

## DENBIGHSHIRE COUNTY COUNCIL

## DIVERSITY IN DEMOCRACY ACTION PLAN

OBJECTIVE	POTENTIAL ACTIONS / PROPOSED WAY FORWARD	TIMESCALES
<p>Increase understanding of different tiers of government in Wales, the role each plays in society and how they operate.</p>	<p>Dissemination of Welsh Government educational resources to accompany the extension of the franchise to 16 and 17 year olds in Wales</p> <p>Promote Welsh Government's Guidance / materials for 16 and 17 year olds regarding Democracy in Wales. Explore Web-based platforms.</p> <p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Consultation Engagement and Equalities Team to explore other potential avenues through school forums / youth councils / career fairs. Continue to engage with schools (subject to pandemic), including links with school councils and youth councils</p>	<p>Resources have been developed by WG and have been disseminated to YEPs / schools.</p> <p>March/April 2022</p> <p>January/February 2022</p>
<p>Increase engagement with the public to raise awareness of the role and activities of the Council and Councillors. Provide clarity about how the public can better inform local decision making.</p>	<p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Work with Town and Community Council's to ensure links with 'Becoming a Councillor page' are promoted.</p> <p>Promote the role of Councillor by holding 'Becoming a Councillor Roadshows prior to 2022 elections.</p> <p>Publication of Council's Constitution. Constitution guide now a requirement under the Local Government and Elections (Wales) Act 2021.</p> <p>Develop Public Participation Strategy Scheme for compliance with duty under the 2021 Act. Encouraging people to participate in decision making and promoting awareness of how to become a</p>	<p>January/February 2022</p> <p>January/February 2022</p> <p>February 2022</p> <p>Constitution currently on the website. Guide to be in place by May 2022.</p> <p>Provision in force May 2022.</p>

	<p>Member, what membership entails, promoting / facilitating processes</p> <p>To continue the webcasting of meetings as specified under the 2021 Act.</p> <p>Ask each political group to nominate Diversity Leads for each political group.</p>	<p>All meetings are currently being webcast.</p> <p>February/March 2022</p>
<p>Comprehensive training and awareness programme available through a variety of routes available for members to support them in their role.</p>	<p>Members Induction Programme - work with the WLGA and share good practices with other councils to ensure a comprehensive induction programme for newly elected members.</p> <p>Review areas of training and development which can be made available online, core set of training materials which can be used for all Members.</p> <p>Ask political groups to provide the opportunity for mentoring /shadowing for newly Elected Members.</p> <p>Provide opportunities for all members to be able to undertake Personal Development Reviews.</p> <p>Promoting the WLGA's online "Councillor Guide" for the 2022 elections and the suite of National e-learning modules specifically developed for Members and freely available via the NHS learning@wales website.</p>	<p>May 2022</p> <p>May 2022</p> <p>May 2022</p> <p>October 2022</p> <p>Both prior to and after May 2022</p>
<p>Improve the safety of councillors and their families when undertaking their council duties</p>	<p>Ensure that members undertake health and safety training to include lone working training to ensure their safety.</p> <p>Publish official addresses on council website rather than personal addresses for Members (where requested).</p>	<p>July 2022</p> <p>May 2022</p>
<p>Maximise opportunities for individuals to work in ways that enable them to achieve a work / life balance which protects their welfare and wellbeing and allows them to manage any caring / dependency relationships.</p>	<p>Council has endorsed the New Ways of Working for member meetings to enable fully hybrid meetings which facilitate attendance from an alternative location.</p> <p>Promote the remunerations that are available to Members on the Council</p>	<p>May 2022</p> <p>Both prior to and after May 2022</p>

	<p>website and to potential candidates for election during roadshows, and to all newly elected members</p> <p>Promote family absence provisions to potential candidates for election during roadshows and to all newly elected members.</p> <p>Promote the allowance available to members for the costs of care and personal assistance to potential candidates during roadshows and to all newly elected members</p> <p>Encourage all Members to claim any necessary allowances or expenses incurred.</p> <p>Reviewing meeting times to have more flexibility to suit Members.</p>	<p>Both prior to and after May 2022</p> <p>Both prior to and after May 2022</p> <p>Both prior to and after May 2022</p> <p>This is required by law to be done at least once per Council term. This will be conducted after the May 2022 election.</p>
<p>Assess the effectiveness of the provisions in 2011 Measure in relation to data collection, and in relation to other candidate data that could be collected in order for political parties to support diverse candidates at elections</p>	<p>Undertake a diversity and inclusion survey with Members which will provide a benchmark for future elections and allow the feedback to be reviewed to support / barriers that may have been experienced by a Member during their term of office. The survey feedback will help to deliver a positive and diverse environment for future Members to undertake their roles.</p> <p>Share survey feedback with Members.</p>	<p>May 2022</p>
<p>Greater respect and support for those standing for and securing elected office.</p>	<p>Promote duty on political group leaders to promote high standards of conduct.</p> <p>Standards Committee to monitor group leaders' compliance in relation to the duty and provide training.</p> <p>Mandatory Code of Conduct training for all members following the elections</p>	<p>Duty comes into effect May 2022</p> <p>Duty comes into effect May 2022</p> <p>May 2022</p>

	<p>Promotion of a Denbighshire culture of mutual respect among members and between members and officers.</p> <p>Review and development of informal procedures for dealing with complaints by members and officers of behaviour which breaches the culture of mutual respect</p>	<p>May 2022</p> <p>May 2022</p>
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