



# JOINT EQUALITY STRATEGY FOR TORBAY

***Working together to develop better outcomes for individuals, families and communities***



UNDERSTANDING  
OUR COMMUNITIES

## Introduction

We recognise that everyone has different needs and together as partners we are committed to our leading role in promoting equal opportunities and valuing diversity.

This Strategy aims to highlight the key issues for our communities in order for us to deliver real outcomes over the next 5 years for all those who live, work and visit Torbay.

## Our Commitment

As partner organisations we all work hard to ensure that the differing needs of our communities are served. This includes people from black and minority ethnic communities, women, disabled people, lesbians, gay men, those who are transgender, young people, older people, those communities with a faith or belief.

It also relates to standards of living and those households who live in the more deprived areas of Torbay, people who are carers, families with children and having access to high quality healthcare. It is about access to employment, having a positive experience in the workplace, training and life-long learning, a work/life balance, and being able to care for others. It also involves individuals, family and social life including self-development, having independence and equality in relationships and marriage as well as participation in decision-making.

## **DIVERSITY TOUCHES EVERYONE - BUT MORE CAN BE DONE**

By working together as partners from the Council, Health, Police, Fire, third sector, private sector and key regional partners we want to ensure that Torbay meets the needs of all communities and becomes a better place to live, work and visit.

Understanding our Communities – The Joint Equality Strategy for Torbay aims to bring together key partners to deliver real outcomes for the communities we serve.



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## Context – Knowing the national framework

In April 2010 the **new Equality Act** gained Royal Assent. The Act defines discrimination in terms of nine 'protected characteristics' (rather than equality strands): age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief, sex and sexual orientation. The Act is to extend the new public sector equality duty to now include all nine protected characteristics and it will make it clear that public bodies will need to take due regard to be positive and proactive in tackling discrimination. The Joint Equality Strategy helps partner organisations to fulfil their duties under the new Equality Act in setting robust equality targets.

The **new Equality Framework for Local Government** was developed in 2008. It builds on the old Equality Standard which helped local authorities make real progress in mainstreaming equality. The Framework aspires to be simpler, smarter, proportional and relevant. It is based on three levels of achievement; 'developing', 'achieving' and 'excellent' rather than the five levels of the old standard. This reduces the actions from 167 to 88, which authorities can implement in ways that are relevant and proportionate to their needs. The Framework also contains new features including: • a wider definition of equality, based on equal life chances • a new section on 'Knowing your communities and equality mapping' • a focus on equality outcomes for all sections of the community, mapping and narrowing gaps • a central role for self-assessment and peer challenge. Torbay Council gained the Achieving Level of the new Framework in March 2009.

## Knowing our Communities

- Torbay's resident population is projected to grow by 17.2% from 134,000 in 2009 to 157,000 in 2033. It is also expected that nationally the population will increase by 17.2% compared to a projected increase of 20.3% for the South West region.
- The proportion of Torbay's population aged 50 and over has increased since the 2001 Census from 42.6% to 44.1% in 2009. This increase is projected to continue to 49.7% in 2033. The proportion of people aged 80 is projected to increase from 7.5% in 2009 to 13% in 2033.
- The overall number of young people in Torbay is projected to increase. However, while the actual number of young people (people aged 19 and under) is projected to increase from 28,900 in 2009 to 31,100 in 2033, the proportion of the population they represent is projected to drop from 21.5% in 2009 to 19.8% in 2033. This is in line with the national and regional trend.
- Torbay's non-white population has virtually doubled in recent years from 0.7% in 1991 to 1.2% in 2001. According to experimental population estimates from the Office for National Statistics (ONS), it is estimated that the proportion of the population who are non-white has increased further to 3%. The overall Black or Minority Ethnic population is estimated to be at 6% in these experimental figures.
- There are 23.5% disabled people receiving benefits in Torbay compared to 18.2% nationally and in the South West.
- Despite the 'Palm Tree' image of Torbay, there are areas of severe deprivation, with two of Torbay's electoral wards being ranked in the top 10% most deprived in England.
- It costs ten times the average salary to buy an average priced house in the Bay (2007)

## Torbay's Community Plan – Turning the Tide for Torbay

The vision of the Community plan is directed by four themes; Pride in the Bay, Stronger Communities, Learning and Skills for the Future and underpinning it all The New Economy. Together this focus will give us community prosperity for the people of the Bay.

## Joint Equality Strategy for Torbay - Overarching Priorities

Linking directly to the Community Plan focus on community prosperity for the people of the Bay, three overarching priorities have been identified:

1. **Socio-economic participation for all.**
2. **Reducing hate crime and the fear of crime felt by minority communities.**
3. **Promoting diversity as an asset.**

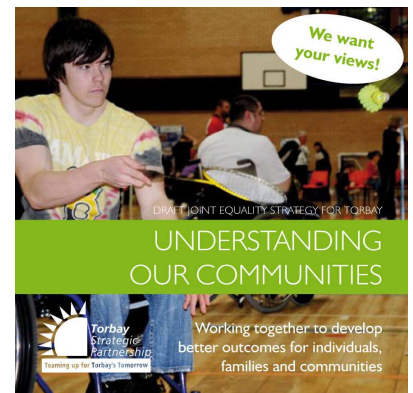
These 3 priorities were also seen complementary and to provide scope for all partners to contribute to their delivery. For example, progression towards greater economic opportunities for all depends on a more positive attitude towards diversity. A positive attitude to diversity should help reduce hate crime and furthermore one could argue that the three goals will contribute to greater social cohesion.

## How the Strategy was Developed

The Concept of a Joint Equality Strategy was agreed by the Torbay Strategic Partnership in 2008/09. During 2009/10 a draft Summary Strategy – 'Understanding our Communities' - was developed based on information in the Joint Strategic Needs Assessment (JSNA), Community Plan and previous equality documents that was used as the basis for consultation. The draft strategy was developed against the background of The Equality Bill recently passed by the House of Commons as the new Equality Act 2010. This strategy will support compliance with new public duties that come in to effect during 2010.

Consultations took place with equalities groups, including consultation at the Teranga multicultural event with over 500 people having their say. In addition workshop events were held with key stakeholders as well as specific equality community groups.

Priorities identified during the consultations have been included within the Strategy. Partners have been involved in developing a robust action plan for delivery over the next 5 years. Progress will be monitored through the Spar performance management system with 6 monthly monitoring reports to the Torbay Strategic Partnership.



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# 1. Socio-economic Participation for All

The overall vision for socio-economic participation is “to enable Bay residents to achieve their potential in work or self employment and ensuring that everyone has the opportunity to participate fully in the economy as part of the sustainable economic development of the area, acknowledging that economic participation is key factor in addressing inequalities.”

## Priority 1 Tackling discrimination in the labour market

- The development of training and employment opportunities for the traditionally excluded groups.

## Priority 2 Promoting enterprise to non-traditional entrepreneurs

- Developing the skills of our young people to be the entrepreneurs of the future and help to retain young people in the Bay.
- To support the development of local businesses owned by members of minority communities such as people with disabilities, older people and women within the local economy.

### Case Study – Working with Multiple Barrier Clients

Torbay Council Human Resources department was able to provide mentoring and interview skills advice to a member of the Shekinah Mission who support multiple barrier clients who may be homeless, have been involved in crime and addiction. With this help one of the Shekinah Mission clients was offered a work placement with a member of the Employment Skills Board. The client is now employed and a second placement from the Mission has now been taken on board.

## Priority 3 Supporting people out of worklessness and into work

- To tackle the ‘benefit economy’ and look into economic inequalities and deprivation within certain areas and communities of Torbay.
- Positive action for older people and access to work opportunities for the 50+ age group.
- Develop an enhanced inward investment offer to reduce the trend in young people migrating out of the Bay.
- Positive action to support younger people into work, reduce barriers to apprenticeships and deliver supported learning to young people with learning disabilities.

## Priority 4 Promote healthy lifestyles to enable economic participation

- To tackle inequalities by working with partners to promote healthy lifestyles and address risk taking behaviour e.g. smoking and obesity.



## 2. Reducing hate crime and the fear of crime felt by minority communities

The vision for this priority is to strengthen Torbay's understanding of, and approach to, tackling hate crime and violence, and the fear of crime felt by our minority communities with the aim of reducing the incidence and fear of crime across the Bay.

### Priority 1 Stakeholder Engagement

- To build respect within our communities and work with partners to tackle hate crime relating to a person's race, faith, religion, sexual orientation and or disability.
- Consolidate our approach as partners to stakeholder engagement and target engagement with the Eastern European and traveller communities.
- To work together as partners to ensure interaction between young people and foreign students to ensure a positive experience of Torbay (Torbay Visiting International Students).

### Priority 2 To address fear of crime and antisocial behaviour

- To provide facilities / services for young people to tackle crime and anti-social behaviour and increase positive activities for young people providing more things to do and safe places to go.
- To address older people's fear of crime and anti-social behaviour and support intergenerational work to break down the barriers between the old and young people in the Bay.

### Priority 3 Build Capacity in the Domestic Violence Sector

- To work with current and potential service providers in the statutory and third sector to develop sustainable service delivery models that address issues relating to domestic abuse.
- To work with service users, ex service users and members of SEEDS (Survivors Empowering and Educating Domestic Abuse Services) to ensure that planned and existing services have regard to the views and experiences of survivors.
- To continue to look at opportunities to work with partners across the peninsula to ensure that access to a continuum of support is available.

#### Case Study – You Said We Did

Within Safer Communities the 'You Said, We Did' Campaign is undertaken every year and targets hard to reach community groups. The campaign aims to engage with local communities, identify the issues that matter to them and deliver actions based on the feedback. The latest round of You Said We Did meetings were held during January and February 2010. The community groups included people from the LGBT and BME community, people with disabilities, young people and older people.

Following on from the You Said We Did meetings action plans are being produced to tackle a number of issues raised from these community groups. Partners involved in this initiative include Safer Communities Torbay, Devon and Cornwall Police, Devon and Somerset Fire and Rescue Service and the Devon and Cornwall Probation Trust.

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### 3. Promoting diversity as an asset

The vision for this objective is to establish that diversity is a permanent and beneficial part of life in the Bay; and more specifically that diversity is an economic as well as cultural and social asset.

#### Priority 1 Influence the views of the general public, public and private sector organisations in favour of diversity as permanent and beneficial dimension to the Bay

- To support diverse community events and build relations to promote community spirit.
- To recognise communities of place and to build on Torbay being an area that celebrates the differences between its three major towns.

#### Priority 2 Enable all parts of our community to become actively involved in their area

- To improve community involvement and support residents living within disadvantaged and fragile communities to engage and review how people want to be involved in decision making to promote democracy.
- To support people over 50 make the most out of life.
- To offer greater opportunities for people to become involved in health/ social care decision making.
- To work to empower the voluntary/community sector to offer help, but not to dictate the services they provide.

#### Case Study – Taste of Africa, Asia and the Caribbean Event

Oldway Mansion in Paignton hosted 'A taste of Africa, Asia and the Caribbean' event on Sunday 31 October 2010. The event was supported by Safer Communities Torbay and a number of local chefs selling, Indian, Thai, African, Chinese and Caribbean meals attended. There was a programme of music and dance and other many activities including face painting, nail art, hair braiding and reflexology.

The event follows on from the Terranga Cultural and Diversity Festival aimed at bringing people from different cultures and communities in Torbay together for a day of international dance, music and food.

#### Priority 3 Increase access to services

- Investigate a co-ordinated approach as partners to access to information with the aim of providing a single point of contact to meet different needs.



## CONTACTS

The concept of a Joint Equality Strategy for Partners has been developed by the Torbay Strategic Partnership which brings together representatives from public, private and community and voluntary sectors for the benefit of the area.

For further information about the Strategy please contact: -

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