

PEAK DISTRICT NATIONAL PARK AUTHORITY

MEMBER TRAINING AND DEVELOPMENT FRAMEWORK

1. Introduction

The Peak District National Park Authority (“the Authority”) is committed to investing in lifelong learning and development for all its Members. The Authority acknowledges that providing individually tailored training programmes for Members will ensure they have the key skills and knowledge required to fulfil their roles effectively.

Members are required to contribute to the leadership, scrutiny and direction of the Authority in furthering the National Park statutory purposes together with the aims and objectives of the Peak District National Park Management Plan and the Authority Plan. It is of the utmost importance to the Authority that good governance flows through the entire organisation to ensure that delivery of the above purposes, aims and objectives is underpinned with mechanisms for control and management of risk. As Members are key decision-makers, the Authority recognises that effective Member training is essential to achieving this.

2. Aims and Objectives

This Framework seeks to achieve the following:-

- That Member contributions support good governance throughout the Authority;
- That Members make lawful, balanced and informed decisions;
- That Members are motivated, confident and appropriately skilled to fulfil their roles;
- To encourage respectful and effective Member and Officer relationships;
- To provide a consistent approach to member training;
- To provide equality of opportunity for all Members.

3. Roles and Responsibilities

Members of the Authority are diverse and they bring a wide variety of knowledge, experience and skills to benefit the Peak District National Park. The Authority is committed to working together with Members to provide the individual learning and development required in line with the roles and responsibilities outlined below.

Members

All Members should:

- Identify their own development needs and proactively seek out development opportunities to meet those needs;
- Attend initial induction training, mandatory training and advisory training in core areas;
- Provide feedback for the training attended to ensure continuous improvement;
- Help other Members to develop through sharing learning and encourage the development of a continuous learning culture.

Officers

Officers of the Authority should:

- Identify key strategic areas that require development of Members;
- Provide training sessions and update briefings to Members in key areas as required;
- Work collaboratively to facilitate training delivery in a range of formats to reflect individual learning needs.

4. Annual Self-Assessment

It is a current requirement of the Department of the Environment, Food and Rural Affairs that the performance of all Nationally Appointed Secretary of State Members is measured and that those Members complete a self-assessment.

The Authority recognises the value of this and encourages all Members to undertake this exercise annually to evaluate completed learning and development and identify future needs.

5. Training and Development Programme Arrangements

The Member training and development programme for each year will be considered annually before being finalised and reported for approval to an Authority Meeting each year. In order to agree the programme, Members and Officers will have the opportunity to discuss and propose specific topics to be included on the programme for the following year.

The programme includes mandatory training that Members must complete before participating at committee meetings and also advisory training that Officers/Members consider would be beneficial. The programme is intended to be flexible to allow new/topical issues to be included as needed.