

11 July 2019

## **Highlighting Political Leadership offer: 2019/20 work update**

### **Purpose**

For information and decision.

### **Summary**

This report provides members with a brief update the LGA's Highlighting Political Leadership and managerial leadership offers for 2019/20.

### **Recommendation**

That the Improvement and Innovation Board notes the progress so far in 2019/20 and offers any comments on the Highlighting Political Leadership or managerial leadership work.

### **Action**

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

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## **Highlighting Leadership offer: 2019/20 work update**

### **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. Attending our political leadership programmes gives councillors a unique opportunity to network with other members from different tiered authorities and often across the political spectrum. Our managerial leadership development programme starts by growing future talent with the National Graduate Development Programme, through to opportunities for senior officers with the flagship Solace IGNITE programme.
2. At the meeting on 26 March 2019, members received an end of year update for 2018/19. This report provides an update on progress against our priorities, as well as the Quarter 1 figures for 2019/20 programmes.

### **Highlighting Political Leadership**

3. The LGA continues to offer a wide range of development opportunities for councillors. Alongside flagship programmes such as Leadership Academy and Next Generation, the LGA offers specialised masterclasses and residential courses on topics such as working with the media, adult social care, finance and planning. Our catalogue of programmes is regularly reviewed to ensure that it reflects what is relevant within the public sector and meets the needs of councillor attendees. The 2019 local elections brought a significant amount of change to the local government landscape, resulting in 81 councils with no one party in overall control. Feedback from the regional principal advisers, political group offices and LGA's member councils will continue to be used to ensure that the overall Highlighting Political Leadership offer adapts to changes within the sector. In particular, an increase in the number of independent and smaller party councillors following the 2019 elections, as well as a number of new leaders and executive members due to a change in control may result in an increase in demand for leadership programmes. In response to this, the Leadership and Localism team have introduced a new programme for Cabinet Members and seek views from the Improvement and Innovation Board on any additional areas where they foresee demand increasing.
4. The new programmes which have been added for 2019/20 to date are highlighted in what follows.
5. Figures included in this report are correct up to the date of writing (28 June 2019). The figures represent both those that have already completed a programme and those that are pre booked onto scheduled programmes within the 2019/20 offer.
6. Highlights include:
  - 6.1 As of 28 June 2019, there are 390 places booked on leadership programmes for the 2019/20 period.
  - 6.2 Following a competitive tendering process, a new supplier (Shared Service Architecture Ltd) has been appointed to deliver the Leadership Academy in 2019/20.

6.3 Applications are now open for Labour and Liberal Democrat Next Generation Programmes, and Independent Group and Conservative applications will open after LGA Conference.

7. A number of new programmes have been introduced for 2019/20, based on feedback and demand from the sector. These include:

**7.1 Leadership Essentials: Being an Effective Cabinet Member**

A new programme that has been developed to support new and experienced cabinet members in their role as a portfolio holder. This programme examines the key aspects of being a successful cabinet member – from having a clear understanding of the legacy they want to leave, to working with directors, working with the wider cabinet team and making effective decisions.

**7.2 Leadership Essentials: Creating Better Streets and Town Centres**

This programme has been introduced to provide leaders and portfolio holders with the opportunity to develop their leadership skills and focus on current policy and practice in relation to the challenges and opportunities facing town centres.

**7.3 Leadership Essentials: Homelessness**

This programme is aimed at leaders, deputy leaders and relevant portfolio holders. It will be designed to help participants develop their leading role in reducing homelessness and the risks of homelessness in their areas.

**7.4 Leadership Essentials: Housing**

A programme to help leaders, deputy leaders and relevant portfolio holders understand the housing market and deliver ambitions to improve availability, affordability and sustainability of new and existing housing.

8. Participation figures on the Leadership Academy (LA), Leadership Essentials (LE), Focus on Leadership (FoL), the Leader's Programme (LEAD), Next Generation (NXG) and 'Leading Edge' are set out in the tables which follow.

## Political Leadership: statistics 2019/20

Programme	LA	LE	FoI	LEAD	NXG	LEDGE	Total
<b>Total:</b>	<b>70</b>	<b>284</b>	<b>31</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>390</b>

Region	Total
East of England	33
East Midlands	34
Greater London	69
North East	10
North West	54
South West	46
South East	67
Wales	1
West Midlands	54
Yorkshire & Humber	22
<b>Total:</b>	<b>390</b>

How that compares:

Region	Per cent of Cllrs on Highlighting Political Leadership Programmes to date	Per cent of Cllrs across all English authorities
East of England	8.5	13
East Midlands	9	10
Greater London	18	10
North East	3	4
North West	11	12
South West	12	20
South East	17	18
Wales	0.3	7
West Midlands	14	9
Yorkshire & Humber	6	6

LA = Leadership Academy  
FoI = Focus on Leadership  
NXG = Next Generation

LE = Leadership Essentials  
LEAD = Leaders Programme  
LEDGE = Leading Edge

## **Be a Councillor**

9. The LGA's Highlighting Political Leadership offer provides support and development to councillors throughout their local government political career. We also recognise that prospective councillors will benefit from access to advice, information and guidance before making a decision about whether or not to stand. The 'Be a Councillor' campaign focusses on raising the profile of the role of a councillor, with the aim that more people will choose to stand as a candidate.
10. In December 2018, the EnAble Fund for Elected Office was launched to support disabled candidates cover the additional financial costs that might otherwise prevent them from seeking elected office. The Fund, which is part of the 'Be a Councillor' campaign, is provided by the Government Equalities Office and is administered by Disability Rights UK. The first phase of the Fund has now completed for the 2019 local elections and 20 candidates who received assistance from the programme have been elected. In total, 41 grants were administered from the fund.

## **Community Leadership**

11. The Highlighting Political Leadership offer features a number of flagship programmes including 'Be a Councillor', the Leadership Academy and Next Generation. It is also worth noting for the Improvement and Innovation Board that the Leadership and Localism team offer a series of bespoke workshops for councils on topics including effective ward councillor, chairing skills and Member/Officer relations. These are delivered in partnership with the LGA regional teams, and are particularly popular during the first few months after election. Recent and upcoming workshops include:

Braintree	Chelmsford	Dacorum	Eastbourne
East Riding	East Staffordshire	Horsham	Huntingdonshire
Kingston Upon Thames	Lewes	Manchester	Newham
Rochford	Ryedale	West Lancashire	York

## **Highlighting Managerial Leadership**

### **National Graduate Development Programme (ngdp)**

12. The final stage of the recruitment process for Cohort 21 of the ngdp has recently concluded, and candidates are in the process of being allocated their place on the programme at councils across the country. 229 candidates interviewed at 60 councils across the country. At the time of writing 135 places are confirmed.
13. During 2019/20, the partnership with Solace will continue to deliver:
  - 13.1 Leadership Development for at least 10 chief executives through the prestigious Ignite programme.
  - 13.2 Total Leadership for aspiring Chief Executives – identifying and supporting senior managers in local authorities to become the Chief Executives of the future.

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- 13.3 Two cohorts of approximately 15 participants on the fast-track “Springboard” programme for head of service level managers who have been identified as rising stars.
- 13.4 A specific event to focus on inclusive leadership, to be held in September 2019.
14. The Local Government Challenge, a leadership development programme that seeks out ambitious local government officers to compete in a series of real-life challenges across the country, has recently transferred into the remit of the Leadership & Localism Team. Over the last six months, 10 contestants have tackled challenges in councils to help them develop and hone their people and political management skills, while competing for a £10,000 scholarship from the Bruce Lockhart Foundation to help make a real and long-lasting impact on a project at their council. The four finalists will be presenting their proposals at LGA Conference to a panel of judges that includes representation from the MJ, Kent and Essex County Councils (on behalf of the Bruce Lockhart Foundation), the LGA’s senior management team and Wates (the LG Challenge Sponsor for 2019).
15. It is suggested that a full report, with details of the managerial leadership offer, including outcomes and a summary from the recent ngdp diversity review, be presented to a future meeting of the Board.

#### **Next steps**

16. Members are requested to suggest or recommend any topics or themes for programmes that should be considered for inclusion within the 2019/20 programme.

#### **Financial implications**

17. All programmes will be met from existing budgets.

#### **Implications for Wales**

18. There are no implications for Wales.