

Leicestershire & Rutland Improvement Partnership



July 2006

Issue 2

Award granted by Department of Communities and Local Government

The LRIP (Leicestershire and Rutland Improvement Partnership) was awarded further funding of £505,000 by the Department of Communities and Local Government for Phase 2 of its improvement programme. This is in addition to the £150,000 awarded for phase 1, which has now largely been committed.



Steve Atkinson, Chair
LRIP Programme Board

The funding is to deliver the programmes and initiatives developed during Phase 1 of the programme and will cover the following "Strands":

Member Development
Middle Management Development
Performance Management
Communications
Learning

The first three elements were identified from an analysis of the findings of CPA 2004 which were common to the Leicestershire Districts and to Rutland County Council. The latter two

'strands' have been identified by the LRIP Programme Board, which will be agreeing indicative allocations of the £505,000 between the five "strands" during July, as well as determining how this work can be sustained beyond the life of the grant (i.e. after 2007). Commenting, Steve Atkinson, Chief Executive of Hinckley and Bosworth Borough Council and Chair of the LRIP Programme Board, said:

"Whilst the approval of the additional funding has taken some time to achieve, it is very welcome and will enable us to move forward with confidence to deliver in partnership initiatives to improve how we operate, with the ultimate achievement of improving our services to the communities served by the partners. We are also now in an excellent position to use our learning from the process to assist others in the East Midlands Region and beyond to improve their operations to the same ends. I am pleased that Councils in Leicestershire and Rutland are at the forefront in these developments in the East Midlands".



LRIP Management Development Strand Pilot Group Away Days – 30 November 2005 and 4 May 2006

Through the work of the Management Development strand LRIP is aiming to improve the skills and competencies of all managers across partner councils so that managers are supported and better able to deliver quality services

This work is underpinned by using a set of management competencies developed from best practice nationally but made relevant to Leicestershire council's needs. These competencies can be found at <http://www.blaby.gov.uk/ccm/navigation/jobs-and-careers/management-development/>
The aim is for all middle managers across the partnership to be supported through appropriate management development activity over the next few years

To test out the competencies and develop the training products a First Wavers group was set up in autumn 2005 to work with the strand team

The First Wavers Group includes middle managers from all District Councils in Leicestershire. They come from a varied range of professional disciplines so, for the first time ever, our managers are working and learning together across councils and professional groupings

The group first met, along with their line managers, at a launch day on 30 November 2005 in Leicester City Council's offices. During the day the group and their managers considered learning styles and assessed their own management competencies against the LRIP competency framework using the Jobsgopublic on-line training needs assessment tool.

The group came together again in May to work on some of the main areas of development identified through the training needs assessment exercise and to provide input and information on their needs to the design of the LRIP Middle Managers Development Programme

The specification for this programme is now being finalised by the Management Development Strand team and it is hoped the formal programme will start in the autumn.



First Wavers



Member Development

The Member Development Strand of the Leicestershire and Rutland Improvement Partnership has been moving forward a pace. The information below provides a brief update on the progress so far.

A Partnership-wide Member Reference group has been established, the group continues to have member representation from all the Local Authorities involved in the partnership and has been involved with the selection of the accreditation partner London South bank University.

A training programme has been developed to meet the needs identified by Members across the partnership authorities and training is currently being offered to members using the Local Government East Midlands training programme. The next step will be to start the procurement process for future training

providers.

Ted Webster-Williams, Member Development Champion for Blaby District Council said "This programme will be a tremendous improvement in the development of local Councillors. It will enable them to impart a higher degree of professionalism and assist them in becoming an excellent community".

A Member Handbook is also being developed which will be used by all the partner authorities.

The Reference Group will shortly be considering joint induction programmes for new Councillors and considering the potential for learning from joint scrutiny review initiatives.

Performance Management

The strand has carried out an initial baseline assessment on the current status of Performance Management for each Council within the partnership, using both the 2004 CPA baseline and an agreed Performance Management framework. As a result, the strand has been busy developing a LRIP Performance Management Toolkit in a modular format to enable Districts to access according to need and supported by an appropriate training programme. The toolkit will include the following sections:

- Developing a Performance Culture
- Project Management for Performance Management
- Performance Management and assessment of Partnerships

- Developing shared performance indicators
- Preparation for inspection – including preparation and consideration of area based assessment.

This toolkit will be published in Autumn 2006, and will be in parallel with the implementation of "TEN" performance management software and the Partnership Performance Framework and Assessment Tool.

The first visible sign of the strand's work will be Project Management Training which many middle managers will attend over the next six months, as it is rolled out through the partner authorities.



The LRIP

Leicestershire & Rutland
Improvement Partnership

Authorities:



Blaby District Council

Charnwood Borough Council

Harborough District Council

Hinckley and Bosworth Borough Council

Leicester City Council

Melton Borough Council

North West Leicestershire District Council

Oadby and Wigston Borough Council

Rutland County Council

Leicestershire County Council (as a supporter)

IMPROVING
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Senior Women's Network

The Partnership has agreed to support the establishment of a Senior Women's Network, facilitated initially by the Improvement and Development Agency (IDeA). The aim of the Network is to give an opportunity for senior women across the Partnership to develop the experiences and supportive contacts needed to move further in our Sector. Leicestershire and Rutland currently have 5 Women Chief Executives – a wealth of internal knowledge and leadership upon which to build! More news in future issues.

