Annual Internal Audit Report 2023/24

Claypole Parish Council

https://claypole.parish.lincolnshire.gov.uk/

During the financial year ended 31 March 2024, this authority's internal auditor acting independently and on the basis of an assessment of risk, carried out a selective assessment of compliance with the relevant procedures and controls in operation and obtained appropriate evidence from the authority.

The internal audit for 2023/24 has been carried out in accordance with this authority's needs and planned coverage. On the basis of the findings in the areas examined, the internal audit conclusions are summarised in this table. Set out below are the objectives of internal control and alongside are the internal audit conclusions on whether, in all significant respects, the control objectives were being achieved throughout the financial year to a standard adequate to meet the needs of this authority.

Internal control objective	Yes	No*	Not covered**
A. Appropriate accounting records have been properly kept throughout the financial year.	V		
B. This authority complied with its financial regulations, payments were supported by invoices, all expenditure was approved and VAT was appropriately accounted for.		V	
C. This authority assessed the significant risks to achieving its objectives and reviewed the adequacy of arrangements to manage these.		V	
D. The precept or rates requirement resulted from an adequate budgetary process; progress against the budget was regularly monitored; and reserves were appropriate.		V	
E. Expected income was fully received, based on correct prices, properly recorded and promptly banked; and VAT was appropriately accounted for.	V		
F. Petty cash payments were properly supported by receipts, all petty cash expenditure was approved and VAT appropriately accounted for.			V
G. Salaries to employees and allowances to members were paid in accordance with this authority's approvals, and PAYE and NI requirements were properly applied.	V		
H. Asset and investments registers were complete and accurate and properly maintained.	V		
I. Periodic bank account reconciliations were properly carried out during the year.		V	
J. Accounting statements prepared during the year were prepared on the correct accounting basis (receipts and payments or income and expenditure), agreed to the cash book, supported by an adequate audit trail from underlying records and where appropriate debtors and creditors were properly recorded.	V		
K. If the authority certified itself as exempt from a limited assurance review in 2022/23, it met the exemption criteria and correctly declared itself exempt. (If the authority had a limited assurance review of its 2022/23 AGAR tick "not covered")			V .
L. The authority published the required information on a website/webpage up to date at the time of the internal audit in accordance with the relevant legislation.		V	
M. In the year covered by this AGAR, the authority correctly provided for a period for the exercise of public rights as required by the Accounts and Audit Regulations (during the 2023-24 AGAR period, were public rights in relation to the 2022-23 AGAR evidenced by a notice on the website and/or authority approved minutes confirming the dates set).		v	
N. The authority has complied with the publication requirements for 2022/23 AGAR (see AGAR Page 1 Guidance Notes).		V	
O. (For local councils only)	Yes	No	Not applicable
Trust funds (including charitable) – The council met its responsibilities as a trustee.			~

For any other risk areas identified by this authority adequate controls existed (list any other risk areas on separate sheets if needed).

Date(s) internal audit undertaken

Name of person who carried out the internal audit

19/05/2024

A. C. Everard

Signature of person who carried out the internal audit



Date

05/06/2024

*If the response is 'no' please state the implications and action being taken to address any weakness in control identified (add separate sheets if needed).

**Note: If the response is 'not covered' please state when the most recent internal audit work was done in this area and when it is next planned; or, if coverage is not required, the annual internal audit report must explain why not (add separate sheets if needed).

Lincolnshire Association of Local Councils Internal Audit Report.

To the Chairman of Claypole Parish Council

I have examined council business documents including policies, agendas & minutes, accounting and financial statements and other documents relevant to this internal audit including for financial years 2022-23 and 2023-24.

The results of this internal audit are recorded on the next page. If any part of the audit was found to 'unsatisfactory' I have provided recommendations to improve the weakness identified.

Yours sincerely

Andrew Everard MBA, IRRV (Hons), FMAAT, BA(Hons) Internal Auditor Lincolnshire Association Local Councils

Date: 5/6/2024



Internal Audit Report.

Council:	Claypole Parish Council	
Internal Auditor:	Andrew Everard	
Year Ending:	31 st March 2024	
Date of Report	05/06/2024	

This internal audit has been conducted in accordance with JPAG The Practitioners' Guide - March 2023 - Section 4 'Internal Audit'. It is recommended that a council completes an intermediate mid-year audit which allows any weaknesses in governance and internal controls to be corrected during the financial year and an end-of-financial-year audit.

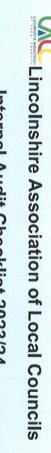
Internal audit is the periodic independent review of a council's internal controls resulting in an assurance report designed to improve the effectiveness and efficiency of the activities and operating procedures under the council's control. Managing the council's internal controls should be a day-today function of the council through its staff and management and not left for internal audit. It would be incorrect to view internal audit as the detailed inspection of all records and transactions of a council to detect error or fraud. This report is based on the evidence made available to me and sampling tests undertaken by me and consequently the report is limited to those matters set out below.

The council is required to take appropriate action on all matters raised in reports from internal and external audit and to respond to matters brought to its attention by internal and external audit. Failure to take appropriate action may lead to further audit enquiries being raised and the external auditor issuing a qualified opinion.

Area of work checked	Outcome
Implementation of previous auditor	Satisfactory
recommendations	
Implementation of previous AGAR	Satisfactory
weaknesses/ recommendations	,
Key Governance Review	Unsatisfactory
Transparency	Unsatisfactory
Accounting	Satisfactory
Budget	Unsatisfactory
Income Control	Satisfactory
Bank Reconciliation	Satisfactory
Petty Cash	Not applicable
Year-end process	Satisfactory
Asset Control	Satisfactory
Risk Management	Unsatisfactory
General Administration	Unsatisfactory
Proper Process/Practice	Unsatisfactory
Payroll/HR	Satisfactory
Transaction spot checks	Satisfactory
Allotments	Not applicable
Cemetery/burials	Satisfactory
Charities	Not applicable
Community Buildings	Not applicable
Markets	Not applicable
Other:	Not applicable
Other:	Not applicable

Recommendations

- A checklist of the areas of work looked at during this internal audit has been completed and is issued alongside this report it contains recommendations to be implemented during the 2024-25 financial year. The Public Interest Report issued by the external auditor for financial year 2022-23 is a sign that the parish council did not understand and prioritise their statutory responsibilities and duties and therefore there may be weaknesses in internal controls and processes that will take some time to address.
- 2. The Council has employed an experienced Clerk/RFO in 2024 and is making progress to update and improve processes for the parish council. This will have a significant impact on outcomes. A few key objectives should be achieved by the parish council over the next few months which will improve the council's operations significantly
 - a. **Training** councillors should ensure they understand their legal and financial responsibilities while they are the stewards of public money and assets.
 - b. **Transparency** the decision-making of the parish council is opaque and certainly not easy for a taxpayer or elector to follow in their role as an armchair auditor. The Parish Council has statutory duties to comply with



		Internal Audit Checklist 2023/24	t 2023/24		
Name of Parish or Town Council	Claypole	Claypole Parish Council			
Parish Council website	https://cla	https://claypole.parish.lincolnshire.gov.uk/		5.	
Name of internal auditor	Andrew Everard	verard			
Date of audit	19/5/2024				
Type of audit (Please tick)		Intermediate	Year-	Year-end (including AGAR)	~
Council contact	Name		Email		
Clerk	Anne Pallett	ett	clerk@claypolepc.org.uk	c.org.uk	
RFO* if different					
Chairman*	Steven Jarman	rman	stephen.jarman(stephen.jarman@claypolepc.org.uk	
Electorate 1091		Total number of seats		9	
Quorum 3		Number of councillor vacancies		2	
Precept Demand £21,709	09	Gross budgeted Income			
Date of most recent audit		Date of next audit agreed with Clerk	^		
	N/A	Comments			
Has the internal auditor seen previous audit reports including the most recent?	, is ×	A Public Interest Report has been issued for 2022-23 financial year for non-submission.	d for 2022-23 finar	ncial year for non-submission.	
Is there evidence that previous internal and	· Y	A Public Interest Report has been issued for 2022-23 financial year for non-submission.	d for 2022-23 finar	ncial year for non-submission.	

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Insurance Cover Reviewed annually Certificate(s) viewed & valid Employees' Liability Cover in place and published* Public Liability Cover Employees' Fidelity Guarantee	Complaints procedure* (tailored and reviewed)	Councillors' Code of Conduct*	Terms of reference (committees / working groups)		Financial Regulations* (tailored and reviewed)	Standing Orders (tailored and reviewed)	rey governance review	Koy governance review	external audit reports have been acted upon?
~	~	~	~		~	~		\	he 202
Satisfactory	Satisfactory (no date of adoption visible)	Satisfactory	Recommended that the parish council sets up a staffing committee with delegated powers to comply with ACAS guidance and best practice.	soon as possible. Recommend that the amount delegated to the Clerk to spend is increased to reflect current spending commitments for emergencies and delegated powers (£100 is too low for modern costs eg fixing a broken tree branch, bench or defibrillator is likely to cost more than £100).	The Council has not used its powers of delegation effectively (Section 4) meaning that every spending decision must come to it. This is not an effective use of resources and either delays decisions or prompts unlawful activity. Recommend that the council adopts the new NALC model Financial Regulations as	The Standing Orders are not tailored to help functioning of the council, for example, SO13e the model standing orders provide a choice but the council adopted standing orders without making that choice. Recommend that Standing Orders are reviewed and brought up to date.	Collinging & Leconnicinations		The 2021-22 external audit shows that the PWLB figure was inaccurate and had to be restated.
					e el		Low		ad to be r
							Med	Riski	estatec
			~		~	~	High		

• Other e.g., welrides, assets, equipment, volunteers • Other e.g., welrides, assets, equipment, volunteers • Other e.g., welrides, assets, equipment, volunteers • Online Ouncil contact details on the website are not visible online online V Contact details on the website are not visible online online V In publication Scheme aims to promote transparency and making information available on the website. https://coo.org.uk/for.org.uk/	Arrangem 11 public rec External a 30 Sept (GDPR po Recor Data E Proces Access			9 Publication			Up to date 8 for all staff	Council of online	Other e.g. ve volunteers
	nent for inspection of cords adequate* audit report published by if relevant)*	blicies in place* d Retention Schedule Breach Assessment ss for dealing with a Subject s Request ty Compliance Checklist			on scheme in place*			te employment contracts	contact details available	Other e.g. vehicles, assets, equipment, volunteers
Contact details on the website are not visible https://claypole.parish.lincolnshire.gov.uk/contact The publication Scheme aims to promote transparency and making information available on the website. https://claypole.parish.lincolnshire.gov.uk/downloads/file/97/parish-organish.lincolnshire.gov.uk/downloads/file/97/parish-towncil-information-guide/ The website is not searchable because most uploaded documents are in PDF format rather than published online on the website itself. Recommend that the Publication Scheme is reviewed and updated with current contact details and more information is published on the website in accordance with the aim of the Freedom of Information Act 2000 model Publication Scheme. A data protection policy is in place, however, it is out of date because it still refers to the Data Protection Act 1998 instead of the latest in 2018. The Council failed to publish its accounts and other documents for 2022-23. The council must publish its AGAR and offer public rights of inspection for 30 working days (6 weeks including the first ten working days of July). The Council has a statutory duty to publish the external auditor's report. The Council has taken steps to publish the Public Interest Report issued in January 2024.	≺ ≺	~					~	~	~	
	The Council failed to publish its accounts and other documents for 2022-23. The council must publish its AGAR and offer public rights of inspection for 30 working days (6 weeks including the first ten working days of July). The Council has a statutory duty to publish the external auditor's report. The Council has taken steps to publish the Public Interest Report issued in January 2024.	policy is in placers to the Data	updated with current contact details and more information is published on the website in accordance with the aim of the Freedom of Information Act 2000 model Publication Scheme.	that the Publication	https://claypole.parish.lincolnshire.gov.uk/downloads/file/97/parish-council-information-guide The website is not searchable because most uploaded documents are in PDF format rather than published online on the	The Council's adopted Publication scheme is not about publishing information requiring any requester to contact the Clerk in many instances	The publication Scheme aims to promote transparency and making information available on the website. https://ico.org.uk/for-	Satisfactory	Contact details on the website are not visible https://claypole.parish.lincolnshire.gov.uk/contact	

					Risk	
	Transparency	N/N	Comments & recommendations	Low	Med	High
13	End of year accounts published by 1 July*	~	Not compliant 2022-23			~
14	Annual Governance statement published by 1 July* Correctly claimed exemption from audit (if relevant)	~	Not compliant 2022-23	ā		~
15	Internal audit report published by 1 July*	~	Not compliant 2022-23			~
16	Agendas and meeting papers published within three clear days*	~	Satisfactory	-		
17	Past 5 years of annual returns available online*	~	Not compliant		8	~
18	Asset register published by 1 July*	~	Not compliant			~
Councils (Best Pra	Councils under £25K turnover and over £200K (Best Practice for those under £200K):					
19	All items of expenditure above £100 published by 1 July (over £500 for larger)	~	Not compliant			~
20	Councillor responsibilities published by 1 July	~	Not compliant			~
21	Draft minutes published within one month of the meeting	~	Not all minutes are on the website yet.			~
Councils	Councils over £200K turnover:					
22	Senior officer salaries published*	z				
23	Data on issues important to local people	z				
24	(e.g., parking, grants)*					

2	26	27	28		29	30	31
Accounting	Arithmetically correct (checks / balance)	Evidence of internal control	VAT* • evidence of recording • evidence of reclaiming		All payments supported by authorised, minuted invoices	 s.137* Recorded separately within accounts Within legal threshold limits for the current year Spend in accordance with legislation 	Payments made in accordance with Financial Regulations Cheques Online banking BACS Direct Debit Credit or debit cards Other payments
XX	~	4	~		~	~	~
Comments & recommendations	Satisfactory	Satisfactory	Satisfactory	The minutes refer to the finance report and the amounts to be authorised but this is not part of the minutes so it is unclear what has been approved to be spent or approved for payment. Testing of the payments show that there is a list – it is just not part of the formal decisions made	by the council and in the event of fraud, error or challenge there can be no certainty what has been approved. Recommended that approvals for spending and approvals of payments is clearly documented and published as part of the minutes in accordance with Sections 4 and 6 of the current Financial Regulations.	Satisfactory	Satisfactory
Low					-		
Med					~ ~		
High					. 4		

	Budget	N/N	Comments & recommendations			Risk
	Dudget	T/N	Commendations	Low	77.65	Med
32	Annual budget in support of precept approved by full council*	~	Recommended that the approved budget is published and minuted. It is clear the			
			parish councillors take part in a Budget/Finance meeting to discuss			
	2 10		priorities and suggest changes to the next			
			parish council meeting where the budget is			
			approved contains no information stating			
			the amounts that have been agreed and it			
		27	is not possible to determine from the			
			minutes why the changes to the precept		-	
3					-	
33	Precept demand properly minuted	~	Recommended that the resolution to			
			amount that has been decided (Without			
		-	this information there is no firm decision in			
			the council's records).			
34	Earmarked reserves reviewed	~	Recommended that the council ensures it			
			has set enough reserves to meet its			
			planned project costs as well as sufficient			
			general reserves and this should be			
			reviewed at the time of setting the budget			
2		(and periodically throughout the year.		_	
35	Budget is monitored regularly with variances reported to	~	Noted that in minute 23/58-2 the council			
	council in line with Financial Regulations		appeared to have overspent budget by			
	 Variances from budget explained 		£7881.52 by 31 st March 2023. Regular			
			budget monitoring is now being			
			established. Recommend that the			
			procedure outlined in the new model			
			Financial Regulations is followed.			

20.0.		
tories wit	th log in cards.	th log in cards.
h transac	tions	tions
Satisfactory		
Satisfactory		
Jilliellis		
	Comments & recommendations Satisfactory Satisfactory No cash transactions 3 signatories with log in cards. Barclaycard.	commendations in cards.

					Risk	
	Bank reconciliation	Y/N	Comments & recommendations	Low	Med	High
40	Regular bank statement reconciliation	~	Now being completed regularly.			
			accordance with Financial Regulations			
41	Balancing entries (adjustments) explained	~	None identified		14.	-
42	Bank mandate up to date	~	4 signatories. Recommend that the parish		~	
	 Evidence of signatories 		council minute a periodic check to make			
			sure all old and unused signatories are			
			removed			

		<u> </u>			Risk	
	Felty cash	1/N	Comments & recommendations	Low	Med	I
43	Petty cash account used/authorised	~	Not applicable			T
44	Petty cash spending supported by VAT receipt(s)	z				
45	Petty cash reported to Council	z				
46	Petty cash float reconciled/reimbursed	Z				
47	47 Other	Z				

-	_	48 • Incon	Accour		
Receipts and payments		 Income and expenditure 	Accounting according to	Tomas 17	Year-end process
<		~			¥
V Cotiofootory		Satisfactory			Comments & recommendations
2005				Low	
				Med	Risk
				Hi	

						Risk
Asset control	rol	Y/N	Comments & recommendations	tions	tions Low	
53 Register of assets*		~	Previous year to be restated on AGAR now	3AR now	3AR now	GAR now
• Exists			that the asset register has been reviewed	viewed	viewed	viewed
 Reviewed 			during 2023-24 financial year.			
 Up to date 				75		
54 Assets inspected and Health & Safety issues	k Safety issues	~	Regular visual and operational checks	hecks	hecks	hecks Y
considered*			completed. Recommend that the checks	e checks	e checks	e checks
 Play equipment 	1	i	and actions arising from them are minuted.	re minuted.	re minuted.	re minuted.
 Street furniture 	1 A A A A A A A A A A A A A A A A A A A		This will provide evidence that the council is	e council is	e council is	e council is
 Fire safety 			monitoring these in the event of an	an	an	an
 Defibrillators 			insurance claim.			
• Other			Recommend that the Clerk/RFO checks) checks	O checks	O checks
			with contractors undertaking work for the	rk for the	rk for the	rk for the
			council have provided proof of public	ıblic	ıblic	ıblic
			liability insurance as part of risk			

	Risk management	N/N	Comments & recommendations	Low	Risk	High
77	Disk Dowinton / Monogomont on the state of	<				
55	Risk Register / Management scheme in place	~	Not up to date. Recommend that the Risk			~
			register is reviewed and brought up to date.			
56	Annual risk assessment undertaken as a minimum	~	Not compliant			~
57	57 Financial controls and procedures documented	~	Financial Regulations form the backbone of			~
			financial control and procedures are being			
			brought up to date imminently.			
58	Regular financial reporting to Council in line with	~	There is a lack of financial information			~
	Financial Regulations		available from the minutes and financial			
			transactions are not published.			
			Recommend that the council aims to meet	•		
0.71			the requirements of the Transparency Code			
			and Publication Scheme.			

		61					60		59
		Evidence of unusual activity from minutes					Grants ratified and minuted according to policy		Reporting of bank balances minuted
		~					~		~
financial year.	RFO did not produce AGAR for 2022-23	Previous Clerk retired. Councillor acting as	update of this policy.	current needs. Recommend a review and	been reviewed and up to date to meet	clear when it was adopted and if it has	Grants and donations policy in place. Not	balances be minuted at meetings.	Not compliant. Recommend that bank
		12							
							~		~

			financial year.
		N/N	Comments
	General	Y/N	Comments & recommendations
62	General Power of Competence	~	Not eligible
	Council eligible		
	 General Power of Competence adopted/ up to date 		
63	Back up of files adequate	~	Satisfactory
64	Storage of files (paper and electronic) adequate	~	Storage in Newark. A fireproof bag is also used.
65	Local Council Award SchemeFoundation	\prec	Not sought.
	QualityQuality Gold		
66	Website Accessibility Statement published online*	\prec	Last reviewed December Recommended as more
			to be added to the website to meet the requirements of the Freedom of Information Publication Scheme that this statement is up to date.

-
Risk
~

74 /			70 Co										20 20 1	V.	•		69	•	•	68 Li	•	•	•	•	•	•	67 E
Agenda documents correct			Co-options according to policy												Chairman	New Councillor	Declarations of acceptance of office*	reviewed regularly	displayed on website	List of Members' interests*	Other	Site staff	Admin assistant	Deputy Clerk	RFO	Proper Officer (Clerk)	Employee posts properly recorded/ correct job descriptions
~			~														~	<u> </u>	-	~							~
The Council has appointed an	unlawful. The motion to co-opt should be on an agenda and the council should formally resolve by majority vote to co-opt.	Co-option Policy/Procedure. In minute 22/186 a co-option took place outside a formal council meeting. This is	Recommended that the Council adopts a	taking office. (S.83 Local Government Act 1972).	Council must similarly sign a DoAoO on	promptly on taking office means the seat is vacated. The Chair of the Parish	a certain date. Failure to sign a DoAoO	been signed after any co-option or it has been resolved that it has been delayed to	Declaration of Acceptance of Office has	should minute to show that the	that has been completed. The Clerk	Acceptance of Office for all parish	the Clerk holds Declarations of	Recommended that a check is made that	Clerk had no knowledge of the book.	are forms in a statutory format and the	Minutes mention signing a book These	the link to the SKDC Register of Interests is added to the parish council website.	Localism Act 2011. Recommended that	This is a statutory requirement S.29							Satisfactory
																		<u> </u>									
			~																								
											-2						_		1	~							

			agendas have improved to satisfactory	
72	Minutes correct / signed*	~	Minutes have been produced the last two	
			financial years but lack details such as	
			clear resolutions with amounts, approved	
			and to be paid to suppliers/ contractors.	
			Reference is made to other lists or	
			documents, but then these do not form	
			part of the minutes and not published.	
			This makes decision-making opaque and	100
			lacks transparency.	
			It is noted from minutes that the Chair	
			resolved to go into a confidential session	-
			Minute 23/63 — it is the council that	
			resolves to do this in accordance with	
			Public Bodies (Admission to Meetings) Act	
		1	1960 S.1(2) not the Chair who may	
			propose it.	
			The Council has appointed an	
			this area of markets and this has addressed	
72	Council owned email address account in place	<	Coticfoctory	
1 2	Coarion Ownica Citian aggress accognit in place	-		
74	Purchase order system used/correct	\prec		
			introduce if deemed necessary to comply	
			with new Financial Regulations adopted	
75	Purchasing authorised in line with Financial regs / limits	~	Virtually all ordering, payment approvals	
			have had to go through the parish council,	
			however, with the lack of financial	
			amounts in the minutes it is not possible to	
			form a firm view on this issue.	
76	Council operating within legal powers*	<	Not compliant. The Clerk/RFO is able to	
	 Legal powers identified in minutes 		record legal powers on the Scribe	
			something that may be noted in minutes in	******
			future. This would increase transparency	
			regarding the spending of public funds.	

 Polegation to officers or committees Scheme of delegation Limits set out in financial regulations and / or standing orders; adhered to; reported adequately Y Financial Regulations set delegation of not more than £100. Very limited to cope with emergency spending situations and many transactions are more than the limit. The new model Financial Regulations are due to be adopted imminently to update the scheme of delegation. 	-						
ns and / or standing							77
Y Financial Regulations set delegation of not more than £100. Very limited to cope with emergency spending situations and many transactions are more than the limit. The new model Financial Regulations are due to be adopted imminently to update the scheme of delegation.		reported adequately	 adhered to; 	orders;	 Limits set out in financial regulations and / or standing 	 Scheme of delegation 	Delegation to officers or committees
Financial Regulations set delegation of not more than £100. Very limited to cope with emergency spending situations and many transactions are more than the limit. The new model Financial Regulations are due to be adopted imminently to update the scheme of delegation.							~
	scheme of delegation.	to be adopted imminently to update the	new model Financial Regulations are due	transactions are more than the limit. The	emergency spending situations and many	more than £100. Very limited to cope with	Financial Regulations set delegation of not

Written statement of particulars for all staff from day one (April 2020 onwards)* Proper procedures for payroll, PAYE & NI* Is payroll inhouse or external provider used? PAYE & NI payments verified Approval of salaries and increments Approval of expense claims Winimum wage threshold met HR procedures and policies adopted / reviewed Training policy and record staff /elected Members Y	Written statement of particulars for all staff from day one (April 2020 onwards)* Proper procedures for payroll, PAYE & NI* Is payroll inhouse or external provider used? PAYE & NI payments verified Approval of salaries and increments Approval of expense claims Winimum wage threshold met HR procedures and policies adopted / reviewed Y Training policy and record staff /elected Members Y	80	85	84	83	82	81	80	79	78		
< < < < < < < < < < < < < < < < < < <	Y Satisfactory Y Satisfactory Y In-house Y External Y Satisfactory Y Satisfactory Y Satisfactory Y Satisfactory Y Recommended that a copy of the HR policies may be added to the website. Y Recommended that a formal training policy is put in place with a register of training completed. Recent weaknesses in complying with statutory requirements suggests that councillors may need training to meet their legal duties.										Payroll & HR	
	Satisfactory Satisfactory In-house Y External Satisfactory Satisfactory Satisfactory Satisfactory Satisfactory Satisfactory Recommended the HR policies may be added to the website. Recommended that a formal training policy is put in place with a register of training completed. Recent weaknesses in complying with statutory requirements suggests that councillors may need training to meet their legal duties.	~	~	~	~	~	~	~	~		*	
		Recommended that a formal training policy is put in place with a register of training completed. Recent weaknesses in complying with statutory requirements suggests that councillors may need training to meet their legal duties.	HR policies incorporated into the employment contract. Recommended that a copy of the HR policies may be added to the website.	Satisfactory	Satisfactory	Satisfactory		In-house Y				

Oculified Clerk CILCA 2015 or later Level 4 Community Governance or higher Annual appraisals undertaken Annual appraisals undertaken Annual appraisals undertaken Y Employee not in post sufficient time. Committee carry out a probationary review within 6-months of appointing new employees to promote feedback and ensure settling into new employment. Job description up to date / reviewed PC equipment Adequate Pension provision in place Adequate Pension provision in place Automatic Enrolment for Staff* PC equipment Y LGPS V LGPS V LGPS NEST Recommend that a self-assessment is employees and binanually thereafter. PAW enabled by new employees and binanually thereafter. PAW en annually thereafter. PC Council ensure they have met all their pension statutory duties. PY Other Other Other Ognoment PC equipment Y NEST Recommend that the Council ensure they have met all their pension statutory duties. PY Other Other Ognoment PC ouncil ensure they have met all their pension statutory duties.								91		90	89	21 3				88		0/
Employee not in post sufficient time. Recommend that the Staffing/HR Committee carry out a probationary review within 6-months of appointing new employees to promote feedback and ensure settling into new employment. Satisfactory Recommend that a self-assessment is completed by new employees and bi- annually thereafter. LGPS NEST Other Recommend that the Council ensure they have met all their pension statutory duties. Y N Y N O3/06/2023	Redeclaration of Compliance	 Declaration of Compliance* 	 Opt Out Evidenced* 	 Automatic Enrolment for Staff* 				Adequate Pension provision in place	 Display Screen Equipment 	Health and safety of staff workstation & PC equipment	Job description up to date / reviewed	100				Annual appraisals undertaken	 Level 4 Community Governance or higher 	CiLCA 2015 or later
yee not in post sufficient time. mmend that the Staffing/HR nittee carry out a probationary / within 6-months of appointing mployees to promote feedback nsure settling into new // ment. actory mmend that a self-assessment is eted by new employees and bi- lly thereafter. Recommend that the Council ensure they have met all their pension statutory duties. N N O3/06/2023	~							~		~	~					~		~
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	03/06/2023		~	~	have met all their pension statutory duties.	Recommend that the Council ensure they		5) v	v employees and bi-	a self-assessment is		ig into new	o promote feedback	out a probationary onths of appointing				
									12	3.	27 12							
								~		~						~		

Transaction spot check

Check number	1	2	w	4	U	6
Ledger date						
Item / budget heading	Grass cutting	Joanne Maidment	Rudies Roots			
Reference / Cheque number						
Order minute reference		23/150-f	23/150-f			
Delivery evidence						
Payment minute reference	23/158					
Invoice value	1326.00					
Minute value	1105.00		98.75			
Payment value	1326.00	350.00	119.50			
Statement value	1326.00					
Timely payment	13/10/2023 – 19/12/2023 N					
VAT recorded	221.00					
S137 recorded in ledger	N/A	N/A				
S137 minuted	N/A	N/A				
Notes	Has a copy of the contractor's public liability been obtained by the RFO/Clerk?	Had been allocated to S.137 but to be amended. Booking ref 23/130-f				

Appendix: Additional Areas for Audit (Council Specific)

	Buriale	V	Commonts & Docommondations		Risk	
	72122	NI/I	Collillellis & Necollillelluations	Low	Med	High
B 1	Cemetery accounts balance	~	Satisfactory			
B2	Fees charged in accordance with approved rates	~	While fees have increased in April 2024 no			-
			parish council resolution identified in			
			minutes shared with me to implement this			
			change.			
B 3	All interred ashes have certificates of cremation*	~	I was informed that certificates are			
			required before burial of ashes.			
B4	Permits properly documented and stored*	~	I was advised that these are held by the			
			council.			
B5	Cemetery regulations adopted and up to date	~	Regulations adopted and published on the			~
			website (however the fees attached to the			
			cemetery regulations apply from 2020 but			
			there may have been an increase from			
			2024) - the published cemetery regulations			
			need updating			
B6	Registers of burials and purchased graves completed	~	Kept up to date and stored in a fireproof			
	correctly and stored safely*		bag.			
B7	Burial certificates issued correctly	\prec	I was advised that these are held by the			
			council.			
B8	Green slips returned appropriately to Registrar	~	I was advised that this occurs after each			
B9	Legible cemetery burial plan up to date*	~	I was advised that the electronic burial			
	 backed up if appropriate 		map is up to date and backed up regularly.			
B10	Business rates exemptions correctly applied	Y	Satisfactory.			

Endnotes

Low risk – these items are usually best practice to improve governance, internal control, transparency, efficiency and effectiveness. damage, improve governance, improve compliance with proper practices in the Practitioners' Guide, and to improve procedures that should be in place. Medium risk - these items need to be improved to meet one or more of the following - statutory requirements, support internal control, reduce the risk of financial loss and reputational the council to losses, not compliant with Proper Practices in the Practitioners' Guide, high risk of reputational damage, failure to comply may lead to penalties, prosecution or legal action. High and medium risk items may lead to the internal auditor stating that the Council does not comply with one or more assertions on the AGAR form at the end of the financial year.

High risk — these items should be dealt with as a high priority because they may affect one or more of the following — statutory and must be done, high financial risk which could reveal

^{*-}Asterisked items are statutory requirements and should be in place where applicable.