



EDI Network Update



East Midlands Challenge –
7th Oct 2027



Coaching and Mentoring
Support



National Developments

AN UPDATE FROM THE REGIONAL EQUALITY, DIVERSITY AND INCLUSION (EDI) NETWORK

On 20th August, 25 members of the EDI Network met virtually for an ad-hoc meeting to share approaches and learning following the updated Equality and Human Rights Commission Code of Practice, which became statutory on 5 August 2026 after approval by the Secretary of State.

The meeting gave network members an opportunity to discuss implementation plans, communications, and practical issues raised by residents and staff in response to the Code of Practice.

The format encouraged open discussion on topics including frontline staff training and guidance, accessible toilet provision, workplace requirements, public services, and leisure facilities. Participants also shared early lessons learned and agreed to exchange useful templates after the meeting.

The next full EDI Network meeting will take place on MTeams on 15 September at 2.00pm. If you are not already on the network's distribution or membership list and would like to join, please contact Suzanne suzanne.boulton@emcouncils.gov.uk.

EAST MIDLANDS REGIONAL EMPLOYERS BOARD

Following EMC's AGM, appointments to the Regional Employers' Board have been confirmed. Cllr James Dawson, Leader of Erewash BC was appointed Chair of the Board, with Cllr Jonathan Wheeler of Rushcliffe BC and Cllr Harrison Fowler of Leicestershire CC as Vice-Chairs.

The Board reflects the political make-up of the region and provides Member oversight and steer on EMC's work relating to workforce priorities, and learning and development for officers and Members. The Board also forms the Employers' Side of the Regional Joint Council.

PROJECTS WITH LOCAL AUTHORITIES

In August EMC has supported authorities with:

- Chief Executive Appraisals
- Disciplinary Hearing support
- Independent investigations

Contact Sam or Lisa to discuss how EMC can support your organisation.



COACHING & MENTORING SUPPORT

We are pleased to offer a range of tailored coaching sessions to help individuals navigate complex change and uncertainty more effectively.

Coaching for Resilience – working with energy levels for sustainable self-care | 16th Sept 2026 | 10am-12.30pm

This on-line session will provide delegates with the tools to build resilience and to support them to manage challenges more effectively. This workshop focusses on the concept of energy levels which is essential for healthy balance and ensuring our resilience is well maintained.

Without awareness of our energy levels, resilience can become ‘toughness’ and employees become experts at pushing through burnout rather than taking action to prevent it.

Participants will explore the 4 different energy types, how they impact our resilience, how to identify the warning signs when low energy is causing low resilience and how to work with and support coaching clients to build their own energy management habits.

[READ MORE](#)

Coaching for Collaboration and Relationship Dynamics | 19th Nov 2026 | 10am-12.30pm

This practical and interactive CPD session is designed for qualified coaches who want to strengthen their ability to support clients facing collaboration and relationship challenges in organisational settings. Through a range of evidence-informed tools, frameworks and coaching interventions, participants will learn how to help clients understand the relational dynamics that can enable or hinder progress, develop greater awareness of the perspectives and needs of others, and build productive working relationships that support successful outcomes.

[READ MORE](#)

Coaching CPD sessions are provided free of charge to subscribers of the EMC Coaching & Mentoring Network. Non-subscribers are welcome to attend, subject to a participation fee.

EAST MIDLANDS CHALLENGE – 7TH OCT 2027 – RUNNING A UNITARY COUNCIL

Back by popular demand, we are delighted to announce that East Midlands Councils will host the East Midlands Challenge event on 7TH October 2027 at Leicester Racecourse in Oadby, Leicester.

The Challenge offers a fantastic opportunity for aspiring leaders to gain exposure to issues outside of their normal work, giving them a taste of what senior management is really like and testing their skills in running a Unitary council. The East Midlands Challenge gives aspiring senior leaders of the future an opportunity to test their ever-developing skills in a real life but safe environment. Taking on the role of senior management, teams of 6 people are required to prioritise a series of challenges, gaining exposure to issues outside of their normal work and expanding their skill set in the process.

Please save this date. Further information will be shared in October.



NATIONAL DEVELOPMENTS

NATIONAL PAY DEVELOPMENTS

Pay Award Agreed for NJC for local government services (Green Book) employees

On 24th August, agreement was reached on a 3.3% pay award for local government services ('Green Book') employees for 2026.

For a sixth consecutive year, Unite has refused to have its details included in the pay agreement circular. This is disappointing but does not prevent a formal collective agreement from being reached, as the necessary Constitutional requirement for a majority on each Side of the NJC to be in favour has been met, which means the pay award can now be implemented.

From the ballot results that have been collated so far, within the East Midlands Unison did not meet the 50% participation threshold in any council. Nationally, the threshold was reached in just one council (a small district/borough council). Unite didn't conduct ballots in our region and it has been reported that the threshold was met for ballots in 7 councils. Industrial action could only proceed in those authorities on any local issues.

[READ MORE](#)

Pay Award Agreed for JNC for Local Authority Chief Executives

Agreement has also been reached this week on a 3.3% pay award for JNC Chief Executives for 2026.

[READ MORE](#)

JNC for Local Authority Chief Officers

A reminder that agreement was reached on this group's 2026 pay award on 2 June.

[READ MORE](#)

Coroners' Pay

Last month we issued a Circular (dated 19th August 2026) on behalf of the Employers' Side of the former National Joint Committee for Coroners. This week we received an apology and notification that there was an error in the Circular, where the effective date within the tables (the right-hand column) should have stated 1st April **2026**, and not 2025. An updated version is available through the link below.

[READ MORE](#)

Youth & Community Workers

In May's HR Bulletin we provided information on the pay claim put forward by unions representing Youth & Community Workers. In response, the Employers have made a 3.3% pay offer which unions are consulting their members on.



CONSULTATION ON NEW DRAFT ACAS CODE OF PRACTICE ON DISCIPLINARY AND GRIEVANCE PROCEDURES

ACAS is currently consulting on revisions to its Code of Practice on Disciplinary and Grievance Procedures. The main changes in the revised Code are summarised below:

- Strengthening the role of informal resolution, with a power to adjust an award where there has been unreasonable failure(s) to attempt informal resolution. Workers submitting a formal grievance and employers when inviting workers to attend a formal disciplinary meeting, must reference the steps that have been taken to resolve the concern informally, or the reason why none have been taken. The revised Code references that informal resolution may not be appropriate in some circumstances, eg cases relating to gross misconduct allegations or complaints about serious issues.
- Instead of referring to “employees” the revised Code uses the wider category of “workers”, the intention being that it is good practice to apply the principles and steps in the Code to workers, not just employees. However, the award adjustment power will not apply to workers.
- While the statutory right to be accompanied by a colleague or trade union official will still only apply to a formal disciplinary or grievance meeting, there is now reference to it being good practice to adopt the same approach for informal meetings.
- The requirement not to unlawfully discriminate is expressly referred to, with reference to the Equality Act 2010 protections.

The consultation closes on 23rd September 2026. You can access the consultation on the ACAS website through the link below.

[READ MORE](#)

UPDATED DRAFT HOME OFFICE GUIDE FOR EMPLOYERS ON RIGHT TO WORK CHECKS & AVOIDING UNLAWFUL DISCRIMINATION FOR EMPLOYERS

The Home Office has published a draft of the revised Employer’s Guide to Right to Work Checks. The Guide sets out the steps employers must take to prevent illegal working in the UK and to establish a statutory excuse against a civil penalty liability by carrying out right to work checks.

A new draft Code of Practice for Employers: Avoiding Unlawful Discrimination has also been published. Links to both drafts are provided below. The amended guidance will come into force on 1st October.

['Right to work' draft code of practice for employers: avoiding unlawful discrimination - GOV.UK](#)