



# ***Creating Links***

## **Conference Report**

**Exploring the setting up of a forum or forums of faith/belief in Devon**

**July 2006**

Produced by Jo Hooper, Corporate Equality Officer, Devon County Council  
on behalf of the Faith Initiatives Group.

## Introduction

It was one of the hottest evenings of the year, and a far cry from the images of conflict in the name of religion that had been appearing on our TV screens, when 40 people came together to explore the potential of inter- and multi- faith forums in Devon.

From 5pm on Tuesday 18<sup>th</sup> July 2006, people from a wide range of faiths, traditions and beliefs started arriving. Together in one room Bahá'ís, Buddhists, Christians, Hindus, Humanists, Jews, Muslims and Sikhs plus inter faith and local authority representatives listened to presentations about - the positive work of faith communities, the picture of faith communities in Devon and possible roles and structures for a forum in Devon - before then breaking off into smaller groups and discussing the issues further.

After the workshops, key recommendations were put forward and a way ahead was agreed, with 25% of those attending volunteering to join a steering group. The conference closed at 9pm.

The energy and commitment to develop a deeper understanding and ensure 'faith and belief' of all kinds is kept on society and public service agendas was clear.

This event was the start of what we hope will be an exciting and worthwhile development.

The event was organised by the Faith Initiatives Group, a small group, newly formed with a common interest to bring people together. Members of the Faith Initiatives Group:

- Martyn Goss (Council for Church and Society)
- Clare Mortimore (*faithnetsouthwest*)
- Jo Hooper (Corporate Equality Officer, Devon County Council)
- Jonathan Marshall (Plymouth City Council/ Plymouth Centre for Faiths and Cultural Diversity)
- Andrew Sails (Mint Methodist Church and Churches Together in Central Exeter Inter Faith Lead)
- Karen Harding (Torbay Council)
- Mohammed Patel (Devon Racial Equality Council) was also invited and contacted for advice.

The Faith Initiatives Group will continue to facilitate further developments.

## Organisations/communities present

Bahá'í  
Buddhist  
Christian Scientist  
Church of Jesus Christ of Latter Day Saints  
Churches Together Devon  
Community Council of Devon  
Council for Church and Society  
Devon County Council  
Devon County Council RE Advisor  
Devon SACRE  
Devon Strategic Partnership Faith  
Representative  
Exeter City Council  
Exeter Community Initiatives (Ujima  
Project)  
Faithnet South West  
Hindu  
Humanist  
Jewish  
Muslim  
Methodist  
Plymouth Centre for Faiths and Cultural  
Diversity/Plymouth City Council RE  
Advisor  
Quaker  
Roman Catholic  
Salvation Army  
Sikh  
South Hams District Council  
United Reformed Church  
Spiritualist  
Teignbridge District Council  
Torbay Council  
Torbay Council RE Advisor  
Torbay Inter Faith Forum  
Totnes and District Inter Faith Forum  
Unitarian  
United Reformed Church



## Aim of the event

Faith communities have a long tradition of offering much support to their local areas and working for the social well-being of their neighbourhoods. There is also a growing importance of ensuring that members of different faiths understand and respect each others' traditions and values, and are able to coexist in harmony.

As a result, central and local government are exploring ways to bring together and gain the input of different faith communities. In some local authorities, inter/multi faith forums are being formed to ensure that local policy and practice takes into account the diverse range of faiths in the area and their ability to support and deliver on local priorities and areas of need.

At present there is no 'Devon Faith Forum'. This gap has been identified by *faithnetsouthwest*, Devon County Council and other organisations.

*Creating Links* intended to be the first of a series of events which aimed to:-

- \* Connect representatives from faith<sup>1</sup> based communities and key organisations across Devon to explore the setting up of a faith forum, or forums, in Devon.
- \* Provide the opportunity to learn about the positive work of faith based networks and faith communities and explore the possible structures and roles of a forum in Devon.
- \* Enable a diverse and dispersed range of faith communities, with support and facilitation, to own the process of setting up any kind of forum(s).

The Faith Initiatives Group wanted to engage as many faith based communities as possible in order to gain a diverse range of opinions and, in particular, ensure smaller faith communities were involved. People interested in and positive about the work of inter- and multi- faith networks, forums and faith communities were welcomed. As many relevant people as possible were contacted (people from 28 different faiths/beliefs were contacted in addition to three existing inter faith groups) and a good proportion of those invited attended. Each faith community/network was left to decide who should attend and where possible, a local faith 'leader' and/or inter faith contact was approached.

Using the Devon Equality Partnership as a point of contact, equality officers from key public sector organisations in Devon were also invited as well as each Local Strategic Partnership Faith Representative (where one exists), a representative from each local organisation working towards racial equality and each SACRE (Standing Advisory Council for Religious Education) Advisor.

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<sup>1</sup> At the event the use of the word 'faith' as a potential barrier was discussed. A dictionary definition of faith includes: trust and confidence; belief in the statement of another person; belief in the truth of revealed religion; confidence and trust in God etc. Where this report refers to 'faith' it means belief systems that do or do not believe in God or gods and belief systems that may not be referred to as a 'religion', therefore 'faith' refers to systems/communities with a shared set of values and beliefs.

## Event organisation

Devon was successful in receiving £5,000 funding from the Home Office (Faith Communities Capacity Building Fund) to develop a new faith forum. The application was made by the Council for Church and Society with the assistance of *faithnetsouthwest* and Devon County Council. Devon County Council also contributed £1,500. The funding will cover the initial event on 18<sup>th</sup> July and subsequent meetings.

Advice and guidance was sought from Interfaith UK and some of their publications were used at the event.

The programme was as follows:

- |        |  |
|--------|--|
| 5.00pm | Arrival and registration<br>Buffet and networking  |
| 6.30pm | Presentations – <ul style="list-style-type: none"><li>· Welcome and introduction, Martyn Goss, Council for Church and Society</li><li>· Devon faith communities, Clare Mortimore, <i>faithnetsouthwest</i></li><li>· Work of faith communities and forums, Jonathan Marshall, Plymouth Centre for Faiths and Cultural Diversity</li><li>· Faith forums for Devon – the options &amp; structures, Jo Hooper, Corporate Equality Officer, Devon County Council</li></ul> |
| 7.30pm | Discussion workshops   |
| 8.30pm | Feedback and next steps  |
| 9.00pm | Close  |

## Key recommendations

After the presentations and workshops, each workshop group facilitator was asked to feedback two to three key views/findings from the group. These are detailed in Appendix B on page 17.

In summary, the following recommendations were made:

- Local inter faith groups are needed in addition to a multi-faith forum.
- Consider that the term 'faith' could be a barrier to some groups and the term 'faith and belief' or 'belief and values' is more inclusive.
- There is a need to develop an understanding of each other's faith first through inter faith style networks before having a more formal role such as a multi-faith forum which can assist with pragmatic issues and support/advise local public services.
- There is a need to be inclusive and meet in different parts of the county in order to reduce the rural isolation.

## Agreed way ahead

Each delegate was asked to report back to their respective communities and discuss the outcomes of the event.

It was agreed that the Faith Initiatives Group's involvement was helpful and should continue. Members of the group were thanked for their support and good work.

Delegates interested in being involved in future developments were asked to join a Steering Group. Those delegates who agreed to join the Steering Group at the event are:

J Read, Teignbridge District Council  
M Saeid, Exeter Islamic Centre  
A Adaini, Exeter Islamic Centre  
F Bourne, Exeter Quakers  
M Preece, Spiritualists  
M Gibson, Roman Catholic Diocese of Plymouth  
J Mughrabi, Torbay Inter Faith Forum/Bahá'í  
R and A Kanarek, Exeter Hebrew Congregation  
G Langtree, Devon County Council (RE Advisor)  
J Taylorson, Community of Interbeing – Buddhists  
R Green, Humanists  
R Croal, Exeter Community Initiatives (Ujima Project)  
P Squire, West Devon Quakers  
P Smith, Church of Jesus Christ of Latter Day Saints

Date of next meeting set aside – 26<sup>th</sup> September 2006, 5 to 7pm, at The Old Deanery, central Exeter (to the right of the Cathedral along the back-road leading down towards South Street).

More members are welcome to join, particularly from faith/belief based communities not already listed above.

# **Presentation and Workshop Notes**

# Speakers and Presentations

## Devon faith communities, Clare Mortimore, *faithnetsouthwest*,

In 2006 *faithnetsouthwest* conducted a regional survey. 4000+ questionnaires were sent out across the South West region, generating a 20% response. 94% were from Christian worshipping communities and 6% from other faiths. 850+ questionnaires were sent out across Devon and there were returns from 24 different worshipping communities.

Worshipping communities that participated in the survey include:

- Anglican
- Assemblies of God
- Bahá'í
- Brethren
- Buddhist
- Baptist
- Christian Science
- Congregational
- Ecumenical
- Elim
- Pentecostal
- Evangelical
- Greek Orthodox
- Hindu
- Jewish
- Methodist
- Mormon
- Muslim
- New Frontiers
- Non Denominational
- Roman Catholic
- Salvation Army
- Sikh
- Quaker
- URC

The 2001 Census revealed over 100 different belief systems in the South West. Numerically significant ones not reached in the survey are: Agnostic/Atheist; Humanist; Jedi Knights!; Jehovah's Witness; Pagan; Spiritualist.

### Survey findings

Use of buildings by wider community:

- Young people's activities / local school use.
- Performing arts e.g. choir, dance.
- Arts & crafts activities.
- Activities for elderly people.
- Adult social groups e.g. W.I.
- Charity/voluntary groups e.g. blood donations.
- Sports, fitness and health.
- Statutory bodies e.g. parish council, elections.
- Support groups e.g. Alcoholics Anonymous.
- Adult education.
- Other worshipping communities.
- Pre-school.
- Other uses e.g. Job centres, farmers' market

Activities organised by worshipping communities:

- 50% of faith communities are actively involved in fair trade/international aid.
- 33% provide support for those affected by housing/homelessness.
- 25% actively encourage environmental awareness.
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Other areas of active concern:

- Rural issues.
- Addressing substance abuse.
- Health & fitness.
- Employment & training.

- Anti racism.
- Other e.g. crime prevention, personal finance, etc.

#### Services provided for:

- Young people, children and toddlers.
- Elderly people.
- Women.
- Men.
- Disabled people.
- Families under stress.
- Mental health service users.
- Unemployed people.
- Farmers.
- Minority ethnic groups.

#### Links with other organisations:

- Over 50% have regular links with schools.
- Over 33% have special links with nursing homes and hospitals.
- Over 24% have links with prisons and other organisations.

#### Volunteers involved in providing activities in Devon:

- The majority of communities have 1-30 volunteers.
- 7% of communities have 31-100 volunteers.

However, there is an *absolute minimum* of 615 worshipping community volunteers across the area, with up to 2,220 possible volunteers just from those who returned the survey (16.2%). This means that there is an estimated minimum of 4,012 volunteers with up to 13,678 in the worshipping communities that *faithnetsouthwest* identified.

#### Paid workers in Devon:

- Almost 70% of worshipping communities have a paid priest/minister/leader, most of which are part time.
- 15% have Youth or Children's Workers.
- 5% have Community Workers.
- Many have no paid workers.

#### Funding:

- A minority of communities have applied for funding (under 20% estimate).
- 66% of applications were for some kind of building work, with the rest to fund projects in the community.
- Over 80% (estimate) of applications were successful.
- Main sponsors were Parish and District Councils, English Heritage, National Lottery and other charities.

#### Partnership working:

- 48% of faith groups responding to the survey work in partnership with other organisations. This could be churches working together, inter faith activities, partnership with community organisations.
- 25% of faith groups responding were aware of Local Strategic Partnerships – only 4% were directly involved with them in some way.

#### Existing partnership networks:

- Exeter Inter Faith Group (used to exist, now being revitalised).
- Plymouth Inter Faith Group.
- Torbay Inter Faith Forum.
- Totnes and District Inter Faith Forum.
- Churches Together in Devon.
- Churches Together groups in places throughout Devon.
- 4 Local Strategic Partnerships have a Faith Representative.

#### Summary:

- Faith groups cover the whole county – in rural areas they may offer the only, or one of very few, accessible community resources.
- They are well placed to meet challenges in the community – they are a well established presence.
- They provide a wide range of services to many people – including those who are hard to reach – through volunteers and paid workers and by providing and hosting community activities.

#### Recommendations:

- Many faith groups could be more proactive in seeking funding for their community activities.
- Funding providers could be more aware of the support faith groups can provide for the whole community. This should be reflected in funding policy and practice.
- Faith groups should be more proactive in seeking partnerships with community/statutory organisations.
- Local authorities should provide more administrative/financial support for faith representatives on Local Strategic Partnerships.
- Faith groups should consider ways to develop their buildings as community resources as well as places of worship – to reach out to the wider community.
- Public bodies should recognise the vital importance of faith groups' buildings and look to support their development as a resource for the community.

#### **Work of faith communities and forums, Jonathan Marshall, Plymouth Centre for Faiths and Cultural Diversity**

Jonathan used an extract from the Local Interfaith Guide 2005, Interfaith UK leaflet<sup>2</sup> as a basis for his presentation, exploring the difference between 'inter faith' and 'multi faith' and good examples of work: Forum of Faiths Kensington and Chelsea; Glasgow Forum of Faiths; North Lincolnshire Multi Faith Partnership.

Reference was made to how faith communities came together and strengthened their relationships following the London transport bombings on July 7<sup>th</sup> 2005 and discovery of the suicide bombers identities and home towns. In 2001, following disturbances in northern cities in England, David Blunkett said, "We can no longer have people living in

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<sup>2</sup> Guides and leaflets are available from Interfaith UK. See 'Further Information' at the end of this report.

parallel worlds.” Today we are increasingly becoming a community of strangers. Whatever the problems, gaps and shortcomings are, we need to explore and address the issues.

## **Faith Forums – the options, Jo Hooper, Corporate Equality Officer, Devon County Council**

The positive benefits of forums which bring faith communities together include the following:

- Encourage co-operation, understanding and respect.
- Ensure faith communities are listened to and involved in decision making.
- Ensure the work of faith communities is recognised and ‘best practice’ shared.
- Ensure local public services know who their faith communities are and can contact them in times of crisis.

Using information from Interfaith UK guidance there are typically three types of forum:

- Inter faith groups.
- Councils of faith.
- Multi faith forums/partnerships.

Most are autonomous even though they may be consulted by and receive support from local authorities or other public sector bodies.

It was stressed that in considering a way ahead we need to think about the following:

- How can we best develop better understanding across Devon and at a local level?
- What needs are there to bring faith communities together for discussion or consultation purposes?

Explanation of the different types of forums:

- Inter faith groups

- People of different faiths come together for discussion.
- Learn about faiths.
- Discuss issues of common interest.
- May be informal.
- ‘Open to anyone’.

- Council of faiths

- More formal representation, structured to include members of each significant faith in the area.
- Involve leadership of local faith communities.
- Programme of events to deepen understanding and co-operation.
- Policy sounding board for bodies such as local government.

- Multi faith partnership

- Input onto Local Strategic Partnership.
- Supported by LSP.
- Significant role in regeneration or neighbourhood renewal.
- Sometimes a forum for inter faith discussion between local faith groups.

There is no correct model or fixed pattern – these are just ideas.

Need to meet needs and aspirations of local area.

Ed Moffatt who is the Faith Representative for the Devon Strategic Partnership was introduced. Ed did the brave job of explaining what a Local Strategic Partnership is!

The political and geographic make-up of Devon:

- Devon County Council (two tier - county and district).
- Torbay Council (unitary).
- Plymouth Council (unitary).
- Devon (the geographic county) includes Torbay and Plymouth.

The Forum options appear complex! Should forums link to current political structures or not, do we want local forums or a Devon-wide forum?:

- Local – at district/unitary level (e.g. Exeter, South Hams, Teignbridge, Torridge, East-, North-, West-, Mid-Devon, Torbay, Plymouth) (or North, South, East, West).
- Devon county-wide (including Torbay and Plymouth).
- Devon, Torbay and Plymouth (political).
- A combination of local and Devon-wide.
- An Exeter and Devon forum, Torbay forum and Plymouth forum.

The question was asked: what would be best for this area considering...

- Rural isolation/distance.
- Minority faith communities (can minority faith communities be adequately represented across all local areas easily?).
- Interest in sustaining forums.
- Can we achieve full representation?
- Local government reorganisations (if they happen).
- Can one fit all?
- How they should evolve/develop and who should support them?

Delegates then broke off into smaller workshops to discuss the points raised.

## Discussion Workshops

The Discussion Workshops were facilitated by the following people:

- Martyn Goss (Council for Church and Society)\*
- Andrew Sails (Exeter Methodists)\*
- Ed Moffatt (Devon Strategic Partnership Faith Rep)
- Ricky Croal (Exeter Community Initiatives)
- Jonathan Marshall (Plymouth Centre for Faiths and Cultural Diversity)\*
- Clare Mortimore (*faithnetsouthwest*)\*  
(Clare and Jonathan's groups merged)

\*members of the Faith Initiatives Group

The following questions were used to help generate the debate (though the groups did not get through all of the questions!):

- How do you feel about what you have heard so far, are you interested in the idea of a forum or forums in Devon?
- What type of forum interests you most?
- What areas do you think the forum(s) could cover? Local/county-wide?
- How should forums be represented?
- How can we ensure minority faiths are represented?
- Can we achieve good representation across a wide variety of faiths?
- Support and capacity – do you have any ideas for the following?...
  - How could forums run – how frequent? How formal?
  - How can we overcome issues of rural isolation and travel?
- Who should support forums or should they be self-managed?
  - Finance?
  - Admin?
  - Venues?
- What further information do you need?
- Do you think what we have in place already is sufficient and those networks or any new networks should be allowed to grow independently? Or, do you think the support and co-ordination from the Faith Initiatives Group has been helpful and think more co-ordination/support is needed to continue this work?
- Are there any pitfalls to faith forums not already identified?
- How will you go back to your faith communities and organisations and raise awareness of this work?

Notes of the workshops are in Appendix A. The summary feedback is in Appendix B.

## Appendix A - Workshop notes

These notes do not necessarily capture the full extent of the discussion.

### *Workshop 1*

Devon to start with, maybe local groups too.

Pros (of a forum):

- An opportunity to discuss our core values and put them forward in a world lacking in them.
- Example of Torbay crematorium – if there had been a forum to consult it might not have had such a problem.
- Constituency for faith rep on Devon Strategic Partnership needed.

Cons

- Fear needs to be addressed.
- 'Faith' can be a problem (barrier) – perhaps a different name?

Not sure if Humanists would like a forum but would like to be able to influence the debate.

### *Workshop 2*

Primary aim- to improve the spiritual health of people in Devon (through meeting, sharing, being involved, network/informal, Devon wide. Everything else including government contacts may emerge in time but must be secondary.

Pros:

- Educate/dispel myths so that we understand better and are able to speak up for each-other.
- Particular need for largely 'mono-cultural' areas in Devon to gain access to/engage with real people from different faith communities.

Cons:

- Turned off by government agendas – we don't want to form a group to tick a box. Need to explore idea of network rather than forum. Stronger feeling that some sort of connection would be useful but not sure what.

Better to be light touch, bottom up and not formally structured.

Some interest in developing 'once a quarter' meeting so that we can know each other better – this would need some focus and purpose.

Council of faiths/multi faith are possibilities further down the track but only once/if relationships have built.

Plymouth – annual Lord Mayors' Inter faith lunch: opt for annual 'soft' event backed by network – not formal structure.

To get beyond local monocultures it is necessary to have wide catchment areas; suggest to have mobile venues.

Not reasonable to expect existing functioning networks to pack up and go home.

Representation: all welcome, broad invitation, not seeking formal representatives.

Ensuring minority faiths represented: Personal contact and persistence of invitation. Very clear 'hook' in the educational dimension – benefits on all accounts – e.g. SACRES may well want to participate.  
 Now need to reflect on the information provided already.  
 Useful to have printed resources.  
 Faith Initiatives Group useful – people tend to be too busy to volunteer so if there is some funding to perpetuate it, all the better.

### *Workshop 3*

Pros: Better understanding of each other and sharing of facilities.  
 All are in favour of some sort of forum.  
 Questions: where will it be? What size would it take? District? Town? County?  
 Need to better understand each other's religion, faith and belief.  
 Once we have this better understanding mentioned, the group forum could move on to be a combination of inter faith and multi faith partnership.  
 Would like a forum in Exeter, but see the need for others i.e. Barnstaple, Axminster or a way for them to travel to Exeter.  
 Representation: Not just leaders, but probably two reps. SW Regional Council allow two representatives to attend the group.  
 Engaging minority faiths: Personal contact and networking. Look through advertising to find other groups. Small groups to take a road show around the county (inter faith bus/library).  
 Six-weekly meetings were favoured and they should include food.  
 Travel expenses met.  
 Group should be self managed by an elected committee of volunteers.  
 Existing networks have good manpower but are disorganised.  
 Support and co-ordination from the Faith Initiatives Group is helpful. The Devon forum could be a catalyst.  
 Motivating other people such as Chinese community to get involved.  
 Raising awareness through newsletters.

### *Workshop 4*

Strong support for the basic idea of faith forum or forums for Devon.  
 Preference for a two tier approach –  
 (a) a more formally structured 'council of faiths' meeting perhaps three or four times a year. Important to avoid meetings for meetings' sake – should be project based and seek funding accordingly.  
 (b) a series of less formal networking/friendship/mutual support groups developing inter faith discussion and common understanding and action at local level. A particular need for this in Exeter – a large urban area currently without such a grouping.  
 Coverage of the higher level grouping – unsure: some advantages of a council covering the geographical Devon, though also advantages of councils linked to statutory authorities regarding funding and LSP links.  
 Who should be involved? – emphasis on elected representatives of faith groups.

Networking groups should include activities/projects – not just talking shops.  
Question: how does Cornwall's operate, and could we learn from them?

### *Workshop 5*

Want to keep inter faith groups local and personal but also have something at a county-wide level. The districts mustn't lose out.

People see the importance of picking up on pragmatic topics and issues e.g. health, burials, emergencies.

Need a combination of exploring practice (pragmatic issues) and principles (values).  
Need a forum that can act as an inter-face with public authorities.

There is an ongoing need to challenge religious prejudice and stereotyping and the forum could have a role in this.

At times faith communities need to make a rapid response together; the forum would be best able to do this.

## **Appendix B - Feedback**

Reporting back – two to three points from each workshop, collected on the flipchart:

- Important to have local groups and get to know each other.
- Six-monthly forums held in different parts of the county.
- Need high level formal organisation covering Devon County Council area which should only meet when there is something to discuss.
- Also need local, lower-key forum for networking.
- Could be positive: discuss core values and put them forward.
- Word 'faith' is a problem as it excludes some beliefs; consider 'beliefs and values' instead, or another name.
- Difficulty with notion of formal forum; prefer 'networks'.
- Inter faith discussion first and then see what happens.
- Improve spiritual health. Contact for local government might emerge but it's less important.
- Exeter based forum but goes out to rural areas – a 'roadshow' – to help engage minority groups in rural areas and encourage them to get involved.
- Food is always a 'draw'!
- Should be self-run and not run by appointed people.
- Representation: important to include/invite as many as possible.
- In favour of multi faith forum (for Ed Moffatt).
- Can help with pragmatic issues e.g. crematorium service, rapid response in times of disaster.
- Deepen understanding and educate selves before educating others.
- Local and county-wide forums have different jobs to do.
- Change 'RE' in curriculum to 'Beliefs and Values'.

## Further information

### National

Interfaith UK [www.interfaith.org.uk](http://www.interfaith.org.uk)

### Regional

*faithnetsouthwest* [www.faithnetsouthwest.org.uk](http://www.faithnetsouthwest.org.uk)

Equality South West [www.equalitysouthwest.org.uk](http://www.equalitysouthwest.org.uk)

### Government

Home Office (faith and religion page)

[www.homeoffice.gov.uk/equality-diversity/faith-and-religion/](http://www.homeoffice.gov.uk/equality-diversity/faith-and-religion/)

Improvement and Development Agency (+ follow menu for community cohesion page)

[www.idea-knowledge.gov.uk](http://www.idea-knowledge.gov.uk) > improving your council > community cohesion

Department for Communities and Local Government

[www.communities.gov.uk](http://www.communities.gov.uk)

### Local Government

Devon County Council (+ follow menu to download Religions Guide)

[www.devon.gov.uk/diversity](http://www.devon.gov.uk/diversity) > staff resources > guide to the world's major religions

### Other resources

Plymouth Centre for Faiths and Cultural Diversity

[www.plymouthrcrc.co.uk](http://www.plymouthrcrc.co.uk)

Devon and Exeter Global Centre

[www.globalcentred Devon.org.uk](http://www.globalcentred Devon.org.uk)

BBC

[www.bbc.co.uk/religion](http://www.bbc.co.uk/religion)

For more information about Creating Links or to join the Steering Group please contact:

Martyn Goss  
Council for Church and Society  
The Old Deanery  
The Cloisters  
Exeter EX1 1HS

[martyn@exeter.anglican.org](mailto:martyn@exeter.anglican.org)

01392 294924

Public sector officers may wish to contact:

Jo Hooper  
Corporate Equality Officer  
Devon County Council  
Improvement Unit  
County Hall  
Topsham Road  
Exeter EX2 4QU

[Jo.hooper@devon.gov.uk](mailto:Jo.hooper@devon.gov.uk)

01392 382260

If you need this in another format or language please contact: [equality@devon.gov.uk](mailto:equality@devon.gov.uk) or 01392 382260 or Corporate Equality Officer, Devon County Council, County Hall, Exeter.



**We each hold a piece of a jigsaw puzzle, and we're not quite sure what that puzzle will look like if we put all our pieces together.**

**We might need to spend time trying to see how and where the pieces fit.**

**To attempt to build the picture will benefit us all and has to be worthwhile exercise - even if we never complete the puzzle!**