

Type of Risk	Risk	Potential Repercussions	Unmitigated			Mitigation Measures	Mitigated		
			Impact (1-5)	Likelihood (1-5)	Risk Score		Impact	Likelihood	Risk Score
Governance	Loss of key volunteers	Experience or skills lost	4	4	HIGH	Succession planning (where possible) Document systems, plans and projects Agree handover periods	4	4	HIGH
Operational	Failure to generate sufficient income to meet costs of church's work incl Freewill Offering and maintenance work to building	Some activities cease, danger from unsafe building.	5	4	HIGH	Giving in Grace day to be annual event and all church members encouraged to give by standing order, with Gift Aid where possible. Social Committee to be encouraged to extend fundraising, especially for work associated with Tower repairs.	5	3	MEDIUM
	Child/vulnerable adult safeguarding issues	Any abuse would have major impact on community and most importantly damage to the victim	5	2	MEDIUM	See Safeguarding Policy. All adults working with children or vulnerable adults are DBS checked and undergo online safeguarding training. There are at least 2 DBS checked adults whenever children are present.	4	1	LOW
	Slips, trips and falls	Ancient building has thresholds, uneven flooring etc with potential hazards, especially for elderly parishioners.	3	4	MEDIUM	Repair or sign/tape uneven flooring and minimize problems at door thresholds by use of ramps.	3	3	MEDIUM
	Handling heavy objects	With insufficient help and training manual handling of pews etc can cause problems.	3	3	MEDIUM	Ensure sufficient able volunteers are present when pews etc need moving eg. For Autumn Fair, Christmas services.	3	2	LOW
	Altering Service routines	Changes to Church Services could result in some parishioners opting to miss these services/attend elsewhere.	4	4	HIGH	Discuss changes of services with PCC and with wider congregation to gauge potential impact and explain reasons for change.	3	3	MEDIUM
	Issues when home visiting	Many pastoral visits are made by lone volunteers/clergy and they could be putting themselves in danger.	5	3	MEDIUM	Ideally make initial visit with two volunteers. Advise on suitable lone working system eg. Take fully charged mobile, let someone know your movements, consider working to a rota or schedule, ensure an accessible exit, reschedule visit if necessary (if person under influence of alcohol etc), if in danger leave immediately and make a record and pass on concerns.	4	2	LOW
Financial	Budgetary control & financial planning	Decisions made on inaccurate financial projections or reporting Poor cash flow	4	3	MEDIUM	Problem is more likely insufficient funds than how we manage them. However Tower project will need careful management to ensure we receive grants and these come on time to meet expenditure costs. Consider investing in accounting package	4	2	LOW
Public	Changes to Government policy	Reduced income eg. If Gift Aid changed or VAT relief on major repairs reduced	5	3	MEDIUM	Monitor proposed changes and take action if necessary to reduce expenditure or increase income in other ways.	5	3	MEDIUM

	Effect of Covid-19	Limited use of church from March 20 to August 21 reduces congregation connection leading to loss of goodwill generally, finances and numbers attending.	5	4	HIGH	Provide livestreaming of Sunday 10.30am church services. Continue monthly print issues of Connected, especially for those without internet access.	5	3	MEDIUM
	Effect of Covid-19	Limited use of Parish Hall due to social distancing requirements resulting in loss of social events particularly affecting isolated persons in parish. Less attendance resulting in loss of income for hall and church.	5	4	HIGH	Follow Government and CoFE guidelines for safe use of multi-purpose community facilities. Advertise pre-booking requirements etc in Connected, Sunday newsheet. Consider continuing with other ways of connecting socially to those in parish eg. Zoom meetings for Wellbeing Café.	4	3	MEDIUM
Governance	Diocesan Review	Review may result in major changes to governance of parish and/or major implications for Freewill Offering/finances.	5	4	HIGH	Keep PCC informed of developments and plan changes in light of these developments.	4	4	HIGH