


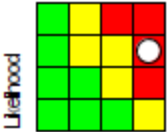
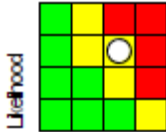
ENV NE - Cross-divisional Risk Register

Report Type: Risks Report
Report Author: Joanne Hill
Generated on: 30 September 2025



Rows are sorted by Risk Score

Risk Level Description Service

Risk Code	ENV-NE 003	Risk Title	Decline in condition of assets									
Description	<p>Cause: 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>Event: Fail to meet statutory regulations and checks. Operational, residential or public buildings deteriorate to unusable/unsafe condition.</p> <p>Effect: 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>											
Current Risk	<div><div><div>Likelihood</div><div>Impact</div></div></div>					Target Risk	<div><div><div>Likelihood</div><div>Impact</div></div></div>			Original Risk	<div><div><div>Likelihood</div><div>Impact</div></div></div>	

Risk Score	Likelihood	Impact
32	Likely	Extreme
Red	Trend	Constant

Risk Score	Likelihood	Impact
24	Possible	Extreme
Red	Target Date	31-Mar-2026

Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Creation Date	25-May-2022

Latest Note	<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 set as 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>	19-Sep-2025
	<p>Chief Officers in occupation are typically accountable for asset condition within their functional area. They are responsible for commissioning required work, and ensuring an appropriate funding route is identified. This action is often delivered upon the professional advice of the City Surveyor's Department (CSD). Once a work package is commissioned, it is the responsibility of CSD to deliver those works as agreed and funded within the given cost/timeline/specifications.</p>	
	<p>Documents outlining responsibilities by asset and task are under review, in particular the Division of Responsibilities between CSD and the Environment Department, and the Corporate Controller of Premises Policy.</p>	
	<p>The Assistant Director Charity Development is taking forward recommendations for changes to ways of working with CSD and other corporate departments. In particular, Service Level Agreements.</p>	
	<p>Surveys of condition of high priority lodges have been undertaken and have informed further agreements and working with CSD to maximise investment in neglected assets, particularly housing in need of improvement and buildings that have income generation potential. There has been agreement from Peer Group to allocate additional CWP funding to enable some Epping Forest lodges to be let as soon as possible.</p>	
	<p>Work is underway with CSD and other corporate departments to assess, allocate and prioritise backlog funding to areas of most need.</p>	

Risk Level	Service
Department	Environment

Risk Approach	Reduce
Risk Owner	Emily Brennan

Associated Actions

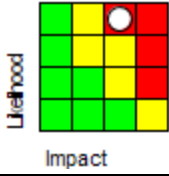
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE 003a Liaison with other departments	Liaise with City Surveyor's Department and other internal departments to press for action to be taken especially with regard to the most urgent issues.	We continue to work with the City Surveyor's Department to resolve service delivery issues.	19-Sep-2025	Jo Hurst	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.	19-Sep-2025	Emily Brennan	31-Mar-2026
ENV-NE 003e Complementary land assets	Independent options assessment of complementary land.	Consultants have been appointed to carry out an independent review of complementary land assets – their report is due at the end of 2025 and will be presented to Committees in Q1 2026.	19-Sep-2025	Emily Brennan	31-Mar-2026
ENV-NE 003e Delivery of works	City Surveyor's Department to deliver works as agreed and funded either by CWP funds and/or directly by the Environment Department.	<p>The CSD's Operations Group deliver work packages as agreed with the Environment Department, within agreed allocated funds, timelines and specifications. This is delivered either via the Cyclical Works Programme (CWP), capital and/or local risk budget.</p> <p>Regular liaison meetings are held between Environment and CSD to manage the delivery programme, and to ensure any risks / issues /</p>	19-Sep-2025	Peter Collinson	31-Dec-2025

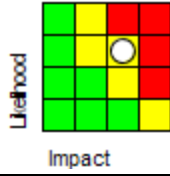
		conflicts / etc are escalated and understood by all parties.			
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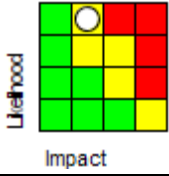
Risk Code	ENV-NE 010
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Risk Title	<i>Budget pressures and uncertainty over future funding model</i>
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Description	<p>Cause: Reduction in income and the need for greater investment in order to deliver services. Pressures on the Corporation's finances have led to a proposed new financial model for the charities.</p> <p>Event: Inability to generate sufficient income to cover operating costs.</p> <p>Effect: Reduction or cessation of services; decline in quality of services; inability to respond to the impacts of other business risks.</p>
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Current Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Target Date	31-Mar-2026

Original Risk		
Risk Score	Likelihood	Impact
8	Likely	Serious
Amber	Creation Date	16-Dec-2022

Latest Note	<p>A Fundraising Consultant has produced a draft options report for consideration by the Director and her management team – this will be used to identify fundraising priorities for each charity. This work will help us to set clear targets, define priority income streams and develop a coordinated approach. Actions will be built into the new five-year charity business plans.</p> <p>The Assistant Director, Charity Development is the Natural Environment Division's lead officer on the Natural Environment Charity Review. The Charity Review will also aim to develop a sustainable funding model for the charities and enable funds to be restricted for specific use within the Natural Environment Division. A Draft Funding Agreement has been produced by Chamberlain's Department and is being consulted on.</p>	19-Sep-2025
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	<p>An additional piece of work has been commissioned, following a request from Policy and Resources Committee, to carry out a detailed asset appraisal for all complementary land assets; this appraisal will identify income generation opportunities.</p> <p>As part of the Natural Environment Charity Review, Epping Forest and West Ham Park transitioned to a grant funding model in FY 2025/26, with the other six charities transitioning in FY 2026/27</p>	
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Risk Level	Service
Department	Environment

Risk Approach	Reduce
Risk Owner	Emily Brennan

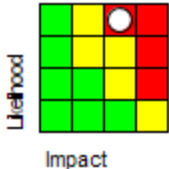
Associated Actions

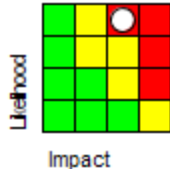
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE 010a Charity Fundraising Income	Develop income generation plans.	The Assistant Director Charity Development is taking this forward with the Fundraising Consultant and the Superintendents, and will seek Committee approval of the final version.	19-Sep-2025	Jo Hurst	31-Mar-2026

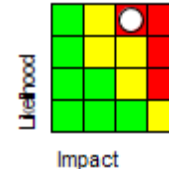
Risk Code	ENV-NE 015
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Risk Title	<i>Impacts of anti-social behaviour on staff and sites</i>
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Description	<p>Cause: Anti-social behaviour of members of the public.</p> <p>Event: Anti-social, irresponsible or unsafe behaviour; abuse of staff; fly-tipping; litter; dog fouling; dog attacks; vandalism; abandoned/burnt out vehicles; traveller incursions.</p> <p>Effect: Safety of staff and visitors; damage to sites; reputational damage; disruption to operations; cost of repair and increased insurance premiums; loss of staff time.</p>
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Current Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Creation Date	20-Dec-2023

Latest Note	<p>The risk has now been accepted at the score of Red 16 as we recognise that we are unable to do anything more to reduce the likelihood of the risk occurring. However, officers do everything they can to control the risk and maintain it at the current level, ensuring our staff and visitors are safe.</p> <p>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.</p> <p>We ask members of the public and staff to be vigilant and report incidents as soon as they notice them so that staff can respond rapidly. Full emergency procedures are also in place.</p>	19-Sep-2025
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	The Target Date shown is the date that the risk will next be reviewed.	
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Risk Level	Service
Department	Environment

Risk Approach	Accept
Risk Owner	Emily Brennan

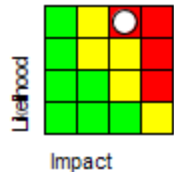
Associated Actions


Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE 015a Departmental 'Abuse of Staff Policy'	Departmental 'Abuse of Staff Policy' and emergency response procedures.	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. Emergency response procedures are also in place and are followed.	19-Sep-2025	Emily Brennan	31-Dec-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.	19-Sep-2025	Emily Brennan	31-Dec-2025
ENV-NE 015c Enforcement partnerships	Build enforcement partnerships.	This is ongoing at each site with relevant local agencies and partners.	19-Sep-2025	Emily Brennan	31-Dec-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.	19-Sep-2025	Emily Brennan	31-Dec-2025

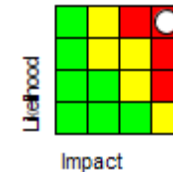
Risk Code	ENV-NE 016
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Risk Title	<i>Tree Maintenance</i>
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Description	<p>Cause:</p> <ul style="list-style-type: none"> • Trees are subject to decline, physical damage and infection. As trees deteriorate, they are increasingly likely to shed limbs or fall in strong winds and the potential to cause harm increases. • 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. • 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. • There is, as a result, an increasingly large number of vulnerable trees across our open spaces which will require works to prevent failure. • There have been a series of incidents of tree failures where trees have fallen onto vehicles and buildings. • Our sites have more than 100 miles of highway verge predominately lined with trees. <p>Event:</p> <ul style="list-style-type: none"> • Greater frequency of tree failure across all sites due to ongoing climate change and extreme weather conditions. <p>Effect:</p> <ul style="list-style-type: none"> • Public safety - serious injury/death. • Damage to City of London's physical assets. • Disruption to public highways. • Damage to cars and adjoining properties with increased exposure to public liability claims. • Adverse media attention and significant reputational damage to the City of London Corporation. • Financial impact of insurance claims.
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Current Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
32	Likely	Extreme
Red	Creation Date	14-Feb-2024

Latest Note	<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). Because of the escalating impacts of climate on tree health, we accept that we cannot do any more to reduce the risk score. We will, however, continue to take actions to protect the safety of staff and site users, but cannot reduce the likelihood of the risk occurring, nor the impact should it occur.</p> <p>The risk will be kept under regular review - the target date shown is the date of the next review.</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. This has been particularly noticeable during 2025 where the climate has caused greater frequency of sudden limb drop and tree failure.</p> <p>Long term funding: 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>Epping Forest outstanding works: Work is now underway to clear the outstanding tree safety works at Epping Forest. Annual tree surveys have now been reviewed and the results reprioritised. A 'scheme of works' has been</p>	19-Sep-2025
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	specified to address trees needing attention, in order of priority, and this is progressing on schedule. This activity will resolve the backlog of works by early 2026, using existing resources.	
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Risk Level	Service
Department	Environment

Risk Approach	Accept
Risk Owner	Emily Brennan

Associated Actions

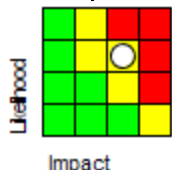
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
CR41 005e Funding for ongoing tree works	Explore options to identify funding for the ongoing management of tree safety across all Environment Department sites.	<p>We are working with colleagues in the Chamberlain's Department to consider options 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>	19-Sep-2025	Emily Brennan	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</p>	19-Sep-2025	Emily Brennan	31-Dec-2025

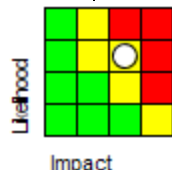
		<p>that it is being implemented fully across the Division and amend the content as necessary to reflect any changes.</p> <p>The NTSG has recently released revised guidance. The Divisional Tree Safety Group will further review the Policy to ensure it aligns with the National Guidance.</p>			
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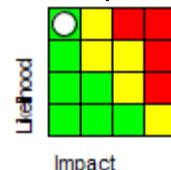
Risk Code	ENV-NE 002
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Risk Title	<i>Adverse impacts of extreme weather and climate change</i>
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Description	<p>Causes: Climate change causes more frequent and severe weather events: storms, wind, rainfall, snow, drought.</p> <p>Event: More frequent and prolonged periods of drought, flooding, storm damage, wildfires etc.</p> <p>Effect: 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.</p>
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Current Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
4	Likely	Minor
Green	Creation Date	21-Jan-2016

Latest Note	<p>Each site carries out a range of appropriate actions to control this risk at the current level of Amber 12 (Possible/Major) but we accept that we cannot reduce the score any further.</p> <p>Officers continue to work with the Environment Department's Environmental Resilience Team to develop a Climate Adaptation Action Plan for the Natural Environment Division. This work includes identifying specific climate change related risks and actions.</p> <p>Carbon Removals Project: A Project Manager and Project Officer are now in post and are taking the project</p>	19-Sep-2025
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	forward.	
	The risk will be kept under regular review - the target date shown is the date of the next review.	

Risk Level	Service
Department	Environment

Risk Approach	Accept
Risk Owner	Emily Brennan

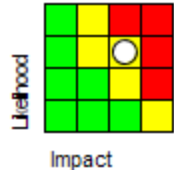
Associated Actions


Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
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.	19-Sep-2025	Andrew Impey	31-Dec-2025
ENV-NE 002d Carbon Removals Project	Progress the Carbon Removals Project.	<p>The Project Manager and Project Officer are taking the project forward.</p> <p>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.</p>	19-Sep-2025	Emily Brennan	31-Mar-2026

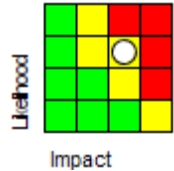
Risk Code	ENV-NE 005
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Risk Title	<i>Negative impacts of development and encroachment</i>
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Description	<p>Cause: Pressure on housing and infrastructure in London and South East; failure to monitor planning 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.</p> <p>Event: Major development(s) have a negative impact on our sites through loss and damage to habitats.</p> <p>Effect: Loss, damage, destruction or fragmentation of habitats. Encroachment/loss of land.</p>
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Current Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Creation Date	10-Mar-2015

Latest Note	<p>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.</p> <p>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.</p>	19-Sep-2025
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Risk Level	Service
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Risk Approach	Accept
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Department	Environment
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Risk Owner	Emily Brennan
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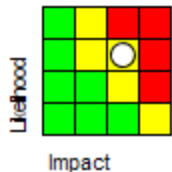
Associated Actions

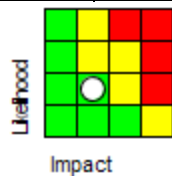
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE 005a Regular monitoring and review	Regular monitoring of the risks held by individual sites and action taken.	The Director keeps the risks held by individual sites under review and is notified by her Assistant Directors of any specific planning issues and concerns that arise.	19-Sep-2025	Emily Brennan	31-Dec-2025

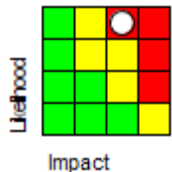
Risk Code	ENV-NE 014
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Risk Title	<i>Lack of asset register</i>
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Description	<p>Cause: We do not hold an accurate, comprehensive, asset register for the Natural Environment sites.</p> <p>Event: We do not know the ownership details of all our assets.</p> <p>Effect: Potential to be non-compliant with Charity Commission requirements.</p>
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Current Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
4	Unlikely	Serious
Green	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Creation Date	22-Aug-2023

Latest Note	<p>This risk will now be closed.</p> <p>The NECR has concluded its review of land assets and, therefore, the built assets associated with them. The next steps are the independent assessment of complementary land assets which is address under risk 'ENV-NE 003 Decline in condition of assets'</p>	19-Sep-2025
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Risk Level	Service
Department	Environment

Risk Approach	Reduce
Risk Owner	Jo Hurst

Associated Actions

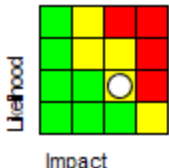
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
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ENV-NE 014a Asset review	Carry out Natural Environment Asset Review	<p>The NECR has concluded its review of land assets and therefore, the built assets associated with them. This is being reported to Charity Management Committees in Summer 2025. The outcome will be the compilation of a comprehensive, accurate asset register which will enable us to identify ownership of our assets.</p> <p>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).</p>	13-Jun-2025	Jo Hurst	31-Dec-2025
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.	13-Jun-2025	Jo Hurst	31-Dec-2025

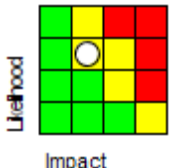
Risk Code	ENV-NE 001
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Risk Title	<i>Risks to health and safety</i>
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Description	<p>Causes: The operation of vast, widespread and diverse public green spaces carries a range of potential health and safety implications for members of the public, staff, volunteers and contractors.</p> <p>Event: Incident or accident with health and safety implications.</p> <p>Effect: Injury or death of a member of the public, volunteer, staff or contractor.</p>
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Current Risk		
Risk Score	Likelihood	Impact
8	Unlikely	Major
Amber	Trend	Decreasing

Target Risk		
Risk Score	Likelihood	Impact
8	Unlikely	Major
Amber	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
6	Possible	Serious
Amber	Creation Date	

Latest Note	<p>Due to the nature of our sites and the types of activities carried out, there are a range of health and safety risks associated with working practices and use of the sites.</p> <p>Each site has appropriate mitigating actions in place. The Department's Health and Safety Manager provides advice and assistance with identifying and managing health and safety risks. Health and Safety is a standing agenda item at regular Divisional SLT meetings. The Deputy Director is taking the lead on H&S for the Natural Environment Division and is currently developing a Roles and Responsibilities document.</p> <p>The risk score has now been reduced from its previous score of Amber 12 (Possible/Major) to the target score of Amber 8 (Unlikely/Major) due to the reduction in vacancies across the division and new staff having become familiar with, and supporting the implementation of, policies, processes and safe working practices. The risk is now</p>	19-Sep-2025
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	accepted at this new level and will be kept under regular review - the target date shown is the date of the next risk review.	
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Risk Level	Service
Department	Environment

Risk Approach	Reduce
Risk Owner	Emily Brennan

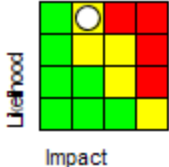
Associated Actions


Ref No:	Description	Latest Note	Note Date	Owned By	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> <p>This is an ongoing action which is kept under regular review.</p>	19-Sep-2025	Emily Brennan; Andrew Impey	31-Dec-2025
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> <p>This is an ongoing action which is kept under regular review.</p>	19-Sep-2025	Emily Brennan; Andrew Impey	31-Dec-2025

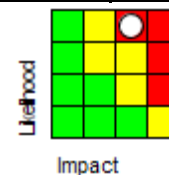
Risk Code	ENV-NE 004
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Risk Title	<i>Negative impacts from pests and diseases</i>
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Description	<p>Causes: Inadequate biosecurity; purchase or transfer of infected trees, plants, soil and/or animals; ‘natural’ spread of pests and diseases from neighbouring areas.</p> <p>Event: 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.</p> <p>Effect: 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.</p>
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Current Risk		
Risk Score	Likelihood	Impact
8	Likely	Serious
Amber	Trend	Decreasing

Target Risk		
Risk Score	Likelihood	Impact
8	Likely	Serious
Amber	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Creation Date	10-Mar-2015

Latest Note	<p>This risk has been reduced from Red 16 (likely/major) to a score of Amber 8 (likely/serious) due to the range of effective actions being undertaken by staff across all Natural Environment sites, such as monitoring, inspections, spraying and pest removal, to mitigate the impact of the risk. It is, however, recognised that the presence of existing and new pests and diseases will continue and it will not be possible to reduce the risk further. Therefore, we accept the risk at the new level and the target date shown is the date that the risk will next be reviewed.</p>	19-Sep-2025
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Risk Level	Service
Department	Environment

Risk Approach	Accept
Risk Owner	Emily Brennan

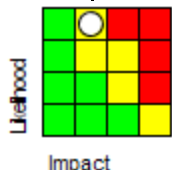
Associated Actions

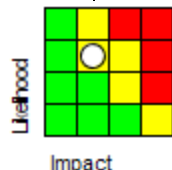
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE 004a Liaison and joint working	Cooperation and coordination across the Natural Environment Division and wider Department.	<p>Natural Environment sites collaborate to share information and knowledge. This ongoing cooperation and coordination includes other parts of the Environment Department such as City Gardens and the Cemetery and Crematorium.</p> <p>The 'Due Date' shown is the date of the next scheduled risk review.</p>	19-Sep-2025	Emily Brennan	31-Dec-2025
ENV-NE 004b Review and monitoring	Regular review and monitoring of sites' local risks.	<p>The risks of each individual site are kept under regular review.</p> <p>The 'Due Date' shown is the date of the next scheduled risk review.</p>	19-Sep-2025	Emily Brennan	31-Dec-2025

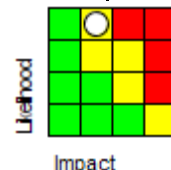
Risk Code	ENV-NE 013
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Risk Title	<i>Negative impacts of visitor pressure</i>
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Description	<p>Cause: Continual increase in number of visitors due to greater popularity of natural environment sites, population growth and new housing in local areas.</p> <p>Event: 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.</p> <p>Effect: Ecological and environmental damage; negative press coverage; loss of grants related to preservation; increased spend required to maintain sites / mitigate damage.</p>
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Current Risk		
Risk Score	Likelihood	Impact
8	Likely	Serious
Amber	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
6	Possible	Serious
Amber	Target Date	31-Mar-2026

Original Risk		
Risk Score	Likelihood	Impact
8	Likely	Serious
Amber	Creation Date	22-Aug-2023

Latest Note	<p>Works to improve visitor infrastructure are being undertaken where possible and/or funding to enable this work is being sought.</p> <p>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.</p> <p>The target date to reduce the risk has been set as the end of the current financial year to reflect the ongoing work to assess visitor numbers and usage.</p>	19-Sep-2025
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Risk Level	Service
Department	Environment

Risk Approach	Reduce
Risk Owner	Emily Brennan


Associated Actions

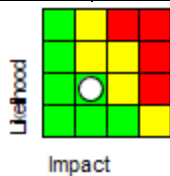
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE 013a Improve visitor infrastructure	Improve visitor infrastructure.	Officers seek ways to improve visitor infrastructure to encourage visitors to stay on designated routes and minimise damage.	19-Sep-2025	Emily Brennan	31-Mar-2026
ENV-NE 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.	19-Sep-2025	Emily Brennan	31-Mar-2026
ENV-NE 013c Assess visitor numbers	Assess visitor numbers and usage of the natural environment sites.	Officers are seeking appropriate methods to assess visitor numbers and usage at the sites	19-Sep-2025	Emily Brennan	31-Mar-2026

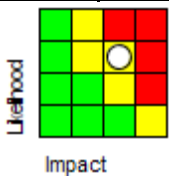
Risk Code	ENV-NE 011
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Risk Title	<i>Recruitment of suitable staff</i>
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Description	<p>Cause: There is a lack of appropriately skilled candidates in the wider environment employment market.</p> <p>Event: Difficulty in filling new and existing posts at the right level.</p> <p>Effect: Inability to deliver front-line and back-office services.</p>
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Current Risk		
Risk Score	Likelihood	Impact
4	Unlikely	Serious
Green	Trend	Decreasing

Target Risk		
Risk Score	Likelihood	Impact
4	Unlikely	Serious
Green	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
12	Possible	Major
Amber	Creation Date	16-Dec-2022

Latest Note	<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 8 (Unlikely/Major) to the target score of Green 4 (Unlikely/Serious) because recruitment has continued to be successful across the division, reducing the potential impact of this risk should it occur. We accept the risk at that new level as there are still some key posts to be recruited to and the delay in the Ambition 25 Project has resulted in an extended freeze on job evaluations.</p> <p>The risk will be kept under regular review - the target date shown is the date of the next review.</p>	19-Sep-2025
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Risk Level	Service
Department	Environment

Risk Approach	Reduce
Risk Owner	Emily Brennan

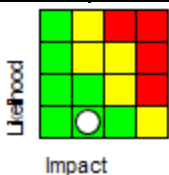
Associated Actions


Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE 011a Develop staff	Develop our staff	<p>We offer staff learning and development opportunities to enable them to fill new and existing vacancies. This is an ongoing action.</p> <p>Management training for managers has been delivered and some additional sessions are planned.</p>	19-Sep-2025	Emily Brennan	31-Dec-2025

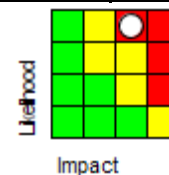
Risk Code	ENV-NE 012
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Risk Title	<i>Negative impacts of carrying out wildlife management</i>
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Description	<p>Cause: Control of wildlife is necessary across the Natural Environment sites to ensure populations 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.</p> <p>Event: 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.</p> <p>Effect: 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.</p>
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Current Risk		
Risk Score	Likelihood	Impact
2	Rare	Serious
Green	Trend	Constant

Target Risk		
Risk Score	Likelihood	Impact
2	Rare	Serious
Green	Target Date	31-Dec-2025

Original Risk		
Risk Score	Likelihood	Impact
16	Likely	Major
Red	Creation Date	22-Aug-2023

Latest Note	<p>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. Another reduction cull is planned for autumn/winter 2025/26.</p> <p>Other wildlife management actions and associated policies are in place across the division and are kept under regular review to manage the risk.</p>	19-Sep-2025
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	The risk remains at a 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.	
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Risk Level	Service
Department	Environment

Risk Approach	Accept
Risk Owner	Emily Brennan

Associated Actions

Ref No:	Description	Latest Note	Note Date	Owned By	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. A further reduction cull is planned for autumn/winter 2026. This action will be kept under regular review.	19-Sep-2025	Jacqueline Eggleston	31-Mar-2026
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.	19-Sep-2025	Emily Brennan	31-Mar-2026