



Report Number: TSP/8/11

## **Joint Equality Strategy and Action Plan**

**Torbay Strategic Partnership – 17 March 2011**

### **1. What are we trying to achieve for our communities?**

- 1.1 The Partnership approved the three overarching themes as set out in the Draft Joint Equality Strategy (JES) at the 21 January 2010 meeting. The three themes as outlined below support the overarching aim of the Strategy 'Working together to develop better outcomes for individuals, families and communities'.
- Socio-economic participation for all;
  - Reducing hate crime and the fear of crime felt by minority communities; and
  - Promoting diversity as an asset.
- 1.2 At that meeting it was noted the JES links directly to the Community Plan focus on community prosperity for the people of the Bay. As per the recommendations from the 21 January meeting the wording of the plan has been amended and the implications of the Equality Act 2010 legislation have been incorporated within the strategy.
- 1.3 The JES enables the Partnership to comply with the general and specific duties of the new Public Sector Equality Duty (Equality Act 2010) that comes into force on 6 April 2011 by focusing on setting equality objectives.
- 1.4 This report presents a final version of the JES for the Partnership and an accompanying action plan. The sub group formed with representatives from Health, Police, Fire and the Council to form the JES reconvened in September 2010 to begin to develop an action plan for delivery.
- 1.5 The final action plan facilitates a cross agency approach of bringing together existing equalities actions as well as highlighting gaps in provision against the three overarching themes.
- 1.6 Existing equalities actions that are highlighted in the strategy include: -
- The Hele Neighbourhood Management Project focusing on inequalities within Torbay;
  - The development of a Worklessness Strategy for Torbay focusing action in the deprived areas of Hele and Barton;
  - The 'You said We Did' campaign run by Safer Communities Torbay targeting hard to reach community groups;
  - A multi-agency approach to dealing with hate crime incidents;
  - A range of diversity events to promote cultural diversity within Torbay; and
  - A Torbay Older Citizens' Forum that has been developed with the support of Torbay Council, Age UK and Torbay Care Trust.

- 1.7 The action plan includes 13 key actions across the three key themes that look at gaps in provision including: -
- Positive action for older and younger people with respect to worklessness;
  - Focus on inward investment, social enterprise and women in business;
  - Hate crime and fear of crime specifically aimed at the traditionally excluded groups;
  - Building capacity in the domestic violence sector;
  - Encouraging community engagement and the celebration of cultural diversity within the Bay; and
  - Empowering the voluntary sector and improving access to services.
- 1.8 The Torbay Strategic Partnership Executive will take responsibility for the delivery of the plan as a whole with progress of the JES action plan reported to the Executive once every 6 months. The plan will be monitored through the Spar performance management system and co-ordinated by Torbay Council.
- 1.9 In light of government funding cuts for all public sector agencies the need to focus resources is paramount. It is vital that partners support the delivery of the JES and high level action plan and continue to align resources to deliver actions to the most vulnerable members of the Torbay Community.

## **2. Relationship to Community Plan**

- 2.1 Development of a Joint Equality Strategy will support the continuing development of the Community Plan.

## **3. Recommendation for decision**

- 3.1 The Torbay Strategic Partnership (TSP) to approve the revised Joint Equality Strategy set out at Appendix 1 to this report.
- 3.2 The Partnership to approve the Joint Equality Strategy Action Plan 2011-2014, set out at Appendix 2 to this report, and responsible organisations to be requested to agree timescales for delivery.
- 3.3 The TSP Executive to take responsibility for the delivery of the strategy and the 6 monthly monitoring of the action plan.

## **Appendices**

Appendix 1 Draft Joint Equality Strategy

Appendix 2 Joint Equality Strategy Action Plan 2011-2014

Appendix 3 Equality Proofing Checklist (EIA) – Joint Equality Strategy and Action Plan 2011-2014

Contact Officer: Ian Knee / Zoe Williamson  
Representing: Torbay Council  
Telephone no. 01803 207058 / 01803 207019