

## **Member Peer Development**

### **Purpose**

For discussion and direction.

### **Summary**

This report provides a short summary of recent, current and planned activity to support the induction, training and development of member peers and invites members' views.

### **Recommendation**

Members are asked to comment on the current and planned activity to support member peer development.

### **Action**

The proposals will be developed and progressed in the light of members' views.

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## **Member Peer Development**

### **Background**

1. This report provides a short summary of recent, current and planned activity to support the induction, training and development of member peers. The report invites members' views.

### **Issues**

2. Challenge and support from one's peers lies at the heart of the sector-led improvement approach and the LGA's offer of support. As fellow local government practitioners, peers bring an immediate credibility, trust and mutual respect to the challenge and improvement process.
3. The on-going recruitment and development of high quality peers is critical to the continued success of sector-led improvement. This was highlighted at the member peer conference on 8 September. The event was also an opportunity for member peers to suggest topics for further future learning and development.
4. Set out below are details of recent, current and planned activity to better support member peer development.

### **Recent activity**

5. Peer Induction Pack and Web Resources – the peer induction pack was put together earlier this year and contains generic information about being a peer and peer working. It is issued to all new officer and member peers and made available to peers as part of the administration process before all peer projects. The document is available on the peer resource web pages.
6. Peer development sessions and away days – The Local Government Support (LGS) Team works closely with the Political Group Offices on peer recruitment and development. This has included the co-design and delivery of various peer development events and facilitated sessions. For example an away day which focussed on the role of member peers in peer challenge and an induction event providing an overview of the different peer-led support offers such as peer challenge and mentoring.
7. The Member Peer Conference 8<sup>th</sup> September 2016 - 108 member peers attended the event which provided a mix of cross-party and party political sessions in the morning, followed by 2 hours of development sessions on the current peer-led offers. Peers were encouraged to contribute their thoughts and ideas for the further development of the SLI offers and about how the LGA might better develop and support them as peers.
8. Councillor Mentoring Handbook – in conjunction with the Political Group Offices and Lead Member Peers, guidance materials to support councillor mentoring have recently been refreshed. The handbook is aimed at member peers new to, or less experienced at, providing political mentoring support. The content of the handbook has been informed by the development session at the Member Peer Conference (8<sup>th</sup> September) and will be made available to all member peers.

## **Peer Training and Development Plan 2017**

9. A proposed peer training and development plan for 2017 is set out below – providing a range of learning, training and development opportunities. The plan focusses on key issues we know to be of importance and reflects the needs identified at the Member Peer Conference. Member peer attendance is normally agreed with the Political Group Offices.

### **Peer Challenge Training**

10. All of our key peer challenge programmes provide training to peers. Training typically covers the peer challenge process and role of peers in delivering the peer challenge in the context of sector-led improvement.

### **Corporate Peer Challenge**

11. The following dates are currently scheduled for training peers for corporate peer challenge:

- 11.1. Tuesday 10 January 2017
- 11.2. Thursday 16 February 2017
- 11.3. Wednesday 22 March 2017
- 11.4. Tuesday 16 May 2017
- 11.5. Wednesday 12 July 2017
- 11.6. Tuesday 12 September 2017
- 11.7. Tuesday 14 November 2017

### **Adult Safeguarding and Social Care Peer Challenges**

12. Dates for 2017 currently being planned and agreed.

### **Children's Safeguarding Peer Challenges**

13. Dates for 2017 currently being planned and agreed.

### **Other peer challenges**

14. Peer training events for HMEP, Fire and Health are currently being planned for 2017.

### Other Training and development sessions

Session	Description	Date
<b>15. Mentoring</b>	A one day training course for member peers who are deployed to provide political mentoring support.	June 2017 (date tbc)
<b>16. Commercialisation</b>	Spaces for member peers will be made available on a planned programme of member events on commercialisation.	March 2017 (date tbc)
<b>17. Digital</b>	A one day session for member peers raising the profile of how digital can help councils to deliver more efficiently for residents and workforce, and highlighting cyber security issues.	14 <sup>th</sup> March 2017
<b>18. Commissioning Academy</b>	Places for member peers will be available on future Commissioning Academy sessions.	Dates tbc.
<b>19. Annual Member Peer Conference</b>	Preparations are underway for the next member peer conference in September 2017 which will include various peer development sessions.	September 2017

### Implications for Wales

20. There are no specific implications for Wales – if the Political Group Offices wish to nominate member peers from Welsh authorities to attend face to face training then there is no barrier to that. As many of the events are in Warwick this should make attendance easier for many Welsh peers.

### Financial Implications

21. All of the above activity will be funded by existing budgets.

### Next steps

22. Members' views are invited. Proposals will then be developed further and progressed.