

# Oakthorpe, Donisthorpe & Acresford Parish Council



## Training and Development Policy

### 1 Introduction

1.1 We are committed to ensuring our councillors and staff are trained to the highest standard and kept up to date with all new legislation. To support this, funds are allocated to a training budget each year to enable staff and councillors to attend training and conferences relevant to their office. Prospective councillors will be made aware of the content of this policy and the expectations placed upon them contained within it.

### 2 Policy statement

Oakthorpe, Donisthorpe & Acresford Parish Council's main intention is to:

- a** support and encourage the training and development of knowledge of councillors and employees to help achieve the objectives of the council.
- b** regularly reviews the needs of councillors and employees; and
- c** plan training and development opportunities and budget accordingly.

### 3 Training and development for councillors

3.1 Oakthorpe, Donisthorpe & Acresford Parish Council will have an expectation for:

- a)** attendance at induction sessions (usually held by the Leicestershire, Rutland Association of Local Councils) explaining the role of the council, councillors and the Clerk.
- b)** provision of copies of the Standing Orders, Financial Regulations, Code of Conduct, policies of the council and any other information deemed relevant.
- c)** access to relevant courses provided by bodies such as the Leicestershire Rutland Association of Local Councils (LRALC).
- d)** expenses for attending briefings, consultations and other general meetings for councillors in the local area; and
- e)** circulation of briefings, newsletters and magazines.

3.2 Councillors will be expected to attend training to help them operate and develop as a councillor at least annually.

## **4 Training and development for the Clerk**

4.1 Oakthorpe, Donisthorpe & Acresford Parish Council will ensure:

- a)** attendance at an induction session explaining the role of the council, councillors, Clerk and other staff.
- b)** provision of copies of the standing orders, financial regulations, code of conduct, policies of the council and any other information deemed relevant.
- c)** provision of any other training relevant to the proficient discharge of their duties such as information technology, legal powers, finance and understanding the planning system.
- d)** expenses for attending relevant conferences and seminars of bodies such as the Society of Local Council Clerks, the National Association of Local Councils and the Leicestershire, Rutland Association of Local Councils (LRALC).
- e)** subscription to relevant publications, advice services and membership of relevant local council associations.
- f)** provision of Local Council Administration by Arnold-Baker and Claydon, and other relevant publications, which will remain the property of the council; and
- g)** provision of suitable mentoring if required (this may be via telephone, email, online meeting or in-house).

4.2 The council will encourage the Clerk to:

- a)** gain the Certificate in Local Council Administration (CiLCA) and further qualifications; and
- b)** participate in local clerks' forums and events.

4.3 The council will endeavour to support the Clerk's professional development, which might include:

- a)** financial assistance towards the cost of tuition, examinations and resource materials.
- b)** allocated study leave.
- c)** time off for any relevant learning courses or examinations.

4.4 Such support is entirely at the discretion of the council.

## **5 Review of training and development needs**

5.1 Councillor's training needs will be identified on an ongoing basis. Councillors or the clerk can identify councillor training needs.

## Training Requirements

<p>All new Councillors will be provided with a New Members Pack including, but not limited to, The Good Councillor's Guide, Code of Conduct, Standing Orders, Financial Regulations and Policies</p>	<p>Within one week of the date on which they are elected or co-opted</p>
<p>All Councillors shall receive basic training at the start of their term of office– 'Councillor Training' LRALC</p> <p>The council may wish to book a whole council session on 'The Framework for councillor's conduct &amp; interests' LRALC</p>	<p>Within six months of the date on which they are elected or co-opted</p>
<p>The Chairman of the Council and the Chairman of Committees shall receive 'Chairman's training' - LRALC</p>	<p>Within six months of the date on which they are elected to the office of Chairman of the Council or one of its committees</p>
<p>Committee Members shall receive training related to the area of work of the committee (e.g., members of the Finance Committee shall receive basic finance training 'Finance for Councillors' – LRALC</p> <p>All members are encouraged to receive basic planning training 'Planning nuts &amp; bolts' LRALC</p>	<p>Within six months of the date on which they are appointed to the committee.</p>
<p>All Councillors shall receive ad hoc training related to the Council's aims and objectives. This is particularly important when there is a change of legislation or when the council embarks on a new project</p>	<p>As soon as reasonably possible, and within three months of the training need being identified</p>

All Councillors are encouraged to attend conferences and training events as appropriate to members and the Council's needs and responsibilities.	Ongoing
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5.2 Training needs for staff will be identified from:

- a) induction and probationary periods
- b) one-to-ones.
- c) appraisals
- d) annual strategic planning

## **6 Budget for training**

6.1 An allocation will be made in the budget each year as needed for training and development, based on a review of training and development needs.

6.2 Purchases of relevant memberships, subscription and resources such as publications will be considered on an ongoing basis.

## **7 Evaluation of training efficacy**

7.1 All training undertaken will be subsequently evaluated by the Clerk to gauge its relevance and effectiveness. Training will be reviewed in light of changes to legislation or any quality systems relevant to the council, its services, new qualifications, new equipment, complaints received, incidents which highlight training needs and requests from councillors and staff.

7.2 The Clerk will maintain a record of training attended by all councillors and staff. This will be displayed on the web site under the councillor's details for their term of office. .