City of London
Members' Learning & Development

Member Learning and Development Programme

Evaluation of Quarter 3 – October – December 2025 and Quarter 4 January – March 2026

1. The purpose of this paper is to provide the Member Development and Standards Sub-Committee with a snapshot of the learning and development sessions that have taken place in Quarter 3 (October – December 2025) and those that have taken place so far in the current Quarter (Quarter 4, running from January – March 2026)

2. In response to feedback from this Sub-Committee at its meeting on 9 December 2025, this report seeks to provide Members with an evaluation and attendance statistics of training sessions that were held.

3. Individual Microsoft Outlook invitations were circulated to all Members, with session details for all offerings and information as to how to register their interest/attendance. Reminders of each session were also communicated using chaser emails and via the Chief Commoner's monthly bulletin. Officers continued to offer a range of days of the week and times in the hope of maximising attendance. Member attendance on the day continues to be varied.

4. For ease of reference the following table provides an overview of offerings for Quarter 3 and 4. This is followed by a more in-depth review of each session.

Title of the Event	Date and Time	Format and offered to	Members in attendance
Quarter 3 – October – December 2025			
Cyber Security Training (Session 1)	Thursday 13 November 11am-12pm	In person training offered to all Members	1 in person **(1 overall)**
Member Briefing: Strengthening Charity Governance	Monday 17 November, 1-1.45pm	Hybrid training offered to all Members	3 in person 11 online **(14 overall)**

Building effective member and officer relationships	Tuesday 18 November, 2-3.30pm	External session hosted by the Local Government Association (LGA), Online Only, Offered to all Members	9 online **(9 overall)**
Cyber Security Training (Session 2)	Tuesday 18 November 11am-12pm	In person training offered to all Members	5 in person **(5 overall)**
Cyber Security Training (Session 3)	Tuesday 25 November 4pm-5pm	In person training offered to all Members	8 in person **(8 overall)**
Chairs Training	Thursday 27th November, 3-5pm	Hybrid training offered to all Members (Particularly relevant to current Chairs, Deputy Chairs and Members who aspire to stand for these positions in the future.)	6 in person 13 online **(19 Overall)**
Personal Safety for Councillors	Tuesday 9th December	External session hosted by the Local Government Association (LGA), Online Only, Offered to all Members	4 online **(4 overall)**
Handling Online Abuse and Intimidation	Thursday 11th December	External session hosted by the Local Government Association (LGA), Online Only, Offered to all Members	5 online **(5 overall)**
Quarter 4 – January – March 2026			
Digital Transformation Workshop on Enterprise Architecture	Thursday 15 January, 11-12pm	In person training offered to all Members	12 in person **(12 overall)**

Cyber Security Training

Three sessions held on Thursday 13 November (11:00–12:00), Tuesday 18 November (11:00–12:00) and Tuesday 25 November (16:00–17:00), respectively.

The Chief Commoner was keen to hold training on Cyber Security as it was a key priority to ensure that Members and the City Corporation's information remained secure. It was recognised that Members may have access to sensitive or confidential information and were therefore at increased risk of being targeted by cyber criminals.

To mitigate this risk and strengthen information security practices, bespoke Cyber Security training was developed and delivered specifically for Members. The training aimed to increase awareness of cyber threats, reinforce good digital security practices, and support Members in safeguarding both personal and City Corporation information.

Three in-person training sessions were delivered and made available to all Members, with calendar holds being sent to the full Court.

All sessions were delivered in person and covered core cyber security risks, practical prevention measures, and guidance on recognising and responding to potential threats.

The total attendance across all sessions was 14 Members, amounting to 11.2% of all Members.

Attendance increased progressively across the three sessions, with the highest attendance recorded at Session 3. The delivery of multiple sessions at different times was intended to provide flexibility and improved accessibility for Members.

The slides used in these sessions were circulated with all Members and made available on the Members' Portal. Continued engagement and refresher opportunities may further support sustained awareness and good practice.

Member Briefing: Strengthening Charity Governance

Monday 17 November, 1-1.45pm

Training on Strengthening Charity Governance was provided to Members to support the City of London Corporation in fulfilling its legal and regulatory responsibilities as trustee across its extensive charity portfolio. Given the Corporation's role as trustee of, or nominator to, a significant number of charities, it was felt important that Members understood the specific duties attached to acting on behalf of the CoLC in its capacity as corporate trustee.

As the proposals would require approval by the Policy & Resources Committee, the training was necessary to ensure Members were fully informed and prepared to consider and support the framework. The sessions equipped Members with the knowledge and awareness needed to support robust governance, protect the

reputation of the Corporation and its charities, and ensure continued compliance with Charity Commission requirements.

14 Members attended this hybrid briefing, amounting to 11.2% of all Members. The slides, a briefing note and the recording were circulated with Members and added to the Members' Portal.

Building effective member and officer relationships

Tuesday 18 November, 14.00-15.30

On Tuesday 18 November from 2–3.30pm, the LGA held a UK Government-funded webinar for elected members and senior officers titled 'Building effective member and officer relationships'. The webinar was delivered to explore new LGA guidance designed to support effective member/officer working relationships, with the purpose of enabling participants to fulfil their respective roles and responsibilities for the benefit of local communities. It included actionable advice and shared experiences from elected members and officers on managing and enhancing member/officer dynamics, with particular focus on the development, use, and embedding of protocols as a catalyst for improvement.

As the City of London Corporation is a member organisation of the LGA, the webinar was made freely available to all City of London Corporation Members.

A total of 9 Members confirmed their attendance at this session (7.2% of all Members of the Court), as well as 3 City Corporation officers.

Chairs Training (for all Members)

Thursday 27th November 2025, 15.00-17.00

This training session was open to all Members, including current Chairs, Deputy Chairs and Members aspiring to stand for these positions in the future.

The purpose of this session was to provide City Corporation-specific training for current and aspiring Chairs. The training covered the following topics:

- Constitutional Position and Conventions
- Getting elected as a Chair or Deputy Chair
- Setting the agenda and support for Chairs
- Managing Meetings
- In between meeting
- Role at the Court of Common Council
- Time Commitments and Individual Quirks
- Handover and ongoing support

The session was well attended, with 19 Members joining, which amounted to 15.2% of the full Court. The recording and PowerPoint presentation was circulated with Members and made available on the Members' Portal.

Personal Safety for Councillors and Handling Online Abuse and Intimidation

A two-part online workshop, with sessions held on Tuesday 9th December and Thursday 11th December respectively.

Two online workshops were held by the LGA on Tuesday 9th December and Thursday 11th December, respectively. The first workshop, 'Personal Safety for Councillors', was delivered to provide practical advice and guidance aimed at improving Members' awareness of personal safety. The second, 'Handling Online Abuse and Intimidation for Councillors', was designed to raise awareness of steps that could be taken to manage trolls and cyber-bullies, including a gentle introduction to the legal framework surrounding social media posts. The sessions also offered guidance on staying safe online generally, as well as tips on creating a positive online presence.

As the City of London Corporation is a member organisation of the LGA, the workshops were made freely available to all City of London Corporation Members. The training was held to equip Members with the knowledge and practical skills necessary to protect themselves both offline and online, reflecting the importance of personal safety and resilience in public roles.

A total of 9 Members attended across the two sessions, amounting to 7.2% of all Members of the Court.

Digital Transformation Workshop on Enterprise Architecture (EA)

Thursday 15 January, 11-12pm

At the request of the Digital Services Committee Chairman, in consultation with the Chief Commoner, it was agreed that sessions will be held on key areas of work that the Digital Services Committee wishes to focus on through 2026. The purpose of these sessions is to utilise the significant talent, experience, and skills that Members possess for the benefit of the delivery of Digital Services across the City Corporation.

These sessions are scheduled to take place prior to meetings of the Court of Common Council throughout 2026, to make them as accessible as possible for Members. The sessions will run from 11-12:00pm ahead of the 2026 Court of Common Council dates, which are as follows: 15th January, 5th March, 23rd April, 21st May, 25th June, 23rd July, 10th September, 8th October, 3rd December.

Each session will provide a comprehensive overview and address topics of current significance including:

- Enterprise Architecture and our Digital Transformation Activities
- Data and Analytics
- Artificial Intelligence and Automation
- Customer Relationship Management (CRM)

Objectives of the Digital Transformation Workshops:

- Strategic Alignment: The "Golden Thread"
- Our Current Estate: The "Burning Platform"
- Our Target Vision: The Future City Delivery Model
- The Roadmap (Discussion): Sequencing the Journey
- Next Steps & Focus Areas for Workshop 2

This first of these sessions was held on Thursday 15 January, 11-12pm, and explored Enterprise Architecture (EA) and its role as a foundation for our Digital Transformation initiatives. The session will focus on these aspects of EA.

Budget and Costs

Value for money has been a contributing factor in delivering the programme and it can be reported that the above sessions were provided at no cost, either delivered in-house or hosted free of charge by the LGA.