



Delivering a brighter, greener future for all

Terms of Reference and Delegation of Powers to Committees

2025–2026

Adopted by Full Council 12.05.25



Committee	Page Number
Full Council	3
Finance and Audit	5
Human Resources (HR)	7
Highways Advisory	9
Parks and Estate	10
Planning Advisory	12
Town Development	14
Sub-committees and working groups	15
Co-option Policy	16

Note: Amendments to these Terms of Reference and Delegation of Powers to Committees may be made from time to time by resolutions of Full Council.

Terms of Reference

Full Council

The following matters shall be reserved for decision by Full Council, but the appropriate committee(s) may make recommendation for the council's consideration:

1. The Precept.
2. Borrowing money.
3. Making, amending, or revoking Standing Orders, Financial Regulations, duties, and powers of Proper Officer provisions.
4. Making, amending, or revoking by-laws.
5. Making of Orders under statutory powers.
6. Matters of principle or policy.
7. Addressing recommendations in any report from the Internal and External Auditors.
8. Nomination or appointment of representatives of the town council on any authority, organisation or body that requests one (except approved conferences or meetings).
9. Nomination of members of all standing committees.
10. New powers or duties.
11. Prosecution or defence in a Court of Law.
12. Nomination or appointment of representatives of the town council to any enquiry on matters affecting the town.
13. To receive and adopt the Annual Accounts.
14. To receive and sign off the Annual External Audit and Return.
15. To receive reports and recommendations referred to Full Council from the various committees.
16. To set up direct reporting working groups as necessary.
17. To receive reports and recommendations and consider recommendations from all direct reporting working groups set up by Full Council or indirect groups where considered appropriate by the Town Clerk or committee chairs due to timetable restrictions.
18. To authorise the sealing of various documents with the Common Seal.
19. To confirm the appointment of the Town Mayor/Deputy Mayor.
20. To confirm the schedule of meetings of Full Council and the standing committees for the ensuing year.
21. To receive petitions and deputations from members of the public or any organisations.

22. Any other matters not delegated to a standing committee or referred to Full Council by standing committees.

Terms of Reference

Finance and Audit committee

The Finance and Audit committee oversees the Town Council's budgets to ensure all expenditure is authorised where necessary and income is collected. The committee may undertake an audit and scrutiny of any spending decision by any committee or officer. The committee manages the following assets of the town that the Council owns or manages: Dewey House; Warminster Civic Centre; the Warminster Hub and any other asset not managed by another committee.

1. Membership

Seven elected Members.

2. Delegated Business

The Committee has delegated authority to deal with the following matters to conclusion:

2.1 To elect the Chair of the committee.

2.2 All financial matters

2.2.1 Monthly management accounts.

2.2.2 To receive reports of paid invoices for goods and services.

2.2.3 Draft budget for submission to Full Council for decision.

2.3 To form sub-committees or "task and finish" working groups as required. To determine the terms of reference, schedule of meetings and whether the meetings are open or closed to the public.

2.4 Specific matters referred by Full Council.

2.5 Allocation of grants within the agreed criteria and budget of the town council.

2.6 Agree and manage maintenance contracts and budgets for all services and assets which fall under the remit of the committee.

2.7 To act as a tender committee as and when necessary and to report the outcome of any tendering procedure to Full Council.

2.8 Administration, maintenance and use of all buildings and public spaces which fall under the remit of the committee.

2.9 Receive petitions and deputations from members of the public or any organisation relevant to the work of the committee.

Finance and Audit committee (continued)

3. Referred Business

The Committee may consider and report to Full Council or committees on the following matters:

- 3.1 To report on the Finance and Audit committee's allocation of grants within the agreed criteria and budget of the town council.
- 3.2 To provide council with a budget and precept recommendation annually in January, to be prepared no later than November of the preceding year.
- 3.3 Monitor income and expenditure within the budget estimates approved by Full Council and make necessary recommendations.
- 3.4 Review the town council's Financial Regulations as necessary.
- 3.5 All implications of any services devolved from Wiltshire Council, and the impact on the ability of the town council to properly budget and execute its financial responsibilities.
- 3.6 Any other matters referred to the Finance and Audit Committee by Full Council that are not within their terms of reference.

Terms of Reference

HR committee

The HR committee is responsible for: all staffing matters for the council; and includes all training and development matters, including elected members; all health & safety issues and the relevant required risk assessment; and to deal with any complaints made against the town council in accordance with the council's complaints procedure.

1. Membership

The Mayor, the previous year's Mayor, plus three elected members. The Mayor will be Chair of the committee.

2. Delegated Business

The committee has been delegated authority to deal with the following matters to conclusion:

- 2.1 To elect the Chair of the committee.
- 2.2 To carry out the Town Clerk's staff appraisal and agree objectives.
- 2.3 To agree and arrange staff salaries within the agreed budget.
- 2.4 To agree and arrange training requirements for staff and councillors within the agreed budget.
- 2.5 To consider, and bring to a final conclusion, any matters of grievance or discipline as outlined by the policies applicable to all members of staff employed by the town council.
- 2.6 Following discussions with the Town Clerk, and staff concerned, to receive and resolve any issues relating to staffing levels and regrading, pay levels and staffing structures.
- 2.7 To receive and note annual and other appraisals and be the point of contact for any appeal.
- 2.8 To deal with any complaints made against the town council in accordance with the council's Complaints Procedure.
- 2.9 To deal with any staff complaint concerning the Town Clerk.
- 2.10 To deal with any staff matters referred by the Town Clerk.
- 2.11 To ensure that the council complies with health and safety issues including the consideration of risk assessments through the annual risk assessment procedure.

HR committee (continued)

- 2.12 Any other personnel matters delegated by the town council.
- 2.13 To form sub-committees or “task and finish” working groups as required. To determine the terms of reference, schedule of meetings and whether the meetings are open or closed to the public.

3. Referred Business

- 3.1 To review staff requirements and job descriptions received from other committees, revise as necessary.
- 3.2 To consider the implications of any services devolved from Wiltshire Council and their impact on HR matters.

Highways Advisory committee

The Highways Advisory committee considers all issues in the remit of the Local Highways and Footpath Improvement Group.

1. Membership

1.1 Five elected Members.

2. Delegated Business

The Committee has been delegated to deal with the following matters to conclusion:

2.1 To elect the Chair of the committee.

2.2 All issues in the remit of the Local Highways and Footpath Improvement Group

2.3 To make referrals to the Local Highways and Footpath Improvement Group as necessary following 2.1 above.

2.4 To approve any financial contributions to the work of the Local Highways and Footpath Improvement Group.

Terms of Reference

Parks and Estate committee

The Parks and Estate committee manages the parks and estate related assets owned or maintained by the town council. These include the Lake Pleasure Grounds, the Pavilion Café, the Boat House, play areas, closed church yards, the War Memorial, the Obelisk and Yeates Meadow, Boreham Cemetery and Ashley Place amenity space, the road sweeper and depot, hanging baskets, and the public toilets. The Committee manages projects which directly affect these assets and services and requests to use said services or assets. The Committee will be responsible for any such similar services that are delegated or devolved from Wiltshire Council including, grass cutting, hedges, shrubs, shelter belts, trees, amenity footpaths, leaf clearance, balancing ponds, fencing, litter picking, litter bins, anti-fly tipping measures, graffiti removal, hazardous waste disposal, markets, and roadkill.

1. Membership

- 1.1 Seven elected Members
- 1.2 Up to three co-opted non-members.

2. Delegated Business

The Committee has delegated authority to deal with the following matters to conclusion:

- 2.1 To elect the Chair of the committee.
- 2.2 To form sub-committees or “task and finish” working groups as required. To Determine the terms of reference, schedule of meetings and whether the meetings are open or closed to the public.
- 2.3 Agree and manage maintenance contracts and budgets for all assets and services which fall under the remit of the committee. Capital projects over £30,000 to be referred to Full Council.
- 2.4 Administration, maintenance and use of all assets and services which fall under the remit of the Committee.
- 2.5 Manage projects on all assets and services which fall under the remit of the Committee.

Parks and Estate committee (continued)

- 2.6 Receive petitions and deputations from members of the public or any organisation relevant to the work of the Committee.

3. Referred Business

To consider and make recommendations to Full Council on the following matters:

- 3.1 Any other matters referred to the committee by Full Council.

4. Budget estimates, to be prepared no later than September each year.

- 4.1 Any matters relating to policies and procedures, protocols, practices, and guidelines, including standing orders and the code of conduct referred to the committee by full council or any committee, subcommittee or working group.

Planning Advisory committee

The Planning Advisory committee meets to consider all planning applications in the town. Comments are sent to Wiltshire Council as part of their consultation procedure. The aim is to use planning law, the National Planning Policy Framework, Wiltshire Council's Core Strategy and Local Plan, the Warminster Neighbourhood Plan, and Policy and Periodic Planning Guidance notes to preserve and enhance the town's character, whilst encouraging its commercial and social vitality. It will also consider the policies, aspirations, and recommendations of the Neighbourhood Plan Review Working Group.

1. Membership

- 1.1 Seven elected Members
- 1.2 Co-opted: the Chair of the Neighbourhood Plan Review Working Group

2. Delegated Business

The Committee has delegated authority to deal with the following matters to conclusion:

- 2.1 To elect the Chair of the committee.
- 2.2 At meetings to consider all planning applications sent for consultation by Wiltshire Council.
- 2.3 To comment on behalf of the town council on planning applications having due regard to the town council's policies and that of the Warminster Neighbourhood Plan.
- 2.4 To deal with requests for street naming.
- 2.5 To produce and publish any information for the public about planning matters, except plans which hold copyright.
- 2.6 To delegate the power to the Town Clerk in discussion with the chairman or vice chairman, to make recommendations to Wiltshire Council on minor revisions to applications for which there is insufficient time to call a planning committee or sub-committee meeting. The exercise of this power should be consistent with established practice and policy of the committee, where defined, and shall be reported to the next Planning Advisory committee meeting.

Planning Advisory committee (continued)

- 2.7 To form sub-committees or “task and finish” working groups as required. To determine: the terms of reference, schedule of meetings and whether the meetings are open or closed to the public.
- 2.8 Equipment within the area of its responsibilities and not under the control of any other committee.
- 2.9 Receive petitions and deputations from the public or any organisation relevant to the work of the Committee.
- 2.10 To receive reports and recommendations from the Neighbourhood Plan Review working group, where necessary.

3. Referred Business

To consider and make recommendations to Full Council on the following matters:

- 3.1 Any other matters referred to the committee by Full Council.

.

.

Terms of Reference

Town Development committee

The Town Development committee co-ordinates environmental issues in the town. These include CCTV, lighting, spatial planning, the town settlement boundary, and flooding. The Committee manages the following assets of the town that the council owns or manages: the Tynning allotments. The Town Development committee shall consider how to promote the town as a place to live, work and enjoy. This shall include consideration of events, publicity and marketing and the promotion of the town as a destination for visitors.

1. Membership

1.1 Seven elected Members.

1.2 Up to three advisers

2. Delegated Business

The Committee has been delegated to deal with the following matters to conclusion:

2.1 To elect the Chair of the committee.

2.2 Equipment within the area of its responsibilities and not under the control of any other Committee.

2.3 To form sub-committees or “task and finish” working groups as required. To determine the terms of reference, schedule of meetings and whether the meeting is open to the public or closed.

2.4 To delegate the power to the Town Clerk in discussion with the chairman or vice chairman, to make recommendations or minor revisions to matters for which there is insufficient time to call a Town Development committee meeting. The exercise of this power should be consistent with established practice and policy of the Committee, where defined, and shall be reported to the next Committee meeting.

2.5 The Committee will monitor an annual calendar of town council events.

3. Referred Business

To consider and make recommendations to the town council on the following matters:

3.1 Budget estimates, to be prepared no later than September each year.

3.2 Any other matters referred to the Committee by the town council.

Sub-Committees and Working Groups

Sub-Committees and working groups can be set up by Full Council, Finance and Audit, HR, Parks and Estate, Planning Advisory and the Town Development, Committee. The appointing Committee shall resolve on whether the sub-committee or working group holds open or closed meetings.

1. Membership

Members can be appointed and so can non-elected members of the public or any other representative from a properly constituted body. Sub-committees and working groups can consist entirely of non-elected or co-opted members if members agree.

2. Delegated Business

The working group is an informal group which has delegated authority to discuss and debate items as specified in their terms of reference as minuted by the parent Committee or subcommittee.

- 2.1 No working group shall have powers to make decisions on policy or budget commitment. Recommendations shall be put before the relevant parent Committee or sub-committee for ratification.

To delegate the power to the Town Clerk in discussion with the leader of the working group, to make recommendations or minor revisions to matters for which there is insufficient time to call a working group meeting. The exercise of this power should be consistent with established practice and policy of the working group, where defined, and shall be reported to the next working group meeting.

- 2.2 If requested by the working group a calling note can be put together by the Clerk's office in conjunction with the leader of the working group.
- 2.3 Minutes of the sub-committee or working groups will be made available to all members and the public on request. They will be prepared by the Clerk's office unless other arrangements have been made.
- 2.4 Meetings of sub-committees and working groups will not necessary be open to the public but all minutes will be available once adopted by the parent Committee.
- 2.5 The general ToRs can be expanded for any working group if required to enable the completion of a project. Any additional ToRs will be adopted by the parent Committee.

Terms of Reference

Co-option Policy

1. All committees of Warminster Town Council, except for the Finance and Audit Committee, can co-opt members who are not elected councillors to assist with the work of their committee.
 2. The co-option of an individual is not to be confused with the filling of a casual vacancy on Full Council, which would only arise if an elected member should resign, die, or be disqualified.
 3. Co-option will not be politically led nor be a vehicle to enlist those parties not represented on Warminster Town Council.
 4. Co-opted members appointed to a committee of the council will have the authority of the organisation they are representing, and this should be advised in writing to the Clerk of the council if requested.
 5. Co-opted members will be known as advisers to the committee.
 6. Advisers can be appointed by a committee in the event that additional expertise is required to make decisions or add knowledge that would be of benefit to the committee concerned.
 7. Advisers will have no voting rights. There are exceptions to this rule, and non-members would have a vote in four cases. These four are:
 - 7.1.1 the management of land owned or occupied by the council;
 - 7.1.2 harbour functions if the council is a harbour authority;
 - 7.1.3 any function under section 144 of the Local Government Act 1972 relating to the promotion of tourism;
 - 7.1.4 any function under section 145 of the Local Government Act 1972 relating to the management of a festival.
- ‘Management’ does not include the determination of the total amount of money which may be expended in any financial year by the council in respect of the land or festival.

All members of a committee will vote for an individual adviser to be appointed by way of a resolution in a public meeting, with the exception of the HR committee who will appoint in private.