

<b>MEETING</b>	Democratic Services Committee
<b>DATE</b>	16 June 2026
<b>REPORT TITLE</b>	Learning and Development Provision for Members
<b>PURPOSE</b>	Delivering an update regarding the Members' Learning and Development provision
<b>RECOMMENDATION</b>	The Committee is invited to make any further suggestions before receiving the report
<b>AUTHOR</b>	Mari Edwards, Learning and Organisational Development Manager

## 1.0 OVERVIEW

1.1 There are **8** titles that are Core training for Elected Members. These are training that supports Members in their work and there is a strong encouragement them to be completed as **minimum** to be able to carry out the role effectively.

1.2 Here is an update on the numbers who have completed the Core training:

<b>Core Title</b>	<b>Numbers completed in June 2026</b>	<b>Numbers NOT completed</b>
Safe Leadership and Personal Safety	50	18
Code of Conduct	53	15
Well-being of Future Generations Act	32	36
<b>Safeguarding Children and Adults</b>	<b>59</b>	<b>9</b>
Your Responsibility for Equality	38	30
Information About People	50	18
Corporate Parenting	45	23
Violence against women, domestic abuse and sexual violence (Group F)	49	19

1.3 Every effort is made to encourage and support Members to be completing these titles, and this happens on a regular basis. However, there has been very little increase in completion figures since February 2025.

1.4 As things currently stand, 22 Members have completed all eight Core titles, with 11 of those having completed the training during this election cycle (as of May 2022). We are thankful for the ready support of our work from these members.

3 Members have not completed any of the eight Core titles. This follows several requests from Members to ensure they complete training and to try

to facilitate the procedure, putting recordings of the Core training on the Members' Intranet. We would appreciate help to encourage Members to complete the training, recognise its importance and for anyone to contact us if they would like to enquire or get help completing the training.

## **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 being able to 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 Following the running of an additional course on the 6th of March 2026, there is another additional session of the training **Safeguarding Children and Adults** arranged for the **2<sup>nd</sup> of September, 2026**. All Members who have not completed this course or who have not completed it in the last three years are encouraged to attend this session.

2.3 Work has begun to look at the training that falls under the Core titles for Elected Members. Consideration will be given to which titles remain suitable as Core and consideration will be given to LGBTQ+. There is an option to incorporate the LGBTQ+ training as part of the Equality training and work to identify the steps to do this will be taken before May 2027.

2.4 There have been requests in the February 2026 Report to identify mentors for any new Members starting with us in May 2027 (or at any other time). There has been no response to this request so far.

We ask for two types of mentor.

1. The first would be an experienced Elected Member who would be responding to questions from a new Elected Member as they settled into their new role. Simply be a point of contact for the new Member and an effort will be made to ensure that they are from the same political party wherever possible.
2. Secondly, there is an offer for any Member who would like to be receiving Motivation or Mentoring sessions to contact us. We will train Elected Members who wish to be a mentor in order to support other Elected Members. This would be more specialized work and a way to develop the self as well as the individual who will be supported.

It would be appreciated if it were possible to share this information with the Elected Members who are not present at this meeting.

- 2.5 An offer is also open to any Elected Member who wishes to be mentored openly. We can get the support of the WLGA to identify external Motivators to support the work of becoming an Elected Member if that would be more beneficial than having an internal mentor. Please feel free to contact us to register your interest.
- 2.6 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.
- 2.7 An **Elected Member Training Strategy** is in the process of being created and will be delivered to you once it is ready.

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