



Essex County Council

People and Families Policy and Scrutiny Committee

09:30	Thursday, 09 March 2023	Committee Room 1 County Hall, Chelmsford, CM1 1QH
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For information about the meeting please ask for:

Graham Hughes, Senior Democratic Services Officer

Telephone: 033301 34574

Email: democratic.services@essex.gov.uk

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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 8 March.	
1	Membership, Apologies, Substitutions and Declarations of Interest	5 - 5
2	Minutes: 15 February 2023 To approve as a correct record the minutes of the meeting held on 15 February 2023.	6 - 15
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 on the day before the meeting (Wednesday 8 March) and that questions must relate to an item on the agenda for the meeting.	
4	The Youth Service and Support for Young Carers	16 - 17

4a	Essex Young Carers Report July 2022	18 - 25
5	Adult Community Learning Strategy	26 - 27
5a	Briefing Paper PAF Scrutiny - ACL Strategic Plan Implementation	28 - 33
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6a	Briefing Paper PAF Scrutiny - Lifelong Learning and Belonging Strategic Approach	36 - 39
6b	Presentation PAF Scrutiny - Lifelong Learning and Belonging Strategic Plan	40 - 64
7	Work Programme	65 - 68
8	Date of Next Meeting To note that the next meeting will be held on Thursday 13 April 2023, in Committee Room 1, County Hall.	
9	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.

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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.

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 9.30am on Wednesday, 15 February 2023 in Committee Room 1, County Hall, Chelmsford.

Present:

County Councillors:

Cllr Ray Gooding (Chairman)

Cllr Susan Barker (via Zoom)

Cllr Mark Durham

Cllr Jane Fleming

Cllr Marie Goldman

Cllr Ian Grundy

Cllr Carlo Guglielmi

Cllr Dave Harris (substitute)

Cllr Peter May

Cllr Ross Playle

Cllr Laureen Shaw

Cllr Wendy Stamp

Cllr Alan Goggin (Chairman of Places Services and Economic Growth Policy and Scrutiny Committee) joined via Zoom.

Graham Hughes, Senior Democratic Services Officer and Gemma Bint, Democratic Services Officer 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 Cllr Aidan McGurran for whom Cllr Dave Harris was substituting, Cllr June Lumley and Cllr Susan Barker who however joined the meeting via Zoom. Sharon Westfield de Cortez from Healthwatch Essex had also sent her apologies.

Cllr Ray Gooding declared an interest in that he was Chair of the Essex Housing LLP Board.

Cllr Peter May declared an interest in that he was Director of Business Opportunities for the Physically Handicapped, in Canvey Island.

2 Minutes

The minutes of the meeting held on 11 January 2023 were approved as a true record and signed by the Chairman, subject to the following amendment:

- Minute 3, under bullet point iii – to add the following sentence to the end of the bullet point 'The Cabinet Member went on to explain it

was not possible to provide a guarantee on present staffing levels being maintained.'

3 Questions from the public

There were none.

4 Draft Disability Strategy

A. Discussion with Healthwatch Essex Ambassador Samantha Tracey (along with her communicator, Julie from Deafblind Enablement) on her lived experience

Samantha introduced herself and provided a personal background for the Members. During the discussion the following points were highlighted:

- (i) Samantha was a registered deafblind Healthwatch Essex Ambassador. She had a communicator guide supporting her for 10 hours per week. Samantha stressed 10 hours was not enough and she would like further help. She had to prioritise how the hours were used and health appointments could take up the majority of the time.
- (ii) Further assistance including technological solutions could help reduce Samantha's social isolation and give her greater independence.
- (iii) Samantha did not receive much help financially although the costs of attending health appointments were funded; she had some technological gadgets which were self-funded such as a ring doorbell and a talking microwave.
- (iv) Samantha found it difficult accessing help and guidance particularly when it involved accessing organisations online or via telephone.
- (v) An information pack for people in a similar position as Samantha would be helpful at time of diagnosis and subsequent appointments.
- (vi) Travelling independently was a challenge, particularly alighting at bus stops and if there were changes to usual routes.
- (vii) Samantha was on medication and awaiting counselling for anxiety however there was a long waiting list for this.
- (viii) Samantha was unsure of the future in terms of where she would live if she was to lose her eyesight completely and whether she would need to move into sheltered accommodation. She had

enquired to go onto the housing list but had been told she was not currently entitled to social housing.

B. Consideration of Draft Disabilities Strategy

The Committee considered report PAF/04/23. Cllr John Spence, Cabinet Member for Adult Social Care and Health, and Ruth Harrington, Director for ASC for Adults with Disabilities attended the meeting to introduce the item and respond to questions:

A presentation was given setting out the County Council's ambition and highlighting the engagement that had taken place around developing the strategy, how the engagement had shaped the strategy and consultation findings. The Council was already operating a successful Meaningful Lives Matter Programme for those with Learning Disabilities and autism and wanted to widen it to include those with physical and sensory impairments. The Draft Disability Strategy had taken the approach that autism alone was not a disability although this continued to be debated as the draft strategy was further developed.

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

- (i) 160 questionnaires had been received so far plus 16 people were approached for in depth interviews. 74% of respondents were female. The consultation would finish on 23 February 2023. A Delivery Plan would be launched in May.
- (ii) Supported housing was an important part of facilitating more independence and it needed collaborative partnership work with district/borough councils and other partners to help further increase this provision. Supported Housing provision needed to be built into all Local Plans.
- (iii) Due to the pandemic many community support activities had collapsed and needed to be re-built again. These activities needed to be stimulating and meaningful. As well as setting up separate activities for people with disabilities there should be conversations with community organisations to help them be able to accept people with a range of disabilities including addressing any concerns they may have around safeguarding.
- (iv) Clear and direct access to support services was essential to help disabled people to further develop their employability and fulfil their ambitions. Inclusive employment strategies also needed to be promoted. The Committee highlighted the aspirations of the Essex Anchor Network to further support local communities and cited the farm development at Market Fields School which was providing work experience and job opportunities for local people

with disabilities so that they could build greater independence and to contribute to the local community.

- (v) Some Members queried what happened when SEND children leave education and highlighted the importance of supporting them into employment. However, it was stressed that not every child with SEND became an adult with disabilities needing support.
- (vi) The ambition was for people to be able to plan for their future and support their ambition to live an independent life. Supporting independence discussions had been introduced where social workers were being asked to focus on each individual and their independence including employment and housing.
- (vii) The County Council also needed to be honest in acknowledging the current challenges in recruitment and retention of care staff and its responsibility to ensure the sustainability of a viable local care market. Some proposals were being submitted to Cabinet in March 2023 regarding further support for domiciliary care providers. There was also a 20-25% vacancy rate for social workers which impacted on those needing support, including the timeliness of arranging assessments.
- (viii) Employment was important as it provided social contact and many people engaged and build relationships through work. There remained an ongoing challenge to ensure roles were accessible to everybody.
- (ix) Partnership with health partners was challenging as they had many other competing priorities. Work and conversations were taking place with hospitals around their health inequalities work and further improving accessibility for people with learning disabilities as well as those with physical and sensory impairments.
- (x) There was a highly successful CareTech programme that was currently supporting people to live at home, particularly those with physical disabilities which could be expanded to other cohorts. Home care providers were being encouraged to use this type of technology, and a small grant pot was being considered to help with some of the upfront funding of technology. NHS virtual wards were another way to support people remaining at their home.
- (xi) Shared endeavours work was taking place bringing together different teams and parts of the County Council with Adult Social Care, particularly around employment and housing, to ensure they were part of the Delivery Plan. Further conversations would

show gaps, duplications and any further work that could be included.

Conclusion:

It was **agreed** that:

- The final Disability Strategy should be clear that it supported the current Market Fields School project, and other similar schemes which provide work experience and job opportunities for local people with disabilities and further utilities the potential of local people.
- A further update would be given providing a Delivery Plan and identified actions ideally at or around the formal launch of the Strategy.
- A further update would be given in due course demonstrating progress and the changes being implemented.
- District/borough councils should be encouraged to include provision for supported housing in their Local Plans;
 - Appropriate specifications and provision for supported housing should also be reflected in the County Council's own Design Guide;
 - Representation be made on the increasing need for supported housing in the current consultation on the National Planning Policy Framework;
 - Request that Essex Housing consider if there is a role for it to further promote and influence the increase in supported housing provision.
- Request the Scrutiny Board to consider further scrutiny of the planning for future housing provision particularly in relation to supported housing for disabled and other vulnerable people, jointly with other appropriate Scrutiny Committees.

Contributors were thanked for their attendance and left the meeting.

5 Work Programme

The Committee considered and discussed report PAF/05/23 comprising the work programme for the committee.

6 Date of Next Meeting

It was noted that the next meeting was scheduled to be held on Thursday 9 March 2023.

There being no further business the meeting closed at 12.15pm.

Chairman

MATTERS ARISING (page 1 of 5)

Further to the request at the 14 December 2022 meeting of the Committee, further work will be progressed to close-off as many of the outstanding items as soon possible.

Date	Agenda item	Action	Status
15 February 2023	Disability Strategy	The final Disability Strategy should be clear that it supported the current Market Fields School project, and other similar schemes which provide work experience and job opportunities for local people with disabilities and further utilities the potential of local people.	TBC
		A further update would be given providing a Delivery Plan and identified actions ideally at or around the formal launch of the Strategy.	To be scheduled
		A further update would be given in due course demonstrating progress and the changes being implemented.	To be scheduled
		District/borough councils should be encouraged to include provision for supported housing in their Local Plans; <ul style="list-style-type: none"> - Appropriate specifications and provision for supported housing should also be reflected in the County Council's own Design Guide; - Representation be made on the increasing need for supported housing in the current consultation on the National Planning Policy Framework; - Request that Essex Housing consider if there is a role for it to further promote and influence the increase in supported housing provision. 	TBC

Date	Agenda item	Action	Status
15 February 2023	Disability Strategy cont..	Request the Scrutiny Board to consider further scrutiny of the planning for future housing provision particularly in relation to supported housing for disabled and other vulnerable people, jointly with other appropriate Scrutiny Committees.	TBC
11 January 2023	Everyone's Library Service 2022-2026 Update	To provide amended trend data and charts that compared to periods/years before the pandemic and not just 2021	TBC
		That, as part of a future scrutiny session, and further to an upcoming public consultation, to include more information on what users and potential users want from their libraries and what matters to them	To be picked up at the next update on libraries.
		Members were concerned by some of the data on current performance on literacy. The Chairman advised that he was already minded inviting the Chairman of the Education Task Force to discuss these and other challenges with the Committee in the near future and indicated that he would like to extend that discussion to include Cllr Louise McKinlay and appropriate officers as well as Cllr Tony Ball and education officers	To be scheduled
	Update on the HCRG Contract for the Essex Child and Family Wellbeing Service	A table showing all 22 Outcomes and target outcomes with all KPIs would be produced	TBC
		More information on the Affinity Programme would be provided to Members	TBC
		Further information on the rate of the contract would be provided to Members	TBC

Date	Agenda item	Action	Status
11 January 2023	Update on the HCRG Contract for the Essex Child and Family Wellbeing Service cont...	Further clarification on the availability of statistics measuring reach, and the number of hard-to-reach families missing out on the early years services who were then later identified needing additional support in later life	TBC
14 December 2022	Early Years and Childcare Strategy 2022-2027: End of Year One Update	Further information be provided on the lobbying undertaken by the County Council with Government, the Local Government Association and other bodies to help drive further improvement in standards and outcomes.	TBC
		A more detailed report of the 2022 EY Foundation Stage profile which measured a good level of development – which had been the first published data since pre-pandemic – would be circulated	TBC
		A further broad update would be arranged in due course	TBC
	SEND Strategy Update	To talk to representatives from the Family Forum in the new year to seek their views on the changes to services being seen and the challenges still being faced.	TBC
		Cabinet Member and officers to come back in six months with a further update to include some analysis of numbers and spend compared with other local authorities	TBC
10 November 2022	Adult Community Learning	A further update would be brought to the committee in the new year including a work plan (particularly on implementation of strategy and related workstreams), progress and impact of actions so far.	Scheduled for March 2023 meeting.
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.	TBC

Date	Agenda Item	Action	Status
	Domestic Abuse update continued...	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
		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 agreed an update would be provided on the current situation	TBC
		More detail would be provided on the figures showing a rise of repeat victims.	TBC
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
	Essex Adults Safeguarding Board cont..	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
14 April 2022	Essex Safeguarding Children Board update	Information on accessing services in the Dengie area to be provided	TBC

Date	Agenda Item	Action	Status
		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

Report title: The Youth Service and Support for Young Carers	
Report to: People and Families Policy and Scrutiny Committee	
Report author: Graham Hughes, Senior Democratic Services Officer	
Date: 9 March 2023	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

This is a specific follow-up requested by the Chairman (see Background below).

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 On 10 November 2022 the Committee discussed the implementation of the Carers Strategy. During that discussion, some clarifications were sought in relation to young carer issues and support. A link to the minutes is [here](#) and a link to the meeting documents is [here](#)
- 3.2 The Cabinet Member for Education Excellence, Life-Long Learning and Employability, and the Youth Services Manager have been asked to attend to update on points raised in relation to young carers and support in schools specifically together with voluntary sector partnership work, next steps and how it all fits with the All-Age Carers Strategy.

4. Update and Next Steps

The update is attached in the Appendix to this report. Next steps are as proposed under Action Required.

The Youth Service and Support for Young Carers

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

Julie Auger, Youth Services Manager.

Glenn Crickmore, Service Strategic Lead for Young Carers

5 Appendix

Essex Young Carers Report – Youth Service - July 2022

A power point presentation will follow that directly addresses matters arising from the 10 November 2022 discussion referred to in Background.

Essex Young Carers Report



July 2022

Introduction

A young carer is someone under 18 who holds caring responsibilities for a family member/s. Life can be very demanding for young carers, they are committed to their caring responsibilities and need to study, take exams, look after themselves, and not lose sight of their dreams and ambitions.

The Children and Families Act (2014) places a **statutory duty** on local authorities to provide **Young Carer Assessments** to children under 18 years of age.

In September 2017, ECC Cabinet responded to the **lack of consistency** of young carer provisions across Essex and made the decision to fund a new 'in-house' young carers service to be delivered by the Youth Service from April 2018. The new model included:

- Statutory assessment and bespoke action plans.
- A three-tier key worker scheme linked to level of need.
- Targeted respite and training workshops.
- Access to universal youth provision.
- Young carers and family forums.
- Young carer in school coordinators

3,184

**Statutory Young Carer Assessments
completed over the lifespan of this
delivery model**

Young Carers in Essex

It's been a Journey...

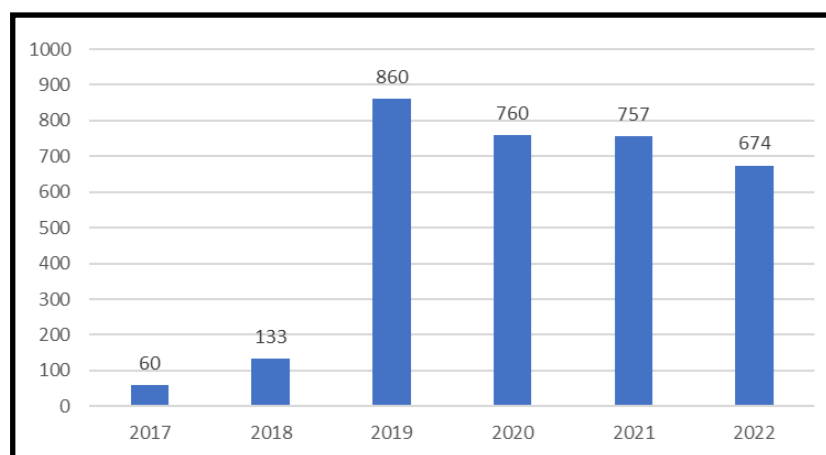
In April 2018, the team were recruited and trained. The new service launched in September of that year.

The service has developed into a **vibrant 'can do' provision** which is well respected across the county by stakeholders, communities, organisations, young carers, and their families.

Several other Local Authorities have approached us for advice and support to develop their young carers offer after we presented our delivery model at a national young carers conference.



Young Carers Statutory Assessments



Despite the impact of the pandemic and the disruption to service provision, the number of young carer statutory assessments has significantly grown since the launch of the service.

The data for the first quarter of 2022 shows the assessments are on track to exceed the results of 2019 whilst maintaining a steady growth throughout the pandemic

The role of Key Workers

Key workers work with young carers and their families to complete assessments, identify issues that are negatively impacting on their lives and set out an action plan to improve situations that enable young carers to have a healthy balance between their caring roles, study, and social life. Plans include organising respite and educational activities, trips to dentists and other health care services, mentoring, coaching, signposting and facilitating quarterly young carer and family forums in each quadrant. They work closely with a wide range of services, organisations and schools to bring about positive changes and opportunities for young carers and their families.

The **voice of young carers** and their families are included in all aspects of the key workers tasks and regular young carer and family forums have proven to be a good space to capture their views and lived experiences that influence service delivery plans and respite activities.



Young carers met with Cllr Louise Mackinlay and PFCC Rodger Hurst during their Pirates respite activity in Feb 2022. They discussed the support they receive from the young carers team and the difference it makes in their lives.

Casework - action plans and group forums influence the work keyworkers undertake with a range of partners across Essex. Here's a sample of the type of interventions and the impact

Issues	Intervention	Outcomes	Impact
Young carers often marked late for school due to caring duties	Key workers set up meetings with young carers and school staff and agree support plans	Schools change late reporting processes for young carers	Young carer feels able to continue with caring role and feels supported by school. Reduction in number of poor attendance/ lateness letters issued to families
Fear of leaving cared for at home. Unable to focus and concentrate in lessons	Schools Coordinators provide onsite training and support for school staff.	Schools recognise young carers feel more secure if they can call their cared for family members during lesson breaks	Reduce anxiety, stress and worry. Increase focus and engagement in learning Identified point of contact in schools
Inappropriate housing unsafe for young carer and siblings	Referrals made to Adult Social Care for Needs Assessment and Occupational Therapist Appointments made with housing providers and local councils.	Planned repairs completed. Planned accommodation moves made Processes in place to inform banks, doctors, schools etc of new contact details	Families feel safer. Housing providers are more aware of young carers and their family's needs
Young carers feel isolated and lack social mixing opportunities	Referral to youth clubs and online events. Access to respite and education workshops.	Young carers have opportunities to engage in positive activities that are educational and stimulating	Reduced isolation and increased peer network and social life Increased regular time away from caring responsibilities Having fun

“Cooperation is the thorough conviction that nobody can get there unless everybody gets there” Virginia Burden



Doing things differently – the pandemic response

The impact of the pandemic left so many children and young people hidden from view. That is especially relevant for young carers. They have spent more time at home taking on more caring duties during the last 2 years. The Youth Service stepped up quickly to support young carers and their families in many ways including:

- Doorstep welfare checks undertaken to deliver activity and food parcels
- Young carer families received weekly calls, texts and video check in's
- Young carers contacted weekly for a catch up and wellbeing check in's
- Some young carers met their key worker for 'walk and talk' sessions
- Signposted families to organisations to collect prescriptions and shopping for families shielding.
- Families received winter food and fuel vouchers
- Laptops delivered enabling access to online education, respite activities and socialising.
- Daily online Zoom sessions including household treasure hunts, den building, keep fit & Zumba

Young Carers Training workshops are an essential element of the service offer, these opportunities enable young carers to be fully equipped to undertake their caring role safely. To date, the team have delivered **130 training sessions** on a wide range of relevant topic including:

Manual Handling	Understanding Autism	Cooking easy meals
Health and wellbeing	Emergency safety planning	Managing medication
Travel training	Online safety	First Aid

Young carers expressed that they were having difficulties with **low moods, self-esteem, and confidence**. The pandemic has increased these issues for many young carers due to not being able to socialise and has affected the way they are able to interact and develop their social skills.



"I would like to thank you for all the support you gave my son during this difficult time. I really do think you gave him the break that he needed and helped him open about his feelings and how to deal with them. I honestly believe that without your support he could have been a different outcome. I will be forever grateful" Parent

Respite Activities are designed to provide young carers with a break from caring

responsibilities, meet with their peers in a safe space, have fun and relax. Young carers are involved in the planning of these activities.

They have visited **Sky Academy** learning about careers in the media and trying out various roles, young carer festivals, young carer talent show, golf and lunch, science party, theatre trips, Kidzania - a town for children where they can experience different jobs via roleplay, young carers choir, residential trips including outdoor adventure learning, team building, water sports and sailing

489 respite activities have been delivered to date with lots planned for the upcoming summer break.

During lockdown the online respite activities were extremely popular, with many young carers attending sessions regularly.



Birch Hall Adventures summer 2021

In June 2022, a group of young carers travelled to the Royal Harwich Yacht Club to board the boat *Faramir*, for a two-night and three-day sailing voyage. They agreed a working rota and took responsibility

for cooking all meals, cleaning the boat, carrying out safety checks, ensuring all sails were stowed away correctly and pulling up the anchor. During the day the whole group worked together to tack down the river. Both evenings were spent with the skipper reviewing how the day went, tracking how far they had sailed, completing weather checks, checking tide times and sailing routes for the following day.

On Saturday they took part in the **Festival of the Sea** in celebration of the Queen's Platinum Jubilee. They sailed as part of a flotilla with a 100 other boats. The young carers gained so much from this experience. They demonstrated increased confidence and showed resilience and leadership. The trip was full of new and challenging opportunities. They learned so many new skills and were awarded with an



The Young Carers in Schools

The Children's Society states that 27% of young carers aged 11-15 miss or have difficulties at school due to their caring responsibilities.

The young carer schools coordinators work with schools to build their own policies and procedures to identify, support and safeguard young carers. They offer training and encourage schools to identify young carer champions to implement changes that improve attendance, attainment, safeguard and promote the welfare of young carer students ensuring they have the same life chances as their peers.

The coordinators facilitate awareness raising events in school assemblies, teacher and governors' meetings, networking events, countywide conferences, and work with schools to engage with the Children's Society National Young Carers in Schools (YCiS) Award by guiding them through the process of meeting the criteria and gaining the award status. Implementing the YCiS programme has resulted in increased **confidence, well-being** and **achievement**. Schools have worked so incredibly hard to manage the impact of the pandemic and adapted their teaching methods to sustain students learning through lockdown and Covid restrictions. The school coordinators were restricted from going into schools for large periods of time between March 2020 until September 2021 and subsequently the focus on the YCiS's Award was put on hold. During that period, the coordinators supported the wider young carers team to develop online provisions and welfare support.

The school coordinators are now working to full capacity to help schools to meet the YCiS standards and gathering evidence to complete their awards. Essex remains the Local Authority with the highest number of schools achieving the national standards.

Bronze 110

Silver 7

Gold 2

Total 119



A further 22 schools are preparing their evidence for the award and will submit later this year which will take us to a total of :

140 awards

"In the last 3 years we have achieved both our Bronze and Silver Young Carers Awards. None of this would have been possible without the support and guidance of the Essex Young Carers Schools Co-ordinator, who helped and supported me whenever I had a question or needed support. They have even attended school to deliver training to all staff and assisted in assemblies for the children."

Karen Berrada Operation Lead for Young Carers, Felmore Primary School

Awards and Recognition

In 2019 Essex young carers service were highly commended in the “You Make a Difference in Essex” Team of the Year Award. The service was also highly commended by the national Children and Young People Now Awards for Public Sector Team of the Year

Kool Carers Southeast in partnership with Essex Youth Service received Highly Commended at the Children and Young People Now awards 2021, Young Carers category.



Next Steps

The young carers and staff have been supporting commissioners to develop the All-Age Carers Strategy which outlines six commitments. These commitments provide the benchmark for good quality services for all carers in Essex and are already strongly embedded in the Young Carers delivery model.

Easily accessible information, advice, guidance, and support

Develop professional practice and processes

Improve transitions

Carers will have increased opportunity to access good quality support

Carers' needs and rights will be understood and recognised

Carers will be the experts that influence, shape and be involved in decision making

Being directly involved in the consultation and design of the All-Age Carers Strategy has really helped sharpen the focus as we continue to be ambitious for young carers in Essex and build on the successes to date. We are committed to further **amplify the voice of young carers and their families** and generate participation opportunities. We intend to develop a training programme for young carers to inspect our work and tell us what we are doing well and how to improve.

Young adult carers have told us they find the transition into adulthood a scary and often isolating experience. We will develop an Essex Young Carers in Higher Education Award and standards framework. We will work with YAC's to co-produce transition resources and work closer with adult services to ensure smoother transitions.

We will promote the role of Young Carers in Essex and **celebrate their amazing achievements** with them.

Report title: Adult Community Learning Strategy	
Report to: People and Families Policy and Scrutiny Committee	
Report author: Graham Hughes, Senior Democratic Services Officer	
Date: 9 March 2023	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

This is a follow-up requested by the Committee (see Background below).

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 On 10 November 2022 the Committee discussed the development of the Adult Community Learning Strategy. It was agreed at that meeting that a further update would be brought to the Committee in the new year to include a work plan (particularly on implementation of the Strategy and related workstreams), progress and impact of actions so far. A link to the minutes is [here](#) and a link to the meeting documents is [here](#).
- 3.2 The Cabinet Member for Education Excellence, Life-Long Learning and Employability, and Lisa Jarentowski - Adult Community Learning Principal have been asked to attend to provide the update.

4. Update and Next Steps

The update is attached in the Appendix to this report. Next steps are as proposed under Action Required.

Adult Community Learning Strategy

Expected attendees to support the discussion:

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

Lisa Jarentowski - Adult Community Learning Principal

5 Appendix

Briefing paper: PAF Scrutiny Committee - ACL Strategic Plan Implementation

Briefing Paper

PAF Scrutiny Committee –

ACL Strategic Plan Implementation

Cabinet Member	Cllr Tony Ball
Lead Officer	Lisa Jarentowski - Adult Community Learning Principal
Title	ACL Strategy Implementation

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.
- 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
- Lifelong learning is about the people of Essex having equal access to excellent learning and training opportunities throughout their life-course. 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
- 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.

Background

As with the ACL Strategy, the curriculum also 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.

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 partners. 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

ACL Essex is one of the largest Adult Community Education (ACE) providers in the country (2nd) with growing learner numbers – it is principally a direct training delivery service with a local focus. The ACL Strategic Plan ties together with the LLLB Strategic Approach which links with business, locality and wider support service planning and signposting.

Funding

ACL is funded predominantly by the Education and Skills Funding Agency. Funding allocations include: Adult Learning Loans, Adult Education Budget, Community Learning, and Level 3 Free Courses for Jobs Fund. Additional incomes derive from: Apprenticeships, projects, and non-funded provision.

A Funding and Accountability Consultation was run by the DFE in October 2002 and although there has been no published response to the funding consultation a statement was realised that implementation has been pushed back to 2024/25. On this basis curriculum planning for the academic year 2023/24 has been made of assumption of allocations in line with 2022/23 as follows:

- Adult Education Budget (AEB) Grant Allocation from ESFA of £7,926,991
 - Accredited (ASB) - £3,119,150
 - Non-accredited - £4,807,841
- Level 3 Free Courses for Jobs Allocation of £156,669 (increased on request by ACL from £94,950)
- Apprenticeships circa £800k
- Advanced Learning Loan Allocation £202,308
- Circa £2.2m of funding from projects

Key Points – Curriculum Planning

Curriculum Planning to meet funding outcomes

The ESFA non-accredited funding (courses that don't lead to a qualification) is used for our community learning offer and as per the funding guidance from 2023/24 our curriculum must align to at least one of these seven strands:

- Engaging and/or building confidence
- Preparation for further learning
- Preparation for employment
- Improving essential skills (English, ESOL, maths, digital)
- Equipping parents/carers to support children's learning
- Health and well-being
- Developing stronger communities

This has an impact on the hardest to reach residents and those furthest from employment such as supported learners. ACL are working with other organisations on ambitious projects to provide learning and support alongside development of employability skills and work experience. An example of this is to offer from September Animal Care qualifications in collaboration with Sandys Farm in Tendring.

Curriculum Planning to meet strategy and wider outcomes

The planning process has been informed by:

- the skills needs across the county set out in the Essex Skills Plan
- localities data.
- Accountability Agreement (The accountability agreement is a new product emerging from funding and accountability reforms. It is a two-part document setting the overall expectations of providers in return for the DfE's funding investment)
- ECC Sector Development Strategy to provide a pipeline to jobs
- ACL MIS trend data

Ofsted Requirements that impact curriculum planning

ACL is judged by Ofsted to be a good provider with effective safeguarding in place.

The Education Inspection Framework provides the criteria to ensure that all funded delivery we provide our learners with is fit for purpose and provides value for money.

The Quality of Education is key and the ACL strategy is evidence of:

- A programme intent that is clear and consistent across the organisation.
- A well communicated and understood rationale for the range of programmes offered contributed to by all partners.

- Meets community, commercial and business need, addresses workplace skills gaps (implementation).
- Delivers a well-designed curriculum preparing learners for the next stage of their education, training or career (implementation).

Meeting the strategy outcomes will provide the evidence of our impact.

Multiply & ACL

A programme of courses have been designed under the three key themes which supports The Lifelong Learning and Belonging (LLLBB) Strategic Approach which brings together the work of Directorates/Teams in Education Excellence, Lifelong Learning and Employability.

Maths for families and communities - these courses offer the opportunity to learn together to build strong relationships, develop new skills and raise aspirations for all the family including: Maths for Year 1- Year 11, Preparing yourself for your child's exams, Helping when you are not a Maths person, How does fractions, decimals and percentages work?, That's not how we did it at school?, Making Maths Fun, Cheap Family Days Out, KS2 Maths, Easy Half term Meals, Play to help with numeracy, Financial wellbeing for parents and children.

This meets the strategic outcome of more parents engaged in their own and children's learning.

Maths for employment- offering opportunities to make improvement to CVs, gain skills to progress in current roles, or to move into a new career including: Accountancy & Finance Qualifications, Ratios, Calculating customer discounts, Calculations using Excel, Functional Skills Maths, GCSE Maths, Maths for Speakers of Other Languages.

This meets the strategic outcome of more people on lower incomes increasing their earning potential through entry into employment, better jobs and self-employment

Maths for health and wellbeing – providing opportunities to look after mental health and wellbeing in addition to supporting family and friends including: Confidence in Maths, Money made simple, Understanding your bills, Understanding your credit rating, Buying the best offer, Financial confidence and wellbeing.

This meets the strategic outcome of fewer adults need to access services as a result of improved health and wellbeing.

All Multiply provision is promoted using the ECC branding assets and promoted through our usual channels <https://aclessex.com/multiply/>, social media and parent ambassadors.

Development work is taking place for a Multiply LearnFest that will be a mix of online self-study and online live for all ECC employees further supporting the year of number.

ACL Property

In the academic year 2022/23 ACL have delivered through various models including face to face in centre, outreach in venues such as schools, libraries, hotels, as well as online live classes, online self-lead, hybrid classrooms, fast track and rolling starts.

Future planning

ACL provision is responsive to the needs of learners and the Everyone's Essex outcomes and we continually review the areas of identified need. Work is ongoing with the localities team so that we can expand outreach into key areas such as Rochford, Dovercourt / Harwich, Canvey, and Stanstead. We are working with the property team and other services areas to identify potential satellite centres such as Youth centres, libraries and schools in evenings and weekends.

Utilisation of rooms and centres is constantly reviewed which has informed the planned closure of Rayleigh and reduction of space in Maldon. There is a steady income stream through the hire of halls and rooms within centres which also contributes to collaboration with other services and providers that supports a holistic offer to our residents.

Future plans for property include the successful levelling up bids in Clacton and Harlow which will see ACL operating in new shared spaces from September 2025.

The long-term view is to explore investment to develop facilities that align to future need and that are relevant to local areas such as the High street fund investment in Colchester supporting the Digihub. There is scope in 4 to 5 main centres with excellent facilities (science, digital, immersive technology) with satellite centre/rooms across the County for delivery of core curriculum e.g. maths, English, digital, mental health.

Physical centres are vital to meet the needs of our residents reflecting that there is an increase in the number of learners returning to face to face learning, they are also a necessity as exam centres for the accredited learner offer. They play an important role in meeting the outcome of our learners telling us that they don't feel lonely and isolated.

Further options being explored are the creation of specialist commercial venues such as salons, upcycling workshops, and cafes which would support the development of employability skills and provide real work experience opportunities.

Supporting Wider ECC Initiatives

ACL lead on a number of projects that support wide ECC initiatives:

- Parent Ambassadors
 - Work with parents to encourage engagement in learning to improve social and economic outcomes including Year of Reading and Year of Numbers
- Nightingale Extension
 - Including: Training, Train the Trainer, Electric Bikes, Fast Track programmes
- Mental Health Recovery
 - Commissioned work from ECC to develop and deliver a mental health recovery programme for the residents of Essex. Programme address confidence, resilience, taking control. Aim is to support people back into work or learning as a result of this programme. Sessions are co-delivered with tutors having a lived experience of mental health.
- Levy Transfer Service
 - A Levy Transfer Hub will be created that will support Levy paying employers to 'gift' unused levy funds to Essex based SME's. Additionally, ECC will commit to 'gift' 25% (£312k) of its unspent levy. ACL and the Skills, Strategy & Growth Team (Economic Growth) will work collaboratively on this project. Additional ECC partners will include the Youth Team and Marketing & Communications.
- Canvey Levelling Up
 - Scoping the opportunity for ACL to have a permanent base on Canvey Island and identify the skills needs that require addressing. Initially ACL will utilise an existing space on the Island to run courses for a fixed period that will enable the service to establish need and future provision opportunities and whether a permanent presence is required. This dedicated space would enable ACL to trial their presence within the community whilst enabling improved access to Adult Learning courses on the Island. Project includes a part time engagement officer and hybrid/tech for delivery
- Braintree Levelling up
 - A 12-month programme that works with the village schools to run Family Learning provision for parents, carers and if required other members of the community. Provision would include maths, English and digital programmes and will link well to both Year of Reading and proposed Year of Maths. We will employ 2-3 part time tutors who will carry out engagement work across the district to develop positive working relationships with the schools and then deliver provision within their facilities. If required additional facilities could be sourced e.g. village hall
- Harwich Levelling Up
 - Scoping the opportunity for ACL to have a permanent base in Harwich and identify the skills needs that require addressing. Initially ACL will utilise an existing space to run courses for a fixed period that will enable the service to establish need and future provision opportunities and whether a permanent presence is required. This dedicated space would enable ACL to trial their presence within the community whilst enabling improved access to Adult Learning courses locally. Project includes a part time engagement officer and hybrid/tech for delivery
- Colchester Levelling Up-
 - To increase participation and the learning experience of individuals undertaking courses and apprenticeships in health and science-based subjects, ACL seeks to create a multipurpose training room that would enable learners to gain improved hands-on experiences within the health

and science sector. Awarded funds would include the purchase of health and science equipment and resources which includes a part time technician for 10 hours per week.

- Social Prescribing
 - Development a localised Social Prescription offer that meets the needs of the people of Essex. For that offer to have short, mid and long-term ambitions and be targeted in different ways across the county. By having a clearly defined offer commensurate with its ambition, ACL will ensure its offers are aligned with key community anchors and embedded into appropriate district assets
- Digital Hub
 - The underutilised gym building at Wilson Marriage in Colchester will be fully refurbished and kitted out to create a new Digital Hub. Our vision is to create a dedicated digital space in the heart of Colchester that addresses the identified need for improved digital skills for its residents to access digital services and gain good jobs (including those in the digital sector).
- Digital Champions
 - Engage volunteers across Essex and train them to become digital champions. Volunteers will work with residents to develop skills and support digital confidence and competence. Supports the reduction of the digital divide. This project is delivered alongside EWS and ECC developing communities team
- Multiply
 - Government initiative in which ECC has been allocated £7,908,304.04 to deliver a package of interventions across the county to support maths skills for residents. Skills Team are leading on this with support from ACL
- Retrofit Academy -supporting the Green Skills agenda
- Library Collaborative Work
 - Development a four pronged approach to working with libraries across Essex this will include: codesign of programmes that can be delivered within library spaces, upskilling of library staff using AEB allocations, Joint usage of library and ACL facilities and how we collaborate to market and promote both services effectively. E.g Harlow homework club as part of Warm Welcome scheme

Possible opportunities:

- Housing Association Engagement Programme
 - To strengthen ACL relationships with relevant Housing associations in Essex. Support residents and employees to access a range of courses and programmes that support positive outcomes for individuals e.g. improved wellbeing, reducing social isolation, breaking the digital divide and accessing good jobs.
- Men's Mental Health - Look Good Feel Great!
 - Promoting Mental Health, Wellbeing, Resilience and Domestic Violence Courses to Men. Initially this will be through Barbers - targeted marketing materials that are inclusive and raise awareness of these often-sensitive subjects.
- Voluntary Sector Collaborative Work
 - Working strategically with the main third sector organisations in Essex to strengthen relationships and develop partnerships that benefit their customers and employees.
- Volunteer Programme
 - Develop a structured volunteer programme that supports the ACL service but also encourages wider participation in learning
- Schools Levy Programme
 - A plan of work designed with the ECC Education Team to maximise the ECC schools unspent levy allocations. ACL will release tranches of programmes so that cohorts of apprentices can be recruited throughout the year. Activity is to be targeted where schools require improvement, in areas of deprivation and ECC priority areas. The approach is to ensure all schools have the opportunity to access the levy and use it to recruit and train new employees and upskill eligible staff.

Recommendations and Next Steps

Following the support given to the ACL Strategy, we therefore recommend that the PAF Scrutiny Committee:

1. Supports the approach detailed within the ACL Strategy Implementation.
2. Supports us to publicise and encourage stakeholders to promote/collaborate with ACL services to residents.

Our next steps are:

1. Complete the final Curriculum Plan on confirmation of the funding allocation from the ESFA (April 2023).
2. Finalise target setting for Curriculum teams.

3. Consider further opportunities to maximise utilisation of property, investment in specialist resources.
4. Research and analysis the method and how far learners travel to learn to inform the ongoing property review.

Report title: Life-Long Learning and Belonging Strategic Plan	
Report to: People and Families Policy and Scrutiny Committee	
Report author: Graham Hughes, Senior Democratic Services Officer	
Date: 9 March 2023	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

This item has been requested by the Cabinet Member who invites comment and discussion (see Background below).

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 PAF is invited to make comments and observations on the draft Lifelong Learning and Belonging Strategy which includes the increasing focus on preparing and equipping people for work and the increasing collaboration of Education and Skills teams in connection with this.
- 3.2 The Lifelong Learning and Belonging Strategy is a separate agenda item to the Adult Community Learning Strategy whilst recognising that they are linked and there could be some crossover in discussions.

4. Update and Next Steps

The update is attached in the Appendix to this report. Next steps are as proposed under Action Required.

Expected attendees to support the discussion:

County Councillor Tony Ball, Cabinet Member for Education Excellence, Life-

Life-Long Learning and Belonging Strategic Plan

Long Learning and Employability

Ruth Gilbert - Head of Employability & Skills

Anita Kemp - Head of Strategy Planning and Performance

5 Appendix

Briefing Paper – PAF Scrutiny Committee: Lifelong Learning and Belonging (LLL)- Strategic Approach

Power Point presentation - Lifelong Learning & Belonging Strategic Plan: People and Families Scrutiny Committee 9th March 2023

Briefing Paper – PAF Scrutiny Committee

Cabinet Member	Cllr Tony Ball – Education, Excellence, Lifelong Learning and Employability
Lead Officer	Ruth Gilbert – Head of Service (Employability & Skills)
Title	Lifelong Learning and Belonging (LLL)- Strategic Approach

Background & Scope

In summary...

The Lifelong Learning and Belonging (LLL) Strategic Approach brings together the work of Directorates/Teams across the Education Excellence, Lifelong Learning and Employability Portfolio. We aim to accelerate impact of our work to local imperatives by:

- Identifying the workstreams and activities that are improved/accelerated through collaboration, for the next 2 years.
- Identifying means of supporting vulnerable groups by effectively working-together (pooling resources and expertise).
- Identifying funding for collective working- both secured already and where it is needed in future.
- Measuring progress and impact of workstreams/project and identify gaps and opportunities to collaborate internally and make the best use of our expertise.
- Provide clear performance targets/achievement milestones and report on these regularly to the Portfolio Holder.
- Identifying and managing partnerships and collaborations with stakeholders outside ECC.

This paper sets out our approach, its benefits and next steps.

What is Lifelong Learning and Belonging & how does it link with Everyone's Essex?

Lifelong learning (LLL) covers learning from Early Years to Further Years, incorporating Early Years settings (0-5) [within Cllr Egan's Portfolio], schools (5-16), the FE and HE sectors and adult learning (16+). Lifelong learning encourages positive outcomes for individuals, communities, the environment, and the economy. On the individual level, participation in learning activities has been shown to improve life satisfaction, health and well-being and self-confidence.

Why include *Belonging*?

This was added in December 2022 to ensure “stay local – go further” (rather than leave to achieve- a big issue for Essex) had due emphasis in action planning across the functions of the portfolio:

- Anchors (public bodies, charities, linked to Essex e.g. local NHS)
- Adult Community Learning (ACL)
- Education (including specialist education and all schools)
- Employability & Skills (projects, funds, brokering jobs, apprenticeships)
- Sector development (industry analysis of growth opportunities for Essex)

Linked functions include Youth Service, Children & Families, Adult Social Care & Active Essex.

How does this fit with ECC's Strategy- Everyone's Essex?

The LLLB Strategic Approach sets out how Cllr Ball's portfolio functions, plans and officers work together to meet key ambitions as set out in [Everyone's Essex](#). It 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 the need and relevant to local areas; Levelling Up success, driving down inequalities, considering environmental imperatives, and providing the means for success in achieving each person's ambitions.

Local imperatives and drivers for the LLLB Strategic Approach

The current *Skills and Employability Offer*¹ in Essex is fragmented and challenging for businesses, residents, and skills training providers to navigate. It is not clear what can be accessed and when e.g. career planning/signposting to stepped training and wider support interventions- by sector and locality. There are many different sources of information and routes to funding, which is challenging for the 90% of micro businesses in Greater Essex. For example:

- despite the wealth of information about the Apprenticeship Levy, many employers struggle to navigate and use the guidance provided, evidenced by employers choosing to pay the Levy as tax (to HM Treasury) rather than assigned for training staff or third parties- hence ECC offering an Apprenticeship Brokerage service.
- local businesses (surveyed by ECC) confirm that a lack of employee/applicants' digital skills is impeding access to work and career progression.
- navigation of the barriers for adults with learning difficulties to be supported into employment requires bringing together information on training, transport and consideration of digital/wider accessibility.

The LLLB Strategic Approach draws together colleagues and planning of services from the Education Directorate, the Sustainable Growth Directorate, and wider ECC services, to ensure experts and support services for individuals, the environment and local economy work together, to address clear skills gaps in the county - notably a relatively low proportion of working age adults qualified to Level 4+.

If Essex is to deliver on the aims in Everyone's Essex for business growth and Levelling Up the county, we need to maximise impact of ECC's activities - collectively, and avoiding duplication. The LLLB Strategic Approach identifies themes and workstreams (set out under Delivery Approach in this paper) to maximise impact by working together.

Delivery Approach

The Education, Excellence, Lifelong Learning and Employability (EELLE) Portfolio spans a range of Services and Projects, including:

- Education – Statutory services and ongoing input to significant Projects like the Greater Essex Careers Hub; Year of Numbers and Multiply;
- Skills – Apprenticeships; Green Skills; Levelling Up; support to the Essex Local Skills Improvement Plan (LSIP); Multiply; Essex Heroes/Shujaaz intervention (name TBC by young people); Essex Anchors Network; Careers Guidance via the Essex Opportunities Portal and Careers Magazine;
- Lifelong Learning (ACL) – FE and Adult Learning in Levels 1 – 4; Levelling Up Projects; Multiply; Year of Numbers; Retrofit and Digi-Hub.

A number of ECC Services feed into this work including ACL, Education, Sustainable Growth (of which Skills and ACL are part), Youth Services, Children & Families and Adult Social Care, Digital Inclusion and Targeted Employment to name a few. Whilst this provides a myriad of expertise to draw on internally, it presents a potentially disjointed picture to Essex Employers and Residents, who struggle to navigate opportunities.

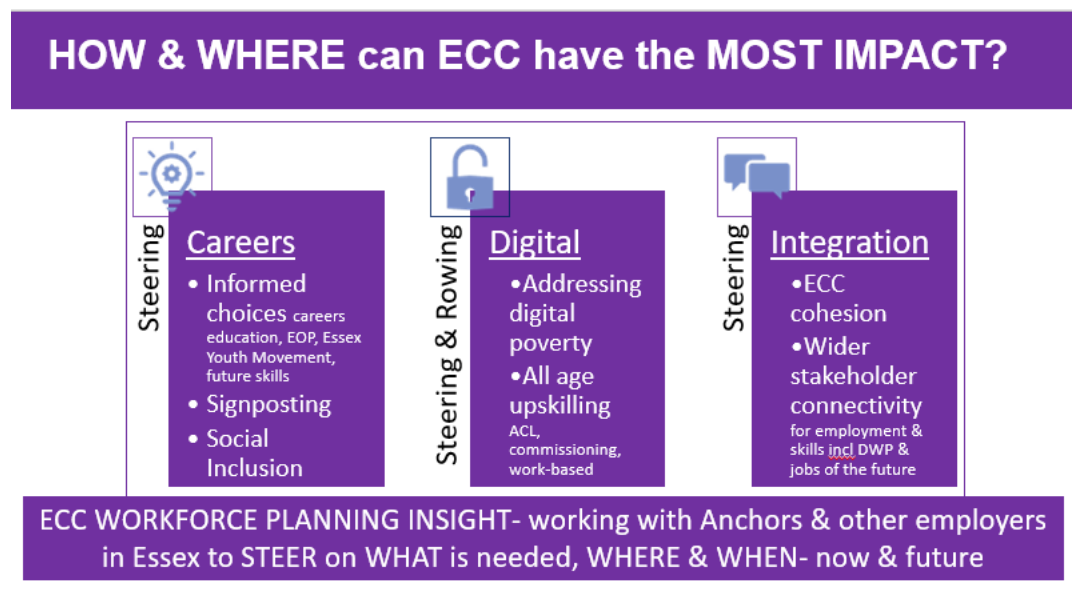
We are therefore developing, with Cllr Ball's support, a new way of working, through which we intend to prioritise Skills planning and delivery through coordination of activities across Directorates e.g. employability skills are critical to younger students in a school setting, just as much as they are fundamental to our work with adults. They are also critical to be

¹ *Skills and Employability Offer* is reference to training (related to work preparation/upskilling/reskilling/technical professional skills) and wider preparedness for work e.g. signposting to jobs, support applying for jobs, and support to develop soft skills, digital literacy, interview skills- work readiness.

embedded in signposting through transport services for those with disabilities and information for Carers, via Social Services.

Our guiding principles can be described in 5 C's of "Co-creation; collaboration; coherence, convening and communication". This will inform the way we work in the Lifelong Learning and Belonging (LLLb) space.

With young people, low paid/skilled adults, the unemployed, and other vulnerable groups facing some challenging barriers to (better) employment, including basic skills (reading/literacy, numeracy), digital skills, soft skills and connectivity (either via the Internet or physically via effective, sustainable transport links), we are proposing to adopt 3 key pillars of *Skills & Employability* delivery: **Careers** (information, advice and guidance is produced in an effective, accessible way); **Digital** (digital poverty is addressed and all ages are able to upskill to industry requirements); **Integration** (ECC-wide Skills & Employability initiatives are delivered coherently and there is connectivity with wider stakeholders, including the Department for Work and Pensions (DWP)). Focussing our efforts in this way will ensure we have the most impact. We will take a locality approach, where the projects we work on should target impact in specific areas.



Adopting the foundations visualised above, we are ensuring 'Workforce Planning Insight' by:

- Working closely with the Essex Chambers of Commerce to develop and shape the Local Skills Improvement Plan (LSIP)
- Increasing our direct engagement with employers in Essex, by building connections with businesses like Microsoft and Ford- to understand their recruitment and upskilling requirements for their workforce and capitalise on their resources for Essex residents.

This is a transformational way of working for ECC, as the Lifelong Learning and Belonging (LLLb) Strategic Approach brings several key services together. For example, in developing closer links with the Careers Enterprise Company (CEC), we are collaborating closely with colleagues in Education to ensure Essex Schools, FE colleges and employers all engage effectively. The Skills & Employability Team are also reviewing the approach to Apprenticeships, with the Education Directorate, ACL, and Sector Growth Team, to ensure they are used effectively and, as mentioned, working closely with partners at Essex Chambers of Commerce to support them and the Employer Representative Body (ERB) deliver the Essex LSIP.

Data-demand driven services

We are using evidence to inform our thinking. From initial discussions and surveys, we have identified a possible 214 Skills and Employability Projects delivering 'Skills outcomes' across ECC. With Cllr Ball's support, we are mapping them in more detail and understand impact, and wider opportunities to bring together expertise and learn from good practice. We are liaising with colleagues, across all ECC Directorates, to understand this in more detail as part of "Project Jigsaw"- *bringing the pieces of the Skills & Employment puzzle together*. This will be an iterative process, completed alongside existing priorities, so we will update Cllr Ball on a regular basis.

Preparing for the future- with or without Devolution

With one of the potential benefits of Devolution being greater Essex-based (local) control of the Adult Education Budget, we are preparing for this possibility, by working with the Federation of Essex FE Colleges (FEDEC) to ensure coherency to the existing landscape. ACL Essex are now an active member of FEDEC and we have commenced the briefing process of the potential impact of Devolution.

We are also working with local authority partners across Essex to explore the power of working together, more closely, where this supports benefits to our residents- with or without devolution. A good example of this is current work with ASELA and industry partners to coordinate an Essex-based approach to work-based training in higher level technical skills in engineering, logistics and technology- with aspirations to use the power of bringing together employers (for greater scale) to attract a training provider(s) to work with Essex-based companies, in locality, to provide vital training in these skills shortages, which then benefit Essex residents through local training e.g. Ford currently work with Greenwich University and the University of Warwick, in the absence of Essex-based training provision.

Recommendations and Next Steps

We therefore recommend that the PAF Scrutiny Committee:

1. Supports the approach detailed within the LLLB Strategic Approach.
2. Supports Cllr Ball's decision to progress Project Jigsaw to support us further understand the existing Skills offer/projects/imperatives across ECC services and greater cohesion in our activities, to increase pace and scale of our impact.
3. Supports us to publicise and encourage stakeholders to promote/collaborate to scale up services to residents, using established services, such as the Essex Opportunities Portal (for signposting to training and jobs).

Our next steps are:

1. Complete the first phase of "Project Jigsaw" to understand the skills projects and workstreams within ECC (April 2023).
2. Report back to Cllr Ball and colleagues at Portfolio Board on Project Jigsaw and progress to collaborative Milestones for the next 6 months+ in development with stakeholders (monthly).
3. Consider further opportunities to maximise impact (scope, scale and pace) of 'skills and employability' activity through Project Jigsaw outcomes (monthly).
4. Report back to PAF Scrutiny Committee in the Autumn this calendar year.

Lifelong Learning & Belonging Strategic Plan

People and Families Scrutiny Committee

9th March 2023

Cllr Tony Ball

Cabinet Member for Education Excellence,

Lifelong Learning and Employability

PORTFOLIO VISION STATEMENT

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



Lifelong learning is about the people of Essex having equal access to excellent learning and training opportunities throughout their life-course. 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



Shaping - the education and skills eco-system to provide clear pathways for these opportunities throughout people's lives



Influencing - taking the strategic lead in lobbying the government and influencing partners, so that we create the right conditions and structure for success



Re-imagining - the mechanisms the Council can use to effect meaningful and lasting change



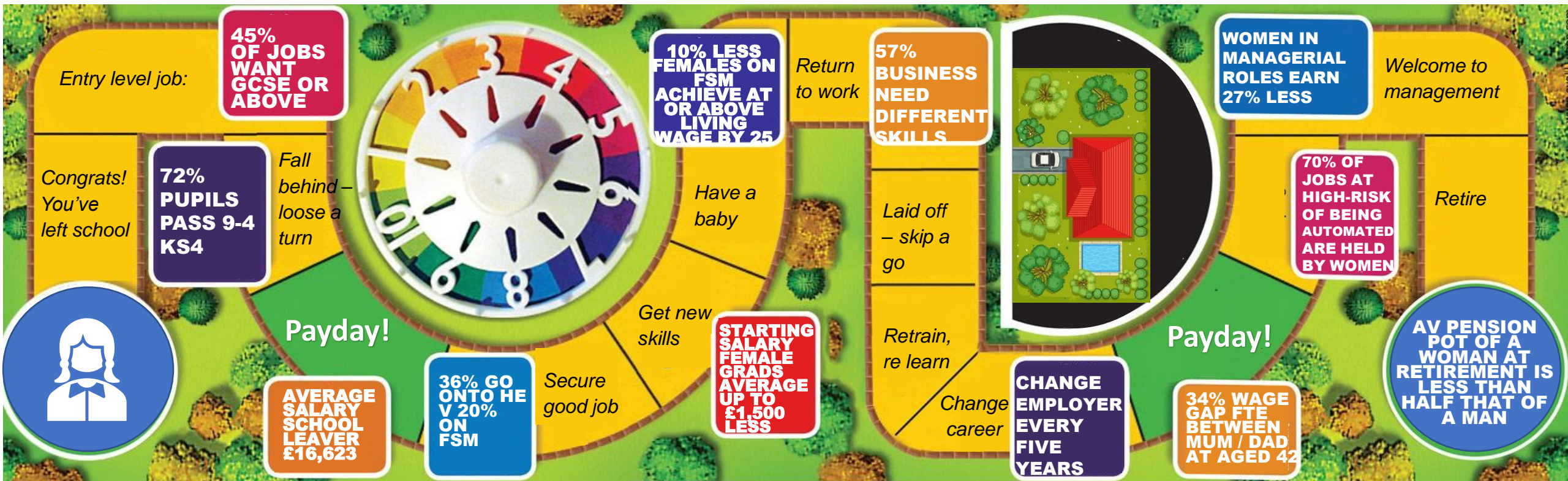
Overcoming – removing as many barriers as possible to excellent learning and training opportunities through the effective use of funding and investment



Inspiring – joining up the journey from early years to further years so that there is a coherent trajectory, and where parents aspire and also inspire subsequent generations

ECC is committed to Lifelong Learning

to improve prosperity for Essex residences and businesses



*for women who have first child before 33

Lifelong Learning & Belonging, 2023-24

Our Strategic Approach for delivering Skills and Employability Services to Employers, Residents and Providers

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CONTENT

1. Background Information

2. Project Jigsaw

- Improving ECC impact through strategic & project cohesion.

3. Recommendations and Next Steps



“Education is the most powerful weapon
which you can use to change the world.”

Nelson Mandela

Portfolio context *strands* (since 2022 review)

Lifelong learning (LLL) covers learning from Early Years to Further Years, incorporating Early Years settings (0-5) schools (5-16), the FE and HE sectors and adult learning (16+). Lifelong learning encourages positive outcomes for individuals, communities, the environment and the economy. On the individual level, participation in learning activities has been shown to improve life satisfaction, health and well-being and self-confidence.

Which functions are in the portfolio?

- Anchors (public bodies, charities, others)
- Adult Community Learning
- Education (including specialist education)
- Employability & Skills
- Sector development

NB In the context of potential Devolution, we have a strategic eye on Skills beyond ECC's role- as a tool for economic development- where greater impact/pace may be derived through greater collaboration.

Linked functions include: Youth Service, Children & Families, Adult Social Care & Active Essex.

Everyone's Essex

- Education Outcomes
- Levelling Up
- Green/Net Zero imperatives
- Family Resilience and Stability

Collaborate and work in partnership with the organisations/groups below to deliver the programme outcomes.

- Local authorities- particularly priority localities
- Education Providers
- Anchor institutions
- Other key Essex employers
- Local Skills Improvement Plan- industry led

Good Jobs/Good Growth

- Increasing skills & employability- incl. upskilling, reskilling
- Focus on skills interventions to target economic development to areas of opportunity
- Levelling Up ambitions
- Green growth
- Integration with Sector Development Strategy- priority sectors

Collaborate and work in partnership to deliver Employability & Skills ambitions.

- Partners in ACL, Education, Sustainable Growth and Sector Development
- District and Borough Councils across Essex
- Schools/Education Partnerships
- Business Groups
- Freeports
- South Essex Technical University (ASELA)

Why include Belonging? “stay local – go further” (rather than leave to achieve)

Belonging is a key outcome we want to prioritise in Education, Excellence and Lifelong Learning and Employability over the next couple of years. Belonging is one of the core values/pillars of TPP**

- It is an essential part of effective SEND/Inclusion practice
- It is an essential need for helping disadvantaged make more progress
- It should be at the heart of social inclusion practices and culture (celebrating diversity) in school
- It helps connection to wider issues such as climate change and can engender positive actions and reduce anxieties.
- **It supports a more flexible approach to progression – the ability to be supported with a 2nd, 3rd, 4th chance e.g. no-one left behind or branded a failure at 16, and later in adulthood.**

‘Belonging—The Heart of School Life... Schools (and education at large) which are places of belonging are great places to be—for adults and young people. They foster the spiritual, moral, social and cultural development of children and young people. Staff who work there know they can make a difference.’

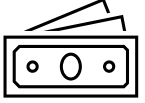
Kathryn Riley, Professor of Urban Education, UCL, Institute of Education

*Trauma Perceptive Practice (TPP) is the Essex approach to understanding behaviour and supporting emotional wellbeing. This course also incorporates a train the trainer model enabling each setting to have their own TPP practitioner trainer. See: <https://schools.essex.gov.uk/pupils/SEND/Pages/SEMH---Trauma-Perceptive-Practice.aspx>

2. Project Jigsaw

- improving ECC impact through strategic & project cohesion

Everyone's Essex requires more ECC cohesion on Skills & Employability



Economy



Environment



Children and families



Health, care and wellbeing

Bring together the work of ECC Teams in **Education, Excellence, Lifelong Learning and Employability** and support Everyone's Essex, ensuring **Lifelong Learning and Belonging**

Identify and manage **partnerships and collaborations** with other partners and stakeholders outside ECC

Identify the **workstreams** that are happening in the next 1-2 financial years

Identify support for **particular vulnerable groups** to support their Lifelong Learning and Belonging

Identify where **funding has been secured** from where and what additional funding might be identified.

Measuring progress and impact of the **workstreams/ project & identify gaps & collaborative opportunities.** To be measured at Portfolio Board.

So what's changed since May? (as at Dec. 2022)

1. Increasing financial pressure vs. ever greater service demands;
2. Additional/new imperatives- ESP, LSIP & Devolution- rightly all driving more Essex cohesion of approach;
 - Set against 214+ 'skills & employability initiatives' at ECC.
3. Inequalities remain & grow- Levelling Up agenda central;
4. Skills gaps continue to grow – all ages;
5. New ECC management of ACL & Skills & Employability- propagating review of impact evaluation and reset;
6. A need to join up/ avoid duplication/ maximise impact aligned to identified sector development opportunities, locality-focused needs, and support Essex inward investment in industry and skills and employability- coherently.



“A key source of motivation for students to study hard is to realise their dreams for work and life.

Those dreams and aspirations, in turn, do not just depend on students’ talent, but they can be hugely influenced by the background of students and their families, as well as by the depth and breadth of their knowledge about the world of work.

In a nutshell, students cannot be what they cannot see”.

OECD: Dream Jobs? Teenagers and the Future of Work, Mann et al, 2020

So what does this mean for the EELLE Portfolio?

For Education...	<p>Greater focus needed on informed careers education</p> <p>Need to raise attainment at 16 so more students can progress to L3 courses (especially vulnerable groups)</p>	<p>Statutory services</p> <p>Inclusion</p> <p>Driving achievement & progression</p>	<p>Continued drive to Level Up- address inequalities and social inclusion</p>  <p>Essex County Council</p>
For ACL...	<p>Ongoing refinement to the place-based curriculum offer- new/ growing career pathways & first step community based education</p>	<p>Continued focus on Levelling Up areas</p> <p>Supporting skills deficits for both residents and businesses</p>	
For Employability & Skills	<p>A more strategic approach to investment in initiatives- more depth for greater impact, locality and industry growth/career-driven- with greater sustainability</p>	<p>Maintain & grow Essex Opportunities Portal and Apprenticeship brokerage</p>	

Co-creation, Collaboration, Coherence, Convening and Communication – what will the 5 C's mean for me?

1. **A pupil in a school or college** – how will this impact their future possibilities?
2. **A busy school leader** – how will this land on their desk?
3. **An employer** – will this provide purpose to their social value and aid the pipeline into employment?
4. **A parent** – will this challenge unconscious bias and support them to create and engage with the climate of the possible?
5. **A teacher** – will this improve the quality of the curriculum, without creating a drain on capacity and challenge unconscious bias and support them to create and engage with the climate of the possible?
6. **An adult** – at work, or out of work, needing support to upskill/reskill- addressing skills deficits.

By adopting the 5 C's, we will improve the coherency of the offer Essex Employers and Residents receive and prepare the landscape for Devolution.

Education & Skills – Developing a possible updated vision for ECC

1. **Education and Skills-based Training is recognised as the key for health,* wealth and the planet’s future** - “Education is the most powerful weapon which you can use to change the world.” - Nelson Mandela
2. **Careers and skills** should be central to school improvement as well as preparing **young people and adults** for their next best step.
3. To achieve social mobility and economic growth for levelling up in Essex we need an emphasis on “**stay local – go further**” (rather than leave to achieve)
4. ECC will coordinate a **flexible, agile and sustainable system** for helping schools, colleges, other skills/training providers, and communities, to engage with employers – **connecting the world of education to the current and future world of work.**
5. A more coherent and cohesive Skills Offer will prepare Greater Essex for **Devolution of the Adult Education Budget (AEB)**, which is a significant, potential, opportunity.



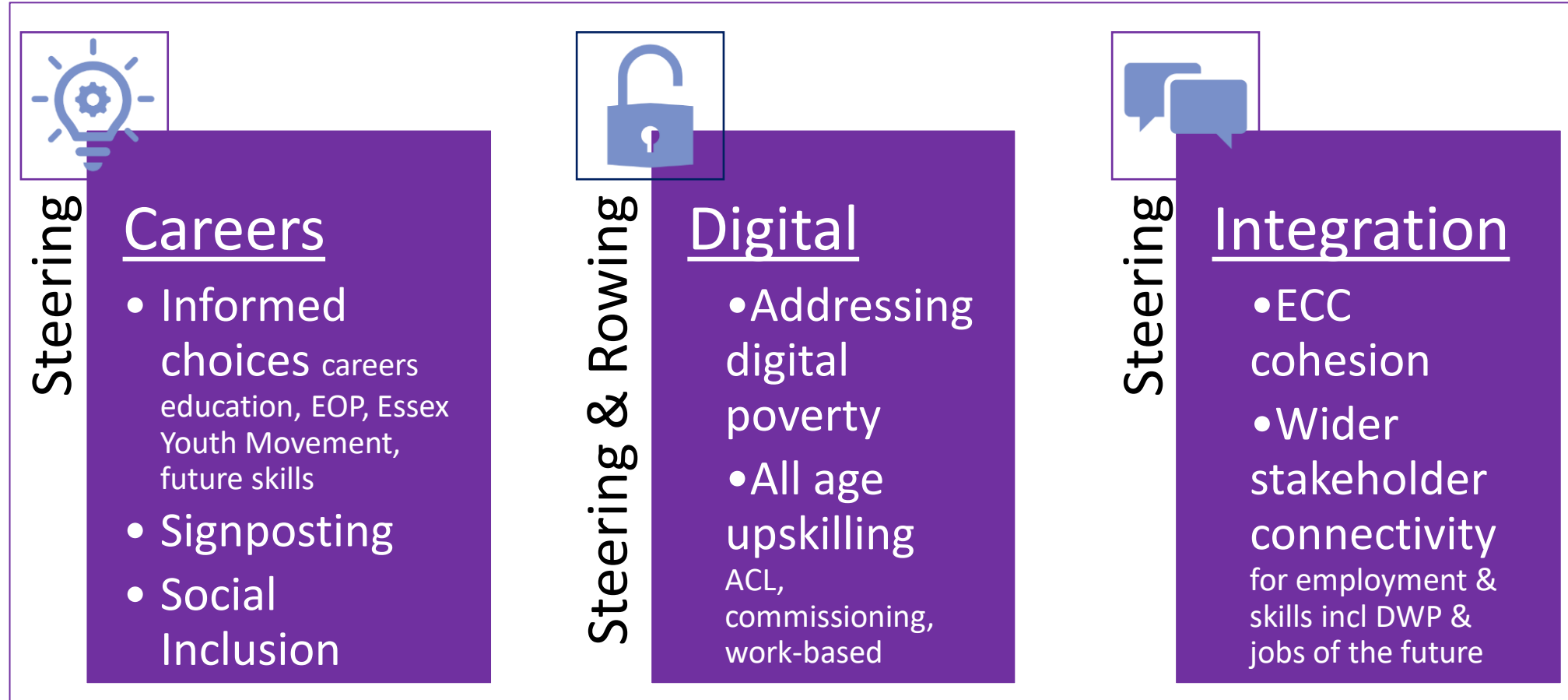
**Inclusion
should be a
key
consideration
in all
approaches**



3. Annual Plan 2023-4

- Key priorities
- Next steps

HOW & WHERE can ECC have the MOST IMPACT?



ECC WORKFORCE PLANNING INSIGHT- working with Anchors & other employers in Essex to STEER on WHAT is needed, WHERE & WHEN- now & future

ECC- Escalator of opportunity- our iterative stepped approach

Essex Skills Plan/ LSIP

Essex Opportunities

HOP ON/ HOP OFF

IN WORK

- Skills bootcamps for those in work to progress
- Signposting to in work training
- Opportunity to create local version of education landscape for employers
- More employer engagement (e.g. STEM Ambassadors, Enterprise Advisers)

JOB READY

- Skills 'bootcamps' for adults
- Signposting to training programmes such as Retrofit and the HGV programme
- Raising awareness of growth sectors/ Freeport. Work with JCP/ National Careers Service, providers
- Apprenticeships - EALTs

IN EDUCATION

- Working with education providers to ensure skills-based training matches demand
- LSIP and Essex Skills Plan to set out training needs
- District profile / LMI information to inform provision
- Careers and Enterprise Company programme

BARRIERS TO WORK

- Restart programme & related programmes- targeted disadvantaged e.g. Disabled adults
- Signposting to local programmes (e.g. Mental Health, Multiply) – Essex Opportunities
- Raising awareness and access to opportunities & employability skills
- Careers magazine for Job Centre Plus / other stakeholders

Examples of delivery

Apply for jobs now in Essex

Take a look at some employers who are recruiting now!

Search and Apply now →

Explore Opportunities

Find Apprenticeships, Jobs and Courses in Essex

Search for Opportunities

Essex Opportunities

Essex County Council

County Hall

Market Road

Chelmsford

CM1 1QH

Search

Apprenticeships

Jobs

The Essex Apprenticeship Hub has launched!

Get help and support to find and apply for an apprenticeship - Contact the team today! | Email | Apprenticeship.hub@essex.gov.uk or call 0333 032 2591

Find out more about apprenticeships →

Speak to our careers advisor

Speak with our careers advisor Kaz! Kaz can help you find a job, retrain, get a qualification, set your career goals and much more. Book an appointment and speak with her for FREE!

Contact Kaz →

Essex Opportunities Portal

Multiply

Apprenticeship Brokerage

Essex County Council

Unsure about maths? Looking to improve your confidence? From taster sessions to formal qualifications, we've got the support you need to improve your maths skills.

Over the next three years, we'll be spending almost £8m of government funding to bring maths courses to learners, businesses and community groups.

Learners

Discover courses and support.

Support us

Help us to reach more learners.

Providers

Provide Multiply training (including information for the Community and Voluntary Sector).

Employers

Support your employees with their maths skills.

Essex Industries

Explore the industries operating within Essex and find out which sectors are recruiting now.

Post-16 Information

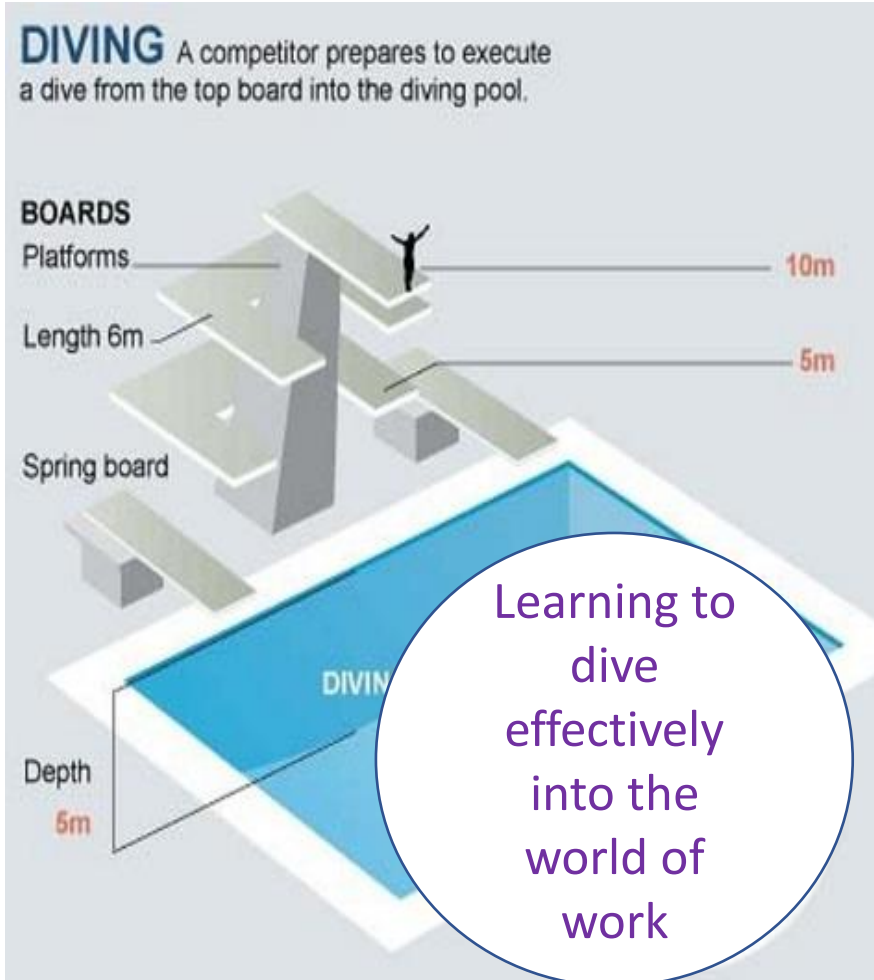
You can start thinking about your options and what to do after school early on, don't wait until after your GCSEs.

Information for Employers

Information for businesses to support their staff with training, recruitment and business support.

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An analogy for Lifelong Learning and Belonging



Everyone should enter the pool of the world of work. To reach the 10m synchronized Olympic competition you will need to have:

- Dipped your toe in the water at a young age and learnt to swim
- Repeatedly get in and out of the water to learn a new skill and climb the steps for education and confidence
- Work with expert coaches (teachers and mentors) and in partnership with others.

We need to close the gap between the world of work and the world of education & skills development to facilitate effective progression.



“Those people who develop the ability to continuously acquire new and better forms of knowledge that they can apply to their work and to their lives will be the movers and shakers in our society for the indefinite future.”

Brian Tracy

Cross-sector skill- business needs

According to our research into Essex businesses in sectors of the future, 62% of businesses surveyed have either experienced or are currently experiencing difficulties finding new recruits with the right skills.

“Workforce and skills” was also the most frequently mentioned barrier to growth over the next 5 to 10 years.

The skills businesses are **currently** finding difficulties recruiting for

- Construction trade skills
- Operation knowledge (of company/products)
- Self-management skills (time and task management)
- Management and leadership skills
- Advanced or specialist IT skills
- Complex analytical skills
- Sales and customer skills
- Health & Social Care

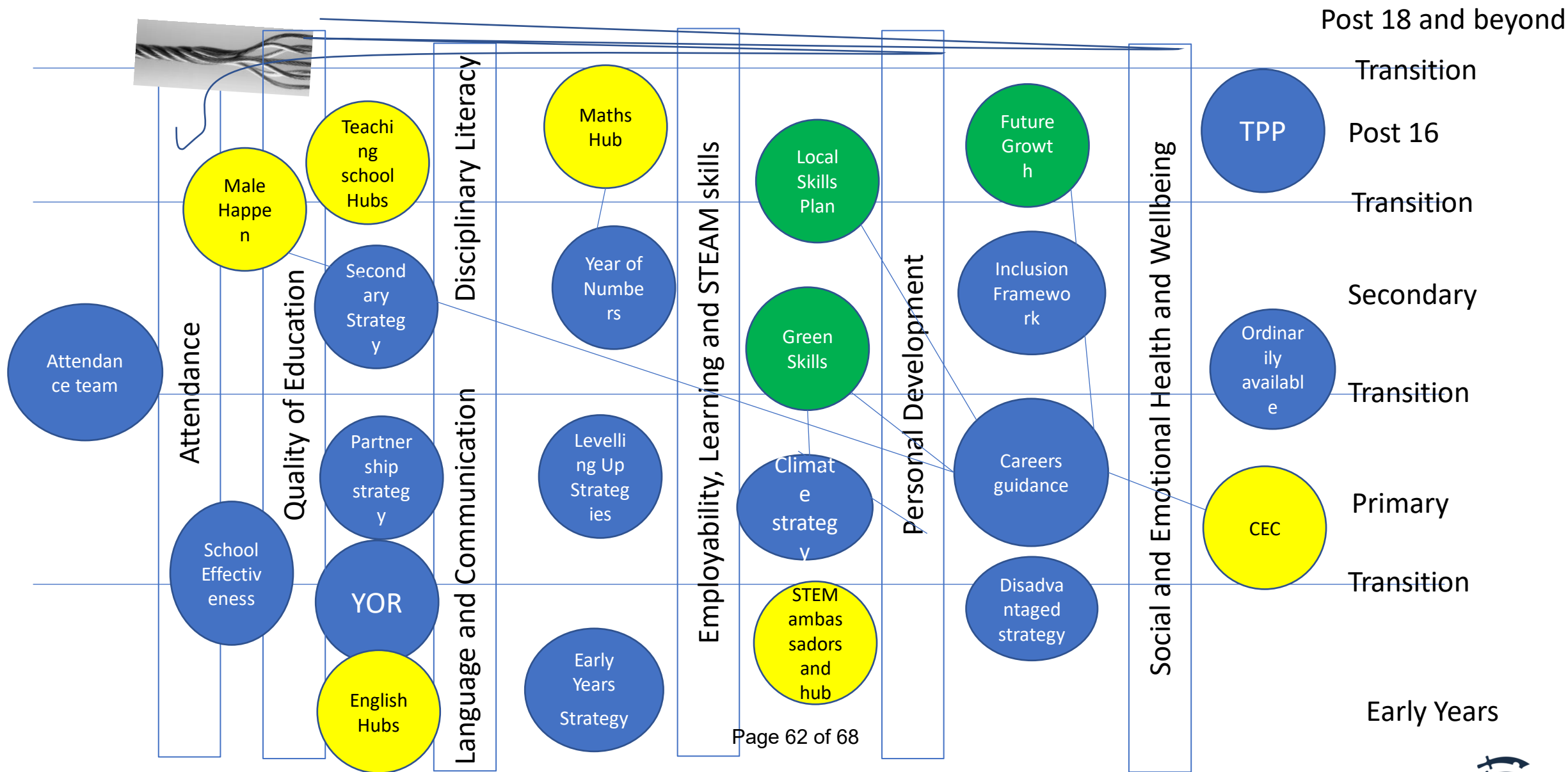
The skills businesses believe they **will** find difficulties recruiting from in **5 years**:

- IT or digital & software knowledge
- Staying up-to-date with technology/industry
- Health & safety
- Green or eco knowledge
- Electrical knowledge
- Self management skills/drive
- Construction skills
- Health e.g. nursing & care management

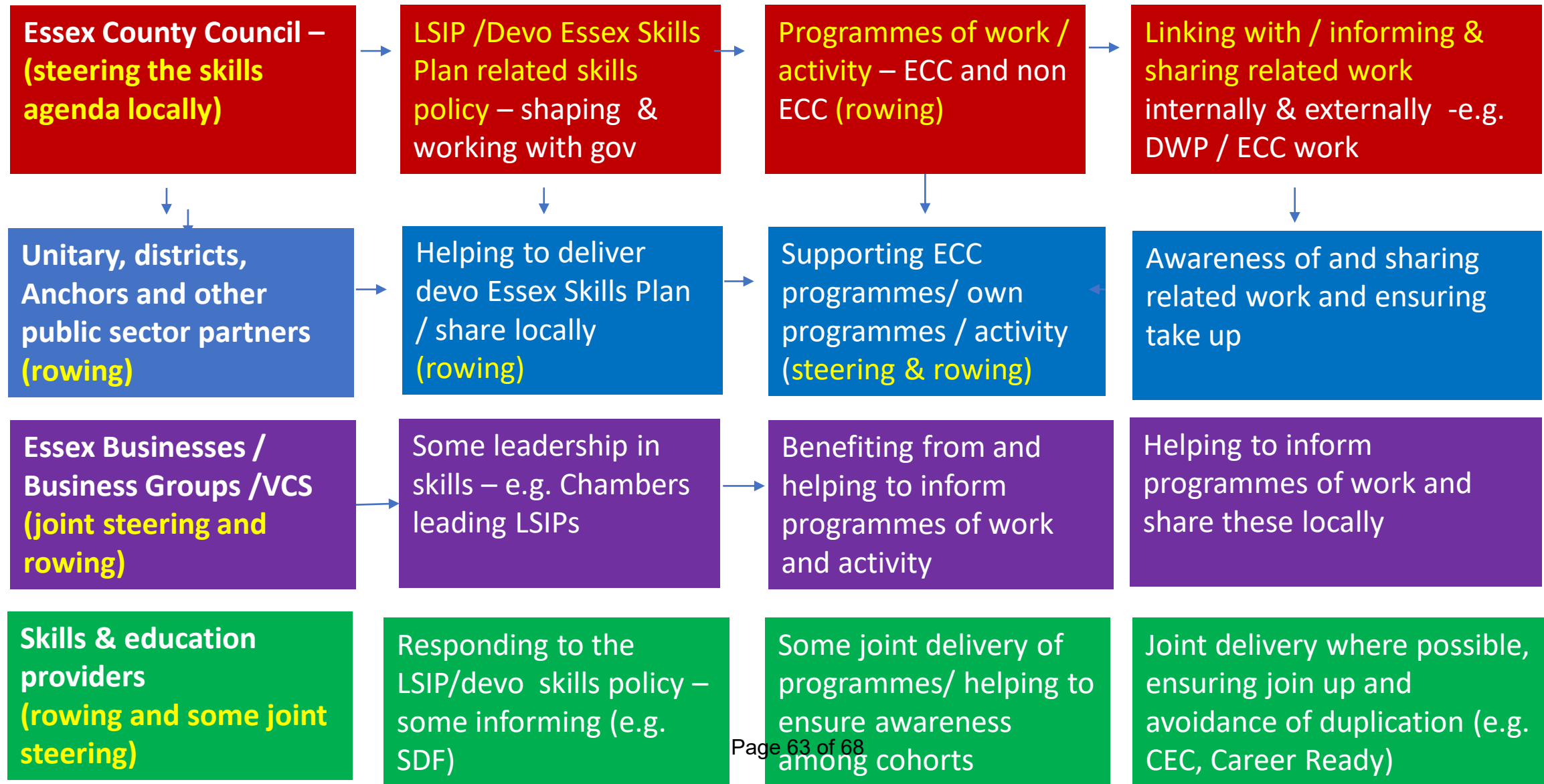
It is projected that Essex will need a large number of jobs in these **green areas in the future**:

- Heat pump installation
- Solar panel installation
- Building insulation installation
- The transition from combustion engine vehicles to electric vehicles
- Bioenergy
- Hydrogen boiler installation

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ECC and “Anchors” (Public Sector) Stakeholders – “As Is” Position



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Business Groups, Charities, Skills and Education Providers – “To Be” Position

Key reference documents/strategies for information

1. ACL	ACL Strategy 2022/25 Curriculum Plan 2023/24	
2. Education	School Improvement Offer / Traded Work and Education outcomes Levelling Up place based projects Year of Reading / Numbers Inclusion Framework and SEND strategy Early Years Strategy Disadvantaged Strategy Schools Partnership Strategy Response to Education White paper and SEND and AP Green Paper Climate / Green; Culture; Careers; Data insight and Performance	
3. Essex Skills Plan soon to be followed by the Local Skills Improvement Plan (LSIP)	External 'interim plan'- pending LSIP, with our leadership of business/wider stakeholder engagement	In the public domain
4. Green Skills Plan	Draft- capturing work to date, and next steps- critically costing- to determine viability of actions/recommendations from Mace's Review. Page 64 of 68	Costing for viability now Community Pledge in draft



Report title: Work Programme	
Report to: People and Families Policy and Scrutiny Committee	
Report author: Graham Hughes, Senior Democratic Services Officer	
Date: 9 March 2023	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 9 March 2023

Provisional Date	Topic Title	Lead Contact	Purpose and Target Outcomes	Everyone's Essex Commitment	Cross-Committee
9 March 2023	Youth Services/Young Carers	Cabinet Member, Education Excellence, Life-Long Learning & Employability / Head of Specialist Education Services/Youth Services Manager	Update and to follow up on specific issues relating to youth services and young carers raised in November discussion on All-Age Carers strategy	Carers' commitment/ Family Resilience and Stability/ Education Outcomes	Not applicable
9 March 2023	Adult Community Learning	Cabinet Member, Education Excellence, Life-Long Learning & Employability /ACL Principal	Work plans for ACL strategy, and curriculum planning. Also to consider early draft of Lifelong Learning Strategy/Plan	Education Outcomes	Not applicable
April 2023	Preparation for Care Quality Commission inspection of Adult Social Care	Cabinet Member, Adult Social Care and Health/Head of Strategy and Innovation	To consider preparations for a future inspection.	Family Resilience and Stability, and Safety	Not applicable
April/May 2023 TBC	Houses for Life	Director Strategy Policy & Integration (People)	See Matters Arising report	Promoting Independence, Healthy Lifestyles	TBC
Early summer 2023	Disability Strategy	Cabinet Member, Adult Social Care and Health/Director of AC for Adults with Disabilities	To consider a further update on the Delivery Plan and identified actions ideally at or around the formal launch	Promoting Independence, Healthy Lifestyles/ Family Resilience and Stability, and Safety	Not applicable

Provisional Date	Topic Title	Lead Contact	Purpose and Target Outcomes	Everyone's Essex Commitments	Cross-Committee
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
	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
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
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	Youth Service	Deputy Leader & Community, Equality, Partnerships and Performance/ Head of Specialist Education Services	Introduction to the service including profile and raising engagement, what the service has delivered and new projects.	Education Outcomes/ Family Resilience and Stability, and Safety	Not applicable
TBC	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

Provisional Date	Topic Title	Lead Contact	Purpose and Target Outcomes	Everyone's Essex Commitments	Cross-Committee
TBC	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

Private briefings

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 three of these have been held on Further Understanding Social Care and Social Care Charging and an initial session on the Care Quality Commission inspection regime. Further sessions are planned on safeguarding, Funding Reforms, and further consideration of the Care Quality Commission inspection regime.

Further issues not scoped or currently being scheduled

Children in care being placed outside Essex

Backlog in Courts and Justice System

Education - academisation

Short Breaks/Respite strategy

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

Impact of the pandemic on Essex County Council

Suicides in Essex