

MEETING	Democratic Services Committee
DATE	17 June 2025
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
AUTHORS	Mari Edwards, Learning and Development Manager Cara Williams, Member Development Officer

1. OVERVIEW

- 1.1 There are 7 Core Areas identified for Members. These Core titles are the training that all Members need to be able to carry out their work effectively. The titles relate to the statutory and governance needs of the Council, that all Members should be aware of.
- 1.2 While there is constant encouragement for Members to be completing these Core training titles, and provision to facilitate sessions on the Intranet, there has been very little progress since February 2025.

Here's an update of where we're at with the Core titles:

Title Update June 2025	Numbers have Complete	Numbers without Complete
Safe Leadership and Personal Safety	50	19
Code of Conduct	53	16
Equality	39	30
Well-being of Future Generations Act	34	35
Safeguarding Children and Adults	57	12
Information About People : Your Responsibility	51	18
Corporate Parenting	47	22
FOR YOUR INFORMATION : This will be an additional core title after July 2025: Group 6 : Violence against women, domestic abuse and sexual violence	39	30

- 1.3 The following table shows the change in the number of Core titles completed during the past year:

Core Title (numbers completed)	February 2024	November 2024	February 2025	June 2025
Safe Leadership and Personal Safety	44	50	51	50
Code of Conduct	39	50	54	53
Well-being of Future Generations Act	14	27	34	34
Safeguarding Children and Adults	33	33	57	57
Your Responsibility for Equality	27	39	39	39
Information About People : Your Responsibility	45	51	52	51
Corporate Parenting	39	46	46	47

- 1.4 Recordings of the 7 Core Titles are available on the Members Intranet. The hope is, that this online resource is going to ease access so that Members can complete the Core titles at a time that is convenient.
- 1.5 You are aware that the VAWDASV (Violence against Women, Domestic Abuse and Sexual Violence) training is now going to be the eighth Core Area, which will commence in July 2025. The recording of this training is also available online. In addition, work will be done to facilitate further training sessions in the near future.

2.0 LEARNING AND DEVELOPMENT

- 2.1 There is an ongoing offer for Members to receive a Personal Development conversation with the Learning and Development Manager. This proposal, by the Learning and Development service was initially open to Cabinet Members only, with the intention to extend the proposal to the rest of the Members in the Autumn. A few Members have taken advantage of this proposal already, to be able to discuss any training/developmental needs as support for their work. The outcomes of these conversations will allow us as a service to offer more specialist training or support to facilitate Members' day-to-day work.
- 2.2 Work continues to respond to the results of the Learning and Development Needs questionnaire. Training on the Cost of Living and Changes in the World of Benefits has already taken place, as well as a session on 'Responding to Fraud in the Digital Age'. 'Ward Leadership' is a title that is currently receiving attention, with the hope of being able to organise a training course in the near future.
- 2.3 The latest Training Programme is attached at the bottom of this report (Appendix 1). The popularization and updating of the program will continue to take place over the coming months.

- 2.4** Opportunities may reach you to attend conferences or courses. The Council may be able to assist Members with the costs of attending Conferences/Courses and many of these may be considered 'development'. However, in the current financial climate with resources scarce these days, the topic of the conference or course needs to be relevant to your work as a Member in order for the Council to support your application (e.g., if you sit on a particular Committee and the opportunity arises to attend a conference in the field). Members are not permitted to book a place on a Conference/course without first receiving approval from the Organisation's Learning and Development Service.