



Essex County Council

People and Families Policy and Scrutiny Committee

09:30	Thursday, 10 November 2022	Council Chamber County Hall, Chelmsford, CM1 1QH
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For information about the meeting please ask for:

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		Pages
**	Private Pre-Meeting for PAF Members Please note that there will be a virtual private pre-meeting for members at 4.00pm on Wednesday 9 November.	
1	Membership, Apologies, Substitutions and Declarations of Interest	4 - 4
2	Minutes: 13 October 2022 To approve as a correct record the minutes of the meeting held on 13 October 2022.	5 - 18
3	Questions from the Public A period of up to 15 minutes will be allowed for members of the public to ask questions or make representations on any item on the agenda for this meeting. Please note that members of the public wishing to ask a question must email democratic.services@essex.gov.uk by noon the day before the meeting (Wednesday 9 November 2022) and that questions must relate to an item on the agenda for the meeting.	
4	Carers Strategy Update	19 - 20

4.1	Appendix A - Essex All Age Carers Strategy presentation	21 - 29
5	Adult Community Learning Update	30 - 33
5.1	Appendix B - PAF Scrutiny Briefing Paper - ACL Draft Strategic Plan	34 - 37
5.2	Appendix C - Draft ACL Strategic Plan 2022-2025	38 - 51
6	Work Programme	52 - 55
7	Date of Next Meeting To note that the next meeting will be held on Wednesday 14 December 2022, in Committee Room 1, County Hall.	
8	Urgent Business To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.	

Exempt Items

(During consideration of these items the meeting is not likely to be open to the press and public)

The following items of business have not been published on the grounds that they involve the likely disclosure of exempt information falling within Part I of Schedule 12A of the Local Government Act 1972. Members are asked to consider whether or not the press and public should be excluded during the consideration of these items. If so it will be necessary for the meeting to pass a formal resolution:

That the press and public are excluded from the meeting during the consideration of the remaining items of business on the grounds that they involve the likely disclosure of exempt information falling within Schedule 12A to the Local Government Act 1972, the specific paragraph(s) of Schedule 12A engaged being set out in the report or appendix relating to that item of business.

9	Urgent Exempt Business To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.
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Agenda item 1

Committee: People and Families Policy and Scrutiny Committee

Enquiries to: Graham Hughes, Senior Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

1. Membership as shown below
2. Apologies and substitutions
3. Declarations of interest to be made by Members in accordance with the Members' Code of Conduct

Councillor R Gooding	Chairman
Councillor S Barker	
Councillor M Durham	
Councillor J Fleming	
Councillor M Goldman	
Councillor I Grundy	
Councillor C Guglielmi	Vice-Chairman
Councillor J Lumley	
Councillor P May	Vice-Chairman
Councillor A McGurran	
Councillor R Playle	
Councillor L Shaw	
Councillor W Stamp	
Councillor A Wiles	

Co-opted educational representative members may advise and vote on all matters relating to children's services in schools. Two places are available for church Diocesan representatives. Two further places are available for parent governors at maintained schools in Essex (one primary and one secondary school). All places are vacant but a new nomination for a church Diocesan representative has now been received – an update will be provided at the meeting.

Minutes of the meeting of the People and Families Policy and Scrutiny Committee, held at 9.45am on Thursday, 13 October 2022 in the Council Chamber, County Hall, Chelmsford.

Present:

County Councillors:

R Gooding (Chairman)

S Barker

M Durham

J Fleming

M Goldman

I Grundy

C Guglielmi

J Lumley (via Zoom)

A McGurran

R Playle

L Shaw

W Stamp

Graham Hughes, Senior Democratic Services Officer, Gemma Bint, Democratic Services Officer and Sharon Westfield de Cortez from Healthwatch Essex were also present.

1 Membership, Apologies, Substitutions and Declarations of Interest

The report on Membership, Apologies, Substitutions and Declarations was received.

Apologies for absence had been received from Councillors May and Wiles.

2 Minutes

The minutes of the meeting held on 8 September 2022 were approved as a true record and signed by the Chairman.

3 Questions from the public

There were none.

4 Domestic Abuse update

The Committee considered report PAF/17/22 and the following people attended the meeting to introduce the item and respond to questions:

- Councillor Beverley Egan – Cabinet Member for Children's Services and Early Years,
- Clare Burrell – Head of Strategic Commissioning and Policy.

The Committee received a presentation from Clare Burrell which highlighted the impact of the new statutory duties since they had come into place in April 2021, improvements that had been made in terms of support for victims and survivors of domestic abuse and developments that had been happening across the local domestic abuse partnership.

During the discussion, the following was highlighted, raised and/or noted:

- (i) 16 Days of Action was taking place between 25 November and 9 December 2022. This took place nationally and supported the end to violence against women and girls. A conference was being held in Essex around stalking and coercive and controlling behaviour.
- (ii) The vast majority of the £2.7m of government funding received by the Council for 2021/22 to help fulfil its statutory commissioning duties had been allocated. The Council was not aware what the allocation would be for subsequent years, if any, which made it difficult to plan and commission long-term.
- (iii) The specific Government funding for domestic abuse could only be used on directly supporting people and not to increase capacity such as accommodation. One way some of the funding was being used was by trying to think more innovatively about enabling people to continue to stay in their own accommodation where possible and safe to do so; an example of this was working with a digital team as currently technology was a disadvantage for some victims.
- (iv) A Whole Housing Approach was being promoted with district and borough councils as part of providing support to get the capacity required into the local system to support victims when they need to leave their own accommodation.
- (v) All providers of domestic abuse accommodation in Essex had received an increase of funding, including refuges, to be able to support victims. Specialist therapeutic work was being funded.
- (vi) Increased levels of reporting may have been at least partly due to the service being more accessible and that it had been promoted.
- (vii) Victims of coercive behaviour did not always realise they were experiencing domestic abuse. Within the partnership there would be workforce development to help staff on the frontline spot signs of coercive control.

- (viii) Initiatives to support providers to increase the number of refuge places available continued, including for men.
- (ix) Risk assessments were undertaken when victims stayed in their homes. The assessments were reviewed on a regular basis and were regularly updated with victims to ensure it was still appropriate for them to be at home or whether the risk had increased.
- (x) Domestic abuse was becoming more prevalent among young people and so a lot of early intervention work was taking place around supporting young people to understand what a healthy relationship looked like. Funding was also used to support children and young people who had witnessed domestic abuse.
- (xi) The different cultures of some ethnic minorities and refugees, Gypsy and Traveller communities was highlighted by some members. There had been an increase in reporting from these groups which may have partly due to more targeted communications. No specific work had been done with the refugee council, and it was agreed this would be raised and discussed with the Board.
- (xii) The Discovery project had conducted surveys and interviews with perpetrators, victims, young people, and professionals and the report was due to be delivered in January 2023. The findings would be presented to the Domestic Abuse Board to consider and to start looking at how they will design the service offer moving forward.
- (xiii) An item for discussion could be taken to the Essex Faith Covenant, work had already been undertaken regarding representation on the Board.

Conclusion:

It was **agreed** that:

- Further data on how domestic abuse cases broke down by area would be provided to the Committee. Data was compiled on a quarterly basis.
- An information leaflet/card would be circulated to food banks before Christmas.
- Information cards for COMPASS would be sent to members if this had not already been done.

- As part of a discussion around the assessment/criteria for deciding if someone can stay at home and the availability of sanctuary schemes for safety, it was advised that there was a detailed safety/risk assessment planning process and an example anonymised safety assessment plan would be shared with the Committee.
- It would be looked into whether support was provided to those victims who were directed to commercial rental market.
- During discussion about coercive behaviour there was reference to private legal proceeding in family court being brought against victims inappropriately. It was advised that this had been taken to various governance boards to look at and there would be a further update on this next time.
- The link for the Conference taking place in Essex during the 16 Days of Action would be circulated to the Committee.
- Opportunities to work with the Refugee Council would be raised with the Domestic Abuse Board.
- The impact of Court backlogs was discussed regularly at the Domestic Abuse Board. It was agreed an update would be provided on the current situation.
- Figures showed a rise of repeat victims. It was indicated that more detail could be provided on this from the Police.
- That clarification on Domestic Abuse Crime and Domestic Abuse Non-crime would be provided.
- A representative from the Police Fire and Crime Commissioners Office had offered to attend a future session.

Contributors were thanked for their attendance and left the meeting.

Meeting adjourned at 11.15am until 11.30am.

5 Call in: Cabinet Member Decision FP/490/08/22 Closure of Essex Teacher Training Programme

The Committee considered report PAF/18/22 comprising of a call-in of a proposed Cabinet Member Decision made on 22 September 2022 to close the Essex Teacher Training Programme.

Councillor Gooding declared that he had been the responsible Cabinet Member at the time that the Essex Teacher Training Programme was

transferred from Essex Education Services. Councillor Durham declared his daughter was a teacher in the Essex Teacher Training Programme.

The reasons for the call-in

On 27 September 2022 the decision was called-in by Councillor Scordis with the support of Councillor McGurran. At the invitation of the Chairman, Councillor Scordis (who joined the meeting via Zoom) outlined his reasons for the call-in:

- (i) Members had not been given any advance notice or briefing on this or a chance to scrutinise the decision.
- (ii) The decision being made at a time when the country faced a national shortage of teacher trainees which could make that problem worse and have a detrimental effect on the teaching quality in Essex.
- (iii) Essex County Council had known about the failed Ofsted report for a while and he had concerns around why the decision seemingly had taken so long to be taken.
- (iv) Would like to see the decision and the decision-making process scrutinised properly and ensure that lessons were learnt.

At the invitation of the Chairman, Councillor McGurran outlined his reasons for supporting the call-in:

- (i) The lack of consultation with Members was a concern and that Members had been deprived of any opportunity to scrutinise the decision in any meaningful way.
- (ii) He suggested that there had been a number of opportunities when scrutiny Members could have been consulted. In particular, he highlighted that some quality issues had been raised soon after responsibility had been transferred from Essex Education Services.
- (iii) He was concerned that early opportunities to respond to concerns about quality had not been taken.
- (iv) He suggested that the decision had effectively been taken in April and sought clarification on some approval sign-off dates within the paperwork.

Cabinet Member response to the call-in

Thereafter, at the request of the Chairman, Councillor Ball, Cabinet Member for Education Excellence, Life-Long Learning and Employability,

responded to the issues raised in the call-in notice with support from the following officers:

- Clare Kershaw - Director of Education
- Anita Kemp – Head of Strategy Planning and Performance
- Jonathan Boddam-Whetham – Cabinet Office

The following key points were made in response to the call-in:

- (i) Public scrutiny would not have been appropriate but the Cabinet Member acknowledged that, with hindsight, a private scrutiny session could have taken place.
- (ii) There was no evidence to suggest that this decision would affect teacher recruitment within Essex. There were other training providers with which the 36 candidates had now found training places.
- (iii) Felt unable to provide a good quality service to the candidates signing up.
- (iv) From February 2020 the priority within the service had been to respond to the pandemic and try to support children's education and remote learning which needed the full leadership skills of the senior Education team in conjunction with Public Health during that time.
- (v) Following the Ofsted inspection, an external review was commissioned which concluded that the service was not going to get re-accreditation.
- (vi) 36 candidates had been signed up to the service, however 93 candidates were needed to make the service viable. In terms of financial sustainability there had been the option to further promote the service to try and increase the numbers or run the service at a loss.
- (vii) The Government had made it clear with the new re-accreditation requirement, that in September 2023 they would be looking for more of a school-led system.
- (viii) The national position was to move towards Teacher School Hubs, with the view was that local authorities were becoming a minority provider in terms of delivery of initial teacher training. The national context was also a factor in the decision being proposed.

Issues raised by the Committee

During subsequent discussion the following clarifications were given and/or points acknowledged and noted:

- (i) The Equalities Comprehensive Impact Assessment (ECIA) was submitted on the 27 April 2022 which some members pointed out was before the date of the Ofsted report. Officers confirmed the ECIA had started to be written in response to the review and the Ofsted inspection as the outcome was known in February 2022 but had yet to be published. Officers confirmed that the date of the ECIA stated should be August 2022 and not April 2022.
- (ii) Members expressed their concerns and frustrations that a private session was not brought to the Committee before the decision was taken.
- (iii) Some members suggested that the report of the external review should have been included in the paperwork.
- (iv) Attempts had been made to try and secure an external reviewer of the service during the first stages of the pandemic but this had not been possible and so it was Autumn 2021 before the external review had been undertaken. The Improvement Board was put in place as a result of the review and some 'quick wins' had been achievable but the required systemic improvements could not be completed in good time for re-accreditation.
- (v) There was a shortage of people coming forward seeking teacher training from all providers and not just Essex Teacher Training.
- (vi) Members raised concerns that it looked as though the decision had effectively been taken on 8 April 2022 when it had been decided the Council would not be re-applying for re-accreditation. The Cabinet Member reassured Members that the decision was not taken until September 2022 but acknowledged that some degree of a direction of travel had started before that and there had to be consultations undertaken prior to the decision being made.
- (vii) An Improvement Board, with the support of the external review, had looked at whether the service could meet the criteria for re-accreditation in May/June 2022, and determined that the service would not be able to present the necessary evidence and successfully apply for re-accreditation; this meant the Council was already working under the understanding that the service would not be able to continue beyond July 2023 in any case.
- (viii) The Cabinet Member confirmed officers consulted with him from the beginning and highlighted that there were problems in seeking re-accreditation and that a decision was likely to be needed at some point on the future of the service. He reassured

the Committee that he was comfortable that he was consulted at the correct time and had made the right decision.

- (ix) The proposed decision had been added to the Forward Plan on 18 August 2022. Members highlighted that the Forward Plan often did not contain much information on proposed decisions.
- (x) The Teacher Training services was a non-statutory service.
- (xi) There were four redundancies and all other staff had been redeployed.

Motions proposed and the decision of the Committee

The Committee had the following courses of action open to it:

- (i) Allow the proposed decision to be implemented without further delay;
- (ii) Refer the proposed decision back to the decision taker setting out in writing its concerns; or
- (iii) Refer the matter to Full Council, also with a record of its concerns.

Councillor Guglielmi moved the following motion, which was seconded by Councillor Grundy and when put to the meeting was agreed with eleven votes in favour and none against with the Chairman abstaining:

Resolved:

1. To allow the decision to be implemented without further delay.
2. That the Scrutiny Board be asked to consider (i) holding a lessons learnt discussion on the chronology and governance path of this particular decision and (ii) to determine an appropriate process with the Cabinet for advance notice and briefing on future issues and proposed decisions including the use of private briefing sessions where deemed necessary.

[Clerks post-meeting note: It has been advised following the meeting that the Scrutiny Board already have a consideration of the Call-In process and how this can best be managed on their work programme. It is likely that the more general element of this resolution (rather than the 'lessons learnt' discussion in relation to this particular decision) can be addressed via this existing item.]

Contributors were thanked for their attendance and left the meeting.

6 Work Programme

The Committee considered and discussed report PAF/19/22 comprising the work programme for the committee.

7 Date of Next Meeting

It was noted that the next meeting was scheduled to be held on Thursday 10 November 2022.

There being no further business the meeting closed at 12.46pm.

Chairman

MATTERS ARISING (page 1 of 5)

Date	Agenda item	Action	Status
13 October 2022	Domestic Abuse update	Further data on how domestic abuse cases broke down by area to be provided to the Committee.	Timing TBC
		An information leaflet/card would be circulated to food banks before Christmas.	TBC
		Information cards for COMPASS would be sent to members if this had not already been done.	
		An example anonymised safety assessment plan would be shared with the Committee	Medium and high risk plan examples circulated by email.
		It would be looked into whether support was provided to those victims who were directed to commercial rental market.	TBC
		Further information on cases where private legal proceeding in family court being brought against victims inappropriately.	TBC
		The link for the Conference taking place in Essex during the 16 Days of Action would be circulated to the Committee.	Circulated by email on 18 October 2022.
		Opportunities to work with the Refugee Council would be raised with the Domestic Abuse Board.	TBC
		The impact of Court backlogs was discussed regularly at the Domestic Abuse Board. It was	TBC

		agreed an update would be provided on the current situation	
		More detail would be provided on the figures showing a rise of repeat victims.	TBC
		That clarification on Domestic Abuse Crime and Domestic Abuse Non-crime would be provided	Domestic Abuse crime - offensives against which evidence makes it an arrestable e.g. ABH, Stalking and someone can be charged Domestic Abuse non-crime – no arrestable offence that someone can be charged for in relation to their actions/behaviours
8 September 2022	Essex Adults Safeguarding Board	An operational briefing would be arranged [this may incorporate further information on Deprivation of Liberty Safeguards]	To be scheduled later in the year
		Further information and breakdown on the age bands use for some disclosures	TBC
		A breakdown of the contributions made by the three statutory partners would be provided	TBC
		More information would be provided on the continued upskilling of the care sector in safeguarding and awareness.	TBC
		Further update to be provided in due course incorporating suicide prevention work	Chairman and VCs to decide on timing for a formal follow-up
12 May 2022	Supporting Hospital Discharges	Further session to be scheduled on the care Quality Commission inspection regime	TBC – preparatory briefing on 8 November.

Date	Agenda item	Action	Status
14 April 2022	Essex Safeguarding Children Board update	Information on accessing services in the Dengie area to be provided	TBC
		More knife bins should be placed in smaller towns, including placing them within Essex libraries to prevent vandalism	TBC
		Broader conclusions around (i) MASA arrangements, (ii) further streamlining Board activities, (iii) continued focus on County Lines and (iv) stronger links to Everyone's Essex aspirations and priorities,	To be taken up by the PAF Chairman and VCs with the Independent Chairman
	Our Co-Parenting Strategy – How we do Corporate Parenting in Essex	A Champion within each district/borough for children in care and care leavers should be considered	TBC
		Priority policies on housing allocation to help give young people the opportunity to progress in life be considered	TBC
		That figures be included within the introduction section showing the number of children taken into care in the last three years	TBC
		The paragraph regarding co-grandparents in the Strategy be expanded	TBC
		Further consideration be given to increasing the corporate parenting role at Full Council	TBC
		Further consideration be given to how to encourage other anchor organisations to help and that a guarantee of a job interview could be a significant first step.	TBC

Date	Agenda Item	Action	Status
10 March 2022	Consultation and development of the new library plan: Everyone's Library Service 2022 - 2026	Encouraged ongoing work with individuals, partners and other groups to continue to reach out to those residents not currently using libraries. Encouraged trying to further expand the number of subscribers for the library newsletter.	TBC/ to follow up at next update
		To consider whether further breakdown and analysis of responses and feedback was possible to see if certain types of usage could be identified in certain areas for example.	TBC/ to follow up at next update
		To look at how future communications can be further targeted to improve interaction with local groups and organisations including school-aged children.	TBC/ to follow up at next update
		To look further at the pre-pandemic launch of the London Library Community Fridge initiative to see if similar was viable in Essex.	TBC/ to follow up at next update
		To consider adding virtual tours of some libraries onto ECC's website.	TBC/ to follow up at next update
		A further update on promoting literacy may better be incorporated into the next committee discussion on educational attainment.	To be raised in preparatory planning discussions for educational attainment item.
		Factoring in aspirations and changes for some library buildings with the capital programme.	Likely to be follow-up scrutiny work specifically for the Place Services and Economic Growth Committee.
		It was agreed to provide a further update and more detailed implementation plan in approximately six months' time.	Added to Work Programme

Date	Agenda item	Action	Status
3 February 2022	SEND Strategy	That there would be a further update to the Committee as the Strategy developed into implementation.	To be scheduled into Work Programme in consultation with officers
		Report back on the ongoing evaluation between investing in specialist schools and where/when to incorporate into mainstream and detail aspects of capital programme;	TBC
		That a brief written response be provided on how climate considerations were to be incorporated in the approach to home to school transport in future.	TBC
		Further information to be circulated on Young People's POET challenge, how families can share their views with the independent parent carer network for Essex through a virtual graffiti wall, and the newsletter for families.	Links provided
3 February 2022	Early Years' and Childcare Strategy	I Can Do advice to be distributed.	TBC
		Further information to be provided on the rates of school readiness	TBC
		A further update to be scheduled to review progress.	TBC
		To include in the next update, some further information on the consideration of the environmental impact of Early Years' settings and work planned with providers on this.	TBC

Report title: Carers Strategy Update	
Report to: People and Families Policy and Scrutiny Committee	
Report author: Graham Hughes, Senior Democratic Services Officer	
Date: 10 November 2022	For: Consideration and identifying any follow-up scrutiny actions
Enquiries to: Graham Hughes, Senior Democratic Services Officer at graham.hughes@essex.gov.uk.	
County Divisions affected: Not applicable	

1. Introduction

The Chairman and Vice Chairmen have asked for an update on the all-age Carers Strategy.

2. Action required

The Committee is asked to consider:

- (i) **The attached update; and**
- (ii) **Identify any follow-up scrutiny actions**

3. Background

- 3.1 The Chairman and Vice Chairman have discussed the format of an update on the all-age Carers Strategy with the Cabinet Member and Lead Officer. This is intended initially as a broad introduction to the topic.

4. Update and Next Steps

- 4.1 The update is attached in the Appendix A. A link to the full strategy is here - [EssexAllAgeCarersStrategy2022-2026](#) - and Members are requested to have read this in advance of the meeting to help inform a more strategic based discussion.
- 4.2 Next steps are as proposed under Action Required.

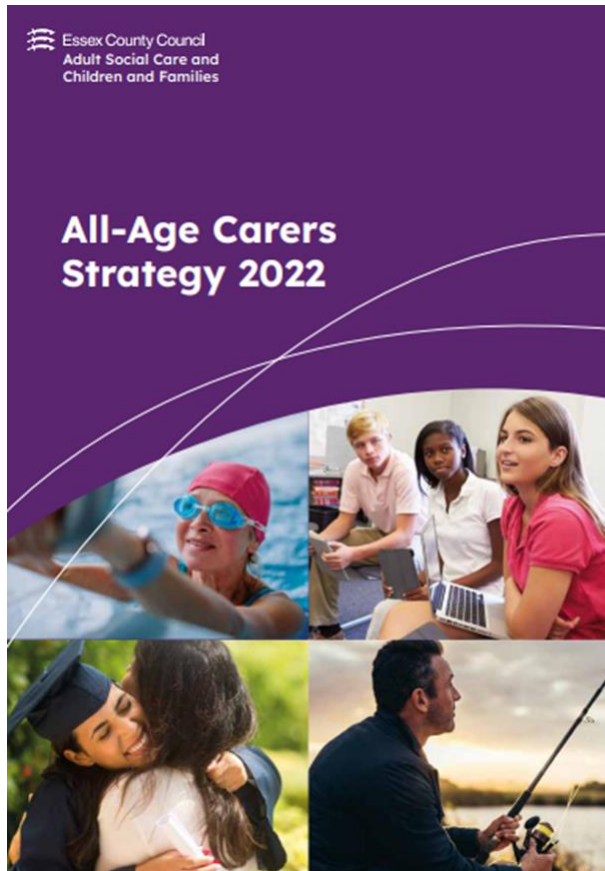
Expected attendees to support the discussion:

County Councillor John Spence, Cabinet Member – Adult Social Care and Health.

Clare Burrell - Head of Strategic Commissioning and Policy

5. Appendix

A. Power Point presentation titled – Essex All Age Carers Strategy



Essex All Age Carers Strategy

Care Act 2014 Unpaid Carers

Unpaid carers provide vital support to their family and friends, which can cause a strain on their own lives: health, work, education, housing etc.

Since 1 April 2015, any adult carer who meets national eligibility criteria must be provided with services and/or direct payments for things like home help or social activities.

- Are needs the result of providing necessary care.
- Does the caring role have an effect on the carer.
- Is/has there likely to be significant impact on the carers wellbeing.

Even when the criteria are not met, local authorities have discretionary powers to provide support.

Those in receipt of Carers Allowance are still unpaid carers.

Drivers for change

- There are estimated to be in excess of 150,000 unpaid carers in Essex; all ages; unique situations from looking for a neighbour to providing care and support.
- 30% likely to be providing over 100 hours care per week.
- 35,000 people in receipt of carers allowance in Essex.
- 8,960 carers are known to Adult Social Care.
- 3,184 young carers received statutory assessments since 2017.
- Many do not identify as carers and a system approach is needed to supporting all unpaid carers of all ages.
- The ambition is to support the health and wellbeing of unpaid carers and prevent crisis occurring.

The All Age Carers strategy is designed deliver better for those who need support when they need it at the right time “Early Help”.

Carers' satisfaction and use of adult support services

CARERS WHO ASC HAVE PROVIDED INFORMATION, SUPPORT OR SERVICES TO IN PREVIOUS 12 MONTHS
SAMPLED IN THE SURVEY OF ADULT CARERS (SACE)

Measures that have improved in 2021/22 compared to 2018/19

- 82%** report no worries about personal safety (81%)
- 56%** are looking after themselves (50%)
- 50%** are using sitting services (23%)
- 32%** have enough social contact (23%)
- 32%** have encouragement & support (31%)
- 25%** have control over their lives (16%)
- 19%** are doing things they value or enjoy (10%)

Above the England and East of England averages with the exception to 'encouragement & support' average which similar to both.

Measures that have declined in 2021/22 compared to 2018/19

- 83%** report information is helpful (86 %)
- 66%** feel involved in discussions about their cared for persons support or services (67%)
- 58%** report information is easy to find (59%)
- 12%** use respite of more than 24 hours (20%)
offset by increase in sitting service take up (23% to 50%). Short notice/emergency respite declined in same period (18% to 10%)

Below the England and East of England averages with the exception to 'feeling involved' which is above the England but below East England avg.

The challenges and benefits of being a carer

RESIDENTS WHO IDENTIFY AS CARERS WHO WE MAY OR MAY NOT PROVIDE SUPPORT OR SERVICES TO WHO HAVE PARTICIPATED IN LIVED EXPERIENCE RESEARCH DONE AS PART OF THE ALL AGE CARERS STRATEGY

Carers reported to us that:

- ▶ Whilst many find aspects of their role enjoyable whilst, **others do not find it enjoyable at all**, and this may be impacting how well people feel supported.
- ▶ The **impact of the pandemic led some carers to feel unsupported**, as help dwindled (e.g. family members, sitter pool) and some took on extra responsibilities.
- ▶ Some **do not take up respite** as they can't take it with their spouse or feel they can leave their cared for person.
- ▶ There is some **confusion** over who care and carers assessments are for, with some carers feeling their needs are unmet.
- ▶ They value **having a life of their own and balance** between their caring, household, work life and free time, something which isn't always achieved.
- ▶ They appreciate the **trusting relationships** they have with **other carers and their support**, to socialise and develop knowledge / skills. Carers report bodies such as Carers First, has enabled this.

"None of it...it is draining and has made me lose my identity. I haven't worked for four years and it is a struggle to feel independent and confident, no time for myself". [Engagement surveys]

"The barriers [to working] are being in a caring role and balancing this with the need to meet family responsibilities whilst meeting my own needs"
[Amy, 70s, Carer, Self-employed, Interview]

"Online group has been a lifeline since Covid hit"
[Carers focus group]

six

Commitments to Carers

- 1 Carers can easily access the information, advice, guidance and support when they need it and early into their caring role.
- 2 Develop professional practice and processes to improve identification and support to carers.
- 3 Improve transitions for carers as they move through specific phases or life events in their caring role.
- 4 Carers will have increased opportunity to access good quality support, including opportunities for breaks, to maintain their own wellbeing and those they care for.
- 5 Carers' needs and rights will be understood and recognised across Essex communities.
- 6 Carers will be the experts that influence, shape and be involved in the decisions that are intended to improve their support and wellbeing.

Carers outcomes framework

Outcome for carers

Physically healthy and safe

Emotionally healthy and happy

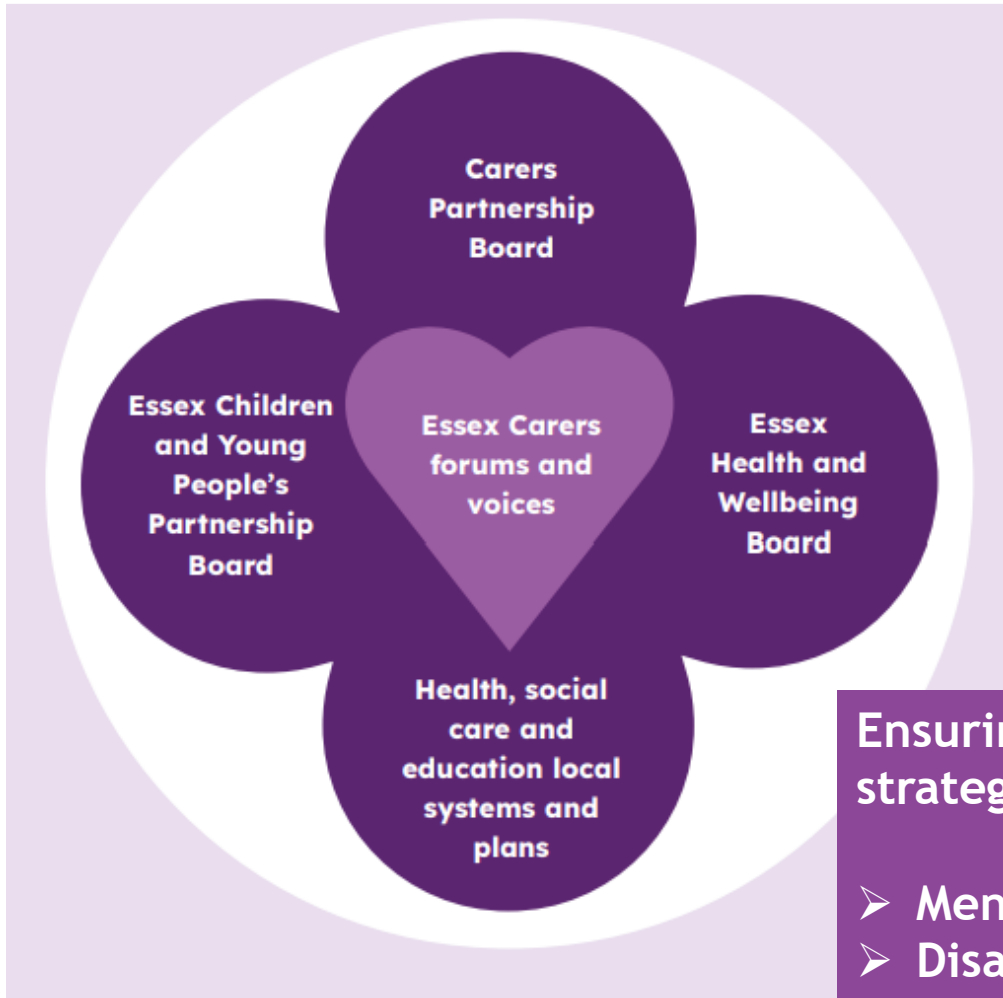
Connected to people and the community

Financial wellbeing

Stable and resilient

- ✓ You will feel empowered
- ✓ You will have increased confidence and good self-esteem
- ✓ You will have good health, mental wellbeing and feel safe
- ✓ You will feel cared for and respected
- ✓ You will have time for yourself to do what you choose to
- ✓ You will know about your rights and entitlements
- ✓ You will know about the conditions of those you care for
- ✓ You will know what is available for you and those you care for
- ✓ You will have improved educational and employment outcomes

System support for carers



Ensuring carers visible in all plans & strategies e.g.

- Mental Health
- Disability
- SEND Short breaks
- Domestic Abuse

Current Offer

- Direct Payments through assessments.
- Commissioned Information Advice and Guidance.
- Counselling.
- Time for You - short breaks.

The next 18 Months

- Assessment and review practice and processes.
- Develop a Think Carers Toolkit.
- Peer Support groups - transitions young people.
- Supported self assessment.
- Mobilise on-line.
- Redesign and commission the carers offer.
- Coproduction officers with lived experience.

Report title: Adult Community Learning Update	
Report to: People and Families Policy and Scrutiny Committee	
Report author: Graham Hughes, Senior Democratic Services Officer	
Date: 10 November 2022	For: Consideration and identifying any follow-up scrutiny actions
Enquiries to: Graham Hughes, Senior Democratic Services Officer at graham.hughes@essex.gov.uk.	
County Divisions affected: Not applicable	

1. Introduction

The Committee has previously been consulted on the development of an Adult Community Learning (ACL) Strategy. This is a further update.

2. Action required

The Committee is asked to consider:

- (i) **The attached update; and**
- (ii) **Identify any follow-up scrutiny actions**

3. Background

- 3.1 The Committee last discussed ACL services in May 2022 as part of considering an early draft of a proposed ACL Strategy. A link to the papers for that meeting are [here](#)
- 3.2 The Committee made a number of comments and suggestions and these are recorded in the extract of the minutes of that meeting attached as Appendix A.

4. Update and Next Steps

- 4.1 The update is attached in the Appendix B and C. Next steps are as proposed under Action Required.

Expected attendees to support the discussion:

County Councillor Tony Ball, Cabinet Member – Education Excellence, Life-Long Learning and Employability.

Lisa Jarentowski - Adult Community Learning Principal

Continued...

5. List of Appendices

- A. Extract of the minutes of the PAF meeting held on 12 May 2022.
- B. Briefing Paper – PAF Scrutiny Committee – Titled ACL Draft Strategic Plan
- C. Adult Community Learning – Strategic Plan 2022-2025

Extract of the Minutes of the meeting of the People and Families Policy and Scrutiny Committee, held at 9.45am on Thursday, 12 May 2022 in the Council Chamber, County Hall, Chelmsford

Agenda item 6: Adult Community Learning Strategy

The Committee considered report PAF/13/22 comprising of an update on the latest draft of the Adult Community Learning (ACL) Strategy.

The following people from Essex County Council attended the meeting to introduce the item, deliver a presentation and respond to questions:

- Councillor Tony Ball – Cabinet Member for Education Excellence, Life-Long Learning and Employability,
- Katherine Burns – Adult Community Learning Principal.

The presentation included key facts and statistics on ACL, why a new strategy was needed, the background and purpose of the strategy and what it would offer including the goals and initiatives.

Following the presentation, the following was highlighted, raised and/or noted:

- i. The majority of ACL funding came from the Education and Skills Funding Agency. The Agency specified what ACL could charge for qualification courses and who was eligible for funding. The funding was fixed and had not been increased, this meant in real terms that funding had decreased by 50% over the last ten years. If internal income was increased ACL could have greater capacity and provide more courses but that was dependent on how much learners would pay for courses.
- ii. ACL generated fee income from learners which was reinvested to support learners who were unable to pay. Any surplus went towards overheads.
- iii. ACL had approximately 300 apprentices a year doing a range of programmes.
- iv. ACL worked with employers through the apprenticeship program and a business development team that worked across different sectors. There was also the current development of the local skills plan and there would be a skills roundtable for employers and other partners to contribute to the plan.
- v. ACL worked closely with the Skills and Employability team within ECC I to determine where the skills needs were. They were not able to respond to all sector skills shortfalls because they did not have the infrastructure that big colleges had. The focus was on establishing ACL's place in the market using the data available and working with particular sectors where that infrastructure was needed.

Adult Community Learning update

vi.Colchester was investing £900,000 in developing a digital hub within the Colchester ACL centre. Working digitally would be explored in the hub.

vii.Due to digital learning, there was potential to work nationally with certain courses to enhance income and this would be explored.

viii.Some courses were best delivered digitally whilst other courses needed to maintain in person teaching. In each ACL centre hybrid classrooms were currently being installed to allow people to have choice from the next academic year.

ix.ACL co-located within Harlow town centre library, this felt to be the best place to deliver learning most accessibly for learners.

x.ACL worked closely with libraries and had recently started to cross-pollinate within newsletters to promote each other's businesses within their respective services.

xi.Promoting ACL on library community walls, in local authority newsletters and by distributing leaflets was suggested by committee members.

Conclusion

It was agreed that:

- Further information would be provided on the financial details,
- Information on numbers of apprentices there were with other providers in Essex would be provided,
- There should be stronger links with Everyone's Essex,
- A work-plan would be brought to the committee at a future meeting,
- The final strategy would come back to the committee.

Briefing Paper PAF Scrutiny Committee – ACL Draft Strategic Plan

Cabinet Member	Cllr Tony Ball - Education Excellence, Lifelong Learning and Employability
Lead Officer	Lisa Jarentowski – Principal
Title	ACL Draft Strategic Plan

Background

ACL has developed a Strategy so that there is strong purpose and intent for both the Service itself, and that this shows itself clearly for residents, partners, employers and all other stakeholders. Therefore, the aim of this Strategy is to drive the implementation of needs-focused delivery and interventions, positively impacting on the residents and employers across Essex.

We are outcomes-led, and by 2025, we want to be able to say that we have contributed to levelling up and that:

- More people on lower incomes have increased their earning potential through entry into employment, better jobs and self-employment
- More parents have engaged in their own and children's learning
- The number of adults who are digitally included and improved digital skills is increased
- More adults with learning difficulties have been supported into employment
- More adults have gained maths and English qualifications
- Young people are given opportunities to enter the world of work through apprenticeship and traineeship programmes
- Fewer adults need to access services as a result of improved health and wellbeing
- Our learners tell us that they don't feel lonely and isolated

Key Points from PAF Scrutiny Committee Meeting May 2022

The draft ACL Strategy was brought to Scrutiny in May 2022, and responding to the feedback, this note reflects the actions taken to refine the Strategy and specific comments that were raised.

This is what was asked by members of the Committee, this is what was done:

Some disconnect between outcomes and Strategy

Outcomes are more prominent, featuring at the beginning of the Strategy and set the direction for the Strategy

Engagement with employers and partners

ACL, alongside ECC teams, are engaged with sectors and employers through the development of the local skills plan (LSIP), which this Strategy underpins.

Strong collaboration within the ECC Sustainable Growth Directorate including Skills & Employability, Sector Development as evidenced with Retrofit pilot, Circular Economy.

ACL Business Development team link with employers through apprenticeships, networking events and ECC Localities teams.

The Strategy was reviewed by these stakeholders, Cabinet Members, as well as the ACL Strategic Advisory Board (governing body). Engagement with ACL staff was also a key element of its development.

Ambitious and Inspiring Strategy

Strategy design and layout improved to be more visually engaging.

Refers to jobs of the future, moving into employment and includes inspirational learner case studies.

Links made throughout to our commitment to support wider ECC initiatives across other service areas e.g. refugee response, Multiply Scheme, and Nightingale.

The Strategy is the top-level intent and the real ambition is seen in its implementation through Curriculum Planning and responsiveness to socio-political influence e.g. Cost of Living, Green skills.

New Digi Hub incorporates Virtual Reality technology to embed into delivery.

Funding, Investment and Surplus

ACL income for 22/23 budgeted to cover all costs including staffing and onboarding, supplies, property and ECC recharges and generate a surplus. We are required to invest any surplus back into Adult Education.

As we recover from the impact of COVID our priorities are to continue to reinvest the surplus to support the delivery of courses within deprived areas of the community or to reduce barriers to learning for disadvantaged residents, in line with Education and Skills Funding Agency (ESFA) funding agreement.

Reinvestment of surplus includes:

- Providing digital access (Laptops, data packages)
- Learning resources (books)
- Loans (bursary for non-accredited learning)
- Improved Careers Education, Information, Advice and Guidance for progression to employment
- Increased learner support (wellbeing, recruitment of learners, travel, childcare)

Clarity on Hybrid and Online delivery

This table below shows the number of learners according to type of delivery.

This data and trends are affected by the pandemic and the Strategy reflects that provision must meet the needs of the learners and not disadvantage those that are hard to reach or digitally excluded.

Delivery type	2020	2021	2022
Classroom Based	3910	5311	6953
Online Live	697	1595	1443
Online Self Study	1446	464	620
Hybrid	0	0	289
Total	6053	7370	9305

Hybrid delivery is in pilot for 22/23 as per the Strategy; this allows for a growth in class sizes with some learners in the classroom and some connecting virtually whilst also providing flexibility for learners.

The self-assessment process and quality improvement plan will address any identified achievement gaps.

Sustainability of Centres

ACL aims to offer learning spaces which are safe, inclusive, accessible, welcoming and sustainable. We are keen to explore alternatives, including co-location with other ECC services and wider public sector such as the Harlow shared space with libraries. ACL has also invested in hybrid learning spaces, providing distance learning opportunities and reducing costs. We work with Essex Property to constantly review the property portfolio in line with learner needs.

Marketing, reach and opportunities, and a plea to all

ACL has its own marketing and PR team, including apprentices.

There is an active LinkedIn and Twitter profile targeted towards employers, individual learners and communities. Over the last year collaboration has improved with the central ECC comms team, and strengthened collaboration across all ECC services has boosted the reach and reputation.

Notably there is a strong positive working relationship with Libraries, with cross promotion of events, services and delivery.

ACL sends out regular emails to contacts, as well as newsletters targeted to particular stakeholder groups. PR opportunities are well utilised with multiple articles in local press, as well as ITV and BBC Essex radio coverage.

Headlines on ACL Essex

Background

- ACL Essex is one of the largest Adult Community Education (ACE) providers in the country (3rd) with growing learner numbers – it is principally a direct delivery service with a local focus.
- ACL provision is currently delivered across the whole political County, usually in its main Centres, online, hybrid, as well as at employer premises and different out-centres in communities. This also includes a small amount of delivery carried out through sub-contractors for specific cohorts/projects.
- ACL receives its funding from the DfE's Education and Skills Funding Agency (ESFA) to deliver programmes of learning.

The Strategy

- This is about helping learners to achieve the goals they have set their sights on. As well as skills and qualifications, ACL is also about making sure that learners flourish.
 - This means their health, wellbeing and independence
 - Their sense of community belonging, and their confidence and belief in themselves.
 - As well as supporting the development of a green and environmentally friendly community.
- The Proposal aligns with the Everyone's Essex Plan, and ACL is well-positioned to support the Levelling Up agenda as it offers learning opportunities that inspire people to achieve, progress and gain good jobs.
- The Strategy sets out our Intent which is a key focus of the Ofsted Education Inspection Framework
- We will review and refine the 3 year ACL strategy annually because lifelong learning matters, and even more so with the legacy of the pandemic.

Funding, Fees, and Support

- ACL receives its funding from the ESFA to deliver programmes of learning, to residents and businesses across Essex. In addition, learners pay fees towards the cost of some of the courses. However, ACL is about breaking down barriers to learning – and so learners who are eligible for **full funding** will not be charged a fee for any aspect of the course, including exams, resources or awarding organisation registration and fees.
- For courses not leading to a qualification, learners pay a subsidised fee, which further drops in costs for those on benefits/low income/supported learning

Everyone's Essex

Essex County Council recognises the vital role that Adult Community Learning (ACL) plays in meeting its key ambitions as set out in [Everyone's Essex](#):

Lifelong learning supports sustainable economic prosperity and health and wellbeing. Our purpose is to provide our residents with the opportunities to succeed, wherever they are in the county. To be there in communities across Essex, to make a difference to residents and employers, so they can make a difference for themselves and to the places that they live in.

Strong, Inclusive and Sustainable Economy – incl. Good Jobs; Green Growth; and Levelling Up the Economy

Also,
Health, Well-being and Independence for all Ages –
incl., Healthy Lifestyles, and Levelling Up Health – helping to reduce health inequalities

A Good Place for Children and Families to Grow – incl., Education Outcomes and Family Resilience and Stability

Education Excellence, Lifelong Learning and Employability Portfolio Vision

- Vision is about Lifelong learning, which is about the children, young people, and adults of Essex having equal access to excellent learning and training opportunities throughout their life-course – from early years to further years.
- This means access to opportunities that are clearly aligned to future need and relevant to local areas; levelling up success, driving down inequalities, and providing the means for success in achieving each person's ambitions.
- We will help set the agenda for education and skills in Essex, enabling schools, providers and businesses to understand key skills priorities and translate them into delivering relevant and joined up provision.
- Part of this is about helping to shape the education and skills eco-system to provide clear pathways for these opportunities throughout people's lives.

ADULT COMMUNITY LEARNING ESSEX (ACL)

STRATEGIC PLAN 2022 - 2025

FOREWORD

Essex County Council recognises the vital role that Adult Community Learning (ACL) plays in meeting its key ambitions as set out in Everyone's Essex.

Lifelong learning supports sustainable economic prosperity and health and wellbeing. Our purpose is to provide our residents with the opportunities to succeed, wherever they are in the county. To be there in communities across Essex, to make a difference to residents and employers, so they can make a difference for themselves and to the places that they live in.

We have developed a new ACL strategy because lifelong learning matters. It is a way of telling the ACL story, with a clear focus on who we are supporting, where we are doing it, and how we deliver our courses. As a service we need to be ambitious, sustainable, and continue to make a difference to people's lives.

Our strategy has a strong focus on levelling up which is important to us for financial and economic reasons, but there is also a strong argument that a person's potential should not be defined by where they live or their past academic experiences. We believe that individuals can define their own destiny, and that ACL plays a role in helping people do that.

Our learners have many different backgrounds and experiences and come to ACL for many reasons. For some it's a second chance, whether that is to get a job with newly acquired skills

or an apprenticeship or gain the qualifications they need to progress in their current workplace or start a new career. Learners also come to ACL because they want to improve their health and wellbeing and connect with others in their communities.

ACL is not just about second chances; it is about helping learners to achieve the goals they have set their sights on. As well as skills and qualifications, ACL is also about making sure that learners flourish. This means their health, wellbeing and independence, their sense of community belonging, and their confidence and belief in themselves. ACL also supports the development of a green and environmentally friendly community.

Our three-year strategy represents the next phase of our ACL journey – a journey which I hope you'll join us on.

Cllr Tony Ball,
Essex County Council's
Cabinet Member for
Education Excellence,
Lifelong Learning and
Employability



OUTCOMES

By 2025, we want to say that we have contributed to levelling up. Success measures and targets include:

- ▲ More people on lower incomes have increased their earning potential through entry into employment, better jobs and self-employment
- ▲ More parents have engaged in their own and children's learning
- ▲ The number of adults who are digitally included and improved digital skills is increased
- ▲ More adults with learning difficulties have been supported into employment
- ▲ More adults have gained maths and English qualifications
- ▲ Young people are given opportunities to enter the world of work through apprenticeship and traineeship programmes
- ▲ Fewer adults need to access services as a result of improved health and wellbeing
- ▲ Our learners tell us that they don't feel lonely and isolated

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WHAT DOES SUCCESS LOOK LIKE?

Our success measures and targets will be developed in the ACL operational plans.

IMPROVING LIVES THROUGH LEARNING AND WHY WE NEED A NEW STRATEGY

The new Essex County Council administration, as well as its 20 key commitments in Everyone's Essex, has launched a Levelling Up plan which gives a long-term commitment to connect people to opportunities and support aspiration across Essex.

ACL is well-positioned to support the levelling up agenda as it offers learning opportunities that inspire people to achieve, progress and gain good jobs. ACL believes in equality of opportunity.

In the last two years, as a result of Covid-19, there has been an impact on health and wellbeing, and we are continuing living with the effects of this. Lifelong learning, particularly the wellbeing courses, is recognised for having a positive impact on people's mental health so we will continue to support this agenda.

At the start of the pandemic, in order to continue to offer high quality learning, ACL moved its delivery model to online and, although we are now delivering much more face-to-face, we have seen the benefits for some people of a digital model.

We will aim to continue with a hybrid delivery model moving forward but will constantly review to ensure the model is correct for our learners.

It is likely that national funding mechanisms may change in the next year. There is currently a national consultation of Adult Education Budget and how it is going to be structured moving forward from 2023/24. We need to be prepared for new funding mechanisms and model our provision according to need.



To effectively impact on the people of Essex, in a sustainable way, we need to understand some of the current skills, health and economic needs. We also need to understand how the cost-of-living increases are impacting on our residents.



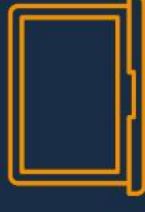
MENTAL HEALTH

1 in 7 people experience mental health problems in the workplace. Women in full-time employment are nearly twice as likely to have a common mental health problem as full-time employed men (**19.8% vs 10.9%**).



SKILLS

76.6% of the Essex Population are educated to **GCSE level or higher**; **4.9%** of the population have **no qualifications**.
Low literacy and numeracy skills continue to be a challenge.



DIGITAL INCLUSION

167,000 households are located in areas likely to have where individuals have **limited or no interaction with the internet**.



WORKING FAMILIES

Families that are experiencing **multiple pressures** including childcare and housing costs, whilst trying to work to support their children.



LOW INCOME

28% of households across Essex (**163,000**) are low-income households.



SOCIAL ISOLATION

It is estimated that in Essex there are **89,000 residents** who are likely to be lonely which can lead to health issues.



LEARNING DISABILITIES

Nationally only **17.6%** of adults with a learning disability are in employment.

ACL'S PURPOSE IS TO IMPROVE LIVES THROUGH LEARNING

OUR VISION:

Giving Essex residents the opportunity to be the best they can be and achieve their goals

OUR MISSION:

To provide a high-quality learning offer that makes a positive difference to the lives of residents and businesses of Essex

OUR VALUES:

- ▲ **Inclusion** – treating each other with respect and kindness, and embracing the diversity of our communities
- ▲ **Respect** – being kind to each other, acting with integrity and being considerate of each other's feelings
- ▲ **Inspiring** – a sense of purpose and responsibility, to create positive change
- ▲ **Ambitious** – helping colleagues and learners to realise their potential and overcome barriers to reach their goals
- ▲ **Sustainable** – making green choices so that we leave a smaller impact on our environment now, and don't compromise the needs of future generations
- ▲ **Collaborative** – pulling together as a team so everyone can learn and succeed



This strategy is written for learners, ACL employees, Essex employers, our partners, and Essex County Council colleagues.


The purpose of the strategy is to clearly show ACL's intent, how it will be implemented, and the positive impact it will have.

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It sets out our ambitions, why they are important to us and our response to local, regional, and national challenges. It sets out our goals and examples of initiatives over the next 3 years.

Our aims align with the key commitments of Essex County Council. This will ensure we can work with others towards our common goals.

ACL aims to deliver a great service, being ambitious for its learners and staff. It will be imaginative and open to new ways of doing things to meet the needs of the Essex people.



“ This time a year ago, I decided to go back to college on a whim after seeing a leaflet coming through the door. A year later and I’m nearly trained and never imagined being able to know half as much as I do now. ”

ACL English learner



OUR OFFER

To support the skills agenda, ACL offers a wide range of maths, English, digital and vocational courses, professional qualifications and apprenticeships.

For health and wellbeing, learners can access our mental health and wellbeing provision as well as creative and cultural classes.

Adults can return to learning via our family and community learning provision and we have a new range of environment courses for those who are interested in the green agenda or want to find jobs in the sector.

55



Many of our courses have been adapted to be delivered online so learners can join us from home.



► [General course guide](#)



► [Supported Learning guide](#)



► [Apprenticeship guide](#)

Qualifications & Skills for Employment

Apprenticeships

English, Maths, Science & Digital

Creative & Cultural Learning

Supported Learning

Mental Health & Wellbeing

Family Learning

*These links will be updated on a regular basis to reflect the current offer

LEARNING FOR THE FUTURE

THERE ARE 4 STRANDS TO OUR OFFER:



Communities and families



Economy



Health, wellbeing and independence



Environment

We aim to improve chances for increased prosperity, improved health, wellbeing and independence, and create a greener and more sustainable Essex

We want our offer to inspire, create a love of learning and bring a sense of achievement and pride

We want our offer to create opportunities for progression and improved destinations

COMMUNITIES AND FAMILIES



► Our Goals

- Support families to access learning that promotes aspiration and resilience for themselves and their children
- Reach underrepresented and /or disadvantaged groups to support progression towards learning opportunities
- Widen participation in areas of disadvantage by working in partnership with families, community groups, providers and Essex County Council colleagues

► Example of initiatives

- Development of a Parent Ambassadors' programme across Essex
- Development of an Essex Learning Partnership group to extend the reach to under represented and/or disadvantaged groups and communities
- Extension of a refugee response programme for those arriving in Essex

ECONOMY



► Our Goals

- Deliver courses that improve the maths, English, and digital skills of adults in Essex
- Deliver inclusive skills and employability courses so residents can gain skills, find good jobs, and improve social mobility
- Provide a curriculum that meets the skills needs of Essex employers and gives consideration for the jobs of the future

► Example of initiatives

- Creation of a 'Get the basics right' programme to include Multiply, Years of Reading and Numbers
- Extension of the inclusive employment programme for adults with learning difficulties
- Targeting the Nightingale Care Bursary programme to create opportunities for health and social care workers in areas of skills shortage
- Support the development and implementation of an employer led Skills Plan for Essex and produce an Accountability Agreement

HEALTH, WELLBEING AND INDEPENDENCE



► Our Goals

- Support residents to lead healthy and socially included lives thereby reducing loneliness and dependency on health services
- Increase digital inclusion so the people of Essex can access services and remain connected
- Adult learners with learning difficulties will lead more independent lives
- Support residents who are recovering from mental illness and who are mentally frail

► Example of initiatives

- Prototype provision aimed at combatting loneliness in rural and coastal communities of Essex
- Extend the digital champions programme to reach cohorts who are digitally excluded
- Promote the independent living provision to reach a wider group of adults with learning difficulties
- Develop the wellbeing programme to reach those who require mental health and wellbeing support

ENVIRONMENT



► Our Goals

- Respond to the skills needs of the new green sectors
- Encourage a greener future and work towards Net Zero
- Embed sustainability in all aspects of our delivery to raise awareness of environmental issues
- Reduce travel by developing an online learning offer

► Example of initiatives

- Establish Retrofit Academies in Tendring and Harlow
- Develop a roadmap to sustainability, including being part of Race to Net Zero, the largest ever coalition of education providers
- Embed sustainability in our courses
- Develop hybrid classrooms in key ACL learning spaces



**LEARNING
FOR THE
FUTURE**

SUPPORTING SUCCESS

THERE ARE 4 UNDERPINNING STRANDS THAT SUPPORT SUCCESS:

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Quality



Learning and financial support



Learning spaces



Commercial

We are ambitious for learners, employers and staff by setting high quality standards for our teaching and our learning spaces. We support our learners to achieve by removing barriers

We want ACL to be at the heart of our communities and be a provider of choice for learners and employers

QUALITY



► Goals

- Our staff are qualified and skilled to deliver a high-quality and responsive service
- Learners are well informed about their learning and work choices and supported to progress
- Our staff and learners understand how to keep themselves and others safe and to look after their own wellbeing
- Recruit and retain staff

► Example of initiatives

- Staff development programme to include approaches to teaching in hybrid settings and how to embed green practices and sustainable choices
- Development of an improved Information, Advice and Guidance service for ACL learners
- Create new safeguarding promotion materials and communications plan
- Development of a positive and straightforward customer journey process

LEARNING AND FINANCIAL SUPPORT



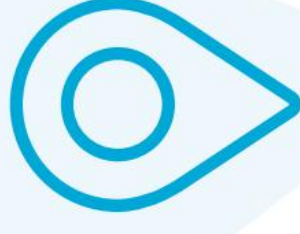
► Goals

- Barriers to learning such as income, health and childcare are reduced through financial support and our early years settings
- Learners with additional needs can achieve their full potential
- More learners progress into work and in work as a result of progression support

► Example of initiatives

- Working with Public Health colleagues to develop a social prescription model so residents can access learning to improve their health
- Promotion of support available to remove barriers to learning
- Set up a support programme to help learners to move onto the next opportunity
- Develop a fee and pricing structure that generates income and prioritises groups whose health would benefit through a social prescription model

LEARNING SPACES



► Goals

- Our learning spaces are safe, inclusive, accessible and welcoming
- Our learning spaces are well equipped, have limited impact on the environment and classrooms are digitally enabled for hybrid teaching
- Spaces will be well-positioned and well-used through partnership work and co-location opportunities (eg libraries)

► Example of initiatives

- Development of a Community Partnership plan to include co-location with similar services
- Colchester Town Bid and Levelling Up funds are used to develop spaces for skills provision
- Environment plans for each learning space are developed
- Continuation of property review to consider usage of current and future spaces, including hybrid classrooms and skills hubs

COMMERCIAL



▲ Goals

- Have a financially sustainable model, making best use of funding, increasing fee income and generating alternative sources of funding
- Raise the profile of ACL and significantly increase participation with key groups, localities and employers
- Work with employers and partners at Essex County Council for the benefit of the residents of Essex

▲ Example of initiatives

- Creation of financial models based on future funding and fee sources
- Development and targeting of website, sales, marketing and communication channels to raise the profile of ACL and widen participation
- Employer and partner engagement plans are developed to build mutually beneficial partnerships

SUPPORTING ACHIEVEMENT AND SUCCESS



Report title: Work Programme	
Report to: People and Families Policy and Scrutiny Committee	
Report author: Graham Hughes, Senior Democratic Services Officer	
Date: 10 November 2022	For: Discussion and identifying any follow-up scrutiny actions
Enquiries to: Graham Hughes, Senior Democratic Services Officer at graham.hughes@essex.gov.uk.	
County Divisions affected: Not applicable	

1. Introduction

- 1.1 The work programme for the Committee continues to be developed and the current position is outlined below and overleaf.

2. Action required

The Committee is asked to consider this report and issues under consideration in the Appendix and any further development or amendments.

3. Background

Work has continued to identify priorities and future agenda items. This has included discussions with Committee Members, Cabinet Members and Officers. This work has reflected the adoption of the Everyone's Essex – Our Plan for Levelling Up the County: 2021-2025 strategy at Council on 12 October 2021.

4. Everyone's Essex

The Committee should take account of the Everyone's Essex – Our Plan for Levelling Up the County: 2021-2025 strategy when considering the work programme and future items. Particular attention should be paid to the strategic ambitions (and associated commitments and performance measures) most relevant to the work of the Committee: 'Health Wellbeing and Independence for All Ages', and 'A Good Place for Children and Families to Grow'. A link to the Strategy is here - [Everyone's Essex: our plan for levelling up the county 2021 to 2025: Foreword from Kevin Bentley - Essex County Council](#)

5. Update and Next Steps

- 5.1 See Appendix.

6. Appendix

- 6.1 current work programme.

People and Families Policy and Scrutiny - Work Programme as at 10 November 2022

Provisional Date	Topic Title	Lead Contact	Purpose and Target Outcomes	Everyone's Essex Commitment	Cross-Committee
10 November 2022	Carers update	Cabinet Member Adult Social Care and Health / Head of Strategic Commissioning & Policy	Support available for carers and reflect on launch of new strategy	Carers' commitment	Not applicable
10 November 2022	Adult Community Learning	Cabinet Member, Education Excellence, Life-Long Learning and Employability/ACL Principal	To consider updated draft strategy following previous comments made at May 2022 meeting	Education Outcomes	Not applicable
14 December 2022	SEND Strategy update	Cabinet Member, Education Excellence, Life-Long Learning and Employability/Head of SEND Strategy and Innovation	Support available and reflect on launch of new strategy	Family Resilience and Stability, and Safety	Not applicable
14 December 2022	Childcare and Early Years' Strategy	Cabinet Member, Children's Services and Early Years/ EYCC Sufficiency and Sustainability Manager	Support available and reflect on launch of new strategy	Family Resilience and Stability, Education	Not applicable
11 January 2022	Libraries Strategy	Deputy Leader & Community, Equality, Partnerships and Performance/Head of Libraries	Follow up on discussion and agreed actions at March 2022 meeting	Education Outcomes/ Family Resilience and Stability, and Safety	Joint session with PSEG Scrutiny Committee

TBC	Home Education/Children Missing Education	Cabinet Member Education Excellence, Skills and Training	To consider update and links with County Lines and drug gangs	Education Outcomes	Not applicable
Provisional Date	Topic Title	Lead Contact	Purpose and Target Outcomes	Everyone's Essex Commitments	Cross-Committee
TBC	Education	Cabinet Member Education Excellence, Skills and Training	(i) Portfolio priorities (ii) Attainment	Education Outcomes	Not applicable
TBC	County Lines and Drug Gangs	TBC	Use of funds and the work of the Violence and Vulnerability Unit	Family Resilience and Stability, and Safety	Not applicable
TBC	Houses for Life	Director Strategy Policy & Integration (People)	See Matters Arising report elsewhere in Agenda pack	Promoting Independence, Healthy Lifestyles	TBC
TBC	Essex Children's Safeguarding Board – follow up	Independent Chairman, statutory partners and the Board Manager	To consider actions arising from discussion in April 2022	Family Resilience and Stability, and Safety	Not applicable
TBC	Essex Adults Safeguarding Board – follow up	Independent Chairman, statutory partners and the Board Manager	To consider actions arising from discussion in September 2022	Family Resilience and Stability, and Safety	Not applicable

A schedule of private briefings is also being arranged to give background to issues and subjects ahead of formal items coming before the Committee in 2023. At the time of writing this report, the first two of these have been held on Further Understanding Social Care and Social Care Charging. Further sessions are planned on Funding Reforms, the Care Quality Commission inspection regime and Safeguarding.

Further issues not scoped or currently being scheduled

Children in care being placed outside Essex

Backlog in Courts and Justice System

Education - academisation

Possible Task and Finish Group reviews – not scoped or currently being scheduled

Impact of the pandemic on Essex County Council

Suicides in Essex