



South West Charter for Elected Member Development

Name of Council:	Torridge District Council
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Description

Short outline of the approach used, key milestones, issues and how these were resolved

23 April 2007 - Council approved a Member Development Strategy.

12 February 2008 – Chief Executive announced Torridge's commitment to achieving Charter Status.

23 April 2008 – First Meeting of Cross-party Member Development Working Group. Terms of Reference agreed and first edition of Newsletter to all Members – "Together We Can Do It!" issued.

28 May 2008 – Member Development Working Group met, discussed and approved use of the Devon Members' Skills Framework. Member Development Officer starts work on Self-Assessment

30 June 2008 – Marion Geare, Learning & Development Manager for the Devon MSO Group visits Torridge – spoke to Councillors and Senior Managers to raise profile.

By September 2009 the following work completed:

- Self Assessment & Action Plan – submitted to SW Regional Employers
- Equality Strategy – approved by Council – June 2009
- Personal Development Plans (PDPs) – as at 21 September: -
 - 16 fully completed
 - 07 partially completed – awaiting 1:1's with Chief Officers
 - 01 new Member– completed Firm Foundations – after six months in office
 - 02 Members completed quick skills assessment
 - 10 Members - no participation

- Portfolio of Evidence – almost complete

February 2009 – Briefing Note on progress to Corporate Management Team

10 November 2009 – Member and Member Development Officer attend Charter Day at North Petherton – two copies of Portfolio of Evidence handed in to SW Councils.

December 2009 – Certificate and letter received from SW Councils congratulating the Council on being deemed ready for formal assessment.

22 February 2010 – Assessment Day! Success!!

April 2010 – Short-listed for the Municipal Journal's "Councillor Development" Achievement Ward 2010. Winner to be announced on 24 June 2010.

Benefits

Summarise the benefits gained from achieving the Member Development Charter

For the Council

- Reputation!
- Savings on Member Training Budget – discounted places and free places available because we had signed up to achieving Charter Status – value for Money!
- Member Development firmly imbedded.
- Praise from the Audit Commission
- Good working relationship between Members and Officers

For the Councillors

- Clear guidance on the learning & development support they should expect to receive
- Role Profiles
- Opportunities to network – feeling of inclusiveness
- Three Councillors passed BTec level 3 in Local Governance as part of the process
- Good working relationship with Member Development Officer
- Councillors having the confidence to champion local causes and "stick their heads above the parapet"
- Pride in themselves

For the Local Community

- Confidence in the ability of their Councillors
- Positive press coverage
- Strong community leaders

Photo's and Quotes

"I am privileged to be able to say that I am part of a go ahead organisation and look forward to all opportunities to learn new skills which will help me in my professional journey and as a Member of TDC".



Margaret Brown – Chairman of Council

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"We have no hesitation in making our recommendation that Torridge be awarded Investors In People Status in view of the fantastic team spirit and how Members and Officers are really proud of the excellent work they are doing".

IIP Assessors

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"Members and Officers have clear direction that reflects local, regional and national priorities. Excellence is now firmly established as an ambition in its own right. A strong partnership exists between Members and Officers".

"Strong leadership has transformed the Council and a productive "can do" culture has developed".

Audit Commission – extract from CPA report.

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"The Council I leave behind is very different from those early days. We now enjoy strong political and managerial leadership, a one council can-do culture and enthused customer centric staff",

John van de Laarscott (ex-Chief Executive)

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