



Stapleford Abbots Parish Council

TRAINING POLICY

Version: 1.2

June 2023

A Scope

This policy applies to the Stapleford Abbots Parish Council. Where the term ‘staff’ is used, this includes any staff (paid and voluntary) working for the Council. This policy is aimed at all Councillors and staff working for Stapleford Abbots Parish Council.

B Confidential Notice & Intellectual Property

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C Document Details

Policy	<i>Training & Development Policy</i>
Policy Statement	<i>This document sets out a Training & Development Policy to use by Stapleford Abbots PC</i>
Version Number	<i>1.2</i>
Version Date	<i>05/2023</i>
Review Date	<i>05/2024</i>
Author	<i>J Jackson</i>
Responsible Owner	<i>Stapleford Abbots Parish Council</i>
Approving Body	<i>Stapleford Abbots Parish Council</i>

D Revision History

Version	Revision Date	Details of Changes	Author
1.1	05/2021	Current version	SAPC
1.2	05/2022	Current version	SAPC
1.2	05/2023	Current version	SAPC

E Freedom of Information

If requested, this document may be made available to the public and persons outside the Council as part of Stapleford Abbots Parish Council’s commitment to transparency and compliance with the Freedom of Information Act.

F Accessibility

This document can be made available in other styles, formats, sizes, languages and media in order to enable anyone who is interested in its content to have the opportunity to read and understand it. Any such requests should be made to the Clerk.

G Dissemination

This policy will be disseminated to all staff. All staff will have to read this policy at publication and every time there is an update or change to the policy. The Stapleford Abbots Parish Councillors will have the overall responsibility for implementing the policy.

H Review

This policy will be reviewed every year or when new evidence, policy or guidelines come to light necessitating an update / change. The policy review and update will be the responsibility of the Stapleford Abbots Parish Council.

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 and employees will also be made aware of the content of this policy and the expectations placed upon them contained within it.

2 Policy statement

2.1 Stapleford Abbotts Parish Council's 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 review the needs of councillors and employees; and c plan training and development opportunities and budget accordingly.

3 Training and development for councillors

3.1 Stapleford Abbotts Parish Council will ensure: a attendance at induction sessions (usually held by the Essex 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 Essex Association of Local Councils (EALC); 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 encouraged to attend training to help them operate and develop as a councillor at least annually.

4 Training and development for the Clerk

4.1 Stapleford Abbotts 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 Essex Association of Local Councils; 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 or, as appropriate, staffing committee.

5 Review of training and development needs

5.1 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.

5.2 Training needs for staff will be identified from: a induction and probationary periods; b one-to-ones; c appraisals; and 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