

Significant Governance Issues	Action	Owner	Target Implementation Date
Reliance on the Governance processes within Cleveland Police	The PCC places a significant amount of reliance on the provision of accurate, candid and timely information from the Force to hold the Force to account and to provide information and assurance to the public. This reliance extends into the Governance arrangements in place within the Force to provide this assurance. Recent work by HMICFRS has placed considerable doubt on the extent to which the PCC can place reliance on these areas. The OPCC therefore needs to completely revisit the Governance, Assurance and Scrutiny arrangements, that it has in place, to provide independent assurance to the PCC on the performance of the Force.	Chief Executive and Monitoring Officer	Mar-21
Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law	Overseeing and holding to account the Force for the on-going review of Professional Standards and Ethics within the Force, the implementation of the actions resulting from Employment Tribunals and the findings of the Independent Powers Tribunal into the use of Regulation of Investigatory Powers Act by Cleveland Police. It is also now felt that the awareness, mechanisms, processes and comfort for people to raise concerns within the Force should also be reviewed to ensure that they are fit for purpose. The specific area will therefore be looked at within the Internal Audit programme as part of the review of Whistleblowing.	Chief Executive and Monitoring Officer	As referenced in the last 3 AGS this is a large area of work that is likely to extend across multiple financial years and will continue to be further reviewed as part of the future AGS's.
Areas which require further/continued focus			
Defining Outcomes in terms of sustainable economic, social and environmental benefits.	The well managed finances have enable the PCC to challenge the Force to accelerate the recruitment of Police Officers beyond the Government targets – meaning that the Force reached the Government target to have 72 additional Police Officers a year earlier than required. The PCC also made it clear that the Chief Constable must show how these resources will deliver improvements in services, especially against those areas for improvement raised in the police plan and by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services – ensuring this happens is area for continued focus during 2020/21 as these Police Officers begin to deliver services within the communities of Cleveland.	PCC CFO	Mar-21
	There is a clear need for a review of collaborations that the Force is engaged in to ensure that they are appropriately governed	PCC CFO	Mar-21
Developing the entity's capacity, including the capability of its leadership and the individuals within it	The aim of the Everyone Matters programme is to 'make ours a workplace which embodies and values equality and diversity and in which no one feels out of place or less valued than anyone else' – the challenge for the Force and PCC, in 2020/21 and beyond, will be to evidence that progress is being made towards this aim.	Chief Executive and Monitoring Officer	Mar-21
Ensuring openness and comprehensive stakeholder engagement	The PCC continues to engage widely with the public on an individual level and has maintained a Consultation and Engagement Strategy throughout the year. The new ways of working resulting from covid-19 have required a new approach to this consultation and the OPCC have adapted to this through further use of the OPCC website while a revised Consultation and Engagement Strategy has been developed to cover the period 2020-24. An area for development will be in relation to ensuring outcomes are featured in the strategy going forward and that a mechanism is developed to ensure that the results of consultation and engagement are fed back to local communities as extensively as possible.	Assistant Chief Executive	Mar-21
	Proposals are being put in place for a Youth Commission to represent the views of young people across Cleveland to the Police and Crime Commissioner to support the development and delivery of the Police and Crime Plan. This is an important area of engagement and one that will be looked during 2020/21 to aid in development of this governance principle	Assistant Chief Executive	Dec-20
	The changes to working practices that have resulted from covid-19 has seen the OPCC move into alternative forms of engagement and scrutiny – this is an approach that has worked well in other areas in the country and it is suggested that further work is done to develop engagement in this way to assess whether this may prove to be a successful way for wider engagement within Cleveland.	Assistant Chief Executive	Mar-21