

### At a glance

- Charter Plus commitment – April 2016
- Charter Plus initiated as result of December 2015 Charter report
- 12 month action plan based on self-assessment
- Corporate Councillor Learning and Development Plan agreed by Member Development Group
- Key initiatives: increased personal development planning and 360 degree feedback systems, partner feedback on member development and systems for sharing member learning.
- Charter Plus awarded - April 2017

### Benefits for Councillors:



“The Charter Plus process has assured the excellence of our Member Development processes and provided helpful pointers for our direction of travel”

Fiona Taylor

**Director of Law and  
Governance/Monitoring Officer**

- The Member Development Group now has a higher profile and actively leads the Councillor Learning Programme.
- Members are now engaging with our 360 degree feedback process. This raises the level of learning and reflection for the whole Member cohort as well as individual councillors
- Undertaking Personal Development Plans and involvement in a range of different learning and development activities has become an expected part of being a councillor here
- We have an excellent offer to promote to prospective candidates when they are considering standing for councillor

## Benefits for the Council

- Charter Plus status has supported our ambitious reshaping of the Council
- Member development activities clearly focus on the Council's corporate priorities
- This process has greatly improved the mechanisms we have for incorporating the views of partner organisations in the Member Development Programme



"The changes we have made through Charter Plus will ensure member development continues to support the reshaping of the Council."

Chris Naylor

**Chief Executive**

## Benefits for Communities



"As we develop the Council, it is crucial that our Members also grow and change to meet the leadership challenges of today and the future."

Cllr Darren Rodwell  
**Council Leader**

- Members have introduced new ways to improve local residents' awareness and understanding of the role of the councillor
- The leadership skills of Members have greatly increased
- The Charter Plus process has enhanced our relationships with partner organisations in ways that will pay dividends in the future for councillor and Council development as well as enhanced partnership working

## Who can I contact?

If you want to talk about the challenges and benefits of the Charter programme, please get in touch with us:

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