

Category	Specific	Likelihood of occurring (5=high, 1=low)	Impact if occurs (5=high, 1=low)	Cost implication against high risk	Response (transfer, tolerate, treat, or terminate)	Control procedures and target date	Person(s) responsible for action	Date of next review
<b>1. Competition</b>	Loss of pupils and funding to another school in the area. Movement during year.	(5) 4	(4) 3	£133k based on loss of 50 pupils	Treat	a. Regular monitoring and review of pupil trends. b. New marketing strategy c. Budget strategy to take into account	Chair and Headteacher  Business Manager	Sep 2017
<b>2. Regulator Stakeholder</b>	Regulating bodies down grade their judgements on the quality of the school or find the school in breach of its requirements. Damage to reputation of the school.	3	4	Loss of pupils (£2-3k per pupil) Loss of key staff	Treat	a. Standards committee oversight b. Exe team review of quality of teaching c. Financial handbook and assurance audit d. Safeguarding training and procedures	Governors  Headteacher  Business Manger	Sep 2017
<b>3. Technology</b>	Information security  Loss or corruption of data  Obsolesce of ICT systems	2  2  2	3  3  4	Fine from ICO   £200k	Treat	a. Dual lock procedure to be introduced to strengthen control over access. b. Programme of ICT up grade c. ICT Disaster Recovery Plan	IT Manager  Headteacher  Business Manager	Sep 2017
<b>4. Business continuity</b>	Loss of all or part of the site due to flood, fire or other incident	2	4	Higher insurance costs	Treat	a. Update of the Business Continuity Plan in Nov 17 b. Policies and procedures for evacuation, safe working and maintenance c. ICT Disaster Recovery Plan d. Adequate insurance	Business Manager  SLT  IT Manager	Sep 2017

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5. Capacity	MAT business leads to dilution of senior management capacity	2	3	-	Treat	a. Monitoring by Board of Trustees b. Succession planning arrangements for leadership across the school.	Trustees	Sep 2017
6. Reputation	Damage to reputation of School due to incident, behaviour or other negative publicity	2	4	Loss of pupils (£2-3k per pupil)  Loss of key staff	Treat	a. Monitor and manage of issues by the SLT team on regular basis b. Suite of policies and training to support them in place c. Robust safeguarding policy, all staff training April and Sep 2017	Trustees  Headteacher  SLT	Sep 2017
7. Failure to comply with legislation	Failure to comply with Health and Safety legislation, results in an employee / volunteer / beneficiary of the School being injured at work.	2	5	Estimate £50k	Treat	a. Ensure relevant H&S policies are kept up to date and enforced. b. Qualified/trained staff and support from external bodies. c. H&S annual audit	Trustees  Headteacher  Business Manager	Sep 2017
	Failure to comply with employment law-e.g. unfair dismissal of an employee - attracts adverse publicity	2	4	Estimated £150k		a. Adoption of EPM HR policies b. Professional HR support via EPM	Trustees  Head teacher  Business	Sep 2017

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8. National Funding Formula	The delayed introduction of the National Funding Formula adversely effects the finances of the Trust	3	3	Estimate £17k (1%)		a. Monitor developments b. Factor into modelling for budget 18/19	Headteacher  Business Manager	Sep 2017

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9. Deficit arising in the Local Government Pension Scheme and / or the Teachers' Pension	Rising deficit in LGPS lead to additional charges or higher Employer costs.  Teachers Pensions	4	2	Support staff S Ann bill - £152k 2017/18. Estimate £6k per 1% increase in Employer contribution	Treat	a. Factor into modelling for budget 18/19 and Forward Plan b. Monitor position at LGPS  c. Monitor position re Teachers Pensions	Business Manager	Feb 2018