# Training and Development Policy

## Introduction

Repton Parish Council is committed to ensuring councillors, staff and volunteers 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 and applicants for the post of Clerk will be made aware of the content of this policy and the expectations placed upon them contained within it.

## Policy Statement

Repton Parish Council’s intention is to:

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

## Training and Development for Councillors

Repton Parish Council will ensure:

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

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

## Training and Development for the Clerk and Responsible Finance Officer

Repton Parish Council will ensure:

* attendance at an induction session explaining the role of the council, councillors, Clerk and other staff;
* provision of copies of the standing orders, financial regulations, code of conduct, policies of the council and any other information deemed relevant;
* 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;
* 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 Derbyshire Association of Local Councils;
* subscription to relevant publications, advice services and membership of relevant local council associations;
* provision of Local Council Administration by Arnold-Baker and Claydon, and other relevant publications, which will remain the property of the council; and

The council will encourage the Clerk and Responsible Finance Officer to:

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

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

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

Such support is entirely at the discretion of the council.

## Training and Development for Volunteers

Repton Parish Council will ensure:

* Attendance at any course needed for the role e.g. for speed watch volunteers they must have attended training by Derbyshire Police Service
* Copies of any relevant policies including a risk assessment for the activity being undertaken
* Expenses for any attendance at training

## Review of Training and Development Needs

Training requirements for Councillors will usually be identified by themselves, the Chairman and Clerk. Opportunities to attend courses will be investigated by the Clerk and brought to the attention of the full council.

Training needs for staff will be identified from:

* induction and probationary periods;
* appraisals; and
* annual strategic planning.

## Budget for Training

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.

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

1. **Evaluation of Training Efficacy**

All training undertaken will be subsequently evaluated by the Clerk and Responsible Finance Officer 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.

The Clerk will maintain a record of training attended by all councillors and staff.

1. **Process Review**

This process will be reviewed annually by the Clerk and any changes noted below and when this has been agreed by the Council.

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| **Version Number** | **Date of Review** | **Revisions Made** | **Date of Next Review** |
| 1 | October 2022 | Policy adopted | One year after adoption |
| 1a | November 2023 | No changes needed, agreed at November 2023 meeting | November 2024 |
| 1b | March 2024 | No changes needed | March 2025 |
| 1c | February 2025 | No changes needed | March 2026 |