



## Natural Environment Cross-divisional Risk Register

Generated on: 09 April 2025

Rows are sorted by Risk Score

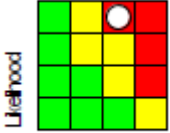
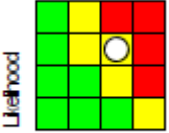
Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
ENV-NE 003 Decline in condition of assets	<p><b>Cause:</b> Inadequate planned and/or reactive maintenance; failure to identify and communicate maintenance issues; failure to retain expertise necessary to maintain complex buildings / sites. Reduced CWP budget and limited capital programme.</p> <p><b>Event:</b> Fail to meet statutory regulations and checks. Operational, residential or public buildings deteriorate to unusable/unsafe condition.</p> <p><b>Effect:</b> Potential serious health and safety risks including fatality or serious injury to users. Service capability disrupted; ineffective use of staff resources; damage to corporate reputation and poor customer satisfaction; increased requirement and costs for reactive maintenance and lack of budget to replace. Delays will have operational impact. Poor condition of assets, loss of value, permanent closure.</p>		32	<p>This risk has been assessed as Red 32 (Likely; Extreme) due to ongoing and increasing concerns about inadequate repair and maintenance of operational property across all Natural Environment sites. The target date to achieve a reduced risk score has been extended to the end of the 2025/26 financial year to allow time for progress to be made on addressing the backlog of required maintenance works.</p> <p>The Environment Department is Lead Client for its operational property with inspections managed and records kept by the City Surveyor's Department (CSD). The Corporation has approved funding for the significant maintenance backlog, including the Natural Environment Division. We are awaiting process and timescales.</p> <p>Officers also continue to seek alternative funding or other opportunities to enable repair and maintenance works to be</p>		24	31-Mar-2026	

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30-Aug-2017 Emily Brennan				<p>undertaken outside the Cyclical Works Programme (CWP).</p> <p>A condition survey of high-priority lodges was undertaken, and work is underway to feed back the findings and prioritise work internally and with CSD.</p> <p>Positive meetings have been held with CSD, and some actions have been agreed to help reduce this risk. The Environment Department will be represented on the group which decides on CWP allocations and priorities. We will work together to update the division of responsibilities and premises controller lists.</p> <p><b>09 Apr 2025</b></p>				
								Reduce

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE 003a Liaison with other departments	Liaise with City Surveyor's Department and other internal departments to press for action to be taken especially with regard to the most urgent issues.	We continue to work with the City Surveyor's Department to resolve service delivery issues.	Jo Hurst	09-Apr-2025	31-Mar-2026
ENV-NE 003b Regular monitoring	Keep risk under regular review and monitor the actions and progress of each Natural Environment site.	This is a standing agenda item for discussion at all Senior Leadership Team meetings.	Emily Brennan	09-Apr-2025	31-Mar-2026
ENV-NE 003d Asset register	Create a comprehensive asset register.	<p>A full review of Natural Environment assets is underway. The outcome will be the compilation of a comprehensive, accurate asset register which will enable us to identify ownership of our assets. A Charity Asset Officer is now in post and is working to ensure assets are recorded correctly and consistently.</p> <p>Asset registers for built assets are undergoing review and being transferred into a new system with additional information. However, this does not include infrastructure assets such as bridges and culverts. The Assistant Director Charity Development is taking forward recommendations for changes to ways of working with CSD and other corporate departments.</p>	Jo Hurst	09-Apr-2025	30-Jun-2025

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Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
ENV-NE 004 Negative impacts from pests and diseases  30-Aug-2017 Emily Brennan	<b>Causes:</b> Inadequate biosecurity; purchase or transfer of infected trees, plants, soil and/or animals; 'natural' spread of pests and diseases from neighbouring areas. <b>Event:</b> Sites become infected by animal, plant or tree diseases e.g. Oak Processionary Moth (OPM), foot and mouth, Massaria, Ash Die Back, <i>Salmonella</i> (DT 191a), Bleeding Canker of Horse Chestnut. <b>Effect:</b> Service capability disrupted; public access to sites restricted; tree decline; reputational damage; increased cost of monitoring and control of invasive species; risk to human health from OPM or other invasive or indigenous species; loss of key native species; threat to existing conservation status of sites particularly those with woodland habitats.	 Likelihood Impact	16	This risk is currently scored as Red 16 (likely/ major) due to the potential biodiversity, financial and human health impacts associated with pests and diseases across many of our Natural Environment sites.  The regional and national situation is monitored on a regular basis. Staff across all Natural Environment sites are carrying out a range of actions, such as inspections, spraying and pest removal to control the impact of this risk but it is recognised that the presence of existing and new pests and diseases will continue. The target date to reduce the risk score has been extended to the end of the current financial year: the risk will be kept under regular review and further opportunities to reduce the risk will continue to be sought.  <b>09 Apr 2025</b>	 Likelihood Impact	12	31-Mar-2026	
							Reduce	

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE 004a Liaison and joint working	Cooperation and coordination across the Natural Environment Division and wider Department.	Natural Environment sites collaborate to share information and knowledge. This ongoing cooperation and coordination include other parts of the Environment Department such as City Gardens and the Cemetery and Crematorium.	Emily Brennan	09-Apr-2025	31-Mar-2026
ENV-NE 004b Review and monitoring	Regular review and monitoring of sites' local risks.	The risks of each individual site are kept under regular review.	Emily Brennan	09-Apr-2025	31-Mar-2026

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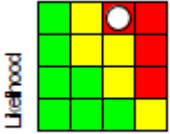
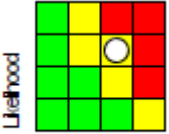
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Emily Brennan							
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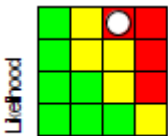
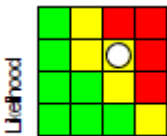
Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE 010a Charity Fundraising Income Strategy	Develop an Income Generation Strategy.	The Assistant Director Charity Development is taking this forward, working with the Fundraising Consultant, and will seek Committee approval of the final version.	Jo Hurst	09-Apr-2025	30-Sep-2025

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Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
ENV-NE 015 <b>Impacts of anti-social behaviour on staff and sites</b>  02-Jan-2024 Emily Brennan	<b>Cause:</b> Anti-social behaviour of members of the public. <b>Event:</b> Anti-social, irresponsible or unsafe behaviour; abuse of staff; fly-tipping; litter; dog fouling; dog attacks; vandalism; abandoned/burnt out vehicles; traveller incursions. <b>Effect:</b> Safety of staff and visitors; damage to sites; reputational damage; disruption to operations; cost of repair and increased insurance premiums; loss of staff time.	 Likelihood Impact	16	A departmental 'Unreasonable Behaviour Protocol' has been developed to tackle abuse of staff, including rapid reporting of incidents so that appropriate action can be taken as necessary - this is followed by officers at all sites. The target date to reduce the risk score has been extended to the end of September to allow time for the benefits of the new process to be fully assessed and realised.  <b>09 Apr 2025</b>	 Likelihood Impact	12	30-Sep-2025	
							Reduce	

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE 015a Departmental 'Abuse of Staff Policy'	Departmental 'Abuse of Staff Policy'.	An Environment Department reporting system is now in place and followed. The 'Unreasonable Behaviour Protocol' includes rapid reporting of instances of abusive and unacceptable behaviour experienced by members of staff.	Emily Brennan	09-Apr-2025	30-Sep-2025
ENV-NE 015b Staff training	Training for staff on conflict management.	First-time or refresher training on conflict management was delivered to relevant staff at the end of 2024. This training will be given to groups of new staff on an ongoing basis.	Emily Brennan	09-Apr-2025	30-Sep-2025
ENV-NE 015c Enforcement partnerships	Build enforcement partnerships.	This is ongoing at each site with relevant local agencies and partners.	Emily Brennan	09-Apr-2025	30-Sep-2025
ENV-NE 015d Educate visitors	Educate visitors to use the sites responsibly.	The use of social media messaging, press releases, signage and face to face engagement with members of the public to encourage responsible behaviours is ongoing at each site as appropriate.	Emily Brennan	09-Apr-2025	30-Sep-2025

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Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
ENV-NE 016 Tree Maintenance	<p><b>Cause:</b></p> <ul style="list-style-type: none"> <li>Trees are subject to decline, physical damage and infection. As trees deteriorate, they are increasingly likely to shed limbs or fall in strong winds and the potential to cause harm increases.</li> <li>Therefore, a robust programme of proactive and reactive tree inspections is in place at each of the City of London open spaces to identify trees which require works to make them safe.</li> <li>The impact of drought and a rise in tree disease, combined with more frequent extreme weather events due to climate change, is increasing the risk of trees failing.</li> <li>There is, as a result, an increasingly large number of vulnerable trees across our open spaces which will require works to prevent failure.</li> <li>There have been a series of incidents of tree failures where trees have fallen onto vehicles and buildings.</li> <li>Our sites have more than 100 miles of highway verge predominately lined with trees.</li> </ul> <p><b>Event:</b></p> <ul style="list-style-type: none"> <li>Failure to identify long-term funding to ensure a robust ongoing programme of tree maintenance works across our open spaces.</li> </ul> <p><b>Effect:</b></p> <ul style="list-style-type: none"> <li>Public safety - serious injury/death.</li> <li>Damage to City of London's physical assets.</li> </ul>	 <p>Likelihood</p> <p>Impact</p>	16	<p>This Chief Officer Risk Management Group approved the de-escalation of this risk from the Corporate Risk Register on 1 November 2024.</p> <p>Significant progress has been made in reducing the key factors of this risk, as set out below. The risk score remains Red 16 (Likely/Major) but we are confident that the risk can be managed at Service Level, and reduced to the target score of Amber 12 by the end of 2025.</p> <p>Regular tree inspections are carried out at each open space to identify vulnerable trees that require work. Works are then prioritised in order of risk. At all sites, climate change, and the associated greater frequency of severe storms, extreme weather conditions, and tree disease, is resulting in more frequent tree (and tree limb) failures and this will continue to increase over time.</p> <p><b>Long term funding:</b> Long term funding for tree safety works is being considered as part of the Natural Environment Charity Review and through identification of opportunities to increase income generation across the Natural Environment Division. Officers are also working in collaboration with colleagues in the Chamberlain's Department to consider options for increasing our budgets for tree management in the long term.</p> <p><b>Epping Forest outstanding works:</b> Work is now underway to clear the outstanding</p>	 <p>Likelihood</p> <p>Impact</p>	12	31-Dec-2025	

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03-Jul-2024 Emily Brennan	<ul style="list-style-type: none"> <li>• Disruption to public highways.</li> <li>• Damage to cars and adjoining properties with increased exposure to public liability claims.</li> <li>• Adverse media attention and significant reputational damage to the City of London Corporation.</li> <li>• Financial impact of insurance claims.</li> </ul>			tree safety works at Epping Forest. Annual tree surveys have now been reviewed, and the results reprioritised. A 'scheme of works' has been specified to address trees needing attention, in order of priority, and this is progressing on schedule. This activity will resolve the backlog of works within 18 months, using existing resources.  <b>09 Apr 2025</b>				
							Reduce	

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
CR41 005e Funding for ongoing tree works	Explore options to identify funding for the ongoing management of tree safety across all Environment Department sites.	<p>We are working with colleagues in the Chamberlain's Department to consider options for increasing budgets for tree management at all sites in the long-term.</p> <p>This is also being addressed as part of the income generation strand of the Natural Environment Charity Review.</p>	Emily Brennan	09-Apr-2025	31-Dec-2025
CR41 005f Tree Safety Policy	Review Natural Environment Division Tree Safety Policy.	<p>The Natural Environment Division Tree Safety Policy sets out the requirements and processes that must be in place at all sites for proactive tree inspection programmes, based upon prioritisation criteria, and reactive inspections following incidents such as severe weather events. The Policy is based upon guidance issued by the National Tree Safety Group (NTSG) and has proven effective when tested following previous incidents.</p> <p>The Natural Environment Division's Tree Safety Group will review the Policy to check that it is being implemented fully across the Division and amend the content as necessary to reflect any changes.</p> <p>The NTSG has recently released revised guidance. The Divisional Tree Safety Group will further review the Policy to ensure it aligns with the National Guidance.</p>	Emily Brennan	09-Apr-2025	31-Dec-2025

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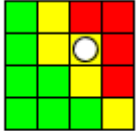
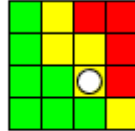
Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
ENV-NE 001 Risks to health and safety  <								

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE 001a Regular review and monitoring	Regular review and monitoring of health and safety risks held by individual sites.	<p>The Deputy Director keeps the health and safety risks of individual sites under review.</p> <p>Major health and safety risks are identified and discussed at Senior Leadership Team meetings.</p>	Emily Brennan; Andrew Impey	09-Apr-2025	30-Sep-2025

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ENV-NE 001b Health and Safety support and advice	Seek support and advice from Departmental Health and Safety Manager and other relevant health and safety resources.	<p>The Environment Department's Health and Safety Manager is actively engaged in assisting sites to identify and manage their health and safety risks.</p> <p>Relevant staff are members of departmental and divisional health and safety groups at which issues are discussed, knowledge shared, and advice and support provided.</p>	Emily Brennan; Andrew Impey	09-Apr-2025	30-Sep-2025
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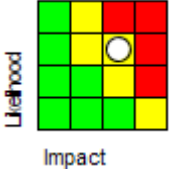
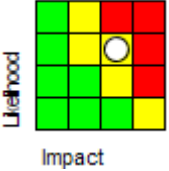
Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
<b>ENV-NE 002</b> <b>Adverse impacts of extreme weather and climate change</b>  30-Aug-2017 Emily Brennan	<b>Causes:</b> Climate change causes more frequent and severe weather events: storms, wind, rainfall, snow, drought. <b>Event:</b> More frequent and prolonged periods of drought, flooding, storm damage, wildfires etc. <b>Effect:</b> Service capability disrupted; incidents increase demand for staff resources to respond and maintain public and site safety; temporary site closures; increased costs for reactive management. Strong winds cause tree limb drop; prolonged heat results in fires; snow disrupts site access; rainfall results in flooding and impassable areas. Damage/loss of rare/fragile habitats and species. Risk of injury or death to staff, visitors, contractors and volunteers. Damage to property and infrastructure.	 Likelihood Impact	12	Each site carries out a range of appropriate actions to control this risk.  Officers continue to work with the Environment Department's Environmental Resilience Team to develop a Climate Resilience Plan for the Natural Environment Division. This work includes identifying specific climate change related risks and actions.  Carbon Removals Project: A Project Manager and Project Officer are now in post and are taking the project forward.  The target date to reduce the risk has been extended to the end of the current financial year to allow further time for the mitigating actions to be progressed.  <b>09 Apr 2025</b>	 Likelihood Impact	8	31-Mar-2026	
							Reduce	

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE 002a Climate Resilience Plan	Develop a Climate Resilience Plan for the Natural Environment Division.	We are working with the Department's Environmental Resilience Team to identify specific climate change related risks and actions for the Natural Environment Division.	Andrew Impey	09-Apr-2025	31-Mar-2026
ENV-NE 002b Review and monitoring	Regular review and monitoring of climate and weather risks held by each Natural Environment site.	The risks held by each site on this subject are kept under regular review.	Andrew Impey	09-Apr-2025	31-Mar-2026
ENV-NE 002d Carbon	Progress the Carbon Removals Project.	The Project Manager and Project Officer are taking the project forward.	Emily Brennan	09-Apr-2025	31-Mar-2026

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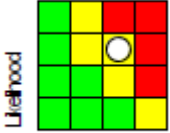
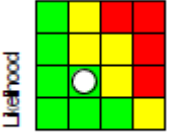
Removals Project		The project will protect the carbon stored on our open spaces and provide additional carbon storage. Actions include fencing to protect vulnerable trees; tree and hedge planting; and deer management.			
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Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
<b>ENV-NE 005</b> <b>Negative impacts of development and encroachment</b>  30-Aug-2017 Emily Brennan	<b>Cause:</b> Pressure on housing and infrastructure in London and South East; failure to monitor planning applications and challenge them appropriately; unsuccessful challenges; lack of resources to employ specialist support, carry out necessary monitoring/research or consult on Local Plans; lack of partnership working with, and engagement from, Planning Authorities. <b>Event:</b> Major development(s) have a negative impact on our sites through loss and damage to habitats. Increase in visitor numbers. <b>Effect:</b> Loss, damage, destruction or fragmentation of habitats. Increased damage through high visitor numbers. Encroachment/loss of land.		12	Staff at all Natural Environment sites work with their neighbouring local authorities and consult with stakeholders. They seek out opportunities to integrate sustainability into proposed developments, e.g. asking for CIL funds from developers to mitigate the impact where possible. They also do what they can to limit the impact of increased visitor numbers.  We have accepted this risk at its current score as there is currently no additional actions we can take to reduce it further. The target date shown is the date of the next risk review.  <b>09 Apr 2025</b>		12	30-Jun-2025	
							Accept	

Action no, Title,	Action description	Latest Note			Action owner	Latest Note Date	Due Date
ENV-NE 005a Regular monitoring and review	Regular monitoring of the risks held by individual sites and action taken.	The Director keeps the risks held by individual sites under review and is notified by her Assistant Directors of any specific planning issues and concerns that arise.			Emily Brennan	09-Apr-2025	30-Jun-2025

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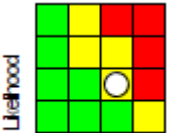
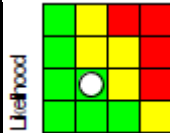
Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
<b>ENV-NE 014</b> <b>Lack of asset register</b>  22-Aug-2023 Jo Hurst	<b>Cause:</b> We do not hold an accurate, comprehensive, asset register for the Natural Environment sites. <b>Event:</b> We do not know the ownership details of all our assets. <b>Effect:</b> Potential to be non-compliant with Charity Commission requirements.	 Impact	<b>12</b>	A full asset review is underway which will result in the compilation of a comprehensive, accurate Asset Register. This will enable us to identify the ownership of our assets and ensure compliance with Charity Commission's Statement of Recommended Practice (SORP) requirements. Once full details are determined, we will also be able to consider wider opportunities for income generation, repurposing and/or disposal.  Ownership of land and associated built assets is now understood for the majority. Work is now underway to develop policy for the governance of assets managed and occupied by the charities but which are not at present charity assets – these land parcels are now referred to as Complementary Land (and complementary assets). The target date for the risk has been extended to the end of 2025 to allow time for the policy to be developed and approved.  <b>14 Apr 2025</b>	 Impact	<b>4</b>	31-Mar-2025	
							Reduce	

Action no, Title,	Action description	Latest Note			Action owner	Latest Note Date	Due Date
ENV-NE 014a Asset review	Carry out Natural Environment Asset Review	A full review of Natural Environment assets is underway. The outcome will be the compilation of a comprehensive, accurate asset register which will enable us to identify ownership of our assets.  Ownership of land and associated built assets is now understood for the majority. Work is now underway to develop policy for the governance of assets managed and occupied by the charities but			Jo Hurst	14-Apr-2025	31-Dec-2025

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		which are not at present charity assets – these land parcels are now referred to as Complementary Land (and complementary assets).			
ENV-NE 014b Establish and monitor protocols	Establish and monitor protocols to ensure compliance with Charity Commission requirements.	Establish and monitor protocols for ensuring compliance with Charity Commission requirements in relation to charity-owned assets.	Jo Hurst	14-Apr-2025	31-Dec-2025

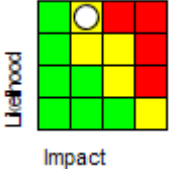
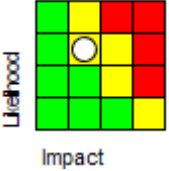
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Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
<b>ENV-NE 011 Recruitment of suitable staff</b>	<p><b>Cause:</b> There is a lack of appropriately skilled candidates in the wider environment employment market.</p> <p><b>Event:</b> Difficulty in filling new and existing posts at the right level.</p> <p><b>Effect:</b> Inability to deliver front-line and back-office services.</p>	 <p>Likelihood</p> <p>Impact</p>	8	<p>There is an apparent lack of individuals in the employment market with relevant skills and experience to fill some specialist posts - this is an industry-wide issue.</p> <p>A key element of delivering the new divisional structure is to offer our existing staff more learning and development opportunities to enable them to fill new and vacant posts in the future.</p> <p>Vacancies are being advertised across a broad range of recruitment outlets in an attempt to attract suitable candidates.</p> <p>The score of this risk has now been reduced from Amber 12 (possible / major) to Amber 8 (unlikely / major) because recruitment has been successful across the division. There are still some key posts to be recruited to before we can consider reducing the risk to the target score. Recruitment is currently being impeded by lack of capacity in HR and the delay in the Ambition 25 Project which has resulted in an extended freeze on job evaluations.</p>	 <p>Likelihood</p> <p>Impact</p>	4	30-Sep-2025	
							Reduce	
16-Dec-2022 Emily Brennan								

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE 011a Develop staff	Develop our staff	We offer staff learning and development opportunities to enable them to fill new and existing vacancies. This is an ongoing action.	Emily Brennan	09-Apr-2025	30-Sep-2025

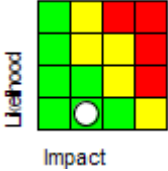
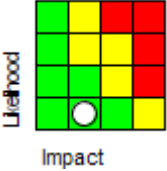

		Management training for managers has been delivered and some additional sessions are planned.			
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Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
ENV-NE 013 <b>Negative impacts of visitor pressure</b>  22-Aug-2023 Emily Brennan	<b>Cause:</b> Continual increase in number of visitors due to greater popularity of natural environment sites, population growth and new housing in local areas. <b>Event:</b> Long-term environmental damage, with a particular focus on protected landscapes and Sites of Special Scientific Interest and SACs which are not designed for such high visitor numbers. Increased use of car parks and parking on adjacent roads and land. <b>Effect:</b> Ecological and environmental damage; negative press coverage; loss of grants related to preservation; increased spend required to maintain sites / mitigate damage.		8	Works to improve visitor infrastructure are being undertaken where possible and/or funding to enable this work is being sought.  Education of visitors to encourage responsible use of sites is carried out via publicity, social media messaging and signage. Opportunities to increase this will be sought and taken up.  The target date to reduce the risk has been extended to the end of the current financial year to reflect the ongoing work to assess visitor numbers and usage.  <b>09 Apr 2025</b>		6	31-Mar-2026	
							Reduce	

Action no, Title,	Action description	Latest Note			Action owner	Latest Note Date	Due Date
ENV-NE 013a Improve visitor infrastructure	Improve visitor infrastructure.	Officers seek ways to improve visitor infrastructure to encourage visitors to stay on designated routes and minimise damage.			Emily Brennan	09-Apr-2025	31-Mar-2026
ENV-NE 013b Education and messaging	Carry out education and messaging campaigns to encourage responsible use of the sites.	Education and messaging campaigns are carried out to encourage the public to use sites responsibly in order to conserve them for the future.			Emily Brennan	09-Apr-2025	31-Mar-2026

## Appendix 1

Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
<b>ENV-NE 012</b> <b>Negative impacts of carrying out wildlife management</b>  22-Aug-2023 Emily Brennan	<b>Cause:</b> Control of wildlife is necessary across the Natural Environment sites to ensure populations remain healthy and in balance with their environment, to conserve biodiversity and protect carbon stocks. For example, deer culling and grey squirrel control. Humane despatch of injured wildlife may also be necessary. These activities often require the use of firearms. <b>Event:</b> Failure to maintain and/or follow robust plans and policies to undertake deer culling and other wildlife controls responsibly, to a sufficiently high standard, in compliance with legal requirements, and with due regard to health, safety and animal welfare. <b>Effect:</b> Injury to staff or members of the public due to non-compliant use of firearms, lone working etc; risk to human health; road traffic accidents; damage to property. Detrimental impact on stakeholder relationships; negative publicity; reputational risk.		2	Deer management is a key issue at Epping Forest - contractors, in conjunction with the Wildlife Management Officer, carried out a successful cull during winter 2024/25. This was managed carefully to ensure the work was undertaken responsibly and in accordance with local policies and legal requirements. There were no incidents or issues. We worked closely with the Media Team to manage communications.  Other wildlife management actions and associated policies are in place across the division and are kept under regular review to manage the risk.  The risk has now been reduced the target score of 2 (Rare/Serious) and is accepted at that level. The risk will be retained on the risk register for oversight and monitoring purposes - it will be kept under ongoing review. The target date shown is the date of the next review.  <b>09 Apr 2025</b>		2	30-Jun-2025	
							Accept	

Action no, Title,	Action description	Latest Note			Action owner	Latest Note Date	Due Date
ENV-NE 012a Deer management	Deer management at Epping Forest	Contractors, in conjunction with the Wildlife Management Officer, successfully carried out a deer cull at Epping Forest during winter 2024/25.			Jacqueline Eggleston	09-Apr-2025	30-Jun-2025
		This action will be kept under regular review.					

## Appendix 1

ENV-NE 012c Manage external communications	Work with the Media Team to manage communications.	Work closely with the Media Team to manage communications about deer management and other wildlife control. This is an ongoing action.	Emily Brennan	09-Apr-2025	30-Jun-2025
ENV-NE 012d Maintain up to date policies	Review, update and communicate relevant policies.	Divisional and site-specific Firearms and other relevant policies (e.g. lone working) are reviewed and updated on a regular basis, and are communicated to appropriate staff. This is an ongoing action.	Emily Brennan	09-Apr-2025	30-Jun-2025