

**LOCAL NEIGHBOURHOOD PARTNERSHIPS**  
**DISCUSSION PAPER – TRAINING & DEVELOPMENT PLAN**  
**BROWNHILLS & ALDRIDGE NORTH**  
**10 FEBRUARY 2005**

**1. INTRODUCTION**

During November 2004 several induction sessions were held at various locations within the borough. One of the aims of the sessions was to enable all members of the LNP to have a shared understanding of the concept and philosophy behind LNP's and making them work in practice. In addition was the opportunity to capture the skills, knowledge expertise within each LNP together with identifying potential knowledge/skills gaps.

This paper attempts to highlight the strengths for the respective LNP together with summarising any skills/knowledge identified by members of the LNP. It is not to be seen as an exhaustive list, but rather as the basis for a discussion.

**2. FRAMEWORK**

It is recognised that within each LNP there is a wealth of skills, knowledge experience, and understanding of the various communities. Therefore, we are not starting from a deficit position, but rather a strong and informed position. With that in mind we are aiming to develop a flexible and creative approach to a partnership development programme.

Each programme needs to be aligned to the priority issues identified in the respective local plans. Development programmes will be sourced from a variety of places, namely Walsall Borough Council, Walsall Borough Strategic Partnership, Community Empowerment Network, experts from within each LNP and other external experts etc.

**3. PROCESS**

It is hoped that time will be allocated at each quarterly meeting to discuss and reflect on individual and group development needs.

The Neighbourhood Partnership Officer will co-ordinate these needs together with furnishing each LNP with details of training and development events. Some events will be organised on a LNP basis, however where several LNP have requested the same topic larger sessions will be organised. Thus far Crime workshops have been organised for all LNPs.

**4. DEVELOPMENT & SKILLS MATRIX**

Appendix 1 Summary Skills Matrix highlights data gathered from members of the LNP who attended the November induction session, it is not an exhaustive list and members may wish to add to the information.

**5. ISSUES TO CONSIDER**

- i) What are the key awareness/training & development issues required for your LNP and these should align to the Local Neighbourhood plan.
- ii) Training & Development to be a standing item on the quarterly agenda.

**CAROL BROWN**  
**HEAD OF ORGANISATIONAL DEVELOPMENT**

22 December 2004

# APPENDIX 1

Name of LNP Brownhills & Aldridge North

## Summary of Skills Matrix

List your current Skills, Knowledge or Experience which you think you have that are relevant to your role on the LNP	What additional Skills, Knowledge or Experience do I need to fulfil my role within the Local Neighbourhood Partnership?
<ul style="list-style-type: none"> <li>• Knowledge of WMBC departments and officers</li> <li>• Knowledge of my LNP area (x3)</li> <li>• Communication Skills (x3)</li> <li>• Police experience – retired officer and presently police authority member</li> <li>• Housing knowledge – previous chairman of Housing WMBC</li> <li>• Board member of Walsall Housing Group – Aldridge and Brownhills Trust</li> <li>• Previous member of Brownhills local committee</li> <li>• Partner working experience of various types over 15 years</li> <li>• Budget management</li> <li>• Project management</li> <li>• Planning &amp; delivering personnel and service development</li> <li>• Chairing meetings (x3)</li> <li>• Technical knowledge – Housing</li> <li>• Local authority experience</li> </ul>	<ul style="list-style-type: none"> <li>• Develop greater knowledge and awareness of strategic objectives and priorities of partners</li> <li>• Improved IT skills</li> <li>• A municipal diary</li> <li>• An effective flow of information</li> <li>• Inclusion in the plans and policies of WMBC</li> <li>• More experience in financial matters where necessary</li> <li>• Would need to research and be given time to know all of the LNP area</li> <li>• Fundraising – applications for funds</li> <li>• Legal training around all of the new regulations</li> <li>• To work with younger members</li> </ul>

(x = Number of times mentioned)

## APPENDIX 1 (continued)

Name of LNP Brownhills & Aldridge North

### Summary of Skills Matrix

List your current Skills, Knowledge or Experience which you think you have that are relevant to your role on the LNP	What additional Skills, Knowledge or Experience do I need to fulfil my role within the Local Neighbourhood Partnership?
<ul style="list-style-type: none"><li>• Resident involvement</li><li>• Working with young people</li><li>• Fundraising (x2)</li><li>• Able to communicate with people of all ages</li><li>• Long experience of committee working and procedures</li><li>• Qualified health &amp; safety professional</li><li>• Qualified youth leader</li><li>• Knowledge in local history of Brownhills</li><li>• The ability to lead and motivate people</li><li>• Team building</li><li>• Good organiser</li><li>• Local knowledge (x5)</li><li>• Contact with local youth club and groups</li><li>• Working with local groups providing facilities for 0 years to older people</li></ul>	

(x = Number of times mentioned)

## APPENDIX 1 (continued)

Name of LNP Brownhills & Aldridge North

### Summary of Skills Matrix

List your current Skills, Knowledge or Experience which you think you have that are relevant to your role on the LNP	What additional Skills, Knowledge or Experience do I need to fulfil my role within the Local Neighbourhood Partnership?
<ul style="list-style-type: none"><li>• Providing training to 16+ years</li><li>• Support local community groups</li><li>• Work with disabled youth</li><li>• Lottery bids</li><li>• Seven years experience of working on Brownhills Local Committee</li><li>• IT skills</li><li>• Conducted many consultations</li><li>• Producing business plan</li><li>• Chaired various 'theme' groups to achieve targets</li><li>• Retired library supervisor – have a knowledge that could bring "cultural services" to all of the areas.</li></ul>	

(x = Number of times mentioned)