

Member Training and Development Policy

Summary

1. This report informs members of a proposed Member Training and Development Policy which has been developed in consultation with the Member Development Steering Group and is aimed at establishing a framework for providing effective development to York's elected members.

Background

2. The Council is currently working towards achieving I&DeA Charter status in Member Development by improving its approach to the provision of development opportunities for elected it's Members.
3. In order to achieve Charter status the Council must demonstrate it's commitment to developing its elected members and must put in place a policy for delivering that training and development.

Member Training & Development Policy

4. The aim of the Member Training and Development Policy is to provide clear direction and purpose with regard to the provision of training and development opportunities for York's elected members
5. The Member Development Steering Group has made a public commitment within the policy to ensuring Council Members are well trained.
6. The policy therefore aims to support all councillors in their varying roles taking account of their individual needs and assisting them in:
 - Carrying out their existing roles efficiently
 - Preparing for future roles
 - Undertaking specific duties and responsibilities
 - Contributing to the effective organisation of the Council
 - Keeping up to date with new legislation

7. Included in the policy are a range of training and development options which can be delivered by the Council's own experienced and skilled officers or by using specialist external training providers. These include induction training for new members, a core programme of development activities, Personal Development Reviews, as well as the opportunity to attend seminars and external conferences
8. The policy also supports the diverse personal needs of individual councillors and recognises the importance of equal opportunity and access to learning and development e.g. for councilors with caring responsibilities
9. Other key aspects to the policy include setting out how the Council and the MDSG will approach promoting and communication training and development and how its success will be measured, through monitoring and evaluation. In addition, the policy details how its aims will be delivered and what resources are being provided by the Council

Consultation

10. The policy has been drafted in consultation with the Member Development Steering Group. Mike Leitch, representative for Local Government Yorkshire and Humber, has commented upon the policy and confirmed it will satisfactorily meet the criteria required by the Charter. In addition, the report has been forwarded to the Council's equalities officer for comment, however at the time of publishing this report no response had been received. Any comments received after publication of the report will be reported at the meeting.

The next stage in working towards Charter status is to arrange for an initial assessment to take place in order to identify any areas for improvement before the final assessment takes place in 2010.

Options

11. (a) To recommend the Policy as set out in Annex A to Full Council
or
(b) To recommend the Policy as set out in Annex A to Full Council with suggested amendments

Corporate Priorities

12. The Member Training and Development Policy directly supports the Council's Corporate aim of providing of strong leadership, supporting and developing people and encouraging improvement in everything we do.

Implications

13. The following implications have been considered:

- **Financial** – Any financial costs associated with the Member Development policy will be met from the existing £10K Member Development Budget managed and monitored by the Senior Member Support Officer
- **Human Resources (HR)** – Any HR issues arising from the policy relate to trainers and staff support for member development
- **Equalities** – The policy addresses equality and diversity issues on a number of levels from the provision of a range of accessible training options to supporting individual members with specific needs
- **Legal** - There are no legal implications associated with this report.
- **Crime and Disorder** – There are no crime and disorder implications associated with this report
- **Information Technology & Telecommunications (ITT)** – Any ITT implications associated with this report relate to the provision of ITT equipment, ITT training and ITT support currently available to members
- **Property** – There are no property implications associated with this report
- **Other** – There are no other implications associated with this report

Risk Management

14. In compliance with the Council's risk management strategy, there are no risks associated with the contents of this report other than if this Committee were not to make a recommendation to approve the policy. Not having a policy for Member Training and Development in place will mean failure to achieve Charter status.

Recommendation

15. Members are asked to recommend adoption of the policy by Full Council

Reason

16. In order to comply with the requirements of the I&DeA Charter.

Contact Details

Author:

Amanda Oxley
Senior Member Support Officer

Dawn Steel
Democratic Services Manager

Chief Officer Responsible for the report:

Alison Lowton
Interim Head of Civic Democratic and Legal
Services

Report Approved

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Specialist Implications Officer(s)

Wards Affected:

All

For further information please contact the author of the report

Background Papers:

None.

Annexes:

Annex A –Member Training & Development Policy