

NON EXEMPT

**EAST HAMPSHIRE DISTRICT COUNCIL &
HAVANT BOROUGH COUNCIL**

Joint HR Committee

21st October 2015

Councillor Development Strategy
Caroline Tickner, Service Manager (HR)

FOR INFORMATION

**Portfolio: Governance & Logistics: Councillor Wilson (HBC) &
Deputy Leader and Property and Contracts Councillor Millard (EHDC)**

1.0 Purpose of Report

- 1.1 Councillor development is seen as important to help elected Councillors fulfil their roles and contribute to the delivery of the Council's strategic priorities, objectives and aims.
- 1.2 This report provides Joint HR Committee with detail of a Councillor Development Strategy which has been drafted to set out the Council's position on Councillor Development. This strategy aims to provide a clear framework for Councillor development based on individual and organisational needs.

2.0 Recommendation

RECOMMENDED

- 2.1 That the members of Joint HR Committee are asked to:
 - a) note the content of the report and the attached Councillor Development Strategy for use across both Councils.

3.0 Summary

- 3.1 There have been many changes to local government over the past few years and these changes are set to continue. The Council recognises that it will be judged on how it responds to these changes and how effectively it delivers its services.
- 3.2 Against this background, the Council has identified Councillor development and training as a key priority to enable Councillors to maximise their ability and capacity in a modern political structure.
- 3.3 The draft strategy attached at Appendix A (EHDC) and Appendix B (HBC) of this report outline the strategic approach the Council will take to training and

development. This strategy is a key element of the Council's support arrangements for Councillors.

4.0 Subject of Report

- 4.1 Training and development applies to all Councillors, even those that have been a Councillor for a considerable period of time. Continuous development is key as all Councillors have a duty to the Council and to their electorate to learn new skills in line with the ongoing changes in local government.
- 4.2 This Strategy aims to ensure all Councillors have the necessary skills to conduct their roles effectively detailing how development needs will be identified and the type of training available to Councillors.
- 4.3 In addition the strategy also details the role descriptions for a variety of Councillor roles. These role descriptions clearly set out the Council's expectations of Councillors undertaking these roles. In addition to this, the role descriptions also reinforce the requirement for Councillors to undertake appropriate training and professional development appropriate to the role.
- 4.4 Implementation of a Councillor Development strategy will confirm the Council's commitment to Councillor development. HR are also in the process of developing an interactive web brochure which will be available on the 'modern gov' website from early next year. This will enable all Councillors to access the various documents to support development in an easy to find way.

5.0 Implications

5.1 Resources:

There are no resource implications for JHR Committee members. The cost of the training plans will be met from existing budgets.

5.2 Legal:

There are no legal implications associated with the implementation of this strategy.

5.3 Strategy:

The implementation of a Councillor Development Strategy aims to ensure that Councillors fulfil their roles and contribute to the delivery of the Council's strategic priorities.

5.4 Risks: (Environmental, Health & Safety and Customer Access Impact Assessment)

None to report

5.5 Communications:

There will need to be clear communications with all Councillors on the strategy to reinforce the Council's commitment to Councillor development.

5.6 For the Community:

None to report.

5.7 There is no requirement for an IIA to be completed.

6.0 Consultation

There is no requirement to consult with UNISON on the attached strategy.

Appendices:

Appendix A: EHDC Councillor Development Strategy

Appendix B: HBC Councillor Development Strategy

Background Papers:

n/a

Agreed and signed off by:

Legal Services: (5.10.15)

Executive Head of Governance & Logistics: (2.10.15)

Relevant Executive Head: (2.10.15)

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