

Report of: Director of Legal and Governance**Submitted to:** Constitution and Members Development Committee**Date:** 26 October 2023**Title:** Member Development Strategy**Report for:** Discussion**Status:** Public**Strategic priority:** Quality of service**Key decision:** No**Why:** Not applicable**Urgent:** No**Why:** N/A**Executive summary**

This report sets out areas for discussion with members of the Constitution and Members Development Committee on the Member Development Strategy to seek views on:

- The draft Member Development Strategy prior to sharing with all members for feedback
- Proposals to complete training needs analysis with all members to identify demand prior to procuring relevant training for ongoing development offer.
- To assess and discuss demand for 1-1 Personal Development Plan meetings so we can identify how support will be offered moving forward.

Purpose

1. The purpose of the strategy is to set out Middlesbrough Council's commitment to supporting Members with their continuous development, and details how we will equip Members with the skills and knowledge needed to fulfil their roles effectively. It also covers how the Council will identify development needs; the ways in which Members can participate in continuous learning and development; and how the Council will evaluate and measure the success of all learning.

Background and relevant information

2. The Member Development Strategy aligns closely to the Corporate Plan and People Strategy to ensure all activities contribute to delivery of key commitments to meet the needs of our diverse communities.
3. To achieve this, assurance must be given in respect of compliance with mandatory training on areas such as data protection and information security. Members are part of the decision-making process and as such relevant development opportunities must ensure all key policy, procedural and legal information is provided before such decision making can take place and ensuring Members can perform any 'special responsibilities' relating to additional duties and roles they may undertake.
4. It is therefore important to ensure that the offer of opportunities for members to participate in continuous development through a variety of learning methods is achieved to ensure that the aims and objectives of any such strategy can be met.

What decision(s) are being recommended?

That the Constitution and Members Development Committee:

- Note the contents of the appendix entitled Member Development Strategy
- Discuss and provide views on the Member Development Strategy
- Recognise and provide feedback on the proposals to complete training needs analysis with all members to identify demand prior to procuring relevant training for ongoing development offer.
- To assess and discuss demand for 1-1 Personal Development Plan meetings so it can be identified how support will be offered moving forward.

Rationale for the recommended decision(s)

5. The Member Development Strategy sets out Middlesbrough Council's commitment to continuous Councillor development, the approach, and the opportunities that are available to all elected representatives. As a Council, we recognise that the learning and development of Members is crucial to our success and will bring wider benefits to both the organisation and our citizens. Therefore it is important to seek the views of members to ensure there is a cohesive and joint approach to development to enhance the culture of working.

Other potential decision(s) and why these have not been recommended

6. N/A

Impact(s) of the recommended decision(s)

Legal

7. Following the s.24 Sch 7.2 Local Audit and Accountability Act 2014 statutory recommendations, the Members Development Strategy aims to go some way to addressing point 1 of the formal statutory recommendations made by the external auditors.

Strategic priorities and risks

8. The Member Development Strategy aligns closely to the Corporate Plan and People and Cultural Transformation Strategy to ensure all activities contribute to delivery of key commitments to meet the needs of our diverse communities.

Human Rights, Equality and Data Protection

9. N/A

Financial

10. N/A

Actions to be taken to implement the recommended decision(s)

Action	Responsible Officer	Deadline

Appendices

1	Member Development Strategy
2	Elected Member Training Booklet

Background papers

Body	Report title	Date

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