

**Agenda Item 9
Council – 24th March 2026**

**Recommendation from
Cabinet Member for
Policing and Equalities -
23rd March 2026**

**Coventry City Council
Minutes of the Meeting of Cabinet Member for Policing and Equalities held at
9.30 am on Monday, 23 March 2026**

Present:

Members: Councillor AS Khan (Cabinet Member)
 Councillor P Akhtar (Deputy Cabinet Member)
 Councillor J Lepoidevin (Shadow Cabinet Member)

Employees (by Directorate):

Finance and Resources: E Dewar

Law, Governance and J Newman (Director of Law, Governance and Safer
Safer Communities Communities), F Cartwright, L Knight, J Redfern, A Wright

RECOMMENDATIONS

51. Declarations of Interest

There were no disclosable pecuniary interests.

53. Elected Members Training and Development Strategy 2026-30

The Cabinet Member for Policing and Equalities considered a report of the Director of Law, Governance and Safer Communities, that sought approval of the Elected Members Training and Development Strategy 2026-30.

The Cabinet Member noted that the report had also been considered by the Ethics Committee at its meeting held on 19th March 2026 (their Minute 26/25 refers).

The environment in which Councillors' work is constantly changing. Ensuring that Councillors are properly supported to help them meet the high demands placed on them to carry out this challenging role effectively is increasingly important. To respond to this need, the Elected Members Training and Development Strategy was agreed at Council on 22nd March 2022, which provided a strategic approach to the training and development offer to Elected Members. To ensure that the offer to Elected Members is still relevant the strategy has been refreshed to ensure it still meets those needs.

During the lifetime of the current strategy, the offer and uptake of training by Elected Members has increased from 5 courses delivered internally or organised

for Elected Members in 2018/19 resulting in 57 attendances, to 41 courses delivered or arranged internally resulting in 206 attendances in 2024/25.

A further consultation with Elected Members took place between December 2025 and March 2026. The result of this suggests there is increased support for a core training programme, as well as improved communication and satisfaction with the offer provided.

The Strategy, set out in Appendix A, covers:

- Purpose of the Strategy
- Assessing Need and Requesting Training
- Training Matrix
- Governance and Delivery

The training matrix will provide a programme of core training which all Elected Members will be required to complete throughout their term of office. In addition to this, there will be role specific training for those Elected Members with special responsibilities, or who sit on specific Committees. Core training for all Elected Members will include:

- Code of Conduct
- Induction programme for newly elected Members
- Personal Safety
- Equalities
- Data Protection and Cyber Security
- Health and Safety

Elected Members appointed to Planning Committee and Licensing and Regulatory Committee will also be required to complete training to sit on those Committees, in accordance with the Council's Constitution.

RESOLVED that, the Cabinet Member for Policing and Equalities recommends that Council:

- 1. Approve the refreshed Elected Members Training and Development Strategy as appended to the report.**
- 2. Approve the proposals for core training for Elected Members as identified in Section 3 of the report.**