

DIMENSION THREE: PROMOTING VALUES FOR THE AUTHORITY AND DEMONSTRATING THE VALUES OF GOOD GOVERNANCE THROUGH UPHOLDING HIGH STANDARDS OF CONDUCT AND BEHAVIOUR

The local code should reflect the requirements to:	Source documents/processes/other means that may be used to demonstrate compliance	Self Assess. Score	Action plan for improvement
a) Ensure that the authority's leadership sets a tone for the organisation by creating a climate of openness, support and respect			
b) Ensure that standards of conduct and personal behaviour expected of members and staff, of work between members and staff and between the authority, its partners and the community are defined and communicated through codes of conduct and protocols	<ul style="list-style-type: none"> • Members/officers code of conduct performance management system • Performance appraisal • Complaints procedures • Anti fraud and corruption policy • Member/officer protocols 		

c)	<p>Put in place arrangements to ensure that members and employees of the authority are not influenced by prejudice, bias or conflicts of interest in dealing with different stakeholders and put in place appropriate processes to ensure that they continue to operate in practice</p>	<ul style="list-style-type: none"> • Standing orders • Codes of conduct • Financial regulations 		
d)	<p>develop and maintain shared values including leadership values for both the organisation and staff reflecting public expectations and communicate these with members, staff, the community and partners</p>	<ul style="list-style-type: none"> • Codes of conduct 		
e)	<p>Put in place arrangements to ensure that systems and processes are designed in conformity with appropriate ethical standards, and monitor their continuing effectiveness in practice</p>	<ul style="list-style-type: none"> • Codes of conduct 		

f)	Develop and maintain an effective standards committee	<ul style="list-style-type: none"> • Terms of reference • Regular reporting to the council 		
g)	Use the organisation's shared values to act as a guide for decision making and as a basis for developing positive and trusting relationships within the authority	<ul style="list-style-type: none"> • Decision-making practices 		
h)	In pursuing the vision of a partnership, agree a set of values against which decision making and actions can be judged. Such values must be demonstrated by partners' behaviour both individually and collectively.	<ul style="list-style-type: none"> • Protocols for partnership working 		

Reference documents	Tools to assist local authorities for self-assessment purposes		
	<i>Standards of Conduct in English Local Government: The Future, ODPM (2005)</i>	<i>Ethical Governance Diagnostic: Setting High Standards in Public Life, Audit Commission (2005)</i>	