

CYNGOR SIR POWYS COUNTY COUNCIL

**Democratic Services Committee
21 January, 2019**

REPORT AUTHOR: Head of Democratic Services

SUBJECT: Member Mandatory Development

REPORT FOR: Decision

1. Background

- 1.1 In 2015 the Council agreed the range of mandatory development and that: Mandatory Development sessions would be identified and each session would be provided twice per annum, so giving members options for attendance.
- 1.2 For information the agreed Mandatory Development is detailed in Appendix A.
- 1.3 In November 2018 the Member Development Working Group considered the future provision of mandatory Corporate safeguarding and Corporate parenting development.

2. Review of Mandatory Development in respect of Corporate safeguarding and Corporate parenting

- 2.1 From May 2017 to date the following has been provided:
- 8 September, 2017 Corporate Parenting
 - 8 September, 2017 Safeguarding adults and children
 - 10 April, 11 April, 17 July and 18 July 2018 Corporate Parenting – provided by Bond Solon and Members were required to attend one session.
- 2.2 The training provided by Bond Solon received a mixed evaluation from Members and also officers advised that this provided a legally biased session and did not address issues in Powys.
- 2.3 The Director of Social Services and her Leadership Team have considered this issue and agreed that further mandatory development should be provided to Members. To address this and also to develop Members' understanding of Corporate safeguarding and Corporate parenting issues, officers consider that the two topics should be provided twice a year and that BOTH sessions on each topic be mandatory, as they will cover different issues.
- 2.4 Each session will focus on specific issues in each topic and will address:
- the issues within Powys
 - develop further the understanding of the Member's role in respect of Corporate safeguarding and Corporate parenting
 - the reputational risks to Powys County Council in light of recent Care Inspectorate Wales [CIW] reports and
 - the associated financial risks.

- 2.5 The Social Services officers recommend that this level of mandatory development be provided during the period 2019 – to the end of 2020. During 2020 the ongoing level of this mandatory development will be reviewed for 2021 onwards, where it is envisaged that we will be able to revert back to the current level of provision.
- 2.6 The Working Group noted that during 2019 the other mandatory development, which Members will need to attend in County Hall, is Treasury Management and they need to attend one of the two sessions provided [the July session will be an evening session]. In addition, in 2019 mandatory Equalities and Diversity development will be provided on six occasions over three sites and Members will only need to attend one session. Members will also need to ensure they keep their mandatory eLearning on such issues as Data Protection up to date and Members will receive reminders when this is required.
- 2.7 The MDWG considered that to be consistent with Council’s previous decision each of the two sessions on Corporate safeguarding and each of the two sessions on Corporate parenting should be provided twice, with Members attending two different sessions on each topic. Therefore, if the above proposal in respect of Corporate safeguarding and Corporate parenting is approved, Members will be required to attend six mandatory development sessions [all half days] in 2019. In 2020 there will be six mandatory development sessions as Members will also need to complete a mandatory Code of Conduct refresher session.

3. Discussion of MDWG’s recommendation with Children’s Services Officers

- 3.1 As a result of the MDWG’s decision and recommendation the Head of Democratic Services and the Democratic Services Officer have spoken with the Head of Children Services. Providing each of the two sessions on Corporate safeguarding and Corporate parenting twice, would place a large burden on Childrens Services staff, especially when the Care Inspectors continue to have concerns about the Service.
- 3.2 The last development session was successfully recorded and the quality of the recording was good. Utilising recordings in the future would allow the following:
- Corporate safeguarding and Corporate parenting issues, should be provided twice a year and BOTH sessions on each topic be mandatory, as they will cover different issues. At the end of each session Members will complete a questionnaire relating to the issues covered in the session. The sessions will also be recorded.
 - Members must attend at least one of the mandatory sessions on each topic, so that they are involved in the discussions.
 - Members must watch the video of the other session, if not attended and complete the questionnaire, which should be returned to officers.

Recommended that:	Reason for Recommendation:
<p>during 2019 – the end of 2020:</p> <ul style="list-style-type: none"> • Corporate safeguarding and Corporate parenting issues, should be provided twice a year and BOTH sessions on each topic be mandatory, as they will cover different issues. At 	<p>To support the continuous development of Members and address issues raised in recent Care Inspectorate Wales [CIW] reports.</p>

<p>the end of each session Members will complete a questionnaire relating to the issues covered in the session. The sessions will also be recorded.</p> <ul style="list-style-type: none"> • Members must attend at least one of the mandatory sessions on each topic, so that they are involved in the discussions. • Members must watch the video of the other session, if not attended and complete the questionnaire, which should be returned to officers. 	
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Relevant Policy (ies):			
Within Policy:	Y / N	Within Budget:	Y / N

Relevant Local Member(s):			
Person(s) To Implement Decision:		Wyn Richards	
Date By When Decision To Be Implemented:		January 2019	
Contact Officer Name:	Tel:	Fax:	Email:
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Background Papers used to prepare Report: