

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 2019/20 Actions	2020/21 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 – included in Members' Induction • Two Members identified as 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 Scheme • Staff Code of Conduct • Registers of Interest for Members and Officers • Pay Policy Statement • Payments to Members 	→	There were no actions identified for 2019/20	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2019/20 Actions	2020/21 Actions
		published			
	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)	<ul style="list-style-type: none"> Local Members Code of Conduct approved by the Authority Authority approval of Equality scheme Authority Committees oversee development and implementation of equality and fairness policies Review of organisational values through staff workshops and surveys 	→	Updated organisational values were considered by Members as part of the Fire Authority Annual Report 2020/21	
	Leading by example and using the above standard operating principles or values as a framework for decision making and other actions	<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 SMB Sharepoint site SMB visits to stations and departments 	→	There were no actions identified for 2019/20	
	Demonstrating, communicating and embedding the standard operating principles or values through appropriate	<ul style="list-style-type: none"> Register of Staff Interests Policy Related party disclosure requirements National Fraud Initiative 	→	There were no actions identified for 2019/20	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2019/20 Actions	2020/21 Actions
	policies and processes which are reviewed on a regular basis to ensure that they are operating effectively	<ul style="list-style-type: none"> • Anti-Fraud, Bribery and Corruption Policy • Equality Scheme • Whistleblowing Policy • Disciplinary Policy • Capability Policy • Harassment and Bullying Policy • Employment Monitoring Information 			
Demonstrating strong commitment to ethical values	Seeking to establish, monitor and maintain the organisation's ethical standards and performance	<ul style="list-style-type: none"> • Audit & Standards Committee • Review of Equality Objectives revised for 2017-2022 • Our Strategy • Monitoring complaints • Equality, Diversity & Inclusion Plan • Equality, Diversity & Inclusion Officer in place 	→	There were no actions identified for 2019/20	
	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 • Whistleblowing Policy 	→	There were no actions identified for 2019/20	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2019/20 Actions	2020/21 Actions
	Developing and maintaining robust policies and procedures which place emphasis on agreed ethical values	<ul style="list-style-type: none"> • Organisational Development & Challenge Group comprises of staff at all levels to challenge plans and processes • Register of Staff Interests Policy • Anti-Fraud, Bribery and Corruption Policy • Equality Scheme • Whistleblowing Policy • Disciplinary Policy • Capability Policy • Harassment and Bullying Policy 	→		
	Ensuring that external providers on behalf of the organisation are required to act with integrity and in compliance with ethical standards expected by the organisation	<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 2019/20	
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 	→	Any potential review of constitutional arrangements delayed should the PCC Business Case be approved	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2019/20 Actions	2020/21 Actions
	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 	→	Any potential review of constitutional arrangements delayed should the PCC Business Case be approved	
	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"> • Saving More Lives Vision • Our Strategy • HWFRS/SFRS Principal Officer meetings • Local Strategic Partnership • People & Services Programme Board with West Mercia Police • Strategic Fire Alliance Board • Place Partnership Ltd. Joint Board • In-house Head of Legal Services to provide advice 	→	There were no actions identified for 2019/20	
	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 	→	There were no actions identified for 2019/20	

Supporting Principle	Behaviours and actions that demonstrate good governance in practice	Evidence of compliance	Status of compliance	Progress on 2019/20 Actions	2020/21 Actions
	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 	→	There were no actions identified for 2019/20	