



DERBYSHIRE CONSTABULARY AND THE OFFICE OF THE POLICE AND CRIME COMMISSIONER

JOINT CODE OF CORPORATE GOVERNANCE POLICY

Control Sheet

Policy Title	Derbyshire Joint Code of Corporate Governance Policy
Responsible Officer	OPCC Monitoring Officer
Security Classification	OFFICIAL
Disclosable under FOIA	Yes
Policy implementation date	July 2025
Next review date	July 2028

Policy Details

Revision date	Changes
22/07/2025	Updated the policy name and policy review date - MR

DERBYSHIRE JOINT CODE OF CORPORATE GOVERNANCE
Police and Crime Commissioner for Derbyshire
Chief Constable of Derbyshire Constabulary

1 Introduction

Every public body operates through a framework of governance. Irrespective of the executive arrangements which are in place, good governance should ensure that the way a public body operates is based on sound decision making, with an effective process to support it.

- 1.1 In a Policing context, good governance is about how those responsible for the service ensure that they are doing the right things, in the right way, for the right people, in a timely, inclusive, open, honest, and accountable manner. It comprises the systems, processes, cultures, and values by which all local government bodies are directed and controlled, and through which they account to, engage with and, where appropriate, lead their communities. These principles apply to the Police and Crime Commissioner and the Chief Constable of Derbyshire in just the same way as they applied to the police authority prior to the 2011/12 reforms.
- 1.2 The Police Reform and Social Responsibility Act 2011 (The Act) requires the Commissioner to issue a police and crime plan for the period from election (the plan must be issued before 1st April following the commissioner's election) to the end of the financial year in which the next commissioner election is expected to take place. It outlines the police and crime objectives (outcomes) and the strategic direction for policing in the area.
- 1.3 Governance is about a body putting in place proper arrangements for the conduct of its affairs and facilitating the proper exercise of its functions. It comprises the systems, processes, culture, and values by which the body is directed and controlled.
- 1.4 This Code of Corporate Governance describes how the Police and Crime Commissioner for Derbyshire (PCC) and the Chief Constable of Derbyshire Constabulary (CC) discharge their responsibilities in this respect.
- 1.5 The PCC has overarching statutory responsibilities to: -

- Secure the maintenance of the police force for their area; and
 - Hold the CC of Derbyshire Constabulary to account for the exercise of his functions and those of persons under his direction and control.
 - Setting and updating a [Police and Crime Plan](#).
 - Setting the [Constabulary budget and council tax precept](#).
 - Regularly talking to our communities.
 - Appointing – and where necessary dismissing – the CC.
- 1.6 Commissioning the services of partner agencies to deliver a joined-up approach to crime, including the distribution of policing grants from central Government and making [Crime and Disorder grants](#).
- 1.7 The CC is responsible for all operational matters and has direction and control over officers and staff, other than those within the PCC's office. This along with wider national responsibilities is set out within the [Strategic Policing Requirement](#).

2 Good Governance

- 2.1 The Chartered Institute of Public Finance and Accountancy (CIPFA) has identified seven principles of 'good governance' ([Delivering Good Governance– Guidance Note for Policing Bodies, 2016 Edition](#)). Each of these is set out below in the Code of Corporate Governance, together with examples of how the PCC CC can demonstrate their governance arrangements to meet each one.
- 2.2 An [Annual Governance Statement](#) is produced each year which reports publicly on the review of Governance arrangements and compliance with the code.

3 The Code of Corporate Governance

The PCC and the CC have developed this joint Code of Corporate Governance which incorporates the seven core governance principles, develops these in a local context, and sets out the arrangements for reviewing their effectiveness. These are set out below for reference.

3.1 CORE PRINCIPLES

CORE PRINCIPLE 1: Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Background

The PCC and CC are accountable not only for how much they spend in terms of the policing budget, but also for how they use the resources under their stewardship. In addition, they have an overarching responsibility to serve the public interest in adhering to the requirements of legislation and government policies. They must demonstrate the appropriateness of all their actions and have mechanisms in place to encourage and enforce adherence to ethical values and to respect the rule of law.

How we achieve this principle

- The PCC is aware of the [Policing Protocol Order 2011](#), which obliges them to abide by the [Seven Principles of Public Life \(the Nolan Principles\)](#) and sets an expectation that the relationship between PCC and CC will be based on the principles of goodwill, professionalism, openness, and trust.
- [The Code of Ethics](#) is embedded in Derbyshire Constabulary, and shared values are communicated clearly with staff.
- The PCC's Decision-making practices are clearly set out in the [OPCC's Decision-Making Policy](#).
- The PCC's [Anti-fraud and corruption policy](#) is up-to-date, kept under review, and this is published on the OPCCs website.
- [Registers of interests and records of gifts, hospitalities and expenses](#) for the PCC, Office of the Police and Crime Commissioner (OPCC) Chief Officers and relevant staff are published on the OPCCs website.
- The OPCC's [Whistle-blowing policy](#) is up-to-date, kept under review, and this is published on the OPCCs website.

- The Force has a [Race Action Plan](#) to provide an external perspective to some key decision-making.
 - The PCC has in place arrangements for the oversight of professional standards, through the [complaint review process](#).
 - The PCC and CC abide by the [CIPFA Financial Management Code of Practice](#).
 - The PCC has in place a [Head of Governance and Compliance](#) who undertakes the responsibilities of Monitoring Officer
 - The PCC and CC welcome independent scrutiny of governance, risk and audit through the [Joint Audit, Risk and Assurance Committee \(JARAC\)](#).
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CORE PRINCIPLE 2: Ensuring openness and comprehensive stakeholder engagement.

Background

The Police service is run for the public good. We must therefore ensure openness in its activities. Clear channels of communication and consultation should be used to engage effectively with all groups of stakeholders.

How we achieve this principle

- [The Police & Crime Plan](#) clearly sets out the strategic direction and objectives for Derbyshire and how they will be delivered.
 - The PCC and Force's communication and engagement strategies set out how local people will be involved to ensure they are part of decision-making, accountability, and future direction.
 - The PCC fosters good working relationships with the [Police & Crime Panel](#), constituent local authorities, and other partners.
 - The Force and OPCC have an up-to-date [Freedom of Information Act Publication Scheme](#) on their respective websites.
 - The Force and OPCC operate accessible and engaging public websites and social/digital media channels.
 - The PCC publishes [key decisions](#) and records of key meetings.
 - The PCC consults in advance of putting forward [precept proposals](#).
 - The Force operates an effective Independent [Advisory Group](#).
 - The PCC undertakes [Listening to You Surveys](#).
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CORE PRINCIPLE 3: Defining outcomes in terms of sustainable economic, social, and environmental benefits.

Background

The long-term nature and impact of many of the PCC and CC's responsibilities mean that they should seek to define and plan outcomes and that these should be sustainable.

How we achieve this principle

- Both the PCC and CC have established performance measures and governance structures that allow them to assess progress against their objectives.
- The Medium-Term Financial Plan is kept under regular review.
- The PCC has a [Commissioning Strategy](#) in place.
- Processes are in place and kept under review for the identification and management of risk.
- Reviews of capital investment plans are undertaken to achieve appropriate lifespans and adaptability for future use.
- Force projects are subject to sound business cases with appropriate 'gateway' sign-off points.
- The OPCC and Force Net Zero and Sustainable Development Strategy, which aims to meet the commitment to Derbyshire Police becoming a net zero carbon organisation by 2050.

CORE PRINCIPLE 4: Determining the interventions necessary to optimise the achievement of the intended outcomes.

Background

Local Government, including the Police, achieves its intended outcomes by providing a mixture of legal, regulatory, and practical interventions. Determining the right mix of these courses of action is an important strategic choice that has to be made to ensure outcomes are achieved. They need robust decision-making mechanisms to ensure outcomes are achieved in a way that provides the best balance of resources and effective and efficient operations. Decisions need to be reviewed continually to ensure that achievement of outcomes is optimised.

Policy implementation usually involves choice about the approach, the objectives, the priorities and the incidence of the costs and benefits. The PCC and CC must ensure they have access to the appropriate skills and techniques.

How we achieve this principle

- The PCC and CC maintain a Medium-Term Financial Strategy.
 - Processes are in place to allow proper analysis and evaluation of plans including option appraisal, assessing the impact of alternative approaches and benefits realization.
 - The PCC and Force maintain workforce development and asset management plans (e.g., estates and ICT).
 - The Force and OPCC have business plans in place.
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CORE PRINCIPLE 5: Developing the entity's capacity, including the capability of its leadership and the individuals within it.

Background

The PCC and Police force need appropriate structures and leadership, as well as people with the right skills, qualifications, and mindset, to operate efficiently and effectively.

A public organisation must ensure it has both the capability to fulfil its mandate and to make sure there are policies in place to guarantee that its management has the operational capacity for the organisation. The organisation must continually develop its capacity and respond to change over time. Leadership is strengthened by the participation of people with diverse backgrounds and approaches, reflecting the structure and diversity of the community.

How we achieve this principle

- Staff of the Force and OPCC are given access to learning and development resources on CONNECT and encouragement to focus on Continuous Professional Development.
- Talent and succession plans are in place for officers and staff.

- Review of individual performance (PDRs) is encouraged to be purposeful and realistic.
- Leadership events are held regularly.
- The Force undertakes and analyses feedback from annual staff well-being surveys.
- The Force is committed to embedding a flexible approach to reward that attracts and retains the best people with the most appropriate skills
- Briefings are held for potential PCC candidates in advance of elections by the Office of the Police and Crime Commissioner (OPCC).
- The PCC and CC has a [policy for Equality and Diversity](#). These set out how each party promotes diversity by recognising, valuing, and respecting the different contributions and needs of both communities and staff.

CORE PRINCIPLE 6: Managing risks and performance through robust internal control and strong public financial management.

Background

Public bodies must ensure that the organisation and governance structures that they oversee have implemented, and can sustain, an effective performance management system that facilitates effective and efficient delivery of planned services. Risk management, business continuity and internal control are important and integral parts of a performance management system.

A robust system of financial management is essential for the implementation of policies and the achievement of intended outcomes as it will enforce financial disciplines, strategic allocation of resources, efficient service delivery and accountability. All public bodies spend money raised from taxpayers and the public is entitled to expect robust oversight of performance.

How we achieve this principle

- The overarching [Scheme of Delegation](#) highlights the parameters for decision making, including the arrangements for governance, delegations, consents, and financial limits for specific matters.
- The JARAC operates in line with [Chartered Institute of Public Finance and Accountancy \(CIPFA\) guidance](#) and within the guidance of the [Financial Management Code of Practice](#). This Committee provides independent advice,

assurance and support to the PCC and CC on the adequacy of the governance and risk management frameworks, the internal audit control environment and financial reporting.

- Risk Management Strategies allows the Force and OPCC to identify and manage operational, strategy and project risks.
- Effective business continuity planning is in place for the Force and OPCC.
- [PCC significant decisions](#) are publicised on the OPCCs website unless an exemption applies.
- An effective internal audit service has been resourced.
- [Annual Governance Statements](#) are produced for the Force and OPCC.
- [Internal and External audit reports are scrutinised by the JARAC.](#)
- The Force and [OPCC have Data protection policies](#) that are in place and fit for purpose.
- [HMICFRS provide assurances around Force efficiency and effectiveness.](#)
- The PCC receives regular [budget monitoring reports](#) from the OPCC and Force.
- The PCC approves the treasury management strategy.

CORE PRINCIPLE 7: Implementing good practices in transparency, report, and audit to deliver effective accountability.

Background

Accountability is about ensuring that those making decisions and delivering services are answerable for them. Effective accountability is concerned not only with reporting on actions completed but also ensuring that stakeholders are able to understand a response as the organisation plans and carries out its activities in a transparent manner. Both external and internal audit contribute to effective accountability.

How we achieve this principle

- The PCC holds the CC to account on a regular basis and shares the outcome of the [PAM meeting online](#), so they are publicly available.
- Information is published on the OPCC website in accordance with the [Elected Local Policing Bodies \(Specified Information\) Order 2011.](#)

- The Force and OPCC publish their respective [Statement of Accounts and Annual Governance Statements](#).
 - [The Police & Crime Panel \(PCP\)](#) share OPCC and Force reports that are presented to the PCP (subject to confidentiality tests).
 - The Force and PCC welcome peer challenge, reviews and inspections from regulatory bodies and have oversight of recommendations through the [JARAC](#).
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4 Arrangements for review of governance

4.1 The PCC and the CC have put in place the following arrangements to review the effectiveness of their Code of Corporate Governance:

- The PCC and the CC are responsible for the production of this Code of Corporate Governance relevant to their corporation sole. In Derbyshire this is a joint statement.
- The CC is responsible for corporate governance issues affecting the Constabulary and for ensuring that appropriate reviews are carried out in key areas.
- Each year the PCC and the CC each have responsibility for ensuring that reviews of the effectiveness of the governance framework are undertaken. These are explained in the appropriate Annual Governance Statement. The reviews of effectiveness will take place each year as the [Annual Governance Statements](#) are produced. The reviews will provide assurance that governance arrangements are in place and operating effectively.
- Once approved the Annual Governance Statements will sit alongside the relevant Statements of Accounts. The Annual Governance Statements may, where appropriate, identify a number of significant governance issues where governance arrangements can be improved and enhanced. The CC will sign the Chief Constable's statement. The PCCs Statement is signed by the PCC and the OPCCs Chief Operating Officer (COO).

5 The Joint Audit Risk and Assurance Committee

The purpose of the [Joint Audit Risk and Assurance Committee \(JARAC\)](#) is to provide independent assurance on the adequacy of the risk management framework, the associated control environment, independent scrutiny of the organisation's financial and non-financial performance to the extent that it affects exposure to risk and weakens the control environment, and to oversee the financial reporting process.

JARAC have access to this policy and are able to scrutinise its effectiveness.

6 Internal Audit

The primary role of internal audit is to give assurance to the PCC and the CC as to the effectiveness of controls in place to manage their respective organisations.

The JARAC considers the annual report from the internal auditors, which will cover whether there are any major control weaknesses. The review of corporate governance and risk management periodically feature in the annual audit plan, and which is subject to consideration by the JARAC.

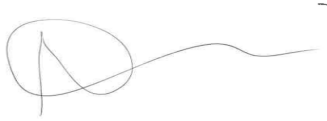
7 External Audit

The role of the external auditors is to ensure that the PCC and the CC have made proper arrangements for securing economy, efficiency, and effectiveness in their use of resources and to give reasonable assurance that the financial statements are free from material misstatement. The plans and reports of the external auditors, which are subject to consideration by the JARAC.

8 His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)

The role of the HMICFRS is to promote the efficiency and effectiveness of policing and fire through inspection, to ensure agreed standards are achieved and maintained, good practice is disseminated, and performance is improved. HMICFRS reports are sent to the PCC and the CC for consideration to appropriate action, which are subject to consideration by the JARAC.

PCC Signed

A handwritten signature in black ink, featuring a large, stylized 'N' followed by a horizontal line.

Niccole Ndiweni - Roberts

Police and Crime Commissioner for Derbyshire

22/07/2025

CC Signed

A handwritten signature in black ink, featuring a sharp, upward-pointing peak followed by a horizontal line.

Rachel Swan

Chief Constable of Derbyshire
Constabulary

03/06/2025