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CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR GWASANAETHAU DEMOCRATAIDD	DEMOCRATIC SERVICES COMMITTEE
DYDD MAWRTH, 4 TACHWEDD 2025 am 2.00 o'r gloch	TUESDAY, 4 NOVEMBER 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 - 4)

To submit for confirmation, the draft minutes of the previous meeting of the Committee held on 25 June 2025.

3 DEMOCRACY AND BOUNDARY COMMISSION CYMRU – DRAFT ANNUAL REMUNERATION REPORT 2026 - 2027 (Pages 5 - 8)

To submit the report of the Head of Democratic Services.

4 TIMING OF COUNCIL MEETINGS - CONCLUSIONS (Pages 9 - 16)

To submit the report of the Head of Democratic Services.

5 MEMBER DEVELOPMENT (Pages 17 - 22)

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

DEMOCRATIC SERVICES COMMITTEE

Minutes of the hybrid meeting held on 25 June 2025

PRESENT:	Councillor Keith Roberts (Chair) Councillor Llio A Owen (Vice-Chair) Councillors Non Dafydd, Paul Ellis, Jeff Evans, Carwyn E Jones, Gwilym O Jones, Dylan Rees, Ken Taylor
IN ATTENDANCE:	Head of Democratic Services Human Resources Learning and Development Manager (for Item 3) Committee Officer (SC)
ALSO PRESENT:	Councillor Aled M Jones
APOLOGIES:	None

The Chair welcomed everyone to the meeting, particularly Councillor Paul Ellis to his first meeting of the Democratic Services Committee.

1. DECLARATION OF INTEREST

None received.

2. MINUTES

The draft minutes of the previous meetings of the Committee held on 19 March and 20 May 2025 were presented and confirmed as correct.

3. MEMBER DEVELOPMENT

Submitted – the report of the Human Resources Learning and Development Manager (HRLDM) on the training provision that has been offered to members since the meeting of this Committee held in November 2024.

The HRLDM reported that 55 training and development opportunities have been offered to members since April 2023 to date, which represents the Learning and Development Team's commitment to offer a wide choice of valuable learning opportunities to members. The HRLDM stated that emphasis has been placed on mandatory training, where positive tendencies have been recorded. An increase has also been recorded in the number of members who have completed Health & Safety and Cyber Security training.

The HRLDM explained that each elected member is expected to complete the mandatory training sessions as a minimum, with further training available to support these key titles.

Discussion will now focus on the titles with the lower completion figures, which include Equality and Safeguarding. An invitation has been extended to members who have not attended training on these titles to attend corporate training sessions on 2nd and 8th July 2025.

The HRLDM reported that the HRLD Team will be working closely with Democratic Services to meet the training needs that will arise from the proposed changes to the local scrutiny arrangements.

Discussion focused on progress made in Phase 1 of the Development Plan for Group Leaders. It was noted that all group leaders have completed a DiSC (personality) Profile, and where relevant, have participated in a 1:1 analysis session with an external specialist trainer.

Arrangements are in place to proceed to Phase 2 of the Plan, which includes a series of bilingual formal coaching sessions, which will commence next month.

It was noted that quarterly updates on member training attendances are shared with Democratic Services and group leaders in due course.

Concerns were expressed that some members had not attended mandatory training. A question was raised as to whether those members had been reminded to attend. The HRTDM responded that quarterly attendance figures are shared with the Head of Democratic Services and the Chair of the Standards Committee, who discuss training issues with relevant group leaders and encourage their members to attend.

RESOLVED to note the content of the report.

4. TIMING OF COUNCIL MEETINGS

Submitted – the report of the Head of Democratic Services on the statutory review process for the timing of formal Committee meetings.

The Head of Democratic Services reported that it is timely to consult with elected members to gather their views on when statutory Council meetings should be convened. He stated that the last review was held in Autumn 2022. Since then, Welsh Government has published a statutory guidance to assist Councils to meet the requirements.

The Welsh Government Guidance notes the following points for consideration: -

- 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.

The Head of Democratic Services reported that a consultation period of 6 weeks will be held during July and August. He welcomed the Committee's responses to the survey.

Concerns were expressed on the impact evening meetings would have on staff as well as members. The Head of Democracy responded that staff who attend meetings would be consulted following feedback from members on the questionnaire. The importance of keeping to the same days of the week for meetings was also highlighted, to assist members who have family and work commitments.

It was noted that a report summarising the findings of the consultation will be presented to the Democratic Services Committee in the autumn, followed by recommendations to full Council in December.

RESOLVED to recommend that the Committee agrees: -

- **To consult with members on the timing of meetings.**
- **To the timescale in paragraph 12 to the report.**
- **To consider and approve the consultation document in Appendix A.**

5. MEMBER SAFETY

Submitted – the report of the Head of Democratic Services on the guidance and support that is available to members on personal safety in their role of Councillors.

The Head of Democratic Services reported that support is available to members via an Elected Official Advisor, PC Jaggard from North Wales Police through the 'Operation Ford' scheme funded by the Home Office. The Advisor has been providing briefing sessions to members of local authorities, with 14 members from Anglesey County Council having attended one of those sessions at the beginning of June. It was noted that further sessions will be held in the second half of 2025.

The Head of Democratic Services reported that concerns about safety and harassment can have a detrimental impact on the wellbeing of members. He reminded the Committee that the Council has a confidential counselling service for members provided by Medra, if required.

It was noted that Democratic Services will develop a concise guidance to members over the summer and welcomed input from members for the guidance. The Head of Democratic Services encouraged members who had not attended the safety briefings to attend.

Members expressed concern regarding the negative press reporting and malicious comments that the Council and members are subjected to on social media. The Head of Democratic Services responded that abusive comments online are on the

rise, and he suggested that he discusses with PC Jaggard whether briefing sessions are available on raising members' self-awareness of online safety.

RESOLVED: -

- **To note the content of the report and comments received on members safety.**
- **To agree that Democratic Services encourage every member to attend the Police safety training.**
- **To agree to Democratic Services sharing a short guidance document with members.**

The meeting concluded at 10:45 am

**COUNCILLOR KEITH ROBERTS
CHAIR**

Isle of Anglesey County Council

Committee:	Democratic Services Committee
Date:	4 November 2025
Report title:	Democracy and Boundary Commission Cymru – Draft Annual Remuneration Report 2026 - 2027
Report by:	Dyfan Sion Head of Democratic Services
Purpose of the Report:	To consider the Commission's draft proposals for 2026 - 2027 and respond to the consultation

1.0 Background

The Independent Remuneration Panel for Wales was previously responsible for determining the levels and arrangements for the remuneration of members of the following organisations:

- Principal councils – county councils and county borough councils
- Town and community councils
- National park authorities
- Fire and rescue authorities
- Corporate joint committees

In accordance with the Elections and Elected Bodies (Wales) Act 2024, the Panel was dissolved on 31 March 2025, and its functions were transferred to the Democracy and Boundary Commission Cymru on 1 April 2025. The Commission is an independent body sponsored by the Welsh Government. In terms of remuneration, the Commission can make decisions on:

- the pay structure that determines member remuneration
- the type of allowances and the nature of those allowances to be paid to members
- whether the payments are mandatory or allow for a local level of flexibility
- Family absence arrangements
- arrangements for monitoring compliance with the Commission's determinations

The organisations listed above are required by law to implement the determinations the Commission makes.

This first draft annual report of the Democracy and Boundary Commission Cymru is open for consultation until 18 November 2025. The Commission intends to publish its final report by the end of the year.

The draft report for 2026-27 considers upgrading amounts where appropriate but leaves the framework unchanged. The Commission's intention is to make significant changes to the remuneration framework only once per election cycle, in the report before local government elections. This will therefore happen in time for next year's annual report (2027 to 2028).

The remainder of this report summarises the draft decisions relevant to this Council.

2.0 Payments to elected members

The basic salary, paid to all elected members, is financial recognition for the responsibility of community representation and participation in the scrutiny, regulation and related functions of local government. It is based on a full-time equivalent of 3 days a week. The Commission has reviewed this time commitment, and no changes are proposed for 2026-27.

The Commission has decided that it is right to maintain the link between the basic salary of councillors and the average salaries of their constituents. This represents an increase of 6.4%.

All senior salaries include the basic salary. No changes to the higher salary banding framework will be proposed this year. The basic salary element will be raised in line with the Annual Survey of Hours and Earnings (ASHE) and the same increase will also apply to the role element of Bands 1, 2, 3, 4 and 5, giving each role an increase of 6.4%.

The table below lists the posts entitled to a senior or civic salary in 2025-26 and compares all current salaries with the draft proposals for 2026-27:

Role / Post	2025-2026	2026-2027 (draft)
Basic salary for all members, which is included in all the senior and civic salaries below	£19,771	£21,044
Band 1:		
Leader	£63,020	£67,079
Deputy Leader	£44,114	£46,955
Band 2:		
Executive members	£37,812	£40,247

Role / Post	2025-2026	2026-2027 (draft)
Band 3		
Chair of the Corporate Scrutiny Committee	£29,657	£31,567
Chair of the Partnership and Regeneration Scrutiny Committee	£29,657	£31,567
Chair of the Planning and Orders Committee	£29,657	£31,567
Chair of the Council (civic salary)	£29,657	£31,567
Band 4:		
Leader of the largest opposition group	£29,657	£31,567
Band 5:		
Vice-Chair of the Council (civic salary)	£23,726	£25,253

The limit on the number of senior salaries payable ('the cap') will remain at 17.

3.0 The Commission's priorities for the year ahead

- **Resettlement payments:** the Commission intends to consider what payments, if any, principal councils should make to councillors who stand for re-election but are unsuccessful. If the Commission decides that a resettlement payment scheme should be established, it is envisaged that the Welsh Government would set regulations for this to be in place for the 2027 local elections.
- **Senior roles:** the Commission intends to consider whether the current remuneration framework appropriately recognises the time commitment and responsibilities of the senior roles. Any determination to follow from this work will be included in the annual report for 2027-28.
- **Corporate Joint Committees (CJC):** the Commission intends to consult on whether any additional financial consideration is appropriate to reflect the additional commitment and responsibilities. Any determination will be included in the annual report for 2027-28.
- **Co-opted and lay members:** Remuneration rates for co-opted members are linked to the public appointment rates paid by the Welsh Government and have not been uprated for some years. The Welsh Government has begun a review of these rates and the Commission will consider the outcome of that review before making any determination in respect of co-opted and lay members.

- **Link to the Annual Survey of Hours and Earnings (ASHE):** the Commission will consider whether it remains appropriate for remuneration to be linked to this survey

4.0 Recommendation

The Committee is requested to consider the Commission's draft determinations for 2026 to 2027 and authorise officers to respond to the consultation in line with the Committee's deliberations.

Background paper: Draft Annual Remuneration Report 2026 - 2027; Democracy and Boundaries Commission Cymru

[Draft Annual Report on Remuneration 2026-2027 | CDFfC](#)

ISLE OF ANGLESEY COUNTY COUNCIL	
Committee:	Democratic Services Committee
Date:	4 November 2025
Title of report:	Timing of Council Meetings – conclusions
Purpose of report:	For the Committee to agree on the recommendations and the way forward.
Author:	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. 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 the Committee agreed in its meeting in June, for officers to consult with members once again.

Context

3. 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.

Responses

4. A questionnaire was distributed to all elected Members and lay members on 13 August, with responses requested by 19 September. A reminder was sent to the members on 9 September. A copy of the form is attached in Appendix A.

5. A total of 26 responses were received. Three responses from lay members and 23 from elected members. This is a relatively high response rate (66% of elected members) and provides a sufficient basis for drawing conclusions.
6. Members were asked to indicate their choices in order of priority from 1 to 4. An analysis of the responses is provided below.

Committee	Feedback in order of preference	Number that chose the time as their first preference
County Council		
10am	3	5
1pm	1	9
2pm	2	6
6pm	4	0
Executive		
10am	1	10
2pm	2	4
4pm	3	1
6pm	4	0

Scrutiny Committees		
10am	2	6
2pm	1	11
4pm	3	1
6pm	4	0

Regulatory Committees (including Planning, Audit and Democratic)		
10am	2	1
1pm / 2pm	1	12
4pm	3	0
6pm	4	0

Other Committees (including Standards, SAC, and Planning Policy)		
10am	2	8
2pm	1	10

4pm	3	1
6pm	4	0

7. A number of comments were also received, which can be summarised under the following headings:

Length of meetings – some suggested that meetings should not last more than 2 hours, while others felt that up to 3 hours was reasonable. It was suggested that a 5-minute break should be taken after 2 hours.

Scheduling – several members opposed meetings at 6pm due to other commitments in the community/constituency, e.g., community councils, school governors' meetings, etc. Nevertheless, a comment was made that morning meetings or 6pm meetings are better for members who work or have school-aged children. Several members preferred to keep meetings from Tuesday to Thursday if possible. Some members highlighted that they favoured starting morning meetings earlier (9 or 9:30) and afternoon meetings earlier (1 or 1:30).

No change – Some members highlighted that they were satisfied with the current system and that no change was needed.

Conclusions

8. A small majority were in favour of moving the start time of the County Council from 2 pm to 1 pm. Starting at 2 pm was the second most popular option.
9. A significant majority were in favour of adhering to the current arrangements with the Executive Committee (starting at 10am), the Scrutiny Committees (starting at 2pm), the Planning Committee (starting at 1pm), the Governance and Audit Committee (starting at 2pm), and the Democratic Committee (starting at 2pm).
10. There were mixed opinions on other committees, with a small majority in favour of starting at 2pm, but the option of starting at 10am was also acceptable. Since both options (10 and 2) seem acceptable to members, this gives officers the flexibility to use either slot when arranging meetings.

Equality

11. Some members requested to hold meetings from Tuesday to Thursday in order to facilitate work and care arrangements. Multi-location meetings also enable some members to join remotely, where it would otherwise be difficult for them to do so. One comment was made regarding the need to try to ensure that the

timing of future meetings helps attract younger members, of working age, to the Council.

12. It is possible for members to claim additional care costs incurred to enable them to carry out their role. The Council must provide a payment towards the actual/valid costs of childcare or dependent adult care.

Recommendations

13. The Committee is asked to:

- a. pay due attention to the findings of the consultation
- b. support moving the start time of County Council meetings from 2pm to 1pm for the 26/27 civic year onwards. This will be a decision for the County Council at its meeting in May 2026
- c. authorise the Head of Democratic Services to remind members of the ability to claim care costs
- d. note that a further review of meeting times will be required shortly after the 2027 Local Government elections.

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.	

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

Sylwadau / Comments

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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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ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	DEMOCRATIC SERVICES COMMITTEE
DATE:	NOVEMBER 2025
REPORT TITLE:	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 Services Committee on member learning and development issues, since the report submitted in June 2025 and providing an overview of the provision offered to our Elected Members over the last period.

2. THE PLAN

As you will be aware, the learning plan that has been set out 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 below an update 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 latest information below on the mandated training (as outlined by the Democratic Services), and their corresponding attendance levels;

Code of Conduct	35/35
Skip to footer	35/35
Equality, Diversity and Inclusion	34/35
Data Protection	33/35
Jobs	35/35
Protect	29/35

It is expected that all Members attend these titles as a minimum and that any further training/events will be available to support these key titles.

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

3. SAFEGUARDING TRAINING

It is timely to update this Committee on the above area, especially with this title now exhibiting the lowest level of completion among the mandated titles expected to be completed.

Following the launch of Social Care Wales' new training framework and safeguarding standards in 2024, updates have been made to guidance in this area. It therefore follows that the safeguarding training that we share here at the Isle of Anglesey County Council must be adapted. Further information can be found on the links contained below:

[National safeguarding training, learning and... | Social Care Wales](#)

[National safeguarding training, learning and... | Social Care Wales](#)

This new framework is divided into 7 parts, comprising of Groups A – F.

Our Elected Members will be required to complete the Group A and Group F Training.

Group A corresponds to the previous safeguarding basic awareness course. This e-learning module has been created by Social Care Wales and has been agreed as a mandatory module for all members of staff at the Isle of Anglesey County Council at a recent meeting of the Corporate Management Team. Any new member of staff is required to complete the e-learning module within the first 6 months of their employment and as part of the induction process. Group A practitioners include all members of staff who join public or voluntary organisations in Wales. The training standards also apply to private sector workers, volunteers, and Elected Members of Local Authorities.

All will need to renew their learning every three years through the e-learning provision made available (This applies across all Groups).

The e-learning module is available through **Learning Pool:** [Safeguarding \(Group A\)](#) or on the Social Care Wales website [Group A Safeguarding | Social Care Cymru](#)

Group F practitioners are required to complete the e-learning module relevant to Group A as well as attend any relevant bespoke training as required. A Corporate Parenting course would be considered as relevant to Group F.

The following roles are examples of roles that need to be met by Group F requirements here at the Isle of Anglesey County Council; Elected Members, the Chief Executive and Heads of Service etc.

Please note that it is a requirement under the new regulations to revisit or renew the safeguarding training for a period of at least 6 hours, every three years.

4. DEVELOPMENT PLAN FOR GROUP LEADERS

Following approval by this Committee good progress is being made on the implementation of the above Plan.

- All of our Group Leaders have completed a DiSC Profile (a type of personality profile) and where applicable have undertaken a 1:1 Analysis Session with an independent trainer.
- 2/4 formal incentive sessions have been held with arrangements pending for the organisation of the third session in the series.

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

Further to this we would look at all opportunities to direct our Elected Members to the scope of provision available from the WLGA and Academi Cymru as applicable.

5. COMMUNICATIONS

The close collaboration between the Learning and Development Team and the Democratic Service and any other relevant Officers in the Authority continues to be effective. That ensures that any plan addresses the needs of our Elected Members and continues to evolve as required.

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

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

6. METHODS OF PROVISION

Generally, the sessions are conducted as classroom sessions with some examples where appropriate and relevant of offering some virtual sessions.

Please note, that the delivery method is dependent on the subject in question as well as which method is offered/preferred by the Training provider.

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

7. TO SUMMARISE

The plan in question continues to be counted evolving and will continue to be 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 needs identified and ensure timely provision.

8. RECOMMENDATION

To note the contents of the report.

Cynnig hyfforddiant a datblygiad i Aelodau Etholedig yn 2023 -2025

Training and Development offered to Elected Members in 2023 - 2025

Teitl y Cwrs	Fynychwyd / 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	12	Gypsies and Travellers' Cultural
Ymwybyddiaeth Diwylliannol Sipsiwn a Theithwyr	13	30	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	5	11	What does it mean to be a Trauma Informed
Wybodus am Drawma?			Island
Fideo Seibr-ddiogelwch	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
Iechyd a Diogelwch i Aelodau	4	20	Health & Safety for Members

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