

**Report to People and Families Policy and Scrutiny Committee: ASC priority area of focus: Equality, Diversity and Inclusion**

**Reference Number: PAF/01/24**

<b>Report title: Adult Social Care priority area of focus: Equality, Diversity and Inclusion</b>	
<b>Report to:</b> People and Families Policy and Scrutiny Committee	
<b>Report author:</b> Nick Presmeg, Executive Director for Adult Social Care	
<b>Date:</b> 11 January 2024	<b>For:</b> Consideration and identifying any follow-up scrutiny actions
<b>Enquiries to:</b> Lead: Moira McGrath, Director of Commissioning <a href="mailto:Moira.McGrath@essex.gov.uk">Moira.McGrath@essex.gov.uk</a> Co-lead: Ruth Harrington, Director for Adults with Disabilities <a href="mailto:Ruth.Harrington@essex.gov.uk">Ruth.Harrington@essex.gov.uk</a>	
<b>County Divisions affected:</b> Countywide	

## **1. Introduction**

In June 2023 the committee reviewed the Council's work to prepare for Care Quality Commission (CQC) Assurance of Local Authority adult social care functions. Adult Social Care (ASC) had undertaken an extensive period of reflection and learning including self-assessment, regional peer challenge activity and a Local Government Association peer challenge. Following the scrutiny meeting it was agreed that the committee would review each of the 5 priority areas of focus identified by ASC. This report (and appendices) is exploring the work being undertaken on Equality, Diversity and Inclusion.

## **2. Action required**

**The Committee is asked to consider:**

- (i) The work we are doing around continuously improving our ASC processes and decision making to support Equality, Diversity and Inclusion.**
- (ii) Identify any follow-up scrutiny actions.**

## **3. Background**

- 3.1 Adult Social Care has used the first part of 2023 to reflect and take stock on how the function had reset post pandemic. Essex County Council (ECC) wants to ensure that it is focused on quality, effectiveness, value for money and is enabling personalised outcomes for local people, which will put ECC in the best place possible for the CQC assurance.
- 3.2 Following this period of reflection ASC has identified 5 priority areas of focus:
  - 3.2.1 Carers,

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- 3.2.2 Lived experience & coproduction,
  - 3.2.3 People waiting and operational service efficiency,
  - 3.2.4 Safeguarding
  - 3.2.5 Equality, diversity & inclusions
- 3.3 This report focuses on the work we are undertaking around Equality, Diversity and Inclusion, it sets out our responsibilities and areas of focus. The report sets out our key metrics alongside the key risks and issues and the activity we are undertaking to make improvements to our processes and decision making.

### Expected attendees to support the discussion:

Nick Presmeg, Executive Director, Adult Social Care  
Moiria McGrath, Director of Commissioning  
Ruth Harrington, Director for Adults with Disabilities

## **5 Appendices**

- A. Report for People and Families Scrutiny Committee 11 January 2024  
Adult Social Care: Update on Equality, Diversity & Inclusion Work
- B. Power Point: Adult Social Care Quests Overview...the journey so far – January 2024. – To be introduced and presented at the meeting by staff representatives. **[to follow]**.