

# Records Retention Policy

Easton on the Hill Parish Council recognises that the efficient management of its records is necessary to comply with its legal and regulatory obligations and to contribute to the effective overall management of the association. This document provides the policy framework through which this effective management can be achieved and audited.

It covers:

- Scope
- Responsibilities
- Retention Schedule

## Scope

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

## Responsibilities

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

## Retention Schedule

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

Document	Minimum Retention Period	Reason	
<b>Minutes</b>			
Minutes of Council meetings	Indefinite	Archive	
Minutes of committee meetings	Indefinite	Archive	
<b>Employment</b>			
Staff employment contracts	6 years after ceasing employment	Management	
Staff payroll information	3 years	Management	
Staff references	6 years after ceasing employment	Management	
Application forms (interviewed – unsuccessful)	6 months	Management	
Application forms (interviewed – successful)	6 years after ceasing employment	Management	
Disciplinary files	6 years after ceasing employment	Management	
Staff appraisals	6 years after ceasing employment	Management	
<b>Finance</b>			
Scales of fees and charges	6 years	Management	
Receipt and payment accounts	6 years	VAT	
Bank statements	Last completed audit year	Audit	
Cheque book stubs	Last completed audit year	Audit	
Paid invoices	Last completed audit year	VAT	
Paid cheques	Last completed audit year	Limitation Act 1980	
Payroll records	3 years	HMRC	
Petty cash accounts	Last completed audit year	Audit	
<b>Insurance</b>			
Insurance policies	6 years after policy end	Management	
Certificates for Insurance against liability for employees	6 years after policy end	Management	
Certificates for Public Liability	6 years after policy end	Management	
Insurance claim records	6 years after policy end	Management	
<b>Health and Safety</b>			
Accident books	3 years from date of last entry	Statutory	
Risk assessment	3 years	Management	
<b>General Management</b>			
Councillors contact details	Duration of membership	Management	
Lease agreements	12 years	Limitation Act 1980	
Contracts	6 years	Limitation Act 1980	
Email messages	At end of useful life	Management	
Consent forms	5 years	Management	
GDPR Security Compliance form	Duration of membership	Management	
Version number	Purpose/change	Author	Date
0.1	Initial draft	LSS	20/2/18

Adopted on 14 May 2018

Next review date May 2019