

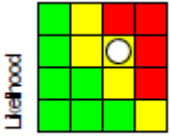
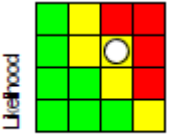
# City Gardens Risk Register

Report Author: Joanne Hill

Generated on: 10 April 2025



Rows are sorted by Risk Score

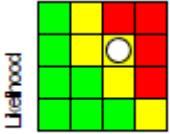
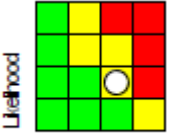
Risk no, Title, Creation date, Owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date/Risk Approach	Flight path
<b>ENV-CO-GC 011 Tree and plant diseases and other pests</b>  24-Feb-2022 Nicola Smith; Jake Tibbetts	<b>Cause:</b> Inadequate biosecurity, purchase or transfer of infected plants and soil. Invasion of pests and diseases from neighbouring areas e.g. Oak Processionary Moth, Massaria, Xyella; Box blight. <b>Event:</b> Sites become infected by plant or tree diseases. <b>Effect:</b> Threat to human health, either directly or indirectly; service capability disrupted; ineffective use of staff resources; damage to corporate reputation; loss of species; site closures (temporary) and associated access; increased costs for reactive maintenance.	 Likelihood Impact	12	This risk includes plant diseases such as Xyella which, while not known to be present in the UK, has spread in Europe, including France.  City Gardens have moved away from using box hedging and are trialling alternative species as appropriate.  The target date shown is the date of the next review.  <b>10 Apr 2025</b>	 Likelihood Impact	12	30-Jun-2025           Accept	

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-CO-GC 011a Staff	Ongoing action: Ensure staff training is kept updated to enable timely identification of	Provision of staff training is continuing. Information on training is shared through the Departmental Health and Safety Group, Equalities Board, SLT, and other avenues.	Nicola Smith	10-Apr-2025	30-Sep-2025

## Appendix 2

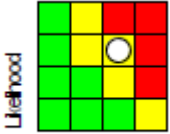
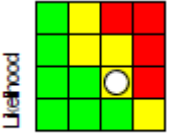
training	pests and knowledge of correct treatment/prevention.				
ENV-CO-GC 011b Inspections	Ongoing action: Annual tree inspections undertaken by qualified personnel through framework contract.	An annual programme is in place for cyclical inspections and targets are being met.	Jake Tibbetts	10-Apr-2025	30-Sep-2025
ENV-CO-GC 011c Information and communication	Ongoing action: Maintain relationships with industry bodies, internal CoL departments, and neighbouring local authorities to ensure free flow of information.	Relationships with industry bodies, internal partners and neighbouring local authorities continue to be maintained.	Jake Tibbetts	10-Apr-2025	30-Sep-2025

## Appendix 2

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-CO-GC 016 Staff resources</b>  04-Aug-2022 Jake Tibbetts	<b>Cause:</b> Aging workforce combined with difficulties in recruitment and retention of younger workforce due to remuneration and benefits package becoming increasingly uncompetitive for the market sector. <b>Event:</b> Reduction in skill and human resources within the service. <b>Effect:</b> Increased staff absence due to sickness; inability to deliver the necessary level of service or meet business objectives; increased number of complaints from the public; negative publicity/reputational damage.	 Likelihood Impact	<b>12</b>	Gardening resource has been increased in recognition of the greater volume of work and we have secured additional funding for resources through the On-Street Parking Reserve (OSPR).  We aim to reduce the score of this risk when the Ambition 25 programme outcomes are realised.  <b>10 Apr 2025</b>	 Likelihood Impact	<b>8</b>	30-Sep-2025	
							Reduce	

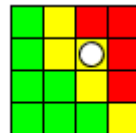

Action no, Title,	Action description	Latest Note			Action owner	Latest Note Date	Due Date
ENC-CO-GC 016a Job desirability	Review the overall work package and consider how the offer can be developed to increase desirability of roles.	The new Corporate People Strategy has been published. We will re-evaluate the situation as the reward and development elements are clarified (Ambition 25).			Jake Tibbetts	10-Apr-2025	30-Sep-2025
ENV-CO-GC 016c Apprentice programme	Work towards securing a rolling apprentice programme to ensure continuous apprentices in City Gardens.	We recruited four new levy-funded apprentices in January 2024. The next recruitment of apprentices will take place in September 2025.			Jake Tibbetts	10-Apr-2025	30-Sep-2025

## Appendix 2

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-CO-GC 017 Decline in condition of assets</b>  04-Aug-2022 Jake Tibbetts	<b>Cause:</b> Poor maintenance of assets; failure to implement recommendations. <b>Event:</b> Failure to meet statutory regulations and checks. Built assets deteriorate to unusable/unsafe condition. <b>Effect:</b> Poor condition of assets; service failures; loss of value; cost of repair; potential fines from statutory bodies and insurance claims.	 Likelihood Impact	<b>12</b>	Funding to address the backlog of maintenance works has been approved. We are working with City Surveyor's Department (CSD) to identify priority works.  We aim to reduce the risk score further once priority works are underway.  <b>10 Apr 2025</b>	 Likelihood Impact	<b>8</b>	30-Sep-2025	
							Reduce	

Action no, Title,	Action description	Latest Note			Action owner	Latest Note Date	Due Date
ENV-CO-GC 017a Investment and maintenance	Undertake an annual review of the 20 year programme of investment and maintenance of all built assets.	The 20-year works programme is reviewed on an annual basis.			Jake Tibbetts	10-Apr-2025	30-Sep-2025
ENV-CO-GC 017b Regular inspections and reporting of defects	Carry out inspections and report defects as they arise. Ensure that unresolved actions are highlighted to City Surveyor's Department.	This is an ongoing action. All necessary inspections are carried out and any defects are reported to City Surveyor's Department.			Jake Tibbetts	10-Apr-2025	30-Sep-2025
ENV-CO-GC 017c Review and monitoring	Undertake regular internal review and monitoring of condition and safety of assets.	Internal checks are carried out on an ongoing basis. These are monitored every quarter to ensure they have been completed.			Jake Tibbetts	10-Apr-2025	30-Sep-2025

## Appendix 2

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-CO-GC 018 Negative impacts of public behaviour	<b>Cause:</b> Problematic, anti-social and criminal behaviour. <b>Event:</b> Litter; public urination and defecation (human and dog); dog fouling, dog attacks, street drinking; drug use; vandalism; wanton damage and theft. <b>Effect:</b> Damage and loss of assets; reduction in user experience and satisfaction; increased costs of cleaning and repairing damage; reputational harm.	 Likelihood Impact	12	<p>Actions are in place to address anti-social, criminal, and other problematic behaviours in and around our sites..</p> <p>We recently recruited a Keeper who has enforcement duties and have monitored the impact of this role over subsequent months. The post holder has built good relationships with dog owners at Bunhill Fields and this has resulted in more responsible dog ownership and reduced the likelihood of anti-social behaviour.</p> <p>We have, therefore, now reduced the likelihood score of this risk from 'likely' (4) to 'possible' (3), bringing the overall risk score down to Amber 12 (possible / major). We will continue to implement the other mitigating actions with a view to achieving the target score (Amber 6) in due course.</p>	 Likelihood Impact	6	30-Sep-2025	
							04-Aug-2022 Jake Tibbetts	10 Apr 2025

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-CO-GC 018a Partnership working	Continue to use Parkguard to engage with ASB offenders, and the Outreach Team in regard to rough sleepers. Maintain and develop relationship with City Police.	<p>We continue to work to identify a solution and improve the situation.</p> <p>We continue to work in partnership with Parkguard to engage with ASB offenders, and with the City's Outreach Team to engage with rough sleepers. We are feeding into the ASB Working Group and providing data to them.</p>	Jake Tibbetts	10-Apr-2025	30-Sep-2025

## Appendix 2

ENV-CO-GC 018b Enforcement of byelaws	Utilise, where necessary, the enforcement powers of the new Keeper to encourage positive behaviours.	<p>The newly recruited Keeper who has enforcement duties has had a positive impact - the post holder has formed good relationships with dog owners who frequent Bunhill Fields and the resultant improvements have enabled the risk score to be reduced.</p> <p>We will work with City Solicitor's Department to assess how appropriate it would be to introduce PSPOs across the City Gardens.</p>	Jake Tibbetts	10-Apr-2025	30-Sep-2025
--	--	---	------------------	-------------	-------------

## Appendix 2

[illegible]

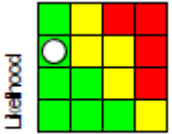
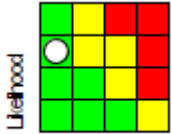

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-CO-GC 009a Accident Reporting	Ongoing action: Continue to develop a good culture of reporting accidents, incidents and near misses.	Officers continue to report accidents, incidents and near misses. Accidents are subject to investigation and review by the Departmental Health and Safety Group.	Jake Tibbetts	10-Apr-2025	30-Sep-2025
ENV-CO-GC 009b Contractor	Ongoing action: Monitor compliance by contractors (City Surveyor's and external) with the Contractor Protocol. Regularly	The Contractor Protocol covers works undertaken by City Surveyor's Department and external contractors. All contractors are required to sign up to, and comply with, the Protocol: it has been implemented with existing contractors and is rolled out to new contractors as required. Regular	Jake Tibbetts	10-Apr-2025	30-Sep-2025

## Appendix 2

protocol	review documentation and processes in light of investigation findings and changes in legislation.	progress meetings are held with City Surveyor's Department and other service areas when working on larger projects.			
ENV-CO-GC 009d Training programme	Ongoing action: Essential and desirable training needs are identified for each staff role. All staff are required to undertake security and terrorism training, e.g. Project Griffin, Argus and Prevent. Completion of appropriate training is kept under review.	The staff training programme is reviewed regularly, and individual training is monitored.	Jake Tibbetts	10-Apr-2025	30-Sep-2025
ENV-CO-GC 009h Improvements to processes	Seek improvements to process and monitoring.	Use Safe 365 feedback to identify areas for improvement and draw on internal Corporate and Departmental health and safety expertise to enhance processes and monitoring.	Jake Tibbetts	10-Apr-2025	30-Sep-2025



## Appendix 2

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-CO-GC 012 Climate and weather	<p><b>Cause:</b> Severe wind events; prolonged drought conditions; extreme temperatures; prolonged precipitation or restricted precipitation. May be climate change influenced.</p> <p><b>Event:</b> Severe weather/climate at one or more sites.</p> <p><b>Effect:</b> Service capability disrupted; fire, flood and storm events (potentially increasing in frequency); increased demand for staff resources to respond to incidents and maintain site safety; damage/loss of habitats and species; temporary site closures and associated access; increased costs for reactive management; injury or death to staff, visitors, contractors and volunteers; in the case of extreme temperatures, direct negative impact on the health of members of staff.</p>		3	<p>The Extreme Weather Policy is in place and improves our ability to reduce risk by closing sites before extreme weather events occur.</p> <p>The ‘working in heat’ risk assessment incorporates current guidance from the HSE regarding working in heat. The staff ‘Working Safely’ manual has been updated to reflect the changes in the risk assessment.</p> <p>We have now produced a plant species list which is being employed on all projects as business as usual.</p> <p>The target date shown is the date of the next review.</p>		3	30-Sep-2025	
24-Feb-2022 Nicola Smith; Jake Tibbetts				10 Apr 2025			Accept	

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-CO-GC 012a Plant species	Increased variety of species planted in order to ‘spread the risk’, e.g. more drought tolerant species and those better able to cope with a range of temperatures/ rainfall levels.	We have produced a plant species list which we will review and improve annually as lessons are learnt. We will also share the list with external partners and ask for their feedback. This is captured in strategic documents e.g. CoL Tree Strategy SPD.	Jake Tibbetts	10-Apr-2025	30-Sep-2025
ENV-CO-GC 012c Monitor weather warnings	Ongoing action: Monitor weather warnings: fire severity index, hydrological outlook and water situation reports. Use staff email to advise on reactive reporting of weather warnings received through MET office and Resilience Forum.	<p>An Extreme Weather Policy is in place to monitor extreme weather conditions, and take appropriate actions.</p> <p>The Policy includes procedures to close sites with trees, where it is possible to do so, when there are severe alerts of amber and red with gusts of 45mph or more. An action log of these decisions is maintained in order to monitor patterns.</p>	Jake Tibbetts	10-Apr-2025	30-Sep-2025