

<b>Description of the Risk</b>	<b>Inherent Risk Level (Probability/Impact)</b>	<b>Description and Evaluation of Current Control or Mitigation methods</b>	<b>Action</b>	<b>Residual Risk Level (Probability/Impact)</b>	<b>Acceptable Risk? (Probability/Impact)</b>	<b>Responsibility</b>
<b>Political</b> – new government initiatives diverting funding away from education	Medium/High	Less funds available leading to reduced spending	Prioritise spending	Medium/Medium	Yes	Arnewood Eaglewood
<b>Political</b> – EU Referendum	High/Medium	The vote to leave Europe could result in no sixth form EU students (ie Italian) joining sixth form	Look for other ways of recruiting external students/charge to made to country of origin	High/Low	Yes	Arnewood
<b>Economic</b> – high cost of housing	Medium/Medium	Young families not moving to area as housing too expensive, reduced numbers in primary schools feeds into reduced numbers in secondary schools	Reduce PAN Scale down staff numbers when practical	Medium/Medium	Yes	Arnewood Eaglewood
<b>Economic</b> – credit crunch affecting housing	Medium/Medium	Families defaulting on mortgages, moving out of the area	Scale down staff numbers when practical	Medium/Medium	Yes	Arnewood Eaglewood
<b>Economic</b> – banking collapse	Medium/High	Collapse of bank holding school funds	Ensure funds are held in authorised bank	Low/Low	Yes	Gryphon
<b>Economic</b> – budget deficit	High/High	Expenditure exceeding income – shortfall in cash at bank	Strategic planning to avoid deficit	High/Medium	Yes	Arnewood Eaglewood Gryphon
<b>Economic</b> – sixth form funding	High/High	Sixth form funding not keeping pace with salaries	Continual monitoring	High/Medium	Yes	Arnewood
<b>Economic</b> – Salary on-costs	High/High	Increase in employers contributions to Teachers Pension Scheme and Local Government Pension Scheme	Continual monitoring	High/Medium	Yes	Arnewood Eaglewood

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<b>Economic</b> – Hampshire Pension Fund deficit	Low/High	Deficit currently being recouped over a 21 year period, if that changes to a shorter period there would be a greatly increased cost	No plans currently to reduce the re-claim period for the deficit	Low/Low	Yes	Arnewood Gryphon
<b>Economic</b> – Hampshire Pension Fund increased deficit	High/High	Deficit more than doubled at 31 <sup>st</sup> August 2016. Contributions increased to clawback over extended period as above	Awareness of increased cost of support staff	Medium/Medium	Yes	Arnewood Gryphon
<b>Economic</b> - LGPS equality of employer contribution rates	Medium/High	Advice by Secretary of State for LGPS to treat academies equitably	Email confirmation received from Hampshire Pension to that effect	Low/Low	Yes	Arnewood Eaglewood
<b>Economic</b> – Failed to educate School/Teaching School	Low/Medium	Insurance claims potentially arising prior to conversion and still on-going are not covered by current insurance	Keeping good records of assessment & reporting	Low/Medium	Yes	Arnewood Gryphon
<b>Economic</b> – seven year lease to provide Astro turf facility	Medium/Medium	Aim to cover lease payments with community lettings so no cost to school	Draw up business plan and monitor bookings	Medium/Medium	Yes	Arnewood
<b>Economic</b> – ongoing cost of Astro turf facility	Medium/Medium	Annual shortfall currently £50k on cost of Astro turf, community lettings unlikely to cover cost of lease or carpet replacement	Further marketing and continued provision in budget for future cost	Medium/Medium	Yes	Arnewood

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<b>Economic</b> – cladding contractor defaults on project	Low/Med	Contractor fails to complete work due to company collapse	Requested performance bond to be included in tender to cover this	Low/Low	Yes	Arnewood
<b>Economic</b> – buildings condition	High/High	Conditions survey report identifies areas of health & safety requiring attention	Check report and budget for high priority repairs. Urgent window repairs carried out	Low/Low	Yes	Arnewood
<b>Economic</b> – iPad Scheme	High/High	iPad Scheme not compliant with legislation	Current iPad Scheme no longer offered. Only compliant schemes offered in future	Low/Low	Yes	Arnewood
<b>Economic</b> – iPad Scheme insurance	High/High	Leasing company to provide 3yr scheme including insurance, high number of claims could result in insurance cancellation	Discuss with leasing company the options available in the event of insurance cancellation	Medium/Medium	Yes	Arnewood
<b>Economic</b> – Eaglewood School not sustainable	Low/High	If Eaglewood School doesn't maintain sufficient student numbers to be viable, there would be financial implications for The Arnewood School through the Multi Academy Trust	Continued monitoring of Eaglewood School finances by Multi Academy Trust	Low/Medium	Yes	Eaglewood Gryphon
<b>Economic</b> – Local Authority support for Eaglewood	Medium/High	Eaglewood School not receiving support from the surrounding Local Authorities would adversely affect income	Ensure continued liaison with all Local Authorities	Low/Medium	Yes	Eaglewood

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<b>Economic</b> – Access to banking information	Low/Medium	Access to banking information and operation in the absence of the Finance Officer	Any cheque signatory can contact our bank to check balance or process inter account transfer in accordance with mandate	Low/Low	Yes	Arnewood Eaglewood Gryphon
<b>Social</b> – more non-English speaking families moving to area, fewer sixth form applicants	Medium/Low	Need to provide English as a Second Language tuition, increased cost New vocational courses making use of facilities available	Increase TAs Current staff to teach NVQ	Medium/Low	Yes	Arnewood Eaglewood
<b>Social</b> – adverse publicity	Medium/High	Bad publicity by one parent may deter other parents from sending students to the school resulting in reduced pupil numbers	Feeder school visits, Publicity agent	Medium/High	Yes	Arnewood Eaglewood
<b>Social</b> – reputation, loss of confidence	Low/Medium	Bad publicity attached to one school as a result of OFSTED inspection or negative incident may impact on the other	Maintain standards across the multi-academy trust. Keep branding very separate	Low/Low	Yes	Arnewood Eaglewood Gryphon
<b>Technological</b> – equipment failure, computer viruses, internet mis-use	High/High	Up to date virus protection (ESET) and firewall Parent information evenings, monitoring of pupil use in school, inappropriate sites blocked	Continual monitoring and assessment	Medium/Medium	Yes	Arnewood Eaglewood
<b>Legislative</b> – changes in law regarding Health & Safety, pupil records	Medium/Medium	Additional cost of Health & Safety compliance Archiving information in line with legislation	Capital projects Areas set aside for safe-keeping of records	Medium/Low	Yes	Arnewood Eaglewood

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<b>Legislative</b> – breach of school data	Medium/High	A major breach of GDPR data compliance incurring a monetary fine from the information Commission Office	Secure source and retrain where necessary	Medium/High	Yes	Arnewood Eaglewood
<b>Environmental</b> – safe travel to and from school	Medium/Medium	Student cycle permits, requirement to wear helmet and use cycle shed Students only allowed out of school with parents' authorisation	Register of cycle permits, home lunch students signing in and out book	Low/Medium	Yes	Arnewood Eaglewood
<b>Environmental</b> – epidemics/pandemics	Low/Medium	In the event of a case being reported in school or in the local area, contact to be made with the Local Health Authority for advice on procedure	Act on instructions from Local Health Authority	Low/Low	Yes	Arnewood Eaglewood
<b>Environmental</b> – extreme weather	Low/Medium	In the event of extreme weather conditions eg snow/ice, flooding consideration to be given to school closure and a decision made by SLT	Health & Safety implications considered together with available advice	Low/Low	Yes	Arnewood Eaglewood
<b>Personnel</b> – staffing reduction	Low/Low	In event of Headteacher absence, continuity of staff reduction procedure in progress with Education Personnel Advisor	Maintain communication with Education Personnel Advisor	Low/Low	Yes	Arnewood Eaglewood
<b>Personnel</b> – impact of reductions	Medium/Low	Discussions with staff and Education Personnel Advisor about reduction strategies	As advised by Education Personnel Advisor	Low/Low	Yes	Arnewood Eaglewood Gryphon
<b>Personnel</b> – national shortage of teachers	High/High	Current shortage of teachers nationally making recruitment of good teachers difficult, affecting standard of teaching and ability to offer places in AP	Maximise advantages of the schools and favourable setting ie on the coast/in the New Forest	Medium/High	Yes	Arnewood Eaglewood Gryphon

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<b>Personnel</b> – Absence of key staff	Low/Medium	Event or incident leading to the absence of key personnel over a long period of time	Temporary cover by current personnel or agency. Refer to procedures manuals	Low/Low	Yes	Arnewood Eaglewood Gryphon
Freedom of Information	Medium/Low	Members of public requesting information	As per Freedom of Information Act	Medium/Low	Yes	Gryphon
Safeguarding Information	High/Medium	OFSTED regards current safeguarding procedures for Arnewood as “outstanding”	Sustained monitoring	Medium/Medium	Yes	Arnewood Eaglewood

	<b>Probability</b>			
<b>Impact</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>
	<b>High</b>	<b>High</b>	<b>High</b>	<b>Medium</b>
	<b>Medium</b>	<b>High</b>	<b>Medium</b>	<b>Low</b>
	<b>Low</b>	<b>Medium</b>	<b>Low</b>	<b>Low</b>