

North Tyneside Council

Report to: Cabinet Member for Finance and Resources

Date: 3 March 2025

Title: Member Development Programme 2025 – 2026

Portfolio(s): Finance and Resources	Cabinet Member(s):	Councillor McMullen
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Report from Service Area: People and Organisation Development

Responsible Officer: Jon Ritchie, Director of Resources (Tel: (0191) 643 5701)

Wards affected: All

PART 1

1.1 Executive Summary:

This report seeks approval for the Member Development Programme 2025 – 2026 as set out in Appendix A which, subject to approval, will take effect from 1 May 2025.

The Elected Mayor’s Delegation Scheme authorises the Cabinet Member with responsibility for Finance and Resources to approve the Member Development Programme.

1.2 Recommendation(s):

It is recommended that the Cabinet Member with Responsibility for Finance and resources approves the Member Development Programme set out in Appendix A, to take effect from 1 May 2025.

1.3 Forward Plan:

The report was included in the Forward Plan under the heading Resources ‘Member Development Programme 2025 – 2026’ published on 31st January 2025.

1.4 Council Plan and Policy Framework

This report outlines the development support for Members which will enable delivery of priorities outlined in the Our North Tyneside Plan.

1.5 Background Information:

The Member Development Programme (“the Programme”) sets out the Authority’s ongoing commitment to support members to fulfil their role, setting out behaviours, skills, and knowledge that are needed to fulfil public duties.

The Programme is reviewed on an annual basis, taking account of members’ feedback, best practice and changing priorities within the Authority. It is recommended that the programme remains the same for 2025–2026. This will enable the Authority to continue to support members to fulfil their duties. Additionally, a key focus for this year’s programme will be providing a robust induction of learning and support for the incoming Mayor.

The recommendation is based on positive feedback from members on the current programme and support available to them throughout the programme.

The impending Mayoral Election and Chief Executive recruitment taking place in 2025 will potentially impact the members development programme. Until these appointments are made, there are no suggestions for change to the programme, other than a focus on preparation for induction and development for the new Mayor.

1.6 Decision options:

The following decision options are available for consideration by the Cabinet Member with responsible for Finance and Resources:

Option 1

To agree the recommendations set out in paragraph 1.2 of the report, keeping the current member development programme as it is.

Option 2

Not to agree the recommendations set out in paragraph 1.2 of the report, suggesting a revision of current arrangements.

Option 1 is the recommended option.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

Agreement of the recommendations will ensure that the Member Development Programme will be in place for May 2025 and will continue to support members in fulfilling their roles.

1.8 Appendices:

Appendix A – Overview of the members Development Programme 2025- 2026.

1.9 Contact officers:

Jon Ritchie, Director of Resources, tel (0191) 6435701

Rachel Hegarty, Head of People and OD, tel 07739 473787

Louise Robson, OD Manager, People Team, tel (0191) 6431505

David Mason, Head of Finance tel (0191) 6433293

2.0 Background information:

The following background papers/information have been used in the compilation of this report and are available at the office of the author:

- The Authority's Constitution
- Equality Impact Assessment (Learning and Development Programme)

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

The proposed Programme can be delivered within the allocated £8,000 budget within the People and Organisation Development service.

2.2 Legal

There are no direct legal implications arising from this report.

Members are given training on the Code of Conduct for Members and Co-opted Members, as well as refresher training on the Code.

As stated in the body of the report, the Elected Mayor has delegated to the Cabinet Member with responsibility for Finance and Resources the approval of the Member Development programme.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The organisation regularly engages with members on the Members Development Programme. This engagement activity informed the recommendations in the report. Consultation with the Head of People and Organisation Development, Director of Resources and Councillor McMullen on the proposals within the report have taken place.

2.3.2 External Consultation/Engagement

No external consultation is required as no impact on Members of the public.

2.4 Human rights

There are no human rights implications directly arising from this report.

2.5 Equalities and diversity

A Learning and Organisation Development Programme Equality Impact Assessment has been conducted to ensure the Member Development Programme continues to meet the needs of all Elected Members.

Equality and Diversity training is mandatory for all Councillors which outlines obligations in relation to the public sector equality duty set out in the Equality Act 2010 which must be considered when the Authority exercises its functions, including decisions taken by Members.

2.6 Risk management

The purpose of the programme sets out the obligations and expectations including code of conduct to support members to manage potential risks in the discharge of their duties.

2.7 Crime and disorder

There are no crime and disorder implications directly arising from this report.

2.8 Environment and sustainability

There are no environment and sustainability implications directly arising from this report.

PART 3 - SIGN OFF

- Interim Chief Executive
- Director(s) of Service
- Mayor/Cabinet Member(s)
- Chief Finance Officer
- Monitoring Officer
- Interim Director of Corporate Strategy and Customer Service