Appendix C – LGA Charter Plus Accreditation

Three main Criteria met by Barnet:

1. The Council has a clear commitment to Member Development and support.
2. The Council has a strategic approach to Member Development.
3. Learning and Development is effective in building skills and knowledge.

Charter + Requirements Met	Evidence
1.1. Political and managerial leadership is committed to the development of councillor, with a strategic approach to forward planning of Member development.	• Cross-party Member Development Steering Group in place which is used to actively shape councillors learning and development. • Regular reports to Governance, Audit, Risk Management and Standards Committee on development and delivery of Member Development Programme. • Regular reports to Council Management Team on Member Development Programme. • Signed commitment to the Charter from managerial and political leadership. • Officers regular review training and development opportunities across the sector and refer these to Members.
1.2. The Council actively promotes democratic participation, publicises the role of councillors as community leaders, and proactively engages with under-represented groups. The Council takes action to encourage people to become councillors, particularly from under-represented groups and evaluates the impact and success of the activities. The Council builds links with local businesses and the voluntary sector to promote the role of the councillor.	• Barnet promotes the LGA's Be a Councillor campaign in the lead up to local elections. • Further work will go ahead in the lead up to the 2026 local election in the following areas: ➢ Presentations in the community and targeting under-represented groups; ➢ Prospective councillor events and materials on roles, responsibilities, and next steps; and ➢ 'Day in the life of a councillor'. • Barnet Participate in Local Democracy Week. • Youth Board, Youth Assembly and Youth Parliament arrangements in place. Youth voice incorporated into service delivery via My Say Matters arrangements which includes reflections from young people at Full Council.

	• Education establishments and community groups are invited for a 'Robe Show' with the Mayor to promote the mayoralty and citizenship. • Webpages on Elections and Democratic processes in place to support democratic engagement. • Barnet has strong links with the voluntary, community and faith sector, health and community safety partners and local businesses.
1.3. The Council is committed to ensuring equal access to learning and development for all councillors.	• A range of communication methods e.g., internet / intranet / email is used to promote development opportunities. • Test message reminders used to increase attendance. • Councillors confirm that action is taken to respond to and accommodate diversity of needs. • Evidenced flexibility and consideration of the timing of development events to work around existing work, personal and other commitments as well as improved access to recordings of training sessions which are made available on the Members' Intranet.
1.4. The Council has designated resource and budget for councillor development which is adequate to meet priority development needs.	• Governance Service have a lead officer for Member Development with a defined role profile. Governance Officers also support the delivery of sessions with relate to committees, board, etc. in their remit, or their areas of special responsibility. • Lead officer for Member Development participates in the London Member Development Network. • An annual budget of £12,500 is available for Member Development. • Minutes of committees and/or Member Development Steering Group show councillors' involvement in setting and monitoring the budget. • Councillors confirm that the budget is sufficient to meet priority current and future development need.

1.5. The Council has a Member Development Strategy in place. **The cross-party Member Development group leads the evaluation of the strategy and implements improvement.**	• The Member Development Programme is agreed by Members via the Governance, Audit, Risk Management and Standards Committee following consultation with Members and Chief Officers. • Feedback is sought after every Member Development session (internal and external). Feedback is reported to the Member Development Steering Group and changes to the Programme are made based on feedback. • Recent work has focussed on developing the knowledge and skills of those Members who have new or revised roles in the new governance system which came into effect in May 2023, particularly for Cabinet Members and those participating in overview and scrutiny. • A recent LGA Peer Review in June 2023) identified a need for leadership development for Cabinet Members and this is being developed and delivered via the Member Development Programme.
1.6. The Council has a structured process for regularly assessing Members' individual learning and development needs based on focused objectives.	• South East Employers were appointed to complete Personal Development Plans for 50% of our councillors. This was done based on the LGA Political Skills Framework. The Governance Service is currently following up to ensure individual training needs are met and each Member who undertook a PDP will be followed up in 2024.
1.7. The various councillor roles are clearly defined and outline how they contribute to the achievement of community, political and Council objectives. **Evidence that councillors are clear about:** • **The role of partner bodies;** • **The role of other stakeholders;** • **Their own role on partner bodies; and** • **Their own role in relation to other stakeholder bodies.**	• Councillor Role Profiles reflect the new governance arrangements adopted in May 2023. • Systems are in place to identify individual development and support needs. • Personal Development Plans will link to role and corporate objectives. • Councillors are able to describe how learning and development activities have helped them to carry out their role and contribute to the achievement of the Council's objectives. • Further work is required with Political Groups in relation to succession planning.

1.8. The Council has a structured process for assessing current and future leadership and executive team development needs.	• A recent LGA Peer Review (June 2023) has identified a need for leadership development for Cabinet Members and this is being developed and delivered via the Member Development Programme. Further work will include:
Leaders, cabinet members and chairs have identified and undertaken development appropriate to their responsible area.	➢ Process in place to identify leadership requirements; ➢ Leadership Development Plans; ➢ 360 Degree Leadership Audits; ➢ Political leadership development programmes e.g. LGA Leadership Academy; ➢ Events that support councillor / officer team building; ➢ Joint events with executive and senior management; ➢ Succession planning strategies; and ➢ Community leadership development programmes.
1.9. There is a corporate Member Learning and Development plan in place, and this supports the corporate objective.	• There is a Member Development Programme in place with input from Members and officers annually and on a rolling basis.

3.1 Investment in learning and development is regularly evaluated and improvements implemented.	• Evaluation strategy is in place and is effective. • Analysis of costs and benefits to the Council from councillor learning and development. • Feedback from partners is requested. • Political and managerial leadership display a good understanding of both the costs and benefits of development activities. • Political and managerial leadership can provide examples and evidence of the impact and benefits of councillor development. • Written reviews of learning and development activities with recommendations for change. • Quality assurance process is in place and is effective.
3.2 Learning is shared with other councillors and, where appropriate, with officers and stakeholders to encourage capacity building and a culture of learning across the Council and externally.	• Examples of reports, briefing sessions, and information exchange systems used to capture and disseminate learning programmes of joint learning exchanges. • Councillor formal / informal mentoring arrangements. • Developing councillor champions for topic areas. • Councillors can give examples of how they have supported and learned from the development of others.