

Cockermouth Town Council



13 July 2022

Dear Councillor,

You are summoned to a meeting of Cockermouth Town Council to be held in the Town Hall, Cockermouth on **Wednesday 20 July 2022 at 7.00 pm** for the purpose of the under-mentioned business.

Please let me know if you are unable to attend.

All welcome.

Yours sincerely

Sheila Brown

1. **Apologies for absence**
2. **To authorise the Mayor to sign as a correct record the minutes of the last meeting held on 15 June 2022 (pages 1-4)**
3. **To authorise the Mayor to sign as a correct record the minutes of the last Special Planning meeting held on 7 July 2022 (pages 5-6)**
4. **Declaration of Interest** – Members to give notice of any disclosable pecuniary interest, other registrable interest or any other interest and the nature of that interest in relation to any item on the agenda in accordance with the code of conduct.
5. **Mayors Announcements** – The Mayor will announce the events he has attended since the last meeting.
6. **Public Participation**
 - a) To answer any questions from members of the public in accordance with the Summary of Public Rights
 - b) To receive a petition from a member of the public in accordance with the
- a) To make recommendations upon various planning applications (**page 7**)
7. **Financial Matters**
 - a) To agree the attached schedule of payments (**page 8**)
8. **Correspondence**
 - a) **Call for evidence on short-term holiday letting in England** – To

Town Hall, Market Street
Cockermouth
Cumbria
CA13 9NP

Tel:

01900 821869

Fax:

01900 827166

Website:

www.cockermouth.org

Facebook:

[@cockermouthtowncouncil](https://www.facebook.com/cockermouthtowncouncil)

Sheila Brown, Town Clerk
clerk@cockermouth.org

Kirstie Goodger
admin@cockermouth.org

Amy Pattinson
assistant@cockermouth.org



Joint Winners
Council of Europe Year 2000
Europe Prize
Prestige Awards
Plaque of Honour, Flag of Honour
European Diploma

consider the contents of a letter from Mark Jenkinson MP (pages 9-11)

- b) **Application for Funding-** To consider an application for funding for a new kitchen at Cockermouth Scout Centre (pages 12 – 14)
- c) **Councillor Information Board in Library** – To consider placing a councillor information board in the library (page 15)
- d) **St Joseph's Primary School** – To consider meeting representatives from Mayfield Sixth Form to discuss their vision for the site (page 16)
- e) **In My Shoes Project** – To consider providing a letter of support to The Kirkgate Centre regarding this application for funding (pages 17-18)
- f) **Calc News** – To consider the May/June 2022 edition (pages 19 – 34)
- g) **LGR Newsletters** – To consider the content of various LGR Newsletters (pages 35-49)

9. Clerks Report (pages 50-53)

10. Application to hold an event on Council land – To consider a request from Allerdale Borough Council to use the Memorial Gardens for Taste Cumbria 2022 (pages 54-96)

11. Application from The Rotary Club of Cockermouth to plant fruit trees on Harris Park Extension – To consider a request to plant 12 fruit trees in Harris Park extension (pages 97- 101)

The Mayor will move –

That under the Public Bodies Admissions to Meetings Act 1960, the public be removed due to the following item of business containing contractual information

12. Changing Places Toilet Funding – To consider architect fees (page 102-103)

Press and Public Welcome

Minutes of a Meeting of Cockermouth Town Council held in the Council Chamber, Town Hall, Cockermouth on Wednesday 15 June 2022 at 7.00 pm

Present: Councillor A Semple (Mayor)
Councillor G Bennion
Councillor A Kennon
Councillor J Laidlow
Councillor D Malloy
Councillor A Smith
Councillor A Tyson
Councillor R Watson

Apologies for absence were received from Councillors I Burns, S Barnes, S Nicholson & C Smith.

15 Minutes

The minutes of the AGM held on 19 May 2022 were agreed as a correct record.

16 Minutes

The minutes of the special planning meeting held on 31 May 2022 were agreed as a correct record.

17 Mayors Announcements

The Mayor had attended the following events since his inauguration:-

Platinum Jubilee Concert, exhibition and Picnic
Unveiling of the railway plaques commissioned by the Civic Trust

18 Declaration of Interest

Councillors A Smith & A Tyson declared personal interests in item 7 due to being members of the Development Panel.

19 Public Participation

There was none.

20a Planning Applications

HOU/2022/0082

Demolition of existing garages and construction of new garage with annex above

11 Crown Street

Recommended - Approval

20b Tree Works

Recommended – That the various tree works proposed at South Lodge, Simonscales Lane be approved.

20c Tree Works

Recommended – That the removal of the dead/dying lime tree from back garden of Kirkgate House, Kirkgate be approved.

21 Finance

Resolved – That payments in the amount of £5771.97 be authorised.

22 LGR Newsletters

There had been a whirlwind of activity since the Elections. Member induction days had been held and political groups had decided on their leaders and cabinet members. An inaugural meeting of the Shadow Authority had been held.

Agreed – That the contents of the latest LGR Newsletters be noted.

23 Clerks Report

Councillor Smith stated that the fun day had been well attended and well received. He suggested that the fun day become a regular town council event.

Councillor Laidlow asked if it could be tied in with next year's carnival.

The Summer Solstice was also suggested as a possible date.

Councillor Smith informed those present that he had received complaints from members of the public regarding photos being taken where children were present. Clerk to investigate this issue.

Resolved – a) That the contents of the report be noted.
b) That the allotments be judged as soon as practicable

- c) That the bunting remains up until after Cockermouth Live!
- d) That the fun day become an annual Town Council event

24 Service Level Agreement (SLA)

Written consent was required to novate our library SLA so that when Cumberland Council come into being on 1 April 2023, the terms of the SLA continue between the new Authority and Cockermouth Town Council.

Resolved – That written consent to novate the library SLA be authorised.

25 Towers Lane

Further to minute number 10b (2022/23), Councillor Malloy proposed that should funding become available part of the Towers Lane Play Area be identified as a potential site for renewable energy. This was seconded.

Councillor Tyson reminded those present that the site was given to Cockermouth Town Council by Allerdale Borough Council and was covered by a recreational use covenant. He also expressed his concerns regarding safety due to the two conflicting uses on the site.

The Town Clerk explained that the production of energy and selling of the energy produced was only available to town and parish councils who had the General Power of Competence. Removal of the covenant and planning permission would also be required.

Resolved – That should funding become available part of the Towers Lane Play area be identified as a potential site for renewable energy.

Resolved – That under the Public Bodies Admissions to Meetings Act 1960, the public be removed due to the following item of business containing contractual information.

26 Changing Places Toilet Funding

Changing Places toilets are larger accessible toilets for severely disabled people with equipment such as hoists, curtains, adult sized changing benches and space for carers.

£30m Changing Places Toilet funding was announced by the Government in 2021.

Cockermouth Town Council submitted an expression of interest for Changing Places funding to Allerdale Borough Council on 20 August 2021.

Allerdale Borough Council had recently confirmed that their bid had been successful and that Cockermouth Town Council had been awarded £44k of Changing Places Funding.

The Town Clerk had arranged a number of informal visits with approved suppliers and obtained indicative costings to demolish the old toilet block in the Memorial Gardens, install a new path and to supply, deliver and commission a new modular toilet block. She had also estimated the ongoing revenue implications.

Those present also considered a quotation from a suitably qualified consultant to oversee the tender/evaluation process, planning process and project management of the scheme.

A lengthy discussion ensued regarding whether or not the scheme was needed, the potential costs and location of the scheme.

Resolved - That the Town Clerk explores the suitability and costs of converting the existing building prior to any decision being made on demolition/new build.

The meeting closed at 8.18 pm

Minutes of a Special Planning Meeting of Cockermouth Town Council held in the Council Chamber, Town Hall, Cockermouth on Thursday 7 July 2022 at 7.00 pm

Present: Councillor A Semple (Mayor)
Councillor G Bennion
Councillor A Kennon
Councillor J Laidlow
Councillor D Malloy

Apologies for absence were received from Councillors A Smith, C Smith, S Nicholson & R Watson

27 Declaration of Interest

None Declared.

28 Public Participation

There was none.

29 Planning Applications

HOU/2022/0115

Erection of new front porch and rear extension to form dining area

23, Vicarage Lane

This application was approved by Allerdale on 6 July 2022.

FUL/2022/0128

Agricultural building to be used as muck midden

Strawberry How Farm

Recommended – approval

FUL/2022/0105

Partial conversion of domestic garage to iron press room for existing laundry

Fellcroft, Windmill Lane

Recommended – approval

30 Application for Tree Works

Recommended – That the pruning of all third party trees (sycamore and ash) bordering the car park for the adjacent houses

17 Skinner Street

Recommended – approval

The meeting closed at 7.02pm

Reference: **FUL/2022/0122**

Proposal: Removal of existing timber hinged doors and replacement with glazed sliding doors to main entrance (west), and removal of existing timber doors and replacement with glazed hinged doors (north). Re-location of font to the exterior grounds north of the site, including grilles

Location: Christ Church, South Street, Cockermouth, CA13 9RU

Reference: **FUL/2022/0151**

Proposal: Provide detached smoothie hut

Location: Allerdale Customer Care Centre, Fairfield Car Park, South Street, Cockermouth CA13 9RU

Reference: **2/22/9004**

Proposal: Extension and alteration of existing school to form a sixth form campus for pupils from Mayfield School, Whitehaven, including new vehicle turning circle and external works.

Location: St Joseph's School, Mountain View, Cockermouth, CA13 0DG

Cockermouth Town Council

Expenditure transactions - payments approval list Start of year 01/04/22

Tn no	Cheque	Gross	Vat	Net Invoice date	Details	Cheque Total
815	815	£2,442.11	£407.02	£2,035.09 01/07/22	Tivoli Services Ltd - Maintenance contract Mem Gardens / Play areas- June	£2,442.11
1		£1,980.00	£330.00	£1,650.00	MG Gound Maintanance - N Gardens	
2		£462.11	£77.02	£385.09	OP Inspection 4 play area	
816	816	£70.00	£0.00	£70.00 01/07/22	Allerdale Borough Council - Premise License - Annual Fee	£70.00
817	817	£882.65	£116.18	£766.47 01/07/22	Npower Ltd - Various invoices	£882.65
1		£607.93	£101.32	£506.61	TIC Library- april	
2		£107.44	£5.99	£101.45	toile Main Street toilets - Apr	
3		£108.72	£6.06	£102.64	toile Main Street Toilets - Mr	
4		£12.13	£0.58	£11.55	MG Mem Gardens - toilets /	
5		£11.69	£0.56	£11.13	MG Mem Gardens - Toilets	
6		£34.74	£1.65	£33.09	toile Harris Park Toilets - Ma May (3x bills see invoch	
818	818	£97.50	£0.00	£97.50 04/07/22	Allerdale Borough Council - Trade Refuse - TH Jan - March 22	£97.50
819	112889	£2,268.00	£378.00	£1,890.00 04/07/22	Grren Gardener - Ladybird Larvae	£2,268.00
820	112890	£60.67	£10.11	£50.56 04/07/22	Viking - stationery	£60.67
821	112891	£15.00	£0.00	£15.00 04/07/22	CALC - SB training course	£15.00
822	112892	£6.40	£0.00	£6.40 04/07/22	Cockermouth & District Chamber of Trade - tic stock	£6.40
823	112893	£89.50	£14.92	£74.58 04/07/22	WF Cascade - Cleaning products	£89.50
824	112894	£21.00	£0.00	£21.00 04/07/22	Lakeland Leisure Walks - TIC stock	£21.00
825	112895	£1,452.00	£242.00	£1,210.00 04/07/22	Hallams Cumbria Ltd - CFLP office walls / ceiling repairs	£1,452.00
826	112896	£1,170.84	£195.14	£975.70 04/07/22	FG Library Products Ltd - Statwall panels - library	£1,170.84
Total		£8,575.67	£1,363.37	£7,212.30		

Signature _____

Signature _____

Date _____

2

Mark Jenkinson MP

House of Commons
London
SW1A 0AA



29th June 2022

Dear Sheila,

The Workington constituency is recognised for its beautiful coastline, historic market towns and proud industrial heritage, whilst being a stones throw away from the Lake District National Park.

With a reported number of 15.8 million tourists visiting the Lake District each year, the holiday letting industry has grown rapidly in recent years as a result.

The Department for Digital, Culture, Media & Sport is calling for evidence on the benefits and challenges of short term lets across the UK.

I have enclosed a copy of this recent call for evidence on short-term holiday letting from Nigel Huddleston MP, the Minister for Sport, Tourism, Heritage and Civil Society.

I'm encouraging all town and parish councils to contribute to this enquiry and ask that you copy me into any correspondence you send to the Department.

Yours sincerely

A handwritten signature in blue ink that reads "Mark".

Mark Jenkinson MP



Department for
Digital, Culture,
Media & Sport

Nigel Huddleston MP
Parliamentary Under Secretary of
State for Sport, Tourism, Heritage and
Civil Society
4th Floor
100 Parliament Street
London SW1A 2BQ

E: enquiries@dcms.gov.uk

www.gov.uk/dcms

29 June 2022

MPs in England

MC2022/08782/DC

Dear colleague

Call for Evidence on short-term holiday letting in England

I am writing to draw your attention to the publication today of a [call for evidence on short-term and holiday letting in England](#), an issue which I know will be of great interest to many members of the House.

The commitment to consult on this issue was made in the Tourism Recovery Plan in June 2021. As a first step, the call for evidence published today will gather views and information on the benefits and challenges related to short term lets. This will help us determine whether there are options the government should pursue through a future consultation.

The guest accommodation sector has changed significantly over the last fifteen years. In particular, there has been a major expansion in the number and range of accommodation suppliers driven by the growth of online platforms. The sharing economy has brought many benefits to the tourism sector and wider economy, as well as creating an additional income stream for homeowners, and providing consumers with greater choice and flexibility.

However the government also recognises that the rise in short-term and holiday letting has prompted concerns. These include the impact on the housing market and local communities, particularly in tourism hotspots, and a sense that new entrants in the market are not being held to the same health and safety standards as traditional operators of guest accommodation such as hotels and bed and breakfasts.

Many other countries and cities have introduced measures in recent years to respond to some of these issues. As the tourism sector recovers from COVID-19, the government believes that now is the right time to assess the situation in England. I am also keen to consider alternatives to a registration scheme, including non-regulatory alternatives.

I am cognisant of commitments in the Levelling Up White Paper to explore proposals for introducing a National Landlord Register in England, and my Department will work closely with the Department for Levelling Up, Housing & Communities to ensure any measures form a cohesive package.

The government is keen to hear from all interested parties, including hosts, guest accommodation businesses, online peer-to-peer platforms, enforcement agencies and tourism bodies. I also intend to host a Parliamentary briefing and Q&A session on this matter. Further details will be circulated in due course. In the meantime I am happy to discuss this work with you if beneficial.



Nigel Huddleston MP
Minister for Sport, Tourism, Heritage and Civil Society



Jenny Benson
1st Cockermouth Scout Group
The Scout Centre
St Helens St
Cockermouth
CA13 9HX

Sheila Brown
The Town Clerk
Cockermouth Town Council
The Town Hall
Market Street
Cockermouth
Cumbria, CA13 9NP

11th June 2022

Dear Ms Brown

1ST COCKERMOUTH SCOUT GROUP: FUNDING APPLICATION

On behalf of 1st Cockermouth Scout Group, I would like to apply to Cockermouth Town Council for funding to replace the existing kitchen at the Cockermouth Scout Centre.

1. Background

1st Cockermouth Scout Group is a volunteer led organisation and independent charity (part of the national Scout Association). The Group has a thriving community of over 120 members, supported by 11 volunteer leaders and 15 non-uniform adult helpers. It comprises: 1 Beaver Colony (6-8yrs), 1 Cub Pack (8-10yrs), 2 Scout Troops (10-14yrs) & 1 Explorer Unit (14-18yrs) who meet weekly at the Scout Centre.

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society. All Scout Group members participate in a programme of regular indoor and outdoor activities. Activities include: hiking, camping, cooking, skills, life skills, charity activities and many more.

Open to all, it has a 70:30 boy:girl ratio (has been co-ed for 20 years). Scouting is cost effective costing just £2.50 per session. We support families facing challenges and operate a bursary scheme for young people from low income families.

The Group own and manage the Cockermouth Scout Centre, which in addition to Scouts, is used by a range of other community groups including:

- Guides (60 members, age 9-12yrs) - 2 Groups, each meet once a week (term time)
- Tai Chi (15-20 members age up to 75 yrs) - meet once a week (term time)

- Dance group (50+ members, age range 5-20yrs) - meet once a week (term time)
- CASS (Cockermouth After School Scheme) - operate during school holiday times 5 days a week (8-5.30pm). 250 families registered (age ranges from 4-11yrs).
- Plus the Centre is hired for parties and other events

We rely on member support and local fundraising to deliver a range of activities and to maintain the Centre.

1st Cockermouth Scout Group will celebrate its 75th anniversary in 2023.

2. Project for which funding is required

We require funding to replace the existing Scout Centre kitchen

The Scout Centre which opened in 1991, is a much loved and well used community building and enclosed outdoor space. All facilities are on the ground floor and accessible. It is used all year round.

However, the Centre is showing its age. After many years of constant use by a range of community groups and people of all ages, particularly young people, the Centre's kitchen is in a very poor condition and is no longer fit for purpose.

3. Benefits of project

The Scouts, Guides and CASS members will all benefit from the new kitchen facilities as they will be able to participate in cooking/baking activities in an improved environment and with better equipment. As a result the young people will develop a range of new life skills and knowledge e.g. cookery, baking, healthy eating and nutrition. They will also be able to use the new kitchen to bake cakes and mince pies to support regular fundraising and community events e.g. annual scout coffee morning.

The improved facilities will also help group leaders to prepare healthy snacks for their members and to undertake a range of activities with their members. In addition CASS will be able to provide food and snacks for their members during the school holidays.

Other users of the Centre will benefit from being able to provide refreshments for their members. Ad hoc hirers will be able use the kitchen to cater for their events and activities.

Outcomes: improved kitchen and community building; improved health and safety of kitchen; improved user experience and environment; increased life skills and knowledge of young people participating in activities; improved sustainability of Centre as user experience improved.

Number of beneficiaries: 500 (120 scout members + 380 other Centre users – see above)

4. Project Costs:

Description	Cost
<ul style="list-style-type: none">New kitchen units and appliances (inc. wipe down wall boards): £8,083 inc. VATRemoval and disposal of old kitchen units and appliances: £400Fitting cost & plumbing: £1,650 Sub-Total: £10,133 (cheapest of two quotes which can be provided)	£10,133.00
Additional costs: <ul style="list-style-type: none">Electrician - fitting of appliances, upgrade to kitchen electrics, new sockets/fittings etc. £1,500 estimateRe-skimming walls where wall units have been removed and painting £750 estimate	£2,250.00
Total:	£12,383.00

We have also made funding applications to Cumbria Community Foundation, Metalcraft Community Fund and the Hadfield Trust. To date we have secured funding of £5,000 from the Joyce Wilkinson Charitable Trust.

We do hope that Cockermouth Town Council will be able to support this project.

Thank you in advance for your kind consideration of this proposal.

I look forward to hearing from you.

Yours sincerely

*With best wishes,
Jenny Benson*

**Jenny Benson
Parent Volunteer
1st Cockermouth Scouts**

Email: jenny.bnsn@gmail.com

Clerk - Cockermouth TC

From: Cllr. Richard Watson
Sent: 15 June 2022 10:04
To: Clerk - Cockermouth TC
Cc: Cllr. Andrew Semple
Subject: Councillors' photos / details in library

Hi Sheila / Andy,

A number of people have mentioned to me recently that councillors are not always very 'visible' in the community, and someone suggested that a notice prominently placed in the library showing the division of the town into wards and which councillor(s) are currently the representatives for each ward with phone numbers / email addresses, would be helpful. Could this please go on the agenda as a proposal for the next TC meeting?

Many thanks,

Richard

Clerk - Cockermouth TC

From: Sam Kidd <sam.kidd@mayfield.cumbria.sch.uk>
Sent: 22 June 2022 10:37
To: Clerk - Cockermouth TC
Subject: St Jospehs RC Primary School

Good morning,

I am not sure if you are aware but there have been extensive discussion between the LA and Dioceses about the use of St Jospeh's RC Primary School.

It has been agreed that Mayfield sixth form pupils will occupy this site, after a period of refurbishment.

We are really excited about the prospect of bringing our students into Cockermouth and the community links we will be able to foster.

We believe that there is going to be a press release this Friday but wanted, out of courtesy, to make contact first.

We would also be very keen to attend a meeting to present and discuss with yourselves the vision for our amazing young people.

Many thanks,

Samantha Kidd - Headteacher
Stephen chambers - Assistant Headteacher
David Batten - Chair of Governors
Ged McGrath - Vice Chair of Governors

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Clerk - Cockermouth TC

From: Andrew Semple <Andrew.semple@outlook.com>
Sent: 05 July 2022 14:25
To: Clerk - Cockermouth TC
Subject: Fw: In My Shoes

Sheila

I clearly cannot do a letter as I am a Trustee of Kirkgate. What do you advise? I will declare an interest and not have a part to play.

thanks

Andy

From: Directors <directors@thekirkgate.com>
Sent: 03 July 2022 12:26
To: Andrew Semple <Andrew.semple@outlook.com>
Cc: Emma Heys <emma@thekirkgate.com>
Subject: In My Shoes

Dear Andy,

I'm nearly ready to submit the application to the National Lottery Heritage Fund for the In My Shoes project (proposed to start in October this year and run to February 2025). It's an application, briefly, that is about the diversity of heritage in our area which will involve training volunteers in recording oral histories with local people, finding out where their ancestors came from to settle here, there'll be a day of different cuisines at a food court at the Kirkgate, youth theatre shows, exhibitions (particularly one about Millers shoes factory which will also include shoes – and dances - from different cultures etc etc. Cumbrian traditional culture will also be included. The idea *is* inclusion.

The application will have greater chance of success if we can provide letters of support (as the Town Council and Allerdale did for the Dorothy project).

Emma has been in touch with Joe Broomfield (I think) a while back but we haven't heard anything – would you be able to give him a nudge? And , also, would you as Mayor, or the Town Council more generally, be able to provide us with a letter?

Obviously we will be seeking a bit of match funding from the councils at the usual sort of level as we've had for Dorothy but have not yet put in those requests.

Let me know if you need more information at this stage.

Thanks,
Marion

Cockermouth Town Council



20th July 2022

To whom it may concern,

Application to the National Lottery Heritage Fund for the 'In My Shoes Project'

Cockermouth Town Council are very supportive of this exciting new project which will involve training volunteers in recording oral histories with local people, finding out where their ancestors came from to settle here and generally celebrating Cumbrian traditional culture until February 2025.

Yours faithfully,

S Brown
Town Clerk

Town Hall, Market Street
Cockermouth
Cumbria
CA13 9NP

Tel:

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01900 827166

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Sheila Brown, Town Clerk
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Kirstie Goodger
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Amy Pattinson
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CALC NEWS

May & June 2022



Featuring:

- Parish Profile - Brigham
- CALC Update
- FAQ: Sonia Hutchinson Responds
- Councillors Corner
- News from NALC
- Statutory Updates
- Clerks Corner
- Vacancies



Parish Profile: Brigham



The Parish of Brigham is situated within the present district of Allerdale, and, from April 2023, the new County of Cumberland. Brigham Parish is located some 2 miles west of the town of Cockermouth and approximately 7 miles east of Workington. The Parish is bounded on the north and west by the River Derwent, and by the neighbouring parishes of Cockermouth, Dean and Greysouthen to the east and south. The Parish covers an area of 816 square hectares and is approximately 2½ miles from east to west and 1½ miles from north to south. The landscape is one of rolling lowland in the south with the broad valley of the River Derwent in the north. Whilst not the spectacular scenery of the nearby Lake District National Park, it is still a landscape worth preserving from inappropriate and disproportionate development.

The population is concentrated in the village of Brigham and the hamlet of Broughton Cross with a few outlying farms. The main A66 Trunk Road runs through the north of the Parish, and the village, and other nearby settlements, are accessed from the problematic staggered junction from this road. The main route through High Brigham is the C2007 which joins the A66 at the eastern end of the Parish. Broughton Cross is located along the "old A66", now the C2065, which belies the importance of this route in terms of traffic type and volume. The other roads running through the Parish are all relatively minor.

Brigham is a "spring line settlement", built above the flood plain of the River Derwent, but at a point where fresh water was readily available. The natural flow of water is from south to north in small streams, many of which now pass through culverts and drains. In times of exceptional rainfall the capacity of these modifications has been exceeded resulting in flooded homes and businesses.

The name 'Brigham' gives some indication as to the origins of the village – the "settlement" or "farm" from the Old English "-ham" and "bridge" from the Old English "brycg" or Old Norse "bryggia". Brigham – the "settlement by the bridge". Or it may just possibly be connected with St. Bridget, the Irish saint who died in about 523AD and to whom the church is dedicated. The Church has ancient origins and is one of the three great "mother" churches of Cumbria. Tradition has it that St. Bridget's nuns founded a wooden church around 500AD on the small hill beside the Derwent to serve their nunnery. All traces of this foundation vanished in the Dark Ages but an ecclesiastical presence continued until a small, stone, Norman church was built. The church tower itself dates from the 1220s.

Farming was for centuries the main occupation in the village, but the geology of the Parish consists of Carboniferous rocks, mainly limestone and sandstone, with the coal measures just to the west, beyond Broughton Cross. So, as time went on, coal mining, quarrying and building employed many more people. The limestone quarries supplied the steelworks in Workington with flux in the smelting, but some was burnt for lime. Quarrying continued until 1910 when the last stone was quarried from behind where the Memorial Hall now stands. The sandstone quarries supplied the building material for most of the older houses in the village and also large parts of Cockermouth.

Broughton Cross (- the 'farm' by the 'brook') owes its existence both to coal mining and transport (- Cross = 'junction?'). Originally on the old Turnpike road from Workington to Cockermouth it had a tollbar to charge for traffic, now Elmtree Cottage. The Cross Inn was one of a line of pubs along the route, including the Limekiln and Wheatsheaf on Low Road, which catered for passing travellers and locals. The Workington to Penrith railway served both villages. The Melgramfitz Pit to the west of Broughton Cross, had railway sidings constructed to send the coal to Workington, and would lead to the construction of housing for the miners, three for the shift foremen and families, the mine office and manager's house, all at Colin Grove, and Derwent (or "Twenty") Row for the workforce.

Within our community we have an almost equal number of males and females. The number of children is somewhat above the national average, and the number of older people is somewhat lower than average. This implies a rather youthful population compared to the national average. There is also a 'squeeze' in our 20 – 40 age group which may well reflect an issue of much concern in Cumbria, that of not retaining our young people, as many move away for further education and do not return. Also, inflated house prices prevent many from getting a foot on the housing ladder. The Parish population shows a pronounced 'bulge' in the 40s and 50s age groups. Given the fact that people are generally living longer, our Parish is going to have a significantly large percentage of its population aged over 65 in 15 – 20 years' time. This has important implications for housing, services and community provision.

Levels of employment are usually higher in a rural area like Brigham & Broughton Cross, but there are a far greater number of people who commute to work elsewhere in West Cumbria than work locally, reflected in a higher-than-average level of car ownership and subsequent parking issues. We also have a well-educated work force living in the Parish. Half the economically active population are in either professional or managerial occupations which reflects the levels of qualifications for people in the Parish. The Parish appears within the top 20% of the "least deprived" areas in England. However, there is now a lack of services which some people may consider essential to a community. We are fortunate in having a village school and the local churches are active within the community. Brigham's Memorial (Village) Hall provides a venue for many community activities, but there is no shop, no pub in either village, no Post Office, nor bus service through Brigham itself. Hence, people in the Parish have to travel more than the national average distance for such services as provided by a post office, doctor's surgery and secondary school.

The Parish Council currently consists of six dedicated councillors, but there are three vacancies which have long proved hard to fill, a reflection, perhaps, of a degree of apathy amongst the community. We are fortunate that, beyond the occasional planning issue, there are few issues which cause serious controversy and the role of the Council, besides the maintenance of local assets such as the play park, is essentially one of information and advice. General communication with the Parish is provided through email, Facebook, Notice Boards, Website and a bimonthly Flier. When questioned, people in Brigham are most concerned about roadside parking, a lack of local services, and the occasional complaints of litter, fly-tipping and dog mess. In Broughton Cross it would be speeding traffic. The Parish Council is currently working on a revised Community Plan which will include actions on Nature Recovery and Climate Change. We await the long overdue construction of a roundabout on the A66 and the consequences of Local Government Reorganisation with the possible devolution of services and assets by the new Cumberland authority.

CALC Update



Social Media

CALC are now on Facebook and Twitter!! We will use these pages as a method of sharing information.



You can find our Facebook page [here](#) and our Twitter page [here](#).



CALC are currently arranging the programme of training for September 2022 - December 2022, once confirmed this programme will be circulated to all councils, and will also be available on the CALC website.

Clerks induction Module 1 & 2

This training involves two intensive two hour courses which cover two modules of learning to provide clerks with an understanding of the role of a clerk, this covers the role of the council, responsibilities of councillors and officers, employment issues, meeting procedures, standing orders and finance, the powers and duties of local councils. The objectives of the course are to allow the clerk to understand the roles and responsibilities of the members of the council within the current legal framework, to understand specific responsibilities of the clerk in relation to meetings and finance, and an opportunity to share common problems and find practical solutions.

The upcoming programme includes 3 offerings of the Clerk inductions 1 & 2, any clerk is welcome to attend, new and old!! This course can be used as an introduction or a refresher for existing clerks.

Resilience Update

kate.mcgibbon@cumbria.gov.uk



Refugees & Asylum Seekers

CALC hosted the Together With Refugees County Wide Forum on 08/06/22

We had an interesting and informative meeting and covered the following topics with guest speakers:

- **Cumbria's Refugee Story**- Carolyn Otley, Cumbria Community Resilience Co-ordinator
- **Brief overview of Charities where Refugees can find support and friendship in Cumbria**- Spotlight on Penrith & Eden Refugee Network- Sarah Wilson, Penrith & Eden Refugee Network
- **Cumbria County Council Resettlement Team Update (Including Homes for Ukraine)**- Rob Cartner, Resettlement Programme Manager & Carolyn Otley
- **Refugees, Asylum Seekers & Racism**- Aftab Khan, Project Lead – Transition, Fire, Rescue & Resilience, CCC
- **What can Town and Parish Councils do to support refugees in their communities**- Kate McGibbon, CALC

CALC have created a bespoke resource:

'How you can help to support refugees and asylum seekers in the community'

This contains useful information covering

- Information Sharing and links to useful information and resources
- Collaborating and connecting
- Digital Support
- Anti-Racism, equality and social cohesion
- Creating a Welcome Pack for your area
- Vaccinations

This has been emailed to Clerks and Chairs. If you would like to receive a copy, please email kate.mcgibbon@cumbria.gov.uk



Vaccinations

The most recent UK Health and Security Vaccine Update June 2022

Autumn Covid-19 Boosters Coming Soon

It is important to share this information with your communities

This leaflet is relevant to Ukrainian arrivals and many others accessing ESOL

<https://www.gov.uk/government/publications/immunisation-information-for-migrants>

There are links to translated versions of that at the bottom of the page.

Cumbria Health officials report on ITV News Border: 18/05/22

Covid's 'not gone away', say Cumbria Health officials | ITV News Border

Emergency Planning

There are around 50 town and parishes across Cumbria who have an emergency plan in place, led by a community response group within the area. As we are all aware, Town & Parish Councils are a key source of local knowledge and information, vital to emergency planning.

Some town and parishes are currently in the process of creating an emergency plan for their area, and CALC can offer support to do this. However we are aware that not every area has the resources to create an emergency response group- to create an emergency plan- and keep it up to date.

As a result we have created a new **Emergency Information Sheet for Town and Parish Councils**, which when completed, would be very useful in case of an emergency or an event in the absence of an emergency plan.

If your area does not currently have an emergency plan in place, and you have no plans to go down this route, please consider completing an **Emergency Information Sheet** you can email kate.mcgibbon@cumbria.gov.uk for a copy



Neighbourliness

The **Eden Project Communities** has lots of useful information and graphics you can use around neighbourliness in your community. Please click here to see:

<https://www.edenprojectcommunities.com/>

The **'Places to Talk' Project** created by Cumbria County Council and Action for Communities Cumbria, is now live. Places to talk | Cumbria County Council
This project is helping to bring people together to talk about their experiences of living through the Covid-19 pandemic and to share their hopes for the future. It helps people across Cumbria to come together and have a "place to talk".

Who is it for?- Town or Parish Councils who wish to host a 'Places to Talk' event in their community or Clubs, groups or businesses in your community

What is involved

- Host a Places to Talk session for members of your 'community'
- If you're a big group, you might want to split down into smaller groups to watch the video- this would help people who are quieter to engage and chat.
- Show a short 20-minute video and some clips that tell different people from Cumbria's stories about the pandemic
- Remember that listening to people's stories doesn't require any special skills
- It's just about listening and giving everyone the opportunity to speak (if they want to)
- Financial help is available to hold your session to do things like to cover room hire for your group, or for tea and cake!
- After the session you will be asked to give some feedback to let them know how things went

FAQ: Sonia Hutchinson Responds



Does the Parish Council have the power to install a vehicle activated sign?

NALC produced a legal topic note in February LTN 13 that covers this matter please see link below.
[NALC LTN 13](#)

In the LTN it explains that a parish council **has the power to prevent crime under:** Section 31 of the Local Government and Rating Act 1997 which permits a local council, in order to prevent or detect crime, to:

- **Install and maintain any equipment;**
 - **Establish and maintain any scheme; or**
 - **Assist others to install and maintain any equipment or to establish and maintain any scheme.**
- "Equipment" could include Automatic Number Plate Recognition (ANPR)

The LTN goes on to state that although local councils **do not have a power to install a vehicle activated sign** they can install such a sign if:
a highway authority delegates its function to a local council under section 101 of the 1972 Act or the local council contributes to a highway's authority's costs in respect of such speed signs.

Can we appoint a non-councillor onto a sub-committee of the council?

Local councils may appoint non-councillors to council committees (and sub-committees).

- Committees (and sub-committees) that are appointed to discharge the functions of a council must include at least one councillor (section 102(3) of the Local Government Act 1972) ('the 1972 Act'); and
- Advisory committees (and sub-committees) that are appointed advise a council in any matter relating to the discharge of their functions (pursuant to s. 102(4) of the 1972 Act) may be wholly comprised of persons who are not members of the council. In practice and dependent on their terms of reference, advisory committees are usually comprised of both councillors and those who are not members of the council. Councils often refer to advisory committees (and sub-committees) as working parties/groups/panels.

NOTE that non-councillors cannot be appointed to a committee for regulating and controlling the finance of the local council.

See NALC legal topic note 7 for more information
[NALC Legal topic note 7](#)

Councillors Corner



Moresby Parish Council

The parish council were approached by local residents, who were concerned that the county council were planning to sell land at Moresby near Whitehaven. It is the site of a mine closed many years ago which the county council transformed to a country park. The parish council entered into negotiations with CCC including bring the paths through the land up to adoptable standards and maintain these rights of way an asset transfer request was made by the parish, which has now completed. West Cumbria Rivers Trust welcomed the opportunity to partner the parish council who took on the role as the accountable body. Moresby Parish Council and West Cumbria Rivers Trust are celebrating a £121,423 Development Grant from the National Lottery Heritage Fund for Walkmill Community Woodland in Moresby, near Whitehaven. The project 'A Wilder Walkmill' aims to improve the site for people and wildlife and encourage greater use of this fabulous community resource. This has been made possible by National Lottery players development funding, with the aim of applying for a full National Lottery grant in March 2023. Walkmill Community Woodland is a vital and much-loved open space and is important because of its significant natural and industrial heritage and it is now designated as a Community Asset. 'A Wilder Walkmill' aims to improve access for all, create new and improved habitats to support nature recovery, increase volunteering opportunities and events and activities for the local community, provide education sessions and forest schools, and also an apprenticeship scheme to train young people in employable conservation skills. Jodie Mills, the Director of West Cumbria Rivers Trust (WCRT), said of the residents initially involved "It is an honour to work with such a passionate and committed group of people who saved the site to ensure it remained a community asset for generations to come. "We will be working with the community this year to explore the site's fascinating history and to develop plans and proposals to make the site better for people and wildlife, in particular by restoring the river out of its concrete channel and creating more wetlands for everyone to enjoy." The parish council have been central to this achievement as a transfer would not have been possible without their involvement as the accountable body and the enthusiasm of the councillors.

Lazonby Parish Council

Lazonby parish Council have just completed a project which was raising the money to match some Environmental funding for a Footway between Lazonby and Kirkoswald. It is along a very dangerous bit of road. We are having a great opening on the 15th of July. The Parishioners donated money and bought plaques to be put in the path. We raised money in a number of ways. Eg. Race night, Wine tasting, Photo and a logo competition for school children. We asked Kirkoswald to donate too as their children will get a lot of use of the path in the summer when they come over to Lazonby



Workington Town Council

Winners of a competition ran by Workington Town Council to celebrate the Queen's Platinum Jubilee will make their designs come to life by re-creating them on the side of a building in Vulcan Park. Workington Town Council came up with the 'Love my Hut' competition in January 2022 and contacted the local schools. The competition asked children to create a design for a small building located within Vulcan Park in Workington. The building is used as a workshop area by the Workington Town Council Estates team, but currently looks rather dilapidated and unloved. 120 entries were received in total and the five winning designs were chosen by the Mayor and Mayoress of Workington. Workington Town Council then worked with artist, Beth Gray, to create templates of the children's designs so they could easily be outlined and re-created on the walls of the hut. Beth also combined the designs to ensure they could fit on 4 walls. School children worked with Beth and Workington Town Council staff in Vulcan Park during w/c 16th May to complete the work on the hut in plenty of time for the Queen's Platinum Jubilee Tea Party, which was held in Vulcan Park from 11am-4pm on Saturday 4th June. The event featured a live music stage, broadcast of the BBC, face painting, children's entertainment, fun fair, companion (dog) show, tea leaf reader, balloon modelling and more! Chair of the Council's Culture Committee, Cllr Carole Armstrong, commented, 'we are absolutely delighted with the outcome of our competition and thank the schools for getting involved. I think we are all as excited as the children to see their designs come to life'.



Broughton Moor Parish Council held a coffee morning in support of Ukrainian refugees. £380 was raised which was sent to the DEC appeal. Lots of items of good quality clothing was also donated.

Since then we have made contact with host families and their guests in Allerdale and now regularly host a Monday morning coffee and chat for Ukrainian guests and their hosts. Clothes are given away free of charge and it provides a safe space for guests to meet and chat to each other in their own language. Hosts also swap information and advice with each other.

Book review

"A most high-handed proceeding" - a titanic footpath battle

On midwinter's Day 1897 a funeral party following what they believed to be a "Church Way" to St Paul's Church, Irton, Cumberland, were stopped by a gate chained and locked by the owner of Irton Hall. This sparked off a 10-year legal dispute, starting with a local enquiry called by Bootle Rural District Council. This drew in other footpaths in the area and escalated to court cases in Carlisle and London. It incurred over £2 million in costs in today's values, as over 200 witnesses were called, and leading KCs were engaged in court battles that the judges found tedious and unnecessary.

Written in a very accessible style by a legal professional with strong connections to the locality, it describes how the newly-formed local councils flexed their muscles to assert local rights, and came up against the deep pockets of a super-rich shipping magnate. It's an interesting insight into rural life of the day and the fledgling years of parish and district councils. When Bootle RDC eventually found irate ratepayers were asking where their money was going, their cause was carried forward by another well-heeled land owner, and the battle continued. Eventually, a decade later, the contested path was found to be a Church Way.

The case gained national attention, and highlighted the futility of uncompromising litigation over public footpaths, which was eventually curtailed by the National Parks and Access to the Countryside Act 1949, which led to the creation of definitive footpath maps, and extinguished by the Highways Act 1980, which gave local authorities complete responsibility for diverting rights of way.

It's a good read with lots of period photographs and biographical backgrounds of the many witnesses, local characters and protagonists. But what about the footpaths concerned? All are now Public Rights of Way, except one short section, which is what the fuss was about in the first place.

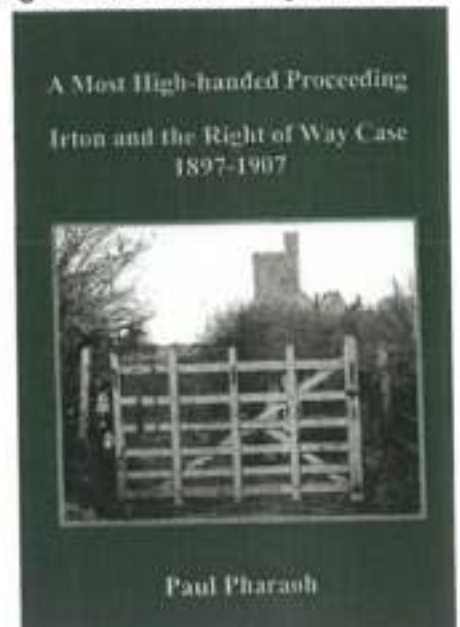
Doug Sim

"A most high-handed proceeding. Irton and the Right of Way Case 1897-1907" – Author Paul Pharaoh.

Published March 2022 by Bookcase, Carlisle. £15.

319 pages.

ISBN 9781912181551.





The Official Controls (Plant Protection Products) Regulations 2020

We wanted to draw your attention to the above Regulations, which concern plant protection products (PPP) used to control pests, weeds, and diseases and which recently came to our attention. Examples of PPPs covered by the Regulations include insecticides, fungicides, and herbicides.

The Regulations impose registration requirements on persons placing plant products on the market and persons and businesses using PPPs and any adjuvants in Great Britain in a professional capacity. In our view the Regulations would apply to local councils where there is professional PPP use, e.g. by gardeners and landscaper employees in council parks etc. We do not know if councils would be using PPPs or products not subject to the Regulations and recommend that they speak to their grounds staff to assess if unsure. Councils using contractors can reasonably expect that they comply with such requirements. The Regulations do not apply to amateur PPP use, which we take to mean domestic use.

Users of professional PPPs must register using a gov.uk link by 22 June 2022 - Regulation (5) (2) (b). The government has produced a number of helpful documents and guidance, which contain the registration link.

New legislation – councillor disqualification for sexual offences

NALC notified in the April bulletin about the forthcoming Local Government (Disqualification) Act 2022, which was inserting a new section 81A to the Local Government Act 1972 essentially disqualifying anyone listed on the sex offenders' register from being a councillor or being elected to a council whilst they are listed on the register. The Act was passed on 28 April and comes into force on 28 June.

As per the last bulletin, NALC will update LTN 8 with the relevant detail when the provision comes in to force.

Declaring casual vacancies

We were asked about a scenario where a council had not declared a casual vacancy forthwith as required under s.86 of the Local Government Act 1972 further to a person becoming disqualified as a councillor by virtue of the six-month rule under s.85 of the 1972 Act. The question was can that person continue in office because of the lack of declaration. The answer was no. S.85 has automatic effect and cannot be undone.

Recent activity

Since April's legal update NALC have updated and reissued Model Standing Order 18 to take account of the changes to the procurement thresholds and to bring it in to line with the LTN 87 guidance. We also reissued LTN 80 (Members' conduct and the registration and disclosure of their interests (England)) further to the government's response to the 2019 Committee on Standards in Public Life recommendations and for the purposes of Wales only, LTN 5W and 8.

Meeting with minister for levelling up communities

NALC's chair, Cllr Keith Stevens, had an introductory meeting with the minister for Levelling Up Communities, Kemi Badenoch MP, this week. The minister's responsibilities include elections policy, integrated communities including Faith engagement and local government policy, finance and improvement in England. They discussed the priorities of the minister's department such as delivering the ambitions set out in the Levelling Up the United Kingdom White Paper and those of NALC which include the role of local (parish and town) councils in levelling up, funding, remote meetings and standards. Keith reiterated our [response to the white paper](#), in particular welcoming the review of neighbourhood governance which will include looking at the role and functions of local councils and how to make them quicker and easier to establish; the minister said that the timetable for the review was being finalised but that NALC would be fully involved. NALC Issued a [briefing](#), and also a [link](#) to Jonathan Owen's appearance before a parliamentary committee that was discussing it a week last Thursday.

CCN and Zoom report back NALC call for remote meetings

NALC are pleased to read the new report by the County Councils Network (CCN) and Zoom which supports NALC's ongoing call for councils to have the flexibility to hold remote meetings. The report also says moving permanently to a hybrid model of both online and in-person council meetings would improve the diversity of councils, which is an argument NALC has also made in support of remote meetings and as part of our [Make A Change campaign](#). You can read more, including a quote from Keith, in [NALCs news story](#).

Civility and Respect Project

The National Association of Local Councils (NALC) has published the latest newsletter from the Civility and Respect Project. The June newsletter includes updates on:

- Project progress
- Response to the CSPL report
- The civility and respect continuum
- Maintaining a stable council
- The civility and respect training programme

The project approval board has recently signed off on an initial support programme for local (parish and town) councils, councillors and officers. The programme will feature the civility and respect pledge, bespoke training support and ways to strengthen governance to minimise opportunities for bullying and harassment.

You can read the newsletter [here](#).

Statutory Updates



Legal Topic Note Updates

NALC has updated Legal Topic Note (LTN) 80 on members' conduct and the registration and disclosure of their interests (England).

In addition to a general refresh and removing gendered terms, the update takes into account the 2019 Committee for Standards in Public Life report on local government ethical standards, the 2020 LGA code of conduct and the March 2022 government response to the CoSIPL report and recommendations.

[View LTN 80](#)

Clerks Corner



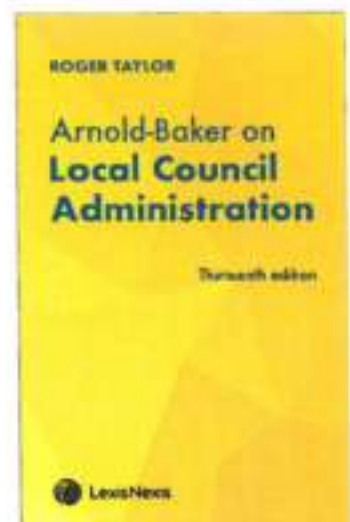
Congratulations to Sandie Watson & Charlene Bell for passing their CiLCA qualification

Charles Arnold Baker 13th Edition

The thirteenth edition of the essential and iconic clerks 'go to' yellow reference book - Charles Arnold Baker on Local Council Administration, is now available to [pre-order at SLCC](#).

Arnold-Baker on Local Council Administration is a complete statement of the law relating to parish and community councils, in the form of an extensive though succinct narrative accompanied by comprehensive statutory materials.

Now in its thirteenth edition, 'the yellow book' remains the key text for local councils, it is due to be released in autumn.



Vacancies



Penrith Town Council

Penrith Town Council is ambitious about the future as we progress through local government reorganisation in Cumbria. We are keen to make a difference in Penrith. We are small friendly team who are positive and forward thinking, always looking for new and innovative ways of working in a supportive and collaborative environment. We currently have two vacancies:

Community Services Officer

- Salary range - SCP3 33-41 - dependent upon qualifications and experience or £37,568 to £45,648 - 37 hrs per week, permanent contract.
- Contractually based at our office but home working is possible with agreement.
- Local Government Pension Scheme.

We are looking for a confident, and outgoing individual to help provide a range of services and exciting projects. You will actively contribute to the delivery of the Council's Business Plan, and associated strategies such as the Climate Change Strategy, Neighbourhood Planning Process and our Arts and Culture Framework. This is a dynamic community focused role that will require you to engage with stakeholders, partners, businesses, communities, schools, clubs, and organisations. It is a new role, a new opportunity for you to develop as you work with our team to provide assets, services, projects, and events for Penrith. If you would like to apply for the position, please do not send a CV but contact townclerk@penrithtowncouncil.gov.uk for further information.

Responsible Finance Officer

- Salary range - SCP3 33-41 - dependent upon qualifications and experience or £37,568 to £45,648 - pro rata for 16 hrs per week, permanent contract.
- Contractually based at our office but home working is possible with agreement.
- Local Government Pension Scheme.

We are looking for an experienced finance officer to lead the Council's internal controls and accounts function. We are growing quickly and need someone with the drive, tenacity, and passion to support best practice and efficient provision of day-to-day financial management. If you would like to apply for the position, please do not send a CV but contact townclerk@penrithtowncouncil.gov.uk for further information.

Keswick Town Council

Grounds and Maintenance Operative Required. We are looking for a Grounds and Maintenance Operative to join our dedicated Parks team and help produce and maintain high quality parks and open spaces within the town of Keswick. Full job description and application form available from: www.keswicktowncouncil.gov.uk Please note CVs will not be accepted. Closing date: 08/07/22

Arnside Parish Council

Clerk

Salary Range from £6,869.20 per annum + pension for 10 hours per week
(in accordance with nationally agreed scales, depending on experience)
Earliest Starting Date: 1st August 2022

Arnside Parish Council is seeking a well-organised person with excellent communication skills and a keen interest in the local Arnside community. Previous experience is desirable, but not essential as training will be provided.

Reporting into the Council, the Clerk is responsible for managing its day-to-day business and implementing decisions made by the Council on behalf of its residents. The post holder will also oversee a small team that includes a Finance Officer, Cemetery Officer, and a Contractor for various works.

Applicants will need to be computer literate with the ability to prepare Council Agendas, record minutes and correspond with the public and external organisations on behalf of the Council.

The post holder will be expected to work mainly from home and will be provided with a computer. The Council has an office at the Cemetery Chapel where the Council meetings take place, currently on the second Monday evening of each month at 7.15pm.

Formal training and plenty of advice and help will be available. This is a friendly and approachable group of Councillors who all get on with one another and are motivated by wanting to serve the Community.

For an application form, job description and person specification, please contact the Clerk via email at clerk@arnsideparishcouncil.co.uk.

Applications should be sent for the attention of the Clerk no later than Wednesday 6th July 2022 to the following address: Arnside Parish Council marked 'Private & Confidential' to the following address, Arnside Parish Council, Cemetery Chapel, Silverdale Road, Arnside. LA5 0ER. Candidates selected for interview will be asked to attend week beginning 11th July

Matterdale Parish Council

Applications are invited for the position of Clerk and Responsible Financial Officer to take up the position on 1st October 2022 when the present Clerk retires.

Hours required are 120 in a full year; training will be offered if required. Salary will be commensurate with experience.

Further details are available from the present Clerk, David L Brown, "Hesleyside", Watermillock, Penrith CA11 0JH Tel 017684 86380

Email: david.brownesley10@btinternet.com

Wigton Town Council

Town Clerk/Responsible Financial Officer

(LC3 SCP 33-41 dependent upon experience and qualifications)

This is an exciting opportunity to become part of an established Town Council, with growing responsibilities, in the attractive market town of Wigton. The Council seeks a skilled and resilient manager to lead the council into the future.

We are looking to recruit a Town Clerk/RFO who can bring drive, vision, commitment and strong leadership and build a positive working relationship with Councillors, staff and partner organisations across the public, private and voluntary sectors.

You will be a Clerk or Deputy Clerk to a Parish or Town Council with knowledge and experience. The successful applicant must be prepared to respond to the opportunities and challenges that face the Town Council and be prepared to undertake further training to achieve Quality Parish Status and manage delegated functions.

Please ensure that your application addresses how you meet the requirements of the job description and the person specification.

Hours of Work - 37 hours per week / permanent

Wigton is a growing Georgian market town with an active community scene, and good schools, which sits at the north western corner of Lake District, providing a rich quality of life for the successful candidate.

Closing Date for completed applications is Friday 22nd July 2022 and interviews will be held during w/c 1st August 2022

Parish Support Officer Allerdale and Copeland, Monday – Friday 1pm – 3pm. Tel: 07551 678521

Lindsay Nicholson: Lindsay.Nicholson@cumbria.gov.uk

Parish Support Officer Carlisle and Eden, Monday – Friday 9.30am – 11.30am. Tel: 07468 764957

Julie Hendry: Julie.Hendry@cumbria.gov.uk

Parish Support Officer South Lakes & Barrow, Monday and Tuesday 9am – 12am and Friday 9am – 11am. Tel: 07909 932588

Postal address: Fire and Rescue Service Headquarters, Carleton Avenue, Penrith, Cumbria, CA10 2FA

Email address: office@calc.org.uk

Web: www.calc.org.uk

From: LGR Programme Board. <cccinternalcommunications@public.govdelivery.com>

Sent: 17 June 2022 15:02

To: Cumbria Association, of Local Councils <calc@cumbria.gov.uk>

Subject: Local Government Reorganisation (LGR) Newsletter - 17 June 2022

Local Government Reorganisation

Delivering Two New Councils for Cumbria



Image description: Map of Cumbria split in half by two colours, blue and green. Image reads 'Local Government Reorganisation, delivering two new councils for Cumbria'.

Local Government Reorganisation (LGR) Newsletter

17 June 2022

In today's edition:

- [Update from the LGR Programme Board](#)
- [Westmorland and Furness Shadow Executive tour area](#)
- [Cumberland Shadow Executive first meeting](#)
- [Recruitment underway for new councils' Chief Executives](#)

Update from the LGR Programme Board

At this week's meeting the Programme Board heard a presentation on the approach to hosted services.

Hosted services would involve a partnership between Cumberland and Westmorland and Furness Councils, where one council agrees to manage the delivery of a service on behalf of both the councils.

Several factors will be considered in agreeing the approach to these services. These include drawing on the work already done by the programme workstreams to create blueprints for how their services might look, the budgets allocated and what may be required for transitioning to the new councils, as well as the likely future costs beyond Vesting Day, the current performance levels of the services, any dependencies those services might have, such as ICT systems, or where they are currently based.

Next steps include reviewing and testing the list of proposed hosted services to explore the potential for more of them to be split between the two new councils, the development of specific recommendations around timescales, agreeing the principles of the partnership approach and the establishment of a Members' Liaison Group to oversee the process.

Informal Shadow Executive Meetings

The Programme Board also heard positive feedback from informal Shadow Executive Meetings, which were held recently for the new Cumberland and Westmorland and Furness Council Members.

These meetings give Members an opportunity to provide feedback to the Programme Board on a range of LGR issues. The issues discussed included the blueprint decision making process and the schedule of presentations and 'deep dive' briefing sessions planned for members.

Westmorland and Furness Shadow Executive tour area

Councillors on the new Westmorland and Furness Council have been getting to know their new 'patch'.

Newly-elected members of the council's ruling executive were in Barrow on Friday (10 June) for their first Cabinet meeting, and took the opportunity to meet Barrow councillors, as well as borough and county council officers, and to go on a tour of the Barrow district, including taking in the Dock Museum, one of the Town Deal investment sites at Earnse Bay, the Marina Village and some of the council's housing stock.

The Cabinet meetings are being rotated around all three districts that make up the Westmorland and Furness Council area, with the next meeting in July planned for Kendal in South Lakeland and then the following Cabinet heading to Penrith in the Eden District Council area.

Westmorland and Furness Council Deputy Leader Councillor Patricia Bell explained: "It is important that we get out and about and really get to understand the new authority area.

"We are rotating the Cabinet meetings and taking the opportunity while we are in different areas to meet with local representatives and go on a familiarisation tour getting to understand the nature, challenges and opportunities in local communities.

"We are determined to be an inclusive council and want to ensure that all parts of Westmorland and Furness are treated equally.

"We have a once-in-a-generation opportunity with this new council to build something that really delivers for all of our residents, businesses and organisations, looking at the ways we

deliver services to make sure they are more joined-up and efficient, that our communities are at the heart of everything that we do and that we make sure our priorities match our communities' needs."

Westmorland and Furness Council will act in 'shadow' form for the next 10 months, as its councillors engage in the planning and preparation for Vesting Day on 1 April 2023.

Items on the agenda at Friday's Cabinet meeting in Barrow included approving an Implementation Plan for Westmorland and Furness Council, which includes the vision, approach and values that will shape the development of the new authority over the coming months.

[More details on the Shadow Authority for Westmorland and Furness Council, including future meeting dates, can be found at: westmorlandandfurness.gov.uk](https://www.westmorlandandfurness.gov.uk)



Caption: Members of the Cabinet of the Shadow Authority for Westmorland and Furness Council joined Barrow councillors and borough and county council officers to tour the Barrow area on Friday (10 June), following their Cabinet meeting at Barrow Town Hall.

Cumberland Shadow Executive first meeting

The Executive for the Shadow Authority for Cumberland Council has met for the first time as it begins the process of laying the foundations for the new council ahead of it starting to deliver local services from 1 April 2023.

At the meeting held in Carlisle on Wednesday (15 June), councillors received an update on the progress for local government reorganisation (LGR) in Cumbria from the Programme Director, Kim Rennie. This included an overview of work to date as well as confirmation of the Implementation Plan going forward, and the team set-up to deliver it.

As part of the process of reorganisation, councillors also agreed the details of contracts and land disposals that the current district councils and county council can enter into only with the consent of the Executive of the Shadow Authority.

Cllr Mark Fryer, Leader of the Council, said: "Now that the Executive has been established, we are working together to build the foundations for the new Cumberland Council. I'm grateful for the support from my fellow members and look forward to putting in place the plans for the future.

"We're less than 10 months away from establishing the council and we're grateful for the support of staff and the project team. Together we'll make it happen."

[More details on the Shadow Authority for Cumberland Council, including future meeting dates, can be found at: www.cumberland.gov.uk](http://www.cumberland.gov.uk)



Caption: Cumberland Executive members who were in attendance for the meeting on 15 June 2022. Left to right: Cllr Bob Kelly; Cllr Denise Rollo, Cllr Lisa Brown; Cllr Mark Fryer; Cllr Martin Harris; Cllr Barbara Cannon; Cllr Chris Southward

Recruitment underway for new councils' Chief Executives

As you may have read elsewhere, the recruitment process is now underway for two new Chief Executives for Cumberland Council and Westmorland and Furness Council.

The roles are 'a once-in-a-generation opportunity to shape and lead one of two brand new councils for Cumbria'. They will be encouraged to 'shape public services for the better, build on the best and transform public services for the future'.

Adverts for the new roles are now live and applicants need to apply before 9am on Monday 4 July 2022.

[View the Chief Executives recruitment website: shapingthefutureofcumbria.com](http://shapingthefutureofcumbria.com)

Your feedback and questions are important to us

We hope that you found the newsletter to be a useful resource. Your views and feedback are very important to us. It would help us greatly to improve the information we provide if you would complete our short feedback form.

[<<Complete our newsletter feedback form>>](#)

Email address: office@calc.org.uk

Web: www.calc.org.uk

From: LGR Programme Board. <cccinternalcommunications@public.govdelivery.com>

Sent: 23 June 2022 11:35

To: Cumbria Association, of Local Councils <calc@cumbria.gov.uk>

Subject: Local Government Reorganisation (LGR) Newsletter - 23 June 2022

Local Government Reorganisation

Delivering Two New Councils for Cumbria



Image description: Map of Cumbria split in half by two colours, blue and green. Image reads: 'Local Government Reorganisation, delivering two new councils for Cumbria'.

Local Government Reorganisation (LGR) Newsletter

23 June 2022

In today's edition:

- [Update from the LGR Programme Board](#)
- [All staff LGR briefing - Monday 4 July](#)
- [Legal query mailbox open](#)
- [Theme and Workstream updates](#)

Update from the LGR Programme Board

Tuesday's meeting marked the passing of the halfway point in preparing for the new authorities. It was 314 days since the Secretary of State announced his decision on unitary options for Cumbria and 305 days until Vesting Day on 1 April 2023.

And it's fitting at this milestone that the Programme Board is arranging a briefing for staff from all seven councils to update on where we're at and the progress made. It will be on 4 July, details are below.

This week the board heard a number of key updates, including on finance, new websites and telephony systems being developed for the two new councils.

Outline proposals on the financial 'split' between Cumberland and Westmorland and Furness were considered, including the formulas and principles to be applied which would ensure that funding is fair and that resources are allocated according to need.

These proposals will go forward to the Shadow Authorities to feed in to discussions around the new councils' wider strategic planning process.

A Customer and Digital report updated the board on progress around telephony systems, websites and payroll solutions being developed for the two new councils as it looks to deliver effective and efficient customer experiences from Day 1.

All staff LGR briefing - Monday 4 July

As mentioned above, an all councils staff briefing is being organised for 9.30am to 11am on Monday 4 July.

It's an opportunity for everyone to hear some important updates on the LGR programme and progress towards establishing two new councils.

The Teams live session will include presentations from programme leaders on the transition, as well as covering the emerging 'visions' for the new councils, key programme milestones and an update on the framework for the allocation of staff roles.

Invitations will be emailed out in the next few days.

The session will be recorded and made available for all staff unable to attend on the day.

Legal query mailbox open

A new central mailbox has been set up to co-ordinate requests from teams looking for legal assistance on the LGR process.

The Legal and Democratic workstream is asking for those with queries – such as on byelaws, statutory obligations, council constitutions and external contracts – to email their request to lgrlegaladvice@cumbria.gov.uk from where a response will be co-ordinated.

Theme and Workstream updates

Themes and workstreams support the Programme Board and ensure every area of each council's services and responsibilities is taken into consideration during the complex transition from seven authorities to two.

After the Programme Reset there are now six themes. These are - People, Place, Corporate and Enabling, Finance and Commercial, ICT and Customer and Digital. Each month we share updates from the themes.

Don't forget, there's an updated glossary for frequently used LGR terms on your council's LGR SharePoint site.

People

The People theme has boards for Adults, Children and Families and Public Health.



Across the children, adults and public health workstreams, work has continued on assessing the different options for how services could be delivered by the two new councils, the so called 'blueprints'.

As has been communicated previously, the starting position for this work was an assumption of separating services between the new councils, with each running their own service ('disaggregation'). This is what the Structural Changes Order from Government said we should do. For most services this is likely to be the decision of the new Shadow Authorities.

For a small number of specific services, the 'blueprints' include alternative options for the Shadow Authorities to consider that do not involve disaggregation. For example, one council hosting a service that operates on a Cumbria wide basis working for both councils, potentially for a transitional period or long term.

Leaders from the three People workstreams have met informally with the Shadow Cabinets for both new authorities to talk to them about this work and explain how different options have been arrived at. These have been positive sessions, with the new members very engaged with the issues.

We are now working towards finalising the blueprints for consideration at the forthcoming meetings of the two Shadow Cabinets on 20 and 22 July. A plan is in place for sharing this blueprint information with staff in advance of those meetings.



Place

The Place theme contains a variety of services ranging from waste services, transport, climate change, leisure services, housing, libraries and coroners. Since the last update, the workstream leads have been refining their blueprint documents ahead of their consideration by the Programme Board and the two Shadow Authorities.

Work has also continued – with the assistance of KPMG – on the delivery plans for once the blueprints have been agreed. There has also been some initial work carried out on the possible financial position for services, and workstream leads have also been completing the risk register.

As with other themes, the Place Theme board members have been meeting with the new councillors briefing them on the situation and making sure they are aware of the any issues specific to a particular workstream. There have also been presentations to DLUHC (the UK government's Department of Levelling Up, Housing and Communities) on planning, with similar updates on highways and waste services due in a few weeks.

Corporate & Enabling

Reports from the theme's eight workstreams are below, including from two new teams, Transformation, and Policy and Performance.





Organisational Development (OD) and Human Resources (HR)

As we move closer to the start date for the two new councils, additional resources have been allocated to the workstream.

Tracy Boustead, Assistant Director (Workforce & OD) at Cumbria County Council, is now providing additional strategic and technical support, and is leading the workstream as we focus on implementation i.e. getting the right things delivered, at the right time and in the best way possible.

The workstream has now agreed the critical milestones and we will soon let you know the timescales and next steps for the TUPE process.

A key critical milestone has been achieved this month with the new Chief Executives' external recruitment campaigns now live.

Trade Union representation and involvement is essential for LGR success.

The formal LGR Joint Negotiation and Consultation Group (JNCG) meetings are now in place, chaired by Lawrence Conway (Corporate and Enabling Board Chair).

A reminder that updated staff FAQs are now available on your council's SharePoint site. Following feedback, we added in more detail on TUPE. In the meantime, if you have any concerns or questions, don't hesitate to speak to your line manager or a member of your HR team.

Corporate Estate and Capital Programme (formerly Assets)

The workstream is now focussed on refining information gathered to date for the developing options for the Corporate Estate and Capital Programme that will be presented to the two new councils this summer.

Creating a strategy that identifies where each of the new councils will be headquartered from Vesting Day onwards is a major piece of work. Evidence gathering is crucial to this process, and the options will be informed by data drawn from across the LGR programme, taking into account a wide range of factors and through political engagement with the Shadow Authorities.

Blueprints for the Corporate Estate and Capital Programme have been presented to the Programme Board gaining positive feedback. More information is now being assembled on the combined Capital Programme across the County Council and District Councils which totals more than £600 million over the next five years.

In line with all of the themes and workstreams across the LGR programme, the team has also worked to identify the tasks that are critical to Day 1 readiness. These have been fed into the programme's Critical Path document - a crucial route map highlighting the areas of focus that need to be completed to allow the new councils to operate safely and legally from Day 1. This document remains in development, with a final version set to be adopted in the coming weeks.





Communications and Engagement

After delivery of a multi-platform election promotion campaign, the Comms Group has supported the new member induction process at Cumberland and Westmorland and Furness.

The group has also worked on a new narrative to help all our stakeholders better understand the reorganisation and prepare them for the launch of the two new councils. This is being rolled into our ongoing

communications.

We are working on a series of information events to ensure all stakeholders, including members, staff and the public, are receiving regular updates on progress.

Initial design work on branding will be considered by the two new councils in July.

The approach to stakeholder mapping has been agreed and is being implemented as there will soon be a focus on employee engagement around blueprints for services.

The first draft of a C&E blueprint has also been submitted – a collaborative piece of work involving all councils.

Legal and Democratic

Legal and Democratic has led on the induction programme for new members; part one has been delivered, with part two being finalised. Work will commence shortly on the wider member development plan.

The first meetings of the Shadow Authority and Senior Appointments Committee have taken place, with meetings of the Shadow Cabinet and Overview and Scrutiny Committee having taken place or about to take place. Work has continued on plans for the Shadow Authority meetings and forward planning.



A reset of this workstream has been concluded, resulting in the creation of 16 sub-groups, some being continuations of the earlier work streams. Focus is on Day 1 readiness work across the programme.



Strategic Commissioning, Procurement and Contract Management

Registers for contract pipeline and grants across all seven councils are now virtually populated (currently chasing down the Terms & Conditions and Agreements).

A significant amount of interdependency work across workstreams/themes is happening, as are updates to the workstreams and LGR Programme Board.

Approximately 140 contracts with a high-risk rating are now subject to review by the Legal workstream, with some requiring further external legal advice and capacity support.

Data & Intelligence Hub

The Data & Intelligence Hub continues to make good progress in supporting the LGR programme with critical data needs.

Work continues to support programme blueprints. During May and into June, the Data Hub has been working hard to gather, validate and map



core data sets which are required by the programme, including HR data, Asset data, and over 13,000 lines of finance data.

This detailed work has involved an extensive exercise to consolidate data held in different systems or formats, and then map the data to a service schedule to allow it to follow work packages through the programme.

Alongside this, the Data Hub has been working to support the development and application of the disaggregation and aggregation metrics for each work package. KPMG analysts have developed a dashboard which will allow for a 'factsheet' to be exported for each workstream, showing key finance, HR and asset data according to their chosen aggregation or disaggregation metrics.

Work continues with colleagues across the programme to improve, clarify and strengthen data quality, with the aim of moving towards publication of the factsheets towards the end of June. Further information will be issued in due course around how work packages can access their factsheet data.

The Data Hub continues to support with other critical areas of the programme, and good progress is being made in areas such as more detailed mapping of finance data. Data protection and security remains a strong focus and commitment of the Hub, and secure management of data including the development of privacy impact assessments continues.

Our focus over the next month is to continue to complete the request for data and information for programme products, the main focus being the costing of the Blueprints.

If you have a query or want to know more please email the team via the dedicated email service ask.datahub@cumbria.gov.uk

Policy and Performance

A new workstream has been established and is now working as one group, bringing together the previous individual policy and performance workstreams under technical lead Nik Hardy. They have started work on the development of council plans for Cumberland and Westmorland and Furness Shadow Authorities with the aim these will be agreed after work across the summer.

Transformation

A second new workstream, Transformation, is also now up and running under the direction of technical lead Claire Gould. Engagement has started with key workstreams regarding the organisational Target Operating Models (TOMs) and aligning with priorities.

Finance and Commercial

Work has progressed on a number of fronts both in supporting the overall LGR programme and on what's required to ensure finance and commercial services will operate without interruption from Day 1.

The theme continued to support the blueprinting work, working closely with the Data Hub on the preparation of finance data.

We also led on the drafting of the Section 24 document, that sets out the spending limits of the existing district councils and county council in the run up to Day 1.



A significant focus over the last period has been the work to develop the detailed disaggregation principles so these can be applied at cost centre level (for the blueprint costing exercise).

Looking to what's coming up next, we also moved forward with our thinking on the detailed approach to developing the budgets for the new unitaries and have created a framework for the development of the budget setting for 2023/24.

Similar to the other themes, work also progressed on our critical path and we created the requirements of F&C for Day 1 operation, this included a number of workshops with the ledger system supplier.



ICT

The ICT Workstream continues to progress vital work on Day 1 readiness plans to ensure the seamless transition of ICT services for the two new unitary authorities.

The high level ICT Architecture Plan has been discussed with the Programme Board and Shadow Council Cabinet Members with technical teams from all seven sovereign councils now progressing the detailed technical work to create ICT solutions for both Cumberland and Westmorland and Furness Unitary

Councils whilst maintaining existing services until they are no longer required.

This is a large and complex programme of work to ensure colleagues have the ICT solutions required to continue doing their jobs. This covers everything from laptops, desktop computers, tablets and phones, to critically important operational considerations around key business applications and systems, security arrangements, data centres, maintenance and management services, back up and disaster recovery arrangements and finalising the new Microsoft Enterprise agreements for end users and server licensing.

In addition, the team are progressing work on options for telephone systems, file storage and printing solutions and collaborative systems such as Email, MS Teams and SharePoint. The technical teams are also looking at network solutions as well as options for corporate, public and guest WiFi, remote access and reliable Virtual Private Networks to support secure home or remote working.

ICT teams are also engaging with service areas to identify and collate their Day 1 'Must Have' business requirements prioritising business critical systems and applications. This work will help the teams triage all of the required tasks and assess the minimum delivery resource requirements.

Finally, informal briefing sessions have recently been held with both Cumberland and Westmorland and Furness Shadow Cabinet Members to discuss the ICT work progressed so far and present an overview of the draft ICT blueprints.

Further meetings are scheduled with elected members to progress the transition plans for Day 1 Safe and Legal readiness alongside progressing the longer term ICT priorities for each new council.

Customer and Digital

Work has continued towards finalising a 'Day 1 Readiness Plan'.

Design principles have been agreed to shape future customer services provision, including:



- Delivering seamless, sustainable and transformed end-to-end services through collaboration with services that proactively reduce and shape demand
- Be designed for everyone, based on user needs, supporting customers to do more – accessible, inclusive, secure and fit for purpose
- Be designed end-to-end, enabling the earliest possible resolution of customer enquiries in a simple and consistent way
- Be delivered by skilled, knowledgeable and empowered staff with digital expertise and a willingness to try new things and learn from others; shaped by service design experts; led by digital champions
- Provide value for money by "fixing the plumbing" to break dependence on inflexible / expensive technology and collaborating with the wider sector to deliver in a streamlined and efficient way
- Continually leverage data and intelligence to enable evidence-based decisions about future services.
- Continually improve in a low risk and flexible way, enabled by user-centred service design and Agile methodologies, learning from success elsewhere, and real-time performance measurement

The number one priority is to prepare the new councils to be 'Day 1' ready, delivering safe and legal services, aiming for a smooth transition to the new councils and ensuring that customers will experience two distinct councils from 1 April 2023.

Customer and Digital has confirmed the need to work closely with the new Transformation workstream to ensure that options for the new councils' customer and digital models aligns and supports the new ways of working.

This includes integrating fully with the websites that are being developed for the new councils and ensuring the most effective and efficient customer journey.

Initial blueprint discussions have already been held with the Programme Board and the Customer and Digital workstream is now refining its final blueprint.

Your feedback and questions are important to us

We hope that you found the newsletter to be a useful resource. Your views and feedback are very important to us. It would help us greatly to improve the information we provide if you would complete our short feedback form.

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Have a question for us?

Email: info@newcouncilsforcumbria.info

Don't forget, there's more information online!

Postal address: Fire and Rescue Service Headquarters, Carleton Avenue, Penrith, Cumbria, CA10 2FA

Email address: office@calc.org.uk

Web: www.calc.org.uk

From: LGR Programme Board. <cccinternalcommunications@public.govdelivery.com>

Sent: 07 July 2022 14:09

To: Cumbria Association, of Local Councils <calc@cumbria.gov.uk>

Subject: LGR update: Service blueprints and Staff Allocation Framework

Having trouble viewing this email? [View it as a Web page.](#)

Local Government Reorganisation

Delivering Two New Councils for Cumbria



Update on Local Government Reorganisation (LGR)

Thank you to everyone who attended Monday's all staff briefing session, over 1800 people joined the live event from across the seven councils, but if you were not able to attend a [recording of the session is available](#).

Following on from the overview given during the briefing, this message includes more about the service 'blueprints' which will be considered by the Shadow Executives later this month, and the Staff Allocation Framework which has been developed to help guide decisions about who will work for each new authority.

Service blueprints

Service blueprints provide the current picture of how each service is delivered and how it could be split, aggregated or shared between the new councils to be ready for vesting day. There are a around 80 blueprints covering all the services provided by all seven councils.

The two Shadow Executives are meeting formally on 20 July for Cumberland and 22 July for Westmorland and Furness to consider reports on the blueprints.

Before those meetings happen, and before the information becomes public when committee reports are published, it was agreed by the Programme Board that all the blueprint documents should be available to staff for information.

[View the service blueprint documents for all services](#)

Your managers will be talking to you in more depth about your individual blueprint. It is important to note that no final decisions have been made yet and it is the Shadow Executives that will make those decisions.

As well as delivering two new councils for Cumbria there is the aligned programme to develop new governance arrangements for the county's fire and rescue service, which currently sits with Cumbria County Council

Staff Allocation Framework

Knowing which authority you will work for is a key concern for staff. The Staff Allocation Framework is a tool that has been developed to help managers and service leads decide who should go to each new authority.

It is important to understand that all staff will transfer to one or other of the new authorities, on their existing Terms and Conditions and salaries, in accordance with TUPE regulations, for vesting day.

The Staff Allocation Framework is based on some key principles:

- Ensuring a balance of skills between the two authorities and meeting the needs of services.
- Lead by the service managers, not centrally decided.
- Individual staff have a voice, and their preferences will be considered.
- The allocation must be financially sustainable for the new authorities.

The framework itself is simply a set of questions, organised into groups, that consider the nature of your role and how it is delivered, the needs of the new councils and also your personal views.

It is not a one-size-fits-all approach. Not all questions will be relevant in all circumstances, and simply answering all the questions, without understanding how new services will be delivered, will not tell you where you will work.

In some service areas where it's relatively clear how services will be delivered, staff may be allocated quite quickly. For more complicated areas it may take longer, so please don't expect everyone to be found out at the same time.

We have consulted with your unions on the Staff Allocation Framework and will continue to engage with them as we move forward.

The allocation process can only begin once the Shadow Executives have made decisions about service blueprints. We expect the allocation process to run from the start of August through to November for the vast majority of staff.

A series of briefings and engagements sessions is being held with managers through July to ensure they understand the Framework and how it can be used. Your managers will talk to you about this in more detail once they have had their briefings with HR and OD colleagues.

We know, you will have a lot of questions and many of them will relate to HR. The HR teams are working very hard to ensure that you and your managers have access to all the information you need. We appreciate your patience while they work through all of this detail ready for more detailed conversations to take place from August onwards.

In the meantime if you have any urgent HR questions please do not hesitate to contact us on info@newcouncilsforcumbria.info

Frequently Asked Questions