Risk Assessment HIGH 0 MEDIUM 0 LOW 16	South Woodham Ferrers Town Council INTERNAL AUDIT 2024-2025 AUDIT PLAN WITH COMMENTS / FINDINGS I am pleased to report to Members of the South Woodham Ferrers Town Council (the "Council"), that I have completed my interim internal a of the Council's records for the twelve-month period to 31 March 2025, following my audit visit and subsequent conversations on 15 May 202 Councillors should be aware that my work cannot be relied upon to identify the occasional omission or insignificant error, nor do I actively sevidence of breaches of trust or statute, neglect or fraud, which may have taken place. It is the responsibility of the Councillors of the Council to guard against such events, but if during my audit testing such events are discovered I am duty bound to disclose such events to the Council I would like to take this opportunity to thank the Town Clerk, Karen Atkins for her assistance given to me during my audit visit.		
Area	Item	Comments / Findings	Comments / Findings
		Interim visit 24 Oct 2024	Year-end Audit 15 May 2025
Previous Audits	 Date of last External Audit Certificate or Exemption Certificate for 2023-24 Comments if any Publication on website. Date of last Internal Audit Comments if any Review of any items outstanding from previous internal / external audit reports. 	 PKF Littlejohn signed off the Report & Certificate 2023-24 on 27 August 2024, there were no comments. F&P 15 Oct 2024 Min FP24-33 noted the outcome of the External Audit and Council 22 Oct 2024 Min C24-65 The AGAR and additional financial information have been published on the Finance webpage in accordance with the regulations. The Internal Audit Report noted by F&P 11 June 2024 Min FP24-8. There were no items to follow up. 	The Interim Audit Report was noted by F&P Comm 3 Dec 2024 Min FP24-62 and Council 14 Jan 2025 Min C25-95. There were no specific items to follow up.
Minutes	 Review of the Council minutes in particular the full Council meetings and the Committees responsible for Governance & Finance matters. General Power of Competence (GPC) ? Dispensations in place eg - S.40 LA&A Act 2014 filming/recording 	As well as the full Council meeting the following main Committees meet all reporting to full Council. Finance & Projects Comm (F&P) Planning & Environment Comm (monthly) Events, Community & Leisure Comm Agendas and Minutes are available to view on the website. Council 16 Jan 2024 Min C573 – agreed to adopt the General Power of Competence (GPC), to be revisited annually. Council 22 Oct 2024 Min C24-52 Local Council Award Scheme (LCAS). Council awarded the Foundation	Council 14 Jan 2025 Min C25-92 renewed the GPC for 2025-26. Council 18 March 2025 Min C25-119 – advised that the Town Clerk is applying for the Silver Quality Level

		Award. The Council expressed a desire to achieve the Quality and then the Gold Awards.	
Code of Conduct/ Acceptance of Office	 Date adopted Any changes in elected/co-opted members since last Audit visit? DPI's complete DPI's on website or weblink New Governance Compliance NEXT ELECTION ? DEVOLUTION 	20 Councillors in post a full compliment Pauline Price co-opted Council 19 March 2024 Min C592 – DPI signed 5 April 2024 DPI's available to view on the Council's website. May 2027	Council 18 March 2025 Min C25-109 reviewed accepted the Co Option Policy Cllr Naslund resigned – 13 Jan 2025 Cllrs notified by email as too late to add to the Council Agenda. Mia Barnett – Co-opted Council 18 March 2025 Min C25-110 Devolution - Council 18 March 2025 Min C25-118, the Town Clerk gave an update on the Devolution and Information for the County of Essex, which is in the first tranche of areas to be implemented with Mayoral Elections scheduled for 7 May 2026 and "Vesting Day" (ie the day when existing County, Unitary & District/Borough Councils will cease to exist) will be 1 st April 2028
Standing Orders (SOs) and Financial Regulations (FRs)	 Have they been formally adopted and applied? Have any changes been made since they were adopted or the last audit and minuted? Are Tender/contract values consistent between SOs & FRs and changes been formally adopted by the Council? Virtual Meetings / Delegation to Clerk/RFO still in place ? Updated re New NALC Models SO's 2022, Fin Regs 2024 ? Two signature rule still in place? 	New Model Financial Regulations published by NALC following my previous audit visit in May 2024. The New Model Financial Regulations were approved by F&P 11 June 2024 Min FP24-9 and Council 18 June 2024 Min C24-40 The Standing Orders were amended to reflect the new Financial Regulations. Both documents are on the Councils website along with 25 other policies.	F&P Comm 4 March 2025 Min FP25-75 discussed the review of the Fin Regs. A Working Party to be set up to review the Fin Regs and report back to Council on 13 May 2025. F&P Comm 8 April 2025 Min FP25-88 discussed the Working Party recommendations and recommended the Fin Regs to full Council on 13 May 2025 Min C25-144 with two amendments to Fin Reg 1.7.2 and 6.9 iv
Risk Management	 Risk Assessments – Are they: Carried out regularly? Adequate? Reported in the minutes? Inspections of play equipt etc if carried out by staff/Cllrs have they been trained, accredited? ANNUAL REVIEW ? 	Council 14 May 2024 Min 24-19 Risk Management Policy review. The above policy compliments the Financial Risk Assessment document and the Strategic Risk Register. The play area at the Village Hall is checked every morning by the fully trained ESO's (accreditation valid until May 2025) completing a risk assessment and playground check list. ROSPA annual inspection undertaken by Play Safety in June 2024.	Council 14 Jan 2025 Min C25-97 – Review of the Financial Risk Assessment Annual Playground Report considered by Council 19 Nov 2025 Min C24-81

	 Insurance cover – is it: Appropriate/Adequate? LTA in place? Reviewed regularly? Fidelity Guarantee Cover £ (Balances + ½ Precept) Internal controls – are they: Documented? Adequate? Reviewed regularly? Statement of Internal Control (SIC)? Systems and Procedures – are they: Documented? Adequate? Reviewed regularly? 	Insurance cover in place with Zurich Municipal from 1 June 24 to 31 May 2025, the last year of the existing Long Term Agreement to 1 June 2025. As mentioned previously the Town Clerk will source three quotes when the renewal quote is due. Specialist brokers available are <u>www.jameshallam.co.uk</u> and <u>www.clearcouncils.co.uk</u> (formerly BHIB based in Leicester) Fidelity Guarantee = £1m F&P Comm 9 April 2024 Min FP230 approved a 24- month lease of an electric van, charging point and insurance cover for staff members. A separate motor policy with Zurich Municipal commenced on 31 May 2024 to 30 May 2025. F&P 11 June 2024 Min FP24-14.2 Cllr Price appointed Cllr for verification purposes such as bank reconciliation. Quarterly verification The "Adequate and effective system of Internal Control and Internal Audit" document - Council 16 Jan 2024 Min C578 – Internal Control and Internal Audit Policy. Next review Jan 2025 The Policies webpage includes 27 Policies at the time of my audit visit. Council 14 May 2024 Min C24-19 Complaints Procedure, Publication Scheme, and Risk Management Policy. Council 18 June 2024 Min C24-61 Grants Policy and H&S Policy Council 22 Oct 2024 Min C24-61 Grants Policy, Tree Policy and ClL Policy. The Strategic Risk Register was deferred to the next Meeting to allow further amendments to be incorporated.	Annual Council 13 May 2025 Min C25-143 – following the receipt of several quotes the Council agreed a 2- year extension to the existing policy with Zurich Municipal to 1 June 2027. The motor policy with Zurich Municipal was renewed for a further year to 30 May 2026. Council 14 Jan 2025 Min C25-97 Review of Internal Control & Internal Audit F&P Comm 3 Dec 2024 Min FP24-63 approved the new Annual Investment Strategy and the General Reserves Policy. Council 14 Jan 2025 Min C25-97 endorsed the Strategy and Reserves Policy. At the same meeting the IT Policy and Whistle Blowing Policy were also agreed. Council 18 March 2025 Min C25-114 – Civic Protocol Policy, Biodiversity Policy and Safer Recruitment policy.
Budgetary Controls	 Is the annual budgeting process reported and approved by the full Council? Budget/Precept amounts minuted? Review of All Reserves included as part of the Budget Setting Process? 	F&P Comm 11 June 2024 Min FP24-6 noted the budgetary positions of the Committee and Champions Manor Hall as at 31 May 2024 as well as the bank balances at the same date. F&P Comm 15 Oct 2024 Min FP24-25 noted the budgetary positions of the Committee and Champions Manor Hall as at 30 Sept 2024 as well as the bank balances at the same date. Review of Reserves by F&P 15 Oct 2024 Min FP24-27	Budget/Precept for 2025-26 First Draft Budget for 2025-26 considered by F&P Comm 12 Nov 2024 Min FP24-49, to be brought back to the Dec Meeting. F&P Comm 3 Dec 2024 Min FP24-63 considered the updated Draft Budget for 2025-26. The proposed recommendation to the Council Meeting in Jan 2025 –

	 Is the actual performance against the budgets reported to the Council during the year Compare with Fin Regs requirements? Are significant variances explained in sufficient detail? 	Budget/Precept for 2025-26 F&P 12 Nov 2024 will be considering the Draft Budget and forecast for 2025-26. The Council meeting in January 2025 will set the level of Precept Requirement by which time the Council will know the Tax Base for 2025- 26.	Precept Request - £465,465, based on a Tax base of 6102.57 the Band D Council Tax would increase by £2.82 to £76.27 Budget papers are available to view on the Council's website. Council 14 Jan 2025 Min C25-96.1 agreed the 2025-26 Budget of £465,465 and Min C25-96.2 a Precept Request of the same sum of £465,465
Section 137 expenditure if relevant (GPC adopted?) £10.81 FOR 2024-25 (£9.93 FOR 2023-24)	 What is the cash limit for the year? Is a separate account/analysis kept? Has the cash limit been exceeded? Have the spending powers been properly used and Minuted? 	GPC adopted – Council 16 Jan 2024	
Book-keeping	 Cashbook - is it: Fit for purpose? Arithmetically correct? Balanced regularly? Reported to Council regularly? Turnover above £200k pa ? Income & Expenditure basis of 	The Council uses the Rialtas Omega Cashbook, Sales & Purchase Ledgers and the Purchase Ordering function. The Council accounts on an Income & Expenditure basis	The Rialtas Omega System used to produce the 31 March 2025 year-end Statement of Accounts figures, which were duly checked, and the actual bank statements verified against the System bank statements.
	 Record keeping and the arrangements in place to store previous year's accounts etc. 		
Petty Cash	 Has the amount of petty cash float been agreed? Are all petty cash entries recorded? Are payments made from petty cash fully supported by receipts / VAT invoices? Are petty cash reimbursements signed for? 	N/A	N/A

Payroll	 Date of last petty cash reimbursement/top-up? Is petty cash balance independently checked regularly Who is on the payroll and are contracts of employment in place? Who is the RFO? Annual Appraisal in place ? Have there been any changes to the establishment and/or changes to individual contracts during the year? Members Allowances in place and paid via payroll system? 	The Council currently has 5 employees – Town Clerk – Karen Atkins (37hrs pw) Environment & Leisure Officer – David Smith (37hrs pw) Admin Assistant – Debbie Edwards (20hrs pw) Two ESO's – Shaun Blackmore (37hrs pw) and John Rogers (32hrs pw) Town Clerk appraisal 3 May 2024 reported to the Staffing Comm 10 May 2024 Cllr Allowances paid quarterly and claimed by all 17 Cllrs re-elected in May 2023.	Staff Comm 22 Jan 2025 Min SC33 agreed to the recruitment of a Part-time Events & Marketing Officer. (Staff Comm 12 May 2025 Min SC47 advised that Ms Connie Cutter had been appointed and would start on 21 May 2025 – 16 hrs pw). Staff Comm 12 Nov 2024 Min SC27 agreed an increase of 2 hours pw for the Admin Asst Debbie Edwards (now 22hrs pw) Staff Comm 11 Feb 2025 SC 39 – agreed ESO John Rogers reduction in hours to 20hrs pw working 4 hrs per day in the mornings, with a review of the
	 Have new appointments and changes to contracts been approved and minuted? Do salaries paid agree with those approved by the Council? Have PAYE/NI/Pension requirements been properly applied and accounted for? Payroll outsourced? 	National Pay Award 2024-25 award announcement received from NALC on the day of my Audit Visit. The award of 2.5% to be put on the next Agenda. Worknest HR retained with services to be used on an ad- hoc basis in the future. Payroll is outsourced to James Todd & Co who provide the necessary HMRC and Essex Pension Reports as well as the payslips	per day in the mornings, with a review of the arrangements in 6-months' time. Staff Comm 12 May 2025 Min SC46 – Town Clerk reported that all the 1:1 appraisal meetings had been completed AND Min SC48 reported that ClIrs had completed the Town Clerks Appraisal and recommended a salary progression back dated to 1 April 2025. Staff Comm 12 Nov 2024 Min SC23 agreed the National Pay Award - paid with the Nov 2024 salaries backdated to 1 st April 2024.
	WORKPLACE PENSION IN PLACE	Essex Pension Fund available to eligible employees	Year-end pay records inspected as part of the Payroll checks. Worknest HR – Staffing Comm agreed retention of Worknest HR but to draw down services on an ad- hoc basis in the future. NB Staffing Comm 12 Nov 2024 Min SC22 decided to use up the services credit on asking Worknest HR to review/update all the Town Councils Appraisal Forms.
Payments	• Are all payments recorded and supported by appropriate documentation?	Good system of verification & certification of invoices for payment involving Council Officers and 2 Councillors who also approve the BACs payments. F&P 11 June 2024 Min FP24-14 renewed payment signatories and appointed	No changes since last visit.

	•	Are payments minuted? Review of DD's and SO's ? STAFF costs definition for inclusion in Box 4 for 2024-25, check parity for 2023-24 ? Currently includes salary, tax, NIC & Pension (employee & ers) + taxable benefits (home working allowance, broadband & phone allowance etc NOT incl.)	Cllr Price for the verification process Council 18 June 2024 C24-43. Payment schedules reported to F&P Comm each month and payments listing published as part of the Agenda papers on the website. Several SO's and DD's in place mainly linked with utility services received from the likes of O2, BT, Barclaycard, Chelmsford CC, Total energies, British Gas, Wave Utilities (water charges for CMH & Garden of Remembrance) and Smart Office Solutions Ltd – office printing facilities Staff costs definition used within the Omega Accounting package complies with the Statement of Accounts requirement for Box 4.	Additional SO's/DD's include payments to – Wave Utilities – water charges (re CMH and Garden of Remembrance), Daisy Communications (re CMH) Payment Sense – Merchant Card Processing Smart Office Solution Ltd – printing facilities Mobilize Lease & Co – Van lease payments
	•	 Has VAT been identified, recorded and reclaimed? Have internal control procedures inc. segregation of duties been adhered to? Contracts: What contracts exist? Compliance with SOs & FRs for letting of contracts? Have any new contracts or contract variations and/or extensions been awarded in the year? Have contract payments been made in accordance with the contract document? 	VAT submissions to date – 2023-24 Qtr 4 £3,473 received 23 April 2024 2024-25 Qtr 1 £7,802 received 10 July 2024 Qtr 2 £9,469 received 8 Oct 2024 Sample contracts/agreements in place. SLR Contractors Ltd – decoration of Champions Manor Hall (CMH) CT Services Group – CMR Cleaning JW Davis Enterprises Ltd – Open Space Contract Green Recycling – Trade Waste Sumup Payments Ltd Cinergi Ltd - Solar Panels at CMH Fen Contracts – tree works various locations LITE – Christmas Lights Contract renewed for a further 3 years 2023 – 2025 inc G Burley & Sons Ltd – summer planting and Mtce	Qtr 3 £14,689 recd 10 Jan 2025 Qtr 4 £6,483 recd 14 April 2025 The VAT claims are well managed ensuring a speedy refund at the end of each quarter. Hewes Security Ltd – upgrade to the Intruder Alarm system at Champions Manor Hall JW Davis Enterprises Ltd – Outside Maintenance Contract, the 2-year rolling contract was reviewed and renewed (Council 18 March 2025 Min C25-116 The Town Clerk advised that the "work mobile phone" contract with Talk Talk was cancelled after a couple of months as most calls still came through to the Town Clerks personal mobile number.
Receipts	•	Are all receipts recorded correctly? Are all receipts promptly banked? Precept, CTSG and Sect 106 & CIL payments	Sumup machine in place to assist with group events like the toddler group. F&P Comm 9 April 2024 Min FP232 – Garden of Remembrance fees for 2024-25 and Min FP233 – Champions Manor Hall/Bandstand Hire fees for 2024-25 increase of 10% rounded to the nearest £1. CIL Receipts $1/10/23 - 31/3/24 = $ £5,663 recd 8 May 2024	Essex County Members Locality Grant - £4k towards the restoration of the gates to the Garden of Remembrance and upgrade of the Sensory Garden Scottish Power Solar Panel Scheme F&P Comm Min FP25-87 noted the Council was now a Smart Export Guarantee customer at a SmartGen tariff rate of 12p per kw. CIL receipts in 2024-25 = £11,327

	 Are income records inc allotments, burials, hirings adequate? Are invoicing arrangements adequate including VAT where applicable? 	Invoicing for hirings checked	Investment Income = £18,678, almost double on the previous tear. Main Hall and other Room hire = £59,925 As part of my audit checks I "walked through" the Rialtas Booking System, which is very comprehensive including the handling of all the Main Hall and other Room bookings managed by Debbie Edwards.
Bank reconciliation & PWLB Loans	 What current/deposit accounts exist? Investment Strategy recommended where bank balances are in excess of £100k. FSCS aware ? Are bank reconciliations regularly carried out for each account and signed off by Councillors? Year-end Level of Balances to Precept ratio Are the cheque counterfoils, paying-in books and bank statements adequately referenced? When was the last review of the banking arrangements? 	Bank account balances as at 30 Sept 2024 - Unity Trust Current (2312) - £263,985 Unity Trust Instant Saver (7758) - £322,361 2.75% Santander Bus Saver (2723) - £297,580 3.23% Total cash balance - £883.926Bank interest received during 2023-24 - £9,713 The Instant Saver account was opened 6 Feb 2024. The interest received from this investment totals £4,549 and from the Santander investment £5,590, totalling £10,139 to 2 Oct 2024, already more than the total for 2023-24.The Council currently has significant investments, which have been fully approved by Council. I strongly recommend that the Council adopts a formal Investment Strategy to sit alongside its exiting General Reserves Policy.	Bank account balances as at 31 March 2025 - Unity Trust Current (2312) - £25,293 Unity Trust Instant Saver (7758) - £334,965 2.75% Santander Bus Saver (2723) - £301,945 2.73% Total cash balance - £662,203 Bank interest received during 2024-25 – £18,678 (£9,713 – 2023-24) F&P Comm 3 Dec 2024 Min FP24-63 approved the new Annual Investment Strategy and the General Reserves Policy. Endorsed by the Council at its January 2025 Meeting
	 Internet Banking? Debit/Credit Card? and if in place Financial Regs up to date ? 	Unity Trust internet banking in place Barclaycard in place with a spend limit of £5,000 per 6 week period	
	 Signature review (Two signatures required?) Any PWLB loans in place ? 	Bank signatories increased from 4 to 6 Cllrs to provide more resilience. F&P Comm 11 June 2024 FP24-14.1 PWLB loan outstanding at 31 March 2024 = £72k	Cllrs Crosbie, Eley, Kelly, O'Brien, Piesse, and Shearing PWLB loan outstanding at 31 March 2025 = £56k

Assets changes Asset Register (AR) and Investment Register if	 Are all the material assets owned by the Council recorded in an AR ? 	Asset value as at 31 Mar 2024 - £3,081,532 Asset Register reviewed by Annual Council May 2024 C24-10.	Net new additions - £64,815 (Solar Panels = £47,898) as set out in the Asset Register.
applicable.	• Is the AR up to date?	EVD Commentations and Alling ED04.7 meteodologies of	
Loans by the Council	 Basis of Asset Values and Reviews 	F&P Comm 11 June 2024 Min FP24-7 noted delivery of the leased electric van on 31 May 2024, insurance cover with Zurich Municipal in place. New lease partner agreed	Asset value as at 31 Mar 2025 - £3,146,347
	 Are long-term investments recorded? 	FP24-12. – van is a Renault Kangoo YF24HHC	
	• Does the AR show the insurance values ?	Solar Panels tender for CMR considered by F&P 11 June 2024 MinFP-11 recommending Tender 2 with batteries to	
	Digital Photographic evidence?	Council 18 June 2024 – 24-39 Installation scheduled for November 2024. Post Audit Note: Installation completed 14 Nov 2024, final sign-off to be arranged.	
	Is there a separate Inventory List	completed 14 Nov 2024, intal sign-on to be arranged.	
	of low value items (e.g. below the insurance excess levels) ?	Champion Manor Hall - 2 benches F&P 11 June 2024 FP24-13	
	 Loans to local bodies including any indemnities in place. 		
Year-end procedures Inc. AGAR	Does the 2024-25 AGAR Statement of Accounts agree with the cashbook?	Year-end procedures to be checked at final audit	Draft AGAR 2024-25 figures for the Statement of Accounts were audited and compared to the RBS reports and bank statements provided.
	• Is there an audit trail from the financial records to the accounts and have debtors and creditors been properly recorded?		
	Date of approval of 2023-24 AGAR & Certificate of Exemption criteria met, exemption declared	The AGAR 2023-24 was approved by Council 18 June 2024 Mins C24-42.1 & 42.2, the RFO had signed off the Statement of Accounts on 8 May 2024 before the Meeting started.	
	PROOF of public rights provision during summer 2024 & website- AIAR ICOs	Date of Announcement - 20 June 2024 Public Inspection period – 24 June to 2 Aug 2024 Evidence – Evidence of the website posting of the Notice of Public Rights dated 20 June 2024 as per the	
	Public Inspection Period Minuted ?	"news" webpage within the Councils website.	
	• Governance compliance regime - refer to Practitioners' Guide 2024	F&P 11 June 2024 Min FP24-15 and Council 18 June 2024 Min C24-42.3 noted period of exercise of public rights	

Additional tests – (as necessary)	 Computer systems: The procedures for the backing up of computerised records Council owned PC/laptop ? Email security Encryption of data? 	No changes since my last visit - VOIP installation upgrade at Champions Manor Hall – provided by Daisy Communications Ltd Office computer upgrades for 3 staff and a new Town Council owned laptop Ahead 4 manages the Council's IT requirements including hosting the emails, Office 365 licences and security arrangements.	No changes since my last visit.
	 Trust Funds/Charities – Charity Commission filing? 	No charity involvement	
	 Annual review of the effectiveness of Internal Audit inc. Appointment of IIA 	Annual review and appointment to be considered by F&P Committee	Internal Audit 2024-2026 - F&P Comm 12 Nov 2024 Min FP24-50 recommended to Council that I be retained for the services of Internal Audit for 2024/2025/2026 and then for an indefinite period.
	 Website host and Webmaster and any changes? 		
	 Website functionality & accessibility NALC L09-18 TRANSPARENCY CODE compliant especially for Exempt Authorities 	Vision ICT The Town Clerk is the main "webmaster" but the Admin Assistant and Environment & Leisure Officer also contribute to the management of the Councils website.	PRACTITIONERS' GUIDE 2025 From 2025-26 the AGAR Section 1 Annual Governance Statement will include an additional Assertion 10 Digital and Data Compliance. It mainly concerns the requirement for every local council to have a generic email account hosted on the local councils owned domain/website such as .gov.uk or .org.uk The website itself must meet the Web Content Accessibility Guidelines (already covered in the internal audit check list above).
	Post GDPR (May 2018) Privacy Notice Cllr email addresses? Email disclaimer Other matters inc DPO arrangements PRACTITIONERS' GUIDE 2025	Cllrs email addresses were introduced from April 2023 similar the staff addresses eg <u>debbie@southwoodhamferrerstc.gov.uk</u> The Town Clerk is the DPO	To warrant a positive response to this new Assertion 10 the Council must also have an IT policy in place. The Practitioners' Guide Paragraph 5.122 provides access to an IT Policy Template, which I suggest the Council adopts even if an existing IT policy exists, thus ensuring every detail is covered. I have provided the Clerk with a "Word" version of the template to compare with the Council's existing IT Policy.