

MEETING	Democracy Services Committee
DATE	18 February 2021
TITLE OF THE REPORT	Learning and Development Provision for Members
PURPOSE	To provide an update about the <i>Learning and Development</i> provision for Members, and highlight successes, challenges and developments
RECOMMENDATION	The Committee is invited to consider the current training arrangements and suggest any titles or additional support they want the <i>Learning and Organisational Development</i> team to provide
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1. OVERVIEW

Historically, a comprehensive development programme has been offered which includes 'traditional' face-to-face training, and elements such as workshops, coaching and e-learning as well as a programme to develop the Leadership.

However (as noted in the report from 17 November 2020) it has not been possible to hold face-to-face training during the Covid crisis, and it has been necessary to develop alternative methods e.g. virtual training ('*distance training*'). Consequently, this has restricted the number of events held during this period. We have continued to consult on the content and delivery style of the 2020/21 training programme, in order to offer a variety of relevant and high quality titles. The programme includes *key/core* titles (which are mainly identified by Officers) and *developmental* titles which provide Members with an opportunity to consider their own personal learning and development needs.

2. DEVELOPMENTAL EVENTS (November 2020 - January 2021)

2.1 Perspective of female Councillors

Dates: 10&11.11.20

Method: Teams conversation

Number who attended: 9

Feedback: Vera Jones to report verbally

2.2 Joint Local Development Plan (Gwynedd & Isle of Anglesey)

Dates: 1&2.12.20

Method: Zoom

Number who attended: 27

Feedback:

"I felt that the session was a success, and it was beneficial. Although one is aware of the Plan, it's useful to have a refresher. It was useful to hear the opinion of other councillors about the plan, and get the response of the professional Officers to this. The presenting method was successful, the presentation worked well through Zoom. We had some further communication via e-mail following the session to explain some things further. I hope that there will be further opportunities in the future to offer similar sessions. Unfortunately, not every councillor takes advantage of the training opportunities that are offered, but this is no reflection of the training offered, some won't attend no matter what is offered!"

"As the pandemic has affected the usual meetings, the sessions were very important for Members. Numbers were higher than usual also. The presentations given by Rebecca and others were certainly valuable to Members and there was plenty of time to ask questions at the end. It was a valuable UPDATE in a field which is difficult to say the least."

2.3 **Imposter Syndrome**

Dates: 4.12.20 & 28.1.21

Method: Zoom

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Feedback:

"Thank you very much for the training on imposter syndrome, it was excellent. It highlighted a hidden condition in a way, but obviously, having spoken about it, it is a very common condition. I could identify with a lot of the elements of the condition and it was comforting to know that this was common and that it was possible to try to mitigate it. The presenters were excellent, clear and honest."

"The training was very good."

"Very interesting training and I must admit, I knew nothing about the subject. It was interesting to see how this could affect different people."

2.4 **Organised Crime - County Lines (Organised Drugs Gangs)**

Dates: 13.1.21 (2 sessions)

Method: Zoom

Number who attended: 30

Feedback:

"Very beneficial session. We had a similar session some years ago, and it was good to have an update on the situation. I feel that an information sharing/question and answer sessions such as this works well on Zoom."

"I would like to confirm that the Organised Crime Session held on 13 January was very beneficial, to get some background and knowledge about how to identify any potential cases of offending, as well as getting to know what to do and who to contact within the Police. The fact that the session was held 'remotely' did not detract from it at all, and I learned a lot from it!

2.5 Launch of the Gwynedd Dementia Actif Website

Dates: 19.1.21

Method: Teams

Number who attended: 26

Feedback:

"It was an extremely good session. It is good to see that we have taken big steps forward to care for vulnerable people in Gwynedd. In my opinion, the work of the Dementia group over the years has been one of Gwynedd Council's biggest successes. The launch of the new Dementia Actif website gives an opportunity for everyone to see, scrutinise and learn how things are developing and certainly shows us what happens in the council in this extremely important field. The activities and commitment of this group of council staff are incredible and this can be seen in the response of the county's residents. We must appreciate how much the percentage of Gwynedd residents affected by this is increasing due to the age of our communities."

"This was a virtual session which was extremely successful as there are opportunities for us all to 'learn', broaden our horizons but at the same time have the opportunity to ask questions."

2.6 Self-care and Dealing with Anxiety

Dates: 13.1.21 (2 sessions)

Method: Teams

Number who attended: 16

Feedback:

"Recognising mental health matters is extremely important and holding training such as this can lead to important and useful conversations. It was a session that offered practical steps to assist with self-care and anxiety, it was valuable, interesting and relevant. Recognising the importance of self-care and dealing with anxiety is probably more important now than ever before, thank you to Gwynedd Council for arranging such an important and useful session. I very much appreciate it. "

"The session with Andrew was interesting and it was good to hear about other people who are going through difficult times in their lives. Covid, of course, doesn't help with the situation. Andrew had good ideas of how to help yourself."

"A beneficial and interesting session - very timely - thank you to the presenter and the department for arranging it."

"The session with Andrew Tamplin was useful and made you think about what goes on in our lives and the importance of creating some time to ourselves... if anything, I felt that maybe another half an hour was needed for members to chat amongst themselves after his presentation..."

2.7 Coaching

Coaching sessions are still being offered, and one Member has taken advantage of them during this period.

3. CHALLENGES

3.1 Developing alternative methods of providing Training

It must be recognised that the new method of virtual learning won't suit everybody, and that some prejudices do exist about digital learning - often based on bad experiences of using 'old' technology.

3.2 The Response of the Learning and Organisational Development Service

- Continuing to gather evidence about obstacles which prevent Members from taking advantage of developmental opportunities
- Continue to develop virtual learning systems that are easy to use
- Support Members in terms of the skills to have easy access to learning via technology
- Invite Members to highlight 'gaps' in the Learning provision
- Tailor learning programmes to the needs of individuals and groups
- Provide valuable and good learning experiences (an opportunity to change mindsets and eradicate prejudices)

The Committee is invited to consider the virtual 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

4. 2020/21 TRAINING PROGRAMME

4.1 The training programme for 2020/21 is still evolving. (Appendix 1). The titles in the programme are based on:

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

The Committee is invited to consider the current programme and to propose suggestions for additional fields/titles to be included.



RHAGLEN DATBLYGU AELODAU ETHOLEDIG ELECTED MEMBERS' DEVELOPMENT PROGRAMME 2020/21

APPENDIX 1

Dyddiad ac amser / <i>Date and time</i>	Digwyddiad / <i>Event</i>	Dull Dysgu / Learning Method	Arweinwyr / <i>Leaders</i>
21 Medi / September - 9 Hydref / October (am) (pm)	Robeco Training		
Hydref / October (am) (pm)	Hyfforddiant Caffael / Procurement Training	Modiwl e ddysgu / E-learning module	Huw Griffiths
Hydref / October (am) (pm)	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) / Clarity on the role and responsibilities of the Education Department and GwE (including the accountability of schools as a result of the new system of not publishing results in accordance with WG direction)		Garem Jackson / GwE
Tachwedd 10 November (14:00 – 15:00)	Y pandemig: Perspectif merched sy'n Gynghorwyr/ The pandemic: Women Councillor's Perspective	Teams / Zoom	Vera Jones / Nonn Hughes
Tachwedd 11 November (16:00 – 17:00)	Y pandemig: Perspectif merched sy'n Gynghorwyr/ The pandemic: Women Councillor's Perspective	Teams / Zoom	Vera Jones / Nonn Hughes

Dyddiad ac amser / Date and time	Digwyddiad / Event	Dull Dysgu / Learning Method	Arweinwyr / Leaders
Rhagfyr 1 December (14:00 – 16:00)	Hyfforddiant Polisi Cynllunio ar y cyd Joint Local Development Plan (Gwynedd & Anglesey)	Zoom	Gareth Jones Rebeca Angharad Jones Cara Owen
Rhagfyr 2 December (14:00 – 16:00)	Hyfforddiant Polisi Cynllunio ar y cyd Joint Local Development Plan (Gwynedd & Anglesey)	Zoom	Gareth Jones Rebeca Angharad Jones Cara Owen
Rhagfyr 4 December (10:00 – 11:00)	Syndrom Dieithryn / Imposter Syndrome	Zoom	Marian Jones, Aled Rhys Jones,
Ionawr 13 January 2021 (10:00 – 11:00) (11:30 – 12:30)	Troseddu Cyfundrefol – Llinellau Sirol (Gangiau Cyffuriau) (Cymraeg) Organised Drug Gangs – County Lines Troseddu Cyfundrefol – Llinellau Sirol (Gangiau Cyffuriau) (Cymraeg) Organised Drug Gangs – County Lines (English Session)	TEAMS TEAMS	Llinos Davies (Heddlu Gogledd Cymru/North Wales Police)
Ionawr 19 January (11:30 – 12:00)	Lansiad Gwefan Dementia Actif Gwynedd Dementia Actif Gwynedd Launch of Website	Zoom	Emma Quaek / Lia Haf Roberts

Ionawr 26 January	(10:00 – 11:00) (4:00 – 5:00)	Hunanofal a Delio â Gorbryder (Sesiwn Cymaeg) Self Care and Dealing with Anxiety (Welsh Session)	TEAMS	Andrew Tamplin (Canna Consulting)
Dyddiad ac amser / Date and time Digwyddiad / Event Dull Dysgu / Learning Method Arweinwyr / Leaders				
Ionawr 28 January	(2:00 – 3:00)	Syndrom Dieithryn Imposter Syndrome	Zoom	Marian Evans / Aled Rhys Jones
Chwefror 24 February	(2:00 – 3:00)	Trefniadau Cwynion Ysgol – Y gwahanol fathau o gwynion, pa Bolisi sy'n berthnasol a sut mae delio â nhw School Complaints Procedures – the different types of complaints, what Policies are appropriate and how to deal with them	TEAMS (Sesiwn Cymraeg/ Welsh session)	Buddug Mair Huws
Chwefror 25 February	(4:30 – 5:30)		Zoom (Dwyieithog Bilingual)	
Mawrth / March	(am) (pm)	Sgwrs / tips TG Chat / IT tips ---	???	????
Ebrill / April	(am) (pm)	Sesiwn Briffio i Aelodau Etholedig - Deddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg (Cymru) 2018 / Briefing Session for Members – Additional Learning Needs and Education Tribunal Act (Wales) 2018	Zoom / TEAMS	Ffion Ellis Edwards (Addysg/Education)
Dyddiad i'w gadarnhau Date to be confirmed				

