

ISLE OF ANGLESEY COUNTY COUNCIL	
<b>MEETING:</b>	STANDARDS COMMITTEE
<b>DATE:</b>	JANUARY 2026
<b>TITLE OF THE REPORT:</b>	MEMBER DEVELOPMENT
<b>REPORT BY:</b>	LEARNING AND DEVELOPMENT MANAGER
<b>CONTACT OFFICER:</b>	ELEN PRITCHARD
<b>PURPOSE OF THE REPORT:</b>	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 Standards Committee on members' training and development issues, since the report presented in June 2025 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	33/35
Equality, Diversity and Inclusion	34/35
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. 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 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.
- 3/4 formal incentive sessions have been held with 3 out of 4 of the Group Leaders, arrangements are pending for the organisation of the fourth and final session for the remainder of our Group Leaders.

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 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.

#### **6. 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 considered along with increasing attendance at sessions.

In line with what was reported in February, sessions are now being held as separate Welsh and English monolingual sessions, this being so as to align with the Corporate arrangement for staff. However, this arrangement is contingent on being able to ensure healthy attendance levels for the sessions held.

## **7. 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.

## **8. 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 Iechyd a Diogelwch i Aelodau	0	4	Equality, Diversity & Inclusion
	7	20	Health & Safety for Members

Lechyd a Diogelwch i Aelodau Gwrth-Hiliaeth Gwrth-Hiliaeth Grŵp 6: Cryfhau Arweinyddiaeth (VAWDASV) Rhentu Doeth Cymru	4 9 9 9 2	20 35 35 35 10	Health & Safety for Members Anti Racism Anti Racism Group 6: Strengthening Leadership (VAWDASV) Rent Smart Wales
Grŵp 6: Cryfhau Arweinyddiaeth (VAWDASV) Cynllunio i Aelodau Gwrandawiadau'r Pwyllgor Safonau ar y Côd Ymddygiad Cynllunio - Cyfarwyddyd Erthygl 4 Lechyd a Diogelwch i Aelodau Diogelu Data (cwrs staff yn agored i bawb) Cydraddoldeb, Amrywiaeth a Chynhwysiant (cwrs Cymraeg i staff, wedi agor i bawb) Cydraddoldeb, Amrywiaeth a Chynhwysiant (cwrs Saesneg i staff, wedi agor i bawb) Seibrddiogelwch i Aelodau Craffu ar y Gyllideb: Edrych Ymlaen Seibrddiogelwch i Aelodau Sesiwn 'Cyber Ninjas' i Gynghorwyr Dangos Effaith - Gofyn y cwestiwn 'felly beth' Ymwybyddiaeth o'r iaith Gymraeg Gweithdy Cyfathrebu a Chydweithio (DiSC®) Gweithdy Cyfathrebu a Chydweithio (DiSC®) Gweithdy Cyfathrebu a Chydweithio (DiSC®)	16 34 10 33 9 6 5 5 1 - 1 35 - 1 2 1 - 1 2 1 1	6 26 6 23 9 4 0 1 1 2 1 7 3 1 2 1 1	Group 6: Strengthening Leadership (VAWDASV) Planning for Members Standards Committee's Code of Conduct Hearings Planning - Article 4 Direction Health and Safety for Members Data Protection (staff course open to all) Equality, Diversity, and Inclusion (Welsh staff course opened to all) Equality, Diversity, and Inclusion (English staff course opened to all) Cyber Security for Members Budget Scrutiny: Looking Forward Cyber Security for Members 'Cyber Ninjas' session for Councillors Demonstrating Impact - Asking the 'so what' question Welsh Language Awareness Communication and Collaboration workshop (DiSC®) Communication and Collaboration workshop (DiSC®) 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)