**Introduction and Background**

To support the refresh of the training and development strategy for Members, the survey that was originally conducted in 2019 to identify a baseline in terms of training delivered, take-up of training and Members views on training, was repeated. To do this an online questionnaire, was circulated to all Elected Members between December 2025 and March 2026. Hard copies were also made available. The questions in the 2026 version mirrored the original 2019 version, to enable a comparison over time from before the strategy was in place and four years on.

In addition to the data from the questionnaire data on attendance at training was also considered.

The key messages from the data are:

1. **There are key skills and knowledge that Elected Members need, to be able to undertake their roles effectively**

Do you think that there should be a set of core training that all Elected Members, regardless of their role, should complete? (25/2/26)
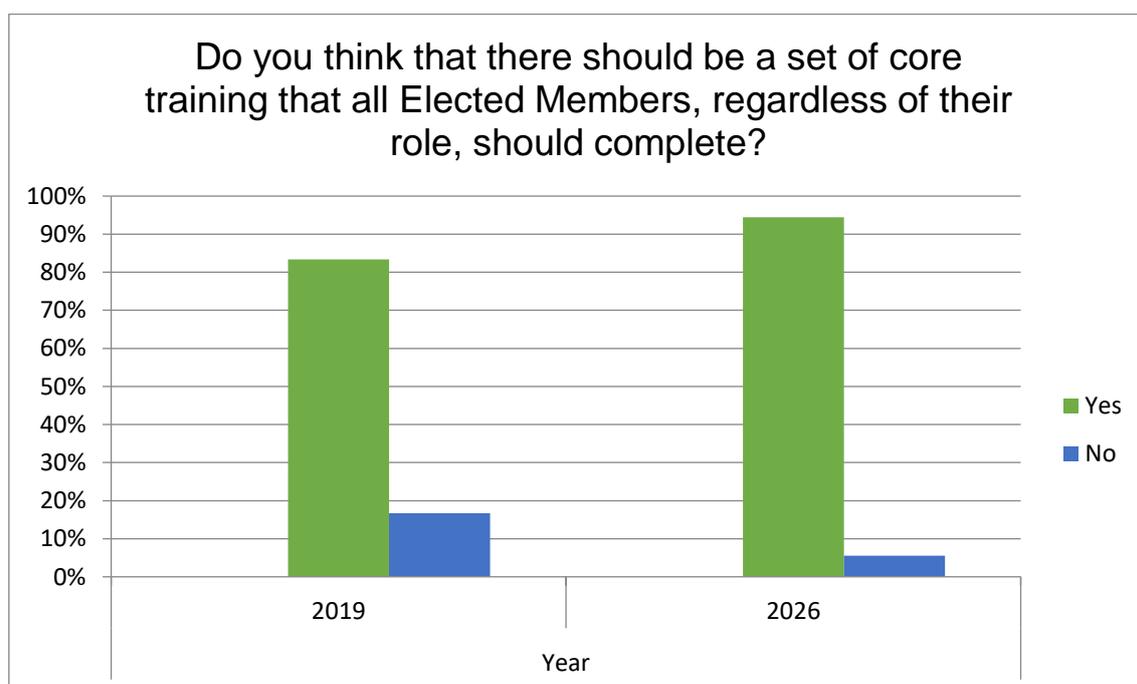
The percentage of Members who consider that there should be a set of core training has increased between 2019 and 2026 from 83% to 94%. This shows an increased support for a core training programme.

If yes, let us know what this should cover

What should be covered in a Core Training programme - 2026
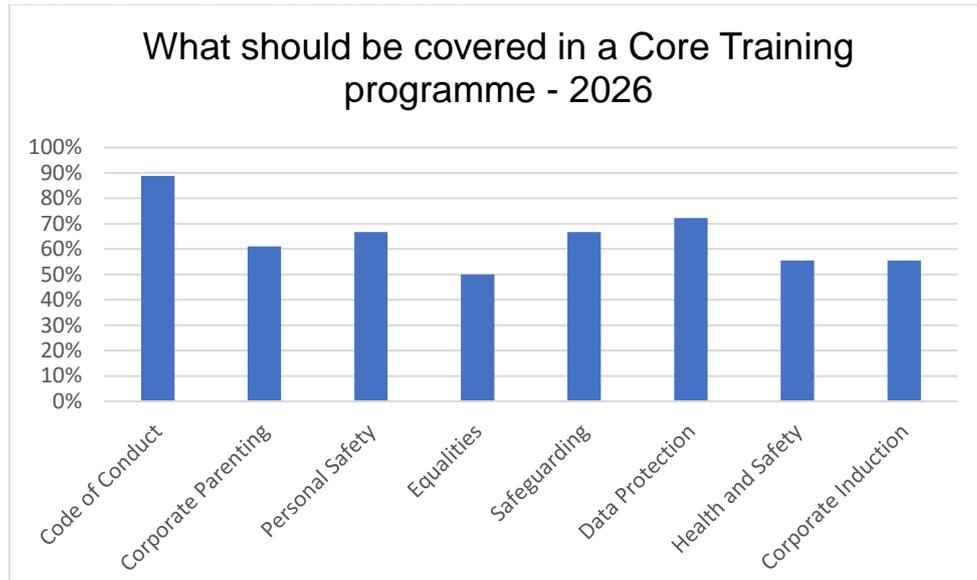
Elected Members who completed the questionnaire were also given several options as to what should be included in a mandatory training programme. 89%of the respondents thought that Code of Conduct should be included in a core training programme.

The relative importance of courses in the core offer has changed since 2019, with Personal Safety and Data Protection, being ranked significantly higher in 2026 than in 2019 and Equalities and Corporate Induction being ranked lower.

If yes, let us know what this should cover Relative importance by year (ranked 1-8)
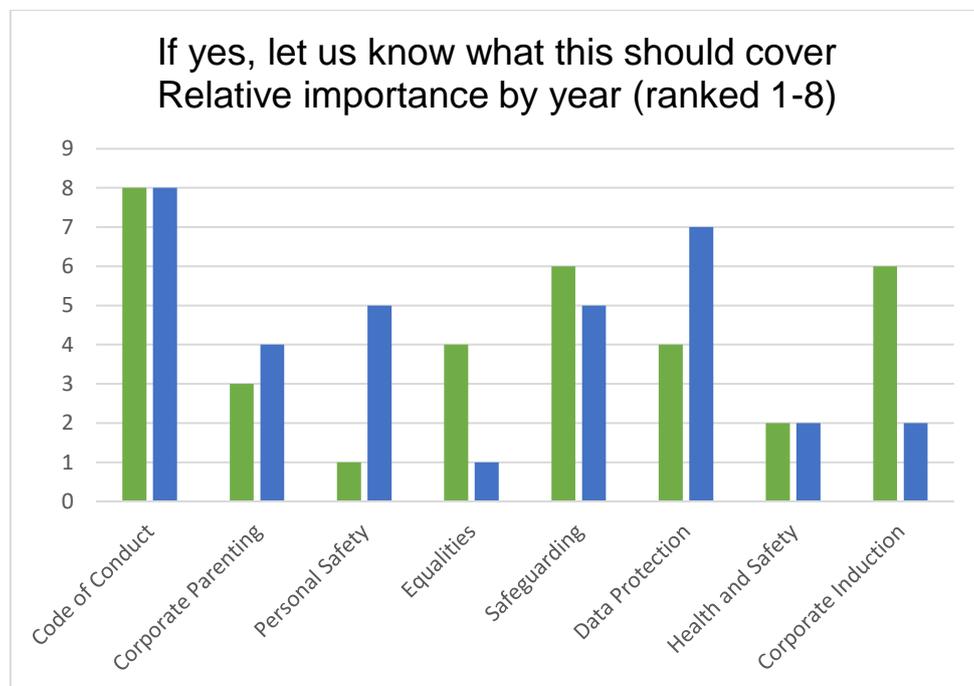
## 2. Take up of training and attendance has significantly improved since the introduction of the strategy

Attendance at training offered was poor in 2019, as was the offer to Members. The highest attendance of 63% of all Elected Members was for Data Protection and Information Security, which was a mandatory training session for all employees and Elected Members. However, this may not reflect a true picture as there could have been training provided which was not included within these figures as there was no co-ordinated approach to training for Members. In total there were 57 recorded training session attendances arising from 5 courses offered to Members. This compares with 41 internally arranged or delivered courses resulting in 206 attendances. In addition to this there were 17 external courses that Members accessed resulting in an additional 43 attendances.

*Training Attendance 2018-19 compared to 2024-25*

Internal Training Sessions
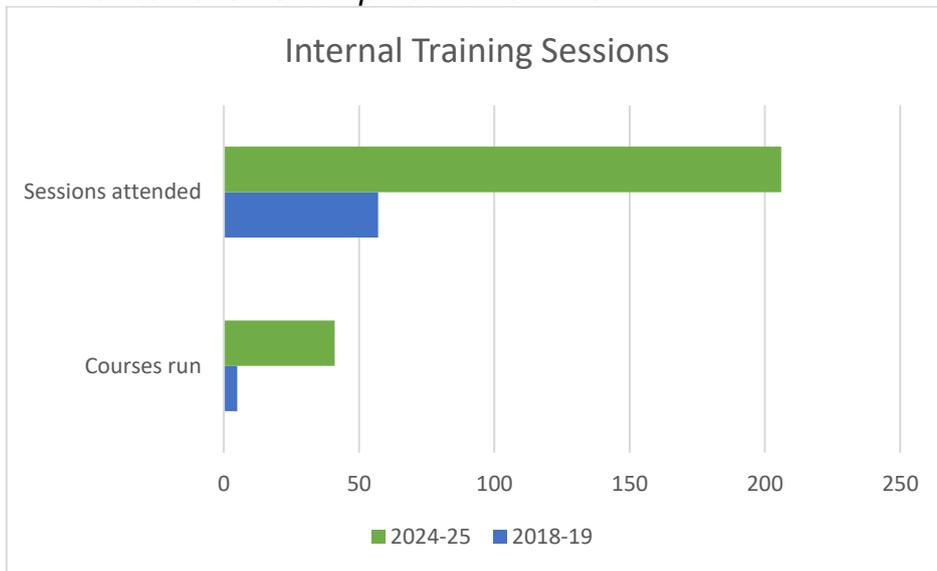
3. Communication with Members about training has improved

Where do you get your information about training from?

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Appendix B – Data 2026
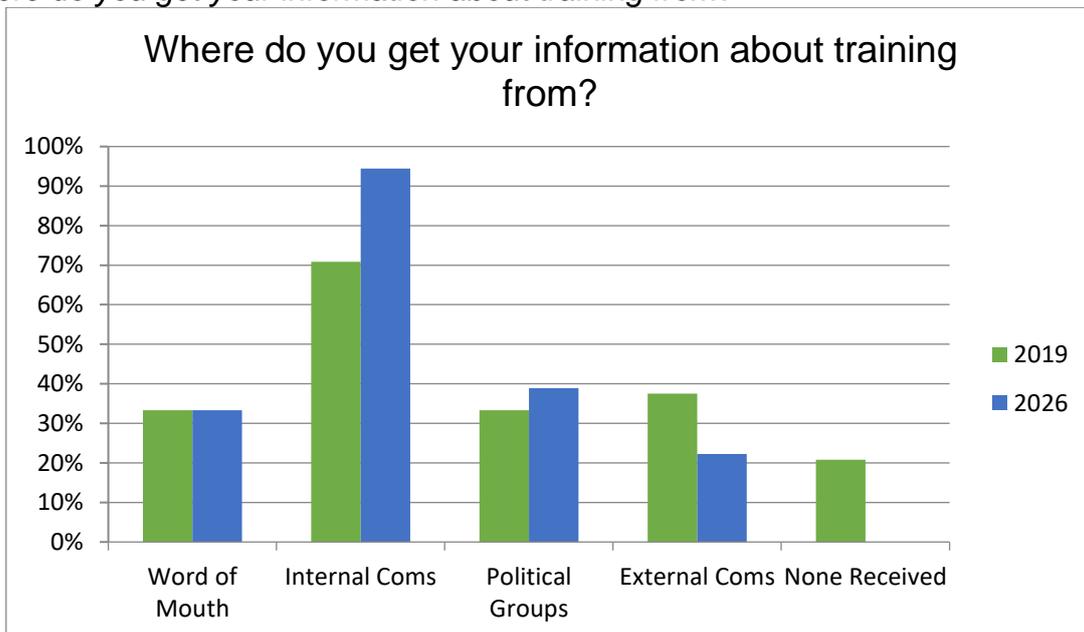
Internal coms is still the highest source of information about training, and no respondents have said they receive no information about training in 2026, whereas in 2019 about 20% chose this option.

4. What type of training do you prefer?

What is your preferred method of training?
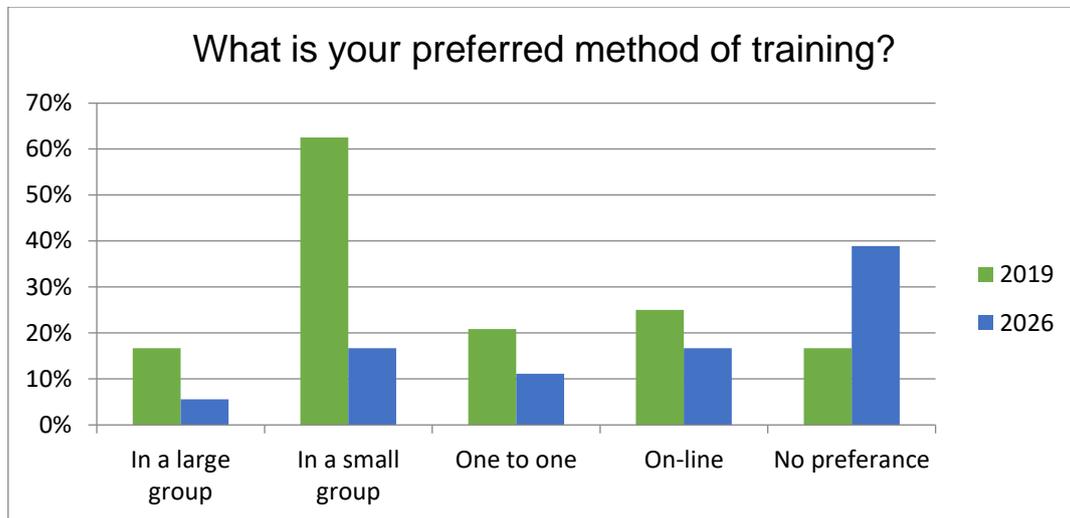
Preference for training delivery has shifted overtime, which reflects the growing confidence in using technology to access training delivery. In 2026, the most popular response was that they had "no preference" on method of training delivery, compared to "In a small group" in 2019. During the lifetime of the previous strategy there has been a moved to offer a wider mix of formats, including hybrid. This mixed offer will increase, including a variety of times of the day. This is to reflect the feedback shown in the chart below from the 2026 survey.

What would enable you to complete more training?

5. Meeting Members Needs

There has also been an increase in the percentage of Members who feel that the Council is meeting their training needs. As can be seen in the chart below in 2019 12.5% of respondents felt that the Council wasn't meeting their training needs at all. No respondents chose this option in 2026. There was also an increase in responses for "A lot" and "A moderate amount".
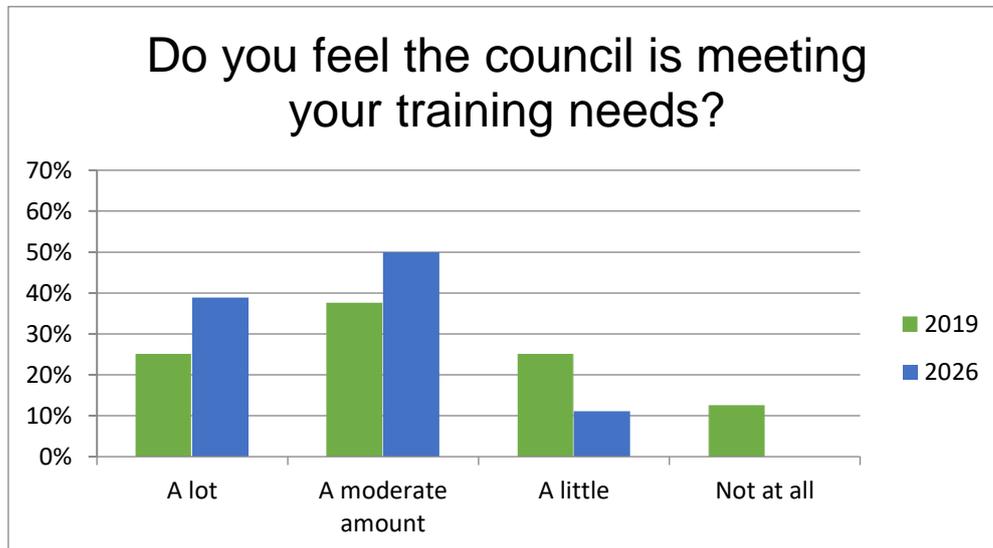
The training strategy provides a framework in which there is flexibility to offer a variety of training methods as well as insight from Members directly through surveys as well as strategic oversight from a Members advisory panel.