

# Policy

## Records Retention Policy

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<b>Lead author(s):</b> (enter job titles)	Cllr. A Catlett		
<b>Developed by:</b>	Cllr. A Catlett		
<b>Approved by:</b>	Full Council		
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## 1. DOCUMENT CONTROL SHEET

<b>Purpose of document:</b>	The purpose of this policy is to remind and inform all staff and council members within Billingham Parish Council of their duties with reference to the retention of records.
<b>Dissemination:</b>	This policy will be disseminated to all staff and council members and be made available on the parish website
<b>Implementation:</b>	This document will be accessible via the parish council website and is applicable to all staff and council members.
<b>Review:</b>	This document will be reviewed in 2027 unless there are significant changes in legislation or practice in which case it will be reviewed earlier.
<b>Documents replaced or superseded by this document:</b>	
<b>This document supports (enter Standards and Legislation:</b>	General Data Protection Regulation (GDPR) 2018 Freedom of Information Act 2000
<b>Key related documents:</b>	Data Breach PCD039
<b>Financial Implications:</b>	This document has potential implications for the Billingham Parish Council where a data breach occurs

## **2. TABLE OF CONTENTS**

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## **3. INTRODUCTION**

a. Billingham Parish Council, hereafter referred to as 'The Parish Council' recognises that the efficient management of its records is necessary to comply with its legal and regulatory obligations and to contribute to the effective overall management of the association. This document provides the policy framework through which this effective management can be achieved and audited.

It covers:

- i. Scope
- ii. Responsibilities
- iii. Retention Schedule

b. This policy applies to all records created, received or maintained by The Parish Council in the course of carrying out its functions. Records are defined as all those documents which facilitate the business carried out by The Parish Council and which are thereafter retained (for a minimum set period) to provide evidence of its transactions or activities. These records may be created, received or maintained in hard copy or electronically. A small percentage of The Parish Council records may be selected for permanent preservation as part of the Councils archives and for historical research.

## **4. DUTIES**

a. The Parish Council has a corporate responsibility to maintain its records and record management systems in accordance with the regulatory environment. The person with overall responsibility for this policy is the Clerk. The person responsible for records management will give guidance for good records management practice and will promote compliance with this policy so that information will be retrieved easily, appropriately and timely. Individual staff and employees must ensure that records for which they are responsible are accurate, and are maintained and disposed of in accordance with The Parish Council's records management guidelines.

## **5. RETENTION SCHEDULE**

a. The retention schedule refers to record series regardless of the media in which they are stored.

Document	Minimum Retention Period	Reason
<b>Minutes</b>		
Minutes of Council meetings	Indefinite	Archive
Minutes of committee meetings	Indefinite	Archive
<b>Employment</b>		
Staff employment contracts	6 years after ceasing employment	Management
Staff payroll information	3 years	Management
Staff references	6 years after ceasing employment	Management
Application forms (interviewed – unsuccessful)	6 months	Management
Application forms (interviewed – successful)	6 years after ceasing employment	Management
Disciplinary files	6 years after ceasing employment	Management
Staff appraisals	6 years after ceasing employment	Management
<b>Finance</b>		
Scales of fees and charges	6 years	Management
Receipt and payment accounts	Indefinite	Archive
Bank statements	Last completed audit year	Audit
Cheque book stubs	Last completed audit year	Audit
Paid invoices	6 years	VAT
Paid cheques	6 years	Limitation Act 1980
Payroll records	3 years	HMRC
Petty cash accounts	6 years	Audit
<b>Insurance</b>		
Insurance policies	6 years after policy end	Management
Certificates for Insurance against liability for employees	6 years after policy end	Management
Certificates for Public Liability	6 years after policy end	Management
Insurance claim records	6 years after policy end	Management
<b>Health and Safety</b>		
Accident books	3 years from date of last entry	Statutory
Risk assessment	3 years	Management
<b>General Management</b>		
Councillors contact details	Duration of membership	Management
Lease agreements	12 years	Limitation Act 1980
Contracts	6 years	Limitation Act 1980
Email messages	At end of useful life	Management
Consent forms	5 years	Management
GDPR Security Compliance form	Duration of membership	Management