

# **Dyffryn Arth Community Council Training and Development Policy**

## **Introduction**

The Local Government and Elections (Wales) Act 2021 states that town and community councils will have a duty to consider training from 5 May 2022 for councillors and staff and publish the first training plans by November 2022.

The Guidance states that it “is not the intention to ensure that each and every councillor necessarily receives training on the same subjects but to seek to bring about a situation where the councillors as a group, and the staff collectively, possess the knowledge and awareness they need to operate effectively. This takes into account that some community councils have only one member of staff, the clerk, and some smaller community councils actually share their clerk with one or more other community councils”.

The Council is a member of One Voice Wales and will utilise the training opportunities provided by that body.

The Council supports the Clerk in registering as a member of the SLCC and to take advantage of its resources.

## **Aims**

Dyffryn Arth Community Council recognises that training and development for Members and employees is a major investment in its ability to deliver effective services and will seek to create a culture of continuous development.

## *General*

It will:

- 1) Provide sufficient resources to achieve its aims and include an adequate sum of money in the annual budget.
- 2) Give priority to those activities necessary to meet the Council's aims and objectives objectives.
- 3) Encourage all forms of learning including in-house, on-line and attending courses.
- 4) Reimburse all reasonable expenditure incurred whilst attending

training on behalf of and approved by the Community Council.

### *Members*

It will:

- 1) Provide induction training at the commencement of each administration. This will include providing information and guidance on the work of town and community councils, the roles and duties of a councillor and the code of conduct.
- 2) Encourage and support access to continuous training opportunities in order to gain more detailed information on specific topics and updates on developments and the changing needs of the Council.

### *Staff*

It will:

- 1) Provide induction to new employees, which will include basic induction of terms and conditions of employment, information about the Council, Council policies and procedures, health and safety.
- 2) Encourage and support access to continuous training opportunities in order to gain more detailed information on specific topics and updates on developments and the changing needs of the Council.
- 3) Ensure that there is equality in all aspects of training opportunities and resources are provided to employees in an equitable and fair way and relate to identified needs.
- 4) Ensure that the appraisal system for employees will address training and development needs and set annual targets, if appropriate.
- 5) Expect all employees to attend training and development where the Council deem appropriate, including obtaining relevant qualifications where this is necessary for the post.

### *Volunteers*

It will:

- 1) Provide a volunteer agreement outlining key issues, including training opportunities
- 2) Provide relevant training on core subjects e.g. health and safety as well as specific matters for each different project
- 3) Use competent trainers, both in-house and external
- 4) Ensure that the volunteers achieve a proper level of competency for undertaking a task
- 5) Provide support and assistance to volunteers on an on-going basis.