

Report of:	Director of Legal and Governance
Submitted to:	Council
Date:	29 November 2023
Title:	Member Development Strategy
Report for:	Decision
Status:	Public
Strategic priority:	Quality of service
Key decision:	No
Why:	Not applicable
Urgent:	No
Why:	N/A

Executive summary

This report sets out the proposed Member Development Strategy. 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.

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 draft Member Development Strategy was presented to the Constitution and Members' Development Committee on 26 October 2023.
3. The Constitution and Members' Development Committee agreed to the draft Member Development Strategy and proposed that it is submitted to full Council for endorsement.
4. 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.
5. 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.
6. 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 Council: Endorse the Member Development Strategy

Rationale for the recommended decision(s)

7. 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.

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

8. Continue with our programme of member briefings, induction, role specific and mandatory training, unguided by a Member Development Strategy. This is not recommended. Our current package of training only partially addresses the skills and training our members require. Putting in place a Member Development Strategy provides a clear framework and commitment to investing in members' ongoing professional development.

Impact(s) of the recommended decision(s)

Legal

9. There are no legal implications in the adoption of the Member Development Strategy.

Strategic priorities and risks

10. 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

11. N/A

Financial

12. N/A

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

Action	Responsible Officer	Deadline
Member Development Strategy to be published on Middlesbrough Council Website	Joanne McNally	November 2023

Appendices

1	Member Development Strategy
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Background papers

Body	Report title	Date

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