



## CASE STUDY: Rother District Council



### At a glance

- Charter holder since 2008
- Dedicated and high profile Member Development Task Group meeting 4 times per year with consistent strong officer support
- A focussed Member Development Work Programme with consistently high engagement and participation in identifying needs through Training Needs Analyses
- Human and financial resources committed to Member Development - Member Training and Conference Budget - £15,000 in 2018/19
- Charter Awarded in March 2018 for the fourth time

### Benefits for Councillors:



“Having held the Charter since 2008, Rother District Councillors can be confident that they will be well supported and developed to meet the challenges of being a Councillor, through a well-developed and embedded culture of learning and development”.

**Lisa Cooper**  
**Democratic Services Manager**

- The Member Development Task Group actively manages the training and development offer and so it is responsive to Members' changing needs as they arise. Dedicated cross-party Membership ensures cross-party input and support.
- The Member Training and Development Programme takes account of all learning and development plans, including individual needs, committee training and any other training needs that have been identified; a very full and varied programme is offered which has included Chairing Skills, Personal Impact and Public Speaking and Social Media.
- The Council takes positive steps to ensure that there is equal access to learning and development opportunities for all Councillors. This has paid off and is evident through the TNA comparison.

## Benefits for the Council

- Retention of the Charter will ensure that the MDTG strategically aligns the training and development offer with what the Council is trying to achieve. This will be particularly important for the Council moving forward with continued financial pressures and finding innovative ways of working to maximise revenue and reduce costs.
- There will be tough decisions to be made moving forward and officers can be confident that Councillors will have the necessary skills and knowledge to make the right decisions at the right time for the Council and its residents.



“Having the Charter gives our Councillors the assurance that a high level of support is in place to help them understand complex issues and make decisions confidently”.

**Malcolm Johnston**  
**Executive Director**

## Benefits for Communities



“I am delighted to see so many Councillors actively engaged in their own training and development to enable them to be better informed and do the best they can for their communities”.

**Councillor Carl Maynard**  
**Council Leader**

- The quality of the member development offer at RDC has enabled Councillors to operate more confidently within their various roles and particularly within the community.
- The Council’s work in actively encouraging citizenship and publicising the role of Councillors as community leaders has paid off; there is already interest in the May 2019 local elections within the community. The support offered and publicised by the Council ensures that potential candidates stand for election from all groups; they are confident that they will be supported and this gives them the courage to put themselves forward for election.

## 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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