

At a glance

- Charter Commitment - January 2008
- Cross-party Member Development Working Group led process
- Action plan based on self-assessment
- Member development strategy agreed by Overview and Scrutiny (Internal Performance) Committee and updated by Member Development Working Group
- Key initiatives implemented included new induction process, training needs analysis and new training programme tailored to councillors needs
- Learning and development plan regularly monitored by members and senior management team
- Charter Awarded - August 2011

Benefits for Councillors:



“We found the Charter process to be challenging and constructive. It has helped to embed member training and development as an integral part of our culture”

**Councillor Julian Daly, Leader
of the Council**

- We have a clear mechanism for determining members training requirements through our Training Needs Analysis questionnaires.
- A new range of more flexible development activities including 30 minute modular training programmes before committee meetings has allowed councillors to continue their development at times convenient to them.
- Our new induction process has been well received by new councillors who felt that it helped bring them up to speed with their new roles and provided them with the opportunity to interact with more established councillors.

Benefits for the Council

- Steer from the Member Development Group ensures that the quality of member development activities is improving.
- The Member Development Strategy sets out a clear focus on how member development activities relate to the Council's corporate aims.
- The processes and procedures that we have put us in a good place to respond to future challenges and legislative changes.

"I am delighted that Members have found this programme useful and hope that they find it effective in guiding us in the work of the Council"

Daniel Goodwin, Chief Executive

Benefits for Communities

Head of Legal, Democratic and Regulatory Services

"The Charter has helped us tailor our training offer so that councillors have the skills they need to best serve their constituents"

- Increased public awareness about the role of the Council and Councillors through initiatives like Local Democracy Week.
- Our evaluation process for member development activities ensures that public resources are spent effectively.
- Councillors have access to the knowledge and support they need to respond to constituent enquiries.

Who can I contact?

If you want to talk about the challenges and benefits of the Charter programme, please get in touch with us:

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