

Member Development Framework and Programme 2025-2026	
Committee	Council
Date of Committee	21 May 2025
Portfolio Holder presenting the report	Portfolio Holder for Corporate Services, Councillor Chris Brant
Date Portfolio Holder agreed report	8 May 2025
Report of	Monitoring Officer, Shiraz Sheikh

Purpose of report

To consider and agree the Member Development Framework and Programme for 2025-2026.

1. Recommendations

Council resolves:

- 1.1 To approve the Member Development Framework for 2025-2026.
- 1.2 To approve the Member Development Programme for 2025-2026.

2. Executive Summary

- 2.1 The Member Development Framework was first considered and approved by Full Council in May 2023. The Framework emphasises the purpose and importance of Member development, the approach and opportunities to support Members in gaining the skills and knowledge needed to fulfil their various roles effectively.
- 2.2 An appendix to the framework is the annual Member Development Programme. This gives details of the initial induction programme of training following the scheduled elections, as well as more general briefing and update events for all Members throughout the Municipal Year.
- 2.3 As the Member Development Programme is updated on an annual basis, the full Framework is presented for consideration and approval.

Implications & Impact Assessments

Implications	Commentary
Finance	The Member Development Framework and Training Programme happen each year. The 2025/26 Programme will be delivered from within existing budgets.

	Michael Furness, Assistant Director of Finance (S151 Officer) 8 May 2025		
Legal	There are no direct legal implications arising from this report. Shiraz Sheikh, Monitoring Officer, 8 May 2025		
Risk Management	There are no risk implications arising directly from this report. Julie Miles, Performance Analyst and Developer, 12 May 2025		
Impact Assessments	Positive	Neutral	Negative
			Commentary
Equality Impact	x		
			The Member development programme has the potential of delivering a positive impact across our communities, including those within the protected characteristics, equipping members to better understand their duty, and ultimately, allowing them to deliver better outcomes for the residents they represent. Julie Miles, Performance Analyst and Developer, 12 May 2025
A Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?	x		
B Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?	x		
Climate & Environmental Impact		x	
			Not applicable
ICT & Digital Impact		x	
			Not applicable
Data Impact		x	
			Not applicable
Procurement & subsidy		x	
			Not applicable
Council Priorities	Not applicable		
Human Resources	Not applicable		
Property	Not applicable		

Consultation & Engagement	Political Group Leaders
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Supporting Information

3. Background

- 3.1 The Member Development Framework (appendix 1) was developed in 2023. Political Group Leaders unanimously endorsed the Framework, and it was subsequently approved by Full Council.
- 3.2 There are no substantive changes proposed to the Framework for 2025-2026, as it has been reviewed by the Monitoring Officer and the information remains relevant.
- 3.3 Additional clarity has been added regarding training for regulatory committees being required every Municipal Year.

4. Details

- 4.1 The Member Development Programme for 2025-2026 is attached at appendix 2. As there are only three by-elections taking place this year and not a full third of the Council, a full induction schedule is not required.
- 4.2 There will be a number of Committee specific sessions, that will be mandatory for members of those Committees.
- 4.3 A copy of the approved framework and programme will be included in the induction pack for the three newly elected Members following the May 2025 by-elections, to ensure they are aware of the details of the framework.
- 4.4 Wherever possible, slides from training sessions and briefings will be made available to Members after the sessions via the MS Teams Member Channel. This creates an online library of training resources for Members to refer back to as required.

5. Alternative Options and Reasons for Rejection

- 5.1 The following alternative options have been identified and rejected for the reasons as set out below.

Option 1: Not to agree the recommendations. This is not recommended as it is important that Members regularly review the development framework.

6 Conclusion and Reasons for Recommendations

- 6.1 Council is recommended to agree the Member Development Framework and programme for 2025 - 26 so that officers can proceed with relevant arrangements.

Decision Information

Key Decision	Not applicable
Subject to Call in	Not applicable
If not, why not subject to call in	Not applicable
Ward(s) Affected	All

Document Information

Appendices	
Appendix 1	Member Development Framework
Appendix 2	Member Development Programme 2025 - 26
Background Papers	None
Reference Papers	None
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