

Record of Decisions

Leadership and Management Training

Decision Taker

Cabinet on 30 August 2022.

Decision

That the preferred supplier, as set out in Exempt Appendix 2, be awarded a contract for the delivery of Leadership and Management training from 5 September 2022 until the 4 September 2024. The contract can be renewed for a further 2 years, until September 2026, in 12 month increments.

Reason for the Decision

People management practices and employment legislation change over time and in order for our managers to lead and manage to the best of their ability it was important that their skills and knowledge were invested in and developed. This was beneficial to ensure that employment legislation is adhered to at all times but to also avoid the time and financial costs associated with poor management practices, which can result in complaints to an Employment Tribunal.

Implementation

The decision in respect of the Leadership and Management Training will come into force immediately as the decision maker has decided that any delay likely to be caused by the call-in process would prejudice the Council's interest. The Overview and Scrutiny Co-ordinator was consulted on 25 August 2022.

Information

A full programme of Leadership and Management training has not been in place since April 2020. Prior to this the Council had an external contract in place with a provider to deliver core management and leadership training such as Recruitment and Selection, Managing Equality, Diversity and Inclusion, Performance Management and Leading and Developing Teams.

When the COVID pandemic started, the training was adapted to be delivered online however, the training contract ended shortly after this and there has been no new contract in place to deliver this since.

The Council does not have an in-house training team therefore a core Leadership and Management training package has recently been procured in line with our procurement processes, compliant with the Public Contracts Regulations 2015.

At the meeting Councillor Carter proposed and Councillor Law seconded a motion that was agreed unanimously by the Cabinet, as set out above.

Alternative Options considered and rejected at the time of the decision

Torbay Council does not have an in-house training team, therefore, an external service has to be procured to deliver training. The only other alternative was to not provide training to our managers and leaders. To do so risks time and financial costs to the Council as poor

management practices can result in employee relations issues, such as grievances, disciplinaries, absence and attendance issues. There was also a higher risk of complaints to an Employment Tribunal, which would be costly and risk reputational damage to the Council.

Is this a Key Decision?

No

Does the call-in procedure apply?

No

Declarations of interest (including details of any relevant dispensations issued by the Standards Committee)

None.

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2 September 2022

Signed: _____ Date: _____
Leader of Torbay Council on behalf of the Cabinet