

## PROPOSAL – PEER WORKING Rev 02.1

### Introduction

This is a proposal to the LRU3A Executive Committee for consideration and approval. The proposal subject is to promote and support Peer Networking groups across LRU3As to encourage sharing of best practice and hence support the LRU3A objective of promoting more effective and efficient operations at local level.

A peer group is defined as a grouping of members holding similar committee or other responsibilities within their U3A. (e.g. a 'Treasurers' peer group). A London Region peer group network would enable members of a regional peer group to engage in mutual support by solving shared problems, describing best practice, exchanging ideas for new developments, etc. The members could be current post-holders but could also be past or prospective postholders or an ordinary U3A member – where ever the interest or competency lies.

It is anticipated that the following roles would benefit from the formation of peer groups:

- Chairs
- Treasurers
- (Business) Secretaries
- Membership Secretaries
- Groups Coordinators
- Webmasters / IT
- Newsletter editors
- Speaker organisers
- Visits organisers

However, the proposal is to start with a pilot programme in 2019 of no more than **two** peer networks (priorities to be decided with Delegates). Evaluation at the end of the year would be required before supporting other networks.

### Scope of LRU3A Executive Committee responsibility

The LRU3A Executive Committee would work with Delegates to help to kick-start each peer group network. This could be by asking Delegates to identify current post holders in their U3As so that they could be invited to an introductory regional event organised and funded by the Committee.

While it is likely and recommended that members of the LR Executive Committee would want to be involved in peer groups relevant to their own roles, it is not compulsory. It is intended that when each group is up and running it would be self-managing and self-sustaining with little demand on the Executive Committee. However, the LR Executive Committee and LR Trustee would always be open to requests for support for example with communications, training workshops (possibly with Trust funding), resources, advice, etc.

### **Format and management of peer group networks**

Each network would be self-managing and responsible for deciding on aspects such as management style e.g. informal or formal (with a committee, agenda, minutes etc.) frequency and venues of meetings, or whether they wish to be a 'virtual' group; membership and how they keep records of and communicate with their members (bearing in mind data protection regulations); whether or not to charge fees to cover costs, etc.

### **Communication & Coordination**

Although the peer groups would be self-managing, it is expected that there would be regular communication with the LRU3A Executive Committee regarding developments, performance and any issues arising.

There should be at least an annual report for the LRU3A AGM, but there would also be opportunities for quarterly reports and presentations to Delegate meetings, and ad hoc emails via the Membership Secretary.

Equivalently there may be some aspect that comes up at a Delegates or Committee meeting which the relevant Peer Group may be asked to review and resolve.

Each network would have a dedicated space on the LR website, and possibly an online forum facility, to communicate with their members and others as required.