

Values and Ethics Sub Committee

3rd November 2023



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

Title: Member Development Strategy

Ward: Citywide

Officer presenting report: Louise deCordova, Democratic Services Manager

Recommendation:-

That the Committee considers and comments on the draft Member Development Strategy 2024-2028 prior to design.

Summary

The draft Member Development Strategy 2024-2028 (found at Appendix B) has been written in collaboration with the Member Development Steering Group.

The Strategy sets out the Council's commitment and approach to Member Development and outlines how the Council will evaluate success through key performance measures. This is supported by an action plan (Appendix B1) which includes the aim to retain the Local Government Association's Charter Plus Status accreditation (South West Councils) for Member Development by March 2025.

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. Membership of the Member Development Steering Group can be found at Appendix A.
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.

Context

5. Bristol City Council achieved the accreditation of Charter Plus Status through the Local Government Association and South West Council's [Councillor Development Charter Scheme](#). The objective of the scheme is to;
 - Encourage Councils to develop an effective strategy or approach to Councillor development
 - Recognise those Councils that have developed an effective approach
 - Encourage Councils to continue that development and share their experiences and learning.

The list of things the Council needs to demonstrate to achieve Charter Status can be found at Appendix C.

6. The Member Development Steering Group has commenced planning the induction programme for the intake of Councillors that will begin a new term of office for 4 years from May 2024. The draft Member Development Strategy (Appendix B), sets out the Council's commitment and approach to continuous Member development, and the opportunities that are available to all elected representatives. The Strategy will be reviewed at every electoral term or earlier where necessary.
7. Regular evaluation of the Member Development offer will be undertaken by officers in conjunction with the Member Development Steering Group. The key performance measures for this Strategy are set out below:
 - (i) 100% of Members completing their relevant essential training.
 - (ii) 80% of Members attending one or more of the highly recommended training courses.
 - (iii) 60% of Members participating in one or more of the recommended training opportunities.

- (iv) 80% of Members responding, expressing overall satisfaction with the development programme.
- (v) 80% of Councillors responding, reporting that they feel they have the skills to fulfil all their duties.
- (vi) 80% of responding Members reporting that the objectives of each learning/training session have been met.
- (vii) Retention of the Southwest Council's Charter Status accreditation for Member Development in 2025.

Other Options Considered

- 1. None necessary.

Risk Assessment

- 2. Not applicable.

Legal and Resource Implications

Legal implications:

- 3. Not applicable.

Financial:

(a) Revenue

- 4. 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

- 12. Not applicable.

Land/Property:

- 5. Not applicable.

Human Resources:

- 6. Not applicable.

Appendices:

A – Membership of the Member Development Steering Group

B – Draft Member Development Strategy 2024-28

B1 - Member Development Strategy Action Plan

B2 - Member Development Offer

B3 - Councillor Roles and Responsibilities

B4 - Member Development Steering Group Terms of Reference

C – Member Development Southwest Charter Criteria

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: None

Appendix A – Member Development Steering Group Membership

- Councillor Bailes
- Councillor Classick
- Councillor Brown
- Councillor Goulandris
- Councillor Hopkins
- Councillor Massey
- Councillor Michellat
- Councillor Stafford-Townsend
- Councillor Stone
- Named substitute: Cllr O'Rourke
- Named substitute: Cllr Rippington