

A vertical strip on the left side of the page features a microscopic image of several spherical virus particles with a textured, spiky surface, set against a teal background. The particles are out of focus, with one in the foreground being more prominent than others in the background.

nalc

Publications  
**Holding remote  
meetings**

**National Association  
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## **FOREWORD**

On 4 April 2020, the government brought The Local Authorities (Coronavirus) (Flexibility of Local Authority Meetings) (England) Regulations 2020 into force to allow local authorities to conduct meetings remotely until May 2021. NALC has produced a legal briefing with our interpretations of the regulations which can be accessed in the member's area of our website.

This guide has been produced by NALC to support local (parish and town) councils to be able to conduct their meetings in this new way. The guidance does not cover the full range of information and legislation required to hold a lawful council meeting, it solely looks the issues related to remote or hybrid meetings. For further information on council meetings more generally NALC and county association member councils have access to a range of legal topic notes and guidance. For more information contact your local county association.

This publication was first produced on 3 April 2020 and was updated on 29 June 2020.

## **PLANNING AND PREPARATION**

This is very likely to be the first time your council has tried holding meetings remotely, and so planning and preparation will be key. Ideally, your aim should be for councillors and staff to be entering your first remote council meeting with confidence and clarity about how the meeting will run. The clerk should make arrangements in advance or the council may wish to consider setting up a small working group. Below you will find some issues to consider.

### **Which platform to use**

The remote meeting platforms section of this guide (see page eight) provides a list of platforms that are available and may be good options for council meetings. This list is not exhaustive and it's worth spending a bit of time considering different options. One factor that may affect your choice is the technology available to councillors and staff (e.g. if not everyone has a computer/laptop then you will want to pick a platform that allows individuals to join by telephone).

### **What investment might be needed?**

It is possible to hold remote meetings at no cost to the council. Most platforms offer some free option for holding meetings. However, for a small investment you may be able to access additional functions that the council may feel are good value. For example, most platforms impose a time limit on their free accounts that may be difficult for council meetings to adhere to.

On top of the potential cost of the meeting platform itself, you may wish to consider investment in hardware. For example, if some councillors do not have access to a laptop the council may consider purchasing this equipment. You should also consider individuals with specific needs (e.g. if someone has a hearing impairment then certain headphones may help them hear the meetings better). As part of your preparations you should contact councillors and staff to find out what technology they do have access to and any concerns or needs that they have.

Any spending decisions will have to be made by the council bearing in mind your budget and ability to incur such costs. It is also worth remembering that this is only a temporary situation and at some point we will return to holding face-to-face meetings again. Large investments would not be advisable if they won't have long term benefits.

### **Holding a practice meeting**

Practice makes perfect – and this is particularly true when trying something new. If possible it is worth holding a practice meeting with all councillors and staff so that you can work out any technical issues and to see if your approach to voting and discussions does work for everyone. You may then need to go back to amend your proposed approach and even try a second practice before the 'real' council meeting.

Holding practice meetings might feel like an extra demand on everyone's time, but it will be much easier to work out bugs and issues in advance than to be struggling with them during the council meeting itself. How frustrating would it be

to discover that you are not able to hold the council meeting due to technical difficulties you could have resolved in advance?

Once these practical issues have been resolved attention will then need to turn to how you will conduct the meeting itself. This is covered in the following sections. Once those issues have been considered you will then need to decide if any written guidance for the council would be useful. This might be an addendum to your standing orders explaining how these will be interpreted, or a less formal document that lays out how the meeting will run.

## **COUNCIL DISCUSSIONS AND VOTING**

In general you should try and keep to your usual approach to meetings and stick to your standing orders as much as you can. The council should remember this is a usual council meeting. You should consider in advance how you will manage discussions and voting to allow the meeting to run as smoothly as possible.

### **Council discussions**

The chairman of the council should still chair the meeting. They should take the opportunity of any practice meetings to ensure they are confident following the agenda, managing input from councillors and staff, and keeping the meeting to time. Some suggestions to aid this are:

- Asking everyone to mute themselves when not speaking - this helps keep background noise to a minimum which will improve everyone's ability to hear the discussions.
- If everyone is able to join by video then they could raise their hands when they wish to speak.
- If some people cannot join by video then raising hands will not be an option. It also will make it harder to keep track of who is speaking. In this scenario, the chairman could ask people to state clearly when they would like to speak. The risk with this is that people may wish to speak at the same time and so speak over one another, but in a small group this may be manageable. Another option might be for the chair to read from a list of councillors names and ask them in turn if there is anything they wish to say or ask. This may take more time but allows for a more controlled approach.
- The chairman may ask everyone to state their name before they start speaking so that it is always clear who is speaking.
- How will you keep track of who is 'present'? It may be the case that some individuals have technical issues that mean that they 'leave' the meeting, for example their internet connection means that they are cut off. Some platforms are very clear on who is present, some are less clear. If you are not sure you would be aware of anyone accidentally dropping out of the meeting you might wish to do a quick 'roll call' before each item to ensure you are able to accurately minute who was present.

### **Voting**

There is no 'right way' to conduct voting in a remote meeting. You will have to find an approach that works best for the council. Some things to consider are:

- Will everyone be joining by video? If so then you could raise hands to vote as in a physical meeting.
- If you will not be able to see everyone then of course raising hands will not work. In this case you might do a roll call of councillors names and ask them to state their vote. Some platforms may allow other methods of voting eg stating a vote in a 'chat' function. Whatever method you choose, you should consider this in advance of the meeting and ideally practice it in advance too.
- You might also consider asking the chairman or clerk to read back the votes of the council so that everyone is sure their vote has been recorded correctly.
- Make sure every vote, whether visually or by telephone, is clear and unambiguous.

### **Behaviours and conduct**

It is worth remembering that the required standards of behaviour and discussion are the same whether in remote or face-to-face meetings. These are difficult times and people may be worried about their health or family members, they may be frustrated being isolated at home, and there may be challenges with using new technology particularly if there are technical difficulties. Everyone in the meeting will need to be respectful and compassionate towards one another, emotions may be higher than usual but that only makes it more important that everyone approaches the meeting with respect and in the spirit of the council's code of conduct.

### **Declaring Interests**

The council will need to consider how they will manage councillors 'leaving' a meeting if they have an interest and do not wish to be part of the meeting, particularly if they consider there will be negative public perception if they remain. It may be that the councillor with an interest, leave the meeting but agree, with the chairman a time to return to the meeting. Should the council need further time on a matter, another agreed time frame can be given.

## **PUBLIC PARTICIPATION**

Council meetings must still be advertised and the public have a right to observe. Local councils can put instructions for how to join the meeting within the meeting advertisement and papers. The aim should be to allow and encourage public access to meetings as much as possible, in the same way as the council would have done for physical meetings.

If you would normally allow public questions or input in your meeting then it is worth trying to keep this approach with remote meetings too. The public still have the right to record meetings, it is for the council to decide whether or not to allow members of the public to access a recording functionality provided by the meeting platform or not.

Different platforms have different options for how this can be achieved. Some allow the audience to speak whenever they wish, whereas others, give the council more control over who can speak when. It's worth keeping in mind that there is

the same risk of disruption to a normal council meeting as there is for a remote meeting. So it may not be necessary to be able to control the public's ability to speak, it is likely they will follow the rules of the meeting as they usually do. The chair or clerk should also take a note of who wishes to speak, from the public, to ensure that no one is missed out. This is key in rural areas with poorer broadband capacities, which can cause people to 'leave' meetings accidentally due to signal strengths.

If there are parts of the agenda that are confidential then you will need to ask the public observers to leave as you normally would. If you fear there is a risk of people accidentally joining the confidential item you might consider setting up a different meeting ID/log in that is not shared with the public for that item. Some platforms also allow meetings to be password protected.

If you do have members of the public attending then take some time at the beginning of the meeting to explain to them how the meeting will run and how and when they can speak. This will help manage their expectations.

## **MANAGING RISK**

There is often concern about additional risks of holding meetings remotely, some issues you may wish to consider are:

### **Which platform to use**

Different platforms have different approaches to managing your data, including the content of your meetings. It is worth doing some research into any platform before making any decisions. In general, it is best to go with well-known brands as they will have the reputation and infrastructure to minimise any risks. You should then spend time learning about your chosen platform's settings that will help you manage your risks, many platforms provide a range of information online to help you do this. Information on some security settings for different meeting platforms is provided later in this guide. The National Centre for Cyber Security (NSCS) has a range of information on their website ([www.ncsc.gov.uk](http://www.ncsc.gov.uk)) to help choose, configure and deploy video conferencing services.

### **How to minimise risk of cyber attack**

There are a number of ways that malicious individuals or hackers might put your meeting and those attending at risk:

- Meeting bombing — This occurs when an uninvited guest joins a video conferencing meeting either to listen in on the conversation or to disrupt the meeting by sharing inappropriate media. These attacks are rare but there are simple steps to minimise the risk such as requiring a password to join a meeting, checking all the participants are invited, or if members of the public are attending you might ask everyone to share their names at the beginning of the meeting. You should also check your settings in your meeting platform to make sure participants cannot share links or files.
- Malicious links — If attackers gain access to your meeting room, they might trick participants into clicking on malicious links shared via the chat. To reduce the risk of this you might wish to disable the chat function or you

could also brief all attendees in advance that no web links should be shared or clicked on from the chat.

- File sharing — We should always be cautious when opening files whether by email or download, and this is just as true in an online meeting. Staff and councillors and other attendees should be advised to only open files from trusted sources and never to share or download files during an online meeting.
- Malware attack — Malware, or malicious software, is any program or file that is harmful to a computer user. The steps above will reduce the risk of any malware attack, but having up to date anti-virus software is also important. Not just for the official council equipment but for any equipment councillors or staff use for council business.

You should consider having a plan in place for what to do if you suspect your meeting is compromised or at risk in any way. This would include being clear who would be responsible for monitoring any chat text, who has the permissions to remove individuals and under what circumstances would it be appropriate to stop the meeting if people are at undue risk. This might sound daunting but this is comparable to a risk assessment you might carry out for a physical meeting where the council would consider individual's health and safety and what to do in case of an emergency.

## **AFTER THE MEETING**

Minute taking should be done as usual with the clerk seeking clarity at any point, should it be needed. The minutes should be agreed at the next meeting and can always be retrospectively signed at the next face-to-face meeting.

Once you have held your first remote council meeting it is worth taking a little time to reflect on how it went and what you might wish to change or improve for next time.

## **HYBRID MEETINGS**

At the time of writing this guidance, NALC strongly advises local councils to continue to meet remotely, without the need for face to face contact, for the present time. However, with lockdown restrictions beginning to ease it is worth starting to think ahead to when local councils may be able to start holding in-person meetings again. This section will describe what councils must take into consideration when planning for how to hold council meetings in future, plus some practical steps to hold effective hybrid meetings.

### **What do the regulations allow?**

When in-person meetings are once again permitted, the regulations offer a great deal of flexibility for how a council may wish to manage attendance. A council could:

- Hold a fully remote meeting — this is where all staff, councillors and members of the public attend through an online or teleconferencing platform. Where a council wishes to hold a fully remote meeting there is no

obligation to make provision for in-person attendance by members of the council or members of the public and press at any specific location.

- Hold a fully in-person meeting — this is where all staff, councillors and members of the public join the meeting in person at a place determined by the council. Where a council wishes to hold a fully in-person meeting and specifies a physical place as the location of the meeting in the meeting notice there is no obligation to make provision for remote attendance by members of the council or members of the public and press.
- Hold a hybrid meeting — this is where some people attend in person and others join remotely. The council would need to make a decision on both the location of the physical meeting, plus the method through which others could join remotely. The council has no obligation to provide any specific types of remote access, this would be a council decision.

### **What else should we consider?**

The list above shows the high degree of autonomy that councils have, until May 2021, in how it conducts its meetings. However, there are a number of other issues the council should take into account:

- Accessibility — the risk of COVID19 impacts on some groups more than others. In particular, those over 70 or with certain underlying health conditions will still be at greater risk from the illness even as lockdown restrictions ease. The Equality Act 2010 places a duty on local councils to make reasonable adjustments in respect of disabilities, including making reasonable adjustments for disabled councillors. Local councils are also subject to the public sector equality duty and have a duty to take into account the need to eliminate discrimination.
- Inclusivity — there are a number of people who may have been affected by the current situation in other ways. For example, those with childcare or other caring responsibilities may not have access to the services and support they usually have, or people's working hours may have changed as many employers are bringing in new shift patterns. You should take care when considering future council meetings that they at times, places, or using online tools, that do not exclude specific groups of people more than others.
- Openness and transparency — many councils have reported an increase in public engagement with local council meetings that are held online. This uptake in democratic engagement is to be celebrated and the council may wish to take into consideration how it can maintain this new interest.

### **Planning for future council meetings**

The council may wish to start planning for how it will undertake council meetings as lockdown restrictions ease. Some steps you might include in that planning process are:

- Needs assessment — the council might conduct a survey of staff and councillors to understand their needs and wishes. If there are members of the public, or key groups who regularly attend meetings it might be helpful to engage with them as well to understand their needs and preferences.

- Allocating a budget – the council may, or may not, have some budget they can set aside to support hybrid meetings. It is advisable to make this decision taking into account that the current regulations are in force until May 2021, so large investments may not be advisable for what may be a short term arrangement for the council. On the other hand, there may be some investments that the council considers good value for money as they may be able to use the tools in future in other ways, for example upgrading to a conference phone might seem a good investment if the council is confident it will make use of this beyond council meetings.
- Risk assessment – local councils must follow the Government’s ‘safer workplaces’ guidance before deciding to return to in-person meetings. This includes conducting a risk assessment and considering what precautions can be taken to manage risks. The council might consider:
  - Providing hand sanitiser to those entering the meeting room.
  - Staggering arrival times for staff, councillors and members of the public.
  - Ensuring seating is placed at least 2-metre apart.
  - Asking people to wear face masks.
  - Holding paperless meetings.
  - If papers are provided, people should be discouraged from sharing with others to minimise how many people handle the papers.
  - Arranging seating so people are not facing each other directly.
  - Choosing a venue with good air flow, including opening windows and doors where possible.
- Equipment – does the council have the right tools to allow meetings to run effectively in the way that is being planned for? For example, if you plan for the Clerk to both take notes and manage online interaction can they do that from a single laptop?
- Practice – hybrid meetings can be more complicated than pure in-person or pure remote meetings and so practice sessions to test equipment and voting procedure is advisable.

### **How to hold a hybrid meeting**

There are a wide variety of ways in which a council might hold a hybrid meeting. This is a new way of working for the sector and there are no right or wrong ways of approaching this. A lot will depend on your particular circumstances. The key goals for council meetings should be:

- Lawful decision making.
- Discussion that is accessible to as wide a range of people as possible.
- Open to democratic engagement from the public and other stakeholder.

The information below aims to help you consider how to approach this for your council through a number of possible scenarios:

#### Scenario A

The council conducted an audit of councillor needs and identified that 2 out of 10 councillors will not be able to join in-person council meetings for the foreseeable future. Council staff are able to join meetings in person. The chair of the local

neighbourhood community group – the only group that regularly attends council meetings – also felt their members would be able to join meetings in person.

The council decides to purchase a conference phone for under £100. This has reasonable quality speakers and microphone so that the councillors joining remotely can hear the councillors' discussion in the room, and they can also be heard reasonably well. During each agenda item the Chairman checks that the councillors attending remotely have understood the discussion and asks if they would like to make any contribution. During voting the Chairman asks the councillors on the phone to state their vote out loud.

The councillors sometimes cannot hear contributions from members of the public as they are further away from the phone speaker, however the chairman ensures that key points for discussion are either re-stated so that they can be heard, or these points are communicated via email after the meeting so that they can be followed up after wards. Councils should note that decisions cannot be made by email.

### Scenario B

Since lockdown there have been a number of councillors who do not have access to laptops or broadband and so have not been able to take part in remote meetings. There have also been complaints from a number of members of the public who, due to poor broadband in the village, have not been able to view council meetings.

The council conducts a risk assessment and agrees that the village hall can be used for a meeting. The Councillors and Clerk arrive early to give time to set up. They place hand sanitiser at the entrance, place signs reminding people to keep 2m apart, and place chairs for observers spaced at least 2m apart. They use a computer monitor that the council already owned so that the councillors and public can see those joining remotely and councillors attending remotely can be seen and heard. The council has purchased a Bluetooth speaker and microphone for under £200 to ensure better audio quality for everyone, plus a webcam for under £100. Previous practice runs have shown that this allows a reasonable view of the room.

The chairman is joining remotely and hosts the meeting as usual, taking time in each agenda item to check everyone can see and hear to a reasonable level

### Scenario C

This large town council has been very pleased with the uptake in public viewing of council meetings online. In general, council meetings have operated effectively remotely but the Chairman and Clerk have reflected that they have found it difficult running the meetings, particularly during more complex agenda items.

The council invests up to £5,000 on equipment including a number of monitors, cameras and speakers in the council chamber. This means that the council can now live stream meetings on Facebook, where they know a large number of local residents like to engage with the council. The council aims to continue to live stream meetings long into the future, plus are confident the equipment will allow them to generate increased income from venue hire. The Clerk and Chairman go

in-person to all council meetings which has helped them be able to work together to manage meetings. Councillors can choose whether to join in person or remotely and are asked to confirm this with the Clerk at least a week in advance if possible. One councillor has a hearing impairment and so council staff have been engaging with the councillor to ensure that the new equipment works appropriately with a hearing loop and to offer support, alongside a new accessibility budget, to make sure they are able to engage with meetings fully

### **Further tips for hybrid meetings**

- Just because you can go back to in person meetings does not mean you have to. Take the time to consider your options as a council and to undertake any risk assessments.
- The role of chairman in a hybrid meeting will be more complex than in pure in-person or remote meetings. It will take time to get used to this new way of holding meetings so support for the chairman such as practice sessions, extra preparation with staff in advance of the meetings, and patience in meetings will all help aid the transition.
- If there is a confidential agenda item on the agenda it will be important to check all methods of joining the meeting have been correctly managed. For example, it would be an easy mistake to forget to ask members of the public joining remotely to leave the meeting as they are not as easily visible as those in the room. Take the time to check only the correct councillors and staff are present before conducting any confidential business.
- If considering spending on new technology, shop around. There are a lot of options at different price points. Don't rush into a decision.
- Double check the returns policy of anything purchased. If you find the new equipment is not to your needs you will be disappointed if you find you cannot return it.
- Don't aim for perfection — the key aim is to find a solution that allows councillors to hear, or to see and hear, and take part in discussion. It may not allow the full interaction that the council is used to, but you will need to find compromises depending on your council's budget and resources.
- You do not need to use the same solution for all meetings. For example you may choose to hold full council meetings in person, but continue to hold committees remotely.

## **REMOTE MEETING PLATFORMS**

In this section you will find a range of meeting platforms with their advantages and disadvantages along with any pricing information to help your council make a decision on the best platform to use.

### **Google Hangouts**

<https://hangouts.google.com>

This is a communication platform that can be used for messaging, video conferencing and calls. The Classic Google Hangouts is free. Google Hangouts Meet is Google's paid video conferencing software — find out more at [https://gsuite.google.co.uk/intl/en\\_uk/pricing.html](https://gsuite.google.co.uk/intl/en_uk/pricing.html)

Advantages:

- It can be used on multiple devices including computers/laptops, Android and Apple devices.
- Screen sharing options are available.
- Participants can use the chat option whilst on the video call.

Disadvantages:

- For video conferencing there is a limit of up to 25 participants.
- Participants must have a Gmail account.

### **GoToMeeting**

<https://www.gotomeeting.com/en-gb>

This is HD video conferencing software that can be used for meetings and collaboration. Find out more about pricing at <https://www.gotomeeting.com/en-gb/meeting/pricing-ma>

Advantages:

- Meetings can be scheduled in advance.
- Invitations can be integrated with Office 365 or Google Calendar plugins.
- Participants can join meetings through 'call me' option
- GoToMeeting can automatically call participants.
- Screen sharing options are available.
- Can host meetings with up to 250 participants.
- Meetings can be recorded and meeting transcripts can be shared.

Disadvantages:

- The platform requires fast internet connection.
- Older systems may struggle to operate GoToMeeting.
- There are limitations with the free version – meetings can last 40 minutes and include three participants.

### **Microsoft Teams**

<https://products.office.com/en-gb/microsoft-teams/group-chat-software>

This is a collaboration and conversational platform as part of Office 365. Find out more about pricing at <https://www.microsoft.com/en-gb/microsoft-365/business/compare-more-office-365-for-business-plans>

Advantages:

- Within meetings you can share screens and record your meeting.
- Participants can join meetings, without joining Teams by clicking on the email link.
- Previous meeting notes and recordings can be accessed.
- The platform allows for 250 participants.

Disadvantages:

- The maximum PowerPoint size is 2GB.
- There are limited features on the Microsoft Teams free platform compared to the paid Microsoft Teams. More information is available on Microsoft Support.

### **Skype**

<https://www.skype.com/en>

This is an online communications tool that can be used with PC/laptop, mobile phone, tablet or web. Skype has HD voice and video calling which helps to host group meetings. Skype can also be used for instant messaging. Skype is free however calls to mobile or landline incurs a charge.

Advantages:

- Screen share is available, which can be used for PowerPoints, videos, pictures and on screen calls.
- You can save calls and record your screen.
- Conversations can be protected with end to end encryption.
- Skype can be used to reach those without skype using telephone calling services.

Disadvantages:

- There is a limit of 49 people joining group calls
- Skype provides limited customer support.

### **Slack**

<https://slack.com/intl/en-gb>

This is a collaboration hub which provides an alternative to email communication. It can be used for conversations as well as voice or video calls. Find out more about pricing at <https://slack.com/intl/en-gb/pricing>

Advantages:

- Screen sharing options are available.
- Slack operates using channels which helps bring everything together in one place, such as documents and conversations.
- Joining and starting calls is fairly straightforward.
- Slack is known to be a secure platform for calls.

Disadvantages:

- Slack has limitations with how many people can join a call. This is up to 15 people using the paid standard package.
- There is a limitation to how many features are available on the free version.

## **Zoom**

<https://zoom.us>

This is a video conferencing platform. This can be used for meetings, collaborations and participants can also use the chat option. It also supports audio conferencing, allowing people to join by telephone as well. Find out more about pricing at <https://zoom.us/pricing>

Advantages:

- Participants can share screens with each other (e.g. share a PowerPoint presentation).
- Meetings can be made securely. This includes having passwords and meeting IDs for participants to join meetings.
- Meeting invitations can be added to Outlook Calendar, Google Calendar or Yahoo Calendar.
- You can save the chat conversations.
- Meetings can also be recorded for future reference.

Disadvantages:

- The level of support you can receive from Zoom is dependent on the Zoom package being used.
- The free Zoom package limits group meetings to 40 minutes.

## **REMOTE MEETING PLATFORMS SECURITY**

Dependant on the remote meeting platform you choose, there are specific settings that can be used, to make your meeting more secure. Some of the advice is applicable to pre meeting arrangements, whilst others are applicable during the meeting.

### **Google Meet**

<https://support.google.com/a/answer/7582940?hl=en>

- Meeting codes are set up, in a way to eliminate hacking.
- Restrictions can be applied for joining video meetings and participants joining via telephone.
- Disruptive behaviour within the meeting can be addressed using moderator controls such as muting or removing a participant.
- Accounts can be made more secure using two-step verification.

### **GoToMeeting**

<https://blog.gotomeeting.com/5-best-practices-staying-secure-gotomeeting>

- Meetings can be password protected.
- Meeting organisers can control access to the meeting.
- Meeting lock is a feature that can prevent unexpected participants from joining the meeting.

- The waiting room function is enabled once the meeting is locked. Should you choose to unlock the meeting, any unwanted participants can be removed.

### **Microsoft Teams**

<https://docs.microsoft.com/en-us/microsoftteams/teams-security-guide#addressing-threats-to-teams-meetings>

- Using the lobby function, there are option to control who joins the meeting.
- Having a structured meeting enables presenters to have control over what participants can do during the meeting.

### **Zoom**

<https://zoom.us/security>

- Meetings can be password protected.
- Meetings can be secured with encryption.
- Settings can be enabled requiring the host to be present before meetings can start.
- The waiting room feature can be enabled, allowing only the host to admit participants.
- Meetings can be locked.
- The meeting host has a number of controls including the ability to control their microphone and remove participants, should there be a disruption.

## **TELEPHONE CONFERENCING PROVIDERS**

### **WHYPAY?**

<https://whypay.net>

This is a telecoms provider, which provides a free conferencing service, using 03 telephone numbers. Using this number is completely free using bundled minutes and this applies to mobiles, landlines and pay-phones. If bundled minutes are not included in your package with your telephone provider, then your provider will charge you at the standard geographic rates. Find out more about pricing at <https://whypay.net/compare-plans/>.

Advantages:

- Conference calls can be scheduled in advance.
- Meeting invitations can be added to participants chosen calendar software.
- Support is available directly from the provider.

Disadvantages:

- The free plan only allows for up to 50 participants.
- Features on the free plan are limited.

## **Conferoo**

[www.conferoo.co.uk](http://www.conferoo.co.uk)

Conferoo is a conference call service, based in the UK. This service uses 03 numbers, which is free when calling from landlines or mobile phones which have bundled minutes. If bundled minutes are not provided in your telephone package or calling by a pay as you go phone, you will be charged at the local call rate.

Advantages:

- There is no limit to how many participants you can have on the call.
- There is a 'one click dialling' option. Using a smartphone, the app can call the conference number and enter the pin for you.
- Calls can be recorded for free.
- There is no requirement to sign up, in order to use it.

Disadvantages:

- To stop calls being recorded, you have to request another pin and keep the recording box unticked.
- Recordings need to be saved within seven days.

## **Con-Flab**

[www.con-flab.co.uk](http://www.con-flab.co.uk)

This is an audio conference call service based in the UK. Conference calls using the 03 dialling number are free on mobiles which have minutes as part of the telephone package.

Advantages:

- Recordings of conference calls can be downloaded.
- Conference call hosts can control the meeting, including: removing participants, adjusting the volume settings and preventing new participants from joining.
- The Outlook plug-in enables you to send invites to participants.
- They have a downloadable mobile app available.

Disadvantages:

- Free conference calling is only available for mobiles. Calls from landlines are charged.
- Recordings are only available to download for a period of up to 90 days.