

<b><u>BLAENAU GWENT COUNTY BOROUGH COUNCIL</u></b>	
<b>Report to</b>	<b>Democratic Services Committee</b>
<b>Report Subject</b>	<b>Member Training and Development Action Plan progress update</b>
<b>Report Author</b>	<b>Head of Policy and Performance</b>
<b>Report date</b>	<b>4<sup>th</sup> April 2016</b>
<b>Directorate</b>	<b>Corporate Services and Strategy</b>
<b>Portfolio</b>	<b>Corporate Services</b>
<b>Date of meeting</b>	<b>20<sup>th</sup> April 2016</b>
<b>Date signed off by Monitoring Officer</b>	<b>N/A</b>
<b>Date signed off by Section 151 Officer</b>	<b>N/A</b>
<b>Date signed off by Chair</b>	<b>11<sup>th</sup> April</b>
<b>Key words</b>	<b>Member training and development, action plan, monitoring.</b>

### Report Information Summary

<b>1.</b>	<b>Purpose of Report*</b>
1.1	To provide a progress update against the action plan of the Council's Member Training and Development strategy.
<b>2.</b>	<b>Scope of the Report*</b>
2.1	This report covers progress made between October 2015 - March 2016 against the nine priority areas set out in the Member Training and Development action plan.
<b>3.</b>	<b>Recommendation/s for Consideration*</b>
3.1	That the Democratic Services Committee considers the proposed option set out in paragraph 2 and provides comment, prior to recommendation of the report to Council.

#### Why this topic is a priority for the Council?\*

*Report author to identify links to the main corporate strategies.*

Single Integrated Plan (SIP)	Corporate Improvement Plan (CIP)	Performance Management Improvement Framework (PMIF)	Operating Model	Transforming Blaenau Gwent (TBG Programme)	Other (please state)
	X			X	

#### Reporting Pathway\*

*Report author to identify proposed reporting pathway. (To include dates where possible)*

Directorate Management Team (DMT)	Corporate Management Team (CMT)	Audit	Democratic Services Committee	Scrutiny	Executive	Council	Other (please state)
X			20/4/16			4/5/16	

**\*Denotes mandatory section**

## Main Report

<b>1.</b>	<b>Background and Context*</b>
1.1	The Member Training and Development strategy and associated action plan were presented to the Democratic Services Committee and was subsequently approved by Council in February 2015.
2.1	It was proposed that updates against the action plan (attached at Appendix 1) would be provided as part of the Democratic Services Committee forward work programme.
<b>2.</b>	<b>Options for Consideration (to be completed in every case where relevant to the report topic and information)</b>
2.1	The proposed option is that the Member Training and Development strategy action plan is updated where relevant following the current Personal Development Process for Members; and progress updates continue to form part of the Democratic Services Committee forward work programme.
<b>3.</b>	<b>Performance Evidence and Information*</b>
3.1	The progress and trend against each of the priority area actions is set out in appendix One.
3.2	It is proposed that progress updates continue to be reported over the term of the Member Training and Development strategy as part of the Democratic Services Committee forward work programme.
3.3	The annual report of the Head of Democratic Services was presented to the Democratic Services Committee who recommended it to Council. It was approved in March 2016.
3.4	The Council submitted an application for re-assessment against the Welsh Local Government Association (WLGA) Charter for Member Development and Support in May 2015, and was successful in achieving level 1 of the Charter.
3.5	Feedback from the WLGA was very positive with elements of practice identified to share as good practice with other Local Authorities. Comments included reference to: <ul style="list-style-type: none"> <li>• Both the quality of the submission and the practice described</li> </ul>

	<ul style="list-style-type: none"> <li>• The review panel were particularly impressed with the Councils suite of role descriptions which they felt were both comprehensive and written in very accessible language</li> <li>• The panel were also impressed with the Council's Member Training and Development strategy and action plan, which was felt when linked to the Member training and Development programme will provide excellent opportunities for members.</li> <li>• The competency framework</li> <li>• The WLGA feedback summarised that the support provided to councillors in Blaenau Gwent continues to be of a very high standard.</li> </ul>
<b>4.</b>	<b>Impact Assessment Against Proposals / Options*</b>
4.1	EQIA screening was undertaken on the Member Training and Development strategy.
<b>5.</b>	<b>Financial Implications*</b>
5.1	Delivery of the Council's Member Training and Development programme is monitored to ensure it is provided in line with available resources.
<b>6.</b>	<b>Risk Implications*</b>
6.1	The proposed option forms part of the arrangements that support Members to meet future challenges and assist them in undertaking their diverse roles.
<b>7.</b>	<b>Staffing/Workforce Development Implications*</b>
7.1	There may be an implication for delivery of elements of the action plan including the Member Training and Development programme, as WLGA support is reduced. Identification of session leads for the programme is being undertaken to support delivery within available resources and capacity.
<b>8.</b>	<b>Conclusion*</b>
8.1	There has been good progress made to date against the Member Training and Development action plan. The action plan includes key elements of the Council's support for Members, such as Personal Development Reviews and the Training and Development programme.

**\*Denotes mandatory section**