

# Member Development Plan 2015-2019



## Our Vision

*South Ribble Borough Council: a place where members:*

- ▶ Help shape the future of the borough
- ▶ Make a difference to their neighbourhoods and local communities
- ▶ Provide clear leadership to their communities and the Council
- ▶ Welcome future challenges

MEMBER DEVELOPMENT PRIORITIES			
	Building Visionary and Ambitious Leadership	Change and Collaborative Working	Developing Skills and Capacity
Our Priority Objectives 2015-2019	1. To ensure that Members are effective in their Community Leadership role. 2. To ensure that Members demonstrate and promote the Council's values by maintaining high standards of conduct and behaviour. 3. To encourage and develop knowledge for specialist Member roles. 4. To develop Members skills and capabilities for current and future roles.	5. To develop new skills to embrace change, innovation and support new ways of working. 6. To support Members in pursuing development and networking opportunities at a regional and national level. 7. To develop skills and competencies for collaborative working with partners and other authorities. 8. To equip Members with the skills and confidence to effectively challenge service delivery.	9. To provide flexible learning and equal access to development opportunities that take account of individual learning styles, time commitments, and appropriate levels of competency. 10. Explore the use of social media to enhance communication at a local level. 11. Member learning to be led and supported by Members and championed through the Member Development Group.
Our Key Targets 2015/16	<ul style="list-style-type: none"> <li>▶ Successful renewal of the North West Member Development Charter in 2016</li> <li>▶ 40 out of 50 Councillors to be engaged in the Personal Development process</li> <li>▶ The average number of Councillors attending Learning Hours to be 25.</li> <li>▶ 80% of Councillors who respond to the Annual Evaluation Survey to be satisfied with the training and development opportunities available</li> </ul>		
Our Key Actions 2015/16*	1. Develop Members to take a leadership role in the community and participate in local community activities. 2. Continue to ensure all Members are aware of and contribute, where feasible to major projects. 3. Deliver the Council's Corporate Plan through close working between Members and Officers. 4. Equip, update and provide members with best practice to meet changing legislation and statutory obligations, including, for example, training for Scrutiny, Licensing, Planning, Standards and Governance.	5. Develop Members via training and support processes to make greater and more effective use of new technologies. To include awareness of the benefits of the website and social media. 6. Support Members to share skills/knowledge and experiences with other members and officers. 7. Promote the use of online resources as a tool for learning and development. 8. Promote external local events and seminars relating to key topics and challenges. 9. Attendance by the Member Development Group at regional networking events to share and gain best practice	10. Arrange for all Members to complete Personal Development Plans and to periodically review progress on their training needs. 11. Deliver a training programme based on feedback from Members Personal Development Plans, best practise and updates on key legislation changes 12. Capture and share information on member learning and undertake an evaluation of the training delivered. 13. To prepare for and successfully retain the Member Development Charter.  <i>*Key actions will be reported upon and agreed on an annual basis (through Scrutiny, Cabinet and Council)</i>

## Our Values

- Learning Organisation
- Team Work
- Integrity
- Positive Attitude
- Excellence