18th October 2024



Do you have news to share? Get in touch via our website.

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

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 should be circulated to all councillors. This eNews can also be found on the LALC website under News.

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



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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
Barrowby Parish Council	Clerk	16 th August 2024
North Thoresby, Grainsby & Waithe Parish Council	Clerk/RFO	30 th July 2024
Scampton Parish Council	Clerk/RFO	31st August 2024
Chapel St Leonards Parish Council	Assistant Parish Clerk	6 th September 2024
Cherry Willingham Parish Council	RFO	13 th September 2024
Toft Newton Parish Council	Clerk/RFO	No closing date
Metheringham Parish Council	Clerk	10 th September 2024
Bracebridge Heath Parish Council	Facilities Cleaner	22 nd September 2024
<u>Caistor Town Council</u>	Estates Maintenance	4 th October 2024
	Operative	
Pinchbeck Parish Council	Assistant to the Clerk	30 th September 2024
Westborough and Dry Doddington	Clerk/RFO	30 th November 2024
Stow Parish Council	Clerk/RFO	18 th October 2024
Hundleby Parish Council	Clerk/RFO	No closing date
Sheringham Town Council (Norfolk)	Town Clerk	11 th November 2024
Potterhanworth Parish Council	Clerk/RFO	4 th November 2024

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.

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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 £75. 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

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Latest News

To see the latest NALC news: https://www.nalc.gov.uk/news

To see the latest SLCC news: https://www.slcc.co.uk/news-publications/

(No login is required).

Clerks Networking and SLCC Lincs branch AGM - PLACES AVAILABLE

Come and network with fellow Clerks at our full day event on 26th November at Welbourn Village Hall!

Schedule for the day

18th October 2024



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9:30 Registration for SLCC members

10:00 SLCC Lincolnshire Branch AGM 10:00 Registration for non SLCC members

10:30 Joe Russell from Complete Communities, presenting on "Beyond Ideas: Tips for writing engaging plans and strategies".

This session is primarily aimed at officers and clerks. It focusses on finding ways to make public sector documents engaging and readable for residents and businesses.

We will cover:

- The importance of a strategic approach
- Phraseology and perceptions
- Improving your story telling and narrative
- Tips for improving readability and engaging people with your plans

12:00 Lunch

13:00 Grant White (WLDC Communities Manager) and Paul Drury will be running a joint workshop on Effective engagement/consultation and tips to write successful bid applications.

Places can be booked now via the portal (login required).

'Health & Safety Awareness and Risk Assessments for Councils' – PLACES AVAILABLE

When: 29th October, full day

Where: Kirton in Lindsey Town Hall

This event is suitable for clerks and councillors and is being run in conjunction with our colleagues at ERNLLCA (East Riding and Northern Lincolnshire Local Councils Association), and will be delivered by Worknest, our H&S partner.

The morning session will be a presentation from Worknest on 'Health & Safety Awareness for Councils'.

This will be followed in the afternoon session by Health & Safety Awareness workshops where delegates will be able to produce their own Risk Assessments with guidance from Worknest.

Items to be covered are expected to be risk assessing meeting venues and events such as Remembrance and Christmas events as well as some of the employer duties that may face councils ensuring that employees and volunteers are safe.

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Places can be booked now via the portal (login required).

NEW DATE: Employment briefing – new duty to prevent sexual harassment

Chris Moses will be running a further employment briefing webinar on **Wednesday 23rd October**, 10:00 – 11:00. Please note that **this webinar will be recorded**, and attendees will be asked to give their consent when booking.

Places can be booked now via the portal (login required).

The recording will be made available on the LALC website at a later date.

JADU website training postponed

We have taken the decision to postpone the JADU Basic and JADU Advanced training scheduled for October and November respectively. These sessions will be re-arranged once Tony Shaw has settled into his role as Webmaster.

We apologise for any inconvenience this has caused.

Congratulations to Welton-by-Lincoln Parish Council

On attainment of the Local Council Award at Quality level.



Age-friendly Lincolnshire Conference 2024

Lincolnshire's demographics present unique challenges in urban, rural and coastal areas, making it difficult for older adults to access essential services including housing, health care, transport, and social support.

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Despite these challenges, many older people can actively contribute to the community and want to participate in voluntary activities, which can promote active ageing and enhance wellbeing and quality of life.

The Age-Friendly Lincolnshire Conference will bring stakeholders from all sectors across Lincolnshire together, to further develop the Ageing Well agenda. Come to our Conference and by recognising and addressing the opportunities, needs and challenges of our older population, help shape services that enable our residents to live their best lives as they get older.

Friday 22nd November 2024 9am-4pm – Reserve a Free space at https://tinyurl.com/48nftbth

LGA Free training: Handling online abuse and intimidation for councillors

The Local Government Association (LGA) are hosting this **free** webinar as part of their Civility in Public Life Programme.

This practical programme, which is government funded, will provide attendees with an awareness of the steps that can be taken to manage trolls and cyber-bullies, including a gentle introduction to the legal framework around social media posts. There will be guidance on how to be safe online generally, as well as tips on how to create a positive online presence.

When: Thursday 31st October, 2:00 – 3:30pm.

Find out more and to book: https://tinyurl.com/mppybutz



COUNCIL NEWS
OCTOBER 2024

The Forthcoming Employment Rights Bill

The forthcoming Employment Rights Bill will enable the Government to put into legislation the changes to Employment Law that were detailed in the election manifesto. Four months into the new Parliament we now have more details as to how these changes will actually look.

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1. The right to claim Unfair Dismissal from day one of employment.

Currently an Employee needs two years continuous employment before they can claim Unfair/Constructive Dismissal.

The manifesto commitment was to give Employees the right to make such a claim from day one of their employment. However, the question of Probation Periods was then brought into the equation. The purpose of a Probation Period is to enable both parties to decide if the employment relationship is going to work. If not, there is an easy option to terminate the relationship during this period. However, if the Employee could claim Unfair Dismissal if sacked during the Probation Period, that opportunity would be removed.

The resultant decision appears to be that dismissal will remain possible during the Probation Period but it will be capped at a maximum of 6 months. Anything longer than 6 months would be unlawful.

This will place an obligation on Councils to:

- i. Ensure that Employment Contracts are issued on day one, and clearly set out what the Probation Period is, as well as the right to terminate the contract during that Period for poor performance and / or misconduct.
- ii. Monitor performance and provide feedback during the Period to ensure that the right decision is made at the end.
- iii. Ensure that the decision as to whether or not the Period has been a success is made before the 26-week Period has expired.

2. Increased Statutory sick Pay (SSP)

Currently all Employees who receive SSP get the same amount, regardless of their earnings. Furthermore, an Employee has to earn at least £123 per week to receive SSP, and there are no payments for the first three days of sick leave.

The Bill proposes to link the amount of SSP to a percentage of the Employees earnings, probably 70% to 80%, rather than a flat rate. It will also be available to all, regardless of earnings, and be paid from day one of sick leave. For Councils this will enable part time staff who currently earn below £123 per week, and who don't qualify for SSP, to be entitled to it, at a cost to the Council. This is likely to benefit a number of part time Clerks, as well as seasonal staff and those on zero hours contracts such as Community Centre Bar Staff, etc.

3. Banning Zero Hours Contracts

A number of Councils currently use these contracts for their seasonal or ad hoc staff. The manifesto plan was to replace them completely with Guaranteed Minimum Hours contracts. That has now changed, and only "exploitative" zero hours contracts are to be outlawed. However, what is exploitative has not yet been defined.

4. Banning Communication outside of Working Hours

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The manifesto stated that Councils, along with all other Employers, would be banned from contacting Employees outside of their working hours. This could have had a profound effect on Councillors who catch up with their Council work at evenings and weekends, presumably when the Clerk was not working. Such communication would have been unlawful. It would have been restricted to the Employees' working hours only.

This is now unlikely to become a legal requirement. Instead, it is expected that a Code of Conduct, similar to the ACAS Guidelines on Grievance and Discipline, will be produced.

This means that Employees could complain to an Employment Tribunal about being subject to communication outside of working hours, and the Council's defence would have to show that it had complied with the Code. For example, it may be reasonable for Councillors to communicate with staff outside of working hours, on the understanding that the Employee doesn't have to respond until they were back at work.

Abuse about Baldness becomes Sexual Harassment

As the new statutory requirements regarding Sexual Harassment come into effect, the Employment Appeal Tribunal has recently extended protection from harassment to males with hair issues.

In Finn v British Bung Manufacturing Co, an Employee was called a "Bald xxxx", by a colleague at a company where "industrial language" was described as common place.

The Employee resigned and claimed Constructive Dismissal and Sexual Harassment.

In the opinion of both the Employment Tribunal and Employment Appeal Tribunal, the comment violated the Employee's dignity and created an intimidating, hostile, degrading, humiliating and offence environment. As baldness is predominantly a male issue, the comment was linked to gender, making it an act of Sexual Harassment.

PROFILE

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
www.personneladviceandsolutions.co.uk

Equality and Human Rights Commission technical guidance: Sexual harassment and harassment at work

https://tinyurl.com/4dh3vbfd

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Worknest advice note on sexual harassment in the workplace

NALC's HR partner, Worknest, have produced an advice note on sexual harassment in the workplace. This is available on the NALC website (www.nalc.gov.uk) – login to this website is required.

The Law Commission's Consultation Paper on Burial and Cremation

The Law Commission's Consultation Paper on Burial and Cremation has now been published. Publication marks the beginning of a 13-week consultation period, ending on 9 January 2025.

This Consultation Paper has been informed by discussions with stakeholders in a number of forums. It contains provisional proposals in a number of areas:

- The regulation of different types of burial grounds, including standards of maintenance, burial specifications, burial rights and record keeping
- The reuse and reclamation of old graves
- Closure and reopening of burial grounds
- Exhumation and building on disused burial grounds
- Cremation law

The Consultation Paper can be downloaded from the project's webpage here: https://lawcom.gov.uk/project/burial-and-cremation/

As well as the full Consultation Paper, a shorter summary of our key proposals is available on the website (a Welsh language translation will be published shortly).

The webpage also includes a link to our consultation platform, which is our preferred way of receiving consultation responses: https://consult.justice.gov.uk/law-commission/burial-and-cremation/

We hope you are able to make the time to respond. This may be a once-in-a-generation opportunity for reform, and we need your input to ensure that our eventual recommendations to Government will improve the law. Similarly, please do share this news with your contacts.

During the consultation period we will hold in-person events across the country as well as some online events, to give you a chance to hear about our proposals and ask questions of the project team. We will share details of these events shortly.

ICCM urges its members to circulate details of the consultation with anyone who may be interested: it is important that a wide range of views are gained.

Members are also encouraged to respond to the consultation directly here: https://lawcom.gov.uk/project/burial-and-cremation/

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NALC will be responding to this consultation and in order to inform this, they are asking councils to please complete the following survey: https://forms.office.com/e/cJxueVCZze

LCC School Admissions consultations

The following schools are consulting on their 2026/27 Admission Policy:

Spalding Monkshouse Primary Academy - https://www.monkshouse.lincs.sch.uk/
The consultation period runs from 14 October 2024 to 25 November 2024.

Nettleham Infant and Nursery School - https://www.nettleham-inf.lincs.sch.uk/admissions/ The consultation period runs from 09 October 2024 to 20 November 2024.

Scothern Ellison Boulters CofE Academy -

https://www.ellisonboultersacademy.co.uk/key_information/admissions/admissions.html The consultation period runs from 11 October 2024 to 22 November 2024.

Skegness Grammar School – https://www.skegnessgrammar.co.uk/Admissions/ The consultation period runs from 21 October 2024 to 03 December 2024.

Louth Kidgate Primary Academy - https://www.kidgateprimaryacademy.co.uk/admissions/ The consultation period runs from 1 November 2024 to 13 December 2024.

Grow Your Community: Free Trees Available from Woodland Trust

The UK needs millions more trees to reach its 2050 carbon net-zero target. By digging in with us, you'll help bring us nearer this important goal.

We want to make sure everybody in the UK has the chance to plant a tree. So we're giving away hundreds of thousands of trees to schools and communities. Together, we'll get millions more trees in the ground.

The following tree packs are available: Hedge; copse; wild harvest; year-round colour; working wood; wild wood; wildlife; urban trees.

Find out more and to apply: https://www.woodlandtrust.org.uk/plant-trees/schools-and-communities/

Free tree packs via Lincolnshire County Council's LincWoods tree planting project

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As part of the Lincolnshire County Council's LincWoods tree planting project, you can sign up for either a **free** tree pack or hedge pack from Market Rasen and/or Grantham (Boothby Pagnell).

Each free tree pack will contain 50 trees, stakes and tree guards and will be a mix of the following species: Small-leaved lime, Hornbeam, English oak, Field maple, Wild cherry and Hazel.

The free hedge packs will contain 250 hedging plants (native mix of predominantly hawthorn) plus 25 trees to grow within the hedge, along with canes and spiral guards. If planting a simple single-row hedge, this is enough plants to create approximately 90m of hedgerow. If planted as a staggered hedge at 5 plants per metre, one hedge pack is enough to create approximately 55 metres of hedgerow.

Tree pack giveaway events:

When: Monday 25th November

Where: Boothby Lodge Farmhouse, Grantham Road, Boothby Pagnell, Grantham, NG33 4DE

What3words: plenty.unity.speeded Sign up: https://tinyurl.com/4auj58cu

When: Tuesday 26th November

Where: Forestry England, Willingham Road, Market Rasen, LN8 3RQ

What3words: flag.married.summit Sign up: https://tinyurl.com/4wuttvk4

TCV I Dig Trees: Let's Grow Together!



The 2024 I Dig Trees season is now LIVE and ready for your orders!

Order your free trees from The Conservation Volunteers today and get planting in the cooler months. Tackle climate change with our carbon-busting trees, create pocket forests for wildlife, and green up your community for generations to enjoy.

Claim your free trees: https://tinyurl.com/2p82rh78

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LCC Community Wildlife Grant

The community wildlife grant is open to parish councils, charities and voluntary groups. It is for projects in Lincolnshire that:

- protect, improve or promote wildlife
- promote access to and enjoyment of the countryside
- local communities support and may undertake

The bulk of the grants have been awarded to Parish Councils for projects such as:

- tree and hedge planting
- woodland improvement
- hedge laying
- village nature area creation
- repairing dry stone walls
- access improvements to nature area
- leaflets and information boards
- wildlife surveys
- barn owl nest box schemes

Grants are for between £50 and £500 up to 75 per cent of the total costs. If the local community does the work, the remaining 25 per cent could be volunteer time.

To apply: https://www.lincolnshire.gov.uk/grants-funding/apply-community-wildlife-grant

Defibrillator funding

London Hearts is proud to be the appointed supplier and managing administrator of a defibrillator fund on behalf of the Department of Health and Social Care. This may well fit well in helping to get life saving defibrillators more readily available across your area.

The Department of Health and Social Care is offering a £500,000 Community Automated External Defibrillators (AED) Fund, aimed at increasing the availability of defibrillators in public places where they are most needed. The fund will provide 1,100 new defibrillators and cabinets. To participate, match funding of £750 is required for a defibrillator with an external locked cabinet, or £660 for a defibrillator with an internal cabinet.

Please note, the fund is distributed on a first-come, first-served basis, so early application is encouraged.

- For public access defibrillators, applications can be made at: www.defibgrant.co.uk
- For internal defibrillators, applications can be made via: https://londonhearts.org/apply-for-a-defib/

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Latest edition of Gallagher 'Community Matters'

Featuring:

- Empowering Communities Through Renewables: The Community Energy Fund
- Bridging the Mental Health Gap: Effective Community-Based Initiatives
- Tips to Prevent Water Damage and Conserve Resources This Autumn
- Safety Guidelines for Bonfires and Firework Displays

Read here: https://tinyurl.com/y7wu4p3w

Funding available for parish and town council to enhance green spaces

The National Lottery Heritage Fund, in collaboration with National Trust and Natural England, launched a £15 million fund to enhance green spaces open to parish and town councils.

The fund, designed to help parish and town councils and community groups, will offer grants ranging from £250,000 to £1 million. These grants aim to support projects that create or improve accessible green spaces, boost biodiversity, and contribute to environmental sustainability.

The fund is part of the Heritage Fund's new initiative, Nature Town and Cities, which aims to enable the transformation of 100 places into green spaces in urban areas.

Expressions of interest for the fund are open until **12 November 2024**. Eligible projects must focus on improving access to nature and delivering long-term environmental benefits for local communities. It is important to note that if your initial proposal is successful, you will be invited to submit a full application between 16 December 2024 and 7 March 2025.

To apply: https://www.heritagefund.org.uk/funding/strategic-initiatives

Martyn's Law Steering Group

The Martyn's Law Steering Group, co-chaired by NALC and Society of Local Council Clerks (SLCC), reconvened on 2 October 2024 following the first reading in the House of Commons of the Terrorism (Protection of Premises) Bill on 12 September 2024. NALC and SLCC will track the bill's progress through the Commons and Lords stages, and we will issue parliamentary briefings as required, including ahead of the bill's second reading. The group remains aware that terrorist activity can still happen on a small scale at premises whose indoor capacity is less than the 200-person threshold for the standard tier. NALC and SLCC are considering proposing that parish and town councils managing premises whose capacity is less than

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200 persons should affirmatively opt in or opt out of the application of the final requirements of the bill by council meeting resolution. Engagement is planned with the new regulators, the Security Industry Authority (SIA), the Counter Terrorism Security Office (NACTSO), and the Local Government Association (LGA). A good practice anti-terrorism checklist will be developed by NALC and SLCC based on the group's anti-terror guidance and shared on our upcoming community safety webpage.

NALC expresses support for housebuilding on previously developed land

We have cautiously welcomed the government's proposals to build more houses on previously developed land.

In our response to the House of Lords Built Environment Committee inquiry into the Grey Belt, we stated that although we are, in principle, supportive of the development of previously developed land in the Green Belt, there can be issues with the creation of stranded settlements.

We also raised the importance of parish and town councils collaborating on planning applications involving Grey Belt land. Where neighbourhood plans are in place, they will provide important insight into the strategic issues involved.

The government recently proposed revisions to the National Planning Policy Framework and consulted on a process for releasing Green Belt land, which included creating a new designation of Grey Belt land.

This inquiry will seek to understand better Grey Belt land, how it can contribute to housing targets, and what sustainable Grey Belt development looks like.

NALC quarterly activity report (July to September 2024) published

Highlights:

- Joint statement with the Society of Local Council Clerks (SLCC) following the first reading in parliament of the Terrorism (Protection of Premises) Bill, also known as Martyn's Law
- Response to the government's consultation on proposed reforms to the National Planning Policy
 Framework and other changes to the planning system
- Reviewed and published a full suite of HR policies and how-to guides along with an explainer video featuring WorkNest
- Completed a review of the Local Council Award Scheme criteria with input from committees, parish and town councils, county associations, and accreditation panel members

Read more: https://tinyurl.com/3hfur2t5

To read the full report you will need to login to the NALC website.

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NALC blog: Restart a Heart Week

This week's blog highlights the importance of quick action in the event of a cardiac arrest, where every minute without CPR or defibrillation significantly decreases survival chances. Restart a Heart Week, an annual October initiative aims to equip communities with lifesaving CPR and AED skills. Parish and town councils can play a crucial role by promoting CPR training, ensuring AEDs are accessible, and using their platforms to spread awareness. By supporting this campaign, councils can empower their communities to act during emergencies and improve survival rates.

How councils can raise awareness and support

- 1. Promote CPR training
- 2. Ensure AED accessibility and awareness
- 3. Use council platforms to spread the word
- 4. Lead by example arrange CPR training for councillors and officers
- 5. Be part of the solution support Restart a Heart Week

Read the full blog (NALC login required): https://tinyurl.com/32shr5u6

Global summit on tackling toxicity and cultivating civility

Over 400 delegates from nine countries, including representatives from NALC and SLCC, joined the virtual global summit. It was such a success that the organisers announced they plan to do another in 2025. Several speakers shared their experiences and lessons in addressing civility and respect issues. The Jo Cox Civility Commission gave a presentation highlighting the work NALC, SLCC, and other partners have done to promote civility and respect in parish and town councils. Internationally, taking a Civility and Respect Pledge was a significant first step. The Improvement and Development Board has set up a Civility and Respect Task Force, which will consider the lessons discussed at the Global Summit, and the Jo Cox Civility Commission will attend their next meeting.

Black History Month

October is Black History Month, a time to celebrate the significant contributions of Black communities to our history and society. NALC is keen to learn how town and parish councils mark this important month. Please share your events and initiatives with us by emailing policycomms@nalc.gov.uk — we would love to showcase and highlight your work!



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NALC White Ribbon Steering Group

The White Ribbon Steering Group met on 14 November 2024 to discuss our proposed toolkit, our plans for White Ribbon Day, and White Ribbon's feedback on the three-year action plan. The group provided feedback on the forthcoming White Ribbon toolkit, suggesting changes such as reordering sections to highlight statistics, adding parish council case studies, and including more helplines and organisations. For White Ribbon Day 2024, the theme "It starts with men" will guide our communications, focusing on male voices, with plans to create digital content featuring 16 quotes from men on being good male allies. There was also support for creating other video content and activities. Additionally, White Ribbon encouraged year-round engagement, and it was noted that some councils are already raising awareness and responding to current events throughout the year.

White Ribbon Day – 25th November

Find out more: https://tinyurl.com/bd278sxv

ADHD Awareness Month

October is ADHD Awareness Month, a great time to spread the word and raise awareness about this condition, especially in children. By understanding their unique experiences, we can take meaningful steps to help them thrive.

ADHD (Attention-Deficit/Hyperactivity Disorder) is a neurodevelopmental condition characterised by persistent patterns of inattention, hyperactivity, and impulsivity, affecting focus, behaviour regulation, and daily functioning across various settings.

Approximately 5% of children in the UK have ADHD, one of the most common neurodevelopmental disorders, with most diagnoses occurring between ages 6 and 12.

Outdoor play is crucial for children with ADHD as it offers numerous physical, emotional, and cognitive benefits that help manage their symptoms and foster overall development. Children with ADHD often struggle with impulsivity, hyperactivity, and inattentiveness.

Outdoor activities provide a natural environment where they can channel their excess energy in a productive and healthy way. Outdoor activities can help to reduce hyperactivity, encourage social interaction, enhance focus and reduce stress.