



Fincham Parish  
Council

## **RECORDS MANAGEMENT POLICY**

### **1. Introduction**

1.1. The guidelines set out in this document support Fincham Parish Data Protection Policy and assist us in compliance with the Freedom of Information Act 2000, the General Data Protection Regulation 2018 (GDPR) and other associated legislation.

1.2. It is important that Fincham Parish Council has in place arrangements for the retention and disposal of documents necessary for the adequate management of services in undertaking its responsibilities. This policy sets out the minimum requirements for the retention of documents and sets out the requirements for the disposal of documents. However, it is important to note that this is a live document and will be updated on a regular basis.

1.3. Fincham Parish Council will ensure that information is not kept for longer than is necessary and will retain the minimum amount of information that it requires to carry out its functions and the provision of services, whilst adhering to any legal or statutory requirements.

### **2. Aims and Objectives**

2.1. It is recognised that up-to-date, reliable and accurate information is a vital to support the work that the Fincham Parish Council does and the services that we provide to our residents. This document will help us to:

- Ensure the retention and availability of the minimum amount of relevant information that is necessary for the Council to operate and provide services to the public.
- Comply with legal and regulatory requirements, including the Freedom of Information Act 2000, the Environmental Information Regulations 2004 and the GDPR.
- Save employees' time and effort when retrieving information by reducing the amount of information that may be held unnecessarily.
- Ensure archival records that are of historical value are appropriately retained for the benefit of future generations.

### **3. Scope**

3.1. For the purpose of this policy, 'documents' include electronic, microfilm, microfiche and paper records.

3.2. Where storage is by means of paper records, originals rather than photocopies should be retained where possible.



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#### **4. Standards of Good Practice**

4.1. Fincham Parish Council will make every effort to ensure that it meets the following standards of good practice:

- Adhere to legal requirements for the retention of information as specified in the Retention Schedule at Appendix 1
- Personal information will be retained in locked filing cabinets within the Clerk's office, and access to these documents will only be by authorised personnel.
- Disclosure information will be retained in a locked cabinet in the Clerk's office.
- Appropriately dispose of information that is no longer required.
- Appropriate measures will be taken to ensure that confidential and sensitive information is securely destroyed.
- Information about unidentifiable individuals is permitted to be held indefinitely for historical, statistical or research purposes e.g. Equality data.
- Wherever possible, only one copy of any personal information will be retained, and that will be held within the Clerk's office in a locked filing cabinet.

#### **5. Breach of Policy and Standards**

5.1. Any employee who knowingly or recklessly contravenes any instruction contained in, or following from, this Policy may, depending on the circumstances of the case, have disciplinary action, which could include dismissal, taken against them.

5.2. Where there is a breach of the policy, the Council may need to consider whether there is also a breach of the GDPR.

#### **6. Roles and Responsibilities**

6.1. The Parish Council Clerk has responsibility for implementation of the policy under the delegation of the Parish Council.

6.2. The Clerk is responsible for the maintenance and operation of this policy, including ad-hoc checks to ensure compliance.



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## **7. Retention**

7.1. Timeframes for the retention of documents have been set using legislative requirements and guidance from the National Association of Local Councils (NALC) and the Chartered Institute of Personnel and Professional Development (CIPD).

7.2. Throughout retention, the conditions regarding safe storage and controlled access will remain in place.

7.3. The attached 'Appendix' shows the minimum requirements for the retention of documents as determined by the Parish Council for the management of specific documentation types. Officers holding documents should exercise judgement as to whether they can be disposed of at the end of those periods detailed in the attached 'Appendix'.

## **8. Disposal**

8.1. Documents/data no longer required by the Parish Council for administrative purposes must be finely shredded/disposed of through specialist waste removal contractors and deleted entirely and securely from the Parish Council computer system(s).



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Other	
Hard copy routine correspondence	File management - retain until matter dealt with; maximum period 6 months. Where the Parish Council believes that it is necessary to keep correspondence for an increased length of time, it will redact personal data from the correspondence.
Electronic routine correspondence	File management - retain until matter dealt with; maximum period 6 months. Where the Parish Council believes that it is necessary to keep correspondence for an increased length of time, it will redact personal data from the correspondence.
Requests under the Freedom of Information Act 2000	File management - retain until matter dealt with plus 6 months. Where the Parish Council believes that it is necessary to keep correspondence for an increased length of time, it will redact personal data from the correspondence.
Planning Applications	<p>Recommendations in connection with relevant planning applications are recorded in the minutes which are retained indefinitely.</p> <p>Correspondence (both hard copy and electronic) received in connection with planning applications will be retained in accordance with the routine documents/correspondence policy noted above.</p> <p>Where an application is refused by the local planning authority, the application will be retained until the period within which an appeal can be made has expired.</p>