



# Saxilby with Ingleby Parish Council

## Non-confidential

**To agree identify where funds can be vired from for mediation (full council action)**

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**Report to:** Finance and Risk Committee 25-05

**Report by:** Clerk

**Power/duty which decision falls under:** Local Government Act 1972, Section 111 and 112 authority to do anything "employ staff and make arrangements necessary for their proper management" and power to do what "is calculated to facilitate, or is conducive or incidental to, the discharge of any of their functions."

**Which council objective(s) it falls under:**

N/A internal - This action supports the effective internal functioning of the council and is not directly linked to external strategic objectives.

**Public Sector Equality Duty** (*Consider how policies/decisions affect those protected under the Equality Act*)

While this is an internal matter, the mediation process ensures fair treatment and aims to prevent discriminatory or unequal practices. It reflects the council's commitment to fostering a respectful and inclusive workplace environment, in-line with the Public Sector Equality Duty under the Equality Act 2010.

**Not applicable**

This decision has no direct impact on carbon emissions or environmental sustainability.

### Consideration of risk management in relation to the proposal<sup>1</sup>

*It is impossible to list every risk faced by a local council. Risk, in the general sense, means the likelihood of an event happening, and the severity of the negative consequences. The insurance industry regards risk as representing loss or damage. Risk always involves uncertainty. When protecting a local council effectively, it is important to consider if risk is present in the following areas (SLCC AN241)[Tick]*

Decision making  
✓Finances  
Property

Staff  
Events  
Legal

Inspections  
Written/verbal communication  
Insurance

**Does the report consider any new activity? If 'Yes', has a risk assessment including risk management proposals for consideration been included for consideration and adoption by the council?** (*Financial Regulation 17b*)

No. Finance and risk committee agree virements.

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<sup>1</sup>Risk areas to consider - strategic/operational, likelihood/impact, add to risk register? Any contingency planning needed?

## REPORT

Full Council has agreed to incur expenditure to arrange professional mediation. The mediation process is considered a necessary step to support a healthy and functional working environment within the Council.

No specific budget line currently exists for mediation services. Therefore, a virement (transfer) of funds is required from existing budget allocations.

Committee is asked to review the current budget and identify a suitable area from which funds can be vired.

Cost £960+VAT for a full day x 2 = £1,920

Where possible, associated budgets have been proposed such as staff training and councillor training. Due to restrained budgets available under direct headings, alternative headings have been proposed as necessary:

## RECOMMENDATION(S):

### To agree to vire budget from:

#### Day 1:

- £300 4030/140 Cllr training
- £300 4030/135 Admin staff training
- £160 4665/310 Legal Survey fees
- £100 4030/235 Comm Centre staff training
- £50 4040/140 Cllr Travel
- £50 4160/130 Admin/Postage

#### Day 2 (if required):

- £960 4320/125 Burial ground maintenance