

Appendix D – Charter + Assessment Feedback, 30 January 2024

Strengths:

- Dedicated and knowledgeable support for Member development via the Governance Team. Governance team committed to continuous improvement and actively identifies areas where Member Development offer can be strengthened.
- Governance team (and within that Member Development) has been instrumental in supporting the Council through a period of significant change, including a change in administration and governance model.
- PDPs have been well received by those who have participated and are enabling Members to take greater responsibility for their own learning.
- Political and Officer Leadership who advocate for Member Development & provide insight into its impact and benefits.
- Virtual learning has been embedded following the pandemic and an online library of training videos has been implemented, allowing Members to access sessions in their own time.
- Cross-party Member Development Steering Group, with input from Councillors in leadership positions and attendance from political assistants.
- Council beginning to develop a tailored leadership offer for councillors, including supporting members to attend LGA leadership courses.
- Sufficient budget for Member Development with officers aware of how to achieve best value from available funds and links to the political cycle.

Continuous improvement:

- Review the implementation of the Leader and Cabinet model, considering what has gone well and where further support/training is required to embed the new arrangements – including scrutiny.
- Provide a report to MDSG evaluating the recent rollout of Personal Development Plans, how it has impacted the overall Councillor Development Plan and how the process can be strengthened in the future. Build in a regular two-year review programme.
- Raise profile of Member Development through regular reporting to Council and Officer leadership (e.g report from MDSG to full Council) to clearly illustrate the value that it brings to the organisation and how it contributes the delivery of the Council's objectives.
- Supplement the qualitative discussions to evaluate Member Development with a simple teams poll at the end of each session to give some headline quantitative data which can then be used in annual reporting.
- Ensure a process is in place for systematically capturing feedback from external training events.
- Strengthen organisational approach to Be a Councillor, with a particular view to attracting a diverse group of councillors to the role.

- Continue to develop the leadership offer and encourage further take up of LGA development resources.
- Encourage and enable Members to participate in peer reviews of other Councils, so that they can learn from approaches in other areas and share best practice.
- MDSG should review how the Council and political groups can collectively support succession planning for Cabinet/Committee Chair roles and consider approaches to retain new Councillors.
- Consider how Member Development can support Members in their community leadership and ward councillor roles, particularly social media and the opportunities/challenges that this presents to Members.
- Consider further ways to engage partners in the Councillor development plan, particularly for individual Select Committees to build expertise in their relevant areas.