

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
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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.