



Records Retention Policy

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

Responsibilities

Newnham 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 Clerk will promote compliance with this policy so that information will be retrieved easily, appropriately and timely. The Clerk and members must ensure that records for which they are responsible are accurate and are maintained and disposed of in accordance with these guidelines.

Retention Schedule

The retention schedule refers to records, regardless of the media in which they are stored.

Document	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
Bank statements	6 years	Audit
Cheque book stubs	6 years	Audit
Paid invoices	6 years	VAT
Paid cheques	6 years	Limitation Act 1980
Payroll records	6 years + current year	HMRC
Petty cash accounts	6 years	VAT
Insurance		
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
Health and Safety		
Accident books	3 years from date of last entry	Statutory
Risk assessment	3 years from date of Risk Assessment	Management
General Management		
Councillors contact details	Duration of membership	Management
Lease agreements	12 years	Limitation Act 1980
Contracts	6 years	Limitation Act 1980
Email messages	<ol style="list-style-type: none"> 1) Emails relating to any specified category listed are to be retained for the same period as the specified category 2) All other emails, at the end of useful life 	Management
Consent forms	5 years from date of consent	Management
GDPR Security Compliance form	Duration of membership	Management

GDPR Councillor Resignation Checklist	1 year after date of resignation	Management
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** The council's accounts are a rich source of social history information and should be archived indefinitely wherever practical to do so.*

Reviewed, updated and re-adopted – 1 July 2024