



# Member Development Pledge

East Herts is an Authority which is open to learning and committed to make development opportunities available to officers and elected members.

Members will be supported to engage in learning and development activities which enhance and broaden their skills and knowledge to meet the range of duties set out in the Members' Role descriptions. East Herts believes that confident and well-informed Members are best placed to deliver quality services to the residents and businesses in their wards and across the whole District.

The Members' Development Programme and the associated Councillor Learning and Development Review scheme (CoLANDER) are overseen by the Member Development Group. This group is member led and has a cross-section of representatives on it - drawn from all political groups serving on the Council.

## New Members can expect:

- Clear role descriptions as a ward councillor (and for any specific role they may go on to hold)
- A well structured Induction Programme to familiarise themselves with East Herts as a Council and as a District
- To be offered a peer mentor/buddy as a point of contact and support following election to East Herts
- The opportunity to complete a CoLANDER interview (with mentor/buddy) to identify existing strengths/skills and any additional learning needs

## Returning/All members can expect:

- Clear role descriptions as a ward councillor and for any specific role taken on (eg as Chairman of a committee, as Leader of a minority party etc)
- The opportunity to complete a CoLANDER interview (with a senior member of their political group) and request any training/development needed to fulfil their role(s) as a councillor
- To be offered a structured and timely programme of development opportunities that uses a range of learning styles and may be delivered by internal or external providers (as is most appropriate)

## Members are encouraged and expected to:

- Play an active part in identifying their own learning/development needs
- Take advantage of development opportunities appropriate to their roles and level of experience/expertise
- Approach development through a range of learning styles (taught courses, on-line or E learning, Action Learning Sets, self-directed study etc)
- Commit to training/development events and ensure that cancellation costs are not incurred
- Give feedback on training events and share learning with peers
- Play a role in the learning/development of their peers where appropriate

**SIGNED** on behalf of Members by the Leaders of all political groups at East Herts

Leader of Conservative Group  
(Cllr A Jackson)

Leader of the Liberal Democrat Group  
(Cllr J Wing)

Leader of the Independent Group  
(Cllr E Buckmaster)