

CABINET

25 MARCH 2022

REPORT OF PORTFOLIO HOLDER FOR PARTNESHIPS

A.4 ESSEX FAMILY FRIENDLY EMPLOYERS CHARTER

PART 1 – KEY INFORMATION

PURPOSE OF THE REPORT

To raise awareness of, and provide an update on, Essex County Council's (ECC) new Essex Family Friendly Employers Charter.

EXECUTIVE SUMMARY

The Essex Family Friendly Employers Charter is a set of principles that the employer must meet in order to demonstrate they are a family friendly employer.

These principles focus on the following areas:-

- 1) Family Friendly Strategy and Culture
- 2) Flexible Working
- 3) Annual Leave and Supporting Parents outside of term time

RECOMMENDATION(S)

It is recommended:

That the contents of this report be NOTED.

REASON(S) FOR THE RECOMMENDATION(S)

The Council has been accredited as an Essex Family Friendly Employer which supports the Council being an employer of choice and also demonstrates best practice as a local Anchor organisation.

ALTERNATIVE OPTIONS CONSIDERED

To not apply for accreditation. However, as the Council would like to demonstrate best practice as an employer, support recruitment and the levelling up and skills agenda across Essex an application was submitted. The process involved an assessment of Human Resources procedures and individual case studies to establish that Family Friendly processes were in place across the organisation.

PART 2 – IMPLICATIONS OF THE DECISION

DELIVERING PRIORITIES

The accreditation supports the organisation as an Anchor organisation and employer of choice within Essex.

OUTCOME OF CONSULTATION AND ENGAGEMENT

N/A

LEGAL REQUIREMENTS (including legislation & constitutional powers)			
Is the recommendation a Key Decision (see the criteria stated here)	NO	If Yes, indicate which by which criteria it is a Key Decision	<input type="checkbox"/> Significant effect on two or more wards <input type="checkbox"/> Involves £100,000 expenditure/income <input type="checkbox"/> Is otherwise significant for the service budget
		And when was the proposed decision published in the Notice of forthcoming decisions for the Council (must be 28 days at the latest prior to the meeting date)	
<input type="checkbox"/> The Monitoring Officer confirms they have been made aware of the above and any additional comments from them are below:			
The accreditation supports best practice in relation to the Council's Human Resources procedures and processes.			
FINANCE AND OTHER RESOURCE IMPLICATIONS			
N/A, the accreditation was submitted within existing budget resources.			
<input type="checkbox"/> The Section 151 Officer confirms they have been made aware of the above and any additional comments from them are below:			
USE OF RESOURCES AND VALUE FOR MONEY			
The following are submitted in respect of the indicated use of resources and value for money indicators:			
A) Financial sustainability: how the body plans and manages its resources to ensure it can continue to deliver its services;	N/A		
B) Governance: how the body ensures that it makes informed decisions and properly manages its risks, including; and	N/A		
C) Improving economy, efficiency and effectiveness: how the body uses information about its costs and performance to improve the way it manages and delivers its services.	The accreditation supports best practice.		

MILESTONES AND DELIVERY	
N/A	
ASSOCIATED RISKS AND MITIGATION	
N/A	
EQUALITY IMPLICATIONS	
The accreditation supports equality as the human resources 'family friendly' policies and procedures apply to all employees of the Council. They support both potential job applicants and existing employees.	
SOCIAL VALUE CONSIDERATIONS	
The accreditation sets a benchmark for the Council as a local Anchor organisation.	
IMPLICATIONS FOR THE COUNCIL'S AIM TO BE NET ZERO BY 2030	
N/A	
OTHER RELEVANT CONSIDERATIONS OR IMPLICATIONS	
Consideration has been given to the implications of the proposed decision in respect of the following and any significant issues are set out below.	
Crime and Disorder	N/A
Health Inequalities	N/A
Area or Ward affected	N/A

PART 3 – SUPPORTING INFORMATION

BACKGROUND
<p>The Charter was developed following consultation with local employers across Essex through two "on line" round table discussions. It is acknowledged that not all employers can offer flexible working. However, family-friendly policies are about more than being able to work from home. The Charter sets out how employers can help parents and carers manage their work and caring commitments.</p> <p>For further information on the Charter please refer to Appendix A - Essex Family Friendly Employers Charter</p> <p>Following the recent submission of the Charter application to ECC, the Council was informed on 2nd March 2022 that it has been awarded Charter status. This demonstrates the Council's commitment to supporting working families. TDC has joined a growing network of employers which includes:-</p> <p style="padding-left: 40px;">Anglia Ruskin University Essex Partnership University Trust Braintree District Council Colchester Borough Council and</p>

HSBC Holdings plc

This Charter also provides the Council with the opportunity to support local organisations in working towards and signing up to the Charter, as well as sharing good practice. For a full list of organisations that have signed up to the Essex Family Friendly Employer Charter to date: Ref ECC Website: <https://www.essex.gov.uk/family-friendly-charter/employers-that-have-signed-up-to-the-family-friendly-charter>

In addition, this type of accreditation very much supports the reputation of the Council as an Employer, as well as supporting the Anchors movement within the District.

PREVIOUS RELEVANT DECISIONS

N/A

BACKGROUND PAPERS AND PUBLISHED REFERENCE MATERIAL

N/A

APPENDICES

Appendix A – Essex Family Friendly Employers Charter

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