

Governance in the Authority

7.2.3 Please attach an organogram depicting the governance structure and/or roles and responsibilities within the authority.

Cambridge City Council is committed to upholding the highest possible standards of good corporate governance, believing that good governance leads to high standards of management, strong performance, effective use of resources, increased public involvement and trust in the Council and ultimately good outcomes.

The core governance principles of the council are:-

- A. Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.
- B. Ensuring openness and comprehensive stakeholder engagement.
- C. Defining outcomes in terms of sustainable economic, social, and environmental benefits.
- D. Determining the interventions necessary to optimize the achievement of the intended outcomes.
- E. Developing the entity's capacity, including the capability of its leadership and the individuals within it.
- F. Managing risks and performance through robust internal control and strong public financial management.
- G. Implementing good practices in transparency, reporting, and audit, to deliver effective accountability.

The Council first adopted a Code of Corporate Governance in 2002. It has been reviewed annually since then.

Our statement of governance is attached in Appendix titled Cambridge City Council Local Code of Governance.

The council is governed by the [Constitution](#), which sets out rules determining how it functions and makes decisions.

Executive Councillors

The executive comprises the leader of the council and six executive councillors. The executive councillors make decisions relating to the major service areas.

These councillors can make decisions individually, usually at a meeting of a scrutiny committee relevant to their executive area. They also meet collectively to determine the council's budget and medium term financial strategy.

Councillor Herbert is the current Leader of the Council and also the executive Councillor for Strategy and External Partnerships, and represents the Council on the Combined Authority Board and the Greater Cambridge Partnership Board. He is the Lead Councillor for the CNFE project.

Decisions by [executive councillors](#) are subject to scrutiny by a different group of councillors, who meet in [scrutiny committees](#) to check and monitor what the executive does.

Cambridge City Council has the following four scrutiny committees, which meet four times per year.

- [Environment and Community Scrutiny Committee](#)
- [Housing Scrutiny Committee](#)
- [Planning and Transport Scrutiny Committee](#)
- [Strategy and Resources Scrutiny Committee](#)

By law, some decisions and functions cannot be exercised by the Executive. These are usually referred to as regulatory decisions.

The council has allocated responsibility for regulatory decisions between the following committees and subcommittees.

- [Civic Affairs](#)
- [Employment \(Senior Officer\) Committee](#)
- [Employment Appeals](#)
- [Licensing Committee](#)
- [Licensing Sub Committee](#)
- [Planning](#)

Roles and Responsibilities

The Council employ around 800 staff who work to provide local services.

Council staff work in one of three areas, each of which consists of a number of services and sections. A Corporate Strategy service sits outside of the main structure.

Staff are led by a team that includes:

- [Antoinette Jackson, Chief Executive](#)
- Fiona Bryant, Strategic Director
- Suzanne Hemingway, Strategic Director
- Stephen Kelly, Joint Director of Planning and Economic Development (shared with South Cambridgeshire District Council)

The Chief Executive, Directors, Head of Corporate Strategy and the Head of Finance (section 151 officer) meet monthly with the Executive to as outlined in the corporate plan.

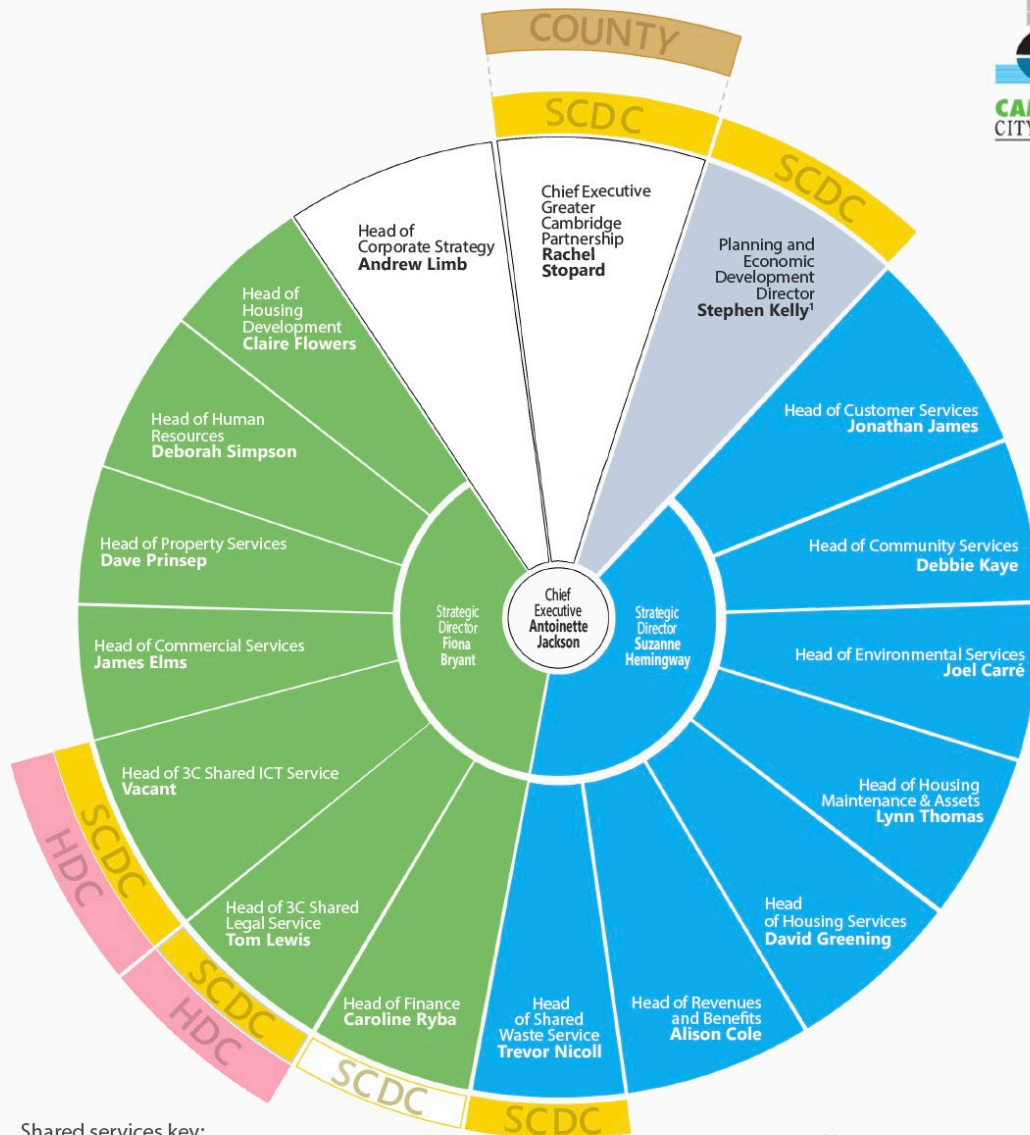
They also meet every two weeks as the Senior Leadership team (SLT) to oversee manage and monitor delivery of Council Services and performance in line with policy. The Senior Management Team meets monthly with the Senior Leadership team to ensure that services, performance and risks are effectively managed and monitored.

Fiona Bryant, the SRO for the CNFE core site project, has responsibility for leading corporate services, including finance, internal audit, human resources and shared legal and ICT services. Fiona is the Council's Senior Information Risk Owner (SIRO). Fiona also leads on the Council's Business Transformation Programme, the Council's commercial services, our extensive commercial property portfolio, and the Housing Development Agency (New Housing Development)

Fiona is a professionally accredited (Prince 2, MSP and P3O) and award winning portfolio, programme and project director with more than 20 years experience in leading successful delivery of services and programmes across multiple organisations.

The structure chart for the Council is attached below.

Cambridge Council City's governance structure



Shared services key:

Cambridgeshire County Council	
Huntingdonshire District Council	
South Cambridgeshire District Council	Head of Service (only)

Notes:

1 Building Control shared with HDC and SCDC

Last updated 10.10.2018