



West Dereham Parish Council

TRAINING POLICY

West Dereham Parish Council is committed to training its staff and Councillors. It recognises that well trained and informed officers promote good practice in its organisation and increase and encourage the activities for community work and enjoyment within its membership. As a voluntary organisation the Council values the time given by its Councillors to their community and this policy is aimed at maximising the rewards from that time by ensuring that its Councillors understand and enjoy the role they undertake in their community.

- The Parish Council will identify training needs in the light of the overall objectives of the Council and the requirements of the individual. This will be done by means of staff appraisals and informal discussions.
- The Parish will encourage its Clerk and all of its Councillors to attend training meetings and pay expenses arising from such training.
- The Parish Council subscribes to two local training organisations; the Norfolk Association of Local Councils and Norfolk Parish Training and Support.
- The training offered to the Clerk will be no less than the minimum requirement of Continuous Professional Development required by the Institute of the Society of Local Council Clerks.
- The Parish Council will ensure that all of its new Councillors receive adequate training at the earliest opportunity in their term of office. Training will include matters relating to Audit and Financial management as required by the Accounts and Audit Regulations 2015.
- The Parish Council will consider the impact and effectiveness of all training.
- The Parish Council will maintain a library of current publications on books offering advice concerning all aspects of local government.
- The Parish Council is committed to offering support to its local area Parish Councils.
- The Parish Council is committed to networking with other councils, as it sees this as an effective means of information gathering, and where possible to link in with training events held by other councils.

- Contracts of employment and job descriptions given to the Clerk will include details of the Council's commitment to training.
- The Parish Council has a commitment for its Clerk to be a member of the Society of Local Council Clerks recognising that it is a lead provider in training for officers. This commitment could extend to the Clerk's membership of the Institute of Local Council membership and to the CPD required to maintain membership of the Institute.
- The Parish Council has a commitment to membership of the Norfolk Association of Local Councils recognising that it is a lead provider in training for councillors and officers.
- The Parish Council will ensure that training for both Councillors and the Clerk is adequately covered as an item in the annual budget and that membership fees for the Association and the Society are included in the budget.