

12 July 2016

Highlighting Leadership offer: 2016/17

Purpose

For information.

Summary

This report updates members on engagement with the LGA's Highlighting Leadership offer as well as progress of the impact evaluation process, previously requested by members, which will provide more information about the longer-term outcomes and impact of participation in LGA leadership programmes.

Recommendation

That the Improvement and Innovation Board note the report and offer any comments on the Highlighting Leadership work.

Action

Officers to progress this work in light of the Board's comments.

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Background

1. The LGA's Highlighting Leadership offer forms part of our wider package of sector-led improvement. We offer a range of programmes, events and resources aimed at supporting and developing councillors at all levels.
2. This report provides an update on engagement in our leadership programmes as outlined in the bookings to date; a further breakdown of participant demographics; and a progress update of the longer-term evaluation process.

Engagement on leadership programmes

3. Bookings as of 20 June 2016 on the Leadership Academy (LA), Leadership Essentials (LE), Focus on Leadership (FoL), programmes are as below. Comparable figures from 23 June 2015 are included in brackets.
4. Key figures at this stage are:
 - 4.1 Total places booked are up by 47, a 29% increase.
 - 4.2 LA places booked are up by 10, a 38% increase.
 - 4.3 LE places booked are up by 45, a 40% increase.
 - 4.4 FoL places are down by 8, a 33% decrease.
 - 4.5 The gender balance of participants has shifted from 63% male, 37% female at this stage in 2015 to 52% male, 46% female (with 2% unknown) currently.

	LA	LE	FoL	Total
Labour	14 (10)	78 (48)	7 (7)	99 (65)
Conservative	15 (12)	59 (60)	4 (10)	78 (82)
Liberal Democrat	2 (1)	12 (1)	1 (4)	15 (6)
Independent	5 (3)	5 (4)	4 (3)	14 (10)
Unknown*	0 (0)	4 (0)	0 (0)	4 (0)
Total:	36 (26)	158 (113)	16 (24)	210 (163)

	LA	LE	FoL	Total
East of England	9 (6)	18 (24)	3 (1)	30 (31)
East Midlands	6 (3)	13 (14)	3 (3)	22 (20)
Greater London	3 (1)	31 (6)	2 (3)	36 (10)
North East	1 (0)	4 (2)	0 (0)	5 (2)
North West	1 (2)	10 (11)	0 (1)	11 (14)
South West	6 (4)	32 (6)	2 (1)	40 (11)
South East	7 (2)	21 (27)	2 (9)	30 (38)
Wales	0	0	1 (0)	1 (0)
West Midlands	3 (4)	15 (6)	1 (5)	19 (15)

Yorkshire & Humber	0 (4)	14 (17)	2 (1)	16 (22)
Total:	36 (26)	158 (113)	16 (24)	210 (163)

	LA	LE	FoL	Total
District	18 (15)	47 (41)	7 (7)	72 (63)
County	5 (5)	21 (19)	1 (4)	27 (28)
Metropolitan	1 (4)	23 (20)	3 (1)	27 (25)
London	3 (1)	31 (6)	2 (3)	36 (10)
Unitary	9 (1)	32 (23)	2 (9)	43 (33)
Welsh	0 (0)	0 (0)	1 (0)	1 (0)
Fire	0 (0)	4 (4)	0 (0)	4 (4)
Total:	36 (26)	158 (113)	16 (24)	210 (163)

(* the 4 unknown places are those that have been reserved by an authority but have not yet allocated which members will attend)

- The political groups are currently identifying people for the Leaders' Programme and their individual Next Generation programmes. The first Leading Edge programme is still under development but will take place on 22-23 September at Adastral Park, Suffolk, in partnership with British Telecom with a theme of using new technology to deliver more efficient joined up services.

Gender and ethnicity of participants

- Below is a breakdown of the gender of the current year's delegates. At this early stage of a new round of programmes the ethnic breakdown is not yet available, but will be reported in future updates once that information has been captured.

	LA	LE	FoL	Total
Male	23 (18)	72 (67)	12 (17)	107 (102)
Female	13 (8)	79 (46)	4 (7)	96 (61)
Unknown*	0 (0)	4 (0)	0 (0)	4 (0)
Total:	36 (26)	158 (113)	16 (24)	210 (163)

(* the 4 unknown places are those that have been reserved by an authority but have not yet allocated which members will attend)

Longer-term impact evaluation

- Members will recall they commissioned an evaluation of the political leadership programmes at a previous meeting. This is now underway and has taken the form of a survey to all councillors who have taken part in one or more of our programmes within the last two years (approximately 850 currently-serving and former councillors).

8. The survey was launched on 26 May, with the aim of understanding the impact our programmes make and how, if at all, participants' learning has become embedded and behaviours have changed as a result of attending our programmes.
9. The survey is comprised of six sections based on the LGA's Political Skills Framework, which identifies the knowledge and skills needed to be effective in the role of councillor. In addition, telephone interviews will also be conducted with 12 councillors to provide more in-depth information about the impact of the programme.
10. The research is still ongoing, and some of the emerging results will be presented verbally at the Improvement and Innovation Board meeting.

Online resources

11. E-Learning which was launched last year now has over 7,000 members with 6 e-modules available and growing. We have a library of over 26 development workbooks for members. Some of the more popular examples are: "The effective ward councillor", "Community Leadership", "Chairing Skills" and "Influencing Skills". A full list of available workbooks can be found at www.local.gov.uk/councillor-workbooks.
12. The "Councillors' Guide" was updated following this year's elections and it was downloaded over 1,600 times in the first two weeks of publishing.

National Graduate Development Programme (NGDP)

13. The recruitment process for Cohort 18, due to start in autumn 2016, is still on going, but so far 85 graduates have secured places in 46 councils. There are a maximum of 120 places on offer in 60 councils.
14. Overall this year 1,779 applicants applied and this has been the most successful year yet in terms of numbers and the general feedback from councils has been extremely positive. Many councils are wishing to take on more graduates than they originally signed up for.
15. Cohort 16 are now almost at the end of their time on NGDP and a number have already successfully obtained permanent placements either in their host council or another local authority.

Next steps

16. Members are asked to note the report and offer any comments.

Financial implications

17. None.