

Hardingham Parish General Risk Assessment

Foreward

“The greatest risk facing a local authority is not being able to deliver the activity or services expected of the Council.”

Risk assessment is a systematic general examination of working conditions, workplace activities and environmental factors that will enable the employer to identify any and all potential risks inherent in the place or practices. Based on a recorded assessment the employer should then take all practical and necessary steps to reduce or eliminate the risks, insofar as is practically possible. Making sure that all employees are made aware of the results of the risk assessment.

This document has been produced to enable the Parish Council to assess the risks that it faces and satisfy itself that it has taken adequate steps to minimise them.

This Risk Assessment shall be reviewed

- Every year on it’s anniversary
- Significant changes in activities and / or risks
- As instructed by appropriate outside bodies

Risk Ranking

Risk ranking is decided as follows:

Severity (S)	High	Significant harm / loss of parish resources
	Medium	Impact on running of Council
	Low	Inconvenience only

Likelihood (L)	High	Once per month
	Medium	Once per year
	Low	Once per ten years

Severity

H			
M			
L			
	L	M	H

Likelihood

	Hazardous Event	Consequence	Risk Ranking		Effected	Management controls	Residual risk and further measures
			S	L			
1	Financial Mismanagement	Loss of money or goods caused by accident, fraud or dishonesty	H .	L	Public Council Clerk	Financial Regulations	Tolerable with no further action needed.
		Precept request not submitted by due date	L .	L			
		VAT not reclaimed	L .	L			
		HMRC responsibilities not maintained	M .	L			
		Lack of Financial Planning	M .	L			
		Theft or loss of cash	M .	L			
2	Lack of proper communications	Breach of LGA 1972	M .	L		<ul style="list-style-type: none"> • Noticeboard regularly updated • Website regularly updated • Clerks contact details available on the noticeboard and website • Clerk uses e-mail distribution list • All Councillors have full contact details of each other • Clerk maintains annual calendar of events to ensure Councillors are aware of actions that need to be taken. 	Tolerable with no further action needed.
		Breach of Audit Regulations	M .	L			
		Breach of Transparency Code for Smaller Authorities	M .	L			
		Failure to deal with FO requests	H .	L			

3	<p>Personal Accident to Councillor, clerk or voluntary worker</p> <p>Libel and Slander claim</p> <p>Legal Expenses accrued</p>	Legal Action by Employee, Public or Volunteer	H .	L .	Public Council Clerk	<ul style="list-style-type: none"> Comprehensive Insurance purchased Risk assessments maintained Media relations policy in force to guide Councillors and Clerk in dealing with the public 	Tolerable with no further action needed.
4	Loss or damage to assets	<p>Assets stolen or missing</p> <p>Assets damaged</p> <p>Council records lost or damaged through fire / theft etc</p>	M .	L .	Public Council	<ul style="list-style-type: none"> Asset register maintained Regular visual inspections maintained All damaged assets made safe and repaired at earliest opportunity Loss or stolen assets reported to police and Council meeting All archive paperwork held outside the Clerks house E-mails and electronic records backed up regularly to 'the cloud' Current paperwork held in fire resistant filing cabinet. 	Tolerable with no further action needed.
5	Clerk or Councillor acts ultra vires	<p>Council brought into disrepute</p> <p>Council acting outside its powers</p>	H .	M .	Council Clerk	<ul style="list-style-type: none"> Councillors and Clerk offered regular training sessions. Policies and advice available from Clerk NALC advisory service available 	Tolerable with no further action needed.

						<ul style="list-style-type: none"> to all • Code of Conduct signed by all Councillors and register of pecuniary interests updated as required • Specialist advice taken when necessary 	
6	Personnel incapacitated (permanent or temporary)	<p>Lack of continuity</p> <p>Disruption of Service</p> <p>Loss of information</p>	M .	M .	<p>Council</p> <p>Clerk</p>	<ul style="list-style-type: none"> • Website access available through NALC • Clerk / Chair informs district council immediately of the vacancy so that an advert can be placed. If the resignation leaves the council inquorate Clerk to seek advice from District Council 	<p>Access to back up of data to be shared with the Chair of the Council.</p>

This document was written by the clerk, Heidi Frary

This document was approved by Hardingham Parish Council