

# **East Haddon Parish Council**

## **Records Retention Policy**

**Reviewed and approved: November 2025. Minute Ref: 25/167**

East Haddon Parish Council recognises that 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 Parish Council. This document provides the policy framework through which this effective management can be achieved.

It covers:

- Scope
- Responsibilities
- Retention Schedule

### **Scope**

This policy applies to all records created, received or maintained by East Haddon Parish Council in the course of carrying out its functions. Records are defined as all those documents which facilitate the business carried out by East Haddon 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 East Haddon Parish Council records may be selected for permanent preservation as part of the Council's archives and for historical research.

### **Responsibilities**

East Haddon Parish Council has a 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 Councillors and employees (The Clerk) must ensure that records for which they are responsible are accurate, and are maintained and disposed of in accordance with East Haddon 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	Indefinite	Archive
Bank statements	Last completed audit year	Audit
Paid invoices	6 years	VAT
Paid cheques	6 years	Limitation Act 1980
Payroll records	6 years + current year	HMRC
<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
Consent forms	5 years	Management
GDPR Security Compliance form	Duration of membership	Management
Hard copy routine correspondence	Retain until the matter is dealt with + 6 months. Where EHPC believe it necessary to retain, personal information will be redacted accordingly	Management
Electronic routine correspondence	Dependent on content, see specifics above, other content retain until matter is dealt with + 6 months	Management
Requests under the Freedom of Information Act 2000	3 years from date of closure (unless challenged then 6 years)	Management