

Priority One – Socio-Economic Participation for All

The overall vision for 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.”

Where we are now (Existing actions that support the Joint Equality Strategy): -

- The Hele Neighbourhood Management Project is part of the Closing the Gap project focusing on inequalities within Torbay - Hele's Angels is the first neighbourhood management scheme in Torbay. The scheme is a new way at looking at how public services are delivered in Hele and Barton by working closely with residents in the area.
- Working Together Programme Board (formerly Total Place) – Through the Working Together Board the Torbay Strategic Partnership has been working with Devon and Plymouth Strategic Partnerships on three projects that have explored new ways to tackle poverty and deprivation. Through this work we are looking to achieve, amongst other things, personalised local support to address barriers to economic inclusion with a positive focus on work, training or other support for those who cannot work.
- The Employment Skills Board and the Shekinah Mission have worked together with multiple barrier clients to find work placements with the possibility of employment in the future. The Shekinah Mission Social Enterprise Work Placement Scheme is an initiative whereby employers in the Bay sign up to a membership scheme that accepts Shekinah clients for work placements. Funding for this is through the Employment Skills Board.
- The Children and Young People's Plan 2010-2013 contains several economic actions. For instance to continue to develop the 14-19 collaborative offer across Torbay 14-19 Learning Partnership (Activity 1.4), the Closing the Gap initiative (Activity 6.1), Family Friendly Employment (Activity 6.2) and the Hele Neighbourhood Management Project (Activity 6.3).
- The development of a Worklessness Strategy for Torbay focuses action in the deprived areas of Hele and Barton. This is to be extended to Paignton and Brixham.
- A Youth Enterprise Initiative in seven schools across Torbay encourages young people to become entrepreneurs. The year long course involves 10-15 students running their own company. The scheme will be extended to mainstream secondary schools throughout Torbay.
- A social enterprise project run by the Torbay Development Agency has hosted free events: 'Social Enterprise – A Practical Approach' is for organisations with a clear idea for a social enterprise who need an action plan to get up and running. The events have also focused on grant-dependent organisations wanting to explore the implications developing trading or contracting activity.
- The Healthy Lifestyles Team aim to reduce health inequalities by focusing on obesity and smoking initiatives as well as initiatives via the Torbay Care Trust such as BME Community Development Workers, GP Health MOTs for people with learning disabilities.

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| No | Action | Description | Resp Org / Officer |
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| 1 | Worklessness - positive action for older people. | <ul style="list-style-type: none"> • Access to work for the 50+ age group wanting to learn new skills to help find ways back into work. | Torbay Development Agency |
| 2 | Worklessness – positive action for younger people | <ul style="list-style-type: none"> • Investigate opportunities for support to people aged 19+ Not in Employment, Education or Training (NEETs) • Investigate ways of reducing barriers to apprenticeships for people aged 16-18. • Investigate and deliver supported learning to young people 16+ with learning disabilities. | Torbay Development Agency, 14-19 Strategy Group, South Devon College |
| 3 | Develop an enhanced inward investment offer to reverse the trend in young people migrating out of the Bay. | <ul style="list-style-type: none"> • Investigate what university courses young people are going away to study and look to see how jobs in these areas can be generated in Torbay. • Continue to look to attract business to the Bay to offer young people opportunities to return for new and better paid employment. | Torbay Development Agency |
| 4 | 'Women do business' - Investigate the opportunity to continue Devon-wide initiative in Torbay. | <ul style="list-style-type: none"> • Adopt Devon model 'Women Do Business' in Torbay. • Provide a support network for women to encourage women into business. | Torbay Development Agency |
| 5 | Encourage new Social Enterprise in Torbay | <ul style="list-style-type: none"> • Investigate ways to bring new social enterprise and social coaching to Torbay and support communities in developing social enterprise schemes. | Torbay Development Agency, Communities Torbay Council |
| 6 | Support the concept of healthy lifestyles reducing inequalities and promoting economic participation. | <ul style="list-style-type: none"> • Investigate support options for people over 19 who are disabled. | Torbay Care Trust, Healthy Lifestyles Team |

Priority Two – 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.

Where we are now (Existing actions that support the Joint Equality Strategy): -

- The 'You said We Did' campaign run by Safer Communities Torbay takes place every year and targets hard to reach community groups. The campaign aims to engage with local communities such as the LGBT community, BME community, people with disabilities, young people and holder people, to identify the issues that matter to them and deliver actions based on the feedback.
- A BME community mapping project was undertaken as part of a Safer Devon Partnership project. The project was in response to a perceived gap in understanding of some of the needs and concerns of 'harder to reach' BME communities. As a result of this project the Devon Grapevine was set up to maintain contact with the interviewees and organisations involved in the mapping project. Crucially it provides a social meeting space for BME residents and provides information about services.
- As part of the Closing the Gap neighbourhood management initiative specifically targeting the more deprived areas of Torbay there has been an increase in late night patrols in Hele, Foxhole, Watcombe and QED in order to reduce anti social behaviour. Police are now operating until 3am in Hele and this is hoped to be extended to other areas in Torbay. As part of a Multi-Agency Protection Team the street wardens also operate to different timings to target ASB.
- The Torbay Visiting International Student (TVIS) initiative is a Police led operation to provide a safe and secure environment for all visiting students. A partnership team which includes Language Schools, Local Schools, Street Wardens, Torbay Youth Offending Team, the Tourist Information Board, Street Pastors, Safer Communities Torbay and the Police are keen to work together to ensure that students from all cultures come together, enjoying all that Torbay has to offer. A Police Officer and members of staff from Safer Communities Torbay run a series of talks and presentations to visiting international students welcoming them to Torbay and outlining local laws and expectations.
- A multi-agency approach to dealing with hate crime incidents is in operation. Agencies meet regularly to discuss hate crime incidents and specifically to look at and identify trends and issues and offer victim support. This multi-agency approach providing BME hate crime training with the YMCA as well as promoting the True Vision packs for self reporting and increasing confidence in reporting BME, disability and LGBT hate crimes. The Torbay Care Trust staff also work with learning disability service users to encourage the reporting disability as a hate crime.
- The Young Victims of Crime initiative aims to help young people who are victims of crime and encourage the reporting of incidents. The initiative improves the identification of young people who are victims of crime and ensures the provision of support services and how to get help. The initiative is being rolled out to all Torbay secondary schools and youth groups via PHSE co-ordinators.
- Joint working between the 999 Cadets and the Police via the Families Intervention Project (FIP) and working with the Youth Offending Team (YOT) helps to focus on families and young people to change behaviour.
- With regards to Domestic Abuse joint working takes place with the Police Domestic Abuse Unit and The Safer Communities Torbay Domestic Abuse team enables the timely sharing of information and the delivery of a seamless support service to victims of domestic abuse. Safer Communities Torbay (SCT) employ two Independent Domestic Violence Advisors to support high risk victims of domestic abuse and those going through the criminal court process. The SCT partnership also commission a children's domestic abuse group for children and young people who have been harmed by domestic abuse and there is refuge and outreach support available to victims of domestic abuse in Torbay.

Priority Two – Reducing hate crime and the fear of crime felt by minority communities

| No | Action | Description | Resp Org / Officer |
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| 1 | Undertake stakeholder engagement | <ul style="list-style-type: none"> • Engage with the Polish / Eastern European communities. • Engagement with travellers. • Consolidate our approach as partners to stakeholder engagement. | Safer Communities Torbay, Communities, Torbay Council, Business Planning, Torbay Council |
| 2 | Target hate crime specifically aimed at people from the traditionally excluded groups | <ul style="list-style-type: none"> • Target disability hate crime following the International Human Rights Convention. | Safer Communities Torbay |
| 3 | Target fear of crime and anti-social behaviour (ASB) in minority communities. | <ul style="list-style-type: none"> • Investigate opportunities for intergenerational work to break down the barriers and stereotypes between old and young people within the Bay. • Research into fear of crime in the over 50s and why older people are reluctant to go out after 9pm. • Undertake consultation with Street Pastors and feed into neighbourhood management work. | Safer Communities Torbay, D+C Police, D+S Fire and Rescue |
| 4 | Build capacity in the Domestic Violence Sector. | <ul style="list-style-type: none"> • 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. • 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. • Continue to look at opportunities to work with partners across the peninsula to ensure that access to a continuum of support is available. | Safer Communities Torbay |

Priority Three – 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.

Where we are now (existing actions that support the Joint Equality Strategy): -

- As part of the Closing the Gap project in the ward of Hele a single point of contact (hub) has been established. Outreach offices such as this are placed within areas of inequality.
- A range of diversity events have taken place over the last 2-3 years to promote cultural diversity within Torbay. This has included 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. A Disability Awareness Day also takes place annually to raise awareness of the types of disabilities people have to live with and for people to find out about clubs and sports they could get involved in and also support groups and agencies that are in the bay. Partner agencies also support the Pride Torbay festival each year.
- A Torbay Older Citizens' Forum has been developed with the support of Torbay Council, Age UK and Torbay Care Trust. The Forum is for residents in Torbay aged over 50. A free event in November 2010 was held focusing on 'Shaping Local Services for Later Life' and looked at the Big Society Agenda and the opportunity for local involvement.
- The Torbay Together Involvement Group (TTIG) has been established to look at a single, simple and more efficient approach to involving people in key decisions. TTIG are currently developing 'Putting People at the Centre of Decision making' which is a Torbay Together Strategy for involving people in decision-making throughout the Bay.
- Community Partnerships in Torbay aim to increase the involvement of local people and communities in the way in which the Torbay Strategic Partnership works. The Community Partnerships are voluntary groups based on the ward boundaries within Torbay and each of the areas. Community Partnerships provide an opportunity for people who live or work in the different parts of Torbay to discuss issues of common concern. They provide an opportunity for local people to understand and influence the way in which services are provided in their area. The Community Partnerships have fed into development of the new Community Plan for Torbay for the period 2007-2020 and are developing local action plans that will inform each Partnership's activities over the next 3 years.
- The Torbay LINK (Local Involvement Network) is an initiative to give everyone a say in their local health and social care services and is keen to ensure that it involves all of its residents and is as inclusive as possible. It is particularly interested in people and groups who are usually under-represented and looks to find ways in which they can be involved.
- The personalisation of services through Health and Supporting People to enable people to have more choice and control in the services they receive.

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| 1 | Encourage community engagement and promote a culture of 'celebration' and cultural diversity. | <ul style="list-style-type: none"> • Positive action to promote positive media coverage of diversity within Torbay. • As agencies, collectively continue to support diversity events to celebrate diversity within Torbay. | Torbay Together Involvement Group (TTIG), Torbay Council, Torbay Care Trust, D+C Police, D+S Fire, Safer Communities |
| 2 | Empowering the voluntary sector | <ul style="list-style-type: none"> • Investigate the opportunity of holding an event to aid voluntary sector organisations in understanding the bureaucracy, e.g., removing / reducing obstacles, understanding how to obtain charitable status etc. | Communities, Torbay Council |
| 3 | Improve access to services | <ul style="list-style-type: none"> • Initiate a co-ordinated approach to access to information with the aim of providing a single point of contact to meet different needs. • Undertake community engagement to assess what the barriers to access to services are. • Investigate the possibility of multi-agency representation at inductions to enable new staff to have a better understanding of services provided throughout Torbay. | TTIG, Torbay Council, Torbay Care Trust, Health, Police / Fire |