

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>MEETING:</b>	STANDARDS COMMITTEE
<b>DATE:</b>	12 SEPTEMBER 2018
<b>TITLE OF REPORT :</b>	MEMBER DEVELOPMENT
<b>REPORT BY :</b>	HUMAN RESOURCES DEVELOPMENT MANAGER
<b>CONTACT OFFICER :</b>	MIRIAM WILLIAMS (extension 2512)
<b>PURPOSE OF REPORT :</b>	TO PROVIDE AN UPDATE ON THE PROGRESS OF THE MEMBER DEVELOPMENT PROGRAMME

**BACKGROUND**

The purpose of this report is to provide the Standards Committee with an update on the progress of the development opportunities offered to Elected Members since the report submitted on the 14<sup>th</sup> March 2018.

A revised plan for 2018/19 was presented and adopted by the full council on the 15<sup>th</sup> May 2018. This was compiled with input from Senior Officers and Group Leaders in order to meet the needs for this Authority for the forthcoming financial year.

**MEMBER TRAINING AND DEVELOPMENT PLAN**

As an evolving document, the Development plan has since been amended to reflect the additional training that has been offered since my last report, see Appendix 1.

Between 1<sup>st</sup> April 2018 and 14<sup>th</sup> September 2018, 10 formal development sessions have/are being offered. The sessions being offered range from Finance session, Safeguarding and Health and Safety and Scrutiny topic areas.

Where applicable, Lay Members and Standards Committee Members are invited to specific training sessions.

**COSTS**

Training delivery has been a combination of both officer led and external providers with a substantial contribution being invested in the Scrutiny Training programme.

As always attendance at development sessions is essential to ensure value for money.

## **E-LEARNING**

Considerable efforts have been made to encourage Elected Members to familiarise themselves with the range of E-Learning programmes available to them.

In order to assist Elected Members with this, the E-Learning Officer has delivered a number of sessions, to Members of Scrutiny and Standard Committees, to provide individuals with knowledge, skills and confidence to utilise the programmes.

Since 1<sup>st</sup> April 2018 Elected Members have accessed the following modules:

The Effective Ward Councillor (x8)  
Public Speaking Skills (x5)  
Introduction to Scrutiny (x5)  
Decisions for Future Generations (x2)  
Corporate Parenting (x2)

## **EVALUATION**

Evaluation of training continues to be encouraged in order to establish whether the training meets the Members' requirements and in order to identify any additional needs.

## **PERSONAL DEVELOPMENT REVIEWS (PDR) FOR MEMBERS**

Arrangements with regards to completion of PDR's for this financial year has been co-ordinated by the Head of Democratic Service.

The training needs identified are of a generic nature.

## **MOVING FORWARD**

To continue to amend the Development Programme to reflect the offer that is made to Elected Members based on the needs identified.

The HR Development Manager to continue to seek possible opportunities to work collaboratively with other North Wales Authorities to ensure cost effectiveness of any training being commissioned.

## **RECOMMENDATION**

The Committee is requested to note the progress made in terms of the Member Development Programme.

**Miriam Williams**  
**HR Development Manager**  
**September 2018**

Appendix 1

<b>ELECTED MEMBER DEVELOPMENT PROGRAMME 2018/19</b>			
<b>(Where possible, training will be arranged Thursdays/Fridays avoiding the first Thursday afternoon each month to avoid clashes with because of Member briefing sessions. Where possible dates/times have been noted)</b>			
<b>What</b>	<b>Audience</b>	<b>Provider</b>	<b>When</b>
Treasury Management	Audit Committee	Richard Basson	<b>05/06/2018</b>
Safeguarding Issues	All Elected Members <b>(M)</b>	Annwen M Hughes, Service Manager (Safeguarding and Quality Assurance Provision)	<b>postponed</b>
Corporate Parenting	All Elected Members	Fôn Roberts, Head of Children's Services	<b>postponed</b>
Scrutiny	All Elected Members (M)	David McGrath	<b>13 &amp; 14 September 2018</b>
Regulation and Inspection Act Social Services (Wales)	All Elected Members	Alwyn Rhys Jones, Head of Adults Services	<b>26/07/2018</b>

04/09/2018

Appendix 1

Decisions for Future Generations (Wellbeing of Future Generations Act)	All Elected Members (M)	Workshop - Senior officers and experienced members. E-Learning	<b>Date to be Confirmed</b>
General Data Protection Regulation (GDPR)	All Elected Members (M)	E-Learning/Workshop	<b>Date to be Confirmed</b>
Introduction to Equalities	All Elected Members(M)	E-learning/Workshop	<b>Date to be confirmed</b>
Community Leadership and Casework	All Elected Members	Head of Democratic Services/experienced senior member/ E- learning	<b>Date to be confirmed</b>
Modern Gov – Recording Training 2 <sup>nd</sup> phase, drop-in sessions	All Elected Members	Internal Officer	<b>May 2018 (briefing sessions held) September 2018</b>
Chairing Skills (Managing Meetings)	All Committee Chairs & Vice Chairs	External Facilitators/E-Learning David McGrath	<b>13 &amp; 14 September 2018</b>
WLGA Leadership Programme	Nominated Elected Members	Regional workshops	<b>November 2018</b>

Appendix 1

<b>Licencing</b> - Update	Members of the Planning and Licensing Committee (M)	Internal Officers	<b>Date to be confirmed</b>
<b>Health &amp; Safety</b> IOSHH Leading Safely	All Elected Members (M)	Catrin Love	<b>12/07/2018</b>
<b>Personal Safety and online abuse</b>	All Elected Members	Catrin Love	<b>12/07/2108</b>
<b>Planning</b> <ul style="list-style-type: none"> <li>• Flood Matters</li> <li>• Elected Members role in the planning process</li> </ul>	All Elected Members (M)	Natural Resources Wales Internal Officers	<b>Date to be confirmed</b>

**AVAILABLE E-LEARNING MODULES**

- General Information Governance
- Effective Writing
- Managing Yourself and Your Time
- Emotional Intelligence
- Violence against women, domestic abuse and sexual violence
- Prevent
- Introduction to Equality and Diversity

**04/09/2018**

## Appendix 1

- Stress Awareness
- Work Welsh Welcome
- Ethics and Standards
- Corporate Parenting
- The Effective Ward Councillor
- Introduction to Scrutiny
- Decisions for Future Generations
- Chairing Meetings
- Public Speaking Skills

**(M) = Mandatory**

**Further training in both knowledge and skills to be determined from Personal Development Reviews when induction programme completed**

**Note: A separate Scrutiny Development programme is also being run in parallel with this programme**