

**North Leigh Parish Council**

**2025/2026 Risk Assessment This is an assessment of risk to the council. The council also has adopted Standing Orders and Financial Regulations to which it adheres.**

**Adopted with changes 11/12/25**

<b><u>Risk Area</u></b>	<b><u>Risk identified</u></b>	<b><u>Level of Risk (H/M/L) – Likelihood x impact</u></b>	<b><u>Management of Risk</u></b>	<b><u>Action required</u></b>	<b><u>Review date of Action</u></b>
Precept (Finance)	Not submitted	Low (1 x 1)	Clerk to minute that the precept has been submitted.	Clerk to email District Council with precept amount.	January 2026
Precept (Finance)	Not paid by District Council	Low (1 x 1)	Clerk to note the date it should be received and check the bank statement.	Clerk to check bank statement.	April and September 2025
Precept (Finance)	Adequacy of precept	Low (1 x 2)	Clerk to recommend precept based on budget analysis.	Council to approve precept based on budget.	November 2025 - January 2026
Budget (Finance)	Overage/Omission	Low (1 x 2)	The Council should budget according to need and review a quarterly budget against spend.	Council to act based on budget against spend.	Quarterly
Donations (Finance)	Ability/agreement/power to pay	Low (1 x 1)	The Clerk should ensure the Council has the ability and power to make the payment and the Council has agreed it.	The Clerk should include this as an agenda item and minute decisions.	As donations arise
VAT (Finance)	Analysis, claim within time limit	Low (1 x 2)	The Clerk must ensure the VAT is calculated correctly, submitted in a timely fashion and received from HMRC.	The Clerk will put the VAT return as part of the agenda and minutes.	At least annually.
Income (Finance)	Income is not received	Low (1 x 2)	The Clerk must follow up on any income not received.	The Clerk and Council will take any action as required.	As situations arise.

Banking (Finance)	Errors/loss of cash	Moderate (2 x 2)	The Clerk should conduct a monthly bank reconciliation to ensure there are no errors. The Clerk should also ensure cash and cheques are paid in promptly.	Two councillors must sign off on all payments.	Monthly
			The Council conducts quarterly internal controls in accordance with its policy.	A Councillor to carry out quarterly inspections.	Quarterly
Bank signatories (Finance)	Lack of proper approvals	Low (1 x 2)	The Clerk should ensure that the bank mandate is set up with at least 2 signatories, but preferably more in the instance of one not being available for authorisation.	The bank mandate must be set up for 2 signatories to authorise payments and transfers.	May 2025
Debit card use (Finance)	Inappropriate expenditure	Low (1 x 2)	The Council must have a maximum transaction spend and maximum monthly spend on a debit card.  In addition the Council will review the debit card statement monthly.	The Council will adhere to a debit card procedure.	Monthly
Reserves Adequacy (Finance)	Adequate funds are not available for intended projects.	Low (1 x 2)	The Clerk must review the reserves with the council to ensure reserves are correct and reserved for what the council needs.	The Council must consider the reserves when establishing the budget and when reviewing the budget monitoring document quarterly.	Ongoing throughout the financial year.
Direct Costs/Expenses (Finance)	Goods not supplied as invoiced to the PC, invoice not correctly	Low (1 x 2)	The Clerk should ensure requirements are clearly expressed in writing prior to	The Clerk will follow procedures laid out in the Council's	Monthly for all invoices.

	calculated/addressed to the correct organisation		purchase. The Clerk should check all invoices prior to paying.	Financial Regulations.	
Best value (Finance)	Work awarded correctly/overspend on services	Low (1 x 1)	The Council should follow the contracts procedures as set out in its Standing Orders. The Clerk must check all invoices and if there is an overspend, ensure the council is aware prior to the spend/that there are reserves to cover any overspend.	The Clerk will follow procedures laid out in the Council's Standing Orders and Financial Regulations. The Council will also use its contract document in the tendering process.	As needed
Annual Return (Finance)	Annual Return not submitted	Low (1x 1)	The Clerk must ensure the Annual Return is submitted on time and in accordance with the Smaller Authorities' Proper Practices Panel Practitioners' Guide.	The Council must ensure the Clerk has this on an agenda prior to 30 <sup>th</sup> June.	May/June 2025
Misue of funds (Finance and reputational)	Loss of funds through theft or dishonesty	Low (1 x 2)	The Clerk will have a quarterly review of the accounts with the council to ensure transparency.	The Clerk will follow procedures laid out in the Council's Financial Regulations.	Quarterly
Insurance (Finance, Reputational, Security)	Adequacy	Low (1 x 2)	Insurance arrangements are reviewed annually or every 3 years depending on the duration of the insurance period.	Review cover annually and in the interim based on any changes occurring.	May 2025
Insurance (Finance, Reputational, Security)	Fraud	Low (1 x 2)	The Council has Fidelity Insurance of £500,000.	Review cover annually and in the interim based on any changes occurring.	May 2025

Insurance (Finance, Reputational, Security)	Libel and slander	Low (1 x 2)	The Council has Libel and Slander insurance of £500,000.	Review cover annually and in the interim based on any changes occurring.	May 2025
Insurance (Finance, Reputational, Security)	Employers' Liability	Low (1 x 2)	The Council has Employers' Liability Insurance of £10,000,000.	Review cover annually and in the interim based on any changes occurring.	May 2025
Insurance (Finance, Reputational, Security)	Public and products liability	Low (1 x 2)	The Council has Public and Products Liability Insurance of £12,000,000.	Review cover annually and in the interim based on any changes occurring.	May 2025
Insurance (Finance, Reputational, Security)	Acquisition/Disposal of Assets	Low (1 x 2)	The Councils has sent the Asset Register to the insurers and the Clerk informs them of any changes to this.	Review cover annually and in the interim based on any changes occurring.	May 2025
Employees (Loss of key staff)	Illness	Medium (2 x 2)	The Clerk is to ensure that processes are in place for key elements. The Clerk is to ensure the Chair/Vice Chair have all of the passwords needed.	The Council should act on areas needed in the Clerk's absence.	As needed.
Employees (Loss of key staff)	Resignation	Medium (2 x 2)	The council should ensure the Clerk's contract allows for time to source a new Clerk prior to the current Clerk leaving. The Council should ensure processes are in place and that they have all passwords in the case a Clerk is not found in time for the current	The Staffing Committee must keep current with the contract and processes.	As needed.

			Clerk to depart. The Council should ensure there is a handover period.		
Safety (Safety)	Health and Safety	Medium (2 x 2)	All employees, councillors and volunteers to be provided adequate direction and safety equipment needed to undertake their roles.	The Clerk and Council will ensure all staff, councillors and volunteers adhere to the Health and Safety Policy.	Ongoing
Payroll and salary (Finance)	HMRC Real Time Information (RTI) – submit within time limits	Low (1 x 1)	The Clerk should ensure the amount due to HMRC is received from payroll accountant and paid.	The Clerk will follow the payroll procedures.	Quarterly
Payroll and salary (Finance)	HMRC End of year submission/P60 - submit within time limits	Low (1 x 1)	The Clerk should ensure the end of year submission is received from the payroll accountant.	The Clerk will follow the payroll procedures.	March 2026
Payroll and salary (Finance)	Salary paid incorrectly	Low (1 x 1)	The Clerk should keep the Staffing Committee informed on the salary paid and what the salary should be. Payments should be kept in a payroll book available to the Council to review.	The Clerk will follow the payroll procedures.	Monthly
Contractors (Finance, reputational)	Poor performance by suppliers	Medium (2 x 2)	The Clerk must ensure the work carried out by suppliers is completed according to what had been contracted.	The Clerk will ensure there is a written contract where appropriate.	As needed
Data Security (Reputational, legal, IT)	GDPR being breached	Medium (2 x 2)	The Clerk and Council should adhere to its data protection policies.	The Council will adhere to its data protection policies.	Data protection policies will be reviewed in May 2025.
Minutes and Agendas (Legal)	Statutory Guidance not followed	Low (1 x 1)	The Clerk must ensure the agendas are published within the	The Council will act in accordance with	Ongoing

			prescribed times and available to the public.	the Council's Standing Orders.	
Council Records (IT, reputational, security)	Loss of documentation	Low (1 x 1)	The Council must ensure all documents are kept securely either electronically and backed up regularly or in a fireproof cabinet.	The Clerk will adhere to the Document Retention Policy.	Ongoing
Newsletter delivery	Accidents	Low (1 x 2)	The Council must ensure all volunteers are advised to wear appropriate clothing and take safe routes		Ongoing
Newsletter delivery	Personal safety	Low (1 x 2)	The Council must ensure all volunteers are advised to take care not too deliver if they feel a situation is unsafe, i.e. anti-social behaviour/dogs/etc.		Ongoing

#### Assets

<u>Risk Area</u>	<u>Location/Risk</u>	<u>Level of Risk (H/M/L)</u> <u>– Likelihood x impact</u>	<u>Management of Risk</u>	<u>Action required</u>	<u>Review date</u>
<b><u>Adventure Playground/Land off of Windmill Road</u></b>					
Play equipment	Injury	Low (2 x 1)	Councillor	The Parish Council carries out regular inspections itself and contracts out for an annual and 3 quarterly	Regularly , annually and as needed

				<p>inspections. Action items are brought to the Parish Council, as needed.</p> <p>Phone number displayed for members of the public to report defects.</p> <p>Hazardous equipment removed from use/fenced off/signs erected/taped off, etc.</p> <p>Repairs carried out as soon as possible by a competent person.</p>	
Grass	Injury	Low (2 x 1)	Councillor	<p>The grass is routinely inspected. Action items are brought to the Parish Council, as needed.</p> <p>All mowing and strimming carried out by 3rd party contractor, with their own insurance, risk assessments and method statements.</p>	Regularly and as needed
Seating area	Injury	Medium (2 x 2)	Councillor	The Parish Council carries out regular inspections itself and	Regularly, annually and as needed

				contracts out for an annual inspection and quarterly operational inspections. Action items are brought to the Parish Council, as needed.	
Bin	Injury	Low (2 x 1)	Councillor	<p>The Parish Council carries out regular inspections itself. Action items are brought to the Parish Council, as needed.</p> <p>The bin is emptied regularly.</p>	Regularly, annually and as needed
<b><u>Children's Playground/Park Road next to the school</u></b>					
Play equipment (for detail, see Asset Register)	Injury	High (2 x 3) (Note: The Council actively works to mitigate this risk per its management and actions required.)	Councillor	The Parish Council carries out regular inspections itself and contracts out for an annual inspection and quarterly operational inspections. Action items are brought to the Parish Council, as needed.	Regularly , annually and as needed



				Phone number displayed for members of the public to report defects. Hazardous equipment removed from use/fenced off/signs erected/taped off, etc. Repairs carried out as soon as possible by a competent person.	
Bins	Injury	Low (2 x 1)	Councillor	The Parish Council carries out weekly inspections itself. Action items are brought to the Parish Council, as needed. The bins are emptied regularly.	Weekly, annually and as needed
Grass	Injury	Low (2 x 2)	Councillor	The grass is routinely inspected. Action items are brought to the Parish Council, as needed. All mowing and strimming carried out by 3rd party contractor, with their own insurance, risk	Weekly and as needed

				assessments and method statements.	
Trees	Injury	Moderate (2x2)	The Council will conduct regular tree surveys.	Action will be taken as needed.	Trees are all tagged and monitored according to tree survey
Seating	Injury	Low (2 x 1)	Councillor	Action will be taken as needed.	Trees are all tagged and monitored according to tree survey
<b><u>Cemetery/Church Road, North Leigh Cemetery</u></b>					
Grass	Injury	Low (2 x 1)	Councillor	The grass is routinely inspected. Action items are brought to the Parish Council, as needed.	Routinely
				All mowing and strimming carried out by 3rd party contractor, with their own insurance, risk assessments and method statements.	
Monuments	Injury	Low (1 x 2)	Councillor and Clerk	The monuments are inspected annually with the Clerk keeping an inspection list and taking action on any risks, i.e. alerting grave	Annually

				owners of a needed repair.	
Noticeboard	Injury	Low (1 x 1)	Councillor and Clerk	Action items are brought to the Parish Council, as needed.	Routinely
Skips	Injury	Low (2 x 1)	Councillor	Action items are brought to the Parish Council, as needed.	Routinely
				The skips are emptied regularly.	
Car park	Injury	Low (2 x 1)	Councillor	Action items are brought to the Parish Council, as needed.	Routinely
Gates	Injury	Low (2 x 1)	Councillor	Action items are brought to the Parish Council, as needed.	Routinely
Excavations/ground works	Injury: Falling, tripping, sprains, cuts and bruises: injuries to members of public and employees of Funeral Directors	Moderate (2 x 2)	Grave digger	The Parish Council ensures only competent contractors and Funeral Directors are used.	As grave works are contracted.
Trees	Various	Moderate (2x2)	The Council will conduct regular tree surveys.	Action will be taken as needed.	Trees are all tagged and monitored according to tree survey
<b><u>Cuckamus Green</u></b>					
Grass	Common Road	Low (1 x 1)	Councillor	The grass is routinely inspected. Action items are brought to	Routinely

				the Parish Council, as needed.	
				All mowing and strimming carried out by 3rd party contractor, with their own insurance, risk assessments and method statements.	
Trees	Various	Moderate (2x2)	The Council will conduct regular tree surveys.	Action will be taken as needed.	Trees are all tagged and monitored according to tree survey
Bin	Injury	Low (2 x 1)	Councillor	The Parish Council carries out weekly inspections itself. Action items are brought to the Parish Council, as needed.	Routinely
				The bin is emptied regularly.	
Benches	Injury	Low (2 x 1)	Councillor	Benches are bolted to the ground or too heavy to move.	Routinely
				Action will be taken as needed.	
<b><u>Other</u></b>					
Council laptop	Clerk's residence	Low (1 x 2)	The Clerk will ensure the laptop has	Actions are brought to the PC.	Daily

			appropriate security in place such as passwords and that material is regularly backed up.		
Filing cabinet	Memorial Hall	Low (1 x 1)	The Clerk will ensure the cabinet is securely locked and keep a key.	Actions are brought to the PC.	Routinely
Mobile phone	Clerk's residence	Low (1 x 1)	The Clerk will monitor the equipment.	Actions are brought to the PC.	Daily
Projector	Memorial Hall	Low (1 x 1)	The Clerk will monitor the equipment.	Actions are brought to the PC.	Routinely
Noticeboards	Cuckamus Green and East End	Low (1 x 1)	The Council and Clerk monitor the condition of the noticeboards.	Actions are brought to the PC.	Routinely
Salt bins	Various	Low (1 x 1)	Councillor	Actions are brought to the PC.	Routinely
Benches	Cuckamus Green and Church Road	Low (1 x 1)	Councillor	Benches are bolted to the ground or too heavy to move.	Routinely
				Actions are brought to the PC.	
Bus shelters	Various	Low (1 x 1)	Councillor	Actions are brought to the PC.	Routinely
Speed indicator devices	Ingleside, East End	Low (1x1)	Councillor	Actions are brought to the PC.	Routinely
Speedwatch Road Signs	Non Pareil, East End	Low (1 x 1)	Councillor	Actions are brought to the PC.	Routinely
Speed Gun	Non Pareil, Eat End	Low (1x1)	Councillor	Actions are brought to the PC.	Routinely
Trees	Various	Moderate (2x2)	Councillor	Action will be taken as needed. The Council	Trees are all tagged and monitored

				will conduct regular tree surveys.	according to tree survey
Defibrillators	East End and Memorial Hall	Low (1 x 2)	Clerk	The Councils 2 defibrillators are registered with The Circuit.	Routinely
				Action will be taken as needed.	

The following risk matrix has been used:

<b>Likelihood</b>	Highly likely (3)	Medium (3)	High (6)	High (9)
	Possible (2)	Low (2)	Medium (4)	High (6)
	Unlikely (1)	Low (1)	Low (2)	Medium (3)
		Negligible (1)	Moderate (2)	Severe (3)
		<b>Impact</b>		