



KIPPAX PARISH COUNCIL

Statement of Intent on Training and Development for Staff and Elected Members

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Review date: May 2023

M Eyre

Signed by Chair, Councillor Martin Eyre

1. The Kippax Parish Council's Commitment to Training & Development

Kippax Parish Council is committed to providing employees and council members with the necessary training and development opportunities to ensure the Council can meet its aims and objectives by providing the skills required to deliver high quality services along with management skills to manage and plan those services.

The Kippax Parish Council encourages employees and council members to undertake training and development provided from internal and external sources. Training requirements will be determined and prioritised according to the council's service delivery requirements and stated policies to ensure that training and development undertaken assist towards the achievement of the council's aims and objectives.

The council will commit itself to and adopt the following;

- To develop employees and council members to achieve the objectives of the council
- To review regularly the needs of, and to plan training and development for employees and elected members
- To take action to train and develop individuals on recruitment/election and throughout their employment/term of office
- To regularly evaluate the investment in training and development to assess achievement and to improve future effectiveness

2. Identification of Training Needs

Employees

- Induction training for new employees will be provided

- Current or any new clerk to hold or obtain CiLCA or equivalent
- Employees are encouraged to be proactive in identifying their own training and development needs linked to the aims of the council and the contribution of the individual employee
- Line manager will assess specific service-based training needs as a result of new legislation, IT skills, and any other skills/knowledge requirements for staff to achieve the council objectives
- Staff are to be provided the opportunity to complete a Personal Development Plan at the annual appraisal
- Additional training may be requested via line managers at any time

Council Members

- Newly elected members will be given information on the council's policies and procedures and will be provided with a copy of "The Good Councillors Guide"
- Newly elected councillors are permitted to attend YLCA's Off to a Flying Start Training and Code of Conduct Training (YLCA or LCC) without any formal approval by council. This training should be booked by the Clerk in consultation with the council member.
- All future newly elected Chairs and Vice-Chairs of Council are encouraged to attend YLCA's course 'Chairmanship Skills' as soon as possible after election
- Councillors who wish to develop their skill/knowledge can request to attend courses at any time during their term (see paragraph 5)
- Training should only be booked after it has been approved (see paragraph 5)
- Any Councillor who books training without first obtaining approval will become liable for the cost of the training. Any Councillor who is unable to attend a booked training course should cancel the training where possible. If it is not cancelled and the Parish Council are billed for the training, the Councillor will be billed for the training if they did not have a reasonable excuse for not attending. Reasonable excuse will be judged on a case by case basis but includes instances such as sickness or family emergency.
- Specialist-in-house training will be provided on an ad-hoc basis.

3. Training and Development Objectives

Training and development that meets the following objectives will be provided (subject to available budget provision) in the following order of prioritisation to ensure that the maximum value is gained from the available training resources:

1. Training required for the service delivery or the planning or management of its delivery
2. Specialist needs of specific employees or council members for their individual roles
3. Improvement of existing skills relevant to the specific employees or council members role in the council
4. Training to widen skills and knowledge needed to develop future role in the council

4. Training Resources/Providers

A budget is set annually for employee and council members training.

Training Providers for both Employees and Elected Members

- Society of Local Council Clerks
- Yorkshire Local Councils Associations
- National Association of Local Councils
- Regional and National Seminars/Conferences
- Other recognised agencies providing training for local authorities
- Principal authority Leeds City Council
- In-house

5. Requests for Training and Approval of Attendance:

No reasonable request for training that meets the objectives outlined in paragraph 3 will be denied, subject to available budget provision.

- Councillors must submit a training request form to attend training events or courses to the clerk who has delegated authority to approve training up to a cost of £100. Any requests above this amount will be referred to full council for approval.
- Employees training identified in the Personal Development Plan at the annual appraisal will be reviewed and approved by the Personnel Committee
- Clerks additional training request forms must be submitted to the Personnel Committee for approval
- Other employees must submit training request forms to their line manager who has delegated authority to approve training up to a cost of £100. Any requests above this amount will be referred to the Personnel Committee for approval.

6. Training Evaluation

After attending a training course or event the employee or member must complete a training evaluation form, to be presented to full council for review.

7. Review of this Statement of Intent

The Personnel committee is to review this statement on an annual basis and present it to the council in May of each year for its approval.