

NORTH LINCOLNSHIRE COUNCIL

GOVERNANCE SCRUTINY PANEL

MEMBER INDUCTION AND DEVELOPMENT

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To provide a briefing on the member induction and development programme.

2. BACKGROUND INFORMATION

- 2.1 The Council's approach to member induction and development is based on providing the essential skills and information to support Councillors within their role of working with, and representing, communities and residents across North Lincolnshire.
- 2.2 The induction and development programme has evolved over a number of years through the provision of online training available via the Learning Lincs members e-learning dashboard and in person events, including an annual training provision for committee members and statutory training.
- 2.3 The provision of member development, including statutory training, was acknowledged in the Report of the Independent Remuneration Panel (February 2023). The report also acknowledged that whilst take up and participation in member development is encouraged, and has improved, it still remains low overall.
- 2.4 The potential impact of the vacant part time member development officer post was also noted within the report. To mitigate this issue, the member development programme is managed by the Council's Learning Solutions team, in collaboration with Democratic Services. The programme is currently under review with the aim of providing a refreshed and consolidated approach incorporating the comprehensive LGA offer.

2.5 Member Development in 2023

Following the May 2023 elections, a modified approach to member induction was undertaken. Welcome emails and packs were provided to newly elected members. This was supplemented by the Assistant Director: Governance and Partnerships and Head of Democracy providing a Code of Conduct input to the Conservative and Labour Groups in June 2023 and individual Directors providing induction to their

relevant Cabinet/Shadow Cabinet Members where required. The Code of Conduct input included an overview of governance, ethical practice, standards committee and democratic processes.

2.6 To support members to undertake and discharge their responsibilities on the Council's committees, development has been provided:

- Planning Committee training event: 2nd June 2023
- Audit Committee training event: 21st June 2023
- Licensing Committee training events: 21st June 2023 and 6th July 2023

2.7 Safeguarding training which provides an overview in relation to children and vulnerable adult protection issues and member responsibilities is offered periodically. The next date is:

- Monday 18th December (in person event): 13:00 – 16:00

Corporate parenting training is also offered to provide members with an understanding of their responsibilities in this area. A date for the training is currently being identified and will be communicated in the near future.

2.8 Additional development opportunities are available with two dates being offered in relation to Carers Awareness and how to sign post constituents to further support. The dates available are:

- Thursday 23rd November (online event) 18:00 – 19:00
- Thursday 24th November (in person event) 10:00 – 11:00

2.9 The dates for the Safeguarding and Carers Awareness development have been provided to both Conservative and Labour Group offices for circulation and awareness.

2.10 The Council's e-learning offer continues to be available to members. Support to access the members e-learning dashboard on Learning Lincs is available from the Learning Solutions team if required.

2.11 **Future Approach**

As referenced at 2.4 the overall programme is under review. The aim is to refresh and consolidate the development available, providing members with the opportunity to manage their own professional development and access learning as conveniently as possible.

2.12 The proposal currently under consideration is that the Council would continue to provide an induction programme alongside statutory development in relation to committees, safeguarding, corporate parenting and appeals panel. All other development would be provided via the LGA member development offer which is available to all members online.

2.13 This approach would enable members to access content as and when needed, and manage their own bespoke development needs around existing commitments. On completion of any LGA modules members would be required to update their group office; enabling the group office to retain a record and maintain an overview of the development undertaken.

2.14 The current online LGA member development offer includes:

- Audit Committees (an introduction)
- Biodiversity for Councils
- Building safely
- Children's Services
- Commissioning Council Services
- Community Engagement & Leadership
- Corporate parenting
- Councillor Code of Conduct
- Councillor Induction
- Economic development
- Equality, diversity, inclusion
- Facilitation and conflict resolution
- Handling intimidation
- Holding Council meetings online
- Influencing skills
- Licensing for councillors
- Local government finance
- Performance management
- Planning
- Police and crime panels
- Scrutiny for councillors
- Stress management & personal resilience
- Supporting mentally healthier communities
- Supporting your constituents with complex issues
- The effective ward councillor
- UK General Data Protection Regulation (GDPR)

2.15 To supplement the Council's statutory development offer and the LGA content, consideration could be given to the creation of a Member Development Steering Group to consult and agree on any future Council specific development needed to support the ongoing professional development of members.

3. **OPTIONS FOR CONSIDERATION**

3.1 There are no options relevant to this report.

4. **ANALYSIS OF OPTIONS**

4.1 There are no options relevant to this report.

5. **FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)**

5.1 Not applicable - this report is intended as a briefing for members.

6. **OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)**

6.1 Not applicable - this report is intended as a briefing for members.

7. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

7.1 Not applicable - this report is intended as a briefing for members.

8. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

8.1 No consultation required for purpose of briefing.

9. **RECOMMENDATIONS**

9.1 That this briefing report is noted.

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Background Papers used in the preparation of this report – Report of the Independent Remuneration Panel (February 2023).