Essex Organisation Strategy

An EasyRead guide to our 4 year plan
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3. Help create great places to grow up, live and work
Transform the council to achieve more with less
This booklet tells you about Essex County Council’s **Organisation Strategy**

An **Organisation Strategy** is a work plan.

This **Organisation Strategy** tells you what is most important to us.

It also tells you what we plan to do to make things better for the people of Essex.

We must spend money from taxes carefully.
The Organisation Strategy has 4 aims.

1. Enable inclusive economic growth.

2. Help people get the best start and age well.

3. Help create great places to grow up, live and work.

4. Transform the council to achieve more with less.

Each aim will come with a set of Strategic Priorities.

Strategic Priorities are what we think are the most important things to help us achieve our aims.
Strategic aim:
Enable inclusive economic growth

Essex is a good place for business and trade.

Some places like Tendring and Maldon have higher levels of unemployment.

Most schools in Essex have good ratings.

Fewer people in Essex have level 4 qualifications than in the rest of the UK.

Level 4 qualifications are things like BTEC or NVQ Level 4.
Science and technology are very important in business.

Not enough people in Essex have the right skills for the jobs that are available.
The 3 Strategic Priorities for this aim are:

1. To improve education

- We need more people to study subjects like science, technology, engineering and maths.

- We will promote jobs in the digital industry so that more people will want to do these jobs.
2. To attract large firms to Essex.

- We will provide better support for businesses in Essex.

- We will improve transport and traffic in Essex.

- We will improve access to the internet.
3. To bring more work into the poorer parts of Essex.

- We will make sure that people in poorer areas of Essex are skilled so that businesses will want to go there.

- We will make more jobs available.

- We will create partnerships with other companies.
Strategic aim:
Help people get the best start and age well

We want everyone to be happy and healthy.

We must protect and support vulnerable people in Essex.

In Essex 1 in 5 people is 65 years old or older.

We think that by the year 2030 1 in 3 people in Essex will be 65 years old or older.

6,500 children and 17,000 adults in Essex need help from social services.
As the population gets older more people will need help from social services.

People who live in wealthy areas of Essex live longer than people who live in deprived areas.

We want young people who need support to have the same opportunities as everyone else.
Strategic aim:
Help people get the best start and age well

The 3 Strategic Priorities for this aim are:

1. To keep vulnerable children safe and help them to live life to the full.

- We will make sure vulnerable children are safe from abuse.
- We will improve school attendance.
• We will give advice to parents so they can make good decisions and work out problems on their own.

• We will work with partner organisations to make sure that we focus on what children and young people need.

• We will make sure that our employees have the right training.
2. To help vulnerable adults to live without needing help from social services.

- We will provide care at home to reduce the need for hospital visits.

- We will work with local groups to help older people and people with learning disabilities to live independently.

- We will make sure extra support is available for people who need it.
• We will talk to residents so that they can tell us what services they need. This will make sure that people get the right support.

• We will help people to support themselves with help from the community.

• We will make it easier for people to choose and pay for their own care.

3. To improve the health of people living in Essex

• We will help people in poorer areas to have the same opportunities and choices as everyone else.
• We will give advice to parents to make sure that children get a good start in school.

• We will use community groups to help people make good choices.

• We will make sure that vulnerable people can access good health care and good dental care.

• We will improve access to mental health services so people can get the right support.
• We will make sure that people who are at risk of heart disease, stroke and diabetes can have regular health checks.
Strategic aim:
Help create great places to grow up, live and work

1.44 million people live in Essex.

Most of Essex is countryside but there are also large towns and seaside communities.

1 in 3 people live in the countryside.
Most people are happy where they live.

But they are also worried that building houses will spoil the countryside.

We need to build 136,000 houses in the next 20 years.

This is because more people are living in Essex.
Strategic aim:
Help create great places to grow up, live and work

The 3 Strategic Priorities for this aim are:

1. To help make communities a safe place for all residents

- We will help people to live independently.
- We will help communities to use their own resources to identify and solve local issues.
• We will work with volunteers and members of the community to solve local issues.

• Make communities in Essex safer for vulnerable people.

• We will stop discrimination.

Discrimination is where someone is treated unfairly because they are different to other people.
2. To protect the environment

- We will protect communities from flooding.

- We will make more open green spaces to improve our countryside.

- We will work with partners to improve the removal of waste.
• We will promote Essex as a good place to visit.

• We will reduce carbon emissions in Essex by promoting cleaner and more affordable energy.

3. To develop communities and build new homes

• We will protect our environment by building communities not just houses.
• We will work with partners to build homes and develop communities.

• We will make sure that there are jobs and leisure opportunities.
Strategic aim:
Transform the council to achieve more with less

In Essex we have some of the best workers in the UK to help achieve our goals.

Our workers and our systems need to continue to develop to meet needs in the future.

In the last 5 years we have saved £597 million.
Over the next 4 years we will need to save another £186 million.

To do this we will have to think differently.

We will have to take more risks.

We will need some clever ideas.

Digital technology will help us reduce costs and improve customer service.
Strategic aim:
Transform the council to achieve more with less

The 3 Strategic Priorities for this aim are:

1. To increase income and reduce costs

- We will increase income by making it easier for businesses to grow.
- We will make sure that we charge the right amount of money for our services to increase income.
• We will reduce costs by using our time more effectively.

• We will work more with our partners to get best value for money.

• We will spend money to improve facilities so that tax payers do not have to.
2. To improve the skills and abilities of our employees

- We will help our employees to work more effectively by promoting flexible working.

**Flexible working** is where people can work in an office or at home at a time that suits them.

- We will talk to our employees and our partners to find out what we do well and what we need to improve.

- We will talk to our employees to make sure they understand that they are helping to make Essex a better place.
- We will make sure our employees have the best equipment so that they can do the best job possible.

- We will find out what skills our employees have and make sure they are doing the right job.

- We will keep up with changes in business by making sure our employees understand why it is important.
3. To meet the needs of our residents using technology

- We will provide information in an accessible format so that people can make their own choices.

- We will work with our partners to make services that focus on the needs of our residents.

- We will use technology to make services faster and cheaper.
• We will improve our employees’ computer skills so that it will be easier to change the way we do things.