

RAG Status Tracker

Implementation of recommendations from Centre for Governance and Scrutiny Review

RECOMMENDATIONS	ACTIONS TAKEN
<p>Recommendation 1: That the Council considers extending the timeframe of the forward plan to cover decisions made over a longer period eg. four months to further strengthen the alignment of strategic and operational planning in respect of decision making.</p>	<p>Completed - Report requesting approval of the forward plan covering a longer time period went to CLT on 26th March and was approved.</p>
<p>Recommendation 2: That the Monitoring Officer, supported by the Head of Paid Service, the S.151 Officer and the wider governance team make plans to upskill colleagues, Scrutiny Chairs, Executive Members and the Mayor in the appropriate use of urgency. <i>This could take the form of a workshop/s setting out the role of urgency, when to use and roles and responsibilities.</i></p>	<p>Completed - Training on the use of urgency has been arranged for members.</p>
<p>Recommendation 3: That the Council reflects on the survey results with special reference to the level of responses in which respondents could neither agree or disagree to provoke discussion, understanding of what these results could indicate and take any required action.</p>	<p>To be actioned.</p>
<p>Recommendation 4: That the Monitoring Officer, supported by the Head of Paid Service and the S.151 Officer provide support to the organisation on report writing and arrive at ways in which to incorporate additional quality assurance into reports. <i>This could be delivered through training or guidance notes.</i></p>	<p>Ongoing - Work ongoing on updates on templates with plans to launch with changes to the wider council after election.</p> <p>The updated templates will go to CLT for comments before circulation to the wider council.</p>

<p>Recommendation 5: That statutory officers reflect on how they can have a stronger role within the governance framework of the Council. That they strengthen and embed their collective approach to good governance and role model that approach</p>	<p>Complete - Monthly tripartite where matters are discussed with actions to strengthen governance across the Council.</p>
<p>Recommendation 6: That the Monitoring Officer revisits current principles and the operation of those principles and processes in which to handle reports and secure departmental and/or statutory officer clearance for all executive decisions.</p>	<p>Ongoing - This task will be completed in conjunction with the review of the templates.</p>
<p>Recommendation 7: That Statutory Officers reflect on the three decisions with a view to sharing lessons learned on the overall process, and inputs into it, to improve future practice.</p>	<p>Completed - This has been undertaken.</p>
<p>Recommendation 8: That the Council makes a commitment to strengthen all relationships at the council – officer/officer, Member/member and Member/officer that places a strong emphasis and value on robust discussion and advice.</p>	<p>Completed - Ongoing regular meetings between senior officers and members of all groups. New programme of all party meetings to update all councillors on matters is ongoing.</p> <p>An event has recently taken place with members to introduce them to members from each directorate has taken place and was well received. Members have also taken part in the Staff Awards.</p>
<p>Recommendation 9: That the Chair of the CWG ensures that the Committee's time is focussed on strategic conversations around the constitutional frameworks of the Council and their effective operation.</p>	<p>Completed - Training for chairs has been incorporated in the training programme for members .</p>
<p>Recommendation 10: That conversations with the Chair and Vice Chair of the Employment Committee, the Head of Paid Service, the Director of HR and the Monitoring Officer</p>	<p>Completed - January 24 – Initial discussion with Chair and Vice Chair on EC recommendation.</p>

<p>commence in which to revisit the terms of reference to reflect the evidence gathered and consider a consolidation of the Committee's role to focus on statutory and Chief Officer appointments only.</p>	<p>April 24 - Report to Employment Committee requesting approval for changes to the EC to reflect the recommendation and other consequential changes to be recommended to Full Council. This was approved.</p> <p>May 20 – Report to Full Council requesting that they approve the changes to the Terms of Reference for the Employment Committee was approved and the changes to the Terms of Reference are now in force.</p>
<p>Recommendation 11: That the Council strengthens the content of the AGS to enable Members to have additional information to improve the provision of assurance to Members.</p>	<p>Ongoing - Working group for the AGS has been established and led by Interim Director of Legal and Governance involving officers from different parts of the Council to work on the new AGS. The Local Code has been updated and will then feed into the final AGS.</p>
<p>Recommendation 12: That the Council confirms, or otherwise, its current processes for selecting the Deputy Mayor. <i>This could be done by the Constitution Working Group at a future meeting.</i></p>	<p>Completed - The current process was confirmed at the meeting of the Constitution and Ethics Committee on 5th February 2024.</p>
<p>Recommendation 13: That the process to arrive at each Committee's work programme is completely revisited to ensure it is Member led, aligns to the forward plan and other plans to enable 'pre scrutiny' to take place. It should balance the strategic dimensions of Council business and issues of local concern. It should also have regard to the work of the Combined Authority.</p>	<p>Ongoing - This will be dealt with as part of the training which has been established for members after the election.</p>
<p>Recommendation 14: That the Council reflects on the FTE aligned to the overview and scrutiny function and assures itself it is sufficient or otherwise to carry out its activities.</p>	<p>Completed - A review of the allocation of the scrutiny committee per democratic services officer has been undertaken which will increase resilience amongst the team and broaden the knowledge and experience of each member.</p>

	The position will be reviewed in 6 months to see whether any further changes need to be undertaken to further strengthen the overview and scrutiny function.
Recommendation 15: That a spectrum of scrutiny training is offered to Councillors as part of continuous Member development.	Completed - Scrutiny training has been offered to councillors as part of the member development programme which will be implemented post-election. Training will also be provided to opposition members in their role in scrutiny.
Recommendation 16: That the Council ensures written information to the Audit Committee drives Member engagement, understanding and confidence to fully discharge their duties.	Completed - This currently happens. Recent example includes changes to the Audit Committee terms of reference. This led to a drive on member engagement and by the time that the matter had been completed they were all aware of the proposed changes.
Recommendation 17: That an annual skills audit is conducted with an accompanying learning and development plan for Committee members.	Completed - This is provided by Steve Crabtree – Chief Auditor under the Terms of Reference of the Audit Committee.
Recommendation 18: The Council considers the evidence gathered and reflects on the worthwhile nature, or not, of formal governance change. <i>In its deliberations the Council should strongly note that support for doing so is minimal.</i>	Completed - There is no major appetite for change of the governance structure. C&E committee agreed that this position will be reviewed at the C&E Committee following the next election. No steps will be taken before then.