North West Charter for Elected Member Development

Our Offer

NW EMPLOYERS

People. Leadership. Growth.

SUPPORTING CONTINUING PROFESSIONAL DEVELOPMENT FOR COUNCILLORS

We believe that at the heart of any council dedicated to meeting the needs of its community there will also be a commitment to the development of its Councillors. This core principle underpins the North West Member Development Charter.

Using an established framework, councils undertake a self-assessment to review their good practice supporting and developing councillors to fulfil the vital role they play working with and supporting local communities. Each council will have its own approach to developing councillors, with some having a long tradition of providing excellent development opportunities, and others just starting.

Irrespective of the starting point, councils can sign up by giving their commitment to the principles contained within the Charter. There is no time limit between declaration and assessment. While some councils may be ready now, others may need time to put the elements in place.

To start the accreditation process, councils sign a declaration to show their commitment to the principles of the Charter and using the charter framework, build a portfolio to practically demonstrate their commitment and that they have met all the requirements. This is followed by an external assessment before being awarded the charter.

BENEFITS

The following benefits have been reported by councils through the regional local government organisations which assess and award the Charter.

Processes and Strategies

- Concise and clear guidance on how to achieve the charter without being too onerous or overly bureaucratic
- Flexible and focuses positively and supportively on what councils already have in place – a local approach to a national framework
- Helps councils decide what to prioritise and improve
- Councillor development needs are better understood and supported
- Demonstrates the value placed on councillors carrying out their important and complex role
- Helps set aside time to reflect and celebrate the good practice already happening

Impact on Councillors

- The quality of councillor development is improved
- New councillors are better prepared for their roles and responsibilities
- Councillor progression is better enabled
- Helps ensure councillors can operate at their most knowledgeable, skilled and effective
- Increases councillors' competence and confidence
- Helps councillors navigate the ever more complex and demanding role and local government landscape
- Self-care and reflection for councillors through development and growth.

Impact on All Partners

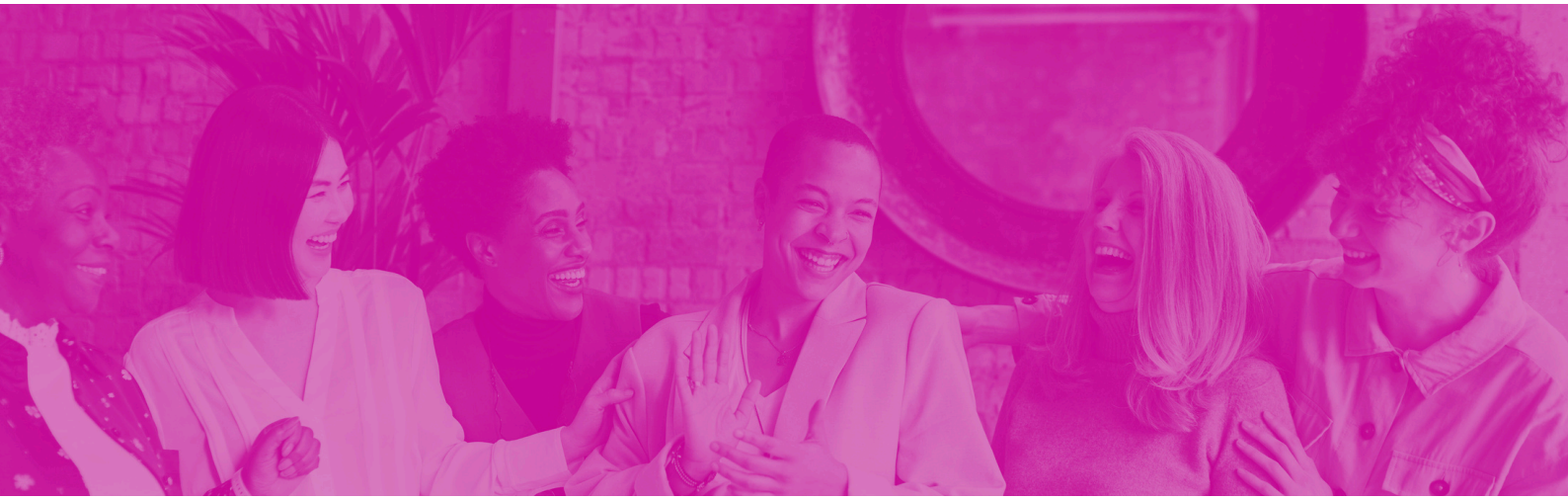
- Strengthens member-officer relationships
- Helps ensure effective top team political and managerial leadership
- Encourages robust and accountable decision making
- Helps ensure proactive succession planning
- Helps improve councillor diversity
- Enhances democracy and participation

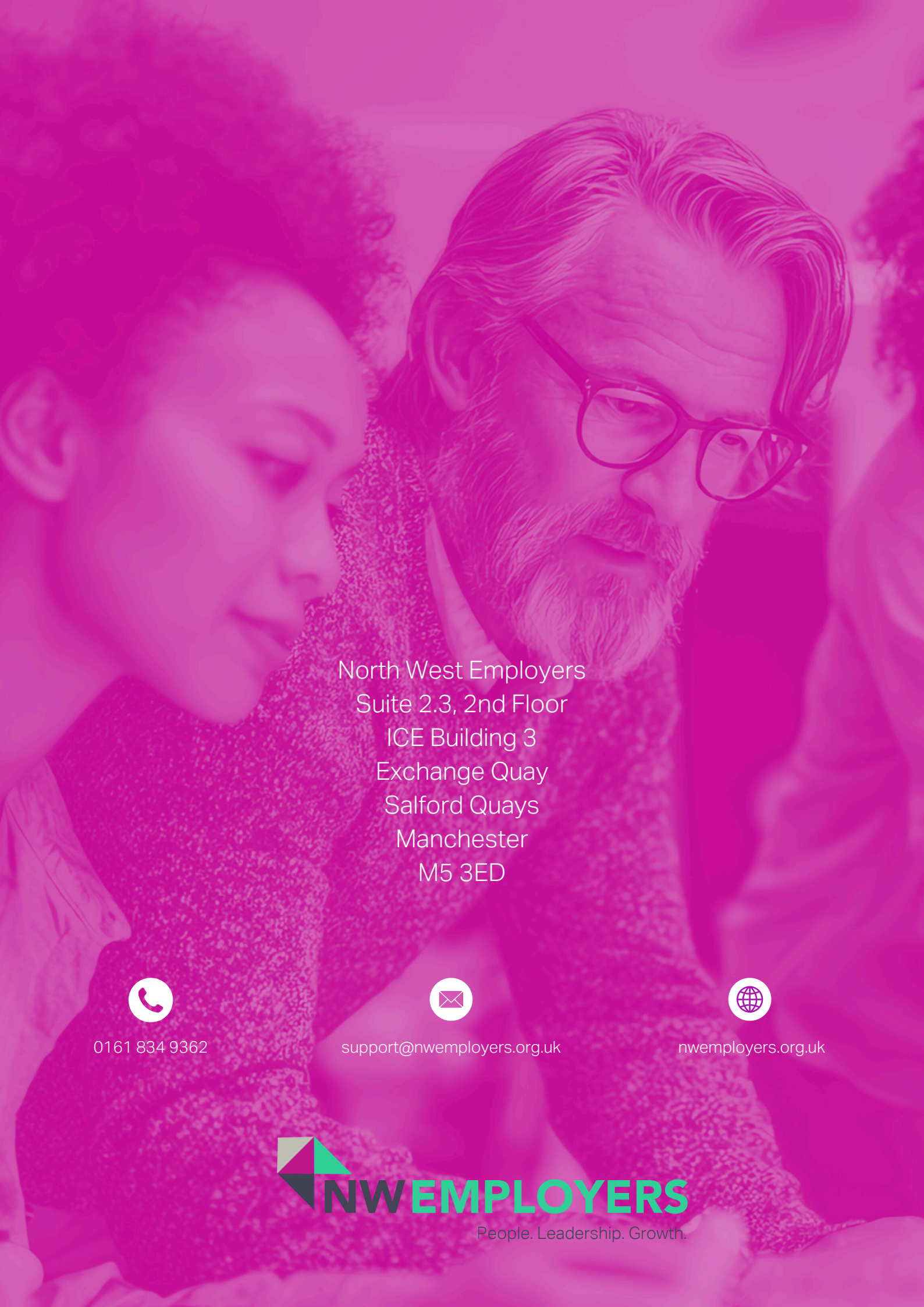
CHARTER PROGRESSION

- Achieve level 1
- If you have achieved level 1 previously, this can be renewed every 3 years through a level 1 review to maintain charter status
- Carry out a deep dive on a specific project that links councillor development to impact in the community through a level 2 award

Further information and advice is available, you can contact us here.

You can also use our self-assessment tool.





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