

Tuesday, 4 February 2025

## **OVERVIEW AND SCRUTINY BOARD**

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

**Wednesday, 12 February 2025**

commencing at **5.30 pm**

The meeting will be held in the Banking Hall, Castle Circus entrance on the left corner of the Town Hall, Castle Circus, Torquay, TQ1 3DR

### **Members of the Committee**

Councillor Spacagna (Chairman)

Councillor Cowell

Councillor Douglas-Dunbar

Councillor Fellows

Councillor Foster

Councillor Hutchings

Councillor Johns

Councillor Law

Councillor Long

Councillor Tolchard (Vice-Chair)

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## **A Healthy, Happy and Prosperous Torbay**

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**Town Hall, Castle Circus, Torquay, TQ1 3DR**

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# OVERVIEW AND SCRUTINY BOARD AGENDA

1. **Apologies**  
To receive apologies for absence, including notifications of any changes to the membership of the Board.
2. **Minutes** (Pages 5 - 8)  
To confirm as a correct record the minutes of the meeting of the Board held on 8 January 2025.
3. **Declarations of Interest**
  - a) To receive declarations of non pecuniary interests in respect of items on this agenda  
  
**For reference:** Having declared their non pecuniary interest members may remain in the meeting and speak and, vote on the matter in question. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.
  - b) To receive declarations of disclosable pecuniary interests in respect of items on this agenda  
  
**For reference:** Where a Member has a disclosable pecuniary interest he/she must leave the meeting during consideration of the item. However, the Member may remain in the meeting to make representations, answer questions or give evidence if the public have a right to do so, but having done so the Member must then immediately leave the meeting, may not vote and must not improperly seek to influence the outcome of the matter. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.  
  
**(Please Note:** If Members and Officers wish to seek advice on any potential interests they may have, they should contact Governance Support or Legal Services prior to the meeting.)
4. **Urgent Items**  
To consider any other items that the Chairman decides are urgent.
5. **Budget Monitoring 2024/2025 - Quarter 3** (To Follow)  
To consider the Budget Monitoring Report for Quarter 3 (to include Revenue Budget and Capital Budget monitoring together with financial and delivery details of the Capital Programme) and make recommendations to the Cabinet.
6. **Performance Report 2024/25 - Quarter 3** (To Follow)  
To review the Council's key performance indicators and make recommendations to the Cabinet.
7. **Equality, Diversity and Inclusion Strategy** (Pages 9 - 24)  
To consider the revised Equality, Diversity and Inclusion Strategy and make recommendations to the Cabinet.

- 8. Rent and Service Charge Policy and proposed changes to Social Housing Rents** (To Follow)

To consider the Rent and Service Charge Setting Policy and proposed changes to Social Housing Rents following the transfer of housing from Torvista to Torbay Council and make recommendations to the Cabinet.
  
- 9. Torbay Council Climate Change Action Plan** (To Follow)

To consider a report on the Torbay Council Climate Change Action Plan and make recommendations to the Cabinet.

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## **Minutes of the Overview and Scrutiny Board**

**8 January 2025**

**-: Present :-**

Councillor Spacagna (Chairman)

Councillors Cowell, Douglas-Dunbar, Fellows, Foster, Hutchings, Johns, Law, Long and Tolchard (Vice-Chair)

(Also in attendance: Councillors Bye, Chris Lewis, David Thomas and Tyerman)

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### **40. Minutes**

The minutes of the meeting of the Board held on 11 December 2025 were confirmed as a correct record and signed by the Chairman.

### **41. Quarterly Housing Audit and Compliance Report**

The Cabinet Member for Housing and Finance – Councillor Tyerman, Managing Director – Liam Montgomery and Housing Manager – Anita Merritt presented the submitted inaugural Quarterly Housing Audit and Compliance Report for properties formerly held by TorVista Homes and responded to questions. The Report covered the period up to October and since that date some of the TorVista Homes housing stock had transferred to Torbay Council and the remaining stock would transfer as and when the homes became vacant.

The Board asked questions in relation to the reporting periods covered by the Report; why only three Wards were mentioned in the Report; confirmation that no complaints had been received during the reporting period; why there was no spend on health and safety training for staff during the reporting period; and when it refers to cases that were closed was that from TorVista Homes or the tenant's perspective.

In response to questions, Members were advised that this was the first of quarterly report but that there had been monthly reports to the Directors' Overview Meeting (DOM) for the first six months following the transfer of TorVista Homes to Torbay Council. Previously the TorVista Board had received the audit and compliance reports and the Overview and Scrutiny Board was taking over the oversight of this on behalf of Torbay Council.

The Board noted that the properties covered by the Report only covered three Wards within the Torbay, but future reports may include other Wards as more properties were picked up. There had been no complaints received by tenants during the reporting period.

It was noted that there had been no externally funded health and safety training, but that staff were trained at least annually via iLearn online training for health and safety and when any new health and safety issues were flagged up.

Members were informed that cases were closed by agreement with the tenant and TorVista Homes and if any further issues occurred they would be reopened.

Resolved (unanimously):

1. that the Overview and Scrutiny Board notes that the former TorVista Homes Audit and Compliance Key Performance Indicators report demonstrates that the Council is compliant in all areas for the former Torvista Homes housing stock;
2. that the Overview and Scrutiny Board notes that the Audit and Compliance Key Performance Indicators will be mirrored and reported for all other housing stock held by Torbay Council; and
3. that following consideration of the initial performance reports, future reports be presented to the Overview and Scrutiny Board in line with the normal quarterly budget and performance monitoring reports.

#### **42. Revenue and Capital Budget 2025/2026 - Report of the Overview and Scrutiny Board**

The Cabinet Member for Housing and Finance – Councillor Tyerman and the Director of Finance – Malcolm Coe gave a presentation on the latest information in respect of the Local Government Finance Settlement for 2025/2026 and responded to questions. It was noted that the amount of compensation towards the increased National Insurance contributions was not known but was expected to be significantly lower than the actual costs, this would need to be addressed by the Cabinet when they set their final budget proposals. Overall, it was anticipated that there was an additional £5.760m funding for the Base Revenue Budget and an additional £4.012m one off funding.

Members asked questions in relation to if the additional money for Domestic Abuse picked up the concerns of the Priorities and Resources Review Panel and how it compared to previous years; if the additional Social Care Grant would have implications for Council Tax going forward and how it would be split, especially in respect of the Integrated Care Organisation (ICO); how the Business Rates changes were calculated; how much was the National Insurance liability for the Council; would all the Extended Producer Liability be passported to SWISCo; was there any conditions attached to the £2.085m Recovery Grant; and when would the 2025/2026 Budget Digest be published.

Members were advised that the additional money for Domestic Abuse covered the areas of uncertainty plus an additional £100k.

In response to questions around the Social Care Grant, Members were advised that the Council had committed the equivalent of 2% Council Tax per annum for Adult

Social Care over the next five years as part of the agreement with the ICO and 50% of the additional money should be linked to the integrated contract. There was an opportunity to influence how the additional money was spent to ensure that it was used for Adult Social Care and not just offset against bottom line overspending and how it could be used to influence the market, encourage invest to save and how the ICO runs Adult Social Care moving forward. It was noted that in the past some of the funding had been used for schemes from community organisations which had helped support pressures in the NHS. Adult Social Care providers were also likely to have significant underfunding for the National Insurance pressures.

Members were advised that the liability to the Council, excluding schools and Children's Services and Adult Services contracts, for National Insurance was £1.7m.

The Board was informed that not all of the Extended Producer Liability funding would be passported to SWISCo as this was supposed to be about moving the cost of dealing with waste to the producer rather than the user. The full details were not yet known but there was likely to be flexibility on how the money was used but the Council needed to understand more about the costs involved. Members requested a written response on the amount of recycling collected over the Christmas period for the last two years.

It was noted that the £2.085m Recovery Grant was not ring fenced but was expected to be one off. It was aimed at helping struggling Councils and was targeted at Councils with high deprivation levels. Many Councils across the country had not received this grant. Business Rates calculations were based on Government Formulas.

It was anticipated that the Budget Digest would be published by the end of April.

The Board welcomed the additional funding announced by the Government but was concerned in respect of the uncertainty around the National Insurance liability.

Resolved (unanimously):

That subject to the following additional recommendation, the report to the Cabinet on the Revenue and Capital Budget for 2025/2026 be approved:

4. that a reserve be created for Children's Services to respond to any market pressures arising from National Insurance rate increases.

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Chairman

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**Meeting:** Overview and Scrutiny Board **Date:** 12 February 2025

**Wards affected:** All Torbay wards

**Report Title:** Torbay Inclusion Strategy

**When does the decision need to be implemented?** As soon as possible

**Cabinet Member Contact Details:** Cllr Haley Tranter, Cabinet Member for Adult and Community Services, Public Health and Inequalities haley.tranter@torbay.gov.uk

**Director/Divisional Director Contact Details:** Matthew Fairclough-Kay, Director of Corporate Services, matthew.fairclough-kay@torbay.gov.uk

## 1. Purpose of Report

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- 1.1 This report shares with the Overview and Scrutiny Board the draft Torbay Inclusion Strategy which aims to support the Council to fully embed inclusion across the organisation.
- 1.2 It provides an opportunity for Overview and Scrutiny Board to shape the strategy and, the Council's approach towards inclusion.
- 1.3 The report also provides Overview and Scrutiny Board with an opportunity to provide feedback on our proposed equality objectives.

## 2. Reason for Proposal and its benefits

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- 2.1 Under the Equality Act the Council is subject to the Public Sector Equality Duty which means that we need to give 'due regard' to equality. The General Duty requires us to:
  - Eliminate unlawful discrimination, harassment, victimisation, and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not, and
  - Foster good relations between people who share a protected characteristic and people who do not.
- 2.2 Under our Public Sector Equality Duty, we must publish one or more equality objectives every four years. Following a consultation, we last set our equality objectives in August 2021.

- 2.3 The Inclusion Strategy aims to holistically bring together the Council's work on inclusion and its equality objectives into one overarching document to support the Council to meet its Public Sector Equality Duty. It aims to respond to the feedback from the recent Local Government Association (LGA) Corporate Peer Challenge which emphasised the need for more focused strategic inclusion activity.
- 2.4 The Strategy also builds upon the work of the Racism Review and aims to foster a shared commitment to inclusion within the Council. The Strategy has been guided by the LGA's Equality Framework for Local Government and is flexible enough to meet the needs of different departments and communities.
- 2.3 The Inclusion Strategy will form part of the Council's Policy Framework. It will be accompanied by an action plan and will incorporate updated equality objectives (following the consultation).

### 3. Recommendation(s) / Proposed Decision.

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- 3.1 The Overview and Scrutiny Board are asked to provide its views on the draft Inclusion Strategy for Torbay for 2025 – 2030 and the draft equality objectives.

### **Appendices**

Appendix A: Torbay Inclusion Strategy

# 1. Supporting information

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- 1.1 In August 2021, the Council set its equality objectives. They are due to be refreshed by August 2025 as set out under the specific duties within the Equality Act.
- 1.2 The following equality objectives were set:
1. Ensure a wide range of voices are reached and heard in decision making and designing and delivering services.
    - Ensure all relevant groups are included in consultations.
    - Improve the accessibility of our events, meetings, information and communications. Strengthen our relationship with the community and encourage participation.
  2. Reduce inequalities so Torbay and its residents thrive.
    - Delivering on our Community and Corporate Plan ambition we will work to:
    - Ensure that all children are given the best start in life and families are supported.
    - Tackle lifestyle and economic issues which lead to inequality and poor health.
    - Ensure that older people age well and are physically, mentally and socially active.
  3. Consider and if approved implement the recommendations from the Torbay Racism Review Panel.
    - Maintain a legacy of the review.
    - Strengthen engagement networks.
  4. Support the diverse needs of our workforce. Our staff are one of our biggest assets and our employees come from a wide range of backgrounds with a variety of skills and knowledge. We are committed to supporting our staff and enabling them to provide the best possible service to our customers.
    - Demonstrating our Core Values, we will always be approachable, calm and respectful.
    - Create an environment where we act professionally and treat everyone with respect.
    - Ensure that policies and initiatives are in place so our staff can feel safe at work and carry out their duties without feeling bullied or discriminated against.
- 1.3 Since we adopted our equality objectives we have made progress towards achieving them. Some examples of this work has included;
- Working with our partners to deliver our Health and Wellbeing Strategy for Torbay which helps to inform the planning of future care and ensures that we respond to the areas of greatest need.
  - Launching the new Multiple Complex Needs Alliance.
  - Employing an officer whose job focuses on promoting inclusion as recommended by the Racism Review.
  - Drafting and developing our People Strategy.
  - Reviewing our inclusion training offer and commissioning additional inclusion related learning and development opportunities.

- Ensuring that policies and initiatives are in place so our staff can feel safe at work and carry out their duties without feeling bullied or discriminated against.
- 1.4 We are proud of the steps that we have taken to promote inclusion, however we are aware that further work is needed to fully mainstream inclusion across the Council and are fully committed to doing so. Our proposed equality objectives aim to support us to continue this work in a meaningful and impactful manner.
- 1.5 Our refreshed proposed equality objectives aim to support us to continue this work in a meaningful way. They are;
1. Ensure a wide range of voices are reached and heard in decision making and designing and delivering services.
    - Ensure all relevant groups are included in consultations.
    - Improve the accessibility of our events, meetings, information and communications. Strengthen our relationship with the community and encourage participation.
  2. Ensure that we embed inclusion into our procurement processes and clearly communicate our commitment towards inclusion with potential suppliers.
  3. Continue to implement the recommendations from the Torbay Racism Review Panel.
    - Maintain a legacy of the review.
    - Strengthen engagement networks.
  4. Support the diverse needs of our workforce. Our staff are one of our biggest assets and our employees come from a wide range of backgrounds with a variety of skills and knowledge. We are committed to supporting our staff and enabling them to provide the best possible service to our customers.
    - Demonstrating our Core Values, we will always be approachable, calm and respectful.
    - Create an environment where we act professionally and treat everyone with respect.
    - Ensure that policies and initiatives are in place so our staff can feel safe at work and carry out their duties without feeling bullied or discriminated against.
  5. Raise awareness of the importance of ensuring that our services are accessible.
- 1.6 Once approved the refreshed equality objectives will sit within the Inclusion Strategy. The equality objectives will be delivered through a mixture of business-as-usual activities and specific activity included within the inclusion action plan which will sit alongside the final published Inclusion Strategy.

## 2. Options under consideration

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2.1 The options considered were:

- (i) To not progress with an Inclusion Strategy or publish refreshed equality objectives.

- 2.2 This was not deemed to be a suitable option. The Council has a legal obligation to publish equality objectives. Under our Public Sector Equality Duty, it is important that we promote and fully embed inclusion. A strategic and joined up approach will help us to achieve this.

### 3. Financial Opportunities and Implications

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- 3.1 No further funding is required at this stage.

### 4. Legal Implications

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- 4.1 The Inclusion Strategy includes care experience within the list of protected characteristics. By including care experience within the list of protected characteristics and, in turn treating it as though it is a protected characteristic, there is a risk that this could cause confusion. This is because it could blur the line between groups that are included within the Equality Act as a protected characteristic, and those which are not.

### 5. Engagement and Consultation

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- 5.2 To inform the development of the Inclusion Strategy and action plan, consultation and engagement will take place with key stakeholders and community groups throughout January and February.
- 5.3 An online consultation was opened on Monday 6 January and will close on 2 March to enable a range of voices to be heard and inform the final Inclusion Strategy.
- 5.4 Information about the Inclusion Strategy consultation is published on the Council's website. To date it has been shared via a members' briefing, emails to key stakeholders and through posts on LinkedIn.

Further engagement activities that are planned have been included below:

- Online engagement conversations to be held with local partners/ community groups
- Internal workshops to be held with Council colleagues

### 6. Purchasing or Hiring of Goods and/or Services

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- 6.1 Not applicable within this proposal.

### 7. Tackling Climate Change

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- 7.1 No adverse impacts on climate change are anticipated.

## 8. Associated Risks

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- 8.1 The absence of a strategy will result in a lack of cohesion around our inclusion work, resulting in lost opportunities or duplication.

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

The Council has a public sector duty under the Equality Act 2010 to have 'due regard' to equality and to advancing equality of opportunity between those persons who share a relevant protected characteristic and persons who do not share it. The Act also seeks to eliminate discrimination, harassment and victimisation and promote cohesion. It is important that you carefully and thoroughly consider the different potential impacts that the decision being taken may have on people who share protected characteristics.

It is not enough to state that a proposal will affect everyone equally. There should be thorough consideration as to whether particular groups or individuals are more likely to be affected than others by the proposals and decision. Please complete the table below. If you consider there to be no positive or negative impacts state 'there is no differential impact'.

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	18 per cent of Torbay residents are under 18 years old. 55 per cent of Torbay residents are aged between 18 to 64 years old. 27 per cent of Torbay residents are aged 65 and older.	No adverse impacts are anticipated from this decision.	Not applicable	Not applicable
Carers	At the time of the 2021 census there were 14,900 unpaid carers in Torbay. 5,185 of	No adverse impacts are anticipated from this decision.	Not applicable	Not applicable

	these provided 50 hours or more of care.			
Disability	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.	No adverse impacts are anticipated from this decision.	Not applicable	Not applicable
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 from this decision.	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 from this decision.	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 from this decision.	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 the 20% most deprived areas in England.	No adverse impacts are anticipated from this decision.	Not applicable	Not applicable
Religion and belief	64.8% of Torbay residents who stated that they have a religion in the 2021 census.	No adverse impacts are anticipated from this decision.	Not applicable	Not applicable
Sex	51.3% of Torbay's population are female and 48.7% are male	No adverse impacts are anticipated from this decision.	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 from this decision.	Not applicable	Not applicable
Armed Forces Community	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 served in the UK armed forces.	No adverse impacts are anticipated from this decision.	Not applicable	Not applicable

Additional considerations				
Socio-economic impacts (Including impacts on child poverty and deprivation)		No adverse impacts are anticipated from this decision.	Not applicable	Not applicable
Public Health impacts (Including impacts on the general health of the population of Torbay)		No adverse impacts are anticipated from this decision.	Not applicable	Not applicable
Human Rights impacts		No adverse impacts are anticipated from this decision.	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 are anticipated from this decision.	Not applicable	Not applicable

## 10. Cumulative Council Impact

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10.1 None

## 11. Cumulative Community Impacts

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11.1 None

## Appendix A – Inclusion Plan

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### Introduction

Inclusion means that everyone is included and feels welcome. It is about seeing and valuing people's differences. Inclusion also means supporting people and providing help in different ways when people need it.

The Torbay Inclusion Plan has been written to make sure that this is a place where everyone is treated fairly. This plan is for everyone who works at the Council including our councillors. It includes our services and how we work and support our staff.

The Torbay Inclusion Plan follows the Racism Review which looked at how we can make Torbay a welcoming place for everyone. The Inclusion plan supports work such as Child Friendly Torbay, the Carers Strategy, Age friendly and others.

### Our legal duties

We must follow the Equality Act to make sure that we treat people fairly and with respect. You can read more about our legal duties on our website.

We must make sure that we do not treat people unfairly because of their background, identity or experience. These are known as the protected characteristics which are:

- age
- Care experience
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We treat care experience as though it is a protected characteristic as we know that people who have been in care face lots of challenges. We also make sure that we promote equality and do not treat members of the armed forces community unfairly under our Armed Forces Covenant Duty.

To be inclusive we will:

- Treat people fairly and with respect
- Challenge unfair treatment
- Help people to feel safe and welcome in Torbay
- Help people to have easy access to our services.
- Help people from different backgrounds to have similar life chances
- Create good relationships between communities in Torbay
- Change the way we do things to meet different people's needs
- Look at how our policies may effect different groups of people

## How we will be inclusive

### The Equality Framework for Local Government

We have used the [Equality Framework for Local Government](#) and its different areas to help us write this Plan. The Equality Framework for Local Government was created by the Local Government Association to help local councils be more inclusive.

### Understanding and working with your communities

To help us meet the needs of different communities in Torbay and to support us to work well together we will:

- Collect and share information about our communities
- Use inclusion data to help us to decide what to do
- Identify how we will listen to different communities
- Support good relationships between communities and with the Council
- Support people to volunteer and get involved in their communities

### Leadership, partnership and organisational commitment

To show that our leadership and our partners are inclusive we will:

- Support councillors and senior leaders to support and raise awareness of inclusion
- Work with our partners and support them to be inclusive
- Look at the effects of our decisions on different groups of people and complete an equality impact assessment
- Support councillors to feel confident to understand the possible inclusion impacts of a decision
- Publish an annual report to show where progress has been made
- Celebrate the different communities living in Torbay

### Responsive services and customer care

To show that our leadership and our partners are inclusive we will:

- Buy our services and products in an inclusive way
- Look at our equality objectives when planning services
- Change the way we deliver services to meet the needs of different people
- Provide information, advice and guidance in a way that is easy for everyone to access and understand

### Diverse and engaged workforce

We have a People Strategy which is the plan for how we will be an even greater place to work. To help make this an inclusive place and to support the People Strategy we will:

- Support people from different backgrounds who work here
- Put in place policies that meet the needs of our workforce
- Look at our workforce data
- Provide different training and learning opportunities to help our staff understand equality and diversity
- Put in place reasonable adjustments

- Make this a welcoming place to work

## Making it happen

To make our services welcoming and inclusive in Torbay we will focus on key areas. These areas are known as our equality objectives and are:

- Listen to different people and communities when the Council makes a decision.
- Be clear with the organisations and people that the Council buys services and products from that inclusion is important to the Council.
- Continue to complete the actions from the Racism Review.
- Support our staff to understand what they need to do and how they need to behave to be inclusive.
- Continue to raise awareness of the importance of reasonable adjustments.

More information about our equality objectives can be found on our website.

## Reasonable Adjustments: Small Changes - Big differences

Reasonable adjustments are small changes which the law says must be made so that disabled people can use services as easily as everyone else. They may be small changes but they make a big difference to the lives of people with learning disabilities.

The Learning Disability Ambassadors have told us that having reasonable adjustments can help people to take part in their community, give them more independence, get better health care and live longer. The work we do to deliver our Inclusion Plan will support The Big Plan and will include reasonable adjustments in everything that happens.

## The Torbay Inclusion Partnership

The Torbay Inclusion Partnership is being set up to help us listen to the needs and views of different groups of people when it makes decisions. It will also help us to deliver this Inclusion Plan. The group will be made up of organisations working with different communities and people who make decisions within the Council.

The Partnership Board aims to:

- Promote fairness and respect
- Promote partnership working
- Listen to their views and needs of different groups
- Act as a 'critical friend' on inclusion issues
- Help us to understand the impacts from our decisions.

## Making the Inclusion Plan happen in Torbay

Making everything inclusive will take time. The Torbay Inclusion Partnership Board will agree the actions to be completed each year. The Council's Senior Leadership Team will oversee this. The action plan will then be approved by the Council's Director of Corporate Services who will be updated every three months with progress.

The Council's Partnerships and Inclusion Manager will write the actions and report on behalf of the Partnership Board. They will also write an annual report about the work that has been done and the progress that has been made. There will be actions which other groups need to take to make sure The Inclusion Plan happens. It is important for everyone to work together to make change happen. The annual report will need to include information from other plans too.

## Policy and legislation (Laws)

The Inclusion Plan includes work which the Government has written about and made laws about. These include:

- The Human Rights Act (1998)
- The Equality Act (2010)
- The Armed Forces Covenant (2021)
- The Accessible Information Standard (2017)

For more information please contact us:

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