



Report of the Chief Democratic Services Officer

Member Management Committee

Date: 31st May 2007

Subject: Member Development – Annual Report

Electoral Wards Affected:

Ward Members consulted
(referred to in report)

Specific Implications For:

Equality and Diversity

Community Cohesion

Narrowing the Gap

Executive Summary

1. This report provides the Member Management Committee with the Member Development Annual Report 2006/7. Member Development is a key component of the Council's Annual Corporate Governance Statement. The Member Development Annual report details the achievements made in 2006/7 and outlines the actions to be taken in 2007/8.
2. This report also provides details of a proposal from the Association of West Yorkshire Authorities (AWAY) to fund two places per West Yorkshire authority on the IDeA's Leadership Academy programme.
3. The Member Development Working Group was established in December 2005. This Member group is key to the continuing improvement of Member Development and is essential for the Council maintaining the Member Development Charter award. It is proposed therefore that the group is reinstated for the 2007-8 municipal year.
4. The Member Management Committee is asked to note the contents of the Member Development Annual Report 2006/7, to nominate two Members to attend the Leadership Academy and to reinstate the Member Development Working Group.

1.0 Introduction

Member Development - Annual Report 2006/7

- 1.1 The Member Development Annual report details the achievements made this municipal year, particularly the awarding of the Charter for Member Development to the City Council. The report also details all the development courses, events and activities undertaken by elected Members this municipal year. The Annual Report sets out the 2007 Induction Programme which is currently underway.
- 1.2 As in 2006, this year's Induction Programme has been devised by the Member Development Working Group in conjunction with officers from Democratic Services.

Leadership Academy

- 1.3 Members may recall that the Improvement and Development Agency (IDeA) run a residential Leadership Academy course for leading Members, or for those who would like to move into a position of leadership. In October 2005, a proposal to send two Leeds Members to the academy was discussed and agreed at Member Management Committee. Unfortunately the programme for the 2006 period was fully booked so no further action was taken at that time.
- 1.4 An offer of two free Leadership Academy places for Leeds Councillors has been received from the AWAY.

Member Development Working Group

- 1.5 A working group consisting of a representative from the Conservative, Labour, Liberal Democrat and Green groups was established by Member Management Committee in December 2005. This group successfully put together the Member Development Strategy 2006-8 and is essential for the Council maintaining the Member Development Charter award.

2.0 Main Issues

Member Development – Annual Report

- 2.1 Member Development is a key component of the Council's Annual Corporate Governance Statement, specifically in relation to the principle of *Developing Skills and Capacity*, where the Council states that it will ensure that those charged with the governance of the Council have the skills, knowledge and experience they need to perform well. This is achieved in relation to Member Development by the implementation of a Member Development Strategy. This work is detailed in the Member Development Annual report. The Annual report will be submitted to the Corporate Governance and Audit Committee as part of the Council's Annual Corporate Governance Statement.
- 2.2 In terms of officer support, Members will be aware that the Member Development Officer has left on maternity leave. Arrangements have been put in place for her duties to be covered which will be met within existing resources. One issue is the lack of adequate accommodation in which to provide one to one development activities for elected Members. This is being addressed by utilising the empty booths formally used by the Green Group in the Members Dining Room.

Leadership Academy

- 2.3 The Association of West Yorkshire Authorities (AWYA) is currently running a Capacity Building Programme, aimed at enabling the five authorities in the region to function more effectively as Councils. The programme has been allocated a sum of £90,050 to be specifically allocated to Member development activities. This sum will be shared equally between the five West Yorkshire councils, and must be spent by December 2008.
- 2.4 The AWYA propose to allocate a proportion of the funding to send **two Members from each authority** on the IDeA Leadership Academy.
- 2.5 The IDeA Leadership Academy is an intensive, residential learning and development opportunity for Councillors in leadership positions (leaders of groups, portfolio holders, scrutiny chairs, area committee chairs, opposition spokespeople etc). Each place would normally cost an authority £1,400 plus VAT, plus travel expenses. Further information about the Leadership Academy can be found at Appendix B.
- 2.6 Members are asked for their views on the AWYA proposals and, if supportive, to nominate two Councillors to attend the Leadership Academy in the 2007-2008 municipal year.

Member Development Working Group

- 2.7 In order to continue to steer the provision of training and development for Members, it is proposed that the Member Development Working Group is re-instated along the lines to be determined by the Member Management Committee.
- 2.8 The Group would continue to meet on a quarterly basis and report to this Committee.

3.0 Implications For Council Policy And Governance

- 3.1 As the role of Members is complex and demanding, dedicated learning and development strategies which support Members and help them to lead the organisation are essential requirements for any Council.
- 3.2 Member development is recognised under CPA guidelines as a key means of building capacity in local government. In addition, leadership training will help to further the skills of more experienced Members who are ready to move into more challenging positions.

4.0 Legal And Resource Implications

- 4.1 The achievements identified in the 2006/7 Annual Report were achieved within the allocated budget.
- 4.2 The Leadership Academy places will be wholly-funded by the AWYA Capacity Building programme.

5.0 Recommendations

- 5.1 The Member Management Committee is asked to:

- note the Member Development Annual Report 2006/7
- nominate two Members to attend this year's Leadership Academy.
- re-instate the Member Development Working Group as proposed in paragraph 2.7