

Report title: Annual Report 2018-19	
Report to: Cabinet	
Report Author: Gavin Jones, Chief Executive	
Date: 23 July 2019	For: Decision
Enquiries to: Richard Puleston, Director for Strategy, Insight and Engagement email Richard.puleston2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of Report

- 1.1. The Annual Report provides a commentary on the progress made towards ECC's strategic aims and priorities in 2018-19.

2. Recommendations

- 2.1. Approve the Annual Report 2018-19 (attached as appendix 1) and that this be published on ECC's website.

3. Background

- 3.1 In July 2017, Council formally adopted ECC's Organisation Strategy 2017-2021.
- 3.2 The Organisation Strategy underpins business and corporate planning. It sets out the strategic direction for the organisation and provides a basis for the 'golden thread' connecting ECC's strategic priorities, business plans and individual employee performance plans.
- 3.3 It was agreed that an annual report would be published each year providing a commentary on the performance against the achievement of our strategic aims and priorities.

4. Issues for consideration

4.1 Financial implications

- 4.1.1 There are no financial implications arising from this paper. The Organisation Strategy sets out ECC's strategic aims and priorities and provides a framework for setting the council's budget. Plans to deliver the strategy are set out each year in ECC's Organisation Plan and given financial expression

in the budget presented to Council in February. The Annual Report provides a commentary on the progress made in delivering the strategy.

4.2 Legal implications

4.2.1 The Organisation Plan is a Council approved document meaning that the Cabinet cannot take a decision which is contrary to it. The Annual Report contains information about the Council's activity and outcomes and does not itself have any legal implications.

5. Equality and Diversity implications

5.1 The Public Sector Equality Duty applies to the Council when it makes decisions. The duty requires us to have regard to the need to:

- (a) Eliminate unlawful discrimination, harassment and victimisation and other behaviour prohibited by the Act. In summary, the Act makes discrimination etc. on the grounds of a protected characteristic unlawful
- (b) Advance equality of opportunity between people who share a protected characteristic and those who do not.
- (c) Foster good relations between people who share a protected characteristic and those who do not including tackling prejudice and promoting understanding.

5.2 The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, gender, and sexual orientation. The Act states that 'marriage and civil partnership' is not a relevant protected characteristic for (b) or (c) although it is relevant for (a).

5.3 Progress against ECC's equalities objectives is considered throughout the Annual Report.

6. List of appendices

Annual Report 2018/19

7. List of Background papers

Organisation Strategy 2017 - 2021