


GOOD GOVERNANCE

VERSION No	1	
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NUMBER OF PAGES	2	

Policy statement

“Governance” and “good governance” is increasingly being used across the public, voluntary and private sector as a measure or benchmark to ensure decision making is open and transparent. Regulation 17 Good Governance is now a standalone requirement within the New Fundamental standard “Governance” simply put means: the process of decision-making and the process by which decisions are implemented.”







The policy

This organisation is committed to working on a collaborative inclusive and constructive manner, both internally and with our external multi-agency partners which mutually benefits all our service users. We have developed a set of Principles which inform our way of working with each other and how we interact with our partner agencies. For clarity, the term *“the Board” means Owners, Directors, Management or any other name of the body with overall responsibility for governing the organisation, overseeing and controlling its strategic management.*







We have developed the Principles set out below which the Board has adopted as effective from April 2015.

The principles







An effective Board will provide good governance and leadership by:

-  Understanding their role
-  Ensuring delivery of organisational purpose
-  Working effectively both as individuals and as a team
-  Exercising effective control
-  Behaving with integrity
-  Being open and accountable.

Principle 1: Understanding their role.

-  All members of the board will individually and collectively, understand their role in relation to:
-  Their legal duties
-  Their control of assets
-  The mission and vision of the organisation
-  The external environment
-  The total structure of the organisation

Principle 2: Ensuring delivery of organisational purpose. The Board will ensure the organisation delivers its stated aims, objectives and purpose by:

-  Ensuring organisational goals and strategies are relevant and valid.
-  Developing and agreeing a long term strategy for the organisation
-  Agreeing operational plans and budgets
-  Monitoring spending against the planned budget
-  Evaluating results, assessing outcomes and impact
-  Review, adopting and amending the plan and budget as required.

Principle 3: Working effectively both as individuals and as a team. The Board will have a range of policies and procedures, knowledge, attributes, behaviours and competencies which

complement individuals and the Board to work together effectively. These will include:

- 🔍 Finding and recruiting new board members to meet the organisation's changing needs in relation to skills, experience and diversity.
- 🔍 Providing suitable induction for new Board members
- 🔍 Providing all Board members with opportunities for training and development, according to their role and area of expertise.
- 🔍 Periodically reviewing their performance both as individuals and as a team.

Principle 4: Exercising effective control. As the accountable body, the Board shall ensure that:

- 🔍 The organisation understands and complies with all legal requirements which apply, and, in particular, to the regulatory requirements as a registered provider.
- 🔍 The organisation continues to have good internal financial and management controls
- 🔍 It regularly identifies and reviews the major risk to which the organisation is exposed and has system to manage those risks
- 🔍 Delegation to staff, volunteers etc. Works effectively and the use of delegated authority is properly supervised.

Principle 5: Behaving with integrity. The Board will:

- 🔍 Safeguarding and promote the organisation's reputation
- 🔍 Act in accordance with high ethical standards
- 🔍 Identify, understand and manage conflicts of interest and loyalty
- 🔍 Maintain independence of decision-making
- 🔍 Adhere to Regulation 20 Duty of Candour requirements in relation to Regulated Activities.

Principle 6: Being open and accountable. The Board will lead the organisation in being open and accountable both internally and externally. This will include:

- 🔍 Open dialogue and communications, informing people about the organisation
- 🔍 Appropriate consultation on significant changes to the organisation's services or policies.
- 🔍 Listening and responding to the views of users of the service their family, representative and relevant persons; multi-agency partners and commissioners of our services.
- 🔍 Handling complaints constructively, impartially and effectively in order to learn from mistakes and improve practice.

These 6 principles encompass what the Board and the organisation see as a model of co-working within which the ability to question, and ultimately, where necessary, challenge, is seen as a robust defence of good governance and the organisation's values and ethos.

It is a prerequisite that the Board conducts its business, taking due and diligent care, to be as inclusive, respectful, encompassing all diverse points of view whilst listening and learning from each other. Courteous and polite discussions which lead to consensus decision-making in an open and transparent Board will be seen as crucial to the health and wellbeing of the business.

Training Statement

All Board members will undertake on induction into their role which will cover all of the Principles above. In addition, the Board will implement the requirements of Regulation 5 and 17 of the New Fundamental Standards from April 2015.

Related Policies
Bribery and Corruption
Duty of Candour
Whistleblowing