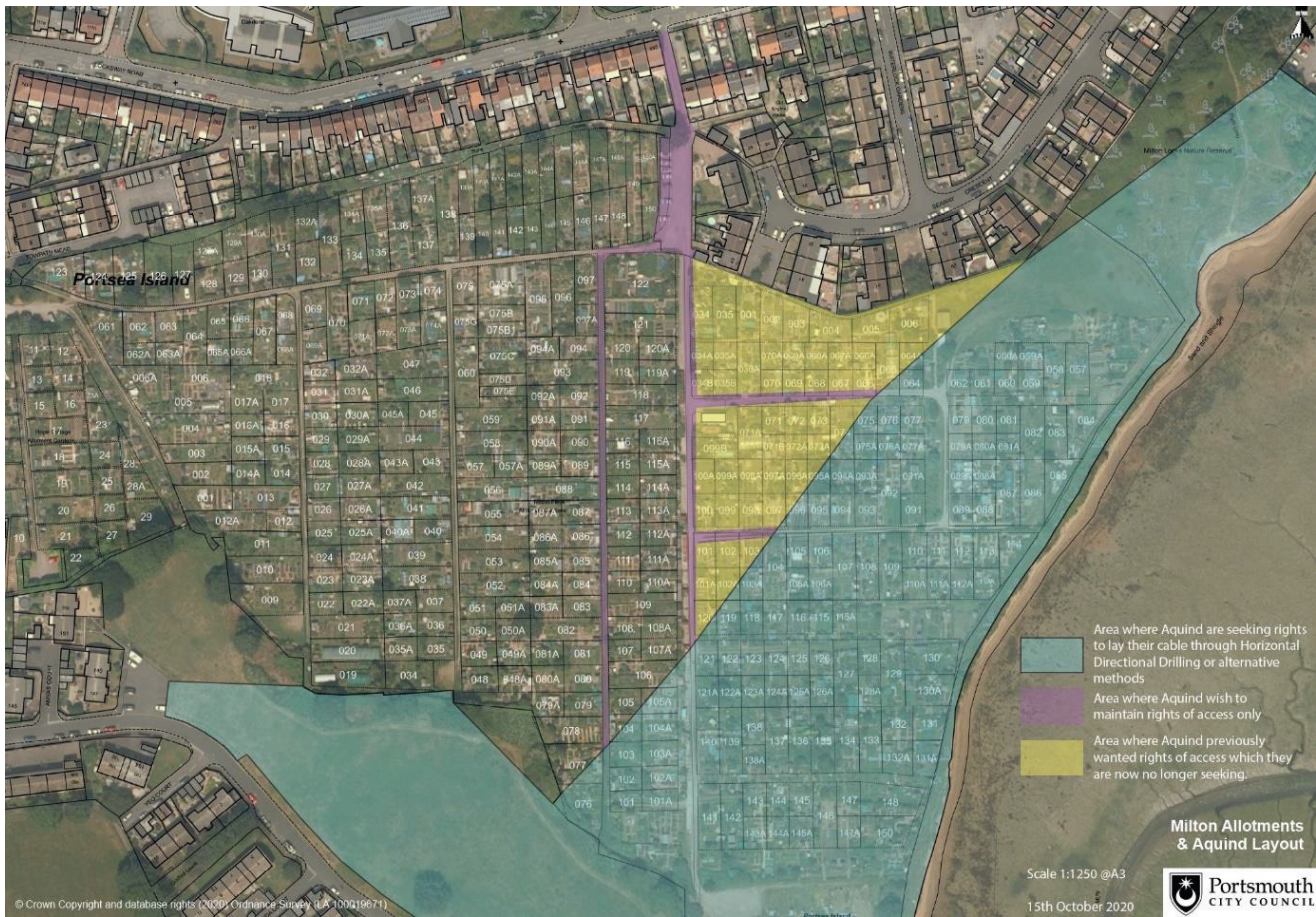
The council will be in touch with any new developments concerning the allotments. In the meantime, the council has made a website <https://interconnectorportsmouth.co.uk/> with more information, including links to the Planning Inspectorate's webpage for the examination and Aquind's website.

Yours faithfully,

Tristan Samuels
Director of Regeneration,

and

Cllr Steve Pitt
Deputy Leader, Portsmouth City Council



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Agenda Item 9

Agenda item:

Title of meeting: Cabinet
Date of meeting: 3rd November 2020
Subject: Fairtrade and Nestlé
Report From: The Chief Executive
Report by: Paddy May, Strategy Unit
Wards affected: All
Key decision: NO
Full Council decision: NO

1. Purpose of report

- 1.1. The purpose of this report is to seek the views of Cabinet on what the response of the City Council should be, as a Fairtrade City, to the decision of major suppliers or conglomerates to cease their partnership with Fairtrade.

2. Recommendations

- 2.1. Cabinet is recommended to:
- 2.1.1 Note that Nestlé have ceased their partnership with Fairtrade instead using their own Cocoa Plan Sustainable Scheme which is approved by the Rainforest Alliance
 - 2.1.2 Consider how, as an organisation committed to Fairtrade, it wishes to respond to this decision

3. Background

- 3.1 Portsmouth was awarded Fairtrade City Status on 5th March 2004 and this demonstrates the long standing commitment of the City Council to the Fairtrade Initiative. At the 16 July 2019 Council Meeting, Cllr Hugh Mason presented the following Notice of Motion:

It is fifteen years since Portsmouth was awarded the status of a 'Fair Trade City'. The Council recognises the contribution which fair trade has and is making towards ending exploitation in global supply chains and thereby the endemic poverty experienced in many poorer countries. The Council wishes to maintain its status as a Fair Trade City

The Council therefore reaffirms its commitment to using Fair Trade products at council events and as widely as possible in the Civic

Offices and other public buildings which it operates. It reaffirms its intention to encourage the use of Fair Trade products throughout the City and to promote appreciation of the importance of fair trade.

- 3.2 This Notice of Motion received unanimous support from the Council and the minutes recording this were approved at the Council meeting of the 15th October 2019. This demonstrates the Council's ongoing commitment to Fairtrade. Portsmouth City Council is also a member of the Fairtrade Portsmouth forum and has provided ongoing support to the forum.
- 3.3 On 23rd June 2020 the Fairtrade Foundation website announced ¹that Nestlé had decided to stop sourcing Fairtrade cocoa and sugar for their UK and Ireland Kit Kats (their top selling UK chocolate bar). The website states:
- After a decade of sourcing cocoa and sugar for KitKat in the UK and Ireland, Nestlé have informed Fairtrade they no longer plan to buy Fairtrade cocoa and sugar from some of the world's most vulnerable small scale farmers.*
- The move will mean a loss of almost £2 million (£1.95 million) in Fairtrade Premium each year for thousands of cocoa and sugar farmers in the global south. This income is a real lifeline for some of the world's poorest farmers.*
- 3.4 Nestlé have decided to purchase sugar from European sugar beet producers rather than through Fairtrade and have decided to source its cocoa from its in-house Cocoa Plan Sustainable Scheme. A Nestlé UK/Ireland spokesman told Confectionery News² that their plan was certified by the Rainforest Alliance/UTZ and that as a global business they wanted to work with the Rainforest Alliance.
- 3.5 Whilst Nestlé will be working with the same cocoa farmers, the Fairtrade Organisation are concerned that the farmers will lose the Fairtrade guaranteed price and the Fairtrade premium. This premium allows local farmers to decide how they wish to invest in their communities and their farms. The Fairtrade website states that communities have been able to invest in classrooms, dispensaries, canteens, and programmes to help women increase and diversify their income. They have also invested in measures to help deal with the Covid pandemic.
- 3.6 With a clear Council commitment to Fairtrade the Cabinet is asked to consider whether or how it wishes to respond to the decision by Nestlé. The July 2019 Notice of Motion confirmed a commitment to using Fairtrade products and also to promote the importance of Fairtrade.

¹ <https://www.fairtrade.org.uk/media-centre/news/fairtrade-producers-raise-their-voices-to-ask-nestle-to-keep-kitkat-fairtrade/>

² <https://www.confectionerynews.com/Article/2020/06/23/Shock-decision-by-Nestle-UK-I-to-stop-using-Fairtrade-cocoa-means-farmers-will-lose-Premium>

4. Reasons for recommendations

- 4.1. The report recommendations are to inform the Cabinet that Nestlé have decided to stop using Fairtrade cocoa and sugar for their UK and Ireland confectionary business and to ask Cabinet how it wishes to respond to this bearing in mind the Council's long-standing commitment to Fairtrade.

5. Integrated Impact assessment

- 5.1. An integrated impact assessment has been completed.

6. Legal Implications/City Solicitor comments

- 6.1. The Fairtrade Foundation's Fairtrade Town Action Guide can be found here:- <https://www.fairtrade.org.uk/wp-content/uploads/legacy/doc/Fairtrade%20Towns%20Action%20Guide.pdf>
- 6.2. The Fairtrade Foundation state five goals which must be met for a Fairtrade Town to maintain its status, which has to be renewed periodically by submitting updates on progress made on each of the five goals. It is understood that renewal was achieved by Portsmouth City Council this year. Although the Council is encouraged to support Fairtrade and use Fairtrade products where possible, in the present Nestlé situation, the Council is not obliged or mandated by the five goals to resolve any particular action per se.
- 6.3. In terms of procurement considerations, the Fairtrade Foundation has published a guidance note for Fairtrade Towns which can be found here:- http://www.fairtradetowns.org/media/com_form2content/documents/c1/a265/f2/Campaigner%20Procurement%20Guide%20Web.pdf. However, the Council has a legal obligation to ensure compliance with the Public Contract Regulations (2015) (PCRs) as well as the Council's own Contract Procedure Rules. The Council should therefore keep these in primary consideration when resolving how it wishes to respond to Nestlé's decision.
- 6.4. The PCRs threshold for supplies is currently £189,330 but the value of Council spend directly or indirectly with Nestlé, particularly in relation to their KitKats, is not known. Though the Council may have a preference to supplies/suppliers being compliant with Fairtrade, there is an obligation in the PCRs to consider schemes of an equivalent manner (see Regulation 42(14)). There is a suggestion that the Cocoa Plan Sustainable Scheme which is approved by the Rainforest Alliance may fall short of Fairtrade requirements on the basis that the farmers will lose the Fairtrade guaranteed price and the Fairtrade premium. However, if a decision was made to no longer purchase KitKats, or indeed Nestlé products generally, this would not be without the risk of potential legal challenge if equivalence can be proven.

7. Director of Finance & Resources comments

- 7.1. Any decision to prioritise the purchase of Fairtrade goods may end up costing the authority more but will achieve wider social value benefits in line with previous Council resolutions.

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

Appendices:

None

Signed by:

.....
DAVID WILLIAMS
Chief Executive

The recommendation(s) set out above were approved/ approved as amended/
deferred/ rejected by on

..... Signed by:



Integrated Impact Assessment (IIA)

Integrated impact assessment (IIA) form December 2019

www.portsmouth.gov.uk

The integrated impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies that could impact positively or negatively on the following areas:
 - Communities and safety
 - Regeneration and culture
 - Environment and public space
 - Equality & - Diversity This can be found in Section A5

Directorate:

Executive

Service, function:

Strategy

Title of policy, service, function, project or strategy (new or old) :

Cabinet decision re Nestle decision to cease partnership with Fairtrade

Type of policy, service, function, project or strategy:

- Existing
- New / proposed
- Changed

What is the aim of your policy, service, function, project or strategy?

Report concerns Nestle's decision to cease partnership with Fairtrade and what the Council's response should be.

Has any consultation been undertaken for this proposal? What were the outcomes of the consultations? Has anything changed because of the consultation? Did this inform your proposal?

No consultation required

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A1-Crime - Will it make our city safer?

In thinking about this question:

- How will it reduce crime, disorder, ASB and the fear of crime?
- How will it prevent the misuse of drugs, alcohol and other substances?
- How will it protect and support young people at risk of harm?
- How will it discourage re-offending?

If you want more information contact Lisa.Wills@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-spp-plan-2018-20.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How will you measure/check the impact of your proposal?

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A2-Housing - Will it provide good quality homes?

In thinking about this question:

- How will it increase good quality affordable housing, including social housing?
- How will it reduce the number of poor quality homes and accommodation?
- How will it produce well-insulated and sustainable buildings?
- How will it provide a mix of housing for different groups and needs?

If you want more information contact Daniel.Young@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/psh-providing-affordable-housing-in-portsmouth-april-19.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

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How are you going to measure/check the impact of your proposal?

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A3-Health - Will this help promote healthy, safe and independent living?



In thinking about this question:

- How will it improve physical and mental health?
- How will it improve quality of life?
- How will it encourage healthy lifestyle choices?
- How will it create healthy places? (Including workplaces)

If you want more information contact Dominique.Letouze@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cons-114.86-health-and-wellbeing-strategy-proof-2.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Not within Portsmouth but potential for negative impact on Fairtrade producers - Cabinet may decide measures to support Fairtrade

How are you going to measure/check the impact of your proposal?

Fairtrade reports

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A4-Income deprivation and poverty-Will it consider income deprivation and reduce poverty?



In thinking about this question:

- How will it support those vulnerable to falling into poverty; e.g., single working age adults and lone parent households?
- How will it consider low-income communities, households and individuals?
- How will it support those unable to work?
- How will it support those with no educational qualifications?

If you want more information contact Mark.Sage@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-homelessness-strategy-2018-to-2023.pdf>
<https://www.portsmouth.gov.uk/ext/health-and-care/health/joint-strategic-needs-assessment>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Not within Portsmouth but potential for negative impact on Fairtrade producers - Cabinet may decide measures to support Fairtrade

How are you going to measure/check the impact of your proposal?
Through Fairtrade reports

A - Communities and safety

Yes

No

Is your policy/proposal relevant to the following questions?

A5-Equality & diversity - Will it have any positive/negative impacts on the protected characteristics?



In thinking about this question:

- How will it impact on the protected characteristics-Positive or negative impact (Protected characteristics under the Equality Act 2010, Age, disability, race/ethnicity, Sexual orientation, gender reassignment, sex, religion or belief, pregnancy and maternity, marriage and civil partnership,socio-economic)
- What mitigation has been put in place to lessen any impacts or barriers removed?
- How will it help promote equality for a specific protected characteristic?

If you want more information contact gina.perryman@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cmu-equality-strategy-2019-22-final.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

Not within Portsmouth but potential for negative impact on Fairtrade producers - Cabinet may decide measures to support Fairtrade

How are you going to measure/check the impact of your proposal?
Through Fairtrade reports

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B1-Carbon emissions - Will it reduce carbon emissions?

In thinking about this question:

- How will it reduce greenhouse gas emissions?
- How will it provide renewable sources of energy?
- How will it reduce the need for motorised vehicle travel?
- How will it encourage and support residents to reduce carbon emissions?

If you want more information contact Tristan.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cmu-sustainability-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B2-Energy use - Will it reduce energy use?

In thinking about this question:

- How will it reduce water consumption?
- How will it reduce electricity consumption?
- How will it reduce gas consumption?
- How will it reduce the production of waste?

If you want more information contact Triston.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

<https://democracy.portsmouth.gov.uk/documents/s24685/Home%20Energy%20Appendix%201%20-%20Energy%20and%20water%20at%20home%20-%20Strategy%202019-25.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B3 - Climate change mitigation and flooding-Will it proactively mitigate against a changing climate and flooding?

In thinking about this question:

- How will it minimise flood risk from both coastal and surface flooding in the future?
- How will it protect properties and buildings from flooding?
- How will it make local people aware of the risk from flooding?
- How will it mitigate for future changes in temperature and extreme weather events?

If you want more information contact Tristan.thorn@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/env-surface-water-management-plan-2019.pdf>

<https://www.portsmouth.gov.uk/ext/documents-external/cou-flood-risk-management-plan.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B4-Natural environment-Will it ensure public spaces are greener, more sustainable and well-maintained?

In thinking about this question:

- How will it encourage biodiversity and protect habitats?
- How will it preserve natural sites?
- How will it conserve and enhance natural species?

If you want more information contact Daniel.Young@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-solent-recreation-mitigation-strategy-dec-17.pdf>

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B5-Air quality - Will it improve air quality?

In thinking about this question:

- How will it reduce motor vehicle traffic congestion?
- How will it reduce emissions of key pollutants?
- How will it discourage the idling of motor vehicles?
- How will it reduce reliance on private car use?

If you want more information contact Hayley.Trower@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/env-aq-air-quality-plan-outline-business-case.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

B - Environment and climate change

Yes

No

Is your policy/proposal relevant to the following questions?

B6-Transport - Will it improve road safety and transport for the whole community?

In thinking about this question:

- How will it prioritise pedestrians, cyclists and public transport users over users of private vehicles?
- How will it allocate street space to ensure children and older people can walk and cycle safely in the area?
- How will it increase the proportion of journeys made using sustainable and active transport?
- How will it reduce the risk of traffic collisions, and near misses, with pedestrians and cyclists?

If you want more information contact Pam.Turton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/travel/local-transport-plan-3>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

Is your policy/proposal relevant to the following questions?

B7-Waste management - Will it increase recycling and reduce the production of waste?

In thinking about this question:

- How will it reduce household waste and consumption?
- How will it increase recycling?
- How will it reduce industrial and construction waste?

If you want more information contact Steven.Russell@portsmouthcc.gov.uk or go to:

<https://documents.hants.gov.uk/mineralsandwaste/HampshireMineralsWastePlanADOPTED.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

C - Regeneration of our city

Yes

No

Is your policy/proposal relevant to the following questions?

C1-Culture and heritage - Will it promote, protect and enhance our culture and heritage?



In thinking about this question:

- How will it protect areas of cultural value?
- How will it protect listed buildings?
- How will it encourage events and attractions?
- How will it make Portsmouth a city people want to live in?

If you want more information contact Claire.Looney@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/pln-portsmouth-plan-post-adoption.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

C - Regeneration of our city

Yes

No

Is your policy/proposal relevant to the following questions?

C2-Employment and opportunities - Will it promote the development of a skilled workforce?



In thinking about this question:

- How will it improve qualifications and skills for local people?
- How will it reduce unemployment?
- How will it create high quality jobs?
- How will it improve earnings?

If you want more information contact Mark.Pembleton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-regeneration-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

Is your policy/proposal relevant to the following questions?

C3 - Economy - Will it encourage businesses to invest in the city, support sustainable growth and regeneration?

In thinking about this question:

- How will it encourage the development of key industries?
- How will it improve the local economy?
- How will it create valuable employment opportunities for local people?
- How will it promote employment and growth in the city?

If you want more information contact Mark.Pembleton@portsmouthcc.gov.uk or go to:

<https://www.portsmouth.gov.uk/ext/documents-external/cou-regeneration-strategy.pdf>

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?

How are you going to measure/check the impact of your proposal?

Q8 - Who was involved in the Integrated impact assessment?

Paddy May

This IIA has been approved by:

Contact number:

Date: