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| Policy | **Records Retention Policy** |
| Adopted | 21.06.2022  Minute No: 0622/2740 |
| Review schedule | 3 yearly |
| Reviewed: | 17.06.2025 Full Council  Minute No: 0625/3680 |

Tibshelf 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 Tibshelf Parish Council in the course of carrying out its functions. Records are defined as all those documents which facilitate the business carried out by Tibshelf 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 Tibshelf Parish Council records may be selected for permanent preservation as part of the Councils archives and for historical research.

Responsibilities

Tibshelf 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 Tibshelf Parish Council’s records management guidelines.

**Retention Schedule**

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

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| **Document Category** | **Minimum Retention Period** | **Reason** |
| **Minutes** |  |  |
| Minutes of Council meetings | Indefinite | Archive |
| Minutes of committee meetings | Indefinite | Archive |
| **Employment** |  |  |
| 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 |
| **Finance** |  |  |
| Scales of fees and charges | 6 years | Management |
| Receipt and payment accounts | Indefinite | Archive |
| Receipt books of all kinds | 6 years | VAT |
| Bank paying in books | Last completed audit year | Audit |
| Bank statements | Last completed audit year | Audit |
| Cheque book stubs | Last completed audit year | Audit |
| Paid invoices | 6 years | VAT |
| Paid cheques | 6 years | Limitation Act 1980 |
| Wages Books | 12 years | Superannuation |
| Payroll records | 3 years | HMRC |
| Timesheets | Last completed audit year  3 years. | Audit  Personal injury (best practice) |
| Petty cash accounts | 6 years | Tax, VAT, Limited Act 1980 |
| Investments | Indefinite | Audit, management |
| Title deeds, leases, agreements, contracts | Indefinite | Audit., management |
| Members Allowances Register | 6 years | Tax, Limitation Act 1980 (as amended) |
| **Insurance** |  |  |
| Insurance policies | While valid | Management |
| Certificates for Insurance against liability for employees | 40 years from date on which insurance commenced or was renewed. | The Employer’s Liability (compulsory Insurance) Regulations 1998 (SI.2753) Management |
| Certificates for Public Liability | 6 years after policy end | Management |
| Insurance claim records | 6 years after policy end | Management |
| **Health and Safety** |  |  |
| Accident books | 3 years from date of last entry | Statutory |
| Risk assessment | 3 years | Management |
| **Allotments** |  |  |
| Register and plans | Indefinite | Audit, Management |
| **Village Hall, Recreation Ground** |  |  |
| Application to hire | 6 years | VAT |
| Lettings diaries |
| Copies of bills to hires |
| Record of tickets issues |
| **Cemetary** |  |  |
| Register of fees collected | Indefinite | Archives, Local Authorities, Cemeteries Order 1977 (SI.204). |
| Register of burials |
| Register of purchased graves |
| Register/plan of grave spaces |
| Register of memorials |
| Applications for interment |
| Applications for right to erect memorials |
| Disposal certificates |
| Copy of certificates of grant of exclusive right of burial |
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| **General Management** |  |  |
| 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 |
| Member GDPR Security Compliance Forms | Duration of membership | Management |