

MEMBERS TRAINING STRATEGY

Council – 12 October 2017

Report Author	Committee Services Manager and Deputy Monitoring Officer
Portfolio Holder	Derek Crow-Brown Portfolio Holder for Corporate Governance
Status	For Decision
Classification:	Unrestricted
Key Decision	No
Previously Considered by	Members Briefing - 5 September 2017 Member Training Group - Various
Ward:	All Wards

Executive Summary:

This report asks the Council to approve the Member Training Strategy as attached at Annex 1 to this report. The Member Training Strategy has been developed in conjunction with the Member Training Group, a cross party group of members. The strategy outlines the aims, the support offered to Members, the learning styles offered and a new approach to evaluating feedback.

Recommendation:

To approve the Member Training Strategy.

CORPORATE IMPLICATIONS

Financial and Value for Money	The cost of providing Member training and applying for the Charter for elected member development are both met through existing budgets. There are no direct financial implications from approving the members training strategy.
Legal	There are no direct legal implications from approving the members training strategy.
Corporate	The Council is seeking to achieve the South East Employers Charter for Elected Member Development to demonstrate its commitment and excellence in Member Training. A comprehensive Member Training Strategy will help the Council to achieve the Charter Mark.
Equality Act 2010 & Public Sector Equality Duty	Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to the aims of the Duty at the time the decision is taken. The aims of the Duty are: (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, (ii) advance equality of opportunity between people who share a protected characteristic and people who do not share it, and (iii) foster good relations between people who share a protected characteristic and people who do not share it. Protected characteristics: age, gender, disability, race, sexual orientation,

	gender reassignment, religion or belief and pregnancy & maternity. Only aim (i) of the Duty applies to Marriage & civil partnership.	
	Please indicate which aim is relevant to the report.	
	Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act,	
	Advance equality of opportunity between people who share a protected characteristic and people who do not share it	x
	Foster good relations between people who share a protected characteristic and people who do not share it.	
Democratic Services has completed an equality impact assessment and it is attached at Annex 2 to the report.		

CORPORATE PRIORITIES (tick those relevant)✓	
A clean and welcoming Environment	
Promoting inward investment and job creation	
Supporting neighbourhoods	x

CORPORATE VALUES (tick those relevant)✓	
Delivering value for money	x
Supporting the Workforce	x
Promoting open communications	

1.0 Introduction and Background

1.1 Democratic Services have drafted a Members Training Strategy, this is to collate multiple strands of work on member training that Democratic Services are currently undertaking. This strategy will then provide a clear vision for the standards of member training in the future.

2.0 The Current Situation

2.1 Thanet District Council (TDC) believes that at the centre of any authority dedicated to the needs of its community will be elected members and the Council understands its key role in supporting and assisting those members so that they may successfully undertake the vital role they have in serving their communities and modernising local government.

2.2 The aims of the strategy are:

- Members are equipped with the right skills to help them serve their community to the best of their ability identified through a comprehensive self-assessment of their individual needs.
- Members equipped to help the Council achieve its corporate priorities
- A culture where Member development is seen as a key component in the success of the Organisation.

2.3 The strategy also covers the support that Democratic Services will provide to Members; namely the annual member training programme, members' induction and assisting with leadership development. It also contains the learning styles that will be provided including: external trainers, officer run courses, members' briefings, 1-2-1 training and E-Learning.

2.4 Democratic Services will also be producing a Member Training Evaluation Strategy that will sit under this strategy and will significantly improve the way that Democratic

Services collect and analyse feedback from Member Training helping to better determine value for money.

- 2.5 The Member Training Strategy has been developed in conjunction with the Member Training Group, a cross party group of members. This group has had input in to each part of the strategy and Democratic Services are extremely grateful for their assistance in developing the strategy.

Contact Officer:	Nick Hughes, Committee Services Manager and Deputy Monitoring Officer
Reporting to:	Tim Howes, Director of Corporate Resources and Monitoring Officer

Annex List

Annex 1	Member Training Strategy
Annex 2	Member Training Strategy EIA

Background Papers

Title	Details of where to access copy
<i>None</i>	

Corporate Consultation

Finance	Ramesh Prashar, Head of Financial Services
Legal	Tim Howes, Director of Corporate Resources and Monitoring Officer