

Council Name: PAINSWICK PARISH COUNCIL
Date of application: JUNE 2017
Award level applied for: GOLD

Local Council Award Scheme application form

This document is a resource for Local Councils taking part in the Local Council Award Scheme

My council has not registered to take part in the scheme – this document is a useful tool to map where you do meet the criteria, and to help you see what work would need to take place before you apply

My council has the relevant criteria in place and has already registered with NALC – you can complete this document and submit it to your local accreditation panel. This will help them find the necessary information and make sure they don't miss any details by mistake.

Tip – proving a web link to the exact page or document needed is important as it will reduce the risk of the panel missing any necessary information. So instead of <http://www.nalc.gov.uk> use <http://www.nalc.gov.uk/our-work/improvement-and-development/local-council-award-scheme>

Tip – some information and documents are not required to be published online. To keep things simple email these to the panel coordinator at the same time as providing this document. That way they have all the information in one place.

Tip – Don't forget to read the full criteria in the Local Council Award Scheme guide. This form just has the summary, but there is further essential information in the guide which can be downloaded from <http://www.nalc.gov.uk/our-work/improvement-and-development/local-council-award-scheme>

What criteria do I need to meet for each award level?

If you are applying for Foundation – just the Foundation criteria

If you are applying for Quality – both Foundation and Quality criteria

If you are applying for Quality Gold – Foundation, Quality and Quality Gold criteria

If you are unsure what criteria you are required to submit please check with your County Association.

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The Council confirms by resolution in their meeting held on the 20th September 2017 – that it has read the application for the Local Government Award Scheme – Foundation to Gold Application and complies with the criteria set out for the Local Council's Award Scheme; which includes publication of certain documents and the holding of records/policies.

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Please note that a special log in and been created so the Panel can view more sensitive data such as Staff contracts. (Details with information that is relevant to the Data Protection Act will be deleted from the website on completion of this application). The Log in details will be provided separately.



The council confirms by resolution at a full council meeting that it publishes online:

Criteria	Do you meet these criteria?	Where are these published online?
1 Its standing orders and financial regulations	Yes *	http://www.painswick-pc.gov.uk/uploads/standing-orders-44.pdf Standing Orders reviewed in Sep 17 – review included ‘right to broadcast’ - http://www.painswick-pc.gov.uk/uploads/reviced-standing-orders-sep-17.pdf http://www.painswick-pc.gov.uk/uploads/model-financial-orders.pdf http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf
2 Its Code of Conduct and a link to councillors’ registers of interests	Yes	http://www.painswick-pc.gov.uk/uploads/code-of-conduct-10.pdf https://www.stroud.gov.uk/council-and-democracy/parish-and-town-councils/painswick-parish-council#interests
3 Its publication scheme	Yes	http://www.painswick-pc.gov.uk/uploads/model-publication-scheme-13.pdf
4 Its last annual return	Yes	http://www.painswick-pc.gov.uk/finance.html
5 Transparent information about council payments	Yes	The RFO report listing all payments is published on the website (in time for the monthly Parish Council meetings). http://www.painswick-pc.gov.uk/uploads/rfo-

		report-june.pdf
6 A calendar of all meetings including the annual meeting of electors	Yes *	http://www.painswick-pc.gov.uk/uploads/meetings-schedule-for-2017.pdf (note that the schedule of meetings is constantly updated to reflect changes) http://www.painswick-pc.gov.uk/uploads/meetings-schedule-for-2017.pdf
7 Minutes for at least one year of full council meetings and (if relevant) all committee and sub-committee meetings	Yes	http://www.painswick-pc.gov.uk/beta-painswick/council-meetings.html Minutes (unapproved) are available on the website within two weeks of the meeting. Copies are also issued to the Beacon publication and any interested party. Hard copies can be viewed/obtained from the Parish Office.
8 Current agendas	Yes	http://www.painswick-pc.gov.uk/beta-painswick/council-meetings.html These are sent out to interested parties, Beacon Publication, 5 noticeboards and website.
9 The budget and precept information for the current or next financial year	Yes	http://www.painswick-pc.gov.uk/uploads/budget-adopted-dec-16.pdf http://www.painswick-pc.gov.uk/finance.html
10 Its complaints procedure	Yes	http://www.painswick-pc.gov.uk/uploads/complaint-policy.pdf The link was for the policy but the header to the complaints policy reads as follows (which clearly states includes complaints against staff). Complaints <u>Complaints Policy (PDF, 189 Kb)</u> Complaints Policy - against the Council (Councillors, Staff , Volunteers or Contractors). http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf

<p>11 Council contact details and councillor information in line with the Transparency Code</p>	<p>Yes</p>	<p>Each Member has their own profile blog on the website along with their photo and contact details.</p> <p>http://www.painswick-pc.gov.uk/councillors.html</p> <p>https://www.stroud.gov.uk/council-and-democracy/parish-and-town-councils/painswick-parish-council#interests</p>
<p>12 Its action plan for the current year</p>	<p>Yes</p>	<p>The Action Plan is under construct review.</p> <p>http://www.painswick-pc.gov.uk/uploads/action-plan-2017.docx</p> <p>http://www.painswick-pc.gov.uk/uploads/parish-plan-feb-17.pdf</p>
<p>13 Evidence of consulting the community</p>	<p>Yes</p>	<p>Members of the public are welcome to attend Committee and Parish Council meetings, with a period of up to 15 minutes available prior to each meeting. The Parish Council office is open 3 mornings per week and the website provides a link to members of the public to contact the Council.</p> <p>Recent examples of consulting with the Community are:</p> <p>Proposal to erect a mobile 4g/5g mast on the Recreation Ground.</p> <p>http://www.painswick-pc.gov.uk/consultation---mobile-mast-recre.html</p> <p>http://www.painswick-pc.gov.uk/uploads/screenprint-mast-public-meeting.pdf</p> <p>Proposal for a diversion to a Bridleway.</p> <p>http://www.painswick-pc.gov.uk/news.html</p> <p>http://www.painswick-pc.gov.uk/uploads/screenprints-bridleway-facebook.pdf</p>

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14 Publicity advertising council activities	Yes	<p>http://www.painswick-pc.gov.uk/news.html</p> <p>http://www.painswick-pc.gov.uk/advertising.html</p> <p>http://painswickbeacon.org.uk/</p> <p>https://en-gb.facebook.com/groups/BuySellandSwapPainswick/</p> <p>https://twitter.com/lovecainswick?lang=en</p> <p>https://en-gb.facebook.com/PainswickUK/</p> <p>http://www.painswick-pc.gov.uk/uploads/xmas-message.pdf</p> <p>News facility on our website, plus 5 parish notice boards, twitter, facebook , Edgenet (for the village of Edge) , local publications and the Stroud News and Journal.</p>
15 Evidence of participating in town and country planning	Yes	<p>Fortnightly Planning Committee meetings plus attend Planning Training and Seminars. Links from our website to SDC Planning, Local Plan and Planning Portal.</p> <p>The Parish Council have agreed with SDC to host a Local Plan Strategy Review event in the Town Hall, on Tuesday 17th October.</p> <p>http://www.painswick-pc.gov.uk/planning-apps.html</p>

The council also confirms by resolution at a full council meeting that it has:

Criteria	Do you meet these criteria?	Where are these published? Can they be provided electronically?
16 A risk management scheme	Yes	<p>http://www.painswick-pc.gov.uk/uploads/risk-management-7.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf</p>
17 A register of assets	Yes	<p>http://www.painswick-pc.gov.uk/uploads/asset-register-</p>

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		3.pdf
18 Contracts for all members of staff	Yes	http://www.painswick-pc.gov.uk/staffing-details.html
19 up-to-date insurance policies that mitigate risks to public money	Yes	http://www.painswick-pc.gov.uk/uploads/painswick-parish-council--employers-liability-certificate-2017.pdf http://www.painswick-pc.gov.uk/uploads/painswick-parish-council---aviva-schedule-2017.pdf
20 Disciplinary and grievance procedures	Yes	http://www.painswick-pc.gov.uk/staffing-details.html
21 A policy for training new staff and councillors	Yes	http://www.painswick-pc.gov.uk/uploads/training-policy-2016.pdf http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf
22 A record of all training undertaken by staff and councillors in the last year	Yes	http://www.painswick-pc.gov.uk/uploads/training-2016-11.pdf A training event will take place for all Councillors and Administration Staff to attend on Wednesday 8 th November 2017. (to be held in the Town Hall and provided by Kim Bedford).
23 A clerk who has achieved 12 CPD points in the last year	Yes	http://www.painswick-pc.gov.uk/uploads/cpd.pdf



The council confirms by resolution at a full council meeting that it publishes online:

Criteria	Do you meet these criteria?	Where are these published online?
1 Draft minutes of all council and committee meetings within four weeks of the last meeting	Yes	These are usually published within two weeks. http://www.painswick-pc.gov.uk/beta-painswick/council-meetings.html
2 A Health and Safety policy	Yes	http://www.painswick-pc.gov.uk/uploads/health-and-safety-policy-8.pdf http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf
3 Its policy on equality	Yes	http://www.painswick-pc.gov.uk/uploads/equality-policy-4.pdf http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf
4 Councillor profiles	Yes	http://www.painswick-pc.gov.uk/councillors.html
5 A community engagement policy involving two-way communication between council and community	Yes	http://www.painswick-pc.gov.uk/uploads/community-engagement-policy-13.pdf http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf
6 A grant awarding policy	Yes	http://www.painswick-pc.gov.uk/uploads/grant-warding-policy-13.pdf http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf

<p>7 Evidence showing how electors contribute to the Annual Parish or Town Meeting</p>	<p>Yes</p>	<p>http://www.painswick-pc.gov.uk/uploads/screen-print-apm.pdf</p> <p>http://www.painswick-pc.gov.uk/news/2017/05/annual-parish-meeting</p> <p>http://www.painswick-pc.gov.uk/uploads/annual-report-2-9.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/101636jpg-(1).pdf</p> <p>Drop in event; other partners in attendance – Community Library, Police, PSALMS Youth Group, P’Can (Voluntary Group that tidy up in and around the village), Community Safety Team, Play Painswick – raising funds for improvements in the Park. (Many of the volunteer groups that had a stall at the APM; are made up from electors from the villages – with projects aimed at improving village life).</p>
<p>8 An action plan and related budget responding to community engagement and setting out a timetable for action and review</p>	<p>Yes</p>	<p>http://www.painswick-pc.gov.uk/uploads/action-plan-2017.pdf</p> <p>The Action Plan is constantly reviewed.</p> <p>http://www.painswick-pc.gov.uk/uploads/budget-adopted-dec-16.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/1st-quarter-budget-review-17-18.pdf</p> <p>The Parish Plan (hard copy enclosed) is reviewed every two years. The plans and reviews were led by a community steering group, and opened to consultation. In addition, the various Committees meet at least twice annually and Members of the Public are welcome and are given an opportunity to speak. Several of the Committees have co-opted members of the</p>

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		<p>public (who have taken a special interest in that area).</p> <p>http://www.painswick-pc.gov.uk/uploads/parish-plan-feb-17.pdf</p>
9 Evidence of community engagement, council activities and the promotion of democratic processes in an annual report, online material and regular news bulletins	Yes	<p>Monthly Parish Council and Committee meetings are advertised and reported on - in the Painswick Beacon. Also, any consultations and initiatives.</p> <p>Use of noticeboards/website to advertise Vacancies and Elections, including reminders on Registering to Vote</p> <p>http://www.painswick-pc.gov.uk/news/2017/05/register-to-vote</p> <p>http://www.painswick-pc.gov.uk/uploads/annual-report-2.pdf</p> <p>http://painswickbeacon.org.uk/</p> <p>Annual Christmas Message from the Chairman each year in the Stroud News and Journal.</p> <p>http://www.painswick-pc.gov.uk/uploads/xmas-message.pdf</p>
10 Evidence of helping the community plan for its future	Yes	<p>http://www.painswick-pc.gov.uk/uploads/action-plan-2017.pdf</p> <p>The Parish Council assisted in the setting up of the Business Group 'Love Painswick'. This was specifically to assist the local businesses to network and promote Painswick.</p> <p>https://twitter.com/lovepainswick?lang=en</p> <p>The Parish Council assisted the Tourist Information Centre in finding a new home, provides funding when needed and a link to their website. Tourism is a key element financially to the villages and is the mainstay of employment opportunities.</p> <p>http://www.painswicktouristinfo.co.uk/</p>

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		<p>The Parish Council assists the Benefice by cutting the grass in the Churchyard. Important attraction for tourists/ therefore of value to the businesses within Painswick.</p> <p>Consulted with and assisted with the initial fund raising of defibrillators for Painswick, Slad and Sheepscombe (and now assumes responsibility for the units and ongoing costs) - Note Edge decided they didn't require a unit. Plus held several first aid training events for members of the public.</p> <p>http://painswickbeacon.org.uk/archive.html</p>
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The council also confirms by resolution at a full council meeting that it has:

Criteria	Do you meet these criteria?	Where are these published? Can they be provided electronically?
1 a scheme of delegation (where relevant)	yes	<p>The Planning Committee; which is made up of every Member of the Council has full delegation powers. Every other Committee recommendations must be approved by full council.</p> <p>http://www.painswick-pc.gov.uk/committees-and-trusts.html</p>
2 addressed complaints received in the last year	Yes	<p>No formal complaints received (as per our policy) but issues are of course often reported to us and dealt with promptly.</p> <p>Examples :</p> <p>http://www.painswick-pc.gov.uk/uploads/complaints-issues.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/101829jpg.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/101829jpg.pdf</p>

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		pc.gov.uk/uploads/101847jpg.pdf
3 at least two-thirds of its councillors who stood for election	Yes	<p>https://www.stroud.gov.uk/media/2467/notice-of-uncontested-elections-parish-and-town-councils.pdf</p> <p>http://painswickbeacon.org.uk/archive.html</p> <p>After the elections in May 2016 (10 out of the 12 were filled); there were two vacancies one for Slad and one for Painswick. These plus a Casual Vacancy have been filled.</p>
4 a printed annual report that is distributed at locations across the community	Yes	<p>On our website, hard copy available from our office, Community Library, Richmond Retirement Village and published in Painswick Beacon.</p> <p>http://www.painswick-pc.gov.uk/news/2017/05/annual-parish-meeting</p>
5 a qualified clerk	Yes	<p>Cilca qualified 13th June 2007</p> <p>http://www.painswick-pc.gov.uk/uploads/101755jpg-(1).pdf</p>
6 a clerk (and deputy) employed according to nationally or locally agreed terms and conditions	Yes	http://www.painswick-pc.gov.uk/staffing-details.html
7 a formal appraisal process for all staff	Yes	<p>http://www.painswick-pc.gov.uk/uploads/staff-appraisal-18.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf</p>
8 a training policy and record for all staff and councillors	Yes	<p>http://www.painswick-pc.gov.uk/uploads/training-2016-11.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/training-policy-2016.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/policy-review-dates.pdf</p>

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The council confirms by resolution at a full council meeting that it publishes online:

Criteria	Do you meet these criteria?	Where are these published online?
1 A business plan covering a financial forecast for at least three years linked to revenue and capital plans for the council and its community	Yes	<p>http://www.painswick-pc.gov.uk/uploads/budget-adopted-dec-16.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/1st-quarter-budget-review-17-18.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/action-plan-2017-and-ongoing.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/parish-plan-feb-17.pdf</p>
2 An annual report, online material and at least four news bulletins a year with evidence of	Yes	<p>http://www.painswick-pc.gov.uk/uploads/annual-report-2.pdf</p>
a engaging with diverse groups in the community using a variety of methods	Yes	<p>Annual Meeting with the local Schools – who send set the Agenda and send representatives from their School Councils.</p> <p>http://www.painswick-pc.gov.uk/uploads/school-minutes.pdf</p> <p>Members attend feedback sessions with PSALMS Youth Group.</p> <p>http://psalms.uk.net/</p> <p>Members are representatives (and/or vounteers) on various third party organisations for example Village Hall Management Committees, Cluster Meetings, Tourist Information Centre, Community Library, Conservation Groups and various trusts.</p>

		<p>Use of Facebook, Twitter, Website and local publications.</p> <p>https://en-gb.facebook.com/groups/BuySellandSwapPainswick/</p> <p>Ward Members hold Annual Surgeries in their villages; issues can be addressed and fed into the Action Plan if required.</p> <p>Parish Council to meet at the Richmond Retirement Village, to enable diverse group (who could struggle to attend a Parish Council meeting) to attend (planned for 18th October 2017).</p> <p>Parish Council also meet at venues in the Wards – July 17 meeting to be held in Edge Village Hall.</p> <p>Various events are organised to highlight community issues. For example ‘Dementia Awareness’ training.</p> <p>http://www.painswick-pc.gov.uk/uploads/painswick-dementia-evening.pdf</p>
<p>b community engagement leading to positive outcomes for the community</p>	<p>Yes</p>	<p>Proposals to divert a Bridle Way – The Council ensured that this was brought to the attention of the wider community and received positive feedback on our response to the consultation. Several positive/credible alternatives were proposed.</p> <p>http://www.painswick-pc.gov.uk/news/2017/04/painswick-golf-course</p> <p>The Parish Council are the Corporate trustees for the Recreation Ground. The Trust was approached by Shared Access to consider erecting a 4/5G Mobile Mast in the Recreation Ground. The Trustees agreed to ‘consider’ the proposal subject to a successful consultation. The consultation was run by a third party Pegasus; which included an advert in The Beacon, letters sent directly to nearby residents and a Public Meeting.</p> <p>Some residents set up a protest group and a petition was signed by over 700 people (although mainly from outside the Parish) objecting to the mast.</p> <p>The Parish Councils’ website was updated to include all the relevant information and according to the website statistics was accessed 159 times between</p>

		<p>the 15th April 2017 and the 30th June 2017.</p> <p>http://www.painswick-pc.gov.uk/consultation---mobile-mast-recre.html</p> <p>The benefits for the Trust would have been improved mobile coverage, which is considered an important aspect of todays society and the Trust would have also received a significant payment towards the Play Painswick project.</p> <p>However, considerable concern emerged from the consultation about the 'unknown/unproven' health issues from a mast.</p> <p>The Trustees held a special meeting to consider the proposal and unanimously agreed to reject the proposal.</p> <p>Whilst the proposal was rejected, the Parish Council did manage to successfully engage with a wider community and recruit two new Parish Councillors to fill the vacancies. In addition, the protest group that was set up have now turned their attention to fund raising for the Play Painswick project in conjunction with the Parish Council. One event has already taken place and raised over £800 for the project. A further event is now planned for the 14th July 2017. A 'Just Giving' page is being developed by a member of the protest group.</p> <p>Alternative sites are now being investigated by Shared Access that are more remote but would still improve the coverage.</p> <p>Link below is the Beacon Front Page for July 17.</p> <p>http://painswickbeacon.org.uk/</p>
<p>c At least four positive outcomes achieved for the community in the last six months and a broad range of council activities including innovative</p>	<p>Yes</p>	<p>Speed Awareness Initiative. Following consultation on the Parish Plan on how to slow down traffic through the village, it was suggested we use scarecrows in various locations. This idea is still being progressed but in the meantime – we adapted that idea over the Christmas period and installed two 'life-sized Santas' with the Message '20 is Plenty'.</p> <p>See links below of the communication to the resident with the initial idea and a photo of one of</p>

<p>projects</p>		<p>the Santa's as published in the Painswick Beacon.</p> <p>http://www.painswick-pc.gov.uk/uploads/speed-initiative-correspondence.pdf</p> <p>http://www.painswick-pc.gov.uk/uploads/101912jpg.pdf</p> <p>Community Lunches – Council members and staff volunteer to put on a Community Lunch which raises funds for various village projects. This year £1700 was raised and grants were distributed to 5 groups.</p> <p>See link to press release with a photo of our Chairman.</p> <p>http://www.painswick-pc.gov.uk/uploads/101945jpg.pdf</p> <p>Renting out part of a store room to a local business as they were struggling to find affordable premises. See link of Press release – which reports on their success.</p> <p>http://www.painswick-pc.gov.uk/uploads/102004jpg.pdf</p> <p>Play Painswick – Phase one on the project completed. This has provided outdoor fitness equipment, a Zip Wire and basket swing on the Recreation Ground.</p> <p>http://www.painswick-pc.gov.uk/news/2017/03/play-painswick-project</p>
<p>d co-operating constructively with other organisations</p>	<p>yes</p>	<p>Tourist Information Centre. Assistance was provided to them when they were forced to leave the Old Library by providing them with an office in the Town Hall until a more permanent home could be found for them. Assisted with the help to find a new home and their relocation. Also helped them with obtaining grants and funding for them going forward. Note they have just won the national Award for the 'Best Use of a Small Archaeological Building'.</p> <p>After the Fire Station was closed, worked with Fire</p>

	<p>Service, Police, Neighbourhood Warden, Village Agent to form a Community Safety Group that now meets in the Town Hall at least once per month.</p> <p>http://www.painswick-pc.gov.uk/uploads/csg-surgery-dates-and-times-for-2017.pdf</p> <p>PSALMS Youth Group – provide equipment and insurance for them to undertake regular village litter picks plus provide facilities for them to meet and an annual grant.</p> <p>http://psalms.uk.net/</p> <p>Snow Wardens – provide equipment, insurance and grit – to enable them to keep the village moving safely when adverse winter weather comes.</p> <p>http://www.painswick-pc.gov.uk/snow-wardens.html</p> <p>Church – when the church was struggling with the upkeep of St Mary’s Churchyard (which also attracts visitors/tourists) – the Parish Council offered the services of its handyman to help to maintain it.</p> <p>http://www.beaconbenefice.org.uk/</p> <p>Painswick Beacon Conservation Society – assist by storing their equipment and removing their green waste.</p> <p>https://painswickbeacon.wordpress.com/what-we-do/</p> <p>Advertising events for the Community Library – provide venue (upper hall in Town Hall) at reasonable rates. Also, one Member of the Council as volunteer.</p> <p>http://painswickcommunitylibrary.org.uk/</p> <p>Toddler Group – provide venue (PCYP) at reasonable cost, provide advice, grant, one Member volunteered to help (prepare snacks), to enable parents to play/supervise their children.</p>
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		<p>http://www.painswick-pc.gov.uk/news/2016/11/toddler-group---volunteer-needed</p> <p>Community Post Office – provide a venue (Lower Hall of the Town Hall) (free of charge) to enable a community Post Office to provide a service twice per week.</p> <p>Post Office Outreach</p> <p>The Post Office can be found downstairs in the Town Hall on Wednesday and Fridays between 9.30am and 11.30am.</p> <p>Assist various groups with non-monetary help – for example: permitting the use of the Recreation Ground for car parking, use of the chairs and tables, advertising events, Members offering their assistance for various events...</p> <p>http://www.painswick-pc.gov.uk/news/2017/07/the-apples-rounded-world</p> <p>http://www.painswick-pc.gov.uk/news/2017/06/community-library</p>
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The council also confirms by resolution at a full council meeting, that it has prepared statements (of no more than one page each) to be presented to the accreditation panel showing how it

Criteria	Do you meet these criteria?	Have you provided these to the accreditation panel?
1 Ensures that the council delivers value for money	Yes	http://www.painswick-pc.gov.uk/uploads/evidence-statements.pdf
2 Meets its duties in relation to bio-diversity and crime & disorder	Yes	http://www.painswick-pc.gov.uk/uploads/evidence-statements.pdf
3 Provides leadership in planning for the future of the community	Yes	http://www.painswick-pc.gov.uk/uploads/evidence-statements.pdf
4 Manages the performance of the council as a corporate body	Yes	http://www.painswick-pc.gov.uk/uploads/evidence-statements.pdf
5 Manages the performance of each individual staff member to achieve its business plan	Yes	http://www.painswick-pc.gov.uk/uploads/evidence-statements.pdf