

**Minutes of the meeting of the Corporate Policy and Scrutiny Committee, held in Committee Room 1 County Hall, Chelmsford, CM1 1QH on Tuesday 26 February 2019**

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**Present**

Cllr M Mackrory (Chairman)  
Cllr J Aldridge (substitute)  
Cllr J Beavis  
Cllr M Buckley  
Cllr M Hardware  
Cllr I Henderson

Cllr J Moran  
Cllr R Pratt  
Cllr W Schmitt  
Cllr A Sheldon  
Cllr M Steptoe  
Cllr A Turrell

**Apologies**

Cllr J Abbott

Cllr M Garnett

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Richard Buttress, Democratic Services Manager was supporting the meeting.

**1. Membership, apologies and declarations**

Apologies were received from Cllr J Abbott and Cllr M Garnett.

Cllr J Aldridge substituted for Cllr M Garnett.

**2. Minutes of previous meeting**

The minutes of the meeting held on Tuesday 29 January 2019 were approved as an accurate record.

**3. Questions from the public**

There were none.

**4. Equalities**

The committee received report CPSC/05/10. Cllr Mackrory welcomed Shammi Jalota, Head of Profession Equalities and Partnerships to the meeting who introduced the item:

- The purpose for bringing this item to the committee was to update them on how equalities are being embedded throughout Essex County Council (ECC)
- To raise to the committee's attention there is a Local Government Association (LGA) peer review challenge taking place in June 2019
- Over the past year, ECC has moved away from having a separate equalities strategy
- ECC undertook a public consultation which received 600 responses to assist in setting objectives
- It was agreed by ECC's Cabinet that the objectives would be incorporated into the Organisation Strategy

- There is greater focus on making sure EQIA's are undertaken when decisions are made
- Some of the key achievements so far are:
  - The launch of the Essex Hate Crime Strategy
  - A new accessible meeting room hub has been created at County Hall
  - Created new homes through Essex Housing
- The LGA are coming in to look at 5 key lines of enquiry:
  - Knowing your communities
  - Leadership, Partnership and Organisational Commitment
  - Involving your communities
  - Responsive Services and Customer Care
  - Skilled and Committed Workforce
- Shammi Jalota is looking to showcase a dozen examples of how these 5 enquiries work
- ECC has an equality and diversity strategy for public viewing. There is a stat requirement to produce workforce diversity data.  
<https://www.essex.gov.uk/Your-Council/Strategies-Policies/Equality-diversity/Pages/What-it-means-for-ECC-employees.aspx>
- Under 4% of the workforce at ECC have declared a disability
- Support needs to be provided to schools on how to embed Inclusion data statements.
- A 20-year vision plan has been agreed by the police and health services stating the intent for the County. An Essex Faith Covenant group came together to ascertain what is required to help support those most in need
- Possible to add Armed Forces Covenant
- In 2019 EQIAs have been attached to 95% of decisions as opposed to 34% in 2014
- Shammi Jalota was not involved with the process of where new special needs schools should be built.
- The culture of the organisation needs to be thought of and people encouraged to disclose their information regarding sexual orientation and disability early on
- Members of the public need to be able to see what ECC is like and feel as though they would be comfortable and enjoy working here but having a visible outside presence
- There are multiple organisations across Essex providing transport. This isn't setting out that ECC will be providing the services but using the services already available
- Objectives are monitored quarterly in each service area and forms part of a team's business planning
- A delivery group has provided a considerable amount of education and awareness in Secondary and Primary schools across Essex regarding hate crime
- Commission an Organisation to provide 24-hour support to victims and their families
- No details of deliverables but there are aims that must be met. Progress on the aims/strategies falls under corporate strategy team but equalities team have an overview
- Future item on the work programme of how this is being implemented on the ground

### **Actions**

- Information to be provided regarding the demographics of geographical areas in Essex
- An update to be provided on school inclusion statements
- A report is to be provided to scrutiny on Essex Hate Crime Strategy

### **5. Joint Task and Finish Group – Ringway Jacobs**

The committee discussed the Task and Finish group looking into the Ringway Jacobs contract. An update was provided by Cllr V Metcalfe:

- Since the last Corporate Policy and Scrutiny meeting, a further Task and Finish group meeting looking at Perception has taken place
- The statistics showed that outcomes were the same as other authorities but the perception in Essex was that more complaints were received

### **Actions**

- Formally invite Cllr Tony Ball, Chairman of the Task and Finish group to the March meeting of the Corporate Policy and Scrutiny Committee
- Chairman of the Task and Finish group to set out what is required from Members group
- Recommendations from the 2018 Procurement Task and Finish group are to be shared with Cllr Tony Ball.

### **6. Work Programme**

The updated work programme was noted by the committee.

### **7. Date of next meeting**

The next meeting will be held on Tuesday 26 March 2019 at 10:30am.

### **8. Urgent Business**

None received.

### **9. Urgent exempt business**

None received.

The meeting closed at 2:11pm.

**Chairman**