

# Report to Ethical Standards and Member Development Committee

**1 November 2022**

<b>Subject:</b>	Member Development Update
<b>Director:</b>	Director of Law and Governance, Surjit Tour
<b>Contact Officer:</b>	Service Manager – Democracy Elaine Newsome <a href="mailto:Elaine_newsome@sandwell.gov.uk">Elaine_newsome@sandwell.gov.uk</a>

## 1 Recommendations

- 1.1 That the detail of elected member learning and development activity that has been delivered since the beginning of the Municipal Year be noted and Member views on the effectiveness of the initial programme be provided.
- 1.2 That consideration be given to the draft Member Development Programme.

## 2 Reasons for Recommendations

- 2.1 The Committee is mandated to have oversight of Member Development activity, with the aim of ensuring Councillors are appropriately supported in their roles.



### 3 How does this deliver objectives of the Corporate Plan?

     	Targeted Member Development activity aims to support all ambitions and objectives in the Corporate Plan.
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### 4 Context and Key Issues

#### Taking member development to a new level

- 4.1 The Member Development Programme aims to offer learning and development in support of Member effectiveness and confidence in their roles. A new and revised programme is being finalised that will build on the programme developed over the past 4 years with a view to supporting Members in current and prospective roles and with an emphasis on the learning points identified and incorporated into the Councils improvement plan.
- 4.2 Included in the ongoing review of learning, development and support offered to members, personal development plans (PDPs) are currently taking place. PDPs provide a platform for confidential one to one conversations on member achievements, aspirations and associated support going forward. Collectively, input from the PDP process informs the design and content of the Member Development Programme. An analysis of PDP's will be undertaken and reported back to the next meeting alongside any proposed changes to the programme.

#### Training and Member induction to date

- 4.3 External reviews at the beginning of 2022 identified a series of recommendations and areas of focus to move the organisation forward. These have influenced the content of the draft member development programme that is attached at appendix 1 to the report. As highlighted above, the programme remains under review until completion of the PDP process. Core themes in the proposed programme include:



- New Member induction
- Corporate governance (highlighted in green in the appendix)
- Committee specific learning interventions
- Support for Members holding positions of responsibility and those aspiring to hold future roles

Whilst a number of programmed events are initially targeted toward newly elected Councillors as part of the induction programme, attendance is widened to include all Members, to facilitate the sharing of knowledge and experience. To input best practice into learning and development events, the use of external facilitators is incorporated where possible, and Members are encouraged to access national programmes with the aim of networking and benchmarking with colleagues from other local authorities.

#### 4.4 Learning and Development May 2022 to date:

<b>Learning &amp; Development Activity</b>	<b>Date(s)</b>	<b>No. Attendees (* denotes restricted attendance)</b>
Service Showcase	18 <sup>th</sup> May	36
Code of Conduct	19 <sup>th</sup> /30 <sup>th</sup> May	52
My Councillor Portal	19 <sup>th</sup> May	12* (new Councillors)
Introduction to Scrutiny	9 <sup>th</sup> June	10* (new Councillors)
Scrutiny	13 <sup>th</sup> June	24
Introduction to Local Government Finance	14 <sup>th</sup> /21 <sup>st</sup> June	6
Introduction to Planning	15 <sup>th</sup> June	18
Licensing (General)	16 <sup>th</sup> /19 <sup>th</sup> June	23
Licensing (Taxis)	14 <sup>th</sup> /30 <sup>th</sup> June	27
Planning Committee processes	21 <sup>st</sup> June	5* (Committee members)
Introduction to Audit, Fraud & Risk	23 <sup>rd</sup> June	29
Health Scrutiny	27 <sup>th</sup> June	9* (Committee members)
Sandwell learn	7 <sup>th</sup> /20 <sup>th</sup> /27 <sup>th</sup> July	30



<b>Learning &amp; Development Activity</b>	<b>Date(s)</b>	<b>No. Attendees (* denotes restricted attendance)</b>
Anti-Social behaviour	2 <sup>nd</sup> August	17
Understanding extremism	3 <sup>rd</sup> August	16
Universal Credit Overview	8 <sup>th</sup> August	13
Recognising modern slavery	9 <sup>th</sup> August	18
Committee Chairing Skills	10 <sup>th</sup> August	17* (limited to 20)
Effective Member & Officer Relationships	6 <sup>th</sup> and 20 <sup>th</sup> September	55
Public Speaking “getting the message across effectively”	19 <sup>th</sup> October	24* (limited to 25)

4.5 Feedback generally is that the programmed events to date have been well received, noting, however that some Councillors have highlighted the volume of development sessions that have taken place to date.

## 5 Implications

<b>Resources:</b>	Training that forms the member development programme will involve a range of providers and support being utilised to ensure effective development and learning. The costs of such support will be met from existing approved budgets.
<b>Legal and Governance:</b>	<p>An effective Member Development Programme will help ensure the council make informed decisions and empower Members in undertaking their various roles.</p> <p>Members in relation to regulatory matters/functions are required to undertake specific kinds of training such as planning, licensing, standards, safeguarding.</p> <p>Supporting Members in their development, training and support needs strengthens the council’s governance arrangements.</p>



<b>Risk:</b>	Where engagement in learning and development is limited, there are risks associated with Members being insufficiently supported, particularly when undertaking statutory roles
<b>Equality:</b>	The revised Member Development Programme will address any Equality Act implications and issues arising.
<b>Health and Wellbeing:</b>	None in relation to this report
<b>Social Value</b>	The Member Development Programme has recently been reviewed and revised to ensure Elected Members have the requisite skills, support and knowledge necessary to undertake their various roles.
<b>Climate Change</b>	None in relation to this report

## 6 Appendices

Draft member development programme

## 7. Background Papers

