

Code of Corporate Governance

**Approved by Audit & Standards Committee
April 2015**

Introduction

A framework for good governance was produced by CIPFA /SOLACE in 2007 based around the Cadbury and Nolan Reports. Dudley has issued its own Code of Corporate Governance based around the CIPFA/SOLACE model.

Corporate Governance is the system by which local authorities direct and control their functions and relate to their communities.

The guidance notes to the framework states that local government has been subject to continued reform to improve accountability and engagement and that given the change in financing, service delivery and community engagement a strong governance framework will be needed.

The guidance states that:

“Good governance leads to good management, good performance, good stewardship of public money, good public engagement and, ultimately, good outcomes for citizens and service users. Good governance enables an authority to pursue its vision effectively as well as underpinning that vision with mechanisms for control and management of risk.”

“Governance is about how local government bodies ensure that they are doing the right things, in the right way, for the right people, in a timely, inclusive, open, honest and accountable manner.”

“It comprises the systems and processes, and culture and values, by which local government bodies are directed and controlled and through which they account to, engage with and, where appropriate, lead their communities.”

The governance framework is based around six core principles of good governance drawn up by the Independent Commission on Good Governance in Public Services which was established by CIPFA and the Office for Public Management in partnership with the Joseph Rowntree Foundation.

The six core principles are as follows :-

1. Focusing on the purpose of the authority and on outcomes for the community and creating and implementing a vision for the local area
2. Members and officers working together to achieve a common purpose with clearly defined functions and roles
3. Promoting values for the authority and demonstrating the values of good governance through upholding high standards of conduct and behaviour
4. Taking informed and transparent decisions which are subject to effective scrutiny and managing risk

5. Developing the capacity and capability of members and officers to be effective
6. Engaging with local people and other stakeholders to ensure robust accountability

For each of the six core principles, CIPFA/SOLACE have issued “supporting principles” together with examples of how any local code of governance should reflect each core principle. Detailed below is a suggested revised draft for our Code of Corporate Governance.

CIPFA/SOLACE guidance also includes the completion of the Annual Governance Statement (AGS), which requires the consideration of:

- a. Scope of responsibility
- b. Purpose of the governance framework
- c. Governance framework
- d. Review of effectiveness
- e. Significant governance issues

CIPFA envisage that work on the governance statement will be co-ordinated by a designated working group of the authority, which would report its findings to the designated committee of the authority. In Dudley we have established a Corporate Governance Group which will assist in co-ordinating evidence gathering and production of the AGS before it is submitted to the Audit & Standards Committee for approval. Audit Services are also developing an assurance mapping framework to assist in the review of governance arrangements.

In December 2012 CIPFA/SOLACE reviewed the Framework to ensure it remains ‘fit for purpose’, and they issued a revised guidance note. They stated that local government has been undergoing significant change and the environment in which it works is increasing in complexity. In addition to economic and financial challenge, the Localism Act and other key legislation has brought new roles and opportunities and greater flexibility for authorities.

They went on to say that local authorities are changing the way in which they operate and undertake service provision including services delivered directly, through partnerships and collaboration and through commissioning. Shared services and partnership boards have come into existence. The introduction of new structures and ways of working provide challenges for managing risk, ensuring transparency and demonstrating accountability.

Good governance enables an authority to pursue its vision effectively as well as underpinning that vision with control and the management of risk. A one-size-fits-all approach to governance is inappropriate. Local governance arrangements must be proportionate to the risks and are acknowledged as the responsibility of each local authority in its area of operation.

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Ensure that partnerships are underpinned by a common vision of their work that is understood and agreed by all parties</p>	<p>Review of the Constitution at least annually to ensure governance arrangements are fit for purpose, the current review will reflect the reorganisation of the Council.</p> <p>Community Collaboration with the voluntary, community and faith (VCF) sector has been enhanced by the formation of the new Relationship Management Group which exists to build create openness, transparency and innovation in the future working and engagement arrangements between the Council and the third sector.</p> <p>The partnership landscape in the Borough has changed in the last 12 months as the Dudley Community Partnership ceased. However, robust partnership working takes place, for example the Health and Well-being Board. The core of the partnership work around Health, Crime, Regeneration, [including the Local Enterprise Partnership] and Children and Young People is informed by a shared needs assessment, owned by the partnership and used to prioritise action.</p> <p>A review has been commissioned by the new Corporate Board of the overall effectiveness and comprehensiveness of partnership working in the Borough including the impact of the cessation of the</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Publish an annual report on a timely basis to communicate the authority's activities and achievements, its financial position and performance</p>	<p>Dudley Community Partnership.</p> <p>During 2014/15 the Council has worked with Health Partners to successfully deliver public health functions of the Authority.</p> <p>A Joint Health and Well Being Strategy has been developed by partners on the Dudley Health and Wellbeing Board and subject to review through an independent peer challenge during 2014.</p> <p>Publish an annual Statement of Accounts and simple summary document on the Internet demonstrating the Authority's financial position and performance.</p> <p>Publish the Council Plan on the Internet.</p> <p>Publish quarterly and annual performance reports which are subject to review by Members on the Internet.</p> <p>Publish annual report and account on adult social care services, which provides an assessment of how council has performed as a provider and commissioner of adult social care as well as identifying areas for further focus.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Ensuring that users receive a high quality service whether directly, or in a partnership, or by commissioning</p>	<p>Decide how the quality of service for users is to be measured and make sure that the information needed to review service quality effectively and regularly is available</p> <p>Put in place effective arrangements to identify and deal with failure in service delivery</p>	<p>Improved Corporate Performance Management system, which will continue to be monitored by, the Corporate Management, Efficiency and Effectiveness Scrutiny Committee, Corporate Board & Cabinet each quarter. Each Directorate will set, and monitor, quality service measures as part of the Corporate Strategic Planning framework.</p> <p>Engage with the Health and Wellbeing Board and Safe and Sound Partnership on performance matters.</p> <p>The review of existing partnerships will also consider the level of service delivery associated with partnerships and the evidence of clear business continuity arrangements to consider the response to service failure .</p> <p>Actively challenging unacceptable performance within the quarterly Corporate Performance Management system. New member review arrangements have been put in place with the establishment of the corporate performance management, effectiveness and efficiency committee.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
		<p>A corporate review has been completed of the Corporate Complaints system for the public to identify failures in service as part of a wider facility for the public to engage with the Council to express feedback, issues or ideas in the context of their community rights. The proposals were scrutinised and approved through the Corporate Performance Management Efficiency and Effectiveness Committee in February 2014 and monitoring reports on the impact of the review has been taken to the Committee and corporate board. Recent comparative data confirms that DMBC is among the best Local Authorities for complaint performance.</p> <p>Provide a statutory complaints service for adult and children's social care services.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Ensuring that the authority makes best use of resources and that tax payers and service users receive excellent value for money</p>	<p>Decide how value for money is to be measured and make sure that the authority or partnership has the information needed to review value for money and performance effectively.</p>	<p>Corporate Board and Cabinet determining budget requirements within available resources.</p> <p>The new corporate management team are undertaking a comprehensive review of the Council Plan priorities; its key transformation challenges; a more focussed performance management framework. Each month the wider Corporate Board, including Strategic Directors and Chief Officers will be reviewing performance and in turn reporting through to Cabinet and Scrutiny Committee.</p> <p>Corporate Performance Management system to facilitate data, which is monitored by Corporate Board & Cabinet each quarter.</p> <p>Corporate Information Quality Assurance Group established which reports directly to Information Governance Board. Given the scale of structural and staff changes taking place in the first half of 2015/16, the recommendation is to reconvene this group following such changes.</p> <p>Publish expenditure over £500 and other data in accordance with government guidance on transparency.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Measure the environmental impact of policies, plans and decisions</p>	<p>Regular financial monitoring reports to Cabinet and Council to assist in decision making and effective stewardship of public funds.</p> <p>Constitution sets out Financial Management Regime, which includes Standing Orders and Financial Regulations.</p> <p>Ensure we comply with CIPFA Prudential Code for Capital Finance and report to Members as required.</p> <p>Adopted CIPFA Code of Practice for Treasury Management as integral part of Treasury Strategy, which is approved by Members.</p> <p>The Corporate Reporting template requires consideration of environmental and sustainability factors</p> <p>Corporate Board agreed to set up a Corporate Energy Management function which will establish a programme of work to improve council's energy & environmental performance on sustainable development. The Councils intranet site has a section on policies and guidance with regard to project delivery and sustainable outcomes.</p>

CORE PRINCIPLE 2 : Members and Officers working together to achieve a common purpose with clearly defined functions and roles

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Ensuring effective leadership throughout the authority and being clear about executive and non executive functions and of the roles and responsibilities of the scrutiny function</p>	<p>Set out a clear statement of the respective roles and responsibilities of the executive and of the executive's members individually and the authority's approach towards putting this into practice.</p>	<p>The Constitution will cover the roles and responsibilities of Chief Executive, Strategic Directors, Chief Officers, Monitoring Officer, Cabinet, Scrutiny Committees and all other relevant Member duties.</p> <p>The Localism Steering Group has been disbanded, reflecting the reality of the lack of impact the Act has had in Dudley. Instead, a watching brief is kept in terms of the implementation of the Council's own Asset Transfer Policy, which has been the subject of an internal audit. Recommended changes will largely fall to the Corporate Property Group to take on board, supported by a TORCH project group on asset outcomes.</p> <p>A new Cabinet Member role for Health and Well Being was established and amendments made to the Constitution as a framework for their role.</p> <p>The Monitoring Officer ensures that the Constitution is followed in all key decision making processes.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	Set out a clear statement of the respective roles and responsibilities of Members and Senior Officers	<p>Ensure all Strategic Directors (including Monitoring Officer) and Chief Officer Finance & Legal (Section 151 Officer) are members of Corporate Board</p> <p>The Constitution covers the roles and responsibilities of Members and Senior Officers who will be designated Directors.</p>
Ensuring that a constructive working relationship exists between authority members and officers and that the responsibilities of members and officers are carried out to a high standard	<p>Determine a scheme of delegation and reserve powers within the constitution, including a formal schedule of those matters specifically reserved for collective decision of the authority, taking account of relevant legislation, and ensure that it is monitored and updated when required</p> <p>Make a chief executive or equivalent responsible and accountable to the authority for all aspects of operational management</p>	<p>Constitution and Scheme of Delegation are reviewed at least annually or as necessary.</p> <p>Specify within the Constitution the role of Chief Executive (Head of Paid Service) and her designation as a Director of the organisation. Chief Executive will chair Corporate Board which includes all Strategic Directors and Chief Office Finance & Legal.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Develop protocols to ensure that the Leader and Chief Executive (or equivalent) negotiate their respective roles early in the relationship and that a shared understanding of roles and objectives is maintained</p> <p>Make a senior officer (the S151 officer) responsible to the authority for ensuring that appropriate advice is given on all financial matters, for keeping proper financial records and accounts, and for maintaining an effective system of internal financial control</p>	<p>Publish Protocol on Member/Officer Relations within the Constitution</p> <p>Specify within the Constitution the role of the Chief Officer Finance & Legal. Ensure responsibilities are in line with CIPFA Statement on the Role of Chief Financial Officer.</p> <p>Ensure that the Chief Officer Finance & Legal is accountable for all finance staff throughout the organisation, thus promoting safeguarding of public money.</p> <p>Ensure that appropriate management accounting systems, functions and controls are in place to keep finances under regular review. Proper standards of behaviour are set out within Standing Orders and Financial Regulations. These are monitored by Internal Audit and reported upon as part of Audit Work</p> <p>Ensure that the Chief Officer Finance & Legal is designated as a Corporate Board member.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Make a senior officer (usually the monitoring officer) responsible to the authority for ensuring that agreed procedures are followed and that all applicable statutes and regulations are complied with</p>	<p>Ensure budget calculations are robust and reserves adequate and reported to Members in line with CIPFA requirements.</p> <p>Specify the role of Monitoring Officer within the Constitution and ensure responsibility areas highlighted are included. Ensure that the Monitoring Officer is designated as a Director of the organisation.</p>
<p>Ensuring relationships between the authority, its partners and the public are clear so that each knows what to expect of the other</p>	<p>Develop protocols to ensure effective communication between members and officers in their respective roles</p> <p>Set out the terms and conditions for remuneration of members and officers and an effective structure for managing the process, including an effective remuneration panel (if applicable)</p>	<p>Protocol on Members/Officers Relations published within the Constitution.</p> <p>A review has been commissioned by the new Corporate Board of the overall effectiveness and comprehensiveness of partnership working in the Borough including the impact of the cessation of the Dudley Community Partnership.</p> <p>Publish within the Constitution Members Allowance Scheme. Utilise an independent panel for implementing changes to Members' Allowances.</p> <p>Use national terms, conditions and pay rates for Officers. Implementing pay review as approved by Unions and Members.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>When working in partnership ensure that member are clear about their roles an responsibilities both individually and collectively in relation to the partnership and to the authority</p> <p>When working in partnership :-</p> <ol style="list-style-type: none"> a. Ensure that there is clarity about the legal status of the partnership b. Ensure that representative or organisations both understand and make clear to all other partners the extent of their authority to bind their 	<p>Medium Term Financial Strategy in place and reported to Members. Robust annual budget process in place reported and approved by Members. Financial Monitoring reports taken to Members.</p> <p>The Community Engagement Officer Network has taken the decision to supersede the existing Engagement Database in favour of a module development within the authority's Community Information Directory. This will offer a solution that is much more interactive with the community and therefore the chance to set the database in a more transparent space.</p> <p>A review has been commissioned by the new Corporate Board of the overall effectiveness and comprehensiveness of partnership working in the Borough including the impact of the cessation of the Dudley Community Partnership.</p> <p>External legal advice obtained concerning the creation and operation of key partnerships concerning roles and responsibilities. This will be undertaken for any future key partnership arrangements.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	organisation to partner decisions	

CORE PRINCIPLE 3 : Promoting values for the authority and demonstrating the values of good governance through upholding high standards of conduct and behaviour

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Ensuring authority members and officers exercise leadership by behaving in ways that exemplify high standards of conduct and effective governance</p>	<p>Ensure that the authority's leadership sets a tone for the organisation by creating a climate of openness, support and respect</p> <p>Ensure that standards of conduct and personal behaviour expected of members and staff, of work between members and staff and between the authority, its partners and the community are defined and communicated through codes of conduct and protocols</p>	<p>Require adherence to Members and Officer Codes of Conduct. Members Code of Conduct has been reviewed to reflect Localism Act.</p> <p>Publish Protocol on Member/Officer Relations.</p> <p>Require the adherence to Member and Officer Codes of Conduct. Protocol on Member/Officer Relations published within Constitution.</p> <p>Develop partnership framework in light of decisions made by the Council regarding service delivery options and the differing types of partnerships that will develop as a result.</p> <p>The Council is investing in a new Leadership programme called Future-Engage-Deliver. This is a key component of the Council's plans to define and develop its long term role and structure and take the organisation through toward realising its ambition.</p> <p>The Council has approved policies in respect of Equal Opportunities.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Put in place arrangements to ensure that members and employees of the authority are not influenced by prejudice, bias or conflicts of interest in dealing with different stakeholders and put in place appropriate processes to ensure that they continue to operate in practice</p>	<p>Proper standards of behaviour are set out within Standing Orders and Financial Regulations. These are monitored by Internal Audit and reported upon as part of Audit Work.</p> <p>Confidential Reporting Policy and Fraud hotline available to Officers, Members, Contractors & members of the public. Publish Member and Officer Codes of Conduct.</p> <p>Processes for recording Officer and Member declarations of interest and gifts and hospitality.</p>
<p>Ensuring that organisational values are put into practice and are effective</p>	<p>Develop and maintain shared values including leadership values for both the organisation and staff reflecting public expectations and communicate these with members, staff, the community and partners</p> <p>Put in place arrangements to ensure that systems and processes are designed in conformity with appropriate ethical standards, and monitor their continuing effectiveness in practice</p>	<p>Publish Member and Officer Codes of Conduct.</p> <p>Publish an Anti Fraud & Corruption Strategy</p> <p>Embed values within the Council Plan</p> <p>A new Members' Code of Conduct introduced in accordance with the Localism Act. The new Standards Regime is administered by the Monitoring Officer; Independent Persons and the Audit and Standards Committee.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Develop and maintain an effective standards committee</p> <p>Use the organisation's shared values to act as a guide for decision making and as a basis for developing positive and trusting relationships within the authority</p> <p>In pursuing the vision of a partnership, agree a set of values against which decision making and actions can be judged. Such values must be demonstrated by partners' behaviour both individually and collectively.</p>	<p>Proper standards of behaviour are set out within Standing Orders and Financial Regulations, which ensure that systems and processes for financial administration, financial control and protections of resources are in place. These are monitored by Internal Audit and reported upon as part of Audit Work.</p> <p>Constitution reflects the requirements of the Localism Act including a new Members Code of Conduct and arrangements for monitoring the ethical standards and behaviour of Members and Officers.</p> <p>Publish the Constitution and various Codes of Practice.</p> <p>Protocols are in place to ensure that executive decisions indicate how they will support Council Priorities.</p> <p>A review has been commissioned by the new Corporate Board of the overall effectiveness and comprehensiveness of partnership working in the Borough including the impact of the cessation of the Dudley Community Partnership.</p>

CORE PRINCIPLE 4 : Taking informed and transparent decisions which are subject to effective scrutiny and managing risk

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Being rigorous and transparent about how decisions are taken and listening and acting on the outcome of constructive scrutiny</p>	<p>Develop and maintain an effective scrutiny function which encourages constructive challenge and enhances the authority’s performance overall and that of any organisation for which it is responsible</p> <p>Develop and maintain open and effective mechanisms for documenting evidence for decisions and recording the criteria, rationale and considerations on which decisions are based</p> <p>Put in place arrangements to safeguard members and employees against conflict of interest and put in place appropriate processes to ensure that they continue to operate in practice</p>	<p>Operate Scrutiny Committees whose rules are clearly set out in the Constitution and are subject to review. Terms of reference will be considered as part of the review of the democratic framework being undertaken as part of the Localism Act.</p> <p>Operate Community Forums, which allow more local input from members of the public.</p> <p>Ensure effective internal audit function is resourced and maintained, the performance, plans, outcomes reported to Audit Committee.</p> <p>Set out decision making protocols within the Constitution</p> <p>Publish within Constitution Codes of Conduct for Members and Officers. The Constitution includes a new Members Code of Conduct and arrangements for monitoring the ethical standards and behaviour of Members and Officers, in accordance with the Localism Act.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Develop and maintain an effective audit committee (or equivalent) which is independent of the executive and scrutiny functions or make other appropriate arrangements for the discharge of the function of such a committee</p> <p>Ensure that effective, transparent and accessible arrangements are in place for dealing with complaints</p>	<p>Operate Audit & Standards Committee with terms of reference set out within the Constitution. Terms of reference will be considered as democratic framework and Constitution are reviewed to meet requirements of Localism Act.</p> <p>Evaluate the operation and effectiveness of the Audit & Standards Committee against best practice determined by CIPFA.</p> <p>Ensure Chief Officer Finance & Legal has direct access to the Audit & Standards Committee and external audit.</p> <p>Operate a Corporate Complaints system and statutory complaints system for adults and children’s social care. The Council’s website has feedback facility available to members of the public.</p>
<p>Having good quality information, advice and support to ensure that services are delivered effectively and are what the community wants/needs</p>	<p>Ensure that those making decisions whether for the authority or the partnership are provided with information that is fit for the purpose – relevant, timely and gives clear explanations of technical issues and their implications</p>	<p>Established Corporate Information Quality Assurance Group (IQAG) with published Data Quality Strategy and Toolkit. IQAG to report directly to Information Governance Board.</p> <p>Ensure accurate performance and budgetary reports provided to Members and Senior Officers.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Ensure that professional advice on matters that have legal or financial implications is available and recorded well in advance of decision making and used appropriately</p>	<p>A review has been commissioned by the new Corporate Board of the overall effectiveness and comprehensiveness of partnership working in the Borough including the impact of the cessation of the Dudley Community Partnership.</p> <p>Continue to promote and develop “All About Dudley Borough” – the web-based intelligence tool designed to share corporate and partnership data and the engine behind the joint needs assessment process.</p> <p>Ensure the Constitution includes relevant guidance on the roles and responsibilities of the Chief Officer Finance & Legal and the Monitoring Officer. Senior Officers in attendance at all decision making meetings for advice.</p> <p>Members receive induction training and training to assist with decision making, particularly for quasi judicial committees.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Ensuring that an effective risk management system is in place</p>	<p>Ensure that risk management is embedded into the culture of the authority, with members and managers at all levels recognising that risk management is part of their jobs</p> <p>Ensure that arrangements are in place for whistle-blowing to which staff and all those contracting with the authority have access</p>	<p>Publish a Risk Management Strategy endorsed by Members.</p> <p>Provide training to Members and Officers on risk management.</p> <p>Directors sign on quarterly basis that risk management assurances are in place.</p> <p>Ensure arrangements for financial and internal control and managing risk are addressed in annual governance report.</p> <p>Publish Confidential Reporting Policy.</p> <p>Fraud hotline available to Officers, Members, Contractors & members of the public.</p> <p>Published Suppliers Code of Practice</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Using the legal powers to the full benefit of the citizens and communities in their area</p>	<p>Actively recognise the limits of lawful activity placed on them by, for example, the ultra vires doctrine but also strive to utilise powers to the full benefit of their communities</p> <p>Recognise the limits of lawful action and observe both the specific requirements of legislation and the general responsibilities placed on local authorities by public law</p> <p>Observe all specific legislative requirements placed upon them, as well as the requirements of general law, and in particular to integrate the key principles of good administrative law :-</p> <ul style="list-style-type: none"> a. Rationality, legality and natural justice b. Into their procedures and decision making processes. 	<p>Ensure the Constitution covers the question of legality and the role and responsibilities of the Monitoring Officer.</p> <p>Ensure the Constitution covers the question of legality and the role and responsibilities of the Monitoring Officer. Review of the Constitution will encompass the Localism Act requirements.</p> <p>Ensure the Constitution covers the role and responsibilities of the Monitoring Officer. The review of the Constitution encompasses the Localism Act provisions.</p> <p>Publish a Corporate Reporting Template, which includes a mandatory requirement for legal issues to be considered in each report to Members.</p>

CORE PRINCIPLE 5 : Developing the capacity and capability of members and officers to be effective

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Making sure that members and officers have the skills, knowledge, experience and resources they need to perform well in their roles</p>	<p>Provide induction programmes tailored to individual needs and opportunities for members and officers to update their knowledge on a regular basis</p> <p>Ensure that the statutory officers have the skills, resources and support necessary to perform effectively in their roles and that these roles are properly understood throughout the authority</p>	<p>Ensure that all new Members and Officers undergo induction training and they are offered a range of appropriate training.</p> <p>Council operates a performance review & development (PRD) scheme for all Officers. Members Development Plans scheme in place.</p> <p>Ensure the Constitution clearly sets out the requirement of the Council to provide sufficient resources for key Officers to carry out their duties.</p>
<p>Developing the capability of people with governance responsibilities and evaluating their performance as individuals and as a group</p>	<p>Assess the skills required by members and officers and make a commitment to develop those skills to enable roles to be carried out effectively</p>	<p>Ensure that political groups consider undertaking reviews of Members skills.</p> <p>Ensure that the Council operates a PRD Policy for all Officers. Member Development Plans determined.</p> <p>Members training course programme offered</p> <p>Ensure that training is available for all Members and Officers to develop their skills, with particular emphasis on quasi judicial committee members</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Develop skills on a continuing basis to improve performance, including the ability to scrutinise and challenge and to recognise when outside expert advice is needed</p> <p>Ensure that effective arrangements are in place for reviewing the performance of the executive as a whole and of individual members and agreeing an action plan which might, for example, aim to address any training or development needs</p>	<p>Provide Member and Officer Development Plans and associated training courses.</p> <p>Ensure that Cabinet Members and the Cabinet as a whole are subject to review. Developed endorsed professional programme of training for Cabinet Members</p>
<p>Encouraging new talent for membership of the authority so that best use can be made of individual's skills and resources in balancing continuity and renewal</p>	<p>Ensure that effective arrangements designed to encourage individuals from all sections of the community to engage with, contribute to and participate in the work of the authority</p>	<p>The 2014-2017 Community Engagement Strategy, framework and action plan once endorsed by Corporate Board - and the newly created Relationship Management Group - will allow for the further development of community collaboration opportunities and new initiatives in order to explore the potential for community-led or community-delivered services.</p> <p>The recently established community forums also exist to encourage wider participation in the work of the authority and local community issues.</p> <p>A Relationship Management group involving the Leader of and, Chief Executive of the Council, chief officer of CVS and selected directors of community organisations has been formed to foster a stronger sense of partnership between the</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Ensure that career structures are in place for members and officer to encourage participation and development</p>	<p>sectors and will sponsor a number of collaboration initiatives.</p> <p>Additionally, the Council will seek to re-establish strategic partnership arrangements in pursuit of a key objective around economic and community regeneration.</p> <p>A refreshed volunteering strategy should be developed and implemented within the new framework of Dudley as a community council.</p> <p>Ensure the Cabinet and Corporate Board review succession planning. Member and Officer Development Plans are developed and addressed.</p>

CORE PRINCIPLE 6 : Engaging with local people and other stakeholders to ensure robust public accountability

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Exercising leadership through a robust scrutiny function which effectively engages local people and all local institutional stakeholders, including partnerships, and develops constructive accountability relationships</p>	<p>Make clear to themselves, all staff and the community to whom they are accountable and for what</p> <p>Consider those institutional stakeholders to whom the authority is accountable and assess the effectiveness of the relationship and any changes required</p>	<p>The 2013-16 review of Council Plan will set out medium term future relationship between Council and residents under the principle of “community council”.</p> <p>The Council will seek to re-establish strategic partnership arrangements in pursuit of a key objectives around economic and community regeneration, safeguarding vulnerable people and the environment, with appropriate opportunities for community engagement supporting this.</p> <p>Determine partnership framework in light of decisions made by the Council regarding service delivery options and the differing types of partnerships that will develop as a result and develop framework, which will include guidance on working in partnerships and appointments to outside bodies.</p> <p>The 2014-2017 Community Engagement Strategy, framework and action plan once endorsed by Corporate Board - and the newly created Relationship Management Group - will allow for the further development of community collaboration opportunities and new initiatives in order to explore the potential for community-led or community-delivered services.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	Produce an annual report on the activity of the scrutiny function	Require the Scrutiny Committees to report annually to the full Council with details of their activities and annual work programme.
Taking an active and planned approach to dialogue with and accountability to the public to ensure effective and appropriate service delivery whether directly by the authority, in partnership or by commissioning.	Ensure that clear channels of communication are in place with all sections of the community and their stakeholders, and put in place monitoring arrangements to ensure that they operate effectively	<p>Publish the Council Plan on the internet.</p> <p>Operate a comprehensive web site, which allows access to all relevant information.</p> <p>The Dudley Community Partnership website information is increasingly becoming outdated, and overtaken as the Council and Partners are working to develop new ways of promoting partnership information, for example providing access to the “All about Dudley” to ensure details of partnerships working within the borough are published.</p> <p>Develop Compacts with the “Voluntary Sector” and for partnerships</p> <p>The 2014-2017 Community Engagement Strategy, framework and action plan will allow for the further development of community collaboration opportunities and new initiatives in order to explore the potential for community-led or community-delivered services.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
	<p>Hold meetings in public unless there are good reasons for confidentiality</p> <p>Ensure that arrangements are in place to enable the authority to engage with all section of the community effectively. These arrangements should recognise that different sections of the community have different priorities and establish explicit processes for dealing with these competing demands</p> <p>Establish a clear policy on the types of issues they will meaningfully consult on or engage with the public and service users about including a feedback mechanism for those consultees to demonstrate what has changed as a result</p> <p>On an annual basis, publish a performance plan giving information on the authority's vision, strategy, plans and financial statement as well as information about its outcome,</p>	<p>Ensure all Partnerships and Committees allow stakeholder access. The Community Forums and the online Community Forum provide new means for local people to engage with the Council and on other agency issues.</p> <p>Use the results of consultation to influence decisions and inform choices concerning services delivered and services required by community.</p> <p>The 2014-2017 Community Engagement Strategy, framework and action plan will allow for the further development of community collaboration opportunities and new initiatives in order to explore the potential for community-led or community-delivered services; and also link to key objectives set out in directorate strategic plans.</p> <p>Publish the Council Plan on the internet.</p> <p>Publish an annual Statement of Accounts and simple summary document on the Internet.</p>

Supporting Principles	Dudley Council commitment	Action taken by the Council
<p>Making best use of human resources by taking an active and planned approach to meet responsibility to staff.</p>	<p>achievements and the satisfaction of service users in the previous period</p> <p>Ensure that the authority as a whole is open and accessible to the community, service users and its staff and ensure that it has made a commitment to openness and transparency in all its dealings, including partnerships, subject only to the need to preserve confidentiality in those specific circumstances where it is proper and appropriate to do so.</p> <p>Develop and maintain a clear policy on how staff and their representatives are consulted and involved in decision-making.</p>	<p>Publish quarterly and annual performance reports [which are subject to review by Members] on the Internet.</p> <p>Publish a Council Plan which sets out the Council Vision which highlights that Dudley Council will listen, respond, be accountable, provide value for money, set high standards for services, promote good governance standards and build strong collaborative partnerships.</p> <p>Determine partnership framework in light of decisions made by the Council regarding service delivery options and the differing types of partnerships that will develop as a result; and develop framework for new strategic partnerships and performance management .</p> <p>Publish a Constitution, which demonstrates the Council's commitment to an open and accessible style of operation by Members and Officers in all dealings.</p> <p>Make a commitment to regularly survey staff and ask them to contribute to strategic planning.</p>