



HELMDON PARISH COUNCIL TRAINING AND DEVELOPMENT POLICY



Helmdon Parish Council is committed to ensure that it fulfils its duties and responsibilities to Helmdon residents and provides effective, efficient and accountable local government for the Parish.

Helmdon Parish Council recognises that well trained and informed councillors and staff promote good practice in the organisation. The Council will procure or provide such training and development opportunities as it deems necessary and relevant for the delivery of its work. To support this, funds are allocated to a training budget each year to enable staff and councillors to attend training relevant to their office. The Council delegates the authority to arrange training to the Clerk, within the limits of the training budget – the Clerk will notify the Council each time a booking for training is made.

The Council will:

- Give priority to activities necessary to meet the Council's objectives.
- Provide adequate training budgets to achieve its objectives.
- Provide the necessary opportunities, resources and support to enable employees and councillors to attain and maintain the required knowledge, skills and abilities.
- Ensure that training opportunities and resources are provided to employees in an equitable and fair way and related to any identified needs.

In addition for Councillors, the Parish Council will:-

- Encourage and support the development of knowledge, skills and abilities and recognise that there is a shared benefit.
- Provide "Off to a Flying Start"¹ training (or equivalent) for all newly elected councillors'; additional specific training will be on-going, either with in-house or outsourced.
- Councillors appointed to committees are expected to attend training relevant to the committee's area of responsibility within six months of being appointed. Failure to attend may result in the councillor being removed from the committee.
- Provide all Councillors with a copy of The Good Councillor's Guide²
- Ensure that all Councillors are made aware of the Parish Council's Standing Orders, Financial Regulations, Code of Conduct and policies of the Council.

In addition for the Clerk/RFO, the Parish Council will:-

¹ A training course provided by Northants CALC (www.northantscalc.com)

² 'The Good Councillor's Guide – Essential guidance for local councillors' published by NALC

- Provide any other training relevant to the proficient discharge of their duties such as IT, Legal powers, Finance and understanding the planning system, as identified by the Council through regular training needs assessments.
- Provide relevant books and guidance, which will remain the property of the Council.
- Support and finance the Clerk's membership of the Society of Local Council Clerks
- Support the Clerk in gaining the Certificate in Local Council Administration (CiLCA)

Training needs identification

- Training requirements for Councillors will usually be identified by themselves, the Chair and Clerk. Opportunities to attend courses will be investigated by the Clerk and brought to the attention of the full council.
- All training undertaken will be recorded by the Clerk in the training log. The Council will formally review the training needs of Councillors and the Clerk at the July meeting of the Council.
- Training needs for the Clerk will be identified through the recruitment process for new clerks, including the application form and interview, formal and informal discussions and the annual staff appraisal. The Clerk is expected to keep up to date with developments in the sector and highlight to the Council any training required



Signed (Chair):

Date: 26 June 2024

Date for next review: June 2026