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| **Risk Assessment****for Sandford St Martin Parish Council** |
| **Risk Assessment Completed by: Anne Ogilvie, Clerk to the Parish Council****Date Completed: 2.09.2022 Risk Assessment Review Date: 28.9.2023** |
| **Description of Hazard** | **Who might be harmed and how, or issue** | **Existing Control Measures** | **Risk Rating** | **Further Actions** | **Date Actions Complete** | **Residual Risk Rating** |
| **FINANCE** |  | * Financial Regulations
* Standing Orders
 | Low |  |  |  |
| Precept | Precept not applied forPrecept not receivedPC budget | * Diary entry of relevant dates to apply and receive precept
* Confirmation of precept application
* Confirmation precept receipt through bank statement
* Adequacy of precept through budget and budget monitoring
* Minuted agenda items for budget creation, budget monitoring, precept determination, precept receipt
 | Low |  |  |  |
| Parish Grant | Parish Grant not received | * Confirmation of grant receipt through bank statement
* Minuted report of monies received
 | Low |  |  |  |
| Budget | OverspendingUnauthorised spending | * Minuted agenda items for budget creation and budget monitoring
* Draft budget created showing previous actuals and predictions
* Budget discussions in autumn to discuss plans
* Budget approved by full council
* Budget monitoring report presented to council at ACM and ordinary council meetings
 | Low |  |  |  |
| Loans | Compliance with restrictions, repayments | * Legal advice and advice from appropriate bodies sought before and during decision making
* Budget item to ensure repayments are included with council budget and precept
 | Low |  |  |  |
| Salaries | Incorrect salary/hours/ or hourly rate paidIncorrect deductions madeHMRC RTI failure | * Employee timesheet approved by designated Councillor
* Current rate of pay and changes approved by Council
* Changes reported to payroll company approved by designated Councillor
* Professional company used to run payroll
* Pay reports checked prior to salaries being paid
* Reports sent by payroll company
* Receipt of report received by Council
* Diary entry of payment dates
* HMRC payments made as required
 | Low |  |  |  |
| **Description of Hazard** | **Who might be harmed and how, or issue** | **Existing Control Measures** | **Risk Rating** | **Further Actions** | **Date Actions Complete** | **Residual Risk Rating** |
| Financial records | Inadequate or incorrect records | * Accounts updated at least monthly
* Current account bank balance, accounts update, budget monitoring and bank reconciliation reviewed and minuted at every full council meeting
* Bank reconciliation undertaken monthly and checked by council against bank statement
* Internal auditor instructed annually
* Internal auditor review undertaken by council
* Review of effectiveness undertaken of internal auditor
* Completion of AGAR
* Financial Regulations followed
* Annual audit carried out by external auditor if receipts or payments are over £25,000 or by full council decision
 | Low |  |  |  |
| Financial controls | Goods not supplied to Council after paymentInvoice incorrectly calculated or recordedIncorrect payment madeProcessing receiptsFraud, theft, embezzlementValue for money, fairnessCouncillor/Clerk expenditure claims | * Quote, purchase order, delivery note and invoice checked
* Payment before order only to be made to approved suppliers
* Invoices checked prior to payment
* Monthly bank reconciliation carried out, “checksums” in accounts to monitor input accuracy
* Payment list created and approved by Council at full council meeting
* Majority of receipts transferred into bank account electronically
* Cheque or cash receipts rare and low value
* All receipts received reported at full council meeting
* Minimum of two councillor signatories on bank mandate
* Two signatures required on cheque payments
* Two person process for bank transfers
* Cheque signatories check cheque details against invoice, initial invoice and cheque stub
* Bank transfer list made, checked against payment list and approved prior to payment.
* Internal financial controls undertaken at correct intervals
* Review of effectiveness of internal financial controls
* No petty cash float held
* Cash amounts rarely received and low value
* Fidelity insurance cover in place
* Multiple quotations obtained for works where relevant
* Regular contract review
* Completed expense form checked by Clerk
* Completed expense form approved by council before payment
 | Low |  |  |  |
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| VAT | VAT misclaimed or not claimed within time limit for refund | * VAT element accounted for separately within accounting system
* VAT claimed at least on an annual basis ~~at the end of the financial year~~
* Evidence of claim submitted to council
* Diary entry of relevant date to claim refund
 | Low |  |  |  |
| Grants and donations | Monies improperly awarded or used | * Grants and Donations Policy
 | Low |  |  |  |
| Banking | Safety of investments | * Accounts held with established bank
* Internet banking in place, access controls in place
 | Low |  |  |  |
| Bank reserves | May not be adequate to cover unexpected costs or delay in receipt of precept | * Council agreement of adequate reserve requirement
* Future reserve requirement considered during budget setting process, and minuted
 | Low |  |  |  |
| **ADMINISTRATION** |  | * Standing Orders
* Financial Regulations
 |  |  |  |  |
| Legal powers | Unlawful activity or decision makingHarm to authority’s public reputation | * Standing Orders reviewed and adopted annually
* Financial Regulations reviewed and adopted annually
* GDPR policies reviewed and adopted annually
* Councillor Code of Conduct signed by every councillor
* OALC training available to councillors and staff covering legal powers
* Clerk has access to OALC, SLCC and other bodies to check legality of proposals and actions
* List of legal powers available at council meetings
* Clerk attends training and conferences to ensure CPD is up-to-date and knowledge is current
 | Low |  |  |  |
| Minutes | Inaccurate recordsInadequate storage | * Draft minutes issued to council prior to following meeting
* Minutes reviewed and approved by council, signed by Chairman at following meeting
* Signed minutes stuck into minute book
* Full minute books stored at County Archive
 | Low |  |  |  |
| Members’ interests | Conflict of interestHarm to authority’s public reputation | * Register of Interest form completed by every councillor
* Register of Interest form updated if relevant change occurs
* Opportunity to declare interests at every meeting – minuted agenda item
* Councillors free to declare an interest at any point during a meeting, declaration minuted.
* Any potential conflict addressed at council meetings as required
* Monitoring Officer advice sought as required
* Copy of Register of Interest form kept by WODC
* Gift and Hospitality Register in operation
 | Low | ~~Create Gift and Hospitality Register~~ |  |  |
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| Employer Responsibilities | Non-compliance with employment lawNon-compliance with Pension Regulations | * Staff issued with employment contract and job description
* Staff registered with HMRC with employees
* Council has pension scheme
* Staff enrolled in pension scheme after probation period if meet criteria
 | Low |  |  |  |
| Transparency | Failure to comply with Code Failure to comply with ICO FoI Scheme | * Council website updated as required to contain correct information as required by current regulations
* Systems and website reviewed regularly to ensure FOI Scheme is being adhered to
 | Low |  |  |  |
| GDPR | Failure to comply with Regulations | * Data Protection Registration renewed annually
* GDPR polices and notices in place and reviewed annually
 | Low |  |  |  |
| Suppliers | Loss or damage due to performance | * Supplier review as part of supplier approval process
* Contract review process
* Financial checks undertaken if required
* Insurance, certifications and risk assessments requested as required
 | Low |  |  |  |
| Document control | Loss or damage | * Archived documents stored in filing cabinet in Clerk’s residence
* Archive minutes and financial documents stored in county archive
* Current documents stored at Clerk’s residence
* Computer records backed up regularly
 | Low |  |  |  |
| **INSURANCE** |  |  |  |  |  |  |
| Insurance | Management of risk to council – loss, damage, liability | * Annual review of adequacy of insurance cover, including asset and liability cover
* Review of insurance cover for any new activity and change made as required
* Public Liability insurance in place
 | Low |  |  |  |
| **ASSETS** |  |  |  |  |  |  |
| Protection of physical assets | Loss or damage | * Asset register regularly updated and approved by Council, with photographs and map of asset positions
* Annual inspection of assets
* Repair and maintenance as required
* Adequate insurance level to match current asset register
* Insurance value increased as required
 | Low |  |  |  |
| Third party protection | Risk or damage to third party property or individuals | * Adequate Public Insurance Liability
* Repair and maintenance as required
 | Low |  |  |  |
| Maintenance | Reduced value of assets | * Supplier approval process to ensure suitably qualified contractors carry out maintenance and repairs
 | Low |  |  |  |
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| Protection and security of soft and hard copy documents | Theft or loss of information, financial records | * Council laptop password protected, with security software
* Cloud backup of documents
* Hard copy documents stored in filing cabinet at Clerk’s residence or county archive
* Council Dropbox used to share council documents with councillors
* Retiring councillors requested to delete/destroy/return any council documents in their possession
 | Low |  |  |  |
| **EMPLOYEES** |  |  |  |  |  |  |
| Working at home | Person may suffer ill health, injury or personal attack | * Visits from members of the public ~~to be~~ strictly controlled
* Work-station assessment to be carried out following HSE guidelines
* Display screen equipment assessment to be carried out following HSE guidelines
 | Low |  |  |  |
| Absence | Long term sickness or absence by ClerkResignation of Clerk | * Business Continuity Policy
* Business Continuity Plan
* Councillors to take over Clerk duties
 | Low |  |  |  |
| Management | Poor relationshipsLegal actionUnlawful decisions | * Employment Policies reviewed and adopted annually
 | Low |  |  |  |
| Knowledge | Actions which may be unlawful, unwise, damaging | * Training and Development policy
* Staff training
 | Low |  |  |  |
| **HEALTH AND SAFETY** |  | * Health and Safety Policy
 |  |  |  |  |
| Lone working in the parish and on council business | Person may be taken ill, have accident or suffer personal attack | * Second person (staff/councillor/member of family) informed of location and start/end times of task
* Councillors to take on duties until Clerk or nominated councillor recovered
* Charged mobile phone to be carried at all times when lone working
 | Low |  |  |  |
| Violence and aggression | Person may sustain physical or verbal attack | * Staff/councillor to avoid meeting members of public in remote locations on a one-to-one basis, particularly when handling complaints
* Public invited to speak at council meetings in order that issues and complaints are dealt with as a group
 | Low |  |  |  |
| Manual handling | Physical injury from incorrect lifting or unplanned lift | * Small items only are lifted on an irregular basis
* Larger tasks carried out by trained, competent contractors
* Higher risk tasks to be individually risk assessed prior to carrying out, and suitable safety measures taken
 | Low |  |  |  |
| Work at height | Injury from fall from height | * Minimal low-level use of ladders
* Higher risk tasks are carried out by competent, trained contractors
* Ladders checked regularly for deterioration and rectified
 | Low |  |  |  |
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| Electric shock | Shock from faulty electrical equipment or wiring | * All electrical works carried out by competent electrical contractors
* Council owned portable equipment PAT tested/checked by competent person
 | Low |  |  |  |
| First aid emergency | First aid required | * First Aid kit accessible at Parish Hall
* Clerk/councillors to carry or have access to first aid kit if deemed necessary for activity
 | Low |  |  |  |
| Driving/travelling | Person may suffer injury or be involved in collision with third party | * Minimal driving required for tasks within the parish
* Drivers must be competent, hold adequate insurance, be in good general state of health and not drive when tired
* Vehicles must be well maintained and subject to statutory checks
 | Low |  |  |  |
| Slips, Trips and Fall | Injury | * Suitable stout, well-soled shoes for outdoor activities
 | Low |  |  |  |
| **EVENTS AND ACTIVITIES** |  |  |  |  |  |  |
| Council activities | Specific risk linked to activity | * Specific risk assessments carried out prior to event or activity
* Correct insurance in place prior to event or activity
 | Low |  |  |  |
| COVID-19 pandemic | Getting or spreading COVID-19Mental health and well-being of councillors and staffEmployer responsibilitiesLate or reduced level of Precept | * COVID-19 risk assessment updated as required to follow current government guidance
* COVID-19 Employer risk assessment updated as required to follow current government guidance
* General reserves available to cover late receipt of precept
* Budget monitoring shows spending compared to receipts
 | Low |  |  |  |

**Key to Risk Ratings**

Very Low or Low Risk – Continue with existing control measures

Medium Risk – Proceed with caution. Review whether task can be carried out another way or whether additional control measures are required

High or Very High Risk - Do not proceed until an alternative safe system of work or other control measures are put into place

**Risk Matrix**

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| Likelihood |  |  |  |
| Highly likely(score 3) | Medium(3 x 1) | High(3 x 2) | Very High(3 x 3) |
| Possible(score 2) | Low(2 x 1) | Medium(2 x 2) | High(2 x 3) |
| Unlikley(score 1) | Very low(1 x 1) | Low(1 x 2) | Medium(1 x 3) |
| Impact | Negligible(score 1) | Moderate(score 2) | Severe(score 3) |

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|  | Date created | Carried out by (Name) | Signature | Job Title | Approved by | Signature | Title |
|  | 28.09.22 | Anne Ogilvie |  | Parish Clerk and RFO | James Rowe |  | Chairman |