








Members' Induction Programme

1. How helpful did you find the Members' Induction Programme overall?

Answer Choices			Response Percent	Response Total
1	Extremely useful		57.14%	8
2	Very useful		14.29%	2
3	Somewhat useful		28.57%	4
4	Not so useful		0.00%	0
5	Not at all useful		0.00%	0
			answered	14
			skipped	0





2. Most of the Induction Programme was delivered at 6pm on weekdays. If the programme could be delivered in a different way, which of the following options would you prefer in the future?

Answer Choices			Response Percent	Response Total
1	Weekdays at 6pm (as currently delivered)		50.00%	7
2	Daytime only, mornings		0.00%	0
3	Daytime only, afternoons		14.29%	2
4	Daytime only, either morning or afternoon		0.00%	0
5	2 full days for the complete induction programme		14.29%	2
6	Other (please specify):		21.43%	3
			answered	14
			skipped	0

Other (please specify): (3)

1	20/07/2023 22:47 PM ID: 222766694	I would prefer an online induction as I was away with work and unable to make some of the training.
2	21/07/2023 11:08 AM ID: 222784145	Being retired I have no special preference as to timing - aware that working councillors may have clashes
3	07/08/2023 14:22 PM ID: 223864611	virtually

3. The induction sessions were delivered in person – what would your preference be for future?

Answer Choices			Response Percent	Response Total
1	Same		42.86%	6
2	Virtual		14.29%	2
3	Hybrid		28.57%	4
4	Other (please specify):		14.29%	2
			answered	14
			skipped	0
Other (please specify): (2)				
1	20/07/2023 15:35 PM ID: 222743426	They can only be delivered correctly by being in person, as that is the only way members can bounce ideas off each other.		
2	20/07/2023 22:47 PM ID: 222766694	Both Virtual and Hybrid		

4. Are there any additional topics you would have liked us to include as part of the induction programme?

Answer Choices			Response Percent	Response Total
1	Open-Ended Question		100.00%	14
1	20/07/2023 15:35 PM ID: 222743426	Yes, for new members, a session of committee involvement with other members, and procedure for chairing a meeting in the correct manner, so as to get the best from all who are on that particular committee.O		
2	20/07/2023 17:56 PM ID: 222755240	Green Belt training		
3	20/07/2023 22:47 PM ID: 222766694	not sure yet but a further survey in 12c months might be enlightening		
4	20/07/2023 23:49 PM ID: 222767702	Which Councils are responsible for what. Some new Councilors think that the district council can do thing that are the responsibility of others.		
5	21/07/2023 11:08 AM ID: 222784145	n/a		
6	24/07/2023 13:22 PM ID: 222920792	No		
7	01/08/2023 09:46 AM ID: 223352689	Having been a member before, I was ok but some new members bit lost around building and also understanding procedure at council meetings.		
8	07/08/2023 14:19 PM ID: 223863422	: Currently, there seems to be a lack of foundational training on what a counsellor should be doing on a day-to-day basis. While there is training on specific tasks such as engaging with residents and safeguarding oneself during one-on-one meetings, there is		

4. Are there any additional topics you would have liked us to include as part of the induction programme?

		<p>no comprehensive guide to the overall role and responsibilities of a counsellor. Training could be developed to cover these essential aspects more thoroughly.</p> <p>:</p> <p>Additionally, training could be expanded to cover more specific scenarios that counsellors may encounter. This includes providing clear guidance on dealing with situations outside of our remit, offering advice, and handling sensitive topics such as racism, sexism, and other forms of discrimination. Creating a clear protocol on whom to contact if harassed would also be beneficial.</p> <p>Lastly, there should be a focus on providing support and guidance for handling serious issues like rape or domestic violence. This should include details on whom to contact, including out-of-hours support, and how the office's out-of-hours procedures work. Proper training in these areas will help ensure that counsellors are well-equipped to serve their constituents in any situation.</p> <p>These improvements would offer a more well-rounded training program, ensuring that counsellors are prepared to handle the diverse range of situations they may encounter in their roles</p>	
9	07/08/2023 14:22 PM ID: 223864611	none	
10	07/08/2023 17:30 PM ID: 223907582	Yes, training on being members of the cabinet. All other committees had their own dedicated training but the cabinet felt short of this.	
11	08/08/2023 18:09 PM ID: 224036474	No I thought everything was covered.	
12	08/08/2023 19:08 PM ID: 224041659	Localised district and borough housing development plans	
13	10/08/2023 13:10 PM ID: 224184656	Until I have more experience as a Councilor It will be difficult to say. A re-visit in, say, 6 months might be helpful just so we can integrate our experience into a meaningful response so that future inductions can (possibly) be improved.	
14	16/08/2023 10:15 AM ID: 224565899	I am very unclear what rights I have as a councillor - I know information about programmes, departments, and what behaviours are acceptable. But I have no idea of what I am entitled to ask... e.g., recently I have had questions about ownership of plots of land (NSDC presumably has access to the Land Registry data), I am preparing documents where I need software or support (e.g., with mapping of rights of ways or travel destinations) and there are probably resources in-house, and so forth. And also how much I can ask from officers - and who should I be contacting when I'm unclear who is responsible. And so on.	
		answered	14
		skipped	0

Learning and development is an on-going process. Do you have any suggestions for further learning and development over the next 12 months – this could be in depth sessions on topics already covered as part of the induction programme, refresher sessions or something different.

Answer Choices		Response Percent	Response Total
1	Open-Ended Question	100.00%	14

Learning and development is an on-going process. Do you have any suggestions for further learning and development over the next 12 months – this could be in depth sessions on topics already covered as part of the induction programme, refresher sessions or something different.

1	20/07/2023 15:35 PM ID: 222743426	Once again for new members, a refresher course on individual committees can only be useful , (and also existing members), as legislation is all the time changing, and for the new member, they may have forgotten something from earlier on as they did have a great deal to learn in a very short time.	
2	20/07/2023 17:56 PM ID: 222755240	More planning training, to include some review of past decisions, a look at some appeals -and costs - and some analysis of where committee decisions could have been more robust	
3	20/07/2023 22:47 PM ID: 222766694	as above	
4	20/07/2023 23:49 PM ID: 222767702	No	
5	21/07/2023 11:08 AM ID: 222784145	Probably another session on finances would help us all as we get closer to budget setting for 2024 (in time to make a difference to plans!)	
6	24/07/2023 13:22 PM ID: 222920792	1no	
7	01/08/2023 09:46 AM ID: 223352689	Being on planning always more to learn and understand!	
8	07/08/2023 14:19 PM ID: 223863422	One-to-one briefings to allow people to go through situations with the card and talk through how best to deal with them in the future . And to ask questions	
9	07/08/2023 14:22 PM ID: 223864611	see below	
10	07/08/2023 17:30 PM ID: 223907582	More opportunities to meet the officers across the council and a chance to build up relationships and exchange ideas. Looking ahead at future policy challenges which will significantly impact the district. Networking with neighboring councils to exchange ideas and learnings.	
11	08/08/2023 18:09 PM ID: 224036474	Regular quarterly consolidation sessions would be useful, tailored to members on specific committees.	
12	08/08/2023 19:08 PM ID: 224041659	Respective training on national incidents which may arise	
13	10/08/2023 13:10 PM ID: 224184656	Phew, a big ask. I'll think and get back to you.	
14	16/08/2023 10:15 AM ID: 224565899	See above. In fact, spreading the induction over a longer period might be beneficial. I was utterly exhausted, having had sessions on 2-3 days a week, plus meetings at parish and district level, plus 200+-page agendas	
		answered	14
		skipped	0

5. Do you have any other comments regarding the Members' Induction Programme?

Answer Choices			Response Percent	Response Total
1	Open-Ended Question		100.00%	13
1	20/07/2023 15:35 PM ID: 222743426	This years programme was far better than in recent years, but it had to be when expecting a large influx of completely novice members. This year Officers need to be congratulated, as they did provide a far better understanding of the roles they were over seeing, and explaining.		
2	20/07/2023 17:56 PM ID: 222755240	I think that planning training should be mandatory for every member, including (especially) those that have been members for some time		
3	20/07/2023 22:47 PM ID: 222766694	no		
4	21/07/2023 11:08 AM ID: 222784145	Only that we appreciated the spirit and manner of delivery. Good-humoured.		
5	24/07/2023 13:22 PM ID: 222920792	Great!		
6	01/08/2023 09:46 AM ID: 223352689	Officers were excellent. use of microphones as some of us struggling to hear. Programme very thorough.		
7	07/08/2023 14:19 PM ID: 223863422	Same as three		
8	07/08/2023 14:22 PM ID: 223864611	A completely new Council needs more time to get to know each other. Whilst the induction should be done online - there should be more opportunities for us to get to know each other in our groups and then cross groups in the leadership and then cross groups across the Council. There are different agendas for each.		
9	07/08/2023 17:30 PM ID: 223907582	I would have liked to have accessed some of the training much sooner. With them being so spread out, some sessions were at least 1 month after joining the council. However, all sessions were of great quality and really clear and easy to follow. Thank you.		
10	08/08/2023 18:09 PM ID: 224036474	I would prefer an intensive induction, for 2 days, followed by a consolidation and questions session the following week.		
11	08/08/2023 19:08 PM ID: 224041659	Thank you		
12	10/08/2023 13:10 PM ID: 224184656	It was a very helpful start and it was very useful to meet Officers and Councilors.		
13	16/08/2023 10:15 AM ID: 224565899	As 4 above.		
			answered	13
			skipped	1