



Complete Agenda

Democracy Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

DEMOCRACY SERVICES COMMITTEE

Date and Time

1.00 pm, TUESDAY, 27TH FEBRUARY, 2024

Location

Cyfarfod Rhithiol / Virtual Meeting

Contact Point

Annes Sion

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(DISTRIBUTED 19/02/24)

DEMOCRACY SERVICES COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (9)

Councillors

Annwen Hughes
Olaf Cai Larsen
Gwynfor Owen
Arwyn Herald Roberts
Vacant Seat - Plaid Cymru

Linda Ann Jones
Edgar Wyn Owen
Llio Elenid Owen
Beca Roberts

Independent (5)

Councillors

Anwen J. Davies
Eryl Jones-Williams
Vacant Seat - Independent

Anne Lloyd-Jones
Dewi Owen

Labour / Liberal (1)

Councillors

Stephen Churchman

Ex-officio Members

Chair and Vice-Chair of the Council

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest.

3. URGENT ITEMS

To note any items that are a matter of urgency in the view of the Chairman for consideration.

4. MINUTES

4 - 8

The Chairman shall propose that the minutes of the last meeting of this committee held on 14 November 2023, be signed as a true record.

5. 2024/25 COMMITTEES CALENDAR

9 - 11

To recommend the Committees Calendar for 2024/25 for adoption by the Full Council.

6. SUPPORT FOR COUNCILLORS

12 - 14

To note the observations and accept the report.

7. LEARNING AND DEVELOPMENT PROVISION FOR COUNCILLORS

15 - 24

To give an update on the learning & development provision for Councillors and highlight some obstacles to delivering the programme.

DEMOCRACY SERVICES COMMITTEE, 14/11/23

PRESENT:

Councillors: Dewi Owen (Chair), Anwen J. Davies, Annwen Hughes, Eryl Jones-Williams, Linda Ann Jones, Olaf Cai Larsen, Anne Lloyd-Jones, Edgar Wyn Owen, Gwynfor Owen, Llio Elenid Owen and Beca Roberts.

Officers: Ian Jones (Head of Corporate Support Department / Head of Democracy Services), Vera Jones (Democracy and Language Services Manager), Catrin Love (Assistant Head of Corporate Support), Cara Williams (Member Development Officer), Annes Sion (Democracy Team Leader) and Ffion Elain Evans (Democracy Services Officer).

Also in attendance: Councillor Menna Trenholme (Cabinet Member for Corporate Support).

At the beginning of the meeting, the Chair extended condolences on behalf of the committee to the family and colleagues of Carey Cartwright, Learning and Development Service Manager, who regularly attended the meetings of this committee.

1. APOLOGIES

Apologies were received from Councillor Stephen Churchman and Councillor Arwyn Herald Roberts.

2. DECLARATION OF PERSONAL INTEREST

No declarations of personal interest were received.

3. URGENT ITEMS

No urgent items were raised.

4. MINUTES

The Chair signed the minutes of the previous meeting, held on 15 June 2023, as a true record.

5. THE FINANCIAL REMUNERATION PANEL FOR WALES' DRAFT REPORT

The Democracy and Language Services Manager presented the report by explaining that the panel were the ones responsible for setting the financial remuneration level for councillors. It was noted that their role was completely independent and that they published a report annually in October to outline the proposal for the subsequent financial year. For the 2024/25 financial year, it was explained that the panel had not suggested any significant changes but that they proposed increasing the basic allowance offered to Councillors and that it would be payable from April 2024 onwards. There would be an increase in the sum offered to the Councillors who received senior salaries as well.

It was explained that the other main change was that the panel addressed matters relating to payments for co-opted members. It was explained that the current arrangements noted that co-opted members should receive financial remuneration based on a full-day or half-day. But due to changes to work practices, such as more frequent on-line briefing

meetings etc., it was explained that the panel considered offering flexibility when paying co-opted members, including hourly rate payments.

The Democracy and Language Service Manager explained that six questions were included in the consultation and asked whether it would be possible for the committee to provide comments on the different aspects per question in order to use the comments to prepare a response to the panel's consultation.

- *Question 1: Balance between affordability and sufficient financial remuneration for representatives?*
 - o It was noted that the panel's proposals seemed affordable enough compared to the Council's budget as a whole and therefore seemed fair enough.
- *Question 2: Opinion on the flexibility of payments to Co-opted Members?*
 - o The Members agreed that the reasoning behind the change to the way Co-opted Members were paid made sense considering the change to the work circumstances and that it happened in a more fragmented and consistent way by now.
 - o The system's flexibility and the way that it could be changed when new circumstances arose was praised.
- *Question 3: Good practice in terms of using the Panel's powers to encourage more sustainable travel amongst Members?*
 - o It was noted that the option of hybrid working had now led to more sustainable working and that providing Councillors with the choice was a good way forward.
 - o Questions were asked relating to the situation regarding insurance if sharing a car with another Councillor to attend meetings. In response, it was confirmed that there would need to change the insurance to a policy that covered business trips to be able to use it by virtue of the post.
 - o Attention was drawn to the fact that travelling costs were significantly higher if one did ward work when living in a rural ward compared to an urban ward and that no recognition was given to that issue.
- *Question 4: Awareness of the Councillors' rights for reimbursements and the steps to improve that.*
 - o The Democracy and Language Services Manager noted that information regarding the Councillor's rights was available on the Members Intranet and in the Democracy Services Committee meetings. It was enquired what further steps could be taken to raise the Councillors awareness regarding their rights?
 - o In response, it was noted that although some Councillors were not aware of all their rights, they knew who to contact if a problem did arise and that there would be officers available to answer any question.
 - o Attention was drawn to the fact that a large proportion of the information was provided all together for the Councillors at the start of the period following the election and that it could be quite overwhelming. It was noted that sending the information again to remind the Councillors would be beneficial.
 - o The Democracy and Language Services Manager agreed that sending the information once again would be beneficial, but she encouraged the members to make use of the weekly Bulletin for Members since it included a lot of information.
- It was decided not to ask the members for their opinion on question 5 since it was more relevant to Town and Community Council members.

- *Question 6: Opinion on reports for the future to combine Members' travel and subsistence costs instead of per individual?*
 - o It was explained that the panel had suggested reporting on members' travel and subsistence costs as a lump sum per Council for the future instead of per member as was currently done.
 - o In response, it was noted that providing the information per individual member meant that those members who lived the furthest away from Caernarfon would be associated with high travel costs.
 - o If the intention was to ensure that individual members were not associated with high travel costs, support was expressed for the change since reporting information per individual member could be unfair to those who had to travel furthest.

RESOLVED to accept the report and present the committee's observations to formulate a response to the Independent Remuneration Panel's draft report consultation.

6. PRIORITIES OF THE HEAD OF DEMOCRACY SERVICES - UPDATE

The Head of Democracy Services presented the report, reminding the committee that there were four priority fields outlined to receive attention during 2023/24 namely safety and support for Councillors; personal development discussions; review of scrutiny arrangements and a paperless Council.

In terms of the safety and councillor support aspect, it was explained that information regarding health and well-being matters would be provided on the Members' Intranet and regular updates were given on the field in the Members' Bulletin. It was noted that not many Councillors were aware of the bulletin and that it would be useful to have the committee members' opinion on how to ensure better use of the Members' Intranet and weekly bulletin to communicate important key information.

It was explained that every member had received an invitation to take advantage of a Consultation Session which was an informal discussion with a specialist from the Learning and Development field to discuss their role as a member. It was noted that up until now they were rarely used and so the members were reminded that they would have to contact the Members Development Officer to arrange a session.

In the context of the shift to become a paperless Council, it was explained that there had been developments over the summer. Recognition was given to the fact that it had not been an easy shift and the members were thanked for their cooperation on the matter. The members were reminded that it would be possible for them to get in touch if they needed an additional screen or to arrange a 1:1 training slot to understand the equipment.

In terms of other developments, it was explained that changes were made to the sound system in Siambr Hywel Dda following observations from the Councillors. An overview of the training opportunities given to members was given also.

Matters raised during the discussion:

- The department was thanked for the support.
- Regarding the shift to become a paperless Council, appreciation was expressed of the fact that the department had held individual discussion with those who continued to receive paper copies.

- Attention was drawn to the fact that there were reception problems in some rural areas in Gwynedd and that it could be problematic when trying to read documents on-line.
- It was noted that the safety and support to Councillors was important and that being proactive was necessary when ensuring priority for the field. The Head of Democracy Services confirmed that the matter would be a priority area for quite some time.
- Astonishment was expressed regarding the low number of members who attended training and it was questioned whether the training provided covered what Councillors needed?
 - o In response, it was noted that that the department understood that the Councillors' time was in demand but that they were encouraged to attend the training sessions.
 - o Attention was drawn to the fact that one of the Council's new priorities was increasing the Council's diversity and that meant more Councillors had other responsibilities by now such as a full-time job and childcare responsibilities. It was noted that this needed to be kept in mind when considering the numbers attending training.
- It was asked whether there had been a reduction in the numbers attending training over the years and how this compared to other authorities?
 - o The Member Development Officer noted that she held regular meetings with Anglesey and Conwy Councils and she believed that Gwynedd were doing quite well in terms of training.
 - o It was noted that Gwynedd had many experienced members who did not see the need to attend further training and that there was a need to focus on the new councillors.
 - o It was explained that the training was categorised on the Intranet as core titles etc. and that work was being undertaken to prepare a booklet that would further simplify this.
- The public speaking training was praised, noting that it had been very beneficial.
- Attention was drawn to the fact that, in the past, some members were used to meeting as a group of councillors who were women and that had been beneficial.
 - o The Democracy and Language Services Manager explained that those meetings had ended due to a lack of resources, however, there was an intention to re-start those sessions.
 - o It was suggested that it may have been possible to hold sessions for Councillors who were women and new Councillors for them to have an opportunity to discuss different matters in a more informal manner.

RESOLVED to accept the report and the information.

7. SUPPORT FRAMEWORK FOR MEMBERS

The report was presented by explaining that ensuring support for Councillors had been key in Cyngor Gwynedd for quite a while. With the support of Welsh Local Government Association (WLGA), the Council collaborated and compared with other local authorities, learning and benefiting from their experiences. It was explained that by now, the WLGA had developed a voluntary Self-assessment Framework that offered different areas for the Councils to concentrate on to self-evaluate their performance. It was noted that an advisory document had been developed by the association and that Cyngor Gwynedd had ensured opportunity to present observations in response to the advisory document.

It was explained that Cyngor Gwynedd were eager to plan to proceed with the work following the approval of the final framework. It was recommended that a small group of

the Democracy Services Committee's members met to assess the following from the final framework:

- Is the Council responsible for the field or not?
- The Council's current performance against the framework's expectations.
- Is it a priority of the Council?
- Are there any potential improvement steps?

It was explained that the above steps could be used to create a work programme of improvements by using the framework as grounds to identify matters to prioritise. It was noted that it would be an effective starting point, but it was emphasised that the framework must be used wisely whilst considering the resources available to the Council.

Matters raised during the discussion: -

- In terms of creating a small group, it was explained that the Democracy and Language Service Manager would contact the representatives as soon as possible after the framework would be finalised.
- It was proposed that the Councillor Dewi Owen, Beca Roberts, Anne Lloyd-Jones and Cai Larsen would form the group.

RESOLVED to accept the report and the information.

The meeting commenced at 1:00pm and concluded at 2:20pm.

MEETING	Democracy Services Committee
DATE	27 February 2024
SUBJECT	2024/25 Committees Calendar
PURPOSE	To recommend the Committees Calendar for 2024/25 for adoption by the Full Council
AUTHOR	Annes Sion Democracy Team Leader

1. BACKGROUND

- 1.1 The calendar of the Council's committee dates for 2024/25 is submitted for your consideration prior to being submitted to the Full Council on 3 March.
- 1.2 The Calendar assists the Council, its Members and the public to plan ahead for the dates and times of the Council's principal meetings.
- 1.2 Note that these are the dates we have currently scheduled, but situations can arise where additional meetings may need to be arranged to carry out Council business.
- 1.3 While every effort is made to avoid holding meetings during school holidays, this is not possible on all occasions if the continuation of Council services is to be ensured.
- 1.4 Relevant officers and Eryri National Park were consulted regarding the draft version of the committees' calendar to ensure that there were no clashes with other meetings. In addition, we have sought to ensure that there is no clash with the dates of the North Wales Economic Ambition Board and North Wales Corporate Joint Committee meetings, although not all dates for 2024/25 are known yet.

2.0 2024/25 COMMITTEES CALENDAR

- 2.1 See the appendix for the dates of Council Meetings in 2024/25.
- 2.2 It is noted that all meeting dates have slipped slightly compared to a usual year as a result of the Police Commissioner Election which will be held on 2 May 2024. Consequently, the first Council meeting will not be held until the following week of 9 May 2024.

- 2.3 There is a backup date for the Extraordinary Meeting of the Full Council for September, as a meeting will be needed to discuss Single Transferable Vote systems. This will be subject to the Full Council's decision regarding the Single Transferable Vote systems work programme that is to be discussed on 7 March 2024.

3. RECOMMENDATION

- 3.1 To recommend that the Full Council approves the Committees Calendar for 2024-25.

2023/24	Meeting time	May	June	July	August	September	October	November	December	January	February	March	April	May
COUNCIL	pm	9*		4		(19***)	3		5			6		1*
Cabinet	pm	14	11	9		17	15	5 / 26	17	21	11	11	8	
Education and Economy Scrutiny Committee.	am / pm			11			17		12		13		10	
Communities Scrutiny Committee	am / pm	16				12		7		23		20		
Care Scrutiny Committee	am / pm		13			26		21		30			3	
Governance and Audit Committee	am	23				5	10	28		16	6			
Democracy Services Committee	am / pm		18					12			18			
Planning Committee	am / pm	20	24	29		9 / 30	21	18	9	13	3	3 / 24	28	
Central/General Licensing Committee	am		10			23			2			10		
Standards Committee	am		17					4			17			
SACRE	pm			2				19			4			
Language Committee	am		25				22			28			29	
Local Joint Consultative Committee	am													
Employment Appeals Committee	am / pm	17	21	12		13	11	15	13	17	21	14	11	
Pensions Committee	pm		17			16		25**		20		17		
Porthmadog Harbour Consultative Committee	pm						1					4		
Pwllheli Harbour Consultative Committee	pm						8					11		
Aberdyfi Harbour Consultative Committee	am						15					18		
Abermaw Harbour Consultative Committee	pm						22					25		

*Annual Meeting

**Pensions Committee (am) / Annual Meeting (pm)

***Backup date for Special Meeting to discuss the Single Transferable Vote

Meeting time (as required) **am** – morning **pm** – afternoon **am/pm** – all day

These are the dates we have currently scheduled, but situations can arise where additional meetings may need to be arranged to carry out Council business.

Date of meeting :	27 February 2023
Subject	Support for Councillors
Recommendation	The Democracy Services Committee is asked to note the observations and accept the report.
Contact Officer:	Annes Sion

What is the background and relevant considerations?

1. The Democracy Team is working hard to ensure full support for Councillors. In order to ensure appropriate support, we ask for your views regularly.
2. We are eager to improve our service continually and provide the support that Councillors need. Therefore, it was timely to seek feedback on the service being offered by the democracy team in particular.
3. A variety of questions were asked, about satisfaction with the team's work as well as any future developments the team might make. 31 Councillors responded to the questionnaire in full and set out their views on the team's service.
4. 91% rated the service as very good or good with 1 indicating it was acceptable, and 2 not answering the question.
5. A number of additional responses were received, which included the following:

"Everything happens without fuss. Papers on time, committees and so on run smoothly. A lot of work goes on in the background by the team, quietly and effectively"

"I get the papers to read in good time. I also know that I can ask for help if there is a problem or something I don't understand.

It is good to feel that there is somewhere to turn for advice / help"

"I feel that I know the officers better than any other team and can ask 'yup' questions without being judged. - a lot of support and the officers have helped me personally in a number of ways"

"Effective service, conscientious and kind staff"

6. The person who noted that the service was "acceptable" offered comments that were relevant to a different Department, and therefore their comments did not reflect the team's service. I will arrange to have a direct conversation to get the person's views on the team's work.

7. A question was asked about whether there are any developments or changes the team could make to further support Councillors in their role. The majority indicated that no development was needed. However, among the responses one noted that information on the appointments of Councillors to Outside Bodies needed better consistency. The need to update the information regularly to ensure it is up to date was highlighted. As a team we have started looking at the update work and ensuring that arrangements are in place to do this regularly.
8. Among other comments one indicated the need for assistance with email management and to receive further training about this. We forwarded this request to the learning and development team.
9. One member expressed dissatisfaction with going paperless. It is noted that the steps to going paperless follow the Full Council's decision to reduce our carbon footprint and realise savings by reducing printing and postage costs. We understand that changing habits can be challenging, but we hope over time it will get easier. We will discuss with the individual to see if it is possible to assist the Councillor with this change.
10. Another person indicated that they were happy with the team's service, however dissatisfaction with the Cabinet system in particular was highlighted. It must be stressed that this is the statutory system that exists and that there are no steps that the team can take to change this system.
11. It was also highlighted that the role of a Councillor can be challenging, and that Councillors should be treated respectfully bearing in mind that everyone has feelings. There was a request for Councillors to remember to treat each other respectfully always. This is an opportunity for us to remind you of the range of support available for mental health issues, or threats from the public for example. The 'Look after yourself' tile on the member intranet is extremely important and committee members are asked to remind your fellow members of the contents of the intranet and that particular tile.
12. We received an opinion that the questionnaire was potentially more relevant to the new Councillors who are continuing to settle into their new roles. But as we are keen to improve our service and meet the requirements of all Councillors on an ongoing basis it is vital that we ask all members about the support available.
13. In addition to the electronic questionnaire that is sent to Councillors once a year, we will re-start our arrangements to hold a conversation with 2 or 3 Councillors each month to discuss the support being offered to you and gain a better understanding of the barriers.

Female Councillors

14. As part of the activities of the Promoting Diversity in Democracy programme, arrangements were put in place over the last Council term to hold specific sessions for Women who are Councillors. These informal sessions (chat over a cuppa) have offered a safe space where Councillors have had an opportunity to:

- support each other and compare experiences and learn from each other
- discuss barriers or issues that concern them and offer solutions.

15. Two meetings were held before Christmas, but it must be noted that attendance was very low and therefore weren't as successful. We hope to hold a session again in early March.

Recommendation

16. The Democracy Services Committee is asked to note the observations and accept the report.

MEETING	Democratic Services Committee
DATE	27 February 2024
TITLE OF THE REPORT	Learning & Development provision for Councillors
PURPOSE	To give an update on the learning & development provision for Councillors and highlight some obstacles to delivering the programme
RECOMMENDATION	The Committee is invited to make recommendations before accepting the report.
AUTHOR	Catrin Love, Assistant Head of Corporate Support

1 Overview

- 1.1 As we look ahead to a new financial year that is full of challenges, it is more timely than ever to review and rationalise the Learning & Development arrangements for Elected Members, in exactly the same way as is happening with staff. This comes on the back of an extremely challenging season for the Learning & Development team.

- 1.2 Last year, face-to-face training for Elected Members was resurrected, and although the vast majority continues to take place virtually, the provision is now a mix of virtual and face-to-face with some specific titles required to be held face-to-face.

- 1.3 The training programme is continuously evolving and growing, and we are now consulting with Department Heads and Officers on the content of the 2024/25 programme. However, some issues arise which require attention in moving forward and will be brought to your attention in the next part of the report.

- 1.4 We will also include titles at the request of Members and to this extent, welcome any further suggestions.

2 2023/24 Training Programme

- 2.1 The 2023/24 programme is shown in Appendix 1, and the proposed 2024/25 programme in Appendix 2. The issues that have arisen when trying to implement this programme, and drawing up next year's programme is as follows:

- 2.2 There are seven areas of training that have been identified as 'Core titles' for Elected Members. These are the titles that are most key in order to allow Elected Members to carry out their role effectively, and that are within legal boundaries.
 - Code of Conduct
 - Information about People: Your Responsibility
 - Safe Leadership & Personal Safety
 - Your responsibility for Equality
 - Wellbeing & Future Generations Act
 - Your responsibility as a corporate parent
 - Safeguarding Children & Adults

- 2.3 The expectation is therefore that all Members attend these events as a minimum, and that any training beyond that supports these core, essential sessions.

- 2.4 It is our duty to highlight the number of Members who have completed the core titles, as numbers remain quite low considering that some of the titles have been available for a number of years now, and have been offered in several forms i.e., face-to-face, virtual and some evening sessions.

Title	Numbers attended	Numbers who have not attended
Code of Conduct	39	29
Information about People : Your Responsibility	45	23
Safe Leadership & Personal Safety	44	24
Your responsibility for Equality	27	41
Wellbeing & Future Generations Act	14	54
Your duties as a corporate parent	39	29
Safeguarding Children & Adults	33	35

- 2.5 The main concern around this situation is that members who have not attended will not have been presented with information that is crucial to their role. Beyond that, the situation is also hindering efforts to move the wider training programme forward. This is because we're having to continue to revisit and organise further sessions on these core titles. This not only eats into the programme's time, but also requires Officer time. Furthermore, many courses have to be cancelled at the last minute due to the number of apologies or lack of registered names.
- 2.6 Another issue we have seen arise over the last year is a high number of requests being received for all sorts of different titles. These requests come from several directions, and at different times within the year e.g., Council Departments, from Members themselves, and opportunities from external bodies such as WLGA, Data Cymru etc. This makes setting a definite programme for the year, at the start of the year, almost impossible.
- 2.7 This issue in particular has also led to comments from some Members that the programme is too heavy, and also contributes to the issue already mentioned, that is of sessions having to be cancelled at the last minute due to a lack of numbers.
- 2.8 It is felt that the above situation is untenable, and therefore the intention for the coming year is to rationalise the proposals somewhat and prioritise clearly. To this end, there has been consultation with Heads of Department as to what they see as priorities in their fields, and another round of the core titles will be organised for 2024/25.
- 2.9 This is not to say that it will not be possible to meet requirements going forward, only that provision will be rationalised and scheduled according to capacity.

The Committee is invited to consider the training arrangements, offer comments and approve the steps proposed.

RHAGLEN DATBLYGU AELODAU ETHOLEDIG

ELECTED MEMBERS' DEVELOPMENT PROGRAMME

Ysrfen sy'n ymddangos yn dywyll – Digwyddiadau “Craidd” / Bold type – ‘Core Titles’ – Pwysig Mynychu

Ysgrifen cyffredinol – Digwyddiadau “Dewisiol” / General type – Optional titles

Dyddiad ac amser / <i>Date and time</i>		Digwyddiad / <i>Event</i>	Dull Dysgu / <i>Learning Method</i>	Arweinwyr / <i>Leaders</i>
Mai 3 May	(3:00 – 5:00)	Ein dyletswyddau fel Rhieni Corfforaethol Our duties as Corporate Parents	Rhithiol / Virtual	Marian Parry Hughes, Aled Gibbard, Elenid Glyn
Mai 12 May	(10:00 – 1:00)	Rhagfarn heb Wybod Unconscious Bias <i>Llefydd yn gyfyngedig i 12 / Limited spaces of 12)</i>	Ystafell Ddysgu Enlli Learning Room, Y Ganolfan Ddysgu, Caernarfon	Iwan Wyn Jones, Ffion Bryn Jones
Mehefin 5 + 7 June	(9:30 – 12:30) (1:30 – 4:30)	Carbon Literacy (ar gyfer Aelodau Cabinet a Chadeiryddion Pwyllgorau Craffu / For Cabinet Members and Scrutiny Chairs)	Rhithiol / Virtual	Cynnal Cymru
Mehefin 7 June	(10:00 – 11:30)	Canlyniadau'r Cyfrifiad Census Results	Rhithiol / Virtual	Emyr Edwards
Mehefin 9 June	(10:00 – 12:00)	Gwynedd Oed Gyfeillgar a Ffrindiau Dementia Age Friendly Gwynedd and Dementia Friends	Wyneb i Wyneb Neuadd Goffa Penrhyndeudraeth Memorial Hall	Emma Quaeck
Mehefin 10 June	(2:00 – 3:00)	Helpu pobl gyda'r argyfwng costau byw Helping people with the cost of living crisis	Rhithiol / Virtual	Megan Meeke

Mehefin 21 June	(10:00 – 13:00)	Ymwybyddiaeth Iechyd Meddwl a hunan laddiad Mental Health and suicide awareness	Rhithiol / virtual	Meinir Evans (Hwb Cymunedol Felin Fach Pwllheli)
Mehefin 29 June	(4:00 – 5:30)	Sesiwn Codi Ymwybyddiaeth: Cyfarwyddyd Erthygl 4 (Ail gartrefi a llety gwyliau) Session to Raise Awareness: Article 4 Direction (Second homes and holiday accommodation)	Rhithiol / virtual	Gareth Jones/Keira Sweeney, a Swyddogion Amrywiol / Various officers
Gorffennaf 3 July	(10:00 – 11:30)	Hyfforddiant Data 101 i Gynghorwyr : Cyflwyniad i ddeall a defnyddio Data / Data 101 training for Councillors – Introduction to understanding & using Data	Rhithiol / virtual	Roisin Roberts (Data Cymru)
Gorffennaf 18 July	(2:00 – 4:00)	Sipsiwn a Theithwyr - Hyfforddiant Sensitifrwydd Diwylliannol / Gypsies & Travellers - Cultural sensitivity training	Rhithiol / virtual	Jay Harley (Gypsies & Travellers Wales)
Medi 6 & 20 September	(9:30 – 12:30)	<i>Siarad yn Gyhoeddus / Public Speaking</i> <i>(Llefydd yn gyfyngedig i 6 / Limited spaces of 6)</i>	Wyneb i wyneb a Rhithiol Face to face & virtual	Sglein
Medi 20 September	(1:30 – 4:30)	Pendantrwydd / Assertiveness	Ystafell Deudraeth, Penrhyndeudraeth	Sglein
Hydref 4 October	(2:00 – 3:00)	Recriwtio yn maes gofal / Recruiting into the care sector	Rhithiol / Virtual	Gill Paul + Gwenno Angharad Williams
Hydref 5 October	(3:00 – 4:00)	Hyfforddiant i Gadeiryddion ac Is-gadeiryddion Pwyllgorau Craffu ar ystyriaethau cyfreithiol wrth Gadeirio Pwyllgorau Craffu Training for Chairs & Vice Chairs of Scrutiny Committees on legal considerations when chairing Scrutiny Committees	Rhithiol / Virtual	Sion Huws
Hydref 11 October	(10:00 – 11:30)	Adran Oedolion - Gweithio gyda'n gilydd i sicrhau canlyniadau da i bobl Gwynedd Adult Department – Working together to ensure good outcomes for the people of Gwynedd	Rhithiol / Virtual	Meilys Smith, Catrin Thomas, Mari Wynne

Hydref 18 October (2:00 – 3:30)	Troseddu Cyfundrefol – Gangiau Cyffuriau - Llinellau Sirol Organised Drug Gangs - County Lines	Rhithiol / Virtual	Trystan Davies, Heddlu Gogledd Cymru / North Wales Police
Tachwedd 15 November (3:30 – 4:30)	Ymwybyddiaeth Seibr Cyber Ninja Awareness	Rhithiol / Virtual	Llywodraeth Cymru / Welsh Government
Ionawr 24 January (2:00 – 4:00)	Ein dyletswyddau fel rhieni corfforaethol (I bawb sydd heb fynychu) Our duties as corporate parents (for those who haven't attended)	Rhithiol / Virtual	Aled Gibbard, Elenid Glyn, Ffion Edwards Ellis, Lisa Marie Thompson, Meinir Llwyd Bebb
Chwefror 2 February (2:00 – 4:30)	Eich Cyfrifoldeb dros Gydraddoldeb Your Responsibility for Equality	Rhithiol / Virtual	Delyth Gadlys Williams/Gwenno Mair Griffith
Chwefror 9 February (10:00 – 12:00)	Hyfforddiant Grwp 6 – Trais yn erbyn menywod Group 6 Training – Violence against Women	Rhithiol / Virtual	Cymorth i Ferched Cymru Welsh Women's Aid
Chwefror 29 February (10:00 – 12:00)	Hyfforddiant Grwp 6 – Trais yn erbyn menywod Group 6 Training – Violence against Women	Wyneb i wyneb / Face to face Ystafell Ddysgu Deudraeth Learning Room, Y Ganolfan Alw/ The Call Centre, Penrhyndeudraeth	
Chwefror 21 February (10:00 – 12:30)	Hyfforddiant Cod Ymddygiad a Buddiannau Code of Conduct & Benefits Training	Rhithiol / Virtual	Iwan Evans

Chwefror 28 February	(2:00 – 3:40)	Diogelwch Personol i Gynghorwyr Personal Safety for Councillors	Rhithiol / Virtual	CLILC / WLGA
Mawrth 5 March	(2:00 – 3:40)	Ymdrin â chamdriniaeth a bygythiadau ar-lein support with issues of abuse and intimidation	Rhithiol / Virtual	CLILC / WLGA
Mawrth 13 March	(9:30 – 10:30)	Cynllun Graddedigion a Phrentisiaethau – Cyflwyniad i ddeall am y cyfleon i bobl newydd Apprenticeships & Graduates Scheme – Presentation to understand the opportunities for the people of Gwynedd	Rhithiol / Virtual	Alun Lloyd Williams / Laura Evans / Saran Edwards
Mawrth 13 March	(4:30 – 6:00)	Arfer Gorau Pwyllgor Craffu Best Practice Committee Scrutiny	Rhithiol / Virtual	David McGrath Link UK Ltd
Mawrth 14 March	(10:00 – 12:00)	Cyflwyniad i wrth-hiliaeth Introduction to anti-racismq	Rhithiol / Virtual	Sean Wharton & Sunil Patel CLILC / WLGA
Mawrth 20 March	(10:00 – 11:30)	Arfer Gorau Pwyllgor Craffu Best Practice Committee Scrutiny	Hybrid + Ystafell Daron Room + Teams	Arwel Ellis Jones
Ebrill 9 April	(2:00 – 4:30)	Cod Ymddygiad Code of Conduct	Rhithiol / Virtual	Iwan Evans
Ebrill 17 April	(10:00 – 11:00)	Rhaglen Arweiniad Arian Money guiders Programme	Rhithiol / Virtual	Rhian Hughes
	(11:30 – 12:30)	Uchafu Incwm Income Maximisation	Rhithiol / Virtual	Megan Meeke

I'w gadarnhau maes o law To be confirmed in due course	Hybu'r Gymraeg – Rol i bawb Promoting the Welsh – A role for everyone	Rhithiol / Virtual	Llywela Haf Owain Williams
I'w gadarnhau maes o law To be confirmed in due course	Cyfarfod Cyngor Cyswllt Cymru – Gweithdai / Wales Contact Council Meeting – workshops	I'w gadarnhau / To be confirmed	CLILC / WLGA

Ysgriften sy'n ymddangos yn dywyll – Digwyddiadau “Craidd” / Bold type – ‘Core Titles’ – Pwysig Mynychu

Ysgriften cyffredinol – Digwyddiadau “Dewisiol” / General type – Optional titles

RHAGLEN DATBLYGU AELODAU ETHOLEDIG ELECTED MEMBERS' DEVELOPMENT PROGRAMME

Ysgrifen sy'n ymddangos yn dywyll – Digwyddiadau “Craidd” / Bold type – ‘Core Titles’ – Pwysig Mynychu

Ysgrifen cyffredinol – Digwyddiadau “Dewisiol” / General type – Optional titles

Dyddiad ac amser / <i>Date and time</i>		Digwyddiad / <i>Event</i>	Dull Dysgu / <i>Learning Method</i>	Arweinwyr / <i>Leaders</i>
Mai 1 May	(10:00 – 11:00)	Gwybodaeth am Bobl : Eich Cyfrifoldeb Chi (I bawb sydd heb fynychu) Information about People : Your Responsibility (For everyone who hasn't attended)	Rhithiol / Virtual	Helen Mary Parry
Mai 15 May	(10:00 – 11:30)	Hyfforddiant i Gadeiryddion a darpar Gadeiryddion Pwyllgorau Training for Chairs & prospective Chairs of Committees	Rhithiol / Virtual	Sion Huws
Mai 21 May	(2:00 – 3:30)	Arwain yn Ddiogel a Diogelwch Personol (I bawb sydd heb wneud yr Hyfforddiant) Safe Leadership & Personal Safety (For everyone who hasn't completed the training)	Rhithiol / Virtual	Gail Ann Warrington
Mehefin 7 June	(10:00 – 11:00)	Deddf Llesiant Cenedlaethau'r Dyfodol Future Generations and Wellbeing Act	Rhithiol / Virtual	Dewi Wyn Jones a Sandra Lynne Thomas
Mehefin 26 June	(10:00 – 12:00)	Ein dyletswyddau fel rhieni corfforaethol (I bawb sydd heb fynychu) Our duties as Corporate Parents (for everyone who hasn't attended)	Rhithiol / Virtual	Marian Parry Hughes, Aled Gibbard, Elenid Glyn, Lisa Marie Thompson, Meinir Llwyd Bebb

Gorffennaf 17 July	(10:00 – 11:00)	Diogelu Plant ac Oedolion Safeguarding Children and Adults	Rhithiol / Virtual	Dafydd Paul a Mannon Trappe
Medi 4 September	(10:00 – 11:30) (1:00 – 3:00)	Gwasanaethau Ataliol yng nghymunedau Gwynedd a Gofalwyr di-dâl Preventive Services in Gwynedd communities and Unpaid Carers Sgyrsiau Oed Gyfeillgar Age Friendly Conversations	Wyneb i wyneb (Lleoliad i'w gadarnhau) Face to face (venue to be confirmed)	Alun Gwilym Williams, Meilir Price Owen a Jessica Mullan, Sian Wyn Griffiths,

Ysgrifen sy'n ymddangos yn dywyll – Digwyddiadau “Craidd” / Bold type – ‘Core Titles’ – Pwysig Mynychu

Ysgrifen cyffredinol – Digwyddiadau “Dewisiol” / General type – Optional titles