

Report of the Portfolio Holder for Resources and Personnel Policy

LEARNING AND DEVELOPMENT POLICY AND ACTION PLAN1. Purpose of Report

To ask Cabinet to consider and approve a new Learning and Development policy for the Council.

2. Recommendation

The Cabinet is asked to CONSIDER the Learning and Development Policy and Action Plan and APPROVE accordingly.

3. Detail

Since the last Learning and Development Policy was introduced brief headlines of achievements are as follows

2019/20

- Three new Broxtowe online learning zone (BLZ) courses were introduced and 10 were updated.
- BLZ courses completed: 4695
- 76% of personal appraisals completed in year
- 9 work experience placements were provided
- 1 disability confident four-week work experience placement took place
- 86.5% of the workforce were qualified to a minimum of level 2 and above

2020/21

- Three new BLZ courses were introduced (coronavirus, a new ICT induction course and one on display screen health and safety & homeworking), two online courses were amended (recruitment and selection, domestic abuse awareness)
- BLZ courses completed: 4692
- There were no work experience placements due to the pandemic
- 76% of personal appraisals completed in year
- 86.25% of the workforce were qualified up to level 2 minimum or above.

2021/22

- 5 Work Experience Placements offered as of January 2022
- 64 BLZ online learning courses available
- New online courses launched: learning to learn, effective writing, assertive communication, pre-retirement course, time management, introduction to hoarding
- BLZ courses completed: 6552
- 87.25% of employees qualified to minimum of level 2 or above
- 79% of personal appraisals completed in year

In addition to online learning all officers have the opportunity to engage in continuous professional development training and professional skills training through the identification of training needs as part of annual appraisals. This is managed by individual service managers and Heads of service, not the HR team.

Coaching and mentoring for managers was delivered during 2021/22.

4. Financial Implications

The financial implications of the policy and action plan are contained within existing budgets

5. Legal Implications

There are no legal implications in relation to this report.

6. Union Comments

The Unions were consulted through LJCC Committee and any comments made have been taken on board.

7. Equality Impact Assessment

An equality impact assessment is included in the appendix to this report.

8. Background Papers

Nil