

Report of the Assistant Director Governance and ICT

The Leadership Academy

Summary

1. This report provides the Steering Group with information on the Leadership Academy.

Background

2. At their last meeting in September 2012 Steering Group Members asked officers to research what was on offer at the Leadership Academy, costs of attending and what criteria there needed to be in place to select a Councillor for the one CYC funded place on the Leadership Academy's main programme.

The Leadership Academy

3. The long standing Leadership Academy offers development for Councillors from across the political spectrum with the aim of enhancing participants' leadership style, building skills and confidence and creating valuable support networks among peers in other Councils and parties. The programme is now recognised by the Institute of Leadership and Management (ILM) and Leadership Academy graduates receive an accredited certificate. Participants develop their learning in three core areas of leadership:

Module 1 personal development

Module 2 political and organisational leadership

Module 3 community leadership and community cohesion

4. The cost of the first place booked by each authority is now £1,000 between now and March 2013 and the cost for each subsequent place is £1,250. This fee covers accommodation, meals, refreshments, material

and tuition for the three residential modules. Participants are required to attend all three residential modules.

5. One place on the above Leadership Academy can be funded from through the core training and development programme. However any interested Councillors need to apply, with the permission of their Group, (via Democratic Services), to the Member Support Steering Group for this place.
6. To enable the Steering Group to assess applications a draft set of criteria has been written and this is attached at **Annex A** to this report. As part of today's meeting the Steering Group are asked to agree the criteria for assessment.
7. Members should be aware that the last Leadership Academy dates for this municipal year advertised on the Local Government Association website are as follows:

Venue: Warwick Conference Centre, Coventry

Module 1: 29 January to 30 January 2013

Module 2: 26 February to 27 February 2013

Module 3: 9 April to 10 April 2013

8. This means that if the Steering Group wish to consider any applications for this municipal year then they would need to set a deadline for receiving them.

Other Offers from the Leadership Academy 2012/13

9. In addition to the main programme above the Leadership Academy offers a series of focussed programmes each municipal year offering Councillors an opportunity to concentrate on particular themes and share experiences amongst colleagues dealing with similar challenges. For 2012/13 these included:
 - Leadership Academy Children's Services
 - Leadership Academy Sport
 - Leadership Academy: Leading Delivery of Growth
 - Leadership Academy: Positive Planning – Decision Making
10. One Lead Member place is offered to each Local Authority free of charge, including accommodation, meals, course materials and delegate fees for the first two programmes in the list above. The second two are

also free, but are aimed at Councillors with specific roles. The cost covers accommodation, meals, course materials and tuition.

The above four sessions are usually run more than once a year and currently these would not be funded from the core training and development programme. Attendees would be expected to pay their own travel expenses or apply to their group pot for these.

Leadership Academy Learning and Network Events

11. The Leadership Academy offers two learning and networking events which take place once a year namely:
 - Leadership Academy Young Councillors Weekender (for Councillors under 40)
 - Leadership Academy BAME¹ Weekender Event (for elected Members from BAME backgrounds)
12. These cost £100 per person and this covers the cost of attending the event, one night's accommodation and meals. Attendees can pay an additional £50 should they wish to stay an extra night.
13. If any Councillors wish to attend the two events above they would either need to pay their own fees and travel expenses or apply to their group pot for funding.

Next Generation

14. The Next Generation Programme has been developed over the years to create an environment in which Councillors can look at their own current and future political challenges. It has the continued support of the Conservative, Liberal Democrat and Labour National Leadership. The programme covers:
 - Policy and strategy
 - Community leadership
 - Political management
 - Personal skill development
15. It is aimed at committed Councillors who have already demonstrated flair or a potential for leadership at a local level and have the capacity to develop politically. The programme is free to attend although applicants need to cover their own travel costs. There is a competitive application

¹ Black, Asian and Minority Ethnic

process and applicants need to complete their application online themselves. The format of each programme is slightly different for each political group but usually based around three residential blocks each over two days.

16. It is too late to apply for a place on this municipal year's Next Generation Programme. Nominations for the next programme will open in June/July 2013 and the programme itself is currently due to begin in November 2013.

Consultation

17. This Steering Group is the consultative body on Member training and development.

Options

18. Members can:
 - i. Comment on the contents of this report
 - ii. Agree or amend the draft criteria at **Annex A** to this report
 - iii. Consider whether they wish to invite applications for a place on the Leadership Academy's main programme this municipal year and if so set a date by which applications will need to be received and an additional Steering Group meeting date to consider any applications received.

Analysis

19. Leadership Academy programmes of all descriptions continue to be popular with Councillors in York. In the past two municipal years the report author is aware of the following attendances at Leadership Academy events:
 - 2 Councillors attended the Leadership Academy's Ageing Well Programme in October 2011 and February 2012 respectively
 - 2 Councillors attended the Young Councillors Weekender in November 2011
 - 1 Councillor attended the Leadership Academy Sport Programme in November 2011
 - 1 Councillor attended the Leadership Academy Graduate Summer School in August 2012

- 1 Councillor attended the Leadership Academy Children's Services Programme in October 2012
 - 1 Councillor is due to attend the Leading Delivery of Growth Programme in March 2013.
20. For those programmes attended prior to April/May 2012 funding would have come direct from the Member Development Budget. However after this date costs have either been provided by the individual attendee or claimed from the group pot.
21. At today's meeting Members are asked to consider the draft criteria against which applications for the CYC funded place on the Leadership Academy's main programme will be assessed (Annex A refers). The Steering Group are asked to clarify any amendments or additions they may wish to make to this document.
22. In addition to this they are asked to consider whether they wish to invite any applications for the Leadership Academy main programme this municipal year and if so be mindful of the fact that time is very tight as the last programme for this municipal year begins in late January 2013. This would mean that applications would need to be received and assessed by early January at the very latest, which may mean setting a mid to late December deadline for receipt and an early January meeting to consider.
23. Democratic Services could manage the process of inviting and collating applications on behalf of the Steering Group. As part of this process, they would also make applicants aware of the fact that there were only one set of dates left for this municipal year. The Steering Group may also like to give consideration to setting deadlines for applications for next municipal year and scheduling this into their work plan; early preparation would also mean that the successful applicant would have a choice of dates to attend.

Council Plan

24. Having well informed and trained Members will help the Council deliver its key priorities set out within the Council Plan 2011-15.

Implications

25. **Financial** – Currently the Member Development Budget currently has enough funds available to fund the costs of attendance at one Leadership Academy main programme for this municipal year. As

budgets are reassessed on an annual basis this may not be the case in future years.

26. **Human Resources** – there will be minimal impact on staff; however a small amount of extra time will need to be found within Democratic Services to invite applications and collate them once received.
27. There are no know other known implications associated with the recommendations within this report.

Risk Management

28. There are no known risks associated with the recommendations within this report.

Recommendations:

29. Members are recommended to:
 - i. Consider the criteria at **Annex A** to this report and make any amendments or additions required
 - ii. Consider whether they wish to invite applications for the Leadership Academy this municipal year and if so delegate authority to the Chair and Vice-Chair to agree the nominee.

Reason: To inform the Steering Group about the Leadership Academy and to set some criteria against which they can assess applications received.

Contact Details

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**Report
Approved**



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Specialist Implications Officer(s) None

Wards Affected:

All

For further information please contact the author of the report

Background Papers:

None

Annexes

Annex A Draft Assessment Criteria (To follow).