

ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	DEMOCRATIC SERVICES COMMITTEE
DATE:	NOVEMBER 2025
REPORT TITLE:	MEMBER DEVELOPMENT
REPORT BY:	LEARNING AND DEVELOPMENT MANAGER
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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 Wybodus am Drawma?	5	11	What does it mean to be a Trauma Informed 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