

TRAINING PLAN

This training plan has been prepared in accordance with Section 67 of the 2021 Local Government and Elections (Wales) Act, based on the guidance issued by One Voice Wales and the Society of Local Councils. Councillor roles and employee roles have been assessed by reference to a set of core competencies for each role. This assessment has enabled the Council to prioritise its resources to enable all roles within the council to be supported by a well thought approach to its training and development needs. The commitment contained in this training plan will assist the council to enhance its approach to the delivery of high-quality services to the community.

Proportionate to the size of Llangors Community Council and in order to proactively engage in community aspirations, it is felt inappropriate to set the training needs of the council for the full five-year electoral term, in advance. Annual review of the training plan is paramount to the efficiency and effectiveness of the Council and its employees.

Training will be arranged by the Clerk in agreement with Councillors. The plan will be reviewed annually in November in advance of budget setting for the forthcoming financial year. Training topics will be based on the needs of the council at that time, dependent on employees and members collective skills assessment, policy needs and community aspirations. Where possible the most cost-effective methods of training will be utilised. This will include free training sessions on offer to the council from associated external bodies and collaborative working with other councils to share sessions for cost effectiveness.

Role	Training to be undertaken in 2022/23	Training to be undertaken in 2023/24	Training to be undertaken in 2024/25	Training to be undertaken in 2025/26 <i>To be decided in November 2024</i>	Training to be arranged in 2026/27 <i>To be decided in November 2025</i>
Councillors & staff as required	Code of Conduct	Community Speed Watch training	Planning	Understanding the Law	
Councillors & staff as required	Health & Safety	Intro to Community Engagement	Community Engagement part 2	Planning	
Councillors & staff as required	Understanding the Law	Planning	Equality & Diversity	Financial Governance and Capability	
Councillors & staff as required	Understanding Local Government Finance Basic & Advanced	Wellbeing of future generations/Sustainability	Information Management	Understanding Local Government Finance Basic & Advanced	
Councillors & staff as required	Council as an Employer	Devolution of Services/Community Asset Transfer	Use of IT website and social media	Sustainable Development	
Councillors & staff as required	Chairing skills	OVW Free places training Dependent on subject modules offered	Creating a Community plan	Creating a Community Plan	
Councillors & staff as required	Safeguarding	Churchyard related matters		Civic Leadership	
Councillors & staff as required	Wellbeing of future generations/Sustainability			Chairing skills	
Councillors & staff as required	Community emergency planning			Health and Safety	
Councillors & staff as required	Community Speed Watch training			OVW Free places training Dependent on subject modules offered	
Staff as required				SLCC training regarding Clerk & RFO duties: ILCA	

ESTIMATED COSTS OF THE TRAINING IN EACH COUNCIL YEAR (To be included in the annual budget for each year):

Financial Year	Amount to be included in the budget at 2022 Prices	Comments
2022/23	£500	Plus free places and Welsh Government Bursary of £100
2023/24	£500	Plus free places and any Welsh Government Bursary available
2024/25	£1200	Plus free places and any Welsh Government Bursary available
2025/26	£3000	Plus free places and any Welsh Government Bursary available
2026/27	To be set in November 2025	Plus free places and any Welsh Government Bursary available

The Clerk and all members of the Community Council are responsible for reviewing this plan.

Review due November 2025.

Approved at the meeting of Llangors Community Council on: _____

Signed by Chairperson: _____

Print Name: _____