

Bayston Hill Parish Council Committee Terms of Reference:

Staffing & Policies Committee (Advisory Committee) - The Council will, following the Annual Meeting establish a Staffing & Policies Committee comprising of the Chair of all Standing Committees (Vice-Chair in their absence), the Chair and Vice Chair of Council to:

- Facilitate the recruitment, interview, and appointment process for new employees. (Any new employee appointment shall be approved by Full Council prior to the recruitment process starting.)
- Ensure that an appraisal process is completed annually for all employees.
- Confirm that performance targets have been met.
- Recommend any financial award to Full Council.
- Draw up and review job description annually.
- Establish a training program for all staff and review annually.
- Ensure that all new staff are adequately supervised and supported during their probationary period.
- Establish a training program for Councillors and review annually.
- Ensure compliance with the Disciplinary & Grievance Policy
- To ensure that all policies and procedures for the Parish are reviewed at least once in a three-year cycle.
- To delegate the review of a policy to another more appropriate committee if required.
- Appoint sub-committees and working parties if appropriate undertake its duties.

Finance Committee (Advisory Committee) - The Council will, following the Annual Meeting establish a Finance Committee to carry out the following tasks:

- Monitoring of the Council's budget and expenditure as presented by the Clerk.
- Ensuring that the budget detail provided to all committees is accurate and suitable for that committee to base decisions on.
- To advise Full Council of any significant deviations to the budget.
- To ensure that the Council achieves the best possible return on its money with regards to Bank Accounts and Financial Services.
- To ensure that the Council gets best value for money in the procuring of services and contracts.
- Ensuring that a Budget is prepared for Full Council to consider
- Ensuring that all end of year Financial Reports are prepared and approved before going back to Full Council.
- Ensure that the Internal and External Audits are completed, and any recommendations actioned appropriately for approval by Full Council.
- To undertake spot checks of the financial procedures/systems of the council and compliance with the Council's Financial Regulations.
- To manage any debtor up to a value of £5,000 and report back to Full Council for approval.
- appoint sub-committees and working parties if appropriate complete its duties.

Planning Committee (Delegated Committee) – The Council will, following the Annual Meeting establish a Planning Committee to carry out the following tasks:

- To determine the Council's views on Town and Country Planning Development Control Issues.
- To prepare and keep under review a policy for future development and planning in the Parish.
- To undertake as required consultation with the County Planning Departments
- To nominate a delegate who would be authorised to speak on a particular planning application to the authorities concerned.
- To consider all applications and appeals within or in areas adjacent to the Parish and to make appropriate comments if required to the relevant authorities.
- To undertake all work in connection with planning and other public enquiries in which the Council wishes to be involved.
- To advise Full Council on all aspects of planning in the Parish
- To appoint sub-committees and working parties if appropriate complete its duties.
- With regard to complex Planning Applications on the advice of the Clerk to make specific recommendations to Full Council.

Services Committee (Delegated Committee) – The Council will, following the Annual Meeting establish a Services Committee to carry out the following tasks:

- To agree and monitor the standards required for all the Parish amenities and services and the most effective way of organising this provision.
 - Lythwood Sports Area (Playing Fields, Pavilion, Outdoor Gym, Astro Turf Pitch, Tennis Court, BMX track, bowling green)
 - Street Lighting (under the control of the Parish)
 - Bus Shelters
 - Benches
 - Footpaths
 - Litter bins (managed by the Parish).
 - Youth & Community Building
 - Parish Office
 - Library
 - Allotments
 - Sensory Garden
 - Floral Displays at the Crossroads and Parade and other suitable sites in the village
 - Encouraging, facilitating and supporting community cultural and sporting activities
 - Planning for increased services and provision as required in the future.
- To ensure that all Statutory, Health & Safety and Environmental inspections are completed.
- To ensure that all actions arising from all reports/inspections completed for the Parish are adequately addressed and closed out in a timely manner.

Services Committee (Delegated Committee) continued

- To establish a program of actions to enable the Parish to be Carbon Zero by 2035
- To progress the development of a Sports Hall Facility for the Parish
- To appoint sub-committees and working parties if appropriate to complete its duties.
- To appoint outside experts as required to move forward projects.

Membership of Committees as at May 2021:

Staffing Committee

The Chairs of all the Standing Committees (Finance, Planning and Services) plus the Chairman and Vice Chairman of Council

Finance Committee

7 members (includes Chairman and Vice Chairman as ex officio)

Planning Committee

7 members (includes Chairman and Vice Chairman as ex officio)

Services Committee

Membership available to all of Full Council (minimum 8 members)

N.B. The Chair and Vice Chair of Council are automatically (ex officio) members of all committees.

While most of the committees are advisory, Full Council should trust in the membership of these committees to act in the best interest of the Full Council

Committee Terms of Reference are reviewed annually at the Annual Council Meeting in May.