

Tuesday, 5 April 2022

OVERVIEW AND SCRUTINY BOARD

A meeting of **Overview and Scrutiny Board** will be held on

Wednesday, 13 April 2022

commencing at **5.30 pm**

The meeting will be held in the Meadfoot Room, Town Hall, Castle Circus,
Torquay, TQ1 3DR

Members of the Committee

Councillor Douglas-Dunbar (Chairwoman)

Councillor Atiya-Alla

Councillor Mandy Darling

Councillor Barrand

Councillor Foster

Councillor Brown

Councillor Kennedy

Councillor Bye (Vice-Chair)

Councillor Loxton

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Email: governance.support@torbay.gov.uk - www.torbay.gov.uk

OVERVIEW AND SCRUTINY BOARD AGENDA

1. **Apologies**

To receive apologies for absence, including notifications of any changes to the membership of the Board.

2. **Minutes**

To confirm as a correct record the minutes of the meeting of the Board held on 9 March 2022.

(Pages 4 - 5)

3. **Declarations of Interest**

- a) To receive declarations of non pecuniary interests in respect of items on this agenda

For reference: Having declared their non pecuniary interest members may remain in the meeting and speak and, vote on the matter in question. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

- b) To receive declarations of disclosable pecuniary interests in respect of items on this agenda

For reference: Where a Member has a disclosable pecuniary interest he/she must leave the meeting during consideration of the item. However, the Member may remain in the meeting to make representations, answer questions or give evidence if the public have a right to do so, but having done so the Member must then immediately leave the meeting, may not vote and must not improperly seek to influence the outcome of the matter. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

(Please Note: If Members and Officers wish to seek advice on any potential interests they may have, they should contact Governance Support or Legal Services prior to the meeting.)

4. **Urgent Items**

To consider any other items that the Chairman decides are urgent.

5. **Torbay Economy Pandemic Response**

(Pages 6 - 62)

1. To review the evidence base in respect of the emerging revised Economic Strategy and to consider what action needs to be taken to improve Torbay as a Place, including job creation, educational attainment and sustainability.
2. To review the action taken to address the impact of Covid-19 on the residents of Torbay.

(Note: Alan Denby, Divisional Director for Economy, Environment and Infrastructure, Carl Wyard, Economy and Enterprise Manager - TDA and Councillor Long, Cabinet Member for Economic Regeneration, Tourism and Housing will be in attendance for this item.)

6. Overview and Scrutiny Board Annual Report 2021/2022, Initial Work Programme 2022/2023 and Establishment of Adult Social Care and Health Overview and Scrutiny Sub-Board

(Pages 63 - 93)

To consider the submitted report on the above.

Meeting Attendance

Torbay Council has taken the decision to continue operating in a Covid-19 secure manner in order to protect staff and visitors entering Council buildings and to help reduce the spread of Covid-19 in Torbay. This includes social distancing and other protective measures (e.g. wearing a face covering whilst moving around the building (unless exempt), the face covering can be removed once seated and using hand sanitiser). Our public meetings will continue to operate with social distancing measures in place and as such there are limited numbers that can access our meeting rooms. If you have symptoms, including runny nose, sore throat, fever, new continuous cough and loss of taste and smell please do not come into the office.

If you wish to attend a public meeting, please contact us to confirm arrangements for your attendance.

Minutes of the Overview and Scrutiny Board

9 March 2022

-: Present :-

Councillor Douglas-Dunbar (Chairwoman)

Councillors Atiya-Alla, Barrand, Brown, Bye (Vice-Chair), Mandy Darling, Foster,
Kennedy and Loxton

(Also in attendance: Councillors Brooks, Cowell, Steve Darling and Long)

44. Opening

The meeting was opened with a minute's silence for a serving member of staff, Amanda Coote, who had sadly passed away.

45. Minutes

The minutes of the meeting of the Board held on 9 February 2022 were confirmed as a correct record and signed by the Chairwoman.

46. Review of Torbay's Housing Crisis

The Scrutiny Lead Member for Community and Corporate Services, Councillor Foster, presented the submitted draft report on the Review of the Torbay's Housing Crisis. Members thanked the Chairwoman, Councillor Foster, and the Torbay's Housing Crisis Review Panel for their work on the report.

Resolved (unanimously):

That the Report to the Cabinet on the Review of Torbay's Housing Crisis be approved subject to the following:

- Paragraph 2.10 - remove 32% and replace with 'a significant amount'; and
- Paragraph 2.11 being updated with the correct date for the Board considering the five different options for areas for housing growth to inform and update the Local Plan (13 April 2022).

47. Budget Monitoring Quarter 3 2021/22

The Board considered and noted the budget monitoring report which provided a high level budget summary of the Council's forecasted revenue and capital income

and expenditure for the financial year 2021/2022. The report was based on figures as at the end of Quarter 3.

The Deputy Leader of the Council and Cabinet Member for Finance, Councillor Cowell, advised that the Council had received clarification in terms of the current crisis and war in Ukraine which suggested that the Council would not have any direct exposure to risks in respect of our investments.

The Board asked questions in respect of the following which were responded to at the meeting by the Deputy Leader of the Council and Cabinet Member for Finance, Councillor Cowell, and the Deputy Head of Finance, Sean Cremer:

- SWISCo remained under financial pressure what modelling was being undertaken to address this and what was the worst case scenario.
- Were drivers put under a contract when they were trained to ensure they would not be trained and then leave to join another company.
- Concern over the risks associated with the Council's wholly owned companies and the Planning Service and what was being done to mitigate the risks (this was also picked up through a recent Audit Committee meeting).
- If the data was based on cash or accruals.
- If the data could include a column to show what the opening budgets were and where they were now as some of the business units had changed.
- The impact of the £9 million deficit in the Higher Needs Block of the Dedicated Schools Grant and what action was being taken to address this.
- The number of children in out of area placements had reduced but now there were 24 placements, what was the cause of this and what was being done to address this.
- Residential placements for cared for children had reduced to 291 through the Independent Fostering Agency were the other children with in-house foster carers.
- Was it intended for SWISCo to grow their commercial trading.
- What was the impact on the delay of the solar farms and what was being done to address this.
- There was concern over the budget for Torre Abbey and the forecast showed a £200,000 shortfall this year, how much of the shortfall related to the café (a breakdown of the shortfall would be circulated to the Board).
- What was the situation regarding Civil Enforcement Officers and what action was being taken to address this.

Resolved (unanimously):

That a review of the governance and risk around the Council's wholly owned companies be added to the Overview and Scrutiny Board Work Programme for 2022/2023.

Chairwoman

Overview & Scrutiny

Subject: Torbay economy – pandemic response

Contact details: alan.denby@torbay.gov.uk

Name: Alan Denby, Divisional Director of Economy, Environment and Infrastructure

Background

To support the Council's ambition for a thriving economy and thriving people Torbay's Overview and Scrutiny Board has requested to better understand what actions have been taken to address the impact of the pandemic on the residents of Torbay and the impact that they have had.

The Board particularly wants to understand what employability support has been delivered in light of their awareness of the issues being experienced across the community for instance with the impact of the closure of Midas and what opportunity forthcoming Government funding programmes such as Levelling Up and the UK Shared Prosperity Fund might present to Torbay.

In the summer of 2020 the Council developed a Covid recovery and repositioning plan that set out areas of focus for the Council and partners across Torbay, including the business community, to help mitigate against the predicted economic impact of the pandemic, the repositioning plan is available <https://www.torbay.gov.uk/council/policies/economic-regeneration/economic-strategy/>.

Areas of activity included;

- Supporting businesses to access covid grants
- Supporting the tourism sector, including at the regional level with Heart of the South West and Great South West
- Reopening the High Streets Safely and Welcome Back Fund
- A focus on using Torbay's distinctive economic opportunities through the Electronics Photonics Innovation Centre (EPIC)
- Securing additional investment from Government through the Getting Building Fund enabling works at Edginswell, Lymington Rd and EPIC
- Businesses started and supported

Recognising that there were already skills and employability issues hindering Torbay's economic progress other areas of focused activity included;

- Ready for Work Programme

Ready for Work is an employment ready programme developed to help those outside of the labour market back into work. [Motiv8](#) were commissioned in 2019 to develop and deliver the programme that is now in its 3rd year. The programme is based on the following model:



Initially contracted for 2 years, the programme aimed to support 132 people through the programme with 77 finding employment. Unsurprisingly, the pandemic impacted the programme however Motiv8 adapted and moved on-line to ensure continued delivery. Despite this challenge, the programme supported 97 people helping 52 into employment (54% conversion rate). Over half of the people supported came from Torbay's most deprived areas.

Following an evaluation, the programme was extended in Oct 2021 for a further 12 months. The evaluation highlighted the positive impact the Motiv8 team had on the clients which helped to raise confidence and ultimately job success for many of the clients. However it also identified that a broader engagement with stakeholders was needed as there was too much reliance on DWP referrals.

Now in its 3rd year, the programme is aiming to support 116 people through the programme with 64 people finding work (paid or voluntary) or undertaking further training.

- Kickstart

This is a government funded programme offering 18-24 year olds 6 months' work experience with an employer. This programme has now closed.

Only employers offering over 30 work experience placements could apply direct to enter the programme. Employers with fewer placements had to apply through a Gateway Employer; TDA was one of the organisations locally that fulfilled this role. The first application was submitted in October 2020 and the last one in December 2021 when the application process closed.

In total, TDA submitted 8 applications on behalf of over 100 employers. 80 employers were successful. Of these, 48 have recruited, 16 have on-going vacancies and 16 employers deciding not to recruit or have struggled to recruit. 83 work placements have been created. TDA continues to support employers and is working to ensure that as many young people as possible convert their work experience into permanent work.

- **Build Torbay**

Given the recent success with Town Deal and Future High Streets Fund, Torbay will see significant capital investment requiring increased construction labour to ensure delivery. Prior to these successful bids, challenges around recruitment into this sector was recognised. As a result, TDA has created a new role to:

- work with employers and schools to raise aspiration in construction careers
- help primarily tier 1 contractors to fill vacancies
- ensure as many capital projects as possible have employment and skills plans (ESP's) in place that will deliver work experience, training, apprenticeships and jobs

- **Sector Pathway**

Through the Towns Deal, funding has been allocated to support skills development activity in construction, tourism and photonics. This is supporting some of the Build Torbay activity and has scope to support careers advice and development for our young people and further enhance the work currently on-going within the photonics sector where a new degree course is being developed. An action plan is currently in development that will set out this activity further.

On behalf of the Council, TDA has started the process of revising Torbay's Economic Strategy. To support this, an updated evidence base has been developed and is shared with this paper for wider context.

The Economic Strategy will be evidence led, and this evidence base, together with business and stakeholder consultation, will shape the recommendations made to Council in respect of a further developed strategy.

The evidence base is drawn mainly from national data sets and what is known of the local economy through the networks that exist across Torbay and the intelligence gathered through TDA's aftercare programme which sees 30-40 businesses visited to get deeper information on their growth plans, the challenges they face and to help understand the dynamics of the local economy.

While the April report to the Board is not principally about the economic strategy with a separate briefing to the Board on this to follow for meeting later in the spring Board members may want to note that an area of focus is deepening the contribution from the business community with TDA looking for further information and intelligence. To that end TDA has reached out to Devon Chamber who regularly run business surveys with their members. The data gathered is used to inform discussions with Government. Devon Chamber have offered to distribute their survey through Torbay's Chambers of Commerce and collate the results at a Torbay level.

Key points to note from the evidence base are:

- Torbay is home to circa 136,218 people, nearly half of which (49.4%) are aged 50 or over. The lowest representation comes from ages 16 to 24, accounting for around 8%.
- Torbay's workforce has decreased 2.1% from 2015 to 2020.

- Torbay deprivation is worsening with 27.4% of the population living in the country's most deprived areas.
- Torbay continues to have high level of part time work in comparison to regional and national averages.
- 9% of residents have no qualifications, 29.4% are classified as graduates but this figure is notably lower than regional and national averages. Torbay now falls behind regional and national average across all NVQ levels.
- Photonics and microelectronics sector continues to grow, creating high skilled jobs for local people. GVA in this sector is twice the Torbay average.
- Torbay's fishing industry remains important, landing circa £31M value of fish, supporting 499 jobs.
- Superfast broadband is available across 95.3% of the area.
- In 2021 the unemployment rate was 2.3% the lowest it has been for five years. Long term unemployed and youth unemployment figures are falling.
- Vacancy rates are at the highest level for 5 years and significantly exceed the number of people looking for work.
- There is a mismatch between the skills employers need and the skills employees offer.
- Collective performance of Torbay's schools has improved since 2019 however the attainment gap between disadvantaged and non-disadvantaged pupils has grown.

The evidence base highlights some well know challenges facing Torbay' economy, as well as some new ones.

Activity is already underway to address some of these challenges and these are referenced on page 1. However we anticipate the refresh of the Economic Strategy will identify further interventions and actions to compliment ongoing activity. Whilst there are some significant challenges that need addressing, capitalising on our success is equally as important. Funding secured from the Torquay Town Deal and Future High Street's Fund will start to revitalise these town centres and momentum needs to be maintained.

To address the breath of activity that Torbay needs to have effectively delivered the Council has been successful in securing funds from a variety of funding calls over the past two years including Future High Streets Fund, Towns Fund, Cultural Development Fund and more.

Forthcoming programmes including the Levelling Up Fund Round 2 and UK Shared Prosperity Fund will present further opportunities for Torbay to bid, competitively, for funding. Following the disappointment of not being successful in Levelling Up round 1, we will provide an update on the feedback we have received from Government on that application and what it is thought to mean for a future round 2 application alongside an update on what is known in respect of the [UK Shared Prosperity Fund](#).



Torbay Economic Strategy 2022 - 2030

Evidence Base 2022

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Appendix 1

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1. Purpose

1.1 Introduction

TDA on behalf of Torbay Council is developing its revised Torbay Economic Strategy. The Strategy will provide the framework for the future long-term sustainable economic growth.

The starting point for developing the new Strategy is to undertake a review of the existing Evidence Base. The Evidence Base will help shape and inform the Strategy and provide an update on the local economic picture, highlighting emerging issues and opportunities, identify gaps in the data, and secure a better understanding of Torbay's economic performance and drivers of growth.

The revision of the Evidence Base draws upon the latest data to provide a robust foundation and sound understanding on changing circumstances to inform Torbay's economic policies. These policies and actions will form the backbone of the revised Economic Strategy.

2 Comparators

To provide a benchmark for Torbay, key data is included on four comparator locations to help indicate in which areas Torbay is performing/under-performing to provide context on some of the local issues.

The following Local Authorities have been chosen due to their coastal locations and similar socio-economic challenges. These are:

- Darlington
- Redcar and Cleveland
- Blackpool
- Isle of Wight

2. Executive Summary

Growth and Economy

- Torbay's total economic output in 2019 was worth £1.98Bn.
- Sectors generating the greatest proportion of output are; real estate activities, human health and social work activities, wholesale and retail trade, repair of motor vehicles, education, and accommodation and food service activities.
- The productivity gap in Torbay is continuing to widen. In 2019 GVA per hour worked was 69.4% of the UK average, while GVA per job filled and GVA per head are 62.6% and 49.4% respectively.
- The gap in Torbay's Gross Disposable Household Income is continuing to widen. In 2019 it was 87.2% of the UK average, down from 90.0% in 2008.

Key Sectors

- In 2020, Torbay's fishing industry landed around 11.7 tonnes, the approximate value of £31.0M and supported 499 jobs.
- In 2020, over 2,240,100 tourists visited Torbay – a decline of over 50.7% compared to 2019.
- GVA per worker in the photonics and microelectronics sector has increased 37.0% from £72,973 in 2015 to £100,000 in 2019.

Infrastructure

- Superfast broadband is available across 95.3% of Torbay compared to 95% nationally and 92.2% regionally.
- 7 out of 8 key services are accessible in Torbay within 45 mins or less via public transport and walking.
- The highest rates of unoccupied employment space across Torbay are in retail, followed by office, industrial, and leisure space.

Business and Innovation

- In 2020, there were 4,485 active businesses across Torbay, with 520 new businesses starting up and around 415 closing down.

- Business survival rates in Torbay falls behind the regional average but remain in line with the national average until the fifth year when they fall 1.4 percentage points below the UK average.
- There are 45 fast growing businesses employing approximately 2,680 people mainly in manufacturing and engineering, and other business and professional services for businesses, mostly linked to eHealth and preventive care sectors.

People

- Torbay has a population of 136,218 people – nearly half of which (49.4%) are aged 50 or over.
- Over the past 10 years, there has been a decline in the proportion of the population aged 49 and under, and equally a greater increase in the proportion of the population aged 50 and above.
- By 2030, Torbay's population is projected to grow by 5.3% reaching 145,120; with those aged 64 and above expected to account for 31.2% of the population.
- 18.7% of Torbay households are classed as 'workless'.
- In 2019, over 27.4% of Torbay's population were classed as living in the bottom 20% of the most deprived areas in England.
- In comparison to the UK average, Torbay has low rates of ethnic diversity, accounting for around 3.0% of the population.

Employment and Skills

- Over the past five years, the number of jobs in Torbay has decreased by 3.0% to 48,000.
- Between 2020 and 2021, Torbay's employment rate increased from 72.5% to 77%.
- In 2021, Torbay's unemployment rate was 2.3% - the lowest it has been for five years.
- At the end of 2021, Torbay's long-term unemployment figure stood at 160, significantly lower than 465, five years ago.
- 4.5% of Torbay's 16- to 17-year-olds are not in education, employment, or training (NEET) compared to 5.5% across the UK.
- Since its peak in August 2020, Torbay's claimant count has fallen by 47% to 3,175.
- The number of job seekers in Torbay has been on a downward trend for the past five years and is currently 234.

- The top employment sectors have remained unchanged and include health, accommodation & food services, retail, education, and business administration & support services.
- Over the past five years, Torbay has seen significant employment growth in business administration & support services, information & communication, public administration & defence, and manufacturing.
- Vacancy rates are at their highest level for five years. The top recruiting occupations are nurses, care workers, chefs, sales and retail assistants, van drivers, and primary and nursery roles.

Workforce

- Over the past five years, there has been a 1.9% decrease in the total working age population, falling to 58,500.
- The workforce in Torbay has decreased by 2.1% since 2015 to 46,500 in 2020.
- Full-time jobs account for 58.1% of all employment, compared to part-time jobs accounting for 41.9% of employment. This is far higher than the regional and national average.
- 9% of the working age population in Torbay have no qualifications, an increase from 6.2% in 2017 and is significantly higher than the regional and national averages.
- 29% of the working age population in Torbay have NVQ4+, some way behind the SW and UK, at 40.4% and 43% respectively.
- In fact, Torbay falls behind the national and regional percentages across NVQ1+ right through to NVQ4
- Over the past three years, the collective performances of Torbay's schools have progressed from below average to above the English average in 2019.
- Average Torbay wages have increased by 30% since 2015, to around £412.70 per week, however, remain far below the national and regional averages.
- Higher earners tend to reside in Torbay but work outside of the area, a theme which also occurs across the comparative areas.
- The overall net migration taken from labour flow out of Torbay and Labour flow into Torbay has increased since 2011.

Environment

- In 2019 Torbay produced 424.1 tonnes of CO2 equating to 3.1 tonnes per person compared to 4.6 tonnes across the region

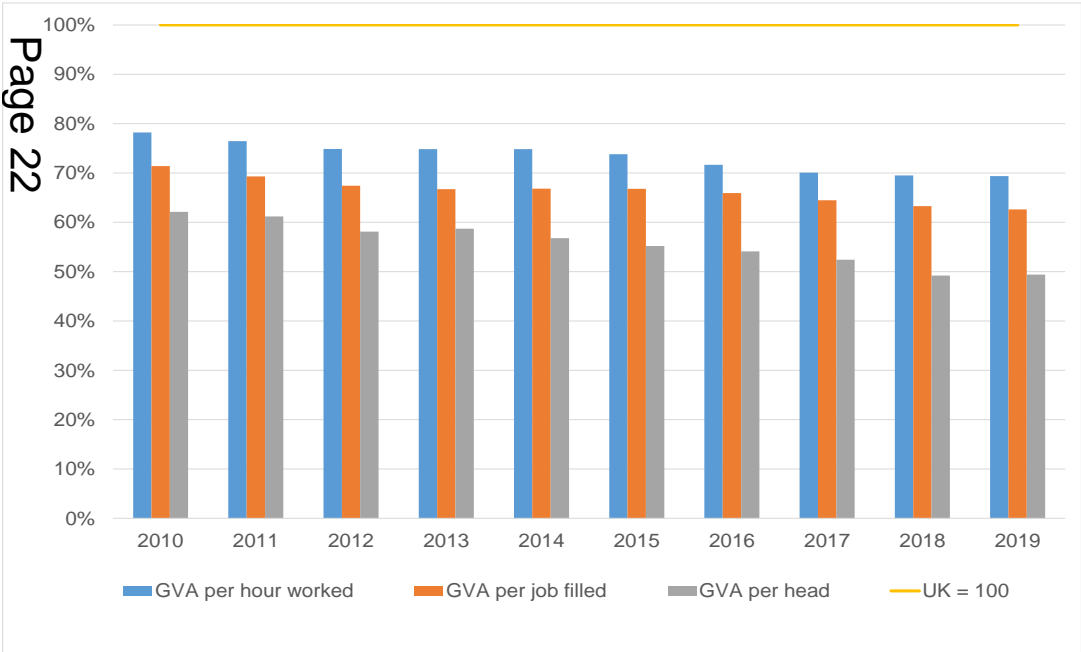
3. Growth and economy

3.1. Productivity

Torbay’s total economic output in 2019 was £1.98Bn with the sectors representing the most significant proportion of output (GVA) being:

1.	Real estate activities	19.6%
2.	Human health and social work activities	15.3%
3.	Wholesale and retail trade; repair of motor vehicles	12.4%
4.	Education	9.3%
5.	Accommodation and food service activities	7.9%

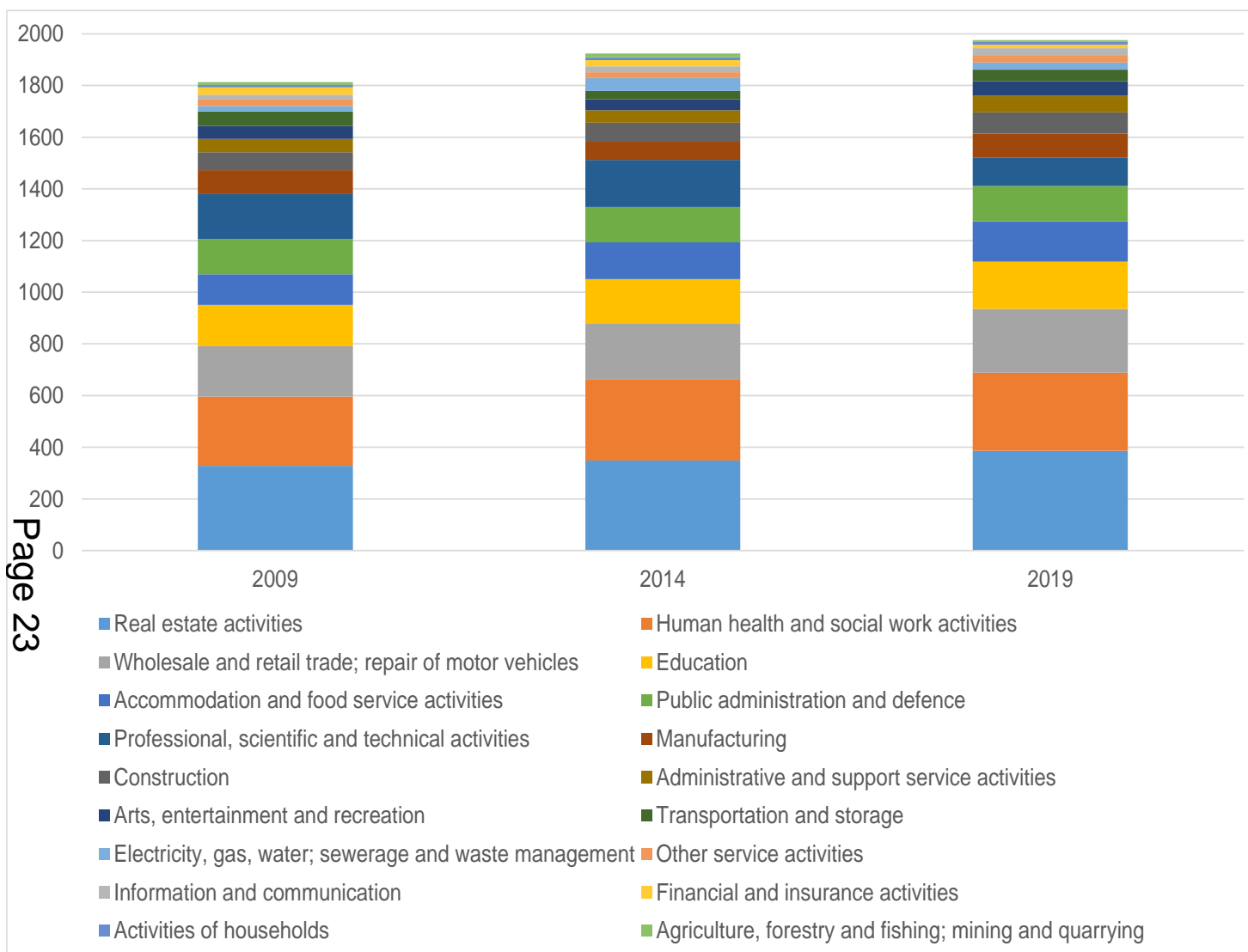
Figure 1: GVA per head, per hour, per job filled indices (2010 – 2019)



Productivity performance in Torbay has continued to fall behind the UK on all three measures. It has been on a steady continual decline for the past decade. In 2019, the economic output (GVA) per hour in Torbay was 69.4% of the UK average, with GVA per job at 62.6% of the UK average and GVA per head at 49.4% respectively. The difference in the figures can be attributed to the higher-than-average proportion of seasonal and part-time jobs in Torbay along with decreasing proportion of Torbay’s population which are of working age and a growing proportion of retired people in Torbay.

Source: ONS, Regional GVA, 2021

Figure 2: GVA by sectors (2009, 2014, and 2019)



Since 2009, the size of Torbay's economy has grown by 9.0% from £1.81Bn to £1.98Bn.

Information and communication (58.8%), accommodation and food service activities (32.2%), electricity, gas, water; sewerage and waste management (27.3%), wholesale and retail trade (26.2%) and repair of motor vehicles, and administrative and support service activities (23.1%); have contributed to the biggest increase in Torbay's economic output.

Transportation and storage (-19.6%), professional, scientific, and technical activities (-36.8%), agriculture, forestry, and fishing; mining and quarrying (-45.5%), and financial and insurance activities (-51.7%) have all fallen.

Source: Regional GVA, ONS, 2021

3.2. Gross disposable household income

Figure 3: Gross disposable household income (GDHI) (2010 – 2019)

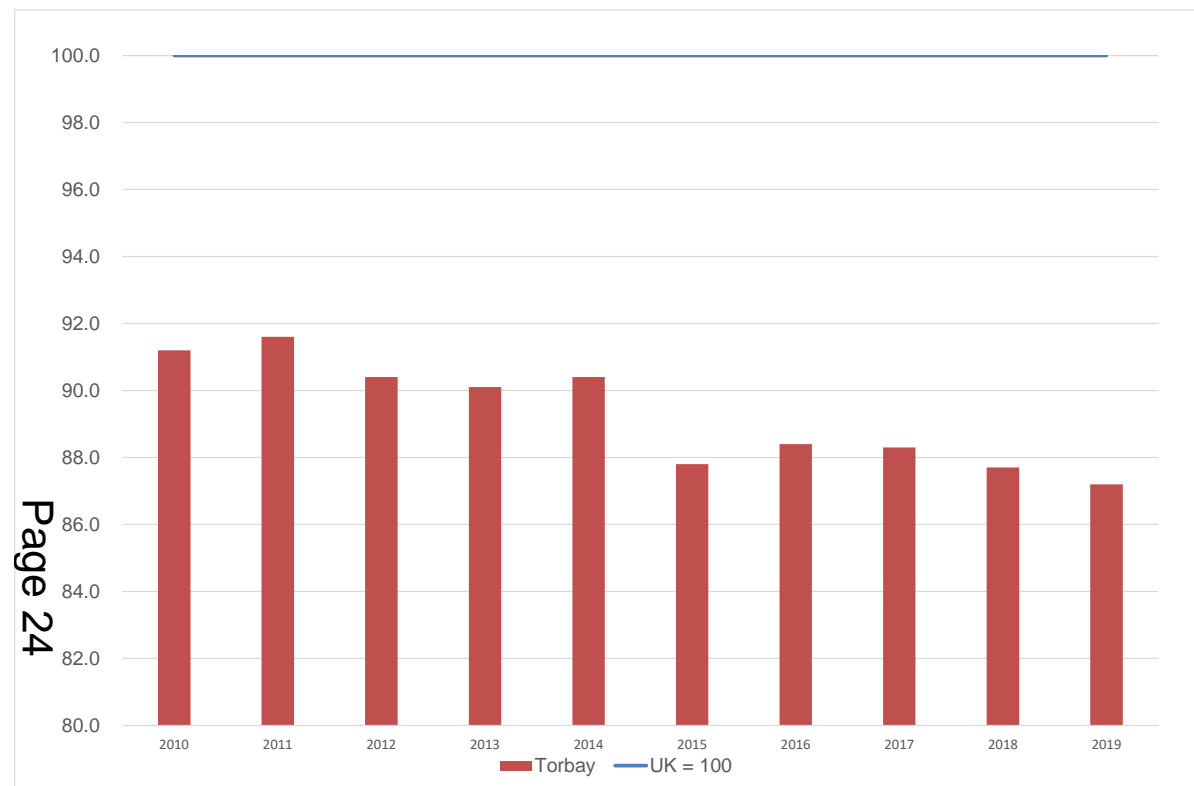


Figure 3 shows the GDHI per head over time relative to the national average. The gross income per household has continued to fall over time compared to the UK average. The gap in GDHI has continued to widen showing the levels of disposable income available to Torbay households and the amount of money to spend in the local economy has fallen relative to the national average.

Source: ONS, Gross Disposable Household Income, 2021

3.3. Summary

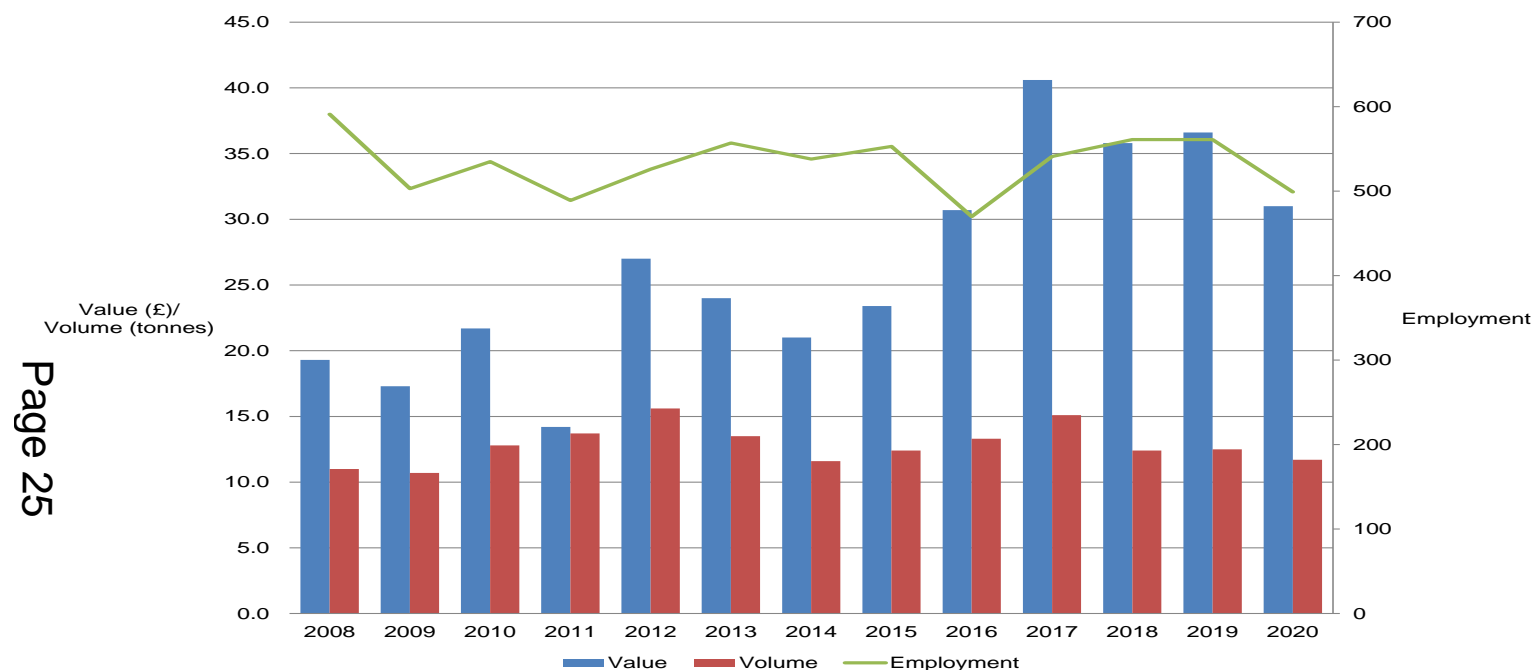
In 2019, Torbay's economy was valued at £1.98Bn, having grown by 9.0% over the past 10 years compared to 40.2% nationally. Torbay's economic competitiveness is far behind the national average. GVA per head is the lowest in England of any local authority and the productivity gap between Torbay and the UK average is continuing to widen on both GVA per job filled and GVA per hour worked measures. This is attributed in part to the sector mark-up of Torbay's economy with reliance upon sectors which are predominantly seasonal and tend to be relatively low value added and low paid.

GDHI is also on a long-term downward trend with the gap between Torbay and the UK average widening, although the gap is not as big compared to the GVA measures. This demonstrates the relatively high number of people across Torbay reliant on benefits and pensions to add to their disposable income and highlights the growing economic inequalities between Torbay and other places.

4. Key sectors

4.1. Fishing

Figure 4: Volume, value, and employment in Torbay's fishing sector (2008 – 2020)



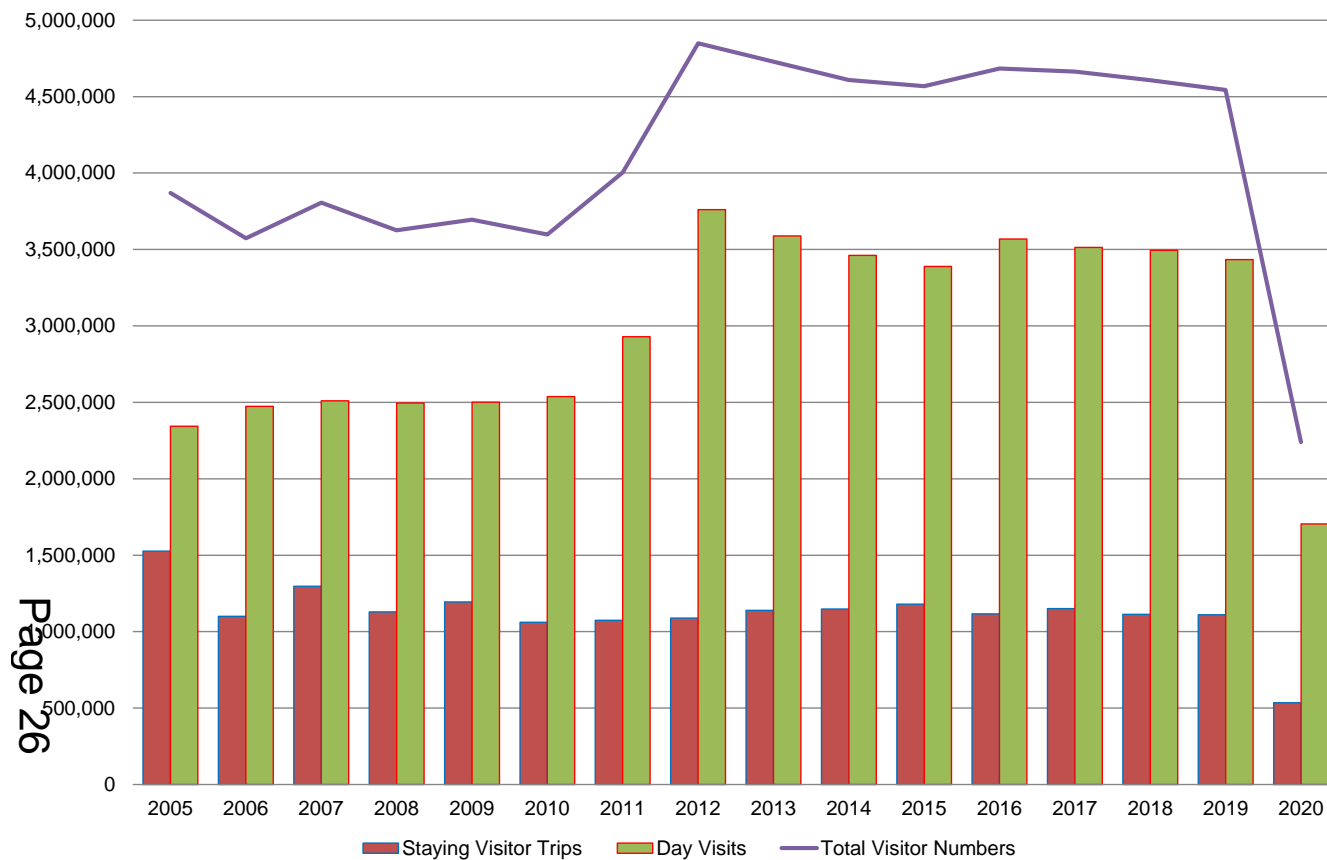
In 2020, the port of Brixham landed the highest value of catch and the second highest volume across England.

The volume of fish caught in Brixham has remained relatively unchanged over the past three years, however the value has declined in the last year along with employment in the sector mainly due to the pandemic.

Source: UK Sea Fisheries Statistics, Gov.uk

4.2. Tourism

Figure 5: Staying visitor, day visitor, and total visitor numbers in Torbay (2005 – 2020)



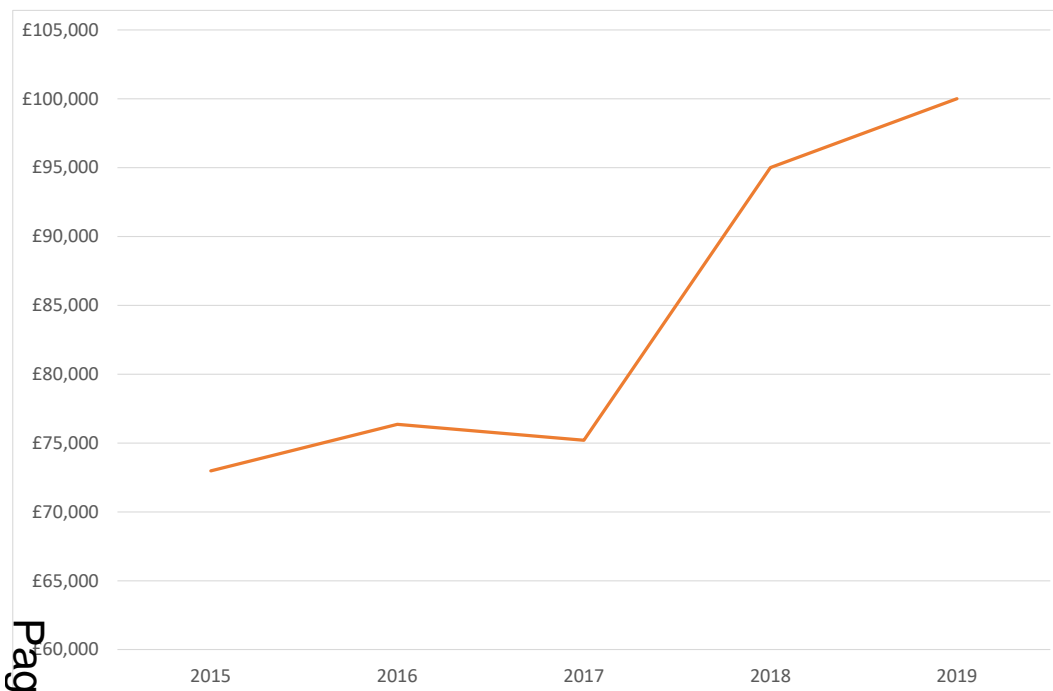
Since 2014 there has not been any significant change in the tourism numbers in Torbay. From 2015 to 2019 the number of visitors has decreased by 1.3% with 3.3.% of the decline in visitor numbers from staying guests.

In 2020 there was a decline of 50.7% in all visitor numbers (-51.8% in day visitors and - 50.3% in staying visitors). Tourism and hospitality was one of the sectors hit hardest and for the longest period of time from the pandemic.

Source: South West Tourism Alliance, Value of Tourism, 2020

4.3. Hi-tech sector

Figure 6: GVA per employee in Torbay's photonics and microelectronics sector (2015 – 2019)



Over the past five years the GVA per worker in the photonics and microelectronics sector has increased 37.0% from £72,973 per worker in 2015 to £100,000 in 2019.

Employment within the sector has increased 24.3% over the period, albeit from a relatively low base, however economic output within the sector has increased at a faster rate by 37% which shows an increase in productivity levels within the sector and the sector's contribution to the local economy.

Source: NOMIS, BRES, 2021 and ONS Regional GVA, 2021

4.4. Summary

Torbay's key sectors have been heavily impacted by the pandemic, with the fishing sector demonstrating greater resilience with the volume of fish caught remaining relatively stable but witnessing a decrease in value compared to the previous year, partly due to Brexit and the increased export administration, and partly due to the lack of demand from overseas markets as their hospitality sectors locked down due to the pandemic. Equally in the UK, both the staying visitor and day visitor numbers substantially declined in 2020 as these parts of the economy were locked down for significantly longer periods of time compared to others, however anecdotally tourism businesses have suggested a strong bounce back in the 'staycation' market over 2020 and 2021.

5. Infrastructure

5.1. Digital infrastructure

Table 1: Broadband coverage and speeds in Torbay (2020)

	Average Download Speed (Mbps)	Superfast Availability	Gigabit Availability	Unable to Receive Decent Broadband	Receiving under 10 Mbps	Receiving over 30 Mbps
Torbay	82.0	95.3%	44.4%	0.0%	6.0%	67.9%
South West	76.3	92.2%	37.9%	0.5%	8.8%	72.8%
UK	86.5	95.0%	45.7%	0.4%	7.0%	78.2%

Source: Ofcom, State of the Nation, 2020

Broadband speeds in Torbay are above the South West average and broadly in line with the UK average along with coverage above that nationally. Overall, as measured by the availability of Superfast broadband Torbay has relatively good digital infrastructure provision, albeit Torbay suffers from lower average speeds compared to the national average and only 67.9% of Torbay able to receive over 30 Mbps.

5.2. Connectivity

Figure 7: Average number of key service destinations accessible to users within 45 minutes of public transport or walking (2017)

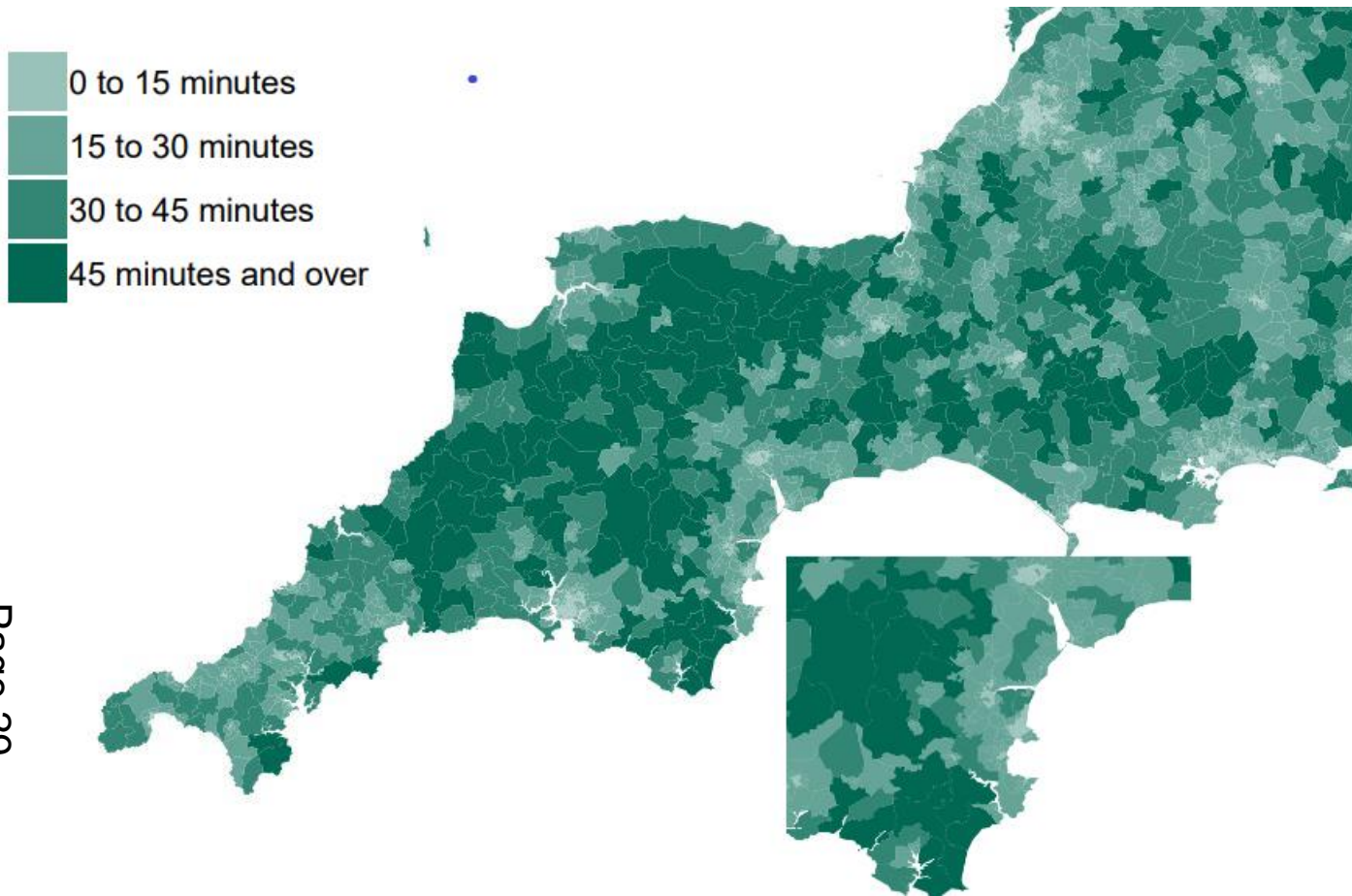


Figure 8: Location of major industrial and business parks across Torbay (2021)

Torbay is relatively well connected in terms of infrastructure with 7 out of 8 key services¹ accessible within 45 mins or less via public transport and walking. Furthermore, Torbay has good transport connections and links with all 8 key services in Torbay being accessible by car within 45 minutes.

Source: Department for Transport, Journey Time Statistics, 2019

5.3. Employment space

¹ Employment centres, primary schools, secondary schools, further education, GPs, hospitals, food stores, and town centres

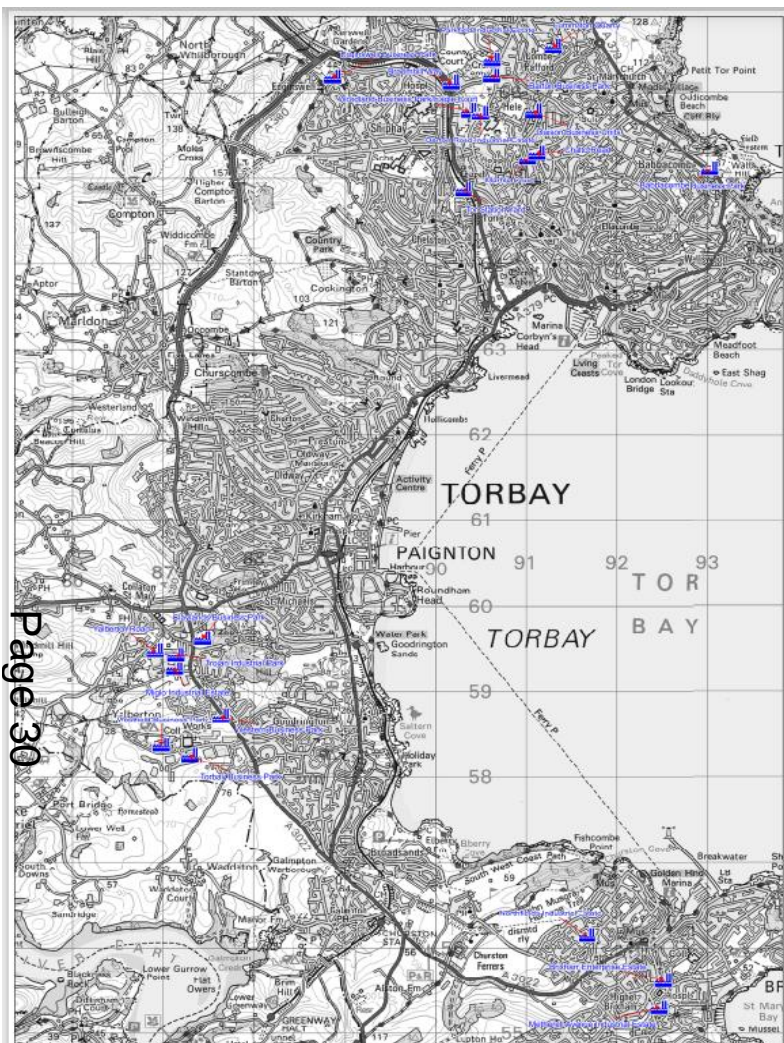


Table 2: Summary of Torbay's commercial space (2020)

	Number of Units	Area (M ²)	Vacancy Rate (%)
Industrial	727	337,465.08	5.4%
Office	591	116,225.92	9.5%
Leisure	1,065	141,584.11	2.6%
Retail	2,397	414,740.64	11.9%

Source: Sqwyre.com

The overarching issue impacting the commercial property market is the lack of capacity for growth, with limited choice of suitable existing premises and lack of vacant employment land. This is impacting on businesses as they are unable to find premises to meet their requirements within Torbay. Despite over 9,940.63M² of new industrial and office space being developed since 2019, there remains over 28,260M² of demand through active inward investment enquiries. The vacancy rates show there is strong demand in Torbay for leisure and industrial premises.

Source: TDA, MapInfo

Over the past five years the majority of new industrial and office across Torbay has been developed with the financial support from the government to address the viability gap and market failure within the local commercial property sector. Despite the need to subsidise such developments, demand for new modern industrial space has been strong, suggesting a miss-match between the local markets price expectations and the cost of development in an area with constrained availability of employment land all of which faces viability challenges.

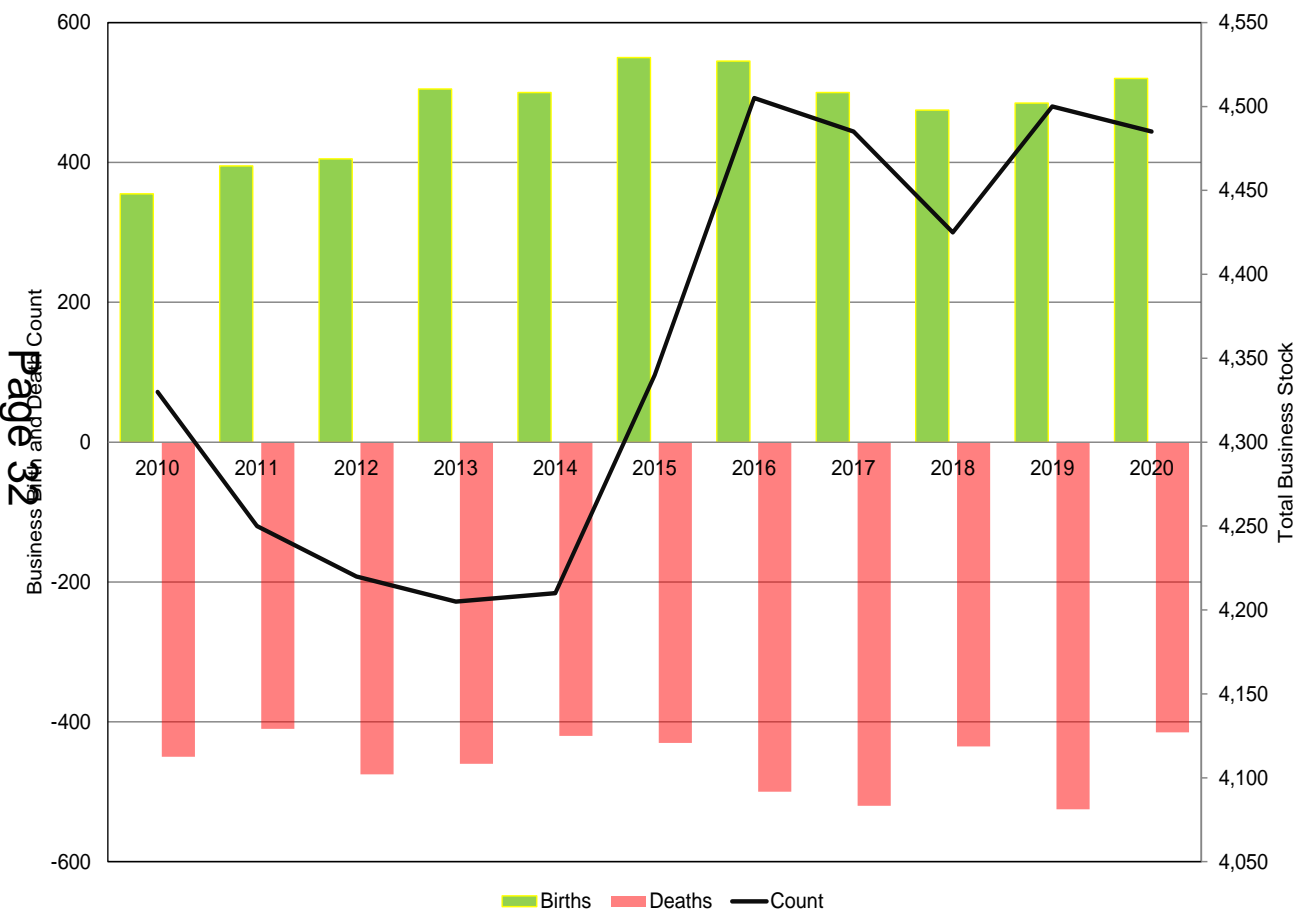
5.4. Summary

Torbay is relatively well connected in terms of digital and physical infrastructure. Access to broadband services and digital infrastructure is in line with the national average, albeit slightly below in terms of speeds. In terms of road and public transport access and connectivity Torbay also fairs well with all key services available within a 15 minute drive time and most key services available within a 45 minute walk or via public transport. However, Torbay's commercial space market shows high demand and relatively low vacancy rates for industrial space although the gap in viability of new space due to high development costs and expectations of low rental prices hampers the growth of the economy and ability to support the expansion of local businesses and accommodate inward and foreign direct investments.

6. Business and innovation

6.1. Business demographics

Figure 9: Business births and deaths (2020)

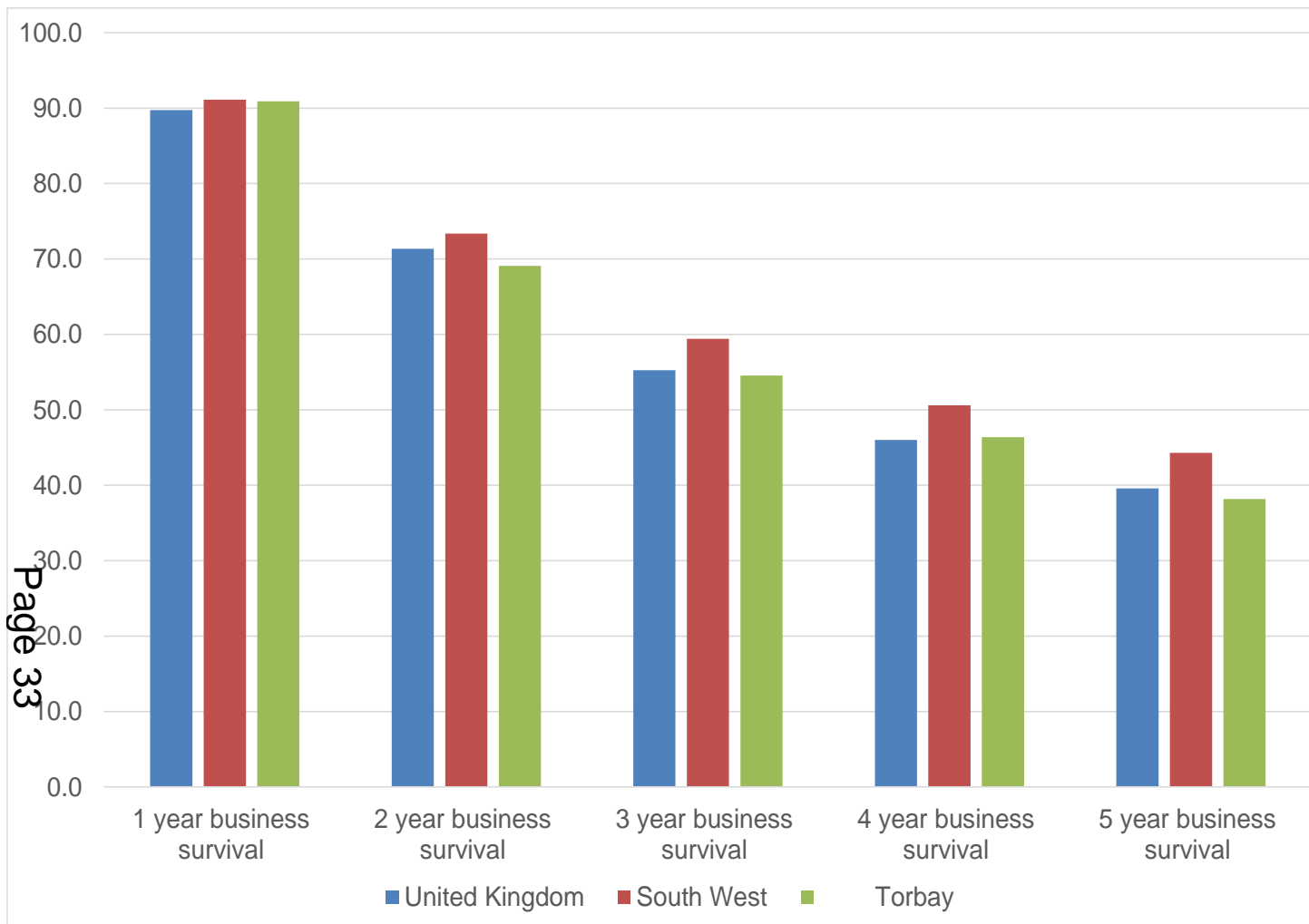


Over the past five years the number of businesses in Torbay has not significantly changed despite minor year-on-year fluctuations. In 2020, there were 4,485 active businesses where around 520 new businesses started up and around 415 ceased trading.

88.4% of businesses are classed as micro (0 – 9 employees), 9.6% are small (10 – 49 employees), 1.6% are medium (50 – 249), and 0.4% are large (250+ employees). Over the past four years, the number of micro businesses has been steadily increasing while the number of small businesses has been steadily decreasing. The number of medium and large businesses has remained broadly unchanged over the same period.

Source: ONS, IDBR, 2020

Figure 10: Business survival rate (2019)



Business survival rates in Torbay are below the South West average over the five year period, and broadly in line with the UK average for the first four years of trading, however then fall marginally behind the national average in 2019.

After their first year of trading in 2014, 90.9% of Torbay businesses survived compared to 91.1% in the South West and 89.7% in the United Kingdom. By 2019 after their fifth year of trading, 38.2% of Torbay businesses had survived compared to 44.3% regionally and 39.6% nationally.

Source: ONS, IDBR, 2020

6.2. High growth businesses

In Torbay, there are 42 fast growing companies² which have a reported turnover in 2020 of £117M, employing around 2,680 people³. Eight of these companies are scaleups⁴ and one is a spin-out from a university/ research institute. Most of the fast-growing companies in Torbay are in manufacturing and engineering, and other business and professional services for businesses, mainly in the eHealth and preventive care arenas. Most of the fast-growing companies in Torbay are in the seed and venture funding stages of their evolution. Over the last 10 years there have been 3 management buy outs (MBO) and two acquisitions.

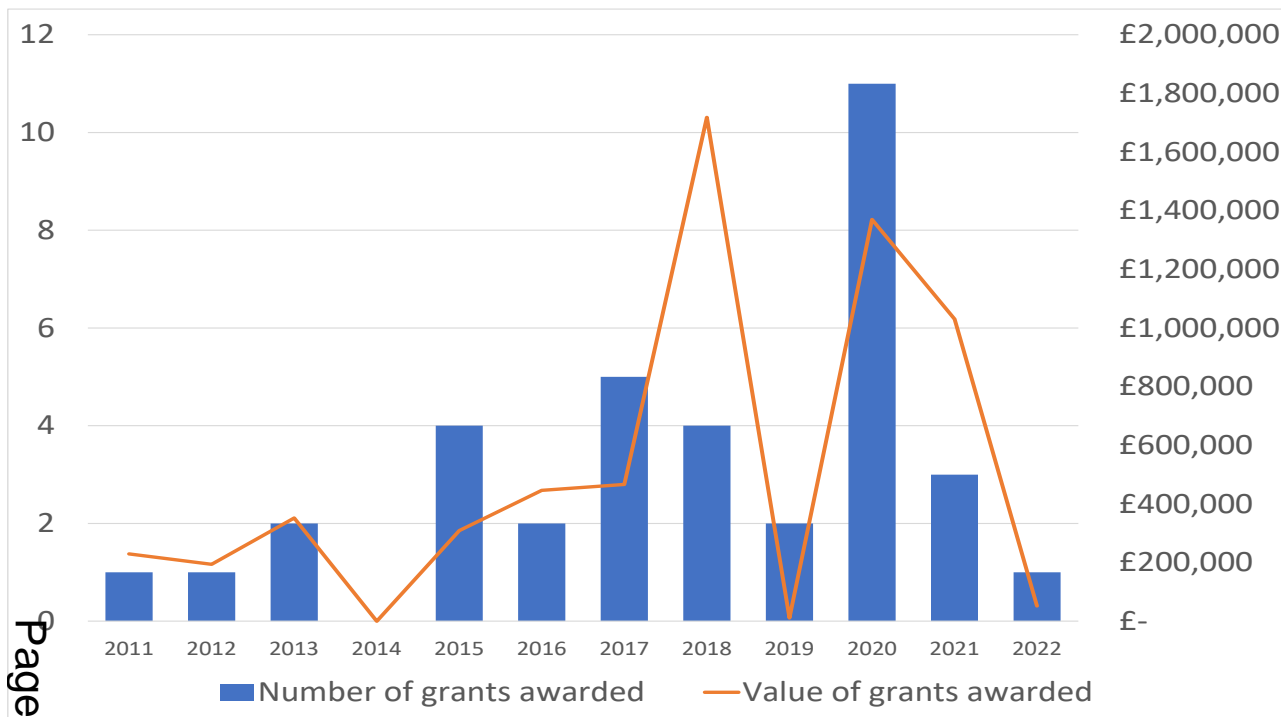
Since 2012, there have been 57 fundraisings totalling over £34.2M and around 36 Innovate UK funding applications totalling £5.9M and five of the companies have benefited from support through an accelerator programme.

Figure 11: Number and value of innovation and research grants across Torbay's fast growing companies (2012 – 2022)

² Growing by at least 15% each year

³ Beauhurst, 2021

⁴ A company that has already validated its product within the marketplace and has proven that the unit economics are sustainable



Since the opening of Torbay's Electronics and Photonics Innovation Centre (EPIC) in late 2019 there has been an increase in both the number and value of innovation and research grants secured by Torbay's fast-growing businesses. In the past three years over 47.2% of the grants and 39.9% of the total funding from the past 10 years has been secured. While the evidence shows not all companies which have secured innovation and research grant funding are in EPIC, there is strong evidence to demonstrate that the Centre has helped to strengthen the local innovation ecosystem.

Source: Beauhurst, 2021

6.3. Summary

Over the past five years, Torbay's business

population has not significantly changed, with the proportion of micro businesses growing and proportion of small business declining. Survival rates of Torbay businesses are generally in line with the national average for the first four years to 2018, however in 2019, the business survival rate in Torbay fell below the UK average.

Within Torbay, there are around 45 fast growing businesses employing around 2,680 people mainly in manufacturing and engineering, and other business and professional services for businesses, which are linked to eHealth and preventive care.

7. People

7.1. Population by age structure and sex

Latest population estimates show Torbay is home to 136,218 people, nearly half of which (49.4%) are aged 50 or over. The lowest representation comes from ages 16-24 who make up only 8% of the overall population, highlighting the challenge Torbay faces regarding retaining graduates and supporting the views that many students leave Torbay in pursuit of higher education or stronger career opportunities and do not return until later in life.

Figure 12: Population estimates by age and sex (2020)

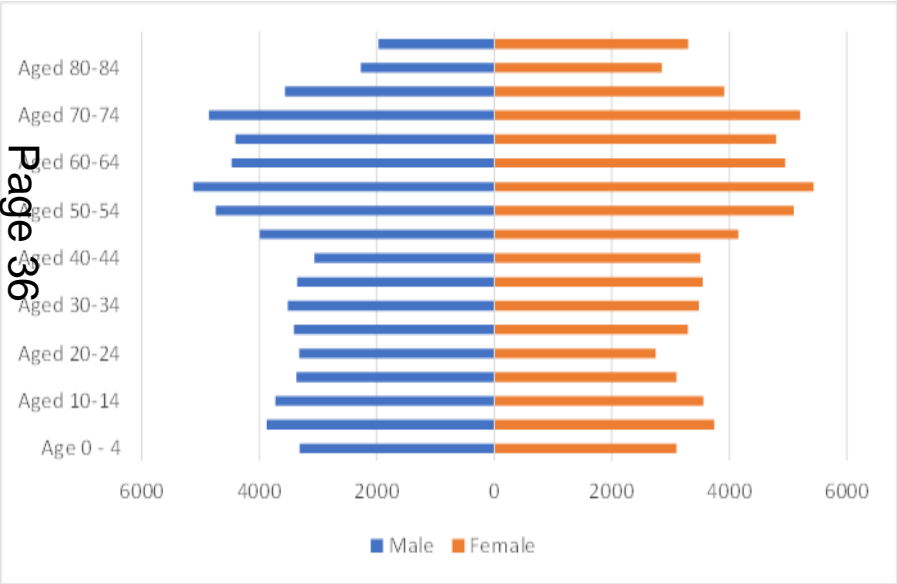
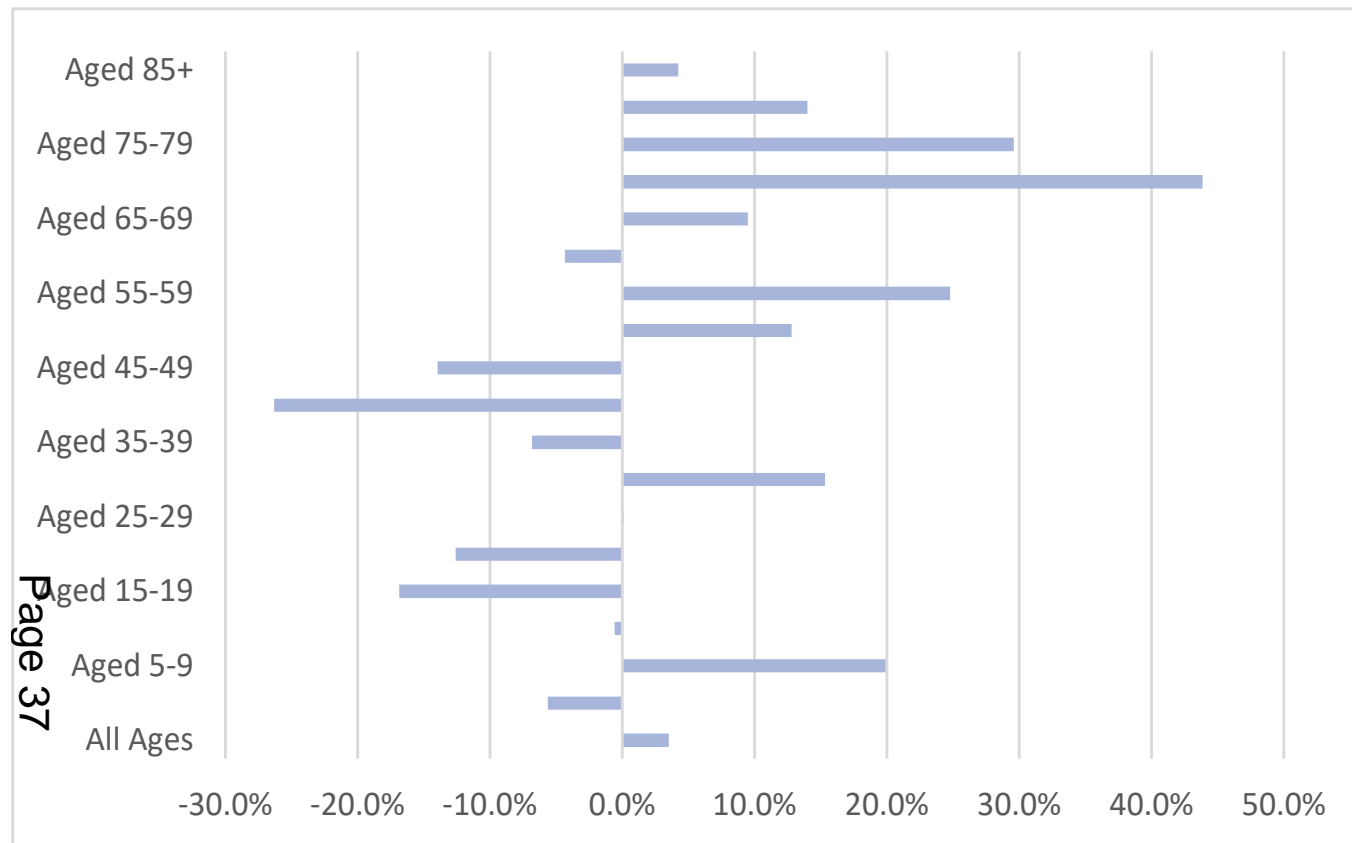


Figure 11 highlights the breakdown of age groups by sex. The graph demonstrates that the population levels of 40 years + are considerably higher. The highest figure for males (5,119) and females (5,443) falls within the 55-59 age bracket.

Source: ONS, Population Estimates, 2020

Figure 13: Change in population by age (2010 – 2020)



Over the past 10 years, Torbay has demonstrated a structural change to its area's demography.

Except for a couple of outliers, the general trend shows that there has been a notable decline in the proportion of 'young talent' – the population under 49, and conversely an increase in the proportion of the population aged 50 and above, suggesting that the population is living slightly longer and/or an increase in the number of retired people and/or those approaching retirement are moving to Torbay. This raises issues with businesses looking to back fill roles and around their succession planning.

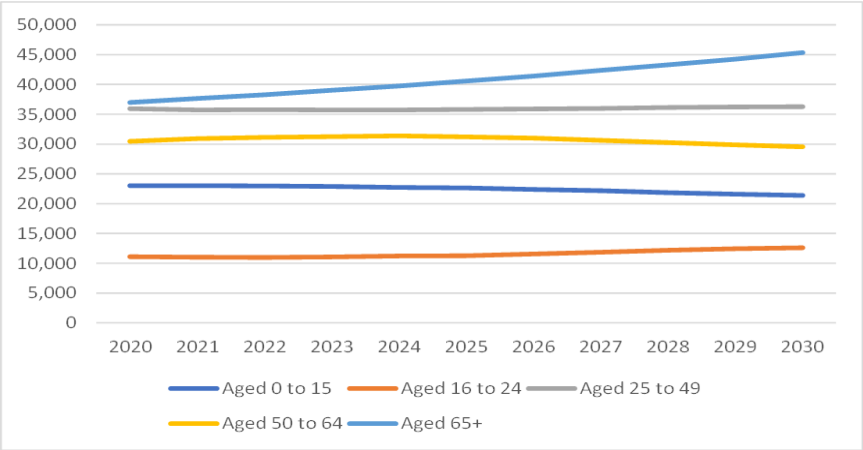
Source: NOMIS, Population Estimates, 2021

7.2. Population and

projections

By 2030, Torbay's population is expected to grow by 5.3%, totalling 145,120 residents. Based on ONS population projections the data shows that ages 16 to 24 and 25 to 49 will see increases (11.8% and 0.9% retrospectively). Ages 0 to 15 and 50 to 64 are likely to see decreases (-7.5% and -3.1%).

Figure 14: Population projections by year and age (2020 – 2030)

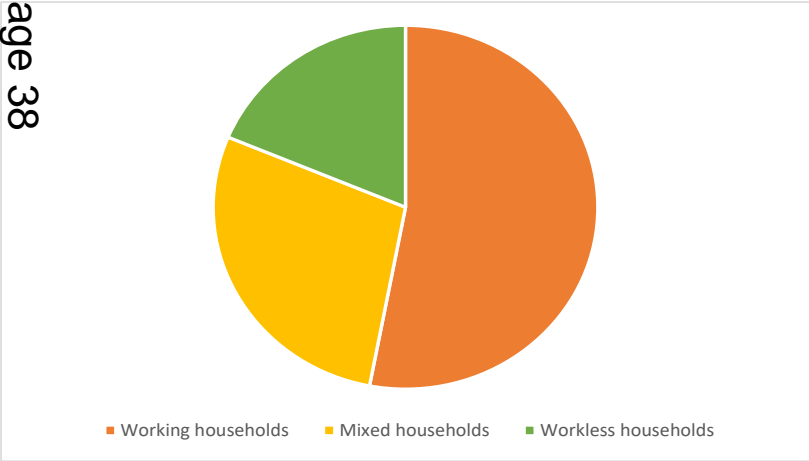


The biggest percentage difference comes from the age 65+ category which is projected to see a 18.4% increase. This is likely to have an impact on Torbay’s workforce and potentially an increased demand on health care services, as this age category is often associated with retirement.

Source: NOMIS, Population Estimates, 2021

7.3. Number of households

Figure 15: Households by combined economic activity status (2021)



Torbay currently has an estimated 37,000 households; 20,000 of which are classified as working households (53%), 10,700 households are classified as mixed households (28.3%), while 7,000 are classified as workless households (18.7%) a figure that has increased 20.7% since 2016.

Source: ONS, Annual Population Survey, 2021

7.4. Deprivation

Table 3: Resident population in top 20% most deprived areas (2004 – 2019)

	2004	2007	2010	2015	2019
--	------	------	------	------	------

Rank of Average Score	66/ 354	71/ 354	61/ 326	46 /326	48 /317
Average Score	23.74	26.42	26.82	28.788	28.104
Population in 20% most deprived wards nationally	18,150	21,800	24,700	42,037	36,691
Proportion of population 20% most deprived wards nationally	13.8%	16.5%	18.8%	32.0%	27.4%

Source: DLUCH, Index of Multiple Deprivations

Torbay is ranked the 48th most deprived local authority out of 317, meaning it continues to be in the bottom 20% nationally. However, it has seen a marginal improvement on its position since 2015 when it was ranked the 46th lowest. Across the South West, Torbay is the second most deprived local authority. The main factors which contribute the most to Torbay's overall multiple deprivations are income, employment, health deprivation, and disability. The number of local people living in the 20% most deprived wards nationally decreased from 32% in 2015 to 27.4% in 2019.

5. Diversity

Torbay's ethnic diversity is low, standing at a figure of 4,161. Data⁵ shows the national average based on an area of Torbay's size would be around 20,376 ethnically diverse people. In 2021 97.1% of Torbay's population were classified as white (132,223), with 0.4% Asian or Asian British Indian, 0.5% Asian or Asian British other Asian, 1.2 % for Mixed (a combination of ethnicities), and all other ethnicities accounting for 0.9%.

Torbay is home to 19,708 'millennials' (aged 25 to 39) a figure which again is behind the national average for an area of its size (26,130). On the opposite end of the scale retirement risk is high in Torbay, with approximately 65,345 residents deemed to be of potential retirement age which is significantly higher than the national average for an area of Torbay's size being around 49,307.

⁵ Source: EMSI Analyst Demographics, 2020

7.6. Summary

Nearly 50% of Torbay's population are aged 50 or over. In contrast, the lowest representation comes from ages 16 to 24. This reflects the historical challenge Torbay has long faced, where young people leave the area in pursuit of higher education or stronger career opportunities and do not return until later in life. The data supports this further as the general trend illustrates there has been a decline in the population under 49 and an increase in those aged 50 or above. By 2030, the population is estimated to grow 5.3% which the biggest increase coming from ages 50 to 64.

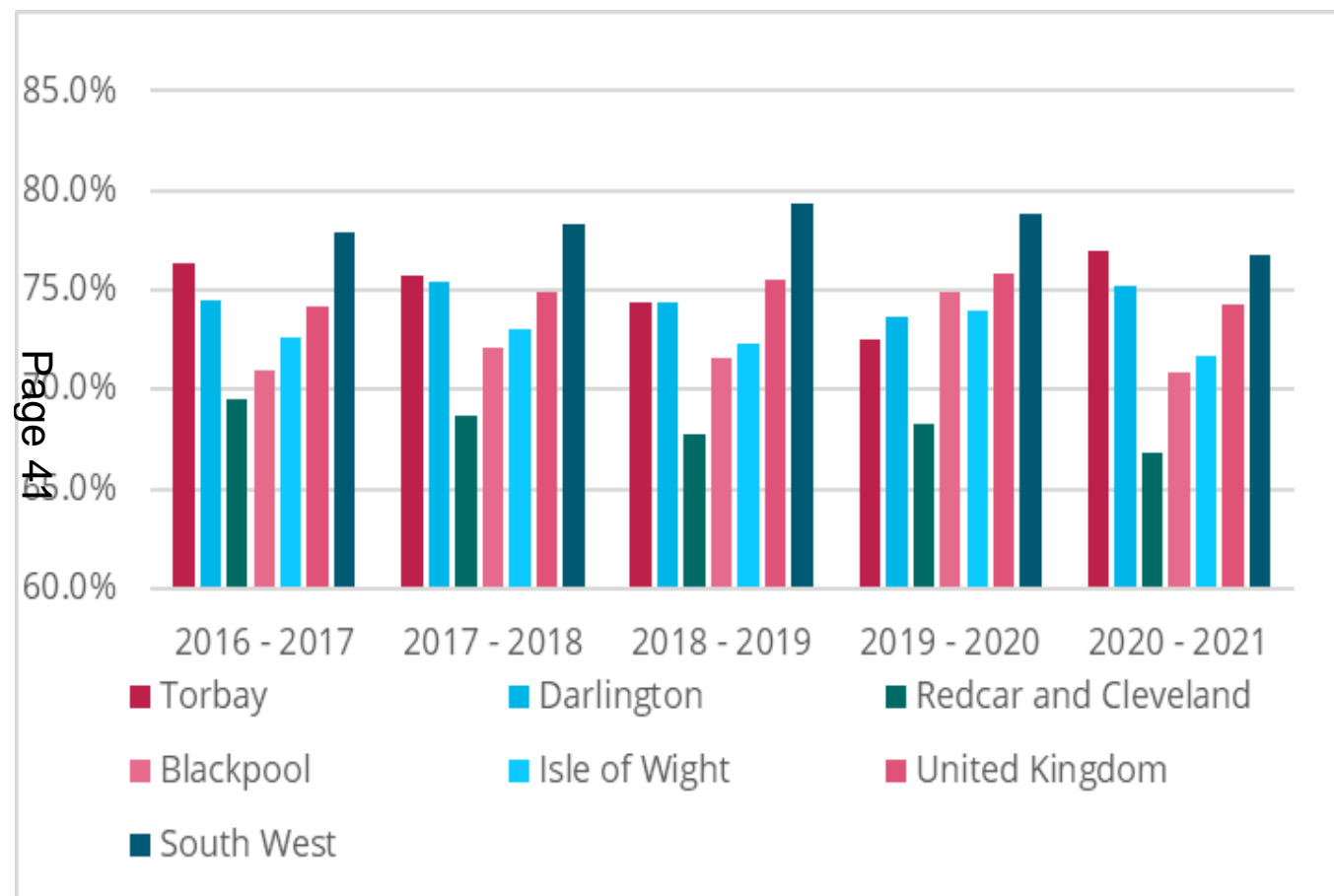
Despite Torbay's proportion of working households being relatively high, making up 53% of the overall households, the workless household's figure continues to rise year-on-year. Deprivation across the area has seen marginal improvements since 2015, particularly in the number of local people living in the 20% most deprived wards, however Torbay remains in the bottom 20% nationally.

Torbay's ethnic diversity is significantly lower than the national average for an area of its size, with 97.1% of its residents classified as White. The number of residents nearing or at retirement age within the area continues to be higher than the national averages.

8. Employment and skills

8.1. Employment & unemployment rates

Figure 16: Employment rates (2016 – 2021)

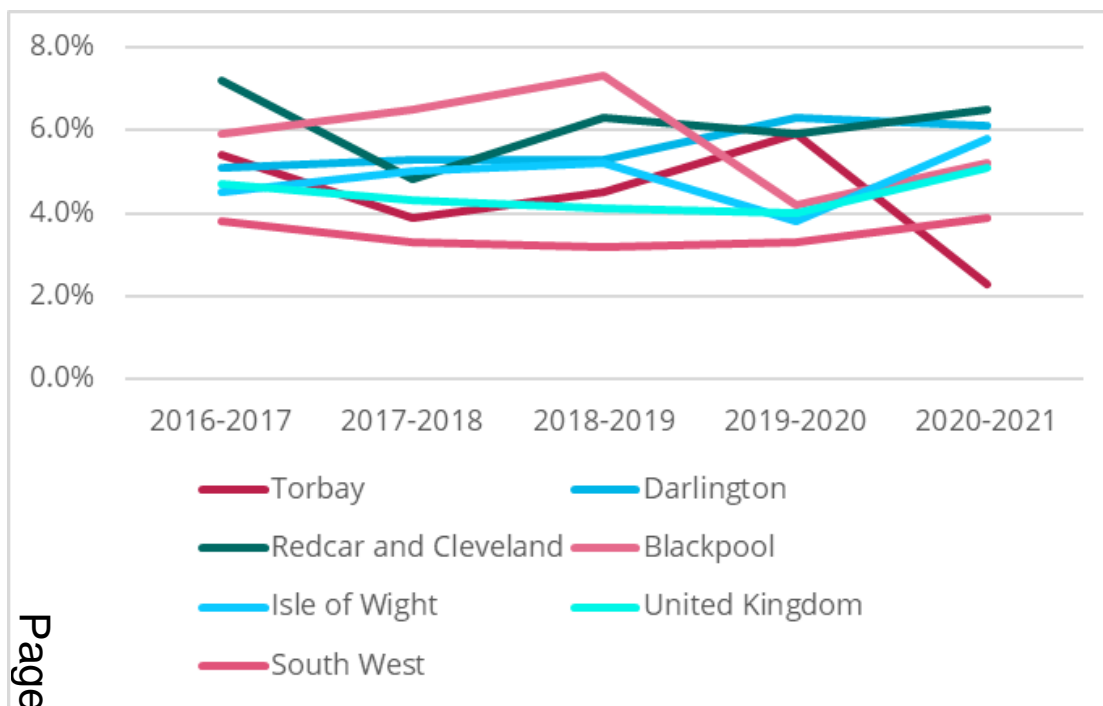


From 2016 to 2020 Torbay's employment rate dropped year-on-year. The lowest being between 2019 and 2020 where the figure was 72.5% (lower than the comparative areas below).

Encouragingly between 2020 and 2021 the figures have increased, rising from 72.5% to 77%. The figure of 77% is higher than its comparators, however this figure may be higher due to a fall in the working age population across Torbay.

Source: NOMIS, Annual Population Survey, 2021

Figure 17: Unemployment rates (2016 – 2021)



Torbay's unemployment rate is the lowest it has been for five years (2.3%). This is significantly lower than its comparators (Darlington 6.1%, Redcar and Cleveland 6.5%, Blackpool 5.2%, Isle of Wight 5.8%, UK 5.1%, and South West 3.9%). Between 2019 and 2020 the figure jumped significantly from 4.5% to 5.9% which, as above, is likely to be as a direct result of the pandemic, largely due to the makeup of Torbay's economy, particularly affecting those in the face-to-face service industries.

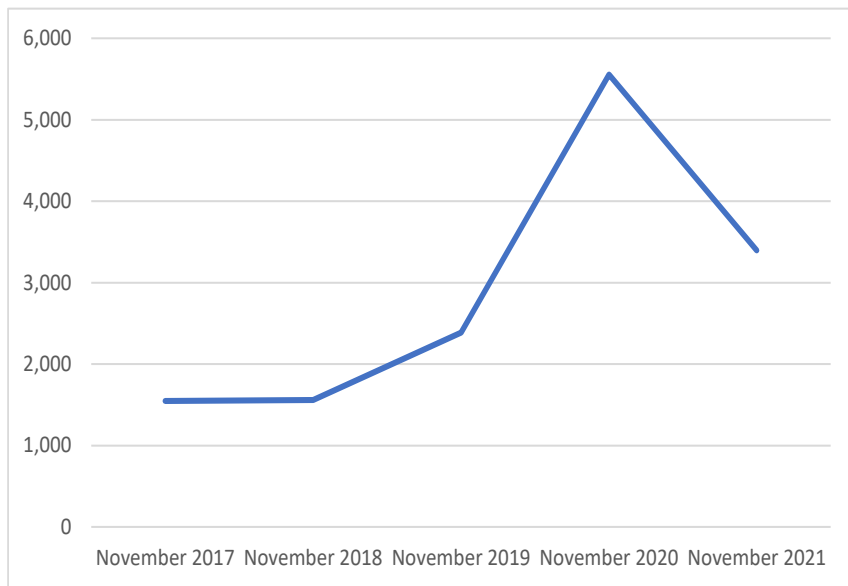
Source: NOMIS, Annual Population Survey, 2021

8.2. Claimant count

Claimant count is an administrative count of individuals who are claiming benefits principally for the reason of being unemployed⁶. Between 2019 and 2020 Torbay's figure rose to 5,555, the highest level since official data has been recorded. However, at the end of 2021, Torbay's figure stood at 3,395. The last five years has seen unemployment in Torbay broadly fall in line with national and regional trends. Torbay's claimant count figure is predominately made up by males, accounting for 61.6%.

Figure 18: Claimant count (2017 – 2021)

⁶ Claimant count includes those on low income over 18 with some exceptions for 16- and 17-year old's as well as those eligible for benefits.



Source: Nomis, Claimant Count, 2021

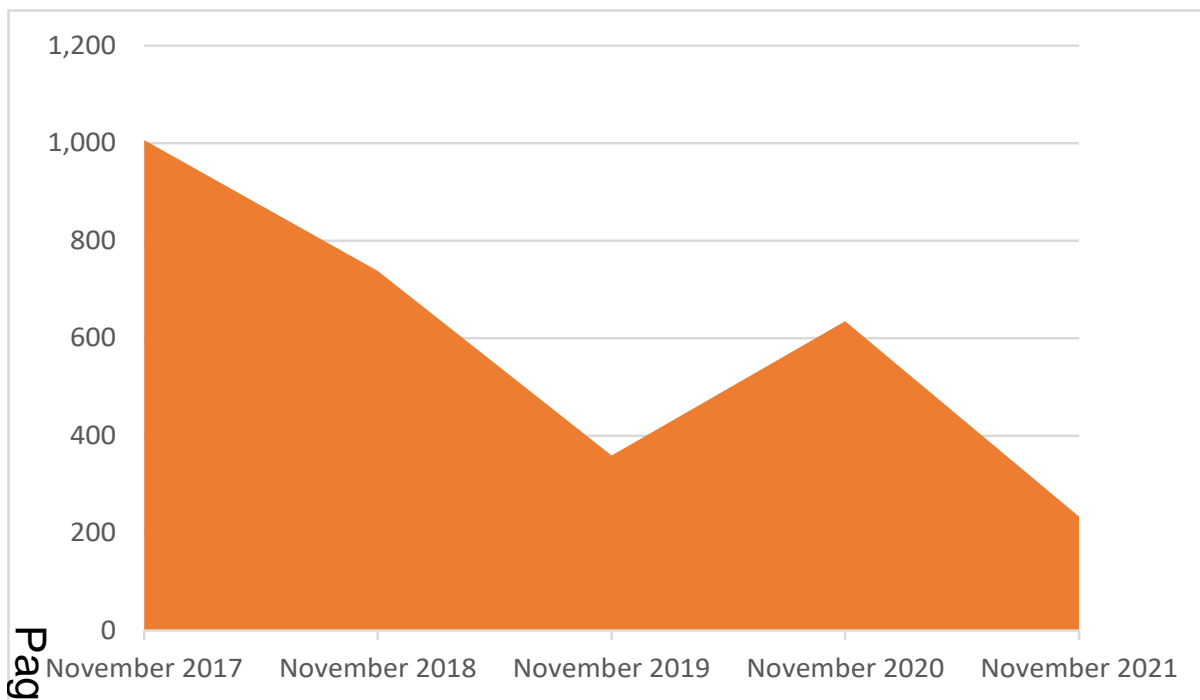
Table 4: Claimant count by sex

	Torbay		Darlington		Redcar and Cleveland		Blackpool		Isle of Wight		South West		United Kingdom	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Male	2,090	61.6%	2,080	60.5%	2,570	62.2%	4,530	63.4%	1,980	58.5%	65,700	58.5%	1,123,020	58.0%
Female	1,305	38.4%	1,360	39.5%	1,560	37.8%	2,610	36.6%	1,405	41.5%	47,625	41.5%	796,080	42.0%

Source: Nomis, Claimant Count 2021

8.3. Job seekers allowance

Figure 19: Job seekers allowance (2017 – 2021)



Outside of an increase from 2019 to 2020, which can be attributed to the pandemic, Torbay's figure has fallen year-on-year for the last five years. Its current figure of 234 is the lowest it has been across this period.

Source: Nomis, Jobseekers Allowance 2021

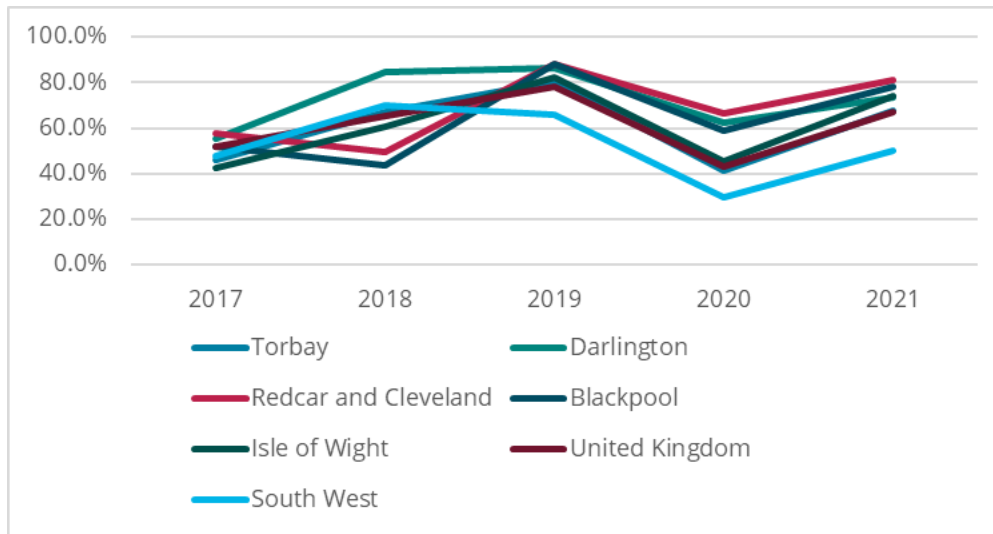
4.4. Long term unemployed

Despite a slight increase from 2017 to 2018 (465 to 495) Torbay's long term unemployed figures, based on those claiming JSA for longer than 12 months, have continued to fall.

At the end of 2021, Torbay's figure was 160, significantly lower than the figure of 465 in 2017. However, percentage wise as a proportion of the overall JSA figure, the current figure of 67.9% is higher than the 2017 percentage (46.3%). This suggests that despite unemployment figures falling, there is still challenges with the long term unemployed who are actively job seeking.

Additionally, percentage wise, Torbay compares favourably with the lowest across the areas of demographic similarities. However, the figure (67.9%) is slightly higher than the national average (67.4%) and significantly higher than the regional average (50%).

Figure 20: Long term unemployed (2017 – 2021)



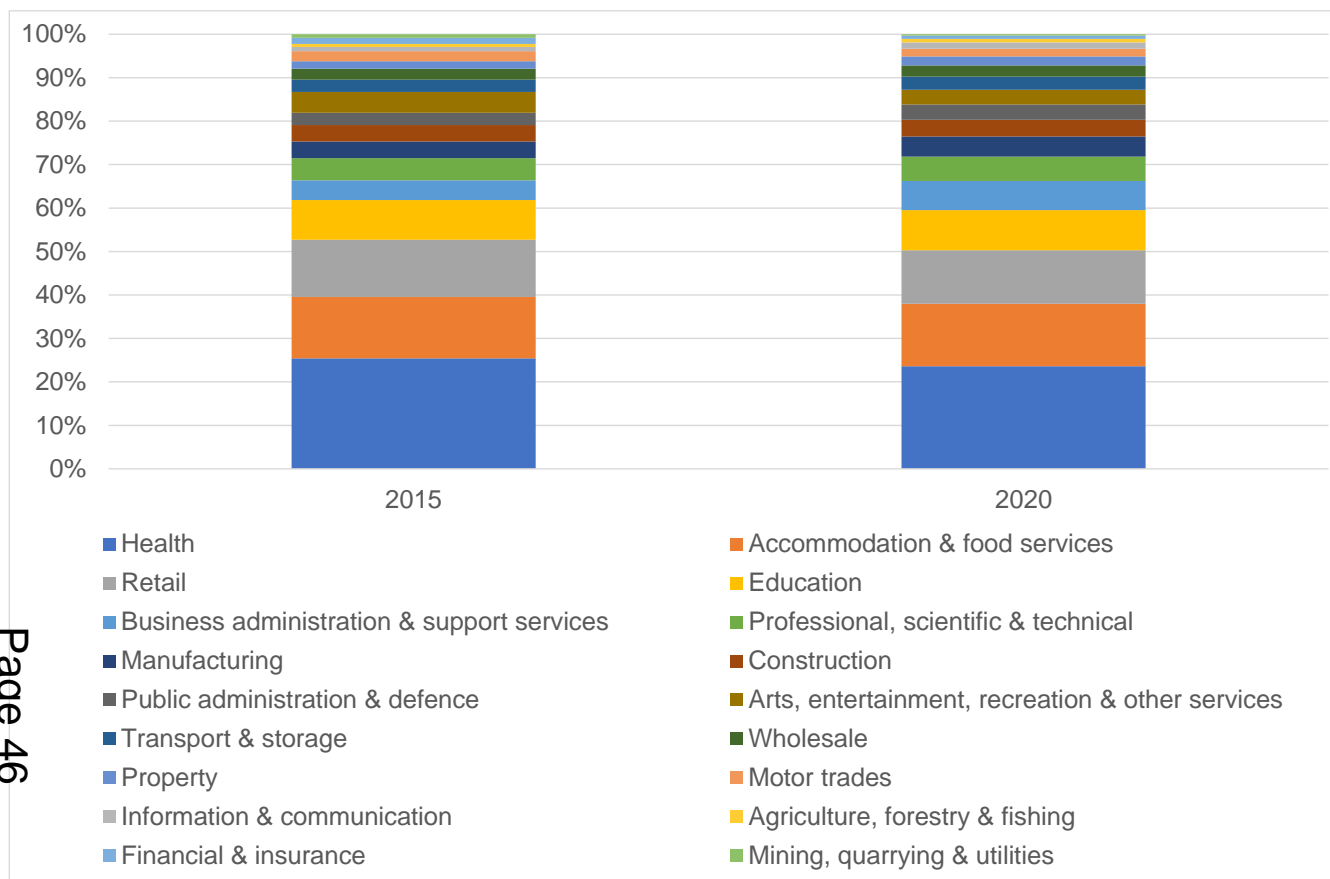
Source: Nomis, Jobseekers allowance by age and duration 2021

8.5. NEET data

In early January 2022 4.5% of Torbay's 16-to-17-year-olds were classified as NEET (Not in Education or Training), a figure 1% percentage lower than the UK average of 5.5%. This figure has improved on the previous year's figure of 5.1%.

8.6. Employment by sector

Figure 21: Employment by sector in Torbay (2015 and 2020)



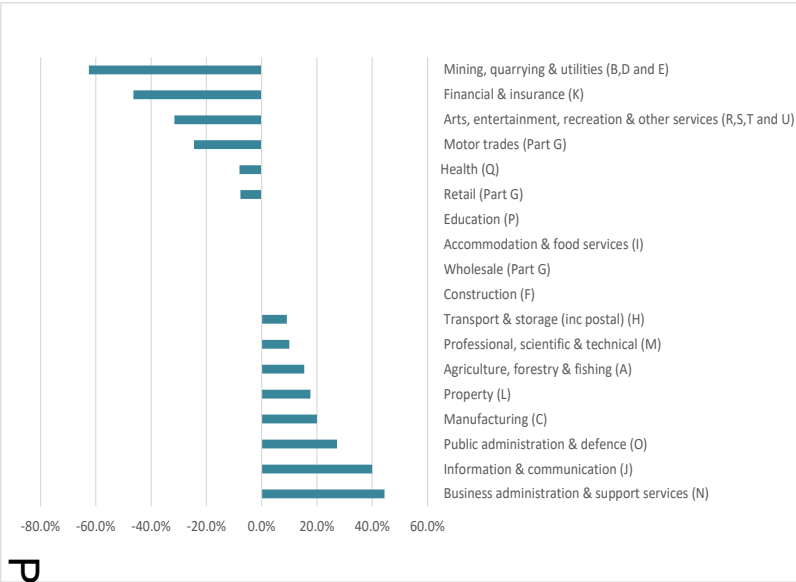
The number of jobs in Torbay has decreased by 3.0% from 49,500 in 2015 to 48,000 in 2020. Over the five-year period, the rankings of the top employment sectors have remained unchanged with; health (24.0%), accommodation & food services (14.6%), retail (12.5%), education (9.4%), and business administration & support services (6.8%).

Source: Business Register and Employment Survey, 2021

8.7. Change in jobs

Figure 21 illustrates the change in the distribution of Torbay's employment over the past five years. Most significantly, during this time Torbay has seen a 44.4% increase in employment in the business administration & support services sector. Other high value-added sectors have also seen increases such as information and communication (40% increase), public administration & defence (27.3% increase) and manufacturing (20% increase).

Figure 22: Percentage change in Torbay's employment by sector



Sectors which have seen an increase in the number of jobs over the last five years are business administration & support services (44.4%), information & communication (40%), public administration & defence (27.3%) and manufacturing (20%).

On the other hand, some sectors have declined. Financial & insurance (-46.4%), arts, entertainment, recreation & other services (-31.6%), motor trades (-24.4%), and health (-8.0%) have decreased over the last five years. Most sectors employ relatively few people, however, the health sector and retail (-7.7%) are two key employment sectors which have seen significant decrease over the past five years.

Source: Business Register and Employment Survey, 2021

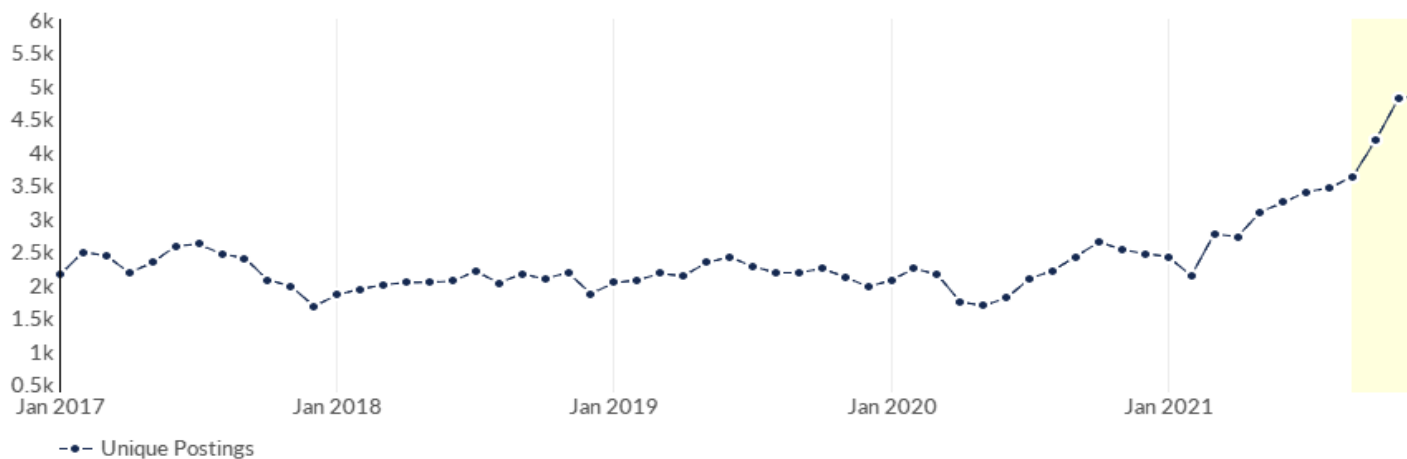
8.8. Apprenticeships

99% of students in Torbay start an apprenticeship after they finish their 16 to 18 studies. This figure is 4% higher than the United Kingdom average (9%).

8.9. Vacancies

Vacancies are currently at the highest level they have been over the last five years. We find ourselves in unprecedented times where there are currently more vacancies than people actively looking for work. Sectors such as retail, tourism and health and social care have significant levels of job vacancies with many businesses struggling to recruit to meet their operational requirements.

Figure 23: Vacancy levels Torbay (2017 – 2021)



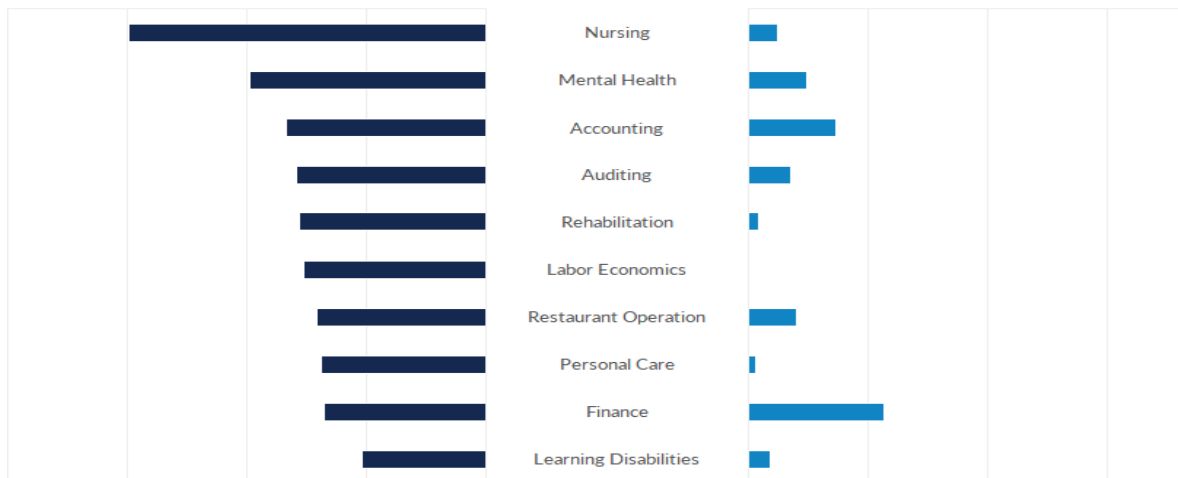
Source: EMSI, Job Postings, 2021

The most common vacancies within Torbay have broadly remained consistent, the level of vacancies have fluctuated as above but the occupations have largely remained the same. Not surprisingly the vacancies sit within sectors of significant importance to Torbay and some within those hard to fill sectors.

Page 48	Nurses	Care Workers	Chefs
	Sales and Retail Assistants	Van Drivers	Primary and Nursery Roles

Continuing the theme, the most frequent 'hard' skills are largely typically found within the above roles. Figure 23 below provides further insight whilst also alluding to a mismatch between the skills employers are looking for and the skills residents have.

Figure 24: Top Hard Skills (2017-2021)



Source: Emsi, Job Postings, 2021

'Soft' skills have become increasingly important to employers⁷ particularly due to the skills often being easier to transfer and replicate across all sectors. Whilst there is an improvement here in comparison to the hard skills, the data still shows disparity amongst the skills residents have, and the skills employers are looking for.

Figure 25: Top Soft Skills (2017-2021)

⁷ The Future of work is now, Exeter University, 2020



Source: Emsi, Job Postings, 2021

Page 50 4.10 Summary

On the surface the employment landscape across Torbay reads relatively healthily with employment levels higher than they were pre-pandemic. Unemployment rates are the lowest they have been for five years and are lower than both the national and regional averages. There continues to be to a reduction in long term unemployment with figures falling year-on-year, with youth unemployment following a similar trend. There are however underlying issues, the area has a reducing number of jobs, high levels of part time employment and an ageing workforce. This suggests there are other challenges and issues preventing people either from working or from moving from part time to full time work. Anecdotal evidence highlights individuals' perceptions of certain roles and sectors, complex personal circumstances, volatility across employment programmes and multi-generational welfare dependency all to be barriers to employment.

Vacancies are at the highest levels they have been since LMI data⁸ has been recorded, following the same pattern as the region and nationally. Torbay has more vacancies than people actively seeking work suggesting that employers across all sectors are struggling to recruit and fill vacancies with the employment market becoming 'tight'

Across the vacancies there are large levels of disparity amongst the skills employers are looking for and the skills residents have.

Torbay has seen a significant increase in employment within the business and administration sector (44.4%). Encouragingly other high value-added sectors such as information and communication and manufacturing have also seen notable increases. Key sectors which have typically accounted for large numbers of employment have seen decreases and have high levels of vacancies. This could be explained by a combination of factors such as Brexit, the pandemic, and the challenges of attracting individuals to certain roles.

9. Workforce

9.1. Working age population

Between 2017 and 2021, the data shows there has been a 1.9% decrease of the total working age population, falling from 60,600 to 58,500. Over the same period, there has been a slight increase in the proportion that is economically active, rising from 76.3% to 77%.

⁸ It is worth mentioning that Labour Market Intelligence (LMI) such as EMSI struggles for data within certain sectors. An example being construction, which local intelligence informs us there are a plethora of vacancies locally within this sector.

9.2. Distribution of full-time and part-time workers

Since 2015, Torbay's workforce has reduced, falling from 47,500 to 46,500 in 2020.

Distribution wise, 58.1% of employees are full-time whereas 41.9% are part-time. Despite the decrease in total workers, both Torbay's full-time and part-time proportions have remained broadly consistent since 2015.

Across Torbay the statistics demonstrate that there remains a stronger prevalence of part-time work as the 41.9% figure is higher than all its comparators. This prevalence is indicative of Torbay's economic make-up with its dominance in tourism and hospitality, social care, and retail.

Table 5: Proportion of full-time and part-time workers (2021)

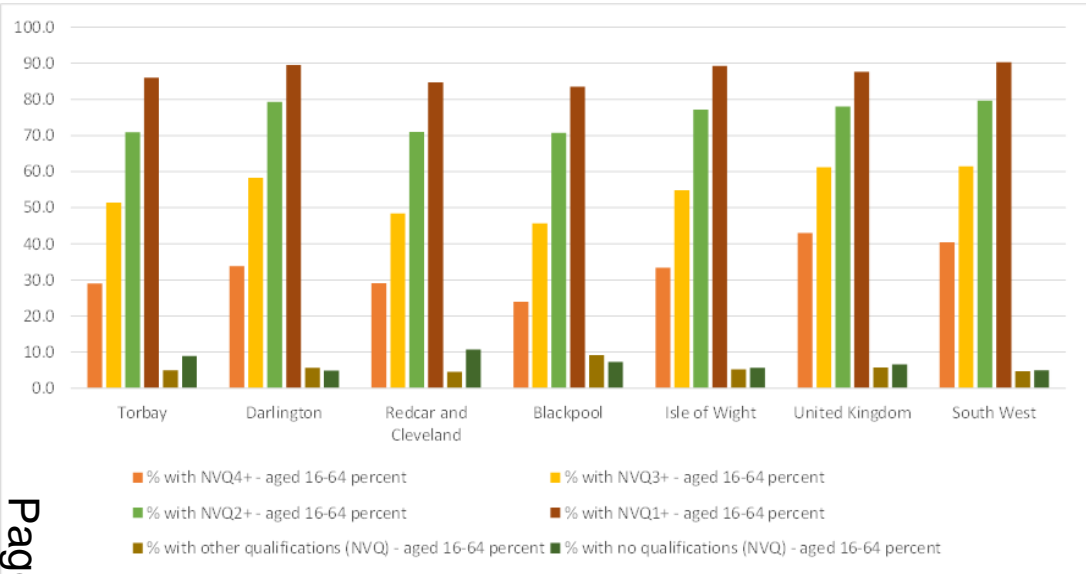
	Workforce (Number)	Full-time (%)	Part-time (%)
Torbay	46,500	58.1%	41.9%
Darlington	51,000	67.6%	32.4%
Redcar and Cleveland	37,000	63.5%	36.5%
Blackpool	63,500	60.6%	39.4%
Isle of Wight	49,000	62.2%	37.8%
South West	2,475,000	65.0%	35.0%
United Kingdom	29,508,500	67.9%	32.1%

Source: Nomis, Business Register and Employment Survey, 2021

9.3. Qualification levels

Figure 25 provides a proportional break down of qualifications across the working age population in 2020. . 9.0% of the working population in Torbay have no qualifications, a figure which has increased since 2017, leaping from 6.2% to 9.0%. the largest increase came from 2019 to 2020 (6.6% to 9.0%). The figure of 9.0% is second only to Redcar and Cleveland (10.7%) and is significantly higher than the South West (5.0%) and United Kingdom (6.6%).

Figure 26: Proportion of working age population by qualification (2020)



Torbay also compares poorly across the working age population for residents with NVQ4+. The figure of 29.0% is the second lowest, (Blackpool is the lowest with 23.9%) a figure some way behind the South West (40.4%) and United Kingdom (43.0%) totals. In fact, Torbay falls behind the national and regional percentages across NVQ1+ right through to NVQ4+.

Source: Nomis, Annual Population Survey, 2020

9.4. School performance

Table 6: Local authority schools rankings (2017 – 2019)

	2017	2018	2019
Torbay	-0.1	0.3	0.7
England	0.0	0.0	0.0

Source: Department of Education, 2021

Over the past three years, the collective performances of Torbay’s schools have progressed from being below average in 2017 to above average in 2019. However, despite the relative improvement in the performance of Torbay’s schools the level of NEETs in Torbay remain 0.8 percentage points higher than the England average.

Figure 27: Attainment gap between disadvantaged and non-disadvantaged pupils

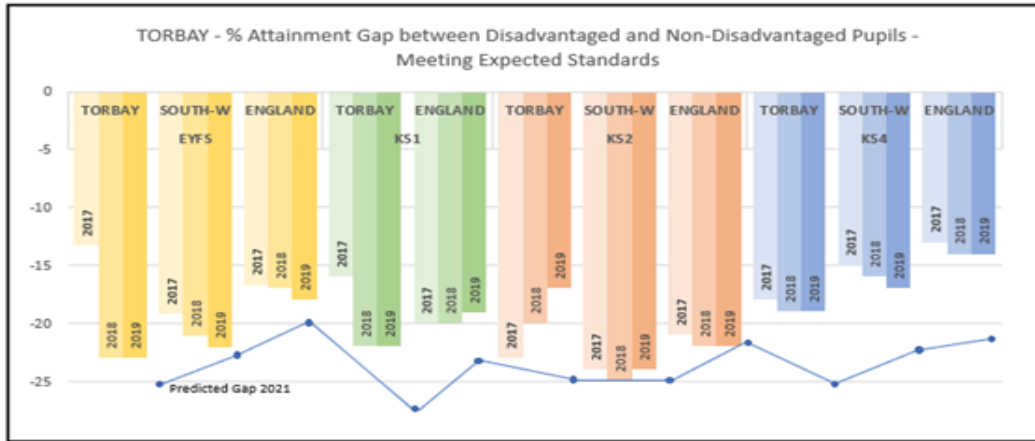
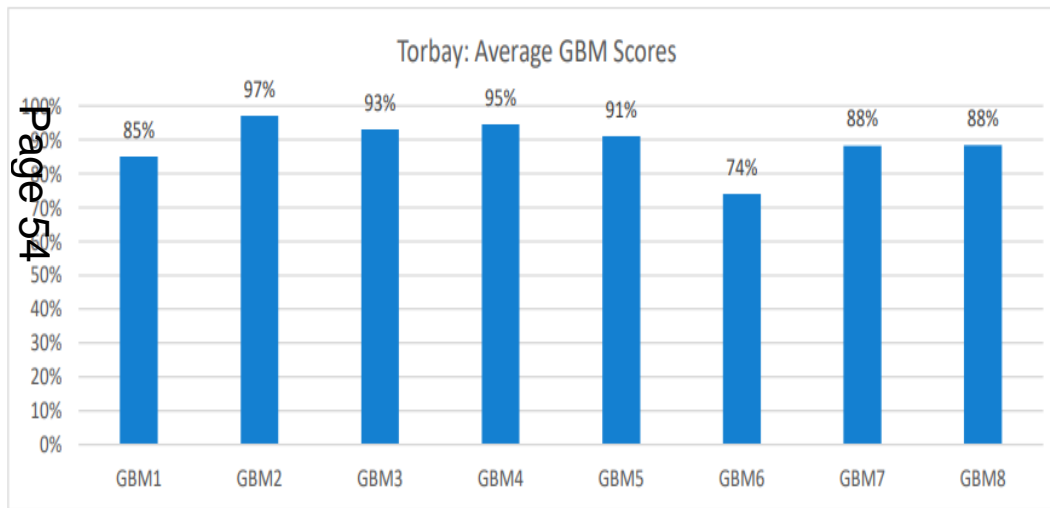


Figure 28: Gatsby Benchmark average scores across Torbay



Since 2017 attainment gaps between disadvantaged and non-disadvantaged pupils are worsening across multiple school stages. EFYS has had the most significant increase, both KS1 and KS4 have also seen slight increases. KS2 attainment gap has improved.

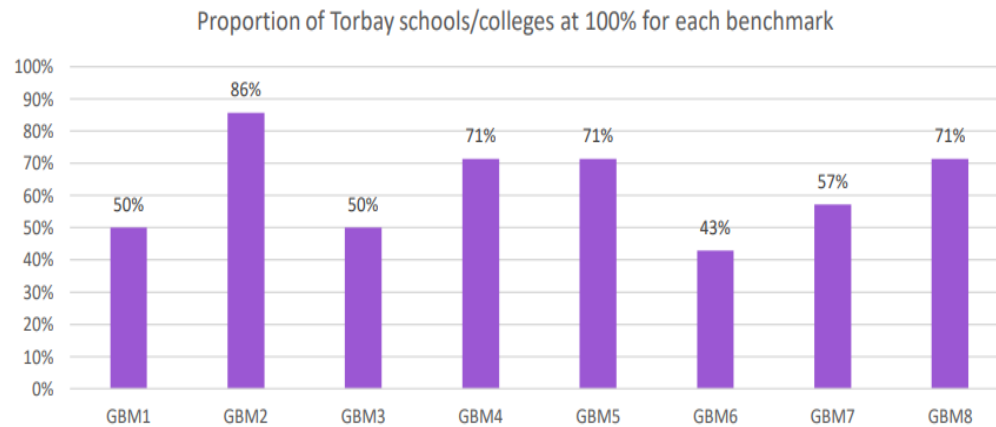
Source: Keyphas – internal Torbay systems matched to national pupil deprivation data 2022

Torbay ranks relatively strongly against most of the Gatsby benchmarks, the benchmarks act as a framework for good, robust careers advice and guidance in schools. The area which currently requires the most support is benchmark 6, experiences of employers and the workforce within school's career programmes.

Figure 29 below highlights the proportion of Torbay schools or colleges that are at 100% for every benchmark.

Source: HotSW Careers Hub, Torbay Report 2022

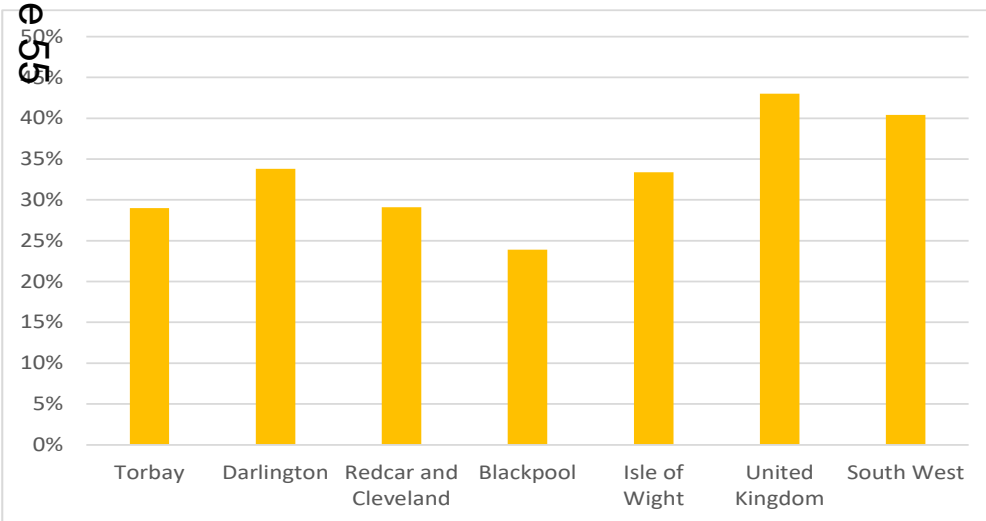
Figure 29: Proportion of Torbay schools/colleges at 100% for each benchmark



Source: HotSW Careers Hub, Torbay Report 2022

9.5. Graduates in the workforce

Figure 30: Percentage of working age population with NVQ4+



29.0% of Torbay's working age population are graduates. Amongst its comparators, this is the second lowest figure (behind only Blackpool 23.9%), demonstrating the challenges Torbay has with retaining talent, who often leave the area in search of higher education opportunities and enhanced career prospects. Torbay's figure is significantly lower than both the regional and national figures. (43.0% and 40.4%).

Source: Nomis, Annual Population Survey, 2021

9.6. Earnings

Despite a 30% increase in wages for people working in Torbay since 2015, income remain below the average. From 2015 to 2021, people working in Torbay earned less than the comparator locations as well as the national and regional averages. In 2021, people working in Torbay earned on average⁹ £412.70, compared to regional and national averages of £464.10 and £540.40.

Additionally, those living in Torbay but work outside of the area in 2021 on average earned around £452.56, a figure £39.60 higher than people working and living in Torbay, suggesting better salaries can be achieved working outside of Torbay, a pattern that is also replicated by some of the areas below.

Table 7: Average full-time gross weekly wages (2015 – 2021)

Resident							
	Torbay	Darlington	Redcar and Cleveland	Blackpool	Isle of Wight	United Kingdom	South West
2015	339.5	402.0	381.0	318.2	369.4	425.1	398.4
2016	361.4	437.2	385.0	332.1	378.4	438.4	410.6
2017	366.0	385.0	387.6	338.8	405.8	448.5	419.3
2018	354.3	332.1	393.7	351.0	402.5	460.0	430.8
2019	392.0	378.4	397.2	379.1	416.2	479.1	444.9
2020	383.2	438.4	417.2	369.7	417.0	479.1	443.8
2021	452.6	410.6	439.2	402.7	422.0	504.4	469.9

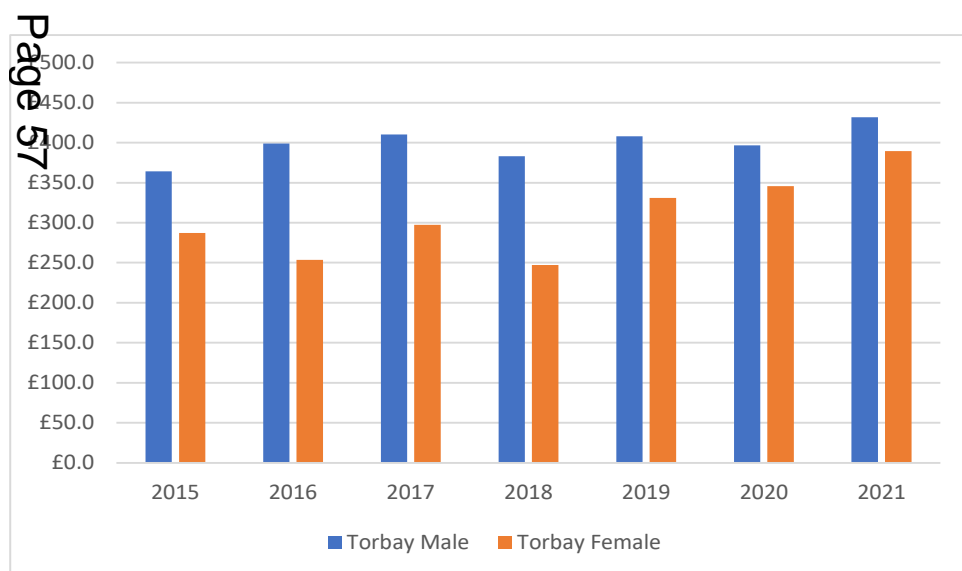
Workplace

⁹ Part-time and full-time average workplace-based earnings

	Torbay	Darlington	Redcar and Cleveland	Blackpool	Isle of Wight	United Kingdom	South West
2015	364.2	523.5	517.4	383.1	446.1	517.5	482.7
2016	398.8	499.5	465.4	430.0	463.5	530.4	498.4
2017	410.2	490.5	497.3	437.1	442.5	540.6	513.1
2018	382.9	506.0	542.2	424.4	470.6	554.6	518.9
2019	408.1	522.6	467.2	435.2	475.6	574.9	536.5
2020	396.7	501.2	534.0	427.0	525.9	568.4	524.7
2021	431.9	567.7	511.4	504.6	480.7	594.1	555.8

Source: Nomis, Annual Survey of Hours and Earnings, 2021

Figure 31: Average weekly workplace earnings between male and female (2015 – 2021)



Both male and female work-based earnings have shown similarities in across 2015 to 2021 in terms of growth and slight falls. However, figure 16 shows that weekly wages for males have consistently been higher than their female counterparts, there is a significant gap but one which is narrowing.

Source: NOMIS, Annual Survey of Hours and Earnings, 2021

9.7. Flows of labour

Table 8: Inflows and outflows of labour in Torbay (2011)

	Labour Flow Out of Torbay	Labour Flow Into Torbay	Net Impact
Teignbridge	5,192	4,736	-456
South Hams	2,668	1,896	-772
Exeter	2,127	385	-1,742
Plymouth	784	675	-109
East Devon	415	161	-254
Cornwall and Isles of Scilly	99	86	-13
Mid Devon	91	84	-7
Bristol, City of	65	11	-54
West Devon	60	40	-20
Shaunton Deane	42	0	-42
South Somerset	35	0	-35
South Gloucestershire	33	0	-33
North Devon	30	18	-12
Wiltshire	30	0	-30
Sedgemoor	25	0	-25
North Somerset	22	23	1
Swindon	22	0	-22
Mendip	12	0	-12
Torridge	11	0	-11
Offshore Installation	100	0	-100
Outside UK	82	0	-82

Other	1,032	476	-556
Total	12,977	8,591	-4,386

Source: NOMIS, Census 2011

Table 8 shows the breakdown by area of labour flows in and out of Torbay in 2011, which is still the most recent data as the dataset will not be updated until 2021. Of the total 47,804 employees that worked in Torbay in 2011, around 18% travelled from outside of the area. Of the 52,000 people who live in Torbay and are employed, it is estimated that around 10.8% work outside of the area. Official data¹⁰ from 2019 does indicate that the net migration out of Torbay could be closer to around 5,625.

9.8. Summary

Torbay has seen a small decrease in the working age population over the past five years (1.9%). In addition, the total worker's figure has fallen too. The number of full-time and part-time workers has broadly remained consistent over the same period however Torbay's part-time figure of 40.9% of the workforce is higher than most of its comparators. This prevalence is indicative of Torbay's economic make-up.

50% of Torbay's working population have no qualifications, a figure that is increasing. Unsurprisingly this figure has worsened because of the pandemic and although NEET figures are relatively stable these too are above the English average and showing signs of a small increase. At the other end, Torbay continues to fare poorly across the working age population for NVQ+4. 29% are classified as graduates, a figure lower than comparators and the national and regional averages, reiterating further that the challenge Torbay faces is retaining talent. Overall, Torbay lags the national and regional qualification percentages across NVQ1+ right through to NVQ4.

The overall net migration taken from labour flow out of Torbay and Labour flow into Torbay has increased since 2011.

Wages across Torbay have seen an increase over the last five years but remain below the national and regional averages. Additionally, the data shows that higher earners tend to reside in Torbay, but work outside of the area, backing up the evidence that higher skilled and paid jobs come

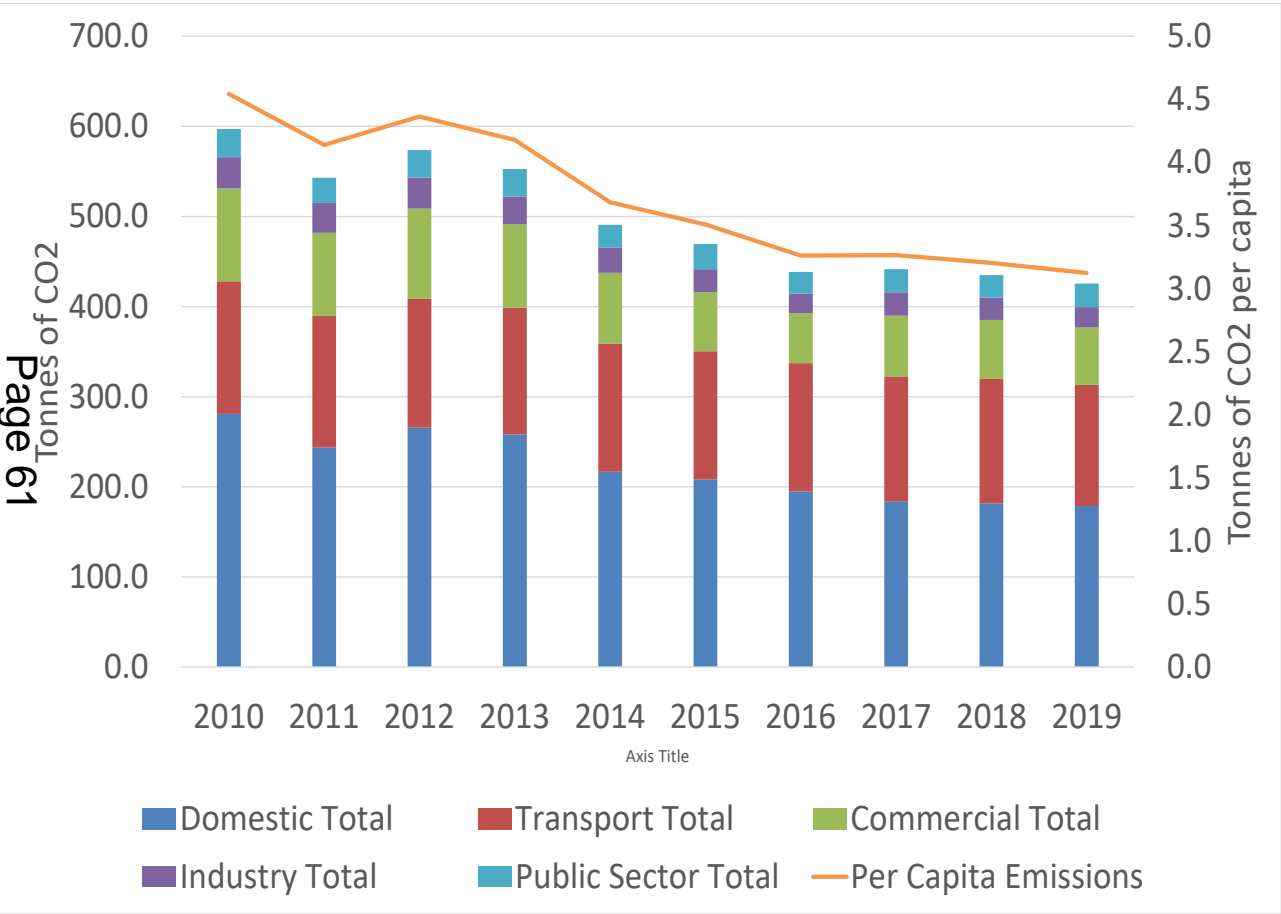
¹⁰ Combination of Business Register and Employment Survey / Annual Population Survey, 2019

from its neighbouring areas. Average wages for males and females have followed similar trends over the last five years with the average wage for males being continuously higher than females with a relatively sizeable gap.

10. Environment

10.1. Carbon Dioxide Emissions

Figure 32: CO2 emissions in Torbay by category (2009 – 2019)



In 2019 Torbay produced 424.1 tonnes of CO2 equating to 3.1 tonnes per person compared to 4.6 tonnes across the region. Torbay’s CO2 per capita decrease 29.6% over the past 10 years from 4.4 tonnes per person.

Around 41.9% of Torbay’s total CO2 emissions were from domestic sector compared to 31.6% from transport, 15% from commercial, and 5.3% from industry, and 6.2% from the public sector.

Since 2009 CO2 emissions in Torbay have decreased across all sectors with commercial and industrial sectors accounting for the largest decreases at 38.5% and 36.9% respectively. Transport which is the second largest contributor to CO2 emissions in Torbay has decreased by least (10.8%) over the past 10 years.

Source: DBEIS, UK local authority and regional carbon dioxide emission, 2021

11. Appendix 1: Comparators

Table 9: Comparison indicators

Local Authority	GVA per Head Index (2019) ¹¹	GVA per Hour Index (2019) ¹²	Total Population (2020) ¹³	% of population aged 16 – 64 (2020) ¹⁴	% of population aged 65+ (2020) ¹⁵	Economic Activity Rate (2020) ¹⁶	Employment Rate 16 – 64 (2020) ¹⁷	% with No Qualifications (2020) ¹⁸	Full-time Employment Rate (2020) ¹⁹	Part-time Employment Rate (2020) ²⁰	% of population living in 20% most deprived areas (IMD 2019) ²¹
Blackpool	68.7%	77.1%	138,381	60.6%	20.5%	76.3%	72.8%	7.3%	60.6%	39.4%	56.7%
Darlington	83.3%	93.0%	107,402	60.7%	20.6%	78.8%	74.1%	4.9%	67.6%	32.4%	30.2%
Isle of Wight	64.3%	84.2%	142,296	55.9%	28.7%	77.7%	73.2%	5.6%	62.2%	37.8%	13.8%
Redcar and Cleveland	-	75.5%	137,228	59.2%	22.8%	72.6%	68.5%	10.7%	63.5%	36.5%	36.0%
Donorby	49.4%	69.4%	136,218	56.0%	27.3%	76.1%	72.1%	9.0%	58.1%	41.9%	27.5%
South West	87.4%	-	5,659,143	60.0%	22.4%	81.3%	78.0%	5.0%	65.0%	35.0%	-
United Kingdom	100.0%	100.0%	67,081,234	62.4%	18.6%	78.8%	75.1%	6.6%	67.9%	32.1%	-

- Data not available

¹¹ Source: ONS, Regional GVA, 2021

¹² Source: ONS, Regional GVA, 2021

¹³ NOMIS, Population Estimates, 2021

¹⁴ NOMIS, Population Estimates, 2021

¹⁵ NOMIS, Population Estimates, 2021

¹⁶ Source: NOMIS, Annual Population Survey, 2021

¹⁷ Source: NOMIS, Annual Population Survey, 2021

¹⁸ Source: NOMIS, Annual Population Survey, 2021

¹⁹ Source: NOMIS, BRES, 2021

²⁰ Source: NOMIS, BRES, 2021

²¹ Source: DLUCH, IMD 2019

Meeting: Overview and Scrutiny Board **Date:** 13 April 2022

Wards affected: All Wards

Report Title: Overview and Scrutiny Board Annual Report 2021/2022, Initial Work Programme 2022/2023 and Establishment of Adult Social Care and Health Overview and Scrutiny Sub-Board

Officer Contact Details: Anne-Marie Bond, Chief Executive, anne-marie.bond@torbay.gov.uk / Teresa Buckley, Democratic Services Team Leader, teresa.buckley@torbay.gov.uk

1. Purpose of Report

- 1.1 This report presents the Overview and Scrutiny Board Annual Report for 2021/2022 (see Appendix 1) which provides an overview of the work carried out by Overview and Scrutiny over the past twelve months. During this time the Council has seen the effective operation of a new Children and Young People's Overview and Scrutiny Board which has enabled greater time and oversight of the delivery of Children's Services, to ensure that we are collectively doing all that we can to ensure the provision of good services for the children of Torbay.
- 1.2 Currently the main Overview and Scrutiny Board is responsible for all areas other than Children and Young People, including Health and Adult Social Care. In previous years the Council had a separate Health Scrutiny Board. The Director for Adults and Community Services has been reviewing the governance arrangements in respect of Adult Social Care working with the Head of Governance Support and Democratic Services Team Leader and is proposing the establishment of a further Sub-Committee of the Overview and Scrutiny Board, namely an Adult Social Care and Health Overview and Scrutiny Sub-Board, chaired by the Scrutiny Lead for Health and Adult Services with Terms of Reference and Membership as set out at Appendix 2 to this report. This will ensure a dedicated and focussed political oversight and challenge in respect of all issues relating to adult social care and health to help improve the delivery of these key services. This will enable the Overview and Scrutiny Board more capacity to focus on other areas within its work programme and approve and monitor the work of its review panels.
- 1.3 Mirroring the approach with Children's Services, to ensure that there is a good link between overview and scrutiny and the delivery of the Adult Social Care and Health it is proposed that the Scrutiny Lead for Health and Adult Services will also become a member of the Adult Social Care Improvement Board.

- 1.4 The report also presents the Initial Overview and Scrutiny Board Work Programme for 2022/2023 (see Appendix 3) and proposes that it is kept under regular review by the Overview and Scrutiny Co-ordinator and Democratic Services Team Leader.
- 1.5 In light of the changes to the governance of the Overview and Scrutiny the Board it is proposed that the Board considers making a recommendation to Council to make minor changes to the Terms of Reference of the main Overview and Scrutiny Board.

2. Reason for Proposal and its benefits

- 2.1 The proposals in this report help us to deliver the ambition of our residents thriving by improving the governance and political challenge in respect of services for our people in receipt of adult social care and health to ensure the best outcomes.
- 2.2 The reasons for the decision are to improve the governance and accountability for the delivery of overview and scrutiny of services and support for adult social care and health. Also to enable dedicated focus on these key services provided by the Council and our partners.

3. Recommendation(s) / Proposed Decision

1. that the Overview and Scrutiny Annual Report for 2021/2022, set out at Appendix 1 to the submitted report, be approved and submitted to the Council meeting on 17 May 2022;
2. that an Adults Social Care and Health Overview and Scrutiny Sub-Board be established, as a Sub-Committee of the Overview and Scrutiny Board, to be chaired by the Scrutiny Lead for Health and Adult Services, with Terms of Reference and membership as set out in Appendix 2 to the submitted report; with the Adult Social Care and Health Overview and Scrutiny Sub-Board to consider appointing additional non-voting co-opted members who will help provide expert advice and support to the Board;
3. that the Overview and Scrutiny Board reviews the effectiveness of the Adult Social Care and Health Overview and Scrutiny Sub-Board in six months time;
4. that the Children and Young People's Overview and Scrutiny Board be renamed as the Children and Young People's Overview and Scrutiny Sub-Board to reflect that it is a Sub-Committee of the main Overview and Scrutiny Board;
5. that the Initial Overview and Scrutiny Work Programme for 2022/2023 as set out in Appendix 3 to the submitted report be approved and kept under regular review by the Overview and Scrutiny Co-ordinator and Democratic Services Team Leader; and
6. that the Council be recommended to amend the terms of reference for the Overview and Scrutiny Board as follows:

remove '8. To consider all matters and issues arising from the Council's power of scrutinising local health services in accordance with the Health and Social Care Act 2001, the National Health Service Act 2006 and Health and Social Care Act 2012.' as this will now fall under the Terms of Reference of the new Adult Social Care and Health Overview and Scrutiny Sub-Board.

Appendices

Appendix 1: Overview and Scrutiny Board Annual Report 2021/2022

Appendix 2: Terms of Reference and Membership for the Adult Social Care and Health Overview and Scrutiny Sub-Board

Appendix 3: Initial Overview and Scrutiny Board Work Programme for 2022/2023

Background Documents

None

1. Introduction

- 1.1 The main Overview and Scrutiny Board currently carries out all of the overview and scrutiny functions of the Council save Children and Young People which is carried out by the Children and Young People's Overview and Scrutiny Board (a Sub-Committee of the main Board), including health scrutiny and adult social care services. The Board meets monthly and also sets up task and finish groups to undertake deep dives into certain areas and report back to the Board with their final recommendations, which are in turn then presented to the relevant decision maker e.g. Cabinet or Council. This approach has led to some very large agendas, covering a multiplicity of issues, with meetings often lasting up to three hours.
- 1.2 A new inspection regime is being introduced for Adult Social Care and there are changes to the way the Health Services operate by way of the Integrated Care System. Whilst over the last year the Overview and Scrutiny Board has effectively challenged issues such as Mental Health and access to GPs, this has often been part of a larger agenda, which has limited the amount of time and focus available to the Board. There are a lot of changes to our local and regional health service arising from the Devon NHS Long Term Plan and scrutiny has a critical role in ensuring additional and enduring challenge to these projects to ensure our residents receive the services they need.
- 1.3 It is therefore proposed to establish an Adult Social Care and Health Overview and Scrutiny Sub-Board as a Sub-Committee of the Overview and Scrutiny Board to discharge all functions in respect of adult social care and health. This Board would be chaired by the Scrutiny Lead for Health and Adult Services, who would also have a place on the Adults Improvement Board to ensure a joined up approach to improving outcomes for people receiving adult social care services. In light of the changes to the governance of Overview and Scrutiny the Board it is proposed that the Board considers recommending that the Council to make some minor consequential changes to the Terms of Reference of the main Overview and Scrutiny Board.
- 1.4 It is proposed that the membership of the Overview and Scrutiny Adult Social Care and Health Sub-Board will include a representative from Healthwatch and the Chair of the Voluntary Sector Network as non-voting co-opted members who will help provide additional expertise and support to the Board. Meetings of the Board will be scheduled monthly to allow flexibility to deal with emerging health issues but may be cancelled by the Head of Governance Support in consultation with the Chairwoman of the Board where there is no business to be transacted.

- 1.5 The Overview and Scrutiny Board Annual Report gets presented each year to the main Board for approval and is then submitted to the Council to promote the work of Overview and Scrutiny.
- 1.6 The Overview and Scrutiny Board sets its initial Work Programme each year, which is then kept under regular review to enable pertinent items to be considered in a timely manner and to change the timing of items where appropriate to achieve a balanced agenda.

2. Options under consideration

- 2.1 To do nothing, this option was rejected as there would be limited capacity to make improvements under the current arrangements.

3. Financial Opportunities and Implications

- 3.1 There are no financial implications as the new Adult Social Care and Health Overview and Scrutiny Sub-Board would be supported within existing resources from within the Governance Support Team and Adult Social Care and Health Services staff would be required to attend this meeting instead of the main Overview and Scrutiny Board.

4. Legal Implications

- 4.1 There are no legal implications. It has been identified as good practice by other local authorities to have a separate committee for overview and scrutiny of adult social care and health.

5. Engagement and Consultation

- 5.1 The Group Leaders, Overview and Scrutiny Co-ordinator, Scrutiny Lead for Health and Adult Services and Director of Adults and Community Services have been consulted on the proposals.

6. Purchasing or Hiring of Goods and/or Services

- 6.1 Not applicable.

7. Tackling Climate Change

- 7.1 Agendas and documents for meetings will be made available electronically to reduce the need for printing and postage. Documents will still be available in an accessible format for those who require this.

8. Associated Risks

- 8.1 There is a risk that due to the number of evening meetings being held there will be limited availability to schedule these meetings in the Governance diary and therefore meetings may need to take place during the day. This will impact on which members who will be able to sit on the Adult Social Care and Health Overview and Scrutiny Sub-Board due to work and other commitments. This will be reviewed together with the overall work programme for the Overview and Scrutiny Board.

9. Equality Impacts - Identify the potential positive and negative impacts on specific groups

	Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
Older or younger people	The proposals will ensure greater focus is placed on overview and scrutiny of adult social care and health services to improve outcomes for adults.		
People with caring Responsibilities	The work of the new Board will look at ways to improve outcomes for people receiving adult social care and health services.		
People with a disability	The work of the new Board will also look at ways to improve outcomes for adults with a disability.		
Women or men			There is no differential impact.

People who are black or from a minority ethnic background (BME) (Please note Gypsies / Roma are within this community)			There is no differential impact.
Religion or belief (including lack of belief)			There is no differential impact.
People who are lesbian, gay or bisexual			There is no differential impact.
People who are transgendered			There is no differential impact.
People who are in a marriage or civil partnership			There is no differential impact.
Women who are pregnant / on maternity leave			There is no differential impact.
Socio-economic impacts (Including impact on child poverty issues and deprivation)			There is no differential impact.
Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	The work of the new Board will support public health outcomes for adults.		

10. Cumulative Council Impact

- 10.1 The work of the new Board will have a positive impact across all services, as well as those with our partners as there is a multi-agency approach to supporting adults.

11. Cumulative Community Impacts

- 11.1 None

Overview and Scrutiny Annual Report 2021/2022

April 2022



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Foreword

This year has been a challenging year for Overview and Scrutiny, continuing to respond to the issues the Covid-19 pandemic has brought to Torbay as well as looking forward to new opportunities working with our communities and partners. Our first meeting of the Year was held remotely via hybrid arrangements before returning to meeting in person from 14 July 2021.

We continued to take a leading role in the Leader and Cabinet's Budget development for 2022/2023 and I am pleased that most of our recommendations informed the final budget proposals. In addition to the budget, the Board has investigated several issues and I believe has made a notable difference in some of the key decisions made by the Cabinet, especially those around children and young people and Torbay's Housing Crisis.

I would like to take this opportunity to thank everyone who has played a part in contributing towards the work of the Council's Overview and Scrutiny Boards and Panels. Overview and Scrutiny, the Cabinet and our key partners in Health, the voluntary sector and the Police have continued to work together to try to make a positive difference for the people of Torbay.

This report gives details of the work which has been undertaken by Overview and Scrutiny over the course of the 2021/2022 Municipal Year.

Councillor Maggi Douglas-Dunbar
Overview and Scrutiny Co-ordinator

1. Key information about Overview and Scrutiny

The operation of overview and scrutiny

Councillor Douglas-Dunbar has been the Overview and Scrutiny Co-ordinator since May 2021. She is supported by Scrutiny Lead Members:

- Councillor Bye – Children’s Services (and Vice-Chair of the Overview and Scrutiny Board);
- Councillor Mandy Darling – Health and Adult Services;
- Councillor Foster – Community and Corporate Services;
- and
- Councillor Kennedy – Place.

The Overview and Scrutiny Board meets monthly with task and finish Panels created to consider topics in greater detail. The Overview and Scrutiny Board comprised of Councillors Atiya-Alla, Barrand, Brown, Bye, Mandy Darling, Douglas-Dunbar, Foster, Kennedy and Loxton.

The Children and Young People’s Overview and Scrutiny Board (a Sub-Committee of the main Board) was established in January 2021 to provide greater focus on issues in relation to Children and Young People and normally meets bi-monthly. This Board was Chaired by Councillor Bye and comprised of Councillors Barnby, Mandy Darling, Douglas-Dunbar and Mills (Vice-Chairwoman).

Residents and stakeholders can get involved by:

- Attending public meetings;
- Giving evidence to one of the Panels or Boards; and
- Sending in comments about a review.

Scrutiny’s Role

To make recommendations to the Cabinet, Council or key partners in accordance with following principles:

- Focusing on the issues which matter.
- Policy Development is of equal importance to “holding to account”.
- The Forward Plan is the key tool for managing the decision making process.
- The relationship between overview and scrutiny and the Cabinet should seek to complement one another.
- All Councillors should have the opportunity to help shape policy decisions at an early stage.

Meetings:

- Are open to the public to attend.
- Typically last 2-3 hours.
- Meet regularly (during the daytime and evenings).
- Have a formal structure, but are run in an accessible way.
- Papers are published on the Council’s website at [Committee structure \(torbay.gov.uk\)](https://www.torbay.gov.uk/committees).

2. Snapshot of scrutiny development in 2021/2022

Focusing on the issues which matter

The Overview and Scrutiny Board continued to undertake its health scrutiny duty providing oversight of health services in Torbay and clinical services across the peninsula by taking part in meetings of Devon County Council's Health and Adult Care Scrutiny Committee and holding Torbay and South Devon NHS Foundation Trust to account on their Care Quality Commission inspection through its own Board meetings.

The Board continued to receive regular reports on the Council's revenue and capital budgets. It has closely monitored the performance of Children's Services both in terms of outcomes for children and the costs of the service with the help of the Children and Young People's Overview and Scrutiny Board.

Equal importance placed on policy development

The Board provided feedback during the development of the Strategic Asset Management Plan, one of the Council's key Policy Framework Documents.

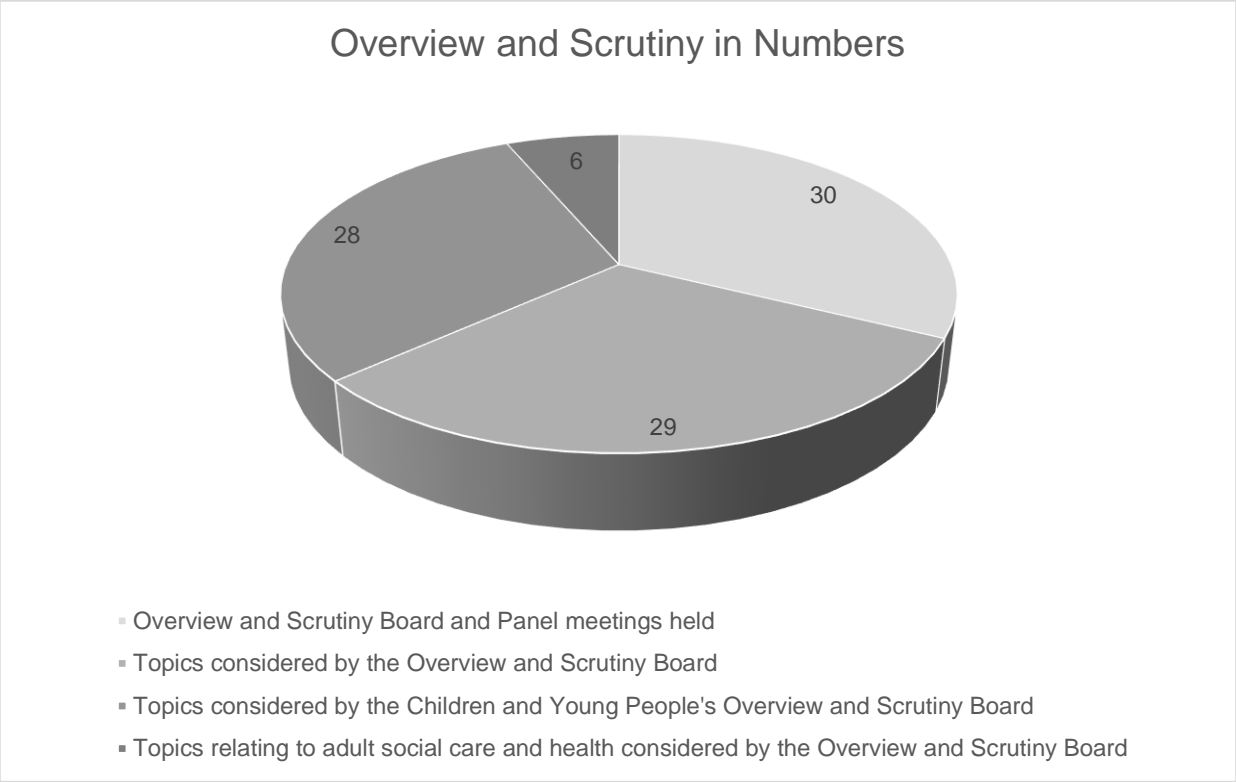
Complementing the work of the Cabinet

The Overview and Scrutiny Board continue to seek to complement the work of the Cabinet, with regular strategic meetings held between the Overview and Scrutiny Co-ordinator, Overview and Scrutiny Board Vice-Chairman and the Leader of the Council.

Pre-Briefings and Work Planning

Monthly briefings have enabled better member engagement and more focussed debate at Board meetings, developing key lines of questioning and exploring upcoming items to ensure relevant items are considered at the right time with key attendees invited to contribute towards discussions. The Forward Plan was also used as a tool to identify key issues for consideration by the Board.

3. Overview and Scrutiny in Numbers 2021/2022



Key:

- 30 Overview and Scrutiny Board and Panel meetings held
- 29 Topics considered by the Overview and Scrutiny Board
- 28 Topics considered by the Children and Young People’s Overview and Scrutiny Board
- 6 Topics relating to adult social care and health considered by the Overview and Scrutiny Board

4. Snapshot of some of the Key Achievements 2021/2022

Torbay's Housing Crisis

Following a review of the Council's Prioritised Business Plan for 2021/2022 the Board agreed that a key priority area for overview and scrutiny was Torbay's Housing Crisis, to explore what action was being taken to address the following key areas:

1. shortage of temporary accommodation;
2. implications of short term leases;
3. social and affordable housing and the work of TorVista Homes;
4. empty properties;
5. general housing supply; and
6. the work of the Strategic Housing Board.

The Overview and Scrutiny Board established a Torbay's Housing Crisis Task and Finish Group in July 2021. The Panel worked with key officers from the Council's Senior Leadership Team and external advisors (the Independent Chairman of the Strategic Housing Board and representatives from Citizen's Advice and Shekinah) as well as receiving valued contributions from a member of the public.

The review has resulted in:

- officers working with the Valuation Office to see what can be done to increase the level of Local Housing Allowance available to people in Torbay;
- officers reviewing the support for care experienced young people to help them secure suitable accommodation when they leave care as well as working with Registered Housing Providers and TorVista Homes;
- progress of the Rightsizing Project working with Registered Housing Providers to help people move into suitable sized accommodation to free up larger properties for families;
- reviewing the support to increase in the number of care experienced young people remaining longer with their foster carers through the Staying Put Policy;
- a process and policy review for care experienced young people to access properties more quickly through the Devon Home Choice Scheme;
- new posts created as part of the budget process to help with enforcement on poor standards of accommodation and to help bring empty properties back into use;
- greater promotion on what the Council is doing to raise awareness of the Housing Crisis and options and support available to local residents;
- the Housing Delivery Group exploring option on how Planning Policy can be improved and developed to increase the number of properties available in Torbay;

The full report of the Torbay's Housing Crisis Review and the Cabinet response can be found at <https://www.torbay.gov.uk/DemocraticServices/ieListDocuments.aspx?CId=741&MId=18605&Ver=4>

Supporting Children's Services Improvement Journey

The Children and Young People's Overview and Scrutiny Board has had a busy year working with and holding to account the Chief Executive, Director of Children's Services and Cabinet Member for Children's Services across a wide range of topics. The Board is supported by the following key co-opted members:

- Tatiana Wilson, Church of England Diocesan;
- Laura Colman, Primary Parent Governor;
- Jo Morrell, Torbay Youth Trust;
- Mike Cook, Imagine This Partnership Board; and
- Edward Wright, Devon and Cornwall Police.

A care experienced young person also contributed towards the work of the Board and we are looking for a new person to represent the voice of cared for and care experienced young people.

The Board has regularly monitored the Children's Improvement Plan and challenged and sought assurance that appropriate and timely action was being taken to address areas of concern e.g. the implementation of Liquid Logic software and the impact on reporting of data.

The Board recognised the key role that all Members had as Corporate Parents and had regard to this when reviewing the refreshed interim Corporate Parenting Strategy which had an overall objective to ensure that all children, young people and care experienced young people and adults are safe, happy and healthy in order that they can fulfil their full potential. The Strategy also provided improved Governance and recognised the role of corporate parents across the whole of the Council and working with our partners. The Board recommended that in light of the high profile of this strategy the Council should include it in the key list of Policy Framework Documents as well as further engagement being carried

out with children and young people to inform an updated Corporate Parenting Strategy for presentation to full Council.

Exploitation and mental health were two key areas of concern that were considered and actions challenged by the Board to ensure a multi-agency approach to tackling these issues. The Board will continue to receive regular updates on these areas to ensure action is being taken in a timely manner.

The Board also sought to raise the profile of the excellent partnership work to support our children and young people such as the development of a Child Friendly Torbay Vision and the work being carried out through the Torbay Together who had set up the following groups:

- Priority 1 – Child Exploitation – Police lead;
- Priority 2 – Early Help – Children's Services lead;
- Priority 3 – Where I live – Imagine This lead;
- Priority 4 – Corporate Parenting – Children's Services lead; and
- Priority 5 – Ambassador programme – Torbay Together lead.

Members contributed towards the Torbay's Housing Crisis Review all of its recommendations to support children and young people were adopted by the Panel and taken forward to the Cabinet.

Members actively challenged responses to the following areas to ensure appropriate action was being taken to protect our children and young people:

- Youth Offending Team Inspection;
- Child Safeguarding Practice Review – Child C80;
- Care Quality Commission and Ofsted Joint Area Special Educational Needs and Disabilities Inspection; and
- A review of Leadership, Management and Governance.

5. Scrutiny of Adult Social Care and Health

Covid-19 has continued to impact on all our lives in 2021/2022 and the Overview and Scrutiny Board acknowledged their role in ensuring that the Council and key partners were still continuing to provide key services to our residents. Most notably the Board had regard to the impact on people's mental health and access to vital health and social care services.

9 June 2021 – The Board considered the draft Quality Account for 2020/2021 for Torbay and South Devon NHS Foundation Trust, whilst they acknowledged the commitment of staff and a number of improvements highlighted they also sought assurance that relevant action would be taken to:

- improve the performance of the stroke unit;
- provide greater assurance that appropriate support was being put in place to support ongoing staff welfare;
- ensure that the operational ratio of staff to patients is sufficient, in light of current working practices;
- ensure that staff receive relevant in person training, wherever possible, to enable them to be kept up to date with current working practices and processes;
- provide greater assurance as to how the Mental Capacity Act 2007 is being embedded into daily practices, including understanding and awareness of issues surrounding people with a learning disability;

- provide greater assurance that feedback from patients who have been discharged from hospital is being taken into account and that appropriate community support is being secured to support people leaving hospital to ensure that they are safe and cared for;
- address the number of medicine incidents and the number of bullying, harassment or abuse incidents towards staff;
- address the standards not being met for Standard 2 – emergency admission seen by a suitable consultant within 14 hours of admission;
- address the standard not being met for Standard 8 – high dependency patients seen twice daily and other patients once daily by a suitable consultant;
- reduce waiting times for referral to treatment; and
- increase feedback and engagement with inpatients.

15 September 2021 – The Board scrutinised the health and wellbeing support through GPs and recommended the Clinical Commissioning Group to continue to work closely with Healthwatch and other local partners to explore further:

- options to enable patients to access their GP in an accessible manner;
- what action has been taken to improve communication with patients to enable them to access the correct services at the appropriate time; and
- how learning is shared across practices.

13 October 2021 – The Board scrutinised the Adult Social Care Improvement Plan. This highlighted areas of concern in terms of staffing and suitable bed capacity across the whole of the adult social care sector and the need to act differently to improve outcomes for people requiring adult social care and mental health services.

The Board:

- encouraged the Council's Head of Adult Commissioning and the Torbay and South Devon NHS Foundation Trust's Associate Director of Operations for Torbay to continue to recognise our care workers, by raising their profile, exploring ways to enhance their career opportunities in care and investigate ways of providing sufficient additional key worker accommodation, to encourage more staff to come to work in Torbay and fill our vacancies in the care sector; and
- requested that the Devon Partnership NHS Trust and Torbay and South Devon NHS Foundation Trust be invited to a future meeting of the Overview and Scrutiny Board to outline the Community Mental Health Framework on how people are supported with severe mental health needs.

The Board also scrutinised mental health and wellbeing and the NHS Long Term Plan for Devon.

Whilst over the last year the Overview and Scrutiny Board has effectively challenged issues such as Mental Health and access to GPs, this has often been part of a larger agenda, which has limited the amount of time and focus available to the Board. A new inspection regime is being introduced for Adult Social Care and there are changes to the way the Health Services operate by way of an Integrated Care Organisation. There are also a lot of changes to our local and regional health service arising from the Devon NHS Long Term Plan and scrutiny has a critical role in ensuring additional and enduring challenge to these projects to ensure our residents receive the services they need.

It is therefore proposed from May 2022 that a Sub-Committee of the Overview and Scrutiny Board, namely an Adult Social Care and Health Overview and Scrutiny Sub-Board be established to fulfil the function of these two key areas.

This would work in the same way as the Children and Young People's Overview and Scrutiny Board and would include key co-opted members from Healthwatch and the Chair of the Voluntary Sector Network to help provide professional advice to the Board and represent members of the community and voluntary sector.

6. Topic List

Overview and Scrutiny Board

- Update on local policing matters in Torbay including current crime statistics and how the Police Community Support Officers (PCSOs) were working with the Council and the Community.
- Update on the Anti-Poverty Task and Finish Group Review Action Plan.
- Torbay and South Devon NHS Foundation Trust Draft Quality Accounts for 2020/2021.
- Initial Work Programme for 2021/2022.
- Update on the Board's Feedback to the Torbay and South Devon NHS Foundation Trust Draft Quality Accounts for 2020/2021.
- Review of Prioritised Council Business Plan.
- Budget Monitoring Outturn 2020/2021.
- Review of the Children and Young People's Overview and Scrutiny Board.
- Update on Review of Climate Change Emergency Actions.
- Health and Wellbeing Support through GPs.
- Budget Monitoring Quarter 1.
- Adult Social Care Improvement Plan.
- Impact on the Council of the increase in the Higher Needs Block of the Dedicated Schools Grant.

- Update on Review of Planning Service Action Plan.
- Update on local Police matters including staffing levels.
- Local Environmental Quality – Outline Plan.
- Strategic Asset Management Plan.
- Budget Monitoring Quarter 2.
- Mental Health and Wellbeing.
- Torquay Town Deal and Paignton Future High Streets Update.
- Climate Change Emergency Update.
- Turning the Tide on Poverty Review Update on Action Plan.
- Revenue Budget 2022/2023 – sign off of the Report of the Priorities and Resources Review Panel.
- NHS Long Term Plan for Devon.
- Review of Torbay's Housing Crisis – sign off of the Report of the Torbay's Housing Crisis Review Panel.
- Budget Monitoring Quarter 3 2021/2022.
- Torbay's Economic Strategy Refresh.
- Review of Kickstart and Next Steps.
- Overview and Scrutiny Annual Report 2021/2022 and draft Work Programme for 2022/2023.

Children and Young People's Overview and Scrutiny Board

- Virtual School Annual Report 2019-2020.
- Workforce Development and Sufficiency of Placements and Commissioning.
- Arrangements for Fostering and Residential Care.
- Children's Improvement Plan Quarterly Update.
- Children and Young People's Overview and Scrutiny Board Action Tracker.
- Children's Improvement Plan Quarterly Update.
- Corporate Parenting Strategy.
- Update on the implementation of the Youth Offending Team Action Plans.
- Children and Young People's Overview and Scrutiny Board Action Tracker.
- Updated Corporate Parenting Strategy.
- Exploitation Update.
- Engagement and participation of children and young people and their families – including Torbay Pledge.
- Family Friendly Vision.
- Torbay Children's Services – A Review of Leadership, Management and Governance.
- Children and Young People's Overview and Scrutiny Board Action Tracker.
- Child Safeguarding Practice Review Child C80 and Action Plan.
- Housing for Care Experienced Young People.
- Childcare Sufficiency Report 2021.
- Children's Improvement Plan Quarterly Update.

- Children and Young People's Overview and Scrutiny Board Action Tracker.
- Torbay Virtual School Annual Report 2020/2021.
- Response to the Care Quality Commission and Joint Area Special Educational Needs and Disability Inspection in Torbay.
- Children's Improvement Plan Quarterly Update.
- Our Promise to You – The Torbay Pledge to cared for and care experienced children/young people 2021-2022 Update.
- Updated Response to the Care Quality Commission and Joint Area Special Educational Needs and Disability Inspection in Torbay.
- Review of Child Safeguarding Practice Review Child C80 Action Plan.
- Exploitation Update.
- Children and Young People's Overview and Scrutiny Board Action Tracker.

Panels

- Review of Enforcement Activity – this panel was suspended due to staff shortages and agreement that the focus on Torbay's Housing Crisis was a greater priority for scrutiny.
- Review of Council Redesign Programme and Accessibility.
- Review of Torbay's Housing Crisis.
- Priorities and Resources Review Panel.

7. Current and Future Work Programme

The Overview and Scrutiny work programme needs to be flexible in order to address any issues that arise throughout the Municipal Year. A number of new topics were added to the programme during the year and the timing of some of the items was varied to enable key items to be considered in a timely manner.

The future Work Programme will be agreed by the Overview and Scrutiny Board on 13 April 2022 although it will continue to have the flexibility to react to issues as they arise, recognising that the current pressures placed upon the Council's staff as a result of increasing financial pressures on our residents and different ways of working that have now been established as a result of Covid-19.

. Call-in of decisions

The call-in process is one of the mechanisms which can be used to hold the Cabinet to account.

The purpose of call-in is to examine the decisions reached by the Cabinet (or other decision makers) and the reasoning behind those decisions. The process enables further public debate to be held on the subject. The Overview and Scrutiny Board can then consider whether the decision was appropriate and make recommendations accordingly.

There were no call-ins during 2021/2022.

9. Community involvement

The Overview and Scrutiny Boards and Panels engage with a wide selection of groups, organisations and individuals. We welcome the opportunity to hear from members of the public at our meetings and your input is important in understanding the concerns and needs from our communities. To support this approach and in addition to the statutory education co-opted members the Children and Young People's Overview and Scrutiny Board has appointed a number of non-voting co-opted members to provide expert advice, representing the following:

- Devon and Cornwall Police;
- Torbay Youth Trust;
- Care experienced young person; and
- Imagine This Partnership Board.

Contact Us

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How to get involved in overview and scrutiny

- **Attend meetings** – our scrutiny meetings are open to the public and you are welcome to come along and listen to the debate and discussion. Please note that reports may be considered in private if they contain confidential information.
- **Ask a question or make a point** – if you would like make a representation at a meeting, please email governance.support@torbay.gov.uk at least two days before the meeting so that we can let the Chairman know in advance. It is helpful to know what you would like to raise in order for it to be considered at the appropriate time during the discussions.
- **Request a review** – if there is something you think scrutiny could look at, then let us know via governance.support@torbay.gov.uk
- **Consultation and participation** – you could be asked for your views on an issue or be invited to provide specialist knowledge you might have by being a witness in a scrutiny review.

Terms of Reference and Membership of Adult Social Care and Health Overview and Scrutiny Sub-Board

Name and Terms of Reference	Membership
<p>Adult Social Care and Health Overview and Scrutiny Sub-Board:</p> <ol style="list-style-type: none"> 1. to review how the needs and interests of adults are met by all departments, policies, services and decisions; and how performance is evaluated and improved; 2. to review universal, targeted and specialist services for adults including: <ul style="list-style-type: none"> • prevention and management of risk; • social care; • adults wellbeing; • education – supporting and enabling learning for adults; • internal and external partnership working for adults; • supporting adults and carers; and • relevant financial management; 3. to consider all matters and issues arising from the Council's power of scrutinising local health services in accordance with the Health and Social Care Act 2001, the National Health Service Act 2006 and Health and Social Care Act 2012; 4. to assess the effectiveness of decisions of the Cabinet in these areas of the Council's statutory activity; and 	<p>This is a Sub-Committee of the Overview and Scrutiny Board and comprises 5 members of the Council in accordance with the political balance requirements (excluding Members of the Cabinet), Chaired by the Scrutiny Lead for Health and Adult Services.</p> <p>Conservative (2): Councillors Barnby and O'Dwyer</p> <p>Liberal Democrat (2): Councillors Mandy Darling and Douglas-Dunbar</p> <p>Independent Group (1): Councillor Loxton</p> <p>Non-Voting Co-opted Members:</p> <p>Healthwatch (1): tbc</p> <p>Chair of Voluntary Sector Network (1): tbc</p>

Name and Terms of Reference	Membership
5. to make reports and recommendations as appropriate arising from this area of overview and scrutiny.	

Overview and Scrutiny Board Work Programme 2022/2023 – Draft Version 1

This Work Programme has been put together taking account of the advice provided by the Centre for Public Scrutiny.

We recognise that we should continue to have member-led scrutiny at this time but need to approach it in a way that is proportionate and fits within the constrained resources that councils have at their disposal as a result of continuing to respond to and live with Covid-19.

Therefore the principles and the objectives that the Board will work to are:

- To contribute towards the delivery of the Community and Corporate Plan priorities by:
 - providing “critical friend” challenge to executive policy-makers and decision-makers;
 - enabling the voice and concerns of the public to be heard;
 - being “independent minded governors” who lead and own the scrutiny role; and
 - driving improvement in public services.
- There will be a focus on a smaller range of issues – things that are “life and limb” matters for local people.
- Each meeting of the Board will have a substantive agenda item together with routine scheduled business.
- The purpose of each meeting/agenda item will be guided by a clear outcome and objective.

Updated 4/4/22

Timetable of Meetings

Date	Meeting	Issue	Outcomes and Objectives
8 June 2022	Board	Draft Economic Strategy (Policy Framework)	<p>To consider the consultation draft of the revised Economic Strategy and to make recommendations to the Cabinet - Alan Denby/Councillor Long</p> <p>Torquay, Paignton and Brixham Chambers of Trade and Commerce to be invited to the meeting to share their views.</p>
8 June 2022	Board	Draft Destination Management Plan (Policy Framework)	<p>To consider the consultation draft of the revised Destination Management Plan and to make recommendations to the Cabinet - Alan Denby/Councillor Long</p> <p>Lynn Stephens, Chair of the Destination Management Group to be invited to the meeting to share the views of the Group.</p>
6 July 2022	Board	Climate Change Emergency	<p>To receive an update on the implementation of the Climate Change Emergency Actions – David Edmondson/Jacqui Warren/Councillor Morey</p> <p>(Monitored every six months as key Council priority – last discussed on 27 January 2022)</p>
6 July 2022	Board	Budget Monitoring Outturn	To consider and make any recommendations to the Cabinet – Martin Phillips/Sean Cremer/Councillor Cowell/all Cabinet Members.

Date	Meeting	Issue	Outcomes and Objectives
14 September 2022	Board	Grant Funded Programmes	To reviews grant funded programmes – Alan Denby/Councillor Long (requested at Board on 8.12.21)
14 September 2022	Board	Budget Monitoring Q1	To consider and make any recommendations to the Cabinet – Martin Phillips/Sean Cremer/Councillor Cowell/all Cabinet Members.
12 October 2022	Board	Delivery of Capital Projects	To review progress on delivery of the projects within the Capital Programme using Red/Amber/Green (RAG) rating (every six months) – Kevin Mowat / all Cabinet Members
9 November 2022	Board	Budget Monitoring Q2	To consider and make any recommendations to the Cabinet – Martin Phillips/Sean Cremer/Councillor Cowell/all Cabinet Members.
7 December 2022	Board		
11 January 2023	Board	Climate Change Emergency	To receive an update on the implementation of the Climate Change Emergency Actions – David Edmondson/Jacqui Warren/Councillor Morey (Monitored every six months as key Council priority – last discussed on 6 July 2022)
8 February 2023	Board	Budget Monitoring Q3	To consider and make any recommendations to the Cabinet – Martin Phillips/Sean Cremer/Councillor Cowell/all Cabinet Members.
15 March 2023	Board		

Date	Meeting	Issue	Outcomes and Objectives
12 April 2023	Board	Delivery of Capital Projects	To review progress on delivery of the projects within the Capital Programme using Red/Amber/Green (RAG) rating (every six months) – Kevin Mowat / all Cabinet Members

Other issues to be considered:

Topic	Actions required by Board Members
<p>January 2023</p> <p>Priority and Resources 2023/2024</p> <p>P&R 1 = People/Council Fit for Future - January 2023</p> <p>P&R2 = Place/Council Fit for Future – January 2023</p> <p>P&R 3 = Private meeting for conclusions/recommendations to Board – January 2023</p> <p>OSB = January 2023</p>	<ul style="list-style-type: none"> Cabinet – Draft budget for 6 week consultation Cabinet January 2023 To review the budget via Priorities and Resources meetings. <p>To be updated once the budget timetable is agreed for 2023/2024</p>
Highways (dates to be confirmed)	Task and finish group to understand the current situation on how highways schemes are prioritised and funded and explore the options available for future highways improvements – Kevin Mowat/Ian Jones/Councillor Morey (recommendation arising from P&R Review).

Topic	Actions required by Board Members
Community Safety Partnership Review (date to be confirmed)	<ul style="list-style-type: none"> • To receive an overview of the governance, structure, operation and engagement to help members understand the role of the Community Safety Partnership (CSP) for which Overview and Scrutiny has a statutory duty to scrutinise. • To contribute towards the review of the CSP and its function and operation. • To consider how this links to the delivery of the Police and Crime Plan – Alison Hernandez, Police and Crime Commissioner to be invited. <p>Lead Officers – Tara Harris/Jo Williams/Dave Parsons, Vicki McGeough</p> <p>Cabinet Member – Councillor Carter</p>
Review on the Governance and Risk Around Council Wholly Owned Companies (date to be confirmed)	To review the governance and risk around the Council's wholly owned companies (agreed by the Overview and Scrutiny Board on 9.3.22) – Anne-Marie Bond/Leader of the Council/Councillor Morey/Councillor Long/Councillor Law.

Monitoring of recommendations from Overview and Scrutiny Boards

A separate pack will be created to monitor the implementation of recommendations arising from Board meetings and published on the website – where Members of the Board have any concerns they will be able to ask the Overview and Scrutiny Co-ordinator to consider adding the issue for discussion at the next available meeting – this will reduce the amount of time revisiting discussions, or the Board will agree that Review Panels will continue to monitor actions where agreed by the Board e.g. Torbay's Housing Crisis Review Panel.