



Brent Member Learning and Development Charter Plus interim assessment – 9 October 2020

Assessors' Comments

Following Brent Council's Charter Plus Interim Assessment on the 9 October 2020, Brent Council continues to meet the standard of the Councillor Development Charter Plus, the highest award. Following the December 2018 Assessment an interim Assessment was undertaken on the 9 October 2020 to ensure that the Council was continuing to make progress. There continues to be strong support for councillor development across the organisation and a key political lead led by the high profile Member Development Steering Group (MDSG).

The Council has responded quickly to the Covid-19 pandemic with regard to how it supports and delivers training and development on a virtual basis. Virtual training has seen an increase in the numbers of councillors participating (average 30 councillors) and in the recent Members Survey virtual training or a hybrid model had the overwhelming support of the councillors responding.

The interim review submission and recent meeting identified the following key strengths:

- Leadership development. There is a high profile commitment to leadership development to support a commitment to political succession planning. Eight cabinet members have undertaken leadership development via the LGA and six have completed the Leadership Academy. The leadership has proactively brought forward new talent as part of the cabinet and three cabinet members will be undertaking the Leadership Academy in January 2021.
- Cabinet members have been supported with 1-1 mentoring via the LGA in addition to the Mayor and Deputy Mayor.
- The council has further developed its collaborative working with partner organisations and partners have been directly involved in councillor development delivery.
- The Council has promoted and supported its approach to Councillor Development. The Leader was engaged in a support for LB Barking and Dagenham and the key officers actively engage in the London Member Development Network.

Recommendation for Continuous Improvement

- That Brent Council continues to ensure that the Personal Development conversations continue with councillors on a two yearly basis following the election and a two-year interim refresh. A target of 60% plus of councillors having a PDP and personal development conversation should be aimed for.
- Consideration should be given to councillors' resilience and the impact of Covid-19 pandemic on councillors' wellbeing. Support and action to be led by the MDSG.
- A whole Council Councillor mentoring programme of support with trained mentors should be considered to be in place by the 2022 elections. Councillors more recently



elected in a by-election (January 2020) should be provided with an internal mentor ASAP.

- That Brent Council continues to meet the standard of the Councillor Development Charter Plus and a full re-assessment will be undertaken in December 2021.