

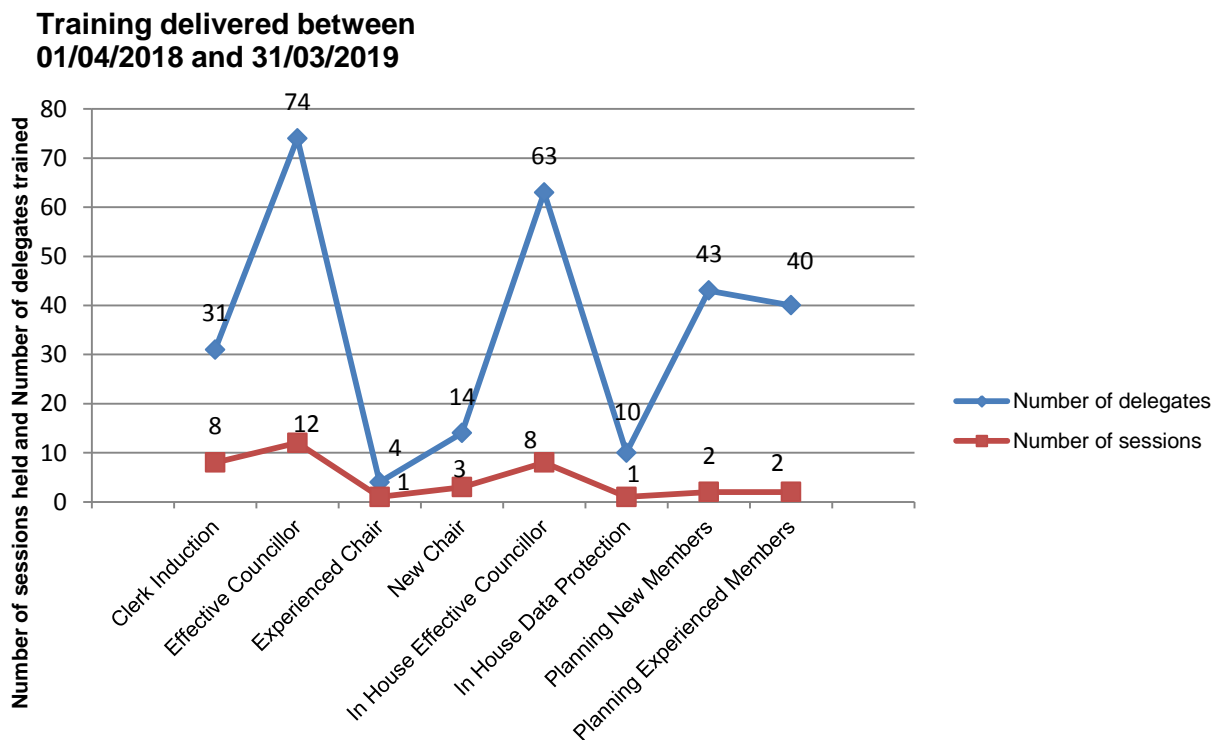
LEARNING AND DEVELOPMENT UPDATE

The purpose of this paper is to provide the Executive with an update on the following topics:

1. Analysis of the Development courses undertaken between the 1st April 2018 and 31st March 2019.
2. Breakdown of the training costs for 2018 / 2019.
3. Summary of Development for Clerks and Councillors
4. Events 2019/2020

1. Analysis of the Development courses undertaken between the 1st April 2018 and 31st March 2019

Over the last financial year CALC has delivered 37 development sessions including 9 in house bespoke courses requested by individual parish councils and 4 specialist events delivered by an external facilitator. The courses delivered were Effective Councillor, Clerk Induction, New Chair, Experienced Chair, Data Protection, Planning for Experienced Members and Planning for New Members. In total 279 delegates comprising clerks and councillors attended the courses outlined below.



2. Breakdown of training costs

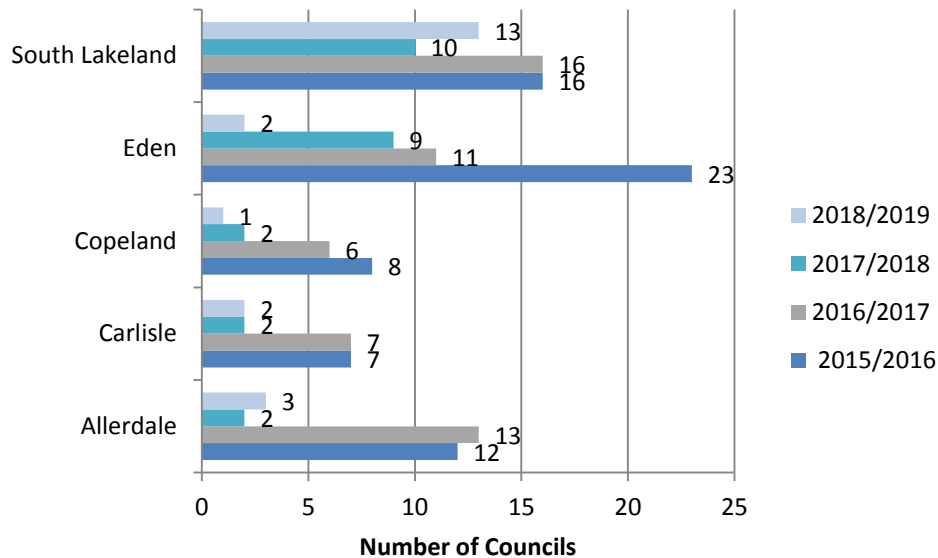
In total £14,748 income was generated in the financial year 2018/2019 the cost of delivering the development courses was £7,660.68 (Trainers) and £2,451.44 (Room Hire) resulting in a surplus of £4,635.88.

3. Summary of Development for Clerks and Councillors

i. **Analysis of the Good Councillor / Effective Councillor Development and Clerk Induction over the last 4 year period.**

This analysis identified how many council's by district have taken part in training events during this period:-

Councils attending Good Councillor Development



The total number of councils that engaged in Good Councillor training over the last four years reduced year on year as more councillors are trained over the period of the term of office.

2015/16	66 councils
2016/17	53 councils
2017/18	25 councils
2018/19	21 councils

Going forward this will help us plan how many Effective Councillor events to run year on year and may reduce the number of courses that we cancel because we do not have enough delegates attending to make it financially viable.

I have also looked at the number of councils over the last four years that have attended training by District and have determined the percentage level of engagement in each of the areas.

<u>Number of councils over 4 year period by district</u>	<u>Percentage taking part in training</u>
Allerdale	50
Carlisle	53
Copeland	56
Eden	60
South Lakeland	78

Although both Eden and South Lakeland Districts have engaged more with development for councillors we still have a significant number of councils that do not feel the need to attend training events.

The same data was looked at for Clerk Induction again as anticipated the four yearly election cycle that is applicable to the majority of District Councils did not impact on Clerk Induction training. In total, however, only 59 councils felt it was beneficial to send the clerk on induction training. To improve this take up rate, we will continue to encourage councils to always tell us when a new clerk is appointed and ensure that this data is collated, producing up to date data on new clerks so we can more accurately target clerk induction training at those new to the role and then monitor the number of new Clerks that do go through training.

For information the number of Clerks that attended Clerk Induction training over the last four years by District is: -

Allerdale	4
Carlisle	9
Copeland	14
Eden	13
South Lakeland	19

ii. Councillor and Clerk Induction courses 2018 / 2019 and 2019 / 2020

In 2018/2019 both the delivery of the Effective Councillor training and the “in house” bespoke development proved popular with a total of 137 delegates being trained in Effective Councillor using both methods of delivery.

In June and July of 2019 so far 21 councils have confirmed they are sending delegates and 41 councillors have reserved places.

In addition there has been an increase in the number of councillors attending both the New Chairman and Experienced Chairman courses.

The number of new Clerks trained in 2018/2019 was slightly more than the previous year with 10 Clerks being trained in 2017/18 compared to 14 Clerks in 2018/2019

4. Events, Workshops and Seminars

In 2019/20 in addition to the courses we currently deliver we will be offering in the autumn: -

- Neighbourhood Planning to be delivered by Bryan Craig, CALC Executive member,
- A Full day of Finance with a 3 hour introduction to VAT course in the morning and 2 hour councillor finance course in the afternoon both based in the Kendal area and being delivered by Steve Parkinson.

Also on 22nd June there will be the CALC conference with two Keynote Speakers and a number of break-out sessions. See the attached flyer.

Sonia Hutchinson
Parish Development Officer