

**CONSTITUTION AND MEMBERS' DEVELOPMENT COMMITTEE**

A meeting of the Constitution and Members' Development Committee was held on Thursday 26 October 2023.

**PRESENT:** Councillors J Rostron (Chair), J Ewan, L Hurst, M Saunders, M Storey and G Wilson

**OFFICERS:** J McNally, N Spencer and A Wilson

**APOLOGIES FOR ABSENCE:** Councillors J Walker, B Hubbard, J Kabuye, N Walker and C Benjamin

23/20 **WELCOME AND EVACUATION PROCEDURE**

The Chair welcomed all those present and explained the fire evacuation procedure.

23/21 **DECLARATIONS OF INTEREST**

There were no declarations of interest received at this point in the meeting.

23/22 **MINUTES - CONSTITUTION AND MEMBERS' DEVELOPMENT COMMITTEE - 16 AUGUST 2023**

The minutes of the Constitution and Members' Development Committee held on 16 August 2023 were submitted and approved as a true record.

23/23 **MEMBER DEVELOPMENT STRATEGY**

The draft Member Development Strategy was presented to Members of the Constitution and Members' Development Committee.

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

Members were advised that 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.

Members commented that the layout of the strategy was good and very well presented. It was agreed that the performance indicators should be high to demonstrate a strong commitment to training however it was felt that the word responding should be added to target 3 to read "70% of responding members express overall satisfaction with the development programme". The Chair of the Constitution and Members' Development agreed that they would provide a case study to be added to the Strategy to highlight the importance of personal development.

Members felt that it would be beneficial for a 6 monthly report to be presented to the Constitution and Members' Development Committee in relation to training completed by Members.

A proposal was put forward to the Committee that all Elected Members complete a training needs analysis to identify demand prior to procuring relevant training for ongoing development. Members were happy with the content of the training needs analysis and agreed that it should be circulated to all Members to identify demand before the training is procured. A Member of the committee suggested that it would be useful if some training or a briefing session could be held which included an overview of local authority partners, local

democracy and responsibilities and the legal parameters of a local council. It was also requested that a session is be provided giving clear guidance on what statutory services the local authority must provide.

Members also felt that there should be an annual refresher of the induction sessions that were provided to Members at the start of the term in office.

Members were asked if they thought it would be beneficial for 1-1 Personal Development Plan meetings to be offered to all Members which would help to identify how support would be offered moving forward. Members agreed that views should be sought from all Members to see what the demand would be and if it would be viable to offer these sessions.

**ORDERED:**

1. The Chair will provide a case study to be added to the Member Development Strategy highlighting the importance of personal development.
2. Amendments to be made to target in section 3 of the Strategy.
3. Member Development Strategy to be submitted to full Council on 29 November for approval.
4. A report to be submitted 6 monthly to the Constitution and Members' Development Committee detailing training completed by Members
5. Training Needs Analysis to be circulated to all Elected Members for completion.
6. Views to be sought from all Elected Members on 1-1 Personal Development Plan meetings

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**ANY OTHER URGENT ITEMS WHICH IN THE OPINION OF THE CHAIR, MAY BE CONSIDERED.**

None