Appendix A

Member Development Programme 2025-2026

North Tyneside Council

Purpose of Member Development

- A councillor's role is highly visible, open to scrutiny and governed by a code of conduct underpinned by the ethical standards – The Nolan Principles

- A comprehensive induction helps councillors to understand their role and expectations, forge strong relationships with officers, and to build competence and confidence to serve their community

- During what are increasingly challenging times in local government, member development supports councillors to develop the skills and knowledge needed to deliver on local priorities

- The purpose of the programme is to support councillors to perform their role at their very best and to prepare them for the risks and challenges which they may face on a day-to-day basis

North Tyneside Council

Current programme

Welcome day event (a two-hour session post-election)

- Setting expectations/accountability
- Understanding their role, ethical standards and obligations
- Meeting key contacts and stakeholders
- Access the tools which will help them to hit the ground running
- Signposting to key events and information

Member information guides in the welcome pack

- Providing clear expectations and obligations
- Helpful information to support residents

Member development programme covering induction (refresher and new), mandatory, regulatory and bespoke learning

Member/Officer scheme offered to all new or returning Councillors to support them in navigating the organisation in the first three months in their role.

Teams channel for regular learning updates and reminders (including all supportive guides, welcome pack and programme documentation)
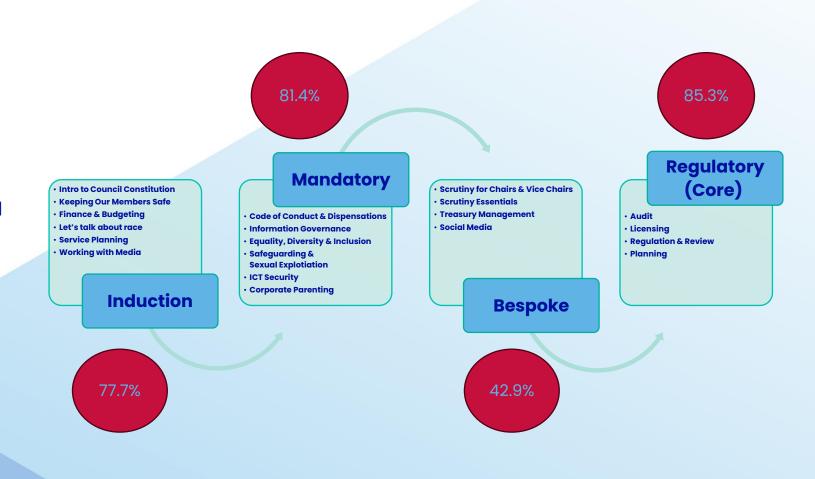
All Members engagement

- Good engagement in induction, mandatory and regulatory learning.

- Engagement across the board is higher in all areas in comparison to the previous year.

- There is a potential risk linked to non certification in ICT security (43%) and the information governance learning modules (22%) however, engagement has increased from the previous year.

- Engagement levels for bespoke learning need to be a focus for improvement

- More members are using the Learning Pool to book themselves on workshops compared to previous years. This suggests an increase in user confidence in the system.

- From those that required and completed mandatory learning in this MDP year (47% of members), analysis shows that a larger percentage opted for e-learning (67.6%) compared to face to face (24.2%) and webinar (8%).

81.4%

85.3%

Mandatory

Regulatory (Core)

Induction

- Intro to Council Constitution
- Keeping Our Members Safe
- Finance & Budgeting
- Let's talk about race
- Service Planning
- Working with Media

- Code of Conduct & Dispensations
- Information Governance
- Equality, Diversity & Inclusion
- Safeguarding & Sexual Explotiation
- ICT Security
- Corporate Parenting

- Scrutiny for Chairs & Vice Chairs
- Scrutiny Essentials
- Treasury Management
- Social Media

- Audit
- Licensing
- Regulation & Review
- Planning

Bespoke

77.7%

42.9%

Feedback and Insights from Members & Officers

What works well

- Positive feedback on the welcome day event and associated documents which have made it easier for councillors to get up and running.

- Provision of additional 1:1 support to members as and when they need it.

- Using multiple communication channels has improved engagement/attendance at learning for some i.e. Learning Pool notifications, outlook invites, reminders via Teams channel and email.

- Positive feedback on accessing and navigating the refreshed members Learning Pool pages.

- Members appreciate having more than one option of learning available to them.

- 7 members enrolled on the member/officer link scheme. Officer feedback has indicated that members found this helpful. Feedback from members has been limited, however those we have spoken to found the scheme useful and a positive addition to the programme.

What could be better

- Ensure members are sighted on the LGA member learning programme on a more regular basis.

- Member engagement with learning (low completion rates on bespoke and optional learning).

- Continuing to be clear on the risks to the organisation and members on non-completion of learning.

- Continue to review and refresh mandatory learning.

North Tyneside Council

27/02/2025

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Recommendation:

To continue with the members development programme as it is and prepare an induction and development programme ready for the new Mayor

North Tyneside Council