

1 About the Records Retention and Disposal Policy

- 1.1** This policy sets out the retention and disposal arrangements for records held by Colleges Scotland.
- 1.2** The table in this document identifies the business areas for which the organisation maintains official records. The official records within each business area are shown with a retention period.
- 1.3** It should be noted that the schedule applies only to the organisation's official records. The organisation may create many documents in the course of its work, however, only a proportion of these are designated as official records. The organisation maintains good practice in the management of its working papers and exercises discipline in the maintenance of records management. The organisation will ensure that official records are maintained and that working papers are properly managed.
- 1.4** Where a number is shown in the table below, this indicates the number of years a record should be held after the end of the financial year to which it applies. The organisation maintains records in electronic and paper format. Record reviews take place on an annual basis, shortly after the end of the financial year.

Responsibility	Area	Records Held	Retention Period
CS HR Lead and Forth Valley College (until 30/06/2023)	HR Personnel File	Current Staff/Former Staff Details <ul style="list-style-type: none"> • Application Form • Contractual Documentation • New Address Records • Induction/Training Records • Pay Awards • Fit Note • Return to Work • Formal Absence Meetings • VS/Redundancy/III Health Retirement • Annual Leave Records • Flexible Working Request (permanent) • Flexible Working Request (fixed term) • Maternity • Paternity • Adoption Leave • Dismissal 	While employment continues and 7 years after employment ceases
		Current/Former Staff Details <ul style="list-style-type: none"> • Right to Work Checks (ID/Immigration) 	While employment continues and 2 years after employment ceases
		Current/Former Staff Details <ul style="list-style-type: none"> • Parental Leave 	Until child is over 18 years old or 7 years after employment ceases.
		Current/Former Staff <ul style="list-style-type: none"> • Bank Account Details 	While employment continues and up to 3 months after employment ceases
		Current/Former Staff Details <ul style="list-style-type: none"> • Staff Photo • Equalities Information • Emergency Contact • Qualifications/Professional Registration • Qualifications • Historical Addresses • References 	Not required after employment ceases
	Recruitment	All Application Documents	2 years

		Interview Pack Documentation	1 year
		Equal Opportunity Monitoring Records	1 year
		Pensions and Retirement Records (notifiable events and decisions allowing retirement due to incapacity, pension accounts and related records)	12 years after benefit ceases
		Staff Handbook – current	Retain until superseded
		Staff Handbook – superseded	2 years
		Team Handbook – current	Retain until superseded
		Team Handbook – superseded	2 years
		HR Policies – current	Retain until superseded
		HR Policies – superseded	2 years
		Disciplinary and Grievance Records – no case to answer	1 year from date of conclusion
		Disciplinary and Grievance Records – formal action taken	1 year from date of conclusion or so long as necessary to defend any legal claims
		Disciplinary and Grievance Records - dismissal	Duration of employment plus 7 years from termination date
		Job Evaluations	6 years from conclusion
		Organisation Chart – current	Retain until superseded
		Organisation Chart – superseded	2 years

Responsibility	Area	Records Held	Retention Period
Finance Lead	Finance	Bank Statements	2 years from completion of audit
		Annual Report and Accounts	Permanent
		Management Accounts and Associated Information	3 years
		Budgets – Final	Permanent
		Budgets – Workings	3 years
		Income Tax and NI Returns	3 years after the end of the financial year to which the records relate
		Travel/Staff Expenses	6 years from completion
		Purchase Orders	6 years
		Invoices/Credit Notes – Purchase and Sales	6 years
		General Financial Correspondence	6 years
		Payroll Reports & BACS Printouts	6 years
		Year End Audit Files	6 years
		Internal and External Audit Reports	2 years
		Financial Procedures Manual – current	Retain until superseded
		Financial Procedures Manual – superseded	3 years

Responsibility	Area	Records Held	Retention Period
Communications and Public Affairs Officer	All	Publications	Permanent
		Strategic Plan	Permanent
		Operational/Workplans	5 years

Responsibility	Area	Records Held	Retention Period
Company Secretary	Board of Management	Membership Details	Permanent
		Board Member Details	Permanent
		Board, Committee and AGM minutes	Permanent
		Board, Committee and AGM Papers	10 years from the date of the meeting
		Statutory Returns	Permanent
		Memorandum of Association and Articles of Association	Permanent
		Business Continuity Plan	1 year

Responsibility	Area	Records Held	Retention Period
Corporate Services Officer	Health and Safety	Health and Safety Reports and Records	Permanently
		Accident Book and Accident Information	3 years after the date of the last entry
		Fire Occurrence Records	Permanently
		Fire Safety Certificates	6 years
		Risk Assessment Reports	Permanently
	Administration	Licence to occupy	Permanent
		Insurance Policy Files	5 years after termination
		Service Level Agreement	Permanent
		Contracts with External Suppliers	Lifetime of the supply
		Tender Documents (invited and submitted)	3 years