



## **Litterfree SB**

### **Progression and Development Policy November 2024**

**1. Purpose:** This policy aims to support the continuous professional development and progression of committee members within the Litter-Picking Group. It ensures that members have the necessary skills and knowledge to effectively lead and manage the group's activities.

**2. Scope:** This policy applies to all committee members of LitterfreeSB, including the Chairperson, Secretary, Treasurer, and other designated roles.

**3. Objectives:**

- To provide opportunities for committee members to develop their skills and knowledge.
- To ensure committee members are well-equipped to fulfil their roles and responsibilities.
- To promote a culture of continuous improvement and learning within the group.

**4. Development Opportunities Committee members are encouraged to engage in the following development activities:**

- **Training Workshops:** Participation in workshops on leadership, project management, volunteer coordination, and other relevant topics.
- **Mentorship Programs:** Pairing with experienced members or external mentors for guidance and support.
- **External Courses:** Enrolment in relevant courses or seminars, with costs covered by the group where possible.
- **Networking Events:** Attendance at local and national events to network with other voluntary groups and organizations.
- **Self-Directed Learning:** Access to resources such as books, online courses, and webinars.

## **5. Progression Pathways** The group supports the progression of committee members through:

- **Role Rotation:** Opportunities to take on different roles within the committee to gain diverse experience.
- **Succession Planning:** Identifying and preparing members for future leadership roles within the group.
- **Performance Reviews:** Regular reviews within committee meetings of all roles to discuss achievements, set goals, and identify development needs.

## **6. Support and Resources:** The group will provide the necessary support and resources to facilitate development, including:

- **Funding:** Budget allocation for training and development activities.
- **Time:** Allowing time within meetings or activities for development discussions and training.
- **Materials:** Providing access to relevant materials and resources.

## **7. Monitoring and Evaluation:** The effectiveness of this policy will be monitored through:

- **Feedback:** Regular feedback from committee members on development activities and their impact.
- **Progress Tracking:** Keeping records of training attended, skills acquired, and progression within the group.
- **Annual Review:** An annual review of the policy to ensure it meets the needs of the group and its members.

## **8. Contact Information:** For any questions or further information regarding this policy, please contact Frank Page on 07913268164