

## Councillor Development Reviews

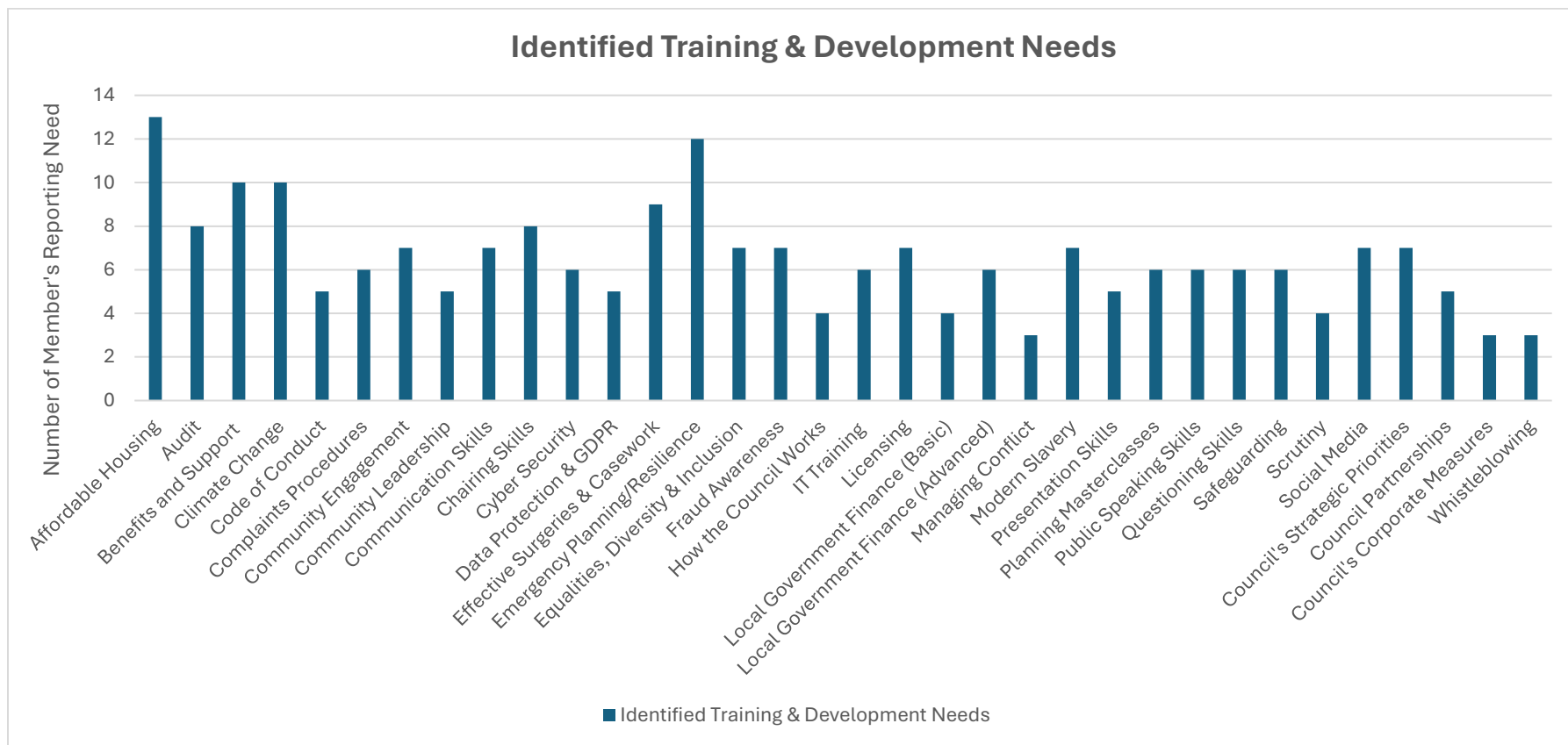
### Analysis of 2024 Councillor Development Reviews (CDR's)

A total of 24 CDR's were completed during 2024, equating to approximately 67% of Members. The breakdown of completion by group can be seen in the table below.

Completion	CON	LIB	LAB	GREEN	Total
No:	17	0	6	1	24
%	47.2	0	16.6	2.7	66.6

**Table 1: CDR Completion by Group**

Members feedback provided during the CDR's identified several training and development needs, which broadly fit within the categories displayed in the table on the next page. There were a number of common themes arising from CDR's which were raised by a number of members irrespective of political group.



**Table 2: Identified Training & Development Needs**

## **Most requested areas for further development**

### **Affordable Housing**

13 out of 24 Members (54%) completing CDR's identified 'Affordable Housing' as an area for further training and development.

#### Previous training on this topic:

A training session on Affordable Housing was scheduled for Monday 18 December 2023, covering Affordable Housing Development, Homelessness, Housing Demand and the Housing Register. 13 Members attended.

### **Benefits and Support available to residents**

10 out of 24 Members (42%) completing CDR's identified 'Benefits and Support available to residents' as an area for further training and development.

#### Previous training on this topic:

- Finance & Welfare training: Monday 23 October 2023
  - This session included an overview of Council Tax & Benefits. 11 Members attended.
- Vulnerability & Support Awareness training: Wednesday 3 April 2024
  - This session showcased the work of the Community Services team including the Resident Support Service, The Children's Workers Service, the Domestic Abuse Outreach Service and the Community Hub. 12 members attended.

### **Climate Change**

10 out of 24 Members (42%) completing CDR's identified 'Climate Change' as an area for further training and development.

#### Previous training on this topic:

A Climate Change Masterclass was provided on Thursday 12 October 2023, covering our achievements so far, our plans moving forward and an introduction to the Climate Change Action Plan and Climate Change Strategy. 17 Members attended this session, and the feedback was positive.

### **Chairing Skills**

8 out of 24 Members (33%) completing CDR's identified 'Chairing skills' as an area for further training and development.

A common theme amongst members identifying this as a training and development need was the desire to have the opportunity to chair a committee or Task & Finish group (62.5%), and those that were already in such positions wished to further enhance the impact and effectiveness of the committee or group they chaired through improved chairing skills (37.5%).

#### **Previous training on this topic:**

Previously, Chairing Skills training was provided for members on 3 July 2023, though this was attended by only 2 Members, 1 of which has identified this as a need in their CDR. This session, hosted by East Midlands Councils, provided participants with tips and techniques associated with being a skilled chair of a virtual, physical or hybrid meeting.

### **Effective Surgeries & Casework**

9 out of 24 Members (38%) completing CDR's identified 'Effective Surgeries & Casework' as an area for further training and development.

#### **Previous training on this topic:**

Training was provided for New Members at the Hitting the Ground Running: New Councillor Workshop, hosted by East Midlands Councils on Friday 14 July 2023.

### **Emergency Planning/Resilience**

12 out of 24 Members (50%) completing CDR's identified 'Emergency Planning/Resilience' as an area for further training and development.

#### **Previous training on this topic:**

Training was provided on the Resilience Partnership on Thursday 21 March 2024, covering resilience arrangements in Leicester, Leicestershire & Rutland and explaining the role of Elected Members before, during and following an incident. 17 members attended this session.

## Draft 2024/25 Member Development Programme

Please find below the Draft 2024/2025 Member Development Programme which accounts for the training and development needs that were identified by Member's in their CDR's.

Date	Location	Mandatory, Optional or Advisory	Training Event	External Training Provider
TBC	TBC	TBC	Affordable Housing	TBC
TBC	TBC	TBC	Emergency Planning/Resilience	TBC
TBC	TBC	TBC	Benefits and Support available to residents	TBC
TBC	TBC	TBC	Climate Change	TBC
TBC	TBC	TBC	Effective Surgeries & Casework	TBC
TBC	TBC	TBC	Chairing Skills	TBC
TBC	TBC	TBC – depending on topic	Planning Masterclasses	TBC