ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	DEMOCRATIC SERVICES COMMITTEE
DATE:	MARCH 2026
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, that being since the report submitted in November 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 headlines in mind, we offer below an update on the training provision from April 2023 to date.

A total of 60 learning and development opportunities have been offered to our Elected Members by the Learning and Development Team. It is encouraging to note the strong collaboration with the Democratic Services, who also facilitate more specialised and role-specific training based on functional and strategic need. Full details are provided in Appendix 1.

Please see the update below on mandated training (as outlined by the Democratic Service), and their corresponding attendance levels;

Code of Conduct	35/35
Health and Safety	34/35
Equality, Diversity, and Inclusion	33/35
Data Protection	32/35
Cyber Security	35/35
Safeguarding	27/35

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 in order to maximise the completion numbers of these titles.

3. SAFEGUARDING TRAINING

Following our last update to this Committee in relation to the above subject I would like to take the opportunity to offer a further update along with a full explanation of the expectation of our Elected Members.

With the launch of Social Care Wales's new training framework and safeguarding standards in 2024 updates have been made to the guidance in this area. As such, it follows that adjustments have been made to the safeguarding training that we share as an employer.

Safeguarding training has now been designated as mandatory training for all Council staff, aligning it with the expectation for our Elected Members.

This new framework is divided into 7 parts, which include Groups A – F. The different parts relate to different roles and functions. Everyone is expected to complete the Group A training as a minimum.

Our Elected Members are assigned as Group F. This means that they are expected to complete the e-learning module relevant to Group A as well as attend any relevant training as required every **3 years**, such as Corporate Parenting, Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) and Modern Slavery.

The e-learning module is available via **LearningPool** Course: Safeguarding (Group A) or on the Social Care Wales Group A Safeguarding | Social Care Cymru

Beyond this, work is underway to map the posts and relevant groups belonging to each Service along with the intention to add the level of safeguarding duty to the job description of each member of staff.

More information about the Framework and the duty expected of each Group can be found on the following links:

National safeguarding training, learning and… | Social Care Wales

National safeguarding training, learning and… | Social Care Wales

4. DEVELOPMENTAL PLAN FOR GROUP LEADERS

This Plan has now come to an end and work is underway to assess the success and usefulness of the guidance. Depending on the feedback received, further additions may follow to the Elected Member Learning and Development Programme.

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. This 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 considered as 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 2023 - 2026

Training and Development offered to Elected Members 2023 - 2026

Teitl y Cwrs (Cymraeg)	Mynychwyd / Attended	Gwahoddwyd / Invited	Course Title (English)
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**	**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

Teitl y Cwrs (Cymraeg)	Fynychwyd / Attended	Gwahoddwyd / Invited	Course Title (English)
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 Côd 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)	**4**	**6**	Data Protection (staff course open to all)
Cydraddoldeb, Amrywiaeth a Chynhwysiant (cwrs Cymraeg i staff, wedi agor i bawb)	**0**	**5**	Equality, Diversity, and Inclusion (Welsh staff course opened to all)
Cydraddoldeb, Amrywiaeth a Chynhwysiant (cwrs Saesneg i staff, wedi agor i bawb)	**1**	**5**	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 (fideo)	**1**	**1**	Cyber Security (video)
'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**	**-**	Communication and Collaboration workshop (DiSC©)
Gweithdy Cyfathrebu a Chydweithio (DiSC©)	**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)	**3**	**4**	Equality, Diversity, and Inclusion
Rheoli Emosiynau a'r Rôl Wleidyddol yng Ngolwg y Cyhoedd	**1**	**-**	Managing Emotions and the Political Role in the Public View
Sgiliau Cadeirio (un cwrs, tair sesiwn)	**1**	**-**	Chairing Skills (one course, three sessions)
Craffu Effeithiol a Strategaethau Cwestiynu	**10**	**10**	Effective Scrutiny and Questioning Strategies
Diogelu Data (cwrs staff yn agored i bawb)	**0**	**2**	Data Protection (staff course open to all)

Teitl y Cwrs (Cymraeg)	Mynychwyd / Attended	Gwahoddwyd / Invited	Course Title (English)
Côd Ymddygiad (sesiwn un-i-un)	**1**	**1**	Code of Conduct (one-to-one session)
Seibrddiogelwch (fideo)	**1**	**1**	Cyber Security (video)
Arwain yn Ddiogel a Diogelwch Personol i Aelodau (fideo)	**IG / TBC**	**1**	Safe Leadership and Personal Safety for Members (video)