

Annual Governance Statement Assurances 2022/23 and Action Plan 2023/24 - Updated March 2023

Status of Compliance Key:



=action needed



=minor actions needed



=no action required

No change= →

Improvements made=↑

Improvement needed = ↓

Core Principle A:

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

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2022/23 Actions	2023/24 Actions
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	<ul style="list-style-type: none"> • Audit & Standards Committee oversight • Authority Member Role Description • Ethical Framework in place including Core Code of Ethics • Member Equality, Diversity & Inclusion Champions with relevant role description in place • Code of Conduct for Members and complaints process • Member Training on Code of Conduct by Councils monitored • Equality, Diversity and Inclusion plan and Equality Objectives in place • Staff Code of Conduct • Registers of Interest for Members and Officers • Pay Policy Statement 	→	Core Code of Ethics adopted and implemented across the Service	Review Member code of conduct

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2022/23 Actions	2023/24 Actions
		<ul style="list-style-type: none"> • Payments to Members published 			
	<p>Ensuring members take the lead in establishing specific standard operating principles or 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)</p>	<ul style="list-style-type: none"> • Local Members Code of Conduct approved by the Authority • Equality, Diversity and Inclusion Plan and Equality Objectives in place • Authority Committees oversee development and implementation of equality and fairness policies • Organisational values in place • Members approved full adoption of Core of Ethics for FRS 	→	<p>Core Code of Ethics has been implemented</p>	<p>Members' code of conduct to be reviewed</p>
	<p>Leading by example and using the above standard operating principles or values as a framework for decision making and other actions</p>	<ul style="list-style-type: none"> • Standard authority report template includes corporate considerations, including equalities • Equality Impact Assessments (EIAs) – included in corporate considerations section of Authority reports • SLBSLB Sharepoint site • SLBSLB visits to stations and departments 	→	<p>There were no actions identified for 2022/23</p>	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2022/23 Actions	2023/24 Actions
	<p>Demonstrating, communicating and embedding the standard operating principles or values through appropriate policies and processes which are reviewed on a regular basis to ensure that they are operating effectively</p>	<ul style="list-style-type: none"> • Register of Staff Interests Policy • Related party disclosure requirements • National Fraud Initiative • Anti-Fraud, Bribery and Corruption Policy • Equality, Diversity and Inclusion plan and Equality Objectives in place • Whistleblowing Policy • Disciplinary Policy • Capability Policy • Dignity at Work Policy • Equality Monitoring Information • Ethical Framework and Code of Conduct 	→	<p>Anti-Fraud and Corruption Policy reviewed (no substantive changes required)</p>	
<p>Demonstrating strong commitment to ethical values</p>	<p>Seeking to establish, monitor and maintain the organisation's ethical standards and performance</p>	<ul style="list-style-type: none"> • Audit & Standards Committee • New Equality Objectives for 2021-2025 • Our Strategy • Monitoring complaints • Equality, Diversity & Inclusion Plan • Equality, Diversity & Inclusion Officer in place 	→	<p>There were no actions identified for 2022/23</p>	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2022/23 Actions	2023/24 Actions
	Underpinning personal behaviour with ethical values and ensuring they permeate all aspects of the organisation's culture and operation	<ul style="list-style-type: none"> • Staff Code of Conduct • Ethical Framework • Core Code of Ethics • Whistleblowing Policy • Confidential reporting line established 	→	There were no actions identified for 2022/23	
	Developing and maintaining robust policies and procedures which place emphasis on agreed ethical values	<ul style="list-style-type: none"> • Core code of ethics implemented • Register of Staff Interests Policy • Anti-Fraud, Bribery and Corruption Policy • Equality, Diversity and Inclusion plan and Equality Objectives in place • Whistleblowing Policy • Disciplinary Policy • Capability Policy • Dignity at Work Policy • Safeguarding Adults Policy • Safeguarding Young Person's Policy • Confidential reporting line 	→	Anti-Fraud and Corruption Policy reviewed	
	Ensuring that external providers on behalf of the organisation are required to act with integrity and in compliance with ethical	<ul style="list-style-type: none"> • Standing Orders for Regulation of Contracts • Procurement guidance – contractors also expected to adhere to Ethical Framework 	→	There were no actions identified for 2022/23	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2022/23 Actions	2023/24 Actions
	standards expected by the organisation	<ul style="list-style-type: none"> • Modern Slavery statement adopted 			
Respecting the rule of law	Ensuring members and staff demonstrate a strong commitment to the rule of law as well as adhering to relevant laws and regulations	<ul style="list-style-type: none"> • In-house Head of Legal Services to provide advice • Updates in Service Bulletin • Constitution sets out requirements • Ethical framework training • Training for managers on disciplinary policy • Safeguarding training 	→	There were no actions identified for 2022/23	
	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	<ul style="list-style-type: none"> • Member/Officer Protocol • Constitution • Committee Terms of Reference • Scheme of Delegations to Officers • Members Role Description • Members Training • Statutory Officers Group 	→		<p>Induction training following Herefordshire Council elections, as necessary</p> <p>Member training in conjunction with authorities in Worcestershire</p>
	Striving to optimise the use of the full powers available for the benefit of citizens, communities and other stakeholders	<ul style="list-style-type: none"> • Our Strategy • HWFRS/SFRS Principal Officer meetings • Local Strategic Partnership 	→	There were no actions identified for 2022/23	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2022/23 Actions	2023/24 Actions
		<ul style="list-style-type: none"> • People & Services Programme Board with West Mercia Police • Strategic Fire Alliance Board • In-house Head of Legal Services to provide advice • 			
	Dealing with breaches of legal and regulatory provisions effectively	<ul style="list-style-type: none"> • In-house Head of Legal Services to provide advice • Whistleblowing Policy • Anti-Fraud, Bribery and Corruption Policy • Safeguarding Policies • Modern Slavery Statement?? 	→	There were no actions identified for 2022/23	Greater use of prosecution powers, as appropriate
	Ensuring corruption and misuse of power are dealt with effectively	<ul style="list-style-type: none"> • Disciplinary Policy • In-house Head of Legal Services to provide advice • Whistleblowing Policy • Anti-Fraud, Bribery and Corruption Policy • Confidential reporting line 	→	There were no actions identified for 2022/23	