

## **Inclusion Strategy - Consultation Report**

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### **Introduction**

The Council published its draft Inclusion Strategy in January 2025. An online survey was created to gather public views on the draft Strategy. An easy read survey Paper surveys were available on request. A small number of surveys were also available in libraries in Torbay.

The consultation opened on Monday 6 January and closed on Sunday 2 March.

The consultation was promoted in several ways. This included:

- Member briefing
- The Council's e-Newsletter One Torbay
- Through staff news updates (as the majority of our employees are also Torbay residents)
- Social media (Linked Inn)
- On the Consultation webpage on the Councils website
- Email distribution lists

There were 73 responses to the consultation survey, all but one was received online. All percentages shown within this report use the number of people that completed the survey as the denominator. All comments within this report are shown as written by the respondent. .

As part of the consultation the Overview and Scrutiny Board considered the draft Strategy.

A summary of responses to the consultation survey (as %) are shown in the table on the next page. Note that one response was a written response and all questions were optional, so percentages may not add up to 100 for all questions.

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## Responses to the Proposals

This section of the paper provides information on the responses to each of the questions included within the Inclusion Strategy consultation.

### Draft Torbay Inclusion Plan

How much do you agree with the draft Torbay Inclusion Plan?

	Number	Percentage
Strongly agree with this proposal	27	36
Agree with this proposal	28	37
Neither agree nor disagree	11	14
Disagree with this proposal	4	5
Strongly disagree with this proposal	2	3

### Our proposed equality objectives

#### Engagement

Do you agree with the equality objective to listen to different people and communities when the Council makes a decision?

	Number	Percentage
Strongly agree with this proposal	42	55
Agree with this proposal	22	29
Neither agree nor disagree	7	9
Disagree with this proposal	3	4
Strongly disagree with this proposal	0	0

#### Procurement

Do you agree with the equality objective to be clear with the organisations and people that the Council buys services and products from that inclusion is important to the Council?

	Number	Percentage
Strongly agree with this proposal	40	54
Agree with this proposal	21	28
Neither agree nor disagree	10	14

Disagree with this proposal	3	3
Strongly disagree with this proposal	0	0

### Racism Review

Do you agree with the equality objective to continue to complete the actions from the remaining Racism Review?

	Number	Percentage
Strongly agree with this proposal	39	53
Agree with this proposal	19	26
Neither agree nor disagree	11	15
Disagree with this proposal	2	3
Strongly disagree with this proposal	3	4

### Learning and development opportunities for staff

Do you agree with the equality objective to support our staff to understand what they need to do and how they need to behave to be inclusive?

	Number	Percentage
Strongly agree with this proposal	44	59
Agree with this proposal	18	24
Neither agree nor disagree	8	11
Disagree with this proposal	2	3
Strongly disagree with this proposal	2	3

### Reasonable Adjustments

Do you agree with the equality objective to continue to raise awareness of reasonable adjustments?

	Number	Percentage
Strongly agree with this proposal	44	61
Agree with this proposal	14	19
Neither agree nor disagree	9	13
Disagree with this proposal	2	3
Strongly disagree with this proposal	3	4

## Additional views on Inclusion Plan

Respondents were provided with an opportunity to share any other comments or views they had on the draft Inclusion Plan. The below section highlights some of these comments.

Theme	Summary
Leadership and commitment	Political and organisational leadership and commitment was seen as key to ensure that the commitments within the Inclusion Strategy become reality.
Discrimination	A small number of respondents mentioned that either they or someone they know had been a victim of discrimination.
Engagement	Respondents were keen any engagement that the Council does is meaningful and representative.

## Additional views on inclusion within Torbay

Respondents were provided with an opportunity to share any other comments including their own experiences of inclusion within Torbay. The below section highlights some of these comments.

Theme	Summary
Leadership and commitment	Political and organisational leadership and commitment was seen as key to ensure that the commitments within the Inclusion Strategy become reality.
Reasonable adjustments	Several comments focused on the importance of meeting people's needs and treating people with dignity.

## Appendix B: Easy Read survey

An easy read version of the survey was made available on the Council's website. One person completed an easy read version of the survey. This response is included in the analysis.

## Appendix D: Consultation questionnaire respondent profile

This section of the paper provides information on the demographics of the survey respondents.

How are you responding to this survey?

Option	Total	Percentage
As an individual	55	25
As a member of an organisation	18	75

Do you live or work in Torbay?

Option	Total	Percentage
Yes	70	96
No	No	0
Other	3	4

What is your sex?

Option	Total	Percentage
Female	42	59
Male	23	32
Prefer not to say	6	8

Which of the following best describes your ethnic background? Tick one only

Option	Total	Percentage
White	61	90
Mixed ethnicity	3	4
Asian or Asian British	2	3
Black or Black British	0	0
My ethnicity is not listed above	2	3

Do you consider yourself to be a carer?

Option	Total	Percentage
Yes	16	23
No	52	74
Prefer not to say	2	3

Employment Status – Select only one

Option	Total	Percentage
Working full-time in Torbay	29	41
Working full-time elsewhere in Devon	2	3
Working part-time in Torbay	12	17
Working part-time elsewhere in Devon	1	1
Self-employed – full, or part-time	5	7
Student	0	0
Looking after Family/Home	0	0
Temporary Sick	1	1
Long-Term Sick	2	3
Retired	11	15
Unemployed	1	1
Other	2	3
Prefer not to say	5	7

Have you ever been in care?

Option	Total	Percentage
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Yes	4	6
No	61	87
Prefer not to say	3	4
Other	2	3

Do you consider yourself to be disabled in any way?

Option	Total	Percentage
Yes	18	26
No	46	66
Prefer not to say	6	9

How do you describe your sexual orientation?

Option	Total	Percentage
Bisexual	0	0
Gay	2	3
Heterosexual	53	74
Lesbian	4	6
Prefer not to say	10	14
I use another word to describe my sexual orientation	3	4

How old are you?

Option	Total	Percentage
0-15	0	0
16-24	0	0
25-34	2	3
35-44	6	8

45-54	18	25
55-64	21	30
65-74	6	8
75+	9	13
Prefer not to say	9	13

## Appendix E: Overview and Scrutiny Board

As part of the consultation process the draft Inclusion Strategy was shared with the Overview and Scrutiny Board on 12 February 2025. The Board made the recommendation that Cabinet be recommended to approve the draft Inclusion Strategy for Torbay for 2025-2030 subject to the following:

- Consider how the MyBay benefits can be expanded to help young Carers who do not drive, for example a free bus pass; and
- Request that the Director of Adult Services to liaise with the local cemeteries providers to see how they have considered providing suitable provisions for all religious communities.