



Member Development Group

Monday, 28 July 2025

Councillor Learning and Development Policy 2026-2029

Report of the Head of Corporate Services

1. Purpose of report

The Councillor's Learning and Development Policy was first written in 2014 and last reviewed by the Member Development Group in 2021, before being adopted by Council at its meeting in July 2021. The current Policy expires in 2025, so it is timely for it to be reviewed again before being submitted to Council for adoption.

2. Recommendation

It is RECOMMENDED that the Member Development Group approves the 2026-2029 Councillors' Learning and Development Policy and recommend its adoption to Council with any proposed amendments.

3. Reasons for Recommendation

To ensure that Councillors are adequately trained and supported to deliver effective decision making within the Borough.

4. Supporting Information

- 4.1. The Councillors' Learning and Development Policy (see Appendix One) aims to help develop Councillors so that they have the necessary knowledge, skills and attributes to significantly improve the Council's decision making, the quality of its services and the work Councillors do to benefit their communities.
- 4.2. Every Councillor has the right to access learning activities that will provide them with the necessary knowledge and skills to be able to effectively perform their duties as elected representatives.
- 4.3. The Councillors' Learning and Development Policy recognises the need for different forms of development, both in content and method of delivery. It addresses developmental needs in skills and knowledge, having regard to the context of local government in a rapidly changing society.
- 4.4. The Councillors' Learning and Development Policy sets out agreed Learning and Development Principles including commitment to learning and self development, as well as the parameters for organising and holding training.

- 4.5. The Council provides a range of development opportunities through the Councillors' Learning and Development Policy. However, ultimate responsibility for participating in learning rests with individual Councillors.

5. Risks and Uncertainties

There is a risk that if Councillors are insufficiently trained to carry out their roles, then decisions that they make may be ultra vires or they may advise residents incorrectly. The Policy also balances resources and flexibility for Councillors, so some training can be undertaken at home and some is offered in person.

6. Implications

6.1. Financial Implications

There is a Councillors' training budget of £6,500 in a standard year (this is increased to £8,000 in an election year).

6.2. Legal Implications

There are no direct legal implications arising from this report.

6.3. Equalities Implications

The Policy is accessible to all through a variety of training methods.

6.4. Section 17 of the Crime and Disorder Act 1998 Implications

There are no direct Section 17 implications arising from this report.

6.5. Biodiversity Net Gain Implications

There are no direct biodiversity net gain implications arising from this report.

7. Link to Corporate Priorities

The Environment	Knowledgeable and efficient Councillors are better placed to make sound decisions supporting the environment in the Borough
Quality of Life	Knowledgeable and efficient Councillors are better placed to make sound decisions affecting the quality of life of residents in the Borough
Efficient Services	Knowledgeable and efficient Councillors are better placed to make sound decisions regarding the delivery of efficient services
Sustainable Growth	Knowledgeable and efficient Councillors are better placed to make sound decisions supporting sustainable growth in the Borough

8. Recommendation

It is RECOMMENDED that the Member Development Group approves the 2026-2029 Councillors' Learning and Development Policy and recommend its adoption to Council with any proposed amendments.

For more information contact:	Charlotte Caven-Atack Head of Corporate Services Tel: 0115 9148278 ccaven-attack@rushcliffe.gov.uk
Background papers available for Inspection:	
List of appendices:	Appendix – Draft Councillors' Learning and Development Policy