

MEETING	Democratic Services Committee
DATE	3 November 2026
REPORT TITLE	Learning and Development Provision for Elected Members
PURPOSE	To provide an update on the work being done to strengthen Learning and Development provision for Members
RECOMMENDATION	The Committee is invited to make any further suggestions before receiving the report
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1.0 OVERVIEW

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

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

Core Title	Numbers completed by October 2026	Numbers NOT completed
Safe Leadership and Personal Safety	57	12
Code of Conduct	62	7
Well-being of Future Generations Act	39	30
Safeguarding Children and Adults	63	6
Your Responsibility for Equality	49	20
About People	56	13
Corporate Parenting	53	16
Violence against women, domestic abuse and sexual violence (Group F)	54	15

1.3 There has already been support from members of this committee, encouraging Elected Members to complete the Core training titles following the previous Democracy Committee meeting. We, within the Learning and Development service are very appreciative of the support and have seen a significant change in the figures who have completed the training.

1.4 At the beginning of October 2026, we sent an email to give every Elected Member, individually, to update as to where they are up to with the completion of the Core titles.

2.0 LEARNING AND DEVELOPMENT

- 2.1 Following the review of the Core areas, the decision was made to retain the eight titles that currently exist. The name of a few titles will be changed to make it clearer what the course content is.
- 2.2 Following discussions about including LGBTQ+ training as part of the offering, we are proposing that this training becomes part of the training titled Equality.
- 2.3 Work will be undertaken to ensure that the content of all Core title courses is up to date and ready to be run for the next Electoral Cycle. As a result of this work, we ask that **every** Elected Member who will have been elected after May 2027 completes **every** training title during the first year, whether they have done it previously or not. This would ensure consistency and an opportunity to set standards.
- 2.4 During an Election cycle, Elected Members will be required to complete all Core training titles at least once. Some titles, for example Safeguarding, will have to be completed twice due to the legal requirement of the training. We will make every effort to plan things carefully so as not to put too much work pressure on Elected Members.
- 2.5 We will continue with the careful scheduling of the Core training taking into consideration the best approach to delivering the training; whether it is face-to-face training (which will require moving around the county to provide those), virtual or a recording of the training is suitable. Consideration will be given to the level of expertise of the trainer, looking at internal and external trainers.
- 2.6 There is an awareness of the fact that some of the Core titles are offered by agencies or other stakeholders that Elected Members are involved in as part of their duties. We will continue to keep an eye on this, ask Members to prioritise what is provided internally by the Council, and identify ways of proving what training Elected Members have completed.
- 2.7 For the next Electoral Cycle, it is intended to encourage Elected Members to be completing all Core titles during the first year, so that we can put our efforts into providing Developmental titles in subsequent years within the five-year cycle. It is hoped that this will enable us to provide better provision and offer training opportunities of value to Members.
- 2.8 The Elected Member Training Strategy remains to be work in progress and will be rolled out to you once ready.

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