CITY OF **YORK** COUNCIL

Member Development Steering Group   **31 March 2010**

Report of the Head of Civic Legal and Democratic Services

Member Development Programme 2010/2011

Summary

1. This report sets out some initial suggestions for the proposed programme of Member Development events for 2010/2011

Background

2. The Council 2009/2010 programme is coming to a close and the monitoring of attendance and feedback will be reviewed by the Steering Group and any findings will inform the next programme.

Annual Programme of Development Events 2009/2010

3. Attached is the first draft of suggested events for the 2010/2011 (Annex A) on which members further comments and suggestions are welcome.

4. A number of key sessions such as Corporate Parenting, Risk Management, appeared in the 2009/10programme and are being included again in order to give members a further opportunity to attend.

5. Any development needs falling out of the Personal Development Reviews 2009/2010 have been considered and where possible, training needs identified through the PDR process which may appeal more generally to Members.

6. The Council's Management team have be asked to consider what topics they feel would be worth including in the next programme and any comments received will be communicated to Members at the meeting.

6.   Additional Development Support and Opportunities

The following additional opportunities and support for Members will be made available through the programme.

Personal Development Reviews (PDRs)
Members will be offered a choice of Personal Development Plan (PDP), Personal Development Review (where a PDP has already been undertaken) or an on-line training needs analysis (for those unable to undergo a PDP/PDR. interview)

Modern Councillor e-learning Courses – A suite of around 10, 30 minute e-learning courses such as 'Community Leadership', 'Risk Management', 'Equality & Diversity', 'Chairing Meetings' and the Code of Conduct are available to York's elected members through North Yorkshire County Council's 'Learning Zone' portal. The Learning Zone offers Members the flexibility to complete short e-learning by logging on to the following site https://learningzone.northyorks.gov.uk/learningzone/main/default.aspx. Members require a log in and password which can be obtained from Member Support.

Leadership Opportunities – Political groups are encouraged to put forward one member per year for the ID&eA's Leadership Academy Programme, which aims to develop participants' leadership style, give them confidence and create a support network among peers in other councils. The Leadership Academy is a residential course. Most of the programmes take place at Warwick Business School, however programme 107 will be held in York with modules taking place in September, October and November 2010.

We are fortunate to have secured regional funding for one free place on the Leadership Academy this year through Local Government Yorkshire & Humber. Steering Group members are asked to consult their Groups on which of their members they wish to nominate to take part in the Leadership Academy Programme 2010/2011. A full list of programmes, venues and dates will be forwarded to Steering Group Members in due course.

In addition to the I&DeA's Leadership Academy, Members also have the opportunity to participate in the annual Next Generation Leadership Programme which is run by the Leadership Centre.

Like the I &DeA Leadership Academy the programme covers policy and strategy, community leadership, political management and personal skill development but it differs from the I&DeA's programme in that there is a separate programme for each party. Nomination is through the LGA political groups and more information can be found at http://www.localleadership.gov.uk/delivering/nextgeneration/

External Conferences/Events - The core programme is regularly supplemented with relevant external conferences/seminars including training events hosted by neighbouring authorities, details of which are circulated on email to members. **Attendance at such conferences/events will now be subject to the Protocol on Attendance at Ad-Hoc Training Events.**

European Computer Drivers License (ECDL) – Members are eligible to enrol on the Council's ECDL programme. ECDL is a widely recognised IT qualification covering a range of computer skills. Study can be in members own time using their home computers. Information sessions are run on a regular basis at the Training & Development Centre and support is available for employees and councillors throughout the course

Reading Material, CD's etc - To supplement the core programme of events Member Support are able to offer a range of CD's and Books for loan covering a range of topics which include; Speed Reading, Speaking in Public, Dealing with Difficult Situations, Effective Chairing and Scrutiny Skills.

Consultation

6. Consultation on the draft programme is currently being undertaken with all directorates, the outcome of which will be reported back to the Group before the final programme is agreed.

Options

7. (a) To endorse the initial suggestions set out for the draft Member Development Programme as set out in Annex A;

(b) To suggest alterations/additions to the draft outline programme;

Corporate Priorities

8. The provision of a Member Development Programme is consistent with the aims set out in the Council's refreshed Corporate Strategy. In particular the provision of a learning city, an effective organisation with themes of inclusivity and sustainability running throughout the provision of any programme.

Implications

9. The following implications will need to be considered:

- **Financial** – Any financial costs associated with the Member Development Programme 20010/2011 will be met from the existing £10K Member Development budget managed and monitored by the Senior Member Support Officer. Provisional costs will be provided in due course.

  Members should be reminded that any external PDP consultant costs will still need to be funded from the existing budget for the Programme.

- **Human Resources (HR)** – Any HR issues arising from the programme relate to trainers & staff support for events and will be addressed throughout the development of this programme.

- **Equalities** - There will be equalities implications associated with the type and nature of training provision. These will become clearer as the Programme evolves.

- **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 (IT)** – Any IT implications associated with this report relate to the provision of ECDL training made available to members as part of the Member Development Programme, together with any on-line learning etc.

- **Property** – There are no property implications associated with this report

- **Other** – There are not other implications associated with this report.

Risk Management

10.	If members do not agree an annual Programme, there is a risk that the Council will fail to achieve either Charter Status or to improve development opportunities for Members.

Recommendation

11.	It is recommended that Members:

(a) Endorse the initial suggestions for a draft outline Member Development Programme, as revised or not, to enable arrangements for the delivery of planned events for 20010/2011 to commence

Contact Details

Author:	**Chief Officer Responsible for the report:**
Amanda Oxley	Alison Lowton
Senior member Support Officer	Interim Head of Civic Democratic and Legal
Tel: 01904-552054	Services

Report Approved √ **Date** 23 March 2010

Specialist Implications Officer(s)

Wards Affected: **All**   √

For further information please contact the author of the report

Background Papers:
None.

Annexes:
Annex A – Draft Outline Development Programme 2010/11