



## SANDOWN TOWN COUNCIL – MEETING MINUTES – 18 MARCH 2024

Minutes of the Meeting of Sandown Town Council held on **MONDAY, 18 MARCH 2024** at 7:00 pm at The Broadway Centre, 1 Broadway, Sandown, Isle of Wight PO36 9GG.

**Present:** Cllrs Alex Lightfoot (Mayor), Debbie Andre, Frank Baldry, Emily Brothers, Ian Fletcher (Deputy Mayor), Jenny Hicks, Heather Humby, Paddy Lightfoot, Robert May, Toby Wilcock.

**Also Present:** Richard Priest (Clerk), Jennifer Armstrong (RFO), Lorraine Ellis (Admin) and two members of the public.

### **89-2023/2024 PUBLIC QUESTIONS:**

None Received.

### **90-2023/2024 APOLOGIES**

Apologies were accepted from Cllrs Sue Betts and Ian Ward.

### **91-2023/2024 DECLARATIONS OF INTERESTS**

#### 1. To receive any declarations of pecuniary and non -pecuniary interests

Cllr Debbie Andre declared an interest in any matters pertaining to the Isle of Wight Council as a ward member and a pecuniary interest in discussions relating to the Carnival Association as their landlord. She also advised she would not take part in any discussions relating Los Altos as her property was adjacent to the park.

#### 2. To receive and consider granting any written requests for dispensations.

No requests for written dispensations had been received.

### **92-2023/2024 POINT OF ORDER**

Cllr Brothers raised a point of order under Standing Order 20.8 informing council a request for a motion relating to Solar Panels at the Broadway centre on the agenda had been refused and requested details of the explanation recorded on the Rejected Motions Register be provided.

The Clerk responded that the motion had not been denied, but clarification had been sought on the costs of scoping the project (for example bat and structural surveys), where the monies would be drawn from the budget, and which project on the work plan it would replace. A meeting had also been offered with the Mayor but declined by Cllr Brothers to discuss and inform these elements. Cllr Brothers also refused for the exchange and minutes of a previous budget meeting to be shared with other councillors.

The Chair referred to Standing Order 20.6 whereby the Proper Officer has the final decision on motions on the agenda.

### **93-2023/2024 MINUTES OF THE LAST MEETING**

Cllr Brothers proposed an amendment to minute 73-2023/24(8) suggesting herself and Cllr Hicks had voted against not for the substantive motion. The published minutes had been checked and were correct suggesting it was an accessible formatting issue.

A proposal to approve the minutes of the meeting held on 12 February 2024 was moved and duly seconded. Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (9), Against (1), Abstentions (0).

#### **RESOLVED:**

THAT the minutes of the meeting held on 12 February 2024 be approved as a true record.

### **94-2023/2024 FINANCES**

#### **1. To approve the Payments and Receipts lists as presented for February 2024**

A motion, that the Payments and Receipts for February 2024 be approved, was proposed and duly seconded. Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (10), Against (0), Abstentions (0).

#### **RESOLVED**

THAT the Payments and Receipts for February 2024 be approved.

#### **2. To receive and note the verified bank reconciliations through February 2024**

The verified banking reconciliations through February 2024 were noted.

#### **3. To receive and note the expenditure against budget through February 2024**

Members considered and noted the expenditure against budget through February 2024.

#### **4. To receive an update on the external audit and public rights process.**

The RFO advised members that further follow-up emails had been sent the auditors on 13 February 2024 and 29 February 2024 with the Town Clerk also emailing on 14 February 2024. Further emails had been sent asking for information to inform the meeting. However, to date no response had been received.

Clarification was sought regarding the issues delaying the completion of the audit. The Clerk advised that officers were not fully sighted on the communications with the resident and that the latest update advised the auditor was satisfied with the Town Council's responses to the queries raised and the work was awaiting sign off from a director. Members noted the update.

5. To authorise Alex Lightfoot, as Chair, to apply for grant funding.

Members were advised that officers have delegated authority to apply for grant funding on behalf of the council. A recent grant application had required the Chair's signature on the application in addition to officers.

A motion, to authorise Alex Lightfoot as Chair, to apply for grant funding, was proposed and duly seconded.

An amendment was proposed and duly seconded that the Chair, rather than a named Chair be authorised, in conjunction with officers, to apply for grant funding and that the financial regulations be updated accordingly. Following an update from the RFO regarding NALC releasing updated Financial Regulations in the new financial year, the proposer accepted removing this aspect of the amendment.

Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (7), Against (3), Abstentions (0).

RESOLVED

THAT the proposal be amended to remove the name of the current chair.

A further amendment was tabled to remove "with officers". Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (4), Against (6), Abstentions (0).

A vote was then taken on the substantive motion. Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (7), Against (3), Abstentions (0).

RESOLVED

THAT the Chair be authorised to apply for grant funding alongside officers.

**95-2023/2024 TOWN CLERK REPORT**

Council noted the report from the Clerk which included the updates to previous work. The Clerk highlighted recent issues with damage from trees at Los Altos and fires set at Sandham Grounds. Members also noted that the Annual Town Meeting would be held in April 2024.

Clarification was sought on the heritage projects being undertaken. The Clerk advised the projects were in conjunction with the library, the historical society, and the school. There were no additional costs for the projects which were from the existing budget envelope for such projects.

A verbal report was provided on an invitation received for the Town Council to sign up for the Armed Forces Covenant as part of the D-Day at Eighty Years commemorations. Discussion took place regarding the details of the commitment, with members noting there were no financial implications. The Covenant was a nationwide agreement between the armed forces community, the nation and the government which aimed to ensure that those who serve or who have served in the armed forces, and their families, were treated fairly, and that this included special consideration when appropriate, for example in terms of employment. As such the Covenant did not provide any special advantage rather ensured that members of the armed forces were not disadvantaged by their service.

A motion, that the Town Council sign up to the Armed Forces Covenant, was proposed and duly seconded. Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (10), Against (0), Abstentions (0).

RESOLVED

THAT the Town Council sign up to the Armed Forces Covenant.

**96-2023/2024 WORKING PARTIES**

Members noted that the working party had not met since the last meeting therefore no report had been published. Briefings had been held which had been open to all councillors. An update on the projects already recommended by the working parties had been included in the Clerk's Report.

**97-2023/2024 COMMUNITY RESILIENCE**

An outline of what the Town Council's role in community resilience could look like had been provided with members noting that a meeting had subsequently been held with a Resilience Co-ordinator from the Isle of Wight Council (IWC) to further inform the work. Templates had been provided and an action plan drafted with further consultation with the IWC officer plan. Members supported the work and were asked to email the RFO if they had any matters for consideration in the plan.

**98-2023/2024 YAVERLAND TOILET REPROVISION - DESIGN**

The Chair outlined the working party's recommendation in relation to the design of the new toilets at Eastern Gardens, providing the different options in terms of the following aspects for consideration. The different options and cost implications were discussed and members noted the contractor had raised concerns regarding the installation of solar panels due to the location; in terms of vandalism and weather damage.

A motion was moved and duly seconded, that the recommended design be taken forward. Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (9), Against (0), Abstentions (1).

RESOLVED

THAT the design for Yaverland toilets be:

- Wooden clad doors
- Wooden cladding
- Rounded corners on the unit
- Sedum roof
- Dark Grey / Black coin boxes
- Lighting all around

**99-2023/2024 MOTION WITHOUT NOTICE**

A motion without notice under Standing Order 21.1 (viii) was moved by Cllr Brothers, who requested a written report on the installation of Solar Panels for the Broadway Centre be brought to Council in July 2024. The implications of the project were discussed, and an amendment was proposed and duly seconded, that officers will present a list of the costs of a feasibility study on the installation of Solar Panels be brought to the July meeting. A further amendment was then proposed that this be prepared to inform the 2025/2026 budget consultation next year which was duly seconded and debated.

A further amendment to this was proposed and duly seconded, that the project be included in the budget consultation for 2025/2026.

Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (9), Against (1), Abstentions (0).

A vote was then taken on the amended motion as the substantive motion. Councillors' votes were confirmed verbally to meet accessibility requirements; the results were as follows and it was:

For (9), Against (1), Abstentions (0).

#### **RESOLVED**

THAT the Solar Panel Project [at the Broadway], as proposed by Councillor Brothers, forms part of the budget consultation process for the 2025/2026 budget.

#### **100-2023/2024 TO RECEIVE ANY ENVIRONMENTAL ISSUES RAISED**

No environmental issues had been raised by the Isle of Wight Council, Environment Agency or other statutory body.

#### **101-2023/2024 TO RECEIVE ANY PLANNING MATTERS**

The following planning applications were considered. No comments were returned.

[24/00400/DIS/](#): Sandown Water Treatment Works, Golf Links Road, PO36 9PF

Condition compliance application on 23/02215/FUL relating to condition 2 (Construction Traffic Management Plan)

[24/00370/HOU/](#): Reservoir Villa Old Reservoir Lane, PO36 9DL.

Proposed double garage with store over (revised scheme).

[24/00306/HOU/](#): 34 Broadway Sandown Isle Of Wight PO36 9BY

Proposed detached timber garage

[24/00143/HOU/](#): 10 Meadow Way, PO36 8QE

Proposed single storey rear extension; alterations to vehicular access and parking area/driveway (revised scheme)

[24/00264/DIS](#): 29 Victoria Road Sandown Isle Of Wight PO36 8AL

Prior approval for proposed single storey rear extension

[24/00232/FUL](#): Land Adjacent 2 Crescent Road, PO36

Demolition of garage and store building; Construction of two dwellings with parking and landscaping

## **102-2023/2024 TO RECEIVE REPORTS FROM TOWN COUNCILLORS AND OUTSIDE BODIES**

Cllr Andre referred to the travel issues caused by the works on Lake Hill/the Broadway, noting the pressure should be eased as the closures had been staggered.

Cllr Humby informed members she continued to hold Thursday Surgeries in the Library. Residents had raised concerns about the cost of with anti-social behaviour and vandalism. Questions had also been raised in regard to parking at the Heights being limited to leisure centre users which Cllr Andre advised she would seek to clarify.

Cllr Baldry advised he had attended the Sprint briefing local business, noting that only one business had attended.

Cllr Fletcher informed the meeting that the Sandown Community Association 2024 guide had been produced and was ready to distribute, thanking all those involved in its production and advising how those wishing to volunteer with distribution could collect their copies.

Cllr Hicks also raised the issue of the recent roadworks and resulting traffic. Also informing members she had attended a recent IWALC topic meeting of sewage and drainage.

The Mayor updated members on the progress of a number of projects:

- The Changing Places project advising snagging would be completed shortly.
- The grant process for the reprovion of Sandham Grounds MUGA's was also progressing with site surveys being undertaken mid-March.
- An initial meeting with Planning regarding enforcement had taken place and a briefing for councillors would be held on 19 March 2024.
- The beach accessibility project was also ready to take to the next stage with meetings with Wave and concessionaires in motion.

Cllr Brothers raised the recent accident involving a child falling from the revetment advising a petition had been started and suggesting the Town Council contact the Isle of Wight Council regarding the matter. The latter was not supported. The chair indicated that offices would raise the incident with Isle of Council officers to ensure it they were aware.

## **103-2023/2024 2024/2025 MEETING DATES**

The following meeting dates were noted:

20 May 2024

15 July 2024

16 September 2024

18 November 2024

10 February 2025

10/17 March - Subject to Pre-Election Period 2025.

19 May 2025 (Elections on 1<sup>st</sup> Thursday of May normally)

#### **104-2023/2024 PUBLIC QUESTION TIME**

A member of the public asked questions relating to the progress of the Bay Place Plan and how this would be fed back to council. Cllr Alex Lightfoot advised the deadline for public applicants for the steering group was approaching and two members from each council had already been appointed. Feedback would be provided at future council meetings as appropriate.

Mr Alan Jones advised the meeting that a digital copy of the guide was being produced which would be available on the Community Associations website and the Town Councils.

Meeting Closed 8:20pm.





**SANDOWN TOWN COUNCIL**

**Standing Orders**

(to be read in conjunction with Financial Regulations)

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:

## Introduction

These model standing orders update the National Association of Local Council (NALC) model standing orders contained in “Local Councils Explained” by Meera Tharmarajah (© 2013 NALC). This publication contains new model standing orders which reference new legislation introduced after 2013 when the last model standing orders were published.

### How to use model standing orders

Standing orders are the written rules of a local council. Standing orders are essential to regulate the proceedings of a meeting. A council may also use standing orders to confirm or refer to various internal organisational and administrative arrangements. The standing orders of a council are not the same as the policies of a council but standing orders may refer to them.

Local councils operate within a wide statutory framework. NALC model standing orders incorporate and reference many statutory requirements to which councils are subject. It is not possible for the model standing orders to contain or reference all the statutory or legal requirements which apply to local councils. For example, it is not practical for model standing orders to document all obligations under data protection legislation. The statutory requirements to which a council is subject apply whether or not they are incorporated in a council’s standing orders.

The model standing orders do not include model financial regulations. Financial regulations are standing orders to regulate and control the financial affairs and accounting procedures of a local council. The financial regulations, as opposed to the standing orders of a council, include most of the requirements relevant to the council’s Responsible Financial Officer. Model financial regulations are available to councils in membership of NALC.

### Drafting notes

Model standing orders that are in bold type contain legal and statutory requirements. It is recommended that councils adopt them without changing them or their meaning. Model standing orders not in bold are designed to help councils operate effectively but they do not contain statutory requirements so they may be adopted as drafted or amended to suit a council’s needs. It is NALC’s view that all model standing orders will generally be suitable for councils.

For convenience, the word “councillor” is used in model standing orders and, unless the context suggests otherwise, includes a non-councillor with or without voting rights.

A model standing order that includes brackets like this ‘( )’ requires information to be inserted by a council. A model standing order that includes brackets like this ‘[ ]’ and the term ‘OR’ provides alternative options for a council to choose from when determining standing orders.

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1. PROPER OFFICER

1.1. The Proper Officer shall be either (i) the clerk or (ii) other staff member(s) nominated by the Council to undertake the work of the Proper Officer when the Proper Officer is absent.

1.2. The Proper Officer shall:

- (i) **at least three clear days before a meeting of the council, a committee or a sub-committee,**
- **serve on councillors by delivery or post at their residences or by email authenticated in such manner as the Proper Officer thinks fit, a signed summons confirming the time, place and the agenda (provided the councillor has consented to service by email), and**
  - **Provide, in a conspicuous place, public notice of the time, place and agenda (provided that the public notice with agenda of an extraordinary meeting of the Council convened by councillors is signed by them).**

*See standing order 8 for the meaning of clear days.*

- (ii) subject to standing order 20, include on the agenda all motions in the order received unless a councillor has given written notice at least seven days before the meeting confirming their withdrawal of it;
- (iii) **convene a meeting of the Council for the election of a new Chairman of the Council, occasioned by a casual vacancy in their office;**
- (iv) **facilitate inspection of the minute book by local government electors;**
- (v) **receive and retain copies of byelaws made by other local authorities;**
- (vi) **hold acceptance of office forms from councillors;**
- (vii) hold a copy of every councillor's register of interests;
- (viii) assist with responding to requests made under freedom of information legislation and rights exercisable under data protection legislation, in accordance with the Council's relevant policies and procedures;
- (ix) liaise, as appropriate, with the Council's Data Protection Officer (if there is one);
- (x) receive and send general correspondence and notices on behalf of the Council except where there is a resolution to the contrary;
- (xi) assist in the organisation of, storage of, access to, security of and destruction of information held by the Council in paper and electronic form subject to the

requirements of data protection and freedom of information legislation and other legitimate requirements (e.g. the Limitation Act 1980);

- (xii) arrange for legal deeds to be executed;  
*(see also standing order 30);*
- (xiii) arrange or manage the prompt authorisation, approval, and instruction regarding any payments to be made by the Council in accordance with its financial regulations;
- (xiv) record every planning application notified to the Council and the Council's response to the local planning authority in a book for such purpose;
- (xv) refer a planning application received by the Council to the Chairman or in their absence the Vice-Chairman (if there is one) of the Council within two working days of receipt to facilitate an extraordinary meeting if the nature of a planning application requires consideration before the next ordinary meeting of the Council;
- (xvi) manage access to information about the Council via the publication scheme; and
- (xvii) retain custody of the seal of the Council (if there is one) which shall not be used without a resolution to that effect.

*(see also standing order 30).*

## 2. RESPONSIBLE FINANCIAL OFFICER

- 2.1. The Council shall appoint appropriate staff member(s) to undertake the work of the Responsible Financial Officer when the Responsible Financial Officer is absent.

## 3. ROLES AND RESPONSIBILITIES

- 3.1. The chairman and vice-chairman of the council shall be respectively entitled to the style of town mayor and deputy town mayor.
- 3.2. **Subject to standing orders which indicate otherwise, anything authorised or required to be done by, to or before the Chairman of the Council may in their absence be done by, to or before the Vice-Chairman of the Council (if there is one).**
- 3.3. **The Chairman of the Council, if present, shall preside at a meeting. If the Chairman is absent from a meeting, the Vice-Chairman of the Council (if there is one) if present, shall preside. If both the Chairman and the Vice-Chairman are absent from a meeting, a councillor as chosen by the councillors present at the meeting shall preside at the meeting.**

#### 4. RESTRICTIONS ON COUNCILLOR ACTIVITIES

##### 4.1. Unless duly authorised no councillor shall:

- (i) inspect any land and/or premises which the Council has a right or duty to inspect; or
- (ii) issue orders, instructions or directions.

#### 5. MEMBERS INTERESTS

- 5.1. Within 28 days of a Member's election or a co-opted Member's appointment (where that is later), he/she shall register all interests which fall within the categories set out in the code of conduct.
- 5.2. Upon the re-election of a Member or the re-appointment of a co-opted Member, he/she shall within 28 days re-register any interests in the code of conduct.
- 5.3. A Member shall register any change to interests or new interests in the code of conduct. within 28 days of becoming aware of it.
- 5.4. A Member need only declare on the public register of interests the existence but not the details of any interest which the Monitoring Officer agrees is a 'sensitive interest'. A sensitive interest is one which, if disclosed on a public register, could lead the Member or a person connected with the Member to be subject to violence or intimidation.
- 5.5. A councillor or a non-councillor with voting rights who has a disclosable pecuniary interest or another interest as set out in the Council's code of conduct in a matter being considered at a meeting is subject to statutory limitations or restrictions under the code on their right to participate and vote on that matter.

#### 6. CODE OF CONDUCT AND DISPENSATIONS

*See also standing order 5.5.*

- 6.1. All councillors and non-councillors with voting rights shall observe the code of conduct adopted by the council.
- 6.2. Unless they have been granted a dispensation, a councillor or non-councillor with voting rights shall withdraw from a meeting when it is considering a matter in which they have a disclosable pecuniary interest. They may return to the meeting after it has considered the matter in which they had the interest.
- 6.3. Unless they have been granted a dispensation, a councillor or non-councillor with voting rights shall withdraw from a meeting when it is considering a matter in which they have

another interest if so required by the council's code of conduct. They may return to the meeting after it has considered the matter in which they had the interest.

- 6.4. **Dispensation requests shall be in writing and submitted to the proper officer** as soon as possible before the meeting, or failing that, at the start of the meeting for which the dispensation is required.
- 6.5. A decision as to whether to grant a dispensation shall be made by the proper officer and that decision is final.
- 6.6. A dispensation request shall confirm:
  - (i) the description and the nature of the disclosable pecuniary interest or other interest to which the request for the dispensation relates;
  - (ii) whether the dispensation is required to participate at a meeting in a discussion only or a discussion and a vote;
  - (iii) the date of the meeting or the period (not exceeding four years) for which the dispensation is sought; and
  - (iv) an explanation as to why the dispensation is sought.
- 6.7. Subject to standing orders 6.4 and 6.6, a dispensation request shall be considered [by the proper officer before the meeting or, if this is not possible, at the start of the meeting for which the dispensation is required] or [at the beginning of the meeting of the council, or committee or sub-committee for which the dispensation is required].
- 6.8. **A dispensation may be granted in accordance with standing order 6.5, if having regard to all relevant circumstances any of the following apply:**
  - (i) **without the dispensation the number of persons prohibited from participating in the particular business would be so great a proportion of the meeting transacting the business as to impede the transaction of the business;**
  - (ii) **granting the dispensation is in the interests of persons living in the council's area;**  
or
  - (iii) **it is otherwise appropriate to grant a dispensation.**

## 7. CODE OF CONDUCT COMPLAINTS

- 7.1. Upon notification by the district or unitary council that it is dealing with a complaint that a councillor or non-councillor with voting rights has breached the council's code of conduct, the proper officer shall, subject to standing order 22, report this to the council.

- 7.2. Where the notification in standing order 17.1 relates to a complaint made by the proper officer, the proper officer shall notify the chairman of council of this fact, and the chairman shall nominate another staff member to assume the duties of the proper officer in relation to the complaint until it has been determined and the council has agreed what action, if any, to take in accordance with standing order 7.1.
- 7.3. the council may:
- (i) provide information or evidence where such disclosure is necessary to investigate the complaint or is a legal requirement;
  - (ii) seek information relevant to the complaint from the person or body with statutory responsibility for investigation of the matter;
- 7.4. **Upon notification by the district or unitary council that a councillor or non-councillor with voting rights has breached the council's code of conduct, the council shall consider what, if any, action to take.**

## 8. NOTICE

8.1. For the purposes of these standing orders, clear days do not include:

- The day on which the notice is issued
- The day of the meeting
- A Saturday or Sunday
- A day of the Christmas or Easter Break
- A bank holiday or other public holiday
- A day of public thanksgiving or mourning

## 9. MEETINGS GENERALLY

- 9.1. **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.**
- 9.2. A person shall raise their hand when requesting to speak and may stand when speaking.
- 9.3. A person who speaks at a meeting shall direct their comments to the chairman of the meeting.
- 9.4. Only one person is permitted to speak at a time. If more than one person wants to speak, the chairman of the meeting shall direct the order of speaking.

- 9.5. **Subject to standing orders which indicate otherwise, anything authorised or required to be done by, to or before the Chairman of the Council may in their absence be done by, to or before the Vice-Chairman of the Council (if there is one).**
- 9.6. **The Chairman of the Council, if present, shall preside at a meeting. If the Chairman is absent from a meeting, the Vice-Chairman of the Council (if there is one) if present, shall preside. If both the Chairman and the Vice-Chairman are absent from a meeting, a councillor as chosen by the councillors present at the meeting shall preside at the meeting.**
- 9.7. **Subject to a meeting being quorate, all questions at a meeting shall be decided by a majority of the councillors and non-councillors with voting rights present and voting.**
- 9.8. **The chairman of a meeting may give an original vote on any matter put to the vote, and in the case of an equality of votes may exercise their casting vote whether or not they gave an original vote.**

*See standing orders 15.8 and 15.9 for the different rules that apply in the election of the Chairman of the Council at the annual meeting of the Council.*

- 9.9. **The minutes of a meeting shall include an accurate record of the following:**
- (i) the time and place of the meeting;
  - (ii) the names of councillors who are present and the names of councillors who are absent;
  - (iii) interests that have been declared by councillors and non-councillors with voting rights;
  - (iv) the grant of dispensations (if any) to councillors and non-councillors with voting rights;
  - (v) whether a councillor or non-councillor with voting rights left the meeting when matters that they held interests in were being considered;
  - (vi) if there was a public participation session; and
  - (vii) the resolutions made.
- 9.10. **A councillor or a non-councillor with voting rights who has a disclosable pecuniary interest or another interest as set out in the Council's code of conduct in a matter being considered at a meeting is subject to statutory limitations or restrictions under the code on their right to participate and vote on that matter.**
- 9.11. **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 three.**

*See standing order 14.4(viii) for the quorum of a committee or sub-committee meeting.*

9.12. **If a meeting is or becomes inquorate no business shall be transacted** and the meeting shall be closed. The business on the agenda for the meeting shall be adjourned to another meeting.

9.13. A meeting shall not exceed a period of 2 hours. If this period of time becomes insufficient to complete the business, the Council will resolve :-

- (i) to continue for another 30 minutes or
- (ii) to defer all items on the agenda not dealt with, until the next monthly meeting or
- (iii) to convene an additional meeting in two weeks time from the date of the meeting, to discuss the outstanding business on the agenda.

9.14. The decision of the chairman of a meeting as to the application of standing orders at the meeting shall be final.

## 10. PUBLIC ACCESS AND PUBLIC QUESTION TIME

10.1. 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.

10.2. Members of the public may make representations, answer questions and give evidence at a meeting which they are entitled to attend in respect of the business on the agenda.

10.3. The period of time designated for public participation at a meeting in accordance with standing order 10.2 shall not exceed 15 minutes unless directed by the chairman of the meeting.

10.4. Subject to standing order 10.3, a member of the public shall not speak for more than three minutes.

10.5. In accordance with standing order 10.2, a question shall not require a response at the meeting nor start a debate on the question. The chairman of the meeting may direct that a written or oral response be given.

## 11. REPORTING MEETINGS

11.1. **Subject to standing order 11.2, a person who attends a meeting is permitted to report on the meeting whilst the meeting is open to the public. To "report" means to film, photograph, make an audio recording of meeting proceedings, use any other means for enabling persons not present to see or hear the meeting as it takes place or later or to report or to provide oral or written commentary about the meeting so that the report or commentary is available as the meeting takes place or later to persons not present.**

- 11.2. **A person present at a meeting may not provide an oral report or oral commentary about a meeting as it takes place without permission.**
- 11.3. **The press shall be provided with reasonable facilities for the taking of their report of all or part of a meeting at which they are entitled to be present.**

## 12. DISORDERLY CONDUCT AT MEETINGS

- 12.1. No person shall obstruct the transaction of business at a meeting or behave offensively or improperly. If this standing order is ignored, the chairman of the meeting shall request such person(s) to moderate or improve their conduct.
- 12.2. If person(s) disregard the request of the chairman of the meeting to moderate or improve their conduct, any councillor or the chairman of the meeting may move that the person be no longer heard or be excluded from the meeting. The motion, if seconded, shall be put to the vote without discussion.
- 12.3. If a resolution made under standing order 12.2 is ignored, the chairman of the meeting may take further reasonable steps to restore order or to progress the meeting. This may include temporarily suspending or closing the meeting.

## 13. RULES OF DEBATE AT MEETINGS

- 13.1. Motions on the agenda shall be considered in the order that they appear unless the order is changed at the discretion of the chairman of the meeting.
- 13.2. A motion (including an amendment) shall not be progressed unless it has been moved and seconded.
- 13.3. A motion on the agenda that is not moved by its proposer may be treated by the chairman of the meeting as withdrawn.
- 13.4. If a motion (including an amendment) has been seconded, it may be withdrawn by the proposer only with the consent of the seconder and the meeting.
- 13.5. An amendment is a proposal to remove or add words to a motion. It shall not negate the motion.
- 13.6. If an amendment to the original motion is carried, the original motion (as amended) becomes the substantive motion upon which further amendment(s) may be moved.
- 13.7. An amendment shall not be considered unless early verbal notice of it is given at the meeting and, if requested by the chairman of the meeting, is expressed in writing to the chairman.

- 13.8. A councillor may move an amendment to their own motion if agreed by the meeting. If a motion has already been seconded, the amendment shall be with the consent of the seconder and the meeting.
- 13.9. If there is more than one amendment to an original or substantive motion, the amendments shall be moved in the order directed by the chairman of the meeting.
- 13.10. Subject to standing order 13.11, only one amendment shall be moved and debated at a time, the order of which shall be directed by the chairman of the meeting.
- 13.11. One or more amendments may be discussed together if the chairman of the meeting considers this expedient but each amendment shall be voted upon separately.
- 13.12. A councillor may not move more than one amendment to an original or substantive motion.
- 13.13. The mover of an amendment has no right of reply at the end of debate on it.
- 13.14. Where a series of amendments to an original motion are carried, the mover of the original motion shall have a right of reply either at the end of debate on the first amendment or at the very end of debate on the final substantive motion immediately before it is put to the vote.
- 13.15. Unless permitted by the chairman of the meeting, a councillor may speak once in the debate on a motion except:
- (i) to speak on an amendment moved by another councillor;
  - (ii) to move or speak on another amendment if the motion has been amended since they last spoke;
  - (iii) to make a point of order;
  - (iv) to give a personal explanation; or
  - (v) to exercise a right of reply.
- 13.16. During the debate on a motion, a councillor may interrupt only on a point of order or a personal explanation and the councillor who was interrupted shall stop speaking. A councillor raising a point of order shall identify the standing order which they consider has been breached or specify the other irregularity in the proceedings of the meeting they are concerned by.
- 13.17. A point of order shall be decided by the chairman of the meeting and their decision shall be final.
- 13.18. When a motion is under debate, no other motion shall be moved except:

- (i) to amend the motion;
- (ii) to proceed to the next business;
- (iii) to adjourn the debate;
- (iv) to put the motion to a vote;
- (v) to ask a person to be no longer heard or to leave the meeting;
- (vi) to refer a motion to a committee or sub-committee for consideration;
- (vii) to exclude the public and press;
- (viii) to adjourn the meeting; or
- (ix) to suspend particular standing order(s) excepting those which reflect mandatory statutory or legal requirements.

13.19. Before an original or substantive motion is put to the vote, the chairman of the meeting shall be satisfied that the motion has been sufficiently debated and that the mover of the motion under debate has exercised or waived their right of reply.

13.20. Excluding motions moved under standing order 13.8, the contributions or speeches by a councillor shall relate only to the motion under discussion and shall not exceed three minutes without the consent of the chairman of the meeting.

#### 14. COMMITTEES AND SUB-COMMITTEES

14.1. Unless the Council determines otherwise, a committee may appoint a sub-committee whose terms of reference and members shall be determined by the committee.

14.2. The members of a committee may include non-councillors unless it is a committee which regulates and controls the finances of the Council.

14.3. Unless the Council determines otherwise, all the members of an advisory committee and a sub-committee of the advisory committee may be non-councillors.

14.4. The Council may appoint standing committees or other committees as may be necessary, and:

- (i) shall determine their terms of reference;
- (ii) shall determine the number and time of the ordinary meetings of a standing committee up until the date of the next annual meeting of the Council;

- (iii) shall permit a committee, other than in respect of the ordinary meetings of a committee, to determine the number and time of its meetings;
- (iv) shall, subject to standing orders 14.2 and 14.3, appoint and determine the terms of office of members of such a committee;
- (v) may, subject to standing orders 14.2 and 14.3, appoint and determine the terms of office of the substitute members to a committee whose role is to replace the ordinary members at a meeting of a committee if the ordinary members of the committee confirm to the Proper Officer three days before the meeting that they are unable to attend;
- (vi) shall, after it has appointed the members of a standing committee, appoint the chairman of the standing committee;
- (vii) shall permit a committee other than a standing committee, to appoint its own chairman at the first meeting of the committee;
- (viii) shall determine the place, notice requirements and quorum for a meeting of a committee and a sub-committee which, in both cases, shall be no less than three;
- (ix) shall determine if the public may participate at a meeting of a committee;
- (x) shall determine if the public and press are permitted to attend the meetings of a sub-committee and also the advance public notice requirements, if any, required for the meetings of a sub-committee;
- (xi) shall determine if the public may participate at a meeting of a sub-committee that they are permitted to attend; and
- (xii) may dissolve a committee or a sub-committee.

## 15. ORDINARY COUNCIL MEETINGS

- 15.1. **In an election year, the annual meeting of the Council shall be held on or within 14 days following the day on which the councillors elected take office.**
- 15.2. **In a year which is not an election year, the annual meeting of the Council shall be held on such day in May as the Council decides.**
- 15.3. **If no other time is fixed, the annual meeting of the Council shall take place at 6pm.**

- 15.4. **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 decides.**
- 15.5. **The first business conducted at the annual meeting of the Council shall be the election of the Chairman and Vice-Chairman (if there is one) of the Council.**
- 15.6. **The Chairman of the Council, unless they have resigned or becomes disqualified, shall continue in office and preside at the annual meeting until their successor is elected at the next annual meeting of the Council.**
- 15.7. **The Vice-Chairman of the Council, if there is one, 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.**
- 15.8. **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 annual 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 shall give a casting vote in the case of an equality of votes.**
- 15.9. **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 annual 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 shall give a casting vote in the case of an equality of votes.**
- 15.10. Following the election of the Chairman of the Council and Vice-Chairman (if there is one) of the Council at the annual meeting, the business shall include:
  - (i) **In an election year, delivery by the Chairman of the Council and councillors of their acceptance of office forms unless the Council resolves for this to be done at a later date. In a year which is not an election year, delivery by the Chairman of the Council of their acceptance of office form unless the Council resolves for this to be done at a later date;**
  - (ii) Confirmation of the accuracy of the minutes of the last meeting of the Council;
  - (iii) Receipt of the minutes of the last meeting of a committee;
  - (iv) Consideration of the recommendations made by a committee;
  - (v) Review of delegation arrangements to committees, sub-committees, staff and other local authorities;
  - (vi) Review of the terms of reference for committees;

- (vii) Appointment of members to existing committees;
- (viii) Appointment of any new committees in accordance with standing order 14;
- (ix) Review and adoption of appropriate standing orders and financial regulations;
- (x) Review of arrangements (including legal agreements) with other local authorities, not-for-profit bodies and businesses.
- (xi) Review of representation on or work with external bodies and arrangements for reporting back;
- (xii) In an election year, to make arrangements with a view to the Council becoming eligible to exercise the general power of competence in the future;
- (xiii) Review of inventory of land and other assets including buildings and office equipment;
- (xiv) Confirmation of arrangements for insurance cover in respect of all insurable risks;
- (xv) Review of the Council's and/or staff subscriptions to other bodies;
- (xvi) Review of the Council's complaints procedure;
- (xvii) Review of the Council's policies, procedures and practices in respect of its obligations under freedom of information and data protection legislation (see also standing orders 22, 27 and 28);
- (xviii) Review of the Council's policy for dealing with the press/media;
- (xix) Review of the Council's employment policies and procedures;
- (xx) Review of the Council's expenditure incurred under s.137 of the Local Government Act 1972 or the general power of competence.
- (xxi) Determining the time and place of ordinary meetings of the Council up to and including the next annual meeting of the Council.

## 16. EXTRAORDINARY MEETINGS OF THE COUNCIL, COMMITTEES AND SUB-COMMITTEES

16.1. **The Chairman of the Council may convene an extraordinary meeting of the Council at any time.**

16.2. **If the Chairman of the Council does not call an extraordinary meeting of the Council within seven days of having been requested in writing to do so by two councillors, any two councillors may convene an extraordinary meeting of the Council. The public notice**

**giving the time, place and agenda for such a meeting shall be signed by the two councillors.**

- 16.3. The chairman of a committee [or a sub-committee] may convene an extraordinary meeting of the committee [or the sub-committee] at any time.
- 16.4. If the chairman of a committee does not call an extraordinary meeting within seven days of having been requested to do so by two members of the committee [or the sub-committee], any two members of the committee [or the sub-committee] may convene an extraordinary meeting of the committee [or a sub-committee].

## 17. PREVIOUS RESOLUTIONS

- 17.1. A resolution shall not be reversed within six months except either by a special motion, which requires written notice by at least four councillors to be given to the Proper Officer in accordance with standing order 20, or by a motion moved in pursuance of the recommendation of a committee or a sub-committee.
- 17.2. When a motion moved pursuant to standing order 17.1 has been disposed of, no similar motion may be moved for a further six months.

## 18. VOTING

- 18.1. **Subject to a meeting being quorate, all questions at a meeting shall be decided by a majority of the councillors and non-councillors with voting rights present and voting.**
- 18.2. **The chairman of a meeting may give an original vote on any matter put to the vote, and in the case of an equality of votes may exercise their casting vote whether or not they gave an original vote.**

*See standing orders 15.8 and 15.9 for the different rules that apply in the election of the Chairman of the Council at the annual meeting of the Council.*

- 18.3. **This Council's practice is for each Councillor to verbally confirm their vote. At the request of a councillor, the voting on any question shall be recorded so as to show whether each councillor 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.**
- 18.4. **A councillor or a non-councillor with voting rights who has a disclosable pecuniary interest or another interest as set out in the Council's code of conduct in a matter being considered at a meeting is subject to statutory limitations or restrictions under the code on their right to participate and vote on that matter.**

## 19. VOTING ON APPOINTMENTS

- 19.1. Where more than two 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. A tie in votes may be settled by the casting vote exercisable by the chairman of the meeting.

## 20. MOTIONS FOR A MEETING THAT REQUIRE WRITTEN NOTICE TO BE GIVEN TO THE PROPER OFFICER

- 20.1. A motion shall relate to the responsibilities of the meeting for which it is tabled and in any event shall relate to the performance of the Council's statutory functions, powers and obligations or an issue which specifically affects the Council's area or its residents.
- 20.2. No motion may be moved at a meeting unless it is on the agenda and the mover has given written notice of its wording to the Proper Officer at least 10 clear days before the meeting. Clear days do not include the day of the notice or the day of the meeting.
- 20.3. The Proper Officer may, before including a motion on the agenda received in accordance with standing order 20.2, correct obvious grammatical or typographical errors in the wording of the motion.
- 20.4. If the Proper Officer considers the wording of a motion received in accordance with standing order 20.2 is not clear in meaning, the motion shall be rejected until the mover of the motion resubmits it, so that it can be understood, in writing, to the Proper Officer at least 10 clear days before the meeting.
- 20.5. If the wording or subject of a proposed motion is considered improper, the Proper Officer shall consult with the chairman of the forthcoming meeting or, as the case may be, the councillors who have convened the meeting, to consider whether the motion shall be included in the agenda or rejected.
- 20.6. The decision of the Proper Officer as to whether or not to include the motion on the agenda shall be final.
- 20.7. Motions received shall be recorded and numbered in the order that they are received.
- 20.8. Motions rejected shall be recorded on a register with an explanation by the Proper Officer of the reason for rejection.

## 21. MOTIONS AT A MEETING THAT DO NOT REQUIRE WRITTEN NOTICE

21.1. The following motions may be moved at a meeting without written notice to the Proper Officer:

- (i) to correct an inaccuracy in the draft minutes of a meeting;
- (ii) to move to a vote;
- (iii) to defer consideration of a motion;
- (iv) to refer a motion to a particular committee or sub-committee;
- (v) to appoint a person to preside at a meeting;
- (vi) to change the order of business on the agenda;
- (vii) to proceed to the next business on the agenda;
- (viii) to require a written report;
- (ix) to appoint a committee or sub-committee and their members;
- (x) to extend the time limits for speaking;
- (xi) to exclude the press and public from a meeting in respect of confidential or other information which is prejudicial to the public interest;
- (xii) to not hear further from a councillor or a member of the public;
- (xiii) to exclude a councillor or member of the public for disorderly conduct;
- (xiv) to temporarily suspend the meeting;
- (xv) to suspend a particular standing order (unless it reflects mandatory statutory or legal requirements);
- (xvi) to adjourn the meeting; or
- (xvii) to close the meeting.

## 22. MANAGEMENT OF INFORMATION

*See also standing order 27.*

22.1. The Council shall have in place and keep under review, technical and organisational measures to keep secure information (including personal data) which it holds in paper and electronic form. Such arrangements shall include deciding who has access to personal data and encryption of personal data.

- 22.2. The Council shall have in place, and keep under review, policies for the retention and safe destruction of all information (including personal data) which it holds in paper and electronic form. The Council's retention policy shall confirm the period for which information (including personal data) shall be retained or if this is not possible the criteria used to determine that period (e.g. the Limitation Act 1980).
- 22.3. The agenda, papers that support the agenda and the minutes of a meeting shall not disclose or otherwise undermine confidential information or personal data without legal justification.
- 22.4. Councillors, staff, the Council's contractors and agents shall not disclose confidential information or personal data without legal justification.

## 23. DRAFT MINUTES

*See also standing order 27.*

- 23.1. If the draft minutes of a preceding meeting have been served on councillors with the agenda to attend the meeting at which they are due to be approved for accuracy, they shall be taken as read.
- 23.2. There shall be no discussion about the draft minutes of a preceding meeting except in relation to their accuracy. A motion to correct an inaccuracy in the draft minutes shall be moved in accordance with standing order 21.1(i).
- 23.3. The accuracy of draft minutes, including any amendment(s) made to them, 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.
- 23.4. If the chairman of the meeting does not consider the minutes to be an accurate record of the meeting to which they relate, they shall sign the minutes and include a paragraph in the following terms or to the same effect:  
  
"The chairman of this meeting does not believe that the minutes of the meeting of the ( ) held on [date] in respect of ( ) were a correct record but their view was not upheld by the meeting and the minutes are confirmed as an accurate record of the proceedings."
- 23.5. **If the Council's gross annual income or expenditure (whichever is higher) does not exceed £25,000, it shall publish draft minutes on a website which is publicly accessible and free of charge not later than one month after the meeting has taken place.**

## 24. ACCOUNTS AND ACCOUNTING STATEMENTS

- 24.1. "Proper practices" in standing orders refer to the most recent version of "Governance and Accountability for Local Councils – a Practitioners' Guide".
- 24.2. All payments by the Council shall be authorised, approved and paid in accordance with the law, proper practices and the Council's financial regulations.
- 24.3. The Responsible Financial Officer shall supply to each councillor as soon as practicable after 30 June, 30 September and 31 December in each year a statement to summarise:
- (i) the Council's receipts and payments (or income and expenditure) for each quarter;
  - (ii) the Council's aggregate receipts and payments (or income and expenditure) for the year to date;
  - (iii) the balances held at the end of the quarter being reported and
- which includes a comparison with the budget for the financial year and highlights any actual or potential overspends.
- 24.4. As soon as possible after the financial year end at 31 March, the Responsible Financial Officer shall provide:
- (i) each councillor with a statement summarising the Council's receipts and payments (or income and expenditure) for the last quarter and the year to date for information; and
  - (ii) to the Council the accounting statements for the year in the form of Section 2 of the annual governance and accountability return, as required by proper practices, for consideration and approval.
- 24.5. The year-end accounting statements shall be prepared in accordance with proper practices and apply the form of accounts determined by the Council (receipts and payments, or income and expenditure) for the year to 31 March. A completed draft annual governance and accountability return shall be presented to all councillors at least 14 days prior to anticipated approval by the Council. The annual governance and accountability return of the Council, which is subject to external audit, including the annual governance statement, shall be presented to the Council for consideration and formal approval before 30 June.

## 25. FINANCIAL CONTROLS AND PROCUREMENT

- 25.1. 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:

- (i) the keeping of accounting records and systems of internal controls;
- (ii) the assessment and management of financial risks faced by the Council;
- (iii) the work of the independent internal auditor in accordance with proper practices and the receipt of regular reports from the internal auditor, which shall be required at least annually;
- (iv) the inspection and copying by councillors and local electors of the Council's accounts and/or orders of payments; and
- (v) whether contracts with an estimated value below **£25,000** due to special circumstances are exempt from a tendering process or procurement exercise.

25.2. Financial regulations shall be reviewed regularly and at least annually for fitness of purpose.

25.3. **A public contract regulated by the Public Contracts Regulations 2015 with an estimated value in excess of £25,000 but less than the relevant thresholds in standing order 25.6 is subject to Regulations 109-114 of the Public Contracts Regulations 2015 which include a requirement on the Council to advertise the contract opportunity on the Contracts Finder website regardless of what other means it uses to advertise the opportunity unless it proposes to use an existing list of approved suppliers (framework agreement).**

25.4. Subject to additional requirements in the financial regulations of the Council, the tender process for contracts for the supply of goods, materials, services or the execution of works shall include, as a minimum, the following steps:

- (i) a specification for the goods, materials, services or the execution of works shall be drawn up;
- (ii) 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;
- (iii) the invitation to tender shall be advertised in a local newspaper and in any other manner that is appropriate;
- (iv) tenders are to be reported to and considered by the appropriate meeting of the Council or a committee or sub-committee with delegated responsibility.

#### Hard Copy Submissions

- (v) tenders submitted in writing, should be provided in a sealed marked envelope addressed to the Proper Officer;
- (vi) tenders shall be opened by the Proper Officer in the presence of at least one councillor after the deadline for submission of tenders has passed;

Digital Submissions

- (vii) digital submissions should be submitted via email to:  
[etender@sandowntowncouncil.gov.uk](mailto:etender@sandowntowncouncil.gov.uk)
- (viii) tenders submitted digitally shall be opened by the Proper Officer after the deadline for submission of tenders has passed.
- (ix) the email containing the original submission shall be retained.;

25.5. Neither the Council, nor a committee or a sub-committee with delegated responsibility for considering tenders, is bound to accept the lowest value tender.

25.6. **A public contract regulated by the Public Contracts Regulations 2015 with an estimated value in excess<sup>1</sup> of £213,477 (inc. VAT) for a public service or supply contract or in excess of £5,336,937 (inc. VAT) for a public works contract; or £663,540 for a social and other specific services contract (or other thresholds determined by legislation) shall comply with the relevant procurement procedures and other requirements in the Public Contracts Regulations 2015 which include advertising the contract opportunity on the Contracts Finder website and Find a Tender service.**

25.7. **A public contract in connection with the supply of gas, heat, electricity, drinking water, transport services, or postal services to the public; or the provision of a port or airport; or the exploration for or extraction of gas, oil or solid fuel with an estimated value in excess of £426,955 for a supply, services or design contract; or in excess of £5,336,937 for a works contract; or £663,540 for a social and other specific services contract (or other thresholds determined by legislation) shall comply with the relevant procurement procedures and other requirements in the Utilities Contracts Regulations 2016.**

26. HANDLING STAFF MATTERS

- 26.1. A matter personal to a member of staff that is being considered by a meeting of Council or the HR committee is subject to standing order 22.
- 26.2. Subject to the Council's policy regarding absences from work, the Council's most senior member of staff shall notify the chairman of the council or, if they are not available, the

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<sup>1</sup> Thresholds effective 1-Jan-22 [Microsoft Word - Procurement Policy Note 10:21 - New Thresholds Values and Inclusion of VAT in Contract Estimates.docx \(publishing.service.gov.uk\)](#)

vice-chairman (if there is one) of council of absence occasioned by illness or other reason and that person shall report such absence to HR committee at its next meeting.

- 26.3. The chairman of the HR committee or in their absence, the vice-chairman of the council shall upon a resolution conduct a review of the performance and annual appraisal of the work of the Clerk. The reviews and appraisal shall be reported in writing to the HR committee.
- 26.4. Subject to the Council's policy regarding the handling of grievance matters, the Council's most senior member of staff (or other members of staff) shall contact the chairman of the Human Resources committee or in their absence, the Chairman or the vice-chairman of the Council in respect of an informal or formal grievance matter, and this matter shall be reported back and progressed by resolution of the Human Resources committee.
- 26.5. Subject to the Council's policy regarding the handling of grievance matters, if an informal or formal grievance matter raised by staff relates to a member of the Human Resources committee, this member shall be replaced by the substitute member and shall be reported back and progressed by resolution of the Human Resources Committee.
- 26.6. Any persons responsible for all or part of the management of staff shall treat as confidential the written records of all meetings relating to their performance, capabilities, grievance or disciplinary matters.
- 26.7. In accordance with standing order 22.1, persons with line management responsibilities shall have access to staff records referred to in standing order 26.6.

## 27. RESPONSIBILITIES TO PROVIDE INFORMATION

*See also standing order 28.*

27.1. In accordance with freedom of information legislation, the Council shall publish information in accordance with its publication scheme and respond to requests for information held by the Council.

~~27.2. [If gross annual income or expenditure (whichever is higher) does not exceed £25,000] The Council shall publish information in accordance with the requirements of the Smaller Authorities (Transparency Requirements) (England) Regulations 2015.~~

OR

27.3. [If gross annual income or expenditure (whichever is the higher) exceeds £200,000] **The Council, shall publish information in accordance with the requirements of the Local Government (Transparency Requirements) (England) Regulations 2015.**

28. RESPONSIBILITIES UNDER DATA PROTECTION LEGISLATION

*Below is not an exclusive list. See also standing order 22.*

- 28.1. The Council may appoint a Data Protection Officer.
- 28.2. **The Council shall have policies and procedures in place to respond to an individual exercising statutory rights concerning their personal data.**
- 28.3. **The Council shall have a written policy in place for responding to and managing a personal data breach.**
- 28.4. **The Council shall keep a record of all personal data breaches comprising the facts relating to the personal data breach, its effects and the remedial action taken.**
- 28.5. **The Council shall ensure that information communicated in its privacy notice(s) is in an easily accessible and available form and kept up to date.**
- 28.6. **The Council shall maintain a written record of its processing activities.**

29. RELATIONS WITH THE PRESS/MEDIA

- 29.1. Requests from the press or other media for an oral or written comment or statement from the Council, its councillors or staff shall be handled in accordance with the Council's policy in respect of dealing with the press and/or other media.

30. EXECUTION AND SEALING OF LEGAL DEEDS

*See also standing orders 1.2(xii) and (xvii).*

- 30.1. A legal deed shall not be executed on behalf of the Council unless authorised by a resolution.
- 30.2. **Subject to standing order 30.1 the Council's common seal shall alone be used for sealing a deed required by law. It shall be applied by the Proper Officer in the presence of two councillors who shall sign the deed as witnesses.**

31. COMMUNICATING WITH DISTRICT AND COUNTY OR UNITARY COUNCILLORS

- 31.1. An invitation to attend a meeting of the Council shall be sent, together with the agenda, to the ward councillor(s) of the District and County Council OR Unitary Council representing the area of the Council.

31.2. Unless the Council determines otherwise, a copy of each letter sent to the District and County Council OR Unitary Council shall be sent to the ward councillor(s) representing the area of the Council.

## 32. STANDING ORDERS GENERALLY

32.1. All or part of a standing order, except one that incorporates mandatory statutory or legal requirements, may be suspended by resolution in relation to the consideration of an item on the agenda for a meeting.

32.2. A motion to add to or vary or revoke one or more of the Council's standing orders, except one that incorporates mandatory statutory or legal requirements, shall be proposed by a special motion, the written notice by at least three councillors to be given to the Proper Officer in accordance with standing order 20.

32.3. The Proper Officer shall provide a copy of the Council's standing orders to a councillor as soon as possible.

32.4. The decision of the chairman of a meeting as to the application of standing orders at the meeting shall be final.

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*The Model Standing Orders 2018 for England were revised in 2020.*





SANDOWN TOWN COUNCIL

**SANDOWN TOWN COUNCIL  
FINANCIAL REGULATIONS**

**To be read in conjunction with Standing Orders as adopted by the Town  
Council.**

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:

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## 1. GENERAL

- 1.1. These Financial Regulations shall govern the conduct of the financial management of the Council and may only be amended or varied by resolution of the Council or by Government legislation and shall be read in conjunction with Standing Orders adopted by the Council.
- 1.2. The Council shall appoint a person to act as the Councils Responsible Financial Officer (R.F.O.) to work in conjunction with and under the direction of the Town Clerk. The Town Clerk may, if desired also be the RFO
- 1.3. The RFO will be responsible for the proper administration of the Town Councils financial affairs and will be responsible for the production of financial management information as required by the Town Clerk and Council.

## 2. ANNUAL ESTIMATES/PRECEPT

- 2.1. Each committee shall formulate and submit proposals to the Council in respect of revenue and capital including the use of reserves and sources of funding for the following financial year not later than the end of November.
- 2.2. Detailed estimates of all receipts and payments including the use of reserves and all sources of funding for the year shall be prepared by the RFO in the form of a draft budget in consultation of the Town Clerk. This draft will be made available to all members before being considered by the Council.
- 2.3. The Council shall set the budget and not later than the end of February shall fix the precept 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 which shall form the basis of financial control for the ensuing year.
- 2.4. The approved annual budget shall form the basis of financial control for the ensuing year.

## 3. RISK MANAGEMENT ASSESSMENT

- 3.1 The RFO will produce a Risk Management Assessment document each year for consideration by the Council as part of Internal Control.
- 3.2 Once agreed, the Risk Management Assessment must be formally approved in February to stand alongside the full year budget.
- 3.3 The RFO or Town Clerk will highlight at the earliest opportunity, where there are indications that a risk referred to within the Assessment is becoming active. The Council will consider the matter and recommend any necessary action.

## 4. BUDGETARY CONTROL

- 4.1 Expenditure should always be in accordance with the annual estimated budget and precept levied.

- 4.2 The RFO will advise the Council of any planned expenditure that will exceed the budget. Should they still wish to proceed with the expenditure, the Council must indicate from where such overspend should be funded.
- 4.3 All items of expenditure exceeding £5,000 incurred on behalf of the Town Council must be approved by specific resolution of the Town Council unless approved by the Council within the budget set for that financial year.
- 4.4 All Councillors shall have the right to question the RFO as to the content of any financial figures provided.
- 4.5 The RFO can vire amounts up to £1,000 in the budget with the Town Clerk's authorisation but will report back any virements at the next meeting of the Council.

## 5. ACCOUNTING AND AUDIT

- 5.1 All accounting procedures and financial records of the council shall be determined by the RFO in accordance with the Accounts and Audit Regulations, appropriate guidance and proper practices.
- 5.2 The RFO is responsible for ensuring the annual accounts of the Town Council are completed as soon as practicable after the end of the financial year and will submit a copy to each member before the end of May. The RFO will also report thereon to the meeting of the Town Council.
- 5.3 The Town Council will employ a competent internal auditor independent of the operations of the Council. The internal auditor shall be free from any conflict of interest and have no involvement in the financial decision making of the Council. The internal auditor will undertake the role in accordance with regulation 6 of the Accounts and Audit Regulations 2003.
- 5.4 The internal auditor will complete their work no later than May in each year. Their written report will be provided to, and considered by, members at the first monthly meeting after its completion.
- 5.5 The Annual Statement of Accounts, required for external audit, must be prepared by the RFO for formal approval at a meeting held before the end of June.
- 5.6 The Town Clerk will ensure that there is adequate and effective system of internal audit of the Council's accounting, financial and other operations in accordance with proper practices.

## 6. STAFFING

- 6.1 Council employees will be employed on the National Agreement of Pay and Conditions of Service of the National Joint Council (NJC) for Local Government Service.

## 7. BANKING ARRANGEMENT AND CHEQUES (GENERAL)

- 7.1 The Town Council's banking arrangements will be approved by the Town Council.
- 7.2 At least two accounts will be maintained: a current account and a deposit account.

- 7.3 Banking income - see regulation 14
- 7.4 Cheques and withdrawal forms will be signed by the Town Clerk with two confirmatory signatures being obtained from Council Members.
- 7.5 The signatories shall each initial the counterfoil.
- 7.6 A list of cheque signatories will be maintained.
- 7.7 A bank debit card may be used up to a limit of £1000 in any one transaction and reported as payments schedule at the monthly meeting. Any expenditure exceeding the limit shall require signed authority from the Mayor/Deputy Mayor.
- 7.8 Banking arrangements shall be reviewed annually.

## 8. INTERNET BANKING

- 8.1 No employee or councillor shall disclose any PIN or password, relevant to the working of the council or its bank accounts, to any person not authorised in writing by the council or a duly delegated committee.
- 8.2 Where internet banking arrangements are made with any bank, the RFO shall be appointed as the Service Administrator.
- 8.3 The Bank mandate will clearly state the amounts of payments that can be instructed by the use of the Service Administrator alone, or by the Service Administrator with a stated number of approvals.
- 8.4 Access to any internet banking accounts will be directly to the access page (which may be saved under "favourites"), and not through a search engine or e-mail link. Remembered or saved passwords facilities must not be used on any computer used for council banking work. Breach of this regulation will be treated as a very serious matter under these regulations.
- 8.5 Changes to account details for suppliers, which are used for internet banking may only be changed on approval of the RFO.

## 9. PAYMENT OF ACCOUNTS

- 9.1 Apart from petty cash payments (see regulation 16) all accounts will be paid by either cheque or internet banking or other order drawn on the Town Council's Bank.
- 9.2 Before certifying any invoice, the RFO will satisfy that the work, goods or services to which the invoice relates have been carried out, received, examined and approved.
- 9.3 All invoices under £2,000 will be examined, verified and certified by RFO.
- 9.4 All invoices over £2,000 will be examined, verified and certified by the RFO and the Town Clerk.
- 9.5 The RFO, when satisfied as to the validity of the invoice, will take reasonable steps to settle invoices received within any time period agreed with the contractor, or

supplier. The Council will normally wish to negotiate, and pay to, net monthly terms.

- 9.6 All certificated invoices will be kept with the accounts for auditing purposes.
- 9.7 If a payment is necessary to avoid a charge of interest under the Late Payment of Commercial Debts (Interest) Act 1998, and the due date for payment is before the next scheduled meeting of the council, where the RFO can certify that there is not dispute or other reason to delay payment, the RFO may take all necessary steps to settle such invoices provided that a list of such payments shall be submitted to the next meeting of the council for ratification.
- 9.8 The RFO will deal with the VAT element of each invoice ensuring the correct sum is recovered as appropriate from HM Revenues and Customs.
- 9.9 Payment for utility supplies (energy, rates, telephone, and water) may be made by variable Direct Debit provided that the instructions are signed the Town Clerk and any payment is reported to the Council meeting. All direct debits shall be reviewed annually.
- 9.10 Payments will be verified against invoices by two members who are bank signatories and the schedule signed. The schedule will be presented at the next meeting of council as an agenda item for approval.

## 10. PAYMENT OF SALARIES AND WAGES

- 10.1 The salaries of all employees will be paid monthly, in accordance with the terms agreed in their contract with the Town Council.
- 10.2 All hourly paid employees must complete a separate time sheet every week, detailing the hours worked and the tasks performed. Each time sheet must be authorised by the Town Clerk before payment can be effected.
- 10.3 The RFO will be responsible for the calculation of wages and salaries and the payment there of. Payment will be by BACS wherever possible.
- 10.4 The RFO will ensure that all relevant taxes are deducted as appropriate and payment for same made to the relevant authorities on a timely basis.
- 10.5 Payroll services can be outsourced to a third party.

## 11. CONTRACTS FOR WORK AND GOODS AND SERVICES

- 11.1 Procedures are laid down as follows: -
- 11.2 Every contract shall comply with these financial regulations, and no exception shall be made otherwise than in an emergency provided that these regulations shall not apply to contracts that relate to items 11.2.1 to 11.2.7.
- 11.3 For the supply of gas, electricity, water, sewage and telephone services.

- 11.4 For specialist services such as are provided by solicitors, accountants, surveyors and planning consultant.
- 11.5 For work to be executed or goods or materials to be supplied which consists of repairs to or parts of existing machinery or equipment or plant.
- 11.6 For work to be executed or goods or materials be supplied which constitute an extension of existing contract by the Council.
- 11.7 For additional audit work of the external Auditor up to an estimate of £1,000.
- 11.8 For goods or materials proposed to be purchased which are priority articles and/or only sold at a fixed price.
- 11.9 The principle of best value will be embraced at all times when negotiating for any work, goods or services.
- 11.10 The Town Clerk, following consultation with the Town Mayor or appropriate Committee Chairman is empowered to purchase goods or services, or undertake emergency small works to the value of £5,000.
- 11.11 When applications are made to waive financial regulations relating to contract to enable a price to be negotiated without competition the reason shall be embodied in the recommendation to the Council.
- 11.12 For work of a value of £5,000 but less than £25,000, three written quotations should be obtained and brought to a meeting of the Council for approval where there are a sufficient number of suppliers to do so.
- 11.13 For work less than £5,000 three written estimates should be obtained where there are a sufficient number of suppliers to do so unless work can be undertaken by contractor from the preferred supplier list.
- 11.14 When contracts exceed EU thresholds EU procurement directives must be followed.
- 11.15 Any tender received after specified time shall remain unopened, save that such tender may be considered when the Council is satisfied that there is evidence of posting in time for delivery by the normal course of delivery and the other tenders have not been opened.
- 11.16 The Town Clerk will keep on file:
  - (i) A copy of all advertisements for expressions of interest in a contract.
  - (ii) A record of the number of expressions of interest received together with a list of those selected for further discussions.
  - (iii) The criteria used in the selection process should be recorded and the candidate's scores.
- 11.17 All contracts entered into by the Town Council will be passed by resolution made by the Town Council.
- 11.18 The Town Clerk will maintain a Register with details of companies tendering for contracts, tenders received and details of tender opening and evaluation and the Town Councils decision.

- 11.19 Whilst best value principles must always be adopted when deciding upon a contract, the Town Council will not be bound to select the lowest, or any tender.
- 11.20 In accordance with the Transparency Code Compliance, details of orders, commissioned activities, contracts and any legally enforceable agreements of a value that exceeds £5000 and invitations to tender for contracts and services of a value that exceeds £5000 will be made available on the Town Council website.

11.21 Hard Copy Submissions

- (i) tenders submitted in writing, should be provided in a sealed marked envelope addressed to the Proper Officer;
- (ii) tenders shall be opened by the Proper Officer in the presence of at least one councillor after the deadline for submission of tenders has passed;

11.22 Digital Submissions

- (i) tenders submitted digitally shall be opened by the Proper Officer after the deadline for submission of tenders has passed.
- (ii) the email containing the original submission shall be retained.;

12. LOANS AND INVESTMENTS

- 12.1 All loans and investments will be negotiated by the RFO in the name of the Town Council. Changes must be reported to the Town Council at the earliest opportunity.
- 12.2 All certificates, statements, and other documents relating to banking matters and investments will be retained in the custody of the Town Clerk.
- 12.3 The Council shall consider the need for an investment policy, which shall be in accordance with relevant regulations, proper practices and guidance. Any policy shall be reviewed annually.
- 12.4 All investments and borrowings shall be affected in the name of the Council after obtaining any necessary borrowing approval. Any application for borrowing shall be approved by the Council as to terms and purpose.

13. TOWN GRANTS

- 13.1 Any organisation or club applying for a Town Council Grant must complete a Grant Application Form to be submitted by a specified deadline.
- 13.2 Grant applications will be considered by the Council within the approved budget allocated by the Council.
- 13.3 Grant applicants may be invited to speak for up to three minutes and answer members' questions at the meeting which considers their application.
- 13.4 In accordance with the Transparency Code compliance all grants over £500 will be listed on the Town Council website.

#### 14. INCOME

- 14.1 The collection of any sums due to the Town Council will be the responsibility of the RFO.
- 14.2 Any sums found to be irrecoverable, and any bad debts shall be reported to the Council as to whether the debts shall be written off.
- 14.3 All sums due to the Town Council will be banked as soon as possible but must be banked within ten working days of receipt (Insurance Company policy may demand more frequent banking)
- 14.4 All cash paid from hall hire will be recorded on the date of receipt and kept safe until banked or if the total sum exceeds £500.
- 14.5 The RFO shall ensure prompt completion of VAT returns in accordance with the requirements of HM Revenue and Customs. Any refund claim due to the Council shall be made at least annually coinciding with the year end.
- 14.6 No personal cheques shall not be cashed out of money held on behalf of the Council.

#### 15. INSURANCE

- 15.1 The RFO will deal with all insurance matters and negotiate all claims on the Town Councils insurers.
- 15.2 The RFO and Town Clerk will ensure the Town Councils property; effects and risks are covered by policy and annually review the situation.
- 15.3 The Town Clerk or RFO will advise the Town Council at the earliest opportunity in the event of any known loss liability or other situation, which may lead to a claim.
- 15.4 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.
- 15.5 As a requirement of the insurance sector, an insurance inventory of the Town Council's assets will identify both purchase and the replacement values of items.

#### 16. PETTY CASH

- 16.1 The RFO may maintain a petty cash float of up to £250 for the purpose of defraying operational and other expenses.
- 16.2 Vouchers for payments made from petty cash shall be kept substantiating the payment.
- 16.3 Income received must not be paid into the petty cash float but must be separately banked, as provided elsewhere in these regulations.

- 16.4 Replenishment of petty cash will be from the bank account and not from any income stream.
- 16.5 The RFO is responsible for petty cash and floats which will be independently checked on an intermittent basis by the Town Clerk or as part of the Council Internal Review.
- 16.6 A £50 limit to the value of any single petty cash transaction is allowed.

## 17. ASSETS, PROPERTIES AND ESTATES

- 17.1 The Clerk shall make appropriate arrangements for the custody of all title deeds of properties owned by the Council.
- 17.2 The Asset Register should include the following, whether purchased, gifted or otherwise acquired, together with their holding location:
  - (a) All land and buildings held freehold or on long term lease in the name of the Council,
  - (b) Community assets,
  - (c) Vehicles, plant and machinery,
  - (d) Assets considered to be portable, attractive or of community significance,
  - (e) Other assets estimated or known to have a minimum purchase or resale value of £100 and a useful life of longer than 1 year.
  - (f) Long term investments, shares and loans made by the Council
- 17.3 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.
- 17.4 The Town Clerk shall ensure that an appropriate and accurate Register of Assets and Investments is kept up to date.
- 17.5 The continued existence of tangible assets shown in the Register shall be verified at least annually in conjunction with a health and safety inspection of external assets.

## 18. HIRE OF TOWN COUNCIL FACILITIES

- 18.1 All aspects of hire are the responsibility of the Town Clerk in accordance with policy.
- 18.2 The Town Council will review fees and charges of hire annually.

## 19. DATA PROTECTION ACT

- 19.1 The Town Clerk/RFO will ensure all aspects of the Data Protection Act are adhered to.

20. FINANCIAL SCHEDULE

20.1 The attached schedule is appended to and forms part of these Financial Regulations.

21. REVIEW OF REGULATIONS

21.1 These financial regulations shall be reviewed at every two years or more often if appropriate due to changes in legislation.

21.2 Any update or amendment shall be reviewed by the Council for approval.

Annual Financial Schedule

Month	Matter	Action	Minute Required	Publication on Website
January	Budget and Precept	Circulate draft budget	No	No
February	Budget and Precept	<ul style="list-style-type: none"> <li>Approve Budget and set precept.</li> <li>Communicate to IWC</li> </ul>	Yes	Yes
	Internal Auditor Appointment	Appoint Internal Auditor to complete audit by end of May	Yes	No
	Risk Management	Review, receive and approve.	Yes	Yes
May	Year End Accounts	To receive and approve year end accounts	Yes	Yes
	Asset Register	To review and approve the updated asset register	Yes	No
	AGAR	<ul style="list-style-type: none"> <li>To approve the Annual Return Governance Statement and Accounting Statements.</li> <li>To Submit the Annual Return Governance Statement and Accounting Statements.</li> <li>To advise of submission of Annual Return Governance Statement and Accounting Statements.</li> </ul>	Yes	Yes
June/July	Notice of Electors Rights	<ul style="list-style-type: none"> <li>Notice of electors rights published on website with Annual Return Governance Statement and Accounting Statements advising that accounts are available for public inspection (This period should start on the following day which must include the first 10 working days of July)</li> <li>A copy of notice should be retained on file</li> </ul>	Yes	Yes
	External Audit	Relevant documents to be submitted to External Auditors and any subsequent queries to be dealt with by RFO	No	No
September	External Audit	Notice of completion to be posted to Website by 30 September	No	Yes
September	External Audit Report	Report and Opinion to be presented to the council at its next meeting.	Yes	Yes



## ABSENCE AND SICKNESS POLICY

### 1. Introduction

The Council recognises that sickness and absence can have a big impact on both the business of the Council and the life of employees. This policy sets out how the Council will support employees during sickness absence and what action it will take, if an employee has frequent short-term sickness absences, or a prolonged period of ill health.

### 2. Policy

Should any employee consider they are affected by a disability or any medical condition which affects their ability to undertake their work, they should inform their line manager. The Council also reserves the right to require employees not to report for work, if it considers an employee is unfit to attend work due to sickness/ injury.

### 3. Notification

Should an employee be unable to work, they must inform their line manager as soon as reasonably practical, ideally on the first day of absence within one hour of their normal start time, stating the reason and the likely length of absence.

### 4. Line Manager

- 4.1. The Town Clerk is the line manager of all staff.
- 4.2. For the purpose of this policy, the Mayor or Deputy Mayor is the Line Manager for the Clerk.

### 5. Certification

- 5.1. All employees must provide the Council with a completed self-certification form for the first seven calendar days of sickness absences. The form should be completed on return to work (if the absence lasts less than seven days).
- 5.2. Should the absence extend to the eighth day (including weekends), the employee must send a fit note, issued by their GP, to the council. This note must also cover any subsequent periods of absence.

### 6. Fit Notes

Should a GP indicate "may be fit for work" on the fit note and identifies potential amendments; the Council will contact the employee and arrange for a meeting to discuss the suggested amendments, before they return to work.

### 7. Return to Work

Employees will not be allowed to return to work until their GP deems that they are fit to do so. Any requests for temporary adjustments to working conditions will be considered and accommodated, wherever possible.

## **8. Absence**

### **8.1. Short-term Absence**

If in any 3 month period there are 3 separate periods of absence (whether certificated or not), or if there is an unacceptable pattern of absence, for example regular time off on Mondays or Fridays When an employee returns to work from any absence (excluding holidays), the line manager will formally review the employees absence record.

### **8.2. Long-term Absences**

Long-term absence is a period of sickness which lasts longer than 2 weeks. The Council will take a sympathetic view about genuine health problems, and will be supportive in its approach to all employees in this situation. Such absence will be monitored by telephone contact.

### **8.3. Problematic Absence:**

If absence reaches problematic levels, the Council may have no choice but to dismiss the employee. The point, at which this action will be taken, will depend on the nature of work and the difficulties employee absence causes to the Council. The Council would regard dismissal as a last resort, following evaluation of medical information, alternative working options and employee views.

## **9. Medical Examinations and Reports**

9.1. In order to gather information about an employee's medical condition, the council may request permission to contact the employees' doctor and ask for a medical report (the employee may request a report copy).

9.2. The Council may in the case of extended periods of absence, require employees to be examined by a medical consultant of its choice in order to seek a medical opinion. If an employee refuses to be examined, they may be dealt with under the council disciplinary procedure.

## **10. Holiday Sickness**

Where an employee is laid up through sickness or injury during a period of pre-booked holiday, the Council will, subject to notification and certification, allow the employee to transfer to sick leave and take replacement holiday at a later date.

## **11. National Agreement on Pay and Conditions of Service ('Green Book' )**

As the Council abides by Green Book provisions, then an employee will be entitled to sick pay as defined in the employee's contract of employment.

## **12. Non-Compliance**

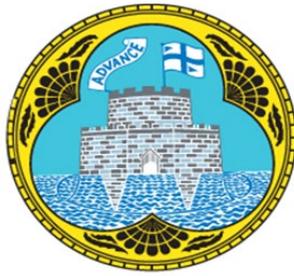
Any member of staff refusing to observe the policy will be liable to disciplinary action in accordance with the Council's Disciplinary Policy up to and including dismissal.

### **13. Implementation of the Policy**

The Clerk will discuss the implementation of this policy with all existing employees and it will be included in the induction of all new employees

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:





SANDOWN TOWN COUNCIL

# Closed-Circuit Television (CCTV) Policy

REAFFIRM DATE:  
REVIEW DATE:  
MINUTE NUMBER:

## **CCTV POLICY**

### **1. Introduction**

- 1.1 The Town Council has considered the need for using CCTV and has decided that it is required for the prevention and detection of crime and for protecting the safety of the public. It will not be used for other purposes.
- 1.2 Sandown Town Council (the Council) uses closed circuit television (CCTV) images to reduce crime and monitor The Broadway Centre in order to provide a safe and secure environment for members of the public and staff and to prevent the loss or damage to property.
- 1.3 The system comprises a number of fixed cameras.
- 1.4 The system does not have sound recording capability.
- 1.5 The CCTV system is owned and operated by the Town Council and the deployment is determined by the Town Clerk under guidance from the Town Council.
- 1.6 The CCTV is monitored centrally from the Community Centre offices and remotely by the Town Clerk and other staff as necessary.
- 1.7 The CCTV Scheme is registered with the Information Commissioner under the terms of the Data Protection Act 1998.
- 1.8 The use of CCTV and the associated images is covered by the Data Protection Act 1998. This policy outlines the Council's use of CCTV and how it complies with the Act.
- 1.9 All authorised operators and employees with access to images are aware of the procedures that need to be followed when accessing the recorded images. All employees are aware of the restrictions in relation to access to, and disclosure of, recorded images.
- 1.10 The council recognises that during periods where children and young adults are present in a controlled environment that parents and guardians may have concerns with the presence of live CCTV observation. An option will be made available to a designated and responsible individual to temporarily isolate CCTV coverage during applicable periods.

### **2. Statement of Intent**

- 2.1 The Council complies with Information Commissioner's Office (ICO) CCTV Code of Practice to ensure it is used responsibly and safeguards both trust and confidence in its continued use. The Code of Practice is published on the ICO website.
- 2.2 In areas where CCTV is used, the Council will ensure that there are prominent signs placed within the controlled area.
- 2.3 It is not possible to guarantee that the system will cover or detect every single incident taking place in the areas of coverage.

### **3. Siting the Cameras**

- 3.1 Cameras will be sited so they only capture images relevant to the purposes for which

they are installed and care will be taken to ensure that reasonable privacy expectations are not violated. The Council will ensure that the location of equipment is carefully considered to ensure that images captured comply with the Data Protection Act.

- 3.2 The Council will make every effort to position cameras so that their coverage is restricted to the Council premises
- 3.3 Members of staff should have access to details of where CCTV cameras are situated.

#### **4. Covert Monitoring**

- 4.1 The Council may in exceptional circumstances set up covert monitoring. For example: Where there is good cause to suspect that illegal or unauthorised action(s), is taking place, or where there are grounds to suspect serious misconduct;
- 4.2 Where notifying the individuals about the monitoring would seriously prejudice the reason for making the recording.
- 4.3 In these circumstances authorisation must be obtained from the Town Clerk.
- 4.4 Covert monitoring must cease following completion of an investigation.
- 4.5 Cameras sited for the purpose of covert monitoring will not be used in areas which are reasonably expected to be private, for example toilet cubicles.

#### **5. Storage and Retention of CCTV images**

- 5.1 Recorded data will be retained for no longer than is necessary. While retained, the integrity of the recordings will be maintained to ensure their evidential value and to protect the rights of the people whose images have been recorded.
- 5.2 All retained data will be stored securely.

#### **6. Access to CCTV images**

- 6.1 Access to recorded images will be restricted to those staff authorised to view them, and will not be made more widely available.

#### **7. Subject Access Requests (SAR)**

- 7.1 Individuals have the right to request access to CCTV footage relating to themselves under the Data Protection Act.
- 7.2 All requests should be made in writing to the Town Clerk. Individuals submitting requests for access will be asked to provide sufficient information to enable the footage relating to them to be identified. For example, date, time and location. The Council will respond to requests within 28 calendar days of receiving the written request and fee.
- 7.3 A fee of £25 will be charged per request.
- 7.4 The Council reserves the right to refuse access to CCTV footage where this would prejudice the legal rights of other individuals or jeopardise an on-going investigation.

#### **8. Access to and Disclosure of Images to Third Parties**

- 8.1 There will be no disclosure of recorded data to third parties other than to authorised personnel such as the Police and service providers to the Council where these would reasonably need access to the data (e.g. investigators).
- 8.2 Requests should be made in writing to the Town Clerk.
- 8.3 The data may be used within the Council's discipline and grievance procedures as required, and will be subject to the usual confidentiality requirements of those procedures.

## **9. Complaints**

- 9.1 Complaints and enquiries about the operation of CCTV within the Council should be directed to the Town Clerk in the first instance.

## **10. Further Information**

- 10.1 Further information on CCTV and its use is available from the following:
  - CCTV Code of Practice (published by the Information Commissioners Office)
  - Regulation of Investigatory Powers Act (RIPA) 2000
  - Data Protection Act 1998

<b>CCTV ACCESS REQUEST FORM</b>	
Date of Recording:	
Place of Recording:	Time of Recording:
Applicants Name and Address  Post Code	Tel no
Signature of Applicant (or parent/guardian if under 18)	
Description of Applicant and any distinguishing features (e.g. clothing) A recent photograph may be necessary to aid identification.	
Reason for request ( to be submitted to the Town Council)	
Received by:	Clerk's Signature
Date Received	Time Received
Fee Charged / N.A.  Fee Paid:	Request Approved  YES / NO
Date Applicant Informed:	





SANDOWN TOWN COUNCIL

## Communications Policy

APPROVAL DATE: 17-May-21  
REVIEW DATE: 30-Apr-22  
MINUTE NUMBER: 10-2021/22(C)

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## COMMUNICATIONS POLICY

### 1. AIMS

- 1.1. To establish clear, easy to use channels of communication between Sandown Town Council, the Clerk, Councillors and the residents of Sandown and vice versa.
- 1.2. To provide information on important matters in an appropriate manner so as to facilitate and encourage informed comment from interested individuals and groups.

### 2. INTRODUCTION

- 2.1. Each Councillor has a duty to represent, without bias, the interest of the whole community and is available to help parishioners with regard to matters relating to Sandown.
- 2.2. They may be contacted by telephone or email (if available) and a contact list is displayed on the council notice board and on the council website.
- 2.3. If the matter is important, then a letter to the clerk or their deputy will ensure that this will be brought before the council and dealt in a suitable manner.
- 2.4. It is the council's intention to comply with the schedule as below.

### 3. NOTICE BOARDS

- 3.1. The following items will be displayed permanently:
  - Councillors with contact email addresses
  - Council meetings dates for the year
  - Notice of the annual audited accounts will be displayed when appropriate.
- 3.2. The agendas pertaining to council meetings will be displayed 5 days in advance of the meeting.
- 3.3. Notices of public meetings will be displayed as and when appropriate.

### 4. WEBSITE

- 4.1. The following items will be permanently available:
  - Councillors with contact email addresses
  - Council meeting dates for the year once confirmed
  - The approved minutes from the next council meeting.
  - Financial information including bank reconciliations and annual budget
  - The Mayors Annual Report
  - All statutory documents including Standing Orders and Financial Regulations
  - All adopted policies
  - Details of the Publication Scheme
- 4.2. The clerk will ensure that council information included on the website is regularly updated.

4.3. Any council information on the website will be agreed by the clerk and/or the mayor before publication.

## 5. CORRESPONDENCE

### 5.1. **Council Correspondence**

5.1.1. The clerk is the main point of contact for the town council.

5.1.2. All correspondence relating to the town council should be addressed to the clerk in the first instance. This will ensure that the matter is recorded and passed to the relevant person or organisation as soon as practicably possible.

5.1.3. All correspondence to the clerk will be acknowledged within one week of receipt.

5.1.4. All official correspondence should be sent by the Clerk in the name of the council using council letter headed paper.

5.1.5. Where correspondence from the Clerk to a Councillor is copied to another person, the addressee should be made aware that a copy is being forwarded to that other person (e.g. cc)

5.2. No individual Councillor or Officer should be the sole custodian of any correspondence or information in the name of the council, a committee, sub-committee or working party.

5.3. Councillors and officers do not have a right to obtain confidential information/documentation unless they can demonstrate a 'need to know'.

### 5.4. **Councillor Correspondence to external parties**

5.4.1. As the Clerk should be sending most of the council's correspondence from a Councillor to other bodies, it needs to be made clear that it is written in their official capacity and has been authorised by the Town council.

5.4.2. A copy of all outgoing correspondence relating to the council or a Councillor's role within it, should be sent to the Clerk, and it be noted on the correspondence, e.g. "copy to the Clerk" so that the recipient is aware that the Clerk has been advised.

## 6. COMMUNICATIONS WITH THE PRESS AND PUBLIC

6.1. The Clerk will clear all press reports, or comments to the media, with the Mayor or the Chair of the relevant committee.

6.2. Press reports from the council, its committees or working parties should be from the clerk or an officer or via the reporter's own attendance at a meeting.

6.3. Unless a Councillor has been authorised by the council to speak to the media on a particular issue, Councillors who are asked for comment by the press should make it clear that it is a personal view and ask that it be clearly reported as their personal view.

6.4. Unless a Councillor is absolutely certain that he/she is reporting the view of the council, they must make it clear to members of the public that they are expressing a personal view.

6.5. If Councillors receive a complaint from a member of the public, this should be dealt with under the Council's adopted complaints procedure.

## 7. COMMUNICATIONS WITH TOWN COUNCIL STAFF

- 7.1. Councillors must not give instructions to any member of staff, unless authorised to do so (for example, three or more Councillors sitting as a committee or sub-committee with appropriate delegated powers from the council).
- 7.2. No individual Councillor, regardless of whether or not they are the mayor of the council, the chair of a committee or other meeting, may give instructions to the clerk or to another employee which are inconsistent or conflict with council decisions or arrangements for delegated power.
- 7.3. **Telephone** calls should be appropriate to the work of the Town council.
- 7.4. **E-mails:**
  - 7.4.1. Immediate replies should not be expected from the Clerk; reasons for urgency should be stated;
  - 7.4.2. Information to Councillors should normally be directed via the Clerk;
  - 7.4.3. E-mails from Councillors to external parties should be copied to the Clerk;
  - 7.4.4. Councillors should acknowledge their e-mails when requested to do so.
- 7.5. **Meetings with the Clerk or other officers:**
  - 7.5.1. Wherever possible an appointment should be made;
  - 7.5.2. Meetings should be relevant to the work of that particular officer;
  - 7.5.3. Councillors should be clear that the matter is legitimate council business and not matters driven by personal or political agendas.

## 8. COUNCIL MEETINGS

- 8.1. A period of up to 15-minute public question time will be held at the beginning of each Council Meeting 15 minutes are available for members of the public to speak on matters relating to the agenda.
- 8.2. 10 minutes are available for members of the public to speak on any matters relating to town business at the end of the agenda.
- 8.3. The Council will meet in the main hall at the Broadway Centre, unless otherwise notified.
- 8.4. Council meetings will be called by the Town Clerk or their Deputy Clerk.
- 8.5. **Ordinary Meetings**
  - 8.5.1. The council will normally meet at 7:00 pm on the third Monday of the month as the council directs at least three times a year.
- 8.6. **Annual Meeting**
  - 8.6.1. The Annual Meeting will take place in May each year.

8.6.2. Councillors will elect the Mayor and appoint the Deputy Mayor for the coming year at the Annual Meeting of the Council.

**8.7. Town Meeting**

8.7.1. The annual Town Meeting will take place in between March and June each year.

8.7.2. The Town meeting will be called by the Mayor.

8.7.3. The town meeting will be an opportunity for any Sandown Government Elector to discuss any public matter relating to or effecting Sandown.

8.7.4. A minimum of 5 days' notice must be given to the Town Clerk or their deputy of any issue to be raised.

**8.8. Agenda Items for Council, Committees, Sub-Committees and Working Parties**

8.8.1. An Agenda should be clear and concise, containing sufficient information to enable Councillors to make an informed decision, and for the public to understand what matters are being considered and what decisions are to be taken at a meeting.

8.8.2. "Information only" should be kept to a minimum on an agenda.

8.8.3. Where the Clerk or a Councillor wishes fellow Councillors to receive matters for "information only", this information will be circulated via the Clerk.

8.8.4. If a resident wishes a matter to be formally discussed at a Town Council meeting, then the clerk must be notified at least 14 days prior to the meeting to enable the item to be placed on the agenda.



# SANDOWN TOWN COUNCIL

## **Complaints Policy (Including Vexatious)**

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:

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## **1. COMPLAINTS REGARDING COUNCILLORS**

- 1.1. Pursuant to section 27 of the Localism Act 2011, Sandown Town Council ('the Council') has adopted a Code of Conduct to promote and maintain the high standards of behaviour by its Members and co-opted Members.
- 1.2. The code applies whenever they conduct the business of the Council including:
  - the business of the office to which they were elected or appointed; or
  - when they claim to act; or
  - give the impression of acting as a representative of the Council.
- 1.3. The Localism Act 2011 requires local authorities to establish arrangements to deal with allegations of breaches by councillors of the Members' Code of Conduct.
- 1.4. Therefore, any complaints against a member of Sandown Town Council are considered by the Monitoring Officer of the Isle of Wight Council.
- 1.5. Please click [on the link](#) or refer to the Isle of Wight Councils website for the [procedure for making a complaint against a councillor](#). If you would like a copy emailed or posted to you please contact the clerk.

## **2. INTRODUCTION**

- 2.1. Sandown Town Council will do their utmost to settle complaints and satisfy any complaint made.
- 2.2. If a complaint is not settled by the Town Council, it cannot refer the complaint to any other body for settlement.
- 2.3. A complaint can however be referred to the Monitoring Officer, if the complainant considers that members of the council, while considering the complaint, breached the Member Code of Conduct.
- 2.4. The council will not tolerate abusive or bullying contacts.

## **3. PROCESS FOR MAKING A COMPLAINT.**

### **3.1. Making a Complaint**

- 3.1.1. Complaints in the first instance should be addressed to the clerk.
- 3.1.2. If the complainant prefers not to put the complaint to the Clerk, he or she shall be advised to put it to the Lead Member for Complaints.

### **3.2. Stage 1:**

#### *Oral Complaints*

- 3.2.1. If a complaint about procedures or administration is notified orally to a Councillor or the Clerk and they cannot satisfy the complainant fully, the complainant shall be asked to put the complaint in writing to the Clerk.

### *Written Complaints*

- 3.2.2. On receipt of a written complaint the Clerk or Lead Member, shall try to settle the complaint directly with the complainant.
- 3.2.3. If the complaint is about the behaviour of the Clerk, they will be notified and given an opportunity for comment on the allegation and the intended method of dealing with and resolving the complaint.
- 3.2.4. If a written complaint is dealt with to the satisfaction of the complainant, it will be reported at the next council meeting.

### 3.3. Stage 2:

- 3.3.1. If a complaint cannot be settled to the satisfaction of the complainant, it shall be brought to the next meeting of the Council for decision.
- 3.3.2. The complainant will be advised on which date the complaint will be considered.
- 3.3.3. The Council shall consider whether the circumstances attending any complaint warrant the matter being discussed in the absence of the press and public.
- 3.3.4. Any decision on a complaint shall be announced at the council meeting in public.
- 3.3.5. Council shall defer dealing with any written complaint only if:
  - (a) It is of the opinion that issues of law or practise arise on which advice is necessary; or
  - (b) Further evidence is required.
- 3.3.6. In such cases the complaint shall be dealt with at the next meeting after the advice has been received.
- 3.3.7. As soon as is reasonably possible after the decision has been made, the decision and any action to be taken shall be communicated in writing to the complainant.

## **4. VEXATIOUS (UNREASONABLE) COMPLAINTS AND BEHAVIOUR**

### 4.1. Purpose of Policy in regard to Vexatious Complaints and Behaviour

- 4.1.1. This policy intends to:
  - (a) Assist in identifying and managing persons who are disruptive to the Council through pursuing an unreasonable course of conduct.
  - (b) Provide a mechanism for dealing with all complainants in ways which are demonstrably consistent, fair and reasonable.
- 4.1.2. Habitual or vexatious questions and complainants can be problematic for council staff and councillors. The difficulty in handling such complainants is that they are time consuming and wasteful of resources in terms of Officer and Member time.
- 4.1.3. There are situations when there is nothing further which can reasonably be done to assist or to rectify a real or perceived problem.
- 4.1.4. Examples of Contacts which might be considered unreasonable would include:
  - (a) Constant repetition of a query when reasonable answer has been given.
  - (b) Ongoing questions of details when the substance of a matter is closed.

(c) Repeated questions in relation to a matter over which the town council has no authority.

(d) The council will not tolerate abusive or bullying contacts.

4.2. In some cases, complaints made either individually or as part of a group, or a group of complainants, might be considered habitual or vexatious.

4.3. Terminology and Definitions relating to Vexatious Complaints.

4.3.1. In this policy the term habitual means 'done repeatedly or as a habit'.

4.3.2. The term vexatious is recognised in law and means 'denoting an action or the bringer of an action that is brought without sufficient grounds for winning, purely to cause annoyance to the defendant'.

4.3.3. The term complaint in this policy includes requests made under the Freedom of Information Act 2000 and the Data Protection Act 1998 and reference to the Complaints Procedure is, where relevant, to be interpreted as meaning a request under those Acts.

4.3.4. Sandown Town Council define unreasonably persistent and vexatious complainants as those complainants who, because of the frequency or nature of their contacts with the Council, hinder the Council's consideration of their or other people's complaints.

4.3.5. The description 'unreasonably persistent' and 'vexatious' may apply separately or jointly to a particular complainant.

4.3.6. For the purpose of this policy the following definition of habitual or vexatious complainants will be used:

The repeated and/or obsessive pursuit of:

(a) unreasonable complaints and/or unrealistic outcomes; and or

(b) reasonable complaints in an unreasonable manner.

4.3.7. Examples include the way in which, or frequency with which, complainants raise their complaint with staff or how complainants respond when informed of the Council's decision about the complaint.

4.3.8. Features of an unreasonably persistent and/or vexatious complainant include the following (the list is not exhaustive, nor does one single feature on its own necessarily imply that the person will be considered as being in this category):

(c) Have insufficient or no grounds for their complaint and be making the complaint only to annoy (or for reasons that he or she does not admit or make obvious).

(d) Refuse to specify the grounds of a complaint despite offers of assistance.

(e) Refuse to co-operate with the complaints investigation process while still wishing their complaint to be resolved.

(f) Refuse to accept that issues are not within the remit of the complaints policy and procedure despite having been provided with information about the scope of the policy and procedure.

(g) Refuse to accept that issues are not within the power of the Council to investigate, change or influence.

- (h) Insist on the complaint being dealt with in ways which are incompatible with the complaint's procedure or with good practice (e.g., insisting that there must not be any written record of the complaint).
- (i) Make what appear to be groundless complaints about the staff dealing with the complaints and seek to have them dismissed or replaced.
- (j) Make an unreasonable number of contacts with the Council, by any means in relation to a specific complaint or complaints.
- (k) Make persistent and unreasonable demands or expectations of staff and/or the complaints process after the unreasonableness has been explained to the complainant (an example of this could be a complainant who insists on immediate responses to questions, frequent and/or complex letters, faxes, telephone calls or emails).
- (l) Harass or verbally abuse or otherwise seek to intimidate staff dealing with their complaint, in relation to their complaint by use of foul or inappropriate language or by the use of offensive and racist language.
- (m) Raise subsidiary or new issues whilst a complaint is being addressed that were not part of the complaint at the start of the complaint process.
- (n) Introduce trivial or irrelevant new information whilst the complaint is being investigated and expects this to be taken into account and commented on.
- (o) Change the substance or basis of the complaint without reasonable justification whilst the complaint is being addressed.
- (p) Deny statements he or she made at an earlier stage in the complaint process.
- (q) Electronically record meetings and conversations without the prior knowledge and consent of the other person(s) involved.
- (r) Adopts an excessively 'scattergun' approach, for instance, pursuing a complaint or complaints not only with the Council, but at the same time with, for example, a Member of Parliament, other Councils, elected Councillors of this and other Councils, the Council's Independent Auditor, the Standards Board, the Police or solicitors.
- (s) Refuse to accept the outcome of the complaint process after its conclusion, repeatedly arguing the point, complaining about the outcome, and/or denying that an adequate response has been given.
- (t) Make the same complaint repeatedly, perhaps with minor differences, after the complaints procedure has been concluded and insist that the minor differences make these 'new' complaints which should be put through the full complaints procedure.
- (u) Persistently approach the Council through different routes about the same issue
- (v) Persist in seeking an outcome which Council has explained is unrealistic for legal or policy (or other valid) reasons.
- (w) Refuse to accept documented evidence as factual.
- (x) Complain about or challenge an issue based on an historic and/or an irreversible decision or incident.

(y) Combine some or all of these features.

4.3.9. Raising of legitimate queries or criticisms of a complaints procedure as it progresses, for example if agreed timescales are not met, should not in itself lead to someone being regarded as a vexatious or an unreasonably persistent complainant.

4.3.10. Similarly, the fact that a complainant is unhappy with the outcome of a complaint and seeks to challenge it, this should not necessarily cause him or her to be labelled vexatious or unreasonably persistent.

#### 4.4. Decision Making

4.4.1. Since vexatious complaints impact on council staff welfare and capacity, where complainants have been, and continue to be identified as potentially habitual or vexatious in accordance with the criteria set out in Section 3, officers will refer the matter to the Human Resources Committee for a decision on:

(a) Agreement to issue warning correspondence (Virtually).

(b) Agreement to treat the complainant as a habitual or vexatious complainant if behaviour persists (Meeting).

(c) Agreement regarding the appropriate course of action to be taken if behaviour continues (Meeting).

#### 4.5. Vexatious Procedure – First Stage

4.5.1. Sandown Town Council will ensure that the complaint is being, or has been, investigated properly according to the adopted complaints procedure.

4.5.2. Prior to considering its implementation the Council will send a summary of this policy to the complainant to give them prior notification of its possible implementation.

4.5.3. The Clerk will contact the complainant in writing, or by email, to explain why this behaviour is causing concern and ask them to change this behaviour and outline the actions that the council may take if they do not comply (the Warning).

4.5.4. If the disruptive behaviour continues, the Clerk will issue a reminder letter to the complainant advising them that the way in which they will be allowed to contact the Town Council in future will be restricted (second Warning).

#### 4.6. Vexatious Procedure – Second Stage

4.6.1. If the disruptive behaviour continues a meeting of the Human Resource Committee will be called.

4.6.2. A decision will be made on:

(a) Treat the complainant as a habitual or vexatious due to behaviour persisting.

(b) Appropriate course of action to be taken.

4.6.3. Following a decision by the committee to declare the complainant as habitual or vexatious:

(a) The Clerk on behalf of the Town Council will notify complainants, in writing or by email, of the reasons why their complaint has been treated as habitual or vexatious and the action that will be taken.

(b) The correspondence will include:

- Why the decision has been taken;
- What procedures have been put in place and;
- The duration of that action.

4.6.4. The Isle of Wight Council will also be informed that a constituent has been designated as a habitual or vexatious complainant.

4.6.5. The status of the complainant will be kept under review. If a complainant subsequently demonstrates a more reasonable approach, then their status will be reviewed.

4.6.6. Any restriction that is imposed on the complainant's contact with the Council will be appropriate and proportionate and the complainant will be advised of the period of time that the restriction will be in place for.

4.6.7. In most cases restrictions will apply for between 3-6 months, but in exceptional cases, this may be extended. In such cases the restrictions would be reviewed on a quarterly basis.

4.6.8. The fact that a complainant is judged to be unreasonably persistent or vexatious, and any restrictions imposed on Council's contact with him or her, will be recorded and notified to those who need to know within the Council.

#### 4.7. Vexatious Procedure – Further Actions

4.7.1. Where a complainant continues to behave in a way that is unacceptable, the Clerk, in consultation with the Complaints Committee may decide to refuse all contact with the complainant and stop any investigation into his or her complaint.

4.7.2. Where the behaviour is so extreme or it threatens the immediate safety and welfare of staff, other options will be considered, eg the reporting of the matter to the police or taking legal action. In such cases, the complainant may not be given prior warning of that action.

#### 4.8. Restrictions

Restrictions will be tailored to deal with the individual circumstances of the complainant and may include (the list is not exhaustive):

- (a) Restricting the complainants contact with officers by telephone to through a third party e.g. a solicitor, a Councillor or a friend acting on their behalf.
- (b) Prohibiting the complainant from sending emails to individual and/or all Council Officers and insisting they only correspond through a nominated councillor, usually the Mayor.
- (c) Requiring contact to take place with one named member of staff only.
- (d) Requiring contact to take place through a single medium.
- (e) Restricting telephone calls to specified days and/or times and/or duration.
- (f) Requiring any personal contact to take place in the presence of an appropriate witness.
- (g) Informing the complainant know that Sandown Town Council will not reply to, or acknowledge any further contact, from them on the specific topic of that complaint (in

this case, a designated member of staff will be identified who will read future correspondence)

#### 4.9. New complaints from complainants who are treated as abusive, vexatious or persistent

4.9.1. New complaints from people who have come under this policy will be treated on their merits. The Clerk and the Human Resources Committee will decide whether any restrictions that have been applied before are still appropriate and necessary in relation to the new complaint.

4.9.2. A blanket policy is not supported, nor is ignoring genuine service requests or complaints where they are founded.

#### 4.10. Review

4.10.1. The status of a complainant judged to be unreasonably persistent or vexatious will be reviewed by the Clerk, and the Human Resources Committee after three months, and at the end of every subsequent three months within the period during which the policy is to apply.

4.10.2. The complainant will be informed of the result of this review if the decision to apply this policy has been changed or extended.

#### 4.11. Record Keeping

4.11.1. The Clerk will retain adequate records of the details of the case and the action that has been taken. Records will be kept of:

- (a) The name and address of each complainant considered abusive, vexatious or persistent.
- (b) Detail of any warnings issued (date, if response received).
- (c) The start and end date of any period of restriction.
- (d) The nature of the restriction.
- (e) The date of the decision.
- (f) The date the complainant and Council were notified.

4.11.2. The Council will be provided with an annual report giving information about members of the public who have been treated as vexatious/persistent as per this policy.

#### 4.12. Right of Appeal

4.12.1. A complainant declared Vexatious by the Human Resources Committee may appeal the decision by requesting the matter be brought to the next meeting of Full Council.

4.12.2. This request must be made via email or in writing.

4.12.3. The complainant will be notified of the date of the meeting.

4.12.4. The relevant documents will be circulated to all members.

4.12.5. A decision will be made at the start of the Agenda item if the matter will be debated or if Council supports the Committees decision without further discussion.

4.12.6. The complainant will be notified in writing of the outcome of the meeting.





## Dignity at Work and Bullying & Harassment Policy

### 1. PURPOSE AND SCOPE

#### 1.1 Statement

In support of our value to respect others Sandown Town Council will not tolerate bullying or harassment by, or of, any of their employees, officials, members, contractors, visitors to the Council or members of the public from the community which we serve. The Council is committed to the elimination of any form of intimidation in the workplace.

This policy reflects the spirit in which the council intends to undertake all of its business and outlines the specific procedures available to all employees in order to protect them from bullying and harassment.

The council will issue this policy to all employees as part of their induction and to all members as part of their Councillor Pack. The Council may also share this policy with contractors, visitors and members of the public.

Bullying and harassment is most likely to be complained about when individual elected members or members of the public criticise Town Council employees, often without objective evidence and in environments which are open to the public such as Town Council meetings, or by way of blogs, Facebook comments, Twitter and other social media ( cyber bullying)

#### 1.2 Definitions.

1.2.1 These definitions are derived from the ACAS guidance on the topic. Both bullying and harassment are behaviours which are unwanted by the recipient. They are generally evidenced by a pattern of conduct rather than one off incidents.

1.2.2 Bullying and harassment in the workplace can lead to poor morale, low productivity and poor performance, sickness, absence, lack of respect for others, turnover, damage to the council's reputation and ultimately, Employment Tribunal or other court cases and payment of unlimited compensation.

##### Bullying

1.2.3 "Bullying may be characterised as a pattern of offensive, abusive, intimidating, malicious, insulting or humiliating behaviour; an abuse of this use of power which makes the recipient feel upset, threatened, humiliated or vulnerable which tends to undermines their confidence which may cause them to suffer stress".

##### Harassment

1.2.4 Harassment is unwanted conduct that isolates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

1.2.5 This policy cover, but is not limited to, harassment on the grounds of sex, marital status, sexual orientation, race, colour, nationality, ethnic origin, religion, belief, disability or age.

### 1.3 **Examples.**

1.3.1 Examples of unacceptable behaviour are as follows (this list is not exhaustive). Spreading malicious rumours, insulting someone, ridiculing or demeaning someone, exclusion or victimisation, unfair treatment, overbearing supervision or other misuse of position or power, unwelcome sexual advances, making threats about job security, deliberately undermining a competent worker by overloading work and/or constant criticism, preventing an individual's promotion or training opportunities.

1.3.2 Bullying and harassment may occur face-to-face, in meetings, through written communication, including e-mail, by telephone, social media or through automatic supervision methods. It may occur on or off work premises, during work hours or non-work time.

### 1.4 **Penalties.**

1.4.1 Bullying and harassment are considered examples of serious misconduct which will be dealt with through the Disciplinary Procedure at Gross Misconduct level and may result in summary dismissal from the council for employees or through referral to the Standards Committee of the IOW Council as a contravention of the Members' Code of Conduct which may result in penalties against the member concerned.

1.4.2 In extreme cases, harassment can constitute a criminal offence and the council should take appropriate legal advice, sometimes available from the council's insurer, if such matter arises.

### 1.5 **The Legal position.**

1.5.1 Councils have a duty of care towards all their workers and liability under common law arising out of the Employment Rights Act 1996 and the Health & Safety at Work Act 1974. Under the following laws, bullying or harassment may be considered unlawful discrimination; Sex Discrimination Act 1995, Race Relations Act 1976, Disability Discrimination Act 1995, Employment Equality (Sexual Orientation) Regulations 2003, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sex Discrimination) 20095, Employment Equality (Age) Regulations 2006.

In addition, the Criminal Justice and Public Order Act 1994 and Protection from Harassment Act 1997 created a criminal offence of harassment with a fine and/or prison sentence as a penalty and a right to damages for the victim. In addition, a harasser may be personally liable to pay damages if a victim complains to an Employment Tribunal for sexual, racial, disability or age discrimination.

## 2. **PROCESS FOR DEALING WITH COMPLAINTS OF BULLYING AND HARASSMENT**

### 2.1 **Informal Approach**

Anyone; employee, contractor, member or visitor, who feels he or she is being bullied or harassed should try to resolve the problem informally, in the first instance. It may be sufficient to explain to the person(s) involved in the unwanted behaviour that their conduct is unacceptable, offensive or causing discomfort.

## 2.2 Formal Approach

### Employees

- 2.2.1 Where the employee feels unable to resolve the matter informally, any complaint about harassment or bullying can be raised confidentially and informally, initially with the Mayor or other Councillor if more appropriate. It may be appropriate for the complaint to be put in writing after the initial discussion with the Councillor, as this will enable the formal Grievance Procedure to be invoked.

### Others

- 2.2.2 False or malicious allegations of harassment or bullying which damage the reputation of a fellow employee /member will not be tolerated and will be dealt with as serious misconduct under the Disciplinary Procedure and/or a referral to the Monitoring Officer.
- 2.2.3 If elected members are bullying or harassing town council employees, contractors, fellow councillors or members of the public, a referral to the Monitoring Officer as a contravention of the Code of Conduct may be an initial appropriate measure. If this is unsuccessful then referral to the town council's solicitors may follow.
- 2.2.4 If any employee is experiencing bullying or harassment from a member of the public the Town Council will act reasonably in upholding its duty of care towards its own employees. Such complaints will be taken seriously and will be pursued with the third party concerned, exercising whatever sanctions are available. In some cases, harassment can constitute a criminal offence and the Town Council will take appropriate legal advice and action if such an issue arises.
- 2.2.5 A member of the public who feels he/she has been bullied or harassed by any members or officers of the council should use the council's official Complaints Procedure details are found on the Council's website.

APPROVAL DATE:

REVIEW DATE:

MINUTE NUMBER:





## Disciplinary Policy

### 1. PURPOSE AND SCOPE

This procedure is designed to help and encourage all council employees to achieve and maintain high standards of conduct whilst at work or representing the council. The aim is to ensure consistent and fair treatment for all. This procedure is prepared in accordance with the dismissal and dispute resolution procedures as set out in the Employment Act 2008 and the ACAS Code of Practice APR 2009.

### 2. PRINCIPLES

- 2.1. No disciplinary action will be taken against an employee until the case has been fully investigated
- 2.2. At every stage in the procedure the employee will be advised of the nature of the complaint against him or her and will be given the opportunity to state his or her case before any decision is made.
- 2.3. At all formal stages the employee will have the right to be accompanied by a trade union representative or work colleague during the disciplinary interview.
- 2.4. No employee will be dismissed for a first breach of discipline except in the case of gross misconduct when the penalty of dismissal without notice or payment in lieu of notice may be applied.
- 2.5. An employee will have the right to appeal against any disciplinary penalty imposed.
- 2.6. The procedure may be implemented at any stage if the employee's alleged misconduct warrants such action.

### 3. MISCONDUCT and GROSS MISCONDUCT

#### **Misconduct**

- 3.1. The following list provides examples of misconduct which will normally give rise to formal disciplinary action:
  - a) Unauthorised absence from work
  - b) Persistent short-term and/or frequent absences from work without a medical reason
  - c) Lateness for work or poor time keeping

- d) Inappropriate standard of dress
- e) Minor breaches of Health and Safety or other Society rules or procedures
- f) Failure to perform your job to the standard expected or in line with your job
- g) description/objectives
- h) Time wasting
- i) Disruptive behaviour
- j) Misuse of the council's facilities (e.g. telephones, computers, email or the internet)
- k) Refusal to carry out reasonable requests or instructions
- l) Smoking in unauthorised areas
- m) Failure to follow an agreed council procedure

3.2. This list is not exhaustive and offences of a similar nature will result in disciplinary action being instigated N.B. persistent or frequent absence on medical grounds and long term sickness absence will be dealt with using a procedure for Incapacity, which is described in the Absence Policy.

### **Gross Misconduct**

3.3. The following list provides examples of offences which are normally regarded as gross misconduct:

- n) Theft, fraud, deliberate falsification of records, or other acts of dishonesty
- o) Fighting, assault on another person
- p) Deliberate damage to property of the council, its workers or members
- q) Gross incompetence in the conduct of work
- r) Gross negligence which results in the council or employees being put at risk.
- s) Being under the influence of illegal drugs or excessive alcohol
- t) Acts of incitement towards or actual acts of discrimination, harassment or victimisation including on the grounds of sex, race, colour, ethnic origin, disability, sexual orientation, age, religion or belief
- u) Serious acts of insubordination
- v) Serious breach of duty to keep information of the council, its service providers and its clients confidential
- w) Unauthorised entry to computer records
- x) Serious breach of the council's Security Policy, Health & Safety Policy, Confidentiality or email and Internet Policy
- y) Any action, whether committed on or off the premises, that is likely to or does bring the council into disrepute
- z) Serious negligence which causes or might causes significant loss, damage or injury
- aa) Accepting bribes or incentive payments from suppliers
- bb) Unauthorised use of Council funds or credit
- cc) Working with an external agency to provide information which would be

detrimental to and cause commercial risk to the council.

- 3.4. This list is not exhaustive and other offences of a similar gravity will result in disciplinary action being instigated at Gross Misconduct level which carries a potential penalty of dismissal. Gross Misconduct is generally any conduct which places extreme pressure on the mutual trust which exists in an employment relationship.

#### 4. PROCEDURES

##### **Suspension**

- 4.1. If you are accused of an act of gross misconduct, you may be suspended from work on full pay while the council investigates the alleged offence. Only the appropriately convened committee has the power to suspend. This enables a swift and thorough investigation to occur. Whilst suspended pending disciplinary investigation regular contact with a nominated person at the council will be maintained although access to premises, equipment or systems may be denied.
- 4.2. The Investigator who compiles evidence for the disciplinary hearing must play no part in the subsequent decision-making to ensure impartiality. Councils need to consider the implications of such arrangements on its hearing and appeal panel plans early on in the disciplinary process.

##### **Informal Action**

- 4.3. Minor misconduct will be dealt with informally usually in a confidential one-to-one meeting between the employee and line manager. In the case of the Clerk being the individual against whom there is a complaint or allegation the matter should be handled discreetly by members of the Staffing (or similar) committee and involve an informal meeting initially. However, where the matter is more serious or informal action has not brought about the necessary improvement the following procedure will be used:

##### **Formal Action**

- 4.4. The level of warning you may receive for misconduct/gross misconduct will depend on how serious the council considers the alleged actions to be and your previous conduct in all the circumstances. In the event of alleged gross misconduct the formal process may commence at Stage 4 -see 3.4 below.

##### Disciplinary Letters

- 4.4.1. If there is a concern about an employee's conduct or behaviour then a letter will be given to the employee advising him/her of the allegation(s) and reasons why this is

unacceptable. The letter should invite the employee to attend a meeting at which the alleged misconduct will be discussed and will inform the employee of their right to be accompanied to the meeting.

- 4.4.2. The letter will specify at which stage the disciplinary procedure is being invoked (see 4 stages below) and if invoked at Stage 4 for Gross Misconduct the letter will warn that a potential outcome could be dismissal. The time, date and venue of the meeting will also be advised. Any documents to be produced at the meeting will also be provided.

#### Disciplinary Meetings

- 4.4.3. The time and location of a disciplinary meeting should be agreed with the employee and it should be held in a private location with no interruptions. This will normally be without undue delay but allowing the employee to prepare their case e.g. within 5 days of the letter being sent, where practically possible. At the meeting the manager (or in the case of the Clerk being disciplined, the Chair of the hearing panel) will state the complaint against the employee and go through the evidence which has been gathered. The employee will also be allowed to ask questions, present evidence and call witnesses if advance notice has been given that they will do so.
- 4.4.4. If the employee is unable to attend the meeting due to unforeseeable reasons out of their control (e.g. illness) then the council will reasonably rearrange the meeting. However, if the employee fails to attend the meeting without good reason the meeting can be held in the employee's absence.

### 5. OUTCOMES AND PENALTIES

#### Stage 1 - Oral Warning

- 5.1. In the instance of a first complaint that conduct does not meet acceptable standards, the employee will normally be given a formal ORAL WARNING. He or she will be advised of;
- a) the reason for the warning,
  - b) that it is the first stage of the disciplinary procedure,
  - c) the improvement that is required and the timescales for achieving this improvement,
  - d) together with a review date and any support available (where applicable) and
  - e) his or her right of appeal.
- 5.2. A brief note of the oral warning will be kept but it will be spent after 6 months, subject to satisfactory conduct.

### Stage 2 - Written Warning

- 5.3. If the offence is a serious one, or if further to previous formal disciplinary action, a WRITTEN WARNING will be given to the employee by the Line Manager.
- 5.4. This will give details of the complaint, the improvement required and the timescale. It will warn that action under Stage 3 will be considered if there is no satisfactory improvement and will advise of the right of appeal. A copy of this written warning will be kept on file but it will be disregarded for disciplinary purposes after 12 months subject to satisfactory conduct.

### Stage 3 - Final Written Warning

- 5.5. If there is still a failure to improve and conduct or performance is still unsatisfactory, or the misconduct is sufficiently serious, a FINAL WRITTEN WARNING will normally be given to the employee. This will give details of the complaint, will warn that dismissal will result if there is no satisfactory improvement and will advise of the right of appeal.
- 5.6. A copy of this final written warning will be kept by the Line Manager (or in the case of the Clerk being disciplined by the Chair of the Hearing Panel) but it will be spent after 12 months (in exceptional cases the period may be longer) subject to satisfactory conduct.

### Stage 4 - Dismissal or other sanctions

- 5.7. If conduct is still unsatisfactory and the employee still fails to reach the prescribed standards, or where the Society reasonably believes Gross Misconduct has occurred, DISMISSAL may result.
- 5.8. Only the appropriately convened hearing panel can take the decision to dismiss an employee.
- 5.9. The employee will be given a written statement of allegations against him/her, invited to a meeting and then be notified in writing of the reasons for the decision taken at the hearing. Penalties at this stage may include dismissal with notice or summary dismissal (i.e. without any notice), Final Written Warning with/without demotion, loss of pay or loss of seniority.
- 5.10. If dismissal is the outcome, the employee will be advised of the date on which employment will terminate. In all cases the employee has a right of appeal.
- 5.11. Very exceptionally, if an offence of Gross Misconduct is extremely serious an employee can be dismissed immediately without a meeting. In this situation a letter setting out reasons for dismissal would be sent to the employee offering the opportunity for an

appeal hearing.

## 6. APPEALS

- 6.1. The Appeals stage of the disciplinary process is part of the Code of Practice to which an employee has a right. It can be exercised after any of the stages of disciplinary action for Misconduct, Poor Performance or Gross Misconduct.
- 6.2. An employee who wishes to appeal against a disciplinary decision should inform the Chair/Mayor (or Chair of the relevant committee) within five working days, in writing and giving reasons for the appeal. An Appeal may be raised if:
  - a) The employee thinks the finding or penalty is unfair
  - b) New evidence has come to light
  - c) The employee thinks that the procedure was not applied properly
- 6.3. Where possible the Appeal will be heard by a separate panel of elected members who have not been involved in the original disciplinary hearing, who will view the evidence with impartiality. The employee will have the right to be accompanied by a colleague or accredited Trade Union official or lay member at the appeal hearing. The outcome of the appeal and reasons for it will be advised to the employee as soon as possible after the meeting and be confirmed in writing.
- 6.4. At the Appeal hearing any disciplinary penalty imposed will be reviewed but it cannot be increased. The decision taken at the Appeal hearing will be final.

## 7. THE RIGHT TO BE ACCOMPANIED

- 7.1. At each formal stage of disciplinary interview an employee has the right to be accompanied and can make a reasonable request for such a person to accompany them. An employee can ask any other employee or a trade union representative or an appropriately accredited official employed by a trade union to accompany them, to give support and help them prepare for the disciplinary interview.
- 7.2. This right is enshrined in the 1999 Employment Relations Act. As this is an internal process there is no provision to have any external person accompany or represent an employee e.g. partner, parent, solicitor etc. present.
- 7.3. The companion can address the hearing, put and sum up the employee's case, respond on behalf of the worker to any views expressed at the meeting, confer with the employee. The companion cannot however answer questions on the employee's behalf or address the hearing if the employee does not wish him/her to or prevent the employee explaining their case.

## 8. HEARING PANELS

8.1. The town council will establish hearing panels to hear disciplinary and grievance hearings on an annual basis so that if a dispute does arise in the workplace the elected members involved are already trained and briefed on their duties as a hearing or appeal panel member. In situations where individual members are implicated in the dispute or have undertaken an investigatory role then they will need to be substituted as panel members.

## 9. NOTE-TAKING

9.1. It is highly recommended that a note-taker be provided to every meeting/hearing which arises as a result of a disciplinary process as Employment Tribunals are particularly keen to view contemporaneous notes of events which have led to an employment dispute. Councils will need to give this requirement careful consideration in order to respect employee confidentiality.

## 10. GRIEVANCES RAISED DURING DISCIPLINARY PROCESSES

10.1. In some circumstances when a disciplinary process has commenced an employee chooses to exercise his/her right to raise an internal grievance about the employment relationship with the council or individual Members. It is recommended that in line with ACAS advice, that disciplinary matters are placed on hold until grievances have been aired and actions towards a resolution have been progressed. In exceptional circumstances it is pragmatic to deal with the two disputes concurrently but specialist advice should be sought if this arises.

## 11. CRIMINAL CHARGES OR CONVICTIONS

11.1. If an employee is charged with or convicted of a criminal offence this does not automatically give rise to a disciplinary situation. Consideration needs to be given to how a charge or conviction may affect an employee's ability to undertake his or her job duties and their relationships with the employer, colleagues, subordinates or customers.

## 12. GETTING IT WRONG

12.1. Failure to follow the ACAS Code of Practice (available at [www.acas.org.uk](http://www.acas.org.uk)) can lead to an Employment Tribunal awarding an uplift of an award against the council of up to 25%.

12.2. Tribunals dealing with unfair dismissal claims are particularly interested in whether the employer followed a procedure and whether the employer acted fairly and reasonably. One way in which to avoid such a penalty is to have an agreed procedure, communicate that procedure to staff and Members, revisit and review the procedure regularly and

have some training for those who are expected to operate the procedure.

REAFFIRM DATE:  
REVIEW DATE:  
MINUTE NUMBER:

**SANDOWN TOWN COUNCIL**

# Document Retention Policy

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:

# SANDOWN TOWN COUNCIL

## **POLICY FOR RETENTION OF DOCUMENTS**

- The table identifies when the retention period of records is due to expire and how immediate action will be taken to ensure the disposal of documents is undertaken in a proper and secure manner.
- When the information reaches the expiry date for retention, the Town Clerk will ensure that all copies of that information are permanently destroyed. If the information is held in more than one media the information must be removed from all the Councils record systems.
- The Town Council will endeavour to minimise the amount of paperwork both produced and received, notwithstanding this there will still be a certain amount of paperwork to process.
- To avoid confusion the method of destruction of all paper documents, with the exception of junk mail which will be returned to sender, is that it will be treated as confidential waste and will be shredded by a registered waste disposal operator and a certificate of destruction obtained.
- The method of destruction for all electronic data will be electronic erasing and in the case of CD or DVD the method of disposal will be by a registered waste disposal operator with a certificate of destruction obtained
- Electronic copies will be completely deleted from any memory source or other media

## **2. STORAGE OF DOCUMENTS.**

- Archived records will be stored at the Broadway Centre from 1<sup>st</sup> April 2108
- Minutes will be kept in the Clerk's office and all other retained documents will be stored in archive boxes in the Broadway Centre
- If records need to be kept indefinitely, the Town Clerk will consider the most effective way of storage taking into account any space restrictions.
- At the time of writing this policy, the form of media for storage of the majority of documents is electronic.
- The Town Clerk may consider all forms of media for storage to accommodate the needs of the Council provided reproduction from that media is legally acceptable.

## DOCUMENT RETENTION POLICY

RECORD	ACTION	MINIMUM RETENTION PERIOD	REASON
Agendas	Preserve	Indefinite	Archive
Byelaws and orders	Preserve	Indefinite	Archive
Councillors Declarations of acceptance of Office	Preserve	Indefinite	Archive
Councillors Register of interest	Destroy	1 year after member leaves Council	
Routine correspondence	Destroy	One month	
Correspondence and papers on important local issues	Preserve	Indefinite	Archive
Draft Minutes	Destroy	Destroy when minutes approved	
Gifts and Hospitality Records	Preserve	Indefinite	Challenge
Health and Safety Records	Preserve	Indefinite	Challenge
Insurance policies	Preserve	Forty years	Challenge
Leases, licenses and agreements.	Preserve	Indefinite.	Archive
Minutes (signed) of the Council, Committees, sub committees and working groups.	Preserve	Indefinite	Archive
Personnel – recruitment records Employee records	Destroy Destroy	3 months after appointment for applicant feedback if requested  6 months after termination of contract	Limitation period
Quotations and tenders for works	Destroy	20 years	Statute of limitation
Property registers including plans for allotments, open spaces, gardens, amenity areas	Preserve	Indefinite.	Archive
Scales of fees and charges	Destroy	Five years	Management

<b>FINANCIAL</b>			
<b>RECORD</b>	<b>ACTION</b>	<b>MINIMUM RETENTION PERIOD</b>	<b>REASON</b>
Audit returns to external auditor	Preserve	Indefinite	Archive
Bank Statements	Destroy	20 years	Audit and grant funding
Bank paying in book and cheque book stubs	Destroy	8 years	Audit and grant funding
Borrowing	Preserve	Indefinite	Audit management
Hiring records of properties	Destroy	7 years	VAT
Internal Audit Management	Preserve	Indefinite	Audit Management
Investments	Preserve	Indefinite	Audit Management
Members allowances register	Destroy	7 years	Tax limitation
Paid invoices	Destroy	7years	VAT / grant funding
Paid cheques	Destroy	7 years	Limitation period/ grant funding
Petty Cash records	Destroy	7 years	VAT
Precept requests	Destroy	Retain as long as of value	
Project management records	Preserve	Indefinite	Archive /Audit/ grant funding
Receipt books of all kinds	Destroy	7 years	VAT
Receipts and Payments records	Preserve	Indefinite	Archived
Salaries records	Destroy	7 years	Limitation period
Staff time sheets	Destroy	7 years	Audit
VAT records	Destroy	7 years	VAT

<b>OTHER INCLUDING PLANNING</b>			
<b>RECORD</b>	<b>ACTION</b>	<b>MINIMUM RETENTION PERIOD</b>	<b>REASON</b>
General historic information relating to Sandown	Preserve	Indefinite	Archive
Legal papers	Preserve	Indefinite	Archive
Planning documents relating to Sandown generally	Destroy	After comment made by Town Council	Available on IWC website
Planning documents relating to Sandown Council <ul style="list-style-type: none"> <li>• Town Plans</li> <li>• Design Statements</li> <li>• Policies</li> </ul>	Preserve	Indefinite	Archive

**This Policy was originally adopted at Sandown Town Council meeting held on 15<sup>th</sup> January 2018 and amended on 4 June 2018.**



**SANDOWN TOWN COUNCIL**  
**EQUALITY AND**  
**DIVERSITY POLICY**

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:



## EQUALITY AND DIVERSITY POLICY

### STATEMENT OF INTENT - Our Commitment to Equality and Diversity

Sandown Town Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.

Sandown Town Council will comply with current legislation with regard to diversity and equality. We believe that meeting the needs of our residents and staff can only be achieved through recognising the value of every individual. Our aim is to create an environment that respects the diversity of staff and service users and enables them to achieve their full potential, to contribute fully, and to derive maximum benefits and enjoyment from their involvement with the Town Council.

To this end the Town Council acknowledges and strives to embed in all its activities the following basic rights for all:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

These rights carry with them responsibilities, not just for Sandown Town Council as a corporate body, but also its staff, volunteers, service users and those who supply services on our behalf. We must all recognise and uphold these rights and act in accordance with them in dealings with others. Councillors and any employees have a personal responsibility for fostering a fully integrated community, at work, by adhering to the principles of equal opportunity and maintaining racial harmony in the provision of dedicated services to people on equitable terms

### Our statutory duty under the Equality Act 2010

As a public body leading and speaking on behalf of the community the Town Council must play its part in making society fairer by tackling discrimination and providing equality of opportunity for all. The Equality Act 2010 places a new Equality duty on the Town Council to work to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it

No individual will be unjustifiably discriminated against. This includes, but is not limited to, discrimination because of the following characteristics (known as protected characteristics under the Act)

- Age
- Disability
- Gender
- Marital status and civil partnerships
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality

Sandown Town Council is aware that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated

We will engage with people to ensure the service is relevant and meets their needs.

We will empower people to recognise and counter discrimination, and be supportive in doing so.

No form of intimidation, bully or harassment will be tolerated.

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**This Policy was initially adopted at the meeting of the Town Council held on 15<sup>th</sup>  
January 2018**



## GENERAL DATA PROTECTION REGULATION POLICY

### Purpose of the policy and background to the General Data Protection Regulation

This policy explains to Councilors', staff and the public about GDPR. Personal data must be processed lawfully, fairly and transparently; collected for specified, explicit and legitimate purposes; be adequate, relevant and limited to what is necessary for processing; be accurate and kept up to date; be kept only for as long as is necessary for processing and be processed in a manner that ensures its security. This policy updates any previous data protection policy and procedures to include the additional requirements of GDPR which apply in the UK from May 2018. The Government have confirmed that despite the UK leaving the EU, GDPR will still be a legal requirement. This policy explains the duties and responsibilities of the council and it identifies the means by which the council will meet its obligations.

### Identifying the roles and minimising risk

GDPR requires that everyone within the council must understand the implications of GDPR and that roles and duties must be assigned. The Council is the data controller and the Town Clerk /RFO is the Data Protection Officer (DPO). It is the DPO's duty to undertake an information audit and to manage the information collected by the council, the issuing of privacy statements, dealing with requests and complaints raised and also the safe disposal of information.

GDPR requires continued care by everyone within the council, Councilors' and staff, in the sharing of information about individuals, whether as a hard copy or electronically. A breach of the regulations could result in the council facing a fine from the Information Commissioner's Office (ICO) for the breach itself and also to compensate the individual(s) who could be adversely affected. Therefore, the handling of information is seen as medium risk to the council (both financial and reputation) and one which must be included in the Risk Management Policy of the council. Such risk can be minimised by undertaking an information audit, issuing privacy statements, maintaining privacy impact assessments (an audit of potential data protection risks with new projects), minimising who holds data protected information and the council undertaking training in data protection awareness.

### Data breaches

One of the duties assigned to the DPO is the investigation of any breaches. Personal data breaches should be reported to the DPO for investigation. The DPO will conduct this with the support of the Town Council. Investigations must be undertaken within one month of the report of a breach. Procedures are in place to detect report and investigate a personal data breach. The ICO will be advised of a breach (within 3 days) where it is likely to result in a risk to the rights and freedoms of individuals – if, for example, it could result in discrimination, damage to reputation, financial loss, loss of confidentiality, or any other significant economic or social disadvantage. Where a breach is likely to result

in a high risk to the rights and freedoms of individuals, the DPO will also have to notify those concerned directly.

It is unacceptable for non-authorized users to access IT using employees' log-in passwords or to use equipment while logged on. It is unacceptable for employees, volunteers and members to use IT in any way that may cause problems for the Council, for example the discussion of internal council matters on social media sites could result in reputational damage for the Council and to individuals.

## **Privacy Notices (Appendix A)**

Being transparent and providing accessible information to individuals about how the Council uses personal data is a key element of the Data Protection Act 1998 (DPA) and the EU General Data Protection Regulation (GDPR). The most common way to provide this information is in a privacy notice. This is a notice to inform individuals about what a council does with their personal information. A privacy notice will contain the name and contact details of the data controller and Data Protection Officer, the purpose for which the information is to be used and the length of time for its use. It should be written clearly and should advise the individual that they can, at any time, withdraw their agreement for the use of this information. Issuing of a privacy notice must be detailed on the Information Audit kept by the council. The council will adopt a privacy notice to use, although some changes could be needed depending on the situation, for example where children are involved. All privacy notices must be verifiable.

## **Information Audit**

The DPO must undertake an information audit which details the personal data held, where it came from, the purpose for holding that information and with whom the council will share that information. This will include information held electronically or as a hard copy. Information held could change from year to year with different activities, and so the information audit will be reviewed at least annually or when the council undertakes a new activity. The information audit review should be conducted ahead of the review of this policy and the reviews should be minuted.

## **Individuals' Rights**

GDPR gives individuals rights with some enhancements to those rights already in place:

- the right to be informed
- the right of access
- the right to rectification
- the right to erasure
- the right to restrict processing
- right to data portability
- the right to object
- the right not to be subject to automated decision-making including profiling.

The two enhancements of GDPR are that individuals now have a right to have their personal data erased (sometimes known as the 'right to be forgotten') where their personal data is no longer necessary in relation to the purpose for which it was

originally collected and data portability must be done free of charge. Data portability refers to the ability to move, copy or transfer data easily between different computers.

If a request is received to delete information, then the DPO must respond to this request within a month. The DPO has the delegated authority from the Council to delete information.

If a request is considered to be manifestly unfounded then the request could be refused or a charge may apply. The charge will be as detailed in the Council's Freedom of Information Publication Scheme. The Town Council will be informed of such requests.

## **Children**

There is special protection for the personal data of a child. The age when a child can give their own consent is 13. If the council requires consent from young people under 13, the council must obtain a parent or guardian's consent in order to process the personal data lawfully. Consent forms for children age 13 plus, must be written in language that they will understand.

## **Summary**

The main actions arising from this policy are:

- The Council must be registered with the ICO.
- A copy of this policy will be available on the Council's website. The policy will be considered as a core policy for the Council.
- An information audit will be conducted and reviewed at least annually or when projects and services change.
- Privacy notices must be issued.
- Data Protection will be included on the Council's Risk Management Policy.
- The Town Council will manage the process.

This policy document is written with current information and advice. It will be reviewed at least annually or when further advice is issued by the ICO.

All employees, volunteers and Councilors' are expected to comply with this policy at all times to protect privacy, confidentiality and the interests of the Council.

APPROVALDATE:

REVIEW DATE:

MINUTE NUMBER:



## SANDOWN TOWN COUNCIL

### GENERAL PRIVACY NOTICE

#### **Your personal data – what is it?**

“Personal data” is any information about a living individual which allows them to be identified from that data (for example a name, photographs, videos, email address, or address). Identification can be directly using the data itself or by combining it with other information which helps to identify a living individual (e.g. a list of staff may contain personnel ID numbers rather than names but if you use a separate list of the ID numbers which give the corresponding names to identify the staff in the first list then the first list will also be treated as personal data). The processing of personal data is governed by legislation relating to personal data which applies in the United Kingdom including the General Data Protection Regulation (the “GDPR”) and other legislation relating to personal data and rights such as the Human Rights Act.

#### **Who are we?**

This Privacy Notice is provided to you by Sandown Town Council which is the data controller for your data.

#### **Other data controllers the council may work with:**

- Local authorities
- Community groups
- Charities
- Other not for profit entities
- Contractors
- Credit reference agencies

We may need to share your personal data we hold with them so that they can carry out their responsibilities to the council. If we and the other data controllers listed above are processing your data jointly for the same purposes, then the council and the other data controllers may be “joint data controllers” which mean we are all collectively responsible to you for your data. Where each of the parties listed above are processing your data for their own independent purposes then each of us will be independently responsible to you and if you have any questions, wish to exercise any of your rights (see below) or wish to raise a complaint, you should do so directly to the relevant data controller.

A description of what personal data the council processes and for what purposes is set out in this Privacy Notice.

#### **The council will process some or all of the following personal data where necessary to perform its tasks:**

- Names, titles, and aliases, photographs;
- Contact details such as telephone numbers, addresses, and email addresses;
- Where they are relevant to the services provided by the council, or where you provide them to us, we may process information such as gender, age, marital status, nationality, education/work history, academic/professional qualifications,
- Where you pay for activities such as use of the council’s facilities, financial identifiers such as bank account numbers, payment card numbers, payment/transaction identifiers,

- The personal data we process may include sensitive or other special categories of personal data such as criminal convictions, racial or ethnic origin, mental and physical health, details of injuries, medication/treatment received, political beliefs, trade union affiliation, genetic data, biometric data, data concerning and sexual life or orientation.

### **How we use sensitive personal data**

We may process sensitive personal data including, as appropriate:

- your racial or ethnic origin or religious or similar information in order to monitor compliance with equal opportunities legislation;
- In order to comply with legal requirements and obligations to third parties.
- These types of data are described in the GDPR as “Special categories of data” and require higher levels of protection. We need to have further justification for collecting, storing and using this type of personal data.
- We may process special categories of personal data in the following circumstances: in limited circumstances, with your explicit written consent.
  - Where we need to carry out our legal obligations.
  - Where it is needed in the public interest.

Less commonly, we may process this type of personal data where it is needed in relation to legal claims or where it is needed to protect your interests (or someone else’s interests) and you are not capable of giving your consent, or where you have already made the information public.

### **Do we need your consent to process your sensitive personal data?**

In limited circumstances, we may approach you for your written consent to allow us to process certain sensitive personal data. If we do so, we will provide you with full details of the personal data that we would like and the reason we need it, so that you can carefully consider whether you wish to consent.

### **The council will comply with data protection law. This says that the personal data we hold about you must be:**

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept and destroyed securely including ensuring that appropriate technical and security measures are in place to protect your personal data to protect personal data from loss, misuse, unauthorised access and disclosure.

### **We use your personal data for some or all of the following purposes:**

- To deliver public services including to understand your needs to provide the services that you request and to understand what we can do for you and inform you of other relevant services;
- To confirm your identity to provide some services;
- To contact you by post, email or telephone

- To help us to build up a picture of how we are performing;
- To prevent and detect fraud and corruption in the use of public funds and where necessary for the law enforcement functions;
- To enable us to meet all legal and statutory obligations and powers including any delegated functions;
- To carry out comprehensive safeguarding procedures (including due diligence and complaints handling) in accordance with best safeguarding practice from time to time with the aim of ensuring that all children and adults-at-risk are provided with safe environments and generally as necessary to protect individuals from harm or injury;
- To promote the interests of the council;
- To maintain our own accounts and records;
- To seek your views, opinions or comments;
- To notify you of changes to our facilities, services, events and staff, councillors and other role holders;
- To send you communications which you have requested and that may be of interest to you. These may include information about campaigns, appeals, other new projects or initiatives;
- To process relevant financial transactions including grants and payments for goods and services supplied to the council
- To allow the statistical analysis of data so we can plan the provision of services.

Our processing may also include the use of CCTV systems for the prevention and prosecution of crime.

### **What is the legal basis for processing your personal data?**

The council is a public authority and has certain powers and obligations. Most of your personal data is processed for compliance with a legal obligation which includes the discharge of the council's statutory functions and powers. Sometimes when exercising these powers or duties it is necessary to process personal data of residents or people using the council's services. We will always take into account your interests and rights. This Privacy Notice sets out your rights and the council's obligations to you.

We may process personal data if it is necessary for the performance of a contract with you, or to take steps to enter into a contract. An example of this would be processing your data in connection with the use of sports facilities, or the acceptance of an allotment garden tenancy. Sometimes the use of your personal data requires your consent. We will first obtain your consent to that use.

### **Sharing your personal data**

This section provides information about the third parties with whom the council may share your personal data. These third parties have an obligation to put in place appropriate security measures and will be responsible to you directly for the manner in which they process and protect your personal data. It is likely that we will need to share your data with some or all of the following (but only where necessary):

- The data controllers listed above under the heading "Other data controllers the council works with";
- Our agents, suppliers and contractors. For example, we may ask a commercial provider to publish or distribute newsletters on our behalf, or to maintain our database software;

- On occasion, other local authorities or not for profit bodies with which we are carrying out joint ventures e.g. in relation to facilities or events for the community.

### **How long do we keep your personal data?**

We will keep some records permanently if we are legally required to do so. We may keep some other records for an extended period of time. For example, it is currently best practice to keep financial records for a minimum period of 8 years to support HMRC audits or provide tax information. We may have legal obligations to retain some data in connection with our statutory obligations as a public authority. The council is permitted to retain data in order to defend or pursue claims. In some cases the law imposes a time limit for such claims (for example 3 years for personal injury claims or 6 years for contract claims). We will retain some personal data for this purpose as long as we believe it is necessary to be able to defend or pursue a claim. In general, we will endeavour to keep data only for as long as we need it. This means that we will delete it when it is no longer needed.

### **Your rights and your personal data**

You have the following rights with respect to your personal data:

When exercising any of the rights listed below, in order to process your request, we may need to verify your identity for your security. In such cases we will need you to respond with proof of your identity before you can exercise these rights.

#### **1) The right to access personal data we hold on you**

- At any point you can contact us to request the personal data we hold on you as well as why we have that personal data, who has access to the personal data and where we obtained the personal data from. Once we have received your request we will respond within one month.
- There are no fees or charges for the first request but additional requests for the same personal data or requests which are manifestly unfounded or excessive may be subject to an administrative fee.

#### **2) The right to correct and update the personal data we hold on you**

- If the data we hold on you is out of date, incomplete or incorrect, you can inform us and your data will be updated.

#### **3) The right to have your personal data erased**

- If you feel that we should no longer be using your personal data or that we are unlawfully using your personal data, you can request that we erase the personal data we hold.
- When we receive your request we will confirm whether the personal data has been deleted or the reason why it cannot be deleted (for example because we need it for to comply with a legal obligation).

#### **4) The right to object to processing of your personal data or to restrict it to certain purposes only**

- You have the right to request that we stop processing your personal data or ask us to restrict processing. Upon receiving the request we will contact you and let you know if we are able to comply or if we have a legal obligation to continue to process your data.

#### **5) The right to data portability**

- You have the right to request that we transfer some of your data to another controller. We will comply with your request, where it is feasible to do so, within one month of receiving your request.

**6) The right to withdraw your consent to the processing at any time for any processing of data to which consent was obtained**

- You can withdraw your consent easily by telephone, email, or by post (see Contact Details below).

**7) The right to lodge a complaint with the Information Commissioner’s Office.**

- You can contact the Information Commissioners Office on 0303 123 1113 or via email <https://ico.org.uk/global/contact-us/email/> or at the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

**8) Transfer of Data Abroad**

- Any personal data transferred to countries or territories outside the European Economic Area (“EEA”) will only be placed on systems complying with measures giving equivalent protection of personal rights either through international agreements or contracts approved by the European Union. [Our website is also accessible from overseas so on occasion some personal data (for example in a newsletter) may be accessed from overseas].

**Further processing**

- If we wish to use your personal data for a new purpose, not covered by this Privacy Notice, then we will provide you with a new notice explaining this new use prior to commencing the processing and setting out the relevant purposes and processing conditions. Where and whenever necessary, we will seek your prior consent to the new processing.

**Changes to this notice**

- We will keep this Privacy Notice under regular review and we will place any updates on this web page: <http://www.sandowntowncouncil.gov.uk>

**Contact Details**

- Please contact us if you have any questions about this Privacy Notice or the personal data we hold about you or to exercise all relevant rights, queries or complaints at:

The Data Protection Officer  
 Clerk to Sandown Town Council  
[townclerk@sandowntowncouncil.gov.uk](mailto:townclerk@sandowntowncouncil.gov.uk)

I have read the above Privacy Notice and give permission for Sandown Town Council to retain my personal information in relation to the contract held between us.

Signed.....

Date .....





## GRIEVANCE PROCEDURE

### 1. PURPOSE AND SCOPE

It is the policy of the council to give employees the opportunity to air and seek redress for any individual employment grievance which they may have. Grievances may be any concerns, problems or complaints employees wish to raise with the council. This document describes the procedure which aims to facilitate a speedy, fair and consistent solution to an individual employee's employment grievance. This procedure is produced in line with the ACAS Code of Practice 2009 as set out in the Employment Act 2008.

### 2. PRINCIPLES

- a) At every stage in the procedure the employee will be given the opportunity to state his or her case before any decision is made.
- b) Grievances will be dealt with promptly and consistently
- c) At all formal stages the employee will have the right to be accompanied by a work colleague or trade union representative during the Grievance Hearing.
- d) An employee will have the right to appeal against any outcome of a Grievance Hearing.
- e) At no time will an employee be penalised or victimised for having raised a Grievance against the council

### 3. PROCEDURE

- 3.1 Wherever possible, any grievance should be raised informally with the Employee's line manager, or if this is inappropriate with the next level of management. In the case of the Clerk to the council raising a grievance this should be directed to the Chair or Mayor of the council unless the complaint is about the Chair or Mayor in which case another Member can be identified to handle the Clerk's concerns. The recipient of the grievance from a clerk should share the grievance with the relevant committee established to handle employment matters and the issues should be treated with discretion and confidentiality at all times.
- 3.2 **Written Statement:** If the employee does not consider it appropriate to raise the grievance informally, or if requested by the person the employee spoke to informally, then the employee should submit a formal grievance in writing to their line manager, or if this is inappropriate to the next level of management.
- 3.3 **Meeting or Hearing:** Generally, within a reasonable period of time e.g. five working days of receipt of a written complaint, the line manager or Chair of the appropriately convened committee or hearing panel will arrange a meeting with the employee.

The Hearing Manager will endeavor to make the meeting arrangements mutually convenient and will arrange a confidential location, free from interruptions. The manager will investigate the substance of the complaint and hear submissions from the employee concerned together with such other submissions or evidence as s/he shall consider appropriate and take such steps as s/he shall consider necessary to resolve the issue raised. It may be necessary to adjourn the meeting in order for an investigation to take place.

Careful consideration of the evidence and the necessary steps required to resolve the problems will be given to the grievance. The employee may call witnesses by prior arrangement with the panel. There is no right for a Member or employee implicated in an employee's grievance to cross examine the aggrieved during a grievance hearing but the Panel may wish to make its own investigations through interviewing these individuals and/or other witnesses separately. The Panel may ask the employee what he or she would like to happen as a result of raising the grievance and bear this in mind when preparing the response.

3.4 **Response:** The Hearing Manager will advise the decision to the employee in writing and, where appropriate, include an action plan to assist in the resolution of the problem. Councils which handle internal disputes effectively generally consider the options and costs in a timely fashion, then agree and publicise the workable solutions, monitor, review and learn from the experience. There may be some value in exploring Mediation as a way in which to resolve differences between two parties.

3.5 **Appeal:** If the employee is dissatisfied with the decision of the line manager on his/her complaint, s/he may appeal against the decision to the Mayor with written notice within five working days of the decision.

An Appeal may be raised if:

- The employee thinks the finding, or action plan, is unfair
- New evidence has come to light
- The employee thinks that the procedure was not applied properly

On receipt of the appeal the council's Appeals Panel shall arrange to meet and consult with the employee, the line manager or Members concerned and any other persons, as s/he shall consider appropriate without unreasonable delay. The Appeal Hearing Chair shall consider the issues and shall then take all such steps, as s/he may consider necessary to resolve those issues. Where the council's Chair or Mayor has chaired the initial grievance meeting the Vice Chair or Chair of another committee will hear the appeal as a hearing manager the decision of the Appeal Hearing will be final. The council will need to ensure that the Members involved in the hearings are able to act impartially and reasonably at all times. The outcome of the appeal should be conveyed to the employee in writing in a timely manner.

3.6 **Bullying or Harassment:** If a grievance concerns alleged bullying or harassment the matter should be reported promptly to the employee's Line Manager, or Mayor or Deputy if more appropriate, with an indication of the required action. The complaint will then be investigated and any action taken and any resolution achieved will be reported back. If the solution is not satisfactory to the complainant, the matter will be discussed further and, if appropriate, an alternative solution agreed.

The decision at this stage will generally conclude the enquiry. If a further appeal or review is available the employee will be notified. As a result of an investigation into a claim of harassment disciplinary action may be instigated against any alleged perpetrators of the action or in the case of alleged perpetrators being elected Members a Code of Conduct complaint lodged by the council through the Monitoring Officer of the Isle of Wight Council. Refer to the Dignity at Work Policy for further details

3.7 **Right to be Accompanied:** At any formal stage of the procedure an employee may be accompanied by a fellow employee of their choice or their trade union representative or official of a trade union (appropriately accredited) but as this is an internal procedure they will not be entitled to be accompanied by any external supporter e.g. partner, parent, solicitor etc. This right to be accompanied is enshrined in the Employment Relations Act 1999. To exercise this right the employee should make a reasonable request. The companion will be allowed to address the hearing, put and sum up the employee's case, respond to views expressed at the hearing and to confer with the employee during the hearing (sometimes in an adjournment) but is not allowed to answer questions on the employee's behalf, address the hearing if the employee does not wish it or prevent the employer from explaining their case.

3.8 **Hearing Panels:** The Council will establish hearing panels to hear disciplinary and grievance hearings on an annual basis so that if a dispute does arise in the workplace the elected members involved are already trained and briefed on their duties as a hearing or appeal panel member. In situations where individual members are implicated in the dispute or have undertaken an investigatory role then they will need to be substituted as panel members.

3.9 **Confidentiality:** So far as is reasonably practicable, the council will keep any grievance or complaint of harassment confidential between the manager or Member investigating the grievance or complaint, the employee and the person about whom the grievance or complaint is made. If it is necessary to investigate the matter with any other employee or person, the employee will be so advised.

3.10 **Record Keeping:** In all cases, written records of the nature of the grievance raised, the employer's response, action taken (with reasons), details of any appeal and subsequent developments will be retained and kept in accordance with the Data Protection Act 1998.

3.11 **Grievances** raised during Disciplinary Process

In some circumstances when a disciplinary process has commenced an employee chooses to exercise his/her right to raise an internal grievance about the employment relationship with the council or individual Members. In line with ACAS advice, disciplinary matters are placed on hold until grievances have been aired and actions towards a resolution have been progressed. In exceptional circumstances it is pragmatic to deal with the two disputes concurrently but specialist advice should be sought if this arises.

#### **4. GETTING IT WRONG**

Following the repeal of the 2004 Dispute Resolution regulations employees no longer HAVE to raise a grievance before going to an employment tribunal. However, establishing a mechanism for differences and disputes to be resolved internally can often allow the employment relationship to continue. Failure to follow the ACAS Code of Practice (available at [www.acas.org.uk](http://www.acas.org.uk)) when dealing with grievances can lead to an Employment Tribunal awarding an uplift of an award against the council of up to 25%.

Tribunals dealing with constructive dismissal and discrimination claims are particularly interested in whether the employer followed a procedure when dealing with an internal dispute and whether the employer acted fairly and reasonably. One way in which to avoid such a penalty is to have an agreed procedure, communicate that procedure to staff and Members, revisit and review the procedure regularly and have some training for those who are expected to operate the procedure.

REAFFIRM DATE:

REVIEW DATE:

MINUTE NUMBER:



## SANDOWN TOWN COUNCIL

### LONE WORKER POLICY

#### 1. Statement of Policy

Sandown Town Council will take every practicable step to protect the health, safety and welfare of its Employees and Councillors whenever they are required by the nature of their duties to work alone and without direct support and supervision.

The Council's employees are expected to work alone and for some staff lone working is the norm. Whilst working alone is not in itself unsafe there may be circumstances where working alone can increase risks. The Council recognises that there may be increased risks to staff who are required to work alone. The implementation of this policy should help to reduce these risks.

The policy applies to employees and Councillors and for the purposes of this policy lone working is defined as any activity or function performed on behalf of Sandown Town Council without any close supervision or with other employees.

#### 2. Organisation and Arrangements

**Sandown Town Council is responsible for:**

- The lone working arrangements of employees;
- Determining the contents of this policy;
- Ensuring that there are arrangements for identifying, evaluating and managing risk associated with loneworking;
- Ensuring compliance with the policy and providing resources for putting the policy into practice;
- Making sure that employees and councillors are aware of this policy;
- Making sure that appropriate support is given to employees and Councillors involved in any incident.

**The Clerk to the Council is responsible for:**

- Making sure that risk assessments are carried out and reviewed regularly;
- Reporting annually to the Full Council on any incidents and actions taken in response.

**All Employees and Councillors engaged in lone working are responsible for:-**

- Taking reasonable care of themselves and other people who may be affected by their actions;
- Follow all rules and regulations laid down by the Town Council;
- Report all incidents that may affect the health and safety of themselves or others;
- Taking part in training designed to meet the requirements of this policy;

- Report any dangers they identify or any concerns they might have;
- Record full details of their lone working time;
- Recognise and assess potentially high risk activities before carrying out any work activity and put in place appropriate arrangements to carry out the identified task safely to mitigate risk associated with working alone;
- In addition, and if appropriate, complete a form detailing visits from aggressive or potentially violent people. Any such forms or reports should be provided to the Clerk for appropriate action to be taken.

### **3. Lone Worker Guidance**

- Lone workers must carry their mobile telephone.
- Lone workers must carry any personal alarm supplied by the Town Council.
- Employees and Councillors must take reasonable care not to put themselves at undue risk. If they feel that they would be at particular risk unless additional precautions are taken then they should discuss this with the Clerk in the first instance.
- Plan the visit – let someone know time of leaving, where going and estimated time of return.
- Try to avoid confrontation. If a situation does become heated try to stay calm. If violence is threatened it is best to withdraw.  
In the event that an officer suspects that a violent attack is imminent it may be possible to use a mobile telephone to summon assistance (e.g. 999 for the police). Heated arguments can suddenly escalate to the point at which violence is used and in practice there may be little time to call for help.
- Officers who find themselves in a violent situation may activate their personal alarms. It may be that activation of an alarm is enough to bring an attacker to their senses and persuade them to break off the attack.
- Note, personal attack alarms are not weapons and should be used only to startle an attacker and alert passers-by. Aggressive use of such alarms may actually inflame a situation.
- Personal attack alarms are not toys! They can emit a piercing noise and could damage hearing if held close to someone's ear. Do not use them for practical jokes
- Ensure that you are properly trained and have the skills and knowledge to do your job safely and without risks to health. If you feel that you need extra training then discuss this with the Clerk.

REAFFIRM DATE:  
REVIEW DATE:  
MINUTE NUMBER:



SANDOWN TOWN COUNCIL

## **Publication Scheme**

(Freedom of Information Act)

APPROVAL DATE:  
REVIEW DATE: MIN  
UTE NUMBER:

## PUBLICATION SCHEME

### 1. INTRODUCTION

#### 1.1. **The Freedom of Information Act 2000**

The Freedom of Information Act grants to members of the public rights of access to a variety of recorded information held by a wide range of public authorities. Information about the Act is available from the Information Commissioners Officers at [www.ico.gov.uk](http://www.ico.gov.uk) .

#### 1.2. **Publication Scheme**

1.2.1. The Act requires every public authority to adopt and maintain a generic model publication scheme. This policy is designed to provide everyone with a comprehensive guide to the information that the council will automatically or routinely publish, or otherwise make available to the public.

1.2.2. The model scheme is Appendix A of this document.

#### 1.3. **Sandown Town Council's Commitment to the Act**

The Town Council believes in maintaining the transparency of the Council and strives to maintain an open approach to its business.

#### 1.4. **Freedom of Information Requests and the Publications Scheme**

1.4.1. The purpose of this publication scheme is to set out the information that is routinely available. Information that is not listed in the Information Available Guide of this document can still be requested and will be made available unless there is a reason for it to be legitimately withheld.

1.4.2. Application for any information not included in the guide below can be made by making a written request to the Town Clerk who will reply within 20 working days after receipt of the request.

### 2. INFORMATION AVAILABLE FROM SANDOWN TOWN COUNCIL UNDER THE MODEL PUBLICATION SCHEME.

Information to be published	How the information can be obtained
<b>Class1 - Who we are and what we do</b> (Organisational information, structures, locations and contacts) This will be current information only	
Who's Who on the Council and any Committees	Website Hard Copy from Clerk
Contact details for Town Clerk and Council members (named contacts with email address )	Website Notice Board Hard Copy
Location of main council office and accessibility details	Website Notice Board
Staffing structure	Website

Information to be published	How the information can be obtained
<b>Class 2 – What we spend and how we spend it.</b> (Financial Information - Current and previous financial year)	
Annual return form and report by auditor	Notice board Hard Copy Website
Finalised budget	Website Hard Copy
Precept (In Minutes & Accounts)	Website Hard Copy
Borrowing Approval letter	Hard Copy
Financial Standing Orders and Regulations	Website Hard Copy
Grants given and received	Website (Minutes) Transparency Code Hard Copy
List of current contracts awarded	Website Transparency Code Hard Copy
Members' allowances and expenses, if applicable	Hard Copy
<b>Class 3 – What are our priorities and progress</b> (Strategies and plans, performance indicators, audits, inspections and reviews)	
Local charters drawn up in accordance with DCLG guidelines	No Charters/Not available
<b>Class 4 – How we make decisions</b> (Decision making processes and records of decisions)	
Timetable of meetings (Council, any committee/sub-committee meetings and town meetings)	Website
Agendas of meetings (as above)	Website Notice board
Minutes of meetings	Website Hard Copy
Reports presented to council meetings (current meeting only)	Website
Responses to consultation papers (current meeting only)	Website (Minutes) Hard Copy
Responses to planning applications	Website (Minutes) IWC Planning Portal
Bye-laws	None/Not available
<b>Class 5 – Our policies and procedures</b> Current information only Information	
Committee - Terms of Reference	Website (Minutes) Hard Copy
Delegated authority in respect of officers (if applicable)	Hard Copy
Code of Conduct	Website
Other Policy statements	Website

<b>Information to be published</b>	<b>How the information can be obtained</b>
<i>Internal policies relating to the delivery of services:</i>	
Equality and diversity policy	Website
Health and safety policy	Website
Recruitment policies	WebsiteEmail
Policies and procedures for handling requests for information	Website Hard Copy
Complaints procedure	Website Hard Copy+B16
Records management policies (records retention, destruction and archive)	Website
Data protection policies	Website
Schedule of charges ( for the publication of information)	Website
<b>Class 6 – Lists and Registers</b> (Currently maintained only)	
<i>Any publicly available register or list:</i>	
Assets Register	Hard Copy
Disclosure log	None
Register of members’ interests	Website iwight.com
Register of gifts and hospitality	Viewing only (Clerk)
<b>Class 7 – The services we offer</b> (Current information only)	
<b>Broadway Centre</b> Meeting rooms and hall hire	Website Transparency Code
<b>Recreation Facilities at Sandham Gardens</b> Skate Parks MUGA Steven Jenkins Playground Adizone	Assets Register (viewing only)
Seating	Assets Register (viewing only)
<b>Public conveniences</b> Yaverland Toilets St John’s Road Toilets Eastern Gardens Toilets	Assets Register (viewing only) Transparency Code
Los Altos Park public open space	Assets Register (viewing only) Transparency Code

3. CHARGES

Method	Charge
Assets Register (viewing only)	Free
Email	Free
Hard Copy	10 p per page plus postage at standard Royal Mail charge.
Notice board	Free
Transparency Code	Free
Viewing only (Clerk)	Free
Website	Free
Staffing structure	Free
Hard Copy (black & white)	10 p per page Postage at standard Royal Mail 2nd Class.





## Model publication scheme

### Freedom of Information Act

This model publication scheme has been prepared and approved by the Information Commissioner. It may be adopted without modification by any public authority without further approval and will be valid until further notice.

This publication scheme commits an authority to make information available to the public as part of its normal business activities. The information covered is included in the classes of information mentioned below, where this information is held by the authority. Additional assistance is provided to the definition of these classes in sector specific guidance manuals issued by the Information Commissioner.

The scheme commits an authority:

- To proactively publish or otherwise make available as a matter of routine, information, including environmental information, which is held by the authority and falls within the classifications below.
- To specify the information which is held by the authority and falls within the classifications below.
- To proactively publish or otherwise make available as a matter of routine, information in line with the statements contained within this scheme.
- To produce and publish the methods by which the specific information is made routinely available so that it can be easily identified and accessed by members of the public.
- To review and update on a regular basis the information the authority makes available under this scheme.
- To produce a schedule of any fees charged for access to information which is made proactively available.
- To make this publication scheme available to the public.
- To publish any dataset held by the authority that has been requested, and any updated versions it holds, unless the authority is satisfied that it is not appropriate to do so; to publish the dataset, where reasonably practicable, in an electronic form that is capable of re-use; and, if any information in the dataset is a relevant copyright work and the public

authority is the only owner, to make the information available for re-use under the terms of the Re-use of Public Sector Information Regulations 2015, if they apply, and otherwise under the terms of the Freedom of Information Act section 19.

The term 'dataset' is defined in section 11(5) of the Freedom of Information Act. The term 'relevant copyright work' is defined in section 19(8) of that Act.

## Classes of information

### **Who we are and what we do.**

Organisational information, locations and contacts, constitutional and legal governance.

### **What we spend and how we spend it.**

Financial information relating to projected and actual income and expenditure, tendering, procurement and contracts.

### **What our priorities are and how we are doing.**

Strategy and performance information, plans, assessments, inspections and reviews.

### **How we make decisions.**

Policy proposals and decisions. Decision making processes, internal criteria and procedures, consultations.

### **Our policies and procedures.**

Current written protocols for delivering our functions and responsibilities.

### **Lists and registers.**

Information held in registers required by law and other lists and registers relating to the functions of the authority.

### **The services we offer.**

Advice and guidance, booklets and leaflets, transactions and media releases. A description of the services offered.

The classes of information will not generally include:

- Information the disclosure of which is prevented by law, or exempt under the Freedom of Information Act, or is otherwise properly considered to be protected from disclosure.
- Information in draft form.
- Information that is no longer readily available as it is contained in files that have been placed in archive storage, or is difficult to access for similar reasons.

## The method by which information published under this scheme will be made available

The authority will indicate clearly to the public what information is covered by this scheme and how it can be obtained.

Where it is within the capability of a public authority, information will be provided on a website. Where it is impracticable to make information available on a website or when an individual does not wish to access the information by the website, a public authority will indicate how information can be obtained by other means and provide it by those means.

In exceptional circumstances some information may be available only by viewing in person. Where this manner is specified, contact details will be provided. An appointment to view the information will be arranged within a reasonable timescale.

Information will be provided in the language in which it is held or in such other language that is legally required. Where an authority is legally required to translate any information, it will do so.

Obligations under disability and discrimination legislation and any other legislation to provide information in other forms and formats will be adhered to when providing information in accordance with this scheme.

## Charges which may be made for information published under this scheme

The purpose of this scheme is to make the maximum amount of information readily available at minimum inconvenience and cost to the public. Charges made by the authority for routinely published material will be justified and transparent and kept to a minimum.

Material which is published and accessed on a website will be provided free of charge.

Charges may be made for information subject to a charging regime specified by Parliament.

Charges may be made for actual disbursements incurred such as:

- photocopying
- postage and packaging
- the costs directly incurred as a result of viewing information

Charges may also be made for information provided under this scheme where they are legally authorised, they are in all the circumstances, including the general principles of the right of access to information held by public authorities, justified and are in accordance with a published schedule or schedules of fees which is readily available to the public.

Charges may also be made for making datasets (or parts of datasets) that are relevant copyright works available for re-use. These charges will be in accordance with the terms of the Re-use of Public Sector Information Regulations 2015, where they apply, or with regulations made under section 11B of the Freedom of Information Act, or with other statutory powers of the public authority.

If a charge is to be made, confirmation of the payment due will be given before the information is provided. Payment may be requested prior to provision of the information.

### Written requests

Information held by a public authority that is not published under this scheme can be requested in writing, when its provision will be considered in accordance with the provisions of the Freedom of Information Act.

# SANDOWN TOWN COUNCIL

## Protocol and Guidance for Recording, Photography and use of Social Media at Sandown Town Council Meetings

### Guidance

This guidance applies to any council or committee meetings that are open to the public.

The Council allows any member of the public or press to report on all public meetings subject to limited exceptions outlined below. The term reporting includes the taking of photographs, filming, audio-recording, tweeting, blogging or generally reporting on proceedings.

Those wishing to undertake any reporting of meetings are asked to advise the Clerk in advance of the meeting of their intention to do so, as explained below, in order to allow necessary arrangement to be made if required.

The chair of the meeting shall advise members of the public and members that the meeting may be recorded if notice has been received that reporting is happening.

The purpose of this protocol is to provide guidance, particularly, for members of the press or public on reporting of any Town Council meeting which is held in public.

Although there is a legal right to allow reporting of Council meetings the proceedings of that meeting must not be disrupted by the use of any equipment or the manner in which the reporting is undertaken. It is also important that reporting does not inhibit community involvement in the proceedings.

### Guidelines for Reporting

Any member of the public or of the media wishing to report a public meeting should ensure that:

1. Any photography or audio / visual recording must take place from a fixed position in the meeting room approved by the Chairman so as to minimise disruption to the proceedings
2. The use of flash photography, additional lighting, sound booms or other equipment that may, in the chairs opinion, be likely to be intrusive or in any way interfere with proceedings will only be allowed if agreed in advance with the Chairman.
3. If the Chairman feels that any photography, audio or visual recording is disrupting the meeting in any way then the operator of the equipment will be required to stop reporting.
4. If during the meeting a motion is passed to exclude the press and public, because confidential or exempt information is likely to be disclosed, then all rights to report the meeting cease and the operator of the equipment will be required to stop reporting and leave the meetings taking all reporting equipment with them.

5. They comply with any request made by the Chairman regarding respecting the public's right to privacy.

6. People seated in the public seating area should not be photographed, filmed or recorded without the consent of the individuals concerned. This also applies to those individuals who may ask a public question, present a petition or make a representation at a Council meeting open to the public and who are not seated in a "public seating area".

7. Photographs, audio, and visual recordings should not be edited in a way that could lead to misinterpretation of the proceedings. This includes refraining from editing the views being recorded in a way that may ridicule or show lack of respect.

Notices advising the public that the public meeting may be reported on will be displayed in or directly outside the relevant meeting room and this will be noted on the agenda. The Chairman will also make an announcement that the meeting may be photographed, recorded or filmed.

### **What if I don't want to be recorded?**

If as a member of the public you do not wish to be photographed, filmed or recorded please inform the Clerk in advance of the meeting. If you are concerned for your personal safety it may be possible to make alternative seating arrangements.

### **What is the procedure prior to the Meeting for those wishing to Record or Photograph a Meeting?**

Members of the public wishing to report on a public meeting should wherever possible contact the Clerk for the meeting concerned two working days before the meeting or advise the Clerk before the meeting starts.

The request should include the following information:

1. Which meeting this refers to;
2. The name, organisation (if applicable) and contact details of the person making the request;
3. What equipment it is intended will be used (e.g. camera/audio recorder/video camera, tri-pod etc);
4. What the photographs, or audio / visual recording will be used for and / or where the information is to be published.

### **What is the procedure for reporting during the meeting?**

All reporting equipment must be set up before the meeting starts to avoid disrupting the meeting.

If the Chairman feels the photography/ audio / visual recording is disrupting the proceedings the operator of the equipment will be required to stop reporting.

If the person continues reporting after having being requested to desist then the Chairman will ask the person to leave the meeting. If the person refuses to leave then the Chair may adjourn the meeting or make other appropriate arrangements for the meeting to continue without disruption.

Anyone asked to leave a meeting because they have refused to comply with the Chairman's requests may be refused permission to report at future Council meetings that are open to the public.

If during the meeting a motion is passed to exclude the press and public, because confidential or exempt information is likely to be disclosed, then all rights to record the meeting are removed. All equipment shall be removed from the meeting room when members of the public and press are excluded.

If a meeting for which agreement is given to report is adjourned by the Chairman then any reporting should stop at the point at which the meeting is adjourned.

### **Social Media**

There are no restrictions placed on anyone at the meeting using Twitter, blogs, Facebook or similar "social media" provided that the Chairman does not consider their actions are disrupting the proceedings of the meeting.

If the Chairman feels the use of social media is at the time disrupting the proceedings the Councillor, member of the public or media representative may be required to stop.

If use continues the Chair will ask the person to leave the meeting. If the person refuses to leave then the Chair may adjourn the meeting or make other appropriate arrangements for the meeting to continue without disruption.

### **What is disruptive behavior?**

Essentially, this could be any action or activity which disrupts the proper conduct of meetings. Examples could include:

- moving to areas outside the areas designated for the public or press without the consent of the Chairman,
- excessive noise in recording or setting up or re-siting equipment during the debate/discussion,
- intrusive lighting and use of flash photography; and
- Asking for people to repeat statements for the purposes of recording.

### **Can I leave recording equipment in a public meeting room and record without being present?**

There is no legal prohibition, however, under this guidance and council standing orders the committee may require any such recording to stop if at any stage the meeting became a private meeting and so someone is required to be present to stop the equipment. In addition the Council will not be responsible for the security of any equipment left unattended.

**Are there any limits to what I can say in a tweet or video or report I publish?**

The law of the land applies including the law of defamation and the law on public order offences. Freedom of speech within the law should be exercised with personal and social responsibility, showing respect and tolerance towards the views of others.

**Will I be able to provide commentary during the meeting?**

Any person can provide written commentary during a meeting, as well as oral commentary outside or after the meeting.

The new rules do not permit oral commentary during a meeting as this would be disruptive to the good order of the meeting.

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APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:

# Sandown Town Council

## Redundancy Policy

Adopted 1<sup>st</sup> April 2019

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:

## Manage staff redundancies

A redundancy plan will help you manage each stage of the redundancy process. It should show how you'll:

- avoid compulsory redundancies
- consult staff
- select staff for redundancy
- give staff notice
- work out redundancy pay
- support staff and plan for the future

You should work with staff representatives – for example trade unions – to develop your plan if it's a large or complex redundancy situation.

Having an agreed plan allows you to easily share information with all your staff and help them understand what's happening. It's particularly useful when you explain your proposed changes during the consultation phase.

You can avoid job losses by planning ahead and looking at other options.

Before making redundancies you should see if you can:

- offer voluntary redundancy or early retirement
- agree to flexible working
- temporarily reduce staff working hours
- ask staff to stop working for a short time
- retrain staff to do other jobs in your business
- let go of temporary or contract staff
- limit or stop overtime
- not hire any new staff

## 2. Offer voluntary redundancy or early retirement

Your offer needs to cover the whole workforce and it must always be the employee's choice to volunteer. Make sure you do not pressure anyone or single a person out. For example you could be accused of age discrimination if you only offer early retirement to your older workers.

You do not have to select an employee just because they volunteer. For example if your most experienced employee volunteers you can explain that you're not selecting them.

It's a good idea to make clear to staff early on that voluntary redundancy or early retirement is not automatically given.

You must have a fair way of selecting who does get voluntary redundancy or early retirement.

You can offer extra redundancy pay if you want to encourage staff to volunteer.

## **Agree to flexible working**

You can agree to update employment contracts to allow more flexible working.

This could include staff:

- working fewer hours
- homeworking
- job sharing
- working compressed hours

## **Ask staff to temporarily stop working or reduce hours**

If it's included in employment contracts you can ask staff to:

- stop working for a while (known as a 'temporary lay-off')
- work fewer hours (known as 'short-time' working)

It must be a temporary solution and not a permanent change to agreed working hours.

### **If it's not included in employment contracts**

You can ask to update an employee's contract to include these options. They do not have to accept.

See the Acas guide on [lay-offs and short-time working](#).

## **Move staff into other jobs**

You should try and move staff into other jobs within your organisation before you start the redundancy process.

### **Once you've made someone redundant**

If you're looking to fill another role that is suitable for the person you're making redundant, you should offer it to them instead of redundancy. The redundancy could be judged an 'unfair dismissal' if you do not.

If you do offer them another job it needs to be:

- in writing
- made before their contract ends
- a different job to the one they're doing – you'll need to explain how it's different

They should not have to apply for the job. The new job must start within 4 weeks of their previous job ending.

Employees have the right to a 4-week trial period if they accept a new role. The trial period should start after they've worked their notice period and their previous contract has ended.

This avoids any confusion or disputes over dates if the trial does not work out. It's a good idea to set out the dates for the trial in writing.

If you both agree it is not working out they can still claim redundancy pay. You can agree to a longer trial period but it must be agreed in writing.

#### Related content

[Download guidance for handling collective redundancies](#)

[Download guidance for lay-offs and short-time working](#)

Consultation is when you sit down with staff to explain your planned changes and get their feedback and input. Your plans must not be finalised at this stage and you should aim to include any staff suggestions or ideas you agree with.

### 3. Who you must consult

You must discuss your planned changes with each member of staff who could be affected. This can include staff who are not actually losing their jobs.

You must sit down with each employee individually to explain changes and get their ideas and feedback. The meeting can take place over the phone if you both agree to it and there is a clear need, for example if someone works remotely.

#### When you must consult elected representatives

You must also consult trade unions or employee representatives during 'collective' redundancies. A collective redundancy is when you're making 20 or more redundancies within 90 days in a single establishment.

This means you must discuss redundancy changes with both elected representatives and individual members of staff in collective redundancies.

#### How to consult

There are set rules for collective redundancies which you must follow. There are no set rules for consultations with fewer than 20 redundancies

but it's good practice to follow the same process.

You can read [the Acas guide to handling collective redundancies](#).

An employment tribunal could accept a claim for unfair dismissal if you can't show you've consulted an employee or employee representatives.

**You must consult staff who are on maternity leave.**

## Prepare for the consultation

You should get the information ready that you're going to share.

During the consultation period you must let staff know in writing:

- why you need to make redundancies
- the number of people and which jobs are at risk
- how you will select employees for redundancy
- how you plan to carry out the redundancies, including timeframes
- how you will calculate redundancy pay
- details of any agency workers you're using

You should also have:

- a trained person to lead the consultation
- a clear way of presenting your redundancy plan
- question and answers document

Call Acas on 0300 123 1150 to find out about training courses for your staff.

## When to begin your consultation

It's important you do not present a finalised redundancy plan to your employees. You must leave enough time to include any suggestions you agree to.

Number of redundancies	When to begin consultation
Under 20	No set rules
20 to 99 redundancies within 90 days in one establishment	30 days before the first redundancy
100 or more redundancies within 90 days in one establishment	45 days before the first redundancy

You must include in your total:

- voluntary redundancies
- employees you're moving into other roles

You only need to include employees on fixed-term contracts if you're making them redundant before the end of their contract.

## **Notify the Redundancy Payment Service (RPS)**

For collective redundancies you must let the RPS know your plans before the consultation starts.

Fill in [form HR1 on GOV.UK](#) and send it to the RPS address on the form.

**You can be fined if you do not notify the RPS.**

## **How long the consultation lasts**

There are no rules for how long the consultation should last. It can last longer than the minimum periods listed above if it's a large or complex redundancy situation.

You do not need to reach agreement for the consultation to come to an end. You simply need to show that the consultation was genuine and that you aimed to reach agreement. You must be able to show that you've listened to your employees and that you responded to questions and suggestions.

## **What to discuss at the consultation**

Consultations allow you to explain why you're planning on making redundancies.

In return it allows employees to discuss:

- ways to avoid or reduce redundancies
- how to reduce the impact of redundancies
- how the organisation can restructure or plan for the future
- how people are selected for redundancy

You must consider and respond to any suggestions made by employees. You can reject any ideas you do not think are reasonable but you should explain why. It's important to document all discussions and the reasons for your decisions.

You might not always be able to avoid redundancies but by working with employees you'll often be able to save jobs and come away with a better idea of how your business can plan for the future.

## **What information to share**

You should be as open as possible with unions and employee representatives. This will allow employees to feel part of the conversation.

Not providing enough information often leads to frustration and mistrust and can sometimes mean the consultation is invalid.

You should aim to provide the right level of detail for staff to understand your proposals. The information should not be so long or complex that a specialist is needed.

## Consult staff individually

You would normally consult individuals after you've completed consultation with employee representatives. You can choose to overlap with individual consultations if needed.

Related content

[Download guidance on handling collective redundancies](#)

You must select employees for redundancy in a fair way and not discriminate against any individuals or groups.

It's a good idea to use selection criteria to help you choose which employees to make redundant.

You should base the criteria on:

- standard of work
- skills, qualifications or experience
- attendance record (do not include absence relating to disability or maternity)
- disciplinary record

You must not select staff because of their:

- age
- disability
- gender reassignment
- race
- sex
- sexual orientation
- religion or belief
- marriage or civil partnership status
- pregnancy or maternity leave – see [the Acas guide to redundancy for pregnant employees or those on maternity leave](#)
- family related leave – for example parental, paternity or adoption leave
- role as an employee or trade union representative
- membership of a trade union
- part-time or fixed-term employee status
- pay and working hours, including the Working Time Regulations, annual leave and the National Minimum Wage

Make sure your criteria does not indirectly discriminate against any of these groups. For example if you use flexible working as a criteria you could be discriminating against women. You would need to show that

flexible working is no longer possible after your business has changed.

## 4. Agree criteria with staff

You should consult employees to identify and agree selection criteria. For example you could sit down with employees to work out the skills and experience needed for your business in the future.

The more open and collaborative your selection process is the more your employees will trust that it is fair.

### Select staff in a fair way

It's a good idea to score employees against all the agreed selection criteria. This will help you avoid relying on one particular criteria and can lower the risk of discriminating against employees.

It will also help you:

- be objective when selecting employees
- easily share with staff how the selection process works
- explain your decisions at tribunals

### Ask staff to reapply for their jobs

You can ask staff to reapply for their jobs to help you decide who to select. You should still use criteria when you interview staff to make sure you're selecting people in a fair way.

### How to score employees

You can decide how much you want to score each criteria. You should also provide written evidence to support your score.

You don't have to use the points system used in this guide, it's just an example. The 'standard of work' criteria could look like:

Criteria: standard of work	Score	Evidence
Outstanding	15	
Exceeds objectives for the role	12	
Meets all objectives for the role	9	
Meets some objectives of the role	6	

Criteria: standard of work	Score	Evidence
Fails to meet objectives for the role	3	

### Decide which criteria are most important

You can adjust the points you give for each criteria. For example if it's agreed that 'attendance record' is less important you can allocate fewer points. This creates a 'weighting' which allows you to be more flexible in how you score staff.

Apply the selection criteria to the group of employees at risk of redundancy. This is sometimes known as the 'pool of selection'.

### Set up an appeals process

You should set up an appeals process for employees who feel they have been unfairly selected. This can reduce the chances of someone making a claim against you to an employment tribunal.

You should explain in your redundancy plans how someone can appeal. You might meet with staff face-to-face to listen to their concerns or ask them to write a letter or email explaining why they do not agree with your decision.

Related content

[Download guidance on handling collective redundancies](#)

[Download guidance on managing redundancy for pregnant employees or those on mat...](#)

You can only make an employee redundant once you've finished consulting staff.

It's best to tell an employee face-to-face that you're making them redundant. You should also let them know in writing.

You should include in the letter:

- their notice period
- leaving date
- how much redundancy pay they're due
- how you calculated the redundancy pay
- any other pay you owe them (for example holiday pay)
- when and how you'll pay them
- how they can appeal

You must give them at least the statutory notice period. This is based on how long they've worked for you.

How long they've worked for you	Minimum statutory notice
One month up to 2 years	A week
Between 2 and 12 years	One week per year
12 years or more	12 weeks

You should also check your employment contracts – they might include a longer notice period.

## When the notice period starts

The notice period starts when your employee gets the letter or email telling them they've been selected for redundancy. You should make sure you know when this happens.

It's a good idea to give them the letter at work or send it by recorded delivery. If you send it by recorded delivery make sure only the employee can sign for it.

Related content

[Download guidance for handling collective redundancies](#)

You must pay redundancy to employees who have:

- an employment contract
- worked for 2 full years

## 6. How to calculate redundancy pay

You must pay at least the statutory amount to your employees.

Use the [GOV.UK redundancy pay calculator](#) to work out an employee's statutory redundancy pay.

How much redundancy pay each employee gets depends on their age and how long they've worked for you. It's capped at 20 years – working backwards from the date you made them redundant. You must pay:

- 1.5 weeks pay for each year of work after their 41st birthday
- 1 week pay for each year of work after their 22nd birthday
- half a week for each year of work before their 22nd birthday

The limit for weekly pay is £525. The maximum total amount of statutory redundancy pay is £15,750.

You should check your employment contracts as you might need to pay more than the statutory amount.

You can choose to pay higher amounts if you want to encourage voluntary redundancies.

### **If your employee's pay changes from week to week**

Calculate the average weekly pay for the previous 12 weeks from the date you made them redundant.

If they did not work for a whole week during that time – for example they were on holiday or off sick – replace it with an earlier week.

You must share in writing with employees how you've calculated redundancy payments.

### **When you must pay redundancy**

You must pay redundancy on an employee's last day. You can pay shortly after on a set date if you both agree in writing.

You should clearly communicate when and how the payment will be made. For example let employees know if payments will be included in their monthly pay or as separate payments.

### **If you cannot afford to pay redundancy**

If making redundancy payments puts your business at risk you can ask the Redundancy Payments Service (RPS) for financial help.

If you're insolvent you can get RPS to make your redundancy payments and recover the debt from your assets.

Call the RPS helpline to discuss your options.

RPS helpline: 0330 331 0020

Related content

[Redundancy pay calculator on GOV.UK](#)

[Download guidance on handling collective redundancies](#)

Redundancy can create difficult situations and conversations in your organisation.

You should think about how to support:

- employees at risk of redundancy
- managers who are breaking the news
- the people leading the consultation
- employee representatives
- staff that are staying on

It's often forgotten that those staying on experience stress from seeing colleagues and friends being made redundant. They will also be part of a

changing organisation and might feel uncertain about what the business and their roles will look like in future.

You can support staff by providing:

- counselling
- additional face-to-face meetings
- help getting financial advice
- clear plans for the future of your organisation
- help finding work for another company

## 7. Help staff find another job or training

You must allow staff a reasonable amount of time off to look for another job or training if:

- you're making them redundant
- they've worked for 2 full years (including the notice period)

### Paying staff who take time off to look for another job

You must pay employees who take time off to look for new work. The most you need to pay for the whole notice period is 40% of one week's pay. This is the total amount and not the amount per week.

For example if an employee gets paid £500 a week for a 5 day working week, the most you would have to pay them for their time off is £200 (40% of their weekly pay). This stays the same even if they take more than 2 days off.

### Contact Jobcentre Plus

Jobcentre Plus offers a 'Rapid Response Service' to help people get straight back into work. They can also help employees write or update CVs.

To get help using the Rapid Response Service email:

[rrs.enquiries@jobcentreplus.gsi.gov.uk](mailto:rrs.enquiries@jobcentreplus.gsi.gov.uk)

You need to include in the email:

- your contact details
- the town and postcode your business is based in
- the location of the redundancies

They can also give you useful information about finding work to pass on to your staff.

## Support the people breaking the bad news

You should make sure that anyone breaking the news to staff:

- understands in detail the organisation's plans
- knows why redundancies are being made
- is trained (at least in how to hold difficult conversations)
- is not over-worked (their role often involves long hours)
- has a group of colleagues they can turn to for support
- understands the support they can get from trade unions

Staff will have lots of questions about what's happening – it's important the person telling them they're being made redundant understands the changes and plans in detail.

Line managers often have to break the news to staff about redundancies. You should give line managers training and support to help them manage these difficult conversations.

They can then offer support and help to staff who are being made redundant. This in turn helps staff who are staying on believe that the organisation has dealt with the situation fairly and will be a good place to work in the future.

If the situation is handled in the right way it can make a big difference to:

- how staff react and cope with being made redundant
- the morale of staff who are staying on
- the success of the planned changes and future of the organisation

Related content

[Download guidance on handling collective redundancies](#)



# Staff Recruitment and Retention Policy

## Staff Recruitment

- 1.1 Any vacancy will have a Job Description and Person Specification prepared for it and this will be available to any prospective candidate by way of the Town Council website or a recruitment pack.
- 1.2 Application for vacancies will be by means of standard application forms
- 1.3 All applications received by the deadline will be viewed and assessed against the job description and person characteristics appertaining to the specific vacancy. A shortlist will be drawn up for those candidates selected for interview. Any variation to 1.1 and/or 1.3 will be informed to the Council and minuted.
- 1.4 Candidates will be selected taking full account of the provisions of any Equality legislation in force at the time.
- 1.5 Offers of employment following the selection process described above will normally be made initially by telephone and followed up by a letter.
- 1.6 Unsuccessful candidates will be informed of the outcome by letter and feedback will be made if requested.
- 1.7 All offers of employment are made subject to satisfactory references being received and are subject to a three month probationary period..
- 1.8 That references taken up will be from the current employer or immediate past employer. The Town Council will also check on the candidate's right to work in the UK according to Home Office rules.
- 1.9 The Town Council will also need to verify any qualifications which are relevant to the position being offered through sight of the appropriate original documentation.
- 1.10 All staff employed by the Town Council will be required to sign the Town Council's formal Contract of Employment on appointment and not later than 2 months into their service with the Town Council.
- 1.11 All staff are paid in accordance with the nationally negotiated local government pay scales in force at the time, and subject to the NJC terms and conditions

## Staff Retention

- 2.1 All staff employed by the Town Council will be subject to an annual appraisal process.
- 2.2 The appraisal process provides a method of identifying any further training and development needs as well as monitoring staff performance and aiding in the retention of valuable members of staff.
- 2.3 Staff training will enhance the aim of high quality service provision by the Town Council. The Town Council regards the provision of training for individual employees' as opportunities for personal advancement, primarily within the organisation, where those opportunities exist.

REAFFIRM DATE:

REVIEW DATE:

MINUTE NUMBER:





# SANDOWN TOWN COUNCIL

## Training and Development Policy

REAFFIRM DATE:  
REVIEW DATE:  
MINUTE NUMBER:

## **1. INTRODUCTION:**

- 1.1. Sandown Town Council believes in supporting and investing in councillor and staff training and development; enabling them to replenish their knowledge and learn new skills, to realise their full potential, which benefits the community they serve.

## **2. SCOPE**

- 2.1. This policy applies to
  - 2.1.1. The councils 12 elected (or co-opted) councillors
  - 2.1.2. The Clerk/RFO, Deputy Clerk, Caretaker and Litter Picker.
  - 2.1.3. Any other permanent, full-time or part-time, employees of the council.
- 2.2. Employees with temporary/short-term contracts might attend trainings at the clerks discretion.
- 2.3. This policy doesn't cover contractors or consultants.

## **3. INDUCTION**

### **1.1. Staff**

All new members of staff joining the Council will receive an induction consisting of:

- 3.1.1. A walk around the ward and councils provisions.
- 3.1.2. Council Induction pack and briefing session including but not limited to:
  - Standing Orders
  - Financial Regulations
  - Members Code of Conduct
  - All policies of the Council
  - Budget information
  - Map of the wards.
  - Other information deemed relevant.
- 3.1.3. Training in the skills and knowledge for the job
  - 3.1.4. An annual performance review which will include consideration of additional training for personal development and additional skills to support the council's objectives.
- 3.1.5. A copy of the council's provisions management document

### **1.2. Councillors**

All new Councillors, within their first six months on joining the Council, will receive an induction consisting of;

- 3.1.6. A walk around the ward and councils provisions with the Clerk and Mayor

- 3.1.7. A Councillor Welcome Pack containing copies of key documents and policies such as:
- Standing Orders
  - Financial Regulations
  - Members Code of Conduct
  - All policies of the Council
  - Budget information
  - Map of the wards.
  - Other information deemed relevant.
- 3.1.8. On becoming a member of any Committee - appropriate briefing on the Terms of Reference, and detailed knowledge required to be an effective member of the committee.
- 3.1.9. Council will ensure sufficient budget allocation to support this policy.

#### **4. GENERAL ACTIVITIES**

- 4.1. The Clerk will alert members of staff and Councillors when new training opportunities are available.
- 4.2. Training needs identified will take into consideration the overall objectives of the Council as well as the needs of the individual. This will be monitored by the relevant parties during staff appraisals, formal and informal conversations and any other methods as appropriate.
- 4.3. The council will budget for training and development of councillors and staff.
- 4.4. The Council will encourage training and pay expenses arising from approved training.
- 4.5. There will be a library of relevant publications offering information on all aspects of local government in the town councils offices.
- 4.6. The Council is committed to networking with other Councils as an effective means of sharing information and linking in with each other's training events.
- 4.7. The Council is committed to the Clerk being a member of the Society of Local Council Clerks
- 4.8. The Parish Council is committed to being members of the Hampshire Association of Local Councils and recognises the training opportunities it offers.
- 4.9. Requests for training and development should be made via the clerk (or deputy clerk)
- 4.10. Additional training needs will also be reviewed if:
- The council obtains new equipment.
  - The council delivers new services.
  - There are changes to legislation effecting the council.
  - New, relevant qualifications are offered.

4.11. Additional training will also be considered following an accident, complaint, mistake, or similar instance.

## **5. TRAINING FOR COUNCILLORS**

- 5.1. The Council will ensure that all new Councillors receive adequate training at the earliest opportunity either in house or externally if appropriate training is available.
- 5.2. Attendance of induction session explaining the role of a Councillor.
- 5.3. Access to relevant courses
- 5.4. Circulation of documentation such as briefings and newsletters/magazines.

## **6. TRAINING FOR THE CLERK AND OR OTHER ADMINISTRATIVE STAFF**

- 6.1. Induction session explaining the relevant role and other staff members.
- 6.2. The opportunity to gain the Certificate in Local Council Administration (CILCA) within 24 months of appointment to maintain Local Council Award Scheme recognition.
- 6.3. Subscription to relevant publications and advice services.
- 6.4. Provision of Local Council Administration by Charles Arnold Baker, the SLCC Clerks Manual other relevant publications.
- 6.5. Regular training including but not limited to:
  - Equality and Diversity
  - Health and Safety at Work
  - Workplace Hazards
  - The Reporting of Injuries, Diseases and Dangerous Occurrences
  - Lone Working
  - Fire Safety Awareness
  - Risk Management
  - Risk Assessment
  - VAT for Local Council's (Clerk/RFO and deputy)
- 6.6. The annual appraisal will be used to help identify any additional training relevant to the discharge of duties.

## **7. TRAINING FOR THE CARETAKER**

- 7.1. Induction session explaining the role.
- 7.2. A tour of the relevant site(s) from the Clerk.
- 7.3. Regular training in including but not limited to:

- Equality and Diversity
- Health and Safety at Work
- Workplace Hazards
- Control of Substances Hazardous to Health
- The Reporting of Injuries, Diseases and Dangerous Occurrences
- Lone Working
- Fire Safety Awareness
- Manual Handling

7.4. Other training as highlighted during appraisals.

## **8. TRAINING FOR THE LITTER PICKER.**

8.1. Induction session explaining the role.

8.2. A tour of the relevant site(s) from the Clerk.

8.3. Regular training in including but not limited to:

- Equality and Diversity
- Health and Safety at Work
- Workplace Hazards
- The Reporting of Injuries, Diseases and Dangerous Occurrences
- Lone Working
- Manual Handling

8.4. Other training as highlighted during appraisals.



# SANDOWN TOWN COUNCIL

## VOLUNTEER POLICY 2018

This Policy applies to volunteers working on behalf of, but not employed by, Sandown Town Council.

1. Volunteers must be adequately trained to be able to carry out the role required. The exact nature of the training will depend on the role. It is not possible to detail what constitutes 'adequacy' as requirements will vary according to:

- ❖ The job or activity
- ❖ The existing competency of volunteers
- ❖ The circumstances of the work (e.g. the degree of supervision)
- ❖ The tools and/or equipment being used

The training standard, however, must be sufficient to ensure the Health & Safety of volunteers and any people who might be affected by the work, as far as reasonable practicable. Responsibility for providing training rests with the individual to whom authority has been provided by Sandown Town Council to undertake the work.

2. Volunteers, if working for only a few hours to help at an event or similar, must still be informed about the task and its purpose, health and safety and supervision arrangements. Responsibility for this rests with the individual to whom authority has been provided by Sandown Town Council to undertake the work.

3. Volunteers expect to be treated equally, regardless of their gender, race, age, faith/religion, disability or sexual orientation. Volunteers must be accommodated from all walks of life.

4. Volunteers must undergo an induction appropriate for the task(s) being undertaken. This must include health and safety, what to do if there is a problem and an introduction to other relevant individuals. Responsibility for the induction rests with the individual to whom authority has been provided by Sandown Town Council to undertake the work.

5. A risk assessment must be undertaken in order to identify risks that might be faced and how they will be managed. If an area of activity presents a significant risk, consideration must be given to reducing or stopping the activity which gives rise to the risk. Sandown Town Council, through the offices of its Clerk or other person(s) as advised, must receive a copy of such risk assessment records. Responsibility for undertaking the risk assessment rests with the individual to whom authority has been provided by Sandown Town Council to undertake the work. Risk assessments and their associated paperwork must comply with current Health and Safety at Work legislation.

6. So far as insurance is concerned, on condition that volunteers are working at the sole request of and under the sole control of Sandown Town Council then they will

be insured under the Town Council's Public Liability and Employers' Liability cover. Reporting to Sandown Town Council in respect of work which is of an ongoing nature is not necessary on each occasion and does not require formal approval of Sandown Town Council on each occasion.

**7.** Volunteers must carry out only less hazardous work involving, for example, path maintenance and grass cutting, with the use of non-powered tools only, other than lawnmowers/grass cutting equipment and strimmers, when stout footwear must be worn and safety goggles in case of strimmers. If there are serious issues with regards to trees, this work must be carried out a qualified tree surgeon with their own public liability cover of no less than £5,000,000.

Prior to work commencing, a visual inspection must be carried out to ensure that there are no obvious hazards such as litter, glass or stones. Responsibility for undertaking the inspection rests with the individual to whom authority has been provided by Sandown Town Council to undertake the work. Remedial action must be taken immediately and these inspections are to be recorded.

If volunteers use their own tools, the Sandown Town Council cannot be held liable for any injury caused by them through the use of faulty equipment/tools. Cleaning materials must not be stronger than those available on shop shelves. High visibility vests or other appropriate clothing must be worn where appropriate.

**8.** Jewellery, necklaces, watches and the like must not be worn if they might compromise the safe working environment for the volunteer.

**9.** Generally trainers, open-toed shoes, heeled shoes or sandals must not be worn if by so doing the safe working environment for the volunteer is compromised.

**10.** Long hair must be tied up if it is long enough to compromise health and safety requirements.

**11.** All work undertaken by volunteers shall have regard to the Health and Safety at Work Act 1974 and all other Health & Safety Legislation.

**12.** If Sandown Town Council is required to make a decision, a detailed and fully costed proposal must be submitted to the Clerk by no later than the Monday of the week preceding the Town council meeting.

**13.** Expenses will be paid only with the prior approval of Sandown Town Council and after receipt by the Town Council of paper receipts in respect of same. They will not include safety equipment or clothing.

**14.** Volunteers must inform Sandown Town Council of the work they intend to undertake before commencing such work, preferably in writing to the Clerk.

APPROVAL DATE:  
REVIEW DATE:  
MINUTE NUMBER:



**SANDOWN TOWN COUNCIL**

# Health and Safety Policy

REAFFIRM DATE:  
REVIEW DATE:  
MINUTE NUMBER:

## 1. PURPOSE

- 1.1 Sandown Town Council takes health and safety issues seriously and is committed to protecting the health and safety of its staff and all those affected by its activities and attending its premises. This policy is intended to help the Council achieve this by clarifying who is responsible for health and safety matters and what their responsibilities are.
- 1.2 This is a statement of policy only and does not form part of your contract of employment. This policy may be amended, by the Council, at any time at its absolute discretion. The Council will review this policy at regular intervals to ensure it is achieving its aims effectively.

## 2. WHO IS RESPONSIBLE FOR HEALTH AND SAFETY?

- 2.1 Achieving a healthy and safe workplace is a collective task shared between the Council and staff. This policy and the rules contained in it apply to all staff of the Council, irrespective of seniority, tenure, and working hours. It includes all employees and officers, consultants and contractors, casual agency staff, trainees, homeworkers, fixed-term staff and any volunteers. Specific responsibilities of staff are set out below in the section headed "Responsibilities of all staff" below.

## 3. COUNCIL RESPONSIBILITIES

- 3.1 The Council is responsible for:
  - a. Taking reasonable steps to safeguard the health and safety of staff, people affected by the Council's business activities, and people visiting its premises.
  - b. Identifying health and safety risks and finding ways to manage or overcome them.
  - c. Providing a safe and healthy place of work and safe entry and exit arrangements, including during an emergency situation.
  - d. Providing and maintaining safe working areas, equipment, and systems and, where necessary, appropriate protective clothing.
  - e. Providing safe arrangements for the use, handling, storage and transport of equipment and substances.
  - f. Providing adequate information, instruction, training and supervision to enable all staff to do their work safely, to avoid hazards and to contribute positively to their own health and safety at work.
  - g. Ensuring any health and safety representatives receive appropriate training to carry out their functions effectively.
  - h. Providing a health and safety induction and safety training appropriate to your role.
  - i. Promoting effective communication and consultation between the Council and staff concerning health and safety matters.
  - j. If an epidemic or pandemic alert is issued, providing instructions, arrangements, and advice to staff as to the organisation of business operations and steps to be taken to minimise the risk of infection.
  - k. Regularly monitoring and reviewing the management of health and safety at work, making necessary changes, and bringing those to the attention of all staff.

- 3.2 The Council will give you the opportunity to ask questions and advise who best to contact regarding health and safety or if you are unsure about how to safely carry out your work.
- 3.3 Overall responsibility for health and safety lies with the Council. They have appointed the Clerk as the Health and Safety Officer with day-to-day responsibility for health and safety matters.
- 3.4 Any concerns about health and safety matters should be communicated to the Health and Safety Officer.

#### 4. RESPONSIBILITIES OF ALL STAFF

##### *General Staff Responsibilities*

#### 4.1 All staff must

- a. Take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions.
- b. Co-operate with the Health and Safety Officer and the Council generally to enable compliance with health and safety duties and requirements.
- c. Comply with any health and safety instructions and rules, including instructions for safe use of equipment.
- d. Keep health and safety issues in the front of their minds and take personal responsibility for health and safety implications of their own actions and omissions.
- e. Keep the workplace tidy and hazard free.
- f. Report all health and safety concerns to the Health and Safety Officer promptly, including any potential risks, hazards, however minor or trivial they may seem.
- g. Co-operate in the Council's investigation of any incident or accident which either has led to injury or which, in the Council's opinion, could have led to injury.

##### *Staff responsibilities relating to equipment.*

#### 4.2 All staff must:

- a. Use equipment as directed, following any instructions given by representatives of management or contained in any written operating manual or instructions for use, and adhering to any relevant training.
- b. Report any fault with, damage to, malfunctioning equipment, or concern about any equipment (including health and safety equipment) or its use to the Health and Safety Officer, who is responsible for ensuring the maintenance and safety equipment.
- c. Ensure that health and safety equipment is not interfered with.
- d. Not attempt to repair equipment unless authorised to do so.

##### *Staff responsibilities relating to accidents and first aid.*

#### 4.3 All staff must:

- a. Promptly report any accident at work, however trivial, involving personal injury, and on any of the Council's premises, to the Health and Safety Officer so details can be

recorded in the Accident Book. They must also co-operate with any associated investigation.

- b. Familiarise themselves with the details of first aid facilities and trained first aiders, which are: The Clerk, The RFO and the Administrator.
- c. If an accident occurs, seek help from a first aider.
- d. The Health and Safety Officer is responsible for investigating any injuries or work-related illnesses, preparing, and keeping, accident records, and for submitting reports under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2023 (RIDDOR) where required.

*Staff responsibilities relating to national health alerts, including the Coronavirus (Covid-19) pandemic.*

- 4.4 If an epidemic or pandemic alert is issued all staff must comply and co-operate with all instructions, arrangements and advice issued by the Council as to the organisation of business operations and steps to be taken by staff to minimise the risk of infections. Any questions should be referred to the Health and Safety Officer.
- 4.5 Given the outbreak of Coronavirus (Covid-19), it is important that all staff members follow guidelines set out in this policy to ensure maximum safety and to minimise the risk infections. We will review these guidelines regularly to ensure they are kept up-to date with Government guidance.
- 4.6 Please see the section headed "Staff returning to work - Coronavirus (Covid-19)" below for health and safety measures which specifically address the Coronavirus (Covid-19) pandemic.

*Staff responsibilities relating to emergency evacuation and fire*

- 4.7 All staff must:
  - a. Familiarise themselves with the instructions about what to do if there is a fire which are located on the notice board displayed in the Clerk's office.
  - b. Ensure they are aware of the location of fire extinguishers, fire exits and alternative ways of leaving the building in an emergency.
  - c. Comply with the instructions of the fire wardens if there is a fire, suspected fire or fire alarm (or a practice drill for any of these scenarios).
  - d. Co-operate in fire drills and take them seriously (ensuring that any visitors to the building do the same). Fire drills will be held at least once every 12 months.
  - e. Ensure that fire exits, fire notices or emergency exit signs are not obstructed or hidden at any time.
  - f. Notify the Clerk immediately of any circumstances (for example, impaired mobility) which might hinder or delay evacuation or fire. This will allow the Clerk to discuss a personal evacuation plan for you, which will be shared with fire wards and colleagues working near you.
- 4.8 On discovering a fire, all staff must:
  - a. Immediately trigger the nearest fire alarm and, if time permits, call the Clerk and notify them of the location of the fire.

- b. Attempt to tackle the fire ONLY if they have been trained or otherwise feel competent to do so. Nominated members of staff will be trained in the use of fire extinguishers.

4.9 On hearing the fire alarm all staff must:

- a. Remain calm and immediately evacuate the building, walking quickly without running, and following any instructions from the fire wardens.
- b. Leave without stopping to collect any personal belongings.
- c. Stay out of any lifts.
- d. Remain out of the building until notified by a fire warden that is safe to re-enter.

4.10 The Clerk is responsible for ensuring that fire risk assessment taken place, that changes are made where required, and for making sure there are regular checks of fire extinguishers, fire alarms, escape routes, signage, and emergency lighting.

5. RISK ASSESSMENT, HAZARDOUS SUBSTANCES AND MANUAL HANDLING

- 5.1 Risk assessments are essentially a careful examination of what in the workplace could cause harm to people. The Council will assess any risk and consider measures to best minimise any risks. The Council will carry out general workplace risk assessments when required or as reasonable requested by staff. Managers must ensure that any necessary risk assessments take place and the resulting recommendations are implemented. The Clerk is responsible for workplace risk assessments and any measures to control risks.
- 5.2 The use of hazardous substances will be avoided where possible and less hazardous alternatives will used where available. Training on the control of substances hazardous to health (COSHH) will be provided where required.
- 5.3 Personal Protective Equipment (PPE) is provided where risks cannot be otherwise effectively controlled.
- 5.4 Guidance on manual handling (for example, lifting and carrying heavy objects) can be obtained from the Health and Safety Officer and where necessary training will be provided by the Council, but the Council will try to minimise or avoid the need for manual handling where there is a risk of injury.

6. STAFF RETURNING TO WORK – CORONAVIRUS (COVID-19)

6.1 Although Government restrictions introduced in response to the Coronavirus (COVID-19) pandemic have been lifted, the pandemic is ongoing and appropriate safety measures must be adhered to. Employees must adhere to the Coronavirus (COVID-19) mitigation provisions which are still relevant to our workplace. These include:

*A household member has a positive test for Covid-19.*

- 6.2 If a house hold member tests positive for Covid-19, the employee is asked to complete a Lateral Flow Tests and advise the Clerk of the result.
  - a. If the result is negative, a risk assessment will be taken to determine if it is safe/possible for the employee to attend the work place or work from home. The Clerk will advise the employee of the decision.
  - b. If the employee is attending the work place the employee is aske to complete a lateral flow test before doing so for the next five days.

#### *An employee tests positive for Covid-19*

- 6.3 If the employee tests positive for Covid-19 the employee should not attend the workplace for 5 days.
- a. If they are well enough and their role enables them to, they may work from home but are not obligated to whilst unwell.
  - b. They should take a further lateral flow test after 5 days and the following day. They can return to the workplace if both tests are negative.
  - c. If the results are still positive the employee should not return to work until they have two consecutive negative tests.

#### *Hygiene practices at work*

- 6.4 Staff must follow all hygiene measures which we implement. When appropriate, these may include frequency of hand washing, wearing protective clothing, sanitising workstations and desks.
- 6.5 We will provide adequate handwashing facilities (or hand sanitiser where not possible) at entry/exit points and when appropriate we expect all staff to use these facilities frequently whenever entering and exiting the workplace.
- 6.6 If you suspect you have Coronavirus (COVID-19) you must take a lateral flow test and if positive work from home to protect vulnerable centre users and members of staff.

#### *Mental health whilst working during Coronavirus (COVID-19)*

- 6.7 We take the health of our staff seriously, including their mental well-being. Whether you are working remotely or returning to the workplace, we strongly encourage you to speak to your line manager, a colleague, or a member of the HR committee regarding any concerns or issues you have.
- 6.8 If you are working remotely from home or returning to the workplace, we encourage staff to:
- a. Connect with their fellow colleagues for informal chats or video calls.
  - b. Get regular exercise and sunlight outdoors.
  - c. Take regular breaks away from their workstation.
  - d. Ensure to drink sufficient water and eat properly.

#### **7. NON-COMPLIANCE WITH HEALTH AND SAFETY RULES**

- 7.1 Any breach of health and safety rules or failure to comply with this policy will be taken very seriously and is likely to result in disciplinary action against the offender, in accordance with the Council's disciplinary policy, up to and including immediate dismissal.





SANDOWN TOWN COUNCIL

## Grant Award Policy

REAFFIRM DATE:  
REVIEW DATE:  
MINUTE NUMBER:

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DRAFT

## 1. INTRODUCTION

- 1.1. The Council can use Section 137 of the Local Government Act 1972 to award grants.
- 1.2. An allocated amount is included in the budget each year to facilitate this.
- 1.3. The following policy sets out how Sandown Town Council considers and makes grant awards.
- 1.4. The policy enables the council to make an informed and fair assessment of grant applications, so that decisions made in relation to grant applications within the allocated grant budget are made in a way which is fair and transparent.

## 2. GENERAL PRINCIPLES

- 2.1. Grants will only be awarded for activities and projects that are:
  - (a) In the interests of the town; or
  - (b) For the benefit for some, or all, of the residents of Sandown; or
  - (c) Improve the range of services in the town.
- 2.2. Grants can be awarded to voluntary groups, charitable bodies, and community organisations, including new organisations or bodies being established.
- 2.3. Generally, only one grant will be awarded to an organisation in any financial year.
- 2.4. The award of a grant in any given year does not set a precedent for or preclude the award of a grant in a subsequent year.
- 2.5. Applications from organisations with substantial unallocated resources will not be considered a priority for funding.
- 2.6. Decisions made by the Council on grant applications are solely a matter for and at the discretion of the Council.
- 2.7. The Town Council reserves the right to decline any application or to apply conditions to the grant.
- 2.8. Recognition of the grant from Sandown Town Council must be made in any publicity details of the grant award will be published by the council in its accounts and other published documents.
- 2.9. The Town Council recognises that for smaller organisations with lesser levels of governance and financial management or recently formed with little history, a small grant can make a major difference. To cater for this, there will be a lesser burden of information required for small grants up to £200. Whilst for larger grants, the Council needs to be assured of a higher level of governance and financial management, and a more detailed level of information will be required to consider a grant application.
- 2.10. Applications submitted without the required supporting information, will not be considered.

## 3. AMOUNTS AWARDED

- 3.1. There are no upper or lower limits set for the amount of any grant, but generally they will be restricted to a level of £500.

- 3.2. The total amount of grants awarded in any one financial year will not exceed the sum allocated in that year budget for disbursement as grants.
- 3.3. The Town Council will normally expect to distribute grants to a variety of organisations. This may mean a smaller amount is awarded than that requested.
- 3.4. The Council will normally only fund up to a maximum of 50% of a project cost.
- 3.5. Grants will not be awarded to cover costs that have already been incurred.

#### 4. ELIGIBLE PARTIES

##### 4.1. Grants can be applied for by:

- (a) Not-for-profit groups operating for the benefit of the community in Sandown.
- (b) Groups set up for charitable purposes,
- (c) Groups of people, not necessarily constituted who have specifically come together to run a project.
- (d) A new group being set up. For new groups information will be required on:
  - Why the group is being started the group and how it will be continued
  - If there is any support from people wanting to join or run the group
  - How it has been established there is a need for the proposed activity or project.
- (e) Applications from religious groups will be considered where a clear benefit to the wider community can be demonstrated, irrespective of their religious beliefs.
- (f) Applications from health, education or social services will be considered where there are benefits to the wider community and the project is in addition to statutory services.
- (g) Grants may only be awarded to branches of regional or national organisations which clearly demonstrate how the funding is to be used to specifically benefit the people of Sandown.

#### 5. INELIGIBLE PARTIES

- 5.1. Sandown Town Council is prevented by law from giving financial assistance to individuals.
- 5.2. Sandown Town Council will not provide a grant to aid commercial organisations which aim to generate a profit.

#### 6. ELIGIBLE PROJECTS OR ACTIVITIES

- 6.1. Grants will be awarded, at the discretion of the Sandown Town Council, to organisations and projects which provide or improve:
  - (a) Safety
  - (b) Recreation
  - (c) Community pride
  - (d) Sports
  - (e) Art, culture or heritage
  - (f) Services for children and young adults

- (g) Services for the elderly
- (h) Services for people with disabilities or;
- (i) Other projects or services which the Council considers will be of benefit to the local community or Sandown's residents.

## 7. IN-ELIGIBLE PROJECTS OR ACTIVITIES

7.1. Grants will not be awarded for projects or activities that:

- (a) Are statutory responsibilities.
- (b) Could reasonably be expected to be funded from other sources.
- (c) Could reasonably be expected to be funded from membership subscriptions.
- (d) Are political in nature.
- (e) Seek to promote or oppose a religious viewpoint or activity.
- (f) Seek to fund professional services.
- (g) Seek to fund salary, routine or other administration costs.

7.2. Grants cannot be awarded in relation to church buildings and other property owned by religious institutions.

## 8. APPLICATIONS

8.1. Applications are accepted at any time throughout the year but will not be considered until the next meeting of council.

8.2. Applications are considered in accordance with the policy and criteria set out above.

8.3. Grant applications will only be considered if:

8.3.1. Submitted using Sandown Town Councils Grant Application Form

Form A – Lower-Level Grants

Grant applications up to and including £200

Form B – Upper-Level Grants

Grant applications in excess of £500

8.3.2. Supported with all requested/relevant documentation.

8.3.3. All the questions on the application form are answered as fully as possible to provide a detailed picture of the proposed project or of the activities and of your organisation within the town.

8.4. Amounts over £500 will be given only in exceptional circumstances. If you feel you may have a special case, please discuss this with the Clerk in the first instance.

8.5. Grants applications should be submitted at least 14 days before the next meeting of council or will be considered at the following meeting.

## 9. CONSIDERATION OF APPLICATIONS

- 9.1. The council will consider if funding requested is commensurate to the benefit obtained by the residents of Sandown, including:
  - (a) How well the grant will meet the needs of the community.
  - (b) How effectively the grant will be used by the applicant.
  - (c) If the costs are reasonable and expected contributions that have been or are being raised locally are realistic.
  - (d) If the applicant could reasonably have been expected to obtain sufficient funding from a more appropriate source
  - (e) The constitution and management of the applicant.
- 9.2. The council reserved the right to seek additional information in relation to the application and the applicant including undertaking checks and balances.
- 9.3. Groups working with young people and/or vulnerable adults are required to have protection policies in place staff must have been subject to the required safeguarding checks.
- 9.4. Applicants will need to demonstrate that they have adequate public liability or other insurance for the planned activity or project.
- 9.5. If funding has previously been awarded for the same project or activity, the Council must be satisfied that the project or service was delivered to a satisfactory level.

## 10. AWARD OF GRANTS

- 10.1. Applicants will be informed of the decision on their grant application within two weeks of council considering the application.
- 10.2. Grant awards will by preference be paid by bank transfer into the bank account of the organisation. Payments will not usually be made to individuals, with the exception of the lower level grants where the organisation does not have/intend to have a bank account for the organisation can satisfy the Council that monies will be and have been appropriately spent.
- 10.3. The grant can only be awarded to the value approved by council.

## 11. GRANT AWARD CONDITIONS

- 11.1. Grant awards are made subject to the following conditions:
  - 11.1.1. The grant award must be used for the purpose detailed in the application.
  - 11.1.2. Monies must be used within one year of award. The council recognises that project timescales can slip for valid reasons. In such circumstances, the council expects to be informed of any issues.
  - 11.1.3. If a project does not ultimately proceed as planned, grant monies will be returned.
  - 11.1.4. Proof of purchase will be made available to the council if an award relates to a specific item.
  - 11.1.5. The applicant will provide to the council all such assistance as is reasonably necessary to enable the council to comply with its requirements under the freedom of information action.

11.1.6. The applicant will acknowledge the contribution made by the council when arranging promotional activity or literature including press releases relating to the application.

## 12. REPAYMENT OF GRANTS

12.1. Sandown Town Council will require repayment of monies if the applicant is unable to use the award for the stated purpose.

12.2. The council reserves the right to recover the grant and/or moveable equipment purchased with grant monies if:

- The organisation to which the grant was awarded ceases to exist
- The grant is not used for the purposes specified, or the applicant does not comply with the conditions of the grant.

12.3. Should dishonesty be found in relation to the application or spending the grant, the matter will be reported to the police and the Council will press for prosecution.

## 13. DATA PROTECTION

13.1. By submitting the application form, you give permission for Sandown Town Council to use the information that you provide for purposes including but not limited to:

- Establishing entitlement to a grant; and
- Inclusion in the council's records, including those which by law must be published.

13.2. Sandown Town Council aims to make the grant making and assessment process as open and clear as possible. Therefore, meetings are held in public and individual applications may be discussed in front of the public and press.

13.3. In certain circumstances the council recognises this is not appropriate and consideration is given to what information it would be appropriate to reveal, recognising the need to maintain the confidentiality of vulnerable groups and individuals, and their details will not be made public in any way, except as required by law.

13.4. If you think your application falls within this category, please notify the clerk on application.

## 14. CONTACT DETAILS

RFO: Jennifer Armstrong  
The Broadway Centre,  
1 Broadway,  
Sandown,  
Isle of Wight  
PO36 9GG

Tel: (01983) 408 287/ 300 329

Email: [rfo@sandowntowncouncil.gov.uk](mailto:rfo@sandowntowncouncil.gov.uk)





SANDOWN TOWN COUNCIL

# Grant Application - Form A

## Lower Level Grants - Up To £200

Please complete this form as clearly as possible. You may continue onto additional sheets, if necessary, but please indicate where you are doing so and ensure they are securely fastened to this form on submission. Please refer to our grant policy, before completion of this form.

### Applicant Details

#### A1. Name of Club/Organisation

Please give the name of your organisation as it appears on your constitution or set of rules if you have them.

#### A2. Name of Contact

This should be the main contact in respect of this application.

#### A3. Address

This should be the address of the organisation or the main address for correspondence.

#### A4. Additional Contact Details

Please provide daytime contact details for your organisation.

Phone:

Mobile:

Email:

**A5. Club/Organisation Description**

Briefly describe your organisation's activities/intended activities. Please include your aims and objectives and tell us how long your club/organisation has been in existence. If you are recently formed, please state that and whether your application relates to a one off project or a longer/ongoing activity.

--

**A6. Link to the Sandown Community**

Briefly explain how your organisation is linked to Sandown and supports its community.

--

**A7. Membership (if you have one) - number of individuals involved in the organisation/activities.**

Total Membership:	Adults:	Children:
Sandown Residents Membership:	Adults:	Children:

**A8. Registered charity no (if applicable)**

No:	Not Applicable:
-----	-----------------

**A9. VAT Registered**

No:	Not Applicable:
-----	-----------------



**C2. Additional Funding**

Please give details (including amounts and dates) of all other sources of funding you have secured for what this grant is going towards. This may include funding received from other bodies applied to for grant aid, own funds that will be contributed towards the project and contributions in kind received for this purpose. Sandown Town Council will usually not fund more than 50% of a project.


**C3. Previous Applications**

If your organisation has previously applied for a grant from Sandown Town Council, please provide the grant ID and details of the grant and what it was used for.

--

**Additional Information**

**D1. Additional Information**

Please use this section to provide us with any further information you feel is important to the consideration of your claim.

--

## Declaration

I certify that, to the best of my knowledge, all the information I have given in this application is correct and understand that any grant awarded and used for any other purpose than that detailed in this application or unused within 6 months must be returned in full to Sandown Town Council as set out in the Application Guidelines.

Signed

Date of Application

Name (in capitals)

Position in Club/Organisation

Please return completed forms to:

Town Clerk  
Sandown Town Council  
The Broadway Centre  
S1 Broadway  
Sandown  
IW  
PO36 9GG

Email signed forms to: [rfo@sandowntowncouncil.gov.uk](mailto:rfo@sandowntowncouncil.gov.uk)





SANDOWN TOWN COUNCIL

## Grant Application - Form B

### Upper Level Grants - Over £200

Please complete this form as clearly as possible. You may continue onto additional sheets, if necessary, but please indicate where you are doing so and ensure they are securely fastened to this form on submission. Please refer to our grant policy, before completion of this form.

#### Applicant Details

##### A1. Name of Club/Organisation

Please give the name of your organisation as it appears on your constitution or set of rules if you have them.

##### A2. Name of Contact

This should be the main contact in respect of this application.

##### A3. Address

This should be the address of the organisation or the main address for correspondence.

##### A4. Additional Contact Details

Please provide daytime contact details for your organisation.

Phone:

Mobile:

Email:

##### A5. Club/Organisation Description

Briefly describe your organisation's activities/intended activities. Please include your aims and objectives and tell us how long your club/organisation has been in existence. If you are recently formed, please state that and whether your application relates to a one off project or a longer/ongoing activity.

**A6. Link to the Sandown Community**

Briefly explain how your organisation is linked to Sandown and supports its community.

--

**A7. Membership (if you have one) - number of individuals involved in the organisation/activities.**

Total Membership:	Adults:	Children:
Sandown Residents Membership:	Adults:	Children:

**A8. Registered charity no (if applicable)**

No:	Not Applicable:
-----	-----------------

**A9. VAT Registered**

No:	Not Applicable:
-----	-----------------

**Grant Details**

**B1. Description**

Please briefly describe the project, scheme or service for which this grant is intended. Only applications for specific projects will be considered. Expenses linked to the day to day running of an organisation will not be funded.

--



### C3. Previous Applications

If your organisation has previously applied for a grant from Sandown Town Council, please provide the grant ID and details of the grant and what it was used for.

## Additional Information

### D1. Additional Information

Please use this section to provide us with any further information you feel is important to the consideration of your claim.

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### D2. Checklist

In order to consider your claim for a small grant the following materials must be submitted to Sandown Town Council with this completed form:

- A copy of your club/organisation's constitution or set of rules
- A copy of your bank statement and recent accounts
- A copy of any quotations as specified in section C1

## Declaration

I certify that, to the best of my knowledge, all the information I have given in this application is correct and understand that any grant awarded and used for any other purpose than that detailed in this application or unused within 6 months must be returned in full to Sandown Town Council as set out in the Application Guidelines.

Signed

Date of Application

Name (in capitals)

Position in Club/Organisation

Please return completed forms to:

Town Clerk  
Sandown Town Council  
The Broadway Centre  
S1 Broadway  
Sandown  
IW  
PO36 9GG

Email signed forms to: [rfo@sandowntowncouncil.gov.uk](mailto:rfo@sandowntowncouncil.gov.uk)



Cashed as of 31 March 2024					Balance Carried Forward	455,072.47
Voucher	Date	Cheque No	Supplier	Description		Total
576	01/03/2024		Gallagher (Hiscock Insurance Company Ltd)	Insurance		663.74
577	04/03/2024		Lake Cleaning & Catering Supplies	Cleaning Materials		28.24
578	04/03/2024		Danfo (UK) Ltd	Cleaning		4060.10
579	04/03/2024		Island Environmental Hygiene	Sanitary Services		60.84
580	04/03/2024		Focus Plumbing and Heating	Yaverland - Toilet Repairs		978.00
581	04/03/2024		Focus Plumbing and Heating	Yaverland - Toilet Repairs		840.00
582	04/03/2024		Sight for Wight (IWSB)	Braille Documents		316.25
583	04/03/2024		Garden Tidy	Grass Cutting		90.00
584	04/03/2024		Garden Tidy	Playground Repair		25.00
585	04/03/2024		Garden Tidy	Grounds Maintenance and Hedge Cutting		20.00
586	04/03/2024		Garden Tidy	Litter Picking and Bin Emptying		100.00
587	04/03/2024		WBS Wight Business Services	Office Equipment/Stationary		346.80
588	04/03/2024		WBS Wight Business Services	Office Equipment/Stationary		38.52
589	04/03/2024		WBS Wight Business Services	Stationary		23.00
590	11/03/2024		Keep Britain Tidy	Seaside Award		734.58
591	11/03/2024		John O'Conner	Grass Cutting (Los Altos)		523.70
592	11/03/2024		SLCC Enterprises	SLCC Membership		288.00
593	11/03/2024		Garden Tidy	Litter Picking and Bin Emptying		100.00
594	11/03/2024		Isle of Wight Council	Bay Place Plans Costs		353.90
595	11/03/2024		The Lock Shop	Door guard parts		150.00
611	14/03/2024		Richard Priest	Expenses - Key cutting (lock-up)		12.00
612	14/03/2024		Richard Priest	Expenses - Event Refreshments		43.27
613	14/03/2024		Richard Priest	Expenses - Stationary		3.60
614	14/03/2024		Richard Priest	Expenses - Chocolates		27.88

Voucher	Date	Cheque No	Supplier	Description	VAT	Total
615	14/03/2024		Richard Priest	Expenses - Batteries		4.55
616	18/03/2024		Danfo (UK) Ltd	St Johns Toilet Re-provision		220.43
621	19/03/2024		Community Action Isle of Wight	Salaries		11591.05
622	19/03/2024		Sight for Wight (IWSB)	Braille Documents		57.50
623	19/03/2024		PCC Christ Church	Grant - Warm Spaces		1500.00
624	19/03/2024		Lake Methodist Church	Grant - Warm Spaces		1500.00
625	19/03/2024		Age Concern	Grant - Warm Spaces		1500.00
626	19/03/2024		Free Food Sandown	Grant - Warm Spaces		1500.00
627	21/03/2024		Screwfix	Tools		62.98
628	25/03/2024		Martin Ralph	Eastern Gardens - Repair		210.00
629	25/03/2024		Crystal Clear Windows	Window Cleaning		20.00
630	25/03/2024		Heritage Attractions Ltd	Electricity - Sandham Lights		71.34
631	25/03/2024		Amazon	Stationary		48.59
632	25/03/2024		Pc Consultants	ICT Support (inc backup)		124.80
633	25/03/2024		Garden Tidy	Grass Cutting (SJP)		80.00
634	25/03/2024		Garden Tidy	Playground Repair		100.00
635	25/03/2024		Garden Tidy	Litter Picking and Bin Emptying		125.00
636	25/03/2024		Garden Tidy	Grass Cutting (SJP)		80.00
637	25/03/2024		Pc Consultants	ICT Support (inc backup)		124.80
638	25/03/2024		Pc Consultants	ICT Support (inc backup)		124.80
639	25/03/2024		Pc Consultants	ICT Support (inc backup)		124.80
640	28/03/2024		John O'Conner	Grass Cutting (Los Altos)		523.70
641	28/03/2024		DS Home Improvements	Remedial Works - Fire Risk Assessment		1400.00
642	28/03/2024		Garden Tidy	Grass Cutting (Spare ground - sandham)		80.00
643	28/03/2024		Danfo (UK) Ltd	Eastern gardens		4060.10
644	27/03/2024		Business Stream	Water		660.78
				<b>End Balance</b>		<b>35,722.64</b>
						<b>490,795.11</b>

Signed

Signed





## SANDOWN TOWN COUNCIL

## Item 11(2) - Paper F

Prepared by: \_\_\_\_\_

Date: \_\_\_\_\_

*Name and Role (Clerk/RFO etc)*

Approved by: \_\_\_\_\_

Date: \_\_\_\_\_

*Name and Role (RFO/Chair of Finance etc)*

	<b>Bank Reconciliation at 31/03/2024</b>		
	Cash in Hand 01/04/2023		379,944.91
	<b>ADD</b> Receipts 01/04/2023 - 31/03/2024		694,742.27
			1,074,687.18
	<b>SUBTRACT</b> Payments 01/04/2023 - 31/03/2024		490,795.11
<b>A</b>	<b>Cash in Hand 31/03/2024</b> (per Cash Book)		<b>583,892.07</b>
	Cash in hand per Bank Statements		
	Petty Cash 31/03/2024	0.00	
	6 - Temporary Fixed Term Deposit 31/03/2024	0.00	
	5 - 32 Day Access Acc Number TB 31/03/2024	402,115.89	
	2 - Treasurers Account 30-97-42 1 31/03/2024	0.00	
	3 - Reserves 30-97-42 24097868 31/03/2024	0.00	
	4 - Business Bank Instant 30-97-4 31/03/2024	136,658.86	
	1 - Treasurers Account 30-97-42 0 31/03/2024	45,117.32	
			<b>583,892.07</b>
	Less unrepresented payments		
			583,892.07
	Plus unrepresented receipts		
<b>B</b>	<b>Adjusted Bank Balance</b>		<b>583,892.07</b>
	<b>A = B Checks out OK</b>		



**SANDOWN TOWN COUNCIL**  
**Net Position by Cost Centre and Code**

**Item 11(3) - Paper G**

Cost Centre Name

**ADMINISTRATION**

Code	Title	Bal. B/Fwd.	Receipts		Payments		Current Balance
			Budget	Actual	Budget	Actual	Budget
1	Audit - Internal				278.00	250.00	28.00
2	Audit - External				1,865.00		1,865.00
3	Broadband and Telephone				672.00	534.99	137.01
4	Broadband and Telephone				175.00		175.00
5	County Association Memb				881.00	10.00	871.00
6	ICO Registration				44.00	35.00	9.00
7	ICT Capital (equipment) - I				1,000.00		1,000.00
8	ICT Consumables				117.00	261.74	-144.74
9	ICT Repair and Maintenanc				233.00	446.00	-213.00
10	ICT Accounting Software				1,140.00	1,140.00	
11	ICT Domain Registration				87.00		87.00
12	ICT Office 365				342.00	370.80	-28.80
13	ICT Email Hosting				444.00	288.00	156.00
14	ICT Adobe/Zoom/Survey M				1,116.00	486.00	630.00
15	ICT Antivirus				50.00		50.00
16	Insurance				6,897.00	7,271.15	-374.15
17	Mayors Board				41.00	40.00	1.00
18	Office Equipment Service				79.00	76.49	2.51
19	Photocopier				596.00	391.54	204.46
20	Postage				119.00	28.10	90.90
21	Professional Fees (Sites -				1,500.00	1,907.00	-407.00
22	Professional Fees Payroll				966.00	334.50	631.50
24	Professional Fees - Contr				2,500.00	6,373.92	-3,873.92
25	Professional Fees Accessi				899.00	787.75	111.25
26	Public Works Loan				33,516.00	33,138.98	377.02
27	Stationary				651.00	1,137.51	-486.51
202	VAT Refund						
203	Grants						
204	Donations						
205	Bank Interest			13,474.48			13,474.48
207	Insurance Claim						
208	Misc Hire						
223	Recharges			11,731.20	1,803.46		9,927.74
224	Regeneration	5,000.00			5,294.92		-294.92
226	Journal Entry			-0.01			-0.01
227	Professional Fees - Legal						
		<b>£5,000.00</b>		<b>£25,205.67</b>	<b>56,208.00</b>	<b>£62,407.85</b>	<b>24,005.82</b>

**ADVERTS & PUBLICITY**

Code	Title	Bal. B/Fwd.	Receipts		Payments		Current Balance
			Budget	Actual	Budget	Actual	Budget
28	Adverts				537.00	266.90	270.10
29	ICT Web-Hosting				268.00	241.88	26.12
30	Contribution to Hard Copy						
					<b>805.00</b>	<b>£508.78</b>	<b>296.22</b>

**BEACHES**

Code	Title	Bal. B/Fwd.	Receipts		Payments		Current Balance
			Budget	Actual	Budget	Actual	Budget
31	Beach Cleaning (Bins)				16,030.00	13,507.69	2,522.31
32	Bouys				5,929.00	5,777.07	151.93
33	Life Boat				2,000.00	2,000.00	
34	Lifeguard Equipment and I				6,500.00	6,500.00	
35	Beach Safety Service				16,000.00	16,000.00	
36	Beach Safety Base(Capita				4,000.00		4,000.00
37	Beach Storage				111.00		111.00
38	Tourism Blue Flag/Seasid				900.00	612.15	287.85
212	Beach Saftey Base Mainte				2,000.00	1,849.92	150.08
222	Beach Maintenance and F	20,000.00				2,870.00	17,130.00
228	Mechanical Raking						
229	Matting for Wheel Chairs						
		<b>£20,000.00</b>			<b>53,470.00</b>	<b>£49,116.83</b>	<b>24,353.17</b>

Current Balance = Balance B/Fwd - (Receipt Budget - Actual Receipt) + (Payment Budget - Actual Payments)

**SANDOWN TOWN COUNCIL**  
**Net Position by Cost Centre and Code**

# Item 11(3) - Paper G

Cost Centre Name

**BROADWAY CENTRE**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
39	Independent Cleaner (Ad I				1,000.00	1,700.70	-700.70
40	Business Rates				4,708.00	4,441.10	266.90
41	CCTV				200.00		200.00
42	Microphones and Loop (C				1,000.00		1,000.00
43	Furniture and fittings				500.00	681.73	-181.73
44	Landscape				500.00	210.00	290.00
45	Licenses (music , microph				1,050.00	606.00	444.00
46	Repair and Maintenance (				500.00	125.00	375.00
47	Repair & Maint. Sundries				1,376.00	1,088.52	287.48
48	Repair and Maintenance (			332.62	5,000.00	3,253.51	2,079.11
49	Service Alarms/CCTV/Boil				951.00	989.06	-38.06
50	Service Fire Extinguishers					255.98	-255.98
51	Signage				113.00	99.87	13.13
52	Utilities - Gas				3,348.00	1,560.03	1,787.97
53	Utilities Water				749.00	521.91	227.09
54	Utilities - Electric				3,454.00	1,580.03	1,873.97
55	Waste Collection (General				1,866.00	1,920.38	-54.38
56	Waste Collection (Sanitary				387.00	243.17	143.83
206	Room Hire			29,459.50			29,459.50
213	Meeting Room Loop	700.00			700.00		1,400.00
		<b>£700.00</b>		<b>£29,792.12</b>	<b>27,402.00</b>	<b>£19,276.99</b>	<b>38,617.13</b>

**CIVIC**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
57	Remembrance Wreaths				233.00	60.00	173.00
58	Remembrance Events				1,748.00	550.50	1,197.50
59	Civic Celebrations				500.00		500.00
72	Town Crier						
					<b>2,481.00</b>	<b>£610.50</b>	<b>1,870.50</b>

**CIVIC SPACE**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
60	Christmas Tree and Lights				999.00	841.67	157.33
61	Christmas Tree and Lights				200.00		200.00
62	Decorative Lighting Maint				3,000.00		3,000.00
63	Decorative Lighting Capit				5,000.00		5,000.00
64	Defib Pads				233.00		233.00
65	Environment Officer						
66	Ferncliff - Grounds Mainte				1,108.00	440.00	668.00
67	Green Towns				2,500.00	2,500.00	
68	Hanging Baskets Planting				1,500.00	1,865.72	-365.72
69	Hanging Baskets Watering				8,000.00	5,510.30	2,489.70
70	Los Altos Grass Cut				6,065.00	5,511.66	553.34
71	Revetment Lighting				444.00		444.00
73	Place Plan/Town Improver	2,420.00			2,500.00		4,920.00
74	War Memorial (Esplanade			3,688.80	500.00	4,192.50	-3.70
75	War Memorial (Animal) M				500.00		500.00
230	Planning Enforcement						
		<b>£2,420.00</b>		<b>£3,688.80</b>	<b>32,549.00</b>	<b>£20,861.85</b>	<b>17,795.95</b>

**COMMUNITY GRANTS & EVENTS**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
76	Schools	900.00			1,000.00	1,337.25	562.75
77	Carnival Association Even				2,000.00	2,000.00	
78	Grants	1,000.00		12,000.00	1,000.00	13,000.00	1,000.00
79	Youth Provision (Revenue				15,000.00	15,000.00	
231	Grants Football Club						
232	Grants Xmas Funday						
233	Youth Provision -Capital p						
		<b>£1,900.00</b>		<b>£12,000.00</b>	<b>19,000.00</b>	<b>£31,337.25</b>	<b>1,562.75</b>

Current Balance = Balance B/Fwd - (Receipt Budget - Actual Receipt) + (Payment Budget - Actual Payments)

**SANDOWN TOWN COUNCIL**  
**Net Position by Cost Centre and Code**

**Item 11(3) - Paper G**

Cost Centre Name

**COUNCILLORS**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
80	Election						
81	Hospitality						
82	Mayor Allowance				500.00	500.00	
83	Training				1,000.00		1,000.00
					<b>1,500.00</b>	<b>£500.00</b>	<b>1,000.00</b>

**ISLE OF WIGHT COUNCIL PRECEPT**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
201	IWC Precept		531,299.00	531,299.00			
			<b>531,299.00</b>	<b>£531,299.00</b>			

**SANDHAM GARDENS (GENERAL)**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
84	Grounds Maintenance, Dr				1,665.00		1,665.00
85	Grounds Maintenance, Gr				800.00	160.00	640.00
86	Grounds Maintenance, Tre						
87	Grounds Maintenance, We				555.00	460.00	95.00
88	Kerbing						
89	Lighting (Electricity)				1,800.00	608.16	1,191.84
90	Maintenance and Repair				6,000.00	906.66	5,093.34
91	Signage (Sandham)				300.00	15.49	284.51
93	Grounds Maintenance, Gr				4,262.00	2,530.00	1,732.00
94	Inspections				1,147.00	2,754.00	-1,607.00
95	Litter Picking				3,469.00	5,790.00	-2,321.00
98	CCTV				3,500.00		3,500.00
209	Land Lease			7,500.00			7,500.00
214	Lighting Repair						
				<b>£7,500.00</b>	<b>23,498.00</b>	<b>£13,224.31</b>	<b>17,773.69</b>

**SANDHAM GARDENS (MUGA)**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
92	Replacement of MUGA - F				10,000.00		10,000.00
215	Muga (Repair)	5,000.00			5,000.00		10,000.00
234	Grant Match Funding						
			<b>£5,000.00</b>		<b>15,000.00</b>		<b>20,000.00</b>

**SANDHAM GARDENS (SJP)**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
96	Playground Renewal Func				10,000.00		10,000.00
97	Repair/replace (damage)				5,000.00	6,525.54	-1,525.54
					<b>15,000.00</b>	<b>£6,525.54</b>	<b>8,474.46</b>

**SANDHAM GARDENS (SKATE PARK)**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
99	Maintenance and Repair				6,660.00	4,997.48	1,662.52
100	Replacement RESERVES				10,000.00		10,000.00
					<b>16,660.00</b>	<b>£4,997.48</b>	<b>11,662.52</b>

**STAFFING**

<u>Code</u>	<u>Title</u>	<u>Bal. B/Fwd.</u>	<u>Receipts</u>		<u>Payments</u>		<u>Current Balance</u>
			<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
101	Expenses (Milage etc)				1,252.00	80.73	1,171.27
102	Locum Clerk				1,000.00		1,000.00

Current Balance = Balance B/Fwd - (Receipt Budget - Actual Receipt) + (Payment Budget - Actual Payments)

**SANDOWN TOWN COUNCIL**  
**Net Position by Cost Centre and Code**

# Item 11(3) - Paper G

**Cost Centre Name**

103 Professional Subscriptions	343.00	807.00	-464.00
104 Salaries	103,457.00	62,423.13	41,033.87
105 Salaries - HMRC	8,706.00	43,190.59	-34,484.59
106 Salaries - Pension	29,025.00	21,712.00	7,313.00
107 Training	1,166.00	810.00	356.00
216 Recruitment	1,166.00		1,166.00
	<b>146,115.00</b>	<b>£129,023.45</b>	<b>17,091.55</b>

**TOILETS**

Code	Title	Bal. B/Fwd.	Receipts		Payments		Current Balance	
			Budget	Actual	Budget	Actual	Budget	
108	Cleaning and Security, Cle				39,777.00	43,190.12	-3,413.12	
109	Refurbishment (Eastern C				300,000.00		300,000.00	
110	Repair and Maintenance ,				9,347.00	19,726.18	-10,379.18	
111	Repair and Maintenance ,					35.87	-35.87	
112	Testing and Service (inc S				2,676.00	225.00	2,451.00	
113	Utilities, Electric				3,995.00	2,870.86	1,124.14	
114	Utilities, Water				1,101.00	4,365.45	-3,264.45	
115	Inspection (inc. Legionella				344.00	390.10	-46.10	
116	Waste (Toilets)				1,455.00	439.30	1,015.70	
211	WC Income			9,062.22		1,169.64	7,892.58	
217	Business Rates (Yaverlan				6,035.00	4,673.40	1,361.60	
218	St Johns (Capital)				5,000.00		5,000.00	
219	Eastern Gardens (Capital)				5,000.00		5,000.00	
220	Pier Street Running Costs				2,000.00	4,011.94	-2,011.94	
221	Pier Street (Refurbishmen				200,000.00		200,000.00	
225	Changing Places			17,000.00		36,130.50	-19,130.50	
235	Eastern Gardens External							
236	Eastern Gardens- Decomr							
237	Eastern Gardens Viewing							
238	Refurbishment - Yaverlanc							
239	Inspection and Testing Stri							
240	Changing Places Equipme							
241	Changing Places Cleaning							
242	Changing Places Repair a							
243	Nayax							
					<b>£26,062.22</b>	<b>576,730.00</b>	<b>£117,228.36</b>	<b>485,563.86</b>

<b>NET TOTAL</b>	<b>£35,020.00</b>	<b>531,299.00</b>	<b>£635,547.81</b>	<b>986,418.00</b>	<b>£455,619.19</b>	<b>670,067.62</b>
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**SANDOWN TOWN COUNCIL**  
**Summary of Income & Expenditure 2023-2024** **Item 11(4) - Paper H**  
**All Cost Centres and Codes (Between 01/04/2023 and 31/03/2024)**

**ADMINISTRATION**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
1	Audit - Internal				278.00	250.00	28.00	28.00 (10%)
2	Audit - External				1,865.00		1,865.00	1,865.00 (100%)
3	Broadband and Telephone Monthly				672.00	583.99	88.01	88.01 (13%)
4	Broadband and Telephone Repair				175.00		175.00	175.00 (100%)
5	County Association Membership F				881.00	10.00	871.00	871.00 (98%)
6	ICO Registration				44.00	35.00	9.00	9.00 (20%)
7	ICT Capital (equipment) - RESERV				1,000.00		1,000.00	1,000.00 (100%)
8	ICT Consumables				117.00	261.74	-144.74	-144.74 (-123%)
9	ICT Repair and Maintenance				233.00	446.00	-213.00	-213.00 (-91%)
10	ICT Accounting Software				1,140.00	1,140.00		(0%)
11	ICT Domain Registration				87.00		87.00	87.00 (100%)
12	ICT Office 365				342.00	370.80	-28.80	-28.80 (-8%)
13	ICT Email Hosting				444.00	288.00	156.00	156.00 (35%)
14	ICT Adobe/Zoom/Survey Monkey				1,116.00	486.00	630.00	630.00 (56%)
15	ICT Antivirus				50.00		50.00	50.00 (100%)
16	Insurance				6,897.00	7,271.15	-374.15	-374.15 (-5%)
17	Mayors Board				41.00	40.00	1.00	1.00 (2%)
18	Office Equipment Service PAT Tes				79.00	76.49	2.51	2.51 (3%)
19	Photocopier				596.00	539.89	56.11	56.11 (9%)
20	Postage				119.00	28.10	90.90	90.90 (76%)
21	Professional Fees (Sites - Plannin				1,500.00	1,907.00	-407.00	-407.00 (-27%)
22	Professional Fees Payroll				966.00	334.50	631.50	631.50 (65%)
24	Professional Fees - Contract, lease				2,500.00	6,373.92	-3,873.92	-3,873.92 (-154%)
25	Professional Fees Accessible Forn				899.00	787.75	111.25	111.25 (12%)
26	Public Works Loan				33,516.00	33,138.98	377.02	377.02 (1%)
27	Stationary				651.00	1,137.51	-486.51	-486.51 (-74%)
202	VAT Refund							(N/A)
203	Grants							(N/A)
204	Donations							(N/A)
205	Bank Interest		13,474.48	13,474.48				13,474.48 (N/A)
207	Insurance Claim							(N/A)
208	Misc Hire							(N/A)
223	Recharges		14,531.78	14,531.78		1,803.46	-1,803.46	12,728.32 (N/A)
224	Regeneration					5,294.92	-5,294.92	-5,294.92 (N/A)
226	Journal Entry		-0.01	-0.01				-0.01 (N/A)
227	Professional Fees - Legal Advice							(N/A)
<b>SUB TOTAL</b>			<b>28,006.25</b>	<b>28,006.25</b>	<b>56,208.00</b>	<b>62,605.20</b>	<b>-6,397.20</b>	<b>21,609.05 (N/A)</b>

**ADVERTS & PUBLICITY**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
28	Adverts				537.00	266.90	270.10	270.10 (50%)
29	ICT Web-Hosting				268.00	241.88	26.12	26.12 (9%)
30	Contribution to Hard Copy Pub.							(N/A)
<b>SUB TOTAL</b>					<b>805.00</b>	<b>508.78</b>	<b>296.22</b>	<b>296.22 (N/A)</b>

**SANDOWN TOWN COUNCIL**  
**Summary of Income & Expenditure 2023-2024**  
**All Cost Centres and Codes (Between 01/04/2023 and 31/03/2024)**

**BEACHES**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
31	Beach Cleaning (Bins)				16,030.00	13,507.69	2,522.31	2,522.31 (15%)
32	Bouys				5,929.00	5,777.07	151.93	151.93 (2%)
33	Life Boat				2,000.00	2,000.00		(0%)
34	Lifeguard Equipment and training				6,500.00	6,500.00		(0%)
35	Beach Safety Service				16,000.00	16,000.00		(0%)
36	Beach Safety Base(Capital)				4,000.00		4,000.00	4,000.00 (100%)
37	Beach Storage				111.00		111.00	111.00 (100%)
38	Tourism Blue Flag/Seaside award				900.00	612.15	287.85	287.85 (31%)
212	Beach Safety Base Maintenance &				2,000.00	1,400.48	599.52	599.52 (29%)
222	Beach Maintenance and Repairs					2,870.00	-2,870.00	-2,870.00 (N/A)
228	Mechanical Raking							(N/A)
229	Matting for Wheel Chairs							(N/A)
<b>SUB TOTAL</b>					<b>53,470.00</b>	<b>48,667.39</b>	<b>4,802.61</b>	<b>4,802.61 (N/A)</b>

**BROADWAY CENTRE**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
39	Independent Cleaner (Ad Hoc)				1,000.00	1,700.70	-700.70	-700.70 (-70%)
40	Business Rates				4,708.00	4,441.10	266.90	266.90 (5%)
41	CCTV				200.00		200.00	200.00 (100%)
42	Microphones and Loop (Capital)				1,000.00		1,000.00	1,000.00 (100%)
43	Furniture and fittings				500.00	681.73	-181.73	-181.73 (-36%)
44	Landscape				500.00	210.00	290.00	290.00 (58%)
45	Licenses (music , microphone)				1,050.00	606.00	444.00	444.00 (42%)
46	Repair and Maintenance (Door Sy:				500.00	125.00	375.00	375.00 (75%)
47	Repair & Maint. Sundries (cleanin:				1,376.00	1,088.52	287.48	287.48 (20%)
48	Repair and Maintenance (General)		332.62	332.62	5,000.00	3,253.51	1,746.49	2,079.11 (41%)
49	Service Alarms/CCTV/Boiler/Electr				951.00	989.06	-38.06	-38.06 (-4%)
50	Service Fire Extinguishers					255.98	-255.98	-255.98 (N/A)
51	Signage				113.00	99.87	13.13	13.13 (11%)
52	Utilities - Gas				3,348.00	1,560.03	1,787.97	1,787.97 (53%)
53	Utilities Water				749.00	521.91	227.09	227.09 (30%)
54	Utilities - Electric				3,454.00	-365.93	3,819.93	3,819.93 (110%)
55	Waste Collection (General and Coi				1,866.00	1,955.51	-89.51	-89.51 (-4%)
56	Waste Collection (Sanitary)				387.00	243.17	143.83	143.83 (37%)
206	Room Hire		29,425.86	29,425.86				29,425.86 (N/A)
213	Meeting Room Loop		-2,700.00	-2,700.00	700.00		700.00	-2,000.00 (-285%)
<b>SUB TOTAL</b>			<b>27,058.48</b>	<b>27,058.48</b>	<b>27,402.00</b>	<b>17,366.16</b>	<b>10,035.84</b>	<b>37,094.32 (N/A)</b>

**CIVIC**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
57	Remembrance Wreaths				233.00	60.00	173.00	173.00 (74%)
58	Remembrance Events				1,748.00	550.50	1,197.50	1,197.50 (68%)
59	Civic Celebrations				500.00		500.00	500.00 (100%)
72	Town Crier							(N/A)

**SANDOWN TOWN COUNCIL**  
**Summary of Income & Expenditure 2023-2024**  
All Cost Centres and Codes (Between 01/04/2023 and 31/03/2024)

SUB TOTAL					2,481.00	610.50	1,870.50	1,870.50 (N/A)
<b>CIVIC SPACE</b>								
		Income			Expenditure			Net Position
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
60	Christmas Tree and Lights				999.00	841.67	157.33	157.33 (15%)
61	Christmas Tree and Lights New lig				200.00		200.00	200.00 (100%)
62	Decorative Lighting Maintenance				3,000.00		3,000.00	3,000.00 (100%)
63	Decorative Lighting Capital Replac				5,000.00		5,000.00	5,000.00 (100%)
64	Defib Pads				233.00		233.00	233.00 (100%)
65	Environment Officer							(N/A)
66	Fernduff - Grounds Maintenance ar				1,108.00	440.00	668.00	668.00 (60%)
67	Green Towns				2,500.00	2,500.00		(0%)
68	Hanging Baskets Planting				1,500.00	1,865.72	-365.72	-365.72 (-24%)
69	Hanging Baskets Watering				8,000.00	5,510.30	2,489.70	2,489.70 (31%)
70	Los Altos Grass Cut				6,065.00	5,511.66	553.34	553.34 (9%)
71	Revetment Lighting				444.00		444.00	444.00 (100%)
73	Place Plan/Town Improvement Fur				2,500.00		2,500.00	2,500.00 (100%)
74	War Memorial (Esplanade) Mainte		3,688.80	3,688.80	500.00	4,192.50	-3,692.50	-3.70 (-0%)
75	War Memorial (Animal) Maintenan				500.00		500.00	500.00 (100%)
230	Planning Enforcement							(N/A)
<b>SUB TOTAL</b>			<b>3,688.80</b>	<b>3,688.80</b>	<b>32,549.00</b>	<b>20,861.85</b>	<b>11,687.15</b>	<b>15,375.95 (N/A)</b>
<b>COMMUNITY GRANTS &amp; EVENTS</b>								
		Income			Expenditure			Net Position
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
76	Schools				1,000.00	1,337.25	-337.25	-337.25 (-33%)
77	Carnival Association Events				2,000.00	2,000.00		(0%)
78	Grants		29,000.00	29,000.00	1,000.00	13,000.00	-12,000.00	17,000.00 (1700%)
79	Youth Provision (Revenue)				15,000.00	15,000.00		(0%)
231	Grants Football Club							(N/A)
232	Grants Xmas Funday							(N/A)
233	Youth Provision -Capital project							(N/A)
<b>SUB TOTAL</b>			<b>29,000.00</b>	<b>29,000.00</b>	<b>19,000.00</b>	<b>31,337.25</b>	<b>-12,337.25</b>	<b>16,662.75 (N/A)</b>
<b>COUNCILLORS</b>								
		Income			Expenditure			Net Position
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
80	Election							(N/A)
81	Hospitality							(N/A)
82	Mayor Allowance				500.00	500.00		(0%)
83	Training				1,000.00		1,000.00	1,000.00 (100%)
<b>SUB TOTAL</b>					<b>1,500.00</b>	<b>500.00</b>	<b>1,000.00</b>	<b>1,000.00 (N/A)</b>
<b>ISLE OF WIGHT COUNCIL PRECEPT</b>								
		Income			Expenditure			Net Position
Code	Title	Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
201	IWC Precept	531,299.00	531,299.00					(0%)

**SANDOWN TOWN COUNCIL**  
**Summary of Income & Expenditure 2023-2024**  
All Cost Centres and Codes (Between 01/04/2023 and 31/03/2024)

<b>SUB TOTAL</b>	<b>531,299.00</b>	<b>531,299.00</b>			<b>(0%)</b>
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**SANDHAM GARDENS (GENEF)**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
84	Grounds Maintenance, Drainage				1,665.00		1,665.00	1,665.00 (100%)
85	Grounds Maintenance, Grass Cutt				800.00	160.00	640.00	640.00 (80%)
86	Grounds Maintenance, Tree Care							(N/A)
87	Grounds Maintenance, Weed Trea				555.00	460.00	95.00	95.00 (17%)
88	Kerbing							(N/A)
89	Lighting (Electricity)				1,800.00	684.42	1,115.58	1,115.58 (61%)
90	Maintenance and Repair				6,000.00	2,295.89	3,704.11	3,704.11 (61%)
91	Signage (Sandham)				300.00	15.49	284.51	284.51 (94%)
93	Grounds Maintenance, Grass Cutt				4,262.00	2,530.00	1,732.00	1,732.00 (40%)
94	Inspections				1,147.00	3,054.00	-1,907.00	-1,907.00 (-166%)
95	Litter Picking				3,469.00	5,740.00	-2,271.00	-2,271.00 (-65%)
98	CCTV				3,500.00		3,500.00	3,500.00 (100%)
209	Land Lease		10,000.00	10,000.00				10,000.00 (N/A)
214	Lighting Repair							(N/A)
<b>SUB TOTAL</b>			<b>10,000.00</b>	<b>10,000.00</b>	<b>23,498.00</b>	<b>14,939.80</b>	<b>8,558.20</b>	<b>18,558.20 (N/A)</b>

**SANDHAM GARDENS (MUGA)**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
92	Replacement of MUGA - RESERV				10,000.00		10,000.00	10,000.00 (100%)
215	Muga (Repair)				5,000.00		5,000.00	5,000.00 (100%)
234	Grant Match Funding							(N/A)
<b>SUB TOTAL</b>					<b>15,000.00</b>		<b>15,000.00</b>	<b>15,000.00 (N/A)</b>

**SANDHAM GARDENS (SJP)**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
96	Playground Renewal Fund - RESE				10,000.00		10,000.00	10,000.00 (100%)
97	Repair/replace (damage)				5,000.00	6,525.54	-1,525.54	-1,525.54 (-30%)
<b>SUB TOTAL</b>					<b>15,000.00</b>	<b>6,525.54</b>	<b>8,474.46</b>	<b>8,474.46 (-30%)</b>

**SANDHAM GARDENS (SKATE)**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
99	Maintenance and Repair				6,660.00	4,997.48	1,662.52	1,662.52 (24%)
100	Replacement RESERVES				10,000.00		10,000.00	10,000.00 (100%)
<b>SUB TOTAL</b>					<b>16,660.00</b>	<b>4,997.48</b>	<b>11,662.52</b>	<b>11,662.52 (24%)</b>

**STAFFING**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
101	Expenses (Milage etc)				1,252.00	80.73	1,171.27	1,171.27 (93%)

**SANDOWN TOWN COUNCIL**  
**Summary of Income & Expenditure 2023-2024**  
**All Cost Centres and Codes (Between 01/04/2023 and 31/03/2024)**

102 Locum Clerk		1,000.00		1,000.00	1,000.00 (100%)
103 Professional Subscriptions		343.00	807.00	-464.00	-464.00 (-135%)
104 Salaries		103,457.00	62,423.13	41,033.87	41,033.87 (39%)
105 Salaries - HMRC		8,706.00	43,190.59	-34,484.59	-34,484.59 (-396%)
106 Salaries - Pension		29,025.00	21,712.00	7,313.00	7,313.00 (25%)
107 Training		1,166.00	810.00	356.00	356.00 (30%)
216 Recruitment		1,166.00		1,166.00	1,166.00 (100%)
<b>SUB TOTAL</b>		<b>146,115.00</b>	<b>129,023.45</b>	<b>17,091.55</b>	<b>17,091.55 (93%)</b>

**TOILETS**

Code	Title	Income			Expenditure			Net Position
		Budgeted	Actual	Variance	Budgeted	Actual	Variance	+/- Under/over spend
108	Cleaning and Security, Cleaning				39,777.00	40,203.87	-426.87	-426.87 (-1%)
109	Refurbishment (Eastern Gardens)				300,000.00		300,000.00	300,000.00 (100%)
110	Repair and Maintenance , Repairs				9,347.00	19,726.18	-10,379.18	-10,379.18 (-111%)
111	Repair and Maintenance , Sundrie					35.87	-35.87	-35.87 (N/A)
112	Testing and Service (inc Solar),				2,676.00	225.00	2,451.00	2,451.00 (91%)
113	Utilities, Electric				3,995.00	3,297.92	697.08	697.08 (17%)
114	Utilities, Water				1,101.00	4,448.93	-3,347.93	-3,347.93 (-304%)
115	Inspection (inc. Legionella)				344.00	390.10	-46.10	-46.10 (-13%)
116	Waste (Toilets)				1,455.00	414.60	1,040.40	1,040.40 (71%)
211	WC Income		8,742.62	8,742.62		1,169.64	-1,169.64	7,572.98 (N/A)
217	Business Rates (Yaverland)				6,035.00	4,673.40	1,361.60	1,361.60 (22%)
218	St Johns (Capital)				5,000.00		5,000.00	5,000.00 (100%)
219	Eastern Gardens (Capital)				5,000.00		5,000.00	5,000.00 (100%)
220	Pier Street Running Costs				2,000.00	4,011.94	-2,011.94	-2,011.94 (-100%)
221	Pier Street (Refurbishment )				200,000.00		200,000.00	200,000.00 (100%)
225	Changing Places		17,000.00	17,000.00		72,261.00	-72,261.00	-55,261.00 (N/A)
235	Eastern Gardens External Works -					5,658.00	-5,658.00	-5,658.00 (N/A)
236	Eastern Gardens- Decommissionir					1,048.00	-1,048.00	-1,048.00 (N/A)
237	Eastern Gardens Viewing Platform					2,433.00	-2,433.00	-2,433.00 (N/A)
238	Refurbishment - Yaverland							(N/A)
239	Inspection and Testing Structural							(N/A)
240	Changing Places Equipment Servi							(N/A)
241	Changing Places Cleaning and Se							(N/A)
242	Changing Places Repair and Main							(N/A)
243	Nayax		256.10	256.10		-333.44	333.44	589.54 (N/A)
<b>SUB TOTAL</b>			<b>25,998.72</b>	<b>25,998.72</b>	<b>576,730.00</b>	<b>159,664.01</b>	<b>417,065.99</b>	<b>443,064.71 (N/A)</b>

Restated (N/A)

<b>NET TOTAL</b>	<b>531,299.00</b>	<b>655,051.25</b>	<b>123,752.25</b>	<b>986,418.00</b>	<b>497,607.41</b>	<b>488,810.59</b>	<b>612,562.84 (40%)</b>
<b>V.A.T.</b>		<b>59,570.46</b>			<b>35,175.92</b>		
<b>GROSS TOTAL</b>		<b>714,621.71</b>			<b>532,783.33</b>		



Paper I - To Follow - Internal Auditor Report



# Annual Governance and Accountability Return 2023/24 Form 3

To be completed by Local Councils, Internal Drainage Boards and other Smaller Authorities\*:

- where the higher of gross income or gross expenditure exceeded £25,000 but did not exceed £6.5 million; or
- where the higher of gross income or gross expenditure was £25,000 or less but that:
  - are unable to certify themselves as exempt (fee payable); or
  - have requested a limited assurance review (fee payable)

## Guidance notes on completing Form 3 of the Annual Governance and Accountability Return 2023/24

1. Every smaller authority in England that either received gross income or incurred gross expenditure exceeding £25,000 **must** complete Form 3 of the Annual Governance and Accountability Return at the end of each financial year in accordance with *Proper Practices*.
2. **The Annual Governance and Accountability Return is made up of three parts, pages 3 to 6:**
  - The **Annual Internal Audit Report must** be completed by the authority's internal auditor.
  - **Sections 1 and 2 must** be completed and approved by the authority.
  - **Section 3** is completed by the external auditor and will be returned to the authority.
3. The authority **must** approve Section 1, Annual Governance Statement, before approving Section 2, Accounting Statements, and both **must** be approved and published on the authority website/webpage **before 1 July 2024**.
4. An authority with either gross income or gross expenditure exceeding £25,000 or an authority with neither income nor expenditure exceeding £25,000, but which is unable to certify itself as exempt, or is requesting a limited assurance review, **must** return to the external auditor by email or post (not both) **no later than 30 June 2024**. Reminder letters will incur a charge of £40 +VAT:
  - the Annual Governance and Accountability Return Sections 1 and 2, together with
  - a bank reconciliation as at 31 March 2024
  - an explanation of any significant year on year variances in the accounting statements
  - notification of the commencement date of the period for the exercise of public rights
  - Annual Internal Audit Report 2023/24

Unless requested, do not send any additional documents to your external auditor. Your external auditor will ask for any additional documents needed.

Once the external auditor has completed the limited assurance review and is able to give an opinion, the Annual Governance and Accountability **Section 1, Section 2 and Section 3 – External Auditor Report and Certificate** will be returned to the authority by email or post.

## Publication Requirements

Under the Accounts and Audit Regulations 2015, authorities must publish the following information on the authority website/webpage:

Before 1 July 2024 authorities **must** publish:

- Notice of the period for the exercise of public rights and a declaration that the accounting statements are as yet unaudited;
- **Section 1 - Annual Governance Statement 2023/24**, approved and signed, page 4
- **Section 2 - Accounting Statements 2023/24**, approved and signed, page 5

Not later than 30 September 2024 authorities **must** publish:

- Notice of conclusion of audit
- **Section 3 - External Auditor Report and Certificate**
- **Sections 1 and 2 of AGAR** including any amendments as a result of the limited assurance review. It is recommended as best practice, to avoid any potential confusion by local electors and interested parties, that you also publish the Annual Internal Audit Report, page 3.

The Annual Governance and Accountability Return constitutes the annual return referred to in the Accounts and Audit Regulations 2015. Throughout, the words 'external auditor' have the same meaning as the words 'local auditor' in the Accounts and Audit Regulations 2015.

\*for a complete list of bodies that may be smaller authorities refer to schedule 2 to the Local Audit and Accountability Act 2014.

## Guidance notes on completing Form 3 of the Annual Governance and Accountability Return (AGAR) 2023/24

- The authority **must** comply with *Proper Practices* in completing Sections 1 and 2 of this AGAR. *Proper Practices* are found in the *Practitioners' Guide\** which is updated from time to time and contains everything needed to prepare successfully for the financial year-end and the subsequent work by the external auditor.
- Make sure that the AGAR is complete (no highlighted boxes left empty) and is properly signed and dated. Any amendments must be approved by the authority and properly initialled.
- The authority **should** receive and note the Annual Internal Audit Report before approving the Annual Governance Statement and the accounts.
- Use the checklist provided below to review the AGAR for completeness before returning it to the external auditor by email or post (not both) no later than 30 June 2024.
- The Annual Governance Statement (Section 1) must be approved on the same day or before the Accounting Statements (Section 2) and evidenced by the agenda or minute references.
- The Responsible Financial Officer (RFO) must certify the accounts (Section 2) before they are presented to the authority for approval. The authority must in this order; consider, approve and sign the accounts.
- The RFO is required to commence the public rights period as soon as practical after the date of the AGAR approval.
- **You must inform your external auditor about any change of Clerk, Responsible Financial Officer or Chair, and provide relevant authority owned generic email addresses and telephone numbers.**
- Make sure that the copy of the bank reconciliation to be sent to your external auditor with the AGAR covers all the bank accounts. If the authority holds any short-term investments, note their value on the bank reconciliation. The external auditor must be able to agree the bank reconciliation to Box 8 on the accounting statements (**Section 2, page 5**). An explanation **must** be provided of any difference between Box 7 and Box 8. More help on bank reconciliation is available in the *Practitioners' Guide\**.
- Explain fully significant variances in the accounting statements on **page 5**. Do not just send a copy of the detailed accounting records instead of this explanation. The external auditor wants to know that you understand the reasons for all variances. Include complete numerical and narrative analysis to support the full variance.
- If the bank reconciliation is incomplete or variances not **fully** explained then additional costs may be incurred.
- Make sure that the accounting statements add up and that the balance carried forward from the previous year (Box 7 of 2023) equals the balance brought forward in the current year (Box 1 of 2024).
- The Responsible Financial Officer (RFO), on behalf of the authority, **must** set the commencement date for the exercise of public rights of 30 consecutive working days which **must** include the first ten working days of July.
- The authority **must** publish on the authority website/webpage the information required by Regulation 15 (2), Accounts and Audit Regulations 2015, including the period for the exercise of public rights and the name and address of the external auditor **before 1 July 2024**.

Completion checklist – 'No' answers mean you may not have met requirements		Yes	No
All sections	Have all highlighted boxes have been completed?		
	Has all additional information requested, including <b>the dates set for the period for the exercise of public rights</b> , been provided for the external auditor?		
Internal Audit Report	Have all highlighted boxes been completed by the internal auditor and explanations provided?		
Section 1	For any statement to which the response is 'no', has an explanation been published?		
Section 2	Has the Responsible Financial Officer signed the accounting statements before presentation to the authority for approval?		
	Has the authority's approval of the accounting statements been confirmed by the signature of the Chair of the approval meeting?		
	Has an explanation of significant variations been published where required?		
	Has the bank reconciliation as at <b>31 March 2024</b> been reconciled to Box 8?		
	Has an explanation of any difference between Box 7 and Box 8 been provided?		
Sections 1 and 2	Trust funds – have all disclosures been made if the authority as a body corporate is a sole managing trustee? <b>NB:</b> do not send trust accounting statements unless requested.		

*\*Governance and Accountability for Smaller Authorities in England – a Practitioners' Guide to Proper Practices*, can be downloaded from [www.nalc.gov.uk](http://www.nalc.gov.uk) or from [www.ada.org.uk](http://www.ada.org.uk)

## Section 1 – Annual Governance Statement 2023/24

We acknowledge as the members of:

ENTER NAME OF AUTHORITY

our responsibility for ensuring that there is a sound system of internal control, including arrangements for the preparation of the Accounting Statements. We confirm, to the best of our knowledge and belief, with respect to the Accounting Statements for the year ended 31 March 2024, that:

	Agreed		'Yes' means that this authority:
	Yes	No*	
1. We have put in place arrangements for effective financial management during the year, and for the preparation of the accounting statements.			<i>prepared its accounting statements in accordance with the Accounts and Audit Regulations.</i>
2. We maintained an adequate system of internal control including measures designed to prevent and detect fraud and corruption and reviewed its effectiveness.			<i>made proper arrangements and accepted responsibility for safeguarding the public money and resources in its charge.</i>
3. We took all reasonable steps to assure ourselves that there are no matters of actual or potential non-compliance with laws, regulations and Proper Practices that could have a significant financial effect on the ability of this authority to conduct its business or manage its finances.			<i>has only done what it has the legal power to do and has complied with Proper Practices in doing so.</i>
4. We provided proper opportunity during the year for the exercise of electors' rights in accordance with the requirements of the Accounts and Audit Regulations.			<i>during the year gave all persons interested the opportunity to inspect and ask questions about this authority's accounts.</i>
5. We carried out an assessment of the risks facing this authority and took appropriate steps to manage those risks, including the introduction of internal controls and/or external insurance cover where required.			<i>considered and documented the financial and other risks it faces and dealt with them properly.</i>
6. We maintained throughout the year an adequate and effective system of internal audit of the accounting records and control systems.			<i>arranged for a competent person, independent of the financial controls and procedures, to give an objective view on whether internal controls meet the needs of this smaller authority.</i>
7. We took appropriate action on all matters raised in reports from internal and external audit.			<i>responded to matters brought to its attention by internal and external audit.</i>
8. We considered whether any litigation, liabilities or commitments, events or transactions, occurring either during or after the year-end, have a financial impact on this authority and, where appropriate, have included them in the accounting statements.			<i>disclosed everything it should have about its business activity during the year including events taking place after the year end if relevant.</i>
9. (For local councils only) Trust funds including charitable. In our capacity as the sole managing trustee we discharged our accountability responsibilities for the fund(s)/assets, including financial reporting and, if required, independent examination or audit.	Yes	No	N/A <i>has met all of its responsibilities where, as a body corporate, it is a sole managing trustee of a local trust or trusts.</i>

**\*Please provide explanations to the external auditor on a separate sheet for each 'No' response and describe how the authority will address the weaknesses identified. These sheets must be published with the Annual Governance Statement.**

This Annual Governance Statement was approved at a meeting of the authority on:

DD/MM/YYYY

and recorded as minute reference:

MINUTE REFERENCE

Signed by the Chair and Clerk of the meeting where approval was given:

Chair

SIGNATURE REQUIRED

Clerk

SIGNATURE REQUIRED

ENTER PUBLICLY AVAILABLE WEBSITE/WEBPAGE ADDRESS



**SANDOWN TOWN COUNCIL**  
Fixed Assets and Long Term Investments

Asset Description	Date Acquired	Purchase Value	Current Value	Location /Responsibility	Estimated Life	Usage/Capacity	Charges
<b>ADMINISTRATION</b>							
Arnold Baker 2021	16/11/2020	123.80		Clerks Office	Until new version rele.		
Clerks Manual	12/15/2020	52.30		Clerks Office	Until new version rele.		
Desks and Pedestals (x2)	Unknown	720.00		Clerks Office, Broadway (			
Expenses - Monitor	09/02/2023	74.99		Council Offices/RFO	3-5 years		
Filing Cabinet	11/02/2023	135.00		Clerks Office, Broadway (			
Filing Cupboard	13/02/2023	219.00		Council Offices/Staff	10 years		
Filing Cupboards	Unknown	250.00		Clerks Office, Broadway (			
ICT - Monitor	07/12/2023	82.41		Clerks Asset	3 years		
Laptops (x3) - Lenovo ThinkBoo	31/7/2020	2,489.91	2,489.91	Clerks Office	3-5 years		
Office chairs	Unknown	190.00		Clerks Office, Broadway (			
Office Equipment/Stationary	04/12/2023	328.20			10		
Presentation Boards and Misc.	Unknown	500.00		Clerks Office, Broadway (			
Small Office Equip	Unknown	1.00		Council Offices/Staff			
Tables x 9	1/7/2018	946.00		Clerks Office, Broadway (			
		<b>6,112.61</b>	<b>2,489.91</b>				
<b>ADVERTS &amp; PUBLICITY</b>							
Notice Board	Unknown	1,000.00		Beachfield Rd			
		<b>1,000.00</b>					
<b>BEACH</b>							
Beach Wheel Chair	11/05/21	3,500.00	3,500.00	Lifeguards/Longshorema	2-3 Years		
		<b>3,500.00</b>	<b>3,500.00</b>				
<b>BEACHES</b>							
Beach Safety Base	19/04/2022	14,950.00		Beach/Centre Car Park	5 years		
Litter Pick Board	03/07/2023	500.00			3 years		

## SANDOWN TOWN COUNCIL

### Fixed Assets and Long Term Investments

Asset Description	Date Acquired	Purchase Value	Current Value	Location /Responsibility	Estimated Life	Usage/Capacity	Charges
		<b>15,450.00</b>					
<b>BROADWAY CENTRE</b>							
8 x Presentation Boards and Pr	Unknown	860.00		Broadway Centre			
Additional chairs	Unknown	990.00		Broadway Centre			
Additional Microphone Storage	04/04/2023	261.08			5 years		
Blinds	Unknown	800.00		Broadway Centre			
CCTV	19/10/2022	3,234.00		Broadway Centre - Throu	3-5 years		
Chairs	Unknown	200.00		Broadway Centre			
Chairs (30x Red - wipeable)	21/1/21	819.00	765.00	Rooms 1-4, Clerks Office	2-3 Years		
Clocks/Notice Boards	Oct-18	200.00		Broadway Centre			
Council and Community Building	23/04/2018	750,000.00	1,260,000.00	Broadway Centre			
Crockery	9/05/2019	168.84		Broadway Centre			
Desk Chair	04/03/2024	289.00			5 years		
Door guard parts	11/03/2024	125.00			2-3 Years		
Door Guards Room 3/4	16/09/2021	360.00		Room 3/4	5 year		
Fire Exit Lighting Replacement	29/10/2021	106.21		Broadway Centre - Main	5 year		
Fireco Dorgard Units (*5)	31/07/2019	690.00		Broadway Centre			
Fold Up Table	Unknown	400.00		Broadway Centre			
Hearing Loop & PA System	22/11/2022	3,162.00		Broadway Centre			
Hearing Loop (Hall)	16/11/2022	419.25		Main Hall	3-5 years		
Jet Washer	27/02/2024	98.91			3 years		
Kitchen Equipment and China	Unknown	1,500.00		Broadway Centre			
Land	Unknown	250,000.00		Broadway Centre			
Log Cabin (External Storage)	6/7/2020	2,840.00		Rear of Broadway Centre	10 years	External Storage	0
Log Cabin Base	6/7/20	750.00		Broadway Centre - Rear			
Maintenance Equipment and Ladd	Unknown	500.00		Broadway Centre			
Microwave	18/12/20	49.99		Broadway Centre - Kitche	1-2 years		

## SANDOWN TOWN COUNCIL

### Fixed Assets and Long Term Investments

Asset Description	Date Acquired	Purchase Value	Current Value	Location /Responsibility	Estimated Life	Usage/Capacity	Charges
Misc. Kitchen for Centre	09/03/2022	20.79		Broadway Centre - Kitchn	2-3 Years		
Planters and Troughs	Unknown	2,000.00		Broadway Centre			
Replacement alarm Fob keys	07/11/2023	106.00			2-3 Years		
Shelving for Store	23/11/2023	33.32					
Storage shed	10/05/2019	379.99		Broadway Centre			
Tables and Chairs for Meeting	1/7/2018	3,800.00		Broadway Centre			
Tableware - Mugs	26/05/2022	32.98		Broadway Centre - Kitchn			
Water Urn	Unknown	1,000.00		Broadway Centre			
Wireless Conference System	23/11/2022	9,144.68		Main Hall	3-5 years		
		<b>1,035,341.04</b>	<b>1,260,765.00</b>				
<b>CIVIC</b>							
Animal memorial carving	Nov-19	850.00		Broadway Centre			
Deputy Mayors Chain	Unknown	500.00		Postholder			
Hanging Baskets (See notes)	31/03/2022	720.00	720.00	Highstreet/STC	2-3 Years		
Mayors Chain	Unknown	4,500.00		Postholder			
Planters	22/07/2021	504.23		War Memorial	5 years		
Ships Bell and Honour board	Unknown	3,000.00		Broadway Centre			
War Memorial	19/7/1921	1.00		Esplanade			
		<b>10,075.23</b>	<b>720.00</b>				
<b>CIVIC SPACE</b>							
Planters	22/07/2021	1,294.47		High Street/Green Towns			
Replacement Flag Poles - War Memorial	18/09/2023	3,938.80					
War Memorial Flag Poles X2	31/03/22	990.00	990.00	War Memorial	2-3 Years		
		<b>6,223.27</b>	<b>990.00</b>				
<b>SANDHAM GARDENS</b>							
MUGA Basketball posts	31/05/2019	246.24		Sandham Gardens (MUG)			

## SANDOWN TOWN COUNCIL

### Fixed Assets and Long Term Investments

Asset Description	Date Acquired	Purchase Value	Current Value	Location /Responsibility	Estimated Life	Usage/Capacity	Charges
SMP Multi Play Area - Safety S	11/11/2009	13,435.50		Sandham Gardens SMP			
		<u>13,681.74</u>					
<b>SANDHAM GARDENS (MUGA)</b>							
MUGA Area (Large)	Unknown	1.00		Sandham Grounds			
MUGA Area (Small)	Unknown	1,600.00		Sandham Gardens			
MUGA Fencing	01/09/19	6,800.00		Sandham Gardens MUG,			
SMP Multi Play Area	Unknown	29,600.00		Sandham Gardens			
		<u>38,001.00</u>					
<b>SANDHAM GARDENS (SJP)</b>							
(SJP) Large Play Unit	Mar-19	1.00		Steven Jenkins Playgroui			
(SJP) Litter Bins (x2)	Mar-19	423.00		Steven Jenkins Playgroui			
(SJP) Mushroom (x4)	Mar-19	1.00		Steven Jenkins Playgroui			
(SJP) Play Units (x2)	Mar-19	28,000.00		Steven Jenkins Playgroui			
(SJP) Playground Signage	Unknown	300.00		Steven Jenkins Playgroui			
(SJP) Rainbow Benches (x6)	Mar-19	1,987.00		Steven Jenkins Playgroui			
(SJP) Rainbow Picnic Tables (x	Mar-19	1,572.00		Steven Jenkins Playgroui			
(SJP) Roundabout	Unknown	9,840.00		Steven Jenkins Playgroui			
(SJP) Safety Surface	Unknown	28,105.00		Steven Jenkins Playgroui			
(SJP) Self-closing Gates (x2)	Mar-19	1,600.00		Steven Jenkins Playgroui			
(SJP) Steven Jenkins Playground	Unknown	1.00		Sandham Gardens			
Cradle Swing (replacement) X2	30/03/2023	276.53		Sandham Gardens - SJP	2-3 Years		
Eco Fleck Wet Pour (Flooring)	16/09/2021	2,132.00	2,132.00	Sandham Gardens - SJP	5 years		
Playground Equipment - Donkey Rocker	16/09/2021	1,278.00	1,278.00	Sandham Gardens - SJP	5 years		
Playground Equipment - Crazy Twister	16/09/2021	795.00	795.00	Sandham Gardens - SJP	5 years		
Playground Equipment - Cuckoo Clock Panel	16/09/2021	350.00	350.00	Sandham Gardens - SJP	5 years		
Playground Equipment - Make it Rain Panel	16/09/2021	1,425.00	1,425.00	Sandham Gardens - SJP	5 years		

## SANDOWN TOWN COUNCIL

### Fixed Assets and Long Term Investments

Asset Description	Date Acquired	Purchase Value	Current Value	Location /Responsibility	Estimated Life	Usage/Capacity	Charges
Playground Equipment - Sand of Time	16/09/2021	785.00	785.00	Sandham Gardens - SJP	5 years		
Playground Equipment - Teacup Twister	16/09/2021	2,495.00		Sandham Gardens - SJP	5 years		
Playground Equipment - Xylophone Panel Panel	16/09/2021	1,425.00	1,425.00	Sandham Gardens - SJP	5 years		
Playground Equipment - Zip Wire Seat	16/09/2021	193.00	193.00	Sandham Gardens - SJP	5 year		
Slew Ring	13/11/2023	2,637.26					
Zip Wire Parts	03/01/2023	375.96		Sandham Gardens - SJP	2-3 Years		
		<b>85,997.75</b>	<b>8,383.00</b>				
<b>SANDHAM GARDENS (SKATE PARK)</b>							
Skate park	Unknown	1.00		Sandham Gardens			
		<b>1.00</b>					
<b>SERVICE PROVISION</b>							
Beach Safety Equipment	24/06/2021	1,536.39		Beach/Beach Safety Serv	2-3 Years		
Beach Safety Equipment	24/06/2021	402.65		Beach/Beach Safety Serv			
Beach Safety Equipment	22/07/2021	513.35		Beach/Beach Safety Serv	2-3 Years		
Decorative Lighting	09/12/2021	13,288.00		Esplanade/High Street	5 year		
Defibrillator	06/05/2021	1,550.00		Broadway Centre /Clerks			
Defibrillator	Unknown	1.00		Library			
Gardening Tools (for volunteer	8/10/20	137.75		Broadway Centre - Shed/			
		<b>17,429.14</b>					
<b>TOILETS</b>							
Changing Places Old Eastern Gardens Block	21/11/2023	72,261.00	382,500.00	Avenue Road Slipway	5 years		
Coin Mechanism	30/05/2023	367.38			2-3 Years		
St Johns Toilet Re-provision	23/09/2021	77,775.00	103,000.00	St Johns Road Carpark, ↑	10 years		
Toilet block	11/12/2017	1.00	228,000.00	Yaverland			
Toilet block	11/12/2017	1.00	255,500.00	Eastern Garedens			

**SANDOWN TOWN COUNCIL**

**Fixed Assets and Long Term Investments**

Asset Description	Date Acquired	Purchase Value	Current Value	Location /Responsibility	Estimated Life	Usage/Capacity	Charges
		150,405.38	969,000.00				
<b>Grand Total:</b>		1,383,218.16	2,245,847.91				

ENTER NAME OF AUTHORITY

	Year ending		Notes and guidance
	31 March 2023 £	31 March 2024 £	
<b>1.</b> Balances brought forward			<i>Total balances and reserves at the beginning of the year as recorded in the financial records. Value must agree to Box 7 of previous year.</i>
<b>2.</b> (+) Precept or Rates and Levies			<i>Total amount of precept (or for IDBs rates and levies) received or receivable in the year. Exclude any grants received.</i>
<b>3.</b> (+) Total other receipts			<i>Total income or receipts as recorded in the cashbook less the precept or rates/levies received (line 2). Include any grants received.</i>
<b>4.</b> (-) Staff costs			<i>Total expenditure or payments made to and on behalf of all employees. Include gross salaries and wages, employers NI contributions, employers pension contributions, gratuities and severance payments.</i>
<b>5.</b> (-) Loan interest/capital repayments			<i>Total expenditure or payments of capital and interest made during the year on the authority's borrowings (if any).</i>
<b>6.</b> (-) All other payments			<i>Total expenditure or payments as recorded in the cashbook less staff costs (line 4) and loan interest/capital repayments (line 5).</i>
<b>7.</b> (=) Balances carried forward			<i>Total balances and reserves at the end of the year. Must equal (1+2+3) - (4+5+6).</i>
<b>8.</b> Total value of cash and short term investments			<i>The sum of all current and deposit bank accounts, cash holdings and short term investments held as at 31 March – <b>To agree with bank reconciliation.</b></i>
<b>9.</b> Total fixed assets plus long term investments and assets			<i>The value of all the property the authority owns – it is made up of all its fixed assets and long term investments as at 31 March.</i>
<b>10.</b> Total borrowings			<i>The outstanding capital balance as at 31 March of all loans from third parties (including PWLB).</i>

For Local Councils Only	Yes	No	N/A	
<b>11a.</b> Disclosure note re Trust funds (including charitable)				<i>The Council, as a body corporate, acts as sole trustee and is responsible for managing Trust funds or assets.</i>
<b>11b.</b> Disclosure note re Trust funds (including charitable)				<i>The figures in the accounting statements above exclude any Trust transactions.</i>

I certify that for the year ended 31 March 2024 the Accounting Statements in this Annual Governance and Accountability Return have been prepared on either a receipts and payments or income and expenditure basis following the guidance in Governance and Accountability for Smaller Authorities – a Practitioners' Guide to Proper Practices and present fairly the financial position of this authority.

**Signed by Responsible Financial Officer before being presented to the authority for approval**

SIGNATURE REQUIRED

Date

DD/MM/YYYY

I confirm that these Accounting Statements were approved by this authority on this date:

DD/MM/YYYY

as recorded in minute reference:

MINUTE REFERENCE

Signed by Chair of the meeting where the Accounting Statements were approved

SIGNATURE REQUIRED





## Town Clerks Report

**Date** 18 March 2024  
**Prepared by** Town Clerk

### **1. ADMINISTRATION**

- 1.1. Response to further correspondence and telephone discussion with auditors in relation 2022-2023 Audit.
- 1.2. Back Office Support to Lake PC (End of Year accounts, AGAR, taking forward New Road reprovion, transparency data, VAT advice)
- 1.3. Sandown Town Council End of year accounts, AGAR and internal and external preparation.
- 1.4. VAT return.
- 1.5. Meeting with Police and other partner agencies regarding on-going anti-social behaviour.
- 1.6. Site meetings for CCTV across all sites following increase in anti-social behaviour.
- 1.7. Annual Town Meeting
- 1.8. Organization of Pier Street Briefing.
- 1.9. Environment Agency Remote Briefing.
- 1.10. Transition to new IT Systems.
- 1.11. Meeting with Southern Water.

### **2. ADVERTS, PUBLICITY AND EVENTS**

- 2.1. Finalising D-day at 80 events – meeting with church and band
- 2.2. Working with partner agency and other stakeholders regarding information panel.
- 2.3. Initial work on Remembrance
- 2.4. Easter Window competition.

### **3. BEACHES**

- 3.1. Stakeholder meetings regarding Beach Accessibility project and other beach matters.
- 3.2. Arrangements for maintenance of the beach base and lift onto beach for the season.

3.3. Arrangements for mechanical raking and litter and correspondence with concessionaires.

#### **4. BROADWAY CENTRE**

4.1. Works recommended by Fire Risk Assessment.

4.2. Removal of broken dividing doors in meeting room.

4.3. Redecoration of lobby and corridors.

4.4. Landscaping and outside/garden maintenance works.

4.5. Dental Bus repeat visit.

#### **5. CIVIC SPACE**

5.1. Briefing with Isle of Wight Council regarding planning enforcement and walk.

5.2. Ventnor Fringe re possible project and Los Altos event.

5.3. Meeting with Library regarding information board projects, correspondence with Isle of Wight Council and partners.

5.4. Support Bay Place Plan.

#### **6. SANDHAM GROUNDS**

6.1. Ongoing insurance issue with requests for further documentation.

6.2. Progression of maintenance works.

6.3. Repair of roundabout and donkey (subsequentially broken)

6.4. Next stages of funding opportunity to next stages including site visits.

6.5. Reporting of multiple instances of antisocial behavior in skate park.

#### **7. TOILETS**

7.1. Opening and call outs during Sprint.

7.2. Changing Places Project – site visit for snagging. Progressing signoff by MDUK. Draw down on grant monies.

7.3. Response to repeated incidences of anti-social behaviour and abusive phone call.



## Working Party Report

**Date** 20 May 2024  
**Prepared by** Town Clerk

### **1. ASSETS AND PROJECTS WORKING PARTY MEETING – 7 MAY 2024**

1.1. Present: Cllrs A Lightfoot, P Lightfoot and I Ward.

Also, in attendance – Town Clerk, RFO & Admin Assistant

1.2. Mayor updated members on the Information Screen project, with Sandown Community Association, and first screen to be installed at Sandown Library. Meetings had been held with library, and preferred screen identified. The 2<sup>nd</sup> project would follow once installation had been completed.

1.3. Members thanked Cllr P Lightfoot for work on railings repainting community project, with risk assessment developed in response to discussions with Isle of Wight Council (IWC) Officers, date options to be agreed with IWC and procurement of materials, with recommendation of a £1,000 budgetary allocation.

#### RECOMMENDATION

THAT up to £1,000 be allocated from town improvement/place plan monies to support the project.

1.4. Members noted recent volume of anti-social behaviour, including at Sandham Grounds, St Johns and Eastern Gardens, with quotes being secured from existing contractors to use CCTV current system.

1.5. Members were updated on discussions with IW Council regarding Pier Street development, and a briefing would be arranged for all members later in May.

1.6. Mayor updated members on ongoing correspondence with Football Foundation and the Sandham Grounds development, with additional information to be provided to the Foundation.

1.7. Members also noted work on Revetment/promenade signage as part of joint work with IWC, Lake and Shanklin councils.

1.8. Members noted update on Seaside Award application, and linked to funding that had been secured.

1.9. Members noted update on IW Planning Enforcement project and ward walk arranged for Mayor later in May.

## Beach Accessibility Project

- 1.10. The Mayor thanked Jenn for work taking forward Beach Accessibility Project, securing funding for 2 phased Beach Matting.
- 1.11. Members confirmed preferred way forward with first mat, working with Wave Project, and linking with Changing Places project.
- 1.12. Members recognised that an additional mat could be installed in 2025 and may need top up funding.
- 1.13. Members noted a report had been drafted on the project (Appendix A)
- 1.14. RECOMMENDATIONS
  - i) THAT Two lengths of 25m x 1.5 m purchased to provide access to the beach from the Changing Places facility with two Roll-n-Stows to facilitate laying and lifting the matting.
  - ii) If the use of the matting is successful this year, council should consider budgeting for further matting and a ramp next year.
  - iii) That the Town Council petition the Isle of Wight Council to provide accessible parking spaces and a drop off area to service the changing places facility and the beach.

## **2. EVENTS WORKING PARTY MEETING – 7 MAY 2024**

- 2.1. Present: Cllrs Baldry, Ward, Humby and Rev. Mark Williams  
Also, in attendance – Town Clerk, RFO & Admin Assistant
- 2.2. Members thanked Cllr P Lightfoot for his work on the HMS Sandown Bell and the Honour Board – to be displayed in the reception of the Broadway centre;
- 2.3. Members discussed the Order of Service for the D-Day 80 service on 19 May 2024, with Rev. Williams confirming arrangements for Lord Lieutenant and High Sheriff, including parking and seating.
- 2.4. Cllr Ward confirmed he would be able to read the Exhortation and Cllr Baldry the Kohima Epitaph.
- 2.5. Members confirmed the details of the Information Panel to go with the HMS Sandown Bell.
- 2.6. Members also confirmed details for signing of the Covenant, in the Church Chancel, at end of service.
- 2.7. Members confirmed arrangements for unveiling of HMS Sandown display and planting of Remembrance Rose.
- 2.8. Members were updated on Easter High Street competition.

2.9. Members were updated on events at Los Altos.

2.10. Members discussed arrangements for November Remembrance service, and flag replacement.

2.11. Members thanked Rev Williams for work on 19 May 2024 Service.





## Beach Accessibility (Briefing Note)

1

**Date** 20 May 2024  
**Prepared by** Town Clerk

### 1. BACKGROUND

- 1.1. Disabled people have the same rights to enjoy beach activities as nondisabled people, however, beaches can present challenges e.g. wheelchair users will find sand and long grass surfaces difficult, and people with sensory or neurological conditions may become easily disorientated in an open expanse. Location, ground surface, natural topography and environmental features such as dunes and rocks should not be used as a means of justifying lack of suitable access provision at beaches.
- 1.2. Officers explored what aspects make a beach more Inclusive. Barriers included lack of appropriate toilet or changing facilities, access to the beach from transport and movement on the beach itself.
- 1.3. The Council has secured funding for, and progressed a changing places facility, an adult and child beach wheelchairs available to loan and a grant had been submitted by the lifeguard team for a floating beach wheelchair.
- 1.4. Officers and councillors met with the Wave project who deliver beach and surf lessons for people with disabilities who require additional support on the beach in Sandown to hear the impact of accessibility and inclusivity initiatives positively.
- 1.5. Access for other beach users with limited mobility was considered. The need for a pathway for visitors with limited mobility, not using beach wheelchairs need to being able to move across the sand was established.
- 1.6. Following the success of the first Beach Wheelchair, the Isle of Wight Council provided a grant to help fund making the beach more accessible.
- 1.7. The council can provide accessibility to the beach under the following legislation:  
[Local Gov Act 1972 s 144](#) (power to encourage tourism)  
[Equality Act 2010](#) (advance equality of opportunity in this case access to the beach) between people who share and people who do not share a relevant protected characteristic.

### 2. RYDE TOWN COUNCIL RESEARCH

- 2.1. Officers met with Ryde Town Council (RTC) who were undertaking a similar project both to improve accessibility to the beach to put a matt, or a board walk on the beach. RTC were able to share their research to help inform the project and avoid a duplicated consultation.

### Consultation

- 2.2. RTC consulted with Jan Brookes (Isle Access), Claire Walker (Unlimited IOW) and Sean Newton (Isle of Wight Council) regarding improvements to improve accessibility.
- 2.3. The majority of the points can be applied to the beach in Sandown:
  - a) Disabled parking spaces close to beach access
  - b) A solid surface on the beach for wheelchairs/walking frames etc (T or ¥ shape)
  - c) Beach wheelchairs (sand only) and for aqua chairs (for use in water) for hire.
  - d) Charging points for electric mobility scooters (either near beach access or near cafés etc where users can keep an eye on their scooter whilst using the beach)
  - e) Changing Places within close distance to beach access
  - f) The accessible beach needs to be near lifeguards. Many mobility challenged people would not feel safe swimming where there are no lifeguards.
  - g) The accessibility to the beach should be integrated with a busy beach, rather than be segregated to a less frequented part of the beach.

### Further Consultation

- 2.4. RTC then undertook further consultation with wider groups to help ensure any improvements made would be through surveys posted on social media, including Facebook, and a direct email to Island charity groups<sup>1</sup>. MS Forms or SurveyMonkey – post on social media for wider audience. 54 responses were received.
- 2.5. The responses can be used to inform accessibility in Sandown:
  - a) 44% would use the beach more if they could use a beach walker (a rollator with big plastic wheels)
  - b) 74% would use the beach more if they could use a beach wheelchair.
  - c) 92% would use the beach more if a mat path was installed.
  - d) 77% would be enticed into the water if they could use a sea wheelchair.
  - e) 70% feel there are insufficient Disabled Parking Bays along the seafront (there are no disabled spaces on the Esplanade in Sandown).

## **3. EQUIPMENT FOR HIRE**

- 3.1. An adult and Children’s Beach Wheelchair are available to loan from the Beach Safety Team during the summer season and can be borrowed through the Town Council off season.
- 3.2. The Lifeguards have applied for a grant for an Aqua Chair for the next season.

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<sup>1</sup> Leonard Cheshire, St Catherine’s School, Phoenix Project, Haylands Farm, The Way Forward, Isle Access (Jan), Motor Neurone Disease (IoW branch) and Positive Difference IoW.

- 3.3. Council may wish to consider provision of a Beach Walker in the future.
- 3.4. The availability of equipment should also be used to inform the equipment available.
- 3.5. There are no charging points for electric mobility scooters. This may be a consideration for future accessibility projects.

#### **4. CHANGING PLACES**

- 4.1. The Council has converted the old Eastern Gardens Toilet Building into a Changing Places facility.
- 4.2. The facility is due to open in the Spring of 2024.

#### **5. SANDOWN BEACH CONDITIONS**

- 5.1. The beach at Sandown is a sandy beach. It stretches from Lake round to Yaverland at low tide.
- 5.2. The beach safety service is based on the beach to the north of the pier.
- 5.3. The Wave project (which offers accessible surfing) operates from the beach at the north end of the esplanade.
- 5.4. The tidal conditions on the beach can vary significantly<sup>2</sup>. In August 2023 high tides of 4.26 metres were recorded which resulted in the flooding of the beach safety base. The average hightide in December 2023 was 2.1 metres.<sup>3</sup>
- 5.5. The tides also result in the beach being uneven.

#### **6. SURFACES ON OTHER BEACHES**

- 6.1. RTC officers had visited various beaches with matting in place researching their project and shared their learning:  
[Sandbanks \(BCP Council\)](#)
- 6.2. The beach is comprised of soft sand with some areas not being exposed to the tide regularly.
- 6.3. Mobi matting was installed but removed due to sand drift and maintenance issues. Ideally it would be swept daily, and any lifted pins re-sited.
- 6.4. Concrete paths have now been built as part of a coastal defence project. These still require regular maintenance but were relatively clear when RTC officers visited.
- 6.5. An additional wooden path had been installed using repurposed thick Brazilian Hardwood, which was approximately 10 years old but removed, in sections, off season. Images from the visit show it is still subject to sand drifting onto the surface.

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<sup>2</sup> [The UK National Tide Gauge Network – Newlyn Tidal Observatory | National Tidal and Sea Level Facility \(ntslf.org\)](#)

<sup>3</sup> [Sandown Tide Times | Tide Times](#)

### Boscombe Beach

- 6.6. A similar surface to Sandbanks, Mobi matting is also used on this site.
- 6.7. The matting on site is 3-4 years old and shows signs of fraying. It is not swept regularly or maintained and as a result sand blocks the path in some areas and some of the edges are not supported.
- 6.8. STC officers were unable to visit different beaches due to capacity. However, the following beaches were contacted and were happy to share their learning:

### Weymouth

- 6.9. Interlinked plastic matting is laid for the summer season and removed for the off season. The surface does need to be swept regularly. Matting does not extend into the water. The storm in the summer of 2023 did displace the surface but this is not a common occurrence.
- 6.10. On balance, the officer we spoke to advised the matting is so well received its worth the maintenance.

### West Bay

- 6.11. Bridport Council provide matting in conjunction with the Harbour Master. The beach is pebble rather than sand. They purchased Terraguard, re-purposed event surfacing. The surface has enough weight it does not need securing. They do not take the surface to the waters edge.
- 6.12. The matting has been very well received and they would recommission to continue provision.

## **7. CONSIDERATIONS FOR MATTING ON SANDOWN BEACH**

- 7.1. Officer's explored a number of different matting solutions. There are a number of considerations:

### Installation and Removal

- 7.2. The matting would need to be installed at the start of the season and removed at the end. It may also need to be lifted if there are extreme weather or tidal events forecast.
- 7.3. The Council has been approached by stakeholders who would be willing to undertake the installation and removal.

### Storage

- 7.4. The matting would need to be installed at the start of the season and removed at the end.
- 7.5. Provision for this is available in the Changing Places building.
- 7.6. Due to the soft sand and changing surface of the beach,

### Sweeping and re-pinning.

- 7.7. The Council has been approached by stakeholders who would be willing to undertake regular sweeping (sand and seaweed) and repining of the matting.

- 7.8. During the season the lifeguards would also be willing to assist.
- 7.9. However, it was difficult to determine how the matting would respond to the beach conditions until it was in place.

Extreme weather or tides

- 7.10. Matting may also need to be lifted if there are extreme weather or extreme tidal events forecast.

Location (Wave Project)

- 7.11. Officers met with the Wave project to discuss where they would consider the matting most appropriate in terms of the Changing Places facility.
- 7.12. Two options were suggested (Figure 1). The preferred location would be 50 metres of matting, starting from the beach adjacent to the Changing Places facility, behind I surf and down to the high tide line.
- 7.13. A second option of 30 metres, to reduce costs was suggested, starting adjacent to the beach in front of the Sun Dial to the high tide line. This option would not provide direct access from the Changing places facility.



Figure 1.

Location (Main Beach)

- 7.14. Discussions also took place with the concessionaires regarding matting adjacent to the lifeguard base.
- 7.15. A ramp would be needed to provide beach access as currently there are steps adjacent to the base.
- 7.16. The matting would then need to be site close to the lifeguard base.

**8. TECHNICAL FACTORS**

Walkways

- 8.1. There is government guidance on features that need to be considered in the provision of an inclusive environment.<sup>4</sup>
- 8.2. Information regarding the width of footways/paths is relevant when considering matting for the beach.
- 8.3. It is recommended that walkways be a minimum of 2m wide to allow enough space for two wheelchair users to pass, even if they are using larger electric mobility scooters.
- 8.4. However, if this is not practical due to physical constraints a minimum of 1.5m wide is considered acceptable as it will enable a wheelchair and a walker to pass.
- 8.5. There are no constraints to the width of the matting when installed on the open beach. However, it is a factor for storage and 1.5 m is recommended.

### Ramps

- 8.6. A ramp should have the lowest practicable gradient. 1 in 20 is the preferred gradient and 1 in 12 is the absolute minimum acceptable.
- 8.7. 1 in 20 gradient should only be used up to a maximum length of 3m.
- 8.8. The minimum gradient of 1 in 12 should only be used to a maximum length of 2m.
- 8.9. The length of a ramp impacts on and the gradient that people can manage; the longer the ramp the less severe the gradient that is feasible.
- 8.10. A slightly steeper gradient of 1 in 10 is acceptable over very short distances, for example a ramp covering a distance of 0.6m.
- 8.11. Gradients steeper than 1 in 10 should be avoided.

## **9. TYPES OF SURFACES**

- 9.1. 4 different types of surfaces were considered.

### Accessmat



- 9.2. Non-woven roll out polyester mat.
- 9.3. Gaps are very small and blown sand would build up quickly.
- 9.4. This is manufactured on the US.

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<sup>4</sup> [inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61222/inclusive-mobility-a-guide-to-best-practice-on-access-to-pedestrian-and-transport-infrastructure.pdf)  
(publishing.service.gov.uk)

- 9.5. There does not appear to be a roller for dispensing the mat.
- 9.6. 1.5m wide x 50m long with kits for joins is estimated to cost £2,847. However, delivery is at least an additional £785.
- 9.7. While a less expensive option, sand is liable to collect very quickly on the surface.
- 9.8. Delivery from the US also means any additional or replacement components would be costly and delayed due to the distance.

#### Supatrac



- 9.9. Supertrac Lite is made from Nucleated Polypropylene Co-Polymer.
- 9.10. It comes in individual panels which link together like a jigsaw.
- 9.11. The surface is solid and sand would build up very quickly.
- 9.12. The track does not lend itself to an uneven surface and as such is not suitable for the beach at Sandown.

#### Wooden Boards



- 9.13. Consideration was given to using wooden boardwalk.
- 9.14. This would be heavy and require plant or significant manpower to install and it could not be taken up or down easily if adverse weather was forecast.
- 9.15. The surface is solid and sand would build up very quickly.
- 9.16. Based on pricing shared by RTC, anti-slip wooden board walk would be £3,150 for 50m.

- 9.17. A composite solution would have the same issues as above and the estimated costs for 50m is £45,000.
- 9.18. Wooden or composite boards are not recommended.

MobiMat



- 9.19. The matting was designed for safe access on the beach for wheelchairs, mobility scooters, prams etc.
- 9.20. It is made recycled polyester but designed for armed forces use and is durable; UV, salt, weather, mildew and tear resistant.
- 9.21. The matting is permeable and most of the dry sand will fall through it.
- 9.22. It is suitable for wading on barefoot (soft and does not retain heat from sun)
- 9.23. It has a 5-year warranty and a 10 year lifespan.
- 9.24. 1.5m x 25m of matting weighs approximately 34kg and could be lifted by two people.
- 9.25. Two 25m lengths would be required to install the matting from outside the changing places facility past I-Surf. This would cost and estimated £7,092 ex. vat. There are no delivery costs.
- 9.26. A roller for storing and laying the matting can be purchased at a cost of £3,219. Two would be required totalling £7,092
- 9.27. There is an option of purchasing advertising mats for the matting if there was an interest in sponsorship. This costs £656 for a 2x5m matt.

**10. BUDGET**

- 10.1. A grant of £20,000 was received for accessibility projects on the beach. £2,870 was spent replacing steps and clearing sand after the 2022/2023 winter storms.
- 10.2. A budget of £17,130 remains.
- 10.3. It is recommended that 50m of matting and two Roll-n-Stow be purchased to provide access from the changing places facility to the beach at a cost of £10,311.
- 10.4. This would leave £3,600 in the budget for further matting on the main beach.

10.5. A ramp would also need to be installed to provide access to the matting.

## **11. ACCESSIBLE PARKING SPACES AND DROP KERBS<sup>5</sup>**

- 11.1. Whilst researching what makes the beach accessible and inclusive, the lack of accessible parking available at Eastern Gardens was highlighted.
- 11.2. Research showed that the recommended number of accessible car parking bays for outdoor places should be a minimum of two accessible parking bays or 8% of total parking capacity, whichever is the greatest.
- 11.3. It is also recommended that accessible car parking provisions be located as close as possible to the start of an external route which leads to associated on-site facilities and entrances and where feasible this should be within 50m (maximum 100m).
- 11.4. There are no accessible parking spaces adjacent to Eastern Gardens where the changing places facility is located, and the adaptive surfing school offer is located.
- 11.5. Similarly, there are no accessible spaces in the proximity of the beach safety base.
- 11.6. Consideration should also be given to provision of a setting-down/pick-up point suitable for use by cars, taxis and other accessible transport, again located as close as possible to the facilities.
- 11.7. There is allocation in the Isle of Wight Council's capital budget for accessible parking spaces

## **12. RECOMMENDATIONS**

- 12.1. Two lengths of 25m x 1.5 m purchased to provide access to the beach from the Changing Places facility with two Roll-n-Stows to facilitate laying and lifting the matting.
- 12.2. If the use of the matting is successful this year, council should consider budgeting for further matting and a ramp next year.
- 12.3. That the Town Council petition the Isle of Wight Council to provide accessible spaces and a drop off area to service the changing places facility and the beach.

## **13. RESEARCH AND BACKGROUND READING**

<http://www.maemurrayfoundation.org/projects/inclusive-beaches>

[Wheelchair-users in Dorset are struggling to use the county's beaches because of a lack of accessibility. \(planetradio.co.uk\)](#)

[Seaton beach trials disabled access ahead of possible roll-out across East Devon \(eastdevonnews.co.uk\)](#)

[West Bay Beach - Visit Dorset \(visit-dorset.com\)](#)

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<sup>5</sup> [Guide-5-Accessible-Outdoor-Places-Design-Guidelines.pdf \(dsni.co.uk\)](#)