



14th August 2026

Latest News

NALC news (NALC login may be required)

SLCC news (No SLCC login required)

CiLCA congratulations!

Congratulations to Jackie Britten-Crooks of Stubton Parish Council upon attainment of CiLCA.

Legal maximum working temperature: HSE to review workplace code of practice

Source: Worknest

There is currently no legal maximum workplace temperature. However, employers must assess and manage the risks created by excessive heat, whether employees work indoors or outside.

The HSE is progressing a wider review of the guidance and Approved Code of Practice supporting the Workplace (Health, Safety and Welfare) Regulations 1992. The review is intended to ensure the guidance remains suitable for modern workplaces.

As periods of extreme heat become more common, employers should not wait for a specific temperature threshold before acting. Risk assessments, working arrangements and practical control measures should reflect the conditions employees face.

Find the [HSE's guidance on workplace temperatures here](#).

LALC CRM and Website Upgrade

The LALC CRM and website have now been upgraded to a newer software version. The look and feel may be slightly different however the functionality is the same.

If you experience any issues under the new version, please let us know via enquiries@lalc.co.uk.

Updated Civility & Respect Basic Governance Checklist

Source: SLCC

The Improvement and Development Board (IDB) Civility and Respect Working Group has published an updated Basic Governance Checklist designed specifically for parish and town councils.

The checklist covers key elements of good governance, including membership and professional support, employment, codes of conduct and civility, core governance documents, transparency, and accountability.

Councils can use the checklist to benchmark their current practices, identify gaps, and take proactive steps to strengthen governance. This not only helps prevent issues from escalating but also demonstrates a commitment to operating with C&R.

You can find the [updated checklist here](#).

New Clerk's Induction

The next New Clerk's Induction will be held on Thursday 27th August 2026, 10:00 - 16:00 at the LALC office.

The day covers the key points and duties for the Clerk's role, including:

- The Clerk's role
- The Council
- Meetings
- Planning
- Finances

Please book your place via the LALC portal (login required).

Clear Councils Newsletter

Read the newsletter [here](#).

PO Box for publishing staff addresses

Further to our last update on publishing councillors' addresses in the register of interests, we have been asked about the practice of publishing the clerk's address. This may be an issue where a clerk works from home, and the address is the registered address for service. For example, for Freedom of Information and Subject Access Requests. A practical solution where the clerk understandably does not want their home address published, and there is no council office, is to have a PO Box (Post Office Box). However, this comes at an additional cost. Parish and town councils may have other solutions, and please feel free to share them with us at legal@nalc.gov.uk.

Parish and town councils selling land as sole charity trustees

We recently had a charity law question on how a parish or town council sole trustee can sell land in compliance with Section 27 of the Law of Property Act 1925. Section 27 (2) provides that the proceeds of sale or other capital money shall not be paid to or applied by the direction of fewer than two persons as trustees. We are aware of councils as sole trustees selling land. How they do this in practice is not an area in which we have expertise. Our research suggested that solicitors dealing with such transactions find a practical "workaround" to do so.

New data protection requirements

New requirements on complaints handling came into force in June 2026. We have given advice, and also commissioned our communications and compliance partner, Breakthrough Communications, to produce guidance. The requirement now is that parish and town councils (as data controllers) must have a process in place for handling data protection complaints. It is not as daunting as it may first appear. If a council has an existing complaints procedure, it may already cover much of what is needed. Breakthrough Communications' guidance states, "The key is making sure individuals can raise concerns about how their personal data has been handled, and that your council has a clear way to acknowledge, investigate and respond to those concerns". If the existing process meets the requirements, then there is no further action needed.

Ostensible authority

We've had questions recently about issues arising from councillors negotiating with or contacting third parties outside of their parish or town council's authority, causing problems for the council and, in some cases, considerable surprise and expense when the council finds out a contract has been entered into.

The requests raise the doctrine of ostensible authority. Councils can be bound contractually by individuals, including councillors, who purport to act for the council and enter into contracts with third parties who are acting in good faith. It is unlikely a court would deem a contract to be void, particularly where the third party has already relied on the agreement, such as by spending sums of money, performing works, or other obligations under the contract. Councils can have policies and procedures in place that confirm who has the authority to approach parties and negotiate contracts to try and avoid such scenarios arising.

Model Standing Orders

We have commissioned the Association of Democratic Services Officers (ADSO) to update our Model Standing Orders. ADSO's involvement reflects their expertise in procedural matters, and we will be working with them on the legal aspects. ADSO has an open survey on what you would like to see in the new update, which closes on 31 July 2026. We plan to publish the resource by the end of the fiscal year.

Recent team activity

Our legal manager and senior solicitor, Jane Moore, delivered a legal update for the Surrey Association of Local Councils on 2 June 2026. Jane also attended the Lincolnshire Association of Local Councils Summer Conference on 14 July 2026, the Lawyers in Local Government Spring Conference on 5 June 2026 and the Association of Monitoring Officers' inaugural Monitoring Officer Conference on 17 July 2026. The latter two events provide a unique opportunity to meet with senior principal authority lawyers and discuss parish and town council-related challenges.

Disclaimer: Information and commentary on the law contained in this bulletin are provided free of charge for information purposes only. Whilst every reasonable effort is made to make the information and commentary accurate and up to date, no responsibility for its accuracy and correctness, or for any consequences of relying on it, is assumed by any member of NALC's legal team. The information and commentary do not, and are not intended to, amount to legal advice to any person on a specific case or matter. You are strongly advised to obtain specific advice about your case or matter and not to rely on the information or comments in this email.

New PM, new questions

So, we've got a new Prime Minister, but what does it mean for the Employment Rights Act.

Just two weeks ago, the Government published its latest timetable for the implementation of the Act, providing more clarity on what changes are expected when.

But the arrival of Andy Burnham in No 10 raises fresh questions. While some reforms are already in force, others are waiting for further regulations, consultation outcomes or start dates. Will Mr Burnham's Government accelerate these reforms or take a more measured approach? Only time will tell. For now, employers should continue to prepare for the changes and keep a close eye on developments. We'll certainly be doing so.

In this month's newsletter, we examine the proposed framework for electronic and workplace balloting, recent decisions on protected beliefs, wrongful dismissal and disability discrimination, new data protection obligations, and the growing role of AI in workplace disputes and litigation.

Electronic and workplace balloting: what you need to know

Government proposals could allow workplace and electronic union ballots, creating new compliance considerations.

[Read the article.](#)

When does a view become a manifestation of a protected belief?

Holding a protected belief does not automatically protect workplace comments unless they are closely linked to that belief.

[Read the article.](#)

Wrongful dismissal: why the circumstances behind misconduct matter

Employers must consider context and mitigating factors before dismissing employees without notice.

[Read the article.](#)

Disability discrimination: why employers might know more than they think they do

Holding a protected belief does not automatically protect workplace comments unless they are closely linked to that belief.

[Read the article.](#)

Indirect discrimination: what can we learn from the Dobson case

Workplace policies may be lawful despite disadvantages if objectively justified by business needs.

[Read the article.](#)

Data protection complaints: new employer obligations

New legislation places greater responsibility on employers to resolve data protection complaints internally.

[Read the article.](#)

AI

And finally, AI has chalked up what is being described as its first court victory – but before the robots start demanding silk gowns and chambers, it's worth looking a little closer. The case involved Garfield AI, an AI-powered law firm, helping a freelancer successfully recover unpaid fees in court. AI carried out the heavy lifting before trial – preparing documents, witness statements and the court bundle. However, when it came to the hearing itself, a human barrister still took centre stage, presenting the case and advocating before the judge. AI is becoming an increasingly common feature of workplace disputes and litigation. Employers may use AI to analyse documents or prepare evidence, while employees and their representatives are likely to be doing exactly the same. Garfield AI's legal victory demonstrates that AI is able to take a supporting role in employment litigation, but human oversight, expertise, judgement and advocacy remain firmly in charge – at least for now.

Proper Practices and the Practitioners Guide 2027-28 consultation

There will be a consultation starting from 1st September until 31st October about proposed changes to the Proper Practices and the Practitioners Guide for 2027-28.

A significant review is underway and the draft proposals will be shared during the consultation. Details will be shared once it is formally launched.

New dates - Councillor Induction & Refresher

Two further Councillor Induction & Refresher dates have now been added. Both will be held via Zoom:

- Tuesday 22nd September, 18:00 - 21:00
- Tuesday 10th November, 18:00 - 21:00

Please book via the LALC portal (login required).

Digital AGAR 2027

SAAA is rolling out the new digital AGAR for all councils for use from 2026-27 financial year. Emails have been sent out to all councils to invite them to sign up.

SAAA Small Authority Portal

Set up your portal account

Hello Clerk,

An account has been created for you on the SAAA Small Authority Portal for [REDACTED] Parish Council. Use the button below to choose a password, then sign in to review and update your contact and authority details.

Set up my account

If the button does not work, copy this address into your browser:

[REDACTED]

This link is single-use and expires in 4 weeks. If it has expired, use the "Forgot password" link on the sign-in page to request a new one.

Sent by Smaller Authorities' Audit Appointments (SAAA). This email address cannot receive replies, so please email agarsupport@saaa.co.uk with any enquiries.

If any council has not received an email (please check your junk mail first) please let us know so we can let SAAA know of your latest contact details.

[Read more](#) about this email on the SLCC website.

Fire and Rescue Response Review Engagement

Over the last year, Lincolnshire Fire and Rescue has been reviewing its emergency response arrangements to ensure services remain resilient, effective and sustainable.

As part of these proposals Lincolnshire Fire and Rescue is conducting engagement to help local communities and stakeholders understand the proposals and provide an opportunity to share their views until 23 August.

Share feedback on [Let's talk Lincolnshire](#)

All feedback will be considered before final recommendations are made later this year.

Major New British Study Reveals Powerful Link Between Playground Play and Young Children's Mental Health

Source: SLCC

Young children who spend more time playing in playgrounds are happier and have better mental health, according to new analysis of one of Britain's leading studies of children's play.

The findings – from leading play expert Professor Helen Dodd and commissioned by the Association of Play Industries – reveal that playgrounds are not only the number one place for young children to play away from home, but that more frequent playground play is associated with better wellbeing and fewer emotional difficulties.

The research found that:

- 83% of children aged two to four use a playground at least once a week during spring and summer, while more than two-thirds do so even during autumn and winter
- playgrounds are the number one place for young children to play away from home, with children spending an average of 139 hours a year playing in them
- young children who spend more time playing in playgrounds are happier, while more frequent playground play is associated with better mental health and wellbeing, including fewer emotional difficulties
- despite their importance, around one in twenty pre-school children spend fewer than ten hours a year in playgrounds, highlighting that some children are missing out on the benefits they provide

Read the full report [here](#).

FREE ACAS Webinars

The following ACAS webinars are free.

Inclusive workplaces: making changes to better support neurodiversity

This webinar covers:

- supporting and managing neurodivergent staff
- reasonable adjustments
- making your recruitment process more accessible
- creating an inclusive environment

Monday 17th August, 14:00 - 15:00

Mental health at work

This webinar covers:

- an introduction to mental health and relevant legislation
- the Acas framework for positive mental health
- supporting mental health in practice
- case study examples

Tuesday 18th August, 14:00 - 15:00

Sickness absence - supporting your staff

This webinar covers:

- Different types of absences
- Supporting your staff at work to reduce absences
- How to support staff during absence
- Implementing and maintaining a successful return to work

Friday 28th August, 10:00 - 11:00

For further details and to register for any of these webinars, please check out the [ACAS website](#).

NALC Star Council Awards 2026/27

Nominations are still open for the NALC Star Council Awards 2026/27, celebrating the outstanding people, councils and projects making a real difference to communities across England. With six categories recognising excellence across the parish and town council sector, now is the time to showcase achievement and give those making an impact the recognition they deserve.

[Submit your nomination](#) by 25 September 2026.

Employment Law update session

LALC's HR advisors, Wilkin Chapman Rollits, will be holding an Employment Law Update via Zoom on 15th September, 13:00 - 15:00.



Employment law update

 **Tuesday 15 September 2026 | 1:00 pm - 3:00 pm**
 **Online via Zoom**

This practical session will provide an overview of key employment law topics and offer guidance on managing frequently encountered staffing matters within councils.

The session will include:

- Recruitment process: legal requirements and best practice
- Contracts of employment and the importance of policies: key terms and legal requirements
- Managing capability and performance concerns
- An overview of managing conduct issues
- Appraisals and line management responsibilities
- The role of the council's employment/staffing committee

The seminar is designed to help councils understand their employment obligations, implement good practice, and effectively manage employment-related issues.

Speakers:



Estelle Culligan
Partner
Disputes & Regulatory



Caroline Neadley
Partner
Employment



Lily-Rose Darwood
Solicitor
Employment



Emily Hand
Solicitor
Employment

Strategic investment update

Register now


**wilkin
chapman
rollits**
A new perspective

This event will be free to LALC ATS members and £40 plus VAT for non ATS members (to be invoiced after the event).

This event cannot be booked via LALC. Please [book direct here](#).

SUPPORTING PARISH COUNCILS ACROSS LINCOLNSHIRE



At TQ Services, we're proud to work alongside parish councils to keep our local communities clean, safe, and thriving. From maintaining village greens and recreation areas to caring for memorial gardens, playgrounds, and pathways — we handle every detail with care, consistency, and pride.

Grounds Maintenance You Can Rely On

Our experienced team provides professional grounds maintenance tailored to the needs of each parish.

We cover everything from regular grass cutting and hedge trimming to seasonal planting, litter clearance, and general upkeep. We understand that every parish is unique, and we take the time to deliver work that reflects your community's standards and expectations.

Rooted in the Community

We're not a distant contractor — we live and work here too. Our work extends beyond public spaces, with a strong presence in local schools and grassroots football.

Through our Platinum Partnership with Lincoln City FC, we proudly support the next generation, helping young people stay active, connected, and proud of where they come from.

Let's Keep Lincolnshire Looking Its Best

If your parish council is looking for a dependable, community-minded team to manage its outdoor spaces, we'd love to help.

EMAIL US FOR MORE INFORMATION



info@tq-services.co.uk

SCAN TO VISIT



WWW.TQ-SERVICES.CO.UK

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ACAS Launches Consultation About Updating The Codes Of Practice Dealing With Grievances And Disciplinary Matters

The purpose of the ACAS Codes of Practice is to provide employers, workers and representatives with guidance on handling disciplinary and grievance situations in the workplace.

Employment tribunals must take the Code into account in relevant cases and can increase or reduce an award by up to 25% for unreasonable failure to follow the Code by an employer or worker.

If you are an employer, worker, representative, work in HR or employment law, or have an interest in good working relations, **ACAS want to hear from you.**

To have your say please go this our [consultations page](#) and respond by 23 September 2026.

LALC Webmaster Vacancy

Jonathan, our Webmaster, has taken up the opportunity of a full time position elsewhere and so unfortunately will be leaving us shortly.

We are therefore looking to recruit a new Webmaster. This will be on a permanent contract for a minimum of 12 hours per week, with some flexibility around additional hours. Home working is acceptable, although there will be an expectation of occasional attendance at the office; this can be discussed further at interview.

The role would ideally suit someone with local council experience or who has experience in using JADU websites.

If you are interested in the role, please contact enquiries@lalc.co.uk in the first instance.

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. Please complete the Vacancy Template (as above), ensuring that all requested information (including mandatory information) is completed, and then contact us at enquiries@lalc.co.uk. You will be invoiced for this service.

National Allotment Society Survey

Source: SLCC

The National Allotment Society (NAS), formerly the National Society of Allotment and Leisure Gardeners Ltd (NSALG), is undertaking a nationwide survey of local authorities to establish a clear and up-to-date picture of allotment provision, demand, and management across England.

The last comprehensive survey of this kind was carried out in 1996, when the sector recorded 7,796 sites and 296,923 plots—an average of around 15 plots per 1,000 households. Since then, there have been significant changes in population, housing development, land availability, and growing public interest in food production and wellbeing.

This updated survey will provide vital, evidence-based data following a 30-year gap. It is extremely important that you complete this survey, as your response will directly support local authorities, planners, and policymakers in understanding current provision and planning effectively for future demand.

Complete the survey [here](#).

Expressions of Interest for a RPII Two Day Operational Inspectors & Maintenance Course (play areas)

We are currently looking for expressions of interest in the two day Operational Inspectors & Maintenance course.

Please lodge your interest via the LALC portal via Training Courses - Events (login required).

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. Please also notify us of your new Clerk/Officer's details so that we can update our records and set them up with access to our portal.

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.

Current vacancies	Position	Closing date
<u>Brookenby Parish Council</u>	Clerk/RFO	No closing date
<u>Bigby Parish Council</u>	Clerk/RFO	31 st August 2026
<u>Leverton Parish Council</u>	Clerk/RFO	31 st July 2026
<u>Osgodby Parish Council</u>	Clerk/RFO	30 th June 2026
<u>Hagworthingham Parish Council</u>	Clerk/RFO	No closing date
<u>Tealby Parish Council</u>	Clerk/RFO	31 st July 2026
<u>Welton-by-Lincoln Parish Council</u>	Assistant Clerk	14 th August 2026
<u>Welton-by-Lincoln Parish Council</u>	Administration Assistant	14 th August 2026
<u>Crowland Parish Council</u>	Clerk/RFO	No closing date
<u>Crowland Parish Council</u>	Deputy to Clerk/RFO	No closing date
<u>Branston and Mere Parish Council</u>	RFO	15 th August 2026
<u>Billingborough Parish Council</u>	Clerk/RFO	10 th August 2026
<u>Toft Newton Parish Council</u>	Playground Warden	No closing date

