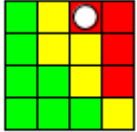
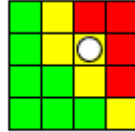


West Ham Park Detailed Risk (reported by exception)

Generated on: 16 June 2025



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-WH 015 Work related stress 30-Apr-2025 Bill LoSasso	Cause: Insufficient staffing numbers available to meet existing workloads and ensure adequate coverage as a consequence of significant cuts to NLOS staffing during the Target Operating Model (TOM2) process and other reductions. Event: Staff are overworked, lone working, critical services are not delivered, procedures are not updated or followed. Effect: Higher staff absence; increased staff turnover; reduced staff wellbeing and mental and physical health; inability to deliver services; reputational damage due to decreased service delivery; increased risk of accident and injury to staff or public.	 Likelihood Impact	16	<p>Some members of staff are experiencing overwork due to insufficient staffing levels, and are working additional, unpaid, hours to meet service delivery demands. This is resulting in increased levels of workplace stress and anxiety. The current risk score is assessed as Red 16 (likely to occur with a major impact) to reflect this.</p> <p>Senior Management are working to address this situation as identified in the actions below.</p> <p>We aim to reduce the risk score to the initial target of Amber 12 (possible/major) by the end of the financial year. We will then consider other actions which will enable the score to reduce further.</p> <p>16 Jun 2025</p>	 Likelihood Impact	12	31-Mar-2026	
							Reduce	

Appendix 1a

Action no, Title,	Action description	Latest Note	Action owner	Latest Note Date	Due Date
ENV-NE-WH 015a Business Planning	Improve prioritisation of tasks through the new Five-Year Charity Business Plan.	The updated business planning process for the charity is being refined and implemented to better prioritise workstreams and reduce overwork where possible. This will be reviewed and improved annually.	Bill LoSasso	16-Jun-2025	31-Mar-2026
ENV-NE-WH 015b Staff rotas	Review staff rotas	Staff rotas will be reviewed during 2025 to modernise work schedules and quantify/document staffing gaps where possible.	Bill LoSasso	16-Jun-2025	31-Dec-2025
ENV-NE-WH 015c Income generation	Identify additional funding to increase staff resource.	A Head of Development and Partnerships is being recruited to support income generation and fundraising. We hope that the work of this officer will identify funding for additional staff resources. The due date of this action is set for March 2026 to enable time for the recruitment process to be completed and for impact of the post holder's work to start to be realised.	Bill LoSasso	16-Jun-2025	31-Mar-2026
ENV-NE-WH 015d Natural Environment Charity Review	Seek options through the Natural Environment Charity Review.	Senior Managers will advocate, via the Natural Environment Charity Review (NECR), for restoration of funding, which was cut during the Target Operating Model (TOM2) process and elsewhere.	Bill LoSasso	16-Jun-2025	31-Mar-2026
ENV-NE-WH 015e Provide support for staff	Liaise with HR and Occupational Health	Senior Managers will continue to liaise with HR and the Occupational Health service as appropriate to ensure support is provided for staff. Stress Risk Assessments will be considered where appropriate. This is an ongoing action which is kept under regular review. The due date shown is the date of the next review.	Bill LoSasso	16-Jun-2025	30-Sep-2025