

Democratic Services
Town Hall, London N1 2UD

Report of: Corporate Director of Resources

Meeting of: Audit & Risk Committee

Date: 20 November 2023

Ward(s): All

Subject: Member Development Strategy 2023/26

1. Synopsis

- 1.1. The Member Learning & Development Strategy sets out the council's commitment to provide effective learning and development opportunities to its elected members. It is aligned to the council's Islington Together 2030 Plan and ensures the priorities reflect the Islington Promise.
- 1.2. The strategy is also aligned to the principles of the [Local Government Association \(LGA\) Charter framework](#), which the council has committed to achieving by 2026. The Charter's aim is to help councils ensure their members are appropriately developed and supported to be effective in their appointed roles.
- 1.3. The strategy has been approved by the Member Learning & Development Steering Group (MLDSG), chaired by Cllr Roulin Khondoker, for submission to Audit and Risk committee for formal approval.

2. Recommendations

- 2.1. To approve the strategy, attached as Appendix 1.

3. Background

- 3.1. The Member Learning and Development Strategy recognises the significant, diverse, and sometimes challenging roles fulfilled by elected members, including setting the council's priorities and budget, approving strategy and policy, as

community leaders, decision makers, scrutineers and acting as advocates for residents.

- 3.2. The strategy sets out the learning and development programme offered to members and takes into consideration lessons learnt from previous years to build an effective training programme to enhance members skills and support their ongoing development.
- 3.3. The programme offers a structured approach to training, including events for potential candidates prior to elections, an induction process after election and a schedule of training sessions relating to appointments to committees and senior positions, corporate needs, and community leadership.
- 3.4. The development offered includes mentoring especially for newly elected members or those appointed to senior positions. Elected members are also invited to undertake training needs analysis and personal development plans to manage their individual professional development.
- 3.5. The programme ensures accessibility, equality, diversity, and inclusion providing support for each member at every stage of their journey.
- 3.6. The strategy will be reviewed every three years by the MLDSG to ensure it remains effective and relevant. It is recommended that any amendments to the strategy arising from future reviews are presented to the Audit and Risk Committee for approval.

4. Implications

4.1. Financial Implications

- 4.1.1 The cost of implementing the Member Learning and Development Strategy is contained within the allocated annual member development budget of £37,500.

4.2. Legal Implications

- 4.2.1 There are no legal implications arising from this report.

4.3. Environmental Implications and contribution to achieving a net zero carbon Islington by 2030

- 4.3.1 There are no environmental implications arising from this report.

4.4. Equalities Impact Assessment

- 4.4.1 The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant

protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

- 4.4.2 An Equalities Impact Assessment screening has been completed. The report has no negative impacts on protected characteristics and a full Equalities Impact Assessment is therefore not required.

5. Conclusion and reasons for recommendations

- 5.1. If approved, the Member Learning and Development Strategy will provide a structured, responsive, and strategic approach to elected member development.

Appendices:

- Appendix 1 – Member Development Strategy 2023 - 2026

Background papers:

- None

Final report clearance:

Authorised by:

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