

BOARD LEARNING & DEVELOPMENT PLAN 2015-16

TYPE OF TRAINING	BOARD	HOUSING & CARE	PEOPLE & RESOURCES	AUDIT	PURPOSE OF TRAINING	TYPE OF TRAINING	TARGET TIMESCALE FOR COMPLETION	WHO WOULD DELIVER?
ASSET MANAGEMENT STRATEGY								
Funding, Planning & Development for Housing & Regeneration	√	√			Increase Board knowledge	Briefing	June 2015	Head of Property / External
EESSH		√			Changes in legislation	Briefing	May 2015	Head of Property
FINANCIAL PLANNING								
Accountancy & Audit - Knowledge of Statutory Requirements	√		√	√	To develop the skills base of the Board	Briefing	Ongoing	Head of Finance
Financial Benchmarking				√	To develop the skills base of the Board	Briefing	Jan 15	Head of Finance
SORP Changes 2015				√	To develop the skills base of the Board	Briefing & Training	March 15	Head of Finance / External Auditor

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FINANCIAL PLANNING								
Treasury Management	√		√		To develop the skills base of the Board knowledge	Briefing	Dec 14	Head of Finance
Insurance			√		To develop the skills base of the Board	Briefing	June 15	Head of Finance
Strategic Business Planning	√		√		To develop the skills base of the Board	Briefing	March 15	Head of Finance
CORPORATE GOVERNANCE								
Risk Management & Mitigation	√			√	Fills skills gap and develop the knowledge of the Board	Training	May 2015	TBC – External Auditor?
Business Continuity Planning				√	For future Business Continuity Plan development	Training	Completed November 2014	Scott-Moncrieff
Non-executive Leadership – Chairing Board / Committee Meetings					To the skills base of members on an individual basis	Training	December 2015	CIPFA and others

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HOUSING STRATEGY								
External Environment - Housing	√				To develop the skills base of the Board	Training	June 2015	External - TBC
Universal Credit & Welfare Reform		√			To develop the skills base of the Board	Training	September 2015	External - TBC
Factoring		√			To develop the skills base of the Board	Briefing	March 2016	Head of Property
Rents - Value for Money	√				To develop the skills base of the Board	Briefing	October 2015	Director Housing & Care
CARE STRATEGY								
External Environment - Care	√				Increase knowledge base	Briefing	February 2015	Director Housing & Care
Tendering & New Business		√			To develop the skills base of the Board	Briefing	June 2015	New Business Manager

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PEOPLE STRATEGY								
External Environment	√		√		To raise Board awareness	Briefing	March 2016	Head of HR & OD
Equality & Diversity	√				Board awareness of the work in this area and the way in which Board can support this	Briefing & Training	August 2015	External & Head of HR & OD
Workforce Planning	√		√		This will tie in with the development of the People Strategy.	Briefing	June 2015	Heads of HR & OD / Finance
Pensions	√		√		Ties in with Workforce planning	Briefing	February 2015	Heads of HR & OD / Finance

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GENERAL								
Visits to Developments & Care Homes	√				Customer Engagement	Visits	March 2016	EMT
Business Solutions Advances			√		To tie in with the Business Solutions Strategy and SmartCare.	Training	December 2015	External
Health & Safety Responsibilities	√		√		Ensures compliance	Briefing	June 2015	H&S Advisor