



Complete Agenda

Democracy Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

DEMOCRACY SERVICES COMMITTEE

Date and Time

10.00 am, TUESDAY, 4TH NOVEMBER, 2025

Location

Virtual Meeting

Contact Point

Courtney Leigh Jones

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(DISTRIBUTED 27/10/25)

DEMOCRACY SERVICES COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (10)

Councillors

Annwen Hughes
Edgar Wyn Owen
Arwyn Herald Roberts
Ioan Thomas
John Pughe

Olaf Cai Larsen
Beca Roberts
Sian Williams
Vacant Seat
Vacant Seat

Independent (4)

Councillors

Anwen J. Davies
Eryl Jones-Williams

Anne Lloyd-Jones
Dewi Owen

Liberal Democrats / Labour (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 - 6

The Chairman shall propose that the minutes of the last meeting of this committee held on 25 June 2025, be signed as a true record.

5. DEMOCRACY AND BOUNDARY COMMISSION CYMRU DRAFT REPORT ON FINANCIAL REMUNERATION TO COUNCILLORS FOR 2026/27

7 - 12

Vera Jones, Democracy and Language Services Manager to present report.

6. WELSH GOVERNMENT CONSULTATION ON EXTENDING THE DUTY ON LOCAL AUTHORITIES TO BROADCAST MEETINGS

13 - 18

Vera Jones, Democracy and Language Manager to present report.

7. LEARNING AND DEVELOPMENT PROVISION FOR MEMBERS

19 - 24

Mari Edwards, Learning and Development Manager and Cara Williams, Member Development Officer to present report.

DEMOCRACY SERVICES COMMITTEE, 17/06/2025

PRESENT:

Councillors:

Anne Lloyd-Jones (Chair), Annwen Hughes, Arwyn Herald Jones, Eryl Jones-Williams, Dewi Owen, Ioan Thomas, Edgar Wyn Owen, Llio Elenid Owen, Beca Roberts.

Officers present:

Vera Jones (Democracy and Language Service Manager), Annes Sion (Democracy Team Leader), Mari Edwards (Learning and Development Manager), Cara Williams (Member Development Officer), Ian Jones (Head of Corporate Services) and Iwan Edwards (Democracy Services Officer).

1. ELECTION OF VICE-CHAIR

Councillor Dewi Owen was elected as Vice-Chair of the Democracy Services Committee for 2025/26.

2. APOLOGIES

Apologies were received from Councillors Anwen J. Davies, Cai Larsen, Stephen Churchman and Sian Williams.

3. DECLARATION OF PERSONAL INTEREST

No declarations of personal interest were received.

4. URGENT ITEMS

No urgent issues were noted.

5. MINUTES

The Chair accepted the minutes of the previous meeting of this committee held on 18 February 2025, as a true record.

6. DRAFT OF THE ANNUAL REPORT BY THE HEAD OF DEMOCRACY SERVICES

An annual draft report was submitted by the Head of Democracy Services. It was explained that the Head of Service is required to report annually to the Full Council, outlining the support available to Councillors.

It was noted that this year's annual report was concise and focused on the developments made during the year rather than outlining all the support available to Members. In addition, it was explained that the report outlined the main priorities for the year ahead.

It was explained that it was currently a draft report with an opportunity to comment on its content and form. It was emphasised that the report submitted to the Full Council would include a recommendation to establish an eighth Core Training Area for Elected Members, namely Violence against women, as supported by the Committee in February 2025. Committee members were thanked for their constructive comments during the meetings over the past year. It was noted that several teams were assisting the Head of Department in providing the best possible support and all were thanked for their hard work.

It was reported that work was being done to look at modernising the provision in the chambers . It was noted that a considerable amount of work had to be done in the background to hold multi-location meetings from the chambers.

Thanks were given for the report and for the straightforward and effective way it had been presented.

A Member noted that there was a lack of public reporting on the good work being carried out by the Democracy Service. It was mentioned that the service had been extremely helpful to him following his sight loss and that he would not have been able to continue in his role as a Councillor without this support. The member was thanked for his comments, and it was noted that his comments would be added to the report at his request.

It was noted that it was very useful to have the photographs and names of officers in the Democracy Service as part of the report.

Concern was expressed about scrutiny meetings due to the lack of time to scrutinise issues in depth. The comment was accepted, and it was noted that it would be of assistance to the department if the Member provided examples to look at them individually. It was noted that this was a problem across the Council and was not specific to one scrutiny committee.

DECISION

To accept the report and agree to make minor modifications before recommending it to Full Council for adoption.

7. LEARNING AND DEVELOPMENT PROVISION

A report was submitted by the Learning and Development Manager, providing an update on the Learning and Development provision for Members. It was explained that 7 core areas have been identified for Members, namely the core training that all Members need to undertake to be able to carry out their work effectively.

It was noted that consistent encouragement had been given to Members to complete core training, however, there had been very little increase in the numbers that had completed these since February 2025. It was explained that recordings of the 7 core titles were available on the members' intranet and this resource was on-line to make things easier for Members to access the titles to complete them in their spare time.

It was clarified that the Violence training, which was the eighth core area, would be operational following the Full Council's decision in July 2025. Recordings of the training would also be available on the members' intranet.

A Member expressed their astonishment that so many core courses remained uncompleted, particularly as recordings were available on the Members' intranet. It was noted that information about which members had completed the core training had been live on the Council's website since April and was therefore in the public domain.

DECISION

To accept the report, noting the observations submitted.

The meeting commenced at 2.00pm and concluded at 2.40pm.

| | |
|-------------------------|---|
| Date of meeting: | 4 November 2025 |
| Subject | DEMOCRACY AND BOUNDARY COMMISSION CYMRU DRAFT REPORT ON FINANCIAL REMUNERATION TO COUNCILLORS FOR 2026/27 |
| Recommendation | The Democracy Services Committee is asked for comments on the proposed decisions or any other relevant fields to form a response to the Democracy and Boundary Commission Cymru consultation. |
| Contact Officer: | Vera Jones, Democracy and Language Services Manager |

What is the background and relevant considerations?

1. This year, for the first time, the Democracy and Boundary Commission Cymru (the Commission) is responsible for setting the remuneration for Wales' Councillors. Previously, this was the responsibility of the Independent Remuneration Panel, but the Panel has now ceased. The draft report was published on 23 September 2025, outlining the proposed changes for the 2026-27 financial year. There is an opportunity to respond to the recommendations presented by **18 November 2025**.
2. The draft changes, should they come into force, will be published by the end of February 2026 and will be effective for the 2026-27 financial year, namely 1 April 2026.

The role of the Democracy and Boundary Commission Cymru

3. As noted above, this is the first year for the Democracy and Boundary Commission Cymru to be responsible for creating the report, and it is noted that there are some specific changes in the principles they present. They clearly note their intention to make significant changes to the payments framework once in each electoral cycle. The report prior to every local government election will consider major changes to the framework, with those in between focusing on annual upgrades.
4. This means that the draft report for 2026-27 considers upgrading sums where appropriate, but the framework is left unchanged. The next report, for 2027-28, will update the framework for those members who will be elected in the local elections in May 2027.



Main Decisions relevant to the Councillors

5. A full copy of the report in its draft form is available by clicking on the following link.

[draft-annual-report-2026-27-Final.pdf](#)

Remuneration for Elected Members.

6. The basic salary, which is paid to every elected member, is remuneration for the responsibility of representing the community and participating in the scrutiny and regulatory work and the functions associated with local governance. It has been based on a sum equivalent to three full days per working week, and the Commission is not changing this. The Commission has also noted that they are completely aware of the current restrictions on public funds and the impact that its decisions will have on the budgets of main councils.
7. The Commission has decided that it is right to maintain the link between the basic salaries of councillors and the average salaries of their electors for the 1 April 2026 to 31 March 2027 financial year. The basic salary will be aligned with three-fifths of the all-Wales ASHE 2024 (Annual Survey of hours and earnings 2024 - Welsh Government), the latest figure available at the time of writing. It is therefore noted that the increase for the basic salary and the senior salaries is 6.4%.
8. The basic salary will be **£21,044 for 26/27**, which is a 6.4% increase. The basic salary was £19,771 in 2025/26 and £18,666 in 2024/25.
9. The Commission has noted that they will look at the relationship between the salaries of Councillors and the relationship with ASHE Wales in more detail during the coming year. ***It is recommended that the committee members welcome this work, especially as there is a difference between the percentage of increase to members' salaries compared to the increase of 3.2% that staff received in 25/26.***
10. There are no details in the report noting that every Member will automatically receive the remuneration, or details about occasions where an individual member wishes not to receive the sum or a proportion of it, and the arrangements that will be in place for that to happen. ***It is recommended that the committee members seek confirmation of the situation as part of the response to the consultation.***

Senior Salaries for Elected Members

11. The report's appendix notes that a cap on the number of senior salaries continues to be 18 for Cyngor Gwynedd.
12. The table below shows the details of payments for senior roles, and every senior salary includes the basic salary payment. Note that the increase to the 'senior' element of the salaries is 6.4% for each role. The relevant figures for Cyngor Gwynedd (group B) are shown for 2026-27.

Financial remuneration

| Role | Likely 26/27 | 2025/26 | 2024/25 |
|--|-------------------------|----------------|----------------|
| Basic salary (payable to every elected member) | £21,044 | £19,771 | £18,666 |
| Band 1: leader | £71,025 | £66,727 | £62,998 |
| Band 1: deputy leader | £49,717 | £46,709 | £44,099 |
| Band 2: executive members | £42,615 | £40,036 | £37,799 |
| Band 3: committee chairs (if the role receives remuneration) | £31,567 | £29,657 | £27,999 |
| Band 4: the leader of the largest opposition party | £31,567 | £29,657 | £27,999 |
| Band 5: leaders of other political groups | £25,253 | £23,726 | £22,406 |
| | | | |
| Civic Head (Chair of the Council) | £31,567 | £29,657 | £27,999 |
| Deputy Civic Head (Vice-chair of the Council) | £25,253 | £23,726 | £22,406 |

13. The Civic Head is a senior post in councils that is different to political or executive leadership. As well as chairing important meetings, the civic head is the 'first citizen' and the authority's 'ambassador', who represents the council in its dealings with all types of organisations and bodies.

14. Note that there are no details regarding whether the role of Civic Head and Deputy Civic Head (if paid), have been included within the cap or not. (In the past, it was clear that it was not within the cap). ***It is recommended that committee members seek confirmation of the situation about the senior salaries for the Civic Head and Deputy Civic Head as part of the response to the consultation.***

15. The report notes that there are no further changes to the payments and the benefits paid to elected Members. The list in chapter 4 is welcomed as it confirms the decisions that already stand, especially the note explaining where to find the latest information (e.g. details of travel costs for councillors in the 2022 report - decision 9 and a list of the latest subsistence costs in point 81).

Overview and Scrutiny Joint Committee Members

16. The salary for the chair of the overview and scrutiny joint committee will be set at £10,522 and the salary of the vice-chair will be set as half of that, namely £5,261. This decision has existed for some years and refers to Scrutiny joint committees from local authorities, not the Scrutiny joint committee for the North Wales Corporate Joint Committee.

Co-opted members and lay members

17. There is no change to the rates recommended for co-opted Members and lay Members for 2026/27. Note that the rates for co-opted Members and lay Members have not increased for some years. However, there is particular emphasis on an 'appropriate officer' within the authority to appoint beforehand whether a meeting has been programmed for a full day or half a day, and to determine when it would be appropriate to qualify a full or half day or to use the hourly rate where it is sensible to combine many meetings. Given that the hourly rate was originally introduced to reflect the new way of working (e.g. briefing meetings for 45 minutes), ***it is recommended that Committee Members ask the Commission to emphasise the need to use the hourly rate to show that county Councils are financially prudent and pay fairly for work completed.***

18. Note that the Commission has already identified that payments for co-opted members and lay members is a particular subject to be addressed during 2026/27. ***It is recommended that Committee Members emphasise the need for this subject to receive due consideration, because attracting lay Members to carry out extremely important work is difficult, and therefore financial remuneration for these Members must also be increased year after year, like the financial remuneration of Elected Members.***

19. The current salary rates for 2026/27 are noted below.

| Role | Hourly rate payment | Payment rate up to 4 hours | Payment rate 4 hours and above |
|--|---------------------|----------------------------|--------------------------------|
| Standards Committee Chairs, and Audit Committees | £33.50 | £134 | £268 |
| General members of Standards committees who also chair Standards Committees for Town and Community Councils | £29.75 | £119 | £238 |
| General members of Standards Committees, Education Scrutiny Committee, Crime and Disorder Scrutiny Committee and Audit Committee | £26.25 | £105 | £210 |
| Town and Community Councillors who are Members of Principal Councils' Standards Committees | £26.25 | £105 | £210 |

Payments for town and community council Members

20. Note that there is an amendment in the terms for Town and Community Council Members for 'compensation for financial loss' with the Commission noting the need to do work to promote more town and community council Members to take the payment during 2026/27.

Future work

21. The Commission clearly focuses on future work in its report. Chapter 1 notes the work underway and provides an outline of what is under consideration for each heading. They have noted some specific significant subjects (as well as the annual work of upgrading salaries):

- The Democracy and Boundaries Commission Cymru Act 2013 makes it a requirement of the Commission to consider resettlement payments for those elected members who are losing their seats in an election, with the intention of briefing colleagues at Welsh Government on what would be an appropriate pay scheme in the view of the Commission.
- They will review the framework for how senior roles are remunerated financially with main councils and corporate joint committees to ensure that it continues to be fit for purpose, making changes where appropriate.
- It is also noted that they consider the measure used to decide on the annual upgrading of financial remuneration levels to assess whether the index continues to be the most relevant to use, and to reassess members' workload.



22. Additionally, they have also noted their intention to look at payments for elected Members and lay Members, and also to encourage Town and Community Council Members to receive the allowances that they are entitled to.

Recommendation

23. The Democracy Services Committee is asked for

- comments on the proposed decisions or any other relevant fields to form a response to the Democracy and Boundary Commission Cymru consultation.

| | |
|----------------------------|--|
| MEETING | Democracy Services Committee |
| DATE | 4 November 2025 |
| TITLE OF THE REPORT | Welsh Government Consultation on Extending the Duty on Local Authorities to Broadcast Meetings |
| RECOMMENDATION | Members of the Democracy Services Committee are asked for their observations on the draft responses to the consultation questions, as set out in Appendix A . |
| AUTHOR(S) | Vera Jones, Democracy and Language Manager |

1. Background

- 1.1 The Welsh Government has launched a formal consultation seeking views on whether the statutory duty to broadcast local authority meetings should be extended, beyond the full council meetings which are already subject to the duty under the Local Government and Elections (Wales) Act 2021. A copy of the full consultation can be accessed through the following link:

[Consultation on extending the duty on local authorities to broadcast meetings \[HTML\] | GOV. WALES](#)

- 1.2 Currently, only full Council meetings are required to be broadcast, but a number of authorities are streaming other meetings voluntarily. Cyngor Gwynedd broadcasts the following meetings:

- Full Council
- Cabinet
- Planning
- Scrutiny (the three Scrutiny committees)

- 1.3 It should be noted that the above meetings are also hybrid (multi-venue) meetings in Gwynedd. Should the requirement to broadcast committees be extended, those meetings would not be required to be hybrid meetings. However, the work of preparing and running the webcast would be equivalent to holding a multi-venue meeting.

2. Objectives of the Consultation

- 2.1 The consultation seeks views on:

- whether the **duty should be extended to include other committees** such as the Cabinet, Scrutiny and Planning Committees;
- whether **similar duties should be imposed on Fire and Rescue Authorities and National Park Authorities**;
- what the **retention period** should be for recordings of broadcast meetings;
- the **costs, impact and practicality** for local authorities.

- 2.2 The Welsh Ministers' proposal is to require the following statutory committee meetings of the principal councils to be broadcast:
- Democratic Services Committees, *
 - Governance and Audit, *
 - Licensing*
 - Planning,
 - Overview and Scrutiny,
 - and Standards, *
 - also Cabinet meetings
- 2.3 Note that * above indicates the additional requirements to the current practice that would affect Cyngor Gwynedd. These meetings would not be required to be hybrid meetings, but officers would have to be on location in the chambers for the webcasting, and the 'set-up' work and resources for running the meetings would be similar to the hosting of a hybrid meeting that is broadcast.
- 2.4 Evidently there are specific resource implications in extending the provision further, particularly as current technology for webcasting in Cyngor Gwynedd is on very weak footing as it is based on analogue provision from different companies, and is therefore vulnerable to failure. The upgrading of the chambers, adequate and specialist staffing resources, costs of broadcast licences etc must be taken into account when considering the response.

National Park Authorities and Fire and Rescue Authorities

- 2.4 The report also consults on whether the duty to broadcast should be extended to National Park Authorities and Fire and Rescue Authorities. While it is considered that it is a matter for those public bodies to respond, the principle of ensuring transparency to the public is equally applicable to these bodies as to local authorities. Note that the consultation does not extend to including the duty to broadcast Joint Corporate Committees.

Retention Periods

- 2.5 The consultation notes that the 2021 Act states that in relation to the broadcasting of full meetings of principal councils, a recording of the broadcast must be available electronically for a specified period after the meeting. The term 'specified period' has not been defined in law and therefore it is a matter for all principal councils to determine. Practices vary across Wales. The Welsh Minister is seeking views regarding the retention period of meeting recordings, and asks whether the period should be the same as the retention period for electronic minutes of meetings, i.e. six years.
- 2.6 The website states that the retention period for recordings of Cyngor Gwynedd committees is 6 months and that a copy is available upon request outside this period. The recordings are live on the website for almost 12 months, and there is a specific cost to the authority for accessing any recording outside this period.

3. Next steps and recommendations

- 3.1 The deadline for responses is 28 November 2025.
- 3.2 Members of the Democracy Services Committee will be asked to provide observations on the draft responses to the consultation questions, as set out in **Appendix A**.
- 3.3 The Democracy Services Committee's observations on the draft responses to the consultation questions, as set out in Annex A, will be submitted to the Council's Cabinet meeting on 11 November in order to approve the submission of an official response to the Welsh Government on behalf of the authority.

APPENDIX A

Consultation questions.

| |
|--|
| <i>Question 1 - Do you agree the duty to broadcast meetings live should be extended to additional meetings of a principal council?</i> |
| <p>The Council welcomes the principle of democratic transparency and the attempt to widen public access to the work of local government and as a means of strengthening public accountability. However, there are a number of practical and financial issues that must be considered before implementing any new duty.</p> <p>The Council is concerned that the new duty could result in significant financial pressures, particularly for broadcasting equipment, video storage and staffing resources. It would be appropriate for the Welsh Government to provide specific ongoing funding to support the extended duty.</p> <p>Given the current requirement to webcast the meetings of the Full Council, it is recommended that this is identified as Phase 1 of the journey. It is suggested that consideration should be given to extending the legal requirement to include meetings of the highest public interest in Phase 2, specifically the Cabinet, Planning Committees and Scrutiny Committees. It should then be extended to Phase 3 to include the Democracy Services, Governance and Audit, Licensing and Standards Committees, as a step in the future.</p> |
| <i>Question 2 - Are there other committees' meetings of a principal council you think the duty should be extended?</i> |
| <p>See the last paragraph of the response to question 1.</p> |
| <i>Question 3 - Do you agree the requirement to broadcast meetings should be extended to National Park Authorities and Fire and Rescue Authorities?</i> |
| <p>The principle of ensuring transparency to the public applies equally to those bodies as it does to local authorities. It is recommended that these authorities commence their broadcasting arrangements as part of the extension referred to as 'phase 2' in Cyngor Gwynedd's response to question 1 above.</p> |
| <i>Question 4 - Should the broadcasting of National Park Authorities and Fire and Rescue Authority meetings be extended to meetings beyond that of the full authority, e.g. standards committees?</i> |
| <p>It is a matter for the relevant authorities to provide guidance in their responses, however the principle of transparency is crucial.</p> |
| <i>Question 5 - In relation to principal councils, NPAs and FRAs, do you agree that recordings of meetings required to be broadcast should be retained?</i> |

A specific retention period should be identified for keeping recordings of meetings that must be broadcast, such as 6 or 12 months. It should be noted that the formal record of the committee is the written minutes of the meeting and not a recording of the webcast.

In addition, consideration should be given to the cost for retaining the recordings, as they are large digital files.

Question 6 - What, in your opinion, would be the likely effects of extending the duty to broadcast meetings on the Welsh language? We are particularly interested in any possible impact on opportunities to use the Welsh language and not treating the Welsh language less favourably than English. Do you think that there are opportunities to promote any positive effects? Do you think that there are opportunities to mitigate any adverse effects?

For Wales as a whole, the impact of extending the duty to broadcast council committees will have a positive impact on the Welsh language, with the language being heard in live discussions in Local Authorities. It would be necessary for legislation to clearly state that all committees are expected to be broadcast in Welsh and English, and not solely the Full Council meeting.

In Cyngor Gwynedd, extending the requirements would have a positive impact on the Welsh language. As all committees are already held through the medium of Welsh, broadcasting them would ensure that the Welsh language is heard more frequently online. We ensure that the Welsh language is not treated less favourably than English.

Please note that the arrangement of holding meetings through the medium of Welsh language is the DEFAULT arrangement in Gwynedd. No one has to submit a request in advance to speak Welsh. The requirement for all Local Authorities to provide simultaneous translation by default for all meetings, and a duty for Chairs to encourage speakers to contribute in Welsh would promote the Welsh language and mitigate any negative impacts.

If Welsh speakers have to submit a request to speak Welsh in a meeting, the Welsh language is therefore treated less favourably.

Question 7 - In your opinion, could extending the duty to broadcast meetings be formulated or changed so as to: • have positive effects or more positive effects on using the Welsh language and on not treating the Welsh language less favourably than English; or • mitigate any negative effects on using the Welsh language and on not treating the Welsh language less favourably than English?

See the above answer regarding the default position to be able to contribute in Welsh at meetings. This would offer more opportunities for people to listen to the Welsh language live in committees or listen to a recording afterwards. This in turn will support the development and provision of Artificial Intelligence in Welsh. However, it must also be ensured that there are enough officers who have the right language skills to ensure accuracy and quality in the use of artificial intelligence.

Some authorities are also using or considering using subtitles in webcasting – it should be ensured that Welsh subtitles are available as a matter of equality for all.

Question 8 - Please explain how you think broadcasting of council meetings impacts different social, economic and cultural groups, both positively and negatively and what measures can be undertaken to ensure equitable access and representation

In general, broadcasting more Council meetings has a positive impact on different social, economic and cultural groups while also reducing inequality. Ensuring open democracy for all is an important principle that should be respected.

However, webcasting does not answer everyone's needs. It must be emphasised that there are some people in deprived and rural areas who do not have access to adequate web provision, or who lack access to equipment to watch webcasts. Not everyone is going to find it easy to listen via a computer, and viewing a screen is going to be difficult for some people.

Question 9 We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them:

Please note that there is no reference in the consultation to the need to broadcast meetings of Joint Corporate Committees.

It is considered that the Welsh Government should provide specific guidance on this, together with a budget for delivering this important element.

| | |
|-----------------------|---|
| MEETING | Democratic Services Committee |
| DATE | 4 November 2025 |
| REPORT TITLE | Learning and Development Provision for Members |
| PURPOSE | Introducing an update to Members' Learning and Development provision |
| RECOMMENDATION | The Committee is invited to make any further suggestions before receiving the report |
| AUTHORS | Mari Edwards, Learning and Development Manager Cara Williams, Member Development Officer |

1.0 OVERVIEW

- 1.1 The training programme is continually evolving and growing, through consultation with Heads of Department and Officers on the content of the programme as well as the inclusion of titles at the request of Members. If there are suggestions about training needs, further to what has been offered following the consultation in the form of a questionnaire, then informing the Learning and Development Manager or the Member Development Officer would be greatly appreciated.
- 1.2 There are **8** Core Areas identified to Members. These Core titles are the training that all Members need to complete as a **minimum** to be able to carry out their work effectively. They relate to the statutory areas and governance of the Council. **All** Members should be completing these Core Titles at the start **of each** election term.
- 1.3 While there has been consistent encouragement for Members to be completing the Core training, and provision to facilitate sessions on the Intranet; there has been very little progress since February 2025.
Here's an update on where we are with the Core titles, considering the current 68 members:

| Title | Numbers Have | Numbers without |
|--------------------------------------|--------------|-----------------|
| October 2025 Update | Complete | Complete |
| Safe Leadership and Personal Safety | 49 | 19 |
| Code of Conduct | 53 | 15 |
| Equality | 39 | 29 |
| Well-being of Future Generations Act | 33 | 35 |
| Safeguarding Children and Adults | 56 | 12 |

| | | |
|--|----|----|
| Information about People : Your Responsibility | 49 | 19 |
| Corporate Parenting | 46 | 22 |
| INFORMATION - This is an additional core title as of July 2025. Group 6 - Violence against women, domestic abuse and sexual violence | 50 | 18 |

- 1.4 The following table shows the change in the numbers that have completed the Core titles over the past year:

| Core Title (numbers completed) | February 2024 | November 2024 | February 2025 | November 2025 |
|--|--------------------------|--------------------------|----------------------|--------------------------|
| Safe Leadership and Personal Safety | 44 | 50 | 51 | 49 |
| Code of Conduct | 39 | 50 | 54 | 53 |
| Well-being of Future Generations Act | 14 | 27 | 34 | 33 |
| Safeguarding Children and Adults | 33 | 33 | 57 | 56 |
| Your Responsibility for Equality | 27 | 39 | 39 | 39 |
| Information about People - Your Responsibility | 45 | 51 | 52 | 49 |
| Corporate Parenting | 39 | 46 | 46 | 46 |
| Violence against women, domestic abuse and sexual violence | | | | 50 |

- 1.5 To facilitate opportunities for Members to complete the Core training, an online resource has been developed to offer greater flexibility. Recordings of the 8 Core Titles are now available on the Members' Intranet. This resource ensures that all Members can access the training at any time.
If any problem arises in not being able to complete the training while using this resource, we should be contacted in the Learning and Development service so that we can be of assistance and ensure that all Members complete the training.
- 1.6 At present, 12 Members have completed all eight Core titles, with 8 of those having completed the training in the recent period since May 2022.
On the other hand, there are 6 Members who have never completed any of the Core training that is key to their role. That figure rises to 9 when looking at the recent period since May 2022.

2.0 LEARNING AND DEVELOPMENT

- 2.1 Work continues to progress to respond to **the results of the Learning and Development Needs questionnaire**. Training on the Cost of Living and Changes in the Benefits World has already taken place, as well as a session on 'Responding to Fraud

in the Digital Age'. 'Community Leadership and Ward work' is a title that is currently being covered, with the hope of being able to organise a course in the new year. In addition to the questionnaire, a request was made to organise Deprivation of Liberty training, specifically for members of the Care Scrutiny Committee. An invitation has been sent to all Members for the training on the 5th of November.

The latest Training Programme is available on the Members' Intranet and as an appendix at the end of this Report. Work to populate and update the programme will continue to take place over the coming months in consultation with the Departments.

- 2.2 Members are offered a Personal **Development conversation** with the Learning and Development Manager or other appropriate Officer who would achieve the same goal. The purpose of these conversations is to give Members the opportunity to reflect on their role, consider any areas they would like to develop, and perhaps draw up a Personal Development Programme to meet their needs. The outcomes of these developmental conversations will allow us as a service to cover a range of areas as well as developing approaches/experiences. It is also valuable to us in developing the Training Programme for the future.

This offer was proposed to Cabinet Members in the first instance, and the offer is now open to all Members. Further information about this proposal will be included in the November Members' Newsletter.

- 2.3 **Ford Campaign** – Last year the Policing Protocol was issued to Protect Democracy and funding was secured to expand the security offering to include broader Elected Officials. In response to the growing threat to our democracy and abuses directed at Members of Parliament, Members of Parliament and Elected Members, some of this funding has been used to create the role of Official Police Adviser. Gareth Jaggard has been appointed to that role with North Wales Police.

In recent months, the Home Office has been looking at what the operation of Operation Ford will look like and what additional security measures can currently be offered. This is in its very early days but it's a step in the right direction.

North Wales Police has been delivering security briefings to Members which provide advice on personal safety and wider situational awareness. 2 Welsh sessions were held in June with English sessions running monthly until Christmas. To date, 19 Members have attended the sessions that have taken place. A further 2 sessions are offered through the medium of English which take place on the 11th of November and the 10th of December. Members will need to contact the Learning and Development service to indicate the date they wish to complete this training.

- 2.4 New offer - **Training for Mentors**.

This is a proposal to support the work of Members by either identifying Mentors from among Gwynedd Council Members to receive training to become a mentor or identifying Members (new e.g. following the 2027 Elections) who would benefit from being mentored.

The action that will be taken (broadly) will be:-

- Identify suitable mentors within the party groups or within a speciality (e.g. a special committee such as planning)
- Develop these individuals as Mentors (through training) and have the opportunity to practise and gain experience with other Members
- Following the 2027 Elections, identify Members (Mentees) who would like to have a mentor. These can be new Members, in new roles, or Members to be developed for the future.

The committee is invited to consider the training arrangements, comment on what is presented in this report and approve the proposed action.

RHAGLEN DATBLYGU AELODAU ETHOLEDIG

ELECTED MEMBERS' DEVELOPMENT PROGRAMME

2025/26



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

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

| Dyddiad ac amser / <i>Date and time</i> | | Digwyddiad / <i>Event</i> | Dull Dysgu / Learning Method | Arweinwyr / <i>Leaders</i> |
|---|-----------------|--|---------------------------------|---|
| Mai 7 May 2025 | (10:00 – 11:00) | Helpu pobl sy'n colli allan – hanfodion budd-daliadau i Gynghorwyr Helping people who are missing out – Benefits basics for Councillors | Rhithiol Virtual | Megan Meeke (Hyfforddiant Welfare Training) |
| Mai 12 May | (3:00 – 4:30) | Hyfforddiant Herio perfformiad Craffu Scrutiny performance training | Rhithol Virtual | Geraint Owen |
| Mai 21 May | (2:00 – 3:30) | | I | |
| Mehefin 4 June 2025 | (10:00 – 12:00) | Hyfforddiant Ffordd Gwynedd i'r Pwyllgor Llywodraethu ac Archwilio Ffordd Gwynedd training for the Governance & Audit Committee | Wyneb i wyneb Face to Face | Catrin Love |
| Mehefin 5 June 2025 | (2:00 – 3:00) | Ymgyrch Ford (Diogelwch Personol Cynghorwyr) | Rhithiol | Heddlu Gogledd Cymru |
| Mehefin 16 June 2024 | (10:30 – 11:30) | Operation Ford (Councillor Personal Safety) | Virtual | North Wales Police |
| Mehefin 25 June 2025 | (9:00 – 4:30) | Gweithdy Arweinyddiaeth Gymunedol Flaengar Progressive Community Leadership Workshop | Rhithiol / Virtual | CLILC / WLGA |
| Gorffennaf 9 July 2025 | (2:00 – 3:00) | Codi ymwybyddiaeth am waith Ymgynghoriaeth Gwynedd (YGC) Raising awareness of the work of Gwynedd Consultancy | Rhithio Virtual | Steffan Jones (Pennaeth Priffyrdd a YGC / Head of Highways an YGC) |

| | | | |
|---|---|--|---|
| Medi 17 September 2025 (9:30 – 11:30) | Grwp 6 : Trais yn erbyn menywod, camdrin domestig a thrais rhywiol Group 6 Training : Violence against women, domestic abuse and sexual violence | Rhithiol Virtual | Cymorth i Ferched Cymru Welsh Womens Aid |
| Hydref 8 October 2025 (2:00 – 3:00) | Sesiwn codi ymwybyddiaeth ar waith y Tim Cymorth Busnes yn Adran Economi a Chymuned Awareness Session on the work of the Business Support Team within the Economy & Community Department | Rhithiol Virtual | Nia Carys Bowden a Tesni Haf Williams (Economi a Chymuned) |
| Tachwdd 5 November 2025 (10:00 – 12:30) | Hyfforddiant Amddifadu o Ryddid Deprivation of Liberty Training | Rhithiol Virtual | Non Mererid Pugh & Elen Parry |
| Rhagfyr 3 December 2025 (9:30 – 12:30) | LHDT CRA+ (Cydraddoldeb) LGBTQ+ (Equality) | Ystafell Llyfni Room Caernarfon | Adferiad |
| Ionawr 7 January 2026 | Rhydd / Free | - | - |
| Ionawr 28 January (10:00 – 1:00) | Safonau Archwilio Mewnol Byd-eang a swyddogaethau'r Pwyllgor Llywodraethu ac Archwilio Global Internal Audit Standards and the Role of the Governance | Ystafell LLYFNI Room Pencadlys y Cyngor Council HQ, Caernarfon | Luned Fôn Jones |
| Mawrth 4 March (2:00 – 4:00) | Y Gymraeg yn y gymuned Welsh in the Community | Rhithiol dros Teams Virtual via Teams | Nia Haf Lewis a Llio Mai Hughes |
| Ebrill 15 April 2026 | Rhydd / Free | - | - |

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

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