

19 January 2016

Highlighting Leadership offer: 2015/16

Purpose

For information.

Summary

Further to an action point from the last Improvement and Innovation Board in November 2015, this report updates members on engagement with the LGA's Highlighting Leadership offer as well as the development of an impact evaluation process to provide more information about the longer-term outcomes and impact of participation in LGA leadership programmes.

Recommendation

That the Improvement and Innovation Board notes the report and offers 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 programmes form part of our wider package of sector-led improvement. They offer a range of programmes aimed at supporting and developing councillors at all levels.
2. At the last Improvement and Innovation Board in November 2015, members asked for a further breakdown in engagement on leadership programmes and information on measuring longer-term outcomes and impact.
3. This report provides an update on engagement in our leadership programmes as outlined in the bookings to date; a further breakdown of participant demographics; a summary of evaluations for this year's programmes so far; and a brief outline of the longer-term evaluation process currently being developed.

Engagement on leadership programmes

4. Bookings to date on the Leadership Academy (LA), Leadership Essentials (LE), Focus on Leadership (FoL), Leaders' Programme (LEAD), Next Generation (NXG) and Leading Edge (LEDGE) programmes are as follows:

	LA	LE	FoL	LEAD	NXG	LEDGE	Total
Labour	76	179	29	4	20	3	311
Conservative	45	208	25	4	18	14	314
Liberal Democrat	2	19	17	2	11	1	52
Independent	29	31	9	2	15	1	87
Total:	152	437	80	12	64	19	764

	LA	LE	FoL	LEAD	NXG	LEDGE	Total
East of England	21	60	6	3	11	0	101
East Midlands	17	42	8	1	4	0	72
Greater London	8	42	11	2	9	0	72
North East	5	11	1	0	1	0	18
North West	12	39	4	1	6	0	62
South West	13	52	7	0	7	0	79
South East	14	86	28	4	13	19	164
Wales	35	2	2	0	1	0	40
West Midlands	16	57	11	1	6	0	91
Yorkshire & Humber	11	46	2	0	6	0	65
Total:	152	437	80	12	64	19	764

	LA	LE	FoL	LEAD	NXG	LEDGE	Total
District	49	172	32	7	29	15	304
County	9	32	11	1	3	0	56
Metropolitan	23	71	7	0	9	3	113
London	8	42	11	2	9	0	72
Unitary	28	107	17	2	13	1	168
Welsh	34	2	2	0	1	0	39
Fire	0	11	0	0	0	0	11
Parks	1	0	0	0	0	0	1
Total:	152	437	80	12	64	19	764

Gender and ethnicity of participants

5. Below is a breakdown of the gender and ethnicity of the current year's delegates.

	LA	LE	FoL	LEAD	NXG	LEDGE	Total
Male	92	265	53	5	37	16	468
Female	60	172	27	7	27	3	296
Total:	152	437	80	12	64	19	764

Age Range	
Under 20 years	0.3%
20-29 years	7%
30-39 years	12%
40-49 years	13%
50-59 years	20%
60-69 years	16%
70 years and over	4%
Unknown	27.7%

Ethnic Origin	
White (British/European)	90%
Black (African/Caribbean)	2%
Asian	7%
Mixed Race	1%

Evaluation summary

6. We will continue to use our existing evaluations forms, which are completed by delegates at the end of each event, to capture feedback on the quality of delivery and to make changes where necessary. A summary of these evaluations for the programmes which have taken place so far this year are as follows.

Leadership Academy - overall event satisfaction averages	
Programme	Score (1= Poor, 2=Fair, 3= Good, 4= Excellent)
151 Module 1	3.56
151 Module 2	3.53
151 Module 3	3.87
152 Module 1	3.88
152 Module 2	3.92
152 Module 3	3.65
153 Module 1	3.67
153 Module 2	3.47
153 Module 3	3.64
154 Module 1	3.81
154 Module 2	3.64
155 Module 1	3.9
156 Module 1	3.47
156 Module 2	3.9

Leadership Essentials - overall event satisfaction averages	
Programme	Score (1= Poor, 2=Fair, 3= Good, 4= Excellent)
Leading Culture Change	3.67
Consultation & Engagement	3
New Government & Planning	3.48
Updating Local Plans	3.82
Children Services 10	4
Children Services 11	3.63
Children Services 12	3.73
Health & Well-Being 5	3.67
Health & Well-Being 6	4.00

Health & Well-Being 7	3.2
Finance 2	3.36
Finance 3	3.47
Fire 5	3.8
Digital Leadership 3	3.5
Sport 12	3.69
Sport 13	3.64
Lead Planning Services	3.57
Adult Social Care 2	3.33
Culture Services 5	3.42
Commissioning 3	3.22

Focus on Leadership - overall event satisfaction averages	
Programme	Score (1= Poor, 2=Fair, 3= Good, 4= Excellent)
Young Councillors Event	3.73
Effective Opposition 2	3.13

Next Generation - overall event satisfaction averages	
Programme	Score (1= Poor, 2=Fair, 3= Good, 4= Excellent)
Conservative Module 1	3.5
Independent Group Module 1	3.8
Independent Group Module 2	3.9
Labour Module 1	3.9
Labour Module 2	3.9
Liberal Democrat Module 1	3.6

Leaders Programme - Overall event satisfaction Averages	
Programme	Score (1= Poor, 2=Fair, 3= Good, 4= Excellent)
Leader's Programme Module 1	3.55
Leader's Programme Module 2	3.6

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Longer-term impact evaluation

7. Working with the LGA Research Team, we are developing a process for assessing the longer-term impact of our leadership programmes, which will comprise the following:
 - 7.1. A random cross-section of councillors will be invited to complete a survey form four to six months after they have completed an LGA leadership development programme. Questions on the form will focus on the impact of the programme in terms of overall reflections on personal outcomes from the training they have received, embedding of learning and behaviour change.
 - 7.2. Using questionnaires or, where appropriate, telephone interviews we will also carry out a survey of people (members and/or officers) working with or alongside these councillors to capture their views on the impact of the training and support provided.
8. This work is due to be completed by the end of May and will be written up as a report to be presented at the Improvement and Innovation Board meeting in July.

Next steps

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

Financial implications

10. None.