

Member Development Steering Group

24 November 2010

Report of the Assistant Director Legal, Governance and ITT

Charter for Member Development Assessment Report

Summary

1. This report puts before members the charter assessment panel's report setting out in detail their findings following City of York's successful bid for Charter Status

Background

2. During the past 18 months the Council has been steadily improving its approach to developing members and in June of this year following submission of a portfolio of evidence Local Government Yorkshire & Humber confirmed that York was ready for assessment against the charter standard for Member Development.
3. On 28 September 2010 City of York Council was formerly assessed by an external assessment team against the Charter. The assessment team reviewed York's updated portfolio of supporting evidence and in addition carried out a series of interviews with officers and members in order to build up an overall picture of how member development was embedded and regarded within the council.
4. York was subsequently informed that it had successfully achieved the Charter and formal presentation of the award will be made at the beginning of this meeting. Arrangements are currently underway to circulate details of the achievement via the local media and internal publications and the award will be on display at Full Council on 9 December.
5. Attached at Annex A is the final Charter Assessment report setting out comprehensive feedback which is intended to inform any future plans the authority may have relating to member development

Summary of Findings

6. The assessment team were impressed by positive comments received during the interview process from both officers and members in relation to the quality and impact of member development at both an individual and corporate level. They also commented on an effective and enthusiastic member development

steering group, the quality and scope of the annual programme and the comprehensive yet easy to read Member Development Strategy.

7. Having succeeded in gaining the Charter however, members may wish to focus on a number of areas identified by the assessment team which they suggest could be improved to further enhance the standard York has set. These are:

- To consider ways to improve take up of personal development reviews
- Increase the opportunity for shared learning with peers from other councils and organisations
- A review of the evaluation form used for internal development events in order to effectively measure the impact of training both at individual and community level
- A revised approach to the support and induction provided to members elected in-year to ensure it is comparable to that offered to members elected following the main elections.
- A more robust system for the allocation of buddies/mentors for newly elected members

8. It is suggested that officers bring back a report looking into ways of making the identified improvements, to a future meeting.

Consultation

9. No consultation has taken place at present in relation to this report however it is anticipated members may wish to consult with their groups on such matters as buddying/mentoring arrangements for new members, when further proposals are brought forward.

Options

- 10.(a) To agree the above approach for dealing with the recommendations set out in the assessment report

Corporate Priorities

11. Maintaining and improving upon the Charter standard is consistent with the priority actions included in the Council's refreshed Corporate Strategy. In particular the provision of strong leadership, supporting and developing people and encouraging improvement in everything we do.

Implications

12. The following implications have been considered:

- **Financial** – Any financial costs associated with the recommendations of the assessment report will be met from the existing Member Development budget managed and monitored by the Senior Member Support Officer.

- **Human Resources (HR)** – Any HR issues arising from the report relate to trainers & staff support for member development
- **Equalities** – The only equalities implications associated with this report relate to the provision of accessible induction options and support for 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 (IT)** –There are no IT implications associated with this report
- **Property** – There are no property implications associated with this report
- **Other** – There are not other implications associated with this report.

Risk Management

13. If members fail to address the recommendations made by the assessment panel and does not actively take measures to improve upon the standard set there is a risk of losing the charter award at the point of re-assessment in 3 years.

Recommendation

14. It is recommended that a further report outlining ways in which the areas identified in the Assessment Report can be addressed, be brought back to a future meeting.

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Report Approved **Date** 17/11/11

Specialist Implications Officer(s)

Wards Affected:

All

For further information please contact the author of the report

Background Papers:

None.

Annexes:

Annex A –Charter for Member Development – Final Assessment Report