

REPORT TO:	Democratic Services Committee
REPORT NO:	HCCS/52/18
DATE:	6 September 2018
REPORT FROM:	Head of Democratic Services
CONTACT OFFICER:	Louise Davies (Tel: 292982)
SUBJECT:	Member Development
WARD:	Not Applicable

1. PURPOSE OF THE REPORT

- 1.1 To provide an update on the Member Development Strategy, this was updated in July using feedback from the Member survey.
- 1.2 To consider the WLGA Guidance for Authorities Planning to Implement Personal Development Reviews for Members and promotion of PDR.
- 1.3 To clarify the criteria and assessment process for the Wales Charter for Member Support and Development.

2. EXECUTIVE SUMMARY

- 2.1 The Member Development Strategy was reviewed in April 2018 using the 27 responses to the Member survey. The updated strategy is attached as appendix 1, linking to this is the application for the WLGA Wales Charter for Member Support and Development attached as appendix 2. Wrexham were last awarded Charter status in 2008. The responses to the survey evidence an appetite to re-apply.
- 2.2 During the Personal Development and Review (PDR) workshop on 2 August the group identified a need for a Wrexham Policy and Guidance for Members' PDR. We also discussed the need to promote the benefits of PDR's amongst Members. The WLGA GUIDANCE FOR AUTHORITIES PLANNING TO IMPLEMENT PERSONAL DEVELOPMENT REVIEWS FOR MEMBERS (September 2012) is attached as appendix 3. Other Local Authorities have adopted this comprehensive guidance as their policy.

3. RECOMMENDATIONS

3.1 That the Committee recommends to Council

- (i) **adoption of the revised Member Development Strategy.**

(ii) **adoption of the WLGA GUIDANCE FOR AUTHORITIES PLANNING TO IMPLEMENT PERSONAL DEVELOPMENT REVIEWS FOR MEMBERS as the Council's policy for Member PDR.**

(iii) **the submission of an application for WLGA Wales Charter for Member Support and Development status.**

3.2 That the Committee monitors progress in relation to the development of the Charter application.

REASON FOR RECOMMENDATIONS

To ensure that Members of the Democratic Service Committee can monitor progress of the Member development strategy and annual development plan and are provided with the opportunity to develop the skills required enabling them to carry out their role as elected Members including access to individual personal support and development (PDR) meetings.

The WLGA Wales Charter for Member Support and Development provides a broad framework for local planning, self-assessment, action and review. Its wide adoption has raised the overall amount and standard of support given to Members in Wales.

4. BACKGROUND INFORMATION

4.1 The Local Government (Wales) Measure 2011 sets out a number of requirements in relation to Member training and development. In particular it requires authorities to "secure the provision of reasonable training and development opportunities for its Members within budgetary constraints and offer all Members the opportunity to have an interview to discuss their training and development needs with a suitably qualified person".

5. IMPLICATIONS

5.1 **Policy Framework** – The Member Induction and Development Programme supports Members in fulfilling their roles and the Council Plan theme of building an efficient and effective organization that can best support local well-being.

5.2 **Budget** – Any costs incurred through the identification of Members' development needs will be met either from departmental budgets or from the Member Development element within the Corporate Training Budget.

5.3 **Legal** – There are requirements contained within the Local Government (Wales) Measure 2011 provides that a local authority must secure the provision of reasonable training and development opportunities for its Members.

5.4 **Staffing** – Internal Officers are administering, delivering or commissioning the training. Workforce Development and Legal Services are working together to meet Members' training & development needs.

5.5 **Equality/Human Rights** – Members are advised of their duty to consider the full Equality Impact Assessment which is available at <http://vmwinqld/equalityisalive/Menu.aspx> report in which the importance of the provision of development opportunities via the Member Development Programme is recognised in enabling Members to have proper regard to equalities and human rights when fulfilling their duties and responsibilities and making decisions in their role as elected Members.

5.6 **Risks** – There is a risk of criticism by external regulators and possible sanctions by the Welsh Government should we fail to comply with the Local Government (Wales) Measure 2011.