

Goldcliff Community Council

Councillor Training & Development Policy and Training Plan

Last review: May 2026

Next review : May 2027 or earlier if considered appropriate

Introduction

This policy is adopted in accordance with the Local Government and Elections (Wales) Act 2021, which places a duty on councils to encourage and support the training and development of community and town councillors.

Goldcliff Community Council recognises the importance of training and development in supporting effective governance, informed decision-making and compliance with statutory responsibilities.

Purpose

The purpose of this policy and plan is to ensure that councillors have access to appropriate training and development opportunities in order to:

- Carry out their roles effectively
- Understand their legal and governance responsibilities
- Support good decision-making
- Promote high standards of conduct and accountability

Scope

This policy applies to all members of Goldcliff Community Council.

Principles

The Council routinely considers the training need of members and any officers having regard to good practice and identified needs. There is a core requirement for members to undertake Code Of Conduct training during each term of office and for new members to complete new councillor training.

Individual members bring skill sets of their own to the Council and a set training program is not considered appropriate, but members recognise the need to enhance the level of formal training over time. Members attending training are expected to feed back to other members on points they believe appropriate in terms of sharing knowledge and influencing future training. The Council will adopt a proportionate approach to training, recognising the size, role and resources of the Council. Training will be:

- Relevant to councillors' roles and responsibilities

- Focused on core governance and compliance
- Reviewed regularly
- Aligned with recognised good practice

Induction

There is a core requirement for members to undertake Code Of Conduct training during each term of office and for new members to complete new councillor training.

Training Provider

The Council will use One Voice Wales as its primary training provider and may also access training from other recognised providers where appropriate.

Review

The Councillor Training Plan is intended to be relevant against a five year rolling horizon and will be reviewed annually and updated as required to reflect changes in legislation, membership or Council priorities.

Training undertaken during the last year

Code of conduct – all councillors

Finance and Governance – Wayne fox & Elaine Ford

Legal issues and governance – Robert Dowsell

Introduction for new councillors – Julie Evans, Jeff Rowland & Julia Waters

Focus of future training

Beyond the core requirements referred to above the focus for future training will be on sharing the experience this has provided by recent training and understanding if it would be appropriate for others to undertake similar training, together with formal training in areas relating to community engagement and health and safety