

Skills Audit for Members

Report of Andrew Smith, Cabinet Member for Customer Services and Innovation

Date: 15 October 2019
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Key Decision? **NO (delete as appropriate)**
Local Ward Members If any Wards are particularly affected insert the name of the Ward Members and their Ward. Ensure that the Ward Members have been consulted.



EMPLOYMENT COMMITTEE

1. Executive Summary

- 1.1 On 2 July the committee provided feedback on the current Members induction and the future training plan, following the Council elections in May.
- 1.2 Members of the committee felt that there was further training needed and to facilitate this a skills audit questionnaire has been developed and is attached at Appendix A.
- 1.3 The roles of councillors are changing. The 21st Century Councillor research describes the role as community advocate, but also uses terms such as entrepreneur; catalyst; broker. With the challenges of diminishing finances, increased pressures on services, we are all considering how the Council, and the skills of the politicians and officers will need to change to meet future demands.
- 1.4 It is therefore timely for councillors to review their expertise, and to horizon scan about what will be needed in the future in order to fill any gaps and meet our aspiration to be a good council. A similar exercise is being carried out for all officers as part of our People Strategy.

2. Recommendations

- 2.1 That the committee approve the skills audit for distribution to Members.

3. Background

- 3.1 The draft skills audit is based on the sections linked to the LGA's Political Skills Framework. Themes from the Member Development Charter Plus have also been included.
- 3.2 Once approved, the skills audit will be distributed and will allow the identification of future member development sessions and access to online resources to support all members effectively.

Alternative Options	We can just provide training to members on request, but this may not cover all aspects of the role.
Consultation	Information has been sought regarding best practice from officers at LGA.
Financial Implications	None arising directly as a result of this report.
Contribution to the Delivery of the	This supports the District Council's Strategic Plan by ensuring we have effective and well trained members.

Strategic Plan	
Equality, Diversity and Human Rights Implications	none
Crime & Safety Issues	none
GDPR/Privacy Impact Assessment	All identifying information will removed from future narrative reporting.

	Risk Description	How We Manage It	Severity of Risk (RYG)
A	That we fail to meet our training obligations	Ensure we have a robust training plan.	Green
B	That our training plan meets the needs of all members effectively	Identify gaps and the levels of gaps to enable the correct training to close them.	Green
C			
D			
E			

Background documents

Relevant web links