

## **East Herts Council Report**

### **HR COMMITTEE MEETING**

**Date of meeting:** Wednesday 3 June 2026

**Report by:** Shared Senior HR Business Partner

**Report title:** Learning and Development Report 2025/26

**Ward(s) affected:**

None

### **Summary**

The Council invested £60,120 in Learning & Development during 2025/26, supporting corporate, service, professional and health & safety training. Mandatory e-learning remained strong with 1,372 completions, while 236 staff took part in additional development such as resilience, conflict management and procurement training. The new SEEDL platform expanded access to learning, with 97 active users by Q4. Professional training continued with a £20,000 budget, and apprenticeships were supported across Levels 3, 4 and 7 despite national funding changes. The refreshed PDR process will drive learning needs for 2026/27, alongside plans to enhance e-learning content, modernise induction, expand apprenticeships and strengthen wellbeing and inclusion through East Herts Unity.

### **RECOMMENDATIONS FOR HR COMMITTEE**

- a) For the HR Committee to consider the Learning and Development Report for 2025/2026 and provide any comments.**

#### **1.0 Proposal(s)**

- 1.1 The HR Committee to consider the learning and development undertaken in 2025/26 and provide comments to the Senior Shared HR Business Partner.

## **2.0 Background**

2.1 The 2025/26 learning and development programme focussed on delivering a range of learning and development opportunities designed to meet corporate and individual needs in the most cost-effective way.

2.2 The development needs were identified corporately, through individual PDR's and corporate projects.

2.3 Development opportunities were delivered by a hybrid of virtual facilitated events, virtual mentoring, virtual coaching, webinars, e-learning and face to face training.

## **3.0 Risks**

3.1 None

## **4.0 Implications/Consultations**

4.1 None

## **Community Safety**

None

## **Data Protection**

None

## **Equalities**

Yes, to ensure the development opportunities are available to all and staff receive training on equalities.

## **Environmental Sustainability**

None

## **Financial**

Yes, the budget data has been provided by the Finance Team.

**Health and Safety**

Yes, as set out in this report.

**Human Resources**

Yes, as set out in this report.

**Human Rights**

None

**Legal**

Yes, the learning and development provision supports legal updates and compliance.

**Specific Wards**

None

**Contact Member**

Councillor Joseph Dumont, Executive Member for Corporate Services

[joseph.dumont@eastherts.gov.uk](mailto:joseph.dumont@eastherts.gov.uk)

**Contact Officer**

Director for Place, Sara Saunders

Contact Tel. No. 01992 531656

[sara.saunders@eastherts.gov.uk](mailto:sara.saunders@eastherts.gov.uk)

**Report Author**

Shared Senior HR Business Partner, Laura Smith

[Laura.smith@eastherts.gov.uk](mailto:Laura.smith@eastherts.gov.uk)