


Ethical Standards and Member Development Committee

9 March 2018

Subject:	Member Development Programme - Update
Director:	Director – Monitoring Officer – Surjit Tour
Contribution towards Vision 2030:	
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DECISION RECOMMENDATIONS

That the Committee: -

1. Note the update on the Member Development Programme.
2. Note the planned next steps as set out in this report..

1 PURPOSE OF THE REPORT

- 1.1 This report provides an update on the recent workshops for elected members in order for Members to identify their development and training needs to succeed in their various Councillor roles and achieving the strategic priorities of the Council. The Elected Member Development Programme will be clearly aligned to those needs.

2 IMPLICATIONS FOR SANDWELL'S VISION

- 2.1 Elected Member development is considered essential to ensure the council and its members continue to build upon their strengths and maximise all opportunities to ensure the council's Vision 2030 Ambitions are achieved.
- 2.2 The 2030 Vision does not just focus on the council, its services, functions and finances but seeks to include and involve other public-sector partners and the third sector.
- 2.3 It is recognised that delivery of the 2030 Vision requires the combined efforts by the council, all Elected Members, all public sector partners, the third sector and the public.
- 2.4 The Elected Member Development Programme is designed to support all Elected Members help successfully achieve the 2030 Vision.
- 2.5 A separate development programme has been developed for Cabinet Members and will be overseen and co-ordinated through the Leader of the Council. The Committee will not therefore need to consider development, training or support needs for Cabinet Members.

3 BACKGROUND AND MAIN CONSIDERATIONS

- 3.1 The council in the past few years has invested in Member development and successfully achieved the Member Development Charter accreditation from West Midlands Employers.
- 3.2 However, over recent years the subjective development model underpinning member development has shifted to a more objective one. Furthermore, West Midlands Employers do not provide their Member Development Charter accreditation anymore.
- 3.3 The revised Member Development Programme ('MDP') has been designed to assist Members lead their own development and ensure that they develop/acquire the requisite knowledge, experience and skills, as well as have the necessary support mechanisms, to succeed in their various Councillor roles.
- 3.4 The council seeks to build upon its successes as a "member-led" council and recognises that to do so all Elected Members have an important role to play in ensuring the Member Development Programme is "member-led" through their input in workshops and prioritisation of learning topics to attendance and contribution at the learning interventions as requested.

- 3.5 It is recognised that Elected Members can during their period of office (whether one or over several terms) be appointed to various roles. The MDP is purposely designed to facilitate discussions and debate with all Elected Members and will specifically consider the following roles an Elected Member can undertake, namely:
- Chairperson
 - Deputy Chairperson
 - Committee Member
 - Representative on an Outside Body (i.e. Director, Non-Executive Director, Trustee, Treasurer)
 - Local Elected Member ('the Community Leader')
- 3.6 A similar but separate development programme has been developed for the Executive and is led and overseen by the Leader of the Council.

4 THE CURRENT POSITION

- 4.1 A joined-up Member and Executive Development Programmes have been developed that is designed to engage all Members and Cabinet Members so that their respective development, training and support needs can be properly examined and met. The programme will challenge and inform Members so that they are equipped to meet the requirements of the 2030 Vision.
- 4.2 On week commencing 12 February 2018, facilitated sessions were held with all elected members for them to consider their specific role(s), consider and explore the challenges ahead, including the Vision 2030 and the West Midlands Combined Authority and to convey the strategic skills, knowledge and awareness that they needed to make a significant impact both individually and collectively. At these sessions, Members were also asked to consider who they can convey the Council values of 'Trust, Unity and Progress' through their various roles.
- 4.3 The sessions enabled members to:-
- consider the skills, knowledge, awareness and support mechanisms needed for them to fulfil their role;
 - understand and identify the knowledge and skills gaps to determine the level of positive impact they could make;
 - take personal ownership of their development needs and owning the outcomes which would emerge from personal development plans.

- 4.4 38 Members had attended the MDP Thinking Hats and Market Place sessions (this represents 53% of the total number of Elected Members). 86% of those members who attended found the sessions good and 14% had stated that it was satisfactory. A number of positive comments were received from Members which included “first class”, “made me think of how I can do things better”, “good way of giving members opportunity to shape their own MDP”.
- 4.5 For those members who were unable to attend any session, their views on an engaging MDP would be sought via an online survey.

Next Steps

- 4.6 Analysis: Officers are currently analysing the comments received by members from each of these sessions in order to identify the support requirements that Members were requesting to help deliver Sandwell’s Vision 2030 as well as other strategic priorities facing the Council as Borough. The feedback/findings will be categorised thematically taking into account the various roles Elected Members undertake and will be reviewed by the Member Development Working Group regarding the list of topics as identified by Members.
- 4.7 Paired Comparison Exercise: Following agreement on the list of topics to be covered, Members will also be asked to complete a paired comparison exercise which will ask them to rank what learning support sessions they would like most based on the topics drawn from the workshops. Upon completing these forms, officers will collate all the findings and produce a final list in ranked order of the interventions sought by Members.
- 4.8 Further consultation: The Member Development Working Group will be consulted on the final list of interventions and their agreement will be sought based on the results.
- 4.9 Development Programme: A development programme will subsequently be produced and training sessions will be arranged through training providers, both internal and external, who are capable of delivering the support sessions as identified by Members, throughout the next municipal year as detailed within the Programme.
- 4.10 Follow-up Review: A review of Member Development Programmes will also include a refresh of the Elected Member Induction arrangements and the implementation of Personal Development Plan Interviews arranged with Elected Members to discuss and agree development, training and specific support needs.

4.11 Feedback on the Executive Development sessions and progression of the above stages in relation to the Executive Development Programme will be progressed with the Leader and Cabinet Members.

5. **CONSULTATION (CUSTOMERS AND OTHER STAKEHOLDERS)**

5.1 No formal consultation has been undertaken. The Committee provides the opportunity for Members to consider the proposed development programme and refine, amend or otherwise change it as they see fit.

6. **ALTERNATIVE OPTIONS**

6.1 The alternative is for a development programme to be developed that is more objective and makes assumptions about the needs of Members rather than the proposed approach that is insightful and shaped and designed by Members themselves based on what it is they need to carry out their various roles.

7. **STRATEGIC RESOURCE IMPLICATIONS**

7.1 Every effort will be made to use existing available resources, whether internal or external, to deliver the programme. If external support is engaged to help facilitate the session with Members, there may be a cost associated with such support. Without undertaking a procurement exercise, it will not be possible to provide a definitive cost estimate. However, before any costs are incurred, they will be discussed and agreed with the working group.

8. **LEGAL AND GOVERNANCE CONSIDERATIONS**

8.1 An effective Member Development Programme will help ensure the council make informed decisions and empower Members in undertaking their various roles.

8.2 Members in relation to regulatory matters/functions are required to undertake specific kinds of training such as planning, licensing, standards, safeguarding.

8.3 Supporting Members in their development, training and support needs strengthens the council's governance arrangements.

9. **EQUALITY IMPACT ASSESSMENT**

9.1 The Members Development Programme will address any Equality Act implications and issues arising.

10. **DATA PROTECTION IMPACT ASSESSMENT**

10.1 Personal Development Plans remain confidential and any discussion concerning the same would be held in confidence.

11. **CRIME AND DISORDER AND RISK ASSESSMENT**

11.1 There are no such issues arising.

12. **SUSTAINABILITY OF PROPOSALS**

12.1 The Member Development Programme will be reviewed and revised annually to ensure it remains relevant, fit for purpose and addresses any legislative and good practice considerations which may evolve over the course of the programme.

13. **HEALTH AND WELLBEING IMPLICATIONS (INCLUDING SOCIAL VALUE)**

13.1 The development programme will specifically address the support needs of Members.

14. **IMPACT ON ANY COUNCIL MANAGED PROPERTY OR LAND**

14.1 There are no such implications arising.

15. **CONCLUSIONS AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS**

15.1 The revised Member Development Programme has been designed to assist Members to lead their own development and ensure that they develop/acquire the requisite knowledge and skills to succeed in their various roles as a Councillor as well as any support mechanisms they may need to carry out their roles.

15.2 The council wishes to build upon its successes as a “member-led” council and recognises that to do so all Elected Members have an important role to play in achieving this objective.

16. **BACKGROUND PAPERS**

16.1 None

17. **APPENDICES:**

None

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