



Report of the Monitoring Officer

Democratic Services Committee – 19 July 2021

Member Induction Programme 2022

Purpose:	To seek input from the Democratic Services Committee as to the Induction Training requirements for councillors following the 2022 local government elections.
Policy Framework:	Local Government (Wales) Measure 2011 and statutory guidance.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that the Committee: 1) Provides its views on the WLGA Framework Induction Curriculum for Candidates and New Members in Wales for Local Elections 2022 attached at appendix 3; 2) Identifies any further training which it considers should form part of Induction training; 3) Considers how training should be delivered and whether it should be mandatory.
Report Author:	Tracey Meredith
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Catherine Window

1. Introduction

- 1.1 It is important that prior to the local government elections in May 2022 that the Council reviews the induction training offered to both new and re-elected Councillors. This will ensure that all councillors are adequately equipped to make decisions, represent their constituents and undertake work on behalf of their communities. It is clearly essential that councillors are supported by adequate training to understand the role to which they have been elected, to enable them to undertake their role in their ward and

also to ensure that they are aware of their responsibilities when undertaking their role as a councillor.

- 1.2 The terms of reference of the Democratic Services Committee include reviewing the adequacy of councillor training and making reports and recommendations to Council in relation to such provision.

2. Background

- 2.1 Attached at Appendix 1 is the Councillor Induction & Training Programme for 2017-2018 following the last local government elections.

- 2.2 In April 2021 the WLGA published “A Development Framework for Councillors in Wales 2021” which is attached at Appendix 2. This document was prepared in consultation with both councillors and officers. It outlines the knowledge and behaviours expected of Councillors in Wales and the Committee may feel it is useful to identify suitable training needs both tailored towards all councillors and more directed training ie Chair/Cabinet member training. The Framework is not intended to be exhaustive or prescriptive but can be locally adapted.

- 2.3 Using this framework the WLGA has compiled the “Framework Induction Curriculum for Candidates and New Members in Wales for the Local Elections 2022” as attached at Appendix 3. It indicates the key topics and timescales for the induction. Councillors will also note that the document contains suggestions for delivery of training on the relevant topics including:

- workshops or webinars
- individual or group sessions
- market place activities
- e-learning opportunities
- external training
- regional and national events

- 2.4 In addition the Curriculum identifies those elements of training which the WLGA considered should be mandatory – (M).

3. Integrated Assessment Implications

- 3.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

- Deliver better outcomes for those people who experience socio-economic disadvantage
 - Consider opportunities for people to use the Welsh language
 - Treat the Welsh language no less favourably than English.
 - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 3.2 The Well-being of Future Generations (Wales) Act 2005 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.
- 3.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.
- 3.4 An IIA Screening Form has been completed and no adverse implications have been noted. The Committee is being asked to identify and support councillor training which will have a positive impact on the community as a whole ensuring that councillors are able to undertake work within the community and the council and make decisions which benefit the community as a whole.

4. Financial Implications

- 4.1 The costs associated with the member induction training programme will be met from existing budget provision.

5. Legal Implications

- 5.1 Section 7 of the Local Government (Wales) Measure 2011 requires local authorities to secure the provision of reasonable training and development opportunities for its members.

Background Papers: None

Appendices:

- Appendix 1 CCS Councillor Induction & Training Programme 2017-2018
- Appendix 2 WLGA "A Development Framework for Councillors in Wales 2021
- Appendix 3 WLGA Induction Curriculum in Wales for the Local Government Elections 2022