



## CASE STUDY: A. Rother District Council



### At a glance

- Charter Commitment – March 2005
- Cross-party member steering group led process
- 12 month action plan based on self-assessment
- Member development policy and strategy agreed by all members
- Key initiatives implemented included new induction process and the introduction of personal development plans for all members including the independent members of the Standards Committee.
- Learning and development plan regularly monitored by members and senior management team
- Charter Awarded – March 2008

### Benefits for Councillors:



“The Charter Process has given us an invaluable tool for ensuring our Member Development is as good as it can be. By working towards Charter standards and sharing ideas with other Charter Councils we can now be sure that our Member Development continues to be innovative, accessible and effective.”

**David Hermon**  
**Democratic Services Manager**  
**(Charter lead officer)**

- A new range of more flexible development activities (including web-based learning and more choices over session dates and times) has ensured that a busy work or home life does not prevent Councillors from having the chance to access development activities.
- New systems for collecting and monitoring feedback about development opportunities mean that all members have an opportunity to influence the type of development opportunities they are offered.
- Due to our new induction process, newly appointed Councillors can get to grips with their duties more quickly than before. This has been particularly useful following elections and allocating newly elected Members a ‘buddy’ from within the Democratic Services Section has been particularly useful..

## Benefits for the Council

- Member development activities are now clearly focused on the Council's corporate priorities.
- Charter status has supported community engagement, workforce development and the CPA improvement plan
- The processes and procedures put in place give us a robust framework for responding to future challenges and legislative changes.
- Charter status will assist the Council in recruiting potential candidates from a wider cross section of our communities.



“As well as improving our services to Members and Communities in the short term, the changes we have made will ensure that our member development priorities will continue to change and adapt according to local and national political and practical priorities.”

**Derek Stevens**  
**Chief Executive**

## Benefits for Communities



“I have seen a real change in many members since the start of this process. Members have really benefited from the opportunity to have their say about the support they require in order to carry out the increasingly complex tasks expected of them in a modern and forward thinking authority.”

**Councillor Carl Maynard**  
**Council Leader**

- Increased public awareness about the role of the Council and Councillors.
- Resources made available for Member Training and Development are utilised more efficiently.
- Councillors have access to the knowledge and support they need to respond to constituent enquiries and expectations.
- Councillors have increased confidence in bringing the concerns of residents to the Council Chamber and in acting as ambassadors for the Council in their own Wards.

## 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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