



Loddon Town Council

The Old School | Church Plain | Loddon | NR14 6EX

www.loddontowncouncil.gov.uk | 01508 522 020

Training and Development Policy

Overall aim of this Policy

The Council is committed to the provision of training and development for its members, staff and volunteers to help raise the council's profile, fulfil the roles played by its members, staff and volunteers individually and as a team and maximise the potential of the Council in its role of serving the community. The Council has an overall strategy to actively respond to the needs of its parishioners. Personal development of members, staff and volunteers will help formulate, guide and facilitate this strategy.

Budget

Training needs will vary considerably from year to year and consideration must be given to future training needs, and membership to organisations (such as SLCC) when the budget is set. There must also be a provision in the budget should any further publications be required for the employees or members to carry out their role.

While the Council is mindful of its costs it also considers that appropriate training can reap financial rewards. Training can be provided through a number of sources; training can also be on a variety of subjects. The Council aims to be selective with the training it uses, relevance, value for money and training provider will be considered. While there is no right for staff to request time off work for training or any obligation on its members to undergo training, the Council agrees to fund training costs provided there is a commitment to attend that course and to continue in the role for at least a year. Funding includes the cost of the course and the cost of transport to the course. Agreed studying hours may also be offered if appropriate.

Approval from the line manager (or in the case of the Clerk, the Chairman) must be given before attendance of any course.

Training Needs

Training needs for employees will be identified as a result of their personal development plans and their appraisal (see below).

Training needs may also be a result of legislation changes or changes in circumstance, taking on new services or incidents in the Town.

There is likely to be a need for additional training (for new members) following an ordinary election.

Personal Development Plans

The Clerk will have a personal development plan as part of his / her annual appraisal which will identify skills and knowledge needs. The Clerk is encouraged to take responsibility for his / her own personal development in terms of identifying appropriate external training and courses. The Clerk will be responsible for facilitating the training needs of members both new and experienced – identifying relevant courses or by coaching or mentoring.



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The Responsible Financial Officer (RFO) will have a personal development plan as part of his / her annual appraisal which will identify skills and knowledge needs. The RFO is encouraged to take responsibility for his / her own personal development in terms of identifying appropriate external training and courses.

As part of an ongoing commitment to training and developing members, staff and volunteers, it is expected that they will undertake relevant training that that is identified to be appropriate and necessary for their roles.

In the event that a member, member of staff or a volunteer is of the view that any such training is not appropriate or necessary, they should initially discuss this with the Clerk who will discuss their concerns with them to seek a resolution that is satisfactory to all parties. However, in the event where training is considered to be mandatory, for example health & safety training, it will be a requirement for the member, member of staff or volunteer to complete this and, failure to do so, may result in disciplinary action being considered.

Responsibilities

Further and new opportunities for training will be identified by the Clerk. These may be guided by new activities the Council wishes to undertake or by changes in legislation. The Clerk will be responsible for disseminating information concerning training to members. Members are encouraged to discuss any needs they identify for themselves with the Clerk. The Clerk is responsible for identifying situations where volunteers may need training, this includes such things as discussion about risk assessments and training regarding the use of equipment.

All those attending training will be responsible for evaluating the training and disseminating lessons learned and actions that need to be taken.

Review

This policy will ordinarily be reviewed every three years, but more regular review may be needed if circumstances change. The policy will be reviewed by the clerk before being tabled at a meeting for consideration.

This policy was adopted by Loddon Parish Council at its meeting held on 10 March 2021.

Signed:

Dated:

Date for next review: March 2024 (reviewed every three years)