**Wilmcote Parish Council Standing Orders**

**Date: December 2021**

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1. Meetings

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|  | 1. Meetings shall not take place in premises, which at the time of the meeting, are used for the supply of alcohol unless no other premises are available free of charge or at a reasonable cost. The personal safety measures for Councillors are given in Appendix V. 2. 3 clear days notice of a meeting to be given to councilors and the public. The day on which notice was issued, the day of the meeting, a Sunday, Christmas Day, Boxing Day, Good Friday, Easter Sunday, a day officially designated as a bank holiday, or a day appointed for public thanksgiving or mourning shall not count. Saturday can be considered a working day in exceptional circumstances but is not recommended normally. 3. Meetings shall be open to the public unless their presence is prejudicial to the public interest by reason of the confidential nature of the business to be transacted or for other special reasons. The public’s exclusion from part or all of a meeting shall be by a resolution which shall give reasons for the public’s exclusion. 4. Subject to standing order 1(c) above, members of the public are permitted to make representations, answer questions and give evidence in respect of any item of business included in the agenda. 5. The period of time which is designated for public participation in accordance with standing order 1(d) above] shall not exceed 30 minutes. This may be varied at the discretion of the Chairman. The rules governing the public participation are given in Appendix VII. 6. Subject to standing order 1(e) above, each member of the public is entitled to speak once only in respect of business itemized on the agenda and shall not speak for more than 5 minutes. This may be varied at the discretion of the Chairman. 7. In accordance with standing order 1(d) above, a question asked by a member of the public during a public participation session at a meeting shall not require a response or debate. 8. In accordance with standing order 1(g) above, the Chairman may direct that a response to a question posed by a member of the public be referred to a Councilor for an oral response. 9. A record of a public participation session at a meeting shall be included in the minutes of that meeting. 10. Any person speaking at a meeting shall address his comments to the Chairman. 11. Only one person is permitted to speak at a time. If more than one person wishes to speak, the Chairman shall direct the order of speaking. 12. Photographing, recording, broadcasting or transmitting the proceedings of a meeting by any means is not permitted without the Council’s prior written consent. 13. In accordance with standing order 1(c) above, the press shall be provided reasonable facilities for the taking of their report of all or part of a meeting at which they are entitled to be present. 14. Subject to standing orders which indicate otherwise, anything authorized or required to be done by, to or before the Chairman may in his absence be done by, to or before the Vice-Chairman. 15. The Chairman, if present, shall preside at a meeting. If the Chairman is absent from a meeting, the Vice-Chairman, if present, shall preside. If both the Chairman and the Vice-Chairman are absent from a meeting, a Councilor as chosen by the Councillors present at the meeting shall preside at the meeting. 16. Subject to model standing order 1 (w) below, all questions at a meeting shall be decided by a majority of the Councillors present and voting thereon. 17. The Chairman may give an original vote on any matter put to the vote, and in the case of an equality of votes may exercise his casting vote whether or not he gave an original vote. 18. Unless standing orders provide otherwise, voting on any question shall be by a show of hands. Each Councilor has one vote and must vote in person, they cannot do so by post, proxy, electronically or in advance of a meeting. The voting on any question shall be recorded to show whether each Councilor present and voting gave their vote for or against that question. Such a request shall be made before moving on to the next item of business on the agenda. 19. The minutes of a meeting shall record the names of councilors present and absent. If a councilor wants their absence from a meeting to which they have been summoned to be approved, the request should be submitted together with the reason for absence before the meeting takes place. A councilor cannot continue in office if they fail to attend a meeting of the council for a period of six consecutive months and the reason for the absence has not been formally approved before the expiry of the six- month period. 20. The code of conduct adopted by the Council shall apply to councilors in respect of the entire meeting. 21. An interest arising from the code of conduct adopted by the Council, the existence and nature of which is required to be disclosed by a Councilor at a meeting shall be recorded in the minutes. 22. No business may be transacted at a meeting unless at least one third of the whole number of members of the Council are present and in no case shall the quorum of a meeting be less than 3. 23. If a meeting is or becomes inquorate no business shall be transacted and the meeting shall be adjourned. Any outstanding business of a meeting so adjourned shall be transacted at a following meeting. 24. Meetings shall not exceed a period of 2 hours with the exception that the meeting may be further extended by up to 20 minutes at the discretion of the Chair 25. No item will be considered or discussed unless it is included in the agenda. 26. The preparation of the agenda is usually the responsibility of the clerk to the council. A Councillor is entitled to submit a motion for the agenda which is relevant to the forthcoming meeting. If there is a dispute as to the items to be included in the agenda, the final decision should be made by the clerk, having first consulted the Chairman of the forthcoming meeting. Items to be included on the agenda must be notified to the clerk not less than 4 days before the meeting, not including the day of the meeting itself. |

1. Ordinary Council meetings
2. In an election year, the annual meeting of the Council shall be held on or within 14 days following the day on which the new councilors elected take office.
3. In a year which is not an election year, the annual meeting of a Council shall be held on such day in May as the Council may direct.
4. If no other time is fixed, the annual meeting of the Council shall take place at 7.30pm.
5. In addition to the annual meeting of the Council, at least three other ordinary meetings shall be held in each year on such dates and times as the Council directs.
6. The election of the Chairman and Vice-Chairman (if any) of the Council shall be the first business completed at the annual meeting of the Council.
7. The Chairman of the Council, unless they have resigned or become disqualified, shall continue in office, and preside at the annual meeting until their successor is elected at the next annual meeting of the Council.
8. The Vice-Chairman of the Council, if any, unless they resign or become disqualified, shall hold office until immediately after the election of the Chairman of the Council at the next annual meeting of the Council.
9. In an election year, if the current Chairman of the Council has not been re-elected as a member of the Council, they shall preside at the meeting until a successor Chairman of the Council has been elected. The current Chairman of the Council shall not have an original vote in respect of the election of the new Chairman of the Council but must give a casting vote in the case of an equality of votes.
10. In an election year, if the current Chairman of the Council has been re-elected as a member of the Council, they shall preside at the meeting until a new Chairman of the Council has been elected. They may exercise an original vote in respect of the election of the new Chairman of the Council and must give a casting vote in the case of an equality of votes.
11. Following the election of the Chairman of the Council and Vice-Chairman of the Council at the annual meeting of the Council, the order of business shall be as follows.

In an election year, councillors confirm their declarations of acceptance of office.

Confirmation of the accuracy of the minutes of the last meeting of the Council and to

receive and note minutes of and/or to determine recommendations made by committees.

Review of delegation arrangements to committees, working groups, employees and other local authorities.

Review of the terms of references for committees.

Receipt of nominations to existing committees.

Appointment of any new committees, confirmation of the terms of reference, the number of members (including, if appropriate, substitute councillors) and receipt of nominations to them.

Review and adoption of appropriate standing orders, financial regulations, risk register and management procedures.

Review of arrangements, including any charters, with other local authorities and review of contributions made to expenditure incurred by other local authorities.

Review of representation on or work with external bodies and arrangements for reporting back.

In a year of elections, if a Council’s period of eligibility to exercise the power of well being expired the day before the annual meeting, to review and make arrangements to reaffirm eligibility.

Review of inventory of land and assets including buildings and office equipment.

Review and confirmation of arrangements for insurance cover in respect of all insured risks.

Review of the Council’s and/or employees’ memberships of other bodies.

Establishing or reviewing the Council’s complaints procedure.

Establishing or reviewing the Council’s procedures for handling requests made under the Freedom of Information Act 2000 and the Data Protection Act 1998.

Establishing or reviewing the Council’s policy for dealing with the press/media

Setting the dates, times and place of ordinary meetings of the full Council for the year ahead.

1. Proper Officer

The Proper Officer shall be the Clerk, and other staff members nominated by the Council to undertake the work of the Proper Officer when the Proper Officer is absent.

The Proper Officer shall do the following:

Serve the summons on councilors confirming the time, date, venue, and the agenda for a meeting by delivery, post or electronically, served and receipted, on councilors, at their residences or by electronic means to the email address provided to the Proper Officer, normally a home/personal email address at least 3 clear days before a meeting.

Give public notice of the time, date, venue, and agenda.

Convene a meeting of full Council for the election of a new Chairman of the Council, occasioned by a casual vacancy in his or her office.

Make available for inspection the minutes of meetings.

Receive and retain copies of byelaws made by other local authorities.

Receive and retain declarations of acceptance of office from councilors.

Retain a copy of every councilor’s register of interests and any changes to it and keep copies of the same available for inspection.

Keep proper records required before and after meetings.

Process all requests made under the Freedom of Information Act 2000 and Data Protection Act 1998, in accordance with and subject to the Council’s procedures relating to the same.

Receive and send general correspondence and notices on behalf of the Council except where there is a resolution to the contrary.

Manage the organisation, storage of and access to information held by the Council in paper and electronic form.

Arrange for legal deeds to be signed as required by Councillors and witnessed by the Proper Officer.

Arrange for the prompt authorization, approval, and instruction regarding any payments to be made by the Council in accordance with the Council’s financial regulations.

Record every planning application notified to the Council and the Council’s response to the local planning authority electronically.

Refer a planning application received by the Council to the all Councillors within 2 working days of receipt. Councillors need to respond within 5 days to facilitate an extraordinary meeting if the nature of a planning application requires one.

Action or undertake activity or responsibilities instructed by resolution or contained in standing orders.

1. Motions & Agenda Items
2. Every agenda item, motion and resolution shall relate to the Council’s statutory functions, powers and lawful obligations or shall relate to an issue which specifically affects the Council’s area or its residents.
3. Motions in respect of the following matters may be moved without written notice:
4. To approve the absences of councilors.
5. To approve the accuracy of the minutes of the previous meeting.
6. To correct an inaccuracy in the minutes of the previous meeting.
7. To dispose of business, if any, remaining from the last meeting.
8. To alter the order of business on the agenda for reasons of urgency or expedience.
9. To proceed to the next business on the agenda.
10. To close or adjourn debate.
11. To refer by formal delegation a matter to a committee or an employee.
12. To appoint a working group.
13. To consider a report made by a working group or an employee.
14. To consider a report and/or recommendations made by an employee, professional advisor, expert or consultant.
15. To authorise legal deeds and witnessed.
16. To authorise the payment of monies.
17. To exclude the press and public for all or part of a meeting.
18. To silence or exclude from the meeting a Councillor or a member of the public for disorderly conduct.
19. To suspend any standing order except those which are mandatory by law.
20. To adjourn the meeting.

xviii. To appoint representatives to outside bodies and to make arrangements for those representatives to report back the activities of outside bodies.

xviiii. To answer questions from councillors.

1. Rules of debate
2. Every Agenda Item and resolution shall relate to the Council’s statutory functions, powers and lawful obligations or shall relate to an issue which specifically affects the Council’s area or its residents.
3. A motion shall not be considered unless it has been proposed and seconded.
4. During the debate of an agenda item, a councilor may interrupt only on a point of order or a personal explanation and the councilor who was interrupted shall stop speaking. Any Councilor raising a point of order shall identify the standing order which he considers has been breached or specify the irregularity in the meeting he is concerned by.
5. A point of order shall be decided by the Chairman and his decision shall be final.
6. The Chairman shall first be satisfied that the agenda item has been sufficiently debated before it is proposed, seconded, and put to the vote.

It should also be noted that Resolutions made at a meeting risk being quashed by the courts if there is a successful legal claim that one or more councilors had a closed mind or acted with apparent bias when they voted at a meeting. It is acceptable for councilors to be predisposed to voting on a matter in a particular way if, until the matter is put to the vote, they are open to a fair consideration of the information and arguments that are presented at the meeting.

1. Code of member’s conduct.

All councillors shall observe the code of conduct adopted by the Council as follows:

**Wilmcote Parish Council Code of Conduct**

You are a member or co-opted member of Wilmcote Parish Council and hence you shall have regard to the following principles – selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Accordingly, when acting in your capacity as a member or co-opted member:

You must act solely in the public interest and should never improperly confer an advantage or disadvantage on any person or act to gain financial or other material benefits for yourself, your family, a friend or close associate.

You must not place yourself under a financial or other obligation to outside individuals or organizations that might seek to influence you in the performance of your official duties.

When carrying out your public duties you must make all choices, such as making public appointments, awarding contracts or recommending individuals for rewards or benefits, on merit.

You are accountable for your decisions to the public and you must co-operate fully with whatever scrutiny is appropriate to your office.

You must be as open as possible about your decisions and actions and the decisions and actions of your authority and should be prepared to give reasons for those decisions and actions.

You must declare any private interests, both pecuniary and non-pecuniary, that relate to your public duties and must take steps to resolve any conflicts arising in a way that protects the public interest, including registering and declaring interests in a manner conforming with the procedures set out in the box below.

You must, when using or authorizing the use by others of the resources of your authority, ensure that such resources are not used improperly for political purposes (including party political purposes) and you must have regard to any applicable Local Authority Code of Publicity made under the Local Government Act 1986.

You must promote and support high standards of conduct when serving in your public post, in particular as characterized by the above requirements, by leadership and example.

**Registration of interests**

You must, within 28 days of taking office as a member or co-opted member, notify your authority’s Monitoring Officer of any disclosable pecuniary interest as defined by regulations made by the Secretary of State, where the pecuniary interest is yours, your spouse’s or civil partner’s, or is the pecuniary interest of somebody with whom you are living with as a husband or wife, or as if you were civil partners.

In addition, you must, within 28 days of taking office as a member or co-opted member, notify your authority’s monitoring officer of any disclosable pecuniary or non-pecuniary interest which your authority has decided should be included in the register.

If an interest has not been entered onto the authority’s register, then the member must disclose the interest to any meeting of the authority at which they are present, where they have a disclosable interest in any matter being considered and where the matter is not a ‘sensitive interest’. A “sensitive interest” is described in the Localism Act 2011 as a member or co-opted member of an authority having an interest, and the nature of the interest being such that the member or co-opted member, and the authority’s monitoring officer consider that disclosure of the details of the interest could lead to the member or co-opted member, or a person connected with him/her, being subject to violence or intimidation.

Following any disclosure of an interest not on the authority’s register or the subject of pending notification, you must notify the Monitoring Officer of the interest within 28 days beginning with the date of disclosure.

Unless dispensation has been granted, you may not participate in any discussion of, vote on, or discharge any function related to any matter in which you have a pecuniary interest as defined by regulations made by the Secretary of State. Additionally, you must observe the restrictions your authority places on your involvement in matters where you have a pecuniary or nonpecuniary interest as defined by your authority.

Councillors with a Disclosable Pecuniary Interest will leave the room when the item in which they have an interest is discussed by the Council. They may return to the meeting after it has considered the matter in which they had the interest.

Possible sanctions available to the council to impose on a councillor who fails to disclose a pecuniary interest include training, withdrawal of membership from a committee, and or a written apology.

It is a criminal offence not to declare a disclosable pecuniary interest.

A guide document on pecuniary interests can be viewed in the following link:

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/5962/2193362.pdf>

**Grant of Dispensations**

Section 33 of The Localism Act 2011 made it the responsibility of the parish or town council itself to grant dispensations where a member has a disclosable pecuniary interest which has not been previously registered. The process applied is as follows:

1. Councillors may apply for a dispensation in writing to the Clerk of the Council at least three clear days before the date of the meeting.
2. Any written requests for Dispensations will appear on the next agenda for consideration.
3. The existence, duration and nature of any dispensations granted will be clearly minuted and included in the Register of Disclosable Interests held by the Clerk.
4. A dispensation may be granted if having regard to all the relevant circumstances the following applies:
   1. without the dispensation the number of persons prohibited from participating in the particular business would be so great as to impede the transaction of the business
   2. granting the dispensation is in the interests of persons living in the Council’s area.
   3. it is otherwise appropriate to grant dispensation.

**Dealing with Complaints**

1. The complainant should be asked to put the complaint about the council’s procedures or administration in writing to the clerk or other nominated officer.
2. If the complainant does not wish to put the complaint to the clerk or other nominated officer, he or she should be advised to address it to the chairman of the council.
3. The clerk or other nominated officer shall acknowledge receipt of the complaint and advise the complainant when the matter will be considered by the council or by the committee established for the purposes of hearing complaints. The complainant should also be advised whether the complaint will be treated as confidential or whether, for example, notice of it will be given in the usual way (if, for example, the complaint is to be heard by a committee).
4. The complainant shall be invited to attend a meeting and to bring with them a representative if they wish.
5. Seven clear working days prior to the meeting, the complainant shall provide the council with copies of any documentation or other evidence relied on. The council shall provide the complainant with copies of any documentation upon which they wish to rely at the meeting and shall do so promptly, allowing the claimant the opportunity to read the material in good time for the meeting.

## At the Meeting

1. The council shall consider whether the circumstances of the meeting warrant the exclusion of the public and the press. Any decision on a complaint shall be announced at the council meeting in public.
2. The chairman should introduce everyone and explain the procedure.
3. The complainant (or representative) should outline the grounds for complaint and, thereafter, questions may be asked by (i) the clerk or other nominated officer and then (ii), members.
4. The clerk or other nominated officer will have an opportunity to explain the council’s position and questions may be asked by (i) the complainant and (ii), members.
5. The clerk or other nominated officer and then the complainant should be offered the opportunity to summarize their position.
6. The clerk or other nominated officer and the complainant should be asked to leave the room while members decide whether or not the grounds for the complaint have been made. If a point of clarification is necessary, *both* parties shall be invited back.
7. The clerk or other nominated officer and the complainant should be given the opportunity to wait for the decision but if the decision is unlikely to be finalized on that day they should be advised when the decision is likely to be made and when it is likely to be communicated to them.
8. The decision should be confirmed in writing within seven working days, together with details of any action to be taken.
9. Minutes
10. If a copy of the draft minutes of a preceding meeting has been circulated to Councillors no later than the day of service of the summons to attend the scheduled meeting they shall be taken as read.
11. No discussion of the draft minutes of a preceding meeting shall take place except in relation to their accuracy.
12. Minutes, including any amendment to correct their accuracy, shall be confirmed by resolution and shall be signed by the Chairman of the meeting and stand as an accurate record of the meeting to which the minutes relate.
13. Upon a resolution which confirms the accuracy of the minutes of a meeting, any previous draft minutes or recordings of the meeting shall be destroyed.
14. Disorderly conduct
15. No person shall obstruct the transaction of business at a meeting or behave offensively or improperly.
16. If, in the opinion of the Chairman, there has been a breach of standing order 8(a) above, the Chairman shall express that opinion and thereafter any councillor (including the Chairman) may move that the person be silenced or excluded from the meeting, and the motion, if seconded, shall be put forthwith and without discussion.
17. If a resolution made in accordance with standing order 8(b) above, is disobeyed, the Chairman may take such further steps as may reasonably be necessary to enforce it and/or they may adjourn the meeting.
18. Rescission of previous resolutions
19. A resolution (whether affirmative or negative) of the Council shall not be reversed within 6 months except either by a special motion, the written notice whereof bears the names of at least 3 councilors of the Council, or by a motion moved in pursuance of the report or recommendation of a committee.
20. When a special motion or any other motion moved pursuant to standing order 9(a) above has been disposed of, no similar motion may be moved within a further 6 months.
21. It should also be noted that Resolutions made at a meeting risk being quashed by the courts if there is a successful legal claim that one or more councilors had a closed mind or acted with apparent bias when they voted at a meeting. It is acceptable for councilors to be predisposed to voting on a matter in a particular way if, until the matter is put to the vote, they are open to a fair consideration of the information and arguments that are presented at the meeting.
22. Voting on appointments

Where more than 2 persons have been nominated for a position to be filled by the Council and none of those persons has received an absolute majority of votes in their favour, the name of the person having the least number of votes shall be struck off the list and a fresh vote taken. This process shall continue until a majority of votes is given in favour of one person. Any tie may be settled by the Chairman’s casting vote.

1. Committees

The Council may, at its annual meeting, appoint standing committees and may at any other time appoint such other committees as may be necessary, and:

* + 1. shall determine their terms of reference,
    2. may permit committees to determine the dates of their meetings,
    3. shall appoint and determine the term of office of councillor or non-councillor members of such a committee (unless the appointment of non-councillors is prohibited by law) so as to hold office no later than the next annual meeting,
    4. may appoint substitute councillors to a committee whose role is to replace ordinary councillors at a meeting of a committee if ordinary councillors of the committee have confirmed to the Proper Officer 3 days before the meeting that they are unable to attend,
    5. an ordinary member of a committee who has been replaced at a meeting by a substitute member shall not be permitted to participate in debate or vote on business at that meeting and may only speak during any public participation session during the meeting,
    6. may in accordance with standing orders, dissolve a committee at any time.

1. Extraordinary meetings
2. The Chairman of the Council may convene an extraordinary meeting of the Council at any time.
3. If the Chairman of the Council does not or refuses to call an extraordinary meeting of the Council within 7 days of having been requested to do so by two councillors, those two councillors may convene an extraordinary meeting of the Council. The statutory public notice giving the time, venue and agenda for such a meeting must be signed by the two councillors.
4. The Chairman of a committee may convene an extraordinary meeting of the committee at any time.
5. If the Chairman of a committee does not or refuses to call an extraordinary meeting within 3 days of having been requested by to do so by 3 councillors, those 3 councillors may convene an extraordinary meeting of a committee. The statutory public notice giving the time, venue and agenda for such a meeting must be signed by 3 councillors.

e. **During the 2020 emergency period, due to the Covid-19 crisis, no face-to-face meetings can take place and following the instruction of the Prime Minister’s address on 23rd March 2020, all Parish Council meetings are permitted to be held in a remote way or electronically until further notice:**

Advisory meeting notices/agendas will be placed on the council website in the usual manner and minutes will also be posted once approved.

The recommended method is video conferencing with the use of Zoom. Links can be provided to residents if requested, enabling transparency, and meetings can be recorded so that there is an unambiguous record of the decisions.

Mixed media can be used – so if some Cllrs can’t use Zoom they should send their comments / votes in by email which would show evidence of the way Councillors have voted and could also be put on the website.

1. Working Groups

a. The Council may appoint working groups comprised of a number of councillors and non-councillors.

b. The Council may appoint working groups which may consist wholly of persons who are non-councillors.

1. Financial matters

The Council shall consider and approve financial regulations drawn up by the Responsible Financial Officer, which shall include detailed arrangements in respect of the following:

a) the accounting records and systems of internal control

b) the assessment and management of financial risks faced by the Council

c) the work of the Internal Auditor and the receipt of regular reports from the Internal Auditor, which shall be required at least annually

d) the inspection and copying by councillors and local electors of the Council’s accounts and/or orders of payments

e) Procurement policies is as set out in The Wilmcote Parish Council financial procedure attached as Appendix I.

14.1 Expenditure

Any expenditure incurred by the Council shall be in accordance with the Council’s financial regulations. The Wilmcote Parish council financial procedure is attached as Appendix I.

The Council’s financial regulations shall be reviewed once a year.

The Council’s financial regulations may make provision for the authorisation of the payment of money in exercise of any of the Council’s functions to be delegated to the Proper Officer. The delegations of financial authority adopted in Wilmcote Parish Council are as in Budgetary Control, see Appendix 1.

For the Council’s procurement policy see Appendix 1, point 18.

14.2 Accounts and Financial Statement

All payments by the Council shall be authorised, approved and paid in accordance with the Council’s financial regulations, which shall be reviewed at least annually. The Wilmcote Parish council financial regulation is attached as Appendix I.

The Responsible Financial Officer shall supply to each councillor as soon as practicable after 30 June, 30 September, 31 December and 31 March in each year a statement summarising the Council’s receipts and payments for each quarter and the balances held at the end of a quarter. An example Quarterly Statement is given in Appendix 1.1. This statement should include a comparison with the budget for the financial year. A Financial Statement prepared on the appropriate accounting basis (receipts and payments, or income and expenditure) for a year to 31 March shall be presented to each councillor before the end of the following month of May. The Statement of Accounts of the Council (which is subject to external audit), including the annual governance statement, shall be presented to Council for formal approval before 30 June.

**14.3 Delegations of Financial Authority**

Delegations of Financial Authority are given in Appendix 1.2. At the AGM, Wilmcote Parish Council approve for the following year payment by the RFO without having to discuss/approve individually at meetings:

WALC annual subscription

Insurance renewal Premium

Information Commissioner – Data Protection

CPRE membership

Internal & External Audit fees

Donations to local organizations

The Delegations of Financial Authority relating to expenditure on Willow Wood Play Area is described in Appendix 1.2.

14.4 Estimates & precepts

The Council shall approve written estimates for the coming financial year at its meeting before the end

of January.

1. Canvassing of and recommendations by councillors
2. Canvassing councillors or the members of a committee or working group, directly or indirectly, for appointment to or by the Council shall disqualify the candidate from such an appointment. The Proper Officer shall disclose the requirements of this standing order to every candidate.
3. A councillor or a member of a committee or working group shall not solicit a person for appointment to or by the Council or recommend a person for such appointment or for promotion; but, nevertheless, any such person may give a written testimonial of a candidate’s ability, experience or character for submission to the Council with an application for appointment.
4. Inspection of documents

In respect of matters which are confidential, a councillor may, for the purpose of his official duties (but not otherwise), inspect any document in the possession of the Council or a committee, and request a copy for the same purpose.

1. Unauthorised activities

Unless authorised by a resolution, no individual councillor shall in the name or on behalf of the Council or committee, issue orders, instructions or directions.

1. Confidential business

Councillors shall not disclose information given in confidence or which they believe, or ought to be aware is of a confidential nature.

A councillor in breach of the provisions of standing order 18(a) above may be removed from a committee or a working group by a resolution of the Council.

1. Matters affecting council employees

**19a General**

If a meeting considers any matter personal to a Council employee, it shall not be considered until the Council or any relevant committee or any relevant working group has decided whether or not the press and public shall be excluded pursuant to standing order 1(c) above The Chairman of the Council or any relevant committee or any relevant working group or in his absence, the Vice-Chairman shall upon a resolution conduct a review of the performance and/or appraisal of the employee and shall keep a written record of it. The review and/or appraisal shall be reported back and shall be subject to approval by resolution by Council, committee or working group.

If an informal or formal grievance matter raised by an employee relates to the Chairman or Vice-Chairman of the Council or committee or working group, this shall be communicated to another member of Council or committee, which shall be reported back and progressed by resolution of the Council or committee.

Any persons responsible for all or part of the management of Council employees shall keep written records of all meetings relating to their performance, and capabilities, grievance and disciplinary matters.

The Council shall keep written records relating to employees secure. All paper records shall be secured under lock and electronic records shall be password protected.

Records documenting reasons for an employee’s absence due to ill health or details of a medical condition shall be made available only to those persons with responsibility for the same. Access and means of access by keys and/or computer passwords to records of employment referred to in standing orders above shall be provided only to the employee or the Chairman of the Council or a committee.

**19b Lone Worker Policy**

Rules for engaging lone workers are given in Appendix VI.

1. Planning Applications

Wilmcote Parish Council is the elected body representing the local community. One of the most important parts of the Parish Council’s work is to consider and make comments on planning applications. Wilmcote Parish Council does not have the power to make decisions about planning applications but the planning process and all applications in the Wilmcote Parish are considered and commented upon, and as a statutory consultee the local planning authority has a duty to consider the Parish Council’s views.

The Clerk must circulate a planning application consultation received from SDC within two working days. The Clerk will specify a date when responses must be returned by email, clearly identifying the application number and address. Councilors’ responses must be based on planning guidelines and state whether their recommendation is to grant or refuse the application

All responses should be circulated to the other Councillors as everyone’s comments are helpful and it may well be that one councillor is more aware of a particular situation than the others, in which case their recommendations could be well informed and helpful to other members. However, it is not considered appropriate for a Councillor to simply state he/she agrees with another Councillor.

If the application is fairly straightforward and all Councillors agree, then the Clerk has delegated powers to formulate a response from the Council to the Planning Authority taking due notice of all the comments received. However, when agreement cannot be reached or when the application needs more consideration and discussion, it should be included on the agenda for the next meeting, and if necessary because of response dates, a special meeting should be called. Rarely, when it is not possible to call a special meeting, the response from the council will be based on the forms emailed to the Clerk by the specified date.

**Site Visits**

The parish council has a clear and consistent approach on when and why to hold a site visit and how to conduct it. This should avoid accusations that visits are arbitrary, unfair or a covert lobbying device.

Site visits are for observing the site and gaining a better understanding of the issues. They should not be used as a lobbying opportunity by objectors or supporters. This should be made clear at the outset to any members of the public who are there.

A councillor visiting the site alone is only entitled to view the site from public vantage points and has no individual rights to enter private property. Whilst a councillor might be invited to enter the site by the owner, it is not good practice to do so or to engage in discussion on their own, as this can lead to the perception that the councillor is no longer impartial.

A site visit is only likely to be necessary if at least one of the following applies:

* The benefit is clear and substantial; *(SDC) officers will have visited the site and assessed the scheme against policies and material considerations. However, Parish Councils do not have access to the information and photographs which inform the consequent decision made by the case officer and which, if the application goes to a Planning Committee, form the basis of the officer’s presentation to that committee.*
* The impact of the proposed development is difficult to visualise from the plans and any supporting material available to the parish council.
* The comments of the applicant and objectors cannot be expressed adequately in writing or
* The proposal is particularly contentious.

The decision to make a visit will be made by the parish councillors with responsibility for planning matters, taking the views of other councillors into account where possible.

The Visit:

* A site visit will be made by two councillors, usually those with responsibility for planning matters, but where those councillors are not available, other councillors can be appointed to attend.
* Where a visit is to be made, the parish councillors with responsibility for planning will arrange the visit with the applicant or (rarely) affected neighbour, ensuring that the purpose, format and conduct of the visit is made clear in advance and adhered to throughout. Councillors will listen and may ask questions for clarification but will avoid general discussion of the merits of the application, opinions and giving an indication of the likely decision.
* The visit will be made as soon as possible mindful of the deadline for the parish council’s submission to SDC so that other councillors can be informed of the outcome before making their recommendations.
* A record will be kept of the visit, giving the reasons for its being made and recording the outcomes / extra information gained. This will be shared with all councillors before a final decision is made. The record will be forwarded to the Clerk and minuted at the next meeting of the full council.

In view of the complicated nature of some of the planning applications it has been agreed that Wilmcote Parish Council shall use the services of a professional planning consultant as and when necessary. One of the council members has been appointed as Lead Councillor for Planning Applications and they will consider whether or not any planning application warrants advice from a consultant. If that proves to be the case they will make direct contact with the appointed Planning Consultant, copying the Clerk and Chair into all the communications. When such advice has been obtained, they will then, within time constraints set by the SDC Planning process report back to other member councillors accordingly so a more informed decision can be made. For complex applications, where a consultant is employed, the lead councillor, taking the councillors’ opinions into account, will agree the final submission with the consultant.

This authority will also apply to planning applications/proposals outside of Wilmcote Parish which could have an impact on the area as a whole, or be something which could result in a similar application within the Parish.

The financial authority in connection with Consultant advice is shown in Financial Regulations, Appendix 1.

On receipt of a copy of an application from the Planning Authority, the Clerk shall make an electronic register of all planning applications as follows: -

* + - 1. The reference number of the application
      2. The date on which it was received
      3. The date by which comments must be submitted
      4. The name of the application
      5. The place to which it relates
      6. A summary of the nature of the application

The Clerk should keep copies of all Councillors responses to Planning Applications to provide an

audit trail for the official response made by the Clerk. It is up to each Councillor to decide whether

he/she wishes to keep a copy of their own response.

Any resident considering submitting a planning application can request an agenda item to present their proposals for a pre-application discussion with the council.  The council will not be able to provide a view on the acceptability of the proposal but can ask questions and provide suggestions as to the planning documents/criteria that the application would need to satisfy.

21 Freedom of Information Act 2000

All requests for information held by the Council shall be processed in accordance with the Council's policy in respect of handling requests under the Freedom of Information Act 2000.

Such information to be available from the Clerk/Proper Officer between the hours of 10.00 and 16.00 Monday to Friday by prior arrangement and on payment of £10 plus any photocopying, postage and telephone costs.

Correspondence from, and notices served by, the Information Commissioner shall be referred by the Proper Officer to the Chairman of the Council. The Council shall have the power to do anything to facilitate compliance with the Freedom of Information Act 2000, including exercising the powers of the Proper Officer in respect of Freedom of Information requests as set out above.

The Council will not release information that is exempted. Exemptions will be:

a) Personal data

b) Confidential matters

c) Information likely to endanger the health or safety of a Cllr. or Clerk or any other

individual.

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| --- | --- | --- |
| **Information to be published** | **How the information can be obtained** | **Cost** |
| **Class1 - Who we are and what we do**  (Organisational information, structures, locations and contacts) |  | In accordance with schedule of charges on page 6 |
| Who’s who on the Council and its Committees | Hardcopy on request |
| Contact details for Parish Clerk and Council members (named contacts where possible with telephone number and email address (if used)) | Mrs. E. Butterworth Tel: 01789 268998. Email: lizbutterworth1@btinternet.com |  |
| Location of main Council office and accessibility details | No office – Clerk works from home |  |
| Staffing structure | Part-time Clerk only |  |
|  |  |  |
| **Class 2 – What we spend and how we spend it**  (Financial information relating to projected and actual income and expenditure, procurement, contracts and financial audit) |  |  |
| Annual return form and report by auditor | Hardcopy on request | In accordance with schedule of charges on page 6 |
| Finalised budget |
| Precept |
| Borrowing Approval letter | The Council has no borrowings |
| Financial Standing Orders and Regulations | Hardcopy on request |
| Grants given and received | Available on request |
| List of current contracts awarded and value of contract | Available on request |
|  |  |  |
| Members’ allowances and expenses | Not applicable |  |

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| --- | --- | --- |
| **Class 3 – What our priorities are and how we are doing**  (Strategies and plans, performance indicators, audits, inspections and reviews) |  | In accordance with schedule of charges on page 6 |
| Parish Plan | Adopted June 2004. Hardcopy on request |
| Annual Report to Parish or Community Meeting (current and previous year as a minimum) | Hardcopy on request |
| Quality status | Not applicable |  |
| Local charters drawn up in accordance with DCLG guidelines | None at present |  |
|  |  |  |
| **Class 4 – How we make decisions**  (Decision making processes and records of decisions) |  |  |
| Timetable of meetings (Council, any committee/sub-committee meetings and parish meetings) | Hardcopy on request | In accordance with schedule of charges on page 6 |
| Agendas of meetings (as above) |
| Minutes of meetings (as above) – N.B. this will exclude information that is properly regarded as private to the meeting. |
| Reports presented to council meetings – N.B. this will exclude information that is properly regarded as private to the meeting. | Available on request |
| Responses to consultation papers | Available on request |
| Responses to planning applications | Available on request or SDC website |
| Bye-laws | None made |  |

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| --- | --- | --- |
| **Class 5 – Our policies and procedures**  (Current written protocols, policies and procedures for delivering our services and responsibilities) |  |  |
| Policies and procedures for the conduct of council business:  Procedural standing orders  Committee and sub-committee terms of reference  Delegated authority in respect of officers  Code of Conduct  Policy statements | Hardcopy on request of existing documents.  Not all are relevant to a Council the size of Wilmcote | In accordance with schedule of charges on page 6 |
| Policies and procedures for the provision of services and about the employment of staff:  Internal policies relating to the delivery of services  Equality and diversity policy  Health and safety policy  Recruitment policies (including current vacancies)  Policies and procedures for handling requests for information  Complaint procedures (including those covering requests for information and operating the publication scheme) |
| **Information security policy:** |  |
| Records management policies (records retention, destruction and archive) | As per NALC Legal Topic Note 40. Information available on request |
| Data protection policies | The Council is registered with the Information Commissioner’s Office |
| Schedule of charges (for the publication of information) | See page 6 |
|  |  |  |
| **Class 6 – Lists and Registers**  Currently maintained lists and registers only |  |  |
| Any publicly available register or list (if any are held this should be publicised; in most circumstances existing access provisions will suffice) | Available on request unless confidential | In accordance with schedule of charges on page 6 |
| Assets Register | Available on request |
| Disclosure log (indicating the information that has been provided in response to requests; recommended as good practice, but may not be held by parish councils) | No log in existence |
| Register of members’ interests | Available by appointment to view only |
| Register of gifts and hospitality | Not applicable |  |
|  |  |  |
| **Class 7 – The services we offer**  (Information about the services we offer, including leaflets, guidance and newsletters produced for the public and businesses) |  |  |
| Allotments | Not applicable |  |
| Burial grounds and closed churchyards |  |
| Community centres and village halls |  |
| Parks, playing fields and recreational facilities |  |
| Seating, litter bins, clocks, memorials and lighting | Details in asset register |  |
| Bus shelters | Not applicable |  |
| Markets | Not applicable |  |
| Public conveniences | Not applicable |  |
| Agency agreements | Not applicable |  |
| A summary of services for which the council is entitled to recover a fee, together with those fees (e.g. burial fees) | Only those detailed in the schedule of charges on page 6 |  |
| Willow Wood Play Area | Details in asset register |  |
| **Additional Information**  This will provide Councils with the opportunity to publish information that is not itemised in the lists above |  |  |
|  |  |  |
|  |  |  |

**Contact details: Mrs. E. Butterworth**

**Clerk to Wilmcote Parish Council**

**Alne View**

**Pathlow**

**Stratford upon Avon**

**Warwickshire**

**CV37 0ES**

**Tel: 01789 268998**

**Email:** [**lizbutterworth1@btinternet.com**](mailto:lizbutterworth1@btinternet.com)

**Information is available from the Clerk between the hours of 10.00 a.m. & Noon Monday to Wednesday**

**by prior arrangement.**

22 Relations with the press & media

a) All requests from the press or other media for an oral or written statement or comment from the Council shall be processed in accordance with the Council’s policy in respect of dealing with the press and/or other media. The Wilmcote Parish Council Policy is set out below.

b) In accordance with the Council’s policy in respect to dealing with the press and/or other media, councillors shall not, in their official capacity, provide oral or written statements or written articles to the press or other media.

The Parish Council is keen to develop a good rapport with the media, whilst ensuring that confidentiality and consent are maintained at all times and policy procedure is imperative.

The following policy outlines the procedures and arrangements for handling the press and what Cllrs. or the Clerk should do if approached by the media or if they are involved in a situation that will attract media attention.

1. On receipt of a request from the press or other media for a statement, the Clerk or Cllr. receiving the request will advise the body making the request that a statement will be considered and issued shortly if appropriate.

2. On receipt of a request, the journalist or other caller should be asked to make it clear who they are working for, and what is the exact nature of their enquiry. Further they should be asked where any information they elicit will be put.

3. The Council is under no obligation to provide a statement and may prefer to make "No Comment"

4. Only the Clerk and/or the Chair shall provide the press with a verbal or written statement - after liaison with each other as a minimum and ideally after input from other Cllrs. also.

5. The exception to (4) above would be if the Chairman or the Parish Council at a parish council meeting had delegated a specific parish Cllr(s) to make the response on behalf of the Council.

6. Under no circumstances must anything of a confidential nature be disclosed to the press or other media.

7. The response to the press or other media should be the view of the Parish Council as a whole, not the view of an individual Cllr or the Clerk. (However, an individual Cllr may give a direct quote as long as they attribute that quote to their name and make it clear that it is their view and not that of the Parish Council. Never use the prefix "Cllr" when writing to the press as an individual)

8. No response should be made that is in any way damaging to the interests or reputation of the

Parish Council.

9. The Press or representatives from any other media are welcomed at parish council meetings. However, under Wilmcote Parish Council's Standing Orders, if any item or information is deemed personal or sensitive and not for the public domain, then the press/media along with members of the public should leave the meeting when requested to do so at this point.

**Press Releases**

All press releases made on behalf of the Parish Council will be prepared by the Proper Officer following any meetings of Committees and Working Groups.

In the case of an urgent letter or press release being required in advance of a Council Meeting, this may be issued by the Proper Officer with the agreement of the Chairman of the Council, following circulation of a draft version to other Members for comment.

23 Liaison with District and County or Unitary Councillors

1. An invitation to attend a meeting of the Council shall be sent, together with the agenda, to the councillor of the District and County or Unitary Council representing its electoral ward.
2. Unless the Council otherwise orders, a copy of each letter sent to the District or County or Unitary Council shall be sent to the District or County or Unitary Council councillor representing its electoral ward.

24 Allegations of breaches of the code of conduct

1. On receipt of a notification that there has been an alleged breach of the code of conduct the Proper Officer shall refer it to the Council.
2. Where the notification relates to a complaint made against the Proper Officer, the Proper Officer shall notify the Chairman of the Council, who, upon receipt of such notification, shall nominate a person to assume the duties of the Proper Officer set out in the remainder of this standing order, who shall continue to act in respect of that matter as such until the complaint is resolved.
3. Where a notification relates to a complaint made by an employee (not being the Proper Officer) the Proper Officer shall ensure that the employee in question does not deal with any aspect of the complaint.
4. Where the notification relates to a complaint made against a councillor, a councillor cannot be suspended during a complaints process, However, there are potential sanctions applicable if a councillor is found to have breached the Code of Conduct. These may include but are not limited to: censure or reprimand the councillor; report findings to the Parish Council for information and arrange training for the councillor;
5. The subject matter of notifications shall be confidential and, insofar as it is possible to do so by law, the Council (including the Proper Officer) shall take the steps set out below, together with other steps considered necessary, to maintain confidentiality.
6. Draft the summonses and agendas in such a way that the identity and subject matter of the complaint are not disclosed.
7. Ensure that any background papers containing the information set out in (a) above are not made public.
8. Ensure that the public and press are excluded from meetings as appropriate.
9. Ensure that the minutes of meetings preserve confidentiality.
10. Consider any liaison that may be required with the person or body with statutory responsibility for the investigation of the matter.
11. Standing order (e) above should not be taken to prohibit the Council (whether through the Proper Officer or the Chairman from disclosing information to members and officers of the Council or to other persons where such disclosure is necessary to deal with the complaint or is required by law.
12. The Council shall have the power to:
13. seek documentary and other evidence from the person or body with statutory responsibility for investigation of the matter.
14. seek and share information relevant to the complaint.
15. grant the member involved a financial indemnity in respect of legal costs, which shall be in accordance with the law and subject to approval by a meeting of the full Council.
16. References in standing order 24 to a notification shall be taken to refer to a communication of any kind which relates to a breach or an alleged breach of the code of conduct by a councillor.

25 Variation, revocation, and suspension of standing orders

1. Any or every part of the standing orders, except those which are mandatory by law, may be suspended by resolution in relation to any specific item of business.
2. A motion to add to or vary or revoke one or more of the Council’s standing orders, not mandatory by law, shall be proposed by a special motion, the written notice whereof bears the names of at least 3 councillors.

26 Standing orders to be given to Councillors

1. The Proper Officer shall provide a copy of the Council’s standing orders to a councillor upon delivery of their declaration of acceptance of office.
2. The Chairman’s decision as to the application of standing orders at meetings shall be final.
3. A councillor’s failure to observe standing orders more than 3 times in one meeting may result in him being excluded from the meeting in accordance with standing orders.

**APPENDIX I – Job Description January 2022**

**Overall Responsibilities**

* The Clerk to the Council will be the Proper Officer of the Council and as such is under a statutory duty to carry out all the functions and serve or issue all the notifications required by law of a local authority's Proper Officer.
* The Clerk will be fully responsible for ensuring the instructions of the Council in connection with its function as a Local Authority are carried out.
* The Clerk will be expected to advise the Council on, and assist in the formation of, overall policies to be followed in respect of the Authority's activities and produce all the information required for making effective decisions and to implement constructively all decisions.
* The Clerk will be accountable to the Council for the effective management of all its resources and will report to them as and when required.
* The Clerk will be the Responsible Financial Officer and responsible for all financial records of the Council and the careful administration of its finances.

**Specific Responsibilities**

1. To ensure statutory and other provisions governing or affecting the running of the Council are observed.

2. To monitor and balance the Council's accounts and prepare records for audit purposes and VAT.

3. To ensure the Council's obligations for Risk Assessment are properly met.

4. To prepare, in consultation with appropriate members, agendas for meetings of the Council and Committees. To attend such meetings and prepare minutes for approval within 28 days of the meeting (unless such duties have been delegated to another Officer).

5. To attend all meetings of the Council and all meetings of its committees and subcommittees (unless such duties have been delegated to another Officer).

6. To receive correspondence and documents on behalf of the Council and to deal with the correspondence or documents or bring such items to the attention of the Council. To issue correspondence because of instructions, or the known policy, of the Council.

7. To receive and report on invoices for goods and services to be paid for by the Council and to ensure such accounts are met. To issue invoices on behalf of the Council for goods and services and to ensure payment is received.

8. To study reports and other data on activities of the Council and on matters bearing on those activities. Where appropriate, to discuss such matters with administrators and specialists in particular fields and to produce reports for circulation and discussion by the Council.

9. On their own initiative and suggestions by Councillors, to draw up proposals for consideration by the Council and to advise on practicability and likely effects of specific courses of action.

10. To supervise other members of staff as Head of Paid Services via their line manager and in keeping with the policies of the Council, and to undertake all necessary activities in connection with the management of salaries, conditions of employment and work of other staff.

11. To supervise all contracts entered into by the parish council and all contractors as relevant.

12. To monitor the state of all parish council property included on the Asset Register and effect maintenance and repairs as required.

13. To implement the agreed policies of the Council within an agreed timescale and then monitor to ensure they are achieving the desired result and where appropriate suggest modifications.

14. To act as the representative of the Council as required.

15. To issue notices and prepare agendas and minutes for the Parish Meeting: to attend the assemblies of the Parish Meeting and to implement the decisions made at the assemblies that are subsequently agreed by the Council.

16. To prepare, in consultation with the Chairman, or in line with any overriding policy on media communications, press releases about the Council’s activities or decisions.

17. To attend training courses or seminars on the work and role of the Clerk as part of the individual’s professional development or as required by the Council.

18. To work towards the achievement of the status of Qualified Clerk as a minimum requirement for effectiveness in the position of Clerk to the Council.

19. To continue to acquire the necessary professional knowledge required for the efficient management of the affairs of the Council: membership of the clerk’s professional body The Society of Local Council Clerks is suggested.

20. To attend the Conference of the National Association of Local Councils, Society of Local Council Clerks, and other relevant bodies as a representative of the Council as required.

Note: based on NALC/SLCC Model Job Description.

**APPENDIX II – Contract of Employment January 2022**

**Wilmcote Parish Council**

**-and-**

**Name of Employee**

**CONTRACT OF EMPLOYMENT**

**PRINCIPAL STATEMENT OF PARTICULARS OF TERMS OF EMPLOYMENT**

**CLERK TO THE COUNCIL**

**1. Introduction**

**1.1** This statement sets out particulars of your terms and conditions of employment with theCouncil, which are required to be given to you by law in accordance with the Employment Rights Act 1996. The contract should be read in conjunction with all other documents to which reference is made which together with any letter of offer of employment form your contract of employment.

**1.2** Your employment commenced on [**enter date],** and your employment with Wilmcote Parish Council is recognised for continuous from **[enter date]**.

**1.3** The National Agreement on Pay and Conditions of Service of the National Joint Council (“the NJC”) for Local Government Services (the ‘Green Book’) applies to your employment save as amended and expressed differently by this contract.

**1.4** For all new employee’s confirmation of the appointment will be subject to satisfactory completion of a period of probationary service of 3 months. During any such period of service you would be expected to establish your suitability for the post.

**1.5** During the probation period the notice period required in writing by either side is one week.

**2. Previous Service**

**2.1** Your employment with any other public employer as set out in the NJC agreement will be considered as part of a continuous period of employment with the Council for the purposes of your contract of employment. See Paragraph 1.2 above

**3. Job Title**

**3.1** The title of the job for which you are employed is Clerk to the Council. The Council has employed you under the provisions of section 112 (1) and (2) of the Local Government Act 1972. The Clerk is also the Responsible Financial Officer.

**3.2** The Council may from time to time wish to amend your job description, which is enclosed, and you may at any time be requested to undertake additional or other duties as necessary to meet the requirements of the Council.

**4. Declaration of Other Employment**

**4.1** It is a condition of this Contract of Employment that you inform the Council of any alternative employment you undertake, to ensure that no tax or insurance liabilities will accrue to the Council and that the provisions of the Working Time Regulations are not compromised. The Council also reserves the right to require that any other employment that you undertake does not conflict with the role or standards required to be undertaken or met in the public office of the Clerk to the Council and the role of Responsible Financial Officer.

**5. Place of Work**

**5.1** Your usual place of work is [**enter home address] or [Council office address]**

**6. Salary**

**6.1** Your salary is in accordance with the current NJC salary point **(xxx**) **£xxxxx [**and **if part-time** is calculated by pro-rata reference to the standard full time working week for local government staff of **37** hours.]

**6.2** Subject to satisfactory performance, you will progress automatically through the salary scale by annual increments until you reach the maximum of the scale. Your first increment will be payable on 1st April **enter year** and thereafter on the 1st April each year until you reach the maximum of the scale. The Council may withhold an increment if it is considered that performance fell below the level expected, following an annual appraisal review, or award an additional increment for exemplary performance if it chooses to do so.

**6.3** In addition one additional salary point will be added to your salary, up to a maximum of four points, for success in obtaining or already holding each of the following relevant qualifications:

 the Certificate in Local Council Administration

and other relevant qualifications such as: -

 Certificate in Local Policy Studies First Year

 the Certificate in Local Policy Studies

 the Diploma in Local Policy Studies

 BA (Hons) Degree Local Policy Studies (University of Gloucestershire).

**7. Method of Payment**

**7.1** Your salary will be paid by bank transfer (or cheque) at monthly intervals to reach your bank or building society as cleared funds by the last working day of the month.

**8. Expenses**

**8.1** Any travel, mileage, subsistence expenses incurred by you and approved by the Council will be paid at the agreed NJC rate laid down at the time.

**9. Working from Home Additional Clauses (If applicable)**

**9.1** The Council will pay the allowable tax-free allowance for working from home to cover all normal expenses (Currently £6 per week 2020). **Or** the employee can claim back said amount as tax relief.

**9.2** If the Council requires that your office, for the purposes of the Council, is your own home, then it will carry out a Risk Assessment to check the accommodation to ensure that Health and Safety regulations and the Data Protection Act are met. The Council undertakes to meet the cost of ensuring that these conditions are met.

**9.3** The Council will reimburse all expenses incurred by you in the discharge of the duties that are approved by the Council.

**9.4** The cost of all stationery and consumables and computer consumables against invoices submitted to the Council will be reimbursed.

**9.5** The Council will reimburse all telephone call expenses incurred on a private line against an itemised account.

**9.6** The Council will pay an agreed sum in consideration of the use of space, lighting, heating, and electricity due to working from the private premises of the Clerk to the Council.

**9.7** The Council will provide a dedicated computer or pay an agreed sum on a quarterly basis to include depreciation for the use of a private computer belonging to the Clerk to the Council.

**9.8** The Council will pay for all necessary computer software or upgrades required for the Clerk to the Council to fulfil the duties required by the Council.

**9.9** The Council agrees to fully indemnify the Clerk to the Council for both Employers and Public Liability Insurance for working from their own premises and any additional premium required by the Clerk to their own insurance that may be charged as additional premium for working on the Council’s behalf at home on providing evidence of the increase premium.

**9.10** You will make yourself available to members of the public and for work-related meetings or training during agreed hours at the designated address or alternatively at other accessible premises designated by the Council.

**9.11** The Council reserves the right to rescind agreement to your working from home should organisational, technical or performance issues make continued working from home untenable. You will be consulted prior to any such decision is made.

**10. Appraisal**

**10.1** You will receive an annual appraisal and performance review. Should there be any concern about your performance, other than matters of a disciplinary nature, the Council undertakes to work with you to seek to ensure that necessary training, mentoring, and support is provided to ensure that agreed standards of performance are reached in a reasonable agreed time frame.

**11. Hours of Work**

**11.1** Your hours of work are [xxxxxx]hours per week on [xx.xx] am to [xxx] pm

Monday to Friday.

**11.2** All employees have a statutory right to request flexible working, you must apply, in writing, for flexible working time conditions. The Council retains the right to refuse this application on reasonable objective business grounds. If so, the Council must provide you with reasons in writing.

**12. Additional Hours**

**12.1** If you are required to work more than your normal working hours servicing the Council and its committees or external events, you will be reimbursed at the normal NJC rate for these hours or you may take time off in lieu at a time agreed between you and the Council.

**12.2** Additional hours worked over and above the normal working week of [xxxx]hours servicing the Council and its committees or external events, will be reimbursed as paid overtime at the normal rates or time off in lieu agreed between you and the Council.

**12.3** Exceptional additional hours required to be worked must be approved by the Council and will conform to the provisions of the Working Time Regulations.

**13. Annual Leave**

**13.1** The calculation of your annual leave commences from the first day of your employment. You are entitled, in addition to the normal eight bank and public holidays, to twenty-two (2020) working days’ leave in each leave year (pro rata for part time employees). The leave year runs from 1st April to 31st March.

**13.2** Your leave entitlement will increase to twenty-five working days per year (pro rata for part time employees) when you have completed not less than five years of continuous service immediately prior to the commencement of the leave year.

**13.3** In addition to normal bank and public holidays, you will be entitled to two extra statutory days (the timing of these extra-statutory holidays will be by mutual arrangement and must be taken at times convenient to the Council).

**13.4** If you join the Council from another authority or other qualifying public body, your previous service will be considered in calculating your holiday entitlement.

**13.5** If your employment commenced or terminates part way through the leave year, your holidays during that year will be assessed on a pro rata basis on completed months of service. Deductions from final salary due to you on termination of employment will be made in respect of any leave taken more than entitlement.

**13.6** Holidays must be taken at times agreed with the Council. By mutual agreement no more than five days leave, except in exceptional circumstances, may be carried forward to the next leave year if you are in receipt of 25 or more day’s holiday entitlement. You may be able to carry forward any annual leave entitlement not taken within the leave year because of exceptional circumstances, subject to any statutory restrictions under the UK and EU provisions of the Working Time Regulations.

**13.7** In the event that you fall sick during the period of your annual leave you will be regarded as being on sick leave from the date of yourself or medical certificate and further annual leave will be suspended from that date unless you notify us otherwise.

**14. Sickness Absence**

**14.1** If you are absent from work on account of sickness or injury, you or someone on your behalf should inform the Council of the reason for your absence within two hours of the commencement of your expected start time or as soon as possible, but no later than the end of the working day on which the absence first occurs.

**14.2** In respect of absence lasting up to seven calendar days, you are required to inform the Chairman of the Council and self-certificate your absence.

**14.3** In respect of absence relating to illness lasting more than seven calendar days, you must provide a Certificate of Fitness for Work the reason for the absence and thereafter provide a consecutive medical certificate to cover any subsequent period of absence.

**14.4** You will be paid your agreed basic remuneration in line with the sickness entitlement at the time of your absence less any sickness taken in the immediate twelve-month period before your first day of absence. The Council will be responsible for reclaiming the Statutory Sick Pay element from HM Revenue & Customs. Entitlement to payment is subject to notification of absence and production of a Certificate of Fitness for Work as required above.

**14.5** The Council operates the Statutory Sick Pay scheme, and you are required to co-operate in the maintenance of necessary records. For the purposes of calculating your entitlement to Statutory Sick Pay ‘qualifying days’ are those days on which you are normally required to work. Payments made to you by the Council under its sick pay provisions in satisfaction of any other contractual entitlement will go towards discharging the Council’s liability to make payment to you under the Statutory Sick Pay scheme.

**14.6** The Council reserves the right to ask you at any time to submit to a medical examination by a medical practitioner nominated by the Council, subject to the provisions of the Access to Medical Reports Act 1988 where applicable. Any costs associated with the examination will be met by the Council.

**14.7** Whilst on absence due to sickness or incapacity you are not permitted to undertake any paid work for another employer or for any business established by you without express permission from the Council.

**15. Sick Pay - Scale of Payment**

**15.1** Subject to the above conditions of this scheme, when absent from duty owing to

illness (which term is deemed to include injury or other incapability or disability) you will be entitled to receive an allowance in accordance with the following scale: -

during 1st year of service one month’s full pay and (after completing 4 months service) 2 months half pay

during 2nd year of service 2 months full pay and 2 months half pay.

during 3rd year of service 4 months full pay and 4 months half pay.

during 4th & 5th year of service 5 months full pay and 5 months half pay.

after 5 years service 6 months full pay and 6 months half pay.

**N.B.** For the purposes of calculating “half” pay, the rate of pay for the agreed salary month will be used.

**16. Family Friendly and Other Statutory Rights**

**16.1** The Council will allow reasonable time off and other associated rights to comply with any statutory entitlements in respect of, for example, dependent care, family emergencies, maternity leave, paternity leave, parental leave, adoption leave, public or jury service subject, where required, to the employee satisfying any service and/or notification requirements. Notification and/or applications in accordance with the statutory obligations for such leave must be made to the Chairman of the Council.

**16.2** You should declare on appointment or subsequently if you are or intend to become a member of the Reserve Forces and we will then discuss the implications of this with you.

**17. Injury or Assault**

**17.1** In the event of death or permanent disablement arising from a violent or criminal assault suffered in the course of employment then all insurance payments will be made in accordance with the NJC “Green Book” of terms and conditions of service.

**18. Pensions**

**18.1 Pension**

The council is required to offer a pension in accordance with the Pensions Act 2008. All eligible workers (aged 22 or over and earning £10,000 or over) will be enrolled in a qualifying scheme. This may be the local government pension scheme, or NEST or an alternative scheme.

**18.3 Death in Service**

In the event of your death in service any gratuity payments will be paid to your next of kin. Any pension benefits will be paid to your nominated beneficiary, spouse, or children in accordance with the provisions of the Pension Scheme.

**19. Notice of Termination of Employment**

**19.1** After completion of probationary period the length of notice which you are obliged to give to the Council to terminate your employment is [**xx.xx] weeks/months** in writing.

**19.2** The length of notice which you are entitled to receive from the Council is -

|  |  |
| --- | --- |
| **Period of Continuous Service** | **Notice Period** |
| During Probation | 1 week |
| After Probation to 5 Years | 4 weeks |
| 5 Years or More | 1 week for each year of service to a maximum of 12 weeks |

**19.3** Upon receipt of your written termination of your employment or by the termination date from the Council you are required to surrender to the Council any documents or materials that you have been holding on behalf of the Council**.**

**20. Data protection and Confidentiality**

**20.1** You are required to maintain an appropriate standard of confidentiality during your employment in your dealings with the Council. Any disclosures of confidential information (including company, business organisations or personal information about Councillors not in the public media, kept on paper records on computers or any other form) made unlawfully outside the proper course of duty will be treated as a serious disciplinary offence. Should you breach this clause after your employment has ended, the organisation may take legal action against you.

**21. Grievance and Discipline – Dispute Resolution**

**21.1 Conciliation and Mediation**

Before resorting to formal procedures from the employee or from the Council it is the policy of the Council that discussions between both parties should be entered into with the express purpose of resolving the matter through a process of mediation seeking conciliation. Where necessary the Council will seek the services of an external expert to forward this process to reach a conclusion satisfactory to both parties in the dispute.

**21.2 Redress of Grievance**

**21.2.1** You must apply in writing to the Chairman of the Council in line with the Councils Grievance Policy and Procedure, for redress of any grievance relating to your employment. The Chairman shall report your application to a Grievance Panel meeting of the Council, held in the absence of the public and the press. You will have an opportunity to set out your grievance. The grievance will then be considered, and a decision reached by the Panel.

**21.2.2** Should you be dissatisfied with the Panel’s decision you have the right to make an appeal to the Appeals Panel of the Council.

**21.2.3** You have the right to have a companion, which may be a work colleague or trade union representative only, present at any grievance hearing or appeal.

**21.3.4** A copy of the Grievance Policy is available in your workplace.

**22. Disciplinary Rules**

**22.1** Before any disciplinary action is taken by the Council, a notice in writing giving details of the allegations/concerns signed by the Chairman and authorised by the Council in accordance with their delegated responsibilities, shall be given to you. You (together with a companion if you wish either a work colleague or trade union representative.) will have a full opportunity to answer the allegations/complaint at a meeting of the Council’s Disciplinary Panel held in the absence of the public and the press. Should you be dissatisfied with the Panel’s decision you have the right to make an appeal to the Appeals Panel of the Council.

**22.2** A copy of the Discipline Policy and all other policies of the Council are available in your workplace.

**23. Health and Safety Regulations, Other Legislation & Council Policies**

**23.1** You are expected to familiarise yourself with all relevant Regulations, Legislation and Policies applying to or made by the Council and ensure that you comply with and ensure others comply with these as required.

**24. Training and Development**

**24.1** It is essential that the Officers and employees of the Council maintain up to date knowledge of their function and duties. To this end the Council will expect and support your necessary agreed training and development and meet all course and examination expenses and any travel and subsistence incurred on the scale set down as paid working hours. In addition, reasonable agreed time for study in paid working hours will be given.

**25. Indemnity**

**25.1** The Council undertakes to indemnify its officers against any actions of commission.

...................................................................... ..........................................

(Signed on behalf of the Council) (Date)

I acknowledge receipt of this statement and agree, that for the purpose of the Working Time Regulations, any applicable entitlements and provisions constitute a relevant agreement.

...................................................................... ..........................................

(Employee’s Signature) (Date)

Note: based on WALC model Clerk contract October 2020

**APPENDIX III - FINANCIAL REGULATIONS**

**1. GENERAL**

1.1 These financial regulations govern the conduct of financial management by the Council and may only be amended or varied by resolution of the Council. The council is responsible in law for ensuring that its financial management is adequate and effective and that the council has a sound system of financial control which facilitates the effective exercise of the council’s functions, including arrangements for the management of risk and for the prevention and detection of fraud and corruption. These financial regulations are designed to demonstrate how the council meets these responsibilities.

1.2 The Responsible Financial Officer (RFO) is a statutory office and shall be appointed by the council. The Clerk has been appointed as RFO for this council and these regulations will apply accordingly. The RFO, acting under the policy direction of the Council, shall administer the Council's financial affairs in accordance with proper practices. The RFO shall determine on behalf of the council its accounting records, and accounting control systems. The RFO shall ensure that the accounting control systems are observed and that the accounting records of the council are maintained and kept up to date in accordance with proper practices.

1.3 The RFO shall produce financial management information as and when required by the council.

1.4 At least once a year, prior to approving the annual return, the council shall conduct a review of the effectiveness of its system of internal control which shall be in accordance with proper practices.

1.5 In these financial regulations, references to the Accounts and Audit Regulations shall mean the Regulations issued under the provisions of Section 27 of the Audit Commission Act 1998 and then in force.

1.6 In these financial regulations the term ‘proper practice’ or ‘proper practices’ shall refer to guidance issued in Governance and Accountability in Local Councils in England and Wales – a Practitioners’ Guide which is published jointly by NALC and SLCC and updated from time to time.

**2. ANNUAL ESTIMATES (BUDGET)**

2.1 Detailed estimates of all receipts and payments including the use of reserves and all sources of funding for the year shall be prepared each year by the RFO and Chairman in the form of a budget to be considered by the council.

2.2 The Council shall review the budget not later than the end of January each year and shall fix the Precept to be levied for the ensuing financial year. The RFO shall issue the precept to the billing authority and shall supply each member with a copy of the approved budget.

2.3 The annual budgets shall form the basis of financial control for the ensuing year.

2.4 The Council shall consider the need for and shall have regard to a three-year forecast of Revenue and Capital Receipts and Payments which may be prepared at the same time as the annual Budget.

2.5 A separate budget shall be established for the Willow Wood Play Area.

**3 BUDGETARY CONTROLS**

* Current and deposit accounts to be held at HSBC Bank
* Councillors to agree the appropriate account to manage the financial affairs of the council.
* The Clerk is authorised to transfer monies between current and deposit accounts.
* Transfers between current and deposit accounts will be included in the quarterly financial statement.
* Separate current and deposit accounts to be held for all monies relating to the Willow Wood Play area.

3.1 Expenditure on revenue items may be incurred up to the amounts included for that class of expenditure in the approved budget.

3.2 No expenditure may be incurred that will exceed the amount provided in the revenue budget for that class of expenditure. During the budget year and with the approval of council, having considered fully the implications, unspent and available amounts may be moved to other budget headings to cover any anticipated overspend(s) or to the council’s reserve as appropriate. All monies relating to the Willow Wood Play Area are ‘ring fenced’ and money in this budget can only be used for Willow Wood Play Area purposes.

3.3.1 The RFO shall at the end of each financial quarter provide the Council with a statement of receipts and payments to date under each head of the budget. An example quarterly report is given in Appendix 1.1 below.

3.3.2 The RFO shall draw the Council’s attention to any significant difference between actual income and expenditure to the appropriate date compared with that planned in the budget.

3.4 The Clerk may incur expenditure on behalf of the Council in accordance with the financial sanction limits set out in Appendix 1.2 below. Where it is necessary to carry out any repair, replacement, or other work of such extreme urgency that it must be done at once, whether there is budgetary provision or not for the expenditure and subject to a limit of £200.00, this may be carried out, after consultation, if possible, with the Chairman or Vice-Chairman. The Clerk may incur such expenditure and report the action to the Council as soon as practicable thereafter.

3.5 Unspent provisions in the revenue budget shall not be carried forward to a subsequent year unless placed in an earmarked reserve by resolution of the council.

3.6 No expenditure shall be incurred in relation to any capital project and no contract entered into or tender accepted involving capital expenditure unless the Council is satisfied that the necessary funds are available, or the requisite borrowing approval has been obtained.

3.7 All capital works shall be administered in accordance with the Council's standing orders and financial regulations relating to contracts.

3.8 The Lead Planning Councillor is authorized to consult with the Planning Consultants on Wilmcote Parish matters for up to four hours on each consultation and two hours for applications/proposals outside the Parish. Any expenditure over and above this must be approved by the full Council prior to further work being undertaken.

**4 ACCOUNTING AND AUDIT**

4.1 All accounting procedures and financial records of the Council shall be determined by the RFO in accordance with the Accounts and Audit Regulations.

4.2 The RFO shall complete the annual financial statements of the Council, including the council’s annual return, as soon as practicable after the end of the financial year and shall submit them and report thereon to the Council.

4.3 The RFO shall complete the Accounts of the Council contained in the Annual Return (as supplied by the Auditor appointed from time to time by the Audit Commission) and shall submit the Annual Return for approval and authorisation by the Council within the timescales set by the Accounts and Audit Regulations.

4.4 The RFO shall ensure that there is an adequate and effective system of internal audit of the Council's accounting, financial and other operations in accordance with proper practices. Any officer or member of the Council shall, if the RFO or Internal Auditor requires, make available such documents of the Council which appear to the RFO or Internal Auditor to be necessary for the purpose of the internal audit and shall supply the RFO or Internal Auditor with such information and explanation as the RFO or Internal Auditor considers necessary for that purpose.

4.5 The Internal Auditor shall be appointed by and shall carry out the work required by the council in accordance with proper practices. The Internal Auditor, who shall be competent and independent of the operations of the Council, shall report to Council in writing, or in person, on a regular basis with a minimum of one annual written report in respect of each financial year. In order to demonstrate objectivity and independence, the internal auditor shall be free from any conflicts of interest and have no involvement in the financial decision making, management or control of the council.

4.6 The RFO shall make arrangements for the opportunity for inspection of the accounts, books, and vouchers and for the display or publication of any Notices and statements of account required by Audit Commission Act 1998 and the Accounts and Audit Regulations.

4.7 The RFO shall, as soon as practicable, bring to the attention of all councillors any correspondence or report from the Internal or External Auditor, unless the correspondence is of a purely administrative matter.

**5 BANKING ARRANGEMENTS AND CHEQUES**

5.1 The council's banking arrangements, including the Bank Mandate, shall be made by the RFO and approved by the council. They shall be reviewed at least every two years for efficiency.

5.2 The council gives the RFO permission to settle invoices by BACS payment after seeking prior permission from the council for amounts shown in the Appendix 1.2. Any such payments to be listed in Parish Council minutes.

5.4 Delegations of authority relating to expenditure for the Willow Wood Play Area shall be the same as given in Appendix 1.2.

5.5 The RFO has permission to transfer funds between Parish Council accounts.

## 6 PAYMENTS OF ACCOUNTS

6.1 Any cheque payment requires the signature of two councilors, or one councilor and the clerk, regardless of the amount and must be listed in Parish Council minutes.

6.2 All invoices for payment shall be examined, verified and certified by the Clerk. The Clerk shall satisfy him/herself that the work, goods or services to which the invoice relates shall have been received, carried out, examined and approved.

6.3 The RFO shall examine invoices in relation to arithmetic accuracy and shall analyse them to the appropriate expenditure heading. The Clerk shall take all steps to settle all invoices submitted, and which are in order, as soon as possible.

6.4 If a payment is necessary to avoid a charge to interest under the Late Payment of Commercial Debts (Interest) Act 1998, and the due date for payment is before the next scheduled Meeting of Council, where the Clerk / RFO certifies that there is no dispute or other reason to delay payment, the Clerk may (notwithstanding Para 6.3) take all steps necessary to settle such invoices provided that a list of such payments shall be submitted to the next appropriate meeting of council.

6.5 The council will not maintain any form of cash float. All cash received must be banked intact. Any payments made in cash by the Clerk/RFO (for example for postage or minor stationery items) shall be refunded on a regular basis, at least quarterly.

6.6 If thought appropriate by the Council, payment for utility supplies (energy, telephone and water) may be made by variable Direct Debit provided that the instructions are signed by two members and any payments are reported to council as made. The approval of the use of a variable Direct Debit shall be renewed by resolution of the Council at least every two years.

## 7 PAYMENTS OF SALARIES

7.1 As an employer, the council shall make arrangements to meet fully the statutory requirements placed on all employers by PAYE and National Insurance legislation. The payment of all salaries shall be made in accordance with payroll records and the rules of PAYE and National Insurance currently operating, and salaries shall be as agreed by Council.

7.2 Payment of salaries and payment of deductions from salary such as may be made for tax, national insurance and pension contributions, may be made in accordance with the payroll records and on the appropriate dates stipulated in employment contracts, provided that each payment is reported to and ratified by the next available Council Meeting.

**8 PARISH COUNCILLOR’S ALLOWANCES**

Following the resolution passed by Council on 21st September 2004 regarding allowances:

8.1 An allowance of up to £250.00 may be made to the Chairman, at the Council’s discretion and after consultation with the incumbent.

8.2 Payment may be made to any other Councillor for out-of-pocket expenses if they wish to so

claim

8.3 All mileage undertaken on council business by all Councillors may be reimbursed for journeys both within and outside the Parish at the mileage rate set by HMRC for basic taxpayers.

**9 LOANS AND INVESTMENTS**

9.1 All loans and investments shall be negotiated in the name of the Council and shall be for a set period in accordance with Council policy.

9.2 The council shall consider the need for an Investment Policy which, if drawn up, shall be in accordance with relevant regulations, proper practices and guidance. Any Policy shall be reviewed at least annually.

9.3 All investments of money under the control of the Council shall be in the name of the Council.

9.4 All borrowings shall be effected in the name of the Council, after obtaining any necessary borrowing approval. Any application for borrowing approval shall be approved by Council as to terms and purpose. The terms and conditions of borrowings shall be reviewed at least annually.

9.5 All investment certificates and other documents relating thereto shall be retained in the custody of the RFO.

**10 INCOME**

10.1 The collection of all sums due to the Council shall be the responsibility of and under the supervision of the RFO.

10.2 Particulars of all charges to be made for work done, services rendered or goods supplied shall be agreed annually by the Council, notified to the RFO and the RFO shall be responsible for the collection of all accounts due to the Council.

10.3 The Council will review all fees and charges annually, following a report of the Clerk.

10.4 Any sums found to be irrecoverable and any bad debts shall be reported to the Council and shall be written off in the year.

10.5 All sums received on behalf of the Council shall be banked intact as directed by the RFO. In all cases, all receipts shall be deposited with the Council's bankers with such frequency as the RFO considers necessary.

10.6 The origin of each receipt shall be entered on the paying-in slip.

10.7 Personal cheques shall not be cashed out of money held on behalf of the Council.

10.8 The RFO shall promptly complete any VAT Return that is required. Any repayment claim due in accordance with VAT Act 1994 Section 33 shall be made at least annually coinciding with the financial year end.

10.9 Where any significant sums of cash are regularly received by the Council, the RFO shall take such steps as are agreed by the Council to ensure that more than one person is present when the cash is counted in the first instance, that there is a reconciliation to some form of control such as ticket issues, and that appropriate care is taken in the security and safety of individuals banking such cash.

**11 ORDERS FOR WORK, GOODS AND SERVICES**

11.1 An official order or letter shall be issued for all work, goods and services unless a formal contract is to be prepared or an official order would be inappropriate. Copies of orders shall be retained.

11.2 Order books shall be controlled by the RFO.

11.3 All members and Officers are responsible for obtaining value for money at all times. An officer issuing an official order shall ensure as far as reasonable and practicable that the best available terms are obtained in respect of each transaction, usually by obtaining three or more quotations or estimates from appropriate suppliers, subject to any de minimis provisions in Regulation 13 (I) below.

11.4 The RFO shall verify the lawful nature of any proposed purchase before the issue of any order, and in the case of new or infrequent purchases or payments, the RFO shall ensure that the statutory authority shall be reported to the meeting at which the order is approved so that the Minutes can record the power being used.

**12 CONTRACTS**

12.1 Procedures as to contracts are laid down as follows:

(a) Every contract shall comply with these financial regulations, and no exceptions shall be made otherwise than in an emergency provided that these regulations shall not apply to contracts which relate to items (i) to (vi) below:

(i) for the supply of gas, electricity, water, sewerage, and telephone services.

1. for specialist services such as are provided by solicitors, accountants, surveyors, and planning consultants.
2. for work to be executed or goods or materials to be supplied which consist of repairs to or parts for existing machinery or equipment or plant.

(iv) for work to be executed or goods or materials to be supplied which constitute an extension of an existing contract by the Council,

(v) for additional audit work of the external Auditor up to a previously agreed value (in excess of this sum the Clerk / RFO shall act after consultation with the Chairman or Vice Chairman of Council),

(vi) for goods or materials proposed to be purchased which are proprietary articles and/or are only sold at a fixed price.

(b) Where it is intended to enter into a contract exceeding £5,000 in value for the supply of goods or materials or for the execution of works or specialist services other than such goods, materials, works or specialist services as are excepted as set out in paragraph (a) the Clerk shall invite tenders from at least three firms

(c) When applications are made to waive financial regulations relating to contracts to enable a price to be negotiated without competition the reason shall be embodied in a recommendation to the Council.

(d) Such invitation to tender shall state the general nature of the intended contract and the Clerk shall obtain the necessary technical assistance to prepare a specification in appropriate cases. The invitation shall in addition state that tenders must be addressed to the Clerk in the ordinary course of post. Each tendering firm shall be supplied with a specifically marked envelope in which the tender is to be sealed and remain sealed until the prescribed date for opening tenders for that contract.

(e) All sealed tenders shall be opened at the same time on the prescribed date by the Clerk in the presence of at least one member of Council.

(f) If less than three tenders are received for contracts above £5,000 or if all the tenders are identical the Council may make such arrangements as it thinks fit for procuring the goods or materials or executing the works.

(g) When it is to enter into a contract less than £5,000 in value for the supply of goods or materials or for the execution of works or specialist services other than such goods, materials, works or specialist services as are excepted as set out in paragraph (a) the Clerk / RFO shall obtain 3 quotations (priced descriptions of the proposed supply); where the value is below £1,000 and above £100 the Clerk or RFO shall strive to obtain 3 estimates. Otherwise, Regulation 12 (3) above shall apply.

(h) The Council shall not be obliged to accept the lowest or any tender, quote or estimate. See Policy in paragraph 18.

**13 PAYMENTS UNDER CONTRACTS FOR BUILDING OR OTHER CONSTRUCTION WORKS**

13.1 Payments on account of the contract sum shall be made within the time specified in the contract by the RFO upon authorised certificates of the architect or other consultants engaged to supervise the contract (subject to any percentage withholding as may be agreed in the particular contract).

13.2 Where contracts provide for payment by instalments the RFO shall maintain a record of all such payments. In any case where it is estimated that the total cost of work carried out under a contract, excluding agreed variations, will exceed the contract sum of 5% or more a report shall be submitted to the Council.

13.3 Any variation to a contract or addition to or omission from a contract must be approved by the Council and Clerk to the Contractor in writing, the Council being informed where the final cost is likely to exceed the financial provision.

**14 ASSETS, PROPERTIES AND ESTATES**

14.1 The Clerk shall make appropriate arrangements for the custody of all title deeds of properties owned by the Council. The RFO shall ensure a record is maintained of all properties owned by the Council, recording the location, extent, plan, reference, purchase details, nature of the interest, tenancies granted, rents payable and purpose for which held in accordance with Accounts and Audit Regulations.

14.2 No property shall be sold, leased or otherwise disposed of without the authority of the Council, together with any other consents required by law, save where the estimated value of any one item of tangible movable property does not exceed £50.

14.3 The RFO shall ensure that an appropriate and accurate Register of Assets and Investments is kept up to date. See Appendix III. The continued existence of tangible assets shown in the Register shall be verified at least annually, possibly in conjunction with a health and safety inspection of assets.

**15 INSURANCE**

15.1 Following the annual risk assessment (per Financial Regulation 17), the RFO shall effect all insurances and negotiate all claims on the Council's insurers.

15.2 The Clerk/RFO shall note all new risks, properties or vehicles which require to be insured and of any alterations affecting existing insurances.

15.3 The RFO shall keep a record of all insurances effected by the Council and the property and risks covered thereby and annually review it.

15.4 The RFO shall be notified of any loss liability or damage or of any event likely to lead to a claim and shall report these to Council at the next available meeting.

15.5 All appropriate employees of the Council shall be included in a suitable fidelity guarantee insurance which shall cover the maximum risk exposure as determined by the Council.

**16 RISK MANAGEMENT**

16.1 The council is responsible for putting in place arrangements for the management of risk. A designated Councillor shall prepare, for approval by the council, risk management policy statements in respect of all activities of the council. Risk policy statements and consequential risk management arrangements shall be reviewed by the council at least annually. See Appendix II.

16.2 When considering any new activity, the designated Councillor shall prepare a draft risk assessment including risk management proposals for consideration and adoption by the council.

**17 REVISION OF FINANCIAL REGULATIONS**

17.1 It shall be the duty of the Council to review the Financial Regulations of the Council from time to time and at least every two years. The Clerk shall make arrangements to monitor changes in legislation or proper practices and shall advise the council of any requirement for a consequential amendment to these financial regulations.

**18 PROCUREMENT POLICY**

**PARISH COUNCIL PROCUREMENT VALUES**

The Council will strive to attain best value for all goods, materials, and services which it purchases. The Council will operate a transparent procurement process in accordance with its Financial Regulations and Standing Orders for all procurement.

* The Council will purchase locally wherever possible and where best value can be satisfied. The Council will primarily make purchases within the Parish of Wilmcote.
* . “Best Value” will be defined as a balance of price, quality of product and supplier services. The price will be an assessment of lifetime costs such as capital purchase price, annual maintenance cost, decommissioning cost.
* An important factor is the life of the product, and these costs will be assessed over the life of the product.
* In evaluating “best value”, the past record of the supplier will be taken into account, and this does not always mean that the Parish Council should select the lowest quotation.
* The Council will purchase Fair Trade goods where possible.
* The Council will purchase re-cycled goods or less environmentally damaging materials where they meet the required functional standard and will have regard to protect and sustain the environment.
* Procurement activities will comply with the Council's Financial Regulations and follow guidance in the NALC Procurement Toolkit where possible.
* Tender opportunities will be promoted on the Councils website to encourage tenders from local community and voluntary organisations and the local SME sector.

**THRESHOLDS & PROCEDURES**

|  |  |
| --- | --- |
| **Estimated contract value** | **Contract requirements** |
| **£500 - £9,999 (excluding VAT)** | The Clerk / RFO shall strive to obtain 3 estimates detailing priced descriptions of the proposed supply. |
| **£10,000 – £24,999**  **(excluding VAT)** | * A formal tender process shall be followed, see below. * A contract shall be advertised on the Parish Council website and/or other public advertisement as determined by the Parish Council. * Where specialist trades or materials are required or there is likely to be an insufficient response to advertisement, in consultation with the Responsible Financial Officer, it may be agreed to approach suppliers (preferably local) on an ad hoc basis. When inviting expressions of interest, 3 written quotes shall be sort.   This does not change any requirement to advertise on Contract Finder. |
| **Above £25,000 (excluding VAT)** | * A formal tender process shall be followed, see below. * A contract shall be advertised on the Parish Council website and/or other public advertisement as determined by the Parish Council. * Selection of a product will be based on the lifetime cost using net present value techniques, the discount factor being that used in government * Where the council intends to procure or award a public supply contract, public service contract or public works contract as defined by (“the Regulations”) within The Public Contracts Regulations 2015 which is valued at £25,000 or more, the council shall comply with the relevant requirements of the Regulations. |

**FORMAL PROCESS FOR CONTRACTS EXCEEDING £10,000**

Subject to additional requirements in the financial regulations of the Council, the tender process for contracts valued at over £10,000 for the supply of goods, materials, services or the execution of works shall include, as a minimum, the following steps:

* 1. A specification for the goods, materials, services, or the execution of works shall be drawn up.
  2. An invitation to tender shall be drawn up to confirm (i) the Council’s specification (ii) the time, date, and address for the submission of tenders (iii) the date of the Council’s written response to the tender and (iv) the prohibition on prospective contractors contacting Councillors or staff to encourage or support their tender outside the prescribed process.
  3. The invitation to tender shall be advertised for all contracts over £10,000 on the Parish Council Website, and Contract Finder along with any other manner that is appropriate including local news circulation.
  4. Tenders are to be submitted in writing in a sealed marked envelope addressed to the Parish Clerk.
  5. Tenders shall be opened by the Parish Clerk in the presence of at least one Councillor after the deadline for submission of tenders has passed.
  6. Tenders are to be reported to and considered by the appropriate meeting of the Parish Council or a Working Group with delegated responsibility. Decisions on contracts awarded over £10,000 must be made by the full Parish Council.
  7. Neither the Council, nor a committee or a sub-committee with delegated responsibility for considering tenders, is bound to accept the lowest value tender.

**Appendix 1.1 – Example Quarterly Financial Statement**





**Appendix 1.2 – Financial Sanction Limits**

**Controls to Purchase Any Item.**

The review of the financial regulations considered the need for greater clarity of the financial regulations currently contained in the SO’s; these relate specifically to:

1. Delegations of authority
2. The purchase procedure in making any payments.

**Delegations of Authority**

In the case of delegations of authority three levels are considered necessary to provide flexibility and control of budget spend. The three levels are shown in Figure I below:

**Figure I Payment Authorisation Levels**

|  |  |  |
| --- | --- | --- |
| **Payment Level** | **Description** | **Authorisation Required** |
| 1 | Up to £200 on any single item, maximum 3 items per month | Clerk/RFO |
| 2 | £200 - £1000 on any single item, maximum 3 items per month | Chair and Vice Chair (in their absence another Councillor) |
| 3 | Above level 2 | Full Council |

**Note 1. Level 3 payment includes payment of clerk salary.**

**Note 2. Calculation of clerk salary undertaken by RFO.**

**Purchase Procedure**

The procedure for the purchase of any item will show the steps to be followed for each level of purchase and the point at which the appropriate authority is activated and sought. The procedure for the three levels is shown in Figure 2 below:



1. There are a number of payments made by our RFO which are standard items that come from our Precept. When we adopt the Precept we are giving authority to our RFO to make these payments at the required timing i.e., monthly or annually. All that is required is for the RFO to inform the WPC when payments are actually made, this can be done by giving councillors at each WPC meeting a list of payments made.
2. All other non-standard payments will be subject to the financial regulations set out in the procedure adopted at the WPC meeting held on 27th January 2021.
3. A list of standard items included in our Precept is as below:

WPC REGULAR PAYMENTS

HMRC PAYE & NI - Quarterly

Clerk’s salary - monthly

WALC subs – annual

SDC Website hosting – annual

E.on energy - monthly paid direct debit

E.on maintenance - quarterly

Came & Co. Insurance - annual

G. Compton for grass cutting – The Green.

Auditors - internal and external – annual

S137 grants once agreed by Cllrs. - annual

ICO annual

CPRE annual

Parish Online subscription - annual

PLAYGROUND

Gary Compton – grass and hedgecutting

SDC Lease 6 monthly

Monthly inspections

Annual inspection

|  |  |  |  |
| --- | --- | --- | --- |
| **Item** | **Risk** | **Management of Risk** | **Action** |
| **Election Costs** | Vacancy arises | Initiate election process | Clerk |
| **Assets:**  **General** | Loss/Damage | Covered by insurance | RFO |
|  | Cause injury | Public Liability  Insurance | RFO |
|  | Replacement | Assess remaining life.  Carry out condition assessment. | WPC:  Asset Replacement Plan |
|  | Maintenance | Contracted out | WPC: Review contracted services |
| **Compensation claims for injury** | Injury | Public Liability  Insurance | RFO |
| **Income** | SDC withdraw precept.  Money owed to WPC. | In the event reduce expenditure plans | WPC |
| **Compensation future claims** | Claim for ill health | Employer/Public Liability  Insurance to provide care for 40 years. | RFO |
| **Lime Tree** | Health & safety risk to public. | Monitor health by visual inspection – report to WCC. | Clerk/WCC |
| **Employment contract** | Risk assessment to be conducted at clerk’s home and fund any change needed.  Provide/replace equipment needed to do job. | Make contingency in budget | WPC |
| **Assets:**  **Willow Wood** | Loss/Damage | Covered by insurance | RFO |
|  | Cause injury | Public Liability Insurance | RFO |
|  | Replacement | Assess remaining life.  Carry out condition assessment. | WPC:  Asset Replacement Plan |
|  | Maintenance | Contracted out:  Monthly/Annual Inspections | WPC: Review contracted services |

**APPENDIX IV - WPC Risk Register June 2021**

**APPENDIX V – Asset register June 2021**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **ASSET** | | **LOCATION** | **DATE ACQUIRED** | **COST** | **REPLACED** | **DISPOSED** | |
| **2** | Dog Bin (SDC) | |  | pre-1999 |  |  |  | |
| **3** | Dog Bin (SDC) | | Bovis Triangle | pre-1999 |  | 2011 |  | |
| **4** | Dog Bin (SDC) | | Entrance access to Canal Towpath, Station Road | 2002 | £160.00 |  |  | |
| **5** | Dog Bin (SDC) | | Aston Cantlow Road near shop | 2007 | £178.00 |  |  | |
| **6** | Litter Bin (SDC) | |  | 2003 | £360.00 |  |  | |
| **7** | Litter Bin (SDC) | | Aston Cantlow Road near shop | 2007 | £230.00 |  |  | |
| **8** | Litter Bin (SDC) | | Playground | 2008 | £310.00 |  |  | |
| **9** | Footway Lighting - 30 No. | | Throughout Village | pre-1999 | £1.00 |  |  | |
| **10** | Footway Lighting - 06 No. | | Bovis Estate |  | - |  |  | |
| **11** |  | |  |  |  |  |  | |
| **12** |  | |  |  |  |  |  | |
| **13** |  | |  |  |  |  |  | |
| **14** | Hardwood Bench | | Playing Field | 2004 | £900.00 |  | 2006 | |
| **15** | Hardwood Bench | | Playing Field | 2004 | £900.00 |  | 2006 | |
| **16** | Hardwood Bench | | Entrance to Glebe Estate | 2004 | £900.00 | 2010 |  | |
| **17** | Hardwood Bench | | Adjacent to Playground | 2010 | £900.00 |  |  | |
| **18** | Cast Iron Bench | | At base of Lime Tree on The Green | 2007 | £3,360.00 |  |  | |
| **19** |  | |  |  |  |  |  | |
| **20** |  | |  |  |  |  |  | |
| **21** |  | |  |  |  |  |  | |
| **22** | Notice Board | | Entrance to Glebe Estate | 2004 | £200.00 |  |  | |
| **23** | Notice Board | | Aston Cantlow Road opposite shop | 2008 | £600.00 |  |  | |
| **24** |  | |  |  |  |  |  | |
| **25** |  | |  |  |  |  |  | |
| **26** |  | |  |  |  |  |  | |
| **27** | Filing Cabinet | | Clerk's address | 2001 | £81.00 |  |  | |
| **28** |  | |  |  |  |  |  | |
| **29** | Playground equipment | | Bovis Triangle | 2012 | - |  |  | |
| **30** | Dog bin (SDC) | | Aston Cantlow Road junction Marsh Road | 2014 | £300.00 |  |  | |
| **NOTES**  **1** | |  | | | | | |
| **2** | | Responsibility of SDC | | | | | |
| **3** | | Replaced by SDC at no cost because original went missing | | | | | |
| **4** | | Responsibility of SDC | | | | | |
| **5** | | Responsibility of SDC | | | | | |
| **6** | | Responsibility of SDC | | | | | |
| **7** | | Responsibility of SDC | | | | | |
| **8** | | Responsibility of SDC | | | | | |
| **9** | | New replacement column & lantern in Glebe Estate plus transfer of service. New replacement column & lantern at Mary Arden’s House plus transfer of service. | | | | | |
| **10** | | Passed to P.C. by SDC | | | | | |
| **11** | |  | | | | | |
| **12** | |  | | | | | |
| **13** | |  | | | | | |
| **14** | | Gifted to P.C. by SWHA. Passed to SDC on surrender of lease | | | | | |
| **15** | | Gifted to P.C. by SWHA. Passed to SDC on surrender of lease | | | | | |
| **16** | | Gifted to P.C. by SWHA | | | | | |
| **17** | | Gifted in memory of D. King | | | | | |
| **18** | | Gifted by Mr. Douglas King | | | | | |
| **19** | |  | | | | | |
| **20** | |  | | | | | |
| **21** | |  | | | | | |
| **22** | | Gifted to P.C. by SWHA | | | | | |
| **23** | |  | | | | | |
| **24** | |  | | | | | |
| **25** | |  | | | | | |
| **26** | |  | | | | | |
| **27** | |  | | | | | |
| **28** | |  | | | | | |
| **29** | | Leased from SDC including land. Insurance cover for £80,000. Specific items as per Digley Associates Annual inspection report. | | | | | |
| **30** | | £97.00 p.a. for emptying. Responsibility of SDC | | | | | |

**APPENDIX VI – Management of Wilmcote Children’s Play Area (Willow Wood)**

**June 2021**

**Wilmcote Parish Council Management Procedure**

CONTENTS:

1. Introduction
2. Monthly/Annual Safety Inspections - Equipment Condition/Site Condition
3. Maintenance
4. Health and Safety
5. Overall Process - Operation/WPC Financial Sanction
6. Annual Review
7. Contact Details

1. INTRODUCTION

This procedure covers the equipment and site known as Willow Wood Play Area.

The land is owned by Stratford District Council and leased by Wilmcote Parish Council. The equipment is owned and maintained by WPC.

The safe operation of the equipment is covered by various UK safety standards. These standards are regularly updated and replace existing standards. Advice on the current standards and the playground inspections required are provided by Playground Supplies Ltd. (See section 7 for contact details).

The Company carrying out inspections should be reviewed annually to ensure best value.

2. SAFETY INSPECTIONS

**Annual Inspections**

These are currently carried out by Playground Supplies Ltd. and comprise:

1. Generating an asset register of all items within the play area.
2. Identify and record the Manufacturer, wherever possible.
3. Identify an anticipated end of life for items on the asset register.
4. Inspect all play items in accordance with the current British Safety Standards.
5. Photograph all items and other findings.
6. Produce written risk assessment of all identified issues for WCP.

**Monthly Inspections**

This inspection is currently carried out by Playground Supplies Ltd., who inspect all equipment to ensure it is safe for use and meets the British Standards for safety. PSL produce a report for WPC recommending any work required.

During the monthly inspection if an item or the site is deemed to be an immediate risk the Inspector will contact WPC’s Clerk by phone from the site. If required and if possible PSL will immobilise the problem item; in general, this is only practicable with the swings and the zip wire as they can be chained and padlocked to the support posts to prevent use. If required, the PC would be notified straight away, and it is their responsibility to immobilise or arrange for an item to be immobilised and/or taped off. Warning notices should also be placed on dangerous equipment.

Any broken glass/sharps will be removed from the site by the Inspector as part of the monthly inspection.

3. MAINTENANCE

Under instruction from the WPC maintenance is currently carried out by PSL and/or local contractors and comprises:

1. Annual maintenance of all equipment, which must be carried out in accordance with the manufacturer’s advice and current British Safety standards.
2. Maintenance of all equipment as agreed with WPC in accordance with the monthly/annual inspection reports provided by PSL. Quotations will be provided before work is authorised.
3. Emergency work to be undertaken as agreed with WPC in accordance with inspection reports from PSL.

**Site Condition**

The site is currently kept neat and tidy by a local gardener - Gary Compton and comprises:

1. Grass cutting as requested by WPC.
2. Hedge trimming as requested by WPC.
3. Weekly removal of litter found on the site.
4. The litter bin is provided by and emptied by SDC Waste Collection Services.

**Reports from the General Public**

5. OVERALL PROCESS

The management of the play area and equipment to ensure a safe play area in which children can play is delivered through the inspections and reporting by Playground Supplies Ltd., as follows:

1. **Monthly Inspection Reports** to identify wear and tear, repair and any potential dangers and general condition of the site and suggest any actions. These are communicated in writing and/or by telephone to the Clerk of the Council who then distributes reports and/or contacts the Councillors by telephone depending upon on the urgency of the issue.
2. Where work is required WPC via the Clerk will request a quotation and once this is agreed by the Councillors will instruct Playground Supplies Ltd., or a local contractor to carry out the work.
3. Where work on the site condition is required WPC via the Clerk will instruct local contractor (Gary Compton) to carry out the work
4. An **Annual Inspection Repor**t will be provided to give guidance on long term actions that may be required.
5. Annual maintenance will be carried out to ensure the long-term integrity of the equipment.

4. HEALTH AND SAFETY

Health and safety notices will be displayed in the secure play area notice board.

**EMERGENCY ACTION:**

If any emergency action is required via a report from Playground Supplies or a member of the public the WPC Clerk will immediately request that Playground Supplies Ltd or a local contractor correct the position, not exceeding the amount of £200. The Clerk will notify the Councillors of the issue and the action taken as soon as possible. If the work required exceeds the Clerk’s authority, then the playground will need to be closed immediately. The clerk would need to contact a Lead Councillor for the Play Area as soon as possible.

**WPC Financial Sanction**

The sanction of work at the site is in two categories:

1. Emergency work requiring immediate action - this will be reported to the WPC Clerk who has the authority to instruct Playground Supplies Ltd. or a local contractor to carry out any work necessary to make the equipment/site safe up to a limit of £200.
2. Repairs to existing equipment identified in a PLS report as being necessary by a specified time; the Clerk has the authority to spend up to £200.
3. For all other work over the limit of the Clerk’s authorised expenditure the financial sanction limits shown in Appendix 1.2 are applicable.

6. ANNUAL REVIEW

At a WPC meeting the following will be considered:

1. The arrangements/contract with Playground Supplies Ltd., and Gary Compton to be reviewed annually and alternative quotations sought to ensure that the WPC are getting best value for money.

1. The management procedure will be reviewed and modified, if necessary, based on experience.

**APPENDIX VII – Personal Safety for Elected Members**

**November 2021**

1. If possible, maintain a 2m distance between Councillors and public and if necessary, hold the meeting in the main hall if it’s available.
2. If a Councillor detects a potential threat propose the meeting be ended.
3. Do not let public enter kitchen where there are knives etc. that could be used as a weapon.   Door to kitchen can’t be locked so need to watch movements of public.
4. Agree an escape route if using the meeting room. Keep doors open to the main hall if main hall not being used, the main hall has push escape doors.
5. Each councillor to have mobile phone and torch with them.
6. If possible, park along wall where entrance door is – reverse into space.
7. If the Village Hall is in darkness, do not enter alone – wait in your car for at least 2 other Councillors to arrive.

**APPENDIX VIII – Procedure to Manage Lone Workers**

**November 2021**

Lone working will be avoided where reasonably possible.   Where lone working is necessary, the following steps will be followed:

1. Ensure the person who is working alone is covered by third party insurance
2. A hi-vis jacket will be provided with wording on the back ‘working for Wilmcote Parish Council’
3. If the person working alone encounters any problems the clerk to the council will report this to the Police for investigation.

**APPENDIX IX – Public Participation at Parish Council Meetings**

**November 2021**

Meetings of the Parish Council are not public meetings but members of the public have a statutory right to attend meetings of the council as observers. They have no legal right to speak unless the Parish Council Chairman authorises them to do so. However, as part of its community engagement, Parish Councils can set out a time for public participation at an agreed time when members of the public are invited to speak. Members of the public should not be involved in the decision-making of the Council. The Council should not make any instant decisions at the behest of members of the public on items that are not included in the agenda. As a matter of best practice the public forum will be kept separate from the debate of the councillors. If matters raised are not on the agenda for the meeting these can be used to form part of the agenda for a future meeting at the discretion of the Council. Members of the public are welcome to stay for the Council meeting after the public session as observers but will not be able to join in the discussion unless invited to do so by the Chairman. Members of the public may be excluded by a resolution of the meeting for specific items which need to be discussed in confidence (e.g. staffing matters, tenders for contracts, some legal issues).

RULES • This session will be limited to a maximum time as set by Council.

• The time for each member of the public to speak is limited to 5 minutes.

• If more than one member of the public wishes to speak on the same topic then they should nominate one person to speak on their behalf. This will avoid duplication and make the best use of the public participation period.

• Written statements must be received by the Clerk at least 3 days prior to the meeting.

• Public Forum is an opportunity for members of the public to (a) make representations, (b) answer questions or (c) give evidence relating to the business to be transacted.

• The Chairman has the right to say that any question or statement is inappropriate and will not be accepted.

• Neither Councillors nor the Clerk should be put under pressure to respond immediately to comments made under public participation. Members of the public do not have a right to force items onto the council agenda nor to insist on how matters are recorded in the minutes.

• A question raised by a member of the public during a public speaking session shall not require a response and there should be no debate or discussion between the Council and the public.

• A brief record of topics raised at public participation will be included in the minutes of that meeting. But libellous, offensive and discriminatory comments will not be minuted.

• If the issue is on the agenda then it will be discussed under the appropriate item. Members of the public are therefore requested to leave their contact details with the Clerk before leaving the Council meeting if they wish to receive a reply to their query.

• All persons present will act respectfully towards every other person present and will not act in a manner that demeans, insults, threatens or intimidates him or her. All statements, questions and responses, challenges to statements, complaints or criticisms must be made politely.

• All statements, questions and responses must be related to the facts of the matter and not be personal in nature. There should be no reference to personal views on any person.

• Please note that offensive or threatening behaviour will not be tolerated. If a member of the public interrupts the proceedings of any meeting the Council reserves the right to curtail the contribution of that person and exclude a disorderly person.

**Contact Details**

**Wilmcote Parish Council**

**Clerk to the Parish Council:**

**Liz Butterworth:** [lizbutterworth1@btinternet.com](mailto:lizbutterworth1@btinternet.com)

**Telephone number displayed at Play Area: 01789 268998**

**In an Emergency: Call 999**