

## ENV - City Gardens

**Report Type:** Risks Report

**Report Author:** Joanne Hill

**Generated on:** 30 September 2025



Rows are sorted by Risk Score

### Risk Level Description Service

<b>Risk Code</b>	ENV-CO-GC 018	<b>Risk Title</b>	<i>Negative impacts of anti-social behaviour</i>
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<b>Description</b>	<p><b>Cause:</b> Problematic, anti-social and criminal behaviour.</p> <p><b>Event:</b> Litter; public urination and defecation (human and dog); dog fouling, dog attacks, street drinking; drug use; vandalism; wanton damage and theft.</p> <p><b>Effect:</b> Damage and loss of assets; reduction in user experience and satisfaction; increased costs of cleaning and repairing damage; reputational harm and the negative effect this has on staff safety and wellbeing.</p>
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<b>Current Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
16	Likely	Major
Red	<b>Trend</b>	Increasing

<b>Target Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
6	Possible	Serious
Amber	<b>Target Date</b>	30-Sep-2026

<b>Original Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
16	Likely	Major
Red	<b>Creation Date</b>	04-Aug-2022

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<b>Latest Note</b>	<p>Actions are in place to address anti-social, criminal, and other problematic behaviours in and around our sites.</p> <p>The Keeper based at Bunhill Fields has had a positive influence on promoting responsible dog ownership there. However, there has been a rise in anti-social behaviour across the rest of the City Gardens sites due to the rise in encampments. We have, therefore, increased the current risk score to 16 (Likely/Major) but we will continue to implement the other mitigating actions with a view to achieving the target score (Amber 6) in the future.</p>	<b>30-Sep-2026</b>
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<b>Risk Level</b>	Service
<b>Department</b>	Environment

<b>Risk Approach</b>	Reduce
<b>Risk Owner</b>	Jake Tibbetts

### Associated Actions

Ref No:	Description	Latest Note	Note Date	Owned By	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>	29-Sep-2025	Jake Tibbetts	31-Dec-2025
ENV-CO-GC 018b Enforcement of byelaws	Utilise, where necessary, the enforcement powers of the new Keeper to encourage positive public behaviour.	<p>A 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>As a result of this good work, the need to</p>	29-Sep-2025	Jake Tibbetts	31-Dec-2025

## Appendix 2

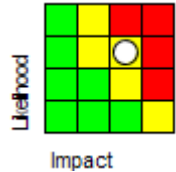
		introduce PSPOs is no longer necessary. A report to Committee will be presented in December 2025.			
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## Appendix 2

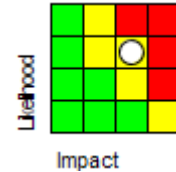
<b>Risk Code</b>	ENV-CO-GC 011
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<b>Risk Title</b>	<i>Tree and plant diseases and other pests</i>
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<b>Description</b>	<p><b>Cause:</b> Inadequate biosecurity, purchase or transfer of infected plants and soil. Invasion of pests and diseases from neighbouring areas e.g. Oak Processionary Moth, Massaria, Xyella; Box blight.</p> <p><b>Event:</b> Sites become infected by plant or tree diseases.</p> <p><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.</p>
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<b>Current Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
12	Possible	Major
Amber	<b>Trend</b>	Constant

<b>Target Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
12	Possible	Major
Amber	<b>Target Date</b>	31-Dec-2025

<b>Original Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
12	Possible	Major
Amber	<b>Creation Date</b>	25-Nov-2015

<b>Latest Note</b>	<p>This risk includes plant diseases such as Xyella which, while not known to be present in the UK, has spread in Europe, including France.</p> <p>City Gardens have moved away from using box hedging and are trialling alternative species as appropriate.</p> <p>The target date shown is the date of the next review.</p>	29-Sep-2025
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<b>Risk Level</b>	Service
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<b>Risk Approach</b>	Accept
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<b>Department</b>	Environment
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<b>Risk Owner</b>	Jake Tibbetts
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### Associated Actions

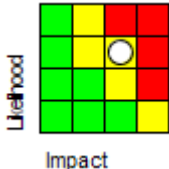
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-CO-GC 011a Staff training	Ongoing action: Ensure staff training is kept updated to enable timely identification of pests and knowledge of correct treatment/prevention.	Provision of staff training is continuing. Information on training is shared through the Departmental Health and Safety Group, Equalities Board, SLT, and other avenues.	29-Sep-2025	Jake Tibbetts	31-Dec-2025
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.	29-Sep-2025	Jake Tibbetts	31-Dec-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.	29-Sep-2025	Jake Tibbetts	31-Dec-2025

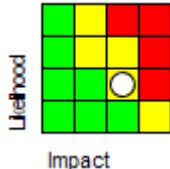
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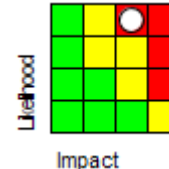
<b>Risk Code</b>	ENV-CO-GC 016
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<b>Risk Title</b>	<i>Staff resources</i>
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<b>Description</b>	<p><b>Cause:</b> Aging workforce combined with difficulties in recruitment and retention of younger workforce due to remuneration and benefits package becoming increasingly uncompetitive for the market sector.</p> <p><b>Event:</b> Reduction in skill and human resources within the service.</p> <p><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.</p>
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<b>Current Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
<b>12</b>	Possible	Major
Amber	<b>Trend</b>	Constant

<b>Target Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
<b>8</b>	Unlikely	Major
Amber	<b>Target Date</b>	31-Dec-2025

<b>Original Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
<b>16</b>	Likely	Major
Red	<b>Creation Date</b>	04-Aug-2022

<b>Latest Note</b>	<p>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).</p> <p>We aim to reduce the score of this risk when the Ambition 25 programme outcomes are realised.</p>	<b>29-Sep-2025</b>
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<b>Risk Level</b>	Service
<b>Department</b>	Environment

<b>Risk Approach</b>	Reduce
<b>Risk Owner</b>	Jake Tibbetts

### Associated Actions

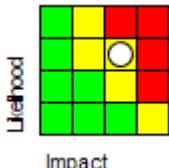
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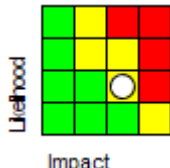
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENC-CO-GC 016a Job desirability	Review the overall work package and consider how the offer can be developed to increase desirability of roles.	The new Corporate People Strategy has been published. We will re-evaluate the situation as the reward and development elements are clarified (Ambition 25).	29-Sep-2025	Jake Tibbetts	31-Dec-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 January 2026.	29-Sep-2025	Jake Tibbetts	30-Jan-2026

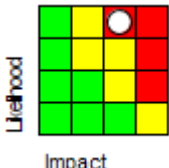
<b>Risk Code</b>	ENV-CO-GC 017
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<b>Risk Title</b>	<i>Decline in condition of assets</i>
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<b>Description</b>	<p><b>Cause:</b> Poor maintenance of assets; failure to implement recommendations.</p> <p><b>Event:</b> Failure to meet statutory regulations and checks. Built assets deteriorate to unusable/unsafe condition.</p> <p><b>Effect:</b> Poor condition of assets; service failures; loss of value; cost of repair; potential fines from statutory bodies and insurance claims.</p>
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<b>Current Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
<b>12</b>	Possible	Major
Amber	<b>Trend</b>	Constant

<b>Target Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
<b>8</b>	Unlikely	Major
Amber	<b>Target Date</b>	31-Dec-2025

<b>Original Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
<b>16</b>	Likely	Major
Red	<b>Creation Date</b>	04-Aug-2022

<b>Latest Note</b>	<p>We are one year into a three year programme we will continue to address the back log maintenance programme. We are working with City Surveyor's Department (CSD) to identify priority works.</p> <p>We aim to reduce the risk score further once priority works are underway.</p>	<b>29-Sep-2025</b>
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<b>Risk Level</b>	Service
<b>Department</b>	Environment

<b>Risk Approach</b>	Reduce
<b>Risk Owner</b>	Jake Tibbetts

### Associated Actions



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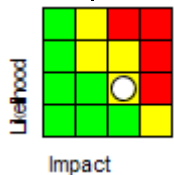
Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-CO-GC 017a Investment and maintenance	Undertake an annual review of the 20 year programme of investment and maintenance of all built assets.	The 20-year works programme is reviewed on an annual basis.	29-Sep-2025	Jake Tibbetts	31-Dec-2025
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.	29-Sep-2025	Jake Tibbetts	31-Dec-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.	29-Sep-2025	Jake Tibbetts	31-Dec-2025

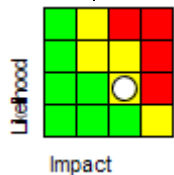
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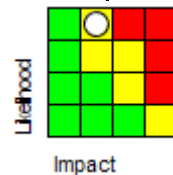
<b>Risk Code</b>	ENV-CO-GC 009
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<b>Risk Title</b>	<i>Risk to health and safety</i>
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<b>Description</b>	<p><b>Cause:</b> Failure to adhere to health and safety policies and procedures. Failure to link work activity with adequate procedures; risk assessments and safe systems of work not complied with; inadequate appropriate training; failure to implement the results of audits.</p> <p><b>Event:</b> Staff, volunteers, contractors or licensees undertake unsafe working practices, notably working at roadside or at height in City.</p> <p><b>Effect:</b> Injury to staff, volunteers, contractors or member of the public; prosecution and fine by HSE and/or Police; increased insurance premiums; reputational damage.</p>
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<b>Current Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
8	Unlikely	Major
Amber	<b>Trend</b>	Constant

<b>Target Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
8	Unlikely	Major
Amber	<b>Target Date</b>	31-Dec-2025

<b>Original Risk</b>		
<b>Risk Score</b>	<b>Likelihood</b>	<b>Impact</b>
8	Likely	Serious
Amber	<b>Creation Date</b>	25-Nov-2015

<b>Latest Note</b>	<p>While we cannot remove this risk, we continue to take actions to mitigate it as far as possible and maintain the score at the current level.</p> <p>Health and safety procedures are kept under regular review and the Emergency Plan will be reviewed and updated during the coming months.</p> <p>A recent review of City Gardens' health and safety procedures produced positive results. Some additional practices were recommended, such as increasing the number of external audits that are carried out, and we are</p>	<b>29-Sep-2025</b>
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	working to implement these.	
	The target date shown is the date of the next review.	

<b>Risk Level</b>	Service
<b>Department</b>	Environment

<b>Risk Approach</b>	Accept
<b>Risk Owner</b>	Jake Tibbetts

### Associated Actions

Ref No:	Description	Latest Note	Note Date	Owned By	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.	29-Sep-2025	Jake Tibbetts	31-Dec-2025
ENV-CO-GC 009b Contractor protocol	Ongoing action: Monitor compliance by contractors (City Surveyor's and external) with the Contractor Protocol. Regularly review documentation and processes in light of investigation findings and changes in legislation.	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 progress meetings are held with City Surveyor's Department and other service areas when working on larger projects.	29-Sep-2025	Jake Tibbetts	31-Dec-2025
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	The staff training programme is reviewed regularly, and individual training is monitored.	29-Sep-2025	Jake Tibbetts	31-Dec-2025

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	Prevent. Completion of appropriate training is kept under review.				
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.	29-Sep-2025	Jake Tibbetts	31-Dec-2025