

Boston Borough Council

Learning and Development Policy Statement

We recognise that effective learning and development offers benefits to the employee and the organisation as a whole, which ultimately contributes to the achievement of our objectives.

Benefits include:

- higher standards of work performance;
- greater understanding and appreciation of factors affecting work performance;
- sharing of ideas and dissemination of good practice;
- effective management and implementation of change;
- encouragement of team spirit;
- increased motivation and job satisfaction for the individual; and
- greater understanding of our business.

We aim to ensure that through learning & development activities:

- our corporate objectives are met;
- each member of staff understands what his or her work role involves;
- each person is developed to enable them to achieve their work objectives;
- staff are prepared and equipped to deal with changes within the organisation;
- each individual is encouraged to develop his or her potential, both personally and professionally; and
- life-long learning is supported and encouraged for all staff.

Principles of the learning and development policy

Learning and development makes us a more effective organisation. Our continued success depends upon meeting our objectives. This will be achieved through staff who are competent in their roles.

Learning and development can be defined as any activity designed to help individuals become more effective at their work by improving, updating or refining their knowledge and skills. It encompasses a range of activities including, for example, involvement in various projects, attendance at training courses, conferences or seminars, visits to other institutions, work shadowing, formal study, coaching and mentoring.

We believe that learning and development is a continuous process. There is an expectation that staff will keep abreast of developments within their own area of expertise, and all staff are encouraged to undertake development activities throughout their working lives. Our performance review system allows for specific input from individuals in relation to suggestions for development at least once a year.

Our approach to the provision of learning and development is to consider the development needs identified and how these should be met. This is in line with good practice and our definition of learning and development, and it focuses attention on development activities that add value to the business, enabling us to meet our strategic objectives.