

### Appendix 3

#### **What BHCC must demonstrate at assessment in order to gain the Charter for Member Development.**

<b>Political &amp; Managerial leadership must be able to:</b>
Describe strategies put in place to develop elected members in order to improve the council's performance
Describe the specific actions they take to ensure equality of opportunity and access to learning in the development of elected members
Provide examples of learning among elected members and of promoting exchange of information, as part of encouraging a learning organisation culture
Demonstrate that actively involved in identifying priority organisational development needs which link council's aims and objectives to the development of members
Provide clear examples of action taken to encourage joint development opportunities for elected members and external partner organisations
Consistently give tangible examples of how development of elected members has improved the performance of the council's functions and individuals
<b>Political leadership only must additionally be able to:</b>
Describe how actively involved in defining the council's approach both to effective political leadership (for current and prospective leaders) and to team development
<b>All Members must be able to:</b>
Show they were involved in the formulation, implementation, monitoring and evaluation of member development strategies
Show that their representative roles are clearly specified and that they can describe how they contribute to achieving council objectives
Show that they receive appropriate and adequate notice of development opportunities to allow them to plan in advance
(For new members only) show that they received a structured and effective induction
Show that they can describe their learning needs and how these link into function and corporate aims and objectives
Give examples of how they have been encouraged to learn, and to share the learning with others, so as to improve their own performance and that of others

