

Subject: Member Training and Development Strategy 2009/10 **Status:** For Publication

Report to:
Member Development Working Group
Standards Committee

Date:
11th November 2009
12th January 2010

Report of: Director of Business

Portfolio

Holder: Finance and Resources

Key Decision: No

Forward Plan General Exception Special Urgency

1. PURPOSE OF REPORT

1.1 To ask Members to agree the proposed Member Training and Development Strategy to facilitate the delivery of effective learning and development to Councillors in 2009/10.

2. CORPORATE PRIORITIES

2.1 The matters discussed in this report impact directly on the following corporate priorities:-

- Delivering quality Services to our customers
- Providing value for money services

3. RISK ASSESSMENT IMPLICATIONS

3.1 All the issues raised and the recommendation(s) in this report involve risk considerations as set out below:

- Failure to implement a Member Training and Development Strategy for 2009/10 will undermine the good work undertaken so far to ensure that elected members are appropriately trained and may reduce the effectiveness of the Council's political governance arrangements.
- Failure to implement the Strategy could result in the Council losing the North West Charter status for member development.

4. BACKGROUND AND OPTIONS

- 4.1 The Member Training and Development Strategy provides a comprehensive, overarching approach and direction for the development and support of elected members. The intention of the Strategy is to assist elected members in delivering the Council's priorities. It will ensure that member development is central to the day-to-day working of the Council and will strengthen the Council's approach to being a learning organisation.
- 4.2 A copy of the Strategy for 2009/10 is attached at [Appendix A](#).
- 4.3 In 2006 the Council was awarded Charter Status in member development. This means that Rossendale was recognised as having demonstrated commitment to and achievement of excellence in elected member development. To maintain the Charter standards, local authorities need to be reviewed after three years to demonstrate that they are still committed to member development and still meet the six principles outlined in the charter.
- 4.4 A request has been made to North West Employers Organisation to reapply for Charter Status.
- 4.5 Some of the key priorities for 2009/10 are as follows:-
- To strive for Level II of the North West Charter by implementing an action plan for achievement.
 - To continue to implement the recommendations of the North West Charter for Member Development Assessment Report:
 - To continue to strive for external recognition of Rossendale Borough Council as a leading authority for member development.
 - To develop mechanisms for sharing learning amongst members and officers through service open days.
 - To ensure that Members are aware of the Rossendale Profile in terms of the area's economic, social and environmental conditions and they have an awareness of local "well-being".
 - To continue to support Members in fulfilling their leadership role in the community.
 - Partnership working with Whitworth Town Council and to provide the Town Council with the Annual Training and Development Schedule and quarterly Member Learning and Development programme together with extending invitations to training events.
 - To hold a joint induction session with the County Council.
 - Mandatory training for Elected Members serving on regulatory committees

such as the Development Control and Licensing Committees.

- All Members to undertake a recommended number of 5 development sessions per year.
- Encourage the use of information technology and develop skills to enable Councillors to e-mail, use electronic communication, be able to open attachments, print documents and reports and use of the Council website.
- Engaging with young people and encouraging them to participate in democracy activities including participating in events during Local Democracy Week.

4.6 The priorities listed above have been considered by the Member Development Working Group, however this is not an exhaustive list and a full list is contained within the Strategy.

4.7 In addition to identifying clear priorities, criteria for Assessing Training Courses has been developed which clearly sets out the process for members requesting training both within and outside of the Member Training and Development Strategy. This criteria is attached as Appendix B.

4.8 The 2009/10 Training Schedule is attached as Appendix C. This Schedule sets out the training delivered already, ongoing training and provides an indication of future training identified.

4.9 The Member Development Working Group continues to oversee the production of the Strategy and monitors its effectiveness. The Member Development Working Group helps to ensure that the views of elected members remain central to the process.

4.10 The Member Development Working Group has recommended that a 3-4 year strategy be produced to accommodate Councillor training needs accompanied by a 3-4 year training programme. This will compliment the election process and training requirements of Members being elected in thirds.

COMMENTS FROM STATUTORY OFFICERS:

5. SECTION 151 OFFICER

5.1 Funding for the Member Training and Development Strategy has been earmarked within the Council's training budget for 2009/10.

6. MONITORING OFFICER

6.1 A clear Member Training and Development Strategy will provide Elected Members with the necessary skills and knowledge to be effective community leaders and to deliver the Council's priorities. The Council places importance on effective political and ethical governance targets.

7. HEAD OF PEOPLE AND POLICY (ON BEHALF OF THE HEAD OF PAID SERVICE)

7.1 The Member Training and Development Strategy is a key element of the Organisational Development Plan and supports Rossendale as a learning organisation which will deliver quality services which meet the needs of local people.

8. CONCLUSION

8.1 Adoption of the Strategy will provide elected members with an opportunity to develop the necessary skills and knowledge to deliver the Council's corporate priorities for the benefit of the Borough.

9. RECOMMENDATION(S)

9.1 That the Member Training and Development Strategy for 2009/10 be agreed.

10. CONSULTATION CARRIED OUT

10.1 Consultation has been carried out with:

- Member Development Working Group
- Portfolio Holder for Finance and Resources

11. COMMUNITY IMPACT ASSESSMENT

Is a Community Impact Assessment required No

Is a Community Impact Assessment attached No

12. BIODIVERSITY IMPACT ASSESSMENT

Is a Biodiversity Impact Assessment required No

Is a Biodiversity Impact Assessment attached No

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Appendices	
Appendix A	Strategy for 2009/10
Appendix B	Criteria for Assessing Training Courses
Appendix C	2009/10 Training Schedule
Appendix D	Priorities – Training Need Analysis