

Purpose of the Report

1. Members undertake a wide variety of roles and it is important to recognise and support these various roles. The Standards and Ethics Committee has consistently supported a more focused approach to member development. An overarching member development strategy has recently been approved by the Executive and this report provides members of the Standards and Ethics Committee with information on the strategy.

Background

2. The Member Development Strategy attached at Appendix A to this report seeks to provide a framework for supporting Members in the numerous roles which they are required to undertake both within and outside the Council.
3. The strategy recognises the diverse roles of Members which range from that as a front line Councillor representing and leading a community through to shapers of regional strategy and on occasions influences of national policy. It is designed to assist Members in becoming fully equipped with the necessary qualities to enhance the work of the Council, the quality of its services in achieving the best outcome for the City of Cardiff and its communities.
4. The strategy has five key principles:-
 - An effective Member Development Programme will need to be owned by Members themselves
 - All new Members will receive the benefit of a comprehensive and effective induction programme
 - The process for developing Members will be continuous and evolving
 - The Member Development Programme will reflect the needs of individual members, groups of members and the Council as a corporate body
 - Role profiles will be in place to assist Members with identifying their development needs.

5. The strategy recognises the need for different forms of development based on content and delivery of the various development needs identified by Members will comprise numerous types of methodologies and development provision. The strategy provides for future member development activity to be organised on a themed basis. These themes will include:-
 - Induction
 - Mandatory development
 - Role specific development
 - Basic skills/knowledge
6. Supporting this overarching strategy will be rolling member development programme which will set out the plan of member development activities for the coming year. This programme will be reviewed annually.

Consultation

7. For this strategy to be both meaningful and effective, it needs to be owned by individual members and party groups. Over a period of months the Clerk to the Council has attended party group meetings and facilitated cross party discussions on the potential elements of a Member Development Programme and in particular a member induction programme. The discussions and feedback received to date have been very positive and is reflected in the attached draft Strategy and the associated Member Development Programme.

Financial and Legal Implications

8. There are none arising from this report.

Recommendations

Members of the Standards and Ethics Committee are asked to consider and commend the Strategy as attached at Appendix A to this report.

Kate Berry
City and County Solicitor

Dated: 8th April 2008