

Appendix 2

Indicative actions for Torbay Council departments

| Theme | Recommendation | Department/s | Potential actions |
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| Women, employment, and household labour | To develop flexible and inclusive employment practices to reflect and encourage women into education and employment. | A) Torbay Council HR, Adult Social Care commissioning, Public Health commissioning B) Pride in place economic development. | A) Develop and champion flexible employment practices. Embed within standard commissioning templates and tenders. B) Promote business benefits of including more 'family friendly' employment practices. |
| Working with vulnerable women | To commit to actions which raise awareness of Domestic and Sexual Violence and directly address of the impact of domestic abuse on women who experience it. | Adult Social Care - Community Safety, Childrens Services, Public Health, Corporate services, elected members | A) To renew commitment and actions which support the delivery of outcomes for the Torbay Domestic Abuse and Sexual Violence Strategy 2023-2030 'breaking the chain'. B) Invite all front-line staff to have awareness and capacity to deliver basic DA and SV interventions to families and children, including appropriate signposting |

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| <p>Discrimination, inclusion, and exclusion</p> | <p>To improve access, experience, and outcomes for women’s healthcare through Torbay’s women’s health hub.</p> | <p>A) Torbay Public Health B) Adult Social Care – housing need</p> | <p>A) Raise awareness and encourage ICB to implement national WHH specification and communicate offer explicitly across Torbay. B) Reassess thresholds of need where DASV is a contributing factor in homelessness</p> |
| <p>Connecting with communities</p> | <p>To recognise and supporting grass roots women’s groups and activities as integral components of mental health and wellbeing provision</p> | <p>a. Commercial Services and commissioning across all departments b. Public Health</p> | <p>a. Ensure that recommendations are included and promoted within the proposed social value framework for tenders in 2025. b. To develop regular women’s health networking for grass roots and community organisations during 2025</p> |
| <p>Reproductive Health</p> | <p>To develop integrated service delivery pathways for women’s health care, reducing the need to attend multiple appointments for routine health care</p> | <p>a) Public Health b) Childrens Services</p> | <p>a) To mobilise improved GP and specialist contraceptive services b) To ensure workforce receive training, support, and capacity to deliver basic advice and</p> |

| | | | signposting interventions |
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| Barriers to being physically active | To develop inclusive approaches that facilitate and support girls and women to become more physically active | <ul style="list-style-type: none"> A. Spatial planning B. Cultural events | <ul style="list-style-type: none"> A. To explore planning applications which support physical activity and account for appropriate street lighting and best evidence (e.g. transport, housing) B. Ensure Cultural and sporting events are inclusive in terms of gender, access, community safety and promote diversity and inclusion for women of all abilities. |