

Update on Member Development Plan 2018/19
Report to Democratic Services Committee 15/10/18

This report gives an update on the development opportunities to be made available to all members during 2018 – 2019 and beyond where appropriate.

Additional development areas:

Additional development areas have been identified for members for 2018/19, these include the following;

- Digital Skills for Members Drop-in-Sessions
- Mentoring for Members
- Improve your decision making skills

Digital Skills for Members Drop-in-Sessions

Sharron Penfold will be holding drop-in-session for members to help them get the most from their laptop or tablets (such as using Mod.Gov, email or other applications). These sessions have been specifically planned to support members, whether they are a complete beginner or have some knowledge. Sharron will be available in two locations:

Carmarthen

**In the Canteen, County Hall,
Every 4th Monday from 12pm—4pm**

Llanelli

**In the Touch Down Room, Llanelli Town Hall
Every 2nd Monday from 9:30-1:30pm**

Mentoring for Members

An email has gone out to Group Leaders asking them to identified Councillors as potential mentors, there is a capacity for other Councillors to attend the training and become member mentors also.

The WLGA will be delivering a session for identified mentors on **Thursday 8th November 2018 from 2:00pm – 4:30pm**. The training will be based on the WLGA Guidance for Member Mentors and copies of the guidance will be provided before the training.

Following the training, each political group will be able to offer their members a mentor to support them if they so wish.

Improve your decision making skills

A session for all members has been arranged for November around Uncovering Unconscious Bias in Decision Making.

Implicit or unconscious bias happens by our brains making incredibly quick judgments and assessments of people and situations without us realising. Our biases are influenced by our **background, cultural environment** and **personal experiences**. We may not even be aware of these views and opinions, or be aware of their full impact and implications.

The session will look at what is Unconscious Bias and how it can affect decision making and your role as a member in challenging unconscious bias.

The purpose of this session is to *'create an inclusive, engaging culture which embraces cognitive diversity and is a vital driver for finding innovative solutions to the complex problems that businesses face, particularly in the current difficult economic climate'*

An email will be sent out to all members shortly inviting them to this session.

Member Annual Development Plan 2018/19

Topic	Lead Officer	Date (if known)	How was the need identified?
Safeguarding	SCWDWP		Member Focus Group
Fostering & Looked after kids	Children Services		Education & Children Scrutiny Committee
Financial Exploitation Safeguarding Scheme Seminar - All Member Seminar	Roger Edmunds	27 th March 2018	Social Care Scrutiny Committee
Member Workshop With Hywel Dda University Health Board	Jake Morgan	13 th June 2018	Director
Member Seminar – Carmarthenshire Homelessness Strategy	Jonathan Morgan	12 th September 2018	HoS
Member Mentoring Scheme	Hayley Daniels/WLGA	8 th November 2018	Member Focus Group
Improve your decision making skills	Anna Morgan – Red Shiny Apple	November TBC	Member Focus Group
MOD.GOV	Gaynor Morgan	November/December 2018	DSU
Freedom of Information Act Training	John Tilman		Member Focus Group
Health & Safety	Eddie Cummins		Eddie Cummins
TIC Programme	Jon Owen		DSU
Human Resources Information System	HR		DSU
Capita Reserves	Chris Moore		DSU

Topic	Lead Officer	Date (if known)	How was the need identified?
Welsh Language Skills	Kelly Morris	Various individual sessions for members	Member Focus Group
It Skills: Outlook IT Training PowerPoint E-mails Calendar Mod.gov	Sharron Penfold	<u>Carmarthen</u> In the Canteen, County Hall, Every 4th Monday from 12pm—4pm <u>Llanelli</u> In the Touch Down Room, Llanelli Town Hall Every 2nd Monday from 9:30-1:30pm	Member Focus Group
Allocation Policy & Choice based lettings	Adele Lodwig Housing Policy Lead		Head of Service
Geo-discover	Julia Harries	1-2-1 sessions with members as and when	DSU
Familiarisation Tour of the County for Newly Elected Members	Ian Llewellyn	Spring 2018	Re-scheduled from the Induction