

CLAS CIRCULAR 2020/25 (4 August 2020)

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It would be very helpful if members could let us know of anything that appears to indicate developments of policy or practice on the part of Government or other matters of general concern that should be pursued.

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EMPLOYMENT

Furloughed employees to receive full redundancy payments

For information

The Government has [announced](#) that a new law (which came into effect last week) will ensure that furloughed employees receive statutory redundancy pay based on their normal wages, rather than at a reduced furlough rate.

[Source: BEIS, 30 July]

Job Retention Bonus guidance published

For information

HMRC has [published](#) guidance on the Job Retention Bonus, which the Government is introducing to provide additional support to employers who keep on their furloughed employees in meaningful employment after the Coronavirus Job Retention Scheme ends on 31 October 2020.

The Job Retention Bonus is a one-off payment to employers of £1,000 for every employee whom they previously claimed for under the scheme and who remains continuously employed through to 31 January 2021. Eligible employees must earn at least £520 a month on average between 1 November 2020 and 31 January 2021. Employers will be able to claim the Job Retention Bonus after they have filed PAYE for January; and payments will be made to employers from February 2021.

[Source: HMRC, 31 July]

FAITH & SOCIETY

COVID-19: Guidance for small marriages and civil partnerships in England

For information **and possibly for action**

On 31 July, Boris Johnson delivered a speech from Downing Street in which he made changes to the planned coronavirus social distancing measures, including postponing the reopening of the last few close-contact sectors that remain closed. The most relevant extracts from the [announcement](#) were these:

- Wedding receptions of up to 30 people would **not** be permitted, but ceremonies could continue to take place in line with COVID-Secure guidelines.
- The Government also recommended extending the requirement to wear a face covering to other indoor settings, **including to places of worship**. This expansion of social distancing rules would become enforceable in law – and therefore mandatory – **from 8 August**

On 3 August, the MHCLG issued updated [Guidance for small marriages and civil partnerships](#) in England. The guidance:

‘applies only to marriages and civil partnerships taking place in England under the law of England and Wales. Religious ceremonies (those not taking place under the law of England and Wales), belief ceremonies, blessings, or other non-statutory ceremonies are not covered, and those wishing to conduct them should refer to other guidance on gatherings (see links below). In particular for religious ceremonies you should refer to the [places of worship guidance](#).’

However, there are two passages in the guidance that seem to be equally relevant to religious weddings as to civil ones:

‘Wedding receptions or parties should not currently be taking place and any celebration after the ceremony should follow the broader social distancing guidance of involving no more than two households in any location or, if outdoors, up to 6 people from different households. The roadmap set out the ambition of allowing small wedding receptions. This means sit down meals for no more than 30 people and subject to Covid-19 Secure guidance. *This change will not take place until at least **15 August, at the earliest***’ [emphasis added].

And, as trailed by Boris Johnson:

‘From 8 August, face coverings will be required by law to be worn in a greater number of public indoor settings including: museums, galleries, cinemas, **places of worship**, and public libraries. Please be mindful that there are valid exemptions for some individuals and groups to not wear a face covering in these settings’ [emphasis added].

[Sources: 10 Downing Street, 31 July, MHCLG, 3 August]

FUNDING

Culture Recovery Fund

For information **and possibly for action**

The Government has [set out](#) how organisations can apply for £880 million in grants from next week as part of the £1.57 billion Culture Recovery Fund. Grants of up to £3 million will be available to protect important cultural assets.

The [British Film Institute](#), [Arts Council England](#), [Historic England](#) and the [National Lottery Heritage Fund](#) have published guidance on how they will judge and distribute applications (follow links for details).

A new independent Culture Recovery Board, chaired by Sir Damon Buffini, will help administer the programme, advising on the largest grants and deciding the beneficiaries of the £270 million repayable finance element of the £1.57 billion package.

[Source: DCMS, 28 July]

Society lotteries: changes to the rules from 29 July

For information

Changes to the rules for society lotteries licensed by the Gambling Commission came into effect on **29 July**. Broadly, the changes, which are reflected in the updated [Licence conditions and code of practice \(LCCP\)](#):

- increase the caps on annual income from society lotteries from £10 million to £50 million (with a pro-rata limit of £31,311,475 in 2020);
- increase the limit on individual draw proceeds from £4 million to £5 million; and
- increase the maximum individual prize from £400,000 to £500,000 (provided that the lottery proceeds reach the new maximum individual draw level).

Licensees will be required to comply with [new transparency requirements and guidance](#). Licensees will need to provide information on:

- how much is returned to the good causes and what good causes they are supporting;
- how much is spent on prizes;

- how much is spent on expenses;
- the process around the awarding of grants (if applicable);
- the way in which winners are determined and prizes allocated;
- the potential prizes available; and
- the likelihood of winning a prize.

All draws taking place from **29 July 2020** will need to comply with the updated LCCP, and licensees should review their policies, procedures and lottery and raffle terms and conditions to check whether updates are needed.

[Bates Wells, 31 July]

WALES

COVID-19 restrictions

For information and possibly for action

The Regulations were further updated from 3 August – the latest version (with tracked changes) has been published as [The Health Protection \(Coronavirus Restrictions\) \(No. 2\) \(Wales\) Regulations 2020, as amended with the changes illustrated](#).

- Regulation 15 regarding outdoor activity has now been replaced by Regulation 14A, which allows gatherings outdoors for any purpose by up to 30 people (subject, of course, to maintaining social distancing etc). Gatherings of more than 30 people are permitted to, amongst other things, 'provide voluntary or charitable services'.
- Regulation 16(2), requiring work or the provision of voluntary or charitable services to be from home where practicable, has now been repealed.

However, the restrictions on the use of community centres (and, by extension, the community use of places of worship) in Regulation 10(4) remain in force. The Welsh Government has now published [detailed guidance](#) on this. Places of worship wishing to host childcare or other public services in their buildings should, therefore, contact their local authority for advice and permission to do so. Cafés may now reopen indoors as well as outdoors, subject to following the [guidance](#) from the Welsh Government published on 31 July. [*With thanks to Gethin Rhys*]

[Source: Cytûn, 3 August]

Temporary increase in the notice period for eviction

For information

The Welsh Government has [announced](#) that unless a tenant is being evicted on the grounds of anti-social behaviour, he or she will be entitled to **six** months' notice instead of three, until at least the end of September.

[Source: Welsh Government, 24 July]