

ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	DEMOCRATIC COMMITTEE
DATE:	16 MARCH 2021
TITLE OF REPORT :	MEMBER DEVELOPMENT
REPORT BY :	TRAINING MANAGER - HUMAN RESOURCES
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PURPOSE OF REPORT :	TO PROVIDE AN UPDATE ON THE PROGRESS OF MEMBER DEVELOPMENT AND TRAINING PROGRAMME

1. BACKGROUND

The purpose of this report is to provide the Democratic Committee with an update on the progress of the development opportunities offered and planned for Elected Members.

2. MEMBER TRAINING AND DEVELOPMENT PLAN

The Member Training and Development Plan attached (appendix 1) is the plan for the Financial Year 2019/2020, however the current pandemic has obviously had an impact on the training delivery and therefore some events remain outstanding. In order to highlight those events completed, the author has placed a RAG status to easily identify those which may need to be carried over into the 2021/22 plan.

Very little activity has taken place in terms of training offered to Elected Members during the last quarter of 2019/2020 due to the pandemic.

The intention is to gather training needs and formulate a revised Development Plan for the period up until the elections in 2022 and submit to Full Council for approval.

3. PERSONAL DEVELOPMENT REVIEWS(PDR) FOR MEMBERS

Arrangements with regards to completion of PDR's for the forthcoming financial year have been taking place with this activity being co-ordinated by the Head of Democratic Service and these will be included within the plan.

4. TRAINING DELIVERY

On a general note, due to social distancing requirements, traditional training delivery methods have not been an option over the past few months, with all arranged training courses for Elected Members having been postponed. A regular review of arrangements is taking place.

Training providers have been contacted to establish whether alternative methods of training delivery through social media such as MS Teams/Zoom is possible, with a view to delivery of relevant webinars. Future delivery of Elected Member training may well see an increased use of this method of delivery. The options within these webinars still allow flexibility for attendees to contribute/do groupwork etc. This option could also potentially also reduce training costs.

During the lockdown period, some training/guidance on the use of MTeams has been available by ICT Officers to Elected Members in order to facilitate the ability of Members to participate in meetings. Members of the Audit Committee have also attended webinars with CIPFA.

E-Learning modules, accessed via the Authority's Learning Pool platform continue to be available, with an increased amount of additional information being included on a weekly basis. The Learning and Development Team are currently developing an Elected Members' Section on the Authority's E-Learning platform so that communication regarding training events/health and wellbeing information can be easily accessed. The intention is to launch this section in early Summer.

As always, support with regards to ICT skills are available on a 1-1/group basis should this be required.

5. WLGA

Discussions have been held with the WLGA Policy and Improvement Officer, in order to establish what resources may be available during this period. It is hoped that guidance and information with regards to future training provision will be shared across all Authorities.

Work on E-Learning modules for Elected Members continues.

6. COMMUNICATION

In order to improve communication regarding training events/information, the Learning and Development Team have for the first time instigated a "Bulletin" for Elected Members. The first issue was distributed during February 2021 (see

appendix 2). Dependent on feedback, the intention is to issue a Bulletin on a quarterly basis.

7. RECOMMENDATIONS

- Views of the Committee are sought on the draft plan
- Subject to the views of the Committee on the Training Plan for 2021/2022 the intention is to submit to the Full Council for approval to in due course.

**MIRIAM WILLIAMS
HR TRAINING MANAGER
MARCH 2021**