



25th September 2026

Latest News

[NALC news](#) (NALC login may be required)

[SLCC news](#) (No SLCC login required)

Improvement and Development Board's Workforce Taskforce

Source: SLCC

Progress on revising the local council sector's job evaluation and grading arrangements was reviewed at the latest meeting of the Improvement and Development Board's (IDB) Workforce Taskforce on 2 September. Given how significantly the sector has evolved since the current framework was introduced in 2004, it was particularly encouraging to see agreement reached on a revised draft evaluation scheme. SLCC, county associations, One Voice Wales, and other partners have worked collaboratively on this important piece of work, with the focus now moving to the evidence needed to support updated pay guidance.

This has never been simply about extending existing pay scales. For SLCC, the priority has always been securing a modern framework that properly reflects the role, responsibilities, and professional contribution of officers across the local council sector. As the wider local government landscape changes, it is important that local councils are recognised and represented appropriately within it.

A revised draft evaluation scheme has now been agreed, which updates the 2004 agreement and the group are now looking at how to determine the appropriate pay for each level. They are looking at commissioning a market assessment of the salary range for each level to inform that.

CiLCA Congratulations!

Congratulations to Tony Shaw of Metherringham, Nettleton and Teaby Parish Councils upon attainment of CiLCA.

NALC call for clarity on LGR review

NALC have called on the government to provide clarity and certainty for parish and town councils following the launch of a review into parts of its local government reorganisation programme. In a statement this week, Angela Rayner MP announced the launch of a review into plans to streamline local government, to ensure it is robust and aligns with new government priorities, following updated and privileged legal advice.

You can [read the full NALC statement here](#).

NALC backs stronger governance and accountability in local government

NALC have welcomed the government's focus on strong governance, leadership and continuous improvement in its proposed revisions to statutory guidance on the Best Value Duty, while highlighting the important role parish and town councils can play in delivering better outcomes for communities.

In our response to the government's consultation on revised Best Value Duty guidance, we supported the core objective of ensuring that local authorities continuously improve the way they deliver services and use public resources. Although parish and town councils have not been part of the formal Best Value regime since 2009, we believe the principles of effective governance, accountability and value for money remain highly relevant across all tiers of local government.

We agreed that strong organisational culture, effective leadership and sound governance arrangements are essential foundations for successful partnership working, meaningful community engagement and efficient service delivery. Where parish and town councils exist, they should be recognised as important partners in helping principal authorities achieve these objectives.

[Read the full NALC article](#).

Invitation to Take Part in a New Survey on Local Council Provision of Public Toilets

Dr Jonathan Rose (De Montfort University), Dr Steven Parker (Open University) and Gail Ramster (Royal College of Art) are conducting a survey to understand how parish councils support the delivery of public toilet provision.

We are looking for responses from Town and Parish Councils, regardless of whether you have any public toilet provision. This work will help contribute to discussions within the sector about how to best support local councils delivering vital public services. The survey is completely anonymous, and can be completed on behalf of the council either by the clerk or a member of the council with knowledge of the council's public toilet provision.

It will take around 5-10 minutes to complete. The survey is open until 31 October 2026.

[Complete the survey here.](#)

NALC welcomes SAAA annual report and call for stronger governance

NALC have welcomed the publication of the Smaller Authorities' Audit Appointments (SAAA) [Annual Report 2025/26](#), which highlights the continued effectiveness of the Limited Assurance regime while identifying areas where parish and town councils can improve their governance and compliance.

The report shows that the Limited Assurance regime remains a stable and proportionate framework for the nearly 10,000 smaller authorities it covers. In 2024/25, 94% of Limited Assurance Reviews were completed on time, demonstrating the overall resilience of the system.

However, the report also highlights a continuing pattern of avoidable governance and procedural issues. Around a third of smaller authorities received a qualified Limited Assurance opinion, with qualifications remaining broadly consistent year on year. SAAA says these are most commonly linked to incomplete or inconsistent Annual Governance Statements, procedural non-compliance and weaknesses in governance processes, rather than financial viability or material misstatements.

We believe this should provide reassurance about the overall financial health of the sector, while also underlining the importance of getting the basics right.

[Read the full NALC article.](#)

FREE Worknest Webinars

Managing Menopause in the Workplace

Tuesday 6 October, 2.00pm – 3.00pm

Menopause can have a significant impact on an employee's wellbeing, confidence and ability to work, yet many people still feel uncomfortable discussing their symptoms in the workplace.

Join our experts as they explore how menopause can affect women, trans and non-binary people, and what employers can do to create a more supportive and inclusive working environment.

[Register here.](#)

On demand webinar: Preparing for October's Employment Law Reforms: Your Employer Action Plan

Understand the changes expected in October and the practical steps your organisation should take.

The session covers:

- The 11 key reforms expected to take effect
- New employer duties and responsibilities
- Which policies, processes and management practices to review
- Potential legal, operational and commercial risks

[Watch on demand.](#)

NALC Project Keystone update

Project Keystone has reached an important milestone, with representatives across the parish and town council sector helping to shape a vision for the future support the sector will need over the next decade.

Through a series of workshops, participants identified priorities including:

- Stronger collaboration
- Better access to training and expertise
- Clearer roles and responsibilities
- Greater use of technology to support councils

[Find out more about Project Keystone.](#)

NALC Blog - Marine Conservation Society: Protecting your local coastline

From 18 to 27 September, the Marine Conservation Society's annual Great British Beach Clean is taking place across the UK and Channel Islands. Thousands of volunteers will head to the coast to remove and record the litter they find, with the data used as evidence to drive positive change. Already, it has helped secure the carrier bag levies, single-use plastic bags, and the incoming Deposit Return Schemes.

There are several simple ways your council can support the Great British Beach Clean this year and help keep your area cleaner and safer for your communities and wildlife.

- Join a beach clean
- Organise a beach clean
- Support those taking part
- Join the growing number of councils banning balloon or sky lantern releases.
- Why not organise ocean-friendly community events throughout the year?
- Encourage your community members to reduce their plastic consumption to stop it from reaching the marine environment in the first place.

[Read the full blog](#) (NALC login may be required).

Lincolnshire Community Resilience Newsletter

The latest Lincolnshire Community Resilience Newsletter can be [viewed here](#).

Featuring:

- Upcoming tabletop cluster events
- Reflections on the Facing the Storm 3: Resilient Living in an Uncertain Future conference
- Details of the upcoming Community Resilience Conference (7th October, Petwood Hotel, Woodhall Spa)
- Community Telemetry Network
- People's Emergency Briefing
- Emergency Support Centre Register
- Water Safety Guide
- National Lottery Awards for All England – Environment funding
- British Red Cross FREE first aid app
- Eligible households reminded to get £150 off energy bills this winter
- Anglian Water Thriving Communities Fund

Latest Civility & Respect Newsletter



IN COLLABORATION WITH SLCC, NALC, OVW, COUNTY ASSOCIATIONS

The latest Civility & Respect Newsletter can be read [here](#).

2,071 councils have already signed up to the Civility and Respect Pledge. To get a majority we need more small parish councils to sign up. They make up 60% of all town and parish councils.

A [new video](#) has been launched recently which is targeted at small councils.

Lincolnshire Councils allocated funding from LCC Strategic Grant Fund

Successful applications in the first round of the Strategic Grant Fund have now been agreed:

- £11,500 to Cowbit Parish Council to improve the accessibility of the pavilion in Cowbit Park, with a wheelchair ramp to the outside and accessible toilet.
 - £15,000 to Hundleby Parish Council for a disabled toilet in Hundleby Parish Rooms.
 - £6,000 to Addlethorpe Parish Council for two speed indicators.
 - £15,000 to Burgh Le Marsh Town Council for the renovation of Burgh Le Marsh community hub.
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NALC Blog - World Alzheimer's Day: How parish and town councils can ensure they are dementia-friendly

September is World Alzheimer's Month, with World Alzheimer's Day being marked on 21 September. The campaign raises awareness of Alzheimer's disease and other forms of dementia, while challenging the stigma that many people still face. As the level of government closest to their communities, parish and town councils are well placed to help create places where people living with dementia feel supported, included and able to participate in community life.

[Read the Blog](#) (NALC login may be required).

LALC Councillor Recruitment: Survey Results and What Happens Next

Thank you to the 93 councils — parish, town and parish meeting — who responded to our recent survey on councillor recruitment ahead of the May 2027 elections. The results give LALC a clear steer, and we wanted to share them with our members.

Recruitment is on councils' minds: 58% of respondents expect it will be "fairly" or "very" difficult to fill all their seats by May 2027, and 102 vacancies were already reported against 798 seats among those who answered. The most common barriers cited were local apathy (60%), lack of time (42%), and a general lack of public understanding of what councils actually do (41%).

The good news is a **clear appetite for LALC to help:** 70% of respondents want us to run a county-wide recruitment campaign, with most of the remainder undecided rather than opposed. Social media and noticeboard posters came out as the most wanted channels, and there was strong support for locally adaptable materials — templates, FAQs and case studies councils can tailor to their own parish, rather than one generic message. Several councils also volunteered to take part in publicity, from being quoted in a media release to hosting a recruitment meeting.

On funding, most councils said they could offer only a modest contribution (typically £26–£100) and would need council approval first, so LALC will lead and resource the core campaign rather than relying on council funding and we will be in touch for any contributions you can approve. As part of this county campaign, LALC will create a radio campaign with Magna Radio and Lincs Sounds from October 2026 to February 2027 to reach as many people as possible.

The full survey findings have gone to the LALC Management Board, and we'll update members as the campaign takes shape. If your council would like to be involved in the publicity pool, get in touch with the LALC office with your suggestions.

Help Shape the Future Name of HMRC Service

HMRC is looking for people to take part in a short research study to help identify a future name for its service. Your feedback will help ensure any future name is clear, meaningful, and easy for customers and partner organisations to recognise and find online. The survey should take no more than three to five minutes to complete and will close at 5pm on Friday 2 October 2026.

[Respond to the survey here.](#)

Lincolnshire's roads put to the test as Deflectograph helps shape next year's major road repairs

Source: LCC

Specialist equipment is helping Lincolnshire County Council look beneath the road surface and make more informed decisions about where and how to invest in major highway repairs.

The council's Deflectograph – a specialist HGV operated by Lincs Laboratory – is currently surveying roads across Lincolnshire as part of the data collection programme that will help shape the council's 2027/28 Strategic Road Scheme (SRS) programme.

While many road inspections focus on what can be seen at the surface, the Deflectograph looks beneath it, measuring how the road's underlying structure responds to the weight of the vehicle. This provides engineers with a clearer picture of how much useful life remains in the road and whether a location is likely to need surface repairs or more substantial, deeper treatment.

Importantly, what a road looks like on the surface does not always tell the full story. A road may appear in reasonable condition but have underlying structural weaknesses that mean more substantial treatment is required. Equally, visible surface deterioration does not necessarily mean the whole road needs to be reconstructed.

By combining information about the road's underlying condition with other evidence, engineers can determine the most appropriate treatment and avoid either doing too little or spending more than is necessary.

[Read the full article.](#)

Councillor Induction & Refresher - In person

We have arranged in-person Councillor Induction & Refresher training to be held on 3rd November, between 15:30 - 18:30. This training will take place at the LALC Office in Dunholme.

Please ask your Clerk to book a place via the LALC portal.

Collective buying that gives parish and town councils more buying power

When it comes to energy procurement, individual parish and town councils often have limited negotiating power. By coming together through Utility Aid's collective buying approach, councils can benefit from the strength of a larger purchasing group, helping to secure more competitive pricing, stronger contract terms and improved service from suppliers.

Utility Aid has spent more than 20 years supporting not-for-profit organisations with their utility procurement. It is proud to help parish and town councils make every pound of public money go further. Their specialist team also provides ongoing support with bill validation, account management and utility advice, reducing administrative burden while helping councils stay in control of their energy costs.

As proud sponsors of the Star Council Award 2026/27 Young Councillor of the Year category, they're committed to supporting local government and celebrating those making a real difference in their communities.

If your parish or town council is reviewing its energy arrangements, they'd love to show you how their collective buying approach can help you secure better value and greater certainty for the future.

[Contact Utility Aid.](#)

£8 million Highways investment for local roads

Source: LCC

Lincolnshire County Council is investing £8 million in a major programme of road resurfacing and reconstruction works across the county that will make a load of roads better to use.

The scheme will run between October this year and next March and includes 42 schemes which form part of the council's ongoing work to improve the condition of Lincolnshire's road network.

The works will see existing road surfaces removed and replaced with new materials designed to strengthen the carriageway and provide a smoother, longer-lasting top layer for better safety and performance.

For up-to-date information about roadworks across the county, visit www.lincolnshire.gov.uk/roadworks.

NALC calls for a statutory code of conduct for parish and town council employees

NALC have called for stronger and more consistent ethical standards across local government, including the introduction of a statutory code of conduct for parish and town council employees.

In our response to the Ethics and Integrity Commission's call for evidence on designing and embedding ethical codes in the public sector, we highlighted our long-standing commitment to promoting good governance and the highest standards of behaviour across England's 10,000 parish and town councils.

We reaffirmed our support for the full implementation of the recommendations made by the Committee on Standards in Public Life in its 2019 report on local government ethical standards. These reforms remain essential to strengthening public confidence, improving accountability and ensuring robust standards frameworks across the sector.

A key recommendation in our response is the introduction of a statutory ethical code of conduct for parish and town council employees. We argue that introducing a statutory framework for employee conduct would help ensure greater consistency across the sector, provide clearer expectations for staff and councils, and strengthen public trust in local government.

Our response concludes that high standards of conduct are fundamental to effective local government and public trust. We are calling on policymakers to build on existing frameworks and implement long-standing recommendations that would strengthen ethical governance across all tiers of local government.

[Read the NALC News item.](#)

Parkinson, Breakthrough & Nimble training

Don't forget that there are numerous online training courses available from Parkinson Partnership (finance), Breakthrough Communications (communications & engagement, data protection/Freedom Of Information, plus numerous and varied eLearning courses available via Nimble.

Check out the latest [Training Bulletin](#) for more details.

Local Scarecrow Festival Makes An Appearance On BBC Look North

The annual Branston, Heighington and Washingborough Scarecrow Festival made a surprise appearance on BBC Look North this week. Residents (and a couple of embarrassed Parish Clerks) found themselves being interviewed by Amanda White.

With no theme this year, there was an eclectic mix of scarecrows on show, including Dolly Parton, Brownies toasting marshmallows over a camp fire, Frankenstein, Dusty Bin, Minions, wooden spoon scarecrows, and many more. Washingborough Parish Council also managed to construct a scarecrow solely from items in their lost property box (bike included)! Well done to all communities.



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

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Vacancy advertising

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

We also offer a paid advertising service, which ensures that your advert also appears on Lincolnshire County Council's website, Facebook, and LinkedIn (in addition to the LALC website and eNews). The current fee for this is £80. 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.

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.

Recruitment Manual

NALC's Recruitment Manual can be found in the LALC portal (login required). In the Knowledgebase, select Employment, and search for Recruitment. The Manual covers Staffing Committee Terms of Reference, Role of the Clerk, Job Description and Person Specification, Advertising, Application Forms, Recruitment Information Pack, Short-listing Guidance, Selection Interviewing Guidance, Selection Assessment Guidance, Appointment Process, Induction, and Probation.

Current vacancies	Position	Closing date
<u>Bigby Parish Council</u>	Clerk/RFO	30th September 2026
<u>Toft Newton Parish Council</u>	Playground Warden	No closing date
<u>South Somercotes Parish Council</u>	Clerk/RFO	5 th October 2026

