

MEETING	Democratic Services Committee
DATE	26 February 2026
TITLE OF THE REPORT	Learning and Development Provision for Members
PURPOSE	Delivering an update of Learning and Development provision for Members
RECOMMENDATION	The Committee is invited to make any further suggestions prior to receipt of the report
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1.0 OVERVIEW

- 1.1 There are 8 titles that are Core training for Members. These are training that supports Members in their work and you are strongly encouraged to complete them as a minimum, in order to be able to carry out the role effectively.
- 1.2 Constant encouragement, in the form of emails, has been shared to encourage Members who have not completed the training to do so. There has been little increase in the number of Members who have completed more of the Core titles since February 2025.
- 1.3 Here is an update on the numbers who have completed the Core training:

Core Title	Number completed by February 2026	Numbers NOT completed
Safe Leadership and Personal Safety	49	20
Code of Conduct	53	16
Well-being of Future Generations Act	33	36
Safeguarding Children and Adults	56	13
Your Responsibility for Equality	39	30
Information About People	50	19
Corporate Parenting	46	23
VASDASV (Group F)	50	19

- 1.4 As things currently stand, 16 Members have completed all eight Core titles, with 8 of those having completed the training during this election cycle (since May 2022).

There are 7 Members who have not completed any of the eight Core titles. This follows several requests from Members to ensure that they complete training and seek to facilitate the procedure, as set out above in 1.2.

2.0 LEARNING AND DEVELOPMENT

- 2.1 To facilitate opportunities for Members to complete the Core titles an online resource has been developed to offer greater flexibility. Recordings of most of the 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 completing 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.

- 2.2 On the 6th of March 2026, an additional session of the Safeguarding Children and Adults training has been scheduled. All Members who have not completed this course or who have not recently completed it are encouraged to attend this session.
- 2.3 Work is underway to look at options for the 2026 -2027 Member Development Programme. If you have any ideas or suggestions, please kindly ask to contact us in the Learning and Development service. The Member Development Programme is an appendix to this document.
- 2.4 Members are offered a Personal Development conversation with the Learning and Development Manager or other appropriate Officer who would achieve the same aim. 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 emerging approaches/experiences. It is also valuable to us in informing the Training Programme for the future. This was proposed to Cabinet Members in the first instance, and the proposal is now open to all Members.
- 2.5 The Mentoring/Coaching training offer offered in the last report has now been split into two parts. Firstly, there is an offer for any Member who would like to be receiving Coaching or Mentoring sessions to contact us. We can have the support of the WLGA to identify an external Coach to support the work of being a Member. The second part is the proposal to train current Members, who intend to stand as a Member following the next election cycle and who are prepared to receive training to be a Mentor/Coach, in order to support any new Members following the 2027 elections.

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