



Member Development Pledge

Dacorum Borough Council is an authority which is open to learning and committed to make development opportunities available to 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. Dacorum Borough Council 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 Borough.

The Member Development Programme is overseen by the Member Development Steering Group, who lead on member development at the Council.

All Members can expect:

- Clear role descriptions as a ward councillor and for any specific role taken on (e.g. as Chairman of a committee, as Leader of a party etc.)
- The opportunity to complete a Personal Development Plan to identify existing strengths/ skills and any additional learning needs and to 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)

New Members can expect:

- A well structured Induction Programme to familiarise themselves with Dacorum as a Council

Members are [encouraged] [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 the political groups at Dacorum Borough Council

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Cllr Andrew Williams
Conservative Group

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Cllr Ron Tindall
Liberal Democrats Group

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Cllr Tony Fethney
Labour Group