RISK MANAGEMENT SCHEME

July 2023

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| **Subject** | **Risk Identified** | **H/M/L** | **Management control of risks** | **Review/Assess/Revise** |
| **Councillors** | Losing councillor membership  Having more than 4 councillor vacancies at any one time | L  L | When a vacancy arises, there is a legal process to follow which either leads to a by-election or co-option process. An election is organised by WODC. Co-option involves: advert, acceptance of applications, consideration of applicants and co-option vote at a Council meeting, followed by appointment.  If there are more than 4 vacancies at any one time the Council becomes inquorate. The legal process of WODC appointing members takes place. | Existing procedures adequate  Procedures of another body are adequate. |
| **Members’ interests** | Conflict of Interest  Register of Members’ Interests | L  M | Declaration of Interests on the agenda reminds Councillors of their duties.  Register of Members’ Interests forms should be reviewed regularly by Councillors. If their circumstances change, the clerk and monitoring officer should be informed. | Existing procedure adequate. Members take responsibility to update their register. |
| **Financial records** | Inadequate records  Financial irregularities | L  L | Council’s Financial regulations set out requirements | Existing procedure adequate |
| **Insurance** | Adequacy  Cost  Compliance | L  L  L | Insurance arrangements are reviewed annually before the policy is due for renewal. Employers and Employee liability is essential. | Review insurance provision annually |
| **Bank and banking**  **Internet banking** | Inadequate checks  Bank mistakes  Loss  Charges  Loss of signatories | L  L  L  L  L | Financial Regulations set out requirements for banking, cheques and reconciliation of accounts  Clerk reconciles the bank accounts once a month when the statement arrives. Any problems/irregularities are dealt with immediately. Authorised quarterly by a councillor.  Council chooses replacements, but this takes time  Any transactions to be carried out electronically must be authorised at Council meetings or at the request of the Emergency Consultation Panel. Each signatory has own login code | Existing procedure adequate |
| **Cash/Loss** | Loss through theft or dishonesty | L | See Financial Regulations  Cash/cheques are banked within 3 banking days. There is no petty cash or float.  Annual internal audit | Existing procedure adequate |
| **VAT** | Re-claiming regularly | L | Financial regulations set out requirements. VAT must be claimed at least annually. | Existing procedure adequate |
| **Employees** | Loss of clerk | L | Immediately advertise any vacancy (if permanent loss) and request help to cover temporary loss (unpaid if councillor). | None. |
| Actions undertaken by clerk | L | Clerk should be provided with relevant training, reference books, access to assistance and legal advice required to undertake the role. | Monitor working conditions, safety requirements and insurance regularly |
| Health and safety | Working from home/driving to/from Council meetings. The clerk’s own car insurance covers travel to and from a place of work.  Self-isolation if required- can still work from home |
| **Salaries and associated costs** | Salary paid incorrectly  Wrong hours/rate paid  Wrong deductions/unpaid contributions of NI or tax | L  L  L | PC authorises appointment of employees through council meetings.  Salary rates are assessed annually by Council. The clerk’s salary sheet details payments to HMRC and are inspected by the Council before being authorised. Income tax and NI are worked out using Basic PAYE tools.  Clerk has contract of employment and job description  Salaries are paid in arrears. If a meeting is cancelled or moved, then payments could be late | Existing appointment system adequate  Training on PAYE for clerk  Add to Financial Regulations |
| **Litigation** | Potential risk of legal action being taken against the Council | M | Public liability insurance covers general personal injury claims where the Council is found to be at fault, but not spurious or frivolous claims – these cannot be insured against. | Insurance is adequate for requirements but there is still risk of other claims |
| **Grants** **- payment****- receipt** |  | L  L | Council may receive applications from organisations for grants. Grants can only be awarded to the budget limit each year.  PC does not receive regular grants (except for Council Tax and grass cutting grant). Ensure grant paid into correct account and application for any grant (successful or not) and amount is minuted. | Grant awarding policy to be adopted |
| **Audit - Internal** | Completion within time limits | L | Internal auditor is appointed by Council, supplied with relevant documents to complete the audit and the form to complete and sign for the External auditor. Internal auditor provides internal audit report on completion. | Existing procedure adequate |
| **Annual Return** | Completion/Submission within time limits | L | Completed by the Council, submitted to internal auditor, agreed at Council meeting (Annual Governance statement first then Accounting statement) and then submitted to external auditor. Exercise of Electors’ Rights to be followed using set dates. | Existing procedure adequate |
| **Assets** | Loss/Damage  Risk or damage to third parties/property | L | Annual review of assets undertaken for insurance provision, storage and maintenance provisions | Asset register to be updated annually |
| **Maintenance of assets** | Poor performance of assets or amenities  Risk to third parties | L | All assets owned by PC are regularly reviewed and maintained. All repairs and relevant expenditure for these repairs are actioned/authorised in accordance with correct procedures of the PC. All assets are insured and reviewed annually. | Existing procedure adequate |
| **Meeting location** | Adequacy  Health and safety | L  M | PC meetings are held at the New Beaconsfield Hall. Premises and facilities are adequate for the councillors, clerk and public who attend the meetings.  If hall is forced to close due to outside reasons (eg pandemic), it is likely that PC meetings are also suspended so no other venue will be necessary. Or meetings held online where legislation decrees. |  |
| **Council records – electronic****paper** | Loss through theft, fire, or corruption of computer | L M | Council’s electronic records are stored on PC laptop, kept by the clerk. Back-ups are taken monthly and kept in a separate place from the laptop.  Historic records are kept in the village hall | Existing procedure adequate  NBH fire procedure |
| **Contracts** | Ensure continued value for money coupled with continuity of work. | L | Approve the practice of seeking tenders for grass cutting maintenance and tree maintenance (if required) every three years by advertising in local press and issuing specifications and tender documents to contractors expressing an interest. Tenders to be opened by the Chairman/ one councillor and Clerk and reported to next available Council meeting. | Standing orders |
|  | Ensure contractors have appropriate Public Liability Insurance. | L | Minimum cover £10,000,000 when carrying out OCC’s functions. | Clerk to enquire at the start of new contract |
| **Play Areas** | Loss of use of play equipment. | L | Continue with regular maintenance and safety checks and take unsafe equipment out of service until repairs carried out. | Annual review. Monthly checks |
|  | Safety of equipment. | M | Monthly checks are carried out.  Last ROSPA inspection July 2022. | Annual ROSPA check to take place this summer. Alternative inspection needed? |
| **Trees** | Safety of trees. | M | Trees are surveyed annually by councillors with the relevant portfolio. Inspection by qualified tree surgeons undertaken every five years. Work is undertaken as recommended by them. Last inspection was Oct 2021 with works to be carried out shortly. | Continue with regular maintenance and safety checks. |
| **Volunteers** | Injury to volunteers  Damage to property  GDPR | L  L  L | Separate risk assessment to be given to each volunteer. Training to be provided by volunteer organiser. First Aid kit available during sessions.  Register of sessions to be sent to clerk to cover insurance.  Volunteer project/Speedwatch initiative covered by PC insurance  All volunteers required to give permission for details to be held | Volunteer risk assessment adequate  Volunteer organiser to be first aid trained. |
| **Defibrillators** | Malfunction | L | Defibrillators are checked monthly. Replacement pads installed when expiry date of old ones reached. | Councillor responsible for regular checks |
| **Emergency Generator** | Malfunction | L | Generator run on monthly basis to check it is working. | Councillor responsible for regular checks |