

## Appendix – Scrutiny Recommendation Status Summary January 2023

<p><b>Grant Thornton Key Recommendation 7 (2021):</b> Members in key statutory roles, in particular in relation to Cabinet, scrutiny, standards and audit, need to be provided with effective development training and support. The Member Development Programme should be reviewed to ensure corporate governance forms part of the training for members with governance roles</p>	
<p><b>External Follow-up Reviews 2022 Findings</b></p>	<p>Grant Thornton acknowledged the progress of the Member Development Programme and noted that it has been augmented with additional training sessions delivered by the LGA focusing on the Member and Officer Relationships, and in delivering a development programme for Cabinet.</p> <p>In their follow-up review, Grant Thornton made a further recommendation in relation to the Member Development Programme as a whole, but did not make any points around learning and development in relation to scrutiny specifically, as they acknowledged the improvements made.</p> <p>The recommendation made by Grant Thornton relating to the MDP was:  <b>Improvement Rec 19 (2022):</b> The Council needs to build on the progress being made on member development and conclude the 2022/23 programme including the review of member PDPs and take further steps to finalise arrangements on succession planning for members in SRA roles.</p> <p>The LGA commented on the council's commitment to review the member development programme at regular intervals and set out that it is important to ensure that the pace of delivery is made to feel sustainable. The LGA follow-up review acknowledged that the improvements to scrutiny have been supplemented with a range of training.</p>
<p><b>Summary of activity and next steps</b></p>	<p>Within the current MDP, clear pathways have been included for succession planning. The Improvement Plan contains a milestone around the reporting of the next iteration of the MDP to Ethical Standards and Development Committee in March and this will contain the response to the Member Personal Development Plan analysis.</p> <p>Scrutiny Members' learning needs remain under review by the Chairs of Scrutiny Boards together with supporting Officers. Scrutiny Chairs are also receiving coaching and mentoring training from external providers. In addition, the regular survey to Audit and Scrutiny Members and Officers attending includes</p>

	questions around Learning and Development received and any new needs arising to help ensure that the Member Development Programme is flexible to meet emerging needs.
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<b>Grant Thornton Improvement Recommendation 14 (2021): Officer and Member Relationships – the forward plan of the Cabinet should be shared with the Audit Committee and Scrutiny Board to help structure their agenda planning</b>	
<b>External Follow-up Reviews 2022 Findings</b>	Grant Thornton acknowledged that the ‘forward plan of Cabinet business has been made available to all members to improve awareness and transparency
<b>Summary of activity and next steps</b>	The forward plan is shared with all scrutiny boards (in so far as it relates to that respective scrutiny board) at every meeting to assist with the Committee’s work planning. This will continue.

<b>Grant Thornton Improvement Recommendation 12 (2021): Officer and Member Relationships – There is a need to ensure that members of scrutiny and audit committees are aware of their governance roles including how to interrogate reports and ask the right questions</b>	
<b>External Follow-up Reviews 2022 Findings</b>	<p>Positive feedback was received about scrutiny in the follow up reviews.</p> <p>In their follow up review Autumn 2022, Grant Thornton set out that ‘There is a more mature engagement between the Leader, Cabinet, Committee Chairs and senior officers, supporting good planning and work programming across the different committees across different Council committees and a greater level of professionalism in how business is conducted by these committees.’... and ‘Overall, positive progress has been made to improve the culture and professionalism of key Council committees, with the scrutiny function making particular progress.’</p> <p>The LGA commented that ‘it is clear from the people we spoke to that this key strand of the council’s governance arrangements [scrutiny] is going from strength to strength’. And commented on scrutiny’s ‘renewed sense of energy and drive’.</p> <p>Grant Thornton did not make any further recommendations around the role of scrutiny.</p>

<b>Summary of activity and next steps</b>	<p>Ongoing activity is in place to ensure that scrutiny continues to make an effective contribution to the Council's governance arrangements.</p> <p>This includes the regular meetings to develop and nurture strong, healthy working relationships with members and officers. Chairs of scrutiny boards have regular agenda setting meetings with Directors and officers to be clear what the expectation is on reports coming to Scrutiny to enable a debate and not just information sharing. Scrutiny Board chairs collectively are meeting regularly, whether it is a pre-meeting or prior to Cabinet to agree lines of questioning in advance. Audit are also now having pre meetings and work is ongoing to ensure shared learning and cross cutting areas are discussed at regular meetings between the overarching Chair of Scrutiny and the Audit Chair as well as regular meetings with the Chair of Audit and the Section 151 Officer.</p> <p>The regular survey of Officers and Members attending scrutiny and audit is in place and it continues to provide insight into scrutiny's and audit's development and learning to enable continuous improvement.</p> <p>Job roles and a framework to guide the way scrutiny works has been agreed and is in place. A learning and development plan for audit members is currently being drafted to ensure that key skills needed for the role is clear.</p> <p>These arrangements will continue into the next Municipal Year. To ensure that the effective contribution of scrutiny and audit is sustained, the refreshed Improvement Plan includes an action to confirm the mechanisms for ongoing insight and assurance.</p>