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| MEETING | Democratic Services Committee |
| DATE | 17 November 2020 |
| TITLE OF REPORT | <i>Learning and Development</i> provision for Members |
| PURPOSE | Provide an overview of the <i>Learning and Development</i> provision for Members, highlighting successes, challenges and developments |
| RECOMMENDATION | The Committee is invited to: <ul style="list-style-type: none"> • Consider virtual ('remote') training arrangements and suggest any additional support that would enable Members to take advantage of developmental opportunities • Consider the programme for 2020/21 and offer suggestions for additional areas / titles for inclusion. |
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1. **OVERVIEW**

It has been noted in previous reports that a comprehensive development programme is offered, which includes 'traditional' face-to-face training, and elements such as workshops, coaching and e-learning, as well as a Leadership development programme.

However, due to the Covid crisis, 'traditional' training has not been possible for some time, and it has been necessary to develop alternative methods e.g. virtual ('remote') training for the future.

With this in mind, we are putting together a training programme for 2020/21, striving to maintain a range of relevant and high quality titles. The programme includes key/core titles (mainly identified by Officers) and developmental titles that give Members the opportunity to consider their own personal learning and development needs.

2. **SUCCESES**

2.1 **Feedback following sessions**

A number of titles were offered in the run up to the lockdown in March, and a range of comments and feedback were received such as: -

"Beneficial to me as a New Councillor"

"Eye opening"

"Original and Relevant"

"An opportunity to voice my opinion"

"An opportunity to ask questions"

2.2 One to one Coaching

1: 1 Coaching sessions are available to all Members should they wish like to take up the opportunity.

An example of feedback from one Member about the coaching sessions: -

"I believe that the coaching sessions I received from the WLGA have played a pivotal role in my development as a Cabinet member and Councillor. I would go so far as to say that I couldn't have achieved what I have without them. "

3. CHALLENGES

3.1 Developing alternative methods to provide Training

It is a priority for the Learning and Organisational Development Service to provide training and developmental opportunities through effective means, while maintaining quality and standards. One new approach is to use technology to deliver a virtual 'remote' programme.

It must be acknowledged that the new approach to virtual ('remote') learning is not to everyone's taste, and that some prejudices exist for digital learning - often based on bad experiences of using 'old' technology. We must address this by providing valuable and good experiences.

However, we have received very positive feedback in terms of 'remote' coaching: -

"Over the lockdown period, we have continued with coaching sessions, and if anything, the technical element has been an improvement. It's easier to organise sessions, and saves time and travel. I don't think that it has changed the dynamic of the coaching relationship, and Zoom / Teams is most effective when communicating 1: 1. I'd like to continue with the digital sessions when things change back to 'normal'. "

It must also be noted that different behaviours need to be nurtured in the virtual training world, and that we will emphasise this and encourage Members to take responsibility for their own learning.

It is important to remember the evidence gathered from Members who did not access the learning programme in the past, and what obstacles prevented them from doing so. Examples of comments received include:

- *"Between day-to-day working and all the Committees, I have to prioritise"*
- *"I have to travel for an hour to attend the training"*
- *"A major obstacle I have is having to take 'unpaid leave' for training held in my working time"*
- *"Smaller groups are better because there is a better opportunity to contribute to discussions"*

3.2 Response from the Learning and Organisational Development Service

We will: -

- Continue to gather evidence of obstacles to development opportunities for Members

- Continue to seek and develop a range of alternative approaches to learning
- Develop user-friendly learning systems for virtual ('remote') learning
- ADoB (*Amgylchedd Dysgu o Bell* / Distance Learning Environment) scheme addresses this using 'Teams' software mainly (but also other systems such as 'Zoom')
 - Systems are already in place, with new ADoB titles e.g. *Ffordd Gwynedd programme* currently being piloted for Council staff (with a very positive response so far)
- Supporting Members to develop the skills required to easily access learning through technology
- Develop exciting and fresh Learning / training materials

It is an opportunity to change thinking and dispel prejudices, and we will address this by offering and providing positive learning experiences.

It should also be noted that learning through ADoB can provide an excellent solution to the many obstacles identified in the previous section, transforming the learning approach to be 'anywhere' (and even 'any time'), as well as for small groups. It is also 'cost effective' and 'green'.

In terms of the learning programme, we will: -

- Ask Members if there are 'gaps' in Learning provision
- Tailor learning programmes to the needs of individuals and groups
- Offer a choice of dates for titles
- Look to the future in providing Mentor development sessions to support their fellow members

The Committee is invited to consider virtual (remote) training arrangements and suggest any additional support that would enable Members to take advantage of developmental opportunities, and encourage them to take responsibility for their own learning.

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4. TRAINING PROGRAMME FOR 2020/21

4.1 The training programme for 2020/21 continues to evolve. (Appendix 1). The titles in the programme are based on: -

- Suggestions from Officers and Departments for their specialist areas
- Suggestions from Members (areas for personal development as well as groups)

The Committee is invited to consider the current programme and offer suggestions for additional areas / titles for inclusion.



RHAGLEN DATBLYGU AELODAU ETHOLEDIG 2020/21

ELECTED MEMBERS' DEVELOPMENT PROGRAMME 2020/21

| Dyddiad ac amser / <i>Date and time</i> | Digwyddiad / <i>Event</i> | Dull Dysgu / <i>Learning Method</i> | Arweinwyr / <i>Leaders</i> |
|--|--|--|--|
| 21 September - 9 October | Hyfforddiant Robeco (maes Buddsoddiadau / Pensiynau) <i>Robeco Training (Investment / Pensions)</i> | Teams | Delyth Wyn Jones-Thomas |
| Hydref / October | Hyfforddiant Caffael <i>Procurement Training</i> | Modiwl e ddysgu e-learning module | Huw Griffiths |
| Hydref / October Manylion i'w cadarnhau <i>Details to be confirmed</i> | Eglurder o rôl a chyfrifoldebau'r Adran Addysg a GwE (gan gynnwys atebolrwydd ysgolion yn sgil y drefn newydd o beidio cyhoeddi canlyniadau yn unol â chyfarwyddyd LIC) <i>Clarifying the role and responsibilities of the Education Dept. and GWE (including accountability of schools under the new arrangement of not publishing results in accordance with Welsh Government directive).</i> | Teams / Zoom | Garem Jackson a GwE |
| Tachwedd 10 November (14:00 – 15:00) | Y pandemig: Perspectif merched sy'n Gynghorwyr/ <i>The pandemic: Women Councillor's Perspective</i> | Teams / Zoom | Vera Jones a Nonn Hughes |
| Tachwedd 11 November (16:00 – 17:00) | Y pandemig: Perspectif merched sy'n Gynghorwyr/ <i>The pandemic: Women Councillor's Perspective</i> | Teams / Zoom | Vera Jones a Nonn Hughes |
| Rhagfyr 1 December (14:00 – 16:00) | Hyfforddiant Polisi Cynllunio ar y cyd / <i>Joint Local Development Plan (Gwynedd & Anglesey)</i> | Zoom | Gareth Jones Rebeca Angharad Jones Cara Owen Rhun ap Gareth |
| Rhagfyr 2 December (14:00 – 16:00) | Hyfforddiant Polisi Cynllunio ar y cyd / <i>Joint Local Development Plan (Gwynedd & Anglesey)</i> | Zoom | Gareth Jones Rebeca Angharad Jones Cara Owen Rhun ap Gareth |

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| Rhagfyr 4 December (10:00 – 11:00) | Syndrom Dieithryn / <i>Imposter Syndrome</i> | Zoom | Mari Evans |
| Ionawr / January Manylion i'w cadarnhau <i>Details to be confirmed</i> | Sesiwn briffio: Deddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg (Cymru) 2018. <i>Briefing Session:</i> <i>Additional Learning Needs and Education Tribunal Act (Wales) 2018</i> | Teams / Zoom | Ffion Edwards Ellis |
| Ionawr / January Manylion i'w cadarnhau <i>Details to be confirmed</i> | Delio efo Cwynion – Rôl Llywodraethwyr <i>Dealing with Complaints – Role of Governors</i> | Teams / Zoom | Buddug Mair Huws |
| Chwefror / February | | | |
| Mawrth / March | | | |