

## **14. MEMBER TRAINING AND DEVELOPMENT**

### **1. Purpose**

For Members to approve the new Member Training and Development Framework and training programme for 2025.

### **2. Context**

- 2.1 Provision of learning and development opportunities for Members assists them to improve their effectiveness and fulfil their role as a Member.
- 2.2 The Governance Review Working Group were tasked with reviewing Member learning and development. As part of their review they have considered the current Member learning and development framework and annual programme and have proposed some improvements.

### **3. Proposals**

- 3.1 The proposed framework is set out in Appendix 1 and the proposed programme is set out in Appendix 2. The new Member induction programme has been increased to cover more topics and until the induction is complete Members will be unable to participate in any Committee. Compulsory training is also included for all Members, which will remain fairly static, with advisory training being flexible.
- 3.2 We will use the business planning workshops in the autumn for staff and Members to propose areas of training. The programme of training will be reported to the Authority in February each year, after the autumn workshops, at the same time as the Authority Plan and the Budget are agreed to ensure they are all aligned.
- 3.3 The proposal also includes changing reference from Member 'learning and development' to 'training and development' and the reference to 'essential' training has been changed to 'compulsory' with other training referred to as 'advisory'.

### **4. Recommendations**

- 1. The Member Training and Development Framework as set out in Appendix 1 of the report is approved.**
- 2. The annual programme of training and development events as set out in Appendix 2 of the report is approved.**
- 3. To confirm that in person attendance at training and development events are approved duties for the payment of travel and subsistence allowances as set out in Schedule 2 of the Members' Allowances Scheme.**

### **5. Corporate Implications**

#### **a. Legal**

Pursuant to section 27(1) of the Localism Act 2011, the Authority must promote and maintain high standards of conduct by Members. Having an effective training programme, which includes compulsory induction training on the Code of Conduct and Members' legal responsibilities, will assist in demonstrating compliance with this duty.

In addition, compulsory training for Members sitting on the Planning Committee and the Audit, Budget and Project Risk Monitoring Group will assist Members to make fully informed and defensible decisions that are robust in the event of legal challenge.

b. Financial

Member training and development funding is accommodated in the baseline budget. There are no additional resource implications arising out of the report. Members may claim travel and subsistence for attendance at training and development events and these costs are included in the annual budget.

c. National Park Management Plan and Authority Plan

The Authority Plan includes Objective F (Governance) - to have best practice governance arrangements in place. Providing training and development opportunities for Members supports them to fulfil their roles effectively and contribute to good governance.

d. Risk Management

The main risk is failure to enable Members to develop appropriate skills, knowledge and behaviours to improve effectiveness and fulfil their role. The Authority has provided development opportunities for Members for many years. The proposals in this report are part of continuous improvement in our approach but proportionate to the resources available.

e. Net Zero

The proposals in this report do not contribute to net zero, however the training programme will include topics as necessary to ensure Members are up to date with net zero issues.

**6. Background papers (not previously published)**

None.

**7. Appendices**

Appendix 1 –Member Training and Development Framework

Appendix 2 –Programme of Training and Development 2025

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