

Record of Decisions

Inclusion Annual Report

Decision Taker

Cabinet on 16 December 2025.

Decision

- 1) that the progress made in delivering the Equality and Diversity Action Plan 2025-2026 be noted; and
- 2) that the refreshed Equality, Diversity and Inclusion Action Plan 2026-2027 as set out in Appendix 1 to the submitted report be approved.

Reason for the Decision

The Council had a legal obligation to publish equality objectives. Under the Public Sector Equality Duty, it was important that the Council promote and fully embed inclusion.

Implementation

This decision will come into force and may be implemented on 31 December 2025 unless the call-in procedure is triggered (as set out in the Standing Orders in relation to Overview and Scrutiny).

Information

In May 2025, the Council updated its equality objectives to meet its specific duties within the Equality Act. A review of the progress against each of the Council's equality objectives had been undertaken. The Council was proud of the steps that had been taken to promote inclusion and recognised that further work was needed to mainstream inclusion across the Council. The refreshed Equality and Diversity Action Plan for 2026/27 aimed to support the Council to continue this work in a meaningful and impactful manner.

At the meeting Councillor Tranter proposed and Councillor Tyerman seconded a motion that was agreed unanimously by the Cabinet, as set out above.

Alternative Options considered and rejected at the time of the decision

No alternative options were considered.

Is this a Key Decision?

No

Does the call-in procedure apply?

Yes

Declarations of interest (including details of any relevant dispensations issued by the Standards Committee)

None

Published

19 December 2025

Signed: _____ Date: _____
Leader of Torbay Council on behalf of the Cabinet