

HORTON IN RIBBLESDALE PARISH COUNCIL

TRAINING AND DEVELOPMENT POLICY December 2017

Introduction

Horton in Ribblesdale Parish Council values its members and employees and is committed to demonstrating good practice in providing services and value for money for the community it serves. It recognises that competent and well trained personnel are key to delivering good practice, and that performing well within role not only benefits council, but also stimulates confidence and enjoyment for the personnel who serve it.

Objectives

- The Parish Council will identify training & development needs for all its members and officers in whatever role they serve.
- The Parish council will source training opportunities for all new members and officers, and provide all necessary documentation to support knowledge and understanding.
- The Parish Council will ensure that all personnel receive adequate training and appropriate documentation in relation to statutory obligations under health and safety and equalities/ diversity.
- The Parish Council will consider training requests from members and officers that would improve standards and performance in their role.
- The Parish Council is a member of The National Association of Local Councils and The Yorkshire Local Councils Association, who are recognised as a provider of quality training for members and officers, and a source of supporting documentation.
- The Parish Council will provide expenses to enable attendance at training courses.
- The Parish Council will finance the membership of a professional body for the clerk, such as the Society of Local Council Clerks, for training and support purposes.
- All training provided will be reviewed by the Parish Council for effectiveness and value for money. This training policy to be reviewed annually.
- An adequate training allowance will be included by the Parish Council within the annual budget.

Conclusion

The objectives within this training policy provide a framework designed to deliver a knowledgeable and competent council, a council that can ultimately deliver a quality service for the community of Horton in Ribblesdale.