

**REPORT OF THE DIRECTOR, GOVERNANCE & LEGAL
SERVICES**

MEMBER DEVELOPMENT PROGRAMME 2015/16

Reason for this Report

1. To agree the Member Development Strategy for 2015/16.
2. To consider the WLGA Continuing Professional Development for Councillors Competency Framework as part of the objective setting for the Member Development Programme for 2015/16.
3. To nominate Members to the Member Development Steering Group to review and evaluate the 2014/15 Programme and design a Member Development Programme for 2015/16.

Background

4. Following an all Member survey in January 2014, the Democratic Services Committee established a Task and Finish Group with a remit to develop and deliver a Member Development Strategy. At its meeting on 2 April 2014, the Committee agreed the Strategy set out at **Appendix A**.
5. This Strategy provides a framework for ensuring Members are provided with a full range of development opportunities to enable them to effectively carry out their many roles as Community Leaders and representatives of the Council.
6. The Member Development Strategy identifies the following key themes:
 - Frontline Councillor – including Community Leadership and engagement;
 - Corporate Governance and legislation including business essentials sessions on Safeguarding; Data Protection;
 - The Networked Councillor making effective use of ICT and Social Media,
 - Scrutiny and Challenge
 - Personal Skill Development e.g. Chairing Skills;
 - Induction Programme and Mentoring.
7. Members are recommended to re-affirm the Strategy to guide the work on member development for the coming year.

8. The Wales Audit Office Corporate Assessment 2014, issued in September 2014 identified the importance of Elected Member development and appraisal programme and in particular support to Senior Councillors on their roles and responsibilities. These have been addressed by the adoption of the Member Development Strategy and Member Charter Job Descriptions.

Competency Framework

9. The WLGA Continuing Professional Development for Councillors Competency Framework (**Appendix B**) sets out the range of skills and knowledge required by Members. It provides a 'curriculum' of areas that authorities can consider when developing local strategies on Member Development including generic and specific competencies.
10. Many of these competencies form part of the key themes identified in the Member Development Strategy.

Programme Development 2015/16

11. It is recommended that a Member Development Steering Group be set up to meet on Wednesday 22 July to develop a programme for Members for 2015/16.
12. The Steering Group will review and evaluate feedback from sessions held in 2014/15; review the delivery and learning approaches to ensure that these meet Members expectations and requirements; consider the scheduling and frequency of training.
13. The Member Development Programme delivered in 2014/15 is attached at **Appendix C** for information.

All Wales Academy for Local Government

14. The All Wales Academy for Local Government is a collaboration of Local Authorities, Welsh Local Government Association, Wales TUC and Skills for Justice. It is an e-learning site available in English and Welsh to all 22 Local Authorities with 24/7 access for Local Government staff and Elected Members which has just been launched. Full details of the service will be presented to the Steering Group at its next meeting on the 22 July 2015.

It has been agreed with the WLGA that the priority for Elected Member content on the All Wales Academy (AWA) will be:

- Equality, diversity & respect;
- Standards and Ethics;
- Future Generations Bill

The Local Government Association (LGA) have agreed to share their e-learning modules with AWA. WLGA will ensure they are amended as needed to reflect the Welsh context and they will then be available through AWA

Legal Implications

15. The relevant requirements of the Local Government (Wales) Measure 2011 are referred to in the body of this report. There are no other direct legal implications arising from the content of this report.

Financial Implications

16. There are no direct financial implications arising from this report with any costs associated with development and support being met from existing resources.

Recommendations

The Committee is recommended to

1. approve the Member Development Strategy at Appendix A as the framework for 2015/16
2. adopt the WLGA Continuing Professional Development for Councillors Competency Framework be used to inform the preparation of the 2015/16 Member Development Programme;
3. agree to explore the benefits of the All Wales Academy for Local Government
4. seek Member nominations to join the 2015/16 Member Development Steering Group to meet to design and propose the Member Development Programme for next 12 months.

MARIE ROSENTHAL

DIRECTOR, GOVERNANCE & LEGAL SERVICES

The following Appendices are attached:

Appendix A: Member Development Strategy

Appendix B: WLGA Continuing Professional Development for Councillors

Appendix C : Programme of Training 2014/15