



RISK MANAGEMENT

Last updated: February 2023. Approved by PCC: March 2023

In the annual accounts the following statement is made:

Risks are identified, assessed and controls established throughout the year. A formal review of the Charity's risk management processes is undertaken on an annual basis.

The key controls used include:

- Formal agendas for all Committee activity
- Detailed terms of reference for all committees
- Formal written policies
- Risk assessments
- Clear authorisation and approval levels

This document sets out the key controls and assesses the main risks and control measures established to manage those risks down to acceptable levels.

1. Risk management overview

Risks that might put the continuing operation of St. Brandon's in doubt or would seriously affect it are identified and controlled as follows. The review conducted by the Standing Committee in February 2023 agreed that the controls were adequate.

Risk	Description	Controls
Spiritual or moral turpitude	Departure from orthodox Christian doctrine or moral standards. Messy Church may raise specific issues in this regard.	Church of England doctrine, oversight by the Bishop, oversight by the Priest-in-Charge (or the Church Wardens during a vacancy), local control through mutual accountability. Messy Church run by experienced leaders and overseen by Worship Team, PCC and Priest-in-Charge.

Lack of strategic direction	<p>Failure to plan at a strategic level and address key changes in the environment.</p> <p>Declining numbers affecting viability.</p>	<p>PCC retains strategic oversight.</p> <p>Electoral roll and church attendance numbers kept under review.</p>
Operational failure	<p>Failure to manage operational issues relating to the life of the Church such as worship, outreach, pastoral care.</p> <p>Failure to protect workers / volunteers.</p> <p>Public liability for worship and events.</p> <p>Fire or other disaster.</p> <p>Health & Safety.</p> <p>Failure to protect personal data.</p> <p>Failure to provide a safe environment for private prayer or public worship due to public health threats.</p>	<p>Committees and teams established with terms of reference where appropriate. Chairs / Convenors / membership kept under review.</p> <p>Home Visiting Policy, Lone Worker Policy, Safer Recruitment and People Management Policy in place.</p> <p>Public liability insurance maintained.</p> <p>Fire Emergency Plan and annual fire drill in place.</p> <p>Health and Safety Policy in place.</p> <p>Data Protection Policy in place.</p> <p>Risk assessments in place.</p>

Financial failure	<p>Failure to secure adequate financial resources for the operation of the Church.</p> <p>Fraud.</p>	<p>Treasurer reporting to Fabric and Finance and PCC. Procedure for the reporting of a Serious Incident to the Charity Commission in place.</p> <p>Regular checking of payments during the year. Independent examination of accounts.</p>
Lack of adequate maintenance of buildings and churchyard	<p>Failure to maintain the buildings in a fit condition for worship and general use.</p> <p>Deliberate damage or accidental damage from weather etc.</p> <p>Churchyard maintenance and safety.</p>	<p>Appointment of architect, quinquennial survey, Fabric and Finance Committee.</p> <p>Buildings insurance policy maintained.</p> <p>Reviewed under Health & Safety Policy.</p>
Child and vulnerable adults protection failure	<p>Failure to protect children from abuse.</p> <p>Failure to protect vulnerable adults.</p> <p>Inability to pay damages.</p>	<p>Parish Safeguarding Policy and risk assessments in place.</p> <p>Procedure for the reporting of a Serious Incident related to children or vulnerable adults to the Charity Commission via the Diocese in place.</p> <p>Parish Safeguarding Policy, Vulnerable Adults Policy, Domestic Abuse Policy, Home Visiting Policy in place.</p> <p>Insurance policy maintained.</p>

2. Key controls

Formal agendas for all committee activity

Committees are PCC, Fabric and Finance, and Standing Committee. Formal agendas are used for all of these.

Detailed terms of reference for all committees

We have detailed terms of reference for all committees, Worship Team, Prayer Team and Partnership for Missional Church. We considered and decided not to have terms of reference for other teams, but to maintain a list of these teams, their convenors and the 'reporting relationship' with other teams and committees. This is reviewed annually by Standing Committee.

Formal written policies

The PCC's terms of reference are set down in the PCC (Powers) Measure 1956 (as amended). The other formal written policies are the Parish Safeguarding Policy including Safer Recruiting and People Management Policy, the Vulnerable Adults Policy, the Domestic Abuse policy, the Home Visiting Policy, the Data Protection Policy, the Health and Safety Policy and the Lone Worker Policy. The implementation of these policies is reviewed by PCC on an annual (calendar year) basis. Risk assessments are conducted as and when necessary and are also subject to annual review. These are for regular activities in Church, Sunday School, Messy Church and Youth Club and for public health threats. Special activities require separate risk assessments.

Clear authorisation and approval levels

Capital items are approved individually by PCC. Fabric and Finance Committee has clear authorisation levels for capital expenditure within the budgeted levels set by PCC.

All payments are made electronically. To protect against fraudulent payments, copy statements are checked by another PCC member periodically throughout the financial year. Currently, Steve Hodgson has this responsibility. To maintain confidentiality, personal details are redacted from the copy statements. Any unrecognised transactions can then be queried with the Treasurer.

Other minor items of expenditure are authorised with budgeted limits set by the PCC.