

**Extract from the Minutes of a meeting of the
STANDARDS COMMITTEE
on Monday 21 October 2019**

Committee members:

Councillor Aziz (Chair)

Councillor Gotch

Councillor Taylor

Councillor Pressel (Vice-Chair)

Councillor Kennedy

Councillor Simm

Officers:

Anita Bradley, Monitoring Officer

Andrew Brown, Committee and Member Services Manager

Catherine Phythian, Committee Services Officer

Also present:

Jill McCleery (Independent Person)

Apologies:

Chris Ballinger sent apologies.

The Chair (Cllr Aziz) had sent apologies for lateness and in her absence the Vice-Chair (Cllr Pressel) assumed the Chair and opened the meeting.

10. Declarations of Interest

There were no declarations of interest.

**11. Member training - Agreement of principles for the 2020-24
member training scheme**

Member Development

The Committee was supportive of the view that it had a role to play in identifying members' development needs and shaping a member training programme to enable all

Appendix 4

elected representatives to meet the challenges facing them and to support their work in committee, in their ward and in Council in the 2020s.

The Committee acknowledged that its members should work within their political groups to encourage and promote the importance and benefit of all training, not just that relating to ethical standards, amongst their colleagues.

Compulsory training

The Committee considered that Code of Conduct, Planning and Licencing training should be compulsory training for councillors and that the following topics might be added to the list of compulsory training:

- Finance (to provide an introduction to local authority finances, the budget process and medium term financial plan)
- Safeguarding
- Ethical Values and Behaviours (to include issues such as equality and diversity, unconscious bias, anti-Semitism, misogyny)

The Committee acknowledged the risks associated with introducing too large a programme of compulsory training but felt that all of the topics identified were of sufficient importance to be included in a compulsory training programme.

The Committee then considered the frequency and scheduling of a compulsory training programme. They felt that the current arrangement of compulsory training on planning every 2 years was reasonable but that the frequency of compulsory training on Code of Conduct (currently annual) could be reduced. Consideration should be given to the proposal that all councillors (whether newly elected or re-elected) should only receive each of the compulsory training modules in their first year of office. Recognition should also be given to those councillors who brought transferrable skills and experience from their professional life or other roles in community or public service.

Non-compulsory training

The Committee suggested that non-compulsory training should be offered to all councillors on an annual basis. These sessions should:

- meet any identified behavioural or cultural issues and any skills gaps
- address any new or emerging issues of relevance to the Council
- provide specialist knowledge on particular themes (e.g. within planning) that built on the information provided as part of the compulsory programme

Induction

The Committee recognised the importance of induction training in setting the culture of the Council and the behaviours of councillors and agreed that the induction programme should be compulsory. The Committee was satisfied that the revised format and scheduling for the induction sessions that had been introduced in 2018 should be replicated in 2020 – 2024.

The Committee asked officers to review the “induction” arrangements for a member elected as a result of a by-election to ensure that, as far as possible, it reflected the standard programme.

Appendix 4

Buddying

The Committee considered that the informal buddying arrangements between newly elected councillors and members of the Committee and Member Services team had been a constructive initiative which complemented any mentoring arrangements within the political groups. The Committee confirmed that the arrangements should be in place for newly elected councillors in May 2020.

This page is intentionally left blank