Member Development Steering Group	**24 November 2010**

Report of the Assistant Director Legal, Governance & ITT

First Monitor of Member Training and Development

Summary

1. This report informs members of the take up to date at events offered in the first half of 2010/2011 together with a summary of feedback received.

Background

2. The Council has put in place effective systems for recording the data it holds in respect of development activities offered to members and this Steering Group has undertaken to monitor both take-up and feedback bi-annually.

Monitoring of Take-Up of Training & Development

3. In January of 2009 Council introduced an annual minimum requirement relating to the number of development activities Executive/Non Executive members should attend. Council agreed that Executive members should attend a minimum of 12 development sessions and Non-Executive Members a minimum of 8 sessions during the course of a year;

4. Details of Members' attendance levels at all events offered and activities undertaken in the first half of 2010/2011, as covered under the Councils' agreed standards, are set out in Annex A to this report;

 Analysing Take-Up

5. The take up figures shown in Annex A reflect member engagement with a wide spectrum of development opportunities including events offered in the core programme, external seminars, topical briefings and in addition training offered by partner organisations such as the Police and Fire Authorities. Members are encouraged to notify Member Support of any qualifying events they have attended throughout the year which will impact on their personal targets.

6. Annex A shows that:

- 5 Non Exec Members have achieved the minimum target of 8 qualifying 'sessions' to date and 4 of those have exceeded the target

- 3 Executive Members have achieved the minimum target of 12 qualifying 'sessions' to date

- All Executive Members have undertaken at least 2 qualifying events or activities to date;

- 7 Non-Executive Members have yet to undertake any qualifying events or activities so far this year;

7. In accordance with the Steering Groups role, Members may wish to consider how they will encourage Members within their Groups who have not attended any qualifying events or activities to take advantage of the remaining sessions on offer between now and May 2011.

Evaluating the Core Programme (including in year additions)

8. In addition to the monitoring of take up at development events another key aspect to measuring the success and effectiveness of the development sessions on offer is measured through feedback received from attendees.

9. Details of feedback received between June and November relating to development activities included in the core programme are summarised in Annex B.

10. It should be noted that a number of sessions which would have been included in this evaluation report were recently pulled from the core programme to allow time to review recent changes arising from shifts in Government policy. Therefore, sessions such as Ethical Decision Making, Transformational Change, the Legislative Agenda and 'Total Place' will be reviewed and refreshed once the national position on some of these initiatives becomes clearer.

Summary of Feedback

11. The Supercharged Debates session delivered by Emma Taylor 'successful speeches' was included in the programme following individual requests coming out of the PDR process for increased skills during debate both within the group and at full council. As a successful writer for televsion, Emma Taylor has a unique and engaging style of delivery which members appear to warm to. Feedback from all members who engaged in the training was extremely positive particularly with regard to the standard of training and the general level of interaction which was achieved with the

participants. Some members commented they would be interested in more training using this particular provider.

12. In September and October York hosted two regionally funded sessions on behalf of Local Government Yorkshire and Humber. Both sessions were of excellent quality giving our own members a valuable opportunity to network and learn with officers and members from across the region. The first, an interactive workshop entitled Govern-it was a virtual reality game where officers and members divided into teams to solve complex challenges facing a virtual authority. The innovative virtual reality style was a real hit with members and officers who attended the session. The training provider Pixel Fountain have a range of 8 similar sessions to offer which members may wish to explore when planning the core programme.

13. The second regionally funded event took place in November and focused on the spending review. Of the 23 delegates from across the region 9 were from York. Much credit was given to the specialist knowledge and delivery style shown by the trainer Ian Fifield from Local Government futures. Feedback reported an extremely worthwhile session which equipped members and officers with the necessary knowledge and practical skills to contribute to, and evaluate the results of, their authority's approach to savings identification.

14. Other sessions such as 'Making a difference in Scrutiny' and the 'Budget Overview' session were well received, however turnout at these two sessions was particularly disappointing. The Scrutiny session had only 5 members in attendance and those who attended commented on "an excellent session but not enough members present" another member commented " All scrutiny members should have this training". The Budget Overview Session also had just 5 attendees however feedback received showed it was short and to the point and aimed at the right level.

Options

15. (a) To refer the findings of this report to Standards Committee as part of the ongoing commitment under the existing member development policy to evaluate the success of the programme.

    (b) To suggest any amendments prior to referral of the report to Standards Committee

Corporate Priorities

16. Monitoring take up of development events and evaluating the core programme directly supports the Council's Corporate aim of providing of strong leadership, supporting and developing people and encouraging improvement in everything we do.

Implications

17. There are no known financial, HR, legal or other implications associated with the contents of this report.

Risk Management

18. In compliance with the Council's risk management strategy, there are no risks associated with the contents of this report other than if the Steering Group were not to refer the report to Standards Committee, thus being in breech of the Terms of Reference for the Steering Group agreed by Full Council

Recommendation

19. Members are asked to comment on the contents of the report and to refer them to Standards Committee for consideration as set out in para 17 above.

Reason

20. In order to comply with the monitoring arrangements set out in the Steering Group's Terms of Reference as approved by Council.

Contact Details

Author:	**Chief Officer Responsible for the report:**
Amanda Oxley	Andrew Docherty
Senior Member Support Officer	Assistant Director Legal, Governance & ITT

Dawn Steel   **Report Approved**   √   **Date** 17/11/10
Democratic Services Manager

Specialist Implications Officer(s)

Wards Affected: All   √

For further information please contact the author of the report

Background Papers:
None.

Annexes:
Annex A –Attendance Levels Monitor
Annex B – Summary of Evaluation of Core Programme events