

## **Leadership and Localism: Update on progress**

### **Purpose**

For information.

### **Summary**

The purpose of this report is to update the Improvement and Innovation Board on progress in delivery of the current LGA leadership offer. The new offer, considered by the Board at previous meetings, will be formally launched at the LGA conference in July.

### **Recommendation**

The Board is asked to note the Leadership and Localism team's programme of work and the progress that has been made in delivery of this programme to date.

### **Action**

No action is required; this report is an information update.

**Contact officer:** Pascoe Sawyers  
**Position:** Principal Adviser, Leadership and Localism  
**Phone no:** 0207 664 3053  
**E-mail:** Pascoe.sawyers@local.gov.uk

## Leadership and Localism: Update on progress

### Background

- 1 The Leadership and Localism team is responsible for delivery of a series of leadership development programmes as well as a range of other events and initiatives. This report updates the Board on the delivery of the LGA's current leadership offer.

### National Graduate Development Programme (NGDP)

- 2 The NGDP has had another successful year with 94 graduate trainees being recruited onto the programme for Cohort 15 and placed in 40 councils across England and Wales. Councils have been able to recruit either nationally or locally (their community or existing employees). A successful induction event for the new trainees was held in October last year.
- 3 The table below sets out the final numbers for Cohort 15 along with the intakes from the previous two years.

Cohort Year of Intake	13		14		15	
	2011		2012		2013	
	Trainees	Councils	Trainees	Councils	Trainees	Councils
<b>Total</b>	<b>47</b>	<b>25</b>	<b>92</b>	<b>44</b>	<b>94</b>	<b>40</b>
East Midlands	0	0	5	1	4	1
East of England	2	1	12	8	8	5
London	30	14	40	16	44	15
North East	2	1	1	1	1	1
North West	2	2	7	2	5	2
South East	6	3	12	6	11	7
South West	2	2	4	3	7	2
West Midlands	0	0	1	1	6	3
Yorkshire and Humber	3	2	6	4	4	2
National Bodies	0	0	2	1	2	1
Wales	0	0	2	1	2	1

- 4 Recruitment has started for Cohort 16. Applications for *graduates* opened on 11 November 2013 and will close on 13 January 2014. We are expecting a similar amount of applicants as we have had in recent years, approximately 2500.

4.1 Approximately 600 shortlisted candidates make it through the application stage and are invited to attend the first assessment stage.

4.2 Approximately 250 are then invited to the second assessment stage.

4.3 Approximately 130 are invited to the final council interview stage.

- 5 Councils have also been invited to sign up to the programme for the 2014 intake. Their closing date is the 30 April 2014. Local and sharing options have been offered to ensure that the programme is accessible for different types and sizes of authorities.

### **Next Generation**

- 6 The 2013/14 Next Generation programme is now up and running and a total of 53 councillors are taking part. The first module (of three) for each party group cohort took place in October/November. There are 21 councillors in the Labour cohort, 19 in the Conservative cohort and 13 in the Lib Dem cohort. We continue to work closely with each party group office on design and delivery of the programme to ensure that it is tailored to meet their specific priorities, and feedback from participants so far has been very good.
- 7 An event for alumni of the Conservative Next Generation programme was held in November. Roughly 40 Councillors attended to hear keynote speakers Stephen Greenhalgh (Deputy Mayor of London), Lord Heseltine and Sir Merrick Cockell. The other party groups held their alumni events earlier in 2013.

### **Leadership Academy**

- 8 To date, a total of 473 councillors, from over 224 authorities, have signed up for our various Leadership Academy programmes. 132 have completed or are booked to take part in our three module main Leadership Academy, and 341 have so far booked places on our various Leadership Academy Focused programmes. We will be running a total of 20 Leadership Academy Focused programmes this year (12 have been run so far) covering a range of portfolio areas and cross cutting topics including children services, adult social care, cultural services, sport, fire and rescue and planning, digital leadership and communications.

### **Working with the District Councils' Network (DCN)**

- 9 We have continued with delivery of a series of 24 hour events for leaders and chief executives from district councils. These *Leadership for Improvement* workshops were developed working with the District Councils' Network in 2012/13 and provide leaders and chief executives with a unique opportunity to work together in exploring aspects of their leadership challenges and the improvement agenda. This financial year we have run two workshops so far, in July and November, and a total of 42 delegates have attended. The final workshop will be run in February.

### **Promoting Councillor Development**

- 10 Together with the regional LGA/employer bodies (eg South East Employers and East Midlands Councils) we continue to promote and support sub-regional and local councillor development activities including the Member Development Charter.

- 11 Work has begun on producing a health and wellbeing skills workbook and e-learning module for elected members. The workbook will be ready and available to councillors in February and the e-learning module, the pilot for a series on various topics that will be produced as part of the new leadership offer, will be available in March. Work has also started on the 2014 version of the guide for newly elected councillors, now known as *Finding Your Way*, which will be published in May this year.

### **Be a Councillor**

- 12 We have continued to work with the political group offices to deliver a number of events and activities as part of the LGA's Be A Councillor campaign, which aims to celebrate the important work councillors do and encourage new candidates to come forward. The campaign was singled out for praise by MPs during a Westminster Hall debate to mark the conclusion of the CLG Select Committee 'Councillors on the Frontline' enquiry in September.

### **DCMS Grant Funding for Be a Councillor programme for disabled people**

- 13 The LGA supports the Government's Access to Elected Office Fund (A2EO) through membership of its national steering group. As part of that partnership we have secured a grant for the LGA of up to £100,000 to add an element to our Be A Councillor campaign specifically focusing on encouraging disabled people to stand as councillors. The start date for the work will be late January, with the aim of frontloading as much as the work and funding as possible into this current financial year.

### **Conclusion and next steps**

- 14 The progress made is in line with the LGA's 2013/14 Business Plan. Work has started on designing the new suite of leadership development programmes and support following a review of the LGA's leadership offer, which was agreed by the Leadership Board in October 2013. The new offer will be formally launched at the LGA conference in July. An outline diagram of the new offer from April 2014 is attached at **Appendix A**.

### **Financial Implications**

- 15 There are no financial implications for the current year that cannot be met from within the allocated budgets for 2011