



## Managing the Performance of the Council as a Corporate Body Statement

Ware Town Council employs a qualified Town Clerk who is encouraged to meet the requirements for continuing professional development.

A separate Responsible Financial Officer has been appointed who manages the council's support services.

Ware Town Council has adopted the General Power of Competence.

The Council employs 16 staff who are employed in line with nationally agreed terms, have a clear job description and receive an annual appraisal.

A training budget is allocated from staff and Councillor development, any training is recorded with organisational shortfalls identified and remedied.

A scheme of delegation is reviewed annually to ensure effectiveness. The work of the Council is divided into three committees

- Finance and Policy
- Community and Environment
- Human Resources

Policies and Procedures are included in a review cycle ranging from annually to three yearly.

The Council uses East Herts Council for HR and Health and Safety Support.

An independent internal auditor reviews the council finances and governance through a series of evaluations across the financial year.

The Council consult widely with the community of Ware and use that feedback to inform its future actions. A full community survey is undertaken every two years.

A business plan is created for the council every four years to align with the electoral cycle.

An annual awayday of members and officers is undertaken in September each year to review the performance of the council both quantitatively and qualitatively.

Overall performance of the Council is reported in an annual report