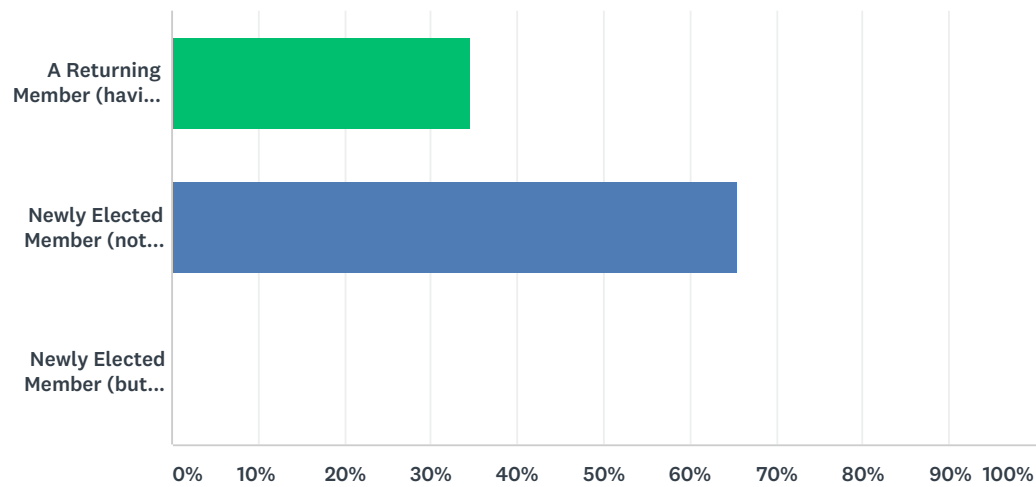


Q1 Please can you describe whether you are:

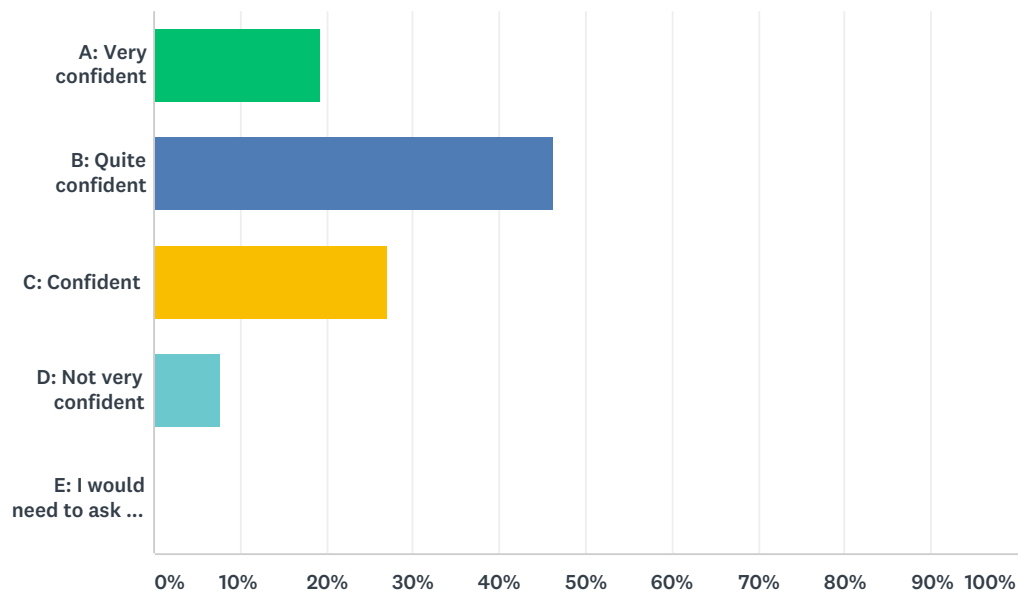
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
A Returning Member (having previously been an elected member at Herefordshire council)	34.62%	9
Newly Elected Member (not having served as a local elected member at Herefordshire Council before now)	65.38%	17
Newly Elected Member (but having served as a local elected member at Herefordshire Council previously)	0.00%	0
TOTAL		26

Q2 Local leadership: How confident do you feel that you will be able to act on the issues your constituents care most about?

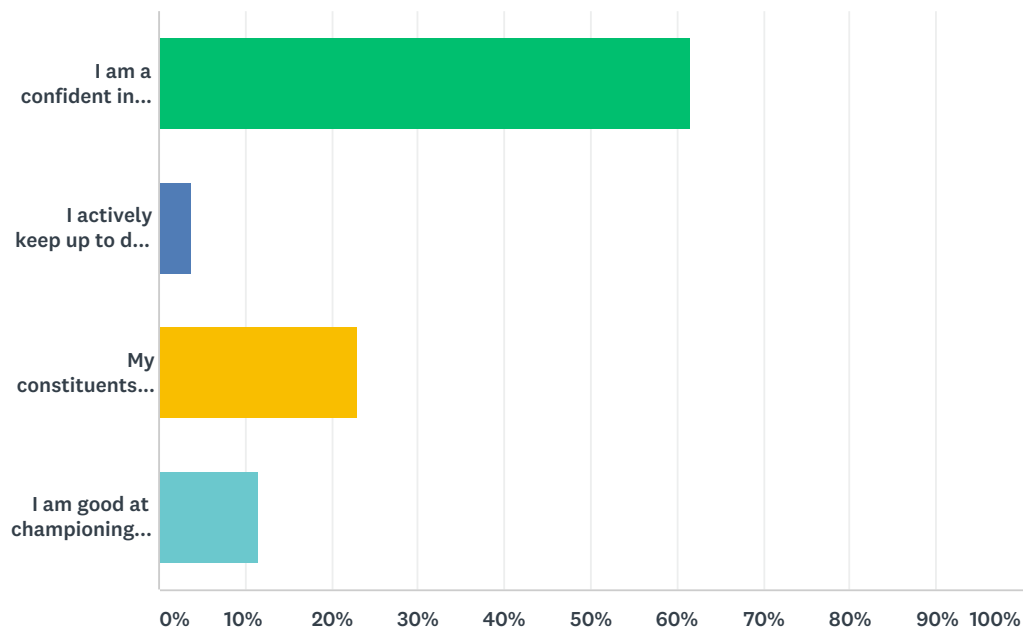
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
A: Very confident	19.23%	5
B: Quite confident	46.15%	12
C: Confident	26.92%	7
D: Not very confident	7.69%	2
E: I would need to ask for assistance	0.00%	0
TOTAL		26

Q3 Local leadership: Can you illustrate areas that you feel you play a strong leadership role?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am a confident in talking to my community about what matters to them.	61.54%	16
I actively keep up to date with local concerns.	3.85%	1
My constituents feel I am approachable.	23.08%	6
I am good at championing local needs.	11.54%	3
TOTAL		26

Q4 Other, please provide an example:

Answered: 14 Skipped: 12

#	RESPONSES	DATE
1	all in number 3 apply	10/3/2019 12:04 PM
2	facilitator/mediator	10/3/2019 11:24 AM
3	I write quarterly article in parish newsletters and websites always inviting people to ring or email me and I will always go to see them. They have stated that they appreciate the accessibility and empathetic approach. I also have my contact details on all notice boards	10/1/2019 1:52 PM
4	All four points - cant tick more than one	10/1/2019 11:56 AM
5	I'm happy to raise any concerns with anyone	9/30/2019 4:22 PM
6	Listening to my constituents	9/30/2019 3:26 PM
7	Available 24/7	9/30/2019 2:42 PM
8	.	9/30/2019 2:32 PM
9	All four answers apply in question 3	9/30/2019 12:15 PM
10	Reasonable understanding of how local government works	9/23/2019 3:05 PM
11	I would have like to tick all four boxes of Q3. I am also a confident networker and believe it is crucial to keep up with non governmental organisations and see where initiatives can link up with community expectations.	9/23/2019 11:58 AM
12	am down to earth and empathetic	9/21/2019 11:06 AM
13	I am approachable. Parking issues	9/20/2019 3:32 PM
14	n/a	8/27/2019 8:39 PM

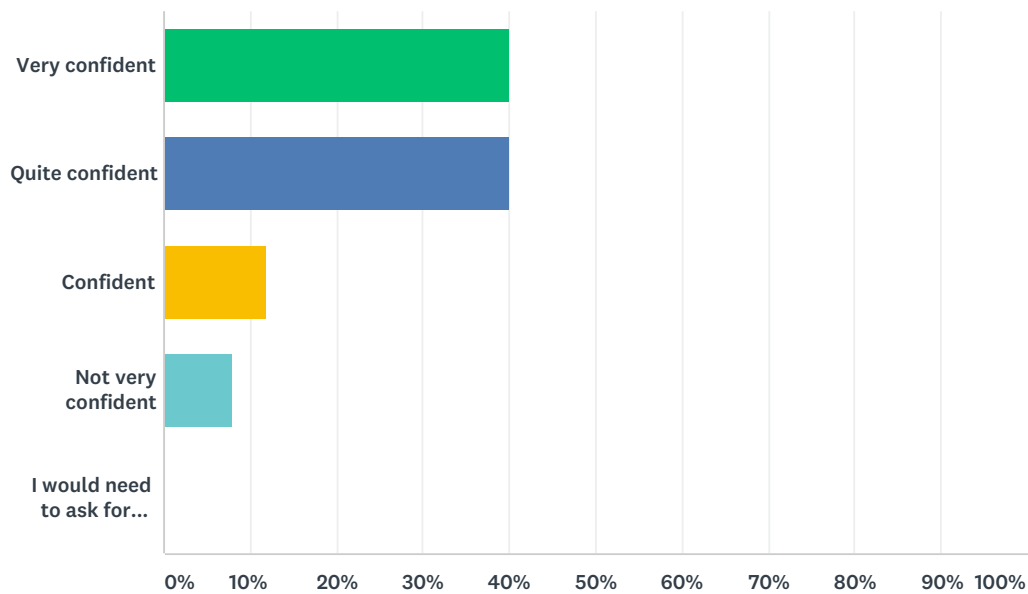
Q5 Can you provide any areas where you would like to improve your leadership skills?

Answered: 17 Skipped: 9

#	RESPONSES	DATE
1	organising and holding public meetings	10/10/2019 1:54 PM
2	being pro-active in committee role	10/3/2019 12:04 PM
3	being able to collate briefing material for ease of succinct onward communication	10/3/2019 11:24 AM
4	No	10/1/2019 1:52 PM
5	Learning about good political leadership - what does that mean?	10/1/2019 11:56 AM
6	budgeting and the benefits system are my weakest areas	9/30/2019 9:38 PM
7	No	9/30/2019 4:22 PM
8	Problem solving and how to respond	9/30/2019 3:26 PM
9	all	9/30/2019 2:42 PM
10	.	9/30/2019 2:32 PM
11	Any additional training is always welcome we all keep learning everyday	9/30/2019 12:15 PM
12	None	9/23/2019 3:05 PM
13	A better understanding of Housing needs (nationally and locally) and expectations	9/23/2019 11:58 AM
14	listening	9/21/2019 11:06 AM
15	computer skills	9/20/2019 3:32 PM
16	finding strategies to cope with adversarial behaviour. Knowing the routes through which to work. Having an effective voice as a female cllr.	9/16/2019 9:56 AM
17	How to organise community engagement when some are disinterested	8/27/2019 8:39 PM

Q6 Working in partnership. How confident do you feel about developing relationships with external partners, other councillors and officers?

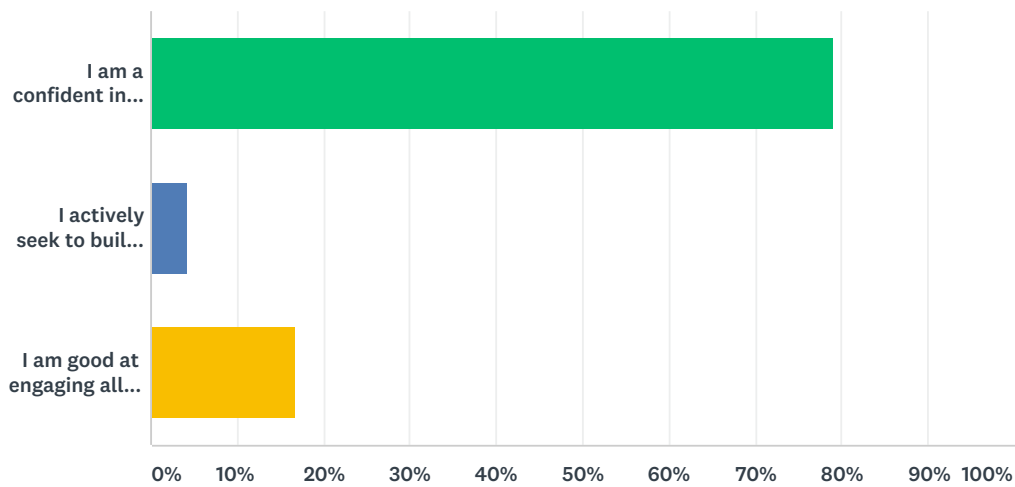
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very confident	40.00%	10
Quite confident	40.00%	10
Confident	12.00%	3
Not very confident	8.00%	2
I would need to ask for assistance	0.00%	0
TOTAL		25

Q7 Can you illustrate areas where you have developed good working relationships?

Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
I am a confident in talking to officers and other local councillors and developing these relationships to deliver positive outcomes.	79.17%	19
I actively seek to build local partnership arrangements with external bodies	4.17%	1
I am good at engaging all relevant groups to ensure they are represented when building networks and relationships.	16.67%	4
TOTAL		24

Q8 Other, please provide an example:

Answered: 12 Skipped: 14

#	RESPONSES	DATE
1	all mentioned in no 7	10/3/2019 12:04 PM
2	the options in 7 are not mutually exclusive so in marking the one I have I would also add contact externally	10/3/2019 11:24 AM
3	I have a quarterly joint meeting with my parish chairs and clerks	10/1/2019 1:52 PM
4	All three - again unable to tick all boxes	10/1/2019 11:56 AM
5	Answer to question 7 applies in areas where I have experience, skill or networks	9/30/2019 9:38 PM
6	I liaise closely with the parish council	9/30/2019 4:22 PM
7	Working with communities	9/30/2019 3:26 PM
8	Planning	9/30/2019 2:42 PM
9	.	9/30/2019 2:32 PM
10	Credible representative of HC on Wye Valley AONB	9/23/2019 3:05 PM
11	Agian, I would have responded to all three points of Q7 and am a strong proponent of partnership working and the role of the council as a key link to strong partnerships	9/23/2019 11:58 AM
12	It would be great to have a work room put aside for the 'Coalition' where we could bring ourselves to work and exchange our strengths and get support for our difficulties with others.	9/16/2019 9:56 AM

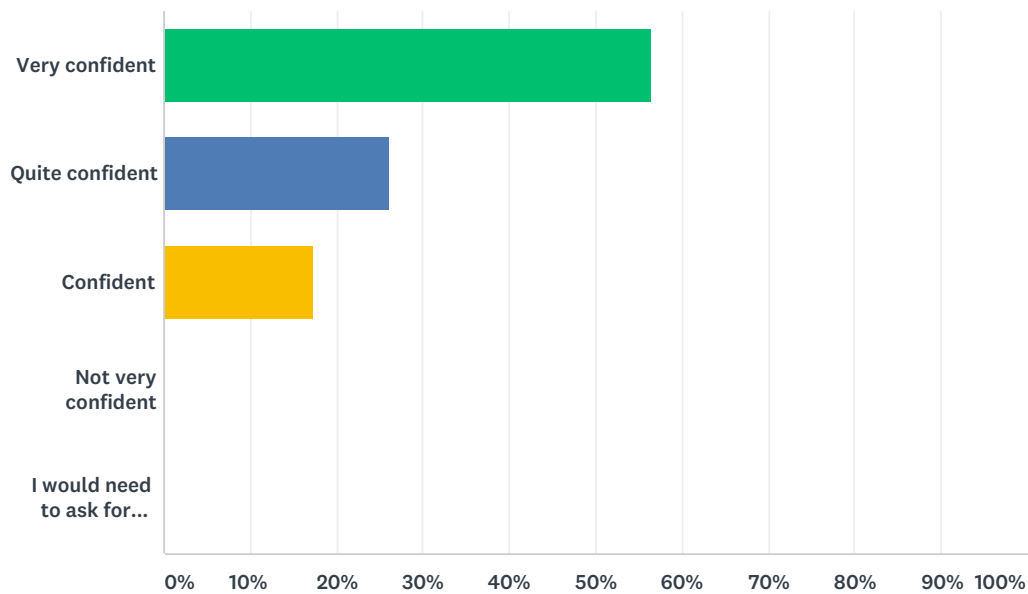
Q9 Can you provide any areas where you would like to improve your relationship/partnership working?

Answered: 16 Skipped: 10

#	RESPONSES	DATE
1	No	10/10/2019 1:54 PM
2	lack of clarity re accountability is an obstacle	10/3/2019 12:04 PM
3	still need to understand the organogram of the council departments better	10/3/2019 11:24 AM
4	No	10/1/2019 1:52 PM
5	Not at the moment	10/1/2019 11:56 AM
6	With my ethnic minority community. With Youth Council or Forum.	9/30/2019 9:38 PM
7	Bblp	9/30/2019 4:22 PM
8	External bodies that support council	9/30/2019 3:26 PM
9	Belfour Beatty	9/30/2019 2:42 PM
10	none as yet	9/30/2019 2:32 PM
11	None	9/23/2019 3:05 PM
12	I would like more time to develop partnership working, sometimes I feel like I am chasing my tail	9/23/2019 11:58 AM
13	greater awareness of the connections at county level	9/21/2019 11:06 AM
14	Computer skills	9/20/2019 3:32 PM
15	Yes, I would like to be able to discuss ideas with parties other than my own without being discounted or laughed at.	9/16/2019 9:56 AM
16	how to deal with other councillors who won't engage	8/27/2019 8:39 PM

Q10 Communications: How confident do you feel about communicating with others?

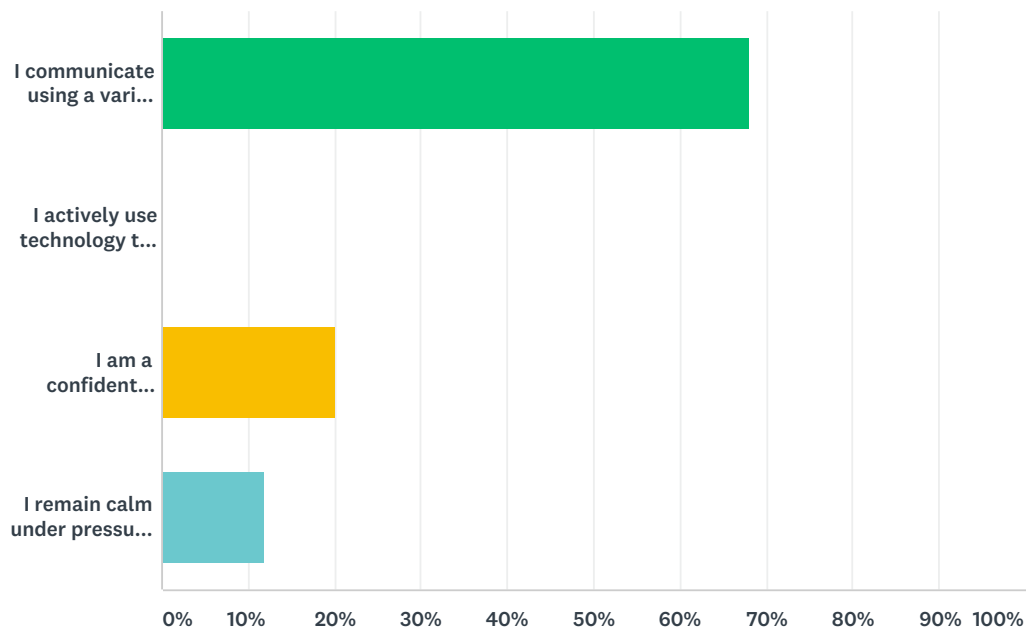
Answered: 23 Skipped: 3



ANSWER CHOICES	RESPONSES	
Very confident	56.52%	13
Quite confident	26.09%	6
Confident	17.39%	4
Not very confident	0.00%	0
I would need to ask for assistance	0.00%	0
TOTAL		23

Q11 Can you illustrate, by providing examples, areas that where you communicate most effectively?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
I communicate using a variety of different methods for different audiences.	68.00%	17
I actively use technology to communicate my messages to people.	0.00%	0
I am a confident public speaker and feel at ease speaking in front of large audiences.	20.00%	5
I remain calm under pressure when confronted with challenging and sometimes robust discussions.	12.00%	3
TOTAL		25

Q12 Other, please provide an example

Answered: 11 Skipped: 15

#	RESPONSES	DATE
1	These question formats are not very clear! We can only click on one option, and it's not clear if you mean an example of one of these, or 'other' example	10/3/2019 12:04 PM
2	I am a confident public speaker	10/1/2019 1:52 PM
3	All 4 - again unable to tick them	10/1/2019 11:56 AM
4	I have good writing and reasonably good public speaking skills. Poor social media skills however	9/30/2019 9:38 PM
5	N/a	9/30/2019 4:22 PM
6	Its business not personal	9/30/2019 2:42 PM
7	Going to meetings	9/30/2019 2:32 PM
8	Regularly cycle my ward to speak to residents	9/23/2019 3:05 PM
9	I try to have a multi-medium approach to communication	9/23/2019 11:58 AM
10	TRO	9/20/2019 3:32 PM
11	I like engaging individually with the residents in my ward. I believe I am a good listener.	9/16/2019 9:56 AM

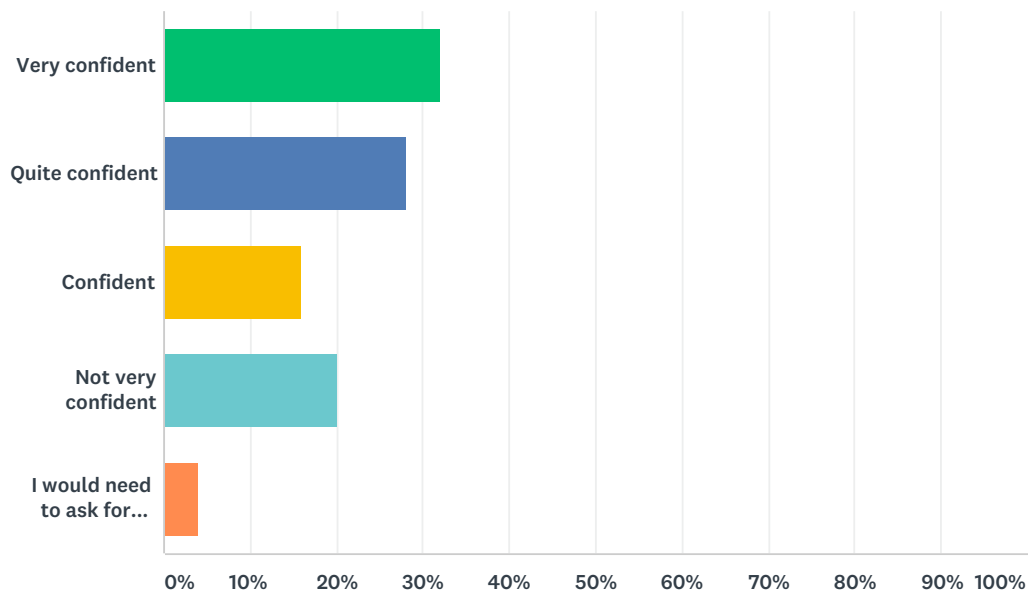
Q13 Can you provide any areas where you would like to improve your communications?

Answered: 15 Skipped: 11

#	RESPONSES	DATE
1	If we had a members area at the Shirehall I could meet informally with colleagues and share ideas	10/10/2019 1:54 PM
2	understand social media effects better ie evidence for effectiveness	10/3/2019 11:24 AM
3	I am advised often by officers that I should use facebook,twitter or instagram to communicated with residents but I have chosen not to do so.	10/1/2019 1:52 PM
4	How to get my message across effectively in Full Council	10/1/2019 11:56 AM
5	Social media sufficient to use but not be consumed by it!	9/30/2019 9:38 PM
6	No	9/30/2019 4:22 PM
7	Media	9/30/2019 3:26 PM
8	with officers	9/30/2019 2:42 PM
9	None	9/30/2019 2:32 PM
10	As before training is always helpful	9/30/2019 12:15 PM
11	None	9/23/2019 3:05 PM
12	Conflict management	9/23/2019 11:58 AM
13	omputers	9/20/2019 3:32 PM
14	When I am being treated with patronising behaviour.	9/16/2019 9:56 AM
15	none	8/27/2019 8:39 PM

Q14 Political understanding: How confident do you feel about your political understanding?

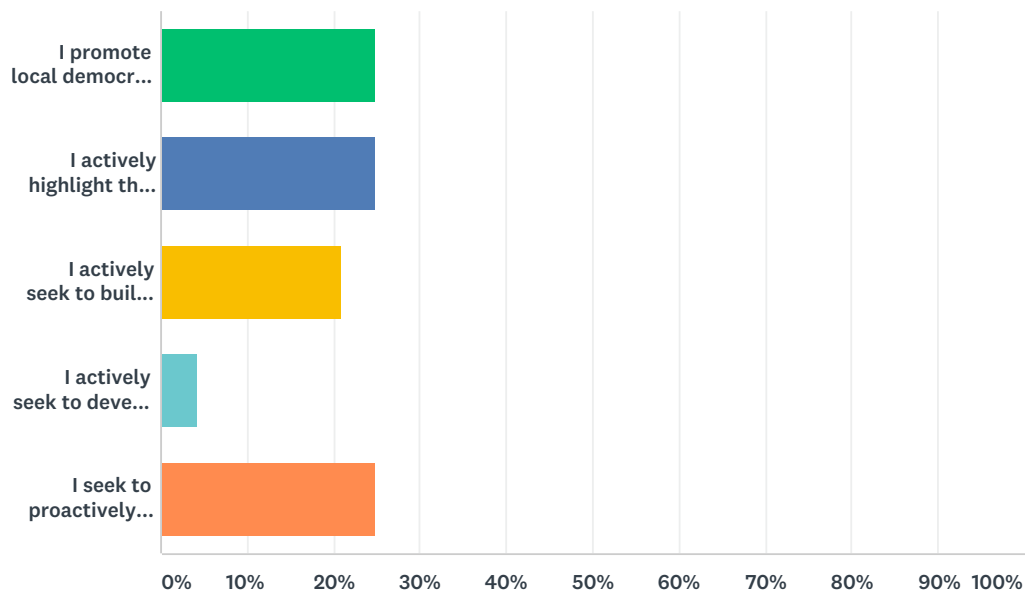
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very confident	32.00%	8
Quite confident	28.00%	7
Confident	16.00%	4
Not very confident	20.00%	5
I would need to ask for assistance	4.00%	1
TOTAL		25

Q15 Can you illustrate areas that where your political understanding is particularly good?

Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
I promote local democracy and increased public engagement.	25.00%	6
I actively highlight the values upon which I stood for election and demonstrate those values in what I do.	25.00%	6
I actively seek to build cohesion and common positions between members of my political group.	20.83%	5
I actively seek to develop my political intelligence of other political positions.	4.17%	1
I seek to proactively work with people and understand different views and values to my own.	25.00%	6
TOTAL		24

Q16 Other, please provide an example:

Answered: 11 Skipped: 15

#	RESPONSES	DATE
1	Within my own committee I try to ensure that those of all parties are able to express their views and that they are properly considered	10/1/2019 1:52 PM
2	All but no. 4	10/1/2019 11:56 AM
3	I am very clear where we stand on the Climate Emergency and what we must do and must not to to meet the challenges which face us as a society. This will require taking some tough political decisions in the coming months and I am completely behind the current administration in taking them and in taking care to explain the reasons	9/30/2019 9:38 PM
4	Not applicable	9/30/2019 4:22 PM
5	Its all about people	9/30/2019 2:42 PM
6	.	9/30/2019 2:32 PM
7	Alliance	9/30/2019 12:15 PM
8	I am party blind in my dealings with other HC members	9/23/2019 3:05 PM
9	I believe that local democracy is crucial to trust in local authorities and that communities must be empowered. I feel that this has been eroded by austerity and that community expectations are often unachievable.	9/23/2019 11:58 AM
10	work effectively across poitical groups	9/21/2019 11:06 AM
11	Diplomacy	9/20/2019 3:32 PM

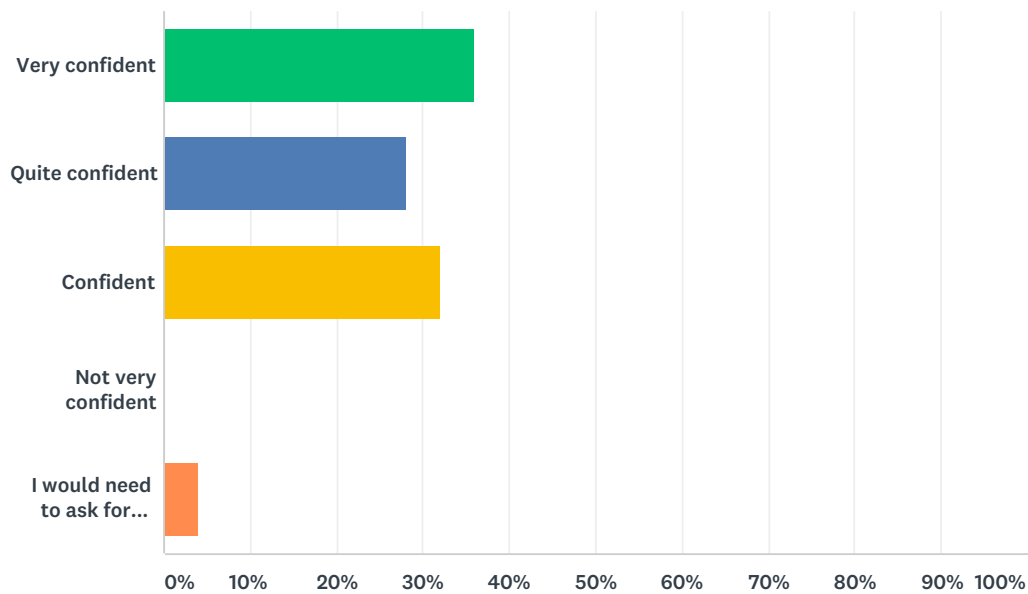
Q17 Can you provide any areas where you would like to improve your political understanding?

Answered: 11 Skipped: 15

#	RESPONSES	DATE
1	I would just like more contact with colleagues of different political groups to discuss our views	10/10/2019 1:54 PM
2	No	10/1/2019 1:52 PM
3	I would like to developmy political intelligence and learn what this means	10/1/2019 11:56 AM
4	All of them. One never stops learning	9/30/2019 9:38 PM
5	No	9/30/2019 4:22 PM
6	Precise of constitution	9/30/2019 3:26 PM
7	none	9/30/2019 2:42 PM
8	None	9/30/2019 2:32 PM
9	None	9/23/2019 3:05 PM
10	It is an ongoing process - I feel unable to answer clearly just now	9/23/2019 11:58 AM
11	Traffic regulations	9/20/2019 3:32 PM

Q18 Your role as a local councillor: How confident do you feel about your understanding of your role as a local councillor?

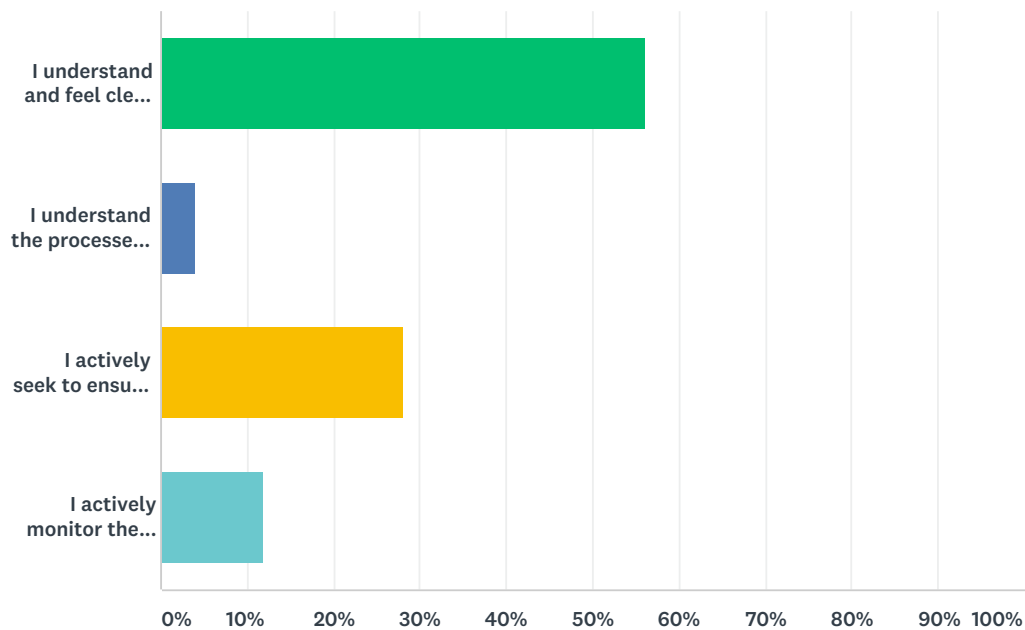
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very confident	36.00%	9
Quite confident	28.00%	7
Confident	32.00%	8
Not very confident	0.00%	0
I would need to ask for assistance	4.00%	1
TOTAL		25

Q19 Can you illustrate areas where you feel you are particularly effective at delivering your role?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
I understand and feel clear in the roles expected of me, such as being a corporate parent; member of a committee.	56.00%	14
I understand the processes that ensure the council is taking decisions on a sound legal and governance footing.	4.00%	1
I actively seek to ensure my judgements are based upon sound evidence.	28.00%	7
I actively monitor the work of the council to ensure that progress is being made against publicly stated objectives.	12.00%	3
TOTAL		25

Q20 Other, please provide an example:

Answered: 12 Skipped: 14

#	RESPONSES	DATE
1	I understand the processes and sound legal governance of Herefordshire Council	10/10/2019 1:54 PM
2	unclear questions!	10/3/2019 12:04 PM
3	I attend performance challenge meetings	10/1/2019 1:52 PM
4	All top three (not no. 4)	10/1/2019 11:56 AM
5	In my own professional AoC, as a champion for the historic environment and why informed conservation of this resource is, in its way, valuable socially, economically and environmentally	9/30/2019 9:38 PM
6	Not applicable	9/30/2019 4:22 PM
7	My judgement are based upon sound evidence	9/30/2019 3:26 PM
8	N/A	9/30/2019 2:42 PM
9	None	9/30/2019 2:32 PM
10	As the newest member of the Council I am still gathering knowledge but and getting to understand more each day	9/30/2019 12:15 PM
11	Persistent in pursuing issues for residents	9/23/2019 3:05 PM
12	Again, I would like to have ticked all four boxes of previous question and feel that these will develop as I become more comfortable in my role and manage my workload better	9/23/2019 11:58 AM

Q21 Can you provide any areas where you would like to improve your understanding of your role?

Answered: 13 Skipped: 13

#	RESPONSES	DATE
1	I would like more guidance and signposting to which officers can help in different areas when I get enquiries from my constituents	10/10/2019 1:54 PM
2	Still learning and it's a steep learning curve	10/3/2019 1:52 PM
3	No	10/1/2019 1:52 PM
4	Time inhibits my ability to monitor progress but do this in Audit & Governance	10/1/2019 11:56 AM
5	Again, all of them. One never stops learning	9/30/2019 9:38 PM
6	No	9/30/2019 4:22 PM
7	Constitution	9/30/2019 3:26 PM
8	N/A	9/30/2019 2:42 PM
9	None as yet	9/30/2019 2:32 PM
10	I am still confused by what can be done using council email and what is counted as external/political	9/30/2019 12:22 PM
11	None	9/23/2019 3:05 PM
12	In all of the above - although the Constitution provides good guidance - there is a lot to take in! a	9/23/2019 11:58 AM
13	For those of us who have never been in this role, it would help us greatly to have a mentor.	9/16/2019 9:56 AM