

## **Update on the Member Development Strategy and Charter**

Report of the Director of Personnel and Performance

### **Recommendations:**

- 1. To note the introduction of the Member Development Strategy**
- 2. To note the introduction of the Member Charter**
- 3. To agree a representative from each County Committee group to serve on the Member Development Steering group**

### **1. Introduction**

Members play a critical role in helping to shape future services for the benefit of the community. The world of local governance is rapidly changing and can place exceptional demands on skills. In recognition of this Devon County Council has agreed a Member development Strategy to support the development of all elected members and provide a programme of development opportunities that assists individuals to perform effectively in their role both as community leaders and as representatives of the County Council.

To help build elected member capacity, the IDeA and the Regional Employers Organisations have also developed the Charter for Member Development. The charter provides a framework and guidelines for member development and will enable the Authority to benchmark the development of elected members against national best practice standards

This report provides an update on our approach to the both of these developments

### **2. Current Situation**

Devon County Council currently offer a range of learning and development opportunities, ranging from an induction programme for newly elected members through to opportunities to further political careers through the IDeA Leadership Academy as well as briefing sessions and written information.

The Member development Strategy, approved by Procedures Committee earlier this year, outlines our approach to development (Copy attached)

It is important that development meets the needs of elected members and is provided in the most effective way, providing value for money.

A Member Development Steering Group has subsequently been established and appointed at County Council to support the implementation of the strategy. This group currently consists of Cllrs Owen, Morgan and McInnes and members of the Workforce Development Unit.

The Member Development Steering group will agree approaches to identifying and meeting learning and development needs to ensure that they are meeting both individual and corporate needs. Members of the steering group will also act as champions for Member Development

collecting views from fellow councillors and feeding back on the achievement of the strategy and development plan via County Committee meetings. To assist this a representative is now sought from each of the County Committee groups to serve on the Member Development Steering group.

### **3. South West Charter for Member Development**

DCC is also seeking to achieve Charter Status for member development and is leading the work on Charter Status in support of other District Council, and Unitary Authorities through the DIP partnership.

This award is a nationally recognised standard and is aligned to Investors in People, the standard for employee development, which the council is also committed to achieving.

The charter was developed by the IDeA, and to date 23 authorities in the South West are working towards accreditation. LIFT SW has given financial support to authorities who are committed to achieving the criteria of the Charter and Devon County Council has been successful in their bid to receive funding.

The Member Development Steering group will be crucial to developing and implementing the action plan needed to gain Charter Status.

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Background Paper  
Nil

Date

File Ref