

Member Peer Conference

Introduction to the LGA's Sector Support programme and being an effective Member Peer

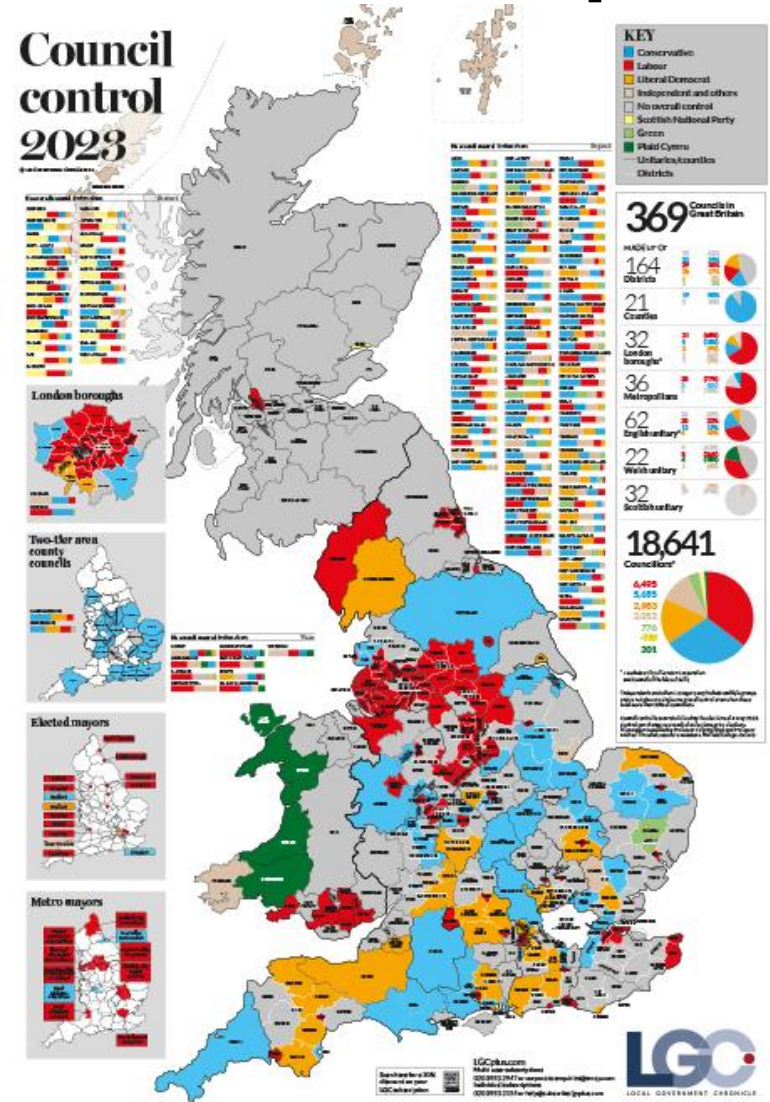
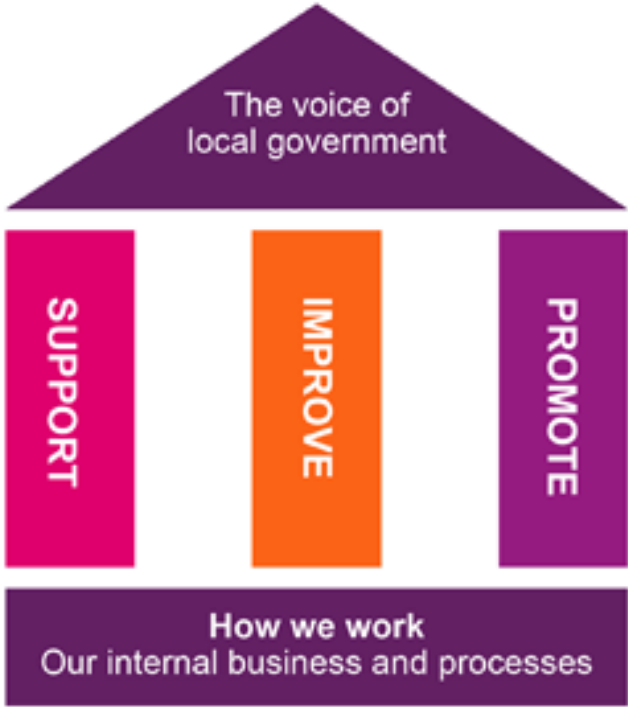
Gary Hughes – Principal Adviser

Cindy Lowthian – Senior National Adviser

Cllr Hannah Dalton – Independent Group Peer

Cllr Sam Chapman-Allen – Conservative Regional Lead Peer

The LGA - Sector Led Improvement and Sector Support



Sector support offer 2023/24

Funded by UK Government

Corporate Peer Challenge and Assurance



- Sector-Led Improvement (SLI) – councils are accountable locally not nationally, have a sense of collective responsibility for the performance of the sector.
- The recently published [statutory guidance on Best Value and Intervention](#) states that the Government expects all local authorities to have a corporate or finance peer challenge at least every five years.
- Working with the sector, professional associations, and other groups to map the different elements which currently provide assurance of local government. Corporate Peer Challenge is a key component of this framework <https://www.local.gov.uk/about/news/lga-starts-discussions-assurance-framework-local-government>

What is a Corporate Peer Challenge?

- For the sector – by the sector
- Provides local leaders with improvement and reassurance
- Scoped with and for each individual council
- The core elements of **all** CPC's:
 - Local Priorities and Outcomes
 - Organisational and Place Leadership
 - Governance and Culture
 - Financial Planning and Management
 - Capacity for Improvement
- **All** CPCs review financial and performance data
- Corporate Peer Challenge differs from other assessments
- Proportionate – making the best of use of everyone's time and resources.



How a CPC works and what to expect

Four Key Stages

1. Preparation and Engagement
2. Onsite Delivery
3. Post Onsite
4. Progress Review

Stage 1 - Preparation and Engagement

1. Data and Information Pack includes:

- Position Statement
- Support documents
- Performance data
- Financial briefing

2. Pre-visit Peer Team Briefing

- Approx 2 weeks before the onsite
- Full team briefing and discussion
- Detailed discussion around finance and performance

3. Pre-engagement with the Council

- Observe council meetings
- Engage with the Leader of the Council and relevant Councillors

CHECKLIST



Stage 2 - Onsite Delivery

- Timetable of meetings meeting with internal and external stakeholders, politicians and key officers
- Collate, analyse and triangulate key messages and discuss with the peer team
- Record what you see and hear
- Evidence based recommendations – go where the evidence takes you
- Contribute to the delivery of the Feedback Presentation on the final day



Stage 3 - Post Onsite

- Draft report prepared by LGA Peer Challenge Manager
- Peers are expected to read through and comment on the report and provide examples in support of key messages
- Important timescales:
 - Draft report provided to the council within three weeks
 - Final report agreed and published by Council and LGA within three months
 - Action Plan produced and published within five months



Stage 4 - Progress Review

- Provides space for a council's senior leadership to report to peers on the progress they have made against their CPC recommendations.
- The Peer Team discuss early impact or learning and receive feedback on the implementation of the CPC action plan.
- Some or all of Peer Team will be involved.
- Progress Review carried out and report published within 12 months of the CPC taking place.
- Progress Report published by the council and the LGA.

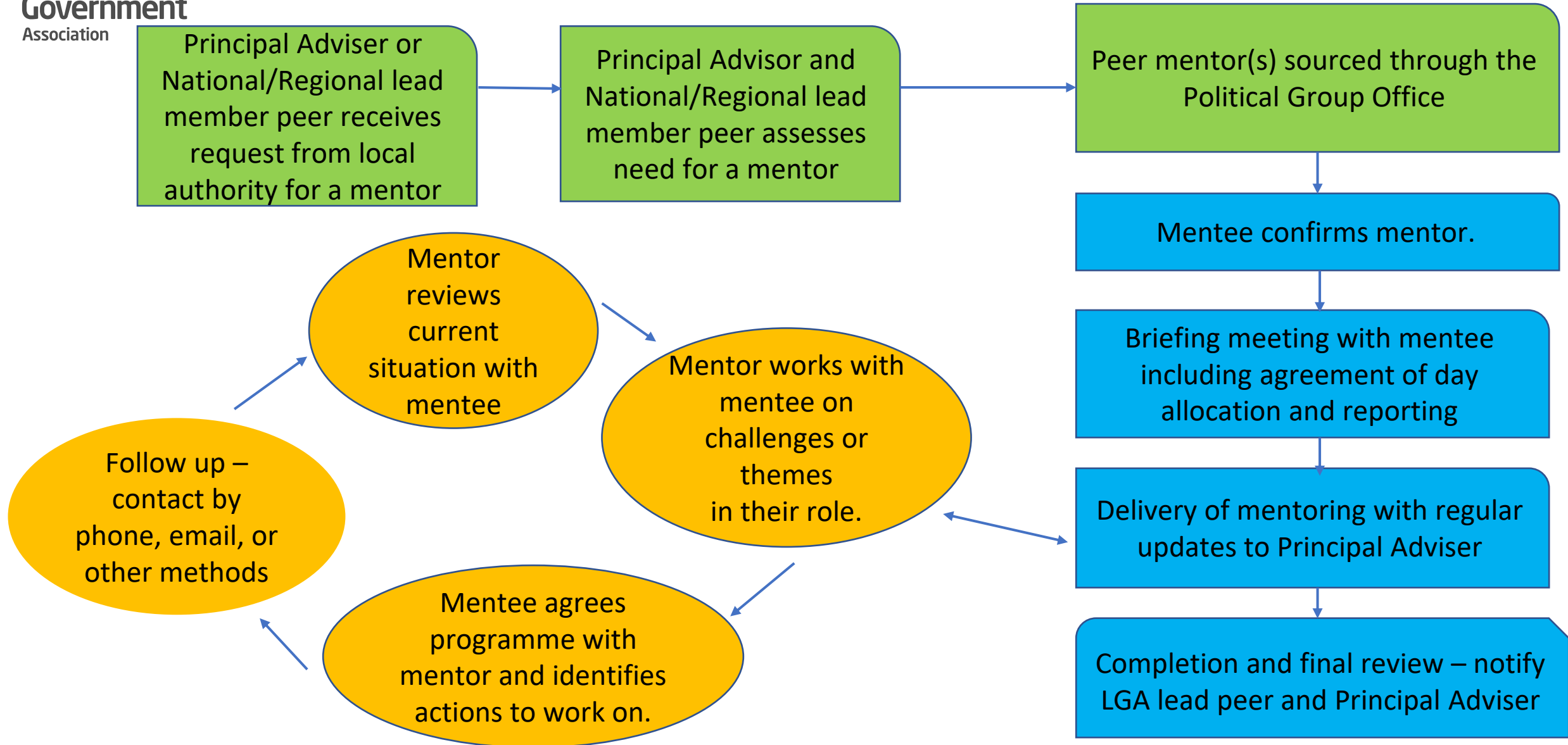


WORK IN PROGRESS

What is LGA Mentoring?

- Councillor mentoring is delivered by our cohort of member peers, is a key part of the LGA programme of sector support.
- Often delivered at key points in the Local Government calendar, following elections, Change of Control, new Leader.
- Mentoring will benefit all parties involved, including the mentor.
- The aim is to build the capability of the individual mentee so that all those involved in the outcome benefit.
- Each mentoring assignment is designed to build leadership capacity and is based around an individual learning agreement, which involves a planned and defined approach that results in clear outcomes.

How mentoring works and what to expect?



Being a Member Peer - What's in it for you?

- Why do you want to be a Member Peer?
- What skills/experience/knowledge can you offer?
- How will the council benefit from you being a Member Peer?
- How do you hope to benefit?



How it works - Selecting Member Peers



National and Regional Peers

Principal Advisers and Regional Teams



Member Peer Day Rate and Expenses

- Corporate and Finance Peer Challenge is number of days onsite plus 1 day
- The Progress Review is 2 days – not all CPC team joins the Progress Review
- £348 per day plus reasonable travel expenses – please keep all receipts
- All accommodation and subsistence is paid for
- LGA Project Support Team will issue Purchase Order and Expenses Claim Form
- [Scheme of Members Allowances](#)



The Role of the Member Peer



The Peer Standards

1. **Developing others** by sharing learning and providing a supportive and non-judgmental environment, and demonstrating a personal commitment to continual development and learning.
2. **Working effectively with others** in the peer team to achieve a common purpose through valuing the contributions of others and recognising and including diverse viewpoints.
3. **Providing challenge** by being able to positively and constructively challenge individuals and groups to help them to improve – peers should be able to perform the role of a ‘change agent’ sensitively and inclusively.
4. **Committing, planning, and communicating effectively** by analysing requirements and coordinating activity and priorities and providing evidence to support ideas.
5. **Having strong political and organisational awareness** by understanding the local context and overcoming political and organisational differences to work collaboratively with different stakeholder groups.

Exercise - How to meet the standards?

Commit, prepare and respond



Politically and Organisationally aware



Work as part of a team



Able to positively and constructively challenge



Play the role of a positive change agent



Take an evidence and research-based approach



Support and develop others



Act as a champion for Local Government and the LGA

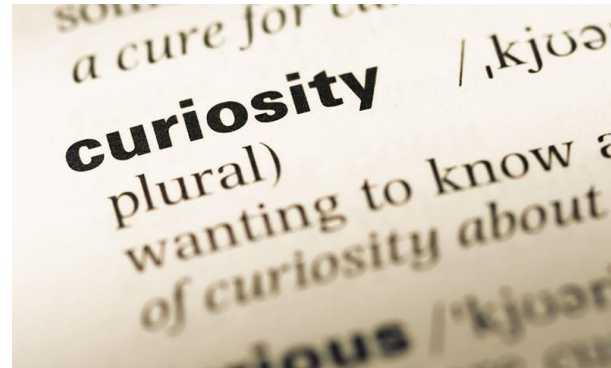


Exercise - What skills do you need to be effective?

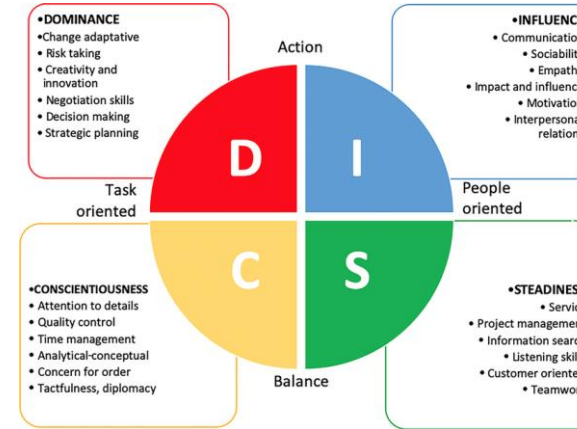
Active listening



Curious



Flex your personal style



Open questions



Constructive and impartial



Read non-verbal cues



Delivering evidenced based feedback



Time management



Peer Charter and Terms & Conditions

All Peers are asked to familiarise themselves with the information for Peers
<https://www.local.gov.uk/information-peers>

This contains information on the LGA's [Peer Induction Pack](#), [Peer Charter](#), [Peer Terms and Conditions](#), [Whistleblowing Policy](#) and [Data Protection Policy](#)

If you have any peer queries please contact:

Officer Peers – peer.updates@local.gov.uk

Member Peers

Labour - jasmine.hawes@local.gov.uk

Conservative - lgaconservatives@local.gov.uk

Liberal Democrat – ryan.priest@local.gov.uk

Independent - independent.group@lga.local.gov.uk

More Training

Forthcoming Corporate Peer Challenge Training

- 21 November - Warwick
- 16 January - London
- 21 March – Warwick

Mentoring Training

- 14 September – London - Delivered
- 15 December - Virtual
- March - Warwick
- June – London

Please contact your Political Group Office to request a place on either training

