

APPENDIX 2 - DRAFT WORK PROGRAMME
In committing to being a Diverse Council, we wish to:

Commitment	What are we going to do?	Timetable
<i>Provide a clear public commitment to improving diversity in democracy</i>	Full Council to adopt a review of the diversity statement. Enquire with members about their experiences, including which obstacles they have faced and what additional steps can be taken to remove these obstacles. Update the 'being a councillor' page on the website, working with the elections team. Continue to raise awareness of the role of a councillor, working with the elections team and the communication team to draw attention to the benefits of voting and raise awareness of the Local Government elections at the same time. All of which with the intention of encouraging individuals to consider being a councillor. Continue to webcast meetings in order to be open and transparent. Consider developing ways of raising the public's awareness of the meetings being held and the items under consideration.	07/2026 November / December 2026 September / October 2026 Ongoing Ongoing
<i>Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct</i>	Full Council declaring support to the One Voice Wales, NALC and SLCC 'Pledge of Respect and Courtesy' campaign as a result of the Council Leader's notice of motion. Raise the awareness of the current political group leaders to the possibilities of promoting diversity in democracy and the requirements regarding promoting the standards of conduct from the highest level in accordance with the requirements of the Local Government and Elections (Wales) 2021. Develop a comprehensive induction programme based on the Welsh Local Government Association induction framework to include training on the Code of Conduct (including respect towards others), and Equality and diversity (including self-awareness and conduct). Develop a Training Strategy for Members which will outline specific arrangements for Members to provide continuous development.	June 2026 October 2026 April 2027 April 2027
<i>Promote actions as a Diverse Council ahead of the 2027 local elections</i>	Hold an ongoing programme of online activities to promote the role of Councillors and raise awareness of Local Government elections, encouraging individuals to consider standing. Offer a question and answer session for people who are considering standing. It will include an explanation of the role of councillor, expectations, commitment, opportunities, support etc. Videos of various councillors sharing their experiences are likely to be a part of the event.	October 2026 - Election January / February 2027

Commitment	What are we going to do?	Timetable
<i>Demonstrate a commitment to a duty of care for Councillors</i>	Consider holding specific training for new Councillors on lone working, personal safety, work-life balance, bullying and social media as part of the induction programme over the course of the first year. Provide advice and guidance on practical matters in terms of setting out your workspace properly - information on the councillors' intranet site. Give Councillors the proactive offer to ask them whether or not they wish to publish their home address and/or phone number on the website - only publishing the official e-mail address if that is the individual Member's wish. Raise the awareness of political leaders of the duty under the Local Government and Elections (Wales) Act 2021 regarding promoting good conduct.	April 2027 Now / ongoing Now / ongoing November 2026
<i>Consider how to provide flexibility in council business by reviewing our practical arrangements</i>	Implement hybrid meetings and fully virtual meetings in order to make better use of Councillors' time. Conduct a questionnaire following the 2027 election on the timing of the Council's main committee meetings. Consider school holiday periods (avoiding them where possible) when creating the Council's annual meetings calendar, consulting with the Democracy Services Committee before submitting to the full Council for adoption. Ensure training and assistance for Councillors to have the technical skills to be able to take part in virtual and/or hybrid meetings.	Now / ongoing 2027/28 Annually ongoing
<i>Continue to encourage all members to take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.</i>	Information about financial remuneration to be part of the sessions for the public, information on our website and information that will be presented to the members in the induction sessions. Salaries are paid automatically to Councillors in accordance with the Democracy and Boundaries Commission adjudication, unless an individual Councillor notes differently. Continuously remind Councillors of the reimbursement of care costs that is available - via the Members' Bulletin and by political Group Leaders.	October 2026 onwards Ongoing Ongoing
<i>Work towards ensuring that councillors from under-represented groups are represented whenever possible in high-profile, high influence roles.</i>	Working with political group leaders to ensure that consideration is given to under-represented groups for high-profile, high influence roles.	2027/28