



## **Training Statement**

### **Introduction**

Ponsanooth Parish Council is committed to provide a level of training for both its members and staff to enable them to undertake their respective roles for the betterment of not only the Council and the Community it serves, but also the councilors' personnel development.

### **Training**

Training is defined as "a planned process to develop the abilities of the individual and to satisfy the current and future needs of the Organisations". Learning can be categorised into the following:

- Intuitive – learning which happens by chance and we may not be conscious of it.
- Incidental – learning by reflection on events or activities.
- Retrospective – a system approach to reflecting on activities and identifying what we learned from them.
- Proactive – planning to learn from an activity, reflecting on it and planning to use what we learned. It is anticipated that member/staff learning will reflect many of the above.

### **Training Aims**

The Council's training aims are the following:

1. To improve the understanding of its members, of their role as a local Councillor, the powers available to the Council and how best to utilise the resource available to the Council for the betterment of the residents it serves.
2. To provide the necessary training to its staff to ensure that they are able to undertake their respective roles.
3. To ensure an acceptable level of succession planning in order to:
  - A. Ensure the Council can operate effectively following local elections and potential changes to the Council membership.
  - B. Ensure the Council can continue to operate during times where staff may be unavailable (e.g. holidays, sickness staff turnover etc.)
  - C. Ensure the Council is successful in obtaining Quality Parish Status

### **Staff Training**



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| All new Staff to take Induction Training  | During 6 month Probation period |
| All staff to undertake staff appraisals to develop training needs Annually  | Annually in April               |
| Staff encouraged to undertake the following, for which the Council will provide financial support:<br>1. Working with your Council<br>2. Certificate in Local Council Administration 3. Certificate in Local Policy Studies | Ongoing                         |
| All staff encouraged to attend training relevant to their position  | Ongoing                         |
| All staff encouraged to read regular publications and update from internet Websites: SLCC The Clerk NALC Local Council Review   | Monthly                         |
| All staff encouraged to build CPD points with SLCC and attend the smaller councils meetings and engage in the SLCC forum.   | Ongoing                         |

## The Council

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| Council to allocate a training budget to cover provision of training activities, attendance at conferences and training publications for members & Staff | Annually |
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## Councillors Training

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| All Councillors are provided with New Members Induction Pack following Local Council Elections and to receive a short training session as soon as practicable after the local elections. | Every 4 years  |
| All Councillors are encouraged to complete a skills audit to identify training needs   | Yearly in June   |
| All Councillors shall undertake training in the Code of Conduct within 6 months of   | On election to the Committee and as and when required. |



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| <p>the delivery of their declaration of acceptance of office. (Standing Order No 7b)</p>  |                              |
| <p>All Councillors encouraged to read the following publications, The Parish Councillors Guide, Local Council Finance and Governance &amp; Accountability</p> | <p>On Election to Office</p> |