

**AUDIT AND ACCOUNTS COMMITTEE**  
**27 NOVEMBER 2019**

**HEALTH CHECK – VALUES AND CULTURE**

**1.0 Purpose of Report**

- 1.1 To consider the proposed work to be undertaken by the Council's internal auditors conducting a health check for the authority around its culture and values.

**2.0 Background Information**

- 2.1 Assurance Lincolnshire, the Council's internal auditors, have developed a model to review the ethical culture within a local authority to test out how well its rules, procedures and behaviours around good ethical governance are embedded within the organisation. The model has been developed to get 'under the surface' and examine the principles and standards that underpin the way in which officers and members interact with others to support excellent service delivery. It is about how we conduct ourselves and act out the Council's values as part of day-to-day functions in business operations and service delivery. Attached to the report at **Appendix A** is a background document from Assurance Lincolnshire setting out more detail of what the health check entails.
- 2.2 The Council's Senior Leadership Team strongly support the health check being undertaken by Assurance Lincolnshire as the Model will be a useful tool to test out the extent to which the Council's ethics, values and behaviours are having a positive effect on the organisation and its operations.

**3.0 Proposals**

- 3.1 It is proposed that Assurance Lincolnshire be commissioned to undertake the health check, which will equate to approximately 10 days' work, the cost of which can be met within current budget provision. Attached at **Appendix B** is the draft plan of work for the review. The review will involve a series of interviews with officers and Members undertaken in February next year, analysis of responses to questions to be included in the annual staff survey relating to the issue of values and culture, and a desk top examination of the Council's policies and procedures etc. At the conclusion of the review work, Assurance Lincolnshire will issue a final report measuring the Council in terms of its ethical maturity, which will be submitted to the Committee for consideration.
- 3.2 It is also proposed that the Committee agree a Councillor Champion for the review, and it is suggested that the Chairman of this Committee would be an appropriate choice.

**4.0 Equalities Implications**

- 4.1 The review will take into account and highlight any equalities issues that may be identified in the report to be produced at the conclusion of the work.

**5.0 Community Plan - Alignment to Objectives**

- 5.1 The Community Plan sets out the Council's Values and Behaviours:

- **Ambitious and forward thinking**  
Focused on achieving the very best and always looking to improve and innovate.
- **Caring and compassionate**  
Sensitive to the different needs and circumstances of others; seeks to empower people to fulfil their potential.
- **Commercial and business-like**  
Careful and creative with resources; securing value for money.
- **Professional and trustworthy**  
Consistently delivering on promises; providing good quality and demonstrating integrity.
- **Welcoming and responsive**  
Approachable, open to feedback and challenge and swift to act.

## **6.0 Financial Implications**

6.1 The additional cost for the approximately 10 day's works can be met this financial year from the Corporate Management Change Management budget.

## **7.0 RECOMMENDATIONS that**

- a) **the Committee support the commissioning of the health check – value and culture to be conducted by Assurance Lincolnshire; and**
- b) **the Chairman of the Committee be selected to be the Member Champion to oversee and assist the smooth running of the review work.**

## **Reason for Recommendations**

**To test out the extent to which ethics and values are having a positive effect on the Council and how it delivers its services and contributes to the success of the organisation**

## **Background Papers**

Nil

For further information please contact Karen white on Ext 5240

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