

NOTICE OF COUNCIL MEETING

5th August 2020 To: All Parish Councillors

Dear Councillors,

You are required to attend a Meeting of the Parish Council which will be held on Monday 10th August 2020 at 7.30 pm

via electronic communication.

Yours sincerely David Skellern Clerk to the Council clerk@dogmersfieldparish.co.uk

AGENDA

	This meeting will take place using electronic communications, as permitted by emergency	
	legislation that came into force on 4 th April 2020 - The Local Authorities and Police and Crime	
	Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings)	
	(England and Wales) Regulations 2020. Members of the public may join the meeting using	
	the details below. Alternatively, if you have any issues or representations you wish to be	
	raised at the meeting, please notify the Clerk or a councillor by noon on Monday 10 th August	
	2020.	
	Note that the meeting will be recorded by the Clerk and the recording will be available on	
	request. Please note that a member of the public or person attending the Council meeting	
	may record the meeting. Please make the Chairman and the Clerk aware of any intention to	
	record the meeting before it commences.	
	Topic: Dogmersfield Parish Council Meeting	
	Time: Aug 10, 2020 07:30 PM London	
	Join Zoom Meeting	
	https://us02web.zoom.us/j/85877220894?pwd=azlwRU13c3JJUzR2S3dRd0YvQUdyZz09	
	Meeting ID: 858 7722 0894	
/	Passcode: 975003	
95/20	Welcome & Acceptance of Apologies for Absence	
	Including opening comments from the Chairman	
96/20	Declarations of Interests – Current agenda	
	Members are asked to declare any Interest or Disclosable Pecuniary Interest which they	
	may have in any of the items under consideration at this meeting. See notes at the end of	
	the Agenda.	
97/20	To Approve and Adopt the Minutes of 13th July 2020 Council Meeting, including in camera	Paper
98/20	Matters arising from the previous Minutes not otherwise on the Agenda for this meeting	
99/20	Announcements from the Chairman, Clerk and Members' Questions Received in Advance.	
100/20	County & District Councillor's Reports	
101/20	Representations by the public	
	NB Please notify the Clerk by noon on the day of the meeting, if you wish to participate. (See	
	, , , , , , , , , , , , , , , , , , , ,	
	I NOTE ANOVEL LINANK VOLL	
102/20	note above) Thank you To Consider the Council's Response to Current Planning Applications	Papers



20/01394/LI 20/01472/P	Pilcot Hill RG27 8SX	Internal alterations and alterations to first floor rear window and ground floor side door	Date	
	Pilcot Hill RG27 8SX	alterations to first floor rear window and ground floor side		
20/01472/P	P. Rosa Court Rya			
20/01472/P	D Rose Court Rve	door		
20/01472/P	P. Rose Court Rve			
	•	Erection of 4no. 4 bedroom	03/08/20	
	Common Lane Crondall GU10 5RR	and 2no. 5 bedroom dwellings		
	Ciolidali Goto SKK	and associated, access and garaging		
	tify the decision to amend to	he comment on Pilcot Farm's men	age	
• To di	cuss the presence of a mob	ile caravan on agricultural land at	Janes Cottage	
• To up	date Council on any new pla	anning consultations, appeals and	enforcements.	
• Verba	I update on Street Record F	Rye Common		
103/20 Finance & Re	gulatory Matters			
• To re	To receive and note the Annual Internal Audit Report 2019/20			Papers
• To ap	To approve the Annual Governance Statement 2019/20			
• To ap	To approve the Accounting Statements 2019/20			
	 To certify that the Parish Council is exempt from a limited assurance review under Section 9 of the Local Audit (Smaller Authorities) Regulations 2015 			
• To no	To note that AF signed the reconciliations for June 2020.			
· ·	 To appoint a councillor, other than the Chairman, to verify the bank reconciliation for July. 			
		cial statement of accounts from 1 in July and authorising payments	•	
• To no	To note the situation regarding S106 funds held by HDC for DPC			
	lights black cable pro series costing £185 plus pro series black plug costing			
	te the further reduction of from 26 th November 2020	interest rate on HTB account fro	om 0.90% to	
104/20 Community E	enefit Fund			
	 To note the installation of the defibrillator and work remaining to complete the project. 		Paper	
• To ag	ree the seven recommenda	tions within the paper.		
• To no	te progress on recruitment	of footpath warden(s)		
105/20 Website				
	ceive the paper regarding pricion of a supplier.	ocurement of a new website and	to approve the	Paper



106/20	Environment			
	To note progress on the tender for chicane planting and offer views			
	To review work done by lengthsman and revise the schedule of outstanding work			
	 To authorise the Clerk to procure repair to posts and rails on Pilcot Hill 			
	 To authorise the Clerk to procure painting of posts on Pilcot Green 			
107/20	Highways	Paper		
	 To note progress on issues reported to Hampshire Highways 			
108/20	Correspondence Received			
109/20	Information sharing			
110/20	Future meetings			
	 To agree the format for future meetings – physical or virtual 			
	To decide when the Annual Parish Assembly will be held			
111/20	Staffing issue			
	 To receive an update on discussions with HALC and agree a change to the Clerk's contract 	Paper		
112/20	Date of next meeting			
	Monday 14 th September 2020 at 7:30pm			

Notes on Declaration of Interest

Members are requested to declare any personal Pecuniary and Non-Pecuniary interest in relation to any items included on the agenda for this meeting in accordance with The Localism Act 2011 s29 and the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012. Any Member with a Disclosable Pecuniary Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Clerk that they are withdrawing as they have such an interest. If the Disclosable Pecuniary Interest is not entered on the register of Members' Interests, the Monitoring Officer must be notified of the interest within 28 days.

It is not practical to offer detailed advice during the meeting on whether or not a personal interest should be declared, or whether a personal interest should be regarded as a Disclosable Pecuniary Interest. Members are advised to seek the advice of the Clerk well before the meeting as it may be necessary to refer the matter to the Monitoring Officer for a decision.



DRAFT

Minutes of the Virtual Council Meeting Held on the Zoom meeting platform 13th July 2020 at 7:30pm

Councillors present:

Cllr Graham Chisnall (GC) Chair Cllr Anne Fillis (AF) Vice-chair Cllr Alastair Clark (AC) Cllr Rob Molloy (RM)

Clerk: David Skellern

Members of the public present:

There were seven members of the public present

Also present:

Cllr K Crookes (HDC)
Cllr D Simpson (HCC)

076/20	This meeting took place on the Zoom virtual meeting platform, as permitted under legislation that came into force on 4 th April 2020 - The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020. Welcome and Acceptance of Apologies for Absence			
		s offered apologies on behalf of Cllrs Dorr	and Kennett.	
077/20		ns of Interest – Current Agenda 4/20: AC declared an interest regarding pl	anning application 20/01408/HOU.	
078/20	To Approve	e and Adopt the Minutes of 27 th May 202	0 Annual Council Meeting	
		lved that the minutes of the meeting held. Proposed GC, seconded AF. All in favor	·	
079/20	outstandin	ising a new focussed approach, whereby the C g actions outside the meeting and report revious minutes. The Clerk gave updates o	to the meeting only actions arising	
	Agenda Item No	Action Detail	Update	
	059/20	Clerk to recommend training for all councillors and clerk	Training for all councillors and Clerk held on 15 June. Further training courses to be identified when available from HALC.	
	059/20	Create a register of local businesses	On-going	
	068/20	Councillors to collaborate to produce a plan for clearing footpaths by 13 July	Agenda item 87/20	
	068/20	Develop a plan to specify maintenance work to be done outside the village centre, including indicative costs.	To be tackled after new website is completed	
	070/20	Make enquiries regarding the regulatory requirements for maintaining the defibrillator, including the possible role of the ambulance service in this.	Agenda item 87/20	
	071/20	Produce a proposal for a new website with an intention of obtaining	Agenda item 88/20	



~~~	200	reement to commit ex	nondituro by		
	-	July	penditure by		
				<u> </u>	
080/20	Announcements from the Chairman, Clerk and Members' Questions Received in Advance.				
	The Clerk annou welcomed by G		vithdraw his notice and ren	main in post, which was	
081/20	County & District Councillor's Reports  Cllr Simpson reported on a number of issues, including:  HWRCs are open but only by appointment to registered householders  HCC has held 25 seminars for head teachers regarding re-opening of schools  Two or more Covid19 cases in one setting (e.g. home) constitutes an outbreak  HCC finance is very tight due to Covid19  Hampshire GDP fell faster and further than the average for the UK				
	<ul> <li>Cllr Crookes reported on a number of issues, including:</li> <li>HDC's finances are being stretched by Covid19</li> <li>Payments of Covid19 business grants is almost complete</li> <li>Planning meetings have restarted on-line</li> <li>Car park charges will resume on 1st August at March 2020 rates</li> <li>There is a possibility that Fleet Road may be pedestrianised on a trial basis</li> </ul>				
082/20	Representations by the public				
	The Clerk read an email submitted by Brian White on 18 June regarding outstanding village maintenance issues, some of which have since been resolved.  Carol Leversha raised her concerns about parking close to the south side of the bridge in				
	Chalky Lane, saying it created a safety hazard. It was agreed to add this to the problems reported to HCC.				Clerk
083/20	Casual Vacancy				
	GC welcomed the two applicants, Sarah Miles and Dennis Wilkins and invited them to address the meeting in turn, after which councillors asked questions. Councillors then voted by a majority of 3 – 1 to invite Sarah Miles to join the Council. GC thanked Dennis Wilkins for his application and councillors agreed that he was a strong candidate and that they hoped he would look for opportunities to give his services to the parish.				
084/20	To Consider the	Council's Response t	o Current Planning Applic	ations	
	Reference	Location	Description	Outcome	
	20/01169/ CA	Karibu, Chatter Alley, RG27 8SS	Eucalyptus – fell because of excessive size	N/A – the tree had already been felled	
	20/01228/ PREAPP	The Paddock, Farnham Road, Odiham, RG29 1HS	Erection of replacement 2 storey dwelling following demolition of existing single storey dwelling and ALL outbuildings on site	Maintain a neutral stance at this stage but raise concerns regarding the application contravening several NHP principles. Proposed GC Seconded RM All in favour	



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	20/01299/ PREAPP	Ormersfield House, Church Lane, RG27 8TA	Revised sketch scheme drawing to show existing garage being extended and adapted to better serve the house	No objection Proposed GC Seconded AF All in favour	
	20/01408/ HOU	Meadows, Chatter Alley, RG27 8SR	Erection of a detached garage	AC withdrew. No objection Proposed GC Seconded AF All in favour	
	20/01288/ FUL	Harewarren Farm, Chalky Lane, RG27 8TG	Creation of a new vehicle access	No objection but submit concerns that the change could lead to a later application for change of use. Proposed GC Seconded AC All in favour	
	20/01180/ FUL	STREET RECORD Rye Common Lane Crondall Farnham	Proposed energy storage facility to provide energy balancing services to the National Grid	Councillors decided to collaborate with Crondall Parish Council.  Objection Proposed GC Seconded AF All in favour	GC
085/20	Finance & Regula	atory Matters			
	The Clerk explained that the required submission had been made to the auditor, who have replied with 13 questions, in respect of some of which the Clerk had requested advice from GC and AC. AC agreed to reply to those questions on the following day.				AC
	The Clerk had circulated the financial reports for May 2020 and requested that Counci approve the statement of accounts for May 2020 and confirm payments made.			·	
	It was resolved to approve the financial statement of accounts from 1st – 31st May 2020, confirming payments made in May. Proposed GC, Seconded AC. All in favour.				
	The Clerk had circulated the financial reports for June 2020. He noted receipt of £358.04 interest on the CBF account and highlighted and apologised for an error that he had made in his expenses claim. He proposed to repay the overpayment and requested that Councillors approve the statement of accounts for June 2020 and confirm payments made.				
	It was resolved to ratify the payments made in June, noting the reported error and proposed corrective action; to approve the financial statement of accounts from 1st – 30th June 2020, confirming payments made in June; and to authorise payments due. Proposed GC, Seconded AF. All in favour.				Clerk
	AC advised that, when publishing bank statements outside the Council, it is wise to redathe account identifiers.			Council, it is wise to redact	
	to date. He said t	hat this is only a start v		er changes in the light of projects are known.	



Councillors noted the revised budget as 'a step in the right direction' and requested that, when added, the costs for individual projects be separately identifiable. The Clerk reported the up to date situation regarding DPC's S106 funding held by HDC. The balance is unchanged at £6,257 but conditions apply to being able to access the funds, namely: 1. The funds can only be spent on new capital projects related to the provision of parish leisure or open space 2. The funds cannot be used for general maintenance or renewal 3. The need to spend the funds has to be supported by some form of evidence to demonstrate that the use of the funds is needed to enhance the open space or leisure infrastructure as a result of the development that has taken place. It was agreed that AF should devise a submission to HDC regarding capital expenditure on parish footpaths and the Clerk should determine whether there is any time limit on the ΑF availability of the funds. Clerk It was resolved to assign the role of Data Controller to the Clerk. Proposed GC, seconded AF, all in favour. **Parish Council Documents** 086/20 GC explained that the review schedule agreed at the previous meeting required six documents to be adopted at this meeting. All the documents had been circulated for review over the previous weeks and final versions were ready for adoption. GC noted that NALC plan to issue updated advice on Code of Conduct in the autumn, at which point DPC will revisit its own Standing Orders. It was resolved to adopt the Council's revised Standing Orders. Proposed GC, seconded RM, all in favour. It was resolved to adopt the Council's revised Financial Regulations. Proposed GC, seconded RM, all in favour. It was resolved to adopt the Council's revised Code of Conduct. Proposed GC, seconded AF, all in favour. It was resolved to adopt the Council's new Information Retention and Disposal Policy. Proposed GC, seconded AF, all in favour. It was resolved to adopt the revised NHP Steering Group Terms of Reference. Proposed GC, seconded AC, all in favour. It was resolved to adopt the revised CBF Group Terms of Reference. Proposed AF, seconded RM, all in favour. The Chairman thanked councillors for their hard work to develop so many new documents in a short time. 087/20 **Community Benefit Fund** The Clerk announced that the defibrillator is to be installed in the phone kiosk on 22nd July by Community Heartbeat Trust (CHT). At the previous meeting, he had accepted an action to make further enquires regarding the regulatory requirements for maintaining the defibrillator. He had revisited material originally supplied by CHT and liaised with CHT, after which he recorded his recommendation in paper 087/20, namely to opt for both the

Managed Solution (£100 capital cost) and Annual Support Package (£135 annual cost) as

provided by CHT.

Clerk



Councillors advised that they require to see the formal contract document(s) prior to signature. Cllr Simpson cautioned that the Clerk should check for any conditions on the HCC grant towards the defibrillator that would disallow this action.

Clerk

Subject to these conditions, it was resolved to adopt both the Managed Solution and Annual Support Package provided by CHT. Proposed GC, seconded AF, all in favour.

Councillors noted both the CBF Annual Report and CBF Footpaths Report. GC invited Ian Taylor, who is leading the work to improve parish footpaths, to give an overview of the aims of the project. Ian reported that there are already key people involved with the project and an appetite to make early progress. It is hoped to receive funding from HCC and a good potential supplier of equipment has been identified. There was also good liaison with Winchfield PC and an intention to adopt consistent standards. It was agreed that the survey work should focus on the elimination of danger spots and improvements to the footpath from the school to the church in order to deliver early, visible benefit.

It was resolved that the CBF Working Group should start work to survey the parish footpaths. Proposed GC, seconded AF, all in favour.

It was resolved that the CBF Working Group should consider options for recruitment of a/some footpath warden(s). Proposed RM, seconded GC, all in favour.

AF Clerk

It was agreed that AF should locate existing terms of reference for footpath wardens as used by other parishes and the Clerk should ensure their role is covered by the forthcoming H&S policy.

AF introduced her paper regarding the tree planting programme and, following a supportive discussion, asked the Council to agree to the five decisions therein.

#### It was resolved that:

- 1. DPC commits to sign the Tree Charter and authorise the Clerk to complete the application form on its behalf;
- 2. DPC commits to support an ambitious tree planting project over the next 5 years with an aspiration to plant at least one tree each year for each residence;
- 3. DPC approves expenditure of up to £650 in 2020 from the Community Benefit Fund to start the first phase of planting if required;
- 4. DPC approves the CBF working group to work with the Woodland Trust and local landowners to develop a plan for the first phase of planting; and
- 5. DPC authorises Councillor Fillis to apply to the Woodland Trust for a Community Pack of trees.

Proposed GC, seconded AC, all in favour.

Clerk

Cllr Simpson invited the Clerk to apply to HCC for a grant of £650 to support the project.

GC & AF

AF raised the proposal she had made for a path across Pilcot Green to alleviate pedestrian safety concerns. She said that the idea was at an early stage with a number of issues identified, not least ownership of the Green. GC proposed that he and AF work to understand the process for taking control of Pilcot Green. The Council agreed that AF should do further work to produce a solution to the problem. It was too early to approve the tender for the work.



088/20	Website	
	RM gave a verbal update on progress in defining requirements, including on-going maintenance and email support, and identifying possible suppliers. A full tendering exercise is not required. RM will present an analysis of vendor solutions and costs at the next meeting and will seek approval to proceed to place the order. The report was noted.	
089/20	Environment	
	AF introduced her paper proposing planting for the chicanes in the Parish. It was agreed that councillors should feed in comments by 17 th July.	
	It was resolved to issue the tender, subject to comments submitted by councillors. Proposed GC, seconded AF, all in favour.	
090/20	Communications	
	RM introduced the draft questionnaire designed to illicit parishioners' choices regarding the Council's communications methods. He wished to avoid issuing multiple questionnaires, as there is a further need to communicate with parishioners regarding future projects. It was agreed that RM and GC should work to produce a composite questionnaire covering both communications and projects in preparation for the next meeting. It was agreed that any questionnaire should be delivered to every residence, but with the option to respond on-line. AC felt that any questionnaire regarding potential projects should include costs so that parishioners can give informed answers, but GC rejected this approach as it would require too much work and delay at this early stage, and AC concurred.	RM & GC
091/20	Dates for future council meetings for 2020-21	
	It was resolved that the schedule of meetings for the remainder of the year shall be as follows:  Monday 10th August 2020 Monday 14th September 2020,  Monday 12th October 2020, Monday 9th November 2020,  Monday 14th December 2020, Monday 11th January 2021,  Monday 8th February 2021, Monday 8th March 2021  Proposed GC, seconded AF, all in favour.	
092/20	Correspondence Received	
	None to report.	
093/20	Information sharing	
	No further discussion.	
094/20	Staffing IN CONFIDENCE (Members of the public to withdraw)	
	Councillors considered a request from the Clerk regarding his contract. This is recorded in a separate minute.	
	The Chairman closed the meeting at 22:50.	

Signed		Date	
Chairpers	son		



Abbreviations	In place of
DPC	Dogmersfield Parish Council
HDC	Hart District Council
HCC	Hampshire County Council
NHP	Neighbourhood Plan
APA	Annual Parish Assembly
CBF	Community Benefit Fund
HTB	Hampshire Trust Bank



# DOGMERSFIELD PARISH COUNCIL

Please find below my comments on the following planning application

Planning Application No	20/01394/LBC
Location	Catherine Of Aragon Pilcot Hill Dogmersfield Hook RG27 8SX
Description	Internal alterations and alterations to first floor rear window and ground floor side door
Date valid	15/07/2020
Date circulated by DPC PO	27/07/2020
Respond to DPC PO by	
Date for submission	
Name of Councillor	GC

# <u>Summary</u>

This Listed Buildings Consent application covers internal modifications and ground floor door modifications to the Grade 2 listed building.

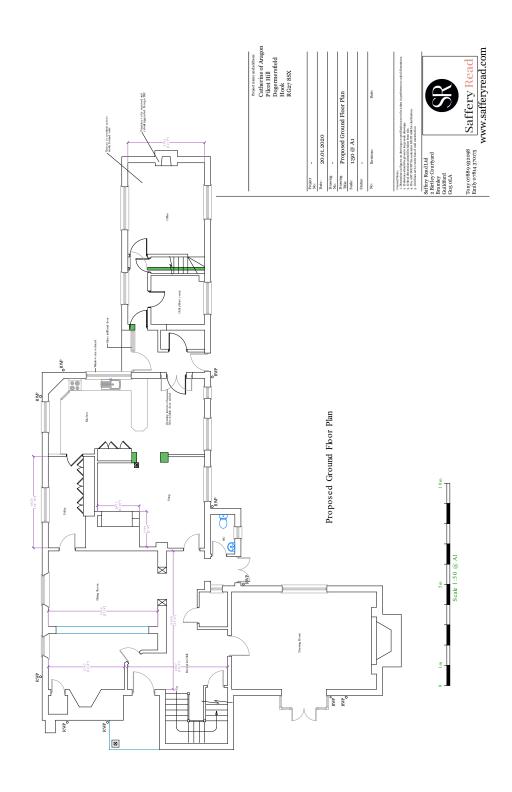
## **Comments**

A comprehensive application has been submitted that identifies the numerous aspects to the work. Most of these are internal and a full heritage impact statement has been included with the application.

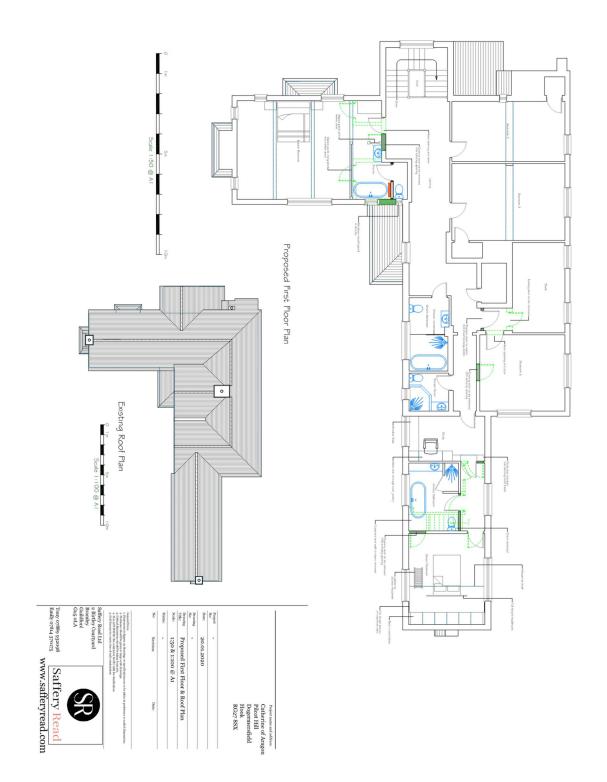
The external impact of the modifications appear from the submitted plans to be minimal.

Date submitted to DPC PO	







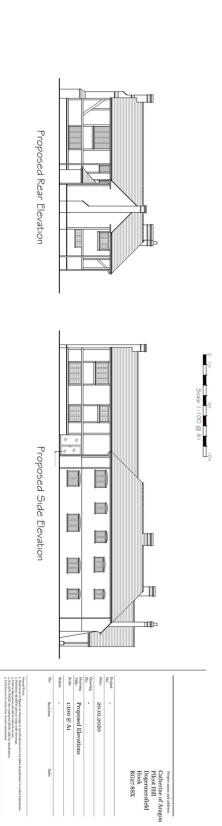


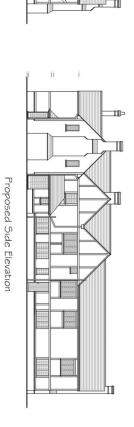


Saffery Read www.safferyread.com

# **DOGMERSFIELD PARISH COUNCIL**

Proposed Front Elevation







# **DOGMERSFIELD PARISH COUNCIL**

Please find below my comments on the following planning application

Planning Application No	20/01472/PIP
Location	Rose Court Rye Common Lane Crondall Farnham GU10 5RR
Description	Erection of 4no. 4 bedroom and 2no. 5 bedroom dwellings and associated, access and garaging
Date valid	26/06/2020
Date circulated by DPC PO	27/07/2020
Date for submission	03/08/2020
Name of Councillor	GC

#### Comments

# **Summary**

This is a permission in principle (PIP) application under the Town and Country Planning Act 1990 (as amended in 2017) to erect 6 new homes and a new access road off Rye Common Lane.

The proposed development lies predominantly in the Parish of Crondall (5 of the 6 new houses) but it has been brought to my attention that one of the houses and a new access lane would reside in our Parish.

The houses are built around land close to the A287 with access off Rye Common lane close to the junction of this lane with the A287.

Concerns include the increase in traffic onto and off the A287 at an already poor location, the houses would be built in an area offering no local amenities and no public transport, contrary to Hart development policy, and access to the houses will require the traffic to travel



through Itchel Court, where residents pay upkeep fees for their road and access.

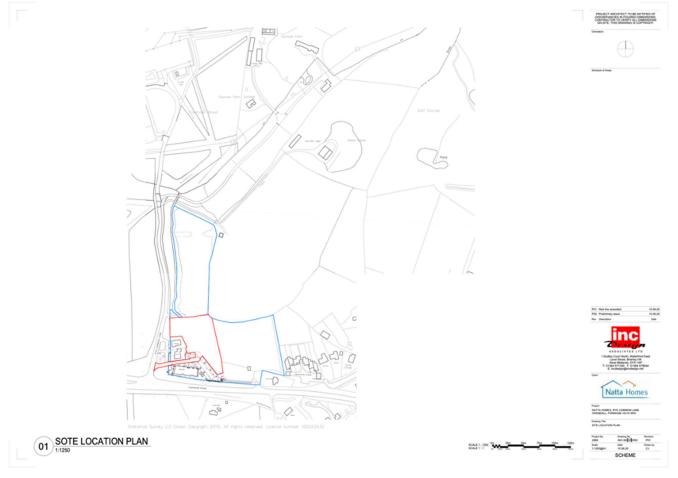
Interestingly, the Pre app makes no reference to neither the Crondall NP nor the DNP.

Because of the late alert on this application I have requested an extension to the comment deadline until the end of the week of our August meeting. I would also propose to coordinate our response with CPC.

Date submitted by DPC PO

Location





Site Plan







**Ref:** 103/20

**Subject:** Finance & Regulatory Matters report August 2020

#### **Internal Audit 2019-20**

See Annual Governance and Accountability Return 2019/20 Part 2 separately supplied:

- To receive and note the Annual Internal Audit Report 2019/20 this is Page 4 of AGAR Part2, as completed by the internal auditor
- To approve the Annual Governance Statement 2019/20 this is Page 5 of AGAR Part2 to be signed by GC and Clerk tomorrow
- To approve the Accounting Statements 2019/20 this is Page 6 of AGAR Part 2 to be signed by GC tomorrow
- To certify that the Parish Council is exempt from a limited assurance review under Section 9 of the Local
   Audit (Smaller Authorities) Regulations 2015 this is Page 3 of AGAR Part2 to be signed by GC and Clerk tomorrow

#### **Publication:**

- The Notice of Public Rights will be announced on Thursday 13th August via the noticeboards and website.
- The period for inspection will run from 14th August 2020 to 12th September 2020

The Auditor made the following recommendations:

- The Council to review and update its Standing Orders
- The Council to review and update its financial regulations
- The Council should consider whether the Clerk should be CiLCA qualified.
- The Council must ensure that it obtains quotations as set out in its Financial Regulations. Should the Council decide to use two quotes then reasons for not considering 3 quotes should be recorded in the Council meeting minutes.
- Council to ensure that, in future, the power under which grants are made are clearly stated.

#### June 2020

The Council is invited to note that AF signed the reconciliations for June 2020 on a corrected version, as the original excluded the June 2020 interest of £358.04 from the HTB balance.

This action is required by the newly adopted DPC Finance Regulation section 2.2.

2.2. On a regular basis, usually before each council meeting, and at each financial year end, a member other than the Chairman shall be appointed to verify bank reconciliations (for all accounts) produced by the Clerk. The member shall sign the reconciliations and the original bank statements (or similar document) as evidence of verification. This activity shall on conclusion be reported, including any exceptions, to and noted by the council.

The Finance Report issued to the meeting on 13 July included a statement of June 2020 interest received in the HTB CBF account, but the spreadsheet was inadvertently not updated to add this to the account balance. The Clerk produced an updated version of the Report, annotated regarding the error, and AF signed to confirm that this updated report reconciled correctly to both the Lloyds and HTB statements for June 2020.

The Council is invited to appoint a councillor, other than the Chairman, to verify the bank reconciliation for July.



July 2020

#### **Finance Statement**

Please see separate documents for Lloyds Bank Statement issued 31st July 2020 and the Expenditure Analysis and Monthly Finance Report for July 2020.

#### **Expenditure Analysis**

In accordance with informal feedback from the internal auditor, the payroll costs of the Parish Clerk have been separated from additional costs such as mileage expenses. Consultancy support is still to be separated.

#### Finance Report as at 31st July 2020

Two cheques totalling £246 were unpresented as at 31st July 2020.

The cashbook balance is £25.710.24, which, taking unpresented cheques into account, reconciles with the bank statement balance of £25,956.24.

Total for payments made in July is £1,281 (including VAT), as itemised on the report. These payments were agreed at the meeting held on 13th July and now require ratification by the Council.

The Clerk has repaid £28.80 to DPC to by bank transfer.

The Council is requested to receive and approve the financial statement of accounts from  $1^{st} - 31^{st}$  July 2020, confirming payments made in July.

The following payments are now due:

Cheque	Payable To	Details	Gross Amount
1170	M C Harris	Consultancy	£107.00
1171	D Skellern	Expenses	£36.67
1172	D Skellern	Clerk salary August 20	£878.14
1173	HMRC	Clerk PAYE & NI to HMRC	£273.56

The Council is requested to authorise the payments due.

#### Section 101 funds

The council is invited to note the situation regarding S106 funds held by HDC for DPC based on following advice received from HDC:

There does not appear to be a limit on the time you have to spend this. To confirm you may need to check the S106's but I did check last year and this did not bring anything up as being pertinent and nothing is flagged on the spreadsheet.

To apply I will need to do an Executive Decision paper to the member who has delegated authority for this. I will need a project proposal from you with all the costings and any other supporting information you feel is appropriate. For instance, does this help people with alternative needs, which you look as if you are proposing. I also note your proposal and this would look suitable but you need to be confident that this is for an upgrade rather than general maintenance.

The funding is released on completion of the works, subject to inspection from our officers.

#### **Christmas lights**

On advice from the organiser of the Switching On Ceremony, I have received a request to purchase 50m 500 traditional warm light LED string lights black cable pro series costing £185 plus pro series black plug costing £6.

The council is requested to authorise the Clerk to purchase 50m 500 traditional warm light LED string lights black cable pro series costing £185 plus pro series black plug costing £6

#### **HTB Interest Rate**

The Council is invited to note the further reduction of interest rate on HTB account from 0.9% to 0.25% from 26th November 2020.

David Skellern Clerk August 2020





David Skellern Parish Clerk Dogmersfield Parish Council

23/07/2020

Dear David.

Further to our Internal Audit of your Council for the financial year 2019/20 I am pleased to submit the signed Internal Report for your Annual Return. We have completed our work and I can confirm that we have not given a Negative response for any of the Internal Control Objectives.

You will note that we have given 'Not Covered' responses in respect of the Control Objectives F, L and M and we are required to explain why we have done this.

We have responded 'Not Covered' in response to Objective F as we understand that the Council does not maintain a Petty Cash.

For Objective L we have given a 'Not Covered' response to this as, although we have seen the completed Notice document, there is no formal documentary evidence that the required Notice was posted as required. You will be aware that there is, in fact, no requirement for this documentary evidence to be maintained by you and therefore it is impossible for an auditor to independently verify this. We are aware that this issue has been discussed with the External Auditors and we expect most, if not all, Councils to also have 'Not Covered' as a response to Objective L from their Internal Auditors.

We have responded 'Not Applicable' in respect of Objective M as it is our understanding that the Council does not act as Trustee.

I have also emailed you an Internal Audit summary of our audit testing which you may find useful. This sets out the number of tests that we have carried out and the number of positive and negative responses. Care should be taken when using this Summary as these tests are not given a weighting to reflect their relative importance and the Summary must therefore be considered in conjunction with our Internal Audit Observations.

I have made some Observations in respect of the year end audit which I would be grateful if you could draw to the Council's attention in due course. If the Council should have any queries regarding any points raised please do not hesitate to contact me.

I would like to express our thanks for the assistance you provided to us during the course of the audit.

IAC Audit & Consultancy Ltd.

Registered in England No 09753929 VAT Reg No 220 6715 38

23 Westbury Road , Yarnbrook, Wiltshire, BA14 6AG

Email: admin@audit-iac.com Tel:01225 775511



Yours sincerely,

Kevin Rose ACMA

Director



# Annual Governance and Accountability Return 2019/20 Part 2

To be completed only by Local Councils, Internal Drainage Boards and other smaller authorities* where the higher of gross income or gross expenditure was £25,000 or less, that meet the qualifying criteria, and that wish to certify themselves as exempt from a limited assurance review

# Guidance notes on completing Part 2 of the Annual Governance and Accountability Return 2019/20

- Every smaller authority in England where the higher of gross income or gross expenditure was £25,000 or less must, following the end of each financial year, complete Part 2 of the Annual Governance and Accountability Return in accordance with *Proper Practices*, unless the authority:
  - a) does not meet the qualifying criteria for exemption; or
  - b) does not wish to certify itself as exempt
- 2. Smaller authorities where the higher of all gross annual income or gross annual expenditure does not exceed £25,000 and that meet the qualifying criteria as set out in the Certificate of Exemption are able to declare themselves exempt from sending the completed Annual Governance and Accountability Return to the external auditor for a limited assurance review provided the authority completes:
  - a) The **Certificate of Exemption**, page 3 and returns a copy of it to the external auditor **either** by email **or** by post (not both) **no later than 30 June 2020.** Failure to do so will result in reminder letter(s) for which the Authority will be charged £40 +VAT for each letter; and
  - b) The Annual Governance and Accountability Return (Part 2) which is made up of:
  - Annual Internal Audit Report (page 4) to be completed by the authority's internal auditor.
  - Section 1 Annual Governance Statement (page 5) to be completed and approved by the authority.
  - Section 2 Accounting Statements (page 6) to be completed and approved by the authority.

NOTE: Authorities certifying themselves as exempt SHOULD NOT send the completed Annual Governance and Accountability Return to the external auditor.

The authority must approve Section 1 Annual Governance Statement before approving Section 2
 Accounting Statements and both must be approved and published on a website before 1 July 2020.

### **Publication Requirements**

Smaller authorities **must** publish various documents on a public website as required by the Accounts and Audit Regulations 2015, the Local Audit (Smaller Authorities) Regulations 2015 and the Transparency Code for Smaller Authorities. These include:

- Certificate of Exemption, page 3
- · Annual Internal Audit Report 2019/20, page 4
- Section 1 Annual Governance Statement 2019/20, page 5
- Section 2 Accounting Statements 2019/20, page 6
- · Analysis of variances
- Bank reconciliation
- Notice of the period for the exercise of public rights and other information required by Regulation 15 (2), Accounts and Audit Regulations 2015.

#### Limited Assurance Review

Providing the authority certifies itself as exempt, and completes and publishes the Annual Governance and Accountability Return, there is **no** requirement for the authority to have a limited assurance review.

Any smaller authority may, however, request a limited assurance review. In these circumstances the authority should **not certify itself as exempt**, **and not complete the** Certificate of Exemption, but complete Part 3 of the Annual Governance and Accountability Return 2019/20 and return it to the external auditor for review together with the supporting documentation requested by the external auditor.

The cost to the smaller authority for the review will be £200 +VAT.

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 Part 2 of the Annual Governance and Accountability Return 2019/20, Sections 1 and 2

- An authority that wishes to declare itself exempt from the requirement for a limited assurance review must
  do so at a meeting of the authority after 31 March 2020. It should not submit its Annual Governance and
  Accountability Return to the external auditor. However, as part of a more proportionate regime, the authority
  must comply with the requirements of the Transparency Code for Smaller Authorities.
- The Certificate of Exemption must be returned to the external auditor no later than 30 June 2020. Reminder letters will incur a charge of £40 +VAT for each letter.
- The authority must comply with Proper Practices in completing Sections 1 and 2 of this Annual Governance
  and Accountability Return and the Certificate of Exemption. 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.
- The authority should receive and note the annual internal audit report if possible before approving the annual governance statement and the accounts.
- Make sure that the Annual Governance and Accountability Return is complete (no highlighted boxes left empty), and is properly signed and dated. Avoid making amendments to the completed annual return. Any amendments must be approved by the authority and properly initialled.
- Use the checklist provided below to review the Annual Governance and Accountability Return for completeness at the meeting at which it is signed off.
- You should inform your external auditor about any change of Clerk, Responsible Financial Officer or Chairman, and provide relevant email addresses and telephone numbers.
- The authority must publish numerical and narrative explanations for significant variances in the accounting statements on page 6. Guidance is provided in the Practitioners' Guide* which may assist.
- Make sure that the accounting statements add up and the balance carried forward from the previous year (Box 7 of 2019) equals the balance brought forward in the current year (Box 1 of 2020).
- The Responsible Financial Officer (RFO), on behalf of the authority, must set the commencement date for the exercise of public rights. From the commencement date for a single period of 30 consecutive working days, the approved accounts and accounting records can be inspected. Whatever period the RFO sets must include a common inspection period – during which the accounts and accounting records of all smaller authorities must be available for public inspection – of the first ten working days of July.
- The authority must publish 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 2020.

Completion checkli	st – 'No' answers mean you may not have met requirements	Yes	No
All sections	Have all highlighted boxes been completed?	V	
	Have the dates set for the period for the exercise of public rights been published?	~	
Internal Audit Report	Have all highlighted boxes been completed by the internal auditor and explanations provided?	V	
Section 1	For any statement to which the response is 'no', is an explanation available for publication?	•	
Section 2	Has the authority's approval of the accounting statements been confirmed by the signature of the Chairman of the approval meeting?	~	
	Has an explanation of significant variations from last year to this year been published?	~	
	Is an explanation of any difference between Box 7 and Box 8 available, should a question be raised by a local elector and/or an interested party?	~	
Sections 1 and 2	Trust funds – have all disclosures been made if the authority as a body corporate is a sole managing trustee? (Local Councils only)	•	

*Governance and Accountability for Smaller Authorities in England – a Practitioners' Guide to Proper Practices, can be downloaded from www.nalc.gov.uk or from www.ada.org.uk



#### Certificate of Exemption - AGAR 2019/20 Part 2

To be completed by smaller authorities where the higher of gross income or gross expenditure did not exceed £25,000 in the year of account ended 31 March 2020, and that wish to certify themselves as exempt from a limited assurance review under Section 9 of the Local Audit (Smaller Authorities) Regulations 2015

There is no requirement to have a limited assurance review or to submit an Annual Governance and Accountability Return to the external auditor, **provided** that the authority has certified itself as exempt at a meeting of the authority after 31 March 2020 and a completed Certificate of Exemption is submitted no later than 30 June 2020 notifying the external auditor.

#### DOGMERSFIELD PARISH COUNCIL

certifies that during the financial year 2019/20, the higher of the authority's total gross income for the year **or** total gross annual expenditure, for the year did not exceed £25,000

Total annual gross income for the authority 2019/20:

£13,991

Total annual gross expenditure for the authority 2019/20: £7,227

7,227

There are certain circumstances in which an authority will be unable to certify itself as exempt, so that a limited assurance review will still be required. If an authority is unable to confirm the statements below then it cannot certify itself as exempt and it must submit the completed Annual Governance and Accountability Return Part 3 to the external auditor to undertake a limited assurance review for which a fee of £200 +VAT will be payable.

By signing this Certificate of Exemption you are confirming that:

- · The authority was in existence on 1st April 2016
- · In relation to the preceding financial year (2018/19), the external auditor has not:
  - · issued a public interest report in respect of the authority or any entity connected with it
  - · made a statutory recommendation to the authority, relating to the authority or any entity connected with it
  - issued an advisory notice under paragraph 1(1) of Schedule 8 to the Local Audit and Accountability Act 2014 ("the Act"), and has not withdrawn the notice
  - · commenced judicial review proceedings under section 31(1) of the Act
  - made an application under section 28(1) of the Act for a declaration that an item of account is unlawful, and the application has not been withdrawn nor has the court refused to make the declaration
- The court has not declared an item of account unlawful after a person made an appeal under section 28(3) of the Act.

If you are able to confirm that the above statements apply and that the authority neither received gross income, nor incurred gross expenditure, exceeding £25,000, then the Certificate of Exemption can be signed and a copy submitted to the external auditor **either** by email **or** by post (not both).

The Annual Internal Audit Report, Annual Governance Statement, Accounting Statements, an analysis of variances and the bank reconciliation plus the information required by Regulation 15 (2), Accounts and Audit Regulations 2015 including the period for the exercise of public rights still need to be fully completed and, along with a copy of this certificate, published on a public website* before 1 July 2020. By signing this certificate you are also confirming that you are aware of this requirement.

Signed by the Responsible Financial Officer

Date
DDM YY

Signed by Chairman

Date
Date
DDM YYY

Signed by Chairman

Date
Date
DDM YYY

Signed by Chairman

Date
Date
DDM YYY

Date
Date
DDM YYY

I confirm that this Certificate of Exemption was approved by this authority on this date:
as recorded in minute reference:

Telephone number
07747 016050

*Published web address

www.dogmersfieldparish.co.uk

Date
DDM YYY

Telephone number
07747 016050

*Published web address

Www.dogmersfieldparish.co.uk

Date
DDM YYY

Telephone number
07747 016050

ONLY this Certificate of Exemption should be returned EITHER by email OR by post (not both) as soon as possible after certification to your external auditor, but no later than 30 June 2020. Reminder letters incur a charge of £40 +VAT



#### **Annual Internal Audit Report 2019/20**

#### Dogmersfield Parish Council

This authority's internal auditor, acting independently and on the basis of an assessment of risk, carried out a selective assessment of compliance with relevant procedures and controls to be in operation **during** the financial year ended 31 March 2020.

The internal audit for 2019/20 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		Agreed? Please choose one of the following		
	Yes		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.	~			
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.			~	
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			
Periodic and year-end bank account reconciliations were properly carried out.	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.	,			
K. If the authority certified itself as exempt from a limited assurance review in 2018/19, it met the exemption criteria and correctly declared itself exempt. (If the authority had a limited assurance review of its 2018/19 AGAR tick "not covered")	~			
L. The authority has demonstrated that during summer 2019 it correctly provided for the exercise of public rights as required by the Accounts and Audit Regulations.			V	
M. (For local councils only)	Yes	No	Not applicabl	
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

29/04/2019

Paula Sakalla AAT - IAC Audit & Consultancy Ltd

Signature of person who carried out the internal audit

Date

23/07/2020

*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).



#### Section 1 - Annual Governance Statement 2019/20

We acknowledge as the members of:

#### DOGMERSFIELD PARISH COUNCIL

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 2020, that:

	Agr	eed		
	Yes	No	'Yes' m	eans that this authority:
We have put in place arrangements for effective financial management during the year, and for the preparation of the accounting statements.	V			ed its accounting statements in accordance e Accounts and Audit Regulations.
We maintained an adequate system of internal control including measures designed to prevent and detect fraud and corruption and reviewed its effectiveness.	V		made proper arrangements and accepted responsibility for safeguarding the public money and resources in its charge.	
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.	•		has only done what it has the legal power to do and has complied with Proper Practices in doing so.	
We provided proper opportunity during the year for the exercise of electors' rights in accordance with the requirements of the Accounts and Audit Regulations.	V		during the year gave all persons interested the opportunity to inspect and ask questions about this authority's accounts.	
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.	~		considered and documented the financial and other risks it faces and dealt with them properly.	
We maintained throughout the year an adequate and effective system of internal audit of the accounting records and control systems.	V		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.	
We took appropriate action on all matters raised in reports from internal and external audit.	~		responded to matters brought to its attention by internal and external audit.	
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.	<b>V</b>		disclosed everything it should have about its business activity during the year including events taking place after the year end if relevant.	
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	has met all of its responsibilities where as a body corporate it is a sole managing trustee of a local trust or trusts.

^{*}For any statement to which the response is 'no', an explanation must be published

This Annual Governance Statement was approved at a meeting of the authority on:	Signed by the Chairman and Clerk of the meeting where approval was given:
10/08/2020	
and recorded as minute reference:	Chairman
	Clerk SIGNATURE PECHIRED



## Section 2 - Accounting Statements 2019/20 for

#### DOGMERSFIELD PARISH COUNCIL

	Year er	iding	Notes and guidance		
	31 March 2019 £	31 March 2020 £	Please round all figures to nearest £1. Do not leave any boxes blank and report £0 or Nil balances. All figures must agree to underlying financial records.		
Balances brought forward	41,933	40,732	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.		
2. (+) Precept or Rates and Levies	11,481	11,800	Total amount of precept (or for IDBs rates and levies) received or receivable in the year. Exclude any grants received.		
3. (+) Total other receipts	2,249	2,191	Total income or receipts as recorded in the cashbook less the precept or rates/levies received (line 2). Include any grants received.		
4. (-) Staff costs	4,740	3,060	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.		
5. (-) Loan interest/capital repayments	0	0	Total expenditure or payments of capital and interest made during the year on the authority's borrowings (if any).		
6. (-) All other payments	10,191	4,167	Total expenditure or payments as recorded in the cash- book less staff costs (line 4) and loan interest/capital repayments (line 5).		
7. (=) Balances carried forward	40,732	47,496	Total balances and reserves at the end of the year. Must equal (1+2+3) - (4+5+6).		
8. Total value of cash and short term investments	40,732	47,497	The sum of all current and deposit bank accounts, cash holdings and short term investments held as at 31 March – To agree with bank reconciliation.		
9. Total fixed assets plus long term investments and assets	4,173	4,726	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.		
10. Total borrowings	0	0	The outstanding capital balance as at 31 March of all loans from third parties (including PWLB).		
11. (For Local Councils Only) E re Trust funds (including cha		Yes No	The Council as a body corporate acts as sole trustee for and is responsible for managing Trust funds or assets.		
			N.B. The figures in the accounting statements above do not include any Trust transactions.		

I certify that for the year ended 31 March 2020 the Accounting | I confirm that these Accounting Statements were 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

16/07/2020

approved by this authority on this date:

10/08/2020

as recorded in minute reference:

Signed by Chairman of the meeting where the Accounting Statements were approved

Date





J31A81017GNMBA0000069213001002 398 000

DOGMERSFIELD PARISH COUNCIL
MR DAVID SKELLERN
6 GREEN LANE
HARTLEY WINTNEY
HOOK
HAMPSHIRE
RG27 8DL





Your account statement Statement sheet number: 32 Issue date: 31 July 2020 Page: 1 of 3

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IBAN: GB82 LOYD 3093 3200 0743 31



## TREASURERS ACCOUNT

DOGMERSFIELD PARISH COUNCIL

#### **Account Summary**

Balance On 30 June 2020	£27,214.44
Total Paid In	£28.80
Total Paid Out	£1,287.00
Balance On 28 July 2020	£25,956.24

#### **Account Activity**

Date	Payment type	Details	Paid out (£)	Paid in (£)	Balance (£)
30 Jun 20		BALANCE BROUGHT FORWARD			27,214.44
15 Jul 20	Faster Payment	SKELLERN D&S		28.80	27,243.24
		EXPENSES ERROR			***************************************
		021950143431517001			
	^	400926 10			
		15JUL20 13:43		1	
20 Jul 20		001167	40.67	4	27,202.57
21 Jul 20	Cheque	001158	60.00		27,142.57
22 Jul 20	Cheque	001168	326.73		26,815.84
22 Jul 20	Cheque	001166	450.00		26,365.84
22 Jul 20	Cheque	001169	81.60		26,284.24
28 Jul 20	Cheque	001163	36.00		26,248.24
28 Jul 20	Cheque	001165	292.00		25,956.24
28 Jul 20		BALANCE CARRIED FORWARD	_52.00	1	25,956.24

#### **Transaction Details**

The "Details" column in your statement shows the date that a Debit Card payment went into or came out of your account only if that happened on a weekend or a Bank Holiday.

#### Messages

For our data privacy notice, please see: http://www.lloydsbank.com/business/privacy.asp

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# Dogmersfield Parish Council Expenditure Analysis 31st July 2020

		30.67%	11,756.52	0.00	5,200.48	1,166.83	16,957.00 1,166.83	Total Budget Expenditure
		0.00%	500.00	0.00	0.00		500.00	Contingency
								Budget Contingency
				į			0)01010	
		3.29%	5.140.00	0.00	175.00	375.00	5.315.00	Total Service Delivery
	-66.67% Cheque returned	-66.67%	500.00		-200.00	0.00	300.00	Support of beneficial causes
		0.00%	-375.00			375.00	0.00	Project work to benefit the community
	0.00% Underspend expected	0.00%	1,000.00			0.00	1,000.00	Neighbourhood Plan
		0.00%	1,000.00			0.00	1,000.00	Lengthsman Costs
		0.00%	3,015.00		0.00	0.00	3,015.00	Village maintenance
						4		Service delivery
		45.10%	6,116.52	0.00	5,025.48	791.83	11,142.00	Total Internal Operations
		0.00%	1,200.00		0.00	0.00	1,200.00	Election contingency
IAC £180		0.00%	180.00		0.00	0.00	180.00	Audit of accounts
	100.10% On target - no further expenditure	100.10%	-0.36		352.36	0.00	352.00	Parish insurance
		4.63%	143.05			6.95	150.00	Website
		100.00%	0.00		140.00	0.00	140.00	IT Upgrade
	17.72% On target	17.72%	131.65		28.35	6.75	160.00	Travel
	29.92% Reduced cost due to use of email	29.92%	70.08		29.92	22.60	100.00	Admin consumables
MH training £40		19.05%	340.00		80.00	80.00	420.00	Training
	18.35% Reduced cost due to Covid19	18.35%	163.31		36.69	0.00	200.00	Meeting costs
		88.05%	100.40		739.60	55.20	840.00	Subscriptions
onsultancy	42.00% Shortfall expected owing to extra hours and consultancy	42.00%	4,988.39		3,611.61	620.33	8,600.00	Parish Clerk
								Internal operations
Committed Expenditure	Analysis of Unbudgeted Expenditure	<b>Budget Spent</b>	31st July 2020	in Year	Expenditure YTD	July 2020	2020/21	Budget Area
		Percentage		<b>Budget Virement</b>		Expenditure	Budget	
			as at					
			Budget Balance					



Dogmersfield Parish Council Finance Report as at 31st July 2020

				Bank Reconcilia	tion				
Opening Cashb	ook Balance	at 1st April 2020						18,825.06	
	Add Receipts	DPC Cashbook	Grant Cashbook	Community Benefit Fu	<u>d</u>				
		12,028.80		0.00					
			Total Cashbook Rec		12,028.80				
§1	Less Payments	<u>DPC Cashbook</u> (5,429.28)		Community Benefit Fu	<u>d</u>				
		T	otal Cashbook Payn	nents YTD 2020/21	(5,429.28)				
/AT adjustmen	it			v 60	***				
		ADD V	AT refunded YTD on p	YTD on expenditure	417.43 (131.77)				
		oney adjustment earmarked/CBF funds accounted for se		TTD ON expenditure	(131.77)				
			Dogmersf	ield Parish Counc	il Cashbook Balance excluding CE	BF monies	-	25,710.24	
							1=		
•	Credit Baland	ce in Cashbook after VAT adjus	tment				-	25,710.24	
Actual Bank Ba	lance as per l	Lloyds Bank Statement end of .	July 2020					25,956.24	
						Difference	to Reconcile	246.00	
						Unpresented	Cheques	192.00	
								54.00	
							-	246.00	
			CASHR	OOK ENTRIES I	N MONTH				
1	î		1	OOK ENTINES!	1111011111				
				2		Rece	ipts	Payments	
Cheque number	Date	Received From/ Payable to			Details	Net Amount	ipts VAT	Payments Net Amount	VAT
	Date	Received From/ Payable to			Details	Net	10200000		VAT
July 2020						Net	10200000	Net Amount	
July 2020 1163	03/07/2020	GeoXphere Ltd			Parish Online	Net	10200000	Net Amount	
July 2020 1163 1164	03/07/2020 03/07/2020	GeoXphere Ltd Hampshire IOW Wildlife Trust		100 mg	Parish Online Group membership subscription	Net	10200000	Net Amount 30.00 54.00	
luly 2020 1163 1164 1165	03/07/2020 03/07/2020 03/07/2020	GeoXphere Ltd Hampshire IOW Wildlife Trust M C Harris		11111111111111111111111111111111111111	Parish Online Group membership subscription Consultancy	Net	10200000	Net Amount 30.00 54.00 292.00	6.0
uly 2020 1163 1164 1165	03/07/2020 03/07/2020 03/07/2020 03/07/2020	GeoXphere Ltd Hampshire IOW Wildlife Trust M C Harris Community Heartbeat Trust		100 mg	Parish Online Group membership subscription Consultancy Defibrillator installation and training	Net	10200000	30.00 54.00 292.00 375.00	6.0 75.0
uly 2020 1163 1164 1165 1166	03/07/2020 03/07/2020 03/07/2020 03/07/2020 07/07/2020	GeoXphere Ltd Hampshire IOW Wildlife Trust M C Harris Community Heartbeat Trust D Skellern			Parish Online Froup membership subscription Consultancy Defibrillator installation and training Expenses	Net	10200000	30.00 54.00 292.00 375.00 36.30	6.0 75.0
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uly <b>2020</b> 1163 1164 1165 1166 1167 1168	03/07/2020 03/07/2020 03/07/2020 03/07/2020 07/07/2020 20/07/2020 15/07/2020	GeoXphere Ltd Hampshire IOW Wildlife Trust M C Harris Community Heartbeat Trust D Skellern D Skellern HMRC			Parish Online Group membership subscription Consultancy Defibrillator installation and training Expenses Lierk salary July 20 Clerk PAYE to HMRC	Net Amount	10200000	30.00 54.00 292.00 375.00 36.30	6.i 75.i
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**Ref:** 104/20

**Subject:** Defibrillator Report August 2020

The defibrillator is now fitted and weekly checks have started. The table below shows outstanding actions.

Issue	Proposal	Action	Status
Weekly checks	Check kiosk for damage or debris	DS	Waiting
,	Check defib, see Page 41 of instructions.		councillors
	View defib status LCD via spy-hole. Expect :		
	Device operation shows O (not X)		
	Battery level indicator shows three black		
	segments		
	Pads status shows two black segments		
	View cabinet temp control LED. Expect:		
	Flashing green light		
	Does cabinet door open OK?		
	Any sign of water in cabinet or bag?		
	Is light working?		
	Thermostat 7+ degrees?		
	Ready indicator status OK?		
	Pads connected and in date?		
	Is rescue kit present?		
	Update Webnos.		
	I propose that I take responsibility for ensuring		
	this is done and that I update the WebNos		
	system. I have to visit the parish at least twice a		
	month (three times post Covid) so propose to do		
	the checks myself most weeks. Are councillors		
	happy to join a rota whereby I ask an individual		
	to perform the checks on my behalf for a week		
	when I am not due to visit the parish?		
Signage	The phone box still has the signage to say it is a	DS	
Signage	'TELEPHONE'. I propose to request replacements	D3	
	that say it is a 'DEFIBRILLATOR'		
Grant conditions	I emailed councillors on 16 July with full details of	Councillors	
Grant conditions	the grant conditions. Only AF replied. Do you	Councillors	
	wish me to contact HCC to advise them of the		
	transfer of the defibrillator to CHT?		
Managed	I emailed councillors on 16 July. RM is happy for	Councillors	
Solution &	GC or me to sign. GC submitted a query	Councillors	
Annual Support	(answered today by CHT). Please let me know		
Ailliaal Support	when I (or GC) may sign the agreements.		
Check for other	Check with CHT whether it is OK to keep the	DS	
	lending library (or anything else) in the kiosk	D3	
usage Paint	I requested free red paint three weeks ago and	DS	Waiting PPG
railit	reminded the supplier today. You will see from	D3	vvaitilig FFG
	the image below, that the royal crest should be		
	painted gold. I suggest that we apply this		
	finishing touch. The leaflet re painting the box		
	, ,		
Painting	says the undercoat and gold paint are provided.  AF is in contact with Men In Sheds	AF	
Painting		-	
Communications	I propose to announce the arrival of the	DS	
	defibrillator via the Residents email group. This		
	would include inviting residents to join the	1	



	waiting list for awareness training when	
	available. Does anyone disagree?	
Awareness	We have paid for awareness training. I shall ask	DS
training	CHT to let us know when they are restarting	
	awareness sessions.	
Money	Council agreed (subject to caveats) to spend	DS
	£100 to join the Managed Solution and £135 p.a.	
	for the Annual Support. Assuming we go ahead	
	with both, I propose that £100 capital cost comes	
	out of the CBF and £135 p.a. is met by the	
	general budget and that I transfer the capital	
	costs of purchase, installation, training and	
	managed solution from HTB to Lloyds.	
HTB transfer	The capital costs relating to the defibrillator are:	DS
	purchase £1250 ex VAT, installation and training	
	£375 ex VAT, and £100. We can subtract the	
	£550 grant, making a new capital cost of £1175	
	ex VAT. I propose to put a resolution to the	
	August meeting to transfer this amount from	
	HTB to Lloyds Bank account.	
VETS	Proposal to start a VETS team. Re-state proposal	DS
	to councillors. See separate CHT publication.	

#### Conclusions

Councillors are requested to agree the following recommendations:

- That councillors should perform checks in weeks when the Clerk is not due to visit the Parish.
- That the 'Telephone' sign be replaced by a 'Defibrillator' sign.
- That the Clerk should advise HCC of the transfer of the defibrillator to CHT.
- That the Clerk should sign the 'contract' for a managed solution.
- That the Clerk should advise residents (for whom an email address is held) of the installation of the defibrillator and plans for training when possible.
- That the Clerk should transfer capital costs of the defibrillator from the HTB account to Lloyds.
- That DPC should instigate a VETS group for the Parish.



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DPC - New Website Proposal - Google Docs

#### Dogmersfield Parish Council New Website Proposal August 2020

#### The Situation

Dogmersfield Parish Council (DPC) currently has a legacy website which is long overdue a refresh.

Issues with the current site are:

- Current site is not compliant with government Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018. These state any public sector website must be 'perceivable, operable, understandable and robust'
- It is aesthetically and functionally out of date.
- It is not secure (risk of hacking, amending documents, uploading new documents, serving ads on the site and more).
- The current site requires some technical knowledge of how to post content onto a
  website using an FTP system, or of a software package such as Dreamweaver. Any new
  site will be built on a Content Management System backbone, such as WordPress, with
  user-friendly interfaces to easily update and amend them.
- The difficulty of updating the existing site causes a bottleneck, resulting in the site being non-compliant in its display of key information.
- Residents and visitors expect information on the PC and the village to be more easily available online.
- In comparison with all other neighbouring Parish Council websites, Dogmersfield's is clearly outdated and unattractive..

In addition to the above with regards to the website, the email system also needs attention because:

- It is built on a notoriously unreliable platform (UK2.net 3.4/ 5 Trustpilot, 2/ 5 whoishostingthis.co.uk).
- It is not easy to set up on different email software.
- There have been difficulties setting up this email client on the devices of PC members, leading to additional costs through external IT support

#### Considerations

- A new site will require upfront financial investment, plus ongoing increased hosting and maintenance costs, although these will cover email hosting and management as well.
- There is ~220MB (not a lot) of current data on the site which will need to be migrated over. This is made up of (as of 15 July) 398 pages or documents.
- The new site will need new content created for it.
- The collation of assets, content and management of delivery of the new site will require time to support it.
- Current website hosting, email hosting and administration and domain registration costs £120/year.



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DPC - New Website Proposal - Google Docs

#### **Potential Vendors and Initial Indicative Quotes**

Vendor	Notes	Price
Parish Council Websites UK/Netwise UK	Experienced web design company who have produced sites for 20+ PCs nationwide.  5* reviews.  Other PCs used them in order to be compliant with new government requirements	£699 +VAT + £300 pa
Orange Pixel	Locally based design agency. Keen to work on the project and are well recommended.	£1200 + VAT + £40/month
Create Design Studio	Have produced PC website before. Have been very responsive in communications thus far.	£1200 + £120/year ongoing

#### Notes:

- 1. Prices above are indicative for now and are subject to agreeing on a definitive sitemap.
- 2. Maintenance costs where indicated include management of email addresses as well.

#### **Examples of Websites Produced Previously**

Parish Council Websites UK:

Middleton On Sea https://middleton-on-sea-pc.gov.uk/

Create Design Studio

Beech <a href="https://www.beechpc.com/">https://www.beechpc.com/</a>

Orange Pixel

Elvetham Heath https://www.elvethamheath.org.uk/

#### **Justifications for New Website**

- · Current site is not secure.
- Current site is archaic in its design and usability. It is entirely out of step with what is
  expected by Parishioners, and anyone externally wanting to source information on our
  village.
- Current site does not meet government accessibility requirements.
- Having a strong (aesthetically and technically) website is an opportunity to promote our parish to potential visitors or residents, which in turn is beneficial for existing residents and businesses.



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DPC - New Website Proposal - Google Docs

- A website needs to be an easy to use source of useful information for Parishioners. The current site is not.
- Current site is not in keeping with all other surrounding parishes.
- Anecdotal feedback from Parishioners is that current website is an embarrassment, particularly when compared with other local sites
- We need an easier way for information and documents to be added to the site.
   Wordpress as a framework for any new site provides this solution
- We need a more efficient method of receiving enquiries, and for people to subscribe
  to/unsubscribe from electronic communications. Currently we rely entirely on physical
  documentation for the sharing of information with the parishioners which does not meet
  the preferred requirements of some.
- An updated site allows us to bring data in from and send out to other platforms such as social media and mailing sites such as MailChimp or Campaign Monitor (for the streamlined sending of electronic communications, if and when we want them).
- Using a plug-in such as MailChimp or Campaign Monitor allows simple distribution of electronic communications, while remaining 100% GDPR compliant.
- Any new solution will include monthly maintenance that covers frequent security updates
  as well as email set-up, management and hosting (not reliant on PC members to
  manage). This would also save on some of the ad-hoc third party support costs we are
  current incurring
- We need search functionality to help visitors find information, policies etc.

#### **Key Factors of Solutions Offered**

#### All offer the following:

- Wordpress-based solutions
- · Can pull in feeds from third parties and any social platforms
- Compliant with new government accessibility requirements
- Allow easy updates to content by us
- Responsive (optimised for any device)
- Take over domain registration if needed
- Include email management
- Automatically backed up daily
- Email mailbox management (we can upgrade to Office365 for approx £4 per user per month
- All plug-ins updated for Wordpress monthly



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DPC - New Website Proposal - Google Docs

Vendor	Positives	Negatives
Orange Pixel	<ul> <li>Worked with a lot of other local PCs</li> <li>Potential for varied designs</li> </ul>	<ul> <li>Not the cheapest solution</li> <li>Need all content by mid-August</li> <li>No support in evenings or at weekends</li> </ul>
Create Design	<ul> <li>Only need 2 weeks to produce site once given content</li> <li>Cheapest maintenance costs</li> </ul>	<ul> <li>Limited experience with PC websites</li> <li>Uses off the shelf design</li> </ul>
Parish Council Websites UK/ Netwise UK	<ul> <li>Cheapest up-front cost by far</li> <li>Very experienced with local authority websites</li> <li>Video tutorials available for every aspect of site build and maintenance</li> <li>Unlimited support included with annual fee</li> </ul>	<ul> <li>Only one design option</li> <li>No manuals - all via video tutorials</li> </ul>

#### My Recommendation

Dogmersfield is a very small parish, and a small Parish Council. Although design options with this solution are limited, I believe PCW UK/Netwise makes the most sense for us. They are very experienced in producing these sites so any issues we might have, they will have encountered previously. It is 42% cheaper than the alternative options and the solution will be absolutely sufficient for our needs.

I propose we also switch management of email boxes and domain registration to them as well so that everything is taken care of under one provider.

I would also recommend that we switch our email to Office365. The cost for this will be £288 per year for the 6 mailboxes we use. Benefits of Office365 include - but are not limited to - the following:

- Emails can be accessed anywhere
- Emails can easily be accessed via desktop using the Outlook apps for WIndows or Mac, and the same for Android or iOS on tablets or phones.
- Improved security.



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DPC - New Website Proposal - Google Docs

- Everyone gets a 50GB mailbox.
- Everyone gets a 1TB online storage facility using OneDrive
- Access to MS Teams for easier digital collaboration on projects in the future if we want it.

#### **Cost Summary**

Design and build - £699 + VAT

Annual hosting and maintenance - £300 + VAT

Email - £288 per year (assumes 6 mailboxes)

Web domain registration ~£10/year

**Year 1 -** £1297 **Year 2 onwards** - £598



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DPC - New Website Proposal - Google Docs

#### **Proposed Schematic/Sitemap of New Site**

(may vary slightly but content will all be included)

Home (Twitter feed, intro text, parish map, next meetings, pictures)

- L, **Council** (Parish Councillors/Employees; What we do; Newsletters; Policy & Finance documents; Vacancies; Contacts; FAQs)
- L, Meetings (Calendar and Agendas for future meetings; Minutes and Agendas of previous;
- L, Planning (Information, details of current/recent applications, links to HDC; Useful info)
- L. Dogmersfield Neighbourhood Plan (Background; downloadable document)
- L, News and Events (Flower Show; Duck Race; Christmas etc)
- Ly Community (Neighbourhood Plan; Community Benefit Fund; Details of which Councils are responsible for what (HCC roads, Hart DC waste collection etc.) and links)
- L. Enjoy Dogmersfield (History; Walking information and maps; Local businesses)
- L, Contact Us (Contact form; email addresses)

Luseful Links & Resources (Neighbourhood Plan; Local Plan; Church; FOASD; Hart DC; Hants CC; COVID-19; Planning; Train/bus timetables; Local businesses)

Footer on all pages (Accessibility Statement, Privacy Statement, Contact, News, Meetings)

#### NOTES ON ABOVE:

1. Any duplication of content is intentional. Assets and information can exist in more than one place.

#### **OVERALL DESIGN NOTES**

- 1. Must highlight the rural setting of the village.
- 2. Pictures on every page.
- 3. Use plain language. Sentences should be short and acronyms kept to a minimum and always explained.
- 4. Easily navigable to reflect varied IT skills of Parishioners.
- 5. Welcoming



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DPC - New Website Proposal - Google Docs

6. Must adhere to government accessibility requirements (NOTE: government website makes reference to Accessibility Audits but these can cost thousands of pounds and it would be overkill for us to have one done.



Ref: 106/20

Title: Environment Report August 2020

#### **Chicane Planting**

The tender for digging out concrete from some chicanes and planting all chicanes in the village, included the requirement: 'Contractors are also requested to provide details of any permissions they would expect to need to complete this work.'

I sought advice from Mary Harris, local clerks, Hampshire Highways and Rotherwick PC. Advice from Hampshire Highways Principal Engineer (North) was:

Having reviewed the detailed document you've sent me I think the process I've previously mentioned will need to be followed.

Your chosen contractor will need to apply for a S171 Road Opening licence to enable them to carry out the works. I am happy in this instance to grant one licence to cover the 6 locations. They will be required to follow the Code of Practice for street works, which as I mentioned will require a road closure to allow the alterations and initial planting to be carried out safely. You would need to contact Hart District Council to discuss this as they process third party application. There will be substantial costs with this as you will need to close three different locations to cover the 6 buildouts.

The Parish council can apply for a cultivation licence which will give the Parish council the responsibility for maintaining the planted areas. I believe these last for 5 years but there are terms and conditions which must be met and followed.

Assuming the above is followed and the correct licences applied for I don't see any reasons why you would not be allowed to go ahead with this work.

In view of the above, the tender document has not been issued and councillors are invited to offer views on the way forward.

#### Lengthsman

The requirement sent to the Lengthsman on 8 June was as below. I have updated with a progress report on each.

DATE REQUIRED	ITEM	DESCRIPTION OF WORKS	PROGRESS
PRIORITY ITEM – by end of June	Pilcot Green	To clear verge to ground level by strimming to roadside around bench on corner and at base of hedge along Pilcot Green to the bridge, as per maps entitled Pilcot Green North Seat and Pilcot Green North Hedge. Also trim back any part of the hedge that is obstructing the highway.	Completed
By end of June	First cut Chatter Alley and Church Lane	To clear verge to ground level by strimming full depth of verge on North side of Chatter Alley as shown in red on map entitled Chatter Alley Verge Cutting, and similar on the South side of Chatter Alley as shown in blue but only the area immediately in front of the school buildings. To clear verge to ground level by strimming full depth of verge along Church Lane as per map entitled Church Lane Verge Cutting, excluding the three new crossovers to the new properties.	Completed as specified. The restriction re 'only the main area immediately in front of the school buildings' has since been questioned.



_	~~~			
	By end of July	Chicanes	To clear chicane islands of weeds throughout village as per 2 Traffic Calming Islands maps, trimming and cutting back as necessary all shrubs so that they do not obstruct the safety reflectors on the posts or overhang the carriageway or cycle routes - exclude the chicanes in Pilcot Hill and outside The Thatched Cottage in Church Lane as these have been infilled with cobbles.	Completed as specified.
	Date TBC	Second cut Chatter Alley and Church Lane Of verge or on map en similar on t blue but or school buil strimming map entitle	To clear verge to ground level by strimming full depth of verge on North side of Chatter Alley as shown in red on map entitled Chatter Alley Verge Cutting, and similar on the South side of Chatter Alley as shown in blue but only the area immediately in front of the school buildings. To clear verge to ground level by strimming full depth of verge along Church Lane as per map entitled Church Lane Verge Cutting, excluding the three new crossovers to the new properties.	Who will determine the date and when?  Update to remove the restriction re 'only the main area immediately in front of the school buildings'
	During September	Pilcot Green Hedge	To cut back the front face and top of the predominantly Holly hedge along Pilcot Green, as shown on map entitled Pilcot Green North Hedge.	

I await an update on the number of hours used to date and the number of hours remaining under the Lengthsman scheme.

Councillors are asked to note the progress, advise a date for the fourth item and agree to remove the restriction from the second and fourth items.

#### **Pilcot Hill Rails**



The Risk Register requires the Clerk to check the state of the posts and rails on Pilcot Hill. Inspection on 30 July revealed that the two outer posts are no longer holding firm – probably rotted at the base. It is proposed that the Council authorise the Clerk to investigate options for repair and re-painting.

#### **Pilcot Green Posts**

The Risk Register requires the Clerk to check the state of the posts on Pilcot Green. Inspection on 30 July revealed that, while the posts are all firm, the white paint is in a poor condition. I understand that the landlord of the Queen's Head has formerly offered to have the posts painted, but this has not happened. It seems clear that applying a coat of white paint to the posts and chains will massively improve the appearance of the Green, especially as the telephone box is due for renovation soon.

The Council is invited to choose from the following options:

- 1. Authorise the Clerk to let a contract to repaint the posts and chains.
- 2. Authorise the Clerk to ask the Queen's Head landlord to deliver on last year's offer.
- 3. Authorise the Clerk to negotiate with the Queens Head landlord to share the costs of repainting the posts and chains.



David Skellern Clerk



**Ref:** 107/20

**Subject:** Highways Report August 2020

Following a site visit around the parish with Ian Janes of HCC, a list of issues was submitted. Following advice from Ian, some of those issues were subsequently forwarded to Dan Beasant. The table below report gives an update on those issues, including the recently added issue regarding road-side parking to the south of the Chalky Lane canal bridge.

Councillors are invited to note progress.



Item	Location & Description	Comments	Action by (?)
3	Chalky Lane footway Surface, overhanging hedge and general condition	Assistant Highway Engineer has inspected and raised a flailing order to have this cut back.	Hampshire Highways
4	Chalky Lane 'Layby' General condition and possibility of closure with dragon's teeth, top soiling and tree planting Will need to consult with Four Seasons or Landowner.	This is not actually a layby but rather an old entrance which has become used as a layby. Ideally would like to replant as verge and remove.  We need to check the Highway boundary here as this may not be part of the highway. If it is, at present it would not be considered a safety issue for us and with budget pressures during the Covid situation this is unlikely to be something we can warrant doing at present.	Hampshire Highways
5	Chalky Lane / Floods Farm Surface lamination.	Repair?  Heavy patching order raised as part of additional DfT money allocated to Local Government. Repairs should be completed before October.	Hampshire Highways
6	Chalky Lane Four Seasons main entrance / Double Bridge Surface condition generally	Repair? Heavy patching order raised as part of additional DfT money allocated to Local Government. Repairs should be completed before October.	Hampshire Highways
9	Church Lane / front of Pub Road drainage in road dip	We have previously carried out work here and aren't aware of an outstanding issue with the drainage system here. The dip is not considered to be a safety issue so we have no plans at present to carry out any work here.	Hampshire Highways
12	Pilcot Hill Gateway Surface treatment, signage, fencing, visibility and the gateway replaced with new white timber structure	Repairs to road surface?  Heavy patching order raised as part of additional DfT money allocated to Local Government. Repairs should be completed before October.	Hampshire Highways
18	Chalky Lane Parking south of canal bridge	The narrow verge immediately to the south of the canal bridge in Chalky Lane is frequently used for parking by canal users, with vehicles encroaching onto the road, resulting in northbound traffic approaching a blind bend in the middle of the road.  Without installing posts we have no powers to prevent people from parking here. Rebuilding of the bank is unlikely to solve the problem as people are now used to parking here. Suggest lan James looks at the advance warning sign here to see if safety improvements can be made	



**Ref:** 111/20

**Subject:** Staffing Issue August 2020

At the July meeting, the Clerk submitted a request that his contract be changed in respect of his holiday pay entitlement.

This issue was referred to HALC HR for advice. The key points of their advice are:

- HALC recommends calculating part time employees' annual leave in hours as this is far easier to manage.
- 9.75 (average hours per week)/37 (full time hours) *28 (20 days annual leave + 8 bank holidays) = 7.37 days for a full leave year
- 7.37 (days) * 7.4 (standard day) = 54.6 hours leave for the full year.
- Working time and health and safety regulations require employers to encourage employees to take their annual leave.
- Payment in lieu is not permitted.
- Untaken leave cannot be carried forward.

The current contract of employment includes:

The Organisation leave year runs from  $1^{st}$  April to  $31^{st}$  March. You are entitled to ten working days holiday per year, plus public holidays, in any one leave year. In any incomplete year of employment you will be granted 1 day leave for every completed month of employment up to a maximum of ten.

It is proposed to change this to:

The Organisation leave year runs from 1st April to 31st March. You are entitled to 54.6 hours leave per year, plus public holidays, in any one leave year. In any incomplete year of employment you will be granted 4.55 hours leave for every completed month of employment up to a maximum of ten.