

Harpley Parish Council

Risk Management Policy

About the Council

Harpley Parish Council is a small parish council as defined by the Local Audit and Accountability Act 2014. The Council has varying activities and functions and is currently insured through Came and Company and is due for renewal in May 2023.

The Clerk retains the insurance file and will deal with all matters relating to risk and insurance. This is detailed in the Clerk's Job Description and supported by 'Governance and Accountability'. The Council supports the Clerk in this role by providing training opportunities. The Council agrees the Risk Management Policy which is reviewed every year.

Main Actions in relation to risk management

- ✓ The Asset Register is updated during the course of the year by the Clerk.
- ✓ Risk assessments (Health and Safety) are written and updated by the Clerk where appropriate, or another designated body. Copies of risk assessments are retained.
- ✓ This form is run on a traffic light system with risks identified as high (red), medium (orange) and low (green).
- ✓ Sites are inspected at least annually, and records are retained.
- ✓ The Council reviews the Insurance Policy prior to renewal.
- ✓ Financial Risk Assessments are carried out by the Clerk / Responsible Financial Officer, as required.
- ✓ Documentation is kept safely and securely.
- ✓ The Council reviews its systems of Internal Control at least annually.

The Risks identified for the Council:

Risks	Likelihood v Impact = Risk Rating	Mitigation	By what means	Action
Operational				
Staff (Clerk)	<p>High</p> <ul style="list-style-type: none"> • Accident at work • Sickness • Terminates employment • PAYE 	<p>Employer's Liability in place Lone Worker's Policy inc passwords etc. Adequate Working Balance Adequate Working Balance Since moving PAYE to an outside firm, all legislation is up to date and a P32 and pay slip are available every month. PAYE now paid via BACS monthly.</p>	<p>Insurance Policy Budgeted Outsourced</p>	Clerk and Council
Members of the public attending meetings	<p>Low</p> <ul style="list-style-type: none"> • Accident • Incident 	<p>Public Liability Insurance Visual Inspection – recorded Standing Orders in place</p>	<p>Insurance Policy Village Hall Chairman / Committee</p>	Clerk VH Chairman / Committee
SAM2 Speed watch volunteers	<p>Medium</p> <ul style="list-style-type: none"> • Roadside accident 	<p>Risk Assessment and training for use of SAM2 provided Public Liability Insurance Asset Insurance</p>	<p>Westcotec Council £10 million Public Liability Insurance Policy</p>	Clerk arranged

Asset Register	<ul style="list-style-type: none"> Lifting heavy equipment <p>Low</p>	Checked by councillors and Clerk	Asset Register maintained and Insurers advised	Asset Register updated regularly by councillors and clerk
Contractors	<p>Medium</p> <ul style="list-style-type: none"> Public accident Quotations 	Public Liability Insurance Contractors own Public Liability Any contracts over £400 are subject to 3 quotes.	Insurance Policy Council and Contractor (£10 million)	Clerk
Employees	Low	Fraud is covered by the Fidelity Guarantee insurance. Health & Safety – training where required, and any relevant PPE supplied	Insurance Policy Health and Safety Policy	Clerk Clerk
Risks	Likelihood v Impact = Risk Rating	Mitigation	By what means	Action
Financial				
Precept	Low	To ensure enough precept is available to carry out Statutory Duties via the budget which is reviewed quarterly with a projected figure for the year end. This enables correct and transparent forecasting to include all regular costs and projects.	Clerk/RFO Finance Team	Council to review and approve

Cash flow and end of year balance	Medium	Budget prepared Budget Monitoring document provided to members Reserve funds allocated Fidelity Guarantee in place Internal Controls in place	Clerk / RFO Finance Team Insurance Policy Policies reviewed annually	Council to review and approve
Financial Records	Low	The Financial Regulations that are in place cover any irregularities along with Standing Orders. Financial records include bank reconciliation and payments/receipts produced monthly for council meetings.	Clerk/RFO	Council to review and approve
Banking	Low	The move to online banking in April 20 has given additional protection with 2 approval signatories required from the 4 signatories. Each signatory can view the bank accounts 24/7 and have their own login and password. A new online banking policy is available, and the Financial Regulations have been update.	Clerk/RFO can only add payments to the system for signatories to approve	Monthly bank statements to all councillors.
Handling of cash	Low – n/a	NO CASH	Insurance cover for retention of cash	Council to review and approve
Audit	Medium	Audit control policies in place and reviewed annually.	Clerk / RFO	Council to agree and review
Data Protection	Medium	Registered with the Information Commissioners Office and compliance included a Data Protection Policy and	Clerk / RFO Clerk / Councillors Council	Council to agree and review at

		Privacy Statement are in place and on the website. Clerk and Councillors trained		least annually
Grants	Low	Harpley Parish Council does not receive any grants at present. No grants have been received to the Parish Council and a Grant request form is in place.	Clerk / Finance Team	Council to review and approve
VAT	low	The Financial Regulations cover VAT and claims are made quarterly if over £100 to claim for.	Clerk	Clerk
Annual Return	Low	The Annual Return (AGAR) is completed by the clerk, approved by the council and signed by the Chairman, then submitted to the Internal Auditor for completion. Completion within the time limits placed.	Clerk	Clerk Council Chairman Internal Auditor
Councillors	Low to Medium	Declaration of Interests to be stated Low Register of Interest forms to be updated Low Code of Conduct to be strictly adhered to - Medium	Clerk	Councillors Chairman
Agendas. Minutes, Notices	Low	The clerk produces the agenda 5 working days prior to the meeting date and draft minutes within 14 working days from the meeting date. Draft minutes are approved at the next meeting and signed by the Chairman. The agenda and minutes are displayed on the website and in normal circumstances on the noticeboards	Clerk	Councillors Chairman

Freedom of Information Act	Low	The Freedom of Information Policy is on the website and reviewed annually	Clerk	Councillors
Insurance	Medium	The requirements are reviewed annually or if a new item requires adding to the current policy. The liabilities include employers and employees, and it is vital to ensure compliance is met and reviewed.	Clerk	Councillors
Council Records	Low	The clerk keeps and stores the records including signed minutes, historical documents, property / land deeds and since 2020, all documentation is kept electronically with cloud back up.	Clerk	Clerk

Assets	Medium	The asset register is reviewed at least annually and updated when new items are acquired. The loss or damage to bins, play equipment etc., needs to be correctly allocated on the insurance policy. Councillors take responsibility for checking assets and completing relevant forms regularly to ensure that any repairs are made in a timely manner. The Clerk checks the noticeboards monthly in normal circumstances.	Clerk	Councillors
Insurance	Medium	The requirements are reviewed annually or if a new item requires adding to the current policy.	Clerk	Councillors

		The liabilities include employers and employees, and it is vital to ensure compliance is met and reviewed.		

Date agreed: May 2020

Date to be reviewed: August 2023