



Ref No	Description of the Risk	Inherent Risk Level (Impact/Probability)	Description and Evaluation of Current Control or Mitigation methods	Residual Risk Level (Impact/Probability)	Acceptable Risk? (Impact/Probability) ¹	Action ²
Financial Risks						
1	Reduction in student intake	Medium probability/ significant impact	The effect will be a reduction in funding. The budget would need to be set to accommodate the reduction in funding. Work with SLT to identify savings and budget reductions early enough to make appropriate recommendations to Governing Body.	Low probability/ significant impact	Yes	The current situation is deemed manageable Further reductions may require strategic adjustment/ staff reductions/ adjustment to the curriculum
2	Additional budget pressures due to unforeseen circumstances	High probability/ significant impact	The effect will be a reduction in available resources. If the ongoing pandemic continues for the medium to long term there are likely to many unforeseen additional costs and the possibility	High probability/ significant impact	Yes	The current situation is under review Further reductions

¹ Use table 2 to guide your answer to this question which will be either “yes” it is acceptable or “no” it is unacceptable

² Red and Amber risks require some degree of management action. Red risks being the more pressing than amber risks



			of budget reductions once central government review departmental spending to cover the national debt.			will require strategic adjustment/ staff reductions / adjustment to the curriculum to reflect changing levels of funding.
3	New funding formula for KS3 and KS4	High probability/ significant impact	The expectation is an increase in funding.	Medium probability/ significant impact	Yes	The current situation is deemed manageable .
4	School sued by parent / ex-pupil, member of the public.	Low probability/ significant impact	Difficult to see where this would come from. The school has all the necessary insurances, policies, procedures, processes and systems in place but there is always the possibility. Robust policies and procedures will provide a sound defence in the unlikely event of such action being taken against the school.	Low probability/ significant impact	Yes	Continue to review policies, procedures, processes, systems, insurance cover



5	Failure to properly manage budget	Medium probability/ significant impact	Monitoring procedures are in place, external review and scrutiny undertaken through County LFS team and school appointed accountants and auditors. Changes to role of Governing Body to be made to create new audit committee with responsibilities.	Low probability/ significant impact	Yes	Audit monitoring procedures/ adjust where necessary
6	Risk of Fraud	Medium probability/ significant impact	Robust finance policy in place. Anti-fraud policy in place. Internal audit function performed by responsible officer with reports going straight to audit committee.	Low probability/ significant impact	Yes	Audit monitoring procedures/ adjust where necessary
6	Risk of Tribunal	Medium probability/ significant impact	Current insurance policy covers the school for the cost of defending any tribunal case and HR policies and agreed processes are followed and reviewed appropriately.	Low probability/ significant impact	Yes	Ensure adequate insurance cover in place
Premises / Infrastructure Risks						
7	Computer/ICT failure	Medium probability/ significant impact	Although a very low probability a system failure of any duration would be catastrophic. The system is very well managed currently with sufficient checks and balances. Disaster recovery plan needs to be developed.	Low probability/ significant impact	Yes	An audit of the various checks and balances and the disaster recovery



			Planned replacement and renewal programme needs to be maintained. Off-site back up storage meets industry standard.			plan would be useful.
8	Internet abuse	High probability/ marginal impact	Discipline policy / school ethos management. Ensure web filter is comprehensive and fit for purpose. Embed social networking policy across all staff. Ensure IT access policies are followed.	Low probability/ marginal impact	Yes	Low instances / monitoring to be continue through ICT team and breaches reported to SLT.
9	Failure to ensure health and safety of staff, pupils, visitors, governors	Medium probability/ significant impact	The major statutory requirements are being met. Suitable insurances in place, health and safety policy in place and adhered to. Ensure fixed and non-fixed installations are compliant with all relevant legislation. Includes health and safety of staff on pupils on educational visits and all other visits. Annual health and safety audit undertaken by external consultants. Separate specific risk assessment in place to cover	Low probability/ significant impact	Yes	A thorough review of all H&S policies, procedures, processes and systems. Ensure compliance with all relevant legislation and



			COVID19 that includes operation of the buildings.			appropriate contractor insurance in place.
10	Unauthorised access to school site	High probability / significant impact	Despite the various security measures in place there are still many ways an intruder can access the school premises / grounds without being challenged	Low probability / significant impact	Yes	Review access points and make them secure so that access is only through controlled entrances. Improve CCTV and signage.
Teaching / Learning Risks						
11	Poor teaching standards	Low probability / significant impact	Learning reviews involve lesson observations, pupil work scrutiny and student voice. Analysis of data capture and exam outcomes. Performance management systems linked to professional development. Joint training with other schools as part of the PixL group.	Low probability / significant impact	Yes	Review & monitor



12	Failure to meet Bichard report requirements	Medium probability/ Catastrophic impact	Every child matters but covers the whole gambit including DBS reviewed separately in this register SDP / policies / procedures / processes / systems. Mental health wellbeing and mindfulness.	Low probability / catastrophic impact	No	Audit everything that is in place currently / Adjust as necessary
13	Poor 'league table' performance	Medium probability / significant impact	Learning reviews involve lesson observations, pupil work scrutiny and student voice. Analysis of data capture and exam outcomes. Performance management systems linked to professional development. School improvement planning in response to pupil outcomes.	Medium probability / significant impact	Yes	Assess / review / monitor / strategic adjustment as required
14	Bullying at school (including on-line bullying)	Medium probability / significant impact	Policies / behaviour management / school ethos management / parental involvement.	Low probability / marginal impact	Yes	Statistics log / monitor activity
15	Inability to contact parent or carer in emergency situation	Medium probability / significant impact	Parent / carer database is kept up to date and parents / carers reminded termly to provide updated details to the school	Medium probability / significant impact	Yes	Review database every term



16a	Drugs on site	Medium probability / significant impact	Policies / behaviour management / school ethos management / parental involvement. Support from outside agencies. Close working relationship with local Police.	Low probability / significant impact	Yes	Log instances / monitor
16b	Weapons on site				Yes	Log instances / monitor
17	Securing key personal data	Medium probability / significant impact	Passwords / access to system areas only by key personnel / hardcopy personnel data secure	Low probability / significant impact	Yes	Review procedures / processes / systems
18	Failure to undertake DBS Checks or take references leading to inappropriate staff appointments	Low probability / catastrophic impact	DBS checks undertaken on all staff / including cover staff / peripatetic teaching staff / visitors to school who have close contact with students / governors	Very low probability / catastrophic impact	No	Review all procedures and processes / make any changes necessary
Other Risks						
19	Conflict of Interests	Low probability / catastrophic impact	Any staff / governors in a relationship with other staff / governors may generate a perceived conflict of interest. Also any financial conflicts to be recorded in annual declarations of interests.	Low probability / significant impact	Yes	Conflict of interest risk assessment sets out procedures to follow. Governors, SLT and



						CALS required to complete annual declaration or interests.
20	GDPR	Medium probability/significant/impact	New General Data Protection Regulations come into force in May 2018.	Low probability / significant impact	Yes	Information asset audit undertaken, privacy notices prepared, privacy impact assessment undertaken, staff refresher training undertaken.
20	Reputational Risk	Medium probability/significant/impact	Disgruntled parent / student / member of the public airs grievance on social media.	Low probability / significant impact	Yes	Continue to monitor and review. In event of an occurrence consider responding



							based on situation.
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Probability/impact matrix

Very high probability				
High probability				
Medium probability				
Low probability				
Very low probability				
Almost impossibility				
	Negligible impact	Marginal impact	Significant impact	Catastrophic impact

Key to the Shading Used

	Unacceptable Risk – Immediate action to improve control is required
	Acceptable Risk – Close monitoring is required and cost effective control improvements should be sought
	Acceptable Risk – No action now but review periodically and consider possible low cost control improvements