

Com	mittee	and	Date

Audit Committee

10th December 2020

13:30 pm

<u>Item</u>	

Public

AUDIT COMMITTEE SELF-ASSESSMENT OF GOOD PRACTICE

Responsible Officer James Walton

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1. Summary

Members are asked to review and comment on the self-assessment of good practice questionnaire attached to this report. The questionnaire allows members to assess the effectiveness of the Audit Committee and identify whether there are any further improvements that could be made which would improve its overall effectiveness. With the Audit Committee membership and delivery remaining stable since the last review, the Self-Assessment has identified high levels of compliance with accepted good practice. A few areas of partial compliance with good practice have been identified which need to be considered and ongoing appropriate action taken.

2. Recommendations

Members are asked to:

- A. Consider the self-assessment of good practice attached at **Appendix A and C.** Identify any errors or amendments required.
- B. Identify the further work, actions or training required following the refresh of the self-assessment of good practice and the analysis of training requirements attached at **Appendix B**
- C. Provide the necessary input to enable the action plan to be reviewed and revised to improve areas of weakness.

REPORT

3 Risk Assessment and Opportunities Appraisal

- 3.1 The Audit Committee has a key function in ensuring effective corporate governance, risk and control arrangements are in place in the Council. The effectiveness of the committee should be judged by the contribution it makes to, and beneficial impact it has on, the Council's business. A good standard of performance against recommended practice, together with a knowledgeable and experienced membership, are essential requirements which empower an effective Audit Committee. By reviewing effectiveness annually using a good practice self-assessment, it can be established that the Committee is demonstrating a high degree of performance, is soundly based, and has a knowledgeable membership unimpaired in any way. Completion of the self-assessment can also be used to support the planning of the Audit Committee work programme and its training plans, and inform the Committee's annual report to Council.
- 3.2 The recommendations contained in this report are compatible with the provisions of the Human Rights Act 1998. There are no direct environmental, equalities, consultation or climate change consequences of this proposal.

4. Financial Implications

There are no financial implications in terms of reviewing the assessment but any resulting activities may require funding if they are not already allowed for in the base budget.

5 Climate Change Appraisal

This report does not directly make decisions on energy and fuel consumption; renewable energy generation; carbon offsetting and mitigation; or on climate change adaption. Therefore, no effect to report.

6. Background

- 6.1 The Chartered Institute of Public Finance and Accountancy, CIPFA, produced guidance on the function and operation of audit committees; 'Audit Committees in Local Authorities and Police, 2018 edition'. The guidance represents CIPFA's view of best practice for Audit Committees in local authorities throughout the UK.
- 6.2 Shropshire Council has used this guidance to self-assess the Audit Committee against this recommended practice as an indicator of the Committee's effectiveness; following which any changes or improvements identified to enhance the Committee's performance should be managed.
- 6.3 The Section 151 Officer and the Head of Audit have completed an initial review of the self-assessment, based on information from previous assessments and with knowledge of the Committee's compliance with recommended practices, for members to consider, discuss and amend as appropriate. Members considered the assessment model in some detail at a training session in October 2017 and an externally facilitated session in March 2018. Annual refreshers are undertaken with Member involvement and reported to this Committee. In preparation for 2020/21, the self-assessment has been updated and circulated to members for consideration prior to this meeting, attached as **Appendix A**.

- 6.4 There have been no changes to membership since the previous training skills evaluations were completed and therefore no further updates are sought on these, the next full review will be following the elections in May 2021.
- 6.5 Continued learning from the original training self-assessments is important and the data extracted continues to be used to inform training sessions and identify areas for continued improvement. Information from self-assessments is considered against ongoing requests from committee members in response to current topics.
- 6.6 Training sessions provided since October 2019 have included:
 - Treasury Management;
 - Using MSTeams for live events;
 - Capital Strategy and Programme;
 - Audit Committee considerations for year end reports with COVID19 pressures;
 - Response to COVID Business Continuity and Emergency Planning;
 - Managing our staff during COVID;
 - Impact on Finance and associated processes as a result of COVID and the
 - Impact on the Internal Audit focus.
- 6.7 In addition to training sessions the following information has been shared with and between members:
 - Coronavirus Bill briefing changes to legislation for holding meetings;
 - The Accounts and Audit (Coronavirus)(Amendment) Regulations 2020;
 - Guide for audit and risk committees on financial reporting and management during COVID-19 (NAO);
 - Audit Committee updates (CIPFA)-
 - Helping audit committees to be effective;
 - CIPFA Financial Management Code:
 - Redmond review:
 - COVID-19 Pandemic Key Issues for the Audit Committee.
 - Local authority investment in commercial property (NAO);
 - Financial scrutiny practice guide (CIPFA).
- 6.8 **Appendix B** provides a summary from the two self-assessments, detailed in 6.3 above, showing the areas members have identified for future focus and refresh sessions and where updated training has been provided.
- 6.9 Following the current review of the Audit Committee self-assessment of good practice, a few areas of partial compliance were identified and question 13 was not currently applicable. These are summarised below with the proposed actions to improve for members to consider as components in an action plan looking forward.

SAR ¹	Partial compliance	Proposed action
5	Does the audit committee provide	Members continue to consider areas
	support to the authority in meeting	identified for improvement in the Annual
		Governance Statement against their

¹ SAR = Self-assessment reference

SAR ¹	Partial compliance	Proposed action
	the requirements of good governance?	work and training plans, to ensure coverage of all areas the committee requires assurances from.
12	Has an effective audit committee structure and composition of the committee been selected? • An appropriate mix of knowledge and skills among the membership.	Consider future training requirements and feed into training plans.
19	Has the committee obtained feedback on its performance from those interacting with the committee or relying on its work?	Committee sees this as an ongoing theme. It has received support from CIPFA on this to help assess its performance.
23	Has the committee evaluated whether and how it is adding value to the organisation?	Members continue to challenge how they can add value to the Council.

Do members support or wish to adjust the findings of the self-assessment?

6.10 Compliance against the self-assessment can be demonstrated. Members are asked to endorse the self-assessment of good practice and agree to proposed areas for improvement and identify any additional areas or training needs.

List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)

CIPFA: Audit Committees in Local Authorities and Police, 2018 edition

Cabinet Member (Portfolio Holder)

Peter Nutting (Leader of the Council) and Peter M Adams (Chairman of Audit Committee)

Local Member n/a

Appendices

A Self-assessment of good practice November 2020

B Analysis of training requirements and the effectiveness of the Audit Committee based on the 2017 self-assessments, refreshed annually.

C Self-assessment of good practice November 2020 showing evidence

Appendix A: Self-assessment of Good Practice November 2020

Good p	Good practice questions			No
Audit C	Committee purpose and governance			
1.	Does the authority have a dedicated audit committee?	√		
2.	Does the audit committee report directly to full council?	√		
3.	Do the terms of reference clearly set out the purpose of the committee in accordance with CIPFA's Position Statement?	√		
4.	Is the role and purpose of the audit committee understood and accepted across the authority?	√		
5.	Does the audit committee provide support to the authority in meeting the requirements of good governance?		✓	
6.	Are the arrangements to hold the committee to account for its performance operating satisfactorily?	√		
Function	ons of the committee	_ L	L	I
7.	Do the committee's terms of reference explicitly address all the core areas identified in CIPFAs Position Statement?			
	Good governance	√		
	Assurance framework, including partnerships and collaboration arrangements	✓		
	Internal audit	√		

Good p	ractice questions	Yes	Partly	No
	External audit	√		
	Financial reporting	√		
	Risk management	✓		
	Value for money or best value	√		
	Counter-fraud and corruption	√		
	Supporting the ethical framework	√		
8.	Is an annual evaluation undertaken to assess whether the committee is fulfilling its terms of reference and that adequate consideration has been given to all core areas?	√		
9.	Has the audit committee considered the wider areas identified in CIPFA's Position Statement and whether it would be appropriate for the committee to undertake them?	✓		
10.	Where coverage of core areas has been found to be limited, are plans in place to address this?	✓		
11.	Has the committee maintained its non-advisory role by not taking on any decision-making powers that are not in line with its core purpose?	✓		
Membe	rship and support			
12.	Has an effective audit committee structure and composition of the committee been selected?		✓	
	This should include:			

Good practice questions			Partly	No
	Separation from the executive	✓		
	An appropriate mix of knowledge and skills among the membership		✓	
	A size of committee that is not unwieldy	√		
	Consideration has been given to the inclusion of at least one independent member (where this is not already a mandatory requirement).	√		
13.	Have independent members appointed to the committee been recruited in an open and transparent way and approved by the full council?			N/A
14.	Does the chair of the committee have appropriate knowledge and skills?	√		
15.	Are arrangements in place to support the committee with briefings and training?	✓		
16.	Has the membership of the committee been assessed against the core knowledge and skills framework and found to be satisfactory?	√		
17.	Does the committee have good working relations with key people and organisations, including external audit, internal audit and the chief financial officer?	√		
18.	Is adequate secretariat and administrative support to the committee provided?	✓		
Effectiv	veness of the committee			
19.	Has the committee obtained feedback on its performance from those interacting with the committee or relying on its work?	√		

Good p	ractice questions	Yes	Partly	No
20.	Are meetings effective with a good level of discussion and engagement from all the members?	√		
21.	Does the committee engage with a wide range of leaders and managers, including discussion of audit findings, risks and action plans with the responsible officers?	√		
22.	Does the committee make recommendations for the improvement of governance, risk and control and are these acted on?	√		
23.	Has the committee evaluated whether and how it is adding value to the organisation?		✓	
24.	Does the committee have an action plan to improve any areas of weakness?	✓		
25.	Does the committee publish an annual report to account for its performance and explain its work?	√		

Appendix B: Analysis of training requirements based on 2017 self-assessments, refreshed annually.

Training requirements

Level of confidence reported in skills set and knowledge across most committee members

Н	High	
M	Medium	
L	Low	

Rank	Skills: Core	Evidence of training since April 2017
H ²	Organisational knowledge	October 2017 ³ June 2020, September 2020
Н	Audit Committee role and functions	June 2017, March and October 2018, June and September 2020
Н	Governance	June 2017, September 2018, June 2020
Н	Internal Audit	June 2017, October 2019
Н	Financial management and accounting	June 2017, September 2018, October 2019, June and September 2020
Н	External Audit	June 2017
Н	Risk Management	June and October 2017, September 2018, November 2019, September
		2020
Н	Counter-fraud	December 2017, June 2019
Н	Values of good governance	June 2017, June 2020
М	Treasury management	June 2017, January 2020
Н	Strategic thinking and understanding of materiality	June and September 2020
Н	Questioning and constructive challenge	June 2020
Н	Focus on improvement	September 2018, June 2020
Н	Able to balance practicality against theory	September 2020
Н	Clear communication skills and focus on the needs of users	June 2020 ⁴ , June 2020
	Skills: Specialist	
L	Accountancy	October 2019, June 2020, September 2020

² Based on 4/9 completed

³ Contract management

⁴ MSTeams use for virtual meetings

L	Internal Audit	June 2017	
L	Risk Management	June and October 2017, September and November 2018, September	
		2020	
L	Governance and Legal	October 2017 ⁵	
М	Service knowledge relevant to the functions of the organisation	October 2019	
M	Programme and project management	June 2019, September 2020	
L	IT system and IT governance	November 2018, March 2019, June 2019, June 2020	
	Analysis of the effectiveness of Audit Committee based on 2017 self-assessments		
M^6	Promoting the principles of good governance and their application to decision making.		
M	Contributing to the development of an effective control environment.		
М	Supporting the establishment of arrangements for the governance of risk and for effective arrangements to manage risks.		
M	Advising on the adequacy of the assurance framework and considering whether assurance is deployed efficiently and effectively.		
M	Supporting the quality of the internal audit activity, particularly by underpinning its	organisational independence.	
M	Aiding the achievement of the authority's goals and objectives through helping to ensure appropriate governance, risk, control and assurance arrangements.		
M	Supporting the development of robust arrangements for ensuring value for money.		
М	Helping the authority to implement the values of good governance, including effecti	ve arrangements for countering fraud and corruption risk.	
M	Promoting effective public reporting to the authority's stakeholders and local comm	unity and measures to improve transparency and accountability.	

Contract management
 Based on 3/9 completion

Appendix B2: Ongoing progress update against the improvement plan for an effective Audit Committee reported initially June 2018, refreshed annually in December

Promoting the principles of good governance and their application to decision making

1. Improve engagement with Cabinet members – Actioned and ongoing

Audit Committee (AC) members considered the rationale against which they require managers, Internal or External Audit to provide assurances on specific matters, and the Portfolio Holder when these need to be escalated. This will be considered at training sessions and meetings in the future as part of a risk based approach and there are examples of where managers and members are called to account at Committee meetings.

Supporting the establishment of arrangements for the governance of risk and for effective arrangements to manage risk

2. Could risk owners be more involved in reporting on risks to the AC? Actioned and ongoing

Training in September 2018 and November 2019, explored this as part of an Audit Committee and Risk Management session. There is evidence that Members continue to invite risk owners to both meetings and training sessions to run through the details.

Supporting the quality of the internal audit activity, particularly by underpinning its organisational independence

3. Audit to provide more explanation regarding the importance and relevance of the items they present. Actioned and ongoing.

Committee reports will be considered by officers and members and where further clarity is required this will be sought and delivered. Training sessions are used to explore issues prior to the formal reporting to committee, examples this year have been in exploring and challenging Internal Audit's role in responding to COVID19.

Appendix C: Self-assessment of Good Practice showing evidence

	Good practice questions	Yes/ No/ Partly	Evidence
	Audit Committee purpose and governance		
1.	Does the authority have a dedicated audit committee?	Yes	Constitution/ actual meetings, details on internet.
2.	Does the audit committee report directly to full council?	Yes	ToR ⁷ paragraph (para) 43/44, reviewed, revised and reapproved at December Audit Committees.
3.	Do the terms of reference clearly set out the purpose of the committee in accordance with CIPFA's Position Statement?	Yes	ToR from para 10 reviewed, revised and reapproved at December Audit Committees.
4.	Is this role and purpose of the audit committee understood and accepted across the authority?	Yes	Officers and members are aware of this – there can be some confusion over the scrutiny/ audit committee role at times, this is worked on by key members and officers at every opportunity. Officers and Portfolio Holders are invited to Audit Committee to discuss major risks and control issues, examples can be provided from various agendas. Discussions take place between the Chairman, CEO, senior officers and Portfolio Holders as required. Member training is sometimes extended to a wider member audience

⁷ Terms of reference

	Good practice questions	Yes/ No/	Evidence
5.	Does the audit committee provide support to the authority in meeting the requirements of good governance?		The annual report from Committee to Council informs all members of the Committee's activities. ToR para 10-19. ToR Para 45, j. The Committee's work plan identifies areas of governance that it provides support on, this can be seen in Committee agendas at February/March meetings. The Annual Assurance report to Council presented to the June/ July Committee demonstrates this further and the Annual Governance Statement identifies significant areas for improvement which the Committee can focus on. Members in November 2018 could participate in a survey evaluating ethics and doing the right thing in the Council. Most members that responded are aware of the Code of Conduct, the process for reporting a breach and believe the Code to be clear in respect of the expectation of ethical member conduct. Overall members responding to the survey demonstrated a high awareness of the ethical standards required of them and their delivery of these.
			Proposed Action: Members continue to consider areas identified for improvement in the Annual Governance Statements against their work and training plans, to ensure coverage of all areas the committee requires assurances from.

	Good practice questions	Yes/ No/ Partly	Evidence
6.	Are the arrangements to hold the committee to account for its performance operating satisfactorily?	Yes	No complaints from Council. Annual report to Council appears on June Audit Committee agenda allows members to comment and challenge the Committee's work. Evidence that the Committee is reviewing issues aligned to the Strategic Risks of the Council and the Annual Governance Statement action plans Proposed Action: An action to review this, to keep it current, is included above.
	Functions of the committee		
7.	Do the committee's terms of reference explicitly address all the core areas identified in CIPFAs 2018 Position Statement?	Yes	
	Good governance		ToR para 10+
	Assurance framework including partnerships and collaboration arrangements		ToR para 10+
	Internal audit (IA)		ToR para 20+
	External audit		ToR para 32+
	Financial reporting		ToR para 38+

	Good practice questions	Yes/ No/ Partly	Evidence
	Risk management		ToR para 14+
	Value for money or best value		ToR para 12+
	Counter-fraud and corruption		ToR para 17+
	Supporting the ethical framework		ToR para 11+
8.	Is an annual evaluation undertaken to assess whether the committee is fulfilling its terms of reference and that adequate consideration has been given to all core areas?	Yes	 Evaluation is through the: Self-assessment of compliance with this best practice document, reported to December. Annual report to Committee is written to map back to the terms of reference. Annual work plan, reported to March Committee, which maps back to the ToR. Agendas, minutes and reports of Committee support that all core areas are being reviewed.
9.	Has the audit committee considered the wider area identified in CIPFA's Position Statement and whether it would be appropriate for the committee to undertake them?	Yes	Wider areas are: Matters at the request of Statutory Officers or other committees – if these are bought to the Committee they would be considered in line with the ToR, para 7.

	Good practice questions	Yes/ No/ Partly	Evidence
			 Ethical Values – The Committee does not have responsibility for reviewing ethical standards. A separate Standards Committee which has this responsibility is held as and when required. However, the Committee supports standards and ethics, para 11+. Treasury Management – The Committee covers this responsibility as evidenced by its ToR para 40+.
10.	Where coverage of core areas has been found to be limited, are plans in place to address this?	Yes	No limitations have been found, evidence is demonstrated openly on the Internet in the: • Work plan
			Regular Committee reports
			• ToR
			Annual report to Council
			 Lack of negative feedback from Council and statutory officers
			Proposed Action: The proposed action at 5 above, will continue to ensure this.
11.	Has the committee maintained its non-advisory role by not taking on any	Yes	ToR, especially para 46, sets out decision making powers.

	Good practice questions	Yes/ No/ Partly	Evidence
	decision-making powers that are not in line with its core purpose? Membership and support		Review of work plans, agendas, reports and minutes demonstrate this, all are available on the Internet.
12.	Has an effective audit committee structure and composition of the committee been selected? This should include:	Partly	
	Separation from the executive	Yes	ToR, para 1 Where it has been recognised that Members have conflicting responsibilities, they have resigned from the Committee.
	An appropriate mix of knowledge and skills among the membership	Partly	ToR, para 47+ This is demonstrated by self-assessments completed by Members ⁸ used to inform the training plans covered in publicly available reports on the Committee's annual work plan (February) and the annual report to Council (June/ July). Members have wide experience and continuity of knowledge, some of which sit on Audit Committee's for other public- sector organisations, members also have private business knowledge, financial, and governance awareness. Where members feel further knowledge or training is required, they can and do raise this, demonstrated through work, training plans and self-assessments.
			The Audit Committee meets the requirements of political balance and a majority of members are experienced in audit

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 $^{^{\}rm 8}$ Completed 2017, no change in members since this date.

	Good practice questions	Yes/ No/ Partly	Evidence
			matters, with a good mix of knowledge and skills, having served for many years on the committee.
			Proposed Action: Consider future training requirements and feed into training plans.
	A size of committee that is not unwieldly	Yes	ToR, para 1
	Consideration has been given to the inclusion of at least one independent member (where this is not already a mandatory requirement).	Yes	There are currently no independent members on the Committee. Appointment would follow good recruitment processes including evaluation of the skills sets required, advertising, clear job specifications and descriptions, selection and awarding processes. Consideration has been given to such an appointment and provision is made in the ToR, para 3.
13.	Have independent members appointed to the committee been recruited in an open and transparent way and approved by the full council?	N/A	As above.
14.	Does the chair of the committee have appropriate knowledge and skills?	Yes	Completion of self-assessment confirms appropriate knowledge and skills are in place. Evidenced by attendance at Committee and resulting recommendations and minutes, available on public web sites.

	Good practice questions	Yes/ No/ Partly	Evidence
			The Chair also works closely with the S151 Officer and Head of Audit to retain current knowledge and management of risks as they develop. The Chair can identify and influence future training requirements for himself and other Committee members.
15.	Are arrangements in place to support the committee with briefings and training?	Yes	Regular training sessions are agreed with the Chair and wider members of the Committee. Demonstrated by: Completion of the skills assessment (completed autumn 2017). Committee work plan (February/March Committee agenda) Evidence of training including agendas, supporting training documents etc. available on request. CIPFA's Better Governance Framework provides members with up to date briefing papers at least twice a year and all members can access the web site which provides weekly updates. Specialist training sessions are also accessible through this subscription.

	Good practice questions	Yes/ No/ Partly	Evidence
			 External auditors provide training sessions available to members – demonstrated in their updates to the Committee.
			Proposed Action: The proposed action at 12 above, will continue to ensure this.
16.	Has the membership of the committee been assessed against the core knowledge and skills framework and found to be satisfactory?	Yes	Training self-assessments have been shared with members autumn 2017 and refreshes of the Audit Committee work plan and self-assessment inform the training plan looking forward.
17.	Does the committee have good working relations with key people and organisations, including external audit, internal audit and the chief financial officer?	Yes	Demonstrated by regular attendance at all Committees by these key stakeholders and the professional way the meetings are managed. Interviews with all parties would help to support this conclusion.
18.	Is adequate secretariat and administrative support to the committee provided?	Yes	Regular qualified and experienced secretarial support is provided to all Committee meetings.
	Effectiveness of the committee		The Committee evaluated its effectiveness with members working through and completing a self-assessment to feed into this overall assessment, and following workshops internally and externally facilitated. In addition, completion of the skills and training requirements help support this assessment. In addition, results from the externally

	Good practice questions	Yes/ No/ Partly	Evidence
			facilitated self-assessment were fed back to the Committee at the June 2018 meeting.
19.	Has the committee obtained feedback on its performance from those interacting with the committee or relying on its work?	Partly	Committee has received verbal feedback from members, officers and external audit, but no formal feedback. The external facilitator in March 2018 did not identify this as an issue. Members have since received sessions on how the Committee feeds into the governance framework for further assurance.
20.	Are meetings effective with a good level of discussion and engagement from all the members?	Yes	Demonstrated in minutes and by attendees at Committee and by clear requests for further information in a few highrisk areas.
21.	Does the committee engage with a wide range of leaders and managers, including discussion of audit findings, risks and action plans with the responsible officers?	Yes	Demonstrated in agendas, minutes and reports of the Committee. All unsatisfactory and limited audit areas are reported to Committee and members invite officers from such areas to provide management updates on progress against agreed control improvements.
22.	Does the committee make recommendations for the improvement of governance, risk and control and are these acted on?	Yes	Where there is a need to escalate such issues further the Committee would do this through known member and officer channels. Clarity has been provided and explored at governance training sessions on how this works in practice.
23.	Has the committee evaluated whether and how it is adding value to the organisation?	Partly	Demonstrated by the year-end report sent to Council in September (agreed by Audit Committee in July) which sets out delivery in the following areas:

Good practice questions	Yes/ No/ Partly	Evidence
		Promoting the principles of good governance and their application to decision making; advising on the adequacy of the assurance framework and considering whether assurance is deployed efficiently and effectively
		Contributing to the development of an effective control environment
		Supporting the establishment of arrangements for the governance of risk and for effective arrangements to manage risks
		Supporting the quality of the internal audit activity, particularly by underpinning its organisational independence
		Aiding the achievement of the authority's goals and objectives through helping to ensure appropriate governance, risk, control and assurance arrangements
		Supporting the development of robust arrangements for ensuring value for money

	Good practice questions	Yes/ No/ Partly	Evidence
			 Helping the authority to implement the values of good governance, including effective arrangements for countering fraud and corruption risks
			Promoting effective public reporting to the authority's stakeholders and local community and measures to improve transparency and accountability
			In addition, agendas and work is planned and shows clearly where the levels of assurance are coming from, providing opportunity to challenge and ensure a balanced information base is received by members.
			Proposed Action: Members continue to challenge how they can add value to the Council.
24.	Does the committee have an action plan to improve any areas of weakness?	Yes	Results from the externally facilitated self-assessment were fed back to the Committee at the June 2018 meeting. This incorporated an action plan. Appendix B2 incorporates an update against agreed activities where appropriate.
25.	Does the committee publish an annual report to account for its performance and explain its work?	Yes	Annual report to Council appears on June Audit Committee agenda allows members to comment and challenge the Committee's work. This is a public report.