



**Council**

**Thursday, 18 September 2025**

**Councillors' Learning and Development Policy 2026-2029**

## **Report of the Director – Finance and Corporate Services**

**Cabinet Portfolio Holder for Leisure and Wellbeing, ICT and Member Development, Cllr J Wheeler**

### **1. Purpose of report**

The Councillors' Learning and Development Policy was first written in 2014 and subsequently reviewed (and adopted) by the Council in 2021. The current Policy expires in 2025 and has been reviewed again by the Member Development Group prior to it being submitted to Council for adoption.

### **2. Recommendation**

It is RECOMMENDED that Council adopts the 2026-2029 Councillors' Learning and Development Policy.

### **3. Reasons for Recommendation**

To ensure that Councillors are adequately trained and supported to deliver effective decision making within the Borough. A key component of maintaining excellent standards of governance.

### **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.
- 4.6. All Councillors are expected to undertake mandatory training (as outlined within the Policy) within 12 months of becoming a Councillor (a timespan we are well past). Completion rates currently stand at 65% for face-to-face training and 40% for e-learning modules, which are lower than we would expect. To address this concern, the revised Policy now includes a requirement that Standards Committee receive reports on the progress of Councillor training including training participation rates, particularly in relation to mandatory training. These will be reported on an annual basis. In the first instance, those who have not completed all mandatory training will receive an individual letter from the Chair of Standards Committee, and if individual Councillor's respective training is not brought up to date before the next meeting (usually annually), then individuals will be named in the report. It is hoped that participation in mandatory training is sufficiently improved for this to be unnecessary.

## **5. Alternative options considered and reasons for rejection**

The Policy has been subject to Member scrutiny, when alternative options were considered.

## **6. 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 which could lead to reputational or financial damage. The Policy also balances resources for the Council and flexibility for Councillors so some training can be undertaken at home and some is offered in person.

## **7. Implications**

### **7.1. 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).

### **7.2. Legal Implications**

There are no direct legal implications arising from this report.

### **7.3. Equalities Implications**

Councillor training is accessible to all through a variety of training methods.

#### **7.4. Section 17 of the Crime and Disorder Act 1998 Implications**

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

#### **7.5. Biodiversity Net Gain Implications**

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

### **8. 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

### **9. Recommendation**

It is RECOMMENDED that Council adopts the 2026-2029 Councillors' Learning and Development Policy.

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