

CYNGOR SIR YNYS MÔN	
MEETING:	DEMOCRATIC COMMITTEE
DATE:	27th NOVEMBER 2024
TITLE OF REPORT:	MEMBER DEVELOPMENT
REPORT BY:	TRAINING AND DEVELOPMENT MANAGER
CONTACT OFFICER:	ELEN PRITCHARD
PURPOSE OF THE REPORT:	TO PROVIDE AN UPDATE ON THE 2024/2025 ELECTED MEMBER TRAINING AND DEVELOPMENT PLAN

1. INTRODUCTION

The purpose of the report is to provide the Democratic Services Committee with the latest information on the Elected Members Training and Development Program 2024/2025.

2. UPDATE ON THE 2024-2025 DEVELOPMENT PROGRAM

As presented to you previously, the plan for 2024-25 (Appendix 1) is divided into the following specific headings; Mandatory training; General; Health and Wellbeing; On demand and eLearning modules. With these specific headings in mind, we provide an update below on the provision of training from April 2023 to date.

A total of 39 training and development opportunities were offered to Elected Members by the Human Resources Training Team. Full details included in Appendix 2.

See the latest information below on 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	33/35	Further virtual sessions were organised in October 2024.
Equality, Diversity and Inclusion	31/35	An invitation has been extended to EM to join in staff sessions scheduled for 03/12/24.
Data Protection	33/35	An invitation was extended to EM to attend staff sessions on 19/11/24.
Seiberddiogelwch	34/35	Cyber Security video shared

Diogelu	29/35	Further sessions were organised at the end of Novemeber 2023.
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It is expected that all Members attend these titles as a minimum and that any further training / events are available to support these key titles.

Completion numbers for some of these titles have remained lower than desired. That despite offering several events over many years now. In order to address this we have, more recently looked to vary the form and timing of the events. Where this has been implemented we have seen an increase in the completion figures.

3. COMMUNICATIONS

The training team continues to work closely with the Democratic service and relevant Officers within the authority to ensure that the scheme 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 Member Support email address, as well as invitations via direct electronic calendar appointments.

Quarterly reports are shared with 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.

Further work has been completed to provide information about training events available in an easier to follow format. These are shared with Elected Members (Appendix 3) by means of email with hard copies also available in the Members' Lounge.

4. METHODS OF PROVISION

On the whole, the sessions are held as classroom sessions, more recently we have extended this provision to be offering some virtual sessions as well as a further option where it is suitable and relevant to be recording sessions for future use. Please note, that the method of presentation 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 the commitments of the Elected Members are taken into account as well as increasing attendance at sessions.

Where possible, training is sought through the medium of Welsh and a translation service is organized for those who wish to listen through the medium of English.

5. TO SUM UP

The plan presented is an evolving document and will continue to be reviewed and amended as required, e.g. following changes in Legislation; procedures; External matters etc. This will ensure that we are able to respond to the needs identified and ensure timely provision.

6. RECOMMENDATION

- To note the content of the report.



CYNGOR SIR
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ISLE OF ANGLESEY
COUNTY COUNCIL



Eich Ffordd Ymlaen
Your Way Forward

Cefnogi Eich Dyfodol – Supporting Your Future

ELECTED MEMBERS

LEARNING AND DEVELOPMENT PLAN

MAY 2023 – MARCH 2024

This document is also available in Welsh.

TITLE	SUBJECT / FIELD OF WORK	MEDIUM	IDENTIFIED COHORT
Mandatory Training			
CODE OF CONDUCT	<ul style="list-style-type: none"> Overview of Democratic arrangements; <i>i.e. Input in meetings; standing rules and regulations, etc.</i> 	Presentation: (virtual and/or face-to-face)	All Elected Members and Lay Members
EQUALITY, DIVERSITY AND INCLUSION	<ul style="list-style-type: none"> Understand the role of Elected Members with regards to equalities in the decision-making process; Awareness of Equality and Diversity Matters. 	Presentation: (virtual and/or face-to-face) External Provider	All Elected Members
SAFEGUARDING MATTERS – VULNERABLE CHILDREN AND ADULTS	<ul style="list-style-type: none"> Domestic Abuse; Violence Against Women; Modern Slavery; Prevent and Safeguarding Awareness. 	Presentation: (virtual and/or face-to-face) Internal Provider(s)	All Elected Members
PROCESSING DATA / PERSONAL INFORMATION: YOUR RESPONSIBILITY AS AN ELECTED MEMBER	<ul style="list-style-type: none"> Understand general obligations of GDPR and the Data Protection Act 2018; Understand specific requirements of the Act Understand how to comply with the Act 	e-Learning Module <i>(to be renewed every 3 years)</i> and: Presentation: (virtual and/or face-to-face) External Provider(s)	All Elected Members
HEALTH AND SAFETY – LEADING SAFELY	<ul style="list-style-type: none"> Understand the legal requirements of Health & Safety, with regards to Elected Members General overview of Personal Safety for Members 	Presentation: (virtual and/or face-to-face) External Provider(s)	All Elected Members
CHAIRING SKILLS	<ul style="list-style-type: none"> How to lead and contribute towards holding Effective Committees 	Presentation: (virtual) <i>(to be renewed every 2 years)</i> External Provider(s)	All Chairpersons and Vice-Chairpersons of the Council and its Committees
PLANNING & LICENSING, GOVERNANCE & AUDIT	<ul style="list-style-type: none"> Relevant Training as identified 		All Members on the Planning, Licensing and Governance & Audit Committees

TITLE	SUBJECT / FIELD OF WORK	MEDIUM	IDENTIFIED COHORT
Additional Training			
BEGINNER ICT SKILLS	<ul style="list-style-type: none"> Supporting Elected Members that may experience difficulties using ICT equipment 	Up to three Face-to-face Sessions Internal Provider(s)	All Elected Members
INTERMEDIATE ICT SKILLS	<ul style="list-style-type: none"> Developing Members' ICT Skills 	Face-to-face Sessions External Provider(s)	All Elected Members and Lay Members
INTRODUCTION TO CLIMATE CHANGE		Internal Provider(s)	All Elected Members and Lay Members
DEFAMATION	<ul style="list-style-type: none"> How to avoid and/or mitigate against any defamation claim(s) 	Presentation: (virtual and/or face-to-face) Internal Provider(s)	All Elected Members
FINANCE AND TREASURY MANAGEMENT	<ul style="list-style-type: none"> Understanding of financial matters; Budget setting; etc. 	Presentation: (virtual and/or face-to-face) Section 151 Officer / External Provider(s)	All Elected Members
DEALING WITH THE PRESS	<ul style="list-style-type: none"> Practical session which provides Elected Members with experience of undertaking radio and television interviews; Opportunity for Members to undertake mock-interviews and practice. 	Presentation and mock-interviews, with copies to keep; (Face-to-face) Internal Officers / External Provider(s)	All Elected Members and Lay Members

TITLE	SUBJECT / FIELD OF WORL	MEDIUM	IDENTIFIED COHORT
Additional Training			
GYPSIES & TRAVELLERS CULTURAL AWARENESS	<ul style="list-style-type: none"> Introductory Training on working with Gypsies and Travellers in Wales. 	Presentation and activities (face-to-face) Housing Service / External Provider(s)	All Elected Members and Lay Members
BRIEFING SESSIONS	<ul style="list-style-type: none"> Relevant and Current Subject matters presented and discussed 	Presentation: (virtual and/or face-to-face) Internal Officer(s) / External Provider(s)	All Elected Members
Well-being & Community			
PERSONAL SAFETY / DEALING WITH DIFFICULT SITUATIONS	<ul style="list-style-type: none"> Overview of skills and techniques that can be adopted to ensure personal safety, and the ability to deal with difficult situations. 	Presentation: (virtual and/or face-to-face) External Provider(s)	All Elected Members
HEALTH & WELL-BEING: GENERAL AND AWARENESS	<ul style="list-style-type: none"> Provide understanding of: <ul style="list-style-type: none"> - Resilience - Work life Balance - Managing Stress - Mental Health Awareness 	e-Learning Modules available Presentation: (virtual and/or face-to-face)	All Elected Members and Lay Members
MENOPAUSE AWARENESS	<ul style="list-style-type: none"> Overview for those who are experiencing or wish to raise their awareness 	Presentation: (virtual and/or face-to-face)	All Elected Members and Lay Members
MINDFULNESS AWARENESS	<ul style="list-style-type: none"> Short sessions to discuss the effect of stress on the body and relaxation tips 	Presentation: (virtual and/or face-to-face)	All Elected Members and Lay Members

TITLE	SUBJECT / FIELD OF WORK	MEDIUM	IDENTIFIED COHORT
Training On Request			
ICT SKILLS DEVELOPMENT	<ul style="list-style-type: none"> • Drop-in / One-to-One sessions • Support with specific ICT skills / Software 	Face-to-face Internal Provider(s) / External Provider(s)	All Elected Members and Lay Members
SOCIAL MEDIA	<ul style="list-style-type: none"> • Have an understanding of how to make Social Media work for Elected Members; • What to share and what not to; • How not to behave on Social Media; • Bullying and Personal Safety elements. 	Presentation: (virtual and/or face-to-face) External Provider(s)	All Elected Members
SCRUTINY	<ul style="list-style-type: none"> • Introduction to Scrutiny procedures • An understanding of the principles of effective Scrutiny 	Presentation: (virtual and/or face-to-face) External Provider(s)	All Elected Members
INVESTIGATION	<ul style="list-style-type: none"> • Introduction to Audit procedures 	Presentation: (virtual and/or face-to-face) Internal / External Provider(s)	All Elected Members

E-LEARNING MODULES

Elected Members have flexible access to e-Learning. Please see below details on the current topic areas that are available.

Mandatory Modules	Member Development	Welsh Language
<ul style="list-style-type: none"> - Cyber Awareness (to be renewed every 3 years) - Emergency Planning for Members (refresher to be agreed upon) - Chairing Meetings Effectively - Prevent (to be renewed as appropriate) - Modern Slavery (to be renewed every 3 years) - General Data Protection Regulations (GDPR) (to be renewed every 3 years) - Violence Against Women, Domestic Abuse and Sexual Violence (to be renewed every 3 years) 	<ul style="list-style-type: none"> - Ethics and Standards - Public Speaking and Working with the Media - Corporate Parenting - Well-being of Future Generations (Wales) - Effective Scrutiny - Social Services and Well-being Act (Wales) 	<ul style="list-style-type: none"> - Welsh Language Standards - Welsh in the Workplace (1) - Welsh in the Workplace (2)
Well-being	Health & Safety	Corporate Courses
<ul style="list-style-type: none"> - Health & Well-being in the Authority 	<ul style="list-style-type: none"> - The safe use of Display Screen Equipment (DSE) - Workplace Assessment 	<ul style="list-style-type: none"> - Learning Pool: Online Booking

A number of the e-Learning modules can be used: to supplement classroom/*hybrid* sessions held; as renewed modules as required; as additional Personal Development provision for Members.

Note that this plan is an evolutionary one, and therefore it is likely that additional training will be included during the year in order to meet any changes in needs/priorities. Should unexpected circumstances beyond our control arise, it may be necessary to amend some of the dates/times stated above.

Details of these training sessions will be sent to Elected Members and Lay Members (as required) in email/calendar appointment form.

At least 7 days notice will be given, where practicable, via ElectedMembersSupport@Anglesey.gov.wales

Cynnig hyfforddiant a datblygiad i Aelodau Etholedig yn 2023

Training and Development offered to Elected Members in 2023

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	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

Iechyd a Diogelwch i Aelodau Gwrth-Hiliaeth	4	20	Health & Safety for Members
Gwrth-Hiliaeth	9	35	Anti Racism
Grwp 6: Cryfhau Arweinyddiaeth (VAWDASV)	9	35	Anti Racism
Rhentu Doeth Cymru	2	10	GROUP 6 – STRENGTHENING LEADERSHIP (VAWDASV)
Grwp 6: Cryfhau Arweinyddiaeth (VAWDASV)	7	19	Rent Smart Wales
Hyfforddiant Cynllunio i Aelodau	26	35	GROUP 6 – STRENGTHENING LEADERSHIP (VAWDASV)
Iechyd a Diogelwch i Aelodau	9	8	Planning Training for Elected Members
Diogelu Data	6	4	Health and Safety for Members
			Data Protection

Elected Members' Development Plan

2023
/24

November 2023

- 15/11/23 - Data Protection for Members (**Mandatory***) (Welsh) - 13:00-14:30 - Zoom
- 16/11/23 - Data Protection for Members (**Mandatory***) (English) - 18:00-19:30 - Zoom
- 20/11/23 - Intro. to Climate Change - 09:30-12:30 - 'Training Room 1', Headquarters
- 20/11/23 - Intro. to Climate Change - 17:30-20:00 - 'Training Room 1', Headquarters
- 27/11/23 - Safeguarding Awareness for Members (**Mandatory***) - 18:00-19:00 - Zoom
- 29/11/23 - Well-being & Burnout Event - 13:30-15:00 - Council Chambers, Headquarters
- 30/11/23 - Gypsies & Travellers' Cultural Awareness - 13:30-15:30 - Zoom

December 2023

- 04/12/23 - Fraud & Corruption for Members - 09:30-12:00 - 'Training Room 1', HQ
- 04/12/23 - Fraud & Corruption for Members - 17:30-19:30 - 'Training Room 1', HQ

January 2024

February 2024

- 06/02/24 - Equality, Diversity & Inclusion (**Mandatory***) - 09:30-12:30 - Zoom
- 16/02/24 - Health & Safety for Members (**Mandatory***) - TBC - Zoom
- 16/02/24 - Health & Safety for Members (**Mandatory***) - 17:30 - 20:00 - 'Yst. Hyfforddiant 1'
- 21/02/24 - Anti-Racism Training - 09:30 - 11:30 - Zoom
- 21/02/24 - Anti-Racism Training - 17:30 - 19:30 - Zoom

*mandatory for Members that are outstanding

March 2024

- 21/03/24 - Group 6 - Violence Against Women, Domestic Abuse and Sexual Violence - 09:30-11:30 - 'Training Room 1', HQ
- 21/03/24 - Group 6 - Violence Against Women, Domestic Abuse and Sexual Violence - 17:30-19:30 - 'Training Room 1', HQ

Dates to be confirmed:

- Planning & Licensing (**Mandatory for identified Members**)
- Finance & Treasury Management (**Mandatory for identified Members**)
- General ICT Skills
- Leading Safely for Members

Elected Members Support
ElectedMembersSupport@Anglesey.gov.wales

