

CONSTITUTION COMMISSION

25 MAY 2022

MEMBER DEVELOPMENT STRATEGY

Report of the Monitoring Officer

Strategic Aim:	All		
Exempt Information	No		
Cabinet Member(s) Responsible:	Cllr L Stephenson Leader and Portfolio Holder for Policy, Strategy, Partnerships, Economy, and Infrastructure		
Contact Officer(s):	Marie Rosenthal, Monitoring Officer	mrosenthal@rutland.gov.uk	
Ward Councillors	N/A		

RECOMMENDATIONS

That the Constitution Commission agree to recommend to Council:

1. The adoption of the Member Development Strategy set out at Appendix 1
2. To add Member Development to the Terms of Reference of the Constitution Commission.

1 PURPOSE OF THE REPORT

- 1.1 To agree a Member Development Strategy for Rutland Council.

2 BACKGROUND

- 2.1 The Council is a complex, democratically accountable organisation, which secures and provides a wide variety of public services for and on behalf of, the residents of Rutland.
- 2.2 Councillors have a critical part to play to help deliver the aims of the Council. They are also involved in a range of other initiatives to help achieve positive outcomes for residents.
- 2.3 Learning and development are key to being an effective and high performing local authority. A planned approach to needs assessment and identification, within the context of a sound Member Development Strategy, will help ensure that Councillors are equipped to help the Council define and implement sound policies and drive service performance, whether as an executive or non-executive

Member.

3 A MEMBER DEVELOPMENT STRATEGY FOR RUTLAND COUNCIL

3.1 An all-member survey was conducted during November 2021 to seek councillors' views on member development and has been used to inform the Strategy and Training Plan for 2022/3 set out at Appendix 1.

3.2 The Local Government Association encourage, and support continued professional development for councillors. They have published a Member Development Charter that provides councils with a robust framework as a guide and benchmark to follow. The Charter sets out three essential criteria designed to help councils build their elected member capacity which have been used to shape this Strategy. These are:

- There is a clear commitment to councillor development and support
- The council has a strategic approach to councillor development
- Learning and development are effective in building councillor capacity.

3.3 The following strategic priorities for the period 2022-23 are proposed:

- Developing the leadership capabilities of Councillors to ensure continuity and clarity of direction for the community and the organisation.
- Recognising the all-out elections in 2023
- Ensuring that Members understand the nature of the integrated arrangements with NHS Clinical Commissioning group for adult and health services across Rutland.
- Recognising the impact of Covid-19 to the running of the council and on the health and wellbeing of Rutland residents.
- Supports the successful delivery of the Rutland Corporate Strategy and the role councillors will play in extending community voice and resident engagement
- Implementing a training programme which:
 - (i) is based on a set of core requirements applicable to all Members requirements tailored to Councillors undertaking specific roles and, also addressing requirements identified by Councillors themselves
 - (ii) is based on an agreed set of role descriptions for specific roles e.g., committee chair, cabinet member etc.
 - (iii) includes high quality induction arrangements for new councillors
 - (iv) recognises the demands created by having to operate in a post covid19 environment which relies on remote communication, remote working and limited opportunities to meet face to face
 - (v) ensure equality of access to learning and development opportunities.

- (vi) includes a regular process of monitoring and review in order to ensure the effectiveness of the investment made in learning and development.
- (vii) is based on agreed priorities and budget allocation and ensures that best use is made of available resources.

4. DELIVERING THE STRATEGY

- 4.1 It is proposed that the Constitution Commission take on the lead role for delivering the Strategy and receive regular reports on progress. This additional role can be added to the Terms of Reference of the Commission if approved by Council.
- 4.2 A Training Plan for 2022/3 based on the priorities outlined in this Report is set out at as an Annex to the Strategy.

5. CONSULTATION

- 5.1 Members and senior officers have been consulted by the Member Survey published 18 November 2021.

6. ALTERNATIVE OPTIONS

- 6.1 None identified

7. FINANCIAL IMPLICATIONS

- 7.1 A small training budget is currently available to fund this work. Additional funds will be required to deliver the Strategy in 2023/4

8 LEGAL AND GOVERNANCE CONSIDERATIONS

- 8.1 As set out in the Report.

9 DATA PROTECTION IMPLICATIONS

- 9.1 A Data Protection Impact Assessments (DPIA) has not been because there are no risks/issues to the rights and freedoms of natural persons.

10 BACKGROUND PAPERS

- 10.1 Rutland Council Constitution
- 10.2 LGA Member Development Charter

11 APPENDICES

- 11.1 Appendix 1 – RCC Member Development Strategy
- 11.2 Annex 1 – Councillor Training Plan 2022

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.