

ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	DEMOCRATIC SERVICES COMMITTEE
DATE:	25 MARCH 2019
TITLE OF REPORT :	MEMBER DEVELOPMENT STRATEGY
REPORT BY :	HUMAN RESOURCES DEVELOPMENT MANAGER
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PURPOSE OF REPORT :	PRESENT A REVISED ELECTED MEMBER DEVELOPMENT STRATEGY FOR THE PERIOD 2019 – 2022

BACKGROUND

The purpose of this report is to provide the Democratic Services Committee with an update on the Member Development Strategy.

PURPOSE

This Strategy provides a framework for the Council to enable Members to undertake roles as community leaders. The Strategy outlines the Council's commitment to learning and development for all Members and makes clear the expectations that Members can have of the Council and thus the Council of its Members.

By providing development opportunities, Members will be better equipped to carry out the various roles expected of them as a Councillor. The aim is to enable Elected Members to be able to operate efficiently and effectively in fulfilling these roles and to identify and meet the individual learning and development needs of all Councillors within that role, which is essential to this process.

RECOMMENDATION

The Committee is requested to note the content and to approve the Strategy.

Miriam Williams
HR Development Manager
March 2019



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ISLE OF ANGLESEY
COUNTY COUNCIL

Isle of Anglesey County Council

**ELECTED MEMBER
DEVELOPMENT
STRATEGY**

2019 - 2022

**‘Shaping the future through
developing people’**

MEMBER DEVELOPMENT STRATEGY

1. INTRODUCTION

The County Council aims to continuously deliver high quality, cost effective and efficient services, within the context of increasing demands on finite resources.

Members have a vital role in setting the Council's direction of travel which is articulated in the Corporate Plan. This is a particularly challenging responsibility in light of reduced funding and an increased focus on communities helping themselves. The County Council recognises that there are ever increasing demands on, and expectations of Members, given the pace of legislative change and the constantly changing environment. Therefore there is a requirement to ensure that effective development and support is in place to enable members to fulfil the demands of their roles and be effective in this changing and increasingly more complex environment.

Members bring an invaluable combination of experience, knowledge and expertise from a range of fields. The Council understands that member development should build on these skills and enable Councillors to continue developing throughout their term of office.

The outcome of a successful Member Development Strategy will be that the Council has effective Members with the skills and knowledge to deliver their contribution to the Council's Corporate Plan aims.

Please note, this strategy should be read in conjunction with the Authority's Corporate "Learning, Training and Development Policy".

In embracing these challenges, the Council must continue to develop its Members so that they:-

- Are responsive to change and continuous improvement.
- Maximise the use of all available resources.
- Can challenge the Council and other organisations fairly and identify best practice through effective scrutiny.
- Are focussed on maximising the outcomes provided by public services within the challenging climate of diminishing financial resources.
- Are influential community leaders.

2. PURPOSE

This Strategy provides a framework for the Council to enable Members to undertake roles as community leaders. The Strategy outlines the Council's commitment to learning and development for all Members and makes clear the expectations that Members can have of the Council and thus the Council of its Members.

By providing development opportunities, Members will be better equipped to carry out the various roles expected of them as a Councillor. The aim is to enable Elected Members to be able to operate efficiently and effectively in fulfilling these roles and to identify and meet the individual learning and development needs of all Councillors within that role, which is essential to this process.

The opportunities offered will vary and will be a combination of blended learning which will include internally and externally facilitated presentations; seminars; workshops as well as through specific classroom training courses and E-Learning opportunities. The commitment to provide these opportunities is supported through the allocation – by the County Council-of a specific budget.

Co-opted members of the Standards, Audit and Scrutiny committees are also encouraged to undertake specific development in order to meet the needs of their roles within their particular committees.

3. AIMS AND OBJECTIVES

Member Development refers to any development activities or training programmes specifically designed to improve the knowledge, skills and abilities of Elected Members in their varied roles.

. To ensure that this strategy meets the needs of Members and the Council, activities will be properly planned, resourced within current budget limits, monitored and evaluated.

The strategy's main objectives are:-

- to equip Members with the skills and knowledge they need in their current roles (as set out in their role descriptions) and future roles
- To provide an integrated induction and ongoing role to develop, skills and knowledge through a programme of development opportunities for all Members
- To provide support tailored to the needs of Members based on individual training needs analysis.

The Council will provide Elected Members with flexible and responsive training and development that is based on both individual and organisational needs. This will maximise the effectiveness of Members in their various roles to ensure that Isle of Anglesey County Council will be regarded as a leader in the provision of support to Elected Members.

4. PRINCIPLES

The Council's approach to Member development is based on the following principles:

- Learning is part of the culture of our organisation.
- The opportunities provided will enable Members to be effective community leaders and play their part in delivering the Council's Corporate Plan

- The range of qualities every Member needs to be most effective includes:
 - political understanding
 - communication skills
 - community leadership
 - working with others
 - regulation and monitoring
 - scrutiny and challenge
- New Members will need development opportunities early in their term of office to enable them be effective in their role and therefore an appropriate and timely Induction Programme will be delivered to meet these needs.
- A commitment from Members during their term of office to actively access and participate in training and development opportunities to refresh skills; develop additional skills; keep updated on current issues
- Members commitment to undertake mandatory training which will be overseen by Group Leaders
- A commitment from Members to undertake annual performance development reviews to inform the annual member development programme.
- Additional opportunities to enable Members to be successful in undertaking specific Executive and non- Executive roles.
- Members are encouraged to share their knowledge amongst their peers.
- The approach to learning will be flexible to recognise that Members have different needs requiring a range of different approaches but with increased emphasis on E -learning
- The Council recognises that all Members are different and is committed to providing equality of opportunity to learning and development
- Members are encouraged to regularly update training records online and annually publish reports with respect to training undertaken

5. MEMBER DEVELOPMENT PROGRAMME

Development of the programme will be co-ordinated by the Human Resource team responding to direction from the Head of Democratic Services, feedback from Officers/Elected Members and also the Authority's Strategic Management Team.

Progress reports will be presented by the Human Resource team on a regular basis to both the Democratic Services Committees and also the Standards Committee.

The Democratic Services Committee will report annually to the Council on the Member development programme

6. RESOURCES

Budgets

The Head of Democratic Services has overall responsibility for Member Development. An annual budget will be included in the Corporate Training budget to support Member Development activities.

Online Resources

The Council understands the time pressures on Members and the positive opportunities presented by technology. The Council's dedicated Intranet site, provides all Members with access to a range of resources, including:

- Induction materials and presentations
- Links to E-learning and online resources designed for Councillors such as those from the WLGA
- Information on key Councillor responsibilities e.g. Safeguarding/Corporate Parenting.
- User guides and tips on using technology.
- Information on how the Council works with links to key plans, strategies and communications.
- Useful links to other websites both internal and external to the Council.

Development Sessions

All Member training and development activities provided will:-

- Be secured from the most effective and appropriate training providers or facilitators from within or outside the Authority.
- Respond to the needs of Members for method and style of delivery.
- Take into account the principles of relevant Council policies.
- Be arranged at times and locations most convenient for Members.

Feedback and Evaluation

Training is monitored for quality and each development session is evaluated through the completion of training evaluation forms which Elected Members/Co-opted Members are encouraged to complete.

This provides an opportunity for individuals to note their learning; provide feedback relating to the course delivery together with the opportunity to note additional training requirements. A copy of this form is seen in appendix 1

In addition feedback by Group Leaders of the impact of learning on the effectiveness of their Members via PDR's.

7. STRATEGY DELIVERY

The Chair of the Democratic Services Committee will oversee the implementation of this strategy and through a report to Council, agree and review training and development activities for Elected Members.

DRAFT

Miriam Williams
Corporate/ HR Development Manager
February 2019