

Phil Norrey  
Chief Executive

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To: The Chair and Members of the  
Corporate Infrastructure and  
Regulatory Services Scrutiny  
Committee

County Hall  
Topsham Road  
Exeter  
Devon  
EX2 4QD

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(See below)

Your ref :  
Our ref :

Date : 4 June 2018  
Please ask for : Wendy Simpson 01392 384383

Email: wendy.simpson@devon.gov.uk

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**CORPORATE INFRASTRUCTURE AND REGULATORY SERVICES SCRUTINY  
COMMITTEE**

Tuesday, 12th June, 2018

A meeting of the Corporate Infrastructure and Regulatory Services Scrutiny Committee is to be held on the above date at 2.15 pm at Committee Suite - County Hall to consider the following matters.

P NORREY  
Chief Executive

**A G E N D A**

**PART I - OPEN COMMITTEE**

- 1 Apologies
- 2 Minutes  
Minutes of the meeting held on 27 March 2018 (previously circulated).
- 3 Items Requiring Urgent Attention  
Items which in the opinion of the Chairman should be considered at the meeting as matters of urgency.
- 4 Public Participation  
Members of the public may make representations/presentations on any substantive matter listed in the published agenda for this meeting, as set out hereunder, relating to a specific matter or an examination of services or facilities provided or to be provided.

**MATTERS FOR CONSIDERATION OR REVIEW**

- 5        Call-in of Cabinet Member Decision - Haldon View, Exeter (Pages 1 - 2)  
In accordance with the Scrutiny Procedure Rules, the requisite number of Members of the Council (Councillors Aves, Hannaford, Whitton, Atkinson, Brannan, Asvachin) have invoked the call-in procedure in relation to the decision of the Cabinet Member for Resources and Asset Management relating to the proposal to declare the building Haldon View, Exeter as surplus to the requirements of the Council.
- This is on the grounds that, *'Haldon View is an asset that we understand will not continue with being used by Devon County Council but with the lack of social housing in Exeter we want to call in this decision to find out what can be done to make sure this asset is used for social housing in Exeter working with key partners such as Exeter City Council'*.
- A copy of the Cabinet Member Decision is attached.
- 6        Project Genesis Update and Changes to Local Policing  
Report of the Devon and Cornwall Police on the progress of Project Genesis and Changes to Local Policing.
- 7        Libraries Unlimited - Progress report  
Report of Libraries Unlimited.
- 8        DYS Space Update  
Update Report of DYS Space.
- 9        Air Quality and Congestion Task Group (Pages 3 - 26)  
Report of the Task Group (CSO/18/20), attached.
- 10       Locality Budget Annual Report 2017/18 (Pages 27 - 32)  
Joint Report of the County Treasurer and Chief Officer for Communities, Public Health, Environment and Prosperity (SC/18/2), attached.
- 11       Treasury Management Stewardship Annual Report (Pages 33 - 38)  
Report of the County Treasurer (CT/18/48), attached.
- 12       Gender Pay Gap (Pages 39 - 44)  
Report of the County Solicitor (CSO/18/18) on Gender Pay Gap figures, attached.
- 13       Clear Channel Contract  
Report of the Member Investigation (to follow).
- 14       Election of Commissioning Liaison Member  
In line with the recommendations of the *'Scrutiny in a Commissioning Council'* Task Group Report, the Committee be asked to select a Commissioning Liaison Member, whose role will be to work closely with the relevant Cabinet Members and Chief Officers/Heads of Service, developing a fuller understanding of commissioning processes, and provide a link between Cabinet and Scrutiny on commissioning and commissioned services.

The Commissioning Scrutiny Task Group Report can be viewed here:

<http://democracy.devon.gov.uk/documents/s1830/Scrutiny%20in%20a%20Commissioning%20Council.pdf>

## **MATTERS FOR INFORMATION**

### 15 Scrutiny Work Programme

In accordance with previous practice, Scrutiny Committees are requested to review the list of forthcoming business and determine which items are to be included in the Work Programme. The Scrutiny Work Programme can be found at:

<https://new.devon.gov.uk/democracy/committee-meetings/scrutiny-committees/scrutiny-work-programme/>

The Committee may also wish to review the content of the Cabinet Forward Plan to see if there are any specific items therein it might wish to explore further. The Cabinet Forward Plan can be found at:

<http://democracy.devon.gov.uk/mgPlansHome.aspx?bcr=1>

## **PART II - ITEMS WHICH MAY BE TAKEN IN THE ABSENCE OF PRESS AND PUBLIC ON THE GROUNDS THAT EXEMPT INFORMATION MAY BE DISCLOSED**

Nil

*Members are reminded that Part II Reports contain confidential information and should therefore be treated accordingly. They should not be disclosed or passed on to any other person(s). Members are also reminded of the need to dispose of such reports carefully and are therefore invited to return them to the Democratic Services Officer at the conclusion of the meeting for disposal.*

### Membership

Councillors A Dewhirst (Chair), P Colthorpe (Vice-Chair), Y Atkinson, K Ball, R Bloxham, J Hook, J Brook, P Crabb, A Eastman, R Edgell, I Hall, M Shaw, C Slade, H Ackland, J Berry and R Radford

### Declaration of Interests

Members are reminded that they must declare any interest they may have in any item to be considered at this meeting, prior to any discussion taking place on that item.

### Access to Information

Any person wishing to inspect any minutes, reports or lists of background papers relating to any item on this agenda should contact Wendy Simpson 01392 384383.

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### Public Participation

Devon's residents may attend and speak at any meeting of a County Council Scrutiny Committee when it is reviewing any specific matter or examining the provision of services or facilities as listed on the agenda for that meeting.

Scrutiny Committees set aside 15 minutes at the beginning of each meeting to allow anyone who has registered to speak on any such item. Speakers are normally allowed 3 minutes each.

Anyone wishing to speak is requested to register in writing to the Clerk of the Committee (details above) by the deadline, outlined in the Council's Public Participation Scheme <https://new.devon.gov.uk/democracy/committee-meetings/scrutiny-committees/>, indicating which item they wish to speak on and giving a brief outline of the issues/ points they wish to make.

Alternatively, any Member of the public may at any time submit their views on any matter to be considered by a Scrutiny Committee at a meeting or included in its work Programme direct to the Chair or Members of that Committee or via the Democratic Services & Scrutiny Secretariat ([committee@devon.gov.uk](mailto:committee@devon.gov.uk)). Members of the public may also suggest topics (see: <https://new.devon.gov.uk/democracy/committee-meetings/scrutiny-committees/scrutiny-work-programme/>)

All Scrutiny Committee agenda are published at least seven days before the meeting on the Council's website.

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Induction loop system available

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The nearest mainline railway stations are Exeter Central (5 minutes from the High Street) and St David's and St Thomas's both of which have regular bus services to the High Street. Bus Service H (which runs from St David's Station to the High Street) continues and stops in Wonford Road (at the top of Matford Lane shown on the map) a 2/3 minute walk from County Hall, en route to the RD&E Hospital (approximately a 10 minutes walk from County Hall, through Gras Lawn on Barrack Road).

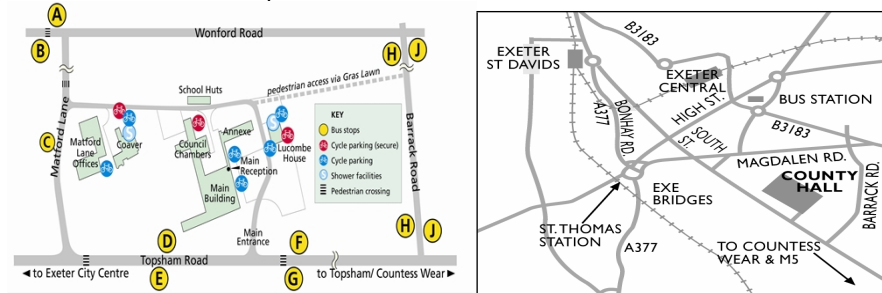
### **Car Sharing**

Carsharing allows people to benefit from the convenience of the car, whilst alleviating the associated problems of congestion and pollution. For more information see: <https://liftshare.com/uk/community/devon>.

### **Car Parking and Security**

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**NB**   Denotes bus stops

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### **First Aid**

Contact Main Reception (extension 2504) for a trained first aider.



## RECORD OF DECISION TAKEN BY CABINET MEMBER

This form must be completed by or on behalf of the relevant Cabinet Member immediately after any decision has been made and sent to the Chief Executive for publication in accordance with the Council's Constitution.

Summary of Matter or Issue Requiring Decision	Declare the Haldon View building in Exeter surplus to the requirements of DCC and dispose
Decision Taken (i.e. approved/not approved together with any caveats)	Approved
Summary of Reason(s) for Decision Taken (alternatively, attach copy of any report or other document setting out reasons)	<p>Haldon View was an Adult Social Care facility used as a short term respite unit. The service has recently confirmed through a delegated member decision approved by Councillor Leadbetter (and confirmed on 12<sup>th</sup> April 2018) that the respite service has closed and the building is no longer required.</p> <p>It is proposed that this site be declared surplus to the Authority's requirements and arrangements made to dispose of the property in the most appropriate manner.</p>
Summary of Alternatives or Options considered and rejected (alternatively, attach copy of any report or other document setting out alternatives/options)	There are no other DCC requirements for this property
Details of any personal interest or conflict of interest and dispensation granted to the Cabinet Member(s) involved in or consulted upon this decision	None
Contact for enquiries/further information	David Bowles; 01392 383000; <a href="mailto:david.bowles@devon.gov.uk">david.bowles@devon.gov.uk</a>

A copy of this Notice will be published on the Council's website (<http://www.devon.gov.uk/dcc/committee/mingifs.html>) and any supporting documentation considered by the individual taking this decision and relevant to the matter shall also be made available for inspection by the public

Signature of Cabinet Member	<i>DL Entwistle</i>	Date: 19.4.2018
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## Corporate Infrastructure and Regulatory Services Scrutiny Committee

# Air Quality and Congestion Task Group



2018

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**Appendix 1 Task Group Activities**

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**Appendix 2 Contributors / Representations to the Review**

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**Appendix 3 Bibliography**

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## 1.0 Recommendations

1.1 The recommendations of the Task Group are summarised below:

**1) That Devon County Council (DCC) engages in a targeted communications campaign to promote behaviour change in children's and adult's travel habits to reduce congestion and air pollution.**

The travel habits that will be targeted are;

- Short distance car journeys undertaken by parents to transport children to school. Where possible, children should be encouraged to walk or cycle to school to replace these journeys. The school rush contributes directly to air quality and congestion issues.
- Engine idling, particularly outside schools. Idling, or running a vehicle's engine when the vehicle is not in motion, has been identified as a major source of air pollution.<sup>1</sup>

This campaign must;

- Have a measurable impact
- Be sustainable in the longer-term
- Be timed appropriately (e.g. it should not coincide with school holidays)
- Avoid a blanket or unrealistic message
- Be realistic; for many working parents, transporting children to school by car is the most practical option

**2) That DCC reviews further opportunities for collaborative working between Public Health, Children's Services and Transport within DCC in responding to air quality and congestion issues.**

In a recent survey of adults who cycle regularly, 96% learned to ride as a child.<sup>2</sup> Promoting behaviour change surrounding travel habits to tackle congestion and air pollution would not only support the aims of Transport, but would also encourage healthier behaviours in later life and support the objectives of Public Health and Children's Services. The new mechanisms in place for collaborative working must have clearly defined objectives and timescales and measurable success criteria.

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<sup>1</sup> Dudley Metropolitan Borough Council, 'Idling Vehicles Contribute to Air Pollution', <http://www.dudley.gov.uk/business/environmental-health/pollution-control/air-quality/vehicle-air-pollution/> (last accessed 20 April 2018).

<sup>2</sup> Sustrans, 'Transforming young people's travel; Smarter choices for everyday journeys', p. 9.

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## **3) That with partners, DCC to review what options can incentivise active travel to promote behaviour change surrounding transport habits in schools.**

If efforts to encourage children to engage in active travel are to be sustainable longer term, children must be incentivised to undertake active travel through their schools.

An officer should be given responsibility by DCC to work with schools, particularly schools in heavily congested areas, to increase the number of sustainable journeys to these schools. The Task Group has learnt that DCC used to employ dedicated officers to work with schools, but these posts no longer exist since funding was stopped.

Funds should also be made available to incentivise schools to engage with DCC in the promotion of sustainable travel. These funds could be used for small capital projects inside or outside the school gate that these schools identify as supporting active travel.

## **4) That DCC to consider funding a bus pass for young people aged 16 to 20.**

Buses provide journey options for medium to long length trips and facilitate components of longer journeys by linking into rail journeys.<sup>3</sup> Stagecoach South West offers special season tickets for students and for people aged 18 and under in full time education, but young people who have not purchased these tickets must pay the full adult price for bus travel.<sup>4</sup> Introducing a bus pass for 16 to 20 year olds, which could work on a similar basis to the bus pass used by older people, would make transport by bus more attractive to many students and young people starting out in apprenticeships and work. DCC has already outlined other measures to increase bus travel, such as designing new developments to accommodate buses. A Devon-wide Real Time Information system has also been implemented to improve bus journey time and reliability.<sup>5</sup>

Some rural areas of Devon are not easily accessible by bus and travel by car may be the only option for young people living in these areas. The cost of introducing a bus pass for young people must also be carefully considered. In 2016/17, Travel Concession Authorities in England (including County Councils) spent around £1.13 billion on older and disabled concessionary passes.<sup>6</sup> Bus providers must be reimbursed for providing concessionary travel.<sup>7</sup> Nonetheless, increasing the number of young people who travel by bus could delay the purchase of first cars by this age group, thereby reducing congestion and air pollution problems associated with increasing car ownership. There is the need to look long term at reducing air

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<sup>3</sup> Devon County Council, Heart of Teignbridge Sustainable Transport Report: Final Report, March 2013, p. 1.

<sup>4</sup> Stagecoach, Guide to Tickets, <https://www.stagecoachbus.com/promos-and-offers/south-west/guide-to-tickets#tab1> (last accessed 11 May 2018).

<sup>5</sup> Heart of Teignbridge Sustainable Transport Report, p. 16.

<sup>6</sup> The Department for Transport, 'Concessionary Travel Statistics England, 2016/17', <https://www.gov.uk/government/statistics/concessionary-travel-statistics-year-ending-march-2017>, 14 December 2017 (last accessed 16 May 2018).

<sup>7</sup> The Department for Transport, 'Concessionary travel for older and disabled people: guidance on reimbursing bus operators (England)', November 2016, p. 5.

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pollution and congestion by concentrating on the next generation. Good travel habits must be established at an early age, whether at school, or amongst those planning to buy a first car.

**5) That DCC continues to implement the measures outlined in the Devon and Torbay Local Transport Plan (2011-2026) and continues to review the progress of the measures implemented.**

The 2011 to 2026 Local Transport Plan sets out measures aimed at developing the public transport network and outlines how Devon will boost the health and wellbeing of residents by providing more opportunities for physical activity. By improving the accessibility and reliability of the bus service and investing in the urban and rural cycle network, travel by bus and by bike will be encouraged. This will contribute to a reduction in air pollution and congestion.<sup>8</sup>

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<sup>8</sup> Devon County Council and Torbay Council, 'Local Transport Plan: Devon and Cornwall Strategy 2011-2026', April 2011, pp. 17-21.

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## 2.0 Introduction

2.1 The Task Group — Councillors Jerry Brook (Chair), Marina Asvachin, Yvonne Atkinson, Jackie Hook, Caroline Chugg, Brian Greenslade and Martin Shaw — would like to place on record its gratitude to the witnesses who contributed to the review. In submitting its recommendations, the Group has sought to ensure that its findings are supported with evidence and information to substantiate its proposals. The Group is also grateful to Councillor Emma Brennan, who proposed the focus on air quality and congestion.

2.2 On 26 September 2017, the Corporate Infrastructure and Regulatory Services Scrutiny Committee resolved to set up the Air Quality and Congestion Task Group.

2.3 Air quality has been defined as ‘the air we breathe, and the level of pollutant concentrations that are reasonably ‘safe’ from a health perspective’.<sup>9</sup> Evidence suggests that the effect of air pollution may be greater than the impact of industrial disputes in terms of the number of absences from work, and greater than passive smoking or road traffic accidents in terms of the impact on life expectancy.<sup>10</sup> Congestion and air pollution are directly linked, because cars travelling in stop-start conditions produce more emissions than those travelling at a consistent speed.<sup>11</sup>

2.4 Air pollution concentrations are generally low in Devon when compared with urban areas in the rest of the UK.<sup>12</sup> However, Devon does have some hotspots where there are severe air pollution and congestion problems. These include Braunton, Ivybridge, Crediton and Exeter.

2.5 Case studies of other areas, and the work of the sustainable transport charity Sustrans, stress how travel behaviours, including those of school children and their parents, can be influenced when people are ‘nudged’ in the right direction by small-scale infrastructure changes (such as introducing new bike lanes), community actions, and through the dissemination of practical information on air quality and congestion.<sup>13</sup> This change in travel behaviours could reduce air pollution and improve congestion in the long-term, thereby improving the mental and physical wellbeing of Devon residents.

2.6 Time and resources necessitate that this report provides a snapshot approach to highlight the issues of air quality and congestion. The list of witnesses to the review does not pretend to be exhaustive but hopes to provide insight into some of the central themes surrounding these issues.

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<sup>9</sup> Devon County Council, ‘Air Quality and Car Emissions; Report of the Head of Planning, Transportation and Environment’, 14 June 2016, p. 1.

<sup>10</sup> Natural Capital Committee (2015). The State of Natural Capital, Protecting and Improving Natural Capital for Prosperity and Wellbeing, cited in Exeter City Council, ‘Exeter Air Quality Strategy 2015-2020’.

<sup>11</sup> Devon County Council, ‘Overview of Highways Data at AQMA’s in Devon County’, p. 1.

<sup>12</sup> Public Health Air Quality Board, ‘Devon Wide Personal Exposure Reduction Project Report’, April 2016, p. 3.

<sup>13</sup> Camden Council, ‘Research Report; understanding target groups knowledge and perceptions of Camden Air Quality’, March 2012.

2.7 The terms of reference for the review were:

1. To review a range of sites in Devon where there is data on congestion and air quality to better understand the problem, potential solutions, and the wider public impact of these potential solutions.
2. To explore innovative solutions and best practice, both locally and nationally, to address traffic congestion and air quality in the County.
3. To report back to the Corporate Infrastructure and Regulatory Services Scrutiny Committee on the findings of the Task Group with recommendations.

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## 3.0 Background

### The role of the UK government in reducing air pollution and congestion

3.1 The UK Air Plan for tackling nitrogen dioxide (July 2017) announced that the sale of petrol and diesel cars will be banned by 2040. Though uptake of electric vehicles is still low, the government has offered financial incentives for motorists to switch to electric vehicles since 2011. There is also funding available to councils to tackle air pollution and congestion through the Clean Air Fund.<sup>14</sup> However, the Air Plan has been criticised as ineffective.<sup>15</sup> Much of the onus for tackling congestion and air pollution has been placed on Local Authorities themselves, with the government urging local authorities to employ a 'wide range of innovative options' to tackle air pollution and congestion.<sup>16</sup>

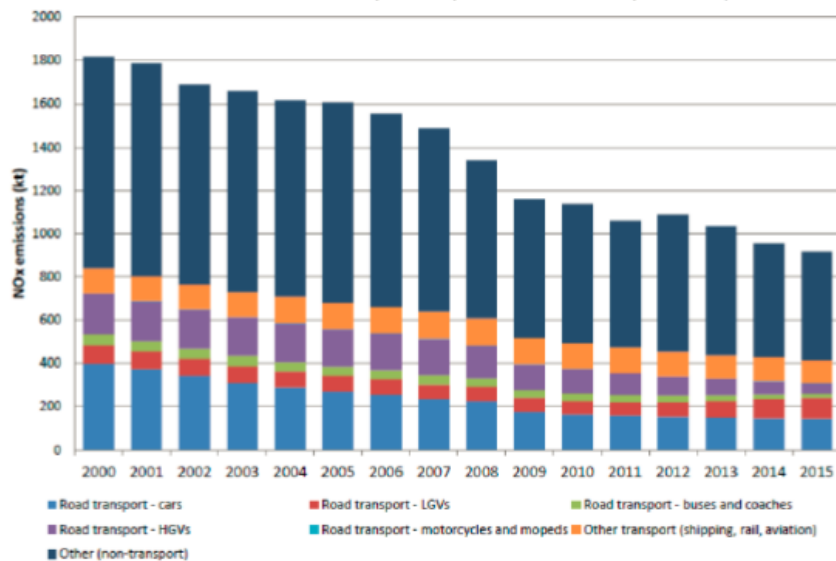
### 'Local authorities should employ a wide range of innovative options to tackle air pollution and congestion'

DEFRA and the Department for Transport, 'UK plan for tackling roadside nitrogen dioxide concentrations: An overview', July 2017, p. 8.

3.2 In March 2018, the joint report on improving air quality called for a new Clean Air Act, new legislation to require manufacturers to end the sale of conventional petrol and diesel cars earlier than 2040, and for a national air quality support programme for councils.<sup>17</sup>

3.3 Nonetheless, air quality has been improving nationally over

Figure 1. National NO<sub>2</sub> Emissions (UK Plan for Tackling Roadside Emissions Technical Report, Department for Transport 2017).



<sup>14</sup> 'Plan for roadside NO<sub>2</sub> concentrations published', <https://www.gov.uk/government/news/plan-for-roadside-no2-concentrations-published>, 26 July 2017 (last accessed 11 January 2018).

<sup>15</sup> University of the West of England, Air Quality Management Resource Centre, 'Keynote Session: Air Quality Action Plan to Improve the Health of the Public', presentation by Dr Jim Longhurst, 12 July 2017.

<sup>16</sup> DEFRA and the Department for Transport, 'UK plan for tackling roadside nitrogen dioxide concentrations: An overview', July 2017, p. 8.; Sustrans, 'Cycling and walking the obvious quick-win solution to improving air quality' by Dr Andy Cope, <https://www.sustrans.org.uk/blog/cycling-and-walking-obvious-quick-win-solution-improving-air-quality>, 23 June 2017 (last accessed 12/3/18).

<sup>17</sup> House of Commons Environment, Food and Rural Affairs, Environmental Audit, Health and Social Care, and Transport Committees, 'Improving air quality; Fourth Report of the Environment, Food and Rural Affairs Committee, Fourth Report of the Environmental Audit Committee, Third Report of the Health and Social Care Committee, and Second Report of the Transport Committee of Session 2017-19', 15 March 2018.



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the last 15 years (see *Figure 1*), suggesting that existing measures have been successful in improving air quality. In Devon, emission concentrations are expected to return to legal levels before 2021.<sup>18</sup>

## **The role of district councils**

3.4 District councils, not DCC, are responsible for collecting air quality data. Air Quality Annual Status Reports (ASRs) outline progress towards improving nitrogen dioxide, sulfur dioxide and particulate concentrations and must be submitted by district councils every year. When Local Authority areas do not meet government National Air Quality Objectives, an Air Quality Management Area (AQMA) must be declared and the local authority must produce Air Quality Action Plans for these areas. There are 11 AQMAs in Devon, including Ivybridge, Crediton, Braunton and Exeter city centre.

## **The role of Devon County Council**

3.5 Where a district council is preparing an Action Plan, county councils must submit measures to help meet air quality objectives in the local area. These measures could be related to local transport, highways, public health or schools and education and will be included in the Action Plan. Devon County Council is also a consultee to ASRs and Action Plans. It may make recommendations to the district council in relation to the review and development of Action Plans in the local authority area.

## **Factors contributing to air pollution and congestion**

3.6 This is by no means an exhaustive list of the issues contributing to air pollution and congestion, but it offers a summary of some of the main causes.

- Population growth and increasing car ownership can cause an increase in road traffic. Each road can only take a maximum number of vehicles (known as capacity). As road capacity is approached, vehicle speed reduces and congestion increases. This can lead to an increase in emissions per mile.<sup>19</sup> Cars make less efficient use of road space than busses.
- Where roads are bordered by tall buildings, corridors are formed from which air pollution is unable to disperse quickly. This is exacerbated where there are no 'buffers' between the road and pavement.<sup>20</sup>

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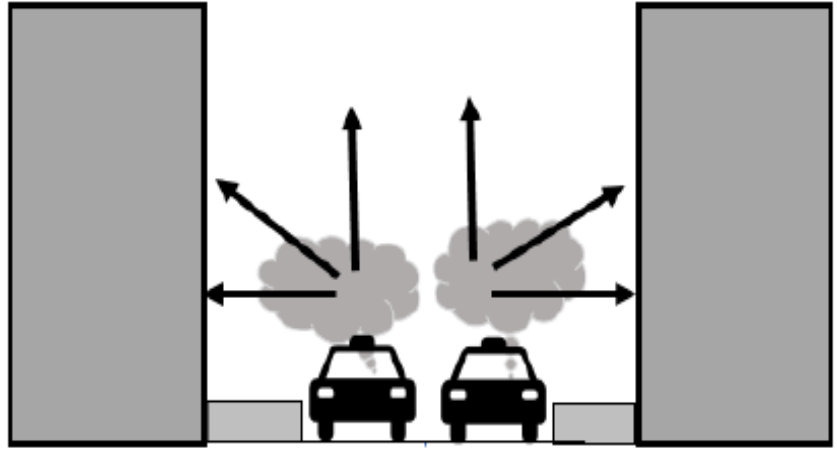
<sup>18</sup> 'Overview of Highways Data', p. 15.

<sup>19</sup> 'Report of the Head of Planning, Transportation and Environment', pp. 2-3.

<sup>20</sup> 'Overview of Highways Data', p. 1.

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Figure 2. Street canyons can be formed when high structures have been built close to the carriageway, preventing emissions from dispersing quickly ('Overview of Highways Data, p. 1.)



- Speed humps, chicanes and road narrowings can have similar impacts to pedestrian and cycle crossings by decreasing vehicle speeds. Cars travelling in stop-start conditions produce more emissions than those travelling at consistent speeds, even if the trip distance and time is the same. Smoothing traffic flow reduces emissions, though improved traffic flow might also lead to increased car use and make the space unattractive for other users.<sup>21</sup>

<sup>21</sup> 'Overview of Highways Data', p. 1.

## 4.0 The health implications of air pollution and congestion

### Air pollution

4.1 Both poor air quality and congestion have detrimental impacts on the mental and physical wellbeing of Devon residents. Public Health England have calculated that particulate concentrations in Exeter alone have resulted in 42 additional deaths per year.<sup>22</sup> The World Health Organisation has claimed that air pollution causes 3.7 million premature deaths each year, with children among the most vulnerable groups.<sup>23</sup> In addition, epidemiological studies have shown that symptoms of bronchitis in asthmatic children increase in association with long-term exposure to NO<sub>2</sub>.<sup>24</sup>

4.2 Idling, or running a vehicle's engine when the vehicle is not in motion, has been identified as a major source of air pollution and is particularly prevalent outside schools.<sup>25</sup> Children are more vulnerable to the effects of air pollution.

### Congestion

4.3 Longer commute times, associated with high congestion levels, have been linked to increased stress levels amongst commuters and can impact negatively upon family life and work-life balance.<sup>26</sup> Pollutant levels are also generally higher inside vehicles than outside.<sup>27</sup>

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<sup>22</sup> Public Health England, 'Estimating Local Mortality Burdens associated with Particulate Air Pollution 2014', April 2014, p. 17. <http://www.hpa.org.uk/Publications/Environment/PHECRCEReportSeries/PHECRCE010/>

<sup>23</sup> *The Times*, 'Study links air pollution to cot death', 19 April 2018, <https://www.thetimes.co.uk/article/study-links-air-pollution-to-cot-death-gqqn572vq> (last accessed 19 April 2018).

<sup>24</sup> The World Health Organisation, 'Ambient (outdoor) air quality and health', September 2016, <http://www.who.int/mediacentre/factsheets/fs313/en/> (last accessed 19 April 2018).

<sup>25</sup> <http://www.dudley.gov.uk/business/environmental-health/pollution-control/air-quality/vehicle-air-pollution/>; Massachusetts Department of Environmental Protection, 'Engine Idling: Impacts on Your Health and the Environment', <http://www.mass.gov/eea/docs/dep/air/idling-and-health.pdf> (last accessed 23 April 2018), pp. 1-2.

<sup>26</sup> Hansson, E, Mattisson, K, Bjork, Ostergren, P-O & Jakobsson, K 2011, 'Relationship between commuting and health outcomes in a cross-sectional population survey in southern Sweden', *BMC Public Health*, vol.11 (834), cited in Whittlesea Council, 'Social impacts of congestion', <https://www.whittlesea.vic.gov.au/about-us/advocating-for-community-needs/social-impacts-of-congestion/> (last accessed 17 April 2018); Pocock, B & Masterman-Smith, H 2006, Work, families and affordable housing, Centre for Work + Life, University of South Australia, Adelaide, cited in Whittlesea Council, 'Social impacts of congestion'.

<sup>27</sup> Transport for London, 'Roads Task Force Thematic Analysis: Technical Note 20. What are the main health impacts of roads in London?', p. 5.

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## Public Health benefits associated with improvements in air quality and congestion

4.4 There are recognised Public Health benefits associated with improvements in air quality and congestion, particularly surrounding the promotion of active travel in schools;

- In a recent survey of adults who cycle regularly, 96% learned to ride as a child. Schools can stimulate sustainable travel behaviour within groups of children and their families. This could influence their choice of transport for future trips.<sup>28</sup>

*‘Schools have the opportunity to encourage sustainable travel behaviour in children and families which could make a significant difference to their mode choice for other, non-education, trips in the future’*

‘Supplementary Highways Note’ provided to the Air Quality and Congestion Task Group, February 2018, p. 11.

- In January 2017, nearly a third of children aged 2 to 15 were overweight or obese. Younger generations are also becoming obese at earlier ages and staying obese for longer. The UK spends more each year on the treatment of obesity and diabetes than it does on the police, fire service and judicial system combined. It was estimated that the NHS in England spent £5.1 billion on overweight and obesity-related ill-health in 2014/15.<sup>29</sup>
- The King’s Fund has found that there is substantial cost-benefit evidence for investing in air quality.<sup>30</sup> An increase in physical activity of 15 minutes is associated with lower odds of obesity of over 50% in boys and nearly 40% in girls.<sup>31</sup> Reducing childhood obesity through preventative measures such as encouraging active travel to schools could yield significant future savings for an already overstretched NHS. Childhood asthma has also been linked to air pollution. It has been calculated that for every case of childhood asthma that can be prevented, there will be a cost saving to the NHS of £3000.<sup>32</sup>
- Cycling can boost mental health and improve children’s concentration and alertness.<sup>33</sup>

<sup>28</sup> Sustrans, ‘Transforming young people’s travel; Smarter choices for everyday journeys’, p. 9. ; ‘Supplementary Highways Note 02: Air Quality and Congestion Task Group Meeting 26/02/2018’, p. 11.

<sup>29</sup> The UK Government, ‘Childhood obesity: a plan for action’, last updated 20 January 2017, <https://www.gov.uk/government/publications/childhood-obesity-a-plan-for-action/childhood-obesity-a-plan-for-action> (last accessed 19 April 2018).

<sup>30</sup> The King’s Fund, ‘Improving the public’s health; A resource for local authorities’, 2013, p. 48.

<sup>31</sup> PLOS Medicine, Volume 4, Issue 3, ‘Objectively Measured Physical Activity and Fat Mass in a Large Cohort of Children’, March 2007, p. 7.

<sup>32</sup> *The British Medical Journal*, Volume 6, Issue 6, ‘A pharmacoeconomic approach to assessing the costs and benefits of air quality interventions that improve health: a case study’, June 2016, pp. 1,3, 5.

<sup>33</sup> NHS choices, ‘Cycling for beginners’, <https://www.nhs.uk/Livewell/getting-started-guides/Pages/getting-started-cycling.aspx> , 30 June 2016 (last accessed 27 April 2018).

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- Actions to address the health impacts of air pollution can support local priorities such as mobilising community engagement and combating health inequalities.<sup>34</sup> For example, the Heavitree Community Partnership Project, a year-long collaboration between the University of Exeter, Exeter City Council, and Exeter City Futures, has mobilised community-led groups to find solutions to Heavitree's congestion problem. The Project is ongoing in Heavitree and is collecting air quality data from outside schools and quantitative and qualitative data around travel behaviours. This will be shared publicly when the project is completed.<sup>35</sup>

4.5 Similar Tasks Groups in other areas have highlighted how councils alone could not tackle poor air quality, and that they required other key agencies to work with them. Effective partnership between organisations in tackling air pollution is crucial.<sup>36</sup> This Task Group has collaborated extensively with Sustrans and Public Health at DCC in drawing up these recommendations. Both this Task Group and Public Health endeavour to improve the health and wellbeing of people in Devon.

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<sup>34</sup> The Department for Food, Environment and Rural Affairs, 'Air Pollution; an emerging public health issue. Briefing for elected members', p. 108.

<sup>35</sup> Lindsey Anderson, 'The Community Partnership Project: Final Report', January 2018, pp. 1-3.

<sup>36</sup> Wiltshire Council, 'Overview and Scrutiny. Report of the joint Air Quality Task Group', pp. 3-5; Bromsgrove District Council, 'Task Group Report - Scrutiny Steering Board', December 2007', p. 22.

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## 5.0 Work in Schools to promote active travel

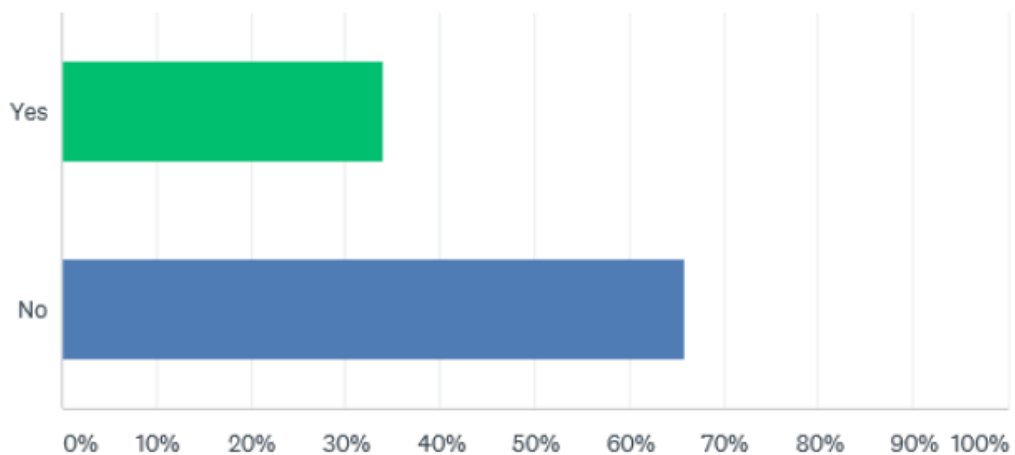
### Work already undertaken in Devon schools

5.1 The Task Group learnt that Sustrans has already carried out positive work in Devon schools to encourage a change in transport habits. Sustrans' objective is to make 'it easier for people to walk and cycle'.<sup>37</sup> Examples of their work include school workshops, 'bikeability' (bike training) courses, and the Sustrans 'Big Pedal' inter-school cycling competition. Sustrans is currently working with 20 Devon schools but there are still many schools in Devon that could benefit from similar interventions. DCC has already outlined measures to improve cycling infrastructure and bus networks in Devon, and has promoted school crossing patrols and provided free 'bikeability' courses.<sup>38</sup> However, the results of an online survey sent to 44 Devon schools in March 2018 suggest that these schools feel DCC could do more to develop active travel to schools.<sup>39</sup> DCC used to employ dedicated officers to work with schools, but these posts no longer exist.

Figure 3. Results of an online survey sent to Devon schools in March 2018.

### Does your school feel supported by Devon County Council in encouraging active travel to school?

Answered: 41 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	34.15%	14
No	65.85%	27
<b>Total Respondents: 41</b>		

<sup>37</sup> Sustrans, 'Our Strategy 2017-22', <https://www.sustrans.org.uk/strategy> (last accessed 27 April 2018).

<sup>38</sup> Heart of Teignbridge Sustainable Transport Report, pp 16-17.

<sup>39</sup> Results of a survey sent by the Head of Education and Learning at Devon County Council to 44 Devon schools in March 2018.

## Challenges to the promotion of active travel in Devon schools

5.2 This Task Group accepts that there are challenges to promoting active travel. DCC must be realistic when responding to air quality and congestion. Responses can have repercussions for commuters, particularly those on lower incomes, and on residents and businesses. Indeed, the Exeter City Council Draft Air Quality Action Plan has ruled out the introduction of a potentially contentious congestion charge.<sup>40</sup> The blame for congestion and air pollution should not be placed on individuals or groups.<sup>41</sup> Busy lifestyles influence travel behaviour, making driving convenient.<sup>42</sup> Many parents must get to work, and there are potential economic implications of any attempts to influence travel habits. Exeter attracts one of the highest ratios of commuters in the country. 48% of people who work in the city travel in from elsewhere. It is challenging to provide alternatives to travel by car for those commuting from semi-rural and rural areas.<sup>43</sup>

5.3 The Task Group has acknowledged that children are a good route into encouraging significant changes in school travel habits, but that it will require considerable long-term work to affect this behavioural change. Given Devon's nature as a large rural county, some children must also travel long distances to attend even their nearest school. For Shute Community Primary School in rural East Devon, 95% of pupils were driven to school. 12.5 miles was the average driving distance.<sup>44</sup> Parental preference for schools must also be considered, meaning that some children do not attend local schools. For these children, travelling long distances to school along busy roads by bike or on foot may be unsafe. Indeed, the charity Brake is launching supervised walks on 13 June 2018 at Devon primary schools to promote the importance of children being able to walk without fear of traffic. DCC's Education transport budget is £23 million per annum. Where possible children are allocated to public transport, but this is difficult for more rural areas.<sup>45</sup> Measures taken to support active travel to schools can sometimes have unintended consequences which affect children.

5.4 The Task Group agreed that it would be more realistic to aim attempts to encourage active travel at schools in urban areas with the most severe congestion and air quality issues. These areas include the 11 Devon AQMAs. Efforts to develop active travel should be aimed at reducing short distance car journeys to these schools by encouraging behaviour change. The Devon School Travel Kit provides a breakdown of the average daily driving distances to schools and the percentages of children travelling by each method for 2017.<sup>46</sup> The League Table ranks schools based on the percentages of pupils travelling to school by car within walking, cycling, car share and public transport threshold areas.<sup>47</sup> It was also underlined to the Task Group how such a campaign needs to be timed appropriately to be effective (it should not coincide with the school holidays) and should avoid an unrealistic message that cannot be delivered upon.

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<sup>40</sup> Exeter City Council, 'Draft Air Quality Action Plan 2018-2023', pp. 24-27.

<sup>41</sup> 'Air Quality Action Plan to Improve the Health of the Public', presentation by Dr Jim Longhurst, 12 July 2017.

<sup>42</sup> 'Tackling the School Run Research Study', p. 22.

<sup>43</sup> *The Exeter Daily*, 'Project explores travel habits in Exeter', <https://www.theexeterdaily.co.uk/news/business-daily-local-news/project-explores-travel-habits-exeter> (last accessed 23 April 2018).

<sup>44</sup> 'The Devon School Travel Toolkit', <https://devon.schooltraveltoolkit.com/> (last accessed 23 April 2018).

<sup>45</sup> Report provided by the Head of Education and Learning, February 2018, p. 2.

<sup>46</sup> 'The Devon School Travel Toolkit'

<sup>47</sup> <https://devon.schooltraveltoolkit.com/compare/87826150/norfolk-gorton-community-primary-school-and-nursery>

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## Promoting behaviour change through a communications campaign

5.5 A study commissioned by Camden Council in 2012 to explore the level of public understanding about air quality suggested that there was the potential for behaviour change in travel habits amongst residents. 41% of respondents indicated that they could change travel behaviours. Many of the respondents lived with young children, who might be able to influence their parent's behaviours.<sup>48</sup> The study also recommended the dissemination of practical information to the public on local air quality to influence travel behaviours. Use of digital and online social networks are key. Campaigns should be relevant to the individual, and the impacts of air pollution on health and wellbeing should be drawn attention to in communications. Initial 'health shocks' could give way to positive messages about the impacts of measures to control air pollution and congestion which offer practical advice on the steps individuals can take. 47% of respondents to the survey felt that information from the Council on the risks of air pollution and strategies that residents can use to protect themselves would be useful.<sup>49</sup>

5.6 Examples of media underlining the negative impacts of engine idling;



Figure 5. Health warning included on the Camden Council Twitter page ([https://twitter.com/camden\\_talking/status/862991999653236736](https://twitter.com/camden_talking/status/862991999653236736), 12 May 2017, last accessed 23 April 2018).

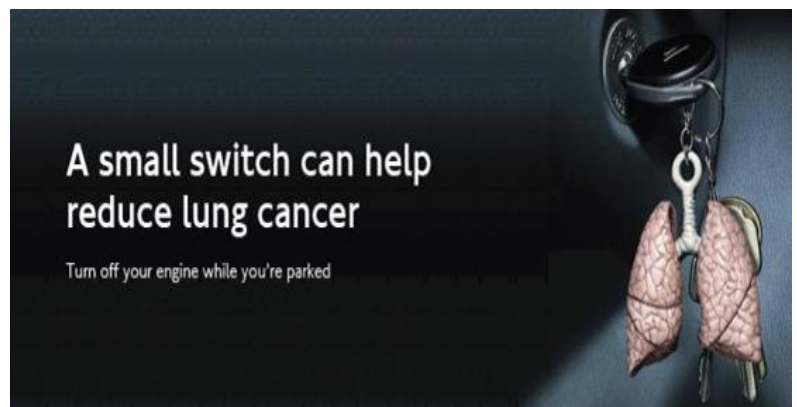


Figure 4. (The London Low Emission Construction Partnership, <http://www.llecp.org.uk/advice/mitigation/anti-idling-campaigns>, last accessed 23 April 2018).

Making use of national material aimed at reducing air pollution and improving congestion would be cost-effective. Examples of this material can be found on the Sustrans website. Sustrans has created a free guide designed for teachers, parents and governors aimed at getting more people active on the journey to and from school. It can be downloaded from the Sustrans website.<sup>50</sup>

<sup>48</sup> Camden Council, 'Research Report; understanding target groups knowledge and perceptions of Camden Air Quality', March 2012, pp. 3, 5, 9, 18.

<sup>49</sup> Camden Council, 'Research Report', pp. 5, 9, 18.

<sup>50</sup> Sustrans, 'How to Increase Active Travel to Schools', <https://www.sustrans.org.uk/our-services/who-we-work/teachers/how-transform-school-travel> (last accessed 24 April 2018).



## Incentivising active travel in schools

5.7 Active travel to schools should be made enjoyable for children. Children can be incentivised to undertake active travel through competitions, such as inter-school cycling competitions.<sup>51</sup> 'Scooting' is another way to make active travel enjoyable for children. Air quality and active travel could become topics for classroom projects. Funds should also be made available to incentivise schools to engage with DCC in the promotion of active travel. These funds could be used for small capital projects inside or outside the school gate that schools identify as supporting active travel. Both schools and their pupils must be incentivised to participate in active travel if air pollution and congestion in Devon are to be reduced.

5.8 An officer should be given responsibility by DCC to work with schools, particularly schools in heavily congested areas, to increase the number of short distance sustainable journeys to these schools. School governors and 'governor champions' could also foster initiatives within schools such as 'bikeability courses' or active travel competitions. Members who are also school governors should be at the forefront of endeavours to improve air quality and reduce congestion in Devon. They could disseminate information to schools to raise awareness about air quality and congestion issues and provide practical advice on how schools could respond. This information could take the form of the material described under recommendations 3 and 4. For schools in air pollution and congestion hotspots such as Ivybridge, Exeter and Braunton, the dissemination of this information would be particularly relevant.

## Measuring behaviour change

5.9 Guidance from the National Institute for Health and Care Excellence states that behaviour change interventions should help people maintain their behaviour change for more than 1 year by ensuring that monitoring takes place at regular intervals for a minimum of 1 year after the intervention has taken place.<sup>52</sup> To ensure that efforts to influence travel behaviours are measurable, school travel surveys could be used to provide data on the transport modes used by pupils to get to schools. This would provide information like that used by the Devon School Travel Toolkit League Table. Sustrans has used results from 'Hands Up Surveys', activity logs, bike counts, and teacher surveys to gauge the impact of its Hereford City Schools Active Travel Programme. The Programme's aim was to increase the level of pupils cycling, scooting and walking to school – aiming to double regular levels where the baseline level is lower than 10% of pupils.<sup>53</sup>

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<sup>51</sup> Sustrans, 'Air quality; The role of walking and cycling in solving the UK's air quality crisis', December 2017, p. 7.

<sup>52</sup> National Institute for Health and Care Excellence, 'Behaviour Change: individual approaches', January 2014, <https://www.nice.org.uk/guidance/ph49/chapter/1-recommendations#recommendation-1-develop-a-local-behaviour-change-policy-and-strategy> (last accessed 25 April 2018).

<sup>53</sup> Sustrans, 'Hereford City Schools Active Travel Programme: A summary of the school's programme in Hereford', November 2017, pp. 1, 3.

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## 6.0 Conclusion

6.1 During this review the Task Group has considered evidence from a wide range of witnesses and sources. This Task Group has acknowledged that air pollution and congestion are contentious issues. Individuals, businesses and schools must not be blamed for air pollution and congestion.

6.2 Efforts to create a change in travel behaviours in Devon schools must be realistic. There are financial challenges, and Devon's nature as a large and overwhelmingly rural county renders active travel by children to some of Devon's schools unviable.

6.3 Nonetheless, work has been undertaken to encourage active travel in Devon schools. The further promotion of active travel through behaviour change presents an excellent route into tackling air quality and congestion which would be cost-effective. There is the need to look long term at reducing air pollution and congestion by concentrating on the next generation. Good travel habits must be established at an early age, whether at school, or amongst those planning to buy a first car.

6.4 Moreover, the Task Group has learnt that campaigns to further active travel provide more opportunities to support the aims of Public Health and to mobilise Members in the engagement of their communities.

6.5 By tackling the twin issues of air pollution and congestion, the health and quality of life of all Devon residents will be improved.

*Individual behaviour will have to change, starting in small ways... ultimately the community needs to shift its attitudes and expectations'*

*Report of the Environmental Health and Licencing Manager at Exeter City Council to the Place Scrutiny Committee, 11 January 2018, p. 4.*

## 7.0 Contact

7.1 For all enquiries about this report or its contents please contact:

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## APPENDIX 2

### Task Group Activities

- i. Preliminary research was conducted in early December into how air quality and congestion in Devon compare with other areas and on how other Councils have approached these issues. This research was used to inform the discussion during the first Task Group meeting.
- ii. The first Task Group meeting took place on **14 December 2017** to discuss the scoping of the review and to receive an overview of air pollution and congestion hotspots in Devon from the Head of Planning, Transportation and Environment. The Task Group also discussed government progress in tackling air pollution and congestion and acknowledged the need for DCC to be realistic in implementing actions in response.
- iii. In January, research was conducted on Exeter City Council's Draft Air Quality Action Plan, which set out potential actions that Exeter City Council (ECC) might take to improve air quality in Exeter. It was agreed by ECC Place Scrutiny on 11 January 2018 that a public consultation on ways to improve air quality and cut congestion in Exeter would be launched, the progress of which the Task Group would follow.
- iv. The University of Exeter Travel Plan (2016-20), which places emphasis on encouraging sustainable travel, and the work undertaken in Devon schools to encourage active travel, were also explored. Encouraging behaviour change surrounding transport habits was identified as a useful line of inquiry for the Task Group.
- v. The second Task Group meeting took place on **7 February 2018**. A report provided by the Head of Education and Learning on the work of Devon County Council in encouraging active travel to Devon schools was discussed.
- vi. Task Group meeting three took place on **26 February 2018**. Sustrans provided an overview of their work in Devon schools and the Task Group consulted the Traffic Management Team Manager at DCC. The Head of Communications was liaised with to consider the work that DCC has already undertaken in raising awareness about air quality and congestion issues.
- vii. **13 March 2018**; Public consultation on the Exeter Air Quality Action Plan. This was attended by an officer from DCC.
- viii. **18 April 2018**; During the fourth Task Group Meeting, Members spoke with the Head of Communications regarding the feasibility of a communications campaign to raise awareness about air quality and congestion. The Director of Insight at Sustrans was also liaised with to discuss challenges surrounding the promotion of active travel to schools.
- ix. **12 June 2018**; The Task Group Report was presented to the Corporate Infrastructure and Regulatory Services Committee.

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## Contributors / Representations to the Review

Witnesses to the review (in the order that they appeared before the Task Group / members)

<b>Witness</b>	<b>Position</b>	<b>Organisation</b>
Dr Emma Kain	Specialty Registrar, Public Health	Devon County Council
Dave Black	Head of Planning, Transportation and Environment	Devon County Council
Katie Pearce	Transport Planner, Planning, Transportation and Environment	Devon County Council
Dawn Stabb	Head of Education & Learning	Devon County Council
James Cleeton	Regional Director (England Director South)	Sustrans
Charlotte Stokes	Sustrans Active Travel Education Officer	Sustrans
Chris Rook	Traffic Management Team Manager	Devon County Council
Tony Parker	Head of Communications	Devon County Council
Dr Andy Cope	Director of Insight	Sustrans
Alex Bulleid	Senior Environmental Technical Officer	Exeter City Council

## Written representations

Dr Lindsey Anderson	Impact and Partnership Development Manager – Communities	University of Exeter
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## APPENDIX 4

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## **Locality Budget Annual Report 2017/18**

### **Joint Report of the County Treasurer, and Chief Officer for Communities, Public Health, Environment & Prosperity**

#### **1. Introduction**

In line with the Council's 'Locality Budget Operating Principles' an annual statement which summarises the allocations approved by Members is submitted to this Committee for audit and monitoring purposes.

Each Member of the County Council was allocated a budget of £10,000 for 2017/18 to use to respond to local needs by giving grants in accordance with operating principle in Part 3 of Section 5 of the Constitution.

The locality budget process enables Members to give grants which respond to local needs within electoral divisions by supporting projects or activities that benefit the people and communities they represent. The scheme, together with the joint Town and Parish Fund (The Communities Together Fund from 2018-19), is a key element of the Council's 'Better Together' commitment to community resilience.

#### **2. Locality Budget Statement of 2017/18**

This Statement has been prepared for audit and monitoring purposes and summaries expenditure in 2017/18 by each of the 60 Councillors.

For each Member, Appendix 1 to this report details:

- Total Locality Budget for 2017/18
- Total Locality Budget allocated in 2017/18.

The Committee may wish to note the following:

#### **Total Locality Budget for 2017/18**

- The total Locality Budget available for 2017/18 was **£600,000.00**.

#### **Total Locality Budget allocated in 2017/18**

- The total Locality Budget allocated in 2017/18 was **£429,695.14**.

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An analysis of 2017/18 Locality Budget allocated by project type shows the following during 2017/18:

Type of project	Total allocated
Culture	£78,462.10
Economy	£82,231.79
Events	£69,924.00
Facilities	£164,977.75
Highways	£23,415.20
Other	£10,684.30
<b>Total</b>	<b>£429,695.14</b>

**Culture** includes: Sport, leisure, arts, heritage, culture e.g. allotments, theatre, play, music.

**Economy** includes: Local economy, employment and welfare e.g. community shops, food banks, homelessness, youth clubs and libraries.

**Events** includes: Community events and seasonal celebrations, trips, visits, commemorations, memorial events.

**Facilities** includes: village hall/community facility improvements.

**Highways** includes: grit bins, signs, safety improvements, bridges, traffic regulation orders, rights of way, weed treatment/clearance.

Mary Davis  
County Treasurer

Dr Virginia Pearson  
Chief Officer for Communities, Public Health, Environment & Prosperity

## Electoral Divisions: All

Cabinet Member for Policy and Corporate: Councillor John Hart

Cabinet Member for Community, Public Health, Transportation and Environmental Services:  
Councillor Roger Croad

Local Government Act 1972: List of Background Papers

Contact for enquiries: Chris Ring

Room No. G29, County Hall, Topsham Road, Exeter, EX2 4QD

Tel No: (01392) 382865

Background Paper

Date

File Reference

Nil

se020518cirssc Locality Budget Annual Report 201718  
hk 02 290518

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Appendix 1  
To SC/18/2

	Budget 17/18	Total Allocated	Remaining
<b>Ian Hall</b>	10,000.00	9,000.00	1,000.00
<b>Ray Bloxham</b>	10,000.00	8,020.30	1,979.70
<b>Sara Randall-Johnson</b>	10,000.00	8,020.30	1,979.70
<b>Richard Scott</b>	10,000.00	3,068.33	6,931.67
<b>Jeffrey Trail</b>	10,000.00	3,018.34	6,981.66
<b>Christine Channon</b>	10,000.00	4,038.33	5,961.67
<b>Phillip Twiss</b>	10,000.00	4,900.00	5,100.00
<b>Claire Wright</b>	10,000.00	8,565.00	1,435.00
<b>Martin Shaw</b>	10,000.00	7,850.00	2,150.00
<b>Stuart Hughes</b>	10,000.00	8,004.69	1,995.31
<b>Iain Chubb</b>	10,000.00	1,260.00	8,740.00
<b>EAST DEVON</b>	<b>110,000.00</b>	<b>65,745.29</b>	<b>44,254.71</b>
	Budget 17/18	Total Allocated	Remaining
<b>Yvonne Atkinson</b>	10,000.00	4,199.33	5,800.67
<b>Percy Prowse</b>	10,000.00	5,746.33	4,253.67
<b>Rob Hannaford</b>	10,000.00	10,000.00	-
<b>Emma Brennan</b>	10,000.00	6,721.33	3,278.67
<b>Hilary Ackland</b>	10,000.00	6,961.33	3,038.67
<b>Carol Whitton</b>	10,000.00	7,871.64	2,128.36
<b>Su Aves</b>	10,000.00	9,999.33	0.67
<b>Andrew Leadbetter</b>	10,000.00	4,645.33	5,354.67

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<b>Marina Asvachin</b>	10,000.00	9,840.17	159.83
<b>EXETER</b>	<b>90,000.00</b>	<b>65,984.79</b>	<b>24,015.21</b>
	Budget 17/18	Total Allocated	Remaining
<b>Nick Way</b>	10,000.00	6,404.00	3,596.00
<b>Margaret Squires</b>	10,000.00	8,892.00	1,108.00
<b>John Berry</b>	10,000.00	8,999.85	1,000.15
<b>Colin Slade</b>	10,000.00	9,397.52	602.48
<b>Polly Colthorpe</b>	10,000.00	9,532.52	467.48
<b>Ray Radford</b>	10,000.00	5,327.00	4,673.00
<b>MID DEVON</b>	<b>60,000.00</b>	<b>48,552.89</b>	<b>11,447.11</b>
	Budget 17/18	Total Allocated	Remaining
<b>Brian Greenslade</b>	10,000.00	5,419.24	4,580.76
<b>John Mathews</b>	10,000.00	4,969.24	5,030.76
<b>Caroline Chugg</b>	10,000.00	9,568.92	431.08
<b>Richard Edgell</b>	10,000.00	5,700.96	4,299.04
<b>Andrea Davis</b>	10,000.00	3,413.23	6,586.77
<b>Frank Biederman</b>	10,000.00	7,239.24	2,760.76
<b>Paul Crabb</b>	10,000.00	1,069.24	8,930.76
<b>Jeremy Yabsley</b>	10,000.00	6,300.00	3,700.00
<b>NORTH DEVON</b>	<b>80,000.00</b>	<b>43,680.07</b>	<b>36,319.93</b>
	Budget 17/18	Total Allocated	Remaining
<b>John Hart</b>	10,000.00	5,292.00	4,708.00

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<b>Jonathon Hawkins</b>	10,000.00	10,000.00	-
<b>Roger Croad</b>	10,000.00	5,988.40	4,011.60
<b>Julian Brazil</b>	10,000.00	10,000.00	-
<b>Rufus Gilbert</b>	10,000.00	9,999.89	0.11
<b>Richard Hosking</b>	10,000.00	4,249.77	5,750.23
<b>Jacqui Hodgson</b>	10,000.00	9,193.00	807.00
<b>SOUTH HAMS</b>	<b>70,000.00</b>	<b>54,723.06</b>	<b>15,276.94</b>
	Budget 17/18	Total Allocated	Remaining
<b>Stuart Barker</b>	10,000.00	6,850.00	3,150.00
<b>George Gribble</b>	10,000.00	8,152.00	1,848.00
<b>Jerry Brook</b>	10,000.00	6,080.17	3,919.83
<b>John Clatworthy</b>	10,000.00	10,000.00	-
<b>Alan Connett</b>	10,000.00	10,000.00	-
<b>Alistair Dewhirst</b>	10,000.00	9,834.00	166.00
<b>Ron Peart</b>	10,000.00	9,969.00	31.00
<b>Jacqui Brodie</b>	10,000.00	8,820.00	1,180.00
<b>Gordon Hook</b>	10,000.00	5,251.00	4,749.00
<b>Sylvia Russell</b>	10,000.00	6,620.00	3,380.00
<b>TEIGNBRIDGE</b>	<b>100,000.00</b>	<b>81,576.17</b>	<b>18,423.83</b>
	Budget 17/18	Total Allocated	Remaining
<b>Linda Hellyer</b>	10,000.00	9,873.24	126.76
<b>Tony Inch</b>	10,000.00	9,669.24	330.76
<b>Barry Parsons</b>	10,000.00	9,291.98	708.02

# Agenda Item 10

<b>Andrew Eastman</b>	10,000.00	2,169.24	7,830.76
<b>Andrew Saywell</b>	10,000.00	7,759.17	2,240.83
<b>TORRIDGE</b>	<b>50,000.00</b>	<b>38,762.87</b>	<b>11,237.13</b>
	Budget 17/18	Total Allocated	Remaining
<b>James McInnes</b>	10,000.00	8,720.00	1,280.00
<b>Kevin Ball</b>	10,000.00	7,300.00	2,700.00
<b>Debo Sellis</b>	10,000.00	9,500.00	500.00
<b>Philip Sanders</b>	10,000.00	5,150.00	4,850.00
<b>WEST DEVON</b>	<b>40,000.00</b>	<b>30,670.00</b>	<b>9,330.00</b>
<b>TOTAL</b>	<b>600,000.00</b>	<b>429,695.14</b>	<b>170,304.86</b>

## TREASURY MANAGEMENT STEWARDSHIP ANNUAL REPORT 2017/18

### Report of the County Treasurer

Please note that the following recommendations are subject to consideration and determination by the Committee before taking effect.

**Recommendation: that the Committee notes the report and considers whether it wishes to make any further comments to Cabinet.**

#### 1. Introduction

- 1.1. The County Council has adopted the CIPFA (Chartered Institute of Public Finance and Accountancy) Code of Practice for Treasury Management in the Public Services. A revised Code of Practice was published by CIPFA in November 2011 and a revised Policy Statement and Treasury Management Practices (TMPs) were agreed by Council in February 2016. The Treasury Management and Investment Strategy for 2017/18 was agreed by Council in February 2017 and forms part of the published budget book.
- 1.2. The purpose of this report is to show the outturn position, review performance and inform members of any key matters arising from the Council's Treasury and Debt Management activities during the 2017/18 financial year. The report also includes an update on the 2018/19 Strategy. This report, together with any comments offered by this committee, will be considered by Cabinet on 11<sup>th</sup> July.

#### 2. Minimum Revenue Provision

- 2.1. Each year the Council has a statutory obligation to charge to the revenue account an annual amount of Minimum Revenue Provision (MRP), which is a charge to make provision for the repayment of the authority's external debt and internal borrowing. The charge is based on the historic borrowing required to fund the Council's capital programme.
- 2.2. In February, the County Council changed the Minimum Revenue Provision Policy for 2017/18 to allow for £10.916 million of overprovision in earlier years to be placed into an Earmarked Reserve to offset the risk of increased costs in future years due to changes being proposed in a Central Government Consultation. The results of the Consultation are now known and the proposed change that would have seen an annual increased cost of c.£2 million to the authority has not been made; the future use of the Earmarked Reserve will be considered in 2018/19.

#### 3. Treasury Management Outturn Position 2017/18 - Borrowing

- 3.1. The overall aims of the borrowing strategy are to achieve:
  - Borrowing at the lowest rates possible in the most appropriate periods;
  - The minimum borrowing costs and expenses;
  - A reduction in the average interest rate of the debt portfolio.

# Agenda Item 11

- 3.2. Since 2009 the Council has followed a policy of containing the capital programme, taking out no new external borrowing and repaying debt whenever this can be done without incurring a financial penalty. Therefore, the Medium Term Financial Strategy (MTFS) assumption was that no new long-term borrowing would be required.
- 3.3. In accordance with the MTFS, no long-term borrowing was undertaken during the 2017/18 financial year. Instead all borrowing required to fund capital expenditure was met from internal cash balances.
- 3.4. Active treasury management and the maintenance of levels of liquidity have ensured that no short-term borrowing required was required during the financial year. Cash positions are monitored daily and modelled over a monthly horizon to ensure that anticipated liquidity levels are forecast accurately.
- 3.5. No opportunities arose during the 2017/18 financial year to repay outstanding debt without incurring substantial premium penalties, which would negate any benefit of repaying the debt. The Public Works Loan Board (PWLB) sets premature repayment rates, and where the interest rate payable on a current loan is higher than the repayment rate, the PWLB policy imposes premium penalties for early repayment. With current low rates of interest these penalties would be of a significant cost. Therefore it will only make financial sense to repay debt early if the PWLB changes its current policy, or if interest rates rise and cancel out the repayment premiums.
- 3.6. At 31st March 2018 the level of long term debt stood at £507.85m as detailed in the table below.

## Analysis of Long Term Debt

	<b>Actual</b> <b>31.03.17</b> <b>£'m</b>	<b>Interest</b> <b>Rate</b> <b>%</b>	<b>Current</b> <b>31.03.18</b> <b>£'m</b>	<b>Interest</b> <b>Rate</b> <b>%</b>
<b>Fixed Rate Debt</b>				
PWLB	436.35	4.99	436.35	4.99
Money Market	71.50	5.83	71.50	5.83
<b>Variable Debt</b>				
PWLB	0.00		0.00	
Money Market	0.00		0.00	
<b>Total External Borrowing</b>	<b>507.85</b>	<b>5.11</b>	<b>507.85</b>	<b>5.11</b>

- 3.7. The carrying amount for long term debt figure presented in the Statement of Accounts for 2017/18, comprising PWLB, LOBO and market debt, is £522.441m, £14.6m greater than the figure stated above. This difference is due to an accounting standard adjustment which requires us to record the value of our long term debt at its Net Present Value in the Statement of Accounts. The LOBOs (Lender Option Borrower Option) have stepped interest rates and are revalued annually based on the effective interest rate for the duration of the loan. There was £10.9m of PWLB interest outstanding at year end which is also taken into account. The revaluation has the effect of smoothing the stepping of the interest over the life of the loans.

## 4. Treasury Management Outturn Position 2017/18 - Investments

- 4.1. The overall aim of the Council's investment strategy is to:
  - Limit the risk to the loss of capital;
  - Ensure that funds are always available to meet cash flow requirements;



- Maximise investment returns, consistent with the first two aims;
  - Review new investment instruments as they come to the Local Authority market, and to assess whether they could be a useful part of our investment process.
- 4.2. Following the outcome of the EU referendum in June 2016, the Bank of England was concerned about the impact of the result on the wider economy. They therefore decided to reduce the base rate from 0.5% to 0.25%. As a result of this and other global concerns that impacted on banks, the rates available for bank deposits fell, and as a result the target rate for bank and building society deposits in 2017/18 was lowered to 0.4%. Subsequently the Bank of England base rate was increased back up to 0.5% in November 2017.
- 4.3. Following the November rise in the base rate, the interest rates on offer to the Council increased, but there was only a limited scope to take advantage of the increased rates during the remainder of the financial year. The average interest rate earned on investments, excluding the CCLA property fund, for the year was 0.54%, against the full year budget target return of 0.40%. The CCLA property fund has yielded an average rate of 4.36% for the same period against a full year budget target of 4.5%. The combined total return from all investments was 0.74%.
- 4.4. Revenue lending during 2017/18, including the use of term deposits, call accounts and property funds, earned interest of £1.35 million against a full year budget of £750,000. The surplus achieved over budget can be partly attributed to the higher rates of interest earned compared to the target rate. The Council also had more cash to invest than forecast, as a result of slippage on the capital programme and additions to reserves during the year. The interest figure quoted is the return from the Council's Treasury Management activity and is different from the figure presented in the Outturn Report and the Statement of Accounts which also includes interest generated from a number of other sources.
- 4.5. All lending has been carried out in accordance with the Council's Treasury Management Strategy and with institutions on the list of approved counterparties.
- 4.6. The following table shows the County Council's fixed and variable rate investments as at the start and close of the financial year:

## Schedule of Investments

		<b>Actual</b>	<b>Interest</b>	<b>Current</b>	<b>Interest</b>
	Maturing in:	<b>31.03.17</b>	<b>Rate</b>	<b>31.03.18</b>	<b>Rate</b>
		<b>£'m</b>	<b>%</b>	<b>£'m</b>	<b>%</b>
<b>Bank and Building Society Deposits</b>					
<b>Fixed Rates</b>					
Term Deposits	< 365 days	66.50	0.66	117.50	0.73
	365 days & >	0.00		0.00	
Callable Deposits					
<b>Variable Rate</b>					
Notice Accounts		30.00	0.75	5.00	1.05
Call Accounts		0.00		27.02	0.40
Money Market Funds (MMFs)		20.74	0.29	30.00	0.46
<b>Property Fund</b>		10.00	4.45	10.00	4.42
<b>All Investments</b>		<b>127.24</b>	<b>0.92</b>	<b>189.52</b>	<b>0.84</b>

- 4.7. The figure as at 31<sup>st</sup> March 2018 includes approximately £12.8m related to the Growing Places Fund (GPF). This figure was approximately £14.3m as at 31<sup>st</sup> March 2017. Devon County Council is the local accountable body for the GPF, which was established by the Department for Communities and Local Government to enable the development of local funds to address infrastructure constraints, promoting economic growth and the delivery of jobs and houses. The Council is working in partnership with the Local Economic Partnership, and interest achieved on the GPF funds, based on the average rate achieved by the Council's investments, will accrue to the GPF and not to the County Council.

# Agenda Item 11

## 5. Prudential Indicators

- 5.1. Linked to its Treasury Management Strategy, the County Council is required to monitor its overall level of debt in line with the CIPFA Code of Practice. Part of the code requires consideration of a set of Prudential Indicators in order to allow the Council to form a judgement about the affordable, prudent and sustainable level of debt.
- 5.2. The purpose of the indicators is to demonstrate that:
- Capital expenditure plans are affordable;
  - All external borrowing and other long term liabilities are within prudent and sustainable levels;
  - Treasury management decisions are taken in accordance with professional good practice.
- 5.3. Three Prudential Indicators control the overall level of borrowing. They are:
- **The authorised limit** - this represents the limit beyond which any additional borrowing is prohibited until the limit is revised by the County Council. Revision may occur during the year if there are substantial and unforeseen changes in circumstances, for example, a significant delay in achieving forecast capital receipts. In normal circumstances this limit will not require revision until the estimate for the following year is revised as part of the budget setting process.
  - **The operational boundary** – this indicator is based on the probable external debt and other long term liabilities during the year. Variations in cash flow may lead to occasional, short term breaches of the Operational Boundary that are acceptable.
  - **The upper limit for net debt** - the Council needs to ensure that its gross debt does not, except in the short term, exceed the total of the Capital Financing Requirement.
- 5.4. During the Budget process, the following Borrowing Limits were set for 2017/18:
- Maximum borrowing during the period (Authorised Limit) £881.93m.
  - Expected maximum borrowing during the year (Operational Limit) £856.93m.
  - Underlying Borrowing Requirement to Gross Debt - £160.5m under borrowing.
  - Maximum amount of fixed interest exposure (as a percentage of total) 100%.
  - Maximum amount of variable interest exposure (as a percentage of total) 30%.
- 5.5. Members are asked to note that during 2017/18 the Council remained within its set Borrowing Limits and complied with the interest rate exposure limits.

## 6. 2018/19 Update

- 6.1. The Medium Term Financial Strategy assumes that, over the three year period, no new long-term borrowing will be required. This is still envisaged to be the case, although this will be kept under review.
- 6.2. The PWLB policy of imposing premium penalties for the early repayment of long term debt means there is little potential to repay further debt during the current financial year.
- 6.3. Forecasting future interest rates is difficult as the factors affecting interest rate movements are outside of the Council's control. Whilst short term rates are generally linked to the Bank of England's Base Rate, long term rates are determined by other factors, e.g. the market in Gilts. The County Council retains an external advisor, Link Asset Services (formerly

Capita), who forecast future rates several years forward. Similar information is received from a number of other sources.

- 6.4. For 2018/19, the Council set a prudent target rate for lending to bank and building society deposits of 0.55%, with a target rate for the investment in the CCLA Property Fund of 4.5%. The 0.55% target rate took into account the November 2017 increase in the Bank of England base rate, which has resulted in increased rates being available compared to those available before the increase. However, it made no allowance for any further increases. This strategy has proved correct, as a much heralded increase in rates in May 2018 failed to materialise, with the Bank of England expressing concern around the downturn in economic data since mid-February.
- 6.5. Link Asset Services are now forecasting an increase in the base rate up to 0.75% in November, but this is not guaranteed, and there will be limited opportunities for the Council to take advantage of any increase before the end of the 2018/19 financial year. It is anticipated that the budgeted income target of £1 million will be achieved.

## 7. Summary

- 7.1. No long term or short-term borrowing was undertaken during 2017/18. It is not envisaged that any new long-term borrowing will be required over the next three year period but this will be reviewed annually.
- 7.2. No opportunities arose during the 2017/18 financial year to repay outstanding debt without incurring substantial premium penalties, which would negate the benefit of repaying the debt.
- 7.3. Investment income of £1.35 million was achieved in 2017/18 against a full year budget of £750,000. This represented a return of 0.74%, including the Property Fund investment. Successful prudent management of the Council's short-term cash reserves has delivered a surplus of £600,000 for the 2017/18 financial year.

Mary Davis

Electoral Divisions: All

Local Government Act 1972

List of Background Papers - Nil

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Tel No: (01392) 383621 Room G97/G99



## **Gender Pay Gap Report of the County Solicitor**

### **1. Introduction**

- 1.1. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Devon County Council is required to publish Gender Pay Gap figures on its own and the government's website annually from 2018. The data provided must be based on pay as at 31<sup>st</sup> March the preceding year (i.e. 31<sup>st</sup> March 2017 for the 2018 submission).
- 1.2. A Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings, for example, 'women earn 15% less than men'. It is an indicator of the differences in opportunity and choices of men and women within the work place. It is not a measure of equal pay i.e. whether men and women receive equal pay for equal work. A GPG does not necessarily mean an organisation has acted inappropriately or discriminatorily.
- 1.3. The Government state that gaps exist nationally for many complex and overlapping reasons, including:
  - 1.3.1. 'A higher proportion of women choose occupations that offer less financial reward (e.g. administration). Many high paying sectors are disproportionately made up of male workers (e.g. information and communications technology).
  - 1.3.2. A much higher proportion of women work part-time and part-time workers earn less than their full-time counterparts on average.
  - 1.3.3. Women are still less likely to progress up the career ladder into high paying senior roles
- 1.4. The Regulations stipulate that for this purpose employees of Devon maintained schools should be treated as being employed by the governing body of the school and not as Council employees. Consequently, employees in maintained schools are excluded from the Council's calculations. The duty to report GPG information applies to organisations with 250 or more employees. None of Devon's maintained schools individually exceed this figure and so will not need to make a submission. However, there are federations of multiple schools which collectively exceed 250 employees and HR advice has been provided to these federations.

### **2. Devon County Council's Gender Pay Gap figures**

- 2.1 The Council's mean<sup>1</sup> GPG is 13.5%, the median<sup>2</sup> is 17%. This means that on average female employees are paid either 13.5% or 17% less than male employees, depending on which figure is used. However, it is important to remember that this does not suggest that men are being paid more for doing the same job as women. Everyone performing the same role at DCC is paid the same grade irrespective of their gender.

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<sup>1</sup> Mean is a form of average achieved by adding a number of items together and then dividing by the number of items.

<sup>2</sup> Median is the middle point of a group of numbers, in which half the numbers are greater than and half are less than the middle point.

# Agenda Item 12

## 2.2 Pay Quartiles

Pay Quartiles <sup>3</sup>	Female	Male
Upper (highest paid quarter of employees)	58%	42%
Upper middle (next highest paid quarter of employees)	72%	28%
Lower middle	76%	24%
Lower (lowest paid quarter of employees)	78%	22%

The table above shows the percentage of men and women in each pay quartile. The Upper Quartile contains the top 25% of earners in the Authority and is made up of 58% women and 42% men. The percentage of women increases down through the quartiles, with 78% of women in the Lower Quartile.

- 2.3. As the Council does not pay bonuses the percentage difference between men and women's bonuses is 0.

## 3. External Comparisons

### 3.1 National Averages

DCC's 17% median GPG is lower than the 18.4%<sup>4</sup> national average. The Office of National Statistics (ONS) publish Public Sector statistics for full-time employees only<sup>5</sup> so the Council's fulltime employee GPG has also been calculated. The public sector fulltime average is 13.1% which is significantly greater than DCC's 8.8% for fulltime employees.

### 3.2. Council Averages

3.2.1 It has been suggested that the LGA are liaising with some councils due to concerns that some published figures are statistically unlikely, so we may see adjustments to a few figures over coming weeks. However, based on the current published figures the County Council median is 13.1%<sup>6</sup> so DCC's GPG is greater than national County Council averages.

3.2.2. Statistics show that GPG's are significantly affected by gender proportions of front line staff (not just the proportion of women in senior posts as focused on by the media). Organisations and industries that have female dominated frontline staff such as care workers are more likely to have a bigger gender pay gap than those whose front-line staff are male dominated such as waste management services. So there is minimal benefit in comparing ourselves to different types of public sector organisations in the region such as Exeter City Council, as the services they provide are very different to DCC's.

3.2.3. Even when comparing ourselves to the most similar organisations such other County Councils, we should be mindful that figures will be affected by which services are provided inhouse, outsourced and shared. The variation of how services are delivered is considerable between councils, there are many different models across the country for the provision of Social Care, Waste Services, Business Admin and Support, IT, HR/Payroll and Property. For

<sup>3</sup> Quartiles – A ranked set of data divided into four equal groups, each comprising a quarter of the data so that the upper quartile is the top 25%, the upper middle is the next 25% and so on.

<sup>4</sup> Office of National Statistics 2017

<sup>5</sup> Full-time is defined as more than 30 hours per week

<sup>6</sup> LGA – The Gender Pay Gap in Local Government 2018

example, Gloucestershire County Council has an inhouse fire service which is typically very male dominated, so this is likely to affect their GPG. The services that are performed inhouse, outsourced and shared are likely to influence Councils' GPG.

## 4. The causes of DCC's Gender Pay Gap

### 4.1. A high proportion of women in low graded posts;

4.1.1 The main cause of DCC's GPG is that the Council has significantly more women than men in lower graded posts. There are considerably more women than men on grades A to H, but the differential reduces at Grade T and above (as seen in the graph in Appendix 1)

4.1.2. It is believed that the reasons for female dominance in low graded posts are consistent with the Government's reasons for the national GPG (outlined in 1.1). Specifically;

- A higher proportion of low graded posts are either advertised as or can be performed part-time which is commonly attractive to women as it is compatible with their personal requirements such as caring responsibilities.
- Women are more attracted to these types of work than men i.e. administrative and caring roles

### 4.2 A lower percentage of women in senior posts;

4.2.1 Over half of the highest paid roles (Upper Quartile) are performed by women demonstrating that DCC does recruit and promote women into senior positions. However, the fact that the proportion of women increases down through the quartiles suggests that a representative proportion of the female workforce are either not applying and/or not being selected for senior positions. This disparity of women in each quartile is contributing to the GPG.

4.2.2. Analyses has identified that some of the low paid female dominated roles do not currently have natural progression opportunities, for example School Crossing Patrols and Escorts. In other areas, there is a significant gap between low graded female dominated posts and other skilled or qualified roles within the service, which will make it difficult for women to secure promotion without training or other pro-active initiatives to increase their skills and qualifications.

### 4.3 A high proportion of female part-timers

4.3.1 On average part-time work is paid less nationally than full time work for many reasons including;

- the type of work that is required on a part-time basis is more likely to require lower skill levels.
- A perception that it is more difficult for senior full-time posts to be performed on a part-time or job share basis than more junior posts that are required fulltime.

4.3.2. The fact that the Council has significantly more part time women than men (34.3% compared to 5%) is a contributing factor to the GPG.

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## 4.4. Workforce age demographic

The ONS state<sup>7</sup> that age is a significant factor as the GPG significantly increases in employees over 40. It is widely speculated that this is due more women taking time out of work and working part-time to have babies, care for children and elderly relatives. Approximately 70% of the Council's workforce are over 40 so age demographics is also likely to be contributing to DCC's GPG.

## 5. Reducing DCC's Gender Pay Gap

5.1 The Council has committed to take action with the aim of reducing the GPG. We are already;

5.1.1. Conducting further analysis on the causes of DCC's GPG by reviewing service areas with a higher than the average GPG to identify the causes, measures already in place and further actions that could be taken to support a reduction.

5.1.2. Conducting external benchmarking research and analysis, particularly with other County Councils.

5.2 Following this internal and external research a Corporate Action Plan will be agreed which is likely to include Corporate wide and Service Area specific actions such as;

5.2.1. Incorporating GPG into Workforce Planning processes to prompt proactive consideration of gender differences (already instigated)

5.2.2. Collecting internal & external recruitment gender statistics to assess the gender ratios of applicants and their progress through recruitment stages

5.2.3. Reviewing service areas where there is a high proportion of women in low graded posts to assess whether there are natural progression opportunities. Where natural progression opportunities exist, analysis will be conducted to see whether an appropriate proportion of women are applying for and attaining promotion. Where natural progression opportunities do not currently exist, consideration will be given to what appropriate action could be taken.

5.2.4. Provide career pathway advice & support

5.2.5. Organise internal careers events

5.2.6. Share & extend current good practice i.e. the PA model where employees regularly move between service areas to facilitate promotion opportunities

5.2.7. Organise gender equality initiatives and events to promote equal opportunity and choice as well as challenge barriers and stereotypical attitudes. i.e. promoting men and senior managers working part-time

5.2.8. Publish articles and case studies on Inside Devon, the corporate website and in the media

5.3. The CIPD state that a key driver of the GPG is conflict between professional and caring responsibilities so many organisations are being encouraged to offer more flexible working arrangements and family friendly policies. However, DCC already have a high proportion of part-time workers, a very effective flexible working policy and generous family friendly policies, many of which go further than statutory obligations.

5.4. The aim of all initiatives will be to provide and promote opportunity and choices for everyone irrespective of gender. The Council values the benefit that providing flexible working arrangement has for both the Council and its employees so actions should encourage more opportunities and promote them to a wider population i.e. encourage men and senior managers to request part-time working. However it is also important that the Council continues to provide an environment that respects and supports individuals' choices and is not perceived to inadvertently pressurise employees to



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make career decisions in order to improve DCC’s GPG, such as making women feel they should apply for promotions if they are comfortable in their current role.

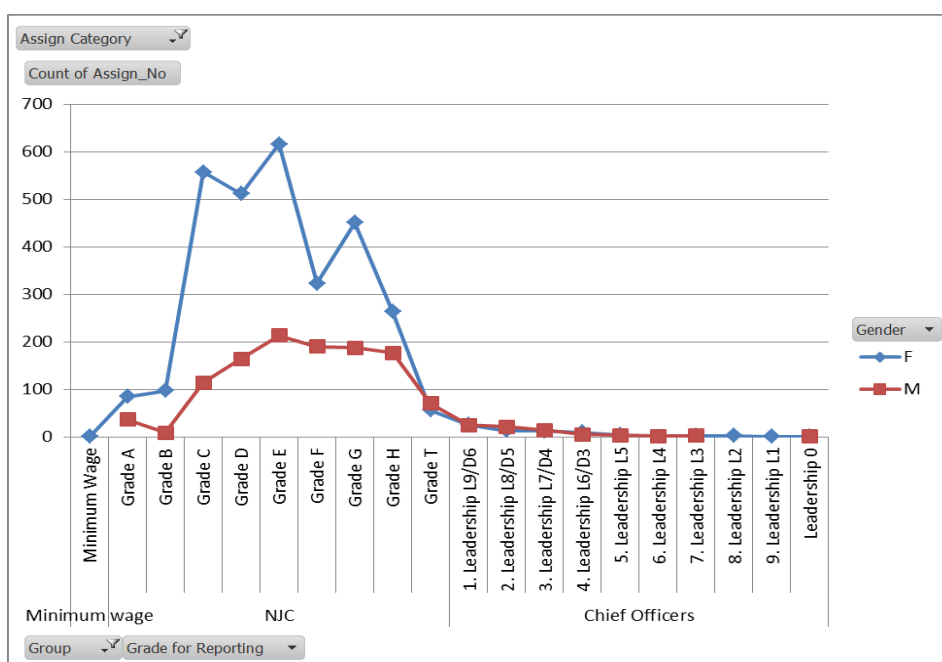
- 5.5. It should also be recognised that some of the reasons for the GPG are out of the Council’s direct control. For example, the Council can have limited immediate effect on the careers that men and women choose.

## 6. Conclusion

- 6.1. Last year PwC predicted that the GPG would not close in the UK until 2041. Research by the Institute of Employment Studies<sup>8</sup> indicates that ‘to make significant progress, multiple initiatives must be pursued over a sustained time period and with co-operation between all key stakeholders, including employers, government, employees, unions and experts/academics’. Therefore although the Council is committed to reducing its GPG and has put in place measures that it hopes will achieve this over time, it is important that expectations are realistic.
- 6.2 The second submission will be based on workforce data from 31<sup>st</sup> March 2018 which was before any action had been taken. There have not been any significant transfers in or out of the Council during the period between the two first submissions, therefore it is expected that the second GPG figures will not have changed significantly from the first.

Jan Shadbolt  
County Solicitor

## Appendix 1 – Number of employees by Grade and Gender



The graph above shows that the Council has significantly more women than men on grades A to H, but the differential reduces at Grade T and above.

## Devon County Council’s Full-time and Part-time Ratios

	Fulltime	Part-time
Men	24.6%	4.5%
Women	36.6%	34.3%

<sup>8</sup> <http://www.employment-studies.co.uk/resource/tackling-gender-disability-and-ethnicity-pay-gaps-progress-review>

