

CASE STUDY: Havant Borough Council

At a glance

- Charter commitment gained at political and senior management level – 2015
- Cross-party Councillor Development Panel commence process from September 2016
- 12 month action plan based on self-assessment
- Member development strategy and Competency Framework agreed by all members in 2015
- Training Needs Analysis undertaken to ascertain members needs and a tailored and robust training programme produced to meet those requirements.
- Raised profile of development within the Council through regular Cabinet Lead Reporting and reporting of training opportunities in the Councillor's Newsletter.
- Training programme and training feedback regularly monitored by the Councillor Development Panel at their quarterly meetings.
- Charter Awarded – 2017



"I have seen first and what a difference the leadership strength of Councillors makes to an organisation. The importance of investing in the development of Councillors is clearly recognised at a senior level. It is this senior buy in which has made the development programme for Councillors such a success"

Caroline Tickner,
Head of Organisational Development

Benefits for Councillors:

- All members are now able to input to and influence a bespoke training programme through an analysis of their training needs.
- Feedback from training sessions is closely monitored to further ensure that the tailoring of the training programme is robust and on-going.
- The cross party Councillor Development Panel allow for apolitical contribution towards the development of members across parties.
- Support is provided for Councillors in key areas, such as Chairing Skills, Finance training and Local Plan updates.
- Improvement of support networks for all members are available through mentoring roles, topic champions, the Panel and Cabinet Lead roles, and a thorough induction process.
- Information on the training programme is

circulated widely through multiple platforms.

Benefits for the Council

- Councillor training is clearly aligned with the priorities of the Council and the needs of its members.
- Better trained and informed Councillors ensure that the Council's business is conducted in the best way it can be.
- Improved succession planning ensures several members have the skills and knowledge to take leading roles within the Council
- Training and development processes have been improved through the implementation of the Councillor Development Panel
- Commitment from the political and managerial leadership will ensure the continuing improvement of member development.



“Working towards the Member Development Charter gave councillors an opportunity to really analyse the skills required to be effective in local government and to have a say about what will best help them in their work with local constituents. The training and development programme can now be adapted as and when local and national policies demand and real support can be given in all councillors as a result of individualised training needs analysis”.

**Councillor Lulu Bowerman,
Cabinet Lead for Governance and
Organisational Development**



“Our focus on the bespoke development needs of Councillors will ensure they have the confidence to serve their communities in their role. Our investment in development will also give Councillors the practical tools to adapt to the challenges of running public services in an ever changing world.”

**Sandy Hopkins,
Chief Executive**

Benefits for Communities

- The development of Councillors is clearly signified as a key Council objective, to ensure that members are fully equipped to conduct their roles as elected members.
- In turn, members are better informed on key messages for their local communities, with the Local Plan a key factor in this.
- Clear and focused designation of the Councillor training budget.
- Clear support networks for all members to ensure expertise is readily available to respond to residents.

Who can I contact?

If you want to talk about the challenges and benefits of the Charter programme, please get in touch with us:

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