



Member Learning & Development Programme 2020 - Survey

August 2020

The council recently conducted a survey of the training and development programme for Elected Members. Twenty Members responded (31% response rate). The survey was anonymous.

Total Responses

20

Date Created: Monday, 01 March 2021

Complete Responses: 20

The purpose of the survey:

- establish preferred ways of receiving learning and development training
- establish preferred ways of receiving communications from the council
- gather ideas on topics for future MLD sessions
- assess the quality of induction and PDP discussions
- assess the quality of the current training and development programme being offered to Members and to identify needs and summarise the initial Member Learning and Development offer since the Charter Plus assessment in December 2018.

Total Questions - 27

The survey was anonymous

The survey was divided into six sections:

Section 1: How we communicate with you

Section 2: Member and Learning Development Programme: Autumn/Winter 2020-21

Section 3: The Constitution

Section 4: Member and Learning Development Programme: learning styles

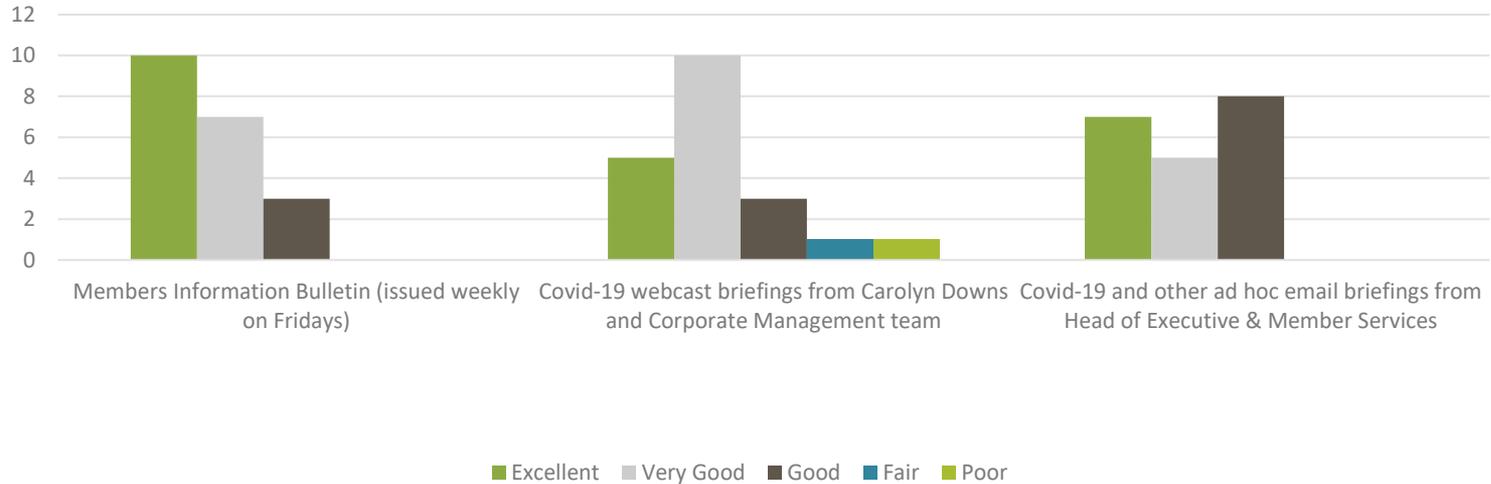
Section 5: Skills and Tools - Support for virtual meetings and training

Section 6: Induction and Personal Development Plan

Q1: Rank the following methods of communication:

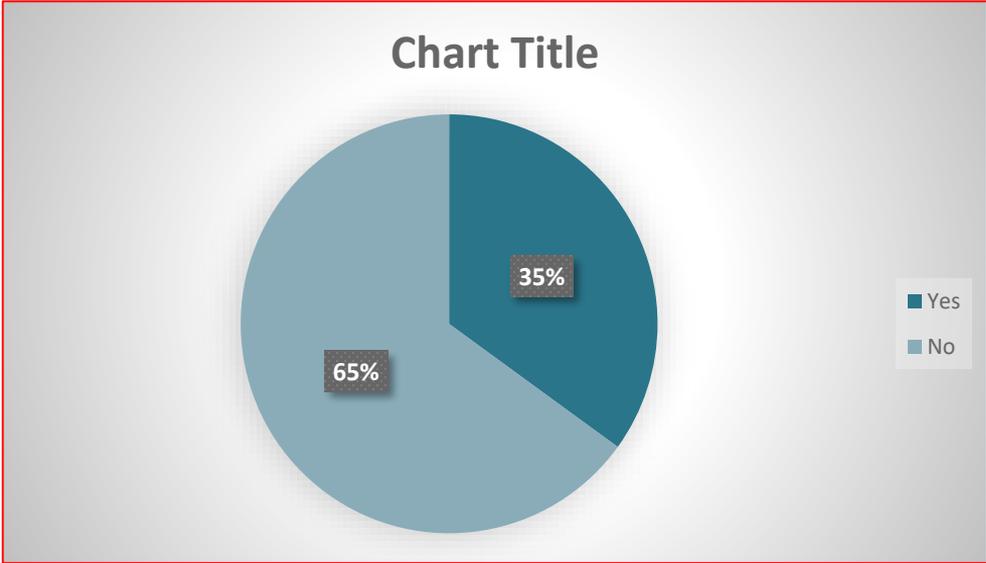
- Members Information Bulletin (issued weekly on Fridays)
- Covid-19 webcast briefings from Chief Executive and Corporate Management team
- Covid-19 and other ad hoc email briefings from Head of Executive & Member Services

Answered 20 Skipped 0



Q2: Do you have suggestions for other ways you would like to receive information?

Answered 20 Skipped 0



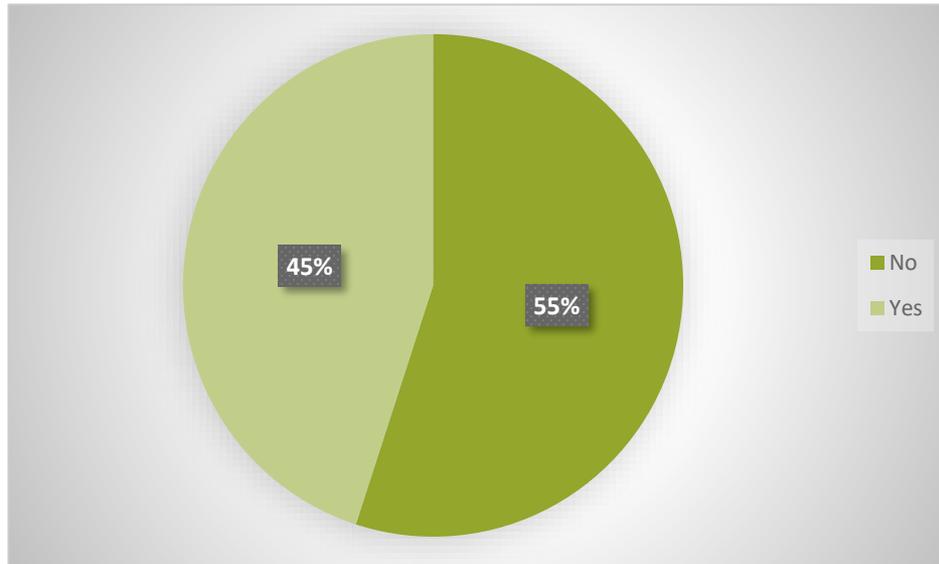
Q3. Suggestions for other ways to receive information

- Bulletin to come out on Mondays or mid-week and not Fridays
 - There should not be a word limit for questions in webcast briefings
 - To break out into smaller groups with other Councillors from surrounding wards to discuss how members are all assisting residents.
 - Members Bulletin - would like the matters in the bulletin to be expanded.
 - Covid-19 webcast - to be at a time when more members can listen in
 - The more information available for Members to convey to residents would also be useful.
 - Weekly emails containing key metrics summarising the week (e.g. how many housing cases received, how many housing cases closed, amount spent on temporary accommodation, number of complaints/cases raised split by department/theme)
 - Monthly emails containing financial information in relation to running the Council
 - WhatsApp for urgent updates
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Section 2: Member and Learning Development Programme: Autumn/Winter 2020-21

Q4: Is there anything else you would like to hear about and we can build it into the 'Spring 2021 programme'?

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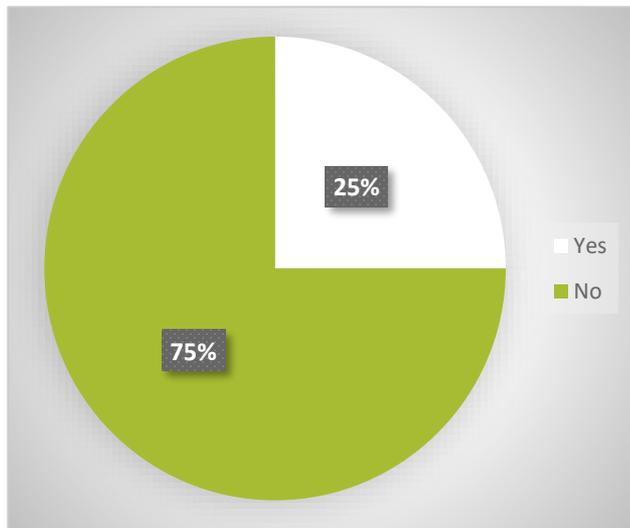


Q5: If yes to Q4 please give details

- How to nurture and strengthen community support groups created during Covid-19.
 - In addition to the unconscious bias training, training session specifically for the Black Lives Matter campaign, detailing council progress with the Black Action plan and what else we can do as councillors to assist.
 - A session providing an update on the Poverty Commission report
 - A session detailing how the Council works collaboratively with: 1 - Surrounding councils; 2 - London Councils
 - A session focussed on the charity and voluntary sector in Brent to understand the landscape and see how we can activate partnerships with them and within them
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Q6: Past sessions we have run since February: Would you like to see any repeated? (Qs 6-8)

Answered: 20 Skipped: 0



Q7. If yes to Q6 please give details

- Chairing
- Chairing skills and Questioning Skills Workshop for new members of scrutiny
- Children and Adult Safeguarding.
- Communications Technology in Brent
- Health, Scrutiny and Housing

Q8. If no to Q6 please give details of any sessions you would like us to stop doing.

- All sessions undertaken to date have been excellent
- Chairing skills. Have had several sessions.
- General IT, split into beginners and wizards.
- To give support to Members who were unable to attend.

Section 3: The Constitution

In response to Member demand, on September 10th, we ran a session on the Brent Constitution. This covered the following:

- explain the purpose of the Constitution and how changes to it are discussed and agreed
 - outline the structure and contents of the Constitution
 - explain how constitutional decision-making powers are distributed and the constraints on their exercise
 - draw attention to Codes and Protocols
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Q9. Other areas you would like us to cover?

Answered: 20 Skipped: 0

- Over and above the purpose of the Constitution, to explain its applications on a day-to-day basis (i.e. how the goals are implemented and applied)
 - How is performance against the Constitution measured and reported? In addition, to whom?
 - Code of conduct
 - Brent Standing Orders as they apply to LG
 - Budgeting
 - Call in
 - How the time periods for raising questions (whether by members or members of the public) are decided upon. Papers for or the full subject of the meeting to be made available at the date by which a question must be lodged, to avoid the risk of bringing the process of transparency & accountability into disrepute. In addition, how members can make suggestions for changes, if legally possible.
 - Members' responsibilities in upholding the constitution - what is expected
 - Role of the Mayor
 - Terms of reference of the committees.
 - The role of backbenchers in the Chamber.
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Q10. Do you prefer face-to-face or online training opportunities?

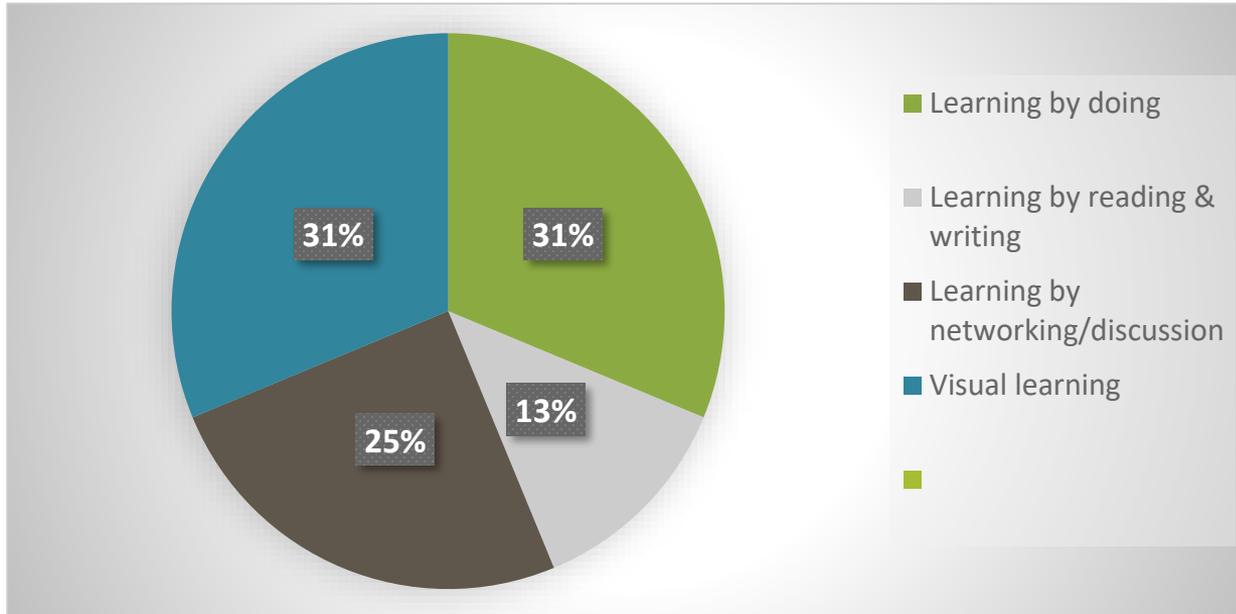
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Section 4: Member and Learning Development Programme: learning styles

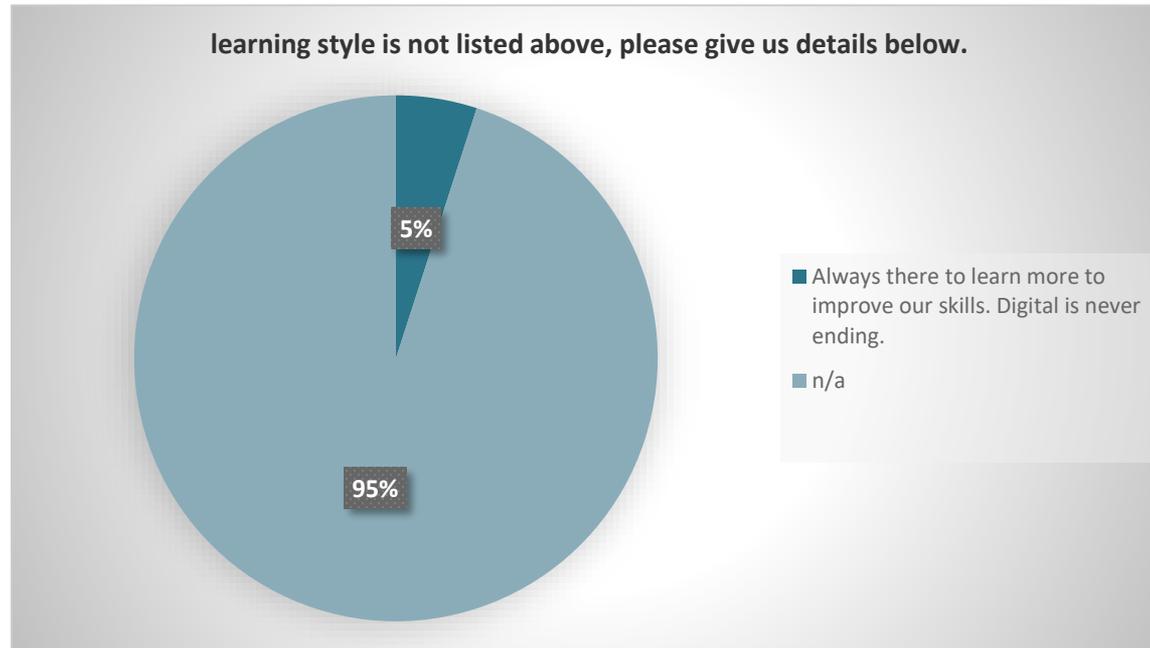
Answered: 10 Skipped: 0

Q11. Preferred learning style



Q12. If your preferred learning style is not listed above, please give us details below.

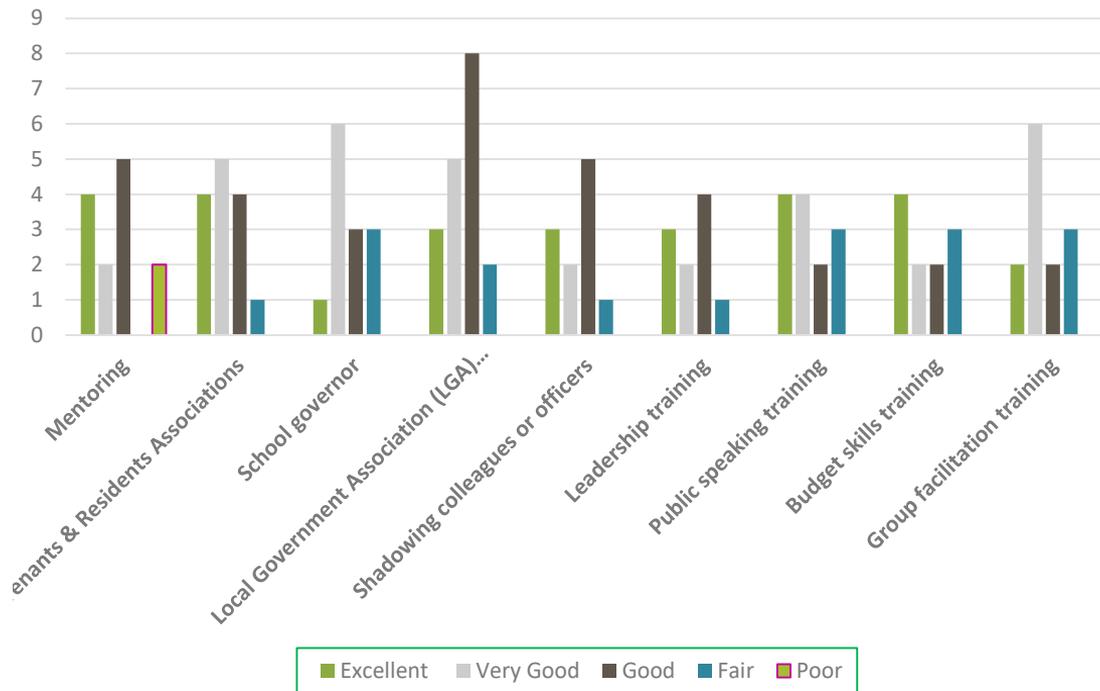
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Q13. What other formal external learning experiences have you found most effective in your role as a councillor?

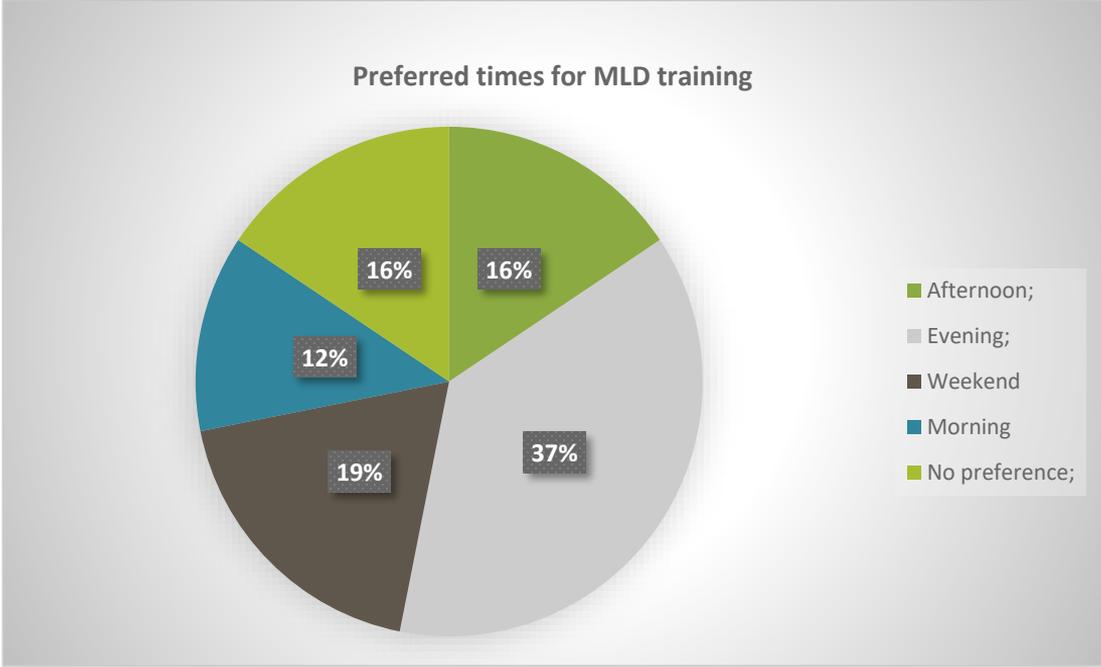
Answered 20 Skipped 0

- Mentoring
- Tenants & Residents Associations
- School governor
- Local Government Association (LGA) training courses
- Shadowing colleagues or officers
- Leadership training
- Public speaking training
- Budget skills training
- Group facilitation training



Q14. What are your preferred times for MLD training? Tick all that applies? Multiple answers.

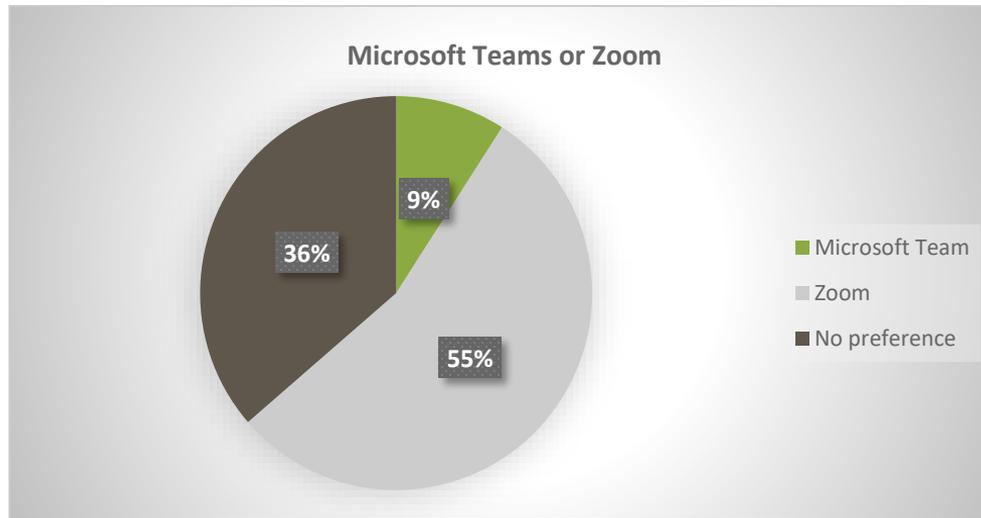
Answered 20 Skipped 0



Section 5: Skills and Tools - Support for virtual meetings and training

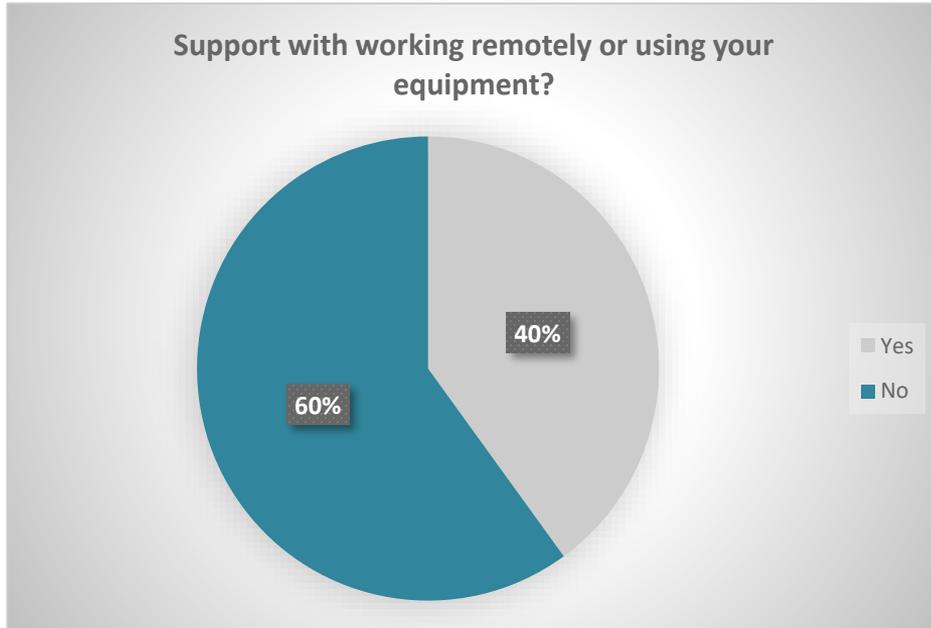
Q15. Do you prefer Microsoft Teams or Zoom for delivering remote meetings and training sessions?

Answered 20 Skipped 0



Q16. Do you require additional support with working remotely or using your equipment? (Qs 16-17)

Answered 20 Skipped 0



Comments:

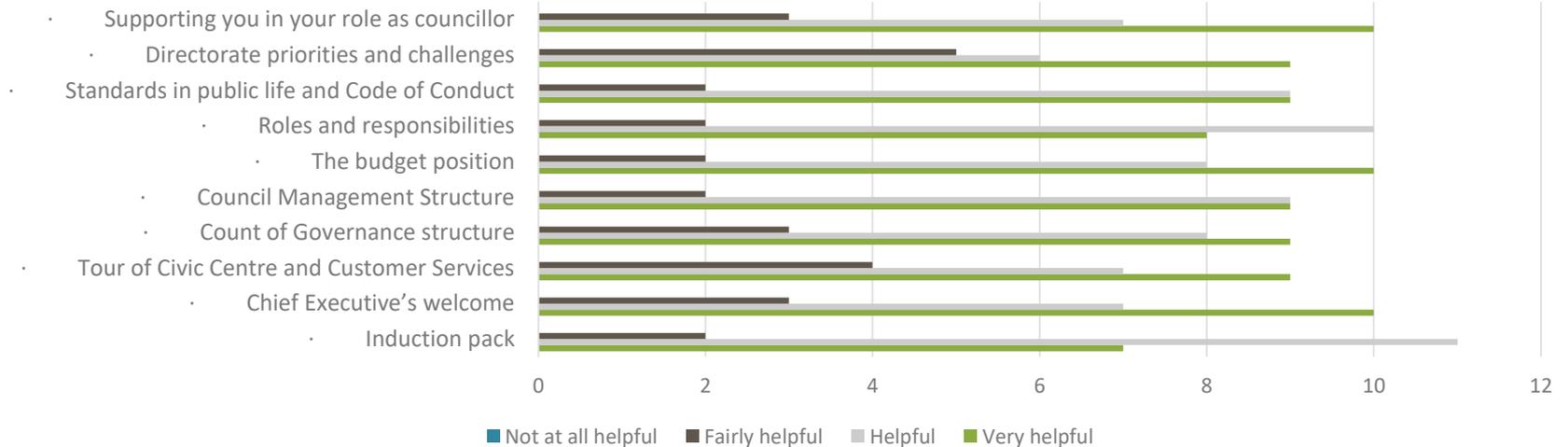
- Learning more on one to one
- More training on Microsoft Office and Outlook
- Working conditions like suitable chair, table and other relevant equipment

Section 6: Induction and Personal Development Plan

Q18. What subjects within your induction programme in May 2018 or January 2020 did you find most helpful with your orientation?

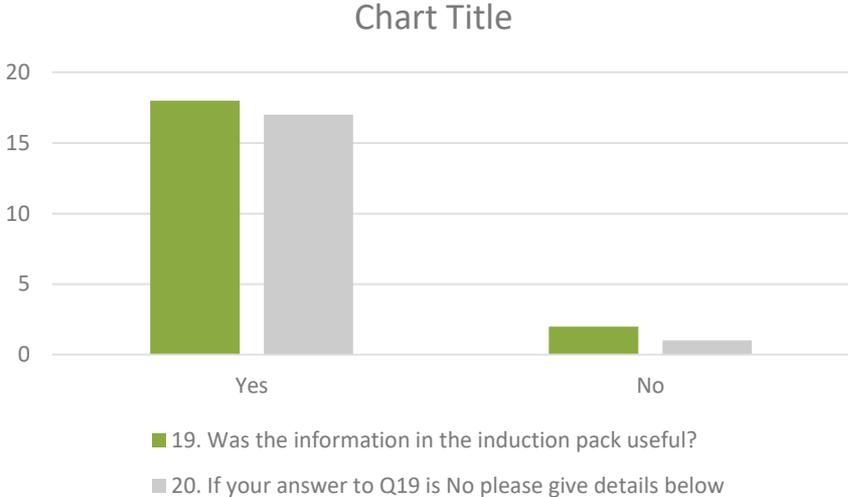
Answered 20 Skipped 0

Induction programme in May 2018 or January 2020



Elected Member Induction (Qs19-22)

Answered 20 Skipped 0



Comments:

- Another session with more depth would be helpful.
- Guidance from co-councillor would be helpful, especially as it's more ward-specific.

Q23. Personal Development Plan (PDP): How did you find the Personal Development Plan session with South East Employers? (Qs 23-25)

Answered 20 Skipped

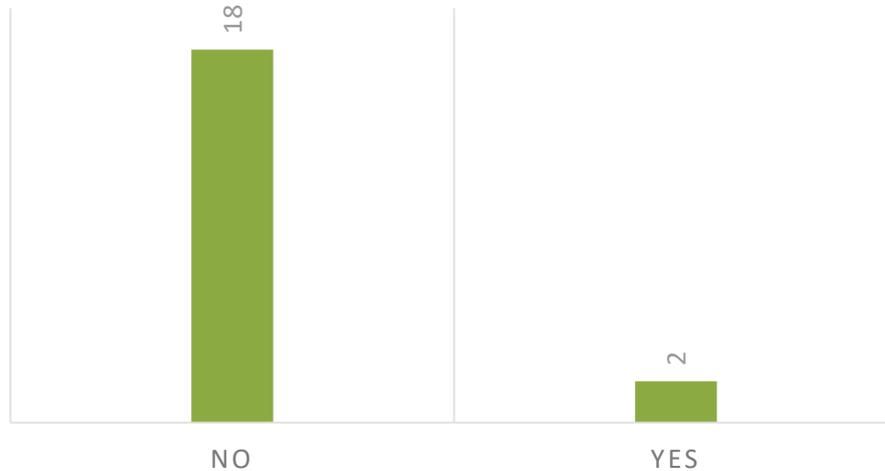


Comments:

- Forces teamwork
- Would be helpful for Brent Council to visualise a councillor's ability and capacity clearly.
- Found it basic - again seeking more insight and depth.

26. Is there anything else you would like to tell us about? (Qs 26.27)

Answered 20 Skipped



Comments:

- More e-learning should be introduced so that Members can learn at times of their convenience.