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 (*agored i bawb*)	0	35	Mindfulness Awareness x2 (*open to all*)
Ymwybyddiaeth Menopos (*agored i bawb*)	0	35	Menopause Awareness (*open to all*)
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	**4**	**20**	**Health & Safety for Members**
Gwrth-Hiliaeth			**Anti Racism**
Gwrth-Hiliaeth	**9**	**35**	**Anti Racism**
Grŵp 6: Cryfhau Arweinyddiaeth	**9**	**35**	**Group 6: Strengthening Leadership**
(VAWDASV)	**9**	**35**	**(VAWDASV)**
Rhentu Doeth Cymru	**2**	**10**	**Rent Smart Wales**
Grŵp 6: Cryfhau Arweinyddiaeth **(VAWDASV)**	**16**	**6**	**Group 6: Strengthening Leadership** **(VAWDASV)**
Cynllunio i Aelodau	**34**	**26**	**Planning for Members**
Gwrandawiadau'r Pwyllgor Safonau ar y **Côd Ymddygiad**	**10**	**6**	**Standards Committee's Code of Conduct** **Hearings**
Cynllunio - Cyfarwyddyd Erthygl 4	**33**	**23**	**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	**1**	**1**	**Cyber Security for Members**
Sesiwn 'Cyber Ninjas' i Gynghorwyr	**35**	**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**)**