

From: **Eric Hotson, Cabinet Member for Corporate and Democratic Services**

**Benjamin Watts, General Counsel**

To: **County Council**

Subject: **Member Development Strategy**

Classification: **Unrestricted**

**Past Pathway of Paper: Member Development Steering Group**

**Summary:** The paper introduces the Strategic Member Development Plan for 2018-22.

**Recommendation(s):** The County Council is invited to comment on and formally adopt the plan and note the intention to move to external accreditation of the Plan in the future.

## **1. Introduction**

- 1.1 Elected Members have the lead role in ensuring the Authority continues to increase opportunities and improve outcomes for the residents, communities and businesses of Kent.
- 1.2 Ensuring that every Member has the knowledge, skills and behaviours required to function at a high level as Community Leaders, representing their electorate and undertaking their responsibilities as a Councillor in strategic functions, statutory responsibilities and regulatory roles remains a strategic priority.

## **2. Financial Implications**

- 2.1 Member Development is funded from the KCC training budget, the budget for the current financial year is £10,000.

## **3. Member development strategy and plan**

- 3.1 The South East Charter for Elected Member Development provides a robust, structured framework designed to help authorities enhance and hone member development. KCC gained 'Charter' status in 2010 and was successful in its application for Charter *Plus* status in 2014, retaining this following reassessment by the South East Charter for Elected Members in 2017.
- 3.2 The Member Development Steering Group (MDSG) meets monthly and includes a cross section of Members and Council Officers from Democratic Services and Organisation Development. MDSG is committed to supporting and developing Members and works closely with all Members to determine learning needs, encourage take-up of learning and development opportunities and evaluate the effectiveness of the Member Development Strategy.

- 3.3 The Strategic Member Development Plan has been drafted to reflect the views expressed by the Member Development Steering Group. It is very much a Member-Led document which has been supported by the advice of the relevant professional Officers. The aims of the Strategic Member Development Plan are to ensure every Member has access to the learning and development they require to perform their role and support their electorate as well as outlining the roles and responsibilities of Members in relation to personal development.
- 3.4 The Plan clearly sets out roles and responsibilities of Officers in the provision of good quality Member Development, and evaluation thereof, which in turn will act as an enabler for KCC to retain its Charter Plus status.
- 3.5 It is an ambition of the MDSG to build the necessary commitment, funding and support from Members to acquire external accreditation of the Member Development Plan, ideally before the County Council elections in 2021. To achieve this strategic aim, there would be a need for all Members to register and complete the programme, and, following successful completion of all development contained therein, Members would receive a Certificate issued by an awarding body to confirm their achievement.
- 3.6 The Strategic Member Development Plan, which can be found attached to this report, contains several appendices which provide Terms of Reference for the MDSG; recommended learning content; Personal Development Planning and the full Member Development Plan.

#### **4. Recommendation(s)**

**Recommendation** The County Council is invited to comment on and formally adopt the plan and note the intention to move to external accreditation of the Plan in the future.

#### **5. Background Documents**

Strategic Member Development Plan

#### **6. Contact details**

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