

# Gainsborough Town Council

Richmond House, Richmond Park, Morton Terrace

Gainsborough, Lincolnshire, DN21 2RJ

Tel: 01427 811573

Website: [gainsborough-tc.gov.uk](http://gainsborough-tc.gov.uk)



## FULL COUNCIL AGENDA

### To: All Members of Gainsborough Town Council:

Councillor Nigel Bowler	Councillor Sean Brennan
Councillor Nicholas Coxon	Councillor Richard Craig
Councillor Dennis Dannatt	Councillor Caz Davies
Councillor Michael Devine	Councillor David Dobbie
Councillor Richard Doy	Councillor Paul Hooton
Councillor Paul Key	Councillor Stuart Morley
Councillor Liam Muggridge	Councillor Keith Panter
Councillor James Plastow	Councillor James Ward
Councillor Harry Warriner	Councillor Kenneth Woolley

**Notice** is hereby given that a meeting of the **Council** which will be held on **Tuesday 2 April 2024** commencing at **7:00pm** in the meeting room, **Richmond House, Richmond Park, Morton Terrace, Gainsborough, DN21 2RJ** and your attendance at such meeting is hereby requested to transact the following business.

## AGENDA

### Open Forum      Public Participation

(Members of the public are welcome to present any matter relevant to the wellbeing of Gainsborough Town and each presenter will receive the attention of the Council for a period not exceeding 3 minutes, with a maximum of 15 minutes in total. Please see the [Council's Public Participation at Meetings Policy](#) and [Standing Orders](#) 3 f-i for details.

Recording, including filming, audio recording, taking photographs, blogging, tweeting and the use of other social media websites is permitted at Council meetings which are open to the public. Anyone wishing to do so **MUST** adhere to the protocol laid out in the Council's [Filming and Recordings of Meetings Policy](#).

### **FC24/172 Apologies for Absence**

To note apologies for absence.

### **FC24/173 Declarations of Interest**

To receive any declarations of interest in accordance with the requirements of the Localism Act 2011.

### **FC24/174 Dispensation Requests**

To consider any dispensation requests received by the Town Clerk in relation to personal and/or disclosable pecuniary interests, not previously recorded.

**FC24/175 Items for Exclusion of Public and Press**

To determine which items on the agenda, if any, require the exclusion of public and press under the Public Bodies (Admissions to Meetings) Act 1960 1 (2) and resolve to exclude public and press for these items.

**FC24/176 Minutes of the Previous Meeting**

To receive the minutes of the previous Council meeting and resolve to sign these as a true and accurate record.

**Paper A** Tuesday 5 March 2024 (pages 4 to 7)

**FC24/177 Committee Meeting Minutes**

To note receipt of the draft minutes of the Committee meetings and the decisions contained therein.

**Paper B** - Property and Services Committee, Tuesday 12 March 2024 (pages 8 to 12)

**Paper C** – Personnel Committee, Tuesday 13 March 2024 (pages 13 to 16)

**Paper D** – Finance and Strategy Committee, Tuesday 19 March 2024 (pages 17 to 20)

**Paper E** – Planning Committee, Tuesday 26 March 2024 (pages 21-26)

**FC24/178 Vacancies on Committees / Working Group**

To appoint a members to the following: -

- i. Policy Review Working Group
- ii. Property and Services Committee
- iii. Planning Committee

**Paper F** (pages 27 to 33)

**FC24/179 Announcements**

To receive and note updates from: -

- i. Chairman of Council
- ii. Leader of Council
- iii. Interim Town Clerk

**Paper G** (pages 34 to 66)

**FC24/180 Recommendations made by Committees**

To consider the following recommendation from Property and Services Committee held 13 February 2024 (PS24/190 Tim Davies Commemoration):

**RESOLVED: to RECOMMEND to FULL COUNCIL** to consider for approval: -

- i. A street name
- ii. Bench on Ashcroft Road pocket park
- iii. Tree planted at Richmond Park

**FC24/181 Recommendations made by Committees**

To consider the following recommendation from Personnel Committee held 14 March 2024 (PC24/108 Interim Town Clerk Trial Review):

**Paper C** (pages 13 to 16)

**FC24/182 Correspondence**

To note the correspondence previously circulated by email (for information only).  
**Paper H** (pages 67 to 68)

**FC24/183 Items for Notification**

To receive any items for notification to be included on a future agenda (for information only)

- 

**FC24/184 Time and Date of Next Meeting**

To note the date and time of the next Full Council meeting is scheduled for Tuesday 7 May 2024 at 7:00pm.

Rachel Allbones  
Interim Town Clerk  
Richmond House  
Gainsborough

Tuesday, 19 March 2024

# PAPER A

# Gainsborough Town Council

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## DRAFT FULL COUNCIL MINUTES

Minutes of the Town Council meeting held on **Tuesday 5 March 2024** at **7:00pm** in the Ceremony room, Richmond House, Richmond Park, Morton Terrace, Gainsborough, DN21 2RJ.

**Councillors Present:** Councillor Caz Davies (Chairman)

Councillor Dennis Dannatt  
Councillor David Dobbie  
Councillor Paul Key  
Councillor Liam Muggridge  
Councillor Kenneth Woolley

Councillor Michael Devine  
Councillor Richard Doy  
Councillor Stuart Morley  
Councillor James Plastow

**In Attendance:**

Rachel Allbones  
Stephen Coulman

Interim Town Clerk (ITC)  
Operations Manager

**Also Present:**

2 members of the public

**Open Forum      Public participation**

No public questions received.

**FC24/159 Apologies for Absence (Paper A)**

Apologies for absence were received from Councillors N Bowler, R Craig, P Hooton, K Panter and J Ward.

**FC24/160 Declarations of Interest**

No declarations of interest were made.

**FC24/161 Dispensation Requests**

No dispensation requests were received.

**FC24/162 Items for Exclusion of Public and Press**

**RESOLVED:** to exclude the public and press from items FC24/167 in accordance with the Public Bodies (Admissions to Meetings) Act 1960 1 (2) due to the confidential nature of the business to be discussed, and to not the item until after FC24/168.

**FC24/163 Minutes of the Previous Meeting (Paper B)**

Initialled:

5

Full Council minutes 2023-24

**RESOLVED:** that the minutes of the Council meeting held on Tuesday 6 February 2024 be approved as a as a true and accurate record and signed by the Chairman.

Note: Councillors Key and Morley abstained from voting on the above resolution.

**FC24/164 Committee Meeting Minutes (Papers B - E)**

Paper B - Property and Services Committee, Tuesday 13 February 2024

Paper C – Personnel Committee, Wednesday 14 February 2024

Paper D – Finance and Strategy Committee, Tuesday 20 February 2024

Paper E – Planning Committee, Tuesday 27 February 2024

**RESOLVED:** to **NOTE** the draft minutes of the Committees.

**FC24/165 Announcements (Paper F)**

i. Chairman of Council

The Chairman advised Members of the date of her Civic Service and Charity event.

ii. Leader of Council

Not in attendance.

iii. Interim Town Clerk

**RESOLVED:** to **NOTE** the Interim Town Clerk's report.

**FC24/166 Recommendations made by Committees**

(PS24/162 Memorial Testing):

**RESOLVED:**

- a) That the Operations Manager, in consultation with the Interim Town Clerk, monitor the progress of inspections and expenditure on a weekly basis with a firm ceiling spend capped at £15,100.
- b) That the quotation £2.45 + VAT per inspection and £25 + VAT to make safe from contractor B be accepted.
- c) That the contractor be appointed as soon as possible to undertake the works starting in April 2024 and finishing in June 2024
- d) That the budget be adjusted accordingly.

**FC24/167 Marshalls Sports Ground Lamppost Removal (Paper G)**

**RESOLVED:** to

- a) That contractor A be awarded the works - £850 + VAT.
- b) That a 10% discretion (£85) be given to the Operations Manager to allow for any price fluctuations or unforeseen works.
- c) That the budget 5010/28, Car Park Maintenance, of £500.00 be allocated for this work.
- d) That the outstanding £350 is allocated from general reserves.
- e) To adjust the budgets accordingly.

Note: Councillor Devine voted against the above resolution.

**FC24/168 Mobile Phones (Paper H)**

**RESOLVED:**

- a) That the Council purchases four (4) Alcatel 1 2021 16GB Mobile Phones at £43.99 with £10 EE SIM = £175.96.
- b) That the Council purchases four (4) heavy duty hard tough dual layer shockproof covers at £7.99 = £31.96.
- c) That the Council allocates a budget of £200 for SIM card 'top ups'.
- d) That the usage of mobile phones is monitored as per the Council Mobile Phone Policy.
- e) The budget be adjusted accordingly.

Note: Councillor Key voted against the above resolution.

**FC24/169 Correspondence (Paper I)**

**RESOLVED:** to **NOTE** the correspondence circulated.

**FC24/170 Items for Notification**

No items for notification received.

**FC24/171 Time and Date of Next Meeting**

**RESOLVED:** to **NOTE** the date and time of the next Full Council meeting scheduled for Tuesday 2 April 2024 at 7.00pm at Richmond House, Morton Terrace.

The meeting closed at 7:44pm.

Signed as a true record of the Meeting: \_\_\_\_\_ Dated \_\_\_\_\_  
Presiding chairman of approving meeting

# PAPER B



# Gainsborough Town Council

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## DRAFT PROPERTY AND SERVICES COMMITTEE MINUTES

Minutes of the Property and Services Committee meeting held on **Tuesday 12 March 2024** at **7:00pm** in the meeting room, Richmond House, Richmond Park, Morton Terrace, Gainsborough, DN21 2RJ.

**Councillors Present:** Councillor James Plastow (Chairman)  
 Councillor Nigel Bowler Councillor Richard Craig  
 Councillor Dennis Dannatt Councillor Paul Key

**In Attendance:**  
 Rachel Allbones Interim Town Clerk  
 Stephen Coulman Operations Manager  
 Amanda Clarke Allotments Officer

**Also Present:** Councillor Nick Coxon

### PS24/173 Apologies for Absence

Apologies for absence were received from Councillor K Panter.

### PS24/174 Public Participation Period

### PS24/175 Declarations of Interest

### PS24/176 Dispensation Requests

No dispensation requests were received.

### PS24/177 Items for Exclusion of Public and Press

**RESOLVED:** to exclude the public and press from item PS24/182, PS24/183 & PS24/185 in accordance with the Public Bodies (Admissions to Meetings) Act 1960 1 (2) due to the confidential nature of the business to be discussed.

### PS24/178 Minutes of the Previous Meeting (Paper A)

**RESOLVED:** that the minutes of the Property and Services Committee meeting held on Tuesday 13 February 2024 be approved as a true and accurate record and signed by the Chairman.

Note: Councillor Craig abstained from voting on the above resolution.

Initialled:

9

Property and Services Committee minutes 2023-24

**PS24/179 Matters Arising Schedule (Paper B)**

**RESOLVED:** that the current position of previously agreed actions be **NOTED**.

**PS24/180 Allotment Secretaries (Paper C)**

**RESOLVED:** to sign and send letters of gratitude for current Allotment Secretaries.

**PS24/181 Love Lane Allotment Pond (Paper D)**

**RESOLVED:** to NOTE the update

**PS24/182 Allotment Garden Application (Paper E)**

**RESOLVED:** to approve the application for an allotment garden as the Council had no justified reason to decline.

Note: Councillor Bowler abstained from voting on the above resolution.

**PS24/183 Allotment Garden Reallocation (Paper F)**

**RESOLVED:** to approve the reallocation of a tenant to allotment garden 44 on Love Lane Allotments with the following provisions: -

- i. Any structures moved from their old allotment garden must adhere to the current Tenancy Agreement, heritage structures are for the allotment garden and not the tenant.
- ii. Their former allotment garden must be cleared of all old structures and debris within 3 months of allocation of allotment garden 44.

Note: The Allotments Officer left the meeting.

**PS24/184 Community Grant Applications (Papers G & H)**

**RESOLVED:** to award the following grants: -

- i. Hillcrest Early Years Academy - £1,000
- ii. Morton Festival - £730

It was **NOTED** that the policy needs reviewing.

Note: Councillor Key abstained from voting on the Morton Festival resolution.

**PS24/185 Revised Operations Team Working – Equipment (Paper I)**

**RESOLVED:**

- i. To arrange a visit and demonstration to supplier to A - £24,331 - Solis 26Hp tractor.

**PS24/186 General Cemetery Extension Plans (Paper J)**

**RESOLVED:** to ask Cemetery Development Services to fully cost plans 3, 8 and 13 and report to a future meeting.

Note: Councillors Bowler and Dannatt voted against the above resolution.

**PS24/187 Childrens Cricket Sessions (Paper K)**

**RESOLVED:** to approve Gainsborough Cricket Club to use the cricket field free of charge for children's cricket session for 8 weeks starting Tuesday 4th June from 5:00pm - 5:45pm and 6:00pm - 7:00pm.

**PS24/188 Remembrance Sunday (Paper L)**

**RESOLVED:**

- i. That the Council will pay for the printing or print in house of the Order of Service for the church service.
- ii. That the Council will pay for Coffee/tea etc for refreshments but not organise or host.
- iii. That the Committee are happy for Council staff to place large poppies on lampposts once RBL have advised which lampposts and LCC have approved.

**PS24/189 Illuminate, GO Festival and Town Centre Bunting (Paper M)**

**RESOLVED:**

- i. To approve contribution of £1,000 to Illuminate 2024
- ii. To approve contribution of £3,000 to GO Festival 2024
- iii. To approve contribution of £500 to the summer 2024 bunting

**PS24/190 Tim Davies Commemoration**

**RESOLVED:** to **RECOMMEND TO FULL COUNCIL** to consider for approval: -

- i. A street name
- ii. Bench on Ashcroft Road pocket park
- iii. Tree planted at Richmond Park

**PS24/191 Items for Notification**

**RESOLVED:** to **NOTE** the items for notification to be included on a future agendas:

- Levellings Dog Walk Footpath
- General Cemetery Extension
- Community Grants Policy & Application Form Review
- Exhumation Policy Review
- Memorial Safety Policy Review
- Guidance Notes on Practices and Regulations within Gainsborough Town Councils Cemeteries Review
- General Cemetery potential carpark area
- General Cemetery Chapel
- Richmond House conservatory replacement
- Play Area RoSPA Safety Inspection Reports
- Richmond House Fire Risk Assessment review

**PS24/192 Time and Date of Next Meeting**

**RESOLVED:** to **NOTE** the date and time of the next Property and Services committee is scheduled for Tuesday 9 April 2024 at 7:00pm at Richmond House, Morton Terrace.

The meeting closed at 8:44pm

Initialled:

Signed as a true record of the Meeting: \_\_\_\_\_ Dated \_\_\_\_\_  
Presiding chairman of approving meeting

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Initialed:

# PAPER C

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## DRAFT PERSONNEL COMMITTEE MINUTES

Minutes of the Personnel Committee meeting held on **Wednesday 13 March 2024** at **7:00pm** in the meeting room, Richmond House, Richmond Park, Morton Terrace, Gainsborough, DN21 2RJ.

**Councillors Present:** Councillor Richard Craig (Chairman)  
 Councillor Dennis Dannatt  
 Councillor Paul Key  
 Councillor Richard Doy  
 Councillor James Plastow

**In Attendance:**  
 Rachel Allbones  
 Interim Town Clerk (ITC)

### PC24/099 Apologies for Absence

Apologies for absence were received from Councillors S Morley and K Woolley.

### PC24/100 Declarations of Interest

No declarations of interest were made.

### PC24/101 Dispensation Requests

No dispensation requests were received.

### PC24/102 Items for Exclusion of Public and Press

**RESOLVED:** to exclude the public and press from items PC24/106, PC24/107, PC24/108 and PC24/109 in accordance with the Public Bodies (Admissions to Meetings) Act 1960 1 (2) due to the confidential nature of the business to be discussed.

### PC24/103 Minutes of the Previous Meeting (Paper A)

**RESOLVED:** that the minutes of the Personnel Committee meeting held on Wednesday 14 February 2024 be approved as a as a true and accurate record and signed by the Chairman.

Note: Councillor Plastow abstained from voting on the above resolution.

### PC24/104 Equality and Diversity Policy (Paper B)

**RESOLVED:** to adopt the NALC model Equality and Diversity Policy.

Note: Councillor Key abstained from voting on the above resolution.

**PC24/105 HR Audit 2024 (Paper C)**

**RESOLVED:** to NOTE the HR Audit for 2024.

**PC24/106 Flexible Working (Paper D)**

**RESOLVED:** to call a hearing meeting to discuss the request further. Councillors Craig and Dannatt and long with the Interim Town Clerk to be in attendance, with Councillor Key as a reserve.

**PC24/107 Staff Structure Review (Paper E)**

The Interim Town Clerk left the meeting at 8:14pm.

The meeting was adjourned until 8:31pm.

**RESOLVED:** to defer Staff Structure Review Document to the next Personnel Meeting and following further discussion of the item between Interim Town Clerk and Leader

**PC24/108 Interim Town Clerk Trial Review (Paper F)**

**RESOLVED:** that the full time post of Clerk be offered to Rachel.

**PC24/109 Appraisals (Papers G & H)**

**RESOLVED:** to NOTE the staff appraisal reports.

**PC24/110 Items for Notification**

**RESOLVED:** to NOTE the items for notification to be included on a future agendas:

- Data Protection Policy for HR
- Staff sickness, absence and leave report – April
- Staff Structure Review – April
- Flexible Working Request – April

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- Sickness Absence Policy – April
- Health and Safety Policy Review
- Maternity Leave Policy Review
- Paternity Leave Policy Review
- Shared Parental Leave Policy Review
- Adoption Leave Policy Review
- Parental Bereavement Policy Review
- Lone Worker Policy Review
- No Smoking Policy Review
- Employee Code of Conduct Review
- Staff Appraisal Policy Review
- Wellbeing Policy Review
- Staff Training Policy Review
- Volunteer Policy Review
- Electronic Information and Communication Systems Policy
- HR Management Software

**PC24/111 Time and Date of Next Meeting**

Initialled:

15

Personnel Committee minutes 2023-24

**RESOLVED:** to **NOTE** the date and time of the next Personnel Committee meeting scheduled for **Wednesday 10** April 2024 at 7:00pm at Richmond House, Morton Terrace.

The meeting closed at **8:??pm**

Signed as a true record of the Meeting: \_\_\_\_\_ Dated \_\_\_\_\_  
Presiding chairman of approving meeting

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# PAPER D

# Gainsborough Town Council

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## DRAFT FINANCE AND STRATEGY COMMITTEE MINUTES

Minutes of the Finance and Strategy Committee meeting held on **Tuesday 19 March 2024** at **7:00pm** in the meeting room, Richmond House, Richmond Park, Morton Terrace, Gainsborough, DN21 2RJ.

**Councillors Present:** Councillor Nigel Bowler (Chairman)  
 Councillor Michael Devine  
 Councillor Richard Doy  
 Councillor David Dobbie  
 Councillor James Plastow

**In Attendance:**  
 Rachel Allbones  
 Interim Town Clerk (ITC)

### FS24/104 Apologies for Absence

Apologies for absence were received from Councillors R Craig, P Key, L Muggridge.

### FS24/105 Public Participation Period

No public in attendance.

### FS24/106 Declarations of Interest

No declarations of interest were made.

### FS24/107 Dispensation Requests

No dispensation requests were received.

### FS24/108 Items for Exclusion of Public and Press

**RESOLVED:** to exclude the public and press from item FS24/113 and PC24/109 in accordance with the Public Bodies (Admissions to Meetings) Act 1960 1 (2) due to the confidential nature of the business to be discussed.

### FS24/109 Minutes of the Previous Meeting (Paper A)

**RESOLVED:** that the minutes of the Finance and Strategy Committee meeting held on Tuesday 20 February 2024 be approved as a as a true and accurate record and signed by the Chairman.

### FS24/110 Finance Reports (Papers B, C & D)

**RESOLVED:** to **NOTE** and approve the following reports:

- i. Unpaid Expenditure Transactions for 14 March 2024

Initialled:

18

Finance and Strategy Committee minutes 2023-24

- ii. Cashbook Summary (including due and unpaid transactions) for 14 March 2024
- iii. Budget Comparison Report (including due and unpaid transactions) for 14 March 2024

**FS24/111 Bank Reconciliation (Paper E)**

**RESOLVED:** to approve and sign the monthly bank reconciliations for 29 February 2024.

**FS24/112 Earmarked Reserves (Paper F)**

**RESOLVED:** to approved proposed ear marked reserves for YE 31<sup>st</sup> March 2024 with knowledge some may change if invoices are received prior to year end.

**FS24/113 Outstanding Debtors (Paper G)**

**RESOLVED:** to the old debtors described in section 3 of the report and to contact WLDC to set up an urgent meeting with GTF regarding the All Weather Pitch.

**FS24/114 Risk Register and Risk Management Policy (Paper H)**

**RESOLVED:** to adopt the reviewed risk register and Risk Management Policy with the following points to be reviewed in 3 months: -

- If training courses are full ask for reserves in case Cllrs are unable to attend.
- R03,1,b – Invite district and county members to report to Full Council on a 3/6 monthly basis.
- Ask WLDC if they will share their Governance and Audit risk management training documents.

**FS24/115 Items for Notification**

**RESOLVED:** to **NOTE** the items for notification to be included on a future agendas:

- Asset Register Review
- Protocol for the Death of a Senior Figure Review
- Filming and Recording Meetings Policy Review
- Public Participation at Meetings Policy Review
- Anti-Fraud and Corruption Policy Review
- Communications Policy Review
- GDPR Policy Review
- Councillor Vacancy (Co-option) Policy Review
- Employee / Councillor Protocol Review
- Social Media Policy Review
- Publication Scheme & FOI Review
- Pensions Discretionary Policy Review
- Member Training and Development Policy Review
- Strategic Plan
- Investments
- Registrar Lease renewal
- Additional Bank Account
- LCAS Quality Status

**FS24/116 Time and Date of Next Meeting**

Initialled:

19

**RESOLVED:** to **amend** the date and time of the next Finance and Strategy Committee meeting to Tuesday 30 April 2024 at 7:00pm at Richmond House, Morton Terrace.

The meeting closed at 8:30pm

Signed as a true record of the Meeting: \_\_\_\_\_ Dated \_\_\_\_\_  
Presiding chairman of approving meeting

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PAPER E

# Gainsborough Town Council

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## DRAFT PLANNING COMMITTEE MINUTES

Minutes of the Planning Committee meeting held on **Tuesday 26 March 2024** at **7:00pm** in the meeting room, Richmond House, Richmond Park, Morton Terrace, Gainsborough, DN21 2RJ.

**Councillors Present:** Councillor James Plastow (Chairman)

Councillor Michael Devine  
Councillor Stuart Morley

Councillor David Dobbie

**In Attendance:**

Natasha Gardener

Admin Support Officer

**Also present:** 2 members of the public

Meeting commenced at 7:01pm

**PL24/215 Apologies for Absence**

Apologies for absence were received from Councillors R Craig, L Muggridge and K Panter.

**PL24/216 Public Participation Period**

2 members of the public spoke on their positive experiences with the 20's plenty for us campaign. They raised concerns about the lack of ramp outside a school and were informed that it was blocked paving and it had collapsed under one side.

**PL24/217 Declarations of Interest**

No declarations of interest were made.

**PL24/218 Dispensation Requests**

No dispensation requests were received.

**PL24/219 Items for Exclusion of Public and Press**

No items for exclusion of public and press.

**PL24/220 Minutes of the Previous Meeting (Paper A)**

**RESOLVED:** that the minutes of the Planning Committee meeting held on

Initialled:

22

Planning Committee minutes 2023-24

Tuesday 27 February 2024 be approved as a as a true and accurate record and signed by the Chairman.

Note: Cllr Dobbie abstained from voting on the above resolution.

Cllr Dobbie would like it to be noted that though he abstained, he was happy with the rest but as he was not present during a speaking part and passed the minutes, noted that he was happy to speak at Full Council.

**PL24/221 Planning Application**

[Application Ref No: 147870 \(26/02/24, 28 days\)](#)

[Proposal: Planning application to remove and replace portal frame building.](#)

[Location: Wilco Motosave Ltd, 2 Southolme, Gainsborough](#)

**RESOLVED:** to support the application.

**PL24/222 Planning Application**

[Application Ref No: 147942 \(26/02/24, 28 days\)](#)

[Proposal: Planning application to erect double garage with gym above to front of dwelling.](#)

[Location: 165 Sandsfield Lane, Gainsborough](#)

**RESOLVED:** to oppose the application due to the height of the structure on the top of the garages.

**PL24/223 Planning Application**

[Application Ref No: 147958 \(07/03/24, 28 days\)](#)

[Proposal: Planning application for the conversion of first floor to 3no. flats including replacement sash windows, addition of rear access door and awnings to shop front.](#)

[Location: 11-15 Silver Street, Gainsborough](#)

Agreed to take PL24/223 and PL23/224 together.

**RESOLVED:** to support the application.

**PL24/224 Planning Application**

[Application Ref No: 147959 \(07/03/24, 28 days\)](#)

[Proposal: Listed building consent for the conversion of first floor to 3no. flats including replacement sash windows, addition of rear access door and awnings to shop front.](#)

[Location: 11-15 Silver Street, Gainsborough](#)

**RESOLVED:** to support the application as the Council supports town centre living and putting a disused shop back into use.

Member of the public queried about the leaser fabric shop and wanting to buy the flat above. Cllr Dobbie advised the shop leaser to contact the owner of the shop. Cllr Dobbie said this would likely be similar with the Silver Street project.

**PL24/225 Planning Application**

[Application Ref No: 148038 \(07/03/24, 28 days\)](#)

[Proposal: Planning application for roof mounted solar panels.](#)

[Location: 22 Market Place, Gainsborough](#)

Agreed to take PL24/225 and PL24/226 together.

**RESOLVED:** to support the application.

**PL24/226 Planning Application**

[Application Ref No: 148039 \(13/02/24, 28 days\)](#)

[Proposal: Listed building consent for roof mounted solar panels](#)

[Location: 22 Market Place, Gainsborough](#)

**RESOLVED:** to support the application.

**PL24/227 Planning Application**

[Application Ref No: 148042 \(14/03/24, 28 days\)](#)

[Proposal: Planning application for change the use of former ground floor shop \(Use Class F2\) to residential \(Use Class C3\), with associated alterations to ground floor front elevation.](#)

[Location: 9 Hotspur Road, Gainsborough](#)

**RESOLVED:** to support the application.

**PL24/228 Planning Application**

[Application Ref No: 148053 \(18/03/24, 28 days\)](#)

[Proposal: Planning application for single storey side extension & front porch.](#)

[Location: 5 Kingerby Close, Gainsborough](#)

**RESOLVED:** to support the application.

**PL24/229 Decision Notice (Paper B)**

**Application Ref No: 147664 GRANTED** (delegated)

Proposal: Planning application for change of use of building to head office use class E(g)(i).

Location: Unit 2 Somerby Way, Somerby Park, Gainsborough

**RESOLVED:** to **NOTE** the decision notice received.

**PL24/230 Decision Notice (Paper C)**

**Application Ref No: 147104 GRANTED** (delegated)

Proposal: Hybrid planning application comprising: (1) full planning application to erect drive thru Starbucks Coffee Shop with associated car parking and landscaping, and (2) outline planning application for additional drive-thru restaurant - access to be considered and not reserved for subsequent applications.

Location: Land off Somerby Way Somerby Park Gainsborough

**RESOLVED:** to **NOTE** the decision notice received.



**PL24/231 Decision Notice (Paper D)**

**Application Ref No: 147511 GRANTED** (Committee)

Proposal: Planning application for change of use from a public convenience block to a Café (Use Class E) with external alterations and creation of a bin storage area.

Location: Whittons Gardens, Caskgate Street, Gainsborough

**RESOLVED:** to **NOTE** the decision notice received.

**Note:** Cllr Dobbie would like it noted that the Council objected and thought changing the use into a café was not sensible there.

**PL24/232 Decision Notice (Paper E)**

**Application Ref No: 147783 REFUSED** (delegated)

Proposal: Planning application for loft conversion to create an additional bedroom including front dormer window.

Location: 46 Campbell Street, Gainsborough

**RESOLVED:** to **NOTE** the decision notice received.

**PL24/233 Decision Notice**

**Application Ref No: 147835 GRANTED** (delegated)

Proposal: Planning application for proposed replacement windows to original building.

Location: 22 Riverside Dental Practice, Gladstone Street, Gainsborough

**RESOLVED:** to **NOTE** the decision notice received.

**PL24/234 Decision Notice (Paper F)**

**Application Ref No: 147827 GRANTED** (delegated)

Proposal: Planning application for single storey extension and other alterations being variation of conditions 2 and 3 of planning permission 146492 granted 18 May 2023 - changes to window frame colour from white to grey.

Location: 22 Riverside Dental Practice, Gladstone Street, Gainsborough

**RESOLVED:** to **NOTE** the decision notice received.

**PL24/235 Street Naming Requests (Paper E)**

No street naming requests were received.

**PL24/236 Tree Preservation Orders**

No tree preservation orders were received.

**PL24/237 Lord Street**

To consider vehicular movement issues on Lord Street, Gainsborough.

**RESOLVED:** to write to LCC and County Councillor to look at loading and unloading times (i.e. 7am to 9am or 4pm to 6pm), a time limit and no vehicular access on market days.

**PL24/238 20's Plenty for Us**

To consider 20's plenty for us campaign, campaigning for the speed limit of 20mph to be normal in residential areas and in town and village centres.  
<https://www.20splenty.org/>

**RESOLVED:** to recommend to Full Council to support the 20's Plenty Campaign, more school zones and encourage people to drive slower.

**PL24/239 Items for Notification**

Neighbourhood Plan Working Group  
Response about Lord Street

**PL24/240 Time and Date of Next Meeting**

**RESOLVED:** to **NOTE** the date and time of the next Planning Committee meeting is scheduled for Tuesday 23 April 2024 at 7:00pm at Richmond House, Morton Terrace.

The meeting closed at 8:20pm

Signed as a true record of the Meeting: \_\_\_\_\_ Dated \_\_\_\_\_  
Presiding chairman of approving meeting

# PAPER F

## 11. Policy Review Working Group Terms of Reference

### Introduction

- 11.1 A Town Council may delegate decision making to either a committee, sub-committee or an officer of the authority. It cannot delegate any of its functions to a member of the Council or a working group. (LGA 1972 101 (1) (a))

### Working Group membership and quorum

- 11.2 Membership will be three Members of the Town Council one of whom will provide agendas and take notes.
- 11.3 The working group shall have express authority to take professional advice via the Town Clerk.
- 11.4 The quorum of the meeting shall be a minimum of three members present.

### Delegation

- 11.5 The Council cannot delegate any of its functions to individual Councillors or working groups. (LGA1972, s. 101). The Working Group has no delegated powers and must make recommendations only.

### Report structure

- 11.6 The Policy Working Group shall report to the committee responsible for any particular policy as identified in Structures and Functions or to Full Council for any proposed changes to Standing Orders, Financial Regulations, Code of Conduct, Structure & Functions.
- 11.7 Reports to either committee or Council must be with the principle meeting officer for that meeting at least seven clear days before the meeting so an item can be included in the agenda and papers.

### Meeting frequency

- 11.8 The group shall meet as often as is deemed necessary. All members of the group must be invited to all meetings for openness and transparency. Meeting invitations should be delivered either by email or in writing at least 48 hours before the planned meeting.

### Principle meeting officer

- 11.9 The working group will have **no** officer support. The group will produce its own agendas and minute notes for each meeting.

### Principle objective

- 11.10 The working group shall systematically review the Council's policies and make recommendations in writing to the relevant committee or Full Council respectively. It will start with reviewing Standing Orders and Financial Regulations.
- 11.11 It will review the policies in light of the Council's vision and mission statement.
- 11.12 It will identify if the existing policies meet at least the requirements under the Local Council Awards Scheme Quality Standard.

11.13 It will identify redundant policies.

### **Budgetary matters**

11.14 The group will not have a budget. Other than printing documents to aid editing and staff time, no cost implications are anticipated.

## **8. Planning Committee Terms of Reference**

### **Committee membership and quorum**

- 8.1 Membership will be nine Members of the Town Council. Two ex-officio positions for the Chairman of the Town Council and the Leader of the Town Council.
- 8.2 The quorum of the meeting shall be three.
- 8.3 It is expected that Members of the Committee will undertake planning training within three months of being appointed. Committee members must keep up to date with planning legislation, policy, and guidance.

### **Meeting frequency**

- 8.4 One meeting every calendar month. The meeting will take place on the fourth Tuesday of every month at 7pm.

### **Principle meeting officer**

- 8.5 Deputy Clerk

### **Principle objective**

- 8.6 Committee is to consider all matters relating to planning and development in the Gainsborough Town Council area.
- 8.7 This includes all matters relating to planning applications, street naming, tree preservation orders, ad-hoc licencing applications, the Neighbourhood Plan and matters relating to regulations on the highway.

### **Budgetary matters**

- 8.8 The Committee has delegated budgetary powers in relation to the Neighbourhood Plan should there be a review in the future.
- 8.9 The Committee will also monitor Community Infrastructure Levy (CIL) funds and make recommendations to Council on how they could be spent.

### **Delegated roles and functions**

- 8.10 Act as a statutory consultee to the planning authority.
- 8.11 Consider and comment on all planning matters and planning applications (including those related to listed buildings, advertisements, and trees) relative to Gainsborough submitted by other authorities and to forward observations to the appropriate authorities.
- 8.12 Respond on behalf of the Council to planning appeals and where required represent the Town Council.
- 8.13 Consider matters relating to licensing that are presented to the Town Council.
- 8.14 Comment on behalf of the Council on highways proposals.
- 8.15 Liaise with other agencies on matters concerning highways.
- 8.16 Identify and make representations to the relevant authorities in respect of enforcement action or any matters considered to be breaches of planning regulations and S106 agreements.
- 8.17 Recommend to Council how Section 106 and CIL funds should be allocated.

- 8.18 Make any determinations that are required under the Neighbourhood Plan.
- 8.19 Management of future reviews of the Neighbourhood Plan.
- 8.20 Respond to all consultations on planning, development, highways, and licensing matters. This includes reviewing the Neighbourhood Plans submitted by other authority.

## **9. Property and Services Committee Terms of Reference**

### **Committee membership and quorum**

- 9.1 Membership will be nine Members of the Town Council. Two ex-officio positions for the Chairman of the Town Council and the Leader of the Town Council.
- 9.2 The quorum of the meeting shall be three.

### **Meeting frequency**

- 9.3 One meeting every calendar month (with the exception of August). The meeting will take place on the second Tuesday of every month at 7pm.

### **Principle meeting officer**

- 9.4 Town Clerk and Operations Manager

### **Principle objective**

- 9.5 Committee is to consider all matters relating to existing property and services of the Town Council.

### **Budgetary matters**

- 9.6 The following areas are considered to be part of the Committee's remit:
- Grounds Maintenance
  - Richmond House & Park
  - Sports Grounds
  - Cemetery
  - Play Areas
  - Allotments
  - Public Realm
  - Events
  - Christmas Lights

### **Delegated roles and functions**

- 9.7 Consider matters relating to the Town Councils property and services.
- 9.8 Responsible for the management and maintenance of play areas, adult gyms, and skate parks.
- 9.9 Responsible for the management and maintenance of Richmond Park and Richmond House and all associated buildings.
- 9.10 Responsible for the management and maintenance of Playing Fields.
- 9.11 Responsible for the management and maintenance of Sports Grounds.
- 9.12 Consider matters relating to grounds maintenance.
- 9.13 Consider all matters concerning the operation and maintenance of the General Cemetery and North Warren cemetery.



- 9.14 Consider matters relating to the Town Council's allotments with the power to make decisions and approve expenditure.
- 9.15 To be responsible for the establishment of allotment garden site self-management arrangements and for regulating those arrangements once they are established.
- 9.16 Responsible for the Town Council's public lighting.
- 9.17 Responsible for the maintenance of car parks.
- 9.18 Responsible for the maintenance of the Town Council's footpaths and road surfaces.
- 9.19 Responsible for the management and maintenance of the Town Council's property.
- 9.20 Consider matters relating to the management and maintenance of the War Memorial.
- 9.21 To be responsible for the provision of Christmas illuminations.
- 9.22 Recommend to the Finance and Strategy Committee various budget lines associated with property and services as part of the budget setting process.
- 9.23 Consider and determine applications for grant aid in accordance with Community Grants Policy.
- 9.24 Define the policies, standards of service and budgets for services and facilities.
- 9.25 To be responsible for overseeing the development and improvement of services and facilities.
- 9.26 Consider capital investment in property and services.

# PAPER G

# DECLARATION OF RESULT OF POLL

## WEST LINDSEY DISTRICT COUNCIL

### Election of a Town Councillor for Gainsborough Town Council (Hill Parish Ward)

on Thursday 7 March 2024

I, Joanne Louise Rainsforth, being the Deputy Returning Officer at the above election, do hereby give notice that the number of votes recorded for each Candidate at the said election is as follows:

Name of Candidate	Description (if any)	Number of Votes*
COXON, Nicholas	Lincolnshire Independents, Lincolnshire First	233 Elected
EDDOWES, Michael Harry Edward	Labour Party	73
PADDEN, Thomas Richard	Liberal Democrat	198

\* If elected the word 'Elected' appears against the number of votes.

The number of ballot papers rejected was as follows:	Number of ballot papers
A want of an official mark	0
B voting for more Candidates than voter was entitled to	0
C writing or mark by which voter could be identified	1
D being unmarked or wholly void for uncertainty	2
E rejected in part	0
Total	3

Vacant Seats: 1      Electorate: 5132      Ballot Papers Issued: 507      Turnout: 9.88%

And I do hereby declare that

**NICHOLAS COXON**

**is duly elected Councillor for the said Parish Ward.**

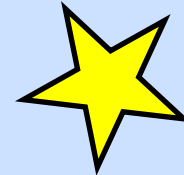
Dated: Thursday 7 March 2024

Joanne L Rainsforth  
Deputy Returning Officer

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**Welcome to our monthly training bulletin.**  
Please share this with your councillors and other staff.

## What's New This Month?



New date—Councillor Induction & Refresher (face to face) - see page 2  
New date—End of Year and Audit Processes—see page 4  
New date—New Clerk's Induction—see page 4  
New date—Effective Meetings—see page 4  
Employment briefing on new employments rights effective from April—see page 6  
Breakthrough Communications—new dates—see pages 11—13  
New date—CiLCA Introduction—see page 14  
An evening with ..... Paul Drury—see page 17  
Allotment Management & Inspection practical training —see page 18

## Allotments Training

If you would be interested in Allotments Training, please register your interest via [enquiries@lalc.co.uk](mailto:enquiries@lalc.co.uk). Once there is sufficient demand, we will look to organise a course.

## Mentoring

Although we offer New Clerk training, LALC may also be able to offer one to one mentoring for new clerks. This usually consists of a number of phone or video conference sessions providing support and guidance as required. Sessions are charged at £20 plus VAT per hour. Contact us for enquiries.

## Internal Audit

LALC can offer an Internal Audit service for its councils. This will consist of a mid-year audit to go through your governance in depth, and a light-touch audit at year-end enabling you to confidently sign off the AGAR. When you request an audit, we'll contact you to discuss what you need, agree the terms of service with you and then put you in touch with your internal auditor.

All our internal auditors are experienced clerks who will follow the guidance and process as per the JPAG Practitioners' Guide (Section 4—Best practice guidance for internal audit).

## Contact us


Office: 01673 866596

Mobile 1: (Katrina) 07422 963475

Mobile 2: (Andrew) 07549 019842

## LALC Core training: Included within our Annual Training Scheme

Courses delivered directly by LALC or partners

Course	Description	Date(s)	Location
 Councillor Induction & Refresher  New date	Aimed at councillors with or without any experience, covering topics such as: <ul style="list-style-type: none"> <li>• The role of the council and councillors</li> <li>• Legal obligations and the employer role</li> <li>• Finance · Risk management</li> <li>• Code of conduct</li> <li>• Declarations of interest</li> <li>• Community engagement</li> <li>• Transparency code obligations</li> </ul>	19th March 18:00—21:00  30th April 18:00—21:00  5th June 18:00—21:00	Zoom  Zoom  LALC Office Dunholme Old School Market Rasen Road Dunholme LN2 3QR
JADU Basics	For clerks without any previous JADU experience who would like to manage their own Lincolnshire County Council Website.	Awaiting new date	Skype
Chair's Workshop	This training session will suit Chairs of parish and town councils, Chairs of Committees and Vice Chairs.  Topics covered will include: <ul style="list-style-type: none"> <li>• Skills required</li> <li>• Managing meetings</li> <li>• Working with the Clerk, other councillors and officers</li> <li>• Planning for success</li> <li>• Understanding your Standing Orders, Financial Regulations and Code of Conduct</li> <li>• Accountability</li> <li>• Community engagement</li> </ul>	6th March 18:00—21:00  4th June 18:00—21:00	Zoom




## LALC Core training: Included within our Annual Training Scheme

Courses delivered directly by LALC or partners

Course	Description	Date(s)	Location
JADU Advanced	For clerks who have already received JADU training and who are already managing their Lincolnshire County Council website.	22nd March 10:00—12:30	Skype
Emergency Planning & Resilience	<p>Join us for an interesting and informative day at the County Emergency Centre in Lincoln.</p> <p>This will focus on the resilience programme and how groups and individuals can get involved.</p> <p>Topics covered:</p> <ul style="list-style-type: none"> <li>• What is an emergency</li> <li>• Who is Lincs Fire &amp; Rescue</li> <li>• What is emergency planning</li> <li>• Emergency plan development</li> <li>• Training available: <ul style="list-style-type: none"> <li>• Responder Zero</li> <li>• Flood awareness</li> <li>• Operational response</li> <li>• Rest centre management</li> <li>• Recovery opportunities</li> </ul> </li> <li>• Ready for Anything Volunteers</li> </ul> <p>Other speakers including the Lincs Fire &amp; Rescue Drone Pilot (explaining the drone's capability during flooding) and a representative from British Red Cross will be in attendance together with further speakers to be confirmed.</p> <p>Please note that attendees will need to supply car registration numbers to LALC prior to the day.</p>	16th April 10:00—16:00	Fire & Rescue - County Emergency Centre South Park Avenue Lincoln LN5 8EL

## LALC Core training: Included within our Annual Training Scheme

Courses delivered directly by LALC or partners

Course	Description	Date(s)	Location
JADU Advanced	For clerks who have already received JADU training and who are already managing their Lincolnshire County Council website.	22nd March 10:00—12:30	Skype
End of Year & Audit Processes Briefing   New date	Essential for new clerks and an excellent refresher for existing clerks, covering: <ul style="list-style-type: none"> <li>• Internal Controls</li> <li>• Internal Audit</li> <li>• External Audit</li> <li>• End Of Year AGAR</li> <li>• End Of Year Documents</li> <li>• Publication</li> <li>• Transparency Code</li> <li>• Common Mistakes</li> </ul>	26th March 10:00—13:00	Zoom
New Clerk's Induction   New date	New Clerk's Induction Day, covering key points and duties for the Clerk's role.  New Clerks may also want to consider attending Effective Meetings and End of Year & Audit Processes Briefing training.	8th May 10:00—16:00	LALC Office Dunholme Old School Market Rasen Road Dunholme LN2 3QR
Effective Meetings   New date	Ideal for new clerks and an excellent refresher for existing clerks, covering: <ul style="list-style-type: none"> <li>• Agendas</li> <li>• Apologies</li> <li>• Interests</li> <li>• Role of the Chair &amp; Clerk</li> <li>• Standing Orders</li> <li>• Public Participation</li> <li>• Recording &amp; Broadcasting</li> <li>• Confidential Matters</li> <li>• Minutes</li> <li>• Annual Parish Meetings</li> <li>• Annual Parish Council Meeting</li> <li>• Common Pitfalls</li> </ul>	16th May 18:00—21:00	Zoom

## LALC Core training: Included within our Annual Training Scheme

LALC in conjunction with Anglian Water are pleased to announce a special opportunity to take a tour of the Water Recycling Centre (Sewage Treatment Works) in Lincoln.



Date: 20th March 2024, 9:45 for 10:00 start

Location: Water Recycling Centre, Washingborough Road, Lincoln, LN1 1EF

Duration: The tour takes approximately 2 hours including Q&A and coffee and biscuits.

Places are **strictly limited** to 8 people as this is an operational site. Book in the usual way via the LALC portal.

Special instructions:

Strong footwear and hi-viz are required (but could be provided if necessary). There will be quite a bit of walking, uneven surfaces and climbing of steps/being at height on metal walkways.

Enter by Gate 1 (nearest the bowling alley), park in the staff car park and report to Reception.


Councillors from Heighington Parish Council recently took the tour:

*"This was very informative and I could recommend it to other LALC members". "This was an informative and well organised tour. We gained a valuable insight into this vital part of our infrastructure which we all take for granted. Our thanks go to the Anglian Water staff who made this visit possible for us." "The progress of waste water to water fit to go into the River Witham is really interesting. To see all the processes in action was a revelation." "Well worth attending".*





Courses delivered directly by LALC or partners

<p><b>Employment briefing: New employment rights being introduced from April 2024</b></p> <p>Delivered by:</p>				<p>(Chris Moses)</p>
Description	Date(s)	Location		
<p>April 2024 sees the introduction of a number of new employment rights for your Employees, including:</p> <ul style="list-style-type: none"> <li>• The right to request changes to their hours of work, as well as to work from home, from day one of their employment. Employers will have to comply with new statutory requirements to respond to such requests, or risk possible claims at the Employment Tribunal for Constructive Dismissal (without 2 years service) and discrimination.</li> <li>• Rights for Carers to have additional unpaid leave.</li> <li>• Changes to how holiday pay is calculated and paid.</li> </ul> <p>To enable Councils to respond to these new entitlements, and to update their terms and conditions of employment, this 1 hour Zoom meeting will provide members with the information they need to know.</p>	<p>24th April 10:00—11:00</p>	<p>Zoom</p>		

**Check out the Chris Moses podcasts produced as part of the Civility & Respect project**



**Podcast #1 — Building an effective personnel committee:** Chris explains the importance of ensuring local councils have an effective personnel committee, what the responsibilities of the committee are and gives an overview of the critical issues.

<https://www.youtube.com/watch?v=QXhfwMoVJ1g>

**Podcast #2 — Recruitment:** Chris covers the critical considerations for councils about recruitment.

[https://www.youtube.com/watch?v=DOMDep\\_nWJU](https://www.youtube.com/watch?v=DOMDep_nWJU)

**Podcast #3 — Handling grievances:** Chris covers the critical considerations for councils about handling grievances. This is an introduction to the subject and should be viewed alongside current grievance policies.

<https://www.youtube.com/watch?v=QPj4d8t2T1o>

**Podcast #4 — Handling disciplinary situations:** Chris covers some of the critical considerations for councils about handling disciplinary situations. This is an introduction to the subject and should be viewed alongside current grievance policies.

<https://www.youtube.com/watch?v=m64iq42W2Xo>

**Podcast #5 — Appraisals:** Chris covers some of the critical considerations for councils about appraisals. This is an introduction to the subject.

<https://www.youtube.com/watch?v=1XEUWe1YZgM>

**Podcast #6 — Sickness and absence:** Chris covers some of the critical considerations for councils concerning sickness and absence management. This is an introduction to the subject.

<https://www.youtube.com/watch?v=l6PVMOW1dmE>

## LALC Core training: Included within our Annual Training Scheme

**Finance**—delivered by:

All sessions held via Zoom  
10:00—11:40am **unless otherwise specified\***



Course	Description	Date(s)
VAT for VAT registered councils	<p>For clerks, finance staff and councillors from councils that are VAT registered, who wish to develop their knowledge.</p> <p>This session explains when and how VAT registered local councils charge VAT, when they can reclaim it and when they can't. Essential for any council contemplating major building projects.</p>	Awaiting new dates
Finance for Councillors	<p>This session is for councillors only and is designed to give them a greater understanding of their duties with regard to the council's finances.</p> <p>Topics include: Roles and responsibilities; setting a budget and precept; Financial control; The Annual Governance &amp; Accountability Return; Internal and external audit; How VAT applies to local councils</p>	Awaiting new dates
New clerk's finance	<p>This session is for inexperienced clerks in their first few months and is designed to give them an overview of a council's year, along with a basic understanding of the RFO's role.</p> <p>Topics include: Roles and responsibilities; Setting a budget and precept; Internal control; The Annual Governance &amp; Accountability Return; Internal and external audit.</p>	Awaiting new dates
VAT—Partial exemption	<p>For clerks, finance staff and councillors of councils that lease or hire out land and buildings such as village halls, community centres, meeting rooms, sports facilities or markets, who need to understand when their council is at risk of not being able to reclaim VAT.</p> <p>Essential for any council contemplating major building projects, or incurring significant expenditure on running these facilities. Intended for those who already understand the rules of VAT and need to work out whether their council can reclaim VAT in relation to its use of land.</p>	Awaiting new dates

Contact LALC to book Parkinson Partnership training—these cannot be booked via the LALC website

**Finance**—delivered by:

All sessions held via Zoom  
10:00—11:30am **unless otherwise specified\***



Course	Description	Date(s)
VAT for unregistered councils (VAT126)	<p>For clerks, finance staff and councillors from councils that are not VAT registered, but reclaim VAT using Form VAT126. This session explains how VAT affects local councils. Essential for any council contemplating major building projects.</p> <p>Topics include:</p> <ul style="list-style-type: none"> <li>• How VAT law applies to local councils</li> <li>• Where to find the law and guidance</li> <li>• Business and non-business activities</li> <li>• Understanding whether sales are taxable or exempt from VAT</li> <li>• When a council must register for VAT</li> <li>• When VAT can be reclaimed</li> <li>• Partial exemption</li> <li>• Reclaiming VAT when using grants and donations</li> </ul>	21st March
Procurement	<p>For anyone involved in procuring goods and services, preparing tenders or entering into contracts on behalf of local councils.</p> <p>This session is an introduction to the basics of procurement for local councils:</p> <ul style="list-style-type: none"> <li>• Inviting quotes</li> <li>• Producing specifications and tender documentation</li> <li>• Achieving competition and value for money</li> <li>• Managing contracts.</li> </ul>	Awaiting new dates
Budgeting for clerks and finance staff	<p>This session is aimed at officers of parish and town councils, who are involved in preparing and monitoring budgets.</p> <p>Topics include:</p> <ul style="list-style-type: none"> <li>• Setting a budget and precept</li> <li>• Contingencies and reserves</li> <li>• How the council tax base affects the budget</li> <li>• Inflation</li> <li>• Budget monitoring</li> </ul>	Awaiting new dates

## LALC Core training: Included within our Annual Training Scheme

**Finance**—delivered by:

All sessions held via Zoom

10:00—11:30am **unless otherwise specified\***



**PARKINSON**  
PARTNERSHIP

Course	Description	
Internal controls	<p>This session give councillors and clerks an understanding of the need for internal controls and how they work, with practical examples and case studies.</p> <p>Topics include:</p> <ul style="list-style-type: none"> <li>• Roles and responsibilities</li> <li>• Financial risks</li> <li>• Purpose of internal controls</li> <li>• Case studies</li> <li>• Examples of controls</li> <li>• Review of internal controls</li> </ul>	Awaiting new dates
Year end & audit (Councils over £25,000)	<p>For officers who want to understand how to prepare their council's Annual Governance &amp; Accountability Return and comply with the requirements of the audit process. This session does NOT cover exemption from audit or the Transparency Code for smaller Authorities. This session introduces the Annual Return and the stages of the audit process, enabling you to complete all the relevant steps correctly.</p>	14th March 26th March
Year end & transparency (Councils under £25,000)	<p>For officers who want to understand how to prepare and publish their council's Annual Governance &amp; Accountability Return on a receipts and payments basis, complying with the Accounts &amp; Audit Regulations and the Transparency Code for Smaller authorities. This session introduces the Annual Return and the stages of the audit process, enabling you to complete all the relevant steps correctly. It includes additional information on exemption from audit and transparency, only applicable to councils with annual receipts and payments of less than £25,000.</p>	19th March
Income & expenditure accounting (for larger councils)	<p>For officers who want to understand how to prepare their council's Annual Governance &amp; Accountability Return on an income and expenditure basis (mandatory for councils regularly spending over £200,000) and comply with the requirements of the audit process. This session explains how to convert receipts &amp; payments to income &amp; expenditure accounts, how this affects the Annual Return and the timing of year-end activities and the audit process, enabling you to complete all the relevant steps correctly.</p>	12th March

Contact LALC to book Parkinson Partnership training—these cannot be booked via the LALC website

## LALC Non-Core training: Not included within our Annual Training Scheme

### Council Communications

All sessions held via Zoom. 1.5-2 hours.  
 £25 plus VAT for dates up to 31st March.  
 £30 plus VAT for dates from 1st April.



Course	Description	Date(s)
Communicating with your community part 1: creating a communications strategy	Every local council should have a communications strategy. It should set out its communications priorities, aims and goals. In this session, we will consider how your council could create an effective communication strategy. One that is sustainable and supports your council. A strategy that considers your council's human and financial resources.	2nd April 13:00 1st May 9:30
Communicating with your community part 2: engaging with your community	This session will focus on putting your council's communication plan into action. On how your council could connect with the community it represents. We will consider the ways your councils can communicate effectively and build conversations. We will equip you with tools and techniques to start engaging and getting messages across.	14th March 13:00 9th April 13:00 8th May 9:30
How councils can recruit a more diverse pool of local councillors	How can you find and encourage a more diverse pool of people to stand or be co-opted as town or parish councillors? It is increasingly hard to find people who are willing to put their names forward either at election time or to be co-opted. Explore effective ways councils and councillors can engage people over time, building up their awareness and interest in the work of the council, in order to better promote and demystify the role of a councillor.	26th March 9:30
How councils can more effectively engage with young people in their communities	Councils often find it challenging to connect with young people. In this session, we will define "young people." Consider the issues important to 'young people.' Explore effective ways to engage online and offline. We will also offer insights on forming partnerships with local youth organisations.	20th March 13:00 23rd April 9:30 23rd May 13:00
Dealing with difficult people and conversations in our local councils	Handling professional relationships within local councils is critical. However, it can be tough dealing with challenging people and situations. In this session, we discuss practical techniques for managing difficult conversations and situations.	27th March 9:30 30th April 9:30 20th May 13:00

Book Breakthrough Communications training via:

<https://breakthroughcomms.co.uk/calc-training-events/>

Select 'Lincolnshire Association of Local Councils (LALC)' as the county association for billing purposes

## LALC Non-Core training: Not included within our Annual Training Scheme

### Council Communications

All sessions held via Zoom. 1.5-2 hours.  
 £25 plus VAT for dates up to 31st March.  
 £30 plus VAT for dates from 1st April.



Course	Description	Date(s)
Get the most from local and regional media	Local newspapers, magazines, regional TV, and radio offer local councils a way to communicate with residents. However, dealing with journalists and the media can be intimidating. In this session we will consider how to establish positive relationships with journalists. How to write impactful press releases. Ensure that your council gets regular and positive coverage in your local media.	12th March 9:30 3rd May 13:00
Crisis communications for local councils	A crisis could strike at any point. Anything from flooding to a meeting going viral. There are many ways in which you could find yourself in the eye of the media storm. This session takes participants through the detail of preparing for any crisis. Passing on expert tips and guidance on being prepared. On the effective steps your council could take should the worst happen.	20th March 9:30 2nd May 13:00
Social media part 1: Getting started with social media for local councils	Social media is a great tool for councils to use to improve their communication. In this session you will learn the basics and how to get started right. We will focus on creating a social media strategy and the basics of Facebook. Our goal is to share with you time-saving tools and techniques. Hopefully, this will help you and your council to be more confident using social media.	15th March 9:30 4th April 9:30 7th May 13:00
Social media part 2: Advanced social media strategies and tactics for local councils	Councils often use different social media platforms to connect with the community. This session explores a wide range of social media platforms. There will be a focus on how to get the most from key social media platforms. Exploring the ways of ensuring that social media supports your council to achieve its goals and aims. We will also introduce you to social media advertising.	28th March 9:30 11th April 9:30 14th May 13:00
Councillors training: Social media skills for parish and town councillors	It has never been more important for councillors to understand social media. In the session we will go through the confusing world of social media communications. It is designed for both social media users and those new to it. During the session you will learn where to focus your time and effort. We will point out the pitfalls. Consider difficult situations. Most importantly we will help you as a councillor to get the most from social media.	18th March 19:00 29th April 18:30 28th May 19:00

Book Breakthrough Communications training via:

<https://breakthroughcomms.co.uk/calc-training-events/>

## LALC Non-Core training: Not included within our Annual Training Scheme

### Council Communications

All sessions held via Zoom. 1.5-2 hours.  
 £25 plus VAT for dates up to 31st March.  
 £30 plus VAT for dates from 1st April.



Course	Description	Date(s)
Emotional intelligence and resilience in practice for clerks, councillors and officers	This a practical workshop to help you thrive in your council role. We provide council officers and councillors with an understanding of where our behaviour comes from, we consider what resilience means in the context of our council roles and how to build emotional intelligence. We'll explore council-focused scenarios and how best to respond to each of them.	25th March 18:30
Councillors training: Chairing council and public meetings effectively	The effective chairing of meetings is a good skill for a councillor to have. This session is for councillors that have been recently elected. It is also aimed at those wanting a refresher. During the session we will consider how to effectively prepare for meetings. How to get the most out of the meetings you chair and dealing with tricky situations.	26th March 18:30 25th April 18:30 20th May 18:30
Canva Part 1—Getting started	Canva is a design tool that can be used for free. It allows you to quickly create posters, newsletters, and other physical documents. You can also create images and videos for social media and websites. This session is for people who have never used Canva before. We will go through the basics and show you how to get the most out of the free version. Our goal is to get you started with Canva and to help your Council to communicate better.	19th March 13:00 12th April 9:30 9th May 13:00
Canva Part 2—Advanced	During the session we will focus on the advanced features of Canva. This session is for experienced users of it. In part 2 of our Canva training we will show you how your Council can get more out of it. For instance, creating complex designs and a brand for your Council. We will also cover integrating Canva with social media. There will be a particular focus on creating social media videos and using the scheduling tools.	21st March 9:30 24th April 13:00 16th May 13:00

Book Breakthrough Communications training via:



<https://breakthroughcomms.co.uk/calc-training-events/>

Select 'Lincolnshire Association of Local Councils (LALC)' as the county association for billing purposes



## LALC Non-Core training: Not included within our Annual Training Scheme

Courses delivered directly by LALC or partners

<b>CiLCA</b>		 	
Description	Date(s)	Fee	Location
Introductory session available for candidates to decide whether they are ready to pursue this qualification. To obtain CiLCA it is advisable that you have at least 12-months' experience of local government procedures. This is a Level 3 qualification equivalent to A' Level standard and you will need approximately 200 hours to complete your portfolio.	18th September 13:00—16:00	Introductory session is free.	LALC Office Dunholme Old School Market Rasen Road Dunholme LN2 3QR
To attend the formal CiLCA training sessions (below), the LALC fee applies. This fee includes 6-months' mentoring.		£275 plus VAT	
When you are ready to register for the CiLCA qualification, the SLCC fee will apply. (Payable direct to SLCC).		£450 (no VAT)	

**FTF sessions** are held at the LALC Office: Dunholme Old School, Market Rasen Road, Dunholme, LN2 3QR


CiLCA Day 1 (FTF): LO1—LO10	9th October, 10:00—16:00
CiLCA Day 2 (FTF): LO11—LO20	6th November, 10:00—16:00
CiLCA Day 3 (FTF): LO21—LO30	4th December, 10:00—16:00

**Remote sessions** are all held via Zoom


CiLCA Day 1 (Remote): LO1—LO5	
CiLCA Day 2 (Remote): LO6—LO10	13th March, 10:00
CiLCA Day 3 (Remote): LO11—LO15	17th April, 10:00
CiLCA Day 4 (Remote): LO16—LO20	1st May, 10:00
CiLCA Day 5 (Remote): LO21—LO25	12th June, 10:00
CiLCA Day 6 (Remote): LO26—LO30	17th July, 10:00


## LALC Non-Core training: Not included within our Annual Training Scheme


### Offerings from LALC partners

<b>Dispute Resolution Programme</b>		 (Chris Moses)
<p>Personnel Advice &amp; Solutions Ltd has produced a Dispute Resolution Programme aimed at councils struggling with employment issues. The purpose of the programme is to help councillors understand their role as employers, the employment laws that affect how they carry out that role, and practical steps to address employment disputes. The programme consists of three separate 30 minute Zoom recordings that can be sent to the council, and then distributed to all councillors for them to watch in their own time.</p> <p>For further details contact <a href="mailto:p.d.solutions@zen.co.uk">p.d.solutions@zen.co.uk</a></p>		
Module	Description	Fee
1—Awareness	Helps councillors and employees understand their role as employers and managers and understand what they can and cannot do. It explains the unique working environment that makes town and parish Councils very different from other employers, and how that environment is prone to disputes.	£150 + VAT
2—Legal issues	Explains what a Council's legal obligations are, the need to comply with statutory guidelines, and the current legal framework that determines how disputes can be addressed in town and parish councils.  It addresses: The causes of conflict and disputes; What legal action can be taken against councils and councillors who mismanage employee disputes; Understanding the ACAS Guidelines and requirements of the Localism Act 2011 for resolving employee disputes and Code of Conduct complaints.	£150 + VAT
3—Practical issues	Helps Councils to work within the spirit of the ACAS Guidelines to resolve disputes between councillors and employees, as well as fully comply with all of their legal obligations. It discusses various informal options to resolve the problem. Plus if the matter has to be submitted to the Monitoring Officer, it helps Councils to effectively support employees through that process .  Including: The importance of employment procedures that are fair and transparent, right for small organisations and understood by all parties, as required by the ACAS Guidelines; Understanding the difference between a Grievance and a Code of Conduct complaint; Steps to support an employee whose health is affected by a dispute; Supporting an employee to make a balanced, evidenced and professional complaint to the Monitoring Officer, if necessary and appropriate.	£150 + VAT
Ad-hoc Zoom session	We can also conduct a Zoom meeting (30 – 60 minutes), with Councils to discuss the points covered by these modules.	£250 + VAT

## LALC Non-Core training: Not included within our Annual Training Scheme

<p><b>Play Inspections —delivered by:</b></p> <p>£65 plus VAT—no EXAM £175 plus VAT—with EXAM</p>		
Description	Date(s)	Venue
<p><b>NO EXAM.</b> The morning will consist of a presentation and in the afternoon there will be on-site practical training.</p> <p><b>WITH EXAM.</b> The morning will consist of a presentation and in the afternoon there will be on-site practical training and a practical on-site examination, qualifying for RPII Routine inspector level.</p> <p><b>Please select the correct No Exam/With Exam option when booking.</b></p>	<p>13th March 9:30—16:00</p> <p><b>SOLD OUT</b></p>	<p>Washingborough Community Centre The Sports Pavilion Fen Road Washingborough LN4 1AB</p>

<p><b>Emergency First Aid At Work —delivered by:</b></p> <p>£72.50 plus VAT</p>		
Description	Date	Venue
<p>Upon completion participants will receive a certificate, in recognition of demonstrating competence in Emergency First Aid at Work.</p> <p>The certificate is valid for 3 years.</p>	<p>14th May 9:30—16:30</p> <p>24th September 9:30—16:30</p>	<p>Dunholme Old School 8 Market Rasen Road Dunholme LN2 3QR</p>


<p><b>An evening with ..... Paul Drury</b></p> <p>£10 plus VAT</p>	
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Description	Date(s)	Venue
<p>In the first of our “An evening with...” series, join us for this exciting opportunity to spend an evening with - PAUL DRURY</p> <p>Paul will be talking about Volunteering, Social Prescribing and the Armed Forces Covenant relaunch amongst other things.</p> <p>Paul is now a Trustee for third sector organisations.</p> <p>Prior to retiring in 2022, Paul worked as the Prevent Officer within the Safer Communities Team for Lincolnshire County Council. He had responsibility for a number of areas, such as lead local authority officer for Prevent, Counter Extremism and Hate Crime. He also Chairs the Community Emergency Cell for the Lincolnshire Local Resilience Forum.</p> <p>Prior to this role, Paul was the Engagement Officer for Humberside Fire and Rescue Service (HFRS).</p> <p>Paul served with the Royal Air Force as a fire-fighter for 28 years before coming into his first community engagement role in 2003, as the Area Manager for the Goodwin Trust (Hull) community wardens, working in the most deprived areas of the City and then with Hull City Council as a community participation officer and with the East Riding Council as the manager for the Local Action Teams, which encompassed community engagement activities across the council region.</p>	<p>23rd April 18:00—21:00</p>	<p>The Heath Village Hall &amp; Library Bracebridge Heath LN4 2LB</p>


<p><b>Allotment Management &amp; Inspection practical training</b></p> <p>£35 plus VAT—for electorate under 2000                  £45 plus VAT—for electorate over 2000                  Lunch is included</p>	 <p>The National Allotment Society                  The National Society of Allotment and Leisure Gardeners</p>   <p><b>ERNLLCA</b>                  East Riding &amp; Northern Lincolnshire                  Local Councils Association</p>
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Description	Date(s)	Venue
<p>This event has been organised by our colleagues at ERNLLCA (East Riding &amp; Northern Lincolnshire Local Council Association) and is open to Lincolnshire councils who may want to attend.</p> <p>The training will focus on non-compliance and putting knowledge into practice. The session is suitable to both clerks/officers and councillors involved in allotment management and decision making.</p> <p>The course will be split into two. Part one will be ‘classroom based’ and focus on allotment legislation and management.</p> <p>Including: Cultivation policy; Site rules; Plot inspections; Appeals</p> <p>Part two will be an in person visit to an allotment in Barton upon Humber. During this part of the session trainers from the National Allotment Society will show delegates how to conduct effective inspections and use the knowledge they have gained in the classroom to apply in practise.</p> <p>The day will enable you to ask the experts and get advice about your allotments. If your council is having trouble with allotment management, disputes, or inspections this training session will be helpful.</p> <p>Please bring appropriate clothing for outdoor inspections. It will involve a drive to the site.</p> <p>To book: <a href="https://bookwhen.com/ernllca/e/ev-sdon-20240425103000">https://bookwhen.com/ernllca/e/ev-sdon-20240425103000</a></p>	<p>25th April                  10:30 – 15:00</p>	<p>Lakeview Room                  Waters Edge Business Centre                  Maltkiln Road                  Barton-upon-Humber                  DN18 5JR</p>

## LALC Non-Core training: Not included within our Annual Training Scheme

<p><b>Cemetery &amp; Crematorium Management — delivered by:</b></p> <p>Price £60 plus VAT (for both sessions)</p>	
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Description	Date	Venue
<p>This is a <b>two-part</b> training and delegates are expected to attend <b>both sessions</b>.</p> <p>Course overview: Local Authorities' Cemeteries Order 1977 (LACO); General powers of management Compliance Registers and records; Granting and extending exclusive rights of burial; Consent; Avoiding disputes; Burials; depth, shallow graves; Administration processes; Grave digging – procedures, preparations, backfilling; Memorials Creating burial space; Exhumation Transfer of exclusive rights of burial Suitable for: cemetery staff at all levels, and those with a responsibility for cemeteries but who are not involved in their day-to-day management.</p>	<p>Part 1: 30th April 9:15—12:30</p> <p>Part 2: 1st May 9:15—12:30</p>	<p>MS TEAMS</p>

<p><b>Memorial Management &amp; Inspections— delivered by:</b></p> <p>Price £72.50 plus VAT</p>	
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Description	Date(s)	Venue
<p>Course Overview: Scope of the problem; Legal/health &amp; safety issues</p> <p>Inspection of memorials: How to start; Initial inspection; Inspection forms; The inspection - visual &amp; physical; Actions; Programme of work; Consecrated ground (England only); Other considerations and guidance (MoJ/HSE guidance)</p> <p>Codes of practice, Registration Schemes, Right to end a memorial, Unauthorised memorials, Practical inspections.</p> <p>Suitable for: anyone involved in managing or working in a cemetery, or with responsibility for cemeteries.</p> <p>The afternoon session will take place in a cemetery, therefore suitable outdoor clothing must be worn, together with sensible boots or shoes.</p>	<p>10th September 10:00—16:00</p>	<p>Dunholme Old School 8 Market Rasen Road Dunholme Lincoln LN2 3QR</p>

## LALC Non-Core training: Not included within our Annual Training Scheme


Courses delivered directly by LALC or partners

<b>eLearning - delivered by:</b> £25 plus VAT per course.		
<b>Essential Skills</b>		
<b>Course</b>	<b>Description</b>	
Anti-bribery essentials	Explores what is, and what is not, considered bribery under UK law and provides tips and advice on staying compliant with the Bribery Act 2010. By the end of the course you should be able to: <ul style="list-style-type: none"> <li>• Define bribery and corruption</li> <li>• Understand the Bribery Act 2010 and the penalties for breaking the law</li> <li>• Recognise what constitutes a crime under the Bribery Act</li> <li>• Know the six principles organisations should follow when designing their bribery policies and procedures</li> <li>• Know what actions you should take should you suspect bribery</li> </ul>	
Anti-money laundering essentials	This aims to increase awareness of money laundering and offers tips on how to identify and prevent it within your organisation. By the end of the course you should be able to: <ul style="list-style-type: none"> <li>• Describe what money laundering is and how it is done</li> <li>• Understand UK legislation and regulations regarding money laundering and what they cover</li> <li>• Explain how to prevent money laundering</li> <li>• Recognise the consequences of non-compliance with anti-money laundering legislation</li> </ul>	
Customer service essentials	This course showcases effective communication with customers, arms you with a 'customer service toolkit', and explores managing complaints using the customer complaint resolution cycle. By the end of this course you should be able to: <ul style="list-style-type: none"> <li>• Understand the principles of customer loyalty and how to build it through your interactions</li> <li>• Communicate more persuasively and effectively via the phone, video calls, face to face, and in writing</li> <li>• Provide a better level of customer service by using your customer service skills 'toolkit'</li> <li>• Understand the customer complaint resolution cycle and how to deal with common customer service challenges</li> </ul>	
Data Protection essentials	This course covers data protection regulations in the UK and provides essential training for anyone who is in the position of processing personal data. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise why fair and effective data management is important to individuals and society as a whole</li> <li>• Understand relevant data protections legislation and regulations, along with the penalties for breaching these</li> <li>• Work with information in a way that doesn't breach the date protection principles and individuals' rights</li> <li>• Respond to requests for information from individuals in a way that is legal and effective</li> </ul>	

Contact LALC to book Nimble eLearning—these cannot be booked via the LALC website

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Courses delivered directly by LALC or partners


<p><b>eLearning - delivered by:</b></p> <p>£25 plus VAT per course.</p>	
<p><b>Essential Skills</b></p>	
<p><b>Course</b></p>	<p><b>Description</b></p>
<p>Display Screen Equipment (DSE) workstation assessment essentials</p>	<p>This course addresses the health and safety requirements of DSE and advises on posture and safe working techniques. You will learn how to complete your own DSE risk assessment that you can provide to your employer. By the end of this course, you should be able to:</p> <ul style="list-style-type: none"> <li>• Understand the importance of DSE workstation assessment</li> <li>• Identify whether you are a high, medium or low-risk user</li> <li>• Recognise the effects of poor posture</li> <li>• Adjust your posture so that you have a good posture while working</li> <li>• Adjust your workstation to suit you</li> <li>• Carry out a DSE risk assessment</li> </ul>
<p>Environmental awareness essentials</p>	<p>This course addresses the environmental crisis and looks at what businesses can do to reduce their impact on climate change and other pressing environmental issues. By the end of this course, you should be able to:</p> <ul style="list-style-type: none"> <li>• Recognise the benefits of a greener approach to your working practices</li> <li>• Know how positive action in the workplace can make a difference to our environment</li> <li>• Take steps to reduce the negative impact your workplace can have on the environment</li> <li>• Make waste management choices that are better for the planet</li> </ul>
<p>Equality, diversity and inclusion essentials</p>	<p>This course addresses threats to equality such as discrimination, harassment and victimisation, and looks at how you can promote fairness, diversity and inclusion at work. By the end of this course, you should be able to:</p> <ul style="list-style-type: none"> <li>• Understand what is meant by 'equality', 'diversity' and 'inclusion', and recognise how they benefit us</li> <li>• Identify who is protected by the Equality Act, and explain what happens if their rights are compromised</li> <li>• Recognise discrimination and other unfair practices in the workplace and know how to act on them</li> <li>• Understand what you can do yourself to promote equality, diversity and inclusion</li> </ul>
<p>Fire safety essentials</p>	<p>This course highlights the essentials of fire safety awareness in the office environment and when working from home. It explores best practice fire safety procedures and provides an overview of the equipment required under fire safety regulations. By the end of this course, you should be able to:</p> <ul style="list-style-type: none"> <li>• Understand employers' responsibilities under fire safety law</li> <li>• Prevent fires by using the fire triangle theory</li> <li>• Identify fire safety signs and appreciate the importance of knowing where they are in your workplace</li> <li>• Identify fire safety equipment and understand how it should be used</li> <li>• Recognise the need to periodically check fire safety procedures</li> <li>• Carry out the fire safety procedures in place for your organisation</li> </ul>

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Courses delivered directly by LALC or partners

<b>eLearning - delivered by:</b> £25 plus VAT per course.		
<b>Essential Skills</b>		
<b>Course</b>	<b>Description</b>	
Freedom of information essentials	This course addresses the essentials of the Freedom of Information Act, highlighting who it applies to and how to handle and respond to different types of requests for information. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise when and where the main provisions of the Freedom of Information Act apply</li> <li>• Understand the types of information that will be shared in an organisation's publication scheme</li> <li>• Make or handle requests for information in an appropriate way</li> <li>• Understand the rights of individuals under the Act and the consequences of not complying with the legislation</li> </ul>	
Health and safety essentials	This course provides an understanding of potential health and safety issues at work, the legislation surrounding it , and how to improve safety in your workplace. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise what health and safety is important for individuals, employers and society as a whole</li> <li>• Understand the frameworks of health and safety legislation</li> <li>• Recognise the responsibilities your employer has for your health and safety</li> <li>• Use a range of health and safety techniques and good practice to help keep yourself safe at work (and beyond)</li> </ul>	
Home working essentials	This course offers guidance on effective home working, and covers workspace set-up, safety at home, communicating remotely, and maintaining productivity. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise the characteristics of an effective home working environment</li> <li>• Develop and maintain safe home working behaviours</li> <li>• Maintain effective information security and data protection practices</li> <li>• Understand the important of good communication when working remotely</li> <li>• Identify practical strategies to increase your productivity</li> <li>• Recognise the importance of looking after your mental health and wellbeing</li> </ul>	
Human factors essentials	This course explores the role and impact of human error in the workplace. You'll learn how to manage common 'error traps' and understand which Human Performance (HuP) tools you can use to mitigate error traps that can't be removed. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Understand the main types of errors that humans make</li> <li>• Identify key workplace error traps in order to remove or manage them</li> <li>• Recognise which Human Performance (HuP) tools can be used to mitigate error traps that can's be removed</li> </ul>	

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<b>eLearning - delivered by:</b> £25 plus VAT per course.		
<b>Essential Skills</b>		
<b>Course</b>	<b>Description</b>	
Information security awareness essentials	This course addresses the different threats to an organisation’s information security and explores best practices for keeping data safe, whenever and wherever you work. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise why information security is essential to organisations</li> <li>• Identify secure working practices to safeguard company data</li> <li>• Protect information when working remotely and on mobile device</li> <li>• Improve your awareness of online risks and how to stay safe on the internet</li> <li>• Respond to and report information security issues</li> </ul>	
Manual handling essentials	This course outlines manual handling risks, advises on how to properly plan moving or lifting tasks, and looks at proper technique to be used when manual handling. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise the potential risks of injury from manual handling tasks</li> <li>• Appreciate the importance of keeping yourself and colleagues safe from risk</li> <li>• Assess a range of manual handling factors and take steps to reduce risks</li> <li>• Plan moving and lifting tasks more effectively</li> <li>• Use safer technique when handling loads—individually, as a team, and with common workplace aids</li> </ul>	
Menopause essentials	This course helps you become more ‘menopause aware’ and overcomes the stigma. Menopause symptoms affect 75% of all women and yet there’s still a widespread lack of understanding and reluctance to talk about it. It will help you recognise symptoms and understand the impact menopause can have on you and your workplace. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise how menopause affects women in different ways</li> <li>• Take steps to create a more supportive workplace for those experiencing menopause</li> </ul>	
Modern slavery essentials	This course explores the concept of modern day slavery and addresses the signs that might suggest a vulnerable person is being exploited. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Appreciate the extent of modern slavery in the UK and the many forms it takes</li> <li>• Recognise the factors that can increase a person’s risk of exploitation</li> <li>• Spot signs of modern slavery and human trafficking that can help them identify potential victims</li> <li>• Understand the measures available to punish perpetrators and support potential victims</li> <li>• Report their suspicions or concerns to the appropriate organisation</li> </ul>	

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<b>eLearning - delivered by:</b> £25 plus VAT per course.		
<b>Essential Skills</b>		
<b>Course</b>	<b>Description</b>	
Personal safety essentials	This course seeks to improve personal safety awareness and provides tips and advice on how to keep yourself at work, at home, in public places and while travelling. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recognise the importance of confidence and preparation in staying safe</li> <li>• Understand how reducing 'opportunity' for criminals increases safety</li> <li>• Avoid situations and environments that may place you at greater risk</li> <li>• Practice safe behaviours at work, home, in public, and while travelling</li> <li>• Know what to do if you feel unwell or become a victim of crime</li> </ul>	
Stress management essentials	This course explains what stress is, looks at ways to reduce stress and offers coping strategies to better manage stress levels. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Understand and identify stress and why it can be detrimental for you</li> <li>• Identify stress and stressors in yourself and others</li> <li>• Reduce your exposure to stress</li> <li>• Develop your own Wellness Action Plan</li> <li>• Implement coping strategies in your work and personal life</li> </ul>	
Team leadership essentials	This course explores what it means to be an effective team leader by examining leadership styles and the essential skills required to get a team to thrive under your directions. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Understand your own leadership style</li> <li>• Apply your knowledge of leadership styles in different situations</li> <li>• Know how to build relationships and engage your team members</li> <li>• Identify and employ effective team leadership skills and techniques</li> </ul>	
Time management essentials	This course will help you claim back control of your time with easy-to-implement techniques that will help you better manager and organise your daily workload, making you more productive in your role and, by default, everyday life. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Understand why good time management is important</li> <li>• Recognise common challenges to effective time management</li> <li>• Apply techniques to improve your own time management skills</li> </ul>	
Working at height essentials	This course helps to identify activities that are classed as work at height under the law. It demonstrates how employers and employees need to work together under the Working at Heigh Regulations (2005) to implement safety measures, assess risks and follow best practice for any work performed at height. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Recall which type of activities classify as 'work at height' (WaH)</li> <li>• Recognise your employer's and your own responsibilities under the Work at Height Regulations 2005 (WaH)</li> <li>• Identify risks most commonly associated with working at height</li> <li>• Plan a safe approach to performing work at height</li> <li>• Use stepladders and leaning ladders safely</li> </ul>	

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Courses delivered directly by LALC or partners

<b>eLearning - delivered by:</b> £25 plus VAT per course.		
Course	Description	
COSHH Essentials	Every year, thousands of workers suffer from illnesses caused by hazardous substances in the workplace. By the end of this course, learners should be able to: <ul style="list-style-type: none"> <li>• Explain what COSHH is and why it's important in the workplace</li> <li>• Identify and interpret the hazard symbols used in COSHH</li> <li>• Recognise hazardous substances you might encounter at work and understand their risks to your health</li> <li>• Use control measures and safe handling to minimise your exposure to hazardous substances</li> </ul>	
Infection Control Essentials	This course covers the fundamentals of how to slow the spread of those harmful microbes which can make us unwell. T  he online learning is aimed at anyone who might come into contact with infections during their work. Reducing the spread of everyday illnesses is desirable for everyone. We all want fewer periods of illness and less risk of passing infection on to others!	
Unconscious Bias Essentials	Have you ever jumped to the wrong conclusion or misjudged someone you just met?  We all do it, with just about everyone we come across. We make snap judgements about people based on the very little information we know about them. And mostly, we do it without even knowing.  Our unconscious biases can have a big influence on how we feel about people and affect the decisions we make every day. Because these biases are often rooted in inaccurate or incomplete information, they can lead to unfair assumptions and poor decision-making, without us realising.  This course aims to increase your awareness of unconscious bias and give practical tips on how you can reduce the effect it has on your decisions, attitudes and behaviour.	

## LALC Non-Core training: Not included within our Annual Training Scheme

Courses delivered directly by LALC or partners

<p><b>eLearning - delivered by:</b></p> <p>£25 plus VAT per course.</p>	
<p><b>Local (parish and town) council courses</b></p>	
<p><b>Course</b></p>	<p><b>Description</b></p>
<p>Introduction to local councils</p>	<p>This course was developed by Warwickshire Association of Local Councils (WALC) and is suitable for new councillors and council officers. It includes a range of activities to help you develop your knowledge of parish and town councils. By the end of this course, you should be able to:</p> <ul style="list-style-type: none"> <li>• Understand the role of the local councillor</li> <li>• Identify the council's purpose</li> <li>• Appreciate how decisions are made</li> <li>• Identify the principles of public life</li> <li>• Recognise the council's legal context</li> <li>• Understand how the council manages its money</li> </ul>
<p>Introduction to planning for local councils</p>	<p>This course was developed by Warwickshire Association of Local Councils (WALC) and is suitable for new councillors and council officers. It includes a range of activities to help you develop your knowledge of parish and town councils. By the end of this course, you should know:</p> <ul style="list-style-type: none"> <li>• What is planning?</li> <li>• Role of the Parish Council</li> <li>• What is controlled by planning</li> <li>• Types of planning applications</li> <li>• Material &amp; non-material considerations</li> <li>• The parish council recommendation</li> <li>• Planning conditions</li> <li>• Developer contributions</li> </ul>
<p>Understanding precepts</p>	<p>This course was developed by Warwickshire Association of Local Councils (WALC) and is suitable for councillors, clerks and other officers who may be new to the role or would like information on what the precept is and how it works for the council. By the end of this course, you should know:</p> <ul style="list-style-type: none"> <li>• What a precept is and how a Parish Council receives it</li> <li>• What a Parish Council needs to do in preparation for setting it</li> <li>• How a Parish Council can justify the money it seeks</li> <li>• Who should be consulted</li> </ul>

## LALC Non-Core training: Not included within our Annual Training Scheme






Courses delivered directly by LALC or partners

<b>eLearning - delivered by:</b> £25 plus VAT per course.		
Course	Description	
Standards in public life  	This module is primarily designed to support those elected or co-opted and/or working in local councils, to understand the principles of conduct expected of all councillors.  Information is based upon national model code of conduct produced by The Local Government Association but recognises that councillors must abide by your own council's code of conduct, and so also provides some generic support for those wishing to better understand the behaviours expected of all councillors.	
Respectful and positive social media for councils and councillors  	This introductory module from Breakthrough Communications will consider the opportunities and risks associated with social media from a civility and respect perspective. It will explore a range of proactive and pre-emptive strategies councils and councillors can put in place to set themselves up for success. It will explore what to do if things go wrong and how to manage a range of scenarios from trolling to harassment and what practical steps you can take,	
Leadership in challenging situations for councils and councillors  	This introductory module from Breakthrough Communications will consider different leadership styles in the context of your role at the council, exploring which styles we personally 'default' to and which styles can work effectively for different situations. It will also discover how to build, support and get the most from an effective and motivated team.	
An introduction to emotional Intelligence and personal resilience  	This introductory module from Breakthrough Communications will develop a better understanding of where our behaviour comes from and will consider what emotional intelligence and resilience means for us in the context of our roles within the council. There will be opportunities to explore role-focussed scenarios and consider how we might respond to them. It will also explore strategies to deal with and manage a range of situations.	

Contact LALC to book Nimble eLearning —these cannot be booked via the LALC website

## LALC Non-Core training: Not included within our Annual Training Scheme

Courses delivered directly by LALC or partners

<b>eLearning - delivered by:</b> £25 plus VAT per course.		
Course	Description	
An introduction to changing behaviours  	Best-selling author and leading authority on resilience and behavioural agility, Liggy Webb, teaches us how we can rewire our brains to form new neural connections, freeing ourselves from pre-learnt behaviours to bring about positive change. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Be aware of how habits and behaviours form</li> <li>• Understand the psychological habit loop</li> <li>• Identify and focus on what you want to change</li> <li>• Set yourself an action plan to make positive behavioural changes</li> </ul>	
An introduction to resilience  	Best-selling author and leading authority on resilience and behavioural agility, Liggy Webb, brings us the core principles and practical advice needed to build our personal resilience via positivity and the ability to successfully deal with change. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Understand the fundamental principles of personal resilience</li> <li>• Be more aware of the benefits of being open and receptive to change</li> <li>• Think positively and view challenges more optimistically</li> <li>• Take personal responsibility and commit to positive action</li> </ul>	
An introduction to behavioural agility  	Best-selling author and leading authority on resilience and behavioural agility, Liggy Webb, shows us how to reduce unhealthy stress and lighten our loads by adopting a growth mindset and embracing change. By the end of this course, you should be able to: <ul style="list-style-type: none"> <li>• Adopt a growth mindset and explore your potential</li> <li>• Understand how to positively embrace change as an essential evolution for personal success</li> <li>• Let go of unhelpful thinking and learn to manage uncertainty and complexity</li> <li>• Tap into your dynamic capability and be bolder</li> </ul>	
Mental health awareness  	This course has been developed by healthcare training experts, Espirita. It seeks to highlight the issues related to mental health disorders and ensure that learners are equipped with practical knowledge on how to recognise, manage and support those suffering from poor mental health—which could include themselves.	

Contact LALC to book Nimble eLearning —these cannot be booked via the LALC website

After each training session you will be sent an email asking you to complete a short feedback form (**CLICK ON THE FEEDBACK LINK**). Please take the time to complete this. Without your feedback, we cannot assess the effectiveness of the training we provide.

If you're looking for training not currently on our schedule, please let us know.

### The LALC Annual Training Scheme (ATS): 1st April 2024—31st March 2025

**CORE** training is included in the ATS. This covers essential training that is common to all councils. Light refreshments e.g. tea/coffee are provided. Member councils will be invoiced £12.50 plus VAT per delegate to cover lunch for full day (in-person) events.

Councils who are not members of the ATS can still attend but additional charges apply (as per non-core training below).

**NON-CORE** training is not included in the ATS and an additional charge of £30 plus VAT per delegate for any morning/afternoon/evening session (including refreshments) will apply. There will be a charge of £72.50 plus VAT per delegate for an all-day in person event (including lunch and refreshments). An all-day remote session will be charged at £60 plus VAT.

Non-core charges apply to ATS and non-ATS members.

Please note that ATS charges are in addition to the LALC annual membership fees.

### Bookings

Bookings should be made by the Clerk via the online portal, unless otherwise specified. When booking via the portal, **please ensure that delegate email addresses are correct**, otherwise they will not receive joining instructions. For those courses specifying 'contact LALC', email [enquiries@lalc.co.uk](mailto:enquiries@lalc.co.uk).

\*Please notify us if a delegate has specific dietary, learning or access requirements when booking.

### Cancellations

- 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.

### Contact us

Office: 01673 866596

Mobile 1: (Katrina) 07427 963475

Mobile 2: (Andrew) 07549 019842



## **Officer Report to the Council**

**Report Author:** Rachel Allbones

**Report Date:** 19 March 2024



**Gainsborough**  
TOWN COUNCIL

## **Interim Town Clerk's Report**

### **Summary**

This report will seek to bring together the various matters for Council to note.

### **Incidents**

In the last month there have been no incidents of ASB.

### **Election**

A warm welcome to Councillor Nicholas Coxon who won the by-election on Thursday 7<sup>th</sup> March for Gainsborough Town Council (Hill Ward).

*Declaration of Result of Poll is attached at Appendix A.*

### **Chairman Group Meeting**

The next meeting is on Monday 8 April.

### **WLDC Markets and Events**

Events can be found on the WLDC [Events Page](#).

### **Meeting with WLDC**

The Interim Town Clerk and Leader will be meeting with WLDC Chief Executive, Leader and Deputy Leader at the end of May.

### **Richmond House Rear Entrance**

Works are nearing completion.

### **Mayors Civic Service**

The Civic Service will be held on Sunday 14 April at 3pm.

### **Aisby Walk Play Area**

It is with regret that we have had to postpone the refurbishment of Aisby Walk Play Area as the local planning authority have advised of uncertainty of the value of the Section 106 money that is to fund the project.

*See email attached at Appendix B.*

### **Councillor Training**

Please see at Appendix C LALC Training Bulletin—March 2024, Councillor training sessions.

# PAPER H

## Officer Report to the Council

Report Author: Rachel Allbones

Report Date: 19 March 2024



Gainsborough  
TOWN COUNCIL

### Correspondence Previously Circulated

- NALC: Chief Executive's Bulletin – 29 February 2024
- Lincolnshire Police: Parish Council Engagement Session information – 29 February 2024
- WLDC: Upcoming Events in West Lindsey this March! – 1 March 2024
- NALC: Newsletter – 6 March 2024
- LCC: Street Lighting Replacement works - Gainsborough, Sturton and Marton – 7 March 2024
- WLDC: Even More Events in West Lindsey this March! – 12 March 2024
- NALC: Chief Executive's Bulletin – 14 March 2024
- Tillbridge Solar: Community Newsletter March 2024 – 13 March 2024
- VCS: Invite to West Lindsey Voluntary Sector Forum - Wednesday 20th March 2024 – 13 March 2024
- VCS: Lincolnshire Volunteer Managers Conference 2024 – 13 March 2024
- LCC: Section 19 Flood Investigators in your area – 1 March 2024
- WLDC: Business Brief – 19 March 2024

#### Glossary:

LALC:	Lincolnshire Association of Local Councils
NALC:	National Association of Local Councils
WLDC:	West Lindsey District Council
LCC:	Lincolnshire County Council
VCS:	Voluntary Centre Services
RSN:	Rural Services Network