

ISLE OF ANGLESEY COUNTY COUNCIL	
COMMITTEE:	COUNTY COUNCIL
DATE:	15 MAY 2018
TITLE OF REPORT:	MEMBER DEVELOPMENT INDUCTION PLAN – APRIL 2018 – MARCH 2019
PURPOSE OF REPORT:	TO SEEK COUNCIL APPROVAL FOR THE PROPOSED INDUCTION DEVELOPMENT PLAN FOR ELECTED MEMBERS FOR THE FINANCIAL YEAR 2018/19
REPORT BY:	HEAD OF DEMOCRATIC SERVICES
LEAD OFFICER:	MIRIAM WILLIAMS, HUMAN RESOURCE DEVELOPMENT MANAGER

Following the presentation of the Induction Programme for newly Elected Members last year, a review of the plan has taken place with input from IOACC Management Team/Officers together with Group Leaders and a revised programme has been formed for this financial year (see appendix 1).

The programme provides an outline framework for the delivery of the training and the topic areas that we didn't succeed in arranging during 2017/18 due to various reasons in addition to further priorities which have been identified.

The format of the training will be varied in terms of methods of delivery and will include workshops; mentoring; e-learning; one-to one etc. Where available, blended training opportunities will also be offered in order to enhance the learning process.

As far as possible, the training delivery will seek to accommodate Elected Members commitments in terms of personal caring responsibilities/other employment arrangements, therefore a mix of both day and evening sessions will be made available. Wherever possible the sessions will be arranged on Thursdays/Fridays, avoiding the first Thursday afternoon each month (in order to avoid clashes with Member briefing sessions).

The programme is intended as an “evolving” programme taking into account changing priorities e.g. the Authority/External Stakeholders etc. whilst also taking into account Member's own personal training needs. Member Personal Development Reviews are

considered to play an essential element of the development process, ensuring that additional training needs are identified and addressed on an ongoing basis.

Understanding the needs of Members so that they may be better supported in their roles through the provision of appropriate development is essential and with regular monitoring, evaluation and reviewing of the provision will ensure that it is both “fit for purpose” and of the right quality.

The Democratic Services Committee will have a key role in monitoring progress on a regular basis including further review/updating based on Members and organisational needs. In addition, reports will also be submitted to the Standards Committee, as appropriate.

RECOMMENDATION:

To adopt the enclosed Training Plan as a framework for Member development for the 2018/19 financial year and authority given to the Head of Democratic Services to make any further modifications as deemed appropriate.

Miriam Williams
Human Resources Training and Development Manager
04 May 2018

ELECTED MEMBER DEVELOPMENT PROGRAMME 2018/19			
(Where possible, training will be arranged Thursdays/Fridays avoiding the first Thursday afternoon each month to avoid clashes with because of Member briefing sessions. Where possible dates/times have been noted)			
What	Audience	Provider	When
Safeguarding Issues	All Elected Members (M)	Annwen M Hughes, Service Manager (Safeguarding and Quality Assurance Provision)	05/06/2017
Corporate Parenting	All Elected Members	Fôn Roberts, Head of Children's Services	Date to be confirmed
Regulation and Inspection Act Social Services (Wales)	All Elected Members	Alwyn Rhys Jones, Head of Adults Services	Date to be confirmed
Decisions for Future Generations (Wellbeing of Future Generations Act)	All Elected Members	Workshop - Senior officers and experienced members. E-Learning	Date to be Confirmed
General Data Protection Regulation (GDPR)	All Elected Members (M)	E-Learning/Workshop	Date to be confirmed

Appendix 1

Introduction to Equalities	All Elected Members(M)	E-learning/Workshop	Date to be confirmed
Community Leadership and Casework	All Elected Members	Head of Democratic Services/experienced senior member/ E- learning	Date to be confirmed
Modern Gov – Recording Training	All Elected Members	Internal Officer	Date to be confirmed

Chairing Skills (Managing Meetings)	All Chairs	External Facilitators/E-Learning	Date to be confirmed
WLGA Leadership Programme	Nominated Elected Members	Regional workshops	September - November
Licencing - Update	Members of the Planning and Licensing Committee	Internal Officers	Date to be confirmed
Personal Safety and online abuse	All Elected Members	Catrin Love	Date to be confirmed
Planning <ul style="list-style-type: none"> • Flood Matters 	All Elected Members	Natural Resources Wales Internal Officers	Date to be confirmed

Appendix 1

<ul style="list-style-type: none"> Elected Members role in the planning process 			
Treasury Management	All Elected Members	Richard Basson	05/06/2018
Health and Safety – Leading Safely	All Elected Members (M)	Catrin Love	June 2018

AVAILABLE E-LEARNING MODULES

- General Information Governance
- Effective Writing
- Managing Yourself and Your Time
- Emotional Intelligence
- Violence against women, domestic abuse and sexual violence
- Prevent
- Introduction to Equality and Diversity
- Stress Awareness
- Work Welsh Welcome
- Ethics and Standards
- Corporate Parenting
- The Effective Ward Councillor

Appendix 1

- Introduction to Scrutiny
- Decisions for Future Generations
- Chairing Meetings
- Public Speaking Skills

(M) = Mandatory

Further training in both knowledge and skills to be determined from Personal Development Reviews when induction programme completed

Note: A separate Scrutiny Development programme is also being run in parallel with this programme