

Haverhill Town Council

Review of Internal Control – June 2025

The Town Council is required to review its risks regularly. This does not mean undertaking a detailed Health and Safety risk assessment for all of its functions and services, which are carried out as required by the Operations Manager and others, but reviewing whether the processes, procedures and checks are robust enough to ensure that the Town Council:-

- acts within its legal powers
- fulfils its legal duties
- ensures the proper use and safety of its resources

Legal Powers

Power to act - Much of the Town Council's current portfolio of services and support is long-established, and is undertaken under powers provided through existing legislation. In terms of additional services, or enhancements to existing services, the Council relies upon the Clerk to ensure that the powers exist in law to provide these services. The Clerk in turn relies upon the availability of advice, either directly from the acknowledged standard textbook (Local Council Administration by Paul Clayden), or from the National Association of Local Councils (via the Suffolk Association of Local Councils). Further advice is available from the Society of Local Council Clerks and retained advisers such as Parkinson Partnership VAT advisors.

To ensure that the Town Council acts within its legal powers for all new services the Clerk confirms, and notes in the minutes, the legislation empowering the Council to provide the service. The Council subscribes to the National Association of Local Councils and the Council continue to pay the Clerk's subscription to the Society of Local Council Clerks.

In 2012 the Council adopted the General Power of Competence, enabling it to do in law "...anything that individuals generally may do" [Parish Councils (General Power of Competence) (Prescribed Conditions) Order 2012], widening the legal power to carry out activities. This power of first resort is used as the legal power for all decisions the Council makes unless it would not be lawful to do so, in which case the Council minutes will record the power being relied upon for a decision.

In May 2015, May 2019 and May 2023 the Council resolved that it is still eligible to use this power.

The Clerk and Deputy Clerk both hold the Certificate in Local Council Administration (CiLCA), a nationally-recognised professional qualification for town and parish clerks. The Clerk holds a first-class honours degree in Community Governance, which gives him a deeper understanding of best practice in local government.

The Town Council's trusteeship of the Haverhill Community Trust requires additional knowledge of the law relating the Charities. The Trustees rely upon the Clerk to the Trustee to ensure that they act in accordance with Charity and Company Law in providing services within the Arts Centre. The Clerk to the Trustee holds a Post-Graduate Diploma in Voluntary Sector Management and has 20 years' experience in running charities. In addition, advice is available from organisations such as Community Action Suffolk, the Charity's auditor Lovewell Blake LLP, and the Charity Commission.

Knowledge and skills

The Town Council recognises the benefit of a well-trained and knowledgeable staff team and that the same applies to Councillors. Training via SALC and other suitable providers is accessed and Councillors who are also borough councillors have accessed training provided by that Council in addition to training through the Town Council. Whole-Council training is also arranged. An induction

session for new Councillors was undertaken on 9th May 2023. Two Councillors in 2016, two more Councillors in 2017 and a previous Mayor in June 2022 attended the SALC Leadership Course for Chairing skills. New Councillors elected for the first time in May 2023 have been encouraged to attend training.

A new Councillor Handbook was provided to all Councillors in May 2023, which includes copies of key documents and a copy of the Good Councillor Guide. This has been updated with revised documentation.

The Town Council budgets for the purchase appropriate training for staff and Councillors and any reference works required.

Staff training is identified on the basis of the need of the organisation and scheduled to ensure skills are kept up-to-date.

Legal Duties

The Town Council has a duty in law to its staff and the general public. This includes employment law and Health and Safety, as well as general duties covering diversity and disability.

The Council carried out a programme of revision of policies to ensure they are in place and reflect best practice to form an Employee Handbook. This was carried out in conjunction with a specialist HR company and a Unison representative. The Council reviewed key employment policies in January 2018. The recruitment process was reviewed in September 2018 to ensure that it was fully up to date and in line with the Equalities Act and legislation covering illegal immigration. The council employs an qualified HR Advisor to ensure that it keeps abreast of changes on employment legislation.

The Town Clerk ensures that an annual overall risk assessment for the Council's staff and permanent/regular places of work is carried out, and the Operations Manager undertakes a risk assessment for all of the Council's "occasional" events and provide a comprehensive briefing to staff before the event commences. During Autumn 2023 Aviva took over the insurances of the Council and a review was carried out by them in May 2024, with only minor matters raised.

In May 2019 Arts Centre/Events staff underwent testing for noise-induced hearing impairment, carried out by qualified audiologists.

In April 2019 the Clerk, senior managers and Duty Managers for the Arts Centre received refresher training on their licensing responsibilities. In February 2020 the Clerk and key personnel involved in the children's safeguarding procedures within the Council attended refresher training by Suffolk County Council. In Summer 2020 a number of staff undertook training to be qualified to work on Highways carriageways, safe lighting and signing and this was requalified in April 2024 and 2025. In May 2021 key staff undertook training to be qualified in the use of scaffold towers. In February 2022 key staff undertook IPAF training to be able to competently use mobile elevated work platforms in public spaces. Staff who need to use ladders undertake the necessary training.

In April 2024 the Operations Manager responsible for compliance matters passed the IOSH course in Health and Safety and Risk Assessments.

Food Hygiene Ratings by Environmental Health:

All Town Council outlets hold a 5/5 food hygiene rating and both classroom-based and online training in food hygiene was provided to relevant staff and volunteers.

The Zone: Last reviewed 28 June 2023.

The Arts Centre Café: Last reviewed February 2023.

Splashpad Kiosk: Last Reviewed August 2023

Proper Use and Safety of Resources

The Town Council's financial resources (including items on its balance sheet) are controlled by an independent internal audit of its financial procedures and an independent external audit of its published accounts. Segregation of duties within the organisation is incorporated as far as reasonably possible and has proved satisfactory for both internal and external audit. In addition to these independent checks the Council insures its assets, not only against the usual risks, but also against fraud by the Clerk and other officers. In November 2022 an insurance reinstatement cost assessment was carried out for the buildings belonging to the Council and Haverhill Community Trust. Insurances were reviewed and the Council and Haverhill Community Trust form an insurance group, ensuring both comprehensive and optimal value insurance for both entities.

Stock is subject to a twice-yearly stock take. The Asset Register is reviewed on an annual basis, the last occasion being 31st March 2025.

The independent internal auditor's report and the external auditor's report are circulated to every Member of the Council, put on to the website and reported to Full Council.

Balances

The Town Council has addressed the need to maintain balances at an appropriate level and reviews its earmarked reserves annually.

Investments

The Town Council has considered carefully the balance between security of investments and maximising returns on funds held. It has adopted a principle of prudence in doing so, maintaining access to sufficient funds required for day-to-day operation whilst using long-term investments suitable for funds held as long-term reserves.

Governance

The Accounts and Audit Regulations place an emphasis on governance arrangements, particularly the role of Council and Councillors in ensuring that matters, most notably financial, are as reported. The Financial Regulations are regularly reviewed to ensure they are both up to date with good practice and properly tailored and fit for purpose for Haverhill Town Council. They were last reviewed on 28th April 2025.

Town Councillors receive regular financial reports of income/expenditure against budget and have the opportunity to question any item at the Finance Committee. The original bank statements are compared against the reported cashbook and bank reconciliation and signed by a Councillor as the same. Different Councillors are chosen randomly each time to ensure no collusion.

The RFO holds an accounting qualification and is a qualified internal auditor (holding the Principles of Internal Audit of Local Council qualification) and oversees the work of the Finance Administrator, who holds the Finance in Local Council Administration qualification.

Petty cash is worked as an imprest system so that at any time the value of the receipts and cash held resolves to the total allocation.

No officers can be cheque signatories (except the RFO for administrative permissions on the account) and two authorisations are required by the bank before any payment can be made. A clear trail with approvals is retained as a record.

Year-end closedown of accounts was not carried out by the finance administrator alone, but by RBS Accounting, with the RFO in attendance. Using an independent party adds an additional audit layer and checking that the book-keeping has been carried out competently.

12b ii. Review of the Internal Audit

In adopting good practice, the Town Council should review the internal audit procedure, and that the review should consider, at a minimum, the following points:

1. Is the internal auditor (internal audit function) independent of the financial control/management of the council?
2. Is the internal auditor competent?
3. Is the level of internal audit proportionate to the needs, size and circumstance of the council?
4. Is the scope of the internal audit fit for purpose (in relation to the above question)?

For Haverhill Town Council the answers to these questions are:

1. The internal audit function was subject to a tender exercise in December 2014. The Internal Auditor is an independent person, appointed by the Town Council annually and employed by the partnership of Heelis and Lodge. The council resolved to extend to the contract, for the 2025/26 financial year at their meeting held 5th May 2025.
2. Heelis and Lodge supply internal audit to a number of Town and Parish Councils throughout Suffolk so can be said to have a good understanding of the role of the internal auditor and the Parish Council framework.
3. The Council retains an advisor for VAT. For its role as Sole Trustee of the Haverhill Community Trust it retains a relevant and qualified accountancy and audit company to oversee the year-end accounts. Given the context of broader external independent advice and regulation, the council considers the level of internal audit proportionate to the circumstances.
4. The Internal Auditor was appointed to work to the guidance in s4.21 of the Practitioners Guide.

Both the Internal Auditor's Report and the External Auditor's Report are reported to Full Council and appropriate action agreed to address any issues contained within those reports.

Councillors are asked to review these arrangements and consider any necessary changes.

Colin Poole, Town Clerk
9th June 2025