



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.

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

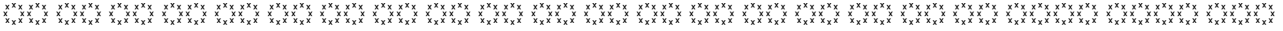
## Vacancy advertising

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.





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

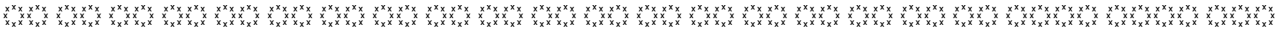


## **NEW DATE: Employment briefing – new duty to prevent sexual harassment**

Chris Moses will be running a further employment briefing webinar on **Wednesday 23<sup>rd</sup> 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).

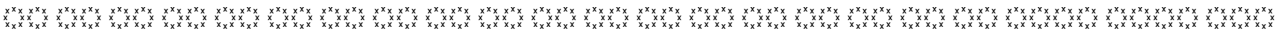
The recording will be made available on the LALC website at a later date.



## **JADU website training postponed**

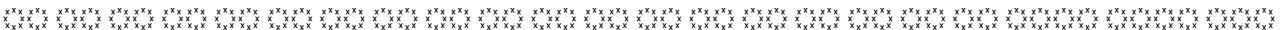
We have taken the decision to postpone the JADU Basic and JADU Advanced training scheduled for October and November respectively. These sessions will be re-arranged once Tony Shaw has settled into his role as Webmaster.

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.



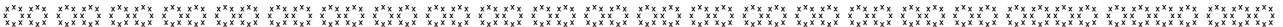
## **Age-friendly Lincolnshire Conference 2024**

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.

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>



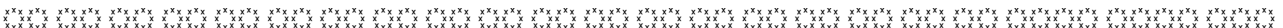
## **LGA Free training: Handling online abuse and intimidation for councillors**

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 31<sup>st</sup> 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.

## 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**

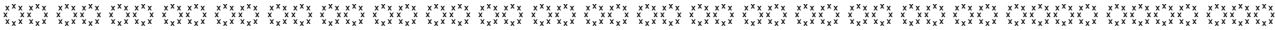








NALC will be responding to this consultation and in order to inform this, they are asking councils to please complete the following survey: <https://forms.office.com/e/cjxueVCZze>



## LCC School Admissions consultations

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

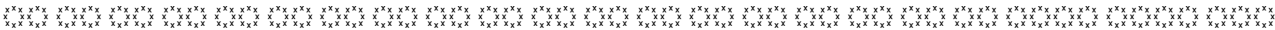
Spalding Monkshouse Primary Academy - <https://www.monkshouse.lincs.sch.uk/>  
The consultation period runs from 14 October 2024 to 25 November 2024.

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](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.



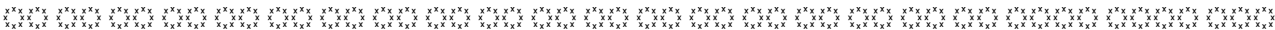
## Grow Your Community: Free Trees Available from Woodland Trust

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.

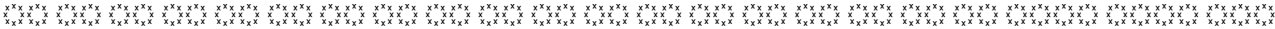
Find out more and to apply: <https://www.woodlandtrust.org.uk/plant-trees/schools-and-communities/>



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





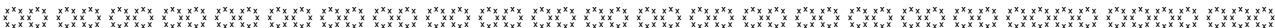


## Latest edition of Gallagher ‘Community Matters’

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

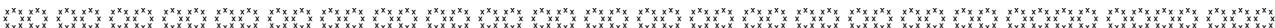
The National Lottery Heritage Fund, in collaboration with National Trust and Natural England, launched a £15 million fund to enhance green spaces open to parish and town councils.

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.

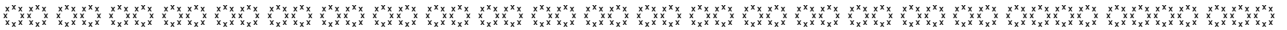
To apply: <https://www.heritagefund.org.uk/funding/strategic-initiatives>



## 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

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**

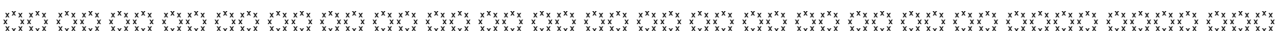
We have cautiously welcomed the government's proposals to build more houses on previously developed land.

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.



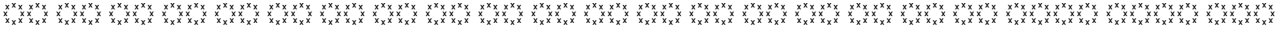
## **NALC quarterly activity report (July to September 2024) published**

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.



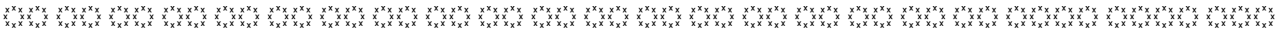
## NALC blog: Restart a Heart Week

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

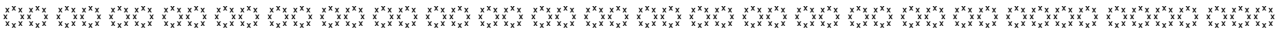
1. Promote CPR training
2. Ensure AED accessibility and awareness
3. Use council platforms to spread the word
4. Lead by example – arrange CPR training for councillors and officers
5. Be part of the solution – support Restart a Heart Week

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



## Global summit on tackling toxicity and cultivating civility

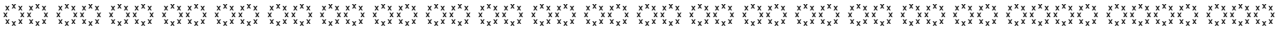
Over 400 delegates from nine countries, including representatives from NALC and SLCC, joined the virtual global summit. It was such a success that the organisers announced they plan to do another in 2025. Several speakers shared their experiences and lessons in addressing civility and respect issues. 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](mailto:policycomms@nalc.gov.uk) — we would love to showcase and highlight your work!



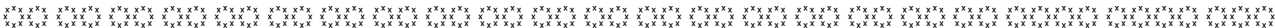


## NALC White Ribbon Steering Group

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 – 25<sup>th</sup> November

Find out more: <https://tinyurl.com/bd278sxx>



## 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 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.

