

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

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 enquiries@lalc.co.uk. 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): <https://www.nalc.gov.uk/news>

To see the latest SLCC news (No SLCC login required): <https://www.slcc.co.uk/news-publications/>

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 complete 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 as 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.



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:

- 30th September - Addressing Conflict between Employees and Members
- 29th 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

**Personnel
Advice &
Solutions Ltd**

**COUNCIL NEWS
JULY 2025**

The Employment Rights Act 2025 in Brief

1. An end to Fire and Rehire

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;

- 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

Do you have news to share?

[Get in touch](#) via our website.

Find us on  
[@LincsALC](#) & www.lalc.co.uk

LALC will provide links but is not responsible for the content of external websites.

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: <https://www.nationalgrid.com/the-great-grid-upgrade/grimsby-to-walpole>

The consultation ends 6th August 2025.

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

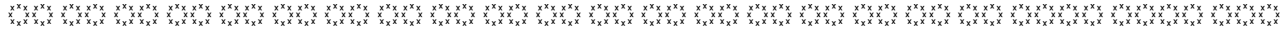
NALC have partnered with the LGA and the Royal British Legion (RBL) by signing a joint letter to show support for Remembrance parades and services across the country later this year. The three organisations call on parish and town councils to continue their invaluable role in honouring the nation's heroes. 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.



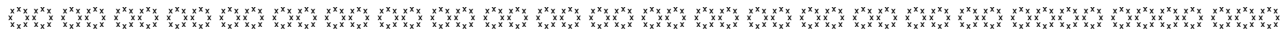
One You Lincolnshire: Help us shape smoking support in Lincolnshire and join our research

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: <https://www.smartsurvey.co.uk/s/LinclsSignUp/>



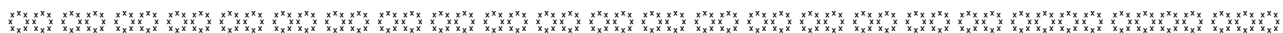
SLCC: 16- and 17-Year-Olds Given Right to Vote

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: <https://tinyurl.com/3ms7x966>



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

