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#### Contact us



# Please contact the office on 01673 866596

- For general enquiries including internal audit and advice, contact either Katrina Line 1 (or mobile 07422 963475) or Andrew – Line 3 (or mobile 07549 019842). Flexible Monday - Friday
- For general enquiries including website management service, invoices, training booking enquiries, contact Lindsey – Line 2 on Monday, Tuesday, Friday
- For general enquiries including website/portal updates, e-news items, vacancies, contact Elaine Line 4 on Fridays

Please note that there may be times when the LALC office is not manned, particularly if staff are out training or attending meetings. If you can't get hold of us by phone, please contact us via one of the methods below.



www.lalc.co.uk/contactus



enquiries@lalc.co.uk



Raise a new Enquiry on the portal (login required)

If any Clerks want to join the Clerks' eGroup, or any councillors want to join the Councillor eGroup, contact enquiries@lalc.co.uk.

This fortnightly newsletter is provided to member councils through the clerk and chair and should be circulated to all councillors. This eNews can also be found on the LALC website under News (LALC News). Other important information which comes up in between eNews publication dates is also shared on the website under News (Our Blog).

### Training courses are available to book via the portal (login required)

The Training Bulletin is issued monthly, and courses are available to book via the portal. If there is any specific training which you feel would be valuable, and we don't currently offer it, please let us know and we will investigate. The Training Bulletin can be found on the LALC website www.lalc.co.uk/training-2-1.

Clerks – when booking training for your councillors, please ensure that their email address is correct. If not, they will not receive the booking confirmation or any joining instructions. If you have set up your



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councillors on the LALC portal, you will be able to select their correct email address from a drop-down list when booking the training.

If you update your council email and are **already** booked on training, please let us know so that we can update your booking to ensure you receive the automatic reminders.

If one of your councillors resigns, and they were booked on LALC training, **please cancel their place**, so that others can book on. Failure to do so may not only deprive other councils from attending but could result in a non-attendance charge (see below).

#### Please note our training cancellation policy:

- For part day courses please ensure we receive cancellations at least 48 hours in advance
- For full day events please ensure we receive cancellations at least 5 working days in advance, as we need to pre-order and pay for lunches

Due to persistent non-attendance at booked events, it is unfortunate that LALC have had to amend the way we impose our cancellation fees. All members are charged 50% of the training cost when insufficient notice is received (as above) for non-attendance at training events. No shows will be charged at 100% of the course fee. All charges are regardless of whether the council is a member of the ATS or not.

<u>Current vacancies</u>	Position	Closing date
Fenton and Torksey Lock Parish Council	Clerk/RFO	No closing date
North Thoresby, Grainsby & Waithe Parish Council	Clerk/RFO	28 <sup>th</sup> February 2025
Coningsby Town Council	Admin Assistant	No closing date
Brookenby Parish Council	Clerk/RFO	14 <sup>th</sup> February 2025
Bardney Parish Council	Clerk/RFO	No closing date
Hundleby Parish Council	Clerk/RFO	No closing date
Nettleham Parish Council	Clerk	6 <sup>th</sup> July 2025
Collyweston Parish Council (Northants)	Clerk/RFO	18 <sup>th</sup> July 2025
Folkingham Parish Council	Clerk/RFO	31 <sup>st</sup> July 2025
Baston Parish Council	Clerk/RFO	30 <sup>th</sup> September 2025
Foston Parish Council	Clerk/RFO	25 <sup>th</sup> July 2025
Old Leake Parish Council	Clerk/RFO	11 <sup>th</sup> August 2025
Sedgebrook Parish Council	Clerk/RFO	28 <sup>th</sup> August 2025
Grantham Town Council	Assistant Clerk	1 <sup>st</sup> August 2025
Wilsford Parish Council	Clerk/RFO	31st October 2025
Silk Willoughby Parish Council	Clerk/RFO	31st October 2025

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### Vacancy advertising

LALC can advertise your vacancy on our website and in the fortnightly eNews. This is a **free** service. If you do not have a pre-prepared advert to send us, please complete our **Vacancy Template**, which can be found in the Members Portal under Document Templates.

We also offer a **paid** advertising service, which ensures that your advert also appears on Lincolnshire County Council's website, Facebook, and LinkedIn (in addition to the LALC website and eNews). The current fee for this is £80 (this has increased in line with an increase in the LCC fee). Please complete the Vacancy Template (as above), ensuring that all requested information is completed, and then contact us at <a href="mailto:enquiries@lalc.co.uk">enquiries@lalc.co.uk</a>. You will be invoiced for this service.

Please note that Lincolnshire County Council require a closing date on their advert, as well as salary information (these are mandatory fields). LCC will remove your advert once the closing date has passed, so please consider the date carefully as you will have to pay again to re-advertise if your vacancy hasn't been filled by then.

We recommend all councils advertise their vacancy, job details, method of application and up to date contact details **on their own website** too.

Please let us know when the vacancy has been filled, so that we can remove it from our website/eNews. If your vacancy has not yet been filled and you are continuing to advertise, please let us know of any revised closing date. If you no longer specify a closing date, please let us know so that we can update the vacancy adverts.

The NALC Recruitment Manual (developed as part of the Civility & Respect project) is now available via the portal. Go into Knowledgebase and click on 'Recruitment Manual' in the 'Employment' menu area.

## Sign up to the LCC Town and Parishes newsletter – email:

lcctownandparishnews@lincolnshire.gov.uk

#### **Latest News**

To see the latest NALC news (NALC login required): <a href="https://www.nalc.gov.uk/news">https://www.nalc.gov.uk/news</a>
To see the latest SLCC news (No SLCC login required): <a href="https://www.slcc.co.uk/news-publications/">https://www.slcc.co.uk/news-publications/</a>

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# **LALC Summer Conference - 16 July 2025**

Thank you to everyone who attended the Summer Conference this week (over 100 delegates). It was great to see so many councils represented. Please don't forget to compete the feedback form (the link was sent out the day after) – we always take on board your feedback and try to make our events even better next time.



As well at the Talking Tables and the many trade stands, plus an address from Cllr Sean Matthews, Leader of Lincolnshire County Council, and from Dame Andrea Jenkins, Mayor of Greater Lincolnshire Combined County Authority, attendees had the opportunity to meet representatives from the County Council and various District Councils to discuss local government reorganisation.



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30 completed passports were handed in by attendees at the end of the day. The passport draw took place on Friday 18<sup>th</sup> July in the LALC office. The draw was made by Lindsey and witnessed by Elaine.

Congratulations to the two winners, who have each won £50 for their councils, to be used against any LALC service:

- Amanda Bushell Horncastle Town Council
- Pat Parkes Eagle & Swinethorpe Parish Council



We've had feedback to say that some councillors were unaware of the Conference or only found out about it at too short notice to attend. Can we please remind all councillors that we publicise our events months in advance, via the eNews and Training Bulletin and we encourage clerks to distribute these to all their councillors. The eNews and latest Training Bulletin are also accessible on the LALC website, for all to view.

### \*New date: Councillor Induction & Refresher training

When: 21<sup>st</sup> July 2025, 13:00 – 16:00

Where: Mareham le Fen Community Centre, Horncastle Road, Mareham le Fen, PE22 7QL

Aimed at councillors with or without any experience.

Clerks can book places for their councillors via the portal in the usual way.

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#### \*New event: Finance seminar

When: 23<sup>rd</sup> September 2025, 13:15 – 17:00

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Where: Balderton Village Centre, Coronation St, Balderton, Newark, NG24 3BD

Organised by colleagues from Notts ALC and Leicestershire & Rutland ALC, this half-day Finance Seminar is a great opportunity to network with fellow Councillors and Clerks from Nottinghamshire, Leicestershire & Rutland as well as from Lincolnshire.

#### Featuring sessions from:

- Steve Parkinson from the Parkinson Partnership expert on Local Council Finance, provider of finance related advice and training to the sector
- Hannah Parkhouse, Deposits Desk Manager and Megan Reeves, Assistant Relationships Manager from Unity Trust Bank
- Jamie Charters from CCLA Investment Management
- Melanie Aspden, Savings Product Manager from Hinckley & Rugby Building Society

Cost per delegate: £35

Book via the LALC portal.

### Online HR training organised by colleagues from ERNLLCA

Check out our latest Training Bulletin (issued to all our councils or on our website) for details of two online HR sessions organised by our colleagues from ERNLLCA:

- 30<sup>th</sup> September Addressing Conflict between Employees and Members
- 29<sup>th</sup> October Misuse of Social Media as a tool to intimidate and harass Employees

Cost is £20/£30 per delegate, dependent on electorate.

For further details and to book, please contact ERNLLCA direct: enquiries@ernllca.gov.uk, 01652 661617

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COUNCIL NEWS
JULY 2025

### The Employment Rights Act 2025 in Brief

1. An end to Fire and Rehire

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- 2. Protection for New Mothers and Pregnant Employees
- 3. Bereavement Leave
- 4. Refusing Flexible Working Requests

#### 1. An End to Hire and Rehire

From October 2026 Councils won't be able to amend terms and conditions of employment without Employee agreement.

Currently if a Council has a sound business case to propose changing a contract, and conducts meaningful consultation with Employees before doing so, it can amend an Employee's contract. Following the new legislation this will only be possible if the business is close to collapse or insolvency. This is unlikely to be the case for Councils, due to their public funding.

If an Employee refuses to agree to a change, but the Council implements it, a claim could be made to the Employment Tribunal for Unfair/Constructive Dismissal.

### 2. Protection for New Mothers and Pregnant Employees

Currently Employees returning from Maternity Leave have protection from being selected for redundancy, as part of a selective process, for up to 18 months after the birth of their child. From 2027 new legislation will include dismissal for any reason, not just redundancy. Employees who are dismissed during the Protected Period may be able to claim Sex Discrimination.

More details are awaited in terms of how Councils respond to allegations of Gross Misconduct or indiscipline that has reached the final stage of a disciplinary process, which concern Employees who are still within the 18 months.

#### 3. Bereavement Leave

Currently parents of children up to the age of 18 are entitled to two weeks leave, paid at statutory rates, following the death of a child. From 2027 new legislation will widen the net of this entitlement to provide one weeks leave following the death of a dependent or member of the Employees immediate family, including spouse, partner, parent.

This leave entitlement will also be extended to miscarriages that occur at any point during a pregnancy.

#### 4. Refusing Flexible Working Requests

Currently Councils can reject an Employee's request to change their working hours, or to work from home, based on one or more of the following;

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- The burden of additional costs
- Detrimental effect on ability to meet customer demand
- Inability to reorganise work among existing staff
- Inability to recruit additional staff
- Detrimental impact on quality
- Detrimental impact on performance
- Insufficiency of work during the periods the Employee proposes to work
- Planned structural changes
- Any other grounds specified by the Secretary of State in regulations

Following the implementation of the 2025 Act Councils won't be able to simply give one or more of the above as a reason, they will have to explain in detail why they have chosen that reason for refusal, following a period of consultation. The outcome letter following consultation must spell out the details for refusing the request, if that is the Council's decision.

### Other deadlines for new legislation:

### April 2026

- Employees will be able to claim Paternity and Parental Leave from day one of their employment. The current six month continuous employment qualifying requirement will be removed.
- Statutory sick pay will be available to all staff, including those who earn below the National
  Insurance Lower Earnings Limit. Low paid staff would be paid at 80% of their normal weekly wage,
  rather than the current SSP rate. This will affect a number of Parish Councils who employ a
  significant number of part time staff, and who currently don't qualify for sick pay. Councils cannot
  claim this money back off the Government.

#### 2027

 Staff working on a zero hours contract would still receive payment if their work assignment is cancelled. For parish Councils this is likely to be relevant to part time landscapers, community centre staff and caretakers / cleaners.

### **Statutory Pay Rates from April 2025**

Minimum Wage from April 2025

Workers aged 21 and over (National Living Wage) £12.21 Workers aged 18 – 20 £10.00 Workers under 18, apprentices under 19, or over 19 in first year £7.55

PROFILE

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Chris Moses LLM Chartered FCIPD is Managing Director of Personnel Advice & Solutions Ltd. He is a Chartered Fellow of the Chartered Institute of Personnel and Development, and has a Master's Degree in Employment Law. If you have any questions regarding these issues please feel free to contact him on (01529) 305056 or email p.d.solutions@zen.co.uk Whilst every care has been taken in compiling these notes, Personnel Advice and Solutions Ltd cannot be held responsible for any errors or omissions. These notes are intended to provide general information. Guidance for specific legal problems should be sought separately.

FURTHER FACT SHEETS ARE AVAILABLE ON OUR WEBSITE: www.personneladviceandsolutions.co.uk

IMPORTANT: The information in this factsheet is for guidance only. Personnel Advice & Solutions Ltd cannot accept responsibility for the use of the information. It is not an authoritative statement of the law. You should always seek professional advice on a specific legal matter. Individual Personnel issues must always be addressed on their own merit.

### SLCC: Update on Local Government Pay Claim 2025/6

In regard to the pay claim for 2025/6 effective from the anniversary date of 1st April, we have been advised that UNISON members have "overwhelmingly rejected" this year's local government pay offer for staff in England and Wales.

This result follows similar outcomes in consultative ballots of the members of GMB and Unite, in relation to the offer from the employers' side of the National Joint Council for Local Government Services (NJC).

The 3.2% offered is below the rate of inflation in the year to May 2025 (3.4%), according to the government's preferred consumer prices index (CPI), as well as pay settlements or offers for most other public sector staff. However, the employers have said that the offer is "full and final", given the pressure they say it will put on council finances.

UNISON, along with UNITE and GMB have written to the employers to come back with a fairer and better offer.

### **Top Tip from Lincolnshire Resilience Forum**

In the event of a national power outage (similar to the one recently experienced by Spain and Portugal), please listen to BBC Radio Two, who will broadcast information and updates.

You can use a battery-powered or wind-up radio, and don't forget you can also use your car radio!

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#### **SLCC: Safer Streets Summer Town Centre Initiative**

The Safer Streets summer town centre initiative will run from 30 June until 30 September, in over 500 town centres and high streets across England and Wales. The aim is to prevent crime and antisocial behaviour in town centres and ensure visible, meaningful consequences for those responsible.

The focus for the initiative is visibility, prevention and enforcement. It is also about what can be delivered in partnership with councils, schools, health services, business, transport and community organisations.

Police and Crime Commissioners and deputy mayors have submitted delivery plans on how they and local partners intend to keep town centres safe this summer across their force areas.

Find out more: https://tinyurl.com/nheuj6m2

The following Lincolnshire towns have signed up: Lincoln, Boston, Louth, Stamford, Spalding, Gainsborough, Grantham, Skegness, Mablethorpe, Sleaford.

### **SLCC: Data Protection Practitioners' Conference 2025**

The Information Commissioner's Office (ICO) will host its annual Data Protection Practitioners' Conference (DPPC) online on Tuesday 14 October 2025.

Open to professionals across all sectors and experience levels, the conference offers access to keynote speakers, practical workshops, and panel discussions focused on current data protection issues. Attendees will also have the opportunity to hear directly from the regulator.

Registration is free and available via the ICO website: https://ico.org.uk/about-the-ico/data-protection-practitioners-conference

The same page also includes highlights from the 2024 conference.

# REMINDER: National Grid Pylons Stage 2 consultation ends 6th August 2025

The latest proposals on the route and infrastructure along the proposed 140km overhead pylons route have been published. Documents and more details about the Grimsby to Walpole Grid Upgrade can be found here: <a href="https://www.nationalgrid.com/the-great-grid-upgrade/grimsby-to-walpole">https://www.nationalgrid.com/the-great-grid-upgrade/grimsby-to-walpole</a>

The consultation ends 6th August 2025.

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#### NALC National network for micro councils

Our national network for micro councils met on 9 July 2025 and was joined by the head of policy and projects at CPRE, Paul Miner, who provided a helpful update on planning projects relevant to the 4,000 micro councils (i.e. as a rough guide, that's parish and town councils with annual budgets/precept income of less than £10,000). The network agreed that electric vehicle charging and the implications for remote places of local government reorganisation would be discussed at future meetings. A key reflection for local government reorganisation was how micro councils pay for services that principal authorities cannot deliver. During the open forum, issues around banking fees and high street banks failing to understand what parish and town councils are, were raised. We have noted the matter and will reflect on it as part of our banking campaign. Improvement and development manager Hazel Broatch joined the meeting to promote micro councils signing the Civility and Respect Pledge. Network members also agreed to promote the network to other suitable councils in their local area.

### **NALC** letter of support for Remembrance parades and services

NALC have partnered with the LGA and the Royal British Legion (RBL) by signing a joint letter to show support for Remembrance parades and services across the country later this year. The three organisations call on parish and town councils to continue their invaluable role in honouring the nation's heroes. The letter expresses heartfelt thanks to parish and town councils for their enduring partnerships with RBL and other Armed Forces charities, which help keep the spirit of Remembrance alive in communities of all sizes. The letter also encourages greater collaboration across all levels of local government.

Read the letter: https://tinyurl.com/yvn452cm

#### **HM Government commissions census in 2031**

HM Government has commissioned the Office for National Statistics to conduct a mandatory, questionnaire-based, whole-population census of England and Wales in 2031. This follows the UK Statistics Authority's recommendation to Government last month for a census as part of system of population and migration statistics which combines the power of data collection and builds on the use of administrative data.

Office for National Statistics (ONS) welcomes the Government's decision and have begun the process of designing the shape and structure of Census 2031. We have set up a Census Taskforce which has started scoping plans for 2031. The Taskforce will focus on delivering a census that builds on the successes of Census 2021, working with devolved governments to support coherent UK outputs and maximising the benefits from our work with administrative data to date.

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We will launch a public consultation later this autumn. This consultation will gather views on topics that users need from a system of population statistics and inform the development of the census questionnaire.

LALC note: This announcement is unexpected as at the time of the last census in 2021 it was speculated that it was the last one ever because government wanted to save the money and drop the ten-yearly census as they could get the information from other sources.

# NKDC Corporate and Civic Support Team - Change of Email Address

For those councils in NKDC, please note the change in email address for the NKDC Corporate and Civic Support team: corporate civic@n-kesteven.gov.uk

The old email address, <u>nk-corporateandcivicsupportteam@n-kesteven.gov.uk</u> is no longer active.

### A Greater Lincolnshire for All - Local Government Reorganisation in Greater Lincolnshire

East Lindsey and South Holland District Councils are developing an ambitious proposal, A Greater Lincolnshire for All, that would see the creation of two new unitary authorities in the north and south of the county to replace the existing ten authorities in Greater Lincolnshire.

- Northern Lincolnshire Unitary Council: Covering North Lincolnshire, North East Lincolnshire, West Lindsey and the City of Lincoln
- Southern Lincolnshire Unitary Council: Covering North Kesteven, South Kesteven, Boston, South Holland, and East Lindsey

Over the coming months, as we develop this proposal, it is important that we engage key stakeholders to understand what's important to them, what the priorities for the new councils should be and, where appropriate, to co-design the future delivery of key elements of the proposal. For town and parish councils we would be particularly keen to discuss and understand views on future local governance arrangements.

We are holding two specific events for town and parish councils over the coming months where you will be able to hear more about the proposal direct from the leaders of East Lindsey and South Holland District Councils, Cllrs Leyland and Worth, to ask questions and provide comments. These events be held on-line on the following dates:

- 6.30pm 28th July
- 6.30pm 20th August

If you are unable to attend these events, we would be happy to make separate arrangements to speak to you or your town or parish council on an alternative date. You can RSVP to these events by visiting <a href="https://www.greaterlincolnshireforall.org/">https://www.greaterlincolnshireforall.org/</a> or emailing <a href="https://www.greaterlincolnshireforall.org/">hello@greaterlincolnshireforall.org/</a>

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# One You Lincolnshire: Help us shape smoking support in Lincolnshire and join our research

We are working with Social Change, a research and marketing agency, on a new project to better understand smoking habits and support needs in Lincolnshire. We are inviting local smokers to take part in a focus group and share their experiences. Participants will receive a £25 voucher for their time.

We're keen to hear from people in all parts of Lincolnshire — from towns, villages, and rural areas alike. Whether you're in Lincoln, Gainsborough, Skegness, Grantham, or anywhere in between, your voice is important and very much wanted.

Focus groups will be held the week of 21st July.

Sign-up here: <a href="https://www.smartsurvey.co.uk/s/LincsSignUp/">https://www.smartsurvey.co.uk/s/LincsSignUp/</a>

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### SLCC: 16- and 17-Year-Olds Given Right to Vote

The government has announced that a modernisation of UK democracy will see 16- and 17-year-olds able to vote in next general election, delivering a key manifesto commitment and helping to restore trust in politics through the government's Plan for Change.

This will mean young people, who 'already contribute to society by working, paying taxes and serving in the military, will be given the right to vote on the issues that affect them. This will bring UK-wide elections in line with Scotland and Wales and is a major step towards meeting a manifesto commitment, ushering in the biggest change to UK democracy in a generation.'

In addition, the government has stated that voter ID is to be extended to include bank cards to help more people exercise their democratic right; and that tougher new rules will be put in place to guard against foreign political interference and abuse of campaigners.

Read more: <a href="https://tinyurl.com/3ms7x966">https://tinyurl.com/3ms7x966</a>

### NALC call for developers to be held to account by government

This week, we've renewed our call for the government to hold developers accountable and require them to build homes on land where planning permission has already been granted. We want to see a developer-focused housing delivery test to ensure the timely build-out of approved sites, stronger powers for local planning authorities and councils to deliver affordable housing, more homes suitable for disabled residents

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and those with mobility impairments and a greater mix of housing tenures to meet diverse community needs.

Read the NALC full response (NALC login required): https://tinyurl.com/mr3tr3cf

# SLCC: Communities in England Affected by Major Onshore Wind Projects Expected to Receive Community Benefits

The government has announced that 'onshore wind projects of 5 megawatts (MW) or greater in England are expected to provide community benefits to host communities.' Adding, 'qualifying projects are expected to provide community benefits of no less than £5,000 per MW of installed capacity per year for the operational lifetime of the project. This can be delivered 'in-cash', 'in-kind' (to an equivalent value) or a mixture of both. The delivery of community benefits should commence within 12 months of first power generation.'

Further information: <a href="https://tinyurl.com/3a6dbu88">https://tinyurl.com/3a6dbu88</a>

# **SLCC: Ministerial Statement About Neighbourhood Plans**

In a debate in the House of Commons specifically about the role of neighbourhood plans, especially in the context of the recent announcement by the Government that they plan to end support for their preparation, the Government spokesperson (Alex Norris MP, The Parliamentary Under Secretary for Housing, Communities and Government) said:

"I turn now to our announcement following the spending review that we are unable to commission further funded support for neighbourhood planning groups. It was not a decision taken lightly, and I recognise the concerns it has prompted among groups, local planning authorities and hon. Members. I pay tribute to Locality, the National Association of Local Councils and other organisations that played their part in that process. I worked on it very closely with Locality, an excellent organisation that is very good at making community voice heard. We want to be clear, however, that that is not an abolition of neighbourhood planning. We believe that neighbourhood planning is an important part of the planning system".

Meanwhile, the Minister also stated that the Government intends to introduce a new system for the making of Local Plans later this year.

Read the debate: https://tinyurl.com/36tscjky