

Values and Ethics Sub Committee

27th June 2022



Report of: Service Director Legal & Democratic Services (Monitoring Officer)

Title: Member Development Update

Ward: Citywide

Officer presenting report: Louise deCordova, Democratic Services Manager

Recommendation

That the Committee considers and comments on the update in relation to Member Development.

Summary

Bristol City Council has been awarded Charter Plus status in recognition of the comprehensive programme of activity related to Member Development that was delivered for Members following the elections in 2021.

The Member Development Steering Group have conducted their annual review of the Member Development Strategy and have commissioned an annual survey of the Induction and Refresher programme and associated development activity to inform their future plans.



Policy

1. Responsibility for Member Development sits with the Member Development Steering Group and it's been agreed that the Values and Ethics Sub Committee of the Audit Committee will retain a watching brief.
2. The City Council is committed to supporting Members with their development to ensure they have the necessary training to discharge their democratic duties.

Consultation

Internal

3. Member Development Steering Group

External

4. Not applicable.

Member Development Update

South West Charter Award 2022-2025

5. Since the Member Development update to the Value and Ethics Sub Committee in July 2021, Bristol City Council has been awarded South West Councils Councillor Development Charter Plus accreditation for 3 years, in recognition of the support provided to Members around their development. The following activities contributed to the award:
 - Provision of an extensive Member Induction and Refresher Programme following the 'all out' elections in 2021; including over 70 different training sessions
 - A Member Development Strategy – newly created for 2022, which sets our approach to Member Development and KPIs for the service.
 - A dedicated Councillor SharePoint site – new web pages containing detailed information for Councillors which are kept regularly updated.
 - Detailed guidebooks and reference materials covering key aspects of Councillors' roles; service specific information; and committee details etc.
 - Councillor Personal Development Plans
 - A Councillor Link (buddying scheme) – an opportunity for new and returning Councillors to be paired with a senior officer to provide advice and guidance.
 - Programme of regular Member briefings.
6. The application for Charter Status consisted of a detailed report and supporting evidence under the following three criteria:
 - Clear commitment to Councillor development and support
 - Strategic approach to Councillor development
 - Learning and development is effective in building skills and knowledge

Member Development Strategy 2021-2024 Annual Review

7. The Member Development Steering Group have conducted their first annual review of the Member Development Strategy resulting in the following actions:
- A repeat of key induction and refresher sessions, including topics such as Equalities Training, GDPR, Information Security and other essential courses
 - An update to the Member Development Steering Group's terms of reference to create a stand-alone Member's ICT Working Group
 - Commission of a comprehensive Annual Member Development Satisfaction Survey
 - Monthly Elected Members Resources Bulletins

Next steps for Member Development

8. The following have been identified as priorities for the next stage of Member Development activities:
- Ensuring our commitment to equalities and diversity underpins all our work.
 - Continuing to work with the Member Development Steering Group to commission any new training that's required.
 - Providing ongoing support for Councillors who chose to have Personal Development Plans.
 - Planning for the induction and refresher programme in 2024.
 - Preparing to apply to renew the Charter Plus award in 2025.

Other Options Considered

9. None necessary.

Risk Assessment

10. Not applicable.

Legal and Resource Implications

Legal implications:

11. Not applicable.

Financial:

(a) Revenue

12. An annual budget is allocated for Member development, and to provide administrative support for the delivery of training and facilitating the Member Development Steering Group.

(b) Capital

11. Not applicable.

Land/Property:

12. Not applicable.

Human Resources:

13. Not applicable.