**Code of Corporate Governance**

# **Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law**

| **Supporting Principles** | **To meet the requirement of this principle the Authority will** | **This will be evidenced by** |
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| **Behaving with integrity**  | Ensuring members and officers behave with integrity and lead a culture where acting in the public interest is visibly and consistently demonstrated thereby protecting the reputation of the organisation  | Codes of conduct Induction for new members and staff on standard of behaviour expected Performance appraisalsProtocol on Member/Officer relations |
|  | Ensuring members take the lead in establishing specific standard values for the organisation and its staff and that they are communicated and understood. These should build on the Seven Principles of Public Life (the Nolan Principles)  | Authority valuesIRMPAnnual Service Plan |
|  | Leading by example and using these values as a framework for decision making and other actions  | Declarations of interests Protocol on Member/Officer relationsProcedural Standing OrdersCommittee terms of referenceMember complaintsAnnual Governance StatementAnnual Assurance Statement |
|  | Demonstrating, communicating and embedding the values through appropriate policies and processes which are reviewed on a regular basis to ensure that they are operating effectively  | Whistleblowing policyComplaints policyMembers and officers code of conduct refers to a requirement to declare interestsMinutes show declarations of interest were sought and appropriate declarations made Register of interests (members and staff) Register of gifts and hospitality Annual Governance StatementAnnual Assurance Statement |
| **Demonstrating strong commitment to ethical values**  | Seeking to establish, monitor and maintain the organisation’s ethical standards and performance  | Bullying and harassment policyCodes of conductAuthority valuesAnnual appraisal |
|  | Underpinning personal behaviour with ethical values and ensuring they permeate all aspects of the organisation’s culture and operation  | Codes of conductAuthority valuesAnnual appraisal |
|  | Developing and maintaining robust policies and procedures which place emphasis on agreed ethical values  | Annual appraisalProcurement strategy  |
|  | Ensuring that external providers of services on behalf of the organisation are required to act with integrity and in compliance with high ethical standards expected by the organisation  | Partnership frameworkProcurement strategy  |
| **Respecting the rule of law**  | Ensuring members and staff demonstrate a strong commitment to the rule of the law as well as adhering to relevant laws and regulations  | Standing ordersFinancial regulationsStatutory officers |
|  | Creating the conditions to ensure that the statutory officers, other key post holders and members are able to fulfil their responsibilities in accordance with legislative and regulatory requirements  | Job description/specifications Compliance with CIPFA’s *Statement on the Role of the Chief Financial Officer in Local Government* (CIPFA, 2015) Scheme of delegation |
|  | Dealing with breaches of legal and regulatory provisions effectively  | Clerk to the AuthorityContract standing orders  |
|  | Ensuring corruption and misuse of power are dealt with effectively  | Financial regulationsContract standing ordersAnti-fraud policies and procedures  |

# Ensuring openness and comprehensive stakeholder engagement

| **Supporting Principles** | **To meet the requirement of this principle the Authority will** | **This will be evidenced by** |
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| **Openness**  | Ensuring an open culture through demonstrating, documenting and communicating the organisation’s commitment to openness  | Annual report Freedom of Information Act publication scheme Annual Governance StatementAnnual Assurance StatementCompliance with Transparency codeAuthority website  |
|  | Making decisions that are open about actions, plans, resource use, forecasts, outputs and outcomes. The presumption is for openness. If that is not the case, a justification for the reasoning for keeping a decision confidential should be provided  | Publication of Committee agendas and minutesPublic meetings |
|  | Providing clear reasoning and evidence for decisions in both public records and explanations to stakeholders and being explicit about the criteria, rationale and considerations used. In due course, ensuring that the impact and consequences of those decisions are clear  | Authority/Committee timetableReporting format |
|  | Using formal and informal consultation and engagement to determine the most appropriate and effective interventions/ courses of action  | Consultation strategy  |
| **Engaging comprehensively with institutional stakeholders**  | Effectively engaging with stakeholders to ensure that the purpose, objectives and intended outcomes for each stakeholder relationship are clear so that outcomes are achieved successfully and sustainably  | Consultation strategy  |
|  | Developing formal and informal partnerships to allow for resources to be used more efficiently and outcomes achieved more effectively  | Partnership framework |
|  | Ensuring that partnerships are based on: * trust
* a shared commitment to change
* a culture that promotes and accepts challenge among partners
* and that the added value of partnership working is explicit
 | Partnership framework |
| **Engaging stakeholders effectively, including individual citizens and service users**  | Establishing a clear policy on the type of issues that the organisation will meaningfully consult with or involve individual citizens, service users and other stakeholders to ensure that service (or other) provision is contributing towards the achievement of intended outcomes.  | Consultation strategy |
|  | Ensuring that communication methods are effective and that members and officers are clear about their roles with regard to community engagement  | Consultation strategy  |
|  | Encouraging, collecting and evaluating the views and experiences of communities, citizens, service users and organisations of different backgrounds including reference to future needs  | Consultation strategy  |
|  | Implementing effective feedback mechanisms in order to demonstrate how their views have been taken into account  | Consultation strategy  |

# Defining outcomes in terms of sustainable economic, social, and environmental benefits

| **Supporting Principles** | **To meet the requirement of this principle the Authority will** | **This will be evidenced by** |
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| **Defining outcomes**  | Having a clear vision which is an agreed formal statement of the organisation’s purpose and intended outcomes containing appropriate performance indicators, which provides the basis for the organisation’s overall strategy, planning and other decisions  | IRMPAnnul Service plan |
|  | Specifying the intended impact on, or changes for, stakeholders including citizens and service users.  | IRMPAnnual Service planECR |
|  | Delivering defined outcomes on a sustainable basis within the resources that will be available  | Performance reports |
|  | Identifying and managing risks to the achievement of outcomes  | Risk management policyCorporate Risk Register |
| **Sustainable economic, social and environmental benefits** | Considering and balancing the combined economic, social and environmental impact of policies, plans and decisions when taking decisions about service provision  | Capital programme  |
|  | Taking a longer-term view with regard to decision making, taking account of risk and acting transparently where there are potential conflicts between the organisation’s intended outcomes and short-term factors such as the political cycle or financial constraints  | IRMPMedium Term Financial StrategyCorporate Risk registerMember briefings |
|  | Determining the wider public interest associated with balancing conflicting interests between achieving the various economic, social and environmental benefits, through consultation where possible, in order to ensure appropriate trade-offs  | Consultation strategy  |
|  | Ensuring fair access to services | Equality Impact Assessments |

# Determining the interventions necessary to optimise the achievement of the intended outcomes

| **Supporting Principles** | **To meet the requirement of this principle the Authority will** | **This will be evidenced by** |
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| **Determining interventions**  | Ensuring decision makers receive objective and rigorous analysis of a variety of options indicating how intended outcomes would be achieved and including the risks associated with those options. Therefore ensuring best value is achieved however services are provided  | Committee report templateMember briefings |
|  | Considering feedback from citizens and service users when making decisions about service improvements or where services are no longer required in order to prioritise competing demands within limited resources available including people, skills, land and assets and bearing in mind future impacts  | Consultation strategyIRMPAnnual Service PlanBudget/Financial strategy  |
| **Planning interventions**  | Establishing and implementing robust planning and control cycles that cover strategic and operational plans, priorities and targets  | Authority/Committee timetableCalendar of dates for developing and submitting plans and reports that are adhered to  |
|  | Engaging with internal and external stakeholders in determining how services and other courses of action should be planned and delivered  | Consultation strategy Rep body consultation |
|  | Considering and monitoring risks facing each partner when working collaboratively including shared risks  | Partnership framework  |
|  | Establishing appropriate key performance indicators (KPIs) as part of the planning process in order to identify how the performance of services and projects is to be measured  | Performance reportingCorporate programme Board |
|  | Ensuring capacity exists to generate the information required to review service quality regularly  | Performance reportingCorporate programme Board |
|  | Preparing budgets in accordance with organisational objectives, strategies and the medium term financial plan  | Budget/Medium term financial planEfficiency Plan |
|  | Informing medium and long term resource planning by drawing up realistic estimates of revenue and capital expenditure aimed at developing a sustainable funding strategy  | Budget/Medium term financial plan Efficiency Plan |
| **Optimising achievement of intended outcomes**  | Ensuring the medium term financial strategy integrates and balances service priorities, affordability and other resource constraints  | IRMPAnnual service PlanBudget/Financial strategy  |
|  | Ensuring the budgeting process is all-inclusive, taking into account the full cost of operations over the medium and longer term  | Budget/Medium term financial plan Efficiency Plan |
|  | Ensuring the medium term financial strategy sets the context for ongoing decisions on significant delivery issues or responses to changes in the external environment that may arise during the budgetary period in order for outcomes to be achieved while optimising resource usage  | Budget/Medium term financial plan Efficiency Plan |
|  | Ensuring the achievement of ‘social value’ through service planning and commissioning. The Public Services (Social Value) Act 2012 states that this is “the additional benefit to the community...over and above the direct purchasing of goods, services and outcomes”  | Procurement Strategy |

# Developing the entity’s capacity, including the capability of its leadership and the individuals within it

| **Supporting Principles** | **To meet the requirement of this principle the Authority will** | **This will be evidenced by** |
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| **Developing the entity’s capacity**  | Reviewing operations, performance use of assets on a regular basis to ensure their continuing effectiveness  | Performance reports |
|  | Improving resource use through appropriate application of techniques such as benchmarking and other options in order to determine how the authority’s resources are allocated so that outcomes are achieved effectively and efficiently  | Service review |
|  | Recognising the benefits of partnerships and collaborative working where added value can be achieved  | Partnership framework |
|  | Developing and maintaining an effective workforce plan to enhance the strategic allocation of resources  | Workforce plan Organisational development plan  |
| **Developing the capability of the entity’s leadership and other individuals**  | Developing protocols to ensure that elected and appointed leaders negotiate with each other regarding their respective roles early on in the relationship and that a shared understanding of roles and objectives is maintained  | Job descriptions Member/officer protocolMember briefings |
|  | Publishing a statement that specifies the types of decisions that are delegated and those reserved for the collective decision making of the governing body  | Scheme of delegation Standing ordersFinancial regulations Terms of reference |
|  | Ensuring the leader and the chief executive have clearly defined and distinctive leadership roles within a structure whereby the chief executive leads the authority in implementing strategy and managing the delivery of services and other outputs set by members and each provides a check and a balance for each other’s authority  | Scheme of delegation Standing ordersFinancial regulations Terms of reference |
|  | Developing the capabilities of members and senior management to achieve effective shared leadership and to enable the organisation to respond successfully to changing legal and policy demands as well as economic, political and environmental changes and risks by: * ensuring members and staff have access to appropriate induction tailored to their role and that ongoing training and development matching individual and organisational requirements is available and encouraged
* ensuring members and officers have the appropriate skills, knowledge, resources and support to fulfil their roles and responsibilities and ensuring that they are able to update their knowledge on a continuing basis
* ensuring personal, organisational and system-wide development through shared learning, including lessons learnt from governance weaknesses both internal and external
 | Strategy GroupMember Training and Development Working GroupOrganisational Development PlanInduction programme AppraisalsPersonal development plans |
|  | Ensuring that there are structures in place to encourage public participation  | Consultation strategy |
|  | Taking steps to consider the leadership’s own effectiveness and ensuring leaders are open to constructive feedback from peer review and inspections  | Member Training and Development Working GroupOrganisational Development PlanInduction programme AppraisalsPersonal development plans |
|  | Holding staff to account through regular performance reviews which take account of training or development needs  | Member Training and Development Working GroupOrganisational Development PlanInduction programme AppraisalsPersonal development plansDebrief process |
|  | Ensuring arrangements are in place to maintain the health and wellbeing of the workforce and support individuals in maintaining their own physical and mental wellbeing  | OHUFitness advisorMIND blue light programmeOptimum employee support programme |

# Managing risks and performance through robust internal control and strong public financial management

| **Supporting Principles** | **To meet the requirement of this principle the Authority will** | **This will be evidenced by** |
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| **Managing risk**  | Recognising that risk management is an integral part of all activities and must be considered in all aspects of decision making  | Risk management policy  |
|  | Implementing robust and integrated risk management arrangements and ensuring that they are working effectively  | Risk management policyCorporate Risk Register |
|  | Ensuring that responsibilities for managing individual risks are clearly allocated  | Risk management policyCorporate Risk Register |
| **Managing performance**  | Monitoring service delivery effectively including planning, specification, execution and independent post implementation review  | Performance ReportingCorporate Programme Board |
|  | Making decisions based on relevant, clear objective analysis and advice pointing out the implications and risks inherent in the organisation’s financial, social and environmental position and outlook  | Committee timetableCommittee report templateMember briefings |
|  | Encouraging effective and constructive challenge and debate on policies and objectives to support balanced and effective decision making  | Terms of reference Training for members  |
|  | Providing members and senior management with regular reports on service delivery plans and on progress towards outcome achievement  | Committee timetableCommittee report templateMember briefingsPerformance ReportingCorporate Programme Board |
| **Robust internal control**  | Aligning the risk management strategy and policies on internal control with achieving the objectives  | Risk management strategy Internal Audit plan External Audit PlanAudit reports  |
|  | Evaluating and monitoring the authority’s risk management and internal control on a regular basis  | Risk management policyAnnual Governance StatementAnnual Assurance Statement |
|  | Ensuring effective counter fraud and anti-corruption arrangements are in place  | Anti-fraud policyNFI |
|  | Ensuring additional assurance on the overall adequacy and effectiveness of the framework of governance, risk management and control is provided by the internal auditor  | Annual governance statement Annual Assurance StatementInternal auditAudit Committee |
|  | Ensuring an audit committee or equivalent group or function which is independent of the executive and accountable to the governing body: provides a further source of effective assurance regarding arrangements for managing risk and maintaining an effective control environment and that its recommendations are listened to and acted upon  | Audit committee Terms of reference Training  |
| **Managing data**  | Ensuring effective arrangements are in place for the safe collection, storage, use and sharing of data, including processes to safeguard personal data  | Designated data protection officer Data protection policies and procedures  |
|  | Ensuring effective arrangements are in place and operating effectively when sharing data with other bodies  | Data sharing agreementsData sharing register  |
|  | Reviewing and auditing regularly the quality and accuracy of data used in decision making and performance monitoring  | Data validation procedures |
| **Strong public financial management**  | Ensuring financial management supports both long term achievement of outcomes and short-term financial and operational performance  | Budget/Medium term financial plan Efficiency Plan |
|  | Ensuring well-developed financial management is integrated at all levels of planning and control, including management of financial risks and controls  | Budget monitoring reports  |

# Implementing good practices in transparency, reporting, and audit to deliver effective accountability

| **Supporting Principles** | **To meet the requirement of this principle the Authority will** | **This will be evidenced by** |
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| **Implementing good practice in transparency**  | Writing and communicating reports for the public and other stakeholders in an understandable style appropriate to the intended audience and ensuring that they are easy to access and interrogate Striking a balance between providing the right amount of information to satisfy transparency demands and enhance public scrutiny while not being too onerous to provide and for users to understand  | Annual report Compliance with Data Transparency requirements |
| **Implementing good practices in reporting**  | Reporting at least annually on performance, value for money and the stewardship of its resources  | Annual reportAnnual financial statements Annual Governance StatementAnnual Assurance Statement |
|  | Ensuring members and senior management own the results  | Appropriate approvals by officers and members |
|  | Ensuring robust arrangements for assessing the extent to which the principles contained in the Framework have been applied and publishing the results on this assessment including an action plan for improvement and evidence to demonstrate good governance (annual governance statement)  | Annual governance statementAnnual Assurance Statement |
|  | Ensuring that the Framework is applied to jointly managed or shared service organisations as appropriate  | Annual governance statementAnnual Assurance Statement |
|  | Ensuring the performance information that accompanies the financial statements is prepared on a consistent and timely basis and the statements allow for comparison with other similar organisations  | Annual reportBudget/Medium term financial plan Efficiency Plan |
| **Assurance and effective accountability**  | Ensuring that recommendations for corrective action made by external audit are acted upon Ensuring an effective internal audit service with direct access to members is in place which provides assurance with regard to governance arrangements and recommendations are acted upon  | Annual Audit ReportAnnual Internal Audit reportCompliance with CIPFA’s Statement on the Role of the Head of Internal Audit (2010) Compliance with Public Sector Internal Audit Standards  |
|  | Welcoming peer challenge, reviews and inspections from regulatory bodies and implementing recommendations  | Peer challenge reviewService Delivery Assurance Team |
|  | Gaining assurance on risks associated with delivering services through third parties and that this is evidenced in the annual governance statement  | Annual governance statementAnnual Assurance Statement |
|  | Ensuring that when working in partnership, arrangements for accountability are clear and that the need for wider public accountability has been recognised and met  | Partnership framework |