

Committee: **Council**

Date of Meeting: **30th March, 2023**

Report Subject: **Council's Suite of Member Development Policies**

Portfolio Holder: **Councillor Stephen Thomas, Leader / Cabinet Member
Corporate Overview and Performance**

Report Submitted by: **Sarah King, Head of Democratic Services, Governance
& Partnerships**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance & Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
	09/03/23			24/03/23			30/03/2023	

1 Purpose of the Report

1.1 The purpose of this report is to seek Council approval for the following Member strategy and frameworks:

- Member Development Strategy 2022 – 2027 (Appendix 1)
- Members' Mentoring Framework 2022 – 2027 (Appendix 2)
- Elected Members Personal Development Review and Competency Framework 2022 (Appendix 3)

2 Scope and Background

2.1 Elected members today face increasing challenges and are required to undertake a diverse range of roles ranging from that of community leader to specific responsibilities within the Council.

2.2 In order to aid these roles, the Council is looking to provide the best possible support to members to enable them to meet these challenges. This takes the form of skill and knowledge development, support facilities, and support services.

2.3 To coincide with the new Council term, the Performance & Democratic Team have reviewed the Council's suite of Member Development Policies for all Members to ensure they are fit for purpose going forward.

- 2.4 The above named documents have been reviewed and are attached to this report. For ease of reference, the following table illustrates each strategy and framework, its scope and to whom they apply to:

Policy / Procedure	Covers	Who it applies to
Member Development Strategy 2022 - 2027	Training and Development	All Members
Members' Mentoring Framework 2022 - 2027	Mentoring for Elected Members	Member mentors and mentees (member mentors can be identified from other Local Authorities)
Elected Members Personal Development Review and Competency Framework 2022	Personal Development and Performance	Personal Development Reviews are held on an annual basis and are mandatory for all Senior Salary Holders. All other members will be offered to undertake a Personal Development Review

- 2.5 The Performance & Democratic Team are responsible for the development and review of all the Council's Member Development related policies. In line with the Policy Schedule, these documents were due for review.

3. Options for recommendation

- 3.1 CLT considered the Suite of Member Policies at their meeting on 9th March 2023. Democratic Services Committee reviewed the policies at their meeting on 24th March.

Option 1

To consider and approve the suite of Policies as set out in the appendices:

- *Member Development Strategy 2022 – 2027 (appendix 1)*
- *Members' Mentoring Framework 2022 – 2027 (appendix 2)*
- *Elected Members Personal Development Review and Competency Framework 2022 (appendix 3)*

Option 2

Consider the suite of Policies as set out in the appendices and make recommendations for amendment before approval.

Option 3

Do not support the adoption and implementation of one or more of the member support policies (noting the risk implications outlined in sections 5.2 and 5.3).

4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

- 4.1 The suite of policies ensure that the Council meets its obligations to support Elected Members as underpinned by statutory regulations.

- 4.2 The development of Members supports the Corporate Plan priorities:
- An ambitious and innovative council delivering quality services at the right time and in the right place; and
 - Empowering and supporting communities to be safe, independent and resilient.

5. **Implications Against Each Option**

5.1 ***Impact on Budget (short and long term impact)***

A budget to support member development is available and will be utilised to support implementation of the policies.

5.2 ***Risk including Mitigating Actions***

The risk of not implementing the proposed policies would mean that the policies are not reflective of legislative requirements to support the development of Elected Members.

5.3 ***Legal***

The policy and frameworks have been developed to take into account the legislative requirements as outlined in the Local Government (Wales) Measure 2009 and 2011, Well-being of Future Generations (Wales) Act 2015 and the Local Government and Elections (Wales) Act 2021.

5.4 ***Human Resources***

The review and development of the policy and frameworks has been led by the Performance & Democratic Team who will also lead the implementation alongside Elected Members.

6 **Supporting Evidence**

6.1 ***Performance Information and Data***

Each policy has been developed using internal evaluations and considering best practice from across Wales.

6.2 ***Expected outcome for the public***

The policies aim to support the development of Elected Members to ensure that they are able to operate effectively and succeed in their roles as community leaders.

6.3 ***Involvement (consultation, engagement, participation)***

In order to develop and review the member support policies, discussions and research has been undertaken with other Local Authorities, the WLGA and WG.

CLT have approved the suite of policies and member engagement is sought through the democratic cycle.

6.4 ***Thinking for the Long term (forward planning)***

The implementation of the new suite of policies would ensure that they become well established and are in line with current best practice. They will be reviewed in line with the policy review timetable or if there are any legal or best practice changes that may arise in the meantime.

6.5 **Preventative focus**

The Council aims to work using a preventative approach wherever possible so that problems can be tackled before they are escalated. Providing support to elected members aims to provide a proactive approach to training and development to support them in their roles.

6.6 **Collaboration / partnership working**

Where most appropriate, the Council will look to partners to provide training to elected members.

6.7 **Integration (across service areas)**

Where most appropriate, services across the Council will provide training to elected members.

6.8 **Decarbonisation and Reducing Carbon Emissions**

The report does not directly link to decarbonisation but every effort will be made to support the reduction of carbon emissions by undertaking training, where appropriate, remotely or on a hybrid basis.

6.9 **Integrated Impact Assessment (IAA)** *(All decisions, policy reviews or policy implementation will now require a completed Integrated Impact Assessment)*

An integrated impact assessment is not required for the suite of policies.

7. **Monitoring Arrangements**

7.1 The strategy and frameworks have been developed to support Members with their development and learning. All documents will have a lifespan of a political cycle, currently 5 years, at which point they will be reviewed at the beginning of the new electoral term.

Each policy will have a monitoring and evaluation process in place to ensure they are delivering fully for the needs to elected members.

Background Documents /Electronic Links

- *Member Development Strategy 2022 – 2027 (appendix 1)*
- *Members' Mentoring Framework 2022 – 2027 (appendix 2)*
- *Elected Members Personal Development Review and Competency Framework 2022 (appendix 3)*