

ISLE OF ANGLESEY COUNTY COUNCIL

MEETING:	STANDARDS COMMITTEE
DATE:	18 JUNE 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 the Standards Committee with an update on member learning and development issues since the report submitted in January 2026, and to provide an overview of the provision offered to Elected Members during this period.

2. THE PLAN

As you will be aware, the learning plan developed for our Elected Members has been divided into the following headings: **Mandatory training; General; Health and Wellbeing; On demand; and e-learning modules**. With these headings in mind, below is an update on the training provision offered 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 can be found in Appendix 1.

Please see the latest information below on mandatory training (as outlined by Democratic Services) and the 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	28/35

All Members are expected to attend these sessions as a minimum, with additional training and events available to support these key areas.

Work continues to ensure that completion rates for these sessions are as high as possible.

3. SAFEGUARDING TRAINING

Further to the update provided in this area in our last report in January, discussions are underway with Democratic Services to encourage participation in the new e-module available via LearningPool. We will report on the progress and success of this work in due course.

4. DEVELOPMENT PLAN FOR GROUP LEADERS

Following a request from this Committee, a Development Plan was established and proposed to Group Leaders. The plan included:

- DiSC profile (personality profile type) followed by a 1:1 analysis session conducted by an independent trainer.
- A series of at least four coaching sessions led by an experienced coach.

Below is a summary of the feedback received from participants. It is important to note that three of the four Group Leaders completed the full series of sessions. As the programme was not completed by one leader, and no further details were provided regarding the reasons, this should be taken into account when interpreting the findings.

i. General Overview

Overall, the plan was very positively received by the participants. There was a consensus that the programme had:

- Provided **valuable developmental experience**
- Supported **personal development and leadership**
- Offered **a safe space to reflect and discuss the challenges of the role**
- The approach, especially the individual sessions, was a key element of its success.

ii. Main Findings

Value of Individual Sessions

It was consistently noted that the most valuable element was the coaching conversations with the professional coach:

- The sessions provided **an opportunity to express concerns and challenges in a safe environment**
- The support was described as **empathetic, knowledgeable, and constructive**
- The ability to discuss issues without opinion or "hidden agenda" was particularly valuable

Self-Reflection and Self-Awareness

The impact of the programme was emphasised in the following areas:

- **Deeper self-reflection**
- **Improved self-awareness**
- A better understanding of:
 - Communication styles
 - Leadership behaviour
 - Relationships with colleagues

Participants noted that they do not usually reflect enough, so the programme filled an important gap.

Support and Quality of the Motivational Relationship

The quality of the relationship with the coach was a central theme:

- The coach was described as **someone who listened** and as a constant source of support.
- There was a **constructive challenge and validation of decisions**
- The approach encouraged **open and honest discussion**
- This suggests that the greatest value has come from the interactive process rather than just the technical content.

Impact on the Leadership Role

The programme has contributed to:

- **A better understanding of the role of Group Leader**
- **A more conscious approach to communication and leadership**
- Consideration of **different approaches to situations**

iii. Conclusion

The feedback shows that the Development Plan has been successful overall, with key strengths including:

- **Quality of the coaching relationship**
- **Bespoke opportunities for reflection and self-reflection**
- **Creating a safe environment for open discussion**

5. COMMUNICATIONS

The close collaboration between the Learning and Development Team, the Democratic Service and other relevant officials within the Authority continues to be effective. This helps to ensure that the plan responds to the needs of our Elected Members and continues to develop as needed.

Invitations to attend training continue to be shared through the usual arrangements, namely via a *MembersSupport* email address, as well as direct invitations via 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

Generally, the sessions are held as classroom sessions. However, the recent move to offer some virtual sessions also continues, along with the option, where appropriate and relevant, of recording sessions for further use. It should be noted that the delivery method is dependent on the subject in question and the method offered or 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 their commitments are taken into account and to increase attendance. Some subjects are also delivered in the form of e-modules, increasing the opportunity to complete them in a flexible and convenient manner.

7. TO SUMMARISE

The plan in question continues to evolve and will be reviewed and amended as necessary, for example following changes in legislation, procedures or other external issues. This will ensure that we are able to respond to identified needs and provide timely and relevant provision.

8. RECOMMENDATION

The Committee is asked to note the contents of this 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 (<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 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 Iechyd 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 1	6 26 6 23 9 4 0 1 1 2 1 7 3 1 2 1 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)