

Appendix 1 - Part One

Annual Governance Statement Action Plan - Governance Issues where Improvements are Required

AGS	Area Identified / Action	Lead Officer / Action Officer	Timescales
<p>2020/21 b/f from 2021/22 Action Plan</p>	<p>Partnership, Relationship and Collaboration Governance – Governance Improvement</p> <ul style="list-style-type: none"> Develop a defined governance framework with a corporate lead for partnerships and collaborations. 	<p>Director of Finance / Head of Corporate Assurance</p>	<p>Completed</p>
<p>2021/22 b/f from 2021/22 Action Plan</p>	<p>SEND – address the 2 areas of significant weakness:</p> <ul style="list-style-type: none"> The engagement of and communication with parents and carers. Local statutory partners need to ensure that the lived experience of families is influencing their strategic plans for services and provision. Improving the identification of and provision for, children and young people with SEND but without an Education, Health, and Care Plan (EHCP). 	<p>Barnsley MBC and Barnsley CCG Lead Officer – ED Children’s Services</p>	<p>May 2024</p>

Appendix 1 - Part Two

Annual Governance Statement Action Plan - Areas where Improvement Enhancements would improve the Efficiency of Systems and Processes across the Council.

AGS	Area Identified / Action	Lead Officer / Action Officer	Timescales
2019/20 c/f from 2021/22 Action Plan	Information Governance – Efficiency Improvement <ul style="list-style-type: none"> Migration to and the implementation of a potentially new HR system remains a work in progress. HR, Finance, IT and Business Intelligence teams are working together to ensure implementation of the project in 2024/25. 	SD Customer Information and Digital Systems	March 2025
2019/20 c/f from 2021/22 Action Plan	Personal Development Reviews – Efficiency Improvement <ul style="list-style-type: none"> PDR process to be reviewed as part of wider HR&OD service review. 	SD Business Improvement, HR & Communications / Head of HR and Organisational Development	March 2025
2019/20 c/f from 2021/22 Action Plan	Risk Management - Governance Improvement <ul style="list-style-type: none"> Development of training material for inclusion on the POD system. 	Head of Corporate Assurance	Completed
2020/21 c/f from 2021/22 Action Plan	Risk Management - Governance Improvement <ul style="list-style-type: none"> Development of the wider governance assurance process across the Council to integrate with the risk management approach – to be considered by the Governance and Ethics Board. 	Head of Corporate Assurance	March 2024
2020/21 c/f from 2021/22 Action Plan	Anti-Fraud Awareness – Governance Improvement <ul style="list-style-type: none"> Continue work to improve staff awareness and the assessment of fraud risks. Develop specific training to promote better general awareness of the Council policies on fraud and corruption. 	Director of Finance / Head of Corporate Assurance	March 2024

AGS	Area Identified / Action	Lead Officer / Action Officer	Timescales
2020/21 c/f from 2021/22 Action Plan	Workforce / HR Management – Efficiency Improvement <ul style="list-style-type: none"> Migration to and the implementation of a potentially new HR system remains a work in progress. HR, Finance, IT and Business Intelligence teams are working together to ensure implementation of the project in 2024/25. 	SD Business Improvement, HR & Communications / Head of HR and Organisational Development	March 2025
2021/22 c/f from 2021/22 Action Plan	Procurement & Contract Management – Efficiency Improvement <ul style="list-style-type: none"> Through a strategic service review (over 18-24 months), explore improvements to procurement systems and processes to improve efficiencies and promote better awareness of the Commercial Toolkit and Strategy (process improvements will be identified during the strategic review). 	Director of Finance / Head of Strategic Commissioning, Contracts and Procurement	April 2024
2022/23	Equality and Inclusion Action Plan <ul style="list-style-type: none"> Development of a revised EDI Action Plan for 2023-24, and also a broader 3 Year Plan for 2023-26. 	SD Business Improvement, HR & Communications / Head of HR & OD / Place Policy and Equalities Manager	May 2024
2022/23	Equality and Inclusion E-Learning <ul style="list-style-type: none"> Review of current EDI learning packages available on POD Shift to Mandatory completion for all employees, including new starters as part of the review of mandatory learning. 	SD Business Improvement, HR & Communications (and People Board) / Head of HR & OD / Place Policy and Equalities Manager	Completed
2022/23	Employee Diversity and Inclusion Data Capture <ul style="list-style-type: none"> Employee data to be captured to improve corporate reporting, compliance, and employee experience. 	SD Business Improvement, HR & Communications (and People Board) / Head of HR & OD / Place Policy and Equalities Manager	Completed

AGS	Area Identified / Action	Lead Officer / Action Officer	Timescales
2022/23	Inclusivity as part of the People Strategy <ul style="list-style-type: none"> Improve employee awareness of inclusivity as part of our People Strategy and how inclusivity is central to our ambitions for the Council, linking our inclusivity agenda into key organisational activities e.g., communications, attraction, recruitment. 	SD Business Improvement, HR & Communications (and People Board) / Head of HR & OD / Place Policy and Equalities Manager	March 2024
2022/23	Staff Network Groups Development <ul style="list-style-type: none"> A series of employee network groups will be established, in line with the EDI Action Plan implementation. 	SD Business Improvement, HR & Communications (and People Board) / Head of HR & OD / Place Policy and Equalities Manager	March 2024
2022/23	Performance management / data quality <ul style="list-style-type: none"> Continue the development of KPI's and improve the awareness and use of performance management data (Power BI). 	SD Business Improvement, HR & Communications	March 2024