

DEMOCRATIC SERVICES COMMITTEE

11TH JUNE 2018

MEMBER MENTORING PROCESS

Purpose: To discuss the introduction of a Member Mentoring process, agree the role description for a Member Mentor and to identify and train Member Mentors.

RECOMMENDATIONS / KEY DECISIONS REQUIRED:

It is recommended that the Democratic Services Committee note the planned process for the use of Member Mentors and reviewed the role of Member Mentors to ensure that it is fit for purpose.

REASONS:

To ensure Carmarthenshire's process for Member Mentoring meets the needs of members and member have the opportunity to be mentored by member peers.

Relevant scrutiny committee to be consulted NO

Exec Board Decision Required NO

Council Decision Required NO

Relevant Executive Board Portfolio Holder – Cllr Suzy Curry – Chair of Democratic Services Committee and Member Development Champion/Cllr Mair Stephens – Member Development Lead for the Executive Board.

Directorate: CEX

Name of Head of Service:

Paul Thomas

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**EXECUTIVE SUMMARY
DEMOCRATIC SERVICES COMMITTEE
11TH JUNE 2018**

Member Mentoring Process

Current situation / proposal

Mentoring is a voluntary, confidential, one to one relationship in which an individual uses a more experienced or more senior person as a sounding board for guidance. It enables the mentee to “grow” in their role in skills, knowledge, understanding and behaviour. It can be a medium, long term or ongoing relationship. It is not a prescriptive or directive relationship but rather one which allows the mentee to find their own way, assisted by the mentor.

Members should be offered the opportunity to be mentored by member peers. Any member who has requested a mentor should have the opportunity to be provided with one and that Mentors are trained in mentoring skills.

Democratic Services Committee to review the process and role of Member Mentors to ensure that it is fit for purpose. The role description for a Member Mentor is shown at **Appendix 1**.

It is considered that the Elected Members currently undertake informal mentoring arrangements where newly elected or other members discuss issues with each other, member to member or have informal discussions with appropriate officers who provide suitable advice. It is anticipated that with a suitably trained number of Member Mentors this can then become a more formalised arrangement.

The role of the trained Member Mentors will provide opportunities to help the newly Elected Members to “grow” in their role in skills, knowledge, understanding and behaviour. The newly Elected Members could be for those:

- Members elected for the first time as a County Councillor in 2017.
- Members re-elected as a County Councillor with a break in their service.
- Members elected as a County Councillor between the 2017 and 2022 elections.
- Members elected following the 2022 Elections if the mentor retained their seat on the Council.

Group Leaders to identified Councillors as potential mentors, although there is a capacity for other Councillors to attend the training and become member mentors.

Training is being provided by the WLGA during September 2018. The training will be based on the WLGA Guidance for Member Mentors as attached at **Appendix 2**.

Following the training, each political group will be able to offer their members a mentor to support them if they so wish.

DETAILED REPORT ATTACHED?

Role Description of Member Mentor (Appendix 1)
WLGA Guidance for Member Mentors (Appendix 2)

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Paul R Thomas

Assistant Chief Executive

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: P.R. Thomas Assistant Chief Executive (People Management and Performance)

1. Scrutiny Committee n/a
2. Local Member(s) n/a
3. Community / Town Council n/a
4. Relevant Partners n/a
5. Staff Side Representatives and other Organisations n/a

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE