

## Appendix 4

The proposal for consideration is as follows:

- (i) Coaching / Mentoring to be offered to the Chairs of the 3 Scrutiny Committees initially. This could be extended to Vice-Chairs once the process has been tested. This would involve an initial conversation between the Member and Coach / Mentor (2 hours maximum), followed by the observation of a meeting and then one to one feedback to those individual Members.
- (ii) Reviews of committee members – a simple process needs to be devised to incorporate questions around:
  - Does the Member engage in their scrutiny committee meetings, how often, it this dependent on the subject being considered.
  - What are the barriers preventing them from asking questions. Is this around background knowledge, are the ways that reports are written not helpful, are there any other reasons why they do not wish to contribute.
  - What would assist members engage.
- (iii) The results of the review in (ii) would be consolidated into an anonymised list of points and can have a two-fold impact:
  - (a) This could be used for a discussion between the Scrutiny Manager and the Chair of the Committee (possibly involving the Coach / Mentor as well) as there could be implications for the way that committees are run, or agendas set or the way that committees are chaired.
  - (b) The list of barriers and suggestions for improvements could drive new ways of working for scrutiny committees generally but also highlight specific training requirements for Scrutiny Members. These could be added to the Member Development Programme

This simplified process removes the need for peer to peer comments and therefore focuses on processes rather than individuals. The whole process also needs to be voluntary as forcing members to take part would not be helpful to the overall aim which is to improve scrutiny.