



Civic Engagement Agreement

Babcock International, Plymouth City Council, University Hospitals Plymouth NHS Trust, and the University of Plymouth have partnered to create this voluntary Civic Engagement Agreement. As major employers and institutions deeply rooted in the Plymouth community, we are committed to collaborative action that benefits the region.

Shared goals

- **Inclusive Employment:** Develop clear pathways to career progression and quality jobs for all. Focusing on activities to support priority groups including the large number of women on low pay.
- **Strengthen Local Supply Chains:** Prioritise procurement from local businesses and social enterprises to boost the regional economy, build resilience, and increase social value.
- **Community Wellbeing and Cohesion:** Implement initiatives to improve individual and community health, education, and social infrastructure, fostering stronger, more connected communities.
- **Achieve Net Zero and Promote Sustainability:** Reduce the environmental impact of our operations and supply chains by embedding sustainable practices, supporting a fairer, greener future for Plymouth's economy.

Aligned strategies

The partners are all party to the Plymouth Plan and the Plymouth Economic Strategy.

This Agreement also contributes to:

babcock™

Babcock - Our Strategy.



Plymouth City Council Corporate Plan.



University Hospital Plymouth NHS Trust Strategic Direction.



University of Plymouth Strategy.

Introduction

Plymouth is a city built on strong partnerships, and this Civic Engagement Agreement reflects the commitment of four major local organisations - Babcock International, Plymouth City Council, University Hospitals Plymouth NHS Trust and the University of Plymouth - to work together for the benefit of the entire community.

Our goal is simple: to make Plymouth a fairer, greener, and more inclusive place to live and work. By combining our resources and expertise, we can create more job opportunities, support local businesses, improve healthcare, and protect our environment. This partnership ensures that the city's success is shared by all, from families and businesses to students and workers.

We are committed to listening to the people of Plymouth, understanding their needs, and ensuring that our work makes a **real** difference in their daily lives. This agreement is not just a statement of intent - it is a commitment to continuous progress. We will develop and adapt our workstreams based on ongoing feedback and evidence, ensuring that our actions align with the priorities of the community.

By working closely with key stakeholders across the city, including businesses, voluntary organisations, and community groups, we will shape projects that drive real change. Whether it's helping more people into employment, strengthening local supply chains, investing in community wellbeing, or reducing our environmental impact, our partnership will ensure Plymouth prospers.

This is just the beginning of a long-term commitment to positive change. By uniting our efforts, listening to our community, and working together, we are shaping a stronger, more connected Plymouth - **one where everyone has the opportunity to thrive.**

This voluntary agreement, published by the Large Anchor Collaboration, formalises our commitment to significantly improve Plymouth's economic, social and environmental landscape through collaborative action.

Our Anchor Partners



Babcock International Group owns and operates Devonport Royal Dockyard, co-located with His Majesty's Naval Base (HMNB) Devonport, the largest naval base in Western Europe.

Outside of the military, Babcock is the largest employer in the South West, supporting 21,500 jobs either directly or through its supply chain.

Babcock remains committed to a partnership with Plymouth City Council and city partners that optimises Plymouth's growth potential, providing inclusive opportunities that support local people and businesses, creating a prosperous city for people to live and work.



Plymouth City Council is at the heart of driving positive change and creating fairer, greener city for all. Plymouth City Council is dedicated to improving the well-being of residents by delivering high-quality services, supporting economic growth, whilst promoting equality and opportunity. With a focus on creating jobs, strengthening communities, and addressing climate challenges, the Council works closely with local businesses, institutions, and residents to shape a stronger, more resilient Plymouth. Through this Civic Engagement Agreement, the Council reaffirms its commitment to collaboration, aligning with key anchor partners across the city to deliver lasting social and environmental benefits.



University Hospitals Plymouth NHS Trust spans community and social care, mental health, acute and through to specialist and tertiary services. Guided by its core values of care, kindness, and respect, the Trust is committed to making a lasting, positive impact on patients, staff, and the wider community. Through this Civic Engagement Agreement, the Trust reaffirms its commitment to working alongside key anchor partners to drive social and environmental change. By embracing collaboration and innovation, the Trust strives to build a healthier Plymouth.



The University of Plymouth is on a mission to advance knowledge and transform lives. A diverse, modern 'global civic' University, with a reputation for high quality, innovative, hands-on teaching and research. An outstanding powerhouse for progress, the University is working with partners to achieve a better, brighter, more sustainable future. Beyond educating thousands of students, the University already plays other significant roles in the city. It delivers emergency dental care, provides legal support, and drives growth opportunities in areas including marine technologies, maritime cyber security, and offshore renewable energy. Working with partners, the University of Plymouth will continue to inspire discovery, deliver transformational research, train the workforce of the future, and deliver civic benefit for our people and place.

Vision

A thriving, inclusive Plymouth, united by its largest anchor institutions in a shared commitment to drive social value, reduce inequalities, and enhance resident wellbeing through sustainable, collaborative actions that impact economic growth, environmental stewardship, and community resilience.

Mission

To foster sustainable and inclusive growth in Plymouth by leveraging the collective resources and expertise of our anchor organisations to build thriving communities and improve the lives of all residents.

Our Objectives

- Strengthen community health and wellbeing
- Promote sustainable inclusive growth
- Drive environmental and social responsibility

Our Values

- We work collaboratively
- We are inclusive and respectful
- We champion sustainability
- We are accountable and compassionate



Aligned with: **Growth Alliance Plymouth** - Strengthening the city through defence-driven opportunity, innovation and growth.

Signed

Signed on behalf of: 

Print: John Gane

Signed: 

Signed on behalf of: 

Print: Richard Davies

Signed: 

Signed on behalf of: 

Print: Tudor Evans

Signed: 

Signed on behalf of: 

Print: Sarah Brampton

Signed: 