

The Gryphon Trust

Corporate Risk Register

Description of the Risk	Inherent Risk Level (Probability/ Impact)	Description and Evaluation of Current Control or Mitigation methods	Residual Risk Level (Probability/ Impact)	Acceptable Risk? (Probability/ Impact)	Action	Monitored or Action By
Governance - Ineffectiveness of Members due to lack of clear support from BoD	Medium/Low	Increased Member input	Medium/Low (2)	Yes	<ol style="list-style-type: none"> 360 degree review of BOD performance Ensure Scheme of Delegation properly communicated and understood Director and Governor Development and Training 	BoD/FACC and CEO
Governance - Reduced effectiveness of BoD due to skills mix, new directors or inability to recruit directors	High/High	Support of new directors by chair and long serving directors. Active recruitment.	Medium/High (6)	No		BoD/FACC and CEO
Governance - Reduced effectiveness of LBG due to lack of clear direction from BoD	Medium/High	FACC Established	Medium/Medium (4)	Yes		BoD/FACC and CEO
Governance – Failure to identify a significant corporate risk	Medium/Medium	Maintain Risk Register	Medium/Medium (4)	Yes	<ol style="list-style-type: none"> Improve understanding of RM process Regular reviews and updates of RR 	BoD/FACC and CEO
Economic – fraudulent payments to contractors or suppliers	Low/High	Existing internal financial controls including audit	Low/Medium (2)	Yes	<ol style="list-style-type: none"> Internal audit Regular review of financial procedures 	BoD/FACC
Economic – fraud involving misuse of funds, etc	Low/High	Existing internal financial controls including audit	Low/Medium (2)	Yes		
Economic – banking collapse	Medium/Medium	Maintain funds in accredited bank	Low/Low (1)	Yes	Monitor	CFO

Description of the Risk	Inherent Risk Level (Probability/ Impact)	Description and Evaluation of Current Control or Mitigation methods	Residual Risk Level (Probability/ Impact)	Acceptable Risk? (Probability/ Impact)	Action	Monitored or Action By
Economic – An academy’s spending exceeds its income	Medium/High	Expenditure exceeding income – shortfall in cash at bank	Medium/Medium (4)	Yes	Organisational change to avoid deficit	BoD/FACC and CEO
Economic – Insufficient cash in bank	Medium/High	Cash flow report to give advance warning of risk	Medium/High (6)	No	Hold non-critical payments	CFO
Economic – Hampshire Pension Fund increased deficit	High/High	Deficit more than doubled at 31 st August 2016. Contributions increased to clawback over a 21 year period	Medium/Medium (4)	Yes	Awareness of increased cost of support staff	CEO/CFO
Economic - LGPS equality of employer contribution rates	Medium/High	Advice by Secretary of State for LGPS to treat academies equitably	Low/Low (1)	Yes	Email confirmation received from Hampshire Pension to that effect	CEO/CFO
Social – 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	Low/Low (1)	Yes	Maintain standards across the multi-academy trust. Keep branding very separate	
Personnel – Absence of key central services staff	Medium/High	Cross training	Medium/High (6)	No	RM Strategy required	CEO
Freedom of Information	Medium/Low	Members of public requesting information	Medium/Low (2)	Yes	As per Freedom of Information Act	

Description of the Risk	Inherent Risk Level (Probability/ Impact)	Description and Evaluation of Current Control or Mitigation methods	Residual Risk Level (Probability/ Impact)	Acceptable Risk? (Probability/ Impact)	Action	Monitored or Action By
Arnewood LGB	The Risk Register for the Arnewood School is incorporated into this Risk Register					
Eaglewood LGB	The Risk Register for the Eaglewood School is incorporated into this Risk Register					

		Probability		
		High	Medium	Low
Impact	High	High (9)	High (6)	Medium (3)
	Medium	High (6)	Medium (4)	Low (2)
	Low	Medium (3)	Low (2)	Low (1)

When determining levels consider point when intervention would be triggered

The Financial Impact Parameters are set by the Board of Directors at:

High – £50,000 and above

Medium – exceeding £25,000 but not exceeding £ 50,000

Low - £25,000 or lower