

Risk Management For Review and adoption by Barton under Needwood Parish Council 2 October 2025

This document was prepared by: Siobhan Rumsby

Reviewed and adoption by Barton Parish Council:

Chairman of Council Signature Redacted Cllr E Sharkey

Clerk Signature Redacted

Siobhan Rumsby

Next Review Date: Ongoing

Risk assessment is a systematic general examination of conditions, activities and environmental factors that will enable the Parish Council to identify any and all potential inherent risks. The Parish Council, based on a recorded assessment, will take all practical and necessary steps to reduce or eliminate the risks, insofar as is practically possible.

This document has been produced to enable Barton under Needwood Parish Council to assess the risks that it faces under a category of H/M/L (High/Medium/Low) and satisfy itself that it has taken adequate steps to minimise them.

FINANCIAL AND MANAGEMENT					
Subject	Area of Risk	H / M / L	Management / Control of Risk	Review / Assess / Revise	Responsibility
Insurance	General adequacy	L	The insurance arrangements are reviewed fully on a three-year basis with interim annual checking. Review of risk and adequacy of cover (loss / damage, public liability, consequential loss and fidelity guarantee) should be conducted annually.	Check limits annually and review full policy every three years Ensure any capital expenditure purchases over a value of £400 are added to the schedule.	Clerk and Councillors
	Cost	L			
	Compliance	L			

FINANCIAL AND MANAGEMENT					
Subject	Area of Risk	H / M / L	Management / Control of Risk	Review / Assess / Revise	Responsibility
			Full review of renewal costs every three years – next due 2027	Insurance policies/schedules to be kept for 21 years in fire proof cabinet	
	Public Liability (statutory)	L	Insurance at £10,000,000		Clerk and Councillors
	Employers Liability (statutory)	L	Insurance at £10,000,000		Clerk and Councillors
	Money	L	Insurance at £250,000 In transit £5,000 Private residence of member or employee £500 In locked safe or strongroom £5,000		Clerk and Councillors
	Fidelity Guarantee	M	All employees - Insurance at £250,000		Clerk and Councillors
	Property	L	Buildings £4,513 Contents £108,000 Street Furniture £120,000 Walls Gates Fences £48,000 Playground Equipment £120,000 CCTV £6,668 War Memorials £90,000 Ground Surfaces £37,142 Garden Equipment £30,000 Regalia £782		Clerk and Councillors
	Libel and Slander	L	Insurance at £250,000		Clerk and Councillors
	Personal Accident Whilst carrying out official duties Ages 16-75	L	Death £100,000 Permanent total disablement £100,000		Clerk and Councillors

FINANCIAL AND MANAGEMENT					
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	Ages 76-85		Temporary disablement £200 p/w (up to 104 weeks) Partial disablement £100 p/w (up to 104 weeks) Amount reduced to £10,000		
	Employees/Councillors Accident and assault cover	L	Death £10,000 Loss of limb(s) eye(s) hearing £10,000 Permanent total disablement £10,000 Temporary disablement £20 p/w Temporary partial disablement £10 p/w (up to 104 weeks)		Clerk and Councillors
	Excess	L	To be set aside as a Reserve in case of any claim, insurance schedule details different excesses payable		Clerk and Councillors
	Adequacy of precept in order for the Council to carry out its statutory duties	L	To determine the precept amount required, the Council receives monthly budget updates. As part of the annual budget setting process, the Council receives a budget report, including actual position and projected position to the end of year and indicative figures or costings obtained by the Clerk. With this information the Council maps out the required	Review starting in December with budget process. Confirm precept requirement in January	Clerk and Councillors

FINANCIAL AND MANAGEMENT					
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			monies for standing costs and projects for the following year and applies specific figures to budget categories, and individual committee budgets, the total of which is resolved to be the precept amount to be requested from East Staffordshire Borough Council.		
Precept	Insufficient available funds to meet the Council's spending requirements and commitments	L	A full budget needs to be submitted prior to the Precept request. This should include funds placed in reserve for future projects, a contingency fund and three months' running costs. Additionally, the Council maintains reserves which act as a buffer against any overspend of budget.	Existing procedure adequate	Clerk and Councillors
Budget Provision and Reserves	Work awarded incorrectly	L	Normal Parish Council practice is to seek, wherever possible, more than one quotation for any substantial work undertaken. For major work competitive tenders must be sought. If problems encountered with a contract, the Clerk would investigate the situation and report to the Council.	Procedure in Financial Regulations	Clerk and Councillors
Best Value Accountability	Overspend on services	M			

FINANCIAL AND MANAGEMENT					
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			If problems encountered with a contract, investigations to be made and reported to the full Council.		
Contracts and contractors	Maintenance contractors	L	Refer to Standing Orders for award of contracts. Competitive tenders are sought. Initial contracts awarded for 12 months. If problems encountered with a contract, investigations to be made and reported to the full Council. Subject to satisfactory performance, subsequent contracts are awarded for three years.	Report on performance and review when appropriate	Clerk and Councillors
Payroll and Salary	HMRC RTI Information – submit within time limits	L	Salary payments should be entered on the RTI Tools software and uploaded to HMRC on a monthly basis. Pension payments set up by Direct Debit and monthly schedule completed by Clerk.	Current procedure adequate	Clerk / HR Committee
	HMRC End of Year Submission / P60 – submit within time limits	L	The Council must complete the End of Year Submission online within the HMRC timeframe	Current procedure adequate	Clerk / HR Committee
	Salary paid incorrectly	L	Salaries agreed by full Council and paid monthly. Online payments of funds are controlled by two authorising Council Members via the bank's online process.	Existing procedures adequate	Clerk / Councillor Mandated signatories

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	Unpaid tax to HMRC	L	Clerk ensures correct HMRC payments made by the due date	Existing procedures adequate	Clerk / Councillor mandated signatories
	Fraud by staff	L	Requirements of Fidelity Guarantee Insurance adhered to with regards to fraud.	Existing procedures adequate	Clerk and Councillors
Employees	Health and safety	L	All employees to be provided adequate direction and safety equipment needed to undertake their role.	Monitor health and safety requirements and insurance annually	Clerk and Councillors
	Clerk resignation / sickness / death	L	Councillors may act in a temporary capacity at nil pay. Contingency required for advertising, sickness cover etc – Task list prepared plus guide to location of documents, cheque books, PAYE information, passwords etc.	Review contingency in budget annually Keep task list updated.	Clerk / HR
	Employer Liability / legislation	L	Comply with Employment Law Carry out Health and Safety Checks, Risk Assessments in accordance with Policy Council maintains membership of Staffordshire Parish Councils Association including National Association of Local Councils and receive regular updates on any changes to employment policy. Clerk membership of Society of Local Council Clerks to be maintained for support and advice	Review and adopt any changes to Health & Safety Policy, Lone Working Policy, Grievance Procedures, Equal Opportunities Policy and any others necessary. Carry out annual appraisals, salary reviews	Clerk / HR

FINANCIAL AND MANAGEMENT					
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Bank and Banking	Inadequate checks	L	All expenditure is subject the review and approval processes requiring dual approval. Refer to Financial Regulations which set out banking procedures	Existing procedure adequate	Clerk / Councillors
	Bank mistakes	L	Monthly reconciliation identifies any errors	Existing procedure adequate	Clerk
	Cheque mistakes	L	Cheques to be written by the Clerk following inspection of the invoices and signed by two Councillors. Payments agreed on Schedule at the PC Meeting. Cheque, cheque counterfoil, invoice and schedule to be signed or initialled	Existing procedure adequate	Clerk and cheque signatories
	Online Payment mistakes	L	All online payments are subject to dual approval		
	Credit references	L	The Bank performs credit references on cheque signatories	Existing procedure adequate	Bank
	Non-performance/ delivery of third parties	L	Avoid pre-payments wherever possible. Vet suppliers thoroughly	Existing procedure adequate	Clerk and Councillors
	Information communication	L	Financial information is a regular agenda item (Finance Report) with recommendations put forward by the Finance Committee then discussed / reviewed and approved by full Parish Council		Clerk and Councillors
Financial reporting	Annual accounts	L	Accounts to be closed at Council Year End 31 March and final Statement submitted to April / May	Existing procedure adequate	Clerk and Councillors

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			Parish Council meeting for scrutiny and agreement. Clerk / RFO and Chairman to sign off.		
	Inadequate records	L	The Council has Financial Regulations which set out the requirements	Existing procedure adequate	Clerk and Councillors
Financial Records	Financial irregularities	L	Accounts are inspected at regular Finance Meetings and any discrepancies would be highlighted	Existing procedure adequate	Councillors
Grants	Payment of Grants and Power to pay using S137	L	Ensure that the donation is acceptable to pay under S137 or General Power of Competence. All such expenditure goes through the required Council process of approval, minuting and listing accordingly if a payment is made using S137 power of expenditure	Existing procedure adequate	Clerk and Councillors
Charges – rents	Payment of rents	L	Any rents receivable (Allotments, Holland Sports Club) are requested by the Clerk and chased for non-payment; rents payable (SCC) are paid within time frame indicated on invoice received	Existing procedure adequate	Clerk and Councillors
VAT	Reclaiming	L	The Council will make at least one reclaim per year using the 126 form after the close of the year end provided the reclaim is for more than one calendar month and is over £100. The order must have been requisitioned by the Council,	Existing procedure adequate	Clerk

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			the invoice made out to the Council or the Clerk and the payment made from Council funds.		
VAT	Charging	L	The Council is not currently registered for VAT	Existing procedure adequate	
Audit	Annual Return - complete and publish within time limits	L	<p>External Audit Annual Return completed and signed by the Internal Auditor and then completed and signed by the Chairman and Clerk / RFO and published on the website within the specified timeframe.</p> <p>If the PC payments and receipts fall below £25,000 the PC may agree that there is no need for a Limited Assurance Review and that Exemption is acceptable; the Certificate of Exemption must be completed and sent to the External Auditor by 30 June. All paperwork must still be completed and published whether or not it is sent to the External Auditor.</p> <p>The PC may still have a Limited Assurance Review and the paperwork must be completed and sent to the External Auditor and</p>	Existing procedure adequate	Clerk and Chairman

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			published on the website in the usual way.		
Audit	Public inspection of documents	L	By appointment only, at the Village Hall or other convenient public place. For the safety of the Clerk, the public are welcome to inspect documents, but with a Councillor present.	Existing procedure adequate	Clerk and Councillors
	Internal Audit	L	Independent Internal Auditor appointed and recommendations reviewed and followed	Existing procedure adequate	Councillors (with advice from Clerk)
	Review of Effectiveness of Audit	L	The Council must review its requirements of the internal Audit including scope, independence, competence, relationships and planning following the completion of the Internal Audit.	Existing procedure adequate	Council
Legal Powers	Illegal activity or payments	L	All activity and payments within the powers of the Parish Council to be resolved at full Council Meetings, including reference to the power used.	Ensure relevant Power referred to.	Clerk and Councillors
Minutes / Agenda / Notices and Statutory Documents	Accuracy and legality	L	Minutes and agenda are produced in the prescribed manner by the Clerk and adhere to the legal requirements including publishing on the Agenda and Minutes section of the Parish Council website (www.bartonunderneedwood-pc.gov.uk)	Existing procedure adequate	Clerk

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			Minutes are circulated in advance of the meeting, approved and signed at the next full Council meeting.		
	Standing Orders	L	Reviewed Annually in May	Revise and review at adequate intervals	Full Council
	Financial Regulations	L	Reviewed Annually in May	Revise and review at adequate intervals	Full Council
	Code of conduct	L	Reviewed annually in May Councillors issued with the document on taking office and conduct themselves in accordance with the Code of Conduct.	Existing procedure adequate Consider pledge to Civility and Respect Project	Full Council
Council Records	Paper	L	Loss through, fire, theft, damage. The Parish Council records are stored at the Village Hall in the fire-retardant filing cabinets. Records to be kept for the required amount of time and when disposed of, shredded.	Damage (apart from fire) and theft is unlikely – there are smoke detectors and fire alarms at the hall and the hall is locked when empty. Provision is therefore adequate. Further archiving/shredding of papers in storage is necessary.	Clerk and Council

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	Electronic	M	The Parish Council electronic records are stored on the Council's laptop which is kept either at the office or at the Clerk's home, and files backed up to the Cloud. McAfee antivirus software is installed and is to be kept up-to-date	Existing procedure adequate. Back-ups made automatically	Clerk
Data Protection	Policy provision	L	The Parish Council is registered with the Information Commissioner's Office	Existing procedure adequate	
	Data Protection Officer	L	Is not currently necessary. The Clerk is appointed Data Controller	To be reviewed should the legal position alter	
	GDPR	L	Policies adopted and published: General Privacy and Data Protection, Document Retention, Freedom of Information, Disclosure Log, Consent for Information	Policies Review at regular intervals	Council
Freedom of Information and Environmental Information Regulations	Policy	L	Policy adopted and published	Policy at regular intervals	Clerk / Council
	Provision	L	The Parish Council is aware that if a substantial request came in it could		Clerk / Council

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			create a number of additional hours work.		
Councillors	Resignation or death of a Councillor	L	When a vacancy arises there is a legal process to follow which leads to either a by-election or a co-option process. Advertising and procedure is followed under the direction of East Staffordshire Borough Council. The Council tries to draw members from around the Parish to make sure each area is represented.	A Casual Vacancy procedure is followed adequately	Clerk / Council
	Council becoming inquorate	M	If the Council becomes inquorate the Borough Council will take over the running of the Council (at the Village expense).	Procedures of East Staffordshire Borough Council are adequate	
Election Costs	Risk of an election cost	L	Risk is higher in an election year. The Council sets aside a sum each year to a maximum of £1,875 for election expenses. In a normal election year a budget figure for the Parish election is obtained in advance from the Borough Council	Existing procedure is adequate for the four-yearly elections and the risk of incurring costs of a by-election are low.	

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Members' Interests	Register of members' interests	M	Councillors must complete a form on election which must be sent to East Staffordshire Borough Council for publication on their website. Councillors are responsible for ensuring that their own register of member's interests is kept up to date. Register displayed at on the Parish Council and Borough Council websites	ROI completed for each financial year and published on the websites	Councillors
Council Meetings	Recording of meetings	M	Members of the public are requested to inform the Chairman if they wish to record the meeting.	Parish Council will also record if deemed appropriate	Chairman
Burial Ground	Loss of income from Burial Ground Receipts once capacity is reached	M	Review on an annual basis. Internal auditor recommended building up reserve funds	Funds to be budgeted as an ongoing cost	Councillors

ASSETS and PROPERTY					
Subject	Location	H / M / L	Management / Control of Risk	Review / Assess / Revise	Responsibility
War Memorial	The Square, Main Street, Barton	M	Stone structure in garden surrounded by chain linked bollards.	Annual inspection to be carried out in June	Councillors
Benches and street furniture owned by the Parish Council	Main Street, War Memorial, Collinson Park, Fishpond	M	All secured by bolts, screws etc. Regular monitoring, reporting to the Council, annual maintenance and repair or replacement as	Annual inspection to be carried out in June	CA&E Committee

			required using personnel deemed qualified by the Council.		
Collinson Park Play Equipment	Collinson Road	M	Inspections carried out at required intervals and any maintenance, repair or replacement as required carried out using personnel deemed qualified by the Council.	Annual inspection to be carried out in June Weekly safety checks	Recognised supplier Groundsman / CA&E Committee
Memorial Wall	Burial Ground	L	Wall erected in 2013, regular inspection to be made to ensure stability. Plaques to be inspected to ensure adequately fixed.	Annual inspection to be carried out in June	CA&E Committee
Memorial Headstones, Gates, Fencing & Equipment	Burial Ground, Collinson Park, Fishpond, Allotments	L	All structures to be inspected regularly to ensure safety. Plumbing to be checked at Allotments Fishpond pump and associated equipment checked quarterly	Annual inspection to be carried out in June Topple test to be carried out every 5 years. Bailiffs	Councillors CA&E Committee
Trees	Various locations on Parish Council land	L	Storm damage, disease, loose limbs, branches Health checks to be carried out to determine safety. Full report and maintenance requirements to be brought before full council unless risk to public and property high, then Clerk to arrange any urgent tree work. Lengthsman reports any damage.	Inspection every three years to be carried out in June and following high winds, floods. Lengthsman patrols village on a weekly basis.	CA&E Committee Clerk

Waste Bins	Collinson Park	M	Subject to vandalism, theft Damage – regular inspections carried out	Annual maintenance inspection in June	CA&E Committee
Grit Bins	War Memorial Village Hall Car Park	M	Subject to vandalism damage, theft of bin or contents – regular inspections carried out in winter months	Regular maintenance inspection carried out and ensure salt renewed through Ice Busters scheme or alternative funding.	CA&E Committee

Noticeboards	Village Hall x 2 Main Street Fishpond Burial Ground Mill Lane Park Road	M	Monthly checks carried out by Clerk when posting notices. Storm damage reported immediately to ensure safety of carriageway, pedestrians and property. Repair or replacement as required by personnel deemed qualified by the Council.	Full annual inspection and cleaning required.	Clerk / Councillors
Maintenance of land and assets	Collinson Park, Ash Tree Pocket Park, Fishpond,	M	Grounds Maintenance contract awarded and reviewed annually for grass cutting, weeding, pruning and shrubbery maintenance. CCTV installed and signage displayed.	Existing procedure adequate	CA&E Committee Clerk HR Committee
	Burial Ground, War Memorial Village Hall Car Park Various tubs and boarders	M	Employed Groundsman maintains Burial Ground, Village Hall Car Park and identified areas at the Fishpond	All equipment regularly serviced and performance monitored.	 CA&E Committee
	Fishpond		Bailiffs carry out maintenance at the Fishpond pgs. Bailiffs patrol and lifebuoys accessible. Police Patrols requested in the event of any anti-social behaviour	Bailiffs voluntarily maintain using their own equipment	
Other Assets	Holland Sports Club land	L	Club leases land from the Parish Council and operates as a Limited Company. Parish Councillors and	Existing procedure adequate	Councillors / Clerk Holland Sports Club Limited

	Village Hall	L	<p>Clerk attend Committee meetings and can intervene if any problems</p> <p>Parish Council is the Sole Trustee and have appointed a Strategic Committee with specific Terms of Reference, Parish Councillors on Committee – the Charity insure the premises and have Public Liability and Employee Liability cover.</p>	Existing procedure adequate	Parish Council Village Hall Strategic Committee
Public Events	Any public event organised or led by the Parish Council e.g. Better Barton Live; Remembrance Day; Christmas Tree erection, Christmas Lights Switch On	H	Ensure safety of all attending including staff, Councillors and members of the public	<p>Individual Risk Assessments drawn up for each event and all attendees receive briefing</p> <p>All events subject to continual review of risk and appoint lead officer for each event</p>	Councillors/ Clerk