



Essex County Council

Summons

To all Members of
Essex County Council

You are hereby summoned to attend the meeting of the County Council to be held as shown below to deal with the business set out in the Agenda.

10:00	Tuesday, 12 July 2016	Council Chamber, County Hall, Chelmsford, Essex
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Gavin Jones
Chief Executive

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This meeting is open to the public and the press.

The agenda is available on the Essex County Council website, www.essex.gov.uk. On the home page select 'Your Council' and then 'Meetings and Decisions'. Finally, select 'Full Council' on the date shown above from the meeting calendar.

The agenda and associated documents may be requested in alternative formats such as large print, Braille and on disk.

Please note that an audio recording may be made of the meeting – at the start of the meeting the Chairman will confirm if all or part of the meeting is being recorded.

Prayers The meeting will be preceded by Prayers led by The Right Reverend Hugh Allan, o.praem. Prior of Chelmsford and Parish Priest of Our Lady Immaculate.

Public Questions A period of up to 30 minutes will be allowed for members of the public to ask questions on any business of the Council (Standing Order 16.12.10). No question shall be longer than three minutes and speakers must have registered with the clerk no later than 7 calendar days before the date of the meeting. On arrival, and before the start of the meeting, registered speakers must identify themselves to staff in order to be seated.

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1	Apologies for Absence	
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b	Questions of the Leader, Cabinet Member or the chairman of a committee upon any matter relevant to the business of the Council	
c	Questions of the representative of the Essex Police and Crime Panel on any matter of that Panel	
d	Questions of the representative of the Essex Fire Authority regarding the Reports to the Constituent Authorities of the meetings on 8 June and 22 June 2016	53 - 56

The Chief Executive's Report on return of Members Elected and Political Proportionality

Laindon Park and Fryerns By-Election Return of Members Elected

Political Proportionality

Frank Ferguson (UKIP) has been returned as a Member for the Laindon Park and Fryerns Division at the By-Election held on 9 June 2016 which was triggered by the death of Councillor Bill Archibald (Labour).

Councillor Nigel Le Gresley, the Leader of the UKIP Group, has given notice that Councillor Ferguson has joined the UKIP Group on the Council. This triggers a review of the political balance of the Council's committees and other bodies.

Review of Political Proportionality

The political composition of the Council is now as follows:

Group	Number of members
Conservative	44
Liberal Democrat	9
Labour	8
UKIP	6
Non-aligned group	5
Green	2
Independent	1

The review of political proportionality has been undertaken in accordance with the statutory political balance rules as the law requires the Council to allocate committee seats to registered political groups in accordance with those rules. The rules are as follows:

1. The majority party must have a majority of seats on every committee. Where there are co-opted voting members this is a majority of all seats, not just those held by councillors.
2. The total number of ordinary committee seats must be proportionate. So where the Conservative Group has 58% of Council seats it should have 58% of the

ordinary committee seats. The Council's Overview and Scrutiny Committees and Joint Committees do not count as 'ordinary committees'.

3. Each individual committee must be as proportionate as possible. For example, a group with 58% of Council seats should have 58% of the seats on each committee.

These rules can sometimes conflict, depending on the number and size of the political groups. If this happens the first rule takes priority, followed by the second and then the third.

The political balance rules do not always completely determine the balance of each committee. Sometimes the Council unavoidably has some discretion as to how to apply those rules. For example, if there are committees of the same size which have to be balanced differently under the rules, there is discretion as to which committee those should be applied to. Any discretion is exercised by full Council.

In summary, the UKIP Group has overall increased by one and the Labour Group has reduced by one. Members should note:

- a. The UKIP Group is entitled to an extra seat on the Essex Fire Authority from the Liberal Democrat Group.
- b. The Liberal Democrat Group, which is now the largest opposition group, is now entitled to a second seat on the Health Overview and Scrutiny Committee in place of the Labour Group.
- c. The UKIP group is entitled to an extra ordinary committee seat and the Labour Group loses an ordinary Committee seat. This could be either on the Foreign Travel Committee or the Audit Committee. It is proposed that the change takes place on the Audit Committee.

Recommendation:

(1) That the revised political balance of the Council be noted.

(2) That the seat allocations to political groups be changed as follows:

(a) seat allocations on the County Council's nominations to the Essex Fire Authority shall be:

Conservative 12	Liberal Democrat 2	Labour 2
UKIP 2	Non-aligned 1	Green 1

(b) seat allocations on the Health Overview and Scrutiny Committee shall be:

Conservative 7	Liberal Democrat 2	Labour 1
UKIP 1	Non-aligned 1	

(c) seat allocations on the Audit Committee shall be:

Conservative 4	Liberal Democrat 1	UKIP 1	Non-aligned 1
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Minutes of a meeting of Essex County Council held at County Hall, Chelmsford on 10 May 2016

Present

Chairman: Councillor J F Aldridge

Vice-Chairman: Councillor J G Jowers

Councillors:

J Abbott	R Gadsby	D Louis
B Aspinell	K Gibbs	M Mackrory
S Barker	A Goggin	R A Madden
R L Bass	R J Gooding	M Maddocks
A Bayley	I Grundy	M McEwen
K Bentley	D Harris	M McGeorge
D Blackwell	A M Hedley	V Metcalfe
K Bobbin	I Henderson	A Naylor
R G Boyce	T M A Higgins	Lady Newton
A Brown	R Hirst	M J Page
M Buckley	P Honeywood	C Pond
S Canning	R C Howard	S Robinson
J Chandler	M Hoy	C Seagers
P Channer	N Hume	C Sargeant
K Clempner	J Huntman	K Smith
T Cutmore	A Jackson	J Spence
M Danvers	E C Johnson	A Turrell
J Deakin	D J Kendall	K Twitchen
T Durcan	J Knapman	S Walsh
M Ellis	N Le Gresley	J Whitehouse
D Finch	J Lodge	A Wood
		J A Young

Prior to the meeting:**Prayers**

The meeting was preceded by prayers led by The Reverend Canon Carol Smith, Vicar of Moulsham St John's & Moulsham St Luke's, Chelmsford; Chaplain to Chairman of the Council & Workplace Chaplain, Essex County Hall.

Public Questions

The Chairman welcomed a member of the public who had registered to speak.

- a) Ms Rufaro Dakwa, a resident of Colchester

'My question is to do with the Children's Centre consultation held recently by Essex County Council.

I have observed that the Integrated Pre-Birth – 19 Health, Wellbeing and Family Support offer presented in the Consultation document is near identical to a service delivery model that is being offered by the organisation 4Children at Carousel Children's Centre in Braintree (CM7 3QZ).

The very high correlation between the two models leads me to believe that this similarity is not a coincidence, especially as the Carousel Children's Centre service delivery model predates the Early Years Review that is said to have informed the proposed Integrated Pre-Birth – 19 Health, Wellbeing and Family Support offer.

May I please have an explanation as to why the Carousel Children's Centre 'prototype', if we can call it that, was not mentioned or in any way presented to the public during the Children's Centre consultation as an in-practice example of the proposed offer?'

Councillor Madden thanked Ms Dakwa for her question. He stated that:

'The Carousel Children's Centre is housed in a building that also runs youth services, health services and a day nursery as well as children's centre services, and has worked in this way for many years.

4Children are the current provider of the Children's Centre services and also run the day nursery based in the building. The day nursery services and youth services that are run from the building are not included in the PB19 model, and therefore the Carousel Children's Centre has not been mentioned as an in-practice example of the proposed Pre-Birth to 19 Health, Wellbeing and Family Support model for this reason.

The Council's Early Years Review focused on not just improving what currently exists, but also sought opportunities to innovate. This means that the good practice from all of the service delivery offered as part of the Children's Centres (including Carousel CC) and the Healthy Child Programme will be included in the design of the PB19.'

Councillor Hume formally opened the meeting in the Chair.

The Chairman reminded those present that the meeting would be recorded and broadcast live over the internet.

1. Election of Chairman

It having been moved by Councillor R L Bass and seconded by Councillor R A Madden it was

Resolved:

That Councillor J F Aldridge be elected Chairman of the County Council for the forthcoming Municipal Year.

Councillor Aldridge made and signed the Declaration of Acceptance of Office.

Councillor Aldridge took the Chair

Councillor Aldridge thanked the Council for his election and thanked the past Chairman, Councillor Hume, and paid tribute to his achievements. Councillors Finch, Mackrory, Young, Pond, Le Gresley and Abbott echoed the Chairman's remarks and extended their congratulations to Councillor Aldridge.

Councillor Aldridge presented the past Chairman's badge to Councillor Hume who thanked members for their kind words, and congratulated Councillor Aldridge on his election.

Councillor Aldridge made a brief statement introducing his period of office.

2. Appointment of Vice-Chairman

It having been moved by Councillor M J Page and seconded by Councillor J Spence it was

Resolved:

That Councillor J G Jowers be appointed Vice-Chairman of the County Council for the forthcoming Municipal Year.

Councillor Jowers made and signed the Declaration of Acceptance of Office and thanked the Council for his appointment.

3. Apologies for Absence

Apologies for absence were received on behalf of Councillors G Butland, A Erskine, M D Fisher, C Guglielmi, S Lissimore, J W Pike, J M Reeves and R G Walters.

4. **Declarations of Interest**

Councillor Smith declared an interest in relation to Motions before Council as he was a local organiser of the 'Vote Leave' campaign.

5. **The Chief Executive's Report on return of Members Elected and Political Proportionality**

The Leader of the Council, Councillor Finch, welcomed Councillor Colin Sargeant as he had been returned as the Member for the Clacton East Division at the By-Election held on 31 March 2016 which was triggered by the vacation from office of the previous Councillor.

Councillor Chris Pond, the Leader of the Non Aligned Group, had given notice that Councillor Sargeant had joined the Non-aligned Group on the Council. This triggered a review of the political balance of the Council's committees and other bodies.

In addition, Councillor Andy Erskine had resigned from the UKIP Group and he and Councillor Pond had given notice that he had also joined the Non Aligned Group.

Resolved:

- (1) That the revised political balance of the Council be noted.
- (2) That the seat allocations to political groups be unchanged except that seat allocations to the Essex Fire Authority shall be:

Conservative 12	Liberal Democrat 3	Labour 2
UKIP 1	Non Aligned 1	Green 1

6. **Minutes of the meeting held on 9 February 2016**

Resolved:

That the minutes of the meeting held on 9 February 2016 be approved as a correct record and signed by the Chairman, subject to a change on page 27 (Question 2) where the words 'Police Constable' were amended to 'Chief Constable'.

7. **Chairman's Announcements**

Recent Deaths

The Chairman informed Members that Councillor Bill Archibald had died on 6 April at the age of 84 and the funeral had taken place on 26 April. Councillor Archibald had been elected to Basildon District Council (BDC) in 1963 and was

Leader of BDC from 1971 to 1973 and Chairman of BDC from 1973 to 1974. He was first elected to the County Council in 1973 to represent Basildon Fryerns and was re-elected in 2013 to represent Laindon Park & Fryerns. During his long service he had served on numerous committees including the Essex Police and Fire Authorities, been Chairman of the Policy and Resources Committee and Vice-Chairman of the Enterprise Board. He had also been appointed a Deputy Lieutenant in 1985 and in 1996 was Chairman of the Council.

The Chairman informed Members that former Councillor Anthony Stockley had died on 18 March. He had been elected to the Council on 4 May 1989 and as well as representing the Division of Rochford West served on both the Education and Social Services Committees. He had also been appointed to a number of Outside Bodies including Age Concern Essex, Rochford District Arts Council and the University of Essex, University Court.

The Chairman informed Members that former Councillor Pat Wawn had died on 10 April at the age of 92. She had been elected to Saffron Walden Rural District Council in 1970, Uttlesford District Council in 1973 and Essex County Council in 1977 to represent Stansted. As a County Councillor she had served as Chairman of the Libraries Committee as well as being a member of the Education, Planning and Social Services Committees and had also been appointed to the Consultative Committee on Stansted Airport, the Lee Valley Regional Park Authority and many other Outside Bodies until her retirement in 1989. She had been appointed a Deputy Lieutenant in 1996.

Members stood in remembrance.

Her Majesty's Birthday

The Chairman reported that a letter had been sent by Councillor Hume to Her Majesty to congratulate her on behalf of the County Council and the people of Essex on the occasion of her birthday.

Councillor Bentley presented to the Chairman a hand-painted dish bearing a portrait of Her Majesty, Queen Elizabeth, given to the Council by a company from Jiangsu, China, with whom the Council had links as a trading partner. The company had been visiting Essex and had presented the dish to the Council in commemoration of Her Majesty's birthday.

Appointments

The Chairman, on behalf of the Council, congratulated the Executive Director for People Commissioning, Mr Dave Hill, on his appointment as President of The Association of Directors of Children's Services as from April 2016.

The Chairman congratulated Councillor Hirst on his election to the post of Police and Crime Commissioner for Essex.

At the invitation of the Chairman, the Leader, Councillor Finch, announced that the Council had been accredited again by the LGA as 'Excellent' for Embedding

Equalities and had in fact improved since the last assessment which was a tribute to the hard work undertaken by Members and officers of the Council and Mr Shammi Jalota, Head of Equalities and Diversity.

8. Executive Statement

The Leader of the Council, Councillor Finch, delivered an Executive Statement on 'Shaping our Council for the Future' and stated that savings will need to be made over the next four years while still protecting the vulnerable and elderly and ensuring that the Council is financially stable. Other matters that require attention are Devolution and the Integration of Health and Social Care.

In order to achieve these goals the Council will need to work closely with partners and residents to help modernise, re-shape and design the Council so it can embrace the digital future. The Leader announced changes to the membership of the Cabinet and the Portfolios intended to help the Council achieve this.

In response to the findings of the Independent Remuneration Panel report the Leader had reviewed and clarified the roles of Deputies to Cabinet Members.

9. Motions

The Chairman ruled that the two Motions 'Academy Schools' and 'Concerns Regarding the Education White Paper' should be taken as one debate.

Academy Schools

It was moved by Councillor Julie Young and seconded by Councillor Dave Harris that:

'This authority values and recognises the hard work that teachers, support staff and governors contribute on a daily basis across the County and their devotion to maintaining the highest standards of learning. We do however have concerns that governance structures in Essex academies are not fit for purpose. More needs to be done to ensure that the performance of academies is properly scrutinised and that the institutions are meeting the needs of the communities they serve.

The Labour Group is committed to the concept of community driven schools that provide high quality learning environments irrespective of economic background or ability. Education is a fundamental right and every child should have the best start in life, without being subject to a postcode lottery. The future of Essex children should be left to choice, not chance. Opportunity, not availability.

In the spirit of local decision making, Essex should act as a pilot authority to reinstate democratic accountability for local academy schools.

Therefore, this authority commits to:

- Challenge current government plans to force academisation upon Essex families.
- Further lobby the Secretary of State to review governance and financial accountability structures in the existing Essex academies programme to ensure that the importance of scrutiny and due process is recognised at every level.
- Review the permanent exclusions system, as well as the admissions process, to ensure that vulnerable pupils are not being targeted in the interests of performance.
- Value and commit to protect the wealth of experience and local knowledge that comes from LEA appointed governors and elected parent governors to maintain their good work on governing bodies across the County.
- Commit to supporting teachers and governors in their efforts to raise attainment in Essex schools.'

Concerns Regarding the Education White Paper

With the agreement of the seconder and of the Council, the Motion as published was altered and consequently it was moved by Councillor Mike Mackrory and seconded by Councillor Jon Whitehouse that:

'This Council notes:

- the high quality of schools in Essex, where 84% of academies and 85% of maintained schools are now good or outstanding;
- the excellent relationship between the Council and schools, all focused on delivering the best education possible so that each of the young people of Essex can attain their full potential;
- the invaluable role of elected parent governors and local authority governors, acting as "critical friends" to both support head teachers and hold them to account; and
- the relatively small number of Primary/Junior/Infant schools in Essex that have thus far chosen to become an academy.

This Council therefore welcomes the recent announcement by the Education Secretary that the forced academisation of all schools by 2022 will be removed from the recently published Education White Paper "Educational Excellence Everywhere".

However the Council remains concerned that the following proposals remain:

- to force all "coasting" schools to become academies, irrespective of each school's wishes;
- to allow the excessive transfer of land and buildings not required for educational purposes to 125-year lease holdings by academy trusts;
- to remove the requirement for schools to elect parent governors;

- to leave local authorities with the responsibility for various aspects of the education system, including provision of sufficient school places, whilst apparently "freeing schools from local authority control"; and
- to allow head teachers more flexibility in relation to using unqualified teachers.

This Council believes that the Education White Paper as originally drafted was seeking to force onto Essex schools the choices which Central Government believes are best for them but which they are not choosing to take for themselves, when there is no evidence that academy status always helps schools to deliver better education outcomes.

This Council further believes that forcing schools to become academies against their wishes is undemocratic and should be left to local people and local councillors to decide, and that the resulting education system will become ever more contrary to the goal of localism.

This Council therefore welcomes the constructive representations made by the Cabinet Member for Education and Lifelong Learning to the Secretary of State, along with those made by other counties such as Hampshire, Oxfordshire and West Sussex, asking her:

- instead to design a system which allows academy and non-academy schools to co-exist in a sustainable way, to ensure school places and education quality can be delivered for all our young people;
- to think again about allowing schools to remove elected parents from their governing bodies when we should be encouraging them in their role and influence in school management;
- to think again about all of the other measures which collectively put at risk the quality of teaching and education outcomes.

This Council further resolves to ask the Leader of the Council to write to all Essex MPs and Working Peers requesting their support for the representations made to the Education Secretary by the Cabinet Member for Education and Lifelong Learning.'

The Motion moved by Councillor Young and seconded by Councillor Harris having been put to the meeting was declared to be lost.

The Motion moved by Councillor Mackrory and seconded by Councillor Whitehouse having been put to the meeting was declared to be carried.

The Chairman ruled that the two Motions 'EU Referendum' and 'European Union (EU) Referendum' should be taken as one debate and ruled that should the first Motion be carried, in accordance with Standing Order 16.16 the second Motion would not be put to the vote.

EU Referendum

It was moved by Councillor Stephen Canning and seconded by Councillor Malcolm Buckley that:

‘This Council welcomes the fact that the Government is providing the people of Essex with the opportunity to participate in an In/Out Referendum on the EU, in line with its pre-election promise.

It resolves accordingly that this be left to the judgement of the people rather than the County Council itself expressing a corporate view on the issue.’

European Union (EU) Referendum

It was moved by Councillor Nigel Le Gresley and seconded by Councillor Jamie Huntman that:

‘Given the massive additional costs to this Council and Essex residents of having to comply with such EU legislation as the Procurement Rules, Agency Working Time Directive, the Energy Efficiency Directive, Waste Framework Directive and several other EU laws that impact directly on local people;

Given the likely sanction cost to this Council for any failure in complying with such EU legislation;

Given also the potentially crippling impact on various public services provided by local authorities that may result from the proposed EU/USA 'Transatlantic Trade and Investment Partnership' (TTIP) and highlighted by both the LGA and UNISON, among many others;

This Council believes that the removal of such burdens would significantly enhance its ability to fulfil its obligations to Essex residents, thereby improving services to them, and accepts that this would only be possible if Britain was outside of the European Union and regained control of its laws.’

The Motion moved by Councillor Stephen Canning and seconded by Councillor Malcolm Buckley was put to the meeting and declared to be carried.

In accordance with Standing Order 16.16 the Motion moved by Councillor Nigel Le Gresley and seconded by Councillor Jamie Huntman was not put to the vote.

10. Adjournment

With the agreement of Council the Chairman adjourned the meeting for luncheon at 13:00pm.

The meeting reconvened at 14:00pm.

11. Motions continued

Delivering First Class Services

It was moved by Councillor John Spence and seconded by Councillor Kevin Bentley that:

‘Delivering cost effective, first class services to the people of Essex is the cornerstone of the work of this County Council with particular concern for children, the elderly and the vulnerable. This will require us to continually adapt our services for the needs of the modern world and fast changing technologies. It also requires us to work creatively and imaginatively with communities and other partners.

We invite all parties to join us in committing to innovation; bringing forward new ideas that enable us to preserve the best traditional services, adapt them to meet modern demands and offer the best value to the taxpayers of Essex.’

It was moved by Councillor Mike Danvers and seconded by Councillor Ivan Henderson that the Motion be amended to read as follows:

‘Delivering cost effective, first class services to the people of Essex is the cornerstone of the work of this County Council with particular concern for children, the elderly and the vulnerable. This will require us to continually adapt our services for the needs of the modern world and fast changing technologies. It also requires us to work creatively and imaginatively with communities and other partners.

However, first class services require creative and targeted investment. It is simply not feasible to continue to cut back investment whilst maintaining an exemplary quality of service delivery. People in Essex, particularly those most vulnerable, have disproportionately felt the effect of scale-backs to vital services. This Council will therefore work to lobby Central Government, fighting to ensure that Essex residents see the investment they deserve and need.

We invite all parties to join us in committing to innovation; bringing forward new ideas that enable us to preserve the best traditional services, adapt them to meet modern demands and offer the best value to the taxpayers of Essex.’

Councillor Pond declared an interest as an Honorary Fellow of the Chartered Institute of Library and Information Professionals.

Upon being put to the meeting the amendment was declared to be lost.

Upon being put to the meeting the Motion was declared to be carried.

12. Changes to appointments of Cabinet and Deputies

Councillor Finch, the Leader of the Council, asked Council to note that he had made reference in his Executive Statement to changes to the appointments of Cabinet Members and their Deputies.

13. Membership of Committees

The Council received a report of the Political Groups' appointments to the following committees:

- Corporate Scrutiny Committee
- People and Families Scrutiny Committee
- Place Services and Economic Growth Scrutiny Committee
- Health Overview and Scrutiny Committee
- The County Council Members on the Essex County Council and Essex Fire Authority Joint Standards Committee
- Development and Regulation Committee
- Audit Committee
- Essex Pension Fund Investment Steering Committee (the members of the Committee will be the County Council representatives on the Essex Pension Fund Strategy Board)
- Committee to consider applications to undertake certain duties by Members and Foreign Travel by Officers.

Councillor Henderson requested that Councillor Durcan's name be removed from the list of Members on the Corporate Scrutiny Committee and replaced with his own. He also requested that his name be removed from the list of Members on the Place Services Economic Growth Scrutiny Committee and replaced with that of Councillor Durcan.

Resolved:

That the Political Groups' representatives to committees be as set out in the report presented to Council and as amended.

14. Chairman of Committees

The Council received a report to elect the Chairmen of the following committees:

- Corporate Scrutiny Committee
- People and Families Scrutiny Committee
- Place Services and Economic Growth Scrutiny Committee
- Health Overview and Scrutiny Committee
- The Essex County Council and Essex Fire Authority Joint Standards Committee
- Development and Regulation Committee
- Audit Committee
- The Scrutiny Board

- The Essex Pension Fund Investment Steering Committee
- The Committee to consider applications to undertake certain duties by Members and Foreign Travel by Officers

Resolved:

That the Chairmen of the Committees be elected as set out in the report presented to Council.

15. Appointments to the Health and Wellbeing Board

The Council received a report of the appointments to the Health and Wellbeing Board.

Council noted that the Leader had appointed Councillors K Bentley, A Brown and G Butland as members of the Essex Health and Wellbeing Board with Councillors S Barker, R Gooding and D Madden as the named Substitutes.

16. Appointments to the Essex Police and Crime Panel

The Council received a report of the appointment to the Essex Police and Crime Panel.

Resolved:

That Councillor J Jowers be appointed as a member of the Essex Police and Crime Panel.

17. Appointments to the Essex Pension Fund Advisory Board

The Council received a report of the appointment to the Essex Pension Fund Advisory Board.

Resolved:

That Councillor S Walsh be appointed as a member of the Essex Pension Fund Advisory Board.

18. Appointments to the Essex Fire Authority

The Council received a report of the Political Groups' appointments to the Essex Fire Authority.

Resolved:

That the Political Groups' representatives to the Essex Fire Authority be as set out in the report presented to Council.

19. List of Outside Bodies for amendment to the Constitution

Councillor Finch, the Leader of the Council presented a report that would be an amendment to the Constitution at Appendix 3 to the Scheme of Allowances and set out those bodies, not part of the Council's Committee structure, where attendance at meetings is deemed to be an approved duty. The expectation is that the list be updated regularly.

The list of Bodies had been reviewed and was set out in the Appendix to the report. The Leader paid tribute to Councillor Barker who had undertaken the review.

Councillor Pond requested that the 'Essex Bus Strategy Board' and the 'Essex Enfield, and Hertfordshire Border Liaison Group' be added to the list. He also requested that there be an amendment to the list such that the 'Locality Board – Epping' should read 'Locality Board – Epping Forest'.

Resolved:

That the list of Approved Bodies as set out in the Appendix to the report and as amended at the meeting be substituted for the list currently set out as Appendix 3 to the Scheme of Allowances in the Constitution.

20. Adoption of Revised Code of Member Conduct

Councillor Cutmore, Chairman of the Essex County Council and Essex Fire Authority Joint Standards Committee, presented a report seeking adoption of a Revised Code of Member Conduct.

Resolved:

1. That the revised Code of Conduct appended to the report be adopted with effect from 11 May 2016.
2. That the current Code of Conduct continue to apply to conduct up to and including 10 May 2016.
3. That the Nolan Principles set out in Paragraph 3.3 of the Constitution be updated to reflect those in the appendix to the new Code of Conduct.

21. Approval for Extended Absence

Councillor Finch, the Leader of the Council, presented a report seeking approval for extended absence for Councillor Pike due to ill health.

Resolved:

That, in accordance with Section 85 of the Local Government Act 1972, the Council approve Councillor Joe Pike's continued absence from meetings due to reasons of ill-health.

22. Cabinet Issues

Councillor Finch, the Leader of the Council, presented a report concerning seven matters considered by Cabinet since the last Council meeting.

Cabinet Members responded to questions as follows:

(2) Long term options for the Meals on Wheels Service

- a) Councillor Young asked Councillor Finch, the Leader of the Council, if he considered it 'innovative' to pass the additional costs of the service on to the user and if he could clarify if the Council was running a Meals on Wheels Service or not?

The Leader replied that the provision of a 'Meals on Wheels' service was not a statutory requirement but it would continue to be provided and the Council would subsidise it. He considered that it was also worth noting that in 2003 there were 2,500 meals provided daily but that figure had now fallen to 690 meals daily.

- b) Councillor Deakin asked for an assurance from Councillor Madden, the Cabinet Member for Adults and Children, if all persons who were in need of the service would continue to receive it, that only those third-party providers who were accredited would be engaged and that their service-delivery would be monitored. She also asked to whom should service-users turn if the standard of meals was not as it should be?

Councillor Deakin declared an interest as her father was a user of the Meals on Wheels service.

The Cabinet Member replied that the service-delivery would continue to be provided to those who had a need. In various areas this provision may be by different means. This would be closely monitored as would be the accreditation of providers and he urged all Members to advise him of any vulnerable residents in their Divisions who might benefit from the service so their needs might be assessed.

(3) Garden Settlements in North Essex

- a) Councillor Le Gresley congratulated Councillor Finch, the Leader of the Council and the Cabinet Members on the proposals for Garden Settlements and asked if this had the potential to take the pressure off other local developments.

The Leader thanked Councillor Le Gresley for his remarks and replied that he believed the proposed Garden Settlements would take the pressure off other local developments.

- b) Councillor Lodge asked Councillor Finch, the Leader of the Council, why Uttlesford District Council had been omitted from the proposals as they were about to make a decision in principle on this matter shortly.

The Leader replied that he had been unaware that Uttlesford District Council had asked to be a participant and if they so wished, then they would be welcome.

(4) Installation of LED Lanterns.

- a) Councillor Robinson asked Councillor Johnson, the Cabinet Member for Highways and Transport Delivery, why LED lights were not routinely installed as part of new developments?

The Cabinet Member replied that the County Council was not bound under any legislation to provide any street-lighting to new developments and perhaps this was something residents and developers should be discussing with the district authorities,

- b) Councillor Young asked Councillor Johnson, the Cabinet Member for Highways and Transport Delivery, if the Council could react more quickly when local residents reported that the newly installed LEDs were too bright?
- c) Councillor Danvers asked Councillor Johnson, the Cabinet Member for Highways and Transport Delivery, if the Council was tendering for the provision of LED lighting?

The Cabinet Member replied that the Council was already working with its partner to provide lighting and additional tendering was not required.

- d) In response to a request from Councillor Harris, Councillor Johnson, the Cabinet Member for Highways and Transport Delivery, agreed to pass on his thanks to the project manager who, following a complaint, had reduced the power of an LED light.
- e) Councillor Abbott requested that Councillor Johnson, the Cabinet Member for Highways and Transport Delivery, and Councillor Finch, the Leader of the Council, consider the fact that LED lights were different and a light pollution factor that is 10-times stronger than conventional lights and as a matter of policy they should be dimmed on installation.

Councillor Barker also requested that on installation LED lights should be dimmed to 50% of their potential brightness.

The Cabinet Member replied that it was his intention that LED lights should be dimmed to 25% of their potential brightness on installation and, in addition, in certain locations shields would be installed to protect residents from the light.

The report of Cabinet Issues was received and adopted.

23. Urgent Business - Appointment of Interim Monitoring Officer

With the agreement of Council the Chairman introduced a matter of urgent business proposing that Mr Paul Turner, Principal Lawyer (Governance) should be appointed as the Council's Monitoring Officer on an interim basis. Mr Turner had been Deputy Monitoring Officer since April 2013 and had acted as monitoring officer or deputy at other local authorities.

The reason for the urgency was that the Council is required to appoint a monitoring officer under section 5 of the Local Government and Housing Act 1989. The office had become vacant following the recent departure of the previous monitoring officer.

Resolved:

- (1) That Paul Turner, Principal Lawyer (Governance) be appointed as the Council's Monitoring Officer on an interim basis and that this be noted in paragraph 4.4 of the Constitution.
- (2) That during the interim period, references in the Constitution to the Director of Corporate Law and Assurance be read as references to the Monitoring Officer.

24. Council Issues

Councillor Finch, the Leader of the Council, presented the report of matters reserved to Council.

Resolved:

1. Change in Key Decision Threshold/Officer Delegations

That the Constitution be amended as set out in Appendix 'A' to the report.

2. Technical amendments to the Constitution

- (1) That paragraph 15.1.1 of the Constitution be amended to say:

'This Scheme of Delegation also allows any officer identified in this scheme of delegation to authorise any other officer of the Council (identified by name or description) to exercise any of their delegated powers, subject to any

conditions or limitations or exceptions which they may specify. All such authorisations shall be recorded in a register kept by the Monitoring Officer.'

(2) (a) That paragraph 20.15 (ii) of the Constitution be amended to read:

'(ii) Subject to paragraph (xix) any decision taken by
(a) the Cabinet;
(b) any Member of the Cabinet; or
(c) any joint body or partnership specified in paragraph 13.3
may be called-in to the Overview and Scrutiny Committee whose remit includes the subject-matter of the decision. A decision may be called-in by

- (a) any Member of the relevant Overview and Scrutiny Committee;
- (b) any Member of the Council who has the support of a further three Members of the Council; or
- (c) with the agreement of the Chairman of the Relevant Overview and Scrutiny Committee, any Member of the Council who represents a Division which is particularly affected by the decision in question.

(b) that paragraph 20.15(v) of the Constitution be amended to say:

'A decision is called-in if during the period specified in (iv) above a valid written call-in notice is received which specifies the reasons for the call-in. The proper officer shall then call a meeting of the Committee on such date as he decides (where possible after consultation with the Chairman of the Committee) and in any case within ten clear working days of receipt of the request to call in.'

(3) Insert, after paragraph 15.3.7(ix) of the Constitution:

- (x) To be the Proper Officer to receive and manage the determination of complaints of failure by Members to comply with the Code of Conduct and to advise the Joint Standards Committee and Sub-Committee thereon.
- (xi) To investigate complaints against councillors or to arrange for such an investigation to be carried out or to seek a decision from the Standards Committee on whether to investigate and to notify.
- (xii) To determine that no further action be taken following a finding that there has been no breach of the Code, subject to consulting an Independent Person.
- (xiii) To grant applications for dispensations to members with respect to their or their spouse's interest which arises as a result of membership of another public body.

- (xiv) To grant dispensations under the Code of Conduct or the Localism Act 2011 after consulting an Independent Person and the Chairman of the Joint Standards Committee.

(4) (a) Amend the first sentence of paragraph 13.4 of the Constitution to say:

‘The Executive is responsible for exercising the following Local Choice Functions in accordance with arrangements made by the Leader:’

- (b) Insert, at the end of 13.4(ii):

Any such appointments must be notified for information to the Council.

(5) To replace paragraph 7.3.2 of the Constitution (Duties and Responsibilities of Deputy Cabinet Members) with:

- (i) To oversee a specific area or areas of responsibilities within a Cabinet portfolio, as allocated by the Leader in consultation with the Cabinet Member, but not to make any formal decisions or sign Cabinet Member Actions.
- (ii) To undertake tasks in relation to the portfolio, as allocated by the Cabinet Member, subject to any specific requirements of the Council’s constitution or Terms of Reference of external bodies.
- (iii) To assist the Cabinet Member in monitoring performance in specified areas relating to the allocated portfolio.
- (iv) To attend Cabinet, and report to Cabinet, in the absence of the relevant Cabinet Member, but Deputies cannot vote.
- (v) The expected minimum time commitment for the role is 2 days a week (or 0.4 FTE).

3. Change to Scheme of Delegations made following restructure

That the following changes be formally approved by the Council as required by paragraph 1.7 of the Constitution.

Delegation	Transferred to
To exercise the Council’s functions relating to employment policies and practice.	Executive Director for People Commissioning
To exercise the Council’s functions relating to publication of material and relations with the press.	Executive Director for People Commissioning
To exercise the Council’s powers to trade and to make any decision which the Council may make as a shareholder in any company.	Executive Director for Corporate and Customer Services

5. Disclosure and Barring Service (DBS) Checks for Members

- (1) That the policy attached at Appendix 'B' to the report be adopted with effect from May 2017.
- (2) That as an interim measure the following are asked to agree to undergo a DBS check now, if they have not already been the subject of a check by the County Council:
 - the Cabinet
 - Deputy Cabinet Members for Adults and Children, Health and Education and Lifelong Learning
 - All members who are newly-appointed to governing bodies
 - All members of fostering and adoption panels.

25. Written questions to the Leader of the Council and Cabinet Members

The published answers to the 21 written questions submitted in accordance with Standing Order 16.12.1 were noted.

The following supplementary questions were asked as a result of having received a written reply:

- (4) Councillor Higgins asked Councillor Johnson, the Cabinet Member for Highways and Transport Delivery, if she were to ring the Emergency Number again should she expect her call to be answered?

The Cabinet Member replied that she should expect to have her call answered within sixty seconds.

- (5) Councillor Robinson asked Councillor Finch, the Leader of the Council, for further clarification as he disagreed that it was a matter of law and order but was in fact about managing the Council's estate properly and not leaving properties vacant for too long.

The Leader replied that it was in the interests of the Council that where there was property that could be occupied, it was or if it was to be disposed of, then that was done in a timely fashion. However, if Councillor Robinson wished to speak to him regarding individual properties about which he had concerns then he would be pleased to meet with him.

- (9) Councillor Young asked Councillor Madden, the Cabinet Member for Adults and Children, whether he shared her concern about the written response as it would appear that the Council is targeting the 30% of families who do not use children's centres at the expense of the 70% of families who do.

The Cabinet Member, whilst noting that the consultation exercise was not just about children's centres but about providing a range of services to young people in the 0-19 age-range, replied that the consultation exercise showed that there were a large number of vulnerable people not using the

children's centres. He suggested that there would be a useful debate once the consultation process was complete.

- (10) Councillor Harris asked Councillor Madden, the Cabinet Member for Adults and Children, if there would be any monitoring of the effect on the 72% of priority families that are currently engaged once the emphasis had been placed on reaching the 28% currently not being reached?

The Cabinet Member replied that the consultation exercise was complete and there was currently being undertaken an analysis of the results. Once the analysis was complete he would share the results with all members and then would be the time to have more questions and a debate.

- (11) Councillor Henderson asked Councillor Madden, the Cabinet Member for Adults and Children, how were priority groups going to be reached? How can turning the Jaywick Centre into a childcare centre help reach those priority groups? He believed that, contrary to what the Cabinet Member had said, it was about buildings as it is the support services and equipment that are in those buildings that are important to the priority families.

The Cabinet Member replied that however difficult it may be it was important that the Council tried to reach the most vulnerable groups. The Council has got to think differently and be more flexible to provide a service without walls. But he urged members to await the results of the consultation process and he was sure that at that time there would be a debate in the Chamber.

- (12) Councillor Young asked Councillor Madden, the Cabinet Member for Adults and Children, if he would clarify his response or answer the question verbally as she did not believe that he had addressed that part of her question concerning the 'safe and well check.'

The Cabinet Member stated that she had made a valid point as the 'safe and well check' is a critical part of the assessment of the vulnerable person and it would continue through each of the agencies being employed to deliver Meals on Wheels.

- (13) Councillor Durcan asked Councillor Finch, the Leader of the Council, if he could define what might be the 'right devolution deal' and what might be the blocks to achieving it?

The Leader replied that the 'right deal' was based on ensuring that all the councils involved were comfortable with the elements of any offer to the Government. The parties have to ensure they are asking for the right things to ensure the funding and are then able to further put powers back to the Districts. He added that there was quite a large amount of work required before going back to the Government with an offer, hopefully in early June.

- (14) Councillor Henderson asked Councillor Madden, the Cabinet Member for Adults and Children, what were the existing criteria for being entitled to an essential living fund as it would appear that there was a £160,000 underspend and he knew of some deserving cases that had been refused assistance.

The Cabinet Member replied that he would be pleased to look at any individual case brought to his attention.

- (16) Councillor Bobbin asked Councillor Finch, the Leader of the Council, (in the absence of the Cabinet Member for Health) if he could ensure that money was available to the right services to ensure there was assistance to all who needed it irrespective of location.

The Leader replied that the Council conducts a strategic needs assessment that looks at the profile of the population to determine if there are areas of deprivation and then resources are targeted to the areas of most need.

- (17) Councillor Harris asked Councillor Johnson, the Cabinet Member for Highways and Transport Delivery, if there was an independent audit of every repair, every filled pothole and every renewed surface or was it the case that only some were examined?

The Cabinet Member replied that the auditing was undertaken through a process of sampling.

- (18) Councillor Ellis asked Councillor Gooding, the Cabinet Member for Education and Lifelong Learning, if the action following the Motion passed at Council on 13 October 2015 concerning Parking around Schools was going to take place shortly?

The Cabinet Member replied that the matter was complex but was being examined.

- (19) Councillor Abbott asked Councillor Brown, The Cabinet Member for Corporate, Communities and Customers, if when Councillor Finch, the Leader of the Council, had referred to the written answer to the 'custodians of the Community Hall' what he had meant was Silver End Village Hall the owners of which were Braintree District Council.

The Cabinet Member replied that she did not have that information to hand and so would advise him after the meeting.

- (20) Councillor Abbott asked Councillor Madden, the Cabinet Member for Adults and Children, if the families in Witham, having been consulted about the potential changes to children's centres, supported the closure? Had they supported moving the service into Witham Library and reducing it to a third-tier service less than that provided in Maldon and Halstead?

The Cabinet Member replied that the families in Witham had been consulted together with others throughout the County and the results of that consultation and any recommendations arising would be brought back to the Chamber as well as through other governance routes for debate.

26. Questions of the Leader of the Council, Cabinet Members and Committee Chairmen

1. Councillor Harris asked Councillor Johnson, the Cabinet Member for Highways Delivery, if he would meet to discuss the Willows Estate in Colchester and the complaints he had received from residents who were unhappy about the quality of the resurfacing work that had been undertaken.

The Cabinet Member replied that he would be happy to do so.

2. Councillor Pond asked Councillor Johnson, the Cabinet Member for Highways Delivery, if he would meet with him to discuss the request from Loughton Town Council to provide full night lighting on Friday and Saturday nights within a half mile radius of the station.

The Cabinet Member replied that he would be happy to speak to Councillor Pond about this matter outside the Chamber.

3. Councillor Barker asked Councillor Finch, the Leader of the Council, if it would be possible to be advised of the dates of future meetings of Council for the next two years.

The Leader replied that he believed that was an excellent idea and he would ask officers to examine possible dates for the next three years and urged Members to avoid those dates for holidays and minor appointments.

4. Councillor Howard asked Councillor Madden, the Cabinet Member for Adults and Children, if he could arrange an urgent meeting with him in order to discuss a particular individual in his Division who had recently suffered a severe stroke and had had a leg amputated.

The Cabinet Member replied that he believed the Director of Adult Operations had been informed of this case and he would be pleased to meet with Councillor Howard to discuss the case.

5. Councillor Mackrory asked Councillor Finch, the Leader of the Council, when might Members have the opportunity to comment on the proposals for Devolution and the offer that the Leader was to put to the Government.

The Leader replied that it was important that not only the Members of the Council but the residents of Essex were informed of developments and he would ensure that Members had the opportunity to comment before a proposal to Government was sent.

6. Councillor Abbott asked Councillor Finch, the Leader of the Council, if he did not agree that the price of development might be radical reform of governance arrangements. Could he confirm that this might include the creation of an elected Mayor for Essex and Cabinet and could not this be just another complexity and would it not be better to simply devolve powers to the County and Districts?

The Leader replied that there had been a Motion to Council about Devolution last year. Since that time there have been meetings with the Districts on the initiative which had been constructive but there had not been unanimous agreement. The evidence is that the creation of Mayors energises an area but some people are anxious about one directly-elected person having so much power. He had been trying to establish with the Districts what model might be best for Essex. They are not yet in a position where they can make an offer. There is still a lot of work to do.

7. Councillor Buckley asked the Cabinet Member for Education and Lifelong Learning, regarding the Young Essex Assembly (noting that the Council had supported the Assembly since its inception in 2003) if the Cabinet Member would give his assessment of the value of the Young Essex Assembly and could he give some commitment regarding its future and what he might expect it to deliver over the coming years?

The Cabinet Member replied that the Council had indeed supported the Assembly although in recent years it has moved into the commissioning areas of the Council and had somewhat languished in the doldrums. However, it has now transferred to the Youth Service which is pleasing and it was certainly his intention to revitalise the Assembly as it was important to engage young people in the political process. He stated that he would like to bring some proposals to Council for approval and he urged members to engage with their local Young Essex Assembly representatives in order to find out what they are thinking.

27. Questions of the representative of the Essex Police and Crime Panel

There were no questions of the representative.

28. To note the reports of the Essex Fire Authority's meetings of 17 February and 13 April 2016 and to ask questions of the Authority's representative

The reports of the meetings of 17 February and 13 April 2016 were received.

1. Councillor Young asked Councillor Hedley, the representative of the Essex Fire Authority, if he could clarify precisely how many firefighters were currently employed in the Service in Essex?

Councillor Hedley replied that he did not have the figure to hand but he would provide it to Councillor Young after the meeting.

The meeting closed at 16:00

Chairman
12 July 2016

Motions under Standing Order

16.11.2

1. EU Referendum

Moved by Councillor David Finch and seconded by Councillor Kevin Bentley.

‘This Council congratulates the Conservative Government for delivering its promise to hold a referendum on membership of the EU.

This Council further notes the clear decision of the United Kingdom, and especially Essex to leave the EU, while recognising the concerns of those residents who voted to remain.

It is important that there is now a clear plan of action and leadership for Essex and therefore this Council pledges:

1. To help ensure that Essex businesses and residents are able to take advantage of new opportunities as they arise
2. To provide support and advice to those who may be adversely affected by the changes.
3. To work with the Government and new Prime Minister to deliver the best outcomes for Essex during negotiations.’

2. Highways Defects

Moved by Councillor Colin Sargeant and seconded by Councillor Chris Pond.

‘Council notes that highway defects have now been reduced to acceptable levels on PR1 and PR2 carriageways, and congratulates Essex Highways staff accordingly. However, this success has been achieved at the expense of defects worsening and becoming more numerous on footways of all categories, and on the carriageways of local roads, especially in towns. It has become more difficult to secure repairs even to significant defects in such locations. Council calls upon the Cabinet Members to build upon the welcome start made on heavily used footways in 2015, by redoubling efforts, and to amend intervention criteria to ensure the worst defects on footways and local roads are rectified in a more timely manner.’

3. Council Tax Fraud Campaign

Moved by Councillor John Spence and seconded by Councillor Susan Barker.

‘Essex County Council recognises that Council Tax affects the household budgets for our honest, hardworking residents. Accordingly, we are dedicated to achieving best value for money and to minimise increases.

Therefore, this Council welcomes that all partner local authorities have agreed to collaborate in a campaign to attack Council Tax fraud. With estimates on the scale of fraud or incorrect claims on Council Tax at between 3 – 11% of discounts, it is appropriate that we work with those who are over claiming erroneously, while identifying and addressing deliberate fraudsters.

By so doing we enhance funding for our own and partner authorities, while respecting the vast majority who pay their taxes honestly despite their own financial pressures.’

4. Greater Essex Devolution

Moved by Councillor Mike Mackrory, seconded by Councillor Jon Whitehouse and supported by Councillor David Kendall.

This Council notes that discussions with the Leaders of the 15 Essex Authorities to determine a devolution deal have been ongoing for well over 12 months and that a letter has been sent to the Secretary of State seeking a meeting with a delegation of Council Leaders to discuss and clarify the options.

Council further notes that a Briefing Note was circulated to County Members on 14th June, which gave background information, together with a copy of the letter to the Secretary of State. The Briefing Note made clear that there must be agreement to seriously consider new governance including a Mayor (elected) for any deal to be acceptable to the Government. The note also listed seven organisations which have been engaged with the process and that Essex MPs had been also been involved.

It is therefore regretted that Members of this Council have had no opportunity to debate what could be the most fundamental change to local government in this County since Southend and Thurrock became unitary authorities. We believe Members should express their view before any further decisions are made, in particular the principle of an elected Mayor. It is also regretted that the people of Essex are unaware of the implications of what is being proposed on their behalf.

This Council therefore resolves that a special Council meeting be convened to determine whether or not the Council supports the principle of an elected mayor for Essex before any such proposal is put to the Secretary of State.

5. Consultation and Engagement

Moved by Councillor Ivan Henderson and seconded by Councillor Michael Danvers

‘The Labour Group calls upon Essex County Council to recognise that it has an engagement deficit; too often speaking on behalf of Essex residents, rather than reaching out and empowering them to speak for themselves. Policy should be collaborative by default, jointly designing solutions with communities, and working with Essex residents to break down the public disconnect with County Hall and strengthen the scope and vision of our outcomes.

Consultation should be at the heart of policy, integrated from inception to outcome. The process can always benefit from a diverse range of voices and in order to claim a mandate for change, the Council must prove that it is able to engage beyond its usual sphere of input. This means talking to our communities, service users, frontline providers and those most marginalised by our current methods of engagement: young people, those from poorer households, the elderly and the disengaged.

The Council also needs to be asking the right questions. It does the policy process no good if the questions are vague, over complex, or simply meaningless value statements. Council needs to tailor make consultations to maximise effect, and to increase the potential for meaningful input. The Council is facing significant challenges moving forward, with demand on services becoming increasingly complex, whilst resources continue to diminish. Council has no choice but to work collaboratively with partners, communities and residents, anticipating demand and collectively shaping the outcomes to be achieved.

With this in mind, Council resolves

- to call for a review of the policy timeline, ensuring that engagement features as an integral part of the ‘golden thread’ process
- this authority should utilise new forms of media, hone existing consultation strategies and do more to directly engage, qualitatively, with communities
- consultations should be crafted in partnership with the teams carrying out the engagement, who have a huge amount of untapped expertise that will enable insight to become truly indispensable when forming outcomes. More substantial consultations should go before relevant scrutiny committees, where members can constructively work with cabinet to ensure that engagement is most effective, and asking the right questions, of the right people.

Council Issues

1. Confirmation of Membership Changes

The following membership changes have been confirmed by notice given by the Conservative Group Leader:

- Councillors Susan Barker and Stephen Canning have been appointed as the Conservative Substitutes on the Essex Fire Authority.
- Councillor Kay Twitchen has replaced Councillor Ricki Gadsby as a Member of the Lee Valley Regional Park Authority.

The Leader's Report of Cabinet Issues

1. Extension to Property Transformation Phase 2 Programme

Cabinet considered proposals relating to the extension of the Property Transformation Phase 2 Programme to enable the realisation of significant additional benefits pending development of the Essex 2021 programme. In noting plans to dispose of surplus property assets where appropriate, Cabinet reaffirmed the existence of Council policies to facilitate local community group and third sector organisation access to such properties.

Cabinet approved the following:

- The drawdown of £967,000 over an 18-month period from the Transformation Reserve for property improvements and project resources, of which £758,000 is required in 2016/17.
- The capital investment of £536,000 for property improvements in 2016/17 (already included within the Capital budget).

Further reports on individual disposals would be submitted to the appropriate Cabinet Member, as necessary.

2. Decision whether to fund expansion of Philip Morant School and College and The Stanway School by two forms of entry each from September 2017

Cabinet's support was sought for proposals by Philip Morant School and College and The Stanway School to expand by two forms of entry each, in order to increase capacity in readiness for increased Year 7 intakes in September 2017. This was in accordance with the Council's statutory duty to secure sufficient school places within its area, and reflected predicted growth in pupil numbers in Colchester and the associated need for at least 12 additional Year 7 forms of entry for secondary education between 2017 and 2025.

Cabinet agreed to support the proposals, and approved a total spend of £12.9m for construction and associated project fees from the Capital Programme Budget, to be apportioned between the two schools respectively (£5.74m - Philip Morant School and College, £7.14m - The Stanway School).

3. Live at Home: Tender for Home Support Services

Live at Home services are care services delivered in the person's home. This includes personal care, cleaning and house care, practical and social support, minor health-related tasks (excluding district nurse tasks), administration of medication and support during the night (either night sleep or night sitting).

The Council currently purchases Live at Home services for Older People (65+), Adults with Learning Disabilities, Adults with Mental Health Needs, Adults with Physical and Sensory Impairments and Carers. The current contractual arrangements expire in February 2017.

Cabinet has approved the procurement of a new Live at Home (Domiciliary Care Services) Framework, operating a Ranked List Framework Model, to commence in February 2017.

4. Children and Young People's Plan 2016

Cabinet has approved the Children and Young People's Plan 2016, to replace the current version, agreed in 2013 and refreshed in 2015.

The Children and Young People's Plan is the key strategic multi-agency document setting out Essex's ambitions for children and young people and how agencies intend to work together to bring these about. The 2016 Plan seeks to improve on previous plans by reflecting the voices of children, young people and their families, prioritising added-value partnership activity over business-as-usual single agency actions, translating the Plan into meaningful action resulting in improved outcomes and by increasing accountability for implementation by increasing ownership of the Plan by members of the Children and Young People's Strategic Partnership.

The 2016 Plan has been developed over the last year, based on an extensive period of consultation with children and young people, parents and carers and the children's workforce. The development work has resulted in the framing of five strategic priorities, together with associated outcomes and strategic objectives.

Prior to consideration by the Cabinet, the 2016 Plan had been considered by the Children and Young People's Strategic Partnership Board on 12 May, and had received endorsement from other partnership bodies, including the Essex Health and Wellbeing Board.

5. Adoption of Cycling Strategy

Cabinet has approved the Essex Cycle Strategy. The Strategy sets out an overarching set of principles relating to cycling and demonstrates why cycling is important and how to enable and promote cycling in Essex. The Strategy also provides a framework for the development of cycle networks and infrastructure, including setting out the ambition for enhanced cycle standards, to improve facilities and promote safety. The Strategy is aligned with the Government approach to increasing investment in walking and cycling, and will help to provide a framework for future bids for new funding expected from 2016/17.

6. Housing Related Support: Post 16 Services

The County Council commissions Housing Related Support (HRS) services for young people. Cabinet has agreed to re-commission HRS services to meet the needs of priority cohorts of young people and to reduce the revenue spend by about £1 million per annum.

Cabinet agreed that HRS services should support the following priority cohorts of young people at risk:

- vulnerable teenage parents (up to the age of 19yrs. with an additional need or where the baby/child is known to Family Operations)
- Care leavers (18-21 years old, and up to 25 years old in special circumstances) and
- 16-18 year olds at risk of homelessness (up to their 19th birthday if known to the County Council).

A Single Point of Access model will be established within the County Council as the gateway for any vulnerable young people to access HRS services, liaise with District Council housing and support partners, and allocate appropriate support to eligible vulnerable young people.

The total budget for HRS services will be about £2.7m per annum, with the exact expenditure dependent on successful provider bids.

Tenders will be invited for Housing Related Support: Post 16 Accommodation Support Services to focus on improving outcomes for priority groups of young people at risk across Essex, on a quadrant basis. Contracts, awarded from the tender process, will operate for three years commencing 1 December 2016, with options to extend for up to two years at the sole discretion of the County Council.

At the time of publication there is an outstanding call in relating to this decision.

7. Procurement of a New Model to Deliver Integrated Pre-birth to 19 Health, Wellbeing and Family Support Services

Cabinet agreed to launch a procurement exercise for an Integrated Pre-Birth to 19 Health, Wellbeing and Family Support model on a quadrant basis to commence on 1 April 2017 which incorporates the following services:

- 0-5 Healthy Child Programme
- 5-19 Healthy Child Programme
- Healthy Schools
- Family Nurse Partnership and
- Sure Start Children's Centres.

Cabinet also agreed that in the west quadrant of Essex the above service will be commissioned jointly with West Essex Clinical Commissioning Group along with the following NHS community services:

- therapies
- paediatrics and
- children's nursing and community continence outreach services.

Cabinet agreed that the Children's Centres should be part of the integrated services, and adopted a delivery model which replaces the existing Children's Centres and Children's Centre Delivery sites with a system of Family Hubs and Family Hub Delivery Sites. A range of Family Hub Outreach Sites will be determined on a local basis by families through further consultation to be carried out by the selected provider.

At the time of publication there is an outstanding call in relating to this decision.

Councillor David Finch
Leader of the Council

Essex Pension Fund Board

Annual Report 2015/16

July 2016

1. Introduction

This is the seventh Annual Report of the Essex Pension Fund Board(s), covering the period from 1 April 2015 until 31 March 2016.

On 28 January 2015, new regulations were laid before Parliament which required the Council to establish a Local Pension Advisory Board by 1 April 2015. A statutory body, the Essex Pension Fund Advisory Board does not have decision-making powers. The Board does not replace the existing decision-making structure of the Essex Pension Fund. Management of the Essex Pension Fund is delegated to two bodies:

- the Essex Pension Fund Strategy Board (PSB) and
- the Investment Steering Committee (ISC).

A Pension Advisory Board with stakeholder representation was one of the recommendations of Lord Hutton's 2011 report of the Independent Public Services Pension Commission. This was followed by the Public Service Pension Act 2013 and the LGPS Regulations laid at the end of January 2015.

2. Roles and Functions

Essex Pension Fund Strategy Board

The Essex Pension Fund Board was established by the County Council in May 2008 to ensure that the Pension Scheme complied with the best practice principles for governance as required by the amended Local Government Pension Scheme Regulations 1997.

The Board's terms of reference, as approved by the County Council, are as follows:

To exercise on behalf of the Council all of the powers and duties of the Council in relation to its functions as Administering Authority of the Essex Pension Fund except where they have been specifically delegated by the Council to another Committee or to an officer; this will include the following specific functions:

- (i) to monitor and oversee the work of the Essex Pension Fund Investment Steering Committee through its quarterly reports;
- (ii) to monitor the administration of the Pension Scheme, including the benefit regulations and payment of pensions and their day-to-day administration including the Internal Disputes Resolution Procedures, and ensure that it delivers best value and complies with best practice guidance where considered appropriate;
- (iii) to exercise Pension Fund discretions on behalf of the Administering Authority;

- (iv) to determine Pension Fund policy in regard to employer admission arrangements;
- (v) to determine the Pension Fund's Funding Strategy and approve its Funding Strategy Statement;
- (vi) to receive periodic actuarial valuation reports from the Actuary;
- (vii) To co-ordinate Administering Authority responses to consultations by Central Government, professional and other bodies; and
- (viii) to consider any views expressed by employing organisations and staff representatives.

The Board met four times during the period covered by this report: on 8 July, 16 September and 16 December 2015 and 16 March 2016.

Membership

During the period covered by this report the Board had 11 members. They represented Essex County Council, the other local authorities in Essex (including Unitary Councils), Scheme members and Smaller Employing Bodies (i.e. those which are not already specifically represented on the Board).

The membership of the Board as at 31 March 2016 was as follows:

Essex County Council (7)

Councillor Susan Barker	
Councillor Rodney Bass	Chairman
Councillor Stephen Canning	
Councillor Karen Clempner	
Councillor Norman Hume	Vice-Chairman
Councillor Nigel Le Gresley	
Councillor Jon Whitehouse	

District/City/Borough Councils in Essex (1)

Councillor Colin Riley	Castle Point Borough Council
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Unitary Councils in Essex (1)

Councillor Ronald Woodley	Southend-on-Sea
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Scheme Members (nominated by UNISON) (1)

Mrs S Child

Smaller Employing Bodies (1)

Mrs Jenny Moore

Essex Pension Fund Advisory Board

The Essex Pension Fund Advisory Board is appointed by Essex County Council as its Local Pensions Board in accordance with section 5 of the Public Service Pensions Act 2013 and Part 3 of the Local Government Pension Scheme Regulations 2013.

The Board has the following remit:

- (i) To assist the Scheme Manager to secure compliance with the Local Government Pension Scheme (LGPS) regulations and any other legislation relating to the governance and administration of the LGPS and to secure compliance with requirements imposed in relation to the LGPS by the Pension Regulator.
- (ii) To secure the effective and efficient governance and administration of the LGPS for the Essex Pension Fund (EPF).
- (iii) To help ensure that the EPF is managed and administered effectively and efficiently and complies with the code of practice.
- (iv) To assist the Scheme Manager with such matters as the scheme regulations may specify.
- (v) To be a “critical friend” to the PSB and the Investment Steering Committee (ISC).
- (vi) The Board may review any decision made by or on behalf of the Scheme Manager.
- (vii) The Board will adopt a policy statement on reporting breaches.
- (viii) At the invitation of the PSB, the Board may also undertake other tasks.
- (ix) Appointing Observers to attend meetings of the PSB and the ISC.

Membership

During the period covered by this report the Advisory Board had 9 members. They represented employer and scheme representatives and an independent Chairman.

The membership of the Advisory Board as at 31 March 2016 was as follows:

Scheme Representatives (4)

Keith Flowers	Trade unions
Paul Hewitt	Deferred member
Jenny Hunt	Deferred member
Mark Paget	Active member

Employer Representatives (4)

James Durrant	All other employers
Cllr John Galley	District, City and Borough Councils of Essex
Cllr Barry Johnson	Southend-on-Sea and Thurrock Unitary Authorities
Cllr Simon Walsh	Essex County Council

Independent Chairman (1)

Nicola Mark	Head of Norfolk Pension Fund
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3. Dimensions of the Fund

Based on the draft accounts, as at 31 March 2016 the value of the Fund's assets was £5.037 billion.

The total value of pensions paid during 2015/16 was £177.5m, together with other benefits totalling £38.3m.

The total number of beneficiaries is as follows:

	2015	2016*
Contributors	50,965	61,543
Deferred Pensioners	44,038	47,041
Pensioners	35,455	37,666
Total	130,458	146,250

*Provisional numbers

(Deferred Pensioners are former employees who have chosen not to transfer their pension rights.)

The Board exercises on behalf of the Council the management of the Pension Fund whose membership comes from around 640 separate Employing Bodies, including:

- Essex County Council, Unitary, Borough, City and District Employers
- Incorporated Colleges
- Schools and Academies
- Town and Parish Councils
- Other Scheduled Bodies
- Small Admitted Bodies
- Admitted Bodies
- Community Admission Bodies.

4. LGPS Asset Pooling Arrangements

A significant amount of work has been undertaken in relation to the Government's pooling agenda. The key milestones reached, and the major stages later in 2016 are set out in the paragraphs below.

In the July 2015 budget the Chancellor announced the following:

2.19 Local Government Pension Scheme pooled investments – The government will work with Local Government Pension Scheme administering authorities to ensure that they pool investments to significantly reduce costs, while maintaining overall investment performance. The government will invite local authorities to come forward with their own proposals to meet common criteria for delivering savings. A consultation to be published later this year will set out those detailed criteria as well as backstop legislation which will ensure that those administering authorities that do not come forward with sufficiently ambitious proposals are required to pool investments.

During the autumn, Fund officers were involved in a collaboration (known as Project POOL) which involved over 30 LGPS Funds. Regular updates were given to the Investment Steering Committee and Pension Strategy Board, and the final report was published in January 2016.

With the Autumn statement in November 2015, DCLG issued the following criteria for pooling:

- asset pools that achieve the benefits of **scale** (minimum size £25bn as at 31 March 2015 values)
- strong **governance** & decision making
- reduced **costs** and excellent value for money
- improved capacity to invest in **infrastructure**.

Initial proposals were required in February with detailed submissions to be submitted by 15 July 2016.

At the start of the year meetings took place first amongst officers, subsequently amongst Fund Chairmen, around the possibility of forming an asset pool consisting of Funds in East Anglia and the South East. This became known as ACCESS (A Collaboration of Central, Eastern & Southern Shires). These meetings agreed a set of principles and involved the following Council's LGPS Funds (March 2015 values):

Authority	£b
Cambridgeshire County Council	2.27
East Sussex County Council	2.74
Essex County Council	4.91
Hampshire County Council	5.11
Hertfordshire County Council	3.53
Isle of Wight Council	0.48
Kent County Council	4.52

Norfolk County Council	2.93
Northamptonshire County Council	1.85
Suffolk County Council	2.19
West Sussex County Council	2.96
Total	33.42

At its meeting on 22 February, the Investment Steering Committee agreed that the Fund be a joint signatory to the ACCESS initial proposal. Meetings of the Chairmen of each ACCESS Fund have continued to take place on a monthly basis. These have enabled the Chairmen:

- to consider the Government's response to the February proposal, and an exchange of letters with the Minister took place in April; and
- to review progress and give direction to the work undertaken by officers from the ACCESS Funds.

Central to the focus of this work has been consideration of the form of structure that the ACCESS pool will adopt. Whilst the initial preference had been for a Regulated Investment Management Company, developments in May followed by discussions with legal advisers Eversheds, led to the Chairmen agreeing to the pursuing of a Collective Investment Vehicle (CIV).

A detailed submission to Government for the July deadline has been drafted and will be considered by the PSB at its meeting on 13 July 2016.

Further work on the Collective Investment Vehicle is planned over the summer, and proposals are expected to be presented to Funds in the autumn as details of the pool's structure are finalised.

It is the intention that the decision to formalise Essex's participation in the finalised ACCESS structure is brought to a future meeting of Council.

5. Work of the Pension Strategy Board

In addition, the following major issues were considered by the Board between 1 April 2015 and 31 March 2016.

Interim Actuarial Review

Every three years the Fund is required to commission a full actuarial Valuation by an Independent Actuary. The 2016/17 valuation is currently underway and revised employer contributions will apply from 1 April 2017.

In preparation for the forthcoming triennial Valuation, the Pension Strategy Board received interim reviews at meetings in September 2015 and March 2016.

The Board noted that since the publication of the 2013 Valuations, work had been undertaken by the Government Actuary's Department (GAD) on behalf of the national Scheme Advisory Board to analyse all Valuations across each of the 89 LGPS Funds in England & Wales using a standard (as opposed to Fund specific) set of assumptions.

It was also noted that changes were announced in the Chancellor's March 2016 budget to the discount rate applicable to unfunded public sector schemes from 2019. Although the LGPS is a funded (as opposed to unfunded) scheme it is possible that the revised rate influences the GAD's expectations of LGPS assumptions to be used later in 2016.

The Fund's investment performance in the three years 1 April 2013 – 31 March 2016 was 8.8% per annum. Whilst progress had been made on the 2013 funding level of 80%, it is acknowledged that the factors highlighted in the paragraphs above will form part of the likely background against which the 2016 Valuation unfolds.

The Pension Strategy Board expects to receive the overall Fund level indicative result in September 2016.

HM Treasury consultation on a proposed exit payment cap

On 31 July 2015 the HM Treasury issued a consultation on a proposed £95,000 cap on payments to exiting public sector employees. The four-week consultation period closed on 27 August 2015.

The key concern with the proposal centred on financial strain payments made by employers to LGPS Funds.

When an employer agrees to a retiring employee receiving early payment of their LGPS benefits, a financial strain (sometimes known as "actuarial strain") is payable to the Pension Fund. This most often occurs if an employee is made redundant or leaves on efficiency grounds and is age 55 or over, the LGPS regulations provide the member with immediate payment of their benefits. Financial strain is paid by the employer to the LGPS Fund. These are not payments to existing employees yet their inclusion within the cap's definition raises issues for both Pension Funds and employers facing future restructuring exercises.

In the absence of a PSB meeting during the consultation period, the key theme of the response was discussed and agreed with both Councillor Bass, Chairman of the Strategy Board, and Margaret Lee, Section 151 Officer for both Essex County Council and the Essex Pension Fund.

Year-end data submissions and Annual Benefit Statements

The Board noted plans for the 2015/16 year-end data submissions and Annual Benefit Statements exercise and were asked to approve a charging policy for late 2015/16 year-end data return submissions.

At its December 2014 meeting the Board received a report on year-end data submissions, the issues caused by late submissions by employers given the requirement to send out annual benefit statements by 31 August and HMRC annual allowance requirements. As a result the Board agreed a policy which enabled a charge of £250 to be issued to employers who neither provided the data on time nor engaged with the Fund.

At its July 2015 meeting the Board received a further report on the progress of the 2014/15 year-end data exercise and the anticipated impact on the issue of annual benefit statements to all active members by the statutory deadline of 31 August. Members agreed a target for 95% of active members to receive their annual benefit statements by the 31 August statutory deadline.

The 2014/15 year-end data exercise did not go as smoothly as had been hoped, despite the introduction of the £250 charge for employers not engaging with the Fund. Members agreed this had not been a sufficient deterrent for employers and a revised approach to this was needed for 2015/16. Therefore it was agreed charges would apply to returns up to one month late and thereafter doubled and further infringements would be reported to the Strategy Board. Any charges levied against the Fund by the Pension Regulator due to specific Employers non-compliance of provision of statutory data will be passed on.

Other Issues

The following are some of the other issues considered by the Boards.

- Quarterly reports on the work of the Essex Pension Fund Investment Steering Committee
- The Essex Pension Fund Audit Plan which described the approach to be adopted for the external audit of the 2014/15 Essex Pension Fund Accounts
- Reports from Internal Audit regarding the control environment of the Pension Fund and Administration
- A review of the Governance Policy & Compliance Statement
- A review of the Communications Policy.

7. Member Training

There is a firm commitment to training and development, with a view to ensuring that Members are able to fulfil their roles effectively.

Details of Members' attendance at Essex Pension Fund Boards and Investment Steering Committee meetings and training events (internal and external) are monitored throughout the year and reviewed annually at the Strategy Board's July meeting.

Member training is predominately delivered within the Board meetings.

8. Three-Year Business Plan

The Strategy Board has developed a 3-year Business Plan which provides a high level summary of key work streams and feeds into more detailed annual business plans.

Councillor Rodney L Bass
Chairman of the Essex Pension Strategy Board and of the ISC

Dates of Future meetings

Dates of Future Council meetings

The Council is asked to approve the dates of future meetings.

Recommended:

That meetings of the Council be held on Tuesdays at 10am on:

11 July, 10 October and 12 December 2017;
13 February (Budget), 8 May (Annual), 10 July, 9 October and 11
December 2018;
12 February (Budget), 14 May (Annual), 9 July, 8 October and 10
December 2019; and
11 February (Budget), 12 May (Annual), 14 July, 13 October and 8
December 2020.



Essex Fire Authority

Report to the Constituent Authorities of the meetings on 8 and 22 June 2016

The items reported below are the main issues considered by Essex Fire Authority at its annual meeting on 8 June 2016 and an extraordinary meeting on 22 June 2016. Full details of all the matters considered, together with the minutes of the meetings, can be viewed on the Essex County Fire and Rescue Service website, www.essex-fire.gov.uk.

1. Chairman and Vice-Chairman

The Authority has elected County Councillor Anthony Hedley as its Chairman and Southend Borough Councillor Ann Holland as its Vice-Chairman for the Municipal Year 2016/17.

The Authority has also agreed appointments to membership of its committees and other key Member roles, and approved the calendar of meetings for the forthcoming year.

2. Adoption of Revised Code of Member Conduct

The Authority has approved changes to the Code of Conduct for Members, following a review by the Essex County Council and Essex Fire Authority Joint Standards Committee. The changes were adopted by Essex County Council on 10 May 2016.

The main changes to the Code relate to the following issues:

- A new provision against 'bringing the office of Councillor into disrepute';
- Simplification of the number of types of interest;
- Extension of the right to grant dispensations;
- Clarification around members' duty to comply with equality law;
- Registration of tenders; and
- Registration of contracts between councillors and a company owned by the Council.

In addition, the Appendix to the Code has been amended to include an updated version of the Nolan Principles, determined nationally by the Committee on Standards in Public Life. The Code also now includes a new provision to explain that a breach of the 'Nolan Principles' is not a breach of the Code.

The Authority agreed to adopt the revised version of the Code with effect from 9 June 2016.

3. Essex Fire Authority Strategy 2016 - 2020

The Authority has agreed to support further work on a draft version of a Corporate Strategy for the period 2016 – 2020.

Once finalised, the Strategy's purpose will be to provide a clear direction of travel to support the delivery of changes to Essex County Fire and Rescue Service, the additional investment in Community Safety and the need to change the culture in the Service and develop more trust. These changes were also the subject of consideration by the Authority at its meeting on 8 June, as set out in items 4 and 5 below.

The draft Strategy document had been prepared after seeking comments and views from a range of stakeholders, and its development had been supported by facilitated workshops with senior staff and engagement with a broad cross-section of employees. Following the Authority's expression of support, further work would be undertaken, with the aim of presenting the final version of the Strategy for approval by Members later in 2016.

4. Integrated Risk Management Plan

The Authority has agreed the adoption and publication of an Integrated Risk Management Plan covering the period 2016-2020.

The Government expects all Fire and Rescue Authorities to have in place an Integrated Risk Management Plan, setting out the assessment of local risks to life and how effectively resources are used in response to those risks, at the same time providing value for money to the local taxpayer.

Development of the Plan was informed by two 12-week consultations to obtain the views and opinions of the public of Essex, partners, stakeholders and employees on the role of the Fire and Rescue Service in Essex. The first consultation focussed on the principles and standards for the Service. From this, the second consultation proposed options to reflect a refreshed delivery model which aims to put greater emphasis on prevention work helping people avoid having fires and other emergencies, further reducing the demand on response services, whilst still providing an effective and professional response service.

The Plan includes an action plan to manage the changes to service provision identified by the Authority through the planning process, and sets out how the Authority will give the community a Fire and Rescue Service that best meets their needs in a financially sustainable way. The Plan also outlines the changes the Service plans to make in order to manage both existing and emerging risk more effectively.

5. 2020 Programme – Consultation Outcomes and Options for Change

The Authority has received the results of its extensive consultation and engagement exercise 'Options for Change 2016 – 2020' and, based upon the

outcome, agreed proposals for changes to the number and crewing of fire engines across Essex, Southend and Thurrock.

Programme 2020 was established in February 2015 to plan the work for the Fire and Rescue Service in Essex to become service-led, community-focussed, values driven and financially sustainable. As part of this work, the Authority undertook two significant consultation exercises, the first of which looked at principles and standards, with the second consultation seeking views on three specific service options. The resultant proposals for change related to changes to the operational response model, but also incorporated broader changes to the delivery of Prevention and Protection services and to support and enabling functions.

Having given very thorough and detailed consideration to the proposals and the response to the consultation, the Authority has supported the second of the three proposed options for changes to the operational response model, as summarised below:

'Option 2

Under this option the Service will have 66 fire engines, 18 of which are wholetime and 48 are on call. Specifically, the proposal seeks:

1. to remove the second fire engine from the following fire stations:
 - Orsett fire station
 - Rayleigh Weir fire station
 - Loughton fire station
 - Corringham fire station
 - Frinton fire station
2. to change the crewing of the second fire engine at Clacton fire station from wholetime to on-call
3. to change the crewing system at the following fire stations from day-crewing to on-call:
 - Dovercourt fire station
 - South Woodham Ferrers fire station
 - Great Baddow fire station
 - Waltham Abbey fire station
 - Great Dunmow fire station
4. to remove the Pinzgauer fire engines from the following fire stations:
 - Manningtree fire station
 - Burnham-on-Crouch fire station
 - Billericay fire station
5. to replace the Pinzgauer fire engine at Great Dunmow with a conventional fire engine.'

In selecting this option, the Authority noted:

- it had received the support of 73% of respondents to the consultation, and support from 68% of respondents who are Essex County Fire and Rescue Service employees;
- it would allow the Authority to increase its collaboration work and respond to additional emergency incidents; and
- it would require a reduction of 130 wholetime firefighters, achievable by the end of 2019/2020 through natural wastage.

The Authority has expressed support for the following general principles for delivery of the option for change:

- a. that staff affected and their representatives will be engaged in the process for managing the change;
- b. that the potential for compulsory redundancies should be avoided or minimised wherever possible;
- c. that wherever possible the role of firefighters should be broadened to include a wider range of Prevention and Protection activities and the ability to respond to emergency and non-emergency incidents on behalf of other agencies; and
- d. that the Service will endeavour to ensure that the wellbeing of employees is taken into account at all stages of the process.

Finally, the Authority has delegated responsibility to the Acting Chief Fire Officer for taking the necessary actions to deliver the option selected, and to bring forward an implementation plan to its next meeting on 7 September 2016.

6. Progress Report on the delivery of the work programme required to improve the culture within the Essex County Fire and Rescue Service

The Authority has continued to receive regular progress updates on work to implement the recommendations arising from the Independent Cultural Review. These have included reports by the Chairman of the Expert Advisory Panel.

7. Appointment of Director of Prevention, Protection and Response

Following a selection process, the Authority has approved the appointment of David Bill to the post of Director of Prevention, Protection and Response. The post was designed as part of a recent review of the Senior Management structure of Essex County Fire and Rescue Service.

**Councillor Anthony Hedley
Chairman**