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Ethics Committee

20 March 2025

**Name of Cabinet Member:**

N/A - Ethics Committee

**Director Approving Submission of the report:**

Director of Law and Governance

**Ward(s) affected:**

None

**Title: Members Training and Development Review 2024-25**

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**Is this a key decision?**

No

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**Executive Summary:**

This report provides information about the Members Training and Development Programme for 2024-25. The Members Training and Development Strategy was agreed by Council on 22<sup>nd</sup> March 2022. This is the third year of the Strategy's implementation.

The attached report (Appendix 1) covers:

- Core Training May 2024-February 2025
- Overall Training Attendance
- Training Delivery
- Training Information
- All-Members Seminars
- Members Feedback – Key Highlights
- Training 2024/25 - Training Matrix
- Action Plan 2025-26

**Recommendations:**

The Ethics Committee is recommended to:

- 1) Note and endorse the attached report covering the Members Training and Development Programme for 2024-25, including plans for 2025-26 (Appendix 1)
- 2) Consider ways in which to increase Members' participation in training and development and to address barriers experienced in accessing the programme.
- 3) Support the continued delivery of the Members Training and Development Strategy, including actions for 2025-26

**List of Appendices included:**

Appendix 1 - Members Training and Development Strategy - Annual Review 2024-25

**Other useful background papers**

Elected Members Training and Development Strategy – Council 22nd March 2022

**Has it been or will it be considered by Scrutiny?**

No

**Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?**

Members Training and Development Advisory Panel – 3rd March 2025

**Will this report go to Council?**

No

## **Report title: Members Training and Development Review 2024-25**

### **1 Context (or background)**

- 1.1 The Council agreed the Elected Members Training and Development Strategy in March 2022. The Members Training and Development Strategy provides a framework for Members to access a programme of training that meets their needs, as well as the needs of the organisation to deliver the ambition set out in the One Coventry Plan.
- 1.2 The Strategy helps to support the development of a training culture for Members. As part of this Strategy, it was agreed that there would be a core offer of training for all Members to complete during their term of office, as well as training specific to appointments to Planning and Licensing Committees.
- 1.3 The delivery of the Strategy and action plan is overseen by a cross-party Members Training and Development Strategy Cabinet Member Advisory Panel, which advises and makes recommendations to the Cabinet Member for Policing and Equalities who has responsibility for Members training.
- 1.4 This is the third year of the Strategy, which enables some comparison on the previous years. On average Members undertook 4.7 training sessions in 2024-25. This was fewer than in the first two years of the strategy when the average number of sessions attended per member was 6.5 during 2023-24 and 5.7 during 2022-23.
- 1.5 The report at Appendix 1 provides more detail on delivery of the Strategy for 2024-25.
- 1.6 Following the LGA Peer Challenge a recommendation was made to consider ways in which to increase Member's participation in training and development and to address barriers experienced in accessing the programme. A questionnaire was circulated to all Members. A total of 42 responses were received. The key message from the survey was that the main barriers were time availability to attend training, and that training is offered at the wrong time of day. However, the largest response to the question What currently prevents you from accessing training was "Nothing – I can access the training I want to", with 19 responses.
- 1.7 Members were also asked about addressing barriers, the highest two responses were "More on-line training" (21) and "More evening training" (12). There have already been several sessions offered in the early evening and training has continued to be offered both on-line and in person. For more detail see Appendix 1.

### **2 Options considered and recommended proposal**

- 2.1 Option 1 (not recommended): Not to support the programme of training and development for Members. This is not recommended, as it is important that Members have the right skills and knowledge to be able to support those they represent as well as delivery of the One Coventry Plan.
- 2.2 Option 2 (recommended): The Ethics Committee are recommended to:

- 1) Note and endorse the attached report covering the Members Training and Development Programme for 2024-25, including plans for 2025-26 (Appendix 1)
- 2) Consider ways in which to increase Member's participation in training and development and to address barriers experienced in accessing the programme.
- 3) Support the continued delivery of the Members Training and Development Strategy, including actions for 2025-26

### **3 Results of consultation undertaken**

- 3.1 Members have been consulted on both the content of this year's programme and proposals for next year in order to improve the offer made to Members for their training and development. Responses to the survey can be found in Appendix 1

### **4 Timetable for implementing this decision**

- 4.1 Any actions arising from this report will be implemented as soon as possible.

### **5 Comments from the Director of Resources and Finance and the Director of Law and Governance**

#### **5.1 Financial implications**

There are no specific financial implications arising from the recommendations within this report. The training and development programme for members is expected to be met within the existing annual revenue training budget.

#### **5.2 Legal implications**

None

### **6 Other implications**

None

#### **6.1 How will this contribute to the One Coventry Plan**

The Elected Members Training and Development Strategy provides a framework for Elected Members to access a programme of training that meets their needs, as well as the needs of the organisation to deliver the ambition set out in the One Coventry Plan. The Strategy will help to continue to support the development of a training culture for Elected Members.

#### **6.2 How is risk being managed?**

There is no direct risk to the organisation as a result of the contents of this report.

#### **6.3 What is the impact on the organisation?**

No direct impact at this stage

#### 6.4 Equalities / EIA

There are no public sector equality duties which are of relevance at this stage.

#### 6.5 Implications for (or impact on) climate change and the environment

None

#### 6.6 Implications for partner organisations?

None at this stage

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Finance: Richard Shirley	Lead Accountant	Finance	5/3/25	10/3/25

Councillor S Nazir	Chair of Ethics Committee		10/03/25	10/03/25
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