

Appendix A

Significant Governance Issues identified to be addressed in 2024/25

	Issue	Action Plan (as per 2022/23 Statement – Appendix B)	Lead Officer	RAG Status	Comments	Target Date
1.	An Internal Audit of Risk Management and Business Continuity Planning undertaken in 22/23 identified a number of issues and, in particular, was only able to offer limited assurance in relation to Business Continuity testing.	<p>An exploratory testing programme, targeting those functions considered most at risk, will be developed and piloted during 23/24. Also, the options and associated costs and resources required to develop, implement, and sustain a fully recordable business continuity testing and exercising programme will be investigated during 23/24.</p> <p>The full audit findings, recommendations and management action plan can be viewed here: https://bucksfire.gov.uk/wp-content/uploads/2024/03/3overview-and-audit-committee-meeting-15-march-2023-item-7b-internal-audit-final-audit-reports.pdf</p> <p>Target: 31 March 2024 for completion of pilot and review of future development options.</p>	Risk & Business Continuity Manager	Amber	With the departure of the Station Commander Resilience and Business Continuity in May 2025 to be carried over to 25/26	(March 2025) March 2026

2.	To give greater priority to how the Services increases awareness of equality, diversity and inclusion across the organisation.	Roll out EDI training to employees across the Service in order that awareness is raised of its EDI objectives and employees actively embed EDI considerations into everything that they do. Target Date: 31 March 2024	Head of Human Resources	Green	Complete	March 2025
3.	Counter-Fraud and Corruption and Anti Money Laundering Policies	Both policies were last reviewed in 2018. It would be good practice for these to be reviewed by officers and Members of the Overview and Audit Committee during the financial year 2022-23. (Deferred from 2022/23)	Director of Finance and Assets	Amber	To be approved July 2025	(March 2025) July 2025
	Review of internal governance arrangements to support new Community Risk Management Plan and senior team arrangements	Supported by an independent external expert, the Service will review and update its internal governance arrangements. This will include looking to bring together decision making on people, organisational development, and training issues to support the reintroduction of a Director of HR and OD (initially on a two-year fixed-term basis).	DCFO	Green	Complete	

Appendix B

Significant Governance Issues to be addressed in 2025/26

	Issue	Action Plan	Lead Officer	Target Date
1.	Carry forward Business Continuity testing	As above	Risk & Business Continuity Manager	March 2026
2.	Review of Authority/Committee reporting and decision making	To evaluate the governance structures and processes within the Authority and to recommend any changes for enhancement	Director of Legal and Governance	March 2026
3	Review of the format of the Annual Governance Statement	Review and refresh the format for the 2025-26 Annual Governance Statement to align with Delivering Good Governance in Local Government: addendum published May 2025	Director of Legal and Governance	March 2026