

Report of:	Head of Democratic Services – Sylvia Reynolds
Submitted to:	Constitution and Members Development Committee – 15 July 2019
Subject	Member Development Framework & Member Development Programme for 2019/20

Summary

Proposed decision(s)
To note the Member Development Skills Framework and proposed Member Development Programme for 2019/20

Report for:	Key decision:	Confidential:	Can be called-in:
Noting	No	No	No

Contribution to delivery of the 2018-22 Strategic Plan		
Business Imperatives	Physical Regeneration	Social Regeneration
Not applicable	Not applicable	Not applicable

Ward(s) affected
Not applicable

What is the purpose of this report?

1. To advise Members of the attached Member Development Skills Framework (appendix1) for all elected Members which was approved at the Constitution and Member Development Committee on 19 January 2018. The Framework supports the previously agreed Member Development Policy. Members are also asked to note the proposed Member Development Programme for 2019/20 (appendix 2)

Why does this report require a Member decision?

2. The report is for information only.

Report Background

3. At the Constitution and Members Development Committee held on 11 November 2016, it was agreed that a Skills Framework for Members be introduced which would help identify individual development needs around the following competencies.

- local leadership;
 - partnership working;
 - communication skills ;
 - political understanding
 - scrutiny challenge; and
 - regulating and monitoring
4. The above competencies form part of the Local Government Associations (LGA) Political Skills Framework which sets out the key knowledge and skills needed to support new and experienced councillors in their efforts to develop the knowledge and skills to be effective in their role.
 5. Much of the framework will be delivered internally and Members would still in part be supported by officers within Democratic Services, however one key element in delivering the framework would be through self-reflective learning undertaken by the Councillors themselves i.e. e-learning, shadowing and coaching.
 6. This may also be supported by attendance at some external events such as the LGA leadership academy or events arranged locally, collaborating with other local authorities to minimise cost.
 7. In order to attend external events such as the Leadership Academy (which incur greater costs), members would need to meet certain criteria before attendance is approved i.e. shown that the events is relevant to their portfolio / role and have undertaken a personal development plan.
 8. The Member Development Programme has been designed to support the Member Development Skills Framework and will be a live working document which can be added to at any time. The Programme will identify which element of the skills framework the event is aimed at supporting. The Programme will be implemented from approval.

What decision(s) are being asked for?

9. That Members note the Member Development Skills Framework and the proposed Member Development Programme for 2019/2020.

Why is this being recommended?

10. To provide Members with the appropriate skills and knowledge to fulfil their role as an elected member.

Other potential decisions and why these have not been recommended

11. Not applicable

Impact(s) of recommended decision(s)

Legal

12. No impact.

Financial

13. There is a small budget allocated within the overall Members' budget for training and development to cover the costs of additional training that will need to be provided through the Member Development Skills Framework.

Policy Framework

14. Not applicable. The report does not propose an amendment to the policy framework.

Equality and Diversity

15. Not applicable.

Risk

16. Not applicable

Actions to be taken to implement the decision(s)

Background papers

Member Development Skills Framework.