

## PART A - Initial Impact Assessment

**Proposal Name:** Member Development

**EIA ID:** 2241

**EIA Author:** Jason Dietsch (CEX)

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**Proposal Outline:**

To re-establish the Member Development Working Group (MDWG) to oversee future development of Elected Members, taking into account: - the existing strategy (2021-25) - the 6-month policy committee review of governance - recent relevant reviews/findings, including the Local Government Association (LGA) Peer Review, the Racial Equality Commission and the Street Tree inquiry - Future Sheffield and other overarching priorities and/or dependencies Subject to approval of the proposal, this EIA will be developed to inform and reflect the work of the group as it identifies Members' support needs. While the direction of Member development is to be confirmed, it is expected that it would include support both to enhance Members' community knowledge and in response to Members' own diversity. The membership of the group will be cross-party, consisting of two representatives from each group: the membership is currently a 50/50 split between male and female members. Any change to the future composition of the group will take into consideration the need to be proportionate and representative of all the members. Update November 2023: As part of the MDWG's work, new role profiles have been developed for the different Councillor roles (e.g. City Councillor, Committee Chairs etc.). The proposed role profiles set out the detailed purpose and responsibilities of each role as well as the skills and knowledge required to fulfil them.

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**Proposal Type:** Non-Budget

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**Year Of Proposal:** 23/24

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**Lead Director for proposal:**

**Page 77**  
James Henderson (CEX)

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Service Area: Democratic Services

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EIA Start Date: 7/10/2023

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Lead Equality Objective: Understanding Communities

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Equality Lead Officer: Ed Sexton

## Decision Type

Committees: Other Committees

- Governance

## Portfolio

Primary Portfolio: Strategic Support Services

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EIA is cross portfolio: No

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EIA is joint with another organisation: No

## Overview of Impact

### Overview Summery:

The Member Development Working Group (MDWG) would be expected to identify and respond to a range of development needs relating directly or indirectly to equality. For example, support/training that takes account of: - reasonable adjustment requirements - educational needs, learning preferences and learning difficulties (e.g. dyslexia) - caring or parental responsibilities - work commitments - travel requirements or restrictions - communication

requirements - digital inclusion There is the potential for impacts across several protected characteristics / equality interests. This will be explored further in the future development of this EIA. Update November 2023: In creating the new Councillor role profiles, the MDWG have identified the development, training and skills required to fulfil the roles which includes the need for all Members to have an awareness of equalities. Training and development in equalities is incorporated into the Member Development Programme and the MDWG are supporting HR with the roll out of a level 2 equivalent certificate in equality, diversity and inclusion for elected members. The role profiles set out a detailed overview of the responsibilities associated with each role which: - improves openness and transparency; - enables Members to identify where they have support and development needs so that these can be addressed through the Member Development Programme; and - provides the Independent Remuneration Panel with a comprehensive overview of the roles to support the ongoing review of Member Allowances, ensuring that these are appropriate for the roles to attract diverse councillors.

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**Impacted characteristics:**

- Age
- Armed Forces
- Carers
- Cohesion
- Disability
- Gender Reassignment
- Health
- Partners
- Poverty & Financial Inclusion
- Pregnancy/Maternity
- Race
- Religion/Belief
- Sex
- Voluntary/Community & Faith Sectors
- Sexual Orientation

**Consultation and other engagement**

**Cumulative Impact**

Does the proposal have a cumulative impact: No

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Impact areas:

## Initial Sign-Off

Full impact assessment required: No

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Review Date: 7/10/2023

## Action Plan & Supporting Evidence

Outline of action plan:

Action plan evidence:

Changes made as a result of action plan:

## Mitigation

Significant risk after mitigation measures:

Outline of impact and risks:

## Review Date

Review Date: 7/10/2023