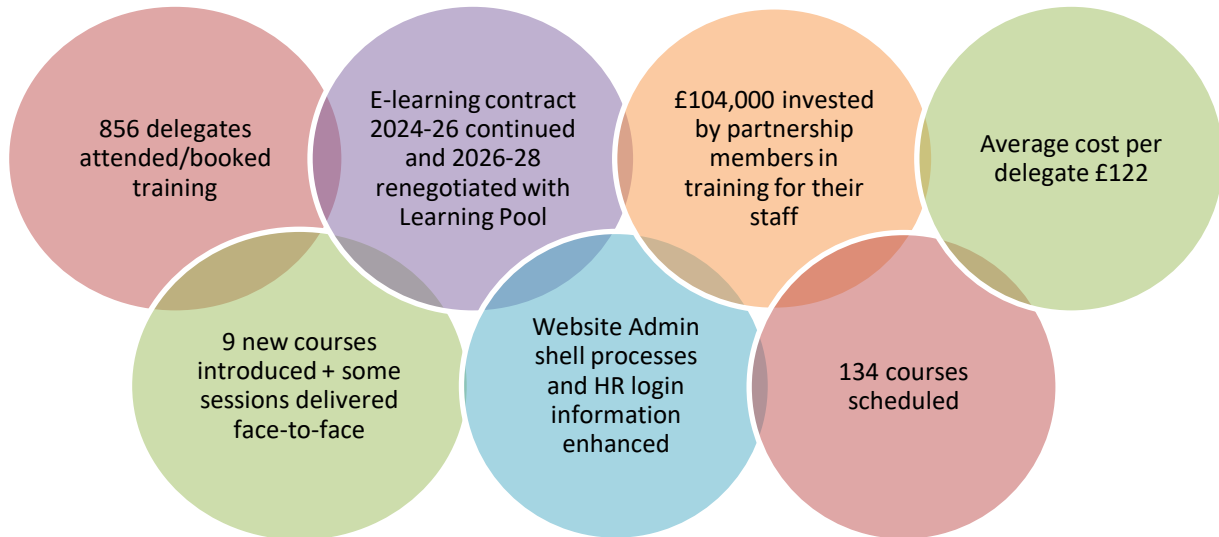


SLP and Shared Training Programme 2025-26 – Annual Review



Introduction

The Surrey Learn Partnership provides training for staff from all the 11 district and boroughs in Surrey as well as the County Council. We offer 100 courses grouped together into easily recognisable categories and pathways. In an environment of growing pressure on public sector budgets, the partnership offers excellent value for money training across the whole of Surrey.

The partnership meets regularly to ensure we are delivering what is required by staff. Where new training is identified, we use our excellent connections with existing providers to commission and deliver new courses. If we need to use a new provider, we ensure to research their offer thoroughly and test run courses before rolling out across the partnership.

Feedback is sought from all delegates attending all courses and where changes or improvements are requested, those are acted upon comprehensively and swiftly. More broadly, we share best practice across the partnership ensuring local initiatives, systems and processes are as good as they can be.

Funding

The participating 11 District & Boroughs and SCC pay their contribution (currently £3500 each) to the running of the programme every year. This fund is used to pay the salaries of the two part-time members of staff who run the programme as well as maintaining a redundancy reserve.

SLP continued to raise additional funds by adding 15% to delegate course attendance charges. This enables us to build up a budget to fund website improvement and course development.

Training providers were paid a total of £93198.32 for the FY 2025-26. Payments totalling £646.25 were made to Andrew Green of Article Seven for website enhancements and development.

The partnership continues to offer excellent value for money with the average cost of a course per delegate being between £97 and £155.

110 on-line courses were delivered between 1st April 2025 - 31st March 2026 for 856 delegates.

Delivery included another 3 cohorts (cohorts 35-37 for 29 delegates totalling 21 days training) of our outstanding 'Management Development Programme for new managers'. All 3 cohorts attended their Module 3 (2 days) back in the classroom. We continue to be grateful for the support of several Chief Executives, senior managers and HR staff who willingly attend to deliver Q&A sessions within the in-person Module 3.

Delegate feedback on the learning experience is excellent and confirms that shared learning across multi-authorities remains beneficial.

We continue to run waiting lists for every event on offer. The trigger point for approaching providers about running courses is typically at 50% of their capacity. However, we are flexible in this approach so if a course hasn't run for a while, we will work with a provider and the authorities with staff on the waiting list to ensure we meet their need in a timely way.

Most providers have been willing to re-negotiate fees, content, and delivery hours to meet learning and development needs.

SLP website [Surrey Learn](#)

All 11 B&Ds and SCC use the website in a variety of ways. Some authorities allow staff direct access to course waiting lists and bookings whilst others include a notification stage to the relevant HR team for approval of budget spend.

We are continually looking for ways to improve the website to reduce the admin burden and commissioning Andrew Green of Article Seven, (the web developer) to carry out the work.

Website improvements in the last year include:

Design and provision of a Home screen 'LGR' icon to highlight relevant courses on offer.

Admin ability to:

- prevent attendance certificates being auto sent if delegates miss too many sessions of a multi-day course
- upload pre or post course documents with additional 'editable notes' to be auto sent on a specified 'release' date

Enhancements for Admins and HR Logins:

- ability to export Course calendar into an Excel Report
- clearer Attendance Report information

Programmed and new events

The shared programme offer continues as mainly online delivery. SLP consider this an effective use of staff time but do consider the need for a blended approach to be beneficial for certain topics.

Module 3 of the 'Management Development Programme for new managers', 'The Experienced Manager, Positive Working Relationships', day 2 of 'Giving Effective Presentations' and 'First Aid at Work' remain as classroom sessions (as mentioned above).

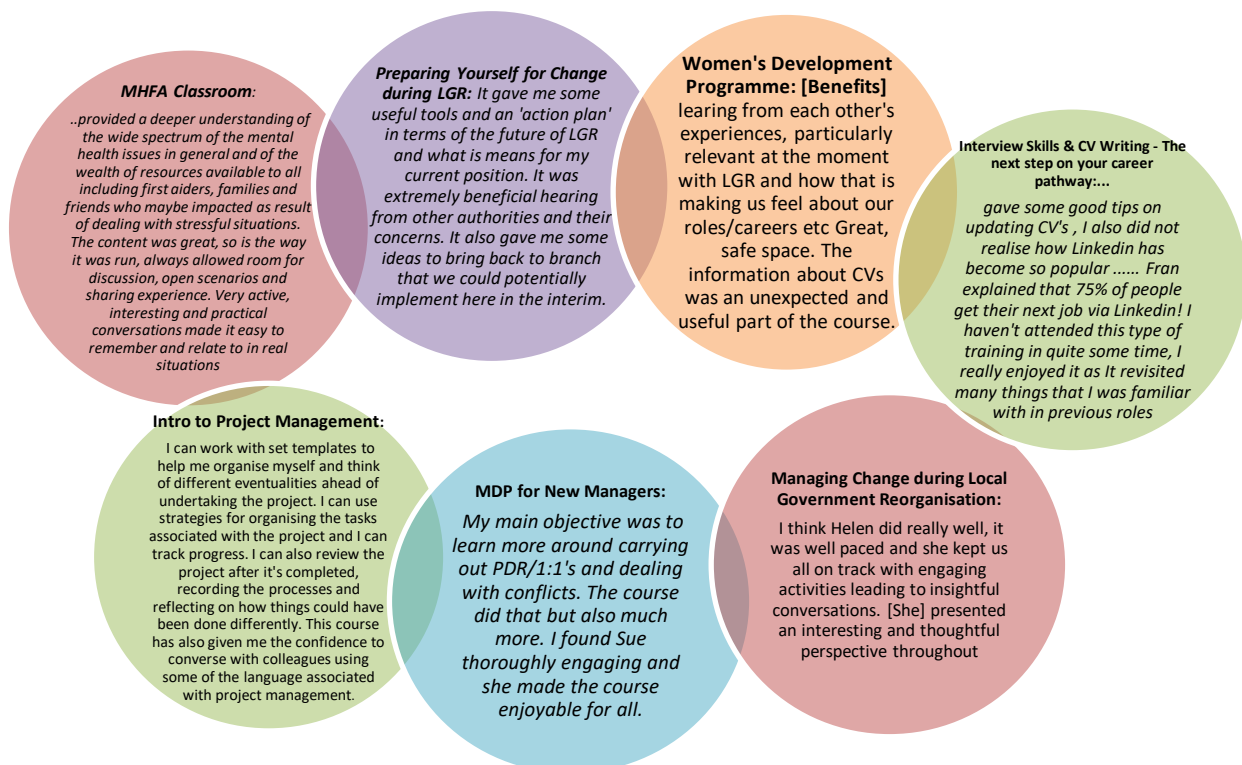
Also delivered in person were 'Mental Health First Aid at Work,' 'Managing Change during Local Government Reorganisation' and Preparing Yourself for Change during Local Government Reorganisation (1 day version)

Following the 'Women's Development Programme, Cohort 8' delegate feedback, we plan to schedule at least one of the 4 programme workshops in person.

During 2025-26, the following new courses were delivered:

- Mental Health First Aid at Work – Classroom
- Menopause Demystified - Online
- Managing Change during Local Government Reorganisation – (2 days) - Classroom and Online
- Preparing Yourself for Change during Local Government Reorganisation (1 day) - Classroom and Online
- Preparing Yourself for Change during Local Government Reorganisation – (3 x 2-hour standalone modules) – Online
- Taking Control of Your Finances - Online

Comments from a selection of evaluation forms received are shown below.



Learning Pool (LP) e-learning provision

7 of the 11 local authorities (excluding Guildford BC, Mole Valley DC, Spelthorne BC, and Tandridge DC) agreed to continue participating in the 2 year 'one contract' with Learning Pool which runs from 1st April 2024 until end March 2026.

In consultation with members Claire Weavis, Assistant Director of People & OD Guildford Borough Council and Waverley Borough Council renegotiated the contract for 2026-28 (now to include Guildford BC) with the LP account manager, Aasum Hussain.

Staffing and meetings

The SLP interim Chair, Hannah Cornick, (Waverley BC and Guildford BC) left the role in April 2025. Claire Weavis became the interim representative for both councils.

Wendy Jenkins flexibly retired wef 1st November and reduced her hours from 22 hours/week over 3 days to 12 hours over 2 days. At the same time, Candace Quelch increased her hours from 12 hours/week over 1 day and 2 half-days to 18 hours over 3 days. Both continued in their part-time roles as Training Project Manager and Training Administrator and work on Tuesdays to ensure opportunities to meet online and in person.

The partnership meets every 2 months online. The TPM books dates for the year in advance, organises agenda items from the group, joining links and minutes the meetings for all members.

Future Plans

- Continue providing value for money learning events which support staff throughout the LGR process of Surrey becoming two unitary councils, East & West Surrey.
- Book more courses in a classroom (subject to available space and hosts on site)
- Future proofing the continuing success of Surrey Learn by continuing regular meetings which enable members to discuss and share current and future L&D requirements.

Wendy Jenkins

SLP Training Project Manager

8 May 2026

2025-26 SLP Shared Training programme - costs to authorities

<i>Authority</i>	<i>Total Cost £</i>	<i>Total delegates (incl. DNAs)</i>	<i>Cost £/delegate rounded to nearest pound</i>
Elmbridge	33769.32	284	118
Epsom & Ewell	6098.72	50	122
Guildford	1661.53	17	97
Mole Valley	3050.41	21	145
Reigate & Banstead	12496.67	105	119
Runnymede	1497.84	13	115
Spelthorne	18327.27	127.5	143
Surrey Heath	10688.57	92.5	115
Tandridge	2550.84	22	115
Waverley	7647.21	74	103
Woking	4972.79	40	124
SCC	1558.55	10	155
TOTAL	104319.72	856	122*

* Average cost/all delegates