

Meeting: [Cabinet](#)

Date: [11 June 2024](#)

Wards affected: [All Wards](#)

Report Title: [Productivity Plan](#)

When does the decision need to be implemented? [In time for submission to Government by 19 July 2024](#)

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1. Purpose of Report

- 1.1 This report seeks Cabinet endorsement of the Council's Productivity Plan ahead of submission to the Government.

2. Reason for Proposal and its benefits

- 2.1 The proposals in this report help us to deliver our vision of a healthy, happy and prosperous Torbay by [demonstrating to the Government and our community the work that we are doing to:](#)
- Transform the way that we design and deliver services to make better use of resources;
 - Take advantage of technology and make better use of data to improve decision making, service design and use of resources; and
 - Reduce wasteful spend within our organisation and systems.
- 2.2 It also describes the barriers that we have identified as preventing our progress which the Government could help to reduce or remove.

- 2.3 The reasons for the proposal and need for the decision are the requirement placed on Councils as part of the Local Government Finance Settlement to prepare a Productivity Plan and submit it by 19 July 2024.

3. Recommendation(s) / Proposed Decision

1. That the Council's Productivity Plan be:
 - Approved for submission to the Government
 - Published on the Council's website
2. That the Chief Executive ensures that the actions identified within the Productivity Plan are implemented as part of the Council's day to day activity.

Appendices

Appendix 1: Draft Productivity Plan

Background Documents

Not applicable

Supporting Information

1. Introduction

- 1.1 As part of the Local Government Finance Settlement in December 2023, the Government announced that councils would be asked to produce productivity plans. The Government recognises that local government has already done a huge amount of work in recent years to improve productivity and efficiency. In going further, the aim of the productivity plans is to understand what is working well and what more the Government can do to unlock future opportunities.
- 1.2 The Government did not issue a formal template or a detailed list of criteria to meet. The expectation is that the Plans should set out what we have done in recent years, alongside our current plans, to transform the Council and our services. The Plans should describe what Torbay Council has done, or is doing, to:
- Transform the way that we design and deliver services to make better use of resources;
 - Take advantage of technology and make better use of data to improve decision making, service design and use of resources; and
 - Reduce wasteful spend within our organisation and systems.

The Government also asks that the Plan identifies the barriers preventing our progress which the Government can help to reduce or remove.

2. Options under consideration

- 2.1 The Plan could have answered all of the specific questions which the Government suggested we may wish to consider in preparing the Productivity Plan. It is felt that, by focussing on the four key areas, the proposed Plan provides a rounded view of activity in place across the Council.
- 2.2 The suggestion was that the Plan should be three or four pages in length but it is not felt that this would provide the opportunity to explain the range of information which was requested by the Government.

3. Financial Opportunities and Implications

- 3.1 The Plan describes, at a high level, how we have transformed the design and deliver of services over recent years to make better use of resources. It also sets out how we will make better use of resources and reduce wasteful spend. The Council already has plans in place through its Transformation Programme and Revenue Saving Plans to ensure that the Council is as efficient and sustainable as possible.

- 3.2 In terms of the barriers preventing our progress, the lack of a multi-year spending settlement and a long-term funding solution for adult social care have been identified as issues for the Council (and local government generally) for at least the past three years. Similarly, the introduction of new burdens on local government without appropriate funding is also an ongoing issue. These points have been identified within the proposed Productivity Plan.

4. Legal Implications

- 4.1 The Government requirement is that Productivity Plans are submitted to the Department for Levelling Up, Housing and Communities by 19 July 2024. Council's must ensure that there is "member oversight and endorsement" of the Plan before it is submitted. We must then upload a copy on our website and report progress on a regular basis. It is suggested that this is done as part of our existing Performance Management framework.

5. Engagement and Consultation

- 5.1 There is no requirement to engage with the public on the contents of the Plan. We will upload a copy on our website and provide updates on the progress against the Plan through our regular performance reports.

6. Procurement Implications

- 6.1 Not applicable

7. Protecting our naturally inspiring Bay and tackling Climate Change

- 7.1 Not applicable

8. Associated Risks

- 8.1 If the recommendation is not agreed, we will not be completing a task that has been requested by the Government as part of the Local Government Finance Settlement.

9. Equality Impact Assessment

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
Age	<p>18 per cent of Torbay residents are under 18 years old.</p> <p>55 per cent of Torbay residents are aged between 18 to 64 years old.</p> <p>27 per cent of Torbay residents are aged 65 and older.</p>	<p>No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
Carers	<p>At the time of the 2021 census there were 14,900 unpaid carers in Torbay. 5,185 of these provided 50 hours or more of care.</p>	<p>No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
Disability	<p>In the 2021 Census, 23.8% of Torbay residents answered that their day-to-day activities were limited a little or a lot by a physical or mental health condition or illness.</p>	<p>No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

Gender reassignment	In the 2021 Census, 0.4% of Torbay's community answered that their gender identity was not the same as their sex registered at birth. This proportion is similar to the Southwest and is lower than England.	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Marriage and civil partnership	Of those Torbay residents aged 16 and over at the time of 2021 Census, 44.2% of people were married or in a registered civil partnership.	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Pregnancy and maternity	Over the period 2010 to 2021, the rate of live births (as a proportion of females aged 15 to 44) has been slightly but significantly higher in Torbay (average of 63.7 per 1,000) than England (60.2) and the South West (58.4). There has been a notable fall in the numbers of live births since the middle of the last decade across all geographical areas.	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Race	In the 2021 Census, 96.1% of Torbay residents described their ethnicity as white. This is a higher proportion than the South West and England. Black, Asian and minority ethnic individuals are more likely to live in areas of Torbay classified as being amongst	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.

	the 20% most deprived areas in England.			
Religion and belief	64.8% of Torbay residents who stated that they have a religion in the 2021 census.	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Sex	51.3% of Torbay's population are female and 48.7% are male	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Sexual orientation	In the 2021 Census, 3.4% of those in Torbay aged over 16 identified their sexuality as either Lesbian, Gay, Bisexual or, used another term to describe their sexual orientation.	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Veterans	In 2021, 3.8% of residents in England reported that they had previously served in the UK armed forces. In Torbay, 5.9 per cent of the population have previously serviced in the UK armed forces.	No adverse impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Additional considerations				
Socio-economic impacts (Including impacts on child poverty and deprivation)		No adverse socio-economic impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.

Public Health impacts (Including impacts on the general health of the population of Torbay)		No adverse public health impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Human Rights impacts		No adverse human rights impacts are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.
Child Friendly	Torbay Council is a Child Friendly Council and all staff and Councillors are Corporate Parents and have a responsibility towards cared for and care experienced children and young people.	No adverse impacts for children are anticipated by the adoption of the Council's Productivity Plan.	Not applicable.	Not applicable.

10. Cumulative Council Impact

10.1 None

11. Cumulative Community Impacts

11.1 None