

2. Introduction

2.1 *Commissioners Vision*

Through the Great Place Scheme, Torbay Council Joint Commissioning Team and Torbay Culture are working to support and improve the quality of care provided to residents of care homes in Torbay. Care homes are regulated by the Care Quality Commission (CQC), which ensures services provide people with safe, effective, compassionate, high quality care that continuously improves and modernises.

Following a creative consultation with over 180 care home residents, residents' families and friends, care home staff and other stakeholders, a Torbay Care Charter has been developed, representing a shared vision of what good care looks like.

The Leadership Development Programme aimed to build on the successes of that project by bringing creative practitioners together with care home staff to deliver enjoyable and inspirational creative professional leadership development. In turn, it was hoped that would enable teams within care homes to work together and create more vibrant and person-centred homes. This was based on the belief that care is not just about making people comfortable but about enabling them to fulfil their potential and that arts, culture and heritage have the power to support this.

Torbay Council Joint Commissioning Team and Torbay Culture define excellent care sector leaders as confident, creative, strong communicators, who place the service user at the heart of their care provision. Good, confident leaders see the importance in developing employees; they encourage staff to perform well, are open to views and treat people as individuals whilst being excellent role models. Through providing reflective and explorative creative activities, this artist-led leadership programme put emphasis on **empowering people to succeed**.