

## CENTRAL SOUTH CONSORTIUM

### REPORT FOR JOINT COMMITTEE

21<sup>ST</sup> JANUARY 2020

### JOINT EDUCATION SERVICE

#### **REPORT OF THE MANAGING DIRECTOR: Progress Update - 2018/19 Annual Governance Statement Recommendations**

**Author: Louise Blatchford (Acting Managing Director)**

#### **1. PURPOSE OF THE REPORT**

The purpose of this report is to provide the Central South Consortium Joint Education Service Joint Committee (from hereon Joint Committee) with a progress update on the proposals for improvement made within the 2018/19 Annual Governance Statement.

#### **2. RECOMMENDATIONS**

It is recommended that Members review the information contained within the report and:

- 2.1 Seek clarity and explanation where there are areas of concern.
- 2.2 Form an opinion on the extent of progress that has been made to date in implementing the proposals for improvement reported (**Appendix 1**).

#### **3. ANNUAL GOVERNANCE STATEMENT 2018/19**

- 3.1 The Central South Consortium's Annual Governance Statement (AGS) relating to the 2018/19 financial year was reported to and approved by the Joint Committee at its meeting held on 15th July 2019. The document described the governance arrangements in place, challenged their effectiveness and set out proposals for improvement.
- 3.2 The Annual Governance Statement 2018/19 made seven proposals for improvement and noted that the Consortium's Senior Management Team had accepted these and was committed to their implementation during 2019/20. At this time, the Senior Management Team also confirmed that an update on progress would be reported to the Joint Committee during the year to enable elected Members to review and scrutinise the extent of progress being made.

- 3.3 In line with the above, the Joint Committee is requested to review the progress update set out at Appendix 1 and form a view on the extent of progress that has been made to date in implementing the proposals for improvement reported

**4. CONCLUSION**

- 4.1 A progress update on the eight proposals for improvement made within the 2018/19 Annual Governance Statement is set out at Appendix 1.
- 4.2 The provision of this information will assist the Joint Committee in assessing the adequacy of the governance arrangements in place for the Central South Consortium.

## PROPOSALS FOR IMPROVEMENT – PROGRESS UPDATE

Core Principle / Area	Para No.	Issue Identified	Recommendation	Timescale for Implementation	Responsible Officer	Status
Behaving with integrity, demonstrating strong commitment to ethical values and representing the rule of Law	5.2.11	Support further improvement in the level of staff awareness and understanding of key policies / documentation.	Review and update the HR Charter and other Central South Consortium specific documentation and adopt the induction arrangements published by RCT.	September 2019	Assistant Business Manager	Implemented
	5.2.15	RCT CBC staff survey identified the need for further work to be undertaken across the Council to raise awareness of whistle-blowing and anti-fraud arrangements and provide staff with reassurance that they can report issues without repercussions.	Using the staff survey results (around whistle-blowing and anti-fraud, bribery and corruption), RCTCBC will deliver a targeted programme of awareness raising to those service areas identified as requiring support. A specific session / update will be arranged for Central South Consortium staff.	November 2019	Assistant Business Manager	<p>RCT Council have reviewed the results of the staff survey that was issued in 2018 and from that data it has been concluded that there are 'no pockets' of areas where awareness was low. The data indicates a general lack of awareness, rather than service specific. In order to address this, the following action has been taken:</p> <ul style="list-style-type: none"> <li>The Whistleblowing Policy is being</li> </ul>

						<p>highlighted in both the staff and manager induction processes.</p> <ul style="list-style-type: none"> <li>• A payslip insert has been designed and is scheduled to be issued to all staff in December 2019.</li> <li>• New posters have been printed and are being circulated to service areas, so they can be put on notice boards across the Council.</li> </ul>
Ensuring openness and engagement	5.3.11	Build on the work of the independent review of the Consortium during 2018/19 to further support decision making arrangements	The overall governance structure of the Consortium requires reviewing to ensure increased engagement in the decision-making process from headteachers across the region in line with the requirements of the revised National Model for Regional	January 2020	Acting Managing Director	In progress

			Working when published.			
Defining Outcomes	5.4.6	Ensure the Consortium's Business Plan is effective and reflects the National Model and agreed outcomes from the independent review.	<p>Further develop the Medium Term Financial Plan during 2019/20 to ensure resources are allocated / categorised over Business Plan priorities to demonstrate or otherwise the prioritisation of resources. Proposals for revisions to service delivery will be discussed with Chief Executives and Directors in light of any published revisions to the National Model for Regional Working and in light of any recommendations agreed by Joint Committee following the independent review.</p> <p>Consideration will also be given to whether the business planning cycle can be more closely aligned to the budget setting process within Welsh Government.</p>	November 2019	Acting Managing Director	In progress – recommendations and implementation of the independent review of the Consortium were agreed by Joint Committee on the 19 <sup>th</sup> December 2019
Developing the capability of entity's leadership and other individuals	5.7.4	Ensuring elected Members are kept up to date with changes to performance measures,	Build on the programme of training and support for elected Members to support understanding of the changes to performance measures and the information that will be available to scrutiny groups	July 2019	Temporary Assistant Managing Director	Implemented

			in light of these changes			
Managing Risk	5.8.3	Ensure the Consortium's risk policy is further developed to prioritise attention on key risks	Moving into the 2019-20 business planning window, the reporting of risk will become more focussed, building on the proposal from directors to remove the need to report on risks considered of low likelihood and impact. This will ensure that the risk change template will focus on risks considered, medium, high or critical.	November 2019	Operations Manager	Implemented
	5.8.9	The Consortium should report on a periodic basis, for example, annually, its work and performance around information management and provide opportunity for review and scrutiny by the Joint Education Committee.	<ul style="list-style-type: none"> <li>• SIRO schedule agreed with RCT CBC</li> <li>• Update all General Protection Registers</li> <li>• Update the information sharing protocols</li> <li>• Update all related data retention policies</li> </ul>	November 2019	Operations Manager	In progress