

Non-Executive Report of the: General Purposes Committee 12 October 2017	 TOWER HAMLETS
Report of: Asmat Hussain, Corporate Director Governance	Classification: Unrestricted
Member Learning & Development	

Originating Officer(s)	Beverley McKenzie, Head, Members Support
Wards affected	All Wards

Reasons for Urgency

Due to requiring last minute changes, this report could not be attached to the main agenda pack.

Summary

This report updates Members on the range of learning & development opportunities available to Members.

Recommendations:

The General Purposes Committee is recommended to:

1. Note the current Member learning and development conducted in 2017/18
2. Note the upcoming sessions to be provided for Members
3. Note the offer of sessions that can be made available to the Members, if sufficient demand exists
4. Note that induction plans for new and returning Members are being developed and agree to receive an update on this at their meeting in January 2018.

1. REASONS FOR THE DECISIONS

- 1.1 The current Member Learning & Development has been provided to enhance the Members knowledge of the Council and ensure that they receive up to date information on services and are equipped with the training require to undertake their roles as Councillors.
- 1.2 Preparations are underway for the development of the Induction programme for new and returning Councillors following the election on 3rd May 2018.
- 1.3 The current programme until May 2018 is being progressed with sessions focusing on the upcoming Elections and flexibility to offer bespoke sessions to meet Members requirements as requested.

2. ALTERNATIVE OPTIONS

- 2.1 Alternatively, Members could retain the current training provision, or seek a third party to provide development activities.

3. DETAILS OF REPORT

- 3.1 The existing offer provides a foundation for the knowledge and skills required for Councillors fulfilling their role. Members have been offered 15 sessions since April 2017. A breakdown of the session titles and attendance is provided in Appendix 1.
- 3.2 Additional Member training sessions have been scheduled and the details of these are available in Appendix 2.
- 3.3 The Council can provide additional training to Members, and Human Resources have provided an extensive catalogue of courses that they can be commissioned to deliver (see Appendix 3).
- 3.4 At the previous meeting a commitment was made to extend the staff e-learning modules to Members. The existing e-learning is under redevelopment and it is anticipated to be released to Members in late November 2017.
- 3.5 The Local Government Association (LGA) provides comprehensive leadership development programmes to help support and develop councillors. This offer has been extended to the Mayor and all Councillors and participation has been encouraged. At present 3 Members are participating in the Masterclass offer. Members will continue to receive the information on the ongoing offer and be encouraged to participate.
- 3.6 The LGA has recently promoted an e-learning platform for Councillors. This information has been circulated to the Members. Internal testing of this is presently underway, with a view to further promotion amongst the Members.

- 3.7 As we move towards the local elections in May 2018, there will be ‘bite size’ sessions held with each political group and at the request of groups any other bespoke training. This approach is new to Council and the objective is to provide training in an environment that may be more suitable to the groups’ requirements.
- 3.8 After the elections in 2018, it is vital that new and returning Members are captured with an effective induction programme to equip them to most effectively undertake their roles and duties as community leaders and Council Members.
- 3.9 Induction represents an opportunity to welcome Members to the organisation, to highlight the value of their contribution as community leaders and the partnership between Members and officers, and to set out the core values of the Council and the current context, successes and challenges.
- 3.10 The proposed Member Induction Programme will comprise a series of events and modules. A cross-party selection of Members views are being sought to identify enhancements to the previous programme. The details of the initial scoping are available in Appendix 4.
- 3.11 Officers are preparing a comprehensive induction programme for new and returning Councillors. The programme once completed will be put to the Committee.
- 3.12 A dedicated budget of £15K has been established to support the Member learning and development. The current spend and commitment to date has been £1,194.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 Costs associated with the training provision detailed within this report can be funded through existing budgets referred to in 3.12 above.

5. LEGAL COMMENTS

- 5.1 There are no legal issues arising from the recommendations in this report.

6. ONE TOWER HAMLETS CONSIDERATIONS

- 6.1 Support for Members through the learning and development opportunity takes full account of the varied needs of Members, including diversity and inclusion. We take regular feedback from Members on these issues and modify the programme as required.
- 6.2 The programme also ensures that Members are equipped to address One Tower Hamlets considerations in their role as Community Leaders.

7. BEST VALUE (BV) IMPLICATIONS

- 7.1 The Member learning and development programme continues to take account of the feedback from the Best Value Improvement Board. An example of this is the recent Ethics and Probity training that has been conducted for all Members and co-opted Members.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 8.1 There are no specific implications for a Greener Environment arising from this report.

9. RISK MANAGEMENT IMPLICATIONS

- 9.1 Effective training and development provides a foundation for Councillors in the fulfilment of their role. Development is particularly important to mitigate risk following elections because newly elected Councillors are likely to have a steeper learning curve.

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 10.1 There are no specific implications for crime & disorder arising from this report.
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Linked Reports, Appendices and Background Documents

Linked Report

- None

Appendices

- Appendix 1 – 2017/18 Member Development Sessions Provided
- Appendix 2 – Upcoming Member Development Sessions
- Appendix 3 – Human Resources Members Training Brochure
- Appendix 4 – DRAFT Framework – Members' Induction 2018

Local Government Act, 1972 Section 100D (As amended)

List of "Background Papers" used in the preparation of this report

Officer contact details for documents:

- Beverley McKenzie, 0207 364 4872

Appendix 1 – 2017/18 Member Development Sessions

Date	Workshop Name	Number of Members attended	External Costs
25-Apr-17	Counter Terrorism/Prevent	3	
16-May-17	Waste Workshop- Postponed	n/a	
17-May-17	Tall Buildings	4	
01-Jun-17	Consultation on a Development Viability SPD: Seminar	4	
12-Jun-17	Development / Strategic Development Committee – Mandatory	6	
20-Jun-17	Waste Workshop-Seminar 2	11	
22-Jun-17	O&S Work Planning Session	6 + 3 co-opted	
29-Jun-17	Draft Local Plan briefing post regulation 18- Postponed	n/a	
30-Jun-17	Drop In session-Local infrastructure Fund (LIF)	1	
03-Jul-2017	Advanced Chairing Skills	1 + 2 co-opted	
04-Jul-17	Waste Workshop-Seminar 3	7	
06-Jul-17	Draft Local Plan briefing post regulation 18	3	
11-Jul-17	Waste Workshop-Seminar 4	na	
17-Jul-2017	Licensing Members Training	5	
15-Aug-2017	Fire Briefing	6	
04-Sep-2017	Children's Services	20 + 1 co-opted	
13-Sep-17	Ethics Probity	14 + 3 co-opted	£1100 (for 2 sessions)
2 Oct-17	Ethics Probity	18 + 4 co-opted	

Appendix 2 - Member Development - Upcoming

Date	Name	Cost
5 Oct. 2017	Launch Tobacco Service	
10 Oct. 2017	Civic Centre Briefing	
October	Election – headlines (via political group)	
14 Nov. 2017 (TBC)	Alcohol Awareness	
November	FOI/Data Protection/GDPR	
12 Dec. 2017 (TBC)	Anti Social Behaviour – Update	
January/February	Purdah Training	
December	Member 1:1/drop-in sessions – training needs analysis	
To be confirmed	Social Media	
To be confirmed	Media Relations & Public Speaking	