

APPENDIX 1

A 'snapshot' of recent MDP activity over recent months ...

Civic and Member Services staff held extensive consultation workshops with Elected members, using techniques such as 'The Six Thinking Hats' and Visioning to establish their development programme they needed to meet the challenges ahead. Used alongside prioritisation techniques such as 'paired comparison', it allowed members to individually rank their learning/support requirements and homed in on the key interventions the MDP needed to include for all Elected Members.

This was used to put together a MDP emphasising the most important elements of training and support to members, essentially a programme for members, shaped by members' own views and priorities.

A brochure was produced and distributed to all members that outlined the MDP programme and it's aims from 2018-2020.



Some examples of sessions held:

Universal Credit Briefing

The first session held under the new Member Development Programme (MDP), was the Universal Credit Briefing in October 2018. Underlining our commitment to engage with members and be flexible in regard to their training needs, this was requested by a member as something that would be of great importance and relevance to their constituents.

'The Big Conversation'

This event held in January 2019, was a linchpin of the new MDP, this Market place style event allowed members to meet with and ask questions directly of Sandwell's key partners.

This was a top priority for members from the Paired Comparison prioritisation exercise i.e. *A Focus On....' Sessions; inviting Council officers, businesses, public sector partners and the VCS to share what they do and improve networking opportunities.*

Attending the event were;

- Black Country LEP (Local Enterprise Partnership)
- Sandwell and West Birmingham CCG (Clinical Commissioning Group)
- SCVO (Sandwell Council of Voluntary Organisations)
- West Midland Employers
- Vision 2030
- West Midlands Combined Authority

This event was key in allowing members to network with our partners and to put “names to faces”, of people they may already deal with on occasions.

These contacts will also enable us to organise further, more focussed sessions with our partners over the coming months.

Corporate Parenting

These sessions held in January 2019, were facilitated by Lesley Hagger, Executive Director of Children's Services. Lesley asked all members three questions at Full Council;

Does Sandwell Council have a Corporate Parenting Board?

At what age does the Council's Corporate Parenting responsibility for Looked After Children end?

Between 2016 and 2017, what was the % rise in the number of Looked After Children taken into care in Sandwell?

And used them as a springboard into her session. A subject that members hold in high importance due to its sensitive and critical nature, again scoring highly in the paired comparison exercise.

Lesley followed this up with regular bulletins and messages to members, detailing how they can be “good corporate parents”.



Safeguarding and Vulnerabilities Awareness Raising

This session held in February 2019 was facilitated by Jenny Tarrant. Its objectives were to enable members to understand the role they could play in safeguarding children, young people and adults, recognising the types and signs of abuse, which are not always obvious or what people may think, to be more aware of exploitation, and most importantly, to discuss and raise awareness of the mechanisms for raising concerns. This was a priority for members due to encountering people who may be vulnerable to exploitation when working with constituents.

Council Finance

Facilitated by Darren Carter and Rebecca Griffiths in February 2019, these sessions were relating to members the importance of maintaining sound financial practices at time of increased and prolonged financial pressures on local authorities, something Sandwell has done well and consistently, and the integral role members play in the process, as they ratify recommendations through council.

As this session focused on budget issues, a further session relating directly to procurement was organised for later in the year.

Some statistics to measure success ...

Universal Credit Briefing

The inaugural training session of the MDP was the most well attended for September 2018-April 2019.

63% of members attended.

88% of members rated the session Very Good or Good.

83% rated their level of knowledge and understanding achieved as Very Good or Good.

The Big Conversation

The Big Conversation was the joint third most attended training session for September 2018-April 2019.

60% of members attended.

91% of members rated the session Very Good or Good.

94% rated their level of knowledge and understanding achieved as Very Good or Good.

For the feedback form for this training, we introduced a scoring system to rate prior knowledge and the level of knowledge after the training.

1-5 (Being lowest-5 being highest)

53% of members who answered the question said they increased their knowledge level.

10% of members who answered the question said they increased their knowledge level by more than one level.

Corporate Parenting Sessions

Corporate Parenting was the second most attended training session for September 2018-April 2019.

61% of members attended.

97% of members rated the session Very Good or Good.

There were two different questions for assessing knowledge prior to and after the session

Overall **62%** of members said they increased their knowledge level.

Safeguarding and Vulnerabilities Awareness Raising

Safeguarding and Vulnerabilities Awareness Raising was the joint third most attended training session for September 2018-April 2019.

60% of members attended.

89% of members rated the session Very Good or Good.

85% of members increased their knowledge level.

51% of members increased their knowledge level by 2 or more levels.

Council Finance

Council Finance was the least attended training session for September 2018-April 2019.

47% of members attended.

88% of members rated the session Very Good or Good.

45% of members increased their knowledge level.

21% of members increased their knowledge level by 2 or more levels. **18%** failed to answer all or part of the question.

Licensing Training

Taking place 5 June 2019, this training was for members of Licensing.

Facilitated by Julia Lynch, to raise awareness and understanding.

60% of members attended

100% of members rated the session Very Good or Good.

Code of Conduct Training

Taking place 10 June 2019, this training was led by Surjit Tour, as Monitoring Officer to help members understand the code of conduct, it's importance and how to comply with it.

21% of members attended.

100% filled in an evaluation form.

93% of members rated the session Very Good or Good.

67% of members increased their knowledge level.

20% of members increased their knowledge level by 2 or more levels.

Corporate Parenting Mop-up and new members

These sessions were run by Lesley Hagger in June 2019 as a mop-up for members unable to attend in January and for new members post May.

31% of members attended.

100% of members rated the session Very Good or Good.

88% of members increased their knowledge level. **50%** of members increased their knowledge level by 2 or more levels.

Data Protection

Daniel Okonofua, Sandwell's Information Governance Specialist facilitated these sessions in June to provide members with an Overview of legal duties, obligations and responsibilities, guidance on managing information effectively.

46% of members attended.

96% of members rated the session Very Good or Good. 4% rated the session poor, the member has been approached for further comments.

50% of members increased their knowledge level. **29%** of members increased their knowledge level by 2 or more levels.

Code of Conduct for Ethical Standards & Member Development Committee

This session was aimed at members of the Ethical Standards & Member Development Committee who had not completed Code of Conduct training earlier in June and facilitated by Surjit Tour.

50% of members attended.

100% of members rated the session Very Good.

67% of members increased their knowledge level. **67%** of members increased their knowledge level by 2 or more levels.

Procurement Training

Facilitated by Haley Macmichael, this session in July 2019 aimed to help members understand the Council's Procurement and Contract Procedure Rules and the roles of Members and Officers in the procurement process, to understand the link between Procurement and Sandwell's Vision 2030 and how Sandwell can achieve social value through procurement and how procurement can benefit the local economy.

36% of members attended. (26/72)

96% of members rated the session Very Good or Good.

58% of members increased their knowledge level. **33%** of members increased their knowledge level by 2 or more levels.