



**Eversley Parish Council
Risk Management Schedule
Draft copy for discussion at meeting on 3rd March 2026**

Risk Management is the process of identifying the risks associated with the services a council provides and taking proportionate measure to prevent them or successfully manage their consequences.

Risk Identified	Likelihood H/M/L	Mitigation Measures & Controls	Comments
1. Physical Assets – damage/loss <ul style="list-style-type: none"> • Village Greens • Chequers Green car park • 4 x play areas • Burial Ground • Footpaths • Passive open spaces • Garden plots • Litter bins • Public benches • Fencing • Computer and office equipment • Gardening equipment 	M	Insurance cover in place Asset register maintained and updated at the time assets are added or removed. Presented as part of Annual Accounts. Annual independent inspection of play areas Annual playground inspection report received and acted on within timescales advised Weekly visual inspections by qualified person reported monthly to Open Spaces Committee Grounds Maintenance contract in place for outside spaces Any damage or injury recorded	Insurance reviewed annually Review annually Contracts reviewed regularly Annual Playground Inspection by RoSPA qualified Inspector. Visual Inspections: Weekly inspection of playgrounds by RoSPA & RPII qualified contractor and reported to Open Spaces Committee.
2. Physical Assets – damage or injury to 3rd party	L	Public liability insurance cover in place Any damage or injury recorded	Review annually

<p>3. Financial Risks</p> <ul style="list-style-type: none"> Internal fraud/Accounting errors and fraud due to lack of financial control 	<p>L</p>	<p>Monthly review of transactions Invoices reviewed against payments Bank reconciliations reviewed monthly by council and signed off. Appointment of Responsible Financial Officer - RFO Internal Auditor appointed annually, undertakes Audit and reports to Council</p> <p>Reconciliation undertaken monthly.</p> <p>Income recorded within max 2 working days of receipt.</p> <p>Delegated limit of £500 to Clerk; £1,000 in an emergency. £5,000 delegated to Open Spaces Committee per month</p> <p>Any financial obligation must be resolved and clearly minuted before any commitment</p>	<p>Electronic banking – 2 signatories plus Clerk to release payments Checked against payment schedule</p> <p>Invoices approved at payment</p> <p>Clerk retains role as RFO Internal Audit annually</p> <p>Reconciliations to be presented to Council monthly</p>

<ul style="list-style-type: none"> • External Fraud – cyber crime • Loss of cash – theft • Loss of funds due to misappropriation of public money 	<p>L</p> <p>L</p>	<p>Charge card limit of £1,000 per transaction to be used as payment method for expenditure already approved or for low value admin/office items which in the past would have been expensed</p> <p>Electronic passwords – no use of password autosave</p> <p>Fidelity Guarantee Insurance in place</p> <p>No petty cash</p> <p>Accompanying paperwork also initialled. Electronic banking – 2 signatories plus Clerk to release payments Checked against payment schedule Charge card can only be used by the Clerk. Limit of £1,000 per transaction Maintain Register of Interests for all Councillors.</p>	<p>Charge card held by Clerk. Statements reported to Council.</p> <p>Small amounts of cash income received occasionally and receipted All reimbursements fully receipted Internal Audit annually</p> <p>Electronic banking – 2 signatories plus Clerk to release payments Checked against payment schedule Statements reported to council.</p>
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<ul style="list-style-type: none"> • Under-valuation of assets • VAT liabilities • Payroll • Grants – payable • Grants - receivable 	<p style="text-align: center;">M</p> <p style="text-align: center;">L</p> <p style="text-align: center;">L</p> <p style="text-align: center;">L</p>	<p>Regular review of VAT situation VAT is reclaimed at least annually Ensure clerk & council understand and complies with current legislation.</p> <p>Ensure clerk & council understand & complies with current PAYE and NI legislation Salaries reviewed annually and payments signed off by 2 councillors</p> <p>All such expenditure goes through the required process of approval, and minuted accordingly.</p> <p>Grants are usually one-off payments and come with terms and conditions to be satisfied.</p>	<p>Clerk attends training as necessary</p> <p>Use of HMRC PAYE Tools online software</p> <p>Reviewed annually by Full Council.</p> <p>RFO reviews the terms and conditions and ensures they are fulfilled, reporting to Full Council as necessary.</p>
<p>4. Budgetary control</p> <ul style="list-style-type: none"> • Poor/inadequate budgeting. Budget overspends 	<p style="text-align: center;">M</p>	<p>Sound budgeting to underpin the annual Precept. The Council receives monthly budget update information and detailed budgets in late Autumn. The Precept is an agenda item at the December/January meeting.</p> <p>Competitive quotations for all major purchases undertaken to give VFM and as set out in Financial Regulations</p>	<p>Reviews monthly</p>

<ul style="list-style-type: none"> • Adequacy of precept • Proper use of S137 • Risk of election costs 	<p>L</p> <p>L</p> <p>L</p>	<p>Contracts of Employment and salaries of employees reviewed annually in line with the NALC requirements Annual appraisals undertaken All expenditure and income ratified at one Council meeting per month and recorded within the minutes</p> <p>Regular reviews of performance to budget Detailed forecasting prior to budget setting</p> <p>Each application reviewed individually – benefit to residents assessed. Recorded in minutes</p> <p>A contingency fund (earmarked reserves) exists to meet election costs</p>	<p>Reviews monthly – year to date against budget</p> <p>Have GPC therefore not currently relevant</p>
<p>5. General</p> <ul style="list-style-type: none"> • Keeping proper financial records in accordance with statutory requirements 	<p>L</p> <p>L</p>	<p>Financial regulations & control procedures in place Checked at audit</p>	<p>Reviewed annually Control Procedures in place Use Excel software</p>

<ul style="list-style-type: none"> • Acting outside of the legal powers of local councils • Inaccuracies in recording of council business in the minutes • Proper document control • Register of members' interests complete and up to date 	<p>L</p> <p>L</p> <p>L</p>	<p>Take advice on issues that are unclear – through district, county, HALC and SLCC Clerk provided with relevant training, reference books, access to assistance and legal advice</p> <p>Minutes reviewed by chairman and councillors prior to issue in draft form and approved at following meeting</p> <p>Statutory requirements observed</p> <p>Onus on individual councillor to inform Clerk of changes</p>	<p>Council has formally adopted Standing Orders, Financial Regulations, and Burial Ground Regulations all of which are reviewed annually.</p> <p>Record Management policy in place</p> <p>Code of Conduct in place Records also kept on Council and HDC's websites</p>
<p>6. Other</p> <ul style="list-style-type: none"> • Business continuity: unexpected or tragic circumstances • Loss of council records 	<p>M</p> <p>M</p>	<p>All files kept in office. Monthly back-up of electronic files HALC has locum service. A contingency fund should be taken into consideration when setting the Precept to enable training for the CiLCA qualification in the event of the Clerk resigning</p> <p>Papers kept in office in locked cabinet at Clerk's address no-one else has access Electronic records backed up regularly</p>	

<ul style="list-style-type: none"> • Freedom of Information • Data protection • Libel and Slander claims • Risks of litigation 	L	<p>Computer access password controlled Anti-virus software maintained at all times</p> <p>The Council has a model publication scheme for Local Councils in place & on website.</p>	<p>Large request would be time consuming.</p>
	M	<p>EPC registered with Information Commissioner's Office Policy in Place DPO appointed</p>	<p>Reviewed annually GDPR requirement (May 2018) GDPR training for staff and offered to members Clerk advised members as to legislation.</p>
	L	<p>.gov emails set up and in usage by all members.</p>	<p>Sole usage of .gov email addresses</p>
	L	<p>Insurance cover in place Communications policy in place Careful use of email advised Website reviewed regularly New Councillors invited to attend training and refresher courses for other councillors All sign Code of Conduct</p>	<p>Reviewed annually Reviewed annually</p>
	L	<p>Procedures in place to ensure the Council acts within the law.</p>	<p>Membership of NALC Insurances in place</p>

<ul style="list-style-type: none"> • Compensation Claim from Employee for Malpractice Injury etc 	<p>L</p>	<p>Employment Law Compliance with HMRC Data Protection Freedom of Information Disability Discrimination Act</p> <p>Budget and appropriate equipment provided to ensure that employees can carry out role effectively and safely</p> <p>Contracts of Employment issued to employees Job descriptions of employees reviewed annually Appraisals carried out annually Matters relating to employees discussed in confidence Training budget and training provided for identified needs</p>	<p>Undertaken at appraisal Membership of NALC</p>
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