

# Public Document Pack



CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

Mr Dylan Williams  
Prif Weithredwr – Chief Executive  
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ISLE OF ANGLESEY COUNTY COUNCIL  
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR GWASANAETHAU DEMOCRATAIDD	DEMOCRATIC SERVICES COMMITTEE
DYDD MERCHER, 25 MEHEFIN 2025 am 2.00 o'r gloch	WEDNESDAY, 25 JUNE 2025 at 2.00pm
YSTAFELL BWYLLGOR, SWYDDFEYDD Y CYNGOR AC YN RHITHIOL DRWY ZOOM	COMMITTEE ROOM, COUNCIL OFFICES AND VIRTUALLY VIA ZOOM
Swyddog Pwyllgor	Shirley Cooke 01248 752518 Committee Officer

## AELODAU / MEMBERS

### Plaid Cymru / The Party of Wales

Non Dafydd, Carwyn E Jones, Llio A Owen (*Is-Gadeirydd/Vice-Chair*), Dylan Rees, Ken Taylor

### Annibynnwyr Môn / Anglesey Independents

Jeff Evans, Paul Ellis

### Y Grŵp Annibynnol / The Independent Group

Gwilym O Jones

### Plaid Lafur Cymru / Wales Labour Party

Keith Roberts (*Cadeirydd/Chair*)

## **A G E N D A**

### **1     DECLARATION OF INTEREST**

To receive any declaration of interest from any Member or Officer in respect of any item of business.

### **2     MINUTES (Pages 1 - 6)**

To submit for confirmation, the draft minutes of the previous meetings of the Committee held on 19 March and 20 May 2025.

### **3     MEMBER DEVELOPMENT (Pages 7 - 12)**

To submit the report of the HR Learning and Development Manager.

### **4     TIMING OF COUNCIL MEETINGS (Pages 13 - 18)**

To submit the report of the Head of Democratic Services.

### **5     MEMBER SAFETY (Pages 19 - 22)**

To submit the report of the Head of Democratic Services.

## DEMOCRATIC SERVICES COMMITTEE

### Minutes of the hybrid meeting held on 19 March 2025

- PRESENT:** Councillor Keith Roberts (Chair)
- Councillors Non Dafydd, Carwyn E Jones, Jeff Evans,  
Gwilym O Jones, Dylan Rees, Ken Taylor
- IN ATTENDANCE:** Head of Democracy  
Committee Officer (SC)
- APOLOGIES:** Councillor Llio A Owen (Vice-Chair)  
Councillor Aled M Jones
- 

In the absence of the Vice-Chair, Councillor Gwilym Jones was elected Vice-Chair for the meeting.

#### 1. DECLARATION OF INTEREST

None received.

#### 2. MINUTES

The draft minutes of the previous meeting of the Committee held on 27 November 2024 were presented and confirmed as correct, subject to a correction to Councillor Carwyn E Jones's name.

The Head of Democracy reported that he has discussed with the HR Training and Development Manager, the option of providing training for members in their language of choice. It was agreed that members will be treated the same as staff in future, with Welsh and English training sessions offered to members.

#### 3. INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) – ANNUAL REPORT FOR 2025/2026

Submitted – a report by the Head of Democracy on the Independent Remuneration Panel for Wales's final determinations for 2025/26.

The Head of Democracy reported that the IRP's draft proposals were discussed by the Committee on 27 November 2025. In its response to the IRPW's consultation, the Committee expressed concern that the IRPW had not increased payments to co-opted members, which could have a negative impact on the role in future. It was noted that no changes were made to the final determinations, which will be effective from April 2025.

The IRPW's annual report will be confirmed by full Council on 20 May 2025, and will be the last report presented by the Panel. Its functions will be transferred to the Democracy and Boundary Commission Cymru (DBCC) from 1 April 2025.

Members expressed concern regarding derogatory remarks and unfair criticism from the press and social media about the current pay structure for the Leader, elected members and the Council in general. Members felt that there is a lack of understanding regarding the role of Councillor by some members of the public, which is being compounded by social media.

The Committee asked that it be noted that Councillors' pay is set by an independent panel, based on average wages in the area, and not by Anglesey County Council's elected members. The Head of Democracy confirmed that member remuneration is a decision that is taken by an independent organisation on behalf of all Councils across Wales.

With reference to the Leader's salary, it was noted that local authorities in Wales are split into three specific groups based on the number of members per head of population. Anglesey is in the lowest group; therefore, senior salaries are lower in this authority than for most other authorities in Wales. It was further noted that Anglesey currently has a 'cap' of 17 senior salaries, but only 15 are used, which equates to a saving of two senior salaries.

**RESOLVED to note the determinations within the Independent Remuneration Panel for Wales' Annual Report for 2025/26 (February 2025).**

#### **4. DEMOCRATIC SERVICES UPDATE**

Submitted – an update report by the Head of Democracy on member support and governance issues.

The Head of Democracy reported that following the scrutiny review, scrutiny panels will undertake more field work and fewer meetings. All committee meetings and scrutiny panels will be hybrid meetings, with the exception of pre-committee meetings and member briefing sessions.

Recent improvements to the webcasting of meetings have included connecting the live streaming of webcasts to specific agenda items. Viewing data is collated and analysed, resulting in relatively positive viewing numbers being recorded.

Concerns were expressed that members can be subjected to serious threatening behaviour and abusive comments on social media. The Head of Democracy responded that the Council provides a counselling service, Medra, for staff and elected members. Signposting guidance on personal safety will also be available for members soon. Arrangements are in place for PC Gareth Jaggard, the Elected Members' Officer for North Wales Police to offer training on personal safety to elected members. Operation Ford, funded by the Home Office will also provide advice for local members in a similar way to the support that is available to Members of Parliament in Westminster.

It was noted that 26 Elected Members' Annual Reports have been received for 2023/24, which have been published on the Council website. Members were reminded to submit their annual reports for 2024/25 by the end of May, for publication in June.

The Head of Democracy reported that the main the purpose of members' annual reviews with Group Leaders is to facilitate training needs. Any training requirements arising from the annual conversations will need to be discussed with the Training Team by the end of April, for requests to be considered and included in the 2025/26 Member Development Plan.

The Head of Democracy reported that members will need to register any gifts/ hospitality or interests/changes in circumstance within 28 working days. He stated that updated training records are available on the Council website.

**RESOLVED to note the content of the report.**

The meeting concluded at 10:45 am

**COUNCILLOR KEITH ROBERTS  
CHAIR**

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## **DEMOCRATIC SERVICES COMMITTEE**

### **Minutes of the hybrid meeting held on 20 May, 2025**

- PRESENT:** Councillors Jeff Evans, Non Dafydd, Carwyn Jones, Aled M Jones, G O Jones, Llio Angharad Owen, Dylan Rees, Keith Roberts, Ken Taylor.
- IN ATTENDANCE:** Director of Function (Council Business)/Monitoring Officer, Head of Democracy, Committee Officer (MEH).
- APOLOGIES:** None
- ALSO PRESENT:** Councillor Non Dafydd – Chair of the Isle of Anglesey County Council
- 

#### **1 DECLARATION OF INTEREST**

None received.

#### **2 ELECTION OF VICE-CHAIRPERSON**

Councillor Llio Angharad Owen was elected Vice-Chairperson for the Democratic Services Committee.

**COUNCILLOR NON DAFYDD  
AS CHAIR OF THE COUNTY COUNCIL**

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ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	DEMOCRATIC SERVICE COMMITTEE
DATE:	JUNE 2025
TITLE OF THE REPORT:	MEMBER DEVELOPMENT
REPORT BY:	LEARNING AND DEVELOPMENT MANAGER
CONTACT OFFICER:	ELEN PRITCHARD
PURPOSE OF THE REPORT:	TO PROVIDE AN UPDATE ON LEARNING AND DEVELOPMENT ISSUES FOR ELECTED MEMBERS

## 1. BACKGROUND

The purpose of this report is to provide an update to the Democratic Service Committee on members' training and development issues, since the report presented in November 2024 giving an overview of the provision offered to our Elected Members over the last period.

## 2. THE PLAN

As you will be aware, the set learning plan for our Elected Members has been divided into the following specific headings; **Mandatory training; General; Health and Wellbeing; On-demand and e-Learning modules**. With these specific headings in mind, we offer an update below on the training provision from April 2023 to date.

A total of 55 learning and development opportunities were offered to Elected Members by the Learning and Development Team. Full details are included in Appendix 1.

Please see the update below on the training that has been designated as mandatory (as outlined by the Democratic Services), and their corresponding attendance levels;

Code of Conduct	35/35
Health and Safety	35/35
Equality, Diversity and Inclusion	31/35
Data Protection	33/35
Cybersecurity	35/35
Safeguarding	29/35

The expectation is that all Members attend these titles as a minimum and that any further training/events are available to support these key titles.

Work continues to progress on maximising the completion figures for these titles.

### **3. DEVELOPMENT PLAN FOR GROUP LEADERS**

Following approval by this Committee, progress has been made in implementing the Plan in question. As an update;

- All of our Group Leaders have completed a DiSC Profile (a type of personality profile) and where relevant have undertaken a 1:1 Analysis Session with an independent trainer.
- Dates for proceeding with the second phase, a series of formal coaching sessions, have been shared in order to implement this aspect of the scheme.

Please note that provision has been made to ensure that the above activities are available bilingually and to follow in the individual's preferred language.

Furthermore, and as relevant we will contribute to take every opportunity to refer our Elected Members to the further provision available from the WLGA and Academi Cymru.

### **4. COMMUNICATIONS**

The close collaboration between the Learning and Development Team and the Democratic Service and any other relevant Officers in the Authority continues to prove effective. Thus, ensuring that any plan addresses the needs of the Elected Members and continues to evolve as required.

Invitations to attend training continue to be shared through the usual arrangements via *the MemberSupport* email address, as well as invitations via direct electronic calendar appointments.

Quarterly reports are shared with the Democratic Services, which are then shared with Group Leaders. These reports will include details of mandatory training and all other training completed within that particular quarter.

### **5. METHODS OF PROVISION**

Overall, the sessions are held as classroom sessions, the recent development to be offering some virtual sessions continues with a further option where appropriate and relevant to be recording sessions for further use. Please note,

that the delivery method is dependent on the topic in question as well as which method is offered/preferred by the Training provider.

Elected Members continue to be offered the option of attending a session within a normal working day or an early evening session to ensure that the commitments of the Elected Members are taken into account along with increasing attendance at sessions.

As per the feedback received at the November 2024 meeting of this Committee sessions are now being held as separate Welsh and English monolingual sessions, this coming into alignment with the Corporate arrangement for staff. However, please note that maintaining this arrangement is contingent on being able to ensure healthy levels of attendance for the sessions that will be held.

## **6. TO SUMMARISE**

The plan in question continues to be an evolving one and is continuously reviewed and amended as required, e.g. following changes in Legislation; Procedures; External issues etc. This will ensure that we are able to respond to the identified needs and ensure timely provision.

## **7. RECOMMENDATION**

To note the content of the report.

**Cynnig hyfforddiant a datblygiad i Aelodau Etholedig 2023 - 2025**

**Training and Development offered to Elected Members 2023 - 2025**

Teitl y Cwrs	Mynychwyd / Attended	Gwahoddwyd / Invited	Course Title
Côd Ymddygiad	1	1	Code of Conduct
Côd Ymddygiad	2	2	Code of Conduct
Côd Ymddygiad	3	3	Code of Conduct
Cyfansoddiad y Cyngor	1	1	Council Constitution
Delio gyda'r Wasg	3	8	Dealing with the Press
Diogelu i Aelodau	6	14	Safeguarding for Members
Sesiwn Sgiliau TGCh 1-i-1	3	3	1-to-1 ICT Skills Session
Sesiwn Sgiliau TGCh 1-i-1	2	3	1-to-1 ICT Skills Session
Sesiwn Sgiliau TGCh 1-i-1	2	2	1-to-1 ICT Skills Session
Sesiwn Sgiliau TGCh 1-i-1	2	3	1-to-1 ICT Skills Session
Sesiwn Sgiliau TGCh 1-i-1	2	3	1-to-1 ICT Skills Session
Sesiwn Sgiliau TGCh 1-i-1	0	1	1-to-1 ICT Skills Session
Ymwybyddiaeth Ofalgar x2 ( <i>agored i bawb</i> )	0	35	Mindfulness Awareness x2 ( <i>open to all</i> )
Ymwybyddiaeth Menopos ( <i>agored i bawb</i> )	0	35	Menopause Awareness ( <i>open to all</i> )
Sgiliau Cadeirio	1	2	Chairing Skills
Sgiliau Cadeirio	3	3	Chairing Skills
Sgiliau Craffu Effeithiol	1	1	Principles of Effective Scrutiny
Cyflwyniad i Newid Hinsawdd	11	26	Introduction to Climate Change
Cyflwyniad i Newid Hinsawdd	4	21	Introduction to Climate Change
Cyflwyniad i Newid Hinsawdd	3	19	Introduction to Climate Change
Cyflwyniad i Newid Hinsawdd	3	12	Introduction to Climate Change
Cydraddoldeb, Amrywiaeth a Chynhwysiant	0	4	Equality, Diversity & Inclusion
Diogelu Data	6	13	Data Protection
Diogelu Data	8	12	Data Protection
Ymwybyddiaeth Diogelu i Aelodau	9	15	Safeguarding Awareness for Members
Ymwybyddiaeth Diwylliannol Sipsiwn a Theithwyr	13	30	Gypsies and Travellers' Cultural Awareness
Ymwybyddiaeth Twyll a Llygredd	12	44	Fraud and Corruption
Ymwybyddiaeth Twyll a Llygredd	4	44	Fraud and Corruption
Beth mae'n ei olygu i fod yn Ynys sy'n Wybodus am Drawma?	5	11	What does it mean to be a Trauma Informed Island
	2	2	Cyber Security Video
Arweinyddiaeth Gymunedol Flaengar I Gynghorwyr	1	1	Progressive Community Leadership Training
Cydraddoldeb, Amrywiaeth a Chynhwysiant	0	4	Equality, Diversity & Inclusion
Iechyd a Diogelwch i Aelodau	7	20	Health & Safety for Members

<b>Iechyd a Diogelwch i Aelodau</b>	<b>4</b>	<b>20</b>	<b>Health &amp; Safety for Members</b>
<b>Gwrth-Hiliaeth</b>			<b>Anti Racism</b>
<b>Gwrth-Hiliaeth</b>	<b>9</b>	<b>35</b>	<b>Anti Racism</b>
<b>Grŵp 6: Cryfhau Arweinyddiaeth</b>	<b>9</b>	<b>35</b>	<b>Group 6: Strengthening Leadership</b>
<b>(VAWDASV)</b>	<b>9</b>	<b>35</b>	<b>(VAWDASV)</b>
<b>Rhentu Doeth Cymru</b>	<b>2</b>	<b>10</b>	<b>Rent Smart Wales</b>
<b>Grŵp 6: Cryfhau Arweinyddiaeth</b>	<b>16</b>	<b>6</b>	<b>Group 6: Strengthening Leadership</b>
<b>(VAWDASV)</b>			<b>(VAWDASV)</b>
<b>Cynllunio i Aelodau</b>	<b>34</b>	<b>26</b>	<b>Planning for Members</b>
<b>Gwrandawiadau'r Pwyllgor Safonau ar y</b>	<b>10</b>	<b>6</b>	<b>Standards Committee's Code of Conduct</b>
<b>Côd Ymddygiad</b>			<b>Hearings</b>
<b>Cynllunio - Cyfarwyddyd Erthygl 4</b>	<b>33</b>	<b>23</b>	<b>Planning - Article 4 Direction</b>
<b>Iechyd a Diogelwch i Aelodau</b>	<b>9</b>	<b>9</b>	<b>Health and Safety for Members</b>
<b>Diogelu Data (cwrs staff yn agored i bawb)</b>	<b>6</b>	<b>4</b>	<b>Data Protection (staff course open to all)</b>
<b>Cydraddoldeb, Amrywiaeth a Chynhwysiant</b>	<b>5</b>	<b>0</b>	<b>Equality, Diversity, and Inclusion (Welsh staff</b>
<b>(cwrs Cymraeg i staff, wedi agor i bawb)</b>			<b>course opened to all)</b>
<b>Cydraddoldeb, Amrywiaeth a Chynhwysiant</b>	<b>5</b>	<b>1</b>	<b>Equality, Diversity, and Inclusion (English staff</b>
<b>(cwrs Saesneg i staff, wedi agor i bawb)</b>			<b>course opened to all)</b>
<b>Seibrddiogelwch i Aelodau</b>	<b>1</b>	<b>1</b>	<b>Cyber Security for Members</b>
<b>Craffu ar y Gyllideb: Edrych Ymlaen</b>	<b>-</b>	<b>2</b>	<b>Budget Scrutiny: Looking Forward</b>
<b>Seibrddiogelwch i Aelodau</b>	<b>1</b>	<b>1</b>	<b>Cyber Security for Members</b>
<b>Sesiwn 'Cyber Ninjas' i Gynghorwyr</b>	<b>35</b>	<b>7</b>	<b>'Cyber Ninjas' session for Councillors</b>
<b>Dangos Effaith - Gofyn y cwestiwn 'felly</b>	<b>-</b>	<b>3</b>	<b>Demonstrating Impact - Asking the 'so what'</b>
<b>beth'</b>			<b>question</b>
<b>Ymwybyddiaeth o'r Iaith Gymraeg</b>	<b>1</b>	<b>1</b>	<b>Welsh Language Awareness</b>
<b>Gweithdy Cyfathrebu a Chydweithio (DiSC®)</b>	<b>2</b>	<b>2</b>	<b>Communication and Collaboration workshop</b>
			<b>(DiSC®)</b>
<b>Gweithdy Cyfathrebu a Chydweithio (DiSC®)</b>	<b>1</b>	<b>1</b>	<b>Communication and Collaboration workshop</b>
			<b>(DiSC®)</b>
<b>Gweithdy Cyfathrebu a Chydweithio (DiSC®)</b>	<b>1</b>	<b>1</b>	<b>Communication and Collaboration workshop</b>
			<b>(DiSC®)</b>
<b>Cyflwyniad i Newid Hinsawdd (cwrs staff yn</b>	<b>-</b>	<b>1</b>	<b>Introduction to Climate Change (staff course</b>
<b>agored i bawb)</b>			<b>open to all)</b>

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ISLE OF ANGLESEY COUNTY COUNCIL	
<b>Committee:</b>	Democratic Services Committee
<b>Date:</b>	25 June 2025
<b>Title of report:</b>	Timing of Council Meetings
<b>Purpose of report:</b>	For the Committee to agree to consult with members.
<b>Author:</b>	Dyfan Sion, Head of Democratic Services

## Background

1. In accordance with the statutory guidance issued by the Welsh Government under Section 6(1) of the Local Government (Wales) Measure 2011, the Council is required to survey Members in respect of the times at which meetings of a local authority are held. All local authorities should review the times at which meetings are held at least once every term, preferably shortly after the new Council is elected.
2. Members were consulted on the timing of meetings during the autumn of 2022, so the need to review the arrangements during this Council term has been met. (A copy of the findings report from 2022 - [Timing of Council Meetings.pdf](#))
3. Since then, however, the Welsh Government has published statutory guidance to assist Councils in meeting the requirements of the Local Government Measure 2011 and the Local Government and Elections Act 2021. The guidance includes further information on meeting arrangements, so it is timely to consult with members once again.

## Context

4. The committees and meetings covered by this report include the full Council and all formal committees established under powers delegated by the Council. Other meetings such as briefing sessions, scrutiny panels and pre-meetings are not covered, but the principles will be applied to the extent that it is possible.

## Current situation

5. Currently, every committee meeting is held either at 10a.m. or at 2p.m. The only exception to this is the planning committee, which begins at 1p.m., and occasional extraordinary meetings.
6. Committee meetings are held on Tuesdays, Wednesdays, and Thursdays, and school holiday periods are avoided where possible.
7. A slot of 2 or 3 hours is usually allocated for committees. However, the length of the meeting will depend on the content of the agenda and the nature of the discussions. If a meeting continues for more than 3 hours, it is a constitutional requirement (section 4.1.10) for the chairperson to ask the members for consent to continue. This will be done through a vote. Otherwise, the remainder of the business will be considered on a date set by the chairperson, or at the next ordinary meeting of the committee.
8. All formal council committees are held in a hybrid format either in the Chamber or in the committee room, with virtual remote access also available.

## Considerations

9. Welsh Government statutory guidance notes that the following matters need to be considered when consulting with members:

### *“Section 1.11*

- a. Whether daytime or evening meetings are preferred;*
- b. Whether meetings are to be in person, fully online or multi-location;*
- c. The preferred meeting length;*
- d. Whether particular times cause difficulties for councillors with particular characteristics, such as age, gender, religion, having caring responsibilities or being in employment.”*

10. As is explained in paragraph 8 above, Council meetings are already multi location. It is also a constitutional requirement for the Council to allow members to join the meetings remotely. So, we propose that there is no need to consult on this matter, but we will consult on the other three matters referred to above.
11. In 2022, the Council consulted with members on 4 possible times for meetings, which were 10am, 2pm, 4pm and 6pm. In order to ensure consistency, we propose consulting on the same timings again and to give member the opportunity to provide further comments.

## Timescale



12. It is proposed that we consult with members for a period of 6 weeks during July and August. Following that a report summarising the findings of the consultation will be presented to the Democratic Services Committee in the autumn and a report with recommendations to full Council in December.

### **Recommendation**

13. The Committee is asked to:

- a. Agree to consult with members on the timing of meetings
- b. Agree to the timescale in paragraph 12
- c. Consider and approve the consultation document in Appendix A.

## Atodiad A / Appendix A

Amseriad Cyfarfodydd / Timing of Meetings

Enw / Name \_\_\_\_\_

1. Gofynnir i Aelodau nodi eu dewis (yn nhrefn blaenoriaeth 1,2,3, a 4) a hefyd nodi unrhyw sylwadau ychwanegol / Members are requested to note their preferences (in priority order 1,2,3, and 4) and include any other comments.

A - Cyfarfodydd y Cyngor / Council Meetings				Sylwadau Ychwanegol / Additional Comments
10.00 a.m.	2.00 p.m.	4.00 p.m.	6.00 p.m.	
B - Pwyllgor Gwaith / Executive Meetings				
10.00 a.m.	2.00 p.m.	4.00 p.m.	6.00 p.m.	
C - Pwyllgorau Craffu / Scrutiny Committees				
10.00 a.m.	2.00 p.m.	4.00 p.m.	6.00 p.m.	

<b>Ch - Pwyllgorau Lled-Farnwrol – Cynllunio, Awdit, Democrataidd, Penodiadau, Apeliadau, Trwyddedu, Ymchwilio, Disgyblu,</b>  <b>Quasi-Judicial Committees – Planning, Audit, Democratic, Appointments, Appeals, Licensing, Investigation, Disciplinary</b>				
10.00 a.m.	2.00 p.m.  (1.00 p.m. Cynllunio / Planning)	4.00 p.m.	6.00 p.m.	
<b>D – Pwyllgorau eraill – CYS, Polisi Cynllunio, Safonau, Is-Bwyllgor Indemniadau</b>  <b>Other Committees – SAC, Planning Policy, Standards, Indemnities sub-Committees</b>				
10.00 a.m.	2.00 p.m.	4.00 p.m.	6.00 p.m.	

2. Gofynnir i Aelodau nodi unrhyw sylwadau am hyd cyfarfodydd / Members are asked to note any comments about the length of meetings.

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3. Gofynnir i Aelodau nodi unrhyw sylwadau am adegau penodol sy'n achosi trafferthion iddynt o safbwynt nodweddion penodol, fel oedran, rhyw, crefydd, cyfrifoldebau gofalu neu fod mewn cyflogaeth. / Members are asked to note any comments about specific times that cause difficulties with particular characteristics, such as age, gender, religion, having caring responsibilities or being in employment.

Sylwadau / Comments
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<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Committee:</b>	Democratic Services Committee
<b>Date:</b>	25 June 2025
<b>Title of report:</b>	Member Safety
<b>Purpose of report:</b>	To receive the Committee's comments on member safety issues.
<b>Author:</b>	Dyfan Sion, Head of Democratic Services

## Background

1. This report explains the guidance and support available to members regarding their personal safety and includes a proposal for guidance to be shared with members more broadly.
2. Cases of violence against public figures in Wales are rare, but verbal threats and online harassment are on the rise. County council members have a prominent role in engaging with the public and the community, so it is important that they understand the steps they should take to keep themselves safe.
3. As community leaders, members are likely to:
  - a. Visit people in their homes
  - b. Deal with those who have called at their home
  - c. Hold surgery meetings in their ward
  - d. Participate in public meetings
  - e. Travel, whether by public or private transport
  - f. Communicate online.
4. If a member has specific concerns about personal safety by virtue of their role on the Council, it is important that they inform Democratic Services or the police in serious circumstances. Advice and support is available to assist members if needed.
5. It is important to note that statutory guidance published by the Welsh Government under the Local Government and Elections Act 2021, states that local authorities have a duty to support the privacy of elected members by not

publishing home addresses unless the member wishes to do so. On the Council's website, the address of the Council's office in Llangefni is used as the contact address for many of our members.

## Support

6. In 2024, the Defending Democracy Policing Protocol was published by the Home Office, and funding was secured to expand the safety offer to elected members of local government through 'Operation Ford'.
7. As part of this, the role of Elected Official Advisor was created in North Wales Police. The specific role of the officer is to advise county councillors on security matters, and the officer has been providing safety briefing sessions for members over the past few months. More sessions are planned for the second half of 2025.
8. In addition to the Police, there are a number of other organisations that offer advice on safety, including:
  - a. Welsh Local Government Association – advice on how to deal with instances of on-line harassment - [180328 - WLGA Guidance - Online Abuse of Councillors](#)
  - b. The Electoral Commission – guidance for electoral candidates on how to keep safe - [Joint Guidance for Candidates in Elections](#)
  - c. Suzy Lamplugh Trust – advice on personal safety and how to deal with stalking - [Personal Safety & Lone Working advice and information](#)
  - d. Get Safe Online – general advice on how to stay safe on-line - [Protecting Yourself - Get Safe Online](#)
  - e. Crown Prosecution Service – advice on how to respond to intimidating behaviour against someone in public office - [Responding to intimidating behaviour in elections and public office: a CPS guide | The Crown Prosecution Service](#)
9. In order to keep safe, the general advice is to:
  - a. Keep a record of any threatening behaviour – what, where, and when
  - b. Avoid engaging with individuals who harass you / troll online or in person
  - c. Use reporting and blocking resources on social media websites
  - d. Review your online information to reduce the amount of personal information available
  - e. Contact Democratic Services if you want advice or to report concerns.
  - f. Contact the Police immediately if you feel you are in danger.
10. Concerns about safety and harassment may have a detrimental impact on the wellbeing of members. If so, the Council's counselling service provided by Medra is available to members. It is a confidential, professional service available in Welsh or English.

11. Democratic Services will develop a concise guidance document for members over the summer, which will include the information above. We will also recommend that any member who has not yet attended the North Wales Police safety briefing session does so as soon as possible.
12. We welcome input from the committee regarding anything else to be included in the guidance for members, or any other issues on member safety for us to consider.

### **Recommendation**

13. The Committee is asked to:
  - a. note the contents of the report and offer comments on member safety matters
  - b. agree to Democratic Services encouraging every member to attend the Police safety training
  - c. agree to Democratic Services sharing a short guidance document with members.

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