

# **IWADE PARISH COUNCIL**

## **TRAINING STATEMENT OF INTENT**

### **Aims**

The Council recognises that training and development for Councillors and employees is a major investment in its ability to deliver effective products and services and will seek to create a culture of continuous development. It will:

### **Objectives**

- Provide adequate training budget to achieve its objectives.
- Encourage and support the development of knowledge, skills and abilities and recognise there is shared benefit.
- Provide the necessary opportunities, resources and support to enable employees to attain and maintain the required knowledge, skills and abilities.
- Include all forms of learning designed to improve the performance, abilities and potential of Councillors and employees.
- Where appropriate, be involved in Government initiatives.
- Ensure that the training and development activities are based on the system of needs assessment. Priority will be given to those activities necessary to meet the Council's objectives.
- Ensure that training opportunities and resources are provided to employees in an equitable and fair way and related to identified needs.
- The appraisal system for employees will address training and development needs and set annual targets.
- Induction training will be provided for all newly elected Councillors and additional specific training will be on-going, either in house or outsourced. Training records for Councillors will be maintained in support of the Local Council Award Scheme accreditation.
- Councillors and employees will have responsibility to apply positive attitudes and action in their development and to assist the Parish Council's achievements.

### **Policy review**

First adopted at the Parish Council meeting held on the 13 July 2016:

Reviewed 14.02.24.